

# LAMPIRAN

## **INSTRUMEN KUESIONER PENELITIAN**

Kepada Yth. Bapak/Ibu/Saudara  
Karyawan PT. Sungai Budi Group  
Di-

Bandar Lampung

Dengan hormat,

Di tengah kesibukan Bapak/Ibu/Saudara dalam bertugas, perkenankan saya mohon kesediaan Bapak/Ibu/Saudara untuk berkenan memberikan sedikit waktu luangnya untuk mengisi kuesioner/angket ini. Pengumpulan data melalui kuesioner ini hanya akan digunakan untuk penelitian saya mengenai “Pengaruh Disiplin Kerja dan Budaya Organisasi terhadap Kinerja Karyawan PT. Sungai Budi Group di Bandar Lampung”.

Dengan segala hormat, kami mohon kesediaan Bapak/Ibu/Saudara untuk memberikan jawaban sesuai dengan sebenarnya dan lengkap karena jawaban dari Bapak/Ibu/Saudara sangat mendukung keberhasilan penelitian ini. Informasi yang di dapat akan dijaga kerahasiaannya serta tidak akan mempengaruhi karir Bapak/Ibu/Saudara.

Atas kesediaan dan kerjasamanya dalam pengisian kuesioner ini, kami ucapkan banyak terimakasih.

Hormat Saya,

Fenti

### **I. IDENTITAS RESPONDEN**

1. Jenis Kelamin : a. Laki-Laki  
b. Perempuan
2. Pendidikan Terakhir : a. SMU d. S-2  
b. D-3 e. S-3  
c. S-1
3. Usia : \_\_\_\_\_ tahun

### **II. PETUNJUK PENGISIAN**

1. Mohon memberi tanda centang (V) pada jawaban yang Bapak/Ibu/Saudara anggap paling sesuai dan mohon mengisi bagian yang membutuhkan jawaban tertulis.
2. Setelah mengisi kuesioner ini mohon Bapak/Ibu/Saudara dapat memberikan kembali kepada yang menyerahkan kuesioner ini pertama kali.
3. Keterangan Alternatif Jawaban dan Skor:
  - a) SS = Sangat Setuju (5)
  - b) S = Setuju (4)
  - c) N = Netral (3)
  - d) TS = Tidak Setuju (2)
  - e) STS = Sangat Tidak Setuju (1)

### Variabel Kinerja Karyawan

| No. | Pernyataan  | Pilihan |   |   |    |     |
|-----|---|---------|---|---|----|-----|
|     |   | SS      | S | N | TS | STS |
|     | <b>Kuantitas Kerja</b>  |         |   |   |    |     |
| 1.  | Saya mampu menyelesaikan pekerjaan dengan hasil yang maksimal   |         |   |   |    |     |
| 2.  | Tingkat pencapaian volume kerja yang saya hasilkan telah sesuai dengan harapan perusahaan             |         |   |   |    |     |
|     | <b>Kualitas Kerja</b>   |         |   |   |    |     |
| 1.  | Setiap pekerjaan yang karyawan selesaikan memiliki tingkat kesalahan kecil                            |         |   |   |    |     |
| 2.  | Skill yang saya miliki sesuai dengan pekerjaan yang saya kerjakan                                     |         |   |   |    |     |
|     | <b>Pemanfaatan Waktu</b>  |         |   |   |    |     |
| 1.  | Karyawan tidak pernah menunda-nunda waktu dalam menyelesaikan pekerjaan                               |         |   |   |    |     |
| 2.  | Saya menyelesaikan pekerjaan tepat waktu  |         |   |   |    |     |
|     | <b>Efektifitas dan Efisiensi</b>  |         |   |   |    |     |
| 1.  | Saya dapat menyelesaikan pekerjaan secara efektif dan efisien sesuai batas waktu yang telah diberikan |         |   |   |    |     |
| 2.  | Banyaknya volume pekerjaan tidak menjadi hambatan dalam menyelesaikan pekerjaan tepat pada waktunya   |         |   |   |    |     |
|     | <b>Kerjasama</b>  |         |   |   |    |     |
| 1.  | Kami bekerja bersama-sama saat menjalankan tugas  |         |   |   |    |     |
| 2.  | Kami secara bersama-sama bertanggung jawab terhadap kualitas kerja                                    |         |   |   |    |     |

### Variabel Disiplin Kerja

| No.                                  | Pernyataan   | Pilihan |   |   |    |     |
|--------------------------------------|--|---------|---|---|----|-----|
|                                      |  | SS      | S | N | TS | STS |
| <b>Kehadiran</b>                     |  |         |   |   |    |     |
| 1.                                   | Saya selalu hadir tepat waktu pada jam kerja   |         |   |   |    |     |
| 2.                                   | Apabila karyawan datang ke kantor tepat waktu, maka setiap pekerjaan bisa diselesaikan sesuai dengan waktu yang ditentukan |         |   |   |    |     |
| <b>Ketaatan pada peraturan kerja</b> |  |         |   |   |    |     |
| 1.                                   | Karyawan yang taat pada peraturan dan perintah atasan lebih mudah untuk melaksanakan tugasnya                              |         |   |   |    |     |
| 2.                                   | Atasan selalu memberikan sanksi hukuman pada siapa pun yang melanggar peraturan dalam perusahaan.                          |         |   |   |    |     |
| <b>Ketaatan pada standar kerja</b>   |  |         |   |   |    |     |
| 1.                                   | Peralatan kantor anda penggunaan dengan baik sesuai keperluan dan dipergunakan sebagaimana mestinya.                       |         |   |   |    |     |
| 2.                                   | Setiap melakukan pekerjaan saya selalu mengikuti SOP yang ada  |         |   |   |    |     |
| <b>Tingkat kewaspadaan tinggi</b>    |  |         |   |   |    |     |
| 1.                                   | Saya selalu memeriksa kembali hasil pekerjaan yang telah saya lakukan  |         |   |   |    |     |
| 2.                                   | Dalam menyelesaikan pekerjaan saya selalu penuh perhitungan  |         |   |   |    |     |
| <b>Bekerja Etis</b>                  |  |         |   |   |    |     |
| 1.                                   | Saya bisa bersabar dalam menghadapi <i>klien</i>   |         |   |   |    |     |
| 2.                                   | Karyawan dalam menghadapi pelanggan selalu memperhatikan etika kerja yang baik   |         |   |   |    |     |

### Variabel Budaya Organisasi

| No. | Pernyataan  | Pilihan |   |   |    |     |
|-----|---|---------|---|---|----|-----|
|     |   | SS      | S | N | TS | STS |
|     | <b>Inovatif</b>   |         |   |   |    |     |
| 1.  | Saya dapat melakukan cara-cara baru dalam menyelesaikan pekerjaan   |         |   |   |    |     |
| 2.  | Saya selalu menuangkan ide kreatif demi meningkatkan kualitas produk mesin yang dihasilkan perusahaan                         |         |   |   |    |     |
|     | <b>Memberi perhatian pada setiap masalah secara detail</b>  |         |   |   |    |     |
| 1.  | Saya selalu memperhatikan semua hal secara detail agar hasil kerja yang dihasilkan mempunyai kualitas yang bagus dan maksimal |         |   |   |    |     |
|     | <b>Berorientasi terhadap hasil yang akan dicapai</b>  |         |   |   |    |     |
| 1.  | Perusahaan menjelaskan tentang tujuan serta target yang akan dicapai  |         |   |   |    |     |
| 2.  | Pihak manajemen perusahaan menginformasikan dengan jelas mengenai ukuran keberhasilan dalam pekerjaan saya                    |         |   |   |    |     |
|     | <b>Berorientasi kepada semua kepentingan karyawan</b>   |         |   |   |    |     |
| 1.  | Pimpinan dan pihak manajemen memberi solusi dan bantuan kepada karyawan jika menemui kendala dalam pekerjaan                  |         |   |   |    |     |
| 2.  | Profit perusahaan sebagian untuk kesejahteraan karyawan   |         |   |   |    |     |
|     | <b>Agresif dalam bekerja</b>  |         |   |   |    |     |
| 1.  | Saya orang yang bekerja lebih agresif dan kompetitif daripada santai  |         |   |   |    |     |
|     | <b>Mempertahankan dan menjaga stabilitas kerja</b>  |         |   |   |    |     |
| 1.  | Kesehatan prima dapat menjaga stabilitas kerja  |         |   |   |    |     |
| 2.  | Perusahaan mengikutsertakan jaminan kesehatan pada asuransi kesehatan   |         |   |   |    |     |

“Sekian Terimakasih”

TABULASI DATA

| DISIPLIN KERJA |   |   |   |   |   |   |   |   |   |    |         |
|----------------|---|---|---|---|---|---|---|---|---|----|---------|
| R              | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | To<br>t |
| 1              | 4 | 2 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 4  | 28      |
| 2              | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 3  | 31      |
| 3              | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 40      |
| 4              | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3  | 24      |
| 5              | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3  | 32      |
| 6              | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3  | 39      |
| 7              | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 3  | 35      |
| 8              | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5  | 43      |
| 9              | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 39      |
| 10             | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 40      |
| 11             | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4  | 37      |
| 12             | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4  | 39      |
| 13             | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3  | 32      |
| 14             | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 2  | 29      |
| 15             | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 1 | 3  | 32      |
| 16             | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 2  | 39      |
| 17             | 3 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 3 | 3  | 37      |
| 18             | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 5  | 35      |
| 19             | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 2  | 29      |
| 20             | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 1 | 3  | 31      |
| 21             | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3  | 23      |
| 22             | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3  | 24      |
| 23             | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3  | 35      |
| 24             | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2  | 22      |
| 25             | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5  | 39      |
| 26             | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4  | 39      |
| 27             | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 4 | 3 | 5  | 37      |
| 28             | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 3  | 34      |
| 29             | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3  | 33      |
| 30             | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3  | 32      |
| 31             | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 1 | 3 | 3  | 31      |
| 32             | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 3  | 33      |
| 33             | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 1 | 3  | 32      |
| 34             | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3  | 30      |
| 35             | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2  | 32      |
| 36             | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3  | 29      |
| 37             | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3  | 34      |
| 38             | 4 | 4 | 2 | 4 | 2 | 3 | 2 | 2 | 4 | 2  | 29      |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 39 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 1 | 3 | 37 |
| 40 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 3 | 40 |

**BUDAYA ORGANISASI**

| R  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Tot |
|----|---|---|---|---|---|---|---|---|---|----|-----|
| 1  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 50  |
| 2  | 4 | 2 | 3 | 4 | 5 | 3 | 5 | 2 | 3 | 3  | 34  |
| 3  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 40  |
| 4  | 2 | 3 | 2 | 5 | 5 | 3 | 5 | 3 | 2 | 2  | 32  |
| 5  | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 3  | 26  |
| 6  | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 49  |
| 7  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4  | 48  |
| 8  | 4 | 5 | 5 | 4 | 3 | 3 | 2 | 5 | 4 | 4  | 39  |
| 9  | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4  | 42  |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 50  |
| 11 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3  | 45  |
| 12 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4  | 44  |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3  | 48  |
| 14 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 2 | 2  | 28  |
| 15 | 4 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 3  | 30  |
| 16 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3  | 31  |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 50  |
| 18 | 5 | 4 | 4 | 5 | 3 | 5 | 2 | 5 | 5 | 3  | 41  |
| 19 | 3 | 3 | 2 | 5 | 5 | 3 | 4 | 2 | 2 | 3  | 32  |
| 20 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3  | 33  |
| 21 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3  | 28  |
| 22 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3  | 28  |
| 23 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 2  | 33  |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2  | 33  |
| 25 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3  | 31  |
| 26 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 3  | 41  |
| 27 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 3 | 3  | 41  |
| 28 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4  | 41  |
| 29 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 4  | 35  |
| 30 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3  | 32  |
| 31 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 4 | 3  | 26  |
| 32 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3  | 33  |
| 33 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3  | 32  |
| 34 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 32  |
| 35 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2  | 33  |
| 36 | 3 | 3 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 3  | 36  |
| 37 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3  | 34  |
| 38 | 4 | 5 | 5 | 5 | 3 | 5 | 2 | 2 | 4 | 3  | 38  |
| 39 | 5 | 4 | 3 | 4 | 2 | 4 | 3 | 2 | 2 | 3  | 32  |
| 40 | 2 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 2  | 33  |



## KINERJA

| R  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Tot |
|----|---|---|---|---|---|---|---|---|---|----|-----|
| 1  | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 4  | 40  |
| 2  | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4  | 35  |
| 3  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 40  |
| 4  | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 4  | 32  |
| 5  | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 5 | 5  | 33  |
| 6  | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 39  |
| 7  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3  | 39  |
| 8  | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4  | 38  |
| 9  | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4  | 36  |
| 10 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4  | 38  |
| 11 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4  | 34  |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 40  |
| 13 | 3 | 2 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4  | 36  |
| 14 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4  | 32  |
| 15 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4  | 35  |
| 16 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4  | 40  |
| 17 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5  | 43  |
| 18 | 3 | 2 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4  | 36  |
| 19 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4  | 32  |
| 20 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4  | 36  |
| 21 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2  | 26  |
| 22 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3  | 26  |
| 23 | 3 | 1 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 4  | 31  |
| 24 | 3 | 1 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 4  | 30  |
| 25 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4  | 40  |
| 26 | 3 | 2 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 4  | 37  |
| 27 | 3 | 2 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 5  | 37  |
| 28 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 5 | 5  | 36  |
| 29 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 4  | 31  |
| 30 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4  | 28  |
| 31 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4  | 28  |
| 32 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 4  | 32  |
| 