

LAMPIRAN

Lampiran 1

Kuesioner

Bandar Lampung, Juli 2019

Hal : Permohonan Bantuan Pengisian Kuisisioner

Kepada Yth :

Bapak / Ibu

di

Tempat

Dengan ini saya :

Nama : Yessi Masrita W

NPM : 1512110229

Jurusan : S1 Manajemen IIB Darmajaya

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan **PT. Pelabuhan Indonesia II (Persero) Cabang Panjang Bandarlampung** Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IBI Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. Tentang **“PENGARUH BUDAYA ORGANISASI DAN LINGKUNGAN KERJA FISIK TERHADAP KINERJA KARYAWAN PADA PT. PELABUHAN INDONESIA II (PERSERO) CABANG PANJANG BANDARLAMPUNG”**.

Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrument penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya . Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan jawaban tersebut tidak berpengaruh terhadap kondisi saudara.

Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terimakasih.

Hormat Saya,

Yessi Masrita

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

Pengaruh Budaya Organisasi dan Lingkungan Kerja Fisik Terhadap Kinerja Karyawan Pada PT. Pelabuhan Indonesia II (Persero) Cabang Panjang Bandarlampung

Petunjuk pengisian :

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

**SS = Sangat tSetuju
CukupSetuju**

S = Setuju

CS =

TS = TidakSetuju

STS = SangatTidakSetuju

No. Res :

IDENTITAS RESPONDEN

1. NamaResponden : _____
2. Umur : 20 – 30 tahun 41 – 50 tahun
 31 – 40 tahun
3. JenisKelamin : Laki – Laki Perempuan
4. PendidikanTerakhir : SMA
 Sarjana
 PascaSarjana
5. Masa Kerja : 0 – 3 tahun 7 – 10 tahun
 4 – 7 tahun > 10 tahun

DAFTAR PERNYATAAN

Kinerja (Y)

| Pernyataan | Jawaban | | | | |
|---|---------|---|----|----|-----|
| | SS | S | CS | TS | STS |
| | 5 | 4 | 3 | 2 | 1 |
| 1. Kualitas hasil pekerjaan saya sesuai dengan standar yang ditetapkan perusahaan | | | | | |
| 2. Saya dapat menyelesaikan pekerjaan dengan teliti dan rapi | | | | | |
| 3. Saya mampu menyelesaikan pekerjaan dengan benar, sesuai standar yang ditentukan dan tepat waktu | | | | | |
| 4. Perusahaan menentukan standar pencapaian hasil pekerjaan yang baik/benar kepada karyawan | | | | | |
| 5. Saya berusaha tidak melanggar peraturan perusahaan walaupun tidak ada pengawasan | | | | | |
| 6. Saya mampu menutupi kekurangan yang ada dalam perusahaan | | | | | |
| 7. Ketika ada pekerjaan yang harus diselesaikan secara bersama rekan kerja dapat diselesaikan dengan baik | | | | | |
| 8. Saya selalu hadir tepat waktu sesuai yang ditentukan perusahaan | | | | | |
| 9. Saya mampu mengerjakan mencapai standar kualitas | | | | | |
| 10. Saya belum akan pulang kalau pekerjaan belum selesai | | | | | |

DAFTAR PERNYATAAN

Budaya Organisasi (X₁)

| Pernyataan | Jawaban | | | | |
|---|---------|---|----|----|-----|
| | SS | S | CS | TS | STS |
| | 5 | 4 | 3 | 2 | 1 |
| 1. Di sini karyawan didorong untuk mencari cara-cara yang baru dalam menyelesaikan masalah | | | | | |
| 2. Di sini mengasuh dan membantu bawahan sangat didorong | | | | | |
| 3. Di sini para pemimpin mengasuh dan melindungi kepentingan yang menjadi kelompoknya | | | | | |
| 4. Di sini meraih prestasi dan kompetensi lebih dipentingkan daripada status hirarkhis | | | | | |
| 5. Sangat memperhatikan hubungan baik dan loyalitas kepada organisasi | | | | | |
| 6. Di sini para manajer atau supervisor menggunakan kekuasaan (wewenang) untuk segala urusan dan para bawahan menerimanya | | | | | |
| 7. Di sini daya saing dan kecerdasan sangat dihargai | | | | | |
| 8. Meskipun peraturan dilaksanakan secara ketat, namun penerapannya disesuaikan dengan latar belakang masalah | | | | | |
| 9. Sangat memperhatikan hubungan baik dan loyalitas kepada perusahaan | | | | | |
| 10. Pihak manajemen instansi selalu menyampaikan tujuan perusahaan secara detail kepada para karyawan | | | | | |

DAFTAR PERNYATAAN

Lingkungan Kerja Fisik (X₂)

| Pernyataan | Jawaban | | | | |
|--|---------|---|----|----|-----|
| | SS | S | CS | TS | STS |
| | 5 | 4 | 3 | 2 | 1 |
| 1. Penerangan di ruang kerja cukup baik dan tidak menyilaukan sehingga mendukung aktivitas pekerjaan saya | | | | | |
| 2. Cahaya lampu yang kurang terang akan memperlambat saya dalam menyiapkan pekerjaan | | | | | |
| 3. Kualitas udara di sekitar tempat bekerja saya kurang baik | | | | | |
| 4. Tingkat kebisingan dalam bekerja mempengaruhi fokus dan mengganggu pekerjaan saya | | | | | |
| 5. Di dalam ruangan kerja, pewarnaan ruangan sudah tertata dengan baik sehingga dapat menunjang saya dalam bekerja | | | | | |
| 6. Fasilitas yang tersedia di lingkungan kerja telah mendukung jalannya pekerjaan saya | | | | | |
| 7. Kebersihan di lingkungan perusahaan sudah dikelola secara baik | | | | | |
| 8. Kebersihan toilet di perusahaan sudah cukup terawat dengan baik | | | | | |
| 9. Terjaminnya keamanan kerja di lingkungan kerja dan sekitarnya yang tidak berbahaya selama jam kerja | | | | | |
| 10. Adanya fasilitas sosial seperti sosial seperti tempat ibadah yang cukup memadai bagi karyawan | | | | | |

Lampiran 2

| TABULASI SKOR BUDAYA ORGANISASI (X1) | | | | | | | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|--------------|
| Resp/Ques | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 | Q9 | Q10 | Total |
| 1 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 43 |
| 2 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 39 |
| 3 | 5 | 2 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 45 |
| 4 | 3 | 3 | 4 | 5 | 5 | 4 | 2 | 3 | 3 | 5 | 37 |
| 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 6 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 7 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 41 |
| 8 | 3 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 40 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 44 |
| 10 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 42 |
| 11 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 12 | 4 | 3 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 41 |
| 13 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 14 | 5 | 2 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 43 |
| 15 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 44 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 17 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 41 |
| 18 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 19 | 5 | 2 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 42 |
| 20 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 46 |
| 21 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 22 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 41 |
| 23 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 45 |
| 24 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 45 |
| 25 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 45 |
| 26 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 45 |
| 27 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 38 |
| 28 | 5 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 29 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 45 |
| 30 | 5 | 3 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 43 |
| 31 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 44 |
| 32 | 5 | 4 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 42 |
| 33 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 43 |
| 34 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 45 |
| 35 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 41 |
| 36 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 38 |
| 37 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 38 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 42 |
| 39 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 40 | 5 | 3 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 44 |
| 41 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 45 |

| | | | | | | | | | | | |
|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| 42 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 43 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 44 |
| 44 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 42 |
| 45 | 4 | 3 | 4 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 40 |
| 46 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 40 |
| 47 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 45 |
| 48 | 4 | 2 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 43 |
| 49 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 50 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 51 | 5 | 3 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 45 |
| 52 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 43 |
| 53 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 44 |
| 54 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 46 |
| 55 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 42 |
| 56 | 5 | 2 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 43 |
| 57 | 5 | 3 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 45 |
| 58 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 43 |
| 59 | 4 | 2 | 3 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 39 |
| 60 | 5 | 2 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 41 |
| 61 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 62 | 5 | 3 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 45 |
| 63 | 4 | 2 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 42 |
| 64 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 44 |
| 65 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 46 |
| 66 | 4 | 3 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 43 |
| 67 | 5 | 2 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 44 |
| 68 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 42 |
| 69 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 45 |
| 70 | 5 | 3 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 43 |
| 71 | 4 | 2 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 44 |
| 72 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 73 | 4 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 43 |
| 74 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 75 | 5 | 2 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 43 |
| 76 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 46 |
| 77 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 40 |
| 78 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| 79 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 44 |
| 80 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 81 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 82 | 4 | 2 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 37 |
| 83 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 45 |
| | | | | | | | | | | | |
| JML | 377 | 257 | 382 | 378 | 396 | 383 | 263 | 385 | 389 | 398 | 3608 |

TABULASI SKOR LINGKUNGAN KERJA FISIK (X2)

| Resp/Ques | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 | Q9 | Q10 | Total |
|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|--------------|
| 1 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 2 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 38 |
| 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |
| 5 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 42 |
| 6 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 43 |
| 7 | 5 | 5 | 3 | 2 | 4 | 5 | 5 | 5 | 4 | 5 | 43 |
| 8 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 9 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 10 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 40 |
| 11 | 4 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 43 |
| 12 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 39 |
| 13 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 14 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 15 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 17 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 18 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 19 | 5 | 5 | 2 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 42 |
| 20 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 21 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 22 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 37 |
| 23 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 24 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 25 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 40 |
| 26 | 5 | 5 | 3 | 2 | 5 | 4 | 5 | 4 | 5 | 5 | 43 |
| 27 | 3 | 3 | 4 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 37 |
| 28 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 41 |
| 29 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 30 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 31 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 32 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |
| 33 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 34 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 3 | 43 |
| 35 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 41 |
| 36 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 44 |
| 37 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 38 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 39 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 40 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 41 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 42 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 43 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 44 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |

| | | | | | | | | | | | |
|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| 45 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 46 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 45 |
| 47 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 48 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 49 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 50 | 4 | 3 | 2 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 38 |
| 51 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 52 | 5 | 5 | 2 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 40 |
| 53 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 43 |
| 54 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 55 | 5 | 4 | 2 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 56 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 57 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 58 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 59 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 60 | 4 | 5 | 2 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 41 |
| 61 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 39 |
| 62 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 63 | 5 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 64 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 65 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 66 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 42 |
| 67 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 68 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 42 |
| 69 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 70 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 71 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 72 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 73 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 42 |
| 74 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 75 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 41 |
| 76 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 77 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 39 |
| 78 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 41 |
| 79 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 39 |
| 80 | 5 | 4 | 3 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 81 | 5 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 43 |
| 82 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 34 |
| 83 | 5 | 4 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| | | | | | | | | | | | |
| JML | 373 | 377 | 259 | 266 | 380 | 390 | 381 | 386 | 395 | 375 | 3582 |

TABULASI SKOR KINERJA (Y)

| Resp/Ques | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 | Q9 | Q10 | Total |
|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|--------------|
| 1 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 41 |
| 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| 4 | 3 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 37 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 6 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 7 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 9 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 10 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 41 |
| 11 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 12 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 39 |
| 13 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 14 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 15 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 16 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 45 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 18 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 19 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 38 |
| 20 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 21 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 43 |
| 22 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 4 | 37 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 24 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 25 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 39 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 27 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 36 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 40 |
| 29 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 42 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 31 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 32 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 33 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 34 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 37 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 44 |
| 38 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 39 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 41 |
| 40 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 43 |
| 41 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 42 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 43 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |

| | | | | | | | | | | | |
|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| 44 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 41 |
| 45 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 40 |
| 46 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 47 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| 48 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 49 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 50 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 51 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 52 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 41 |
| 53 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 43 |
| 54 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 55 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 40 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 58 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 59 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 36 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 61 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 62 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 63 | 4 | 3 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 40 |
| 64 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| 65 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 46 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 67 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 68 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 69 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 70 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 71 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 72 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 46 |
| 73 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 41 |
| 74 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 75 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 76 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 77 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 41 |
| 78 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 79 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 80 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 81 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 82 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 38 |
| 83 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| | | | | | | | | | | | |
| JML | 342 | 363 | 352 | 355 | 345 | 347 | 362 | 338 | 351 | 352 | 3507 |

Lampiran 3

Kelompok Umur

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|--------------------|
| Valid 20-30 | 21 | 25.3 | 25.3 | 25.3 |
| Valid 31-40 | 43 | 51.8 | 51.8 | 77.1 |
| Valid 41-50 | 19 | 22.9 | 22.9 | 100.0 |
| Total | 83 | 100.0 | 100.0 | |

JenisKelamin

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid L | 58 | 69.9 | 69.9 | 69.9 |
| Valid P | 25 | 30.1 | 30.1 | 100.0 |
| Total | 83 | 100.0 | 100.0 | |

Pendidikan

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| Valid S1 | 45 | 54.2 | 54.2 | 54.2 |
| Valid S2 | 38 | 45.8 | 45.8 | 100.0 |
| Total | 83 | 100.0 | 100.0 | |

Kelompok Masa kerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 0-3 | 15 | 18.1 | 18.1 | 18.1 |
| Valid 4-7 | 25 | 30.1 | 30.1 | 48.2 |
| Valid 8-10 | 33 | 39.8 | 39.8 | 88.0 |
| Valid >10 | 10 | 12.0 | 12.0 | 100.0 |
| Total | 83 | 100.0 | 100.0 | |

Lampiran 5

Hasil Uji Validitas
Variabel Budaya Organisasi (X1)

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| P1 | 37,03 | 32,723 | ,672 | ,880 |
| P2 | 37,17 | 32,902 | ,674 | ,880 |
| P3 | 37,03 | 34,447 | ,555 | ,888 |
| P4 | 37,10 | 33,886 | ,608 | ,884 |
| P5 | 37,17 | 33,868 | ,605 | ,885 |
| P6 | 37,00 | 35,241 | ,527 | ,889 |
| P7 | 37,07 | 30,823 | ,750 | ,874 |
| P8 | 37,10 | 34,783 | ,480 | ,893 |
| P9 | 37,03 | 32,585 | ,724 | ,877 |
| P10 | 37,10 | 31,334 | ,741 | ,875 |

Variabel Lingkungan Kerja Fisik (X2)

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| P1 | 37,07 | 29,237 | ,654 | ,868 |
| P2 | 37,20 | 29,200 | ,680 | ,867 |
| P3 | 37,07 | 30,754 | ,549 | ,876 |
| P4 | 37,13 | 29,775 | ,655 | ,869 |
| P5 | 37,20 | 30,303 | ,588 | ,873 |
| P6 | 37,03 | 31,413 | ,532 | ,877 |
| P7 | 37,07 | 30,823 | ,578 | ,874 |
| P8 | 37,13 | 31,223 | ,458 | ,883 |
| P9 | 37,07 | 29,030 | ,715 | ,864 |
| P10 | 37,13 | 27,982 | ,718 | ,863 |

Variabel Kinerja (Y)

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| P1 | 38,60 | 16,110 | ,555 | ,819 |
| P2 | 38,77 | 17,220 | ,400 | ,834 |
| P3 | 38,57 | 16,737 | ,527 | ,821 |
| P4 | 38,57 | 16,944 | ,487 | ,825 |
| P5 | 38,53 | 16,671 | ,536 | ,821 |
| P6 | 38,73 | 16,133 | ,588 | ,815 |
| P7 | 38,90 | 17,610 | ,388 | ,834 |
| P8 | 38,50 | 16,397 | ,587 | ,816 |
| P9 | 38,60 | 15,903 | ,643 | ,810 |
| P10 | 38,93 | 16,064 | ,563 | ,818 |

Lampiran 6

Hasil Uji Reliabelitas

Variabel Budaya Organisasi (X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,893 | 10 |

Variabel Lingkungan Kerja Fisik (X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,883 | 10 |

Variabel Kinerja (Y)

Reliability Statistics

| | |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| ,836 | 10 |

Lampiran 7

Hasil Uji Linieritas

Budaya Organisasi Terhadap Kinerja

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Kinerja * Budaya | | (Combined) | 273,842 | 11 | 24,895 | 8,715 | ,000 |
| | Between Groups | Linearity | 217,236 | 1 | 217,236 | 76,051 | ,000 |
| | | Deviation from Linearity | 56,606 | 10 | 5,661 | 1,982 | ,048 |
| | | Within Groups | 202,809 | 71 | 2,856 | | |
| | | Total | 476,651 | 82 | | | |

Lingkungan Kerja Fisik Terhadap Kinerja

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Kinerja * Lingkungan | | (Combined) | 279,222 | 13 | 21,479 | 7,507 | ,000 |
| | Between Groups | Linearity | 195,884 | 1 | 195,884 | 68,460 | ,000 |
| | | Deviation from Linearity | 83,338 | 12 | 6,945 | 2,427 | ,011 |
| | | Within Groups | 197,428 | 69 | 2,861 | | |
| | | Total | 476,651 | 82 | | | |

Lampiran 8

Hasil Uji Multikolinieritas

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|-----------------------------|------------|---------------------------|------|-------|-------------------------|------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| | (Constant) | 7,106 | 3,215 | | 2,210 | ,030 | |
| 1 | Budaya | ,471 | ,076 | ,488 | 6,216 | ,000 | ,807 |
| | Lingkungan | ,338 | ,062 | ,427 | 5,442 | ,000 | ,807 |

a. Dependent Variable: Kinerja

Lampiran 9

Hasil Pengolahan Regresi Linier Berganda

| Model | Variables Entered | Variables Removed | Method |
|-------|---------------------------------|-------------------|--------|
| 1 | Lingkungan, Budaya ^b | . | Enter |

a. Dependent Variable: Kinerja

b. All requested variables entered.

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .776 ^a | .603 | .593 | 1.538 | .603 | 60.704 | 2 | 80 | .000 |

a. Predictors: (Constant), Lingkungan, Budaya

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 287.324 | 2 | 143.662 | 60.704 | .000 ^b |
| | Residual | 189.327 | 80 | 2.367 | | |
| | Total | 476.651 | 82 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Lingkungan, Budaya

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | 95,0% Confidence Interval for B | | Correlations | | | Collinearity Statistics | | |
|-------|-----------------------------|------------|---------------------------|------|-------|---------------------------------|-------------|--------------|------------|---------|-------------------------|-----------|-------|
| | B | Std. Error | | | | Beta | Lower Bound | Upper Bound | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 7.106 | 3.215 | | 2.210 | .030 | .708 | 13.503 | | | | | |
| | Budaya | .471 | .076 | .488 | 6.216 | .000 | .320 | .622 | .675 | .571 | .438 | .807 | 1.239 |
| | Lingkungan | .338 | .062 | .427 | 5.442 | .000 | .214 | .461 | .641 | .520 | .383 | .807 | 1.239 |

a. Dependent Variable: Kinerja

Lampiran 10

Tabel r

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 1 | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2 | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3 | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4 | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5 | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6 | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7 | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8 | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9 | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10 | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11 | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12 | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13 | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14 | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15 | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16 | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17 | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18 | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19 | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20 | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21 | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22 | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23 | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24 | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25 | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26 | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27 | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28 | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29 | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30 | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31 | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32 | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33 | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34 | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35 | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |

| | | | | | |
|----|--------|--------|--------|--------|--------|
| 36 | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37 | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38 | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39 | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40 | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41 | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42 | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43 | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44 | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45 | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46 | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47 | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48 | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49 | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50 | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 51 | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52 | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53 | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54 | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55 | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56 | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57 | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58 | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59 | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60 | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61 | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62 | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63 | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64 | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65 | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| 66 | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| 67 | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| 68 | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| 69 | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| 70 | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| 71 | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| 72 | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| 73 | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| 74 | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| 75 | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| 76 | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| 77 | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| 78 | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| 79 | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| 80 | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |

| | | | | | |
|-----------|--------|--------|--------|--------|--------|
| 81 | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| 82 | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| 83 | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| 84 | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| 85 | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |

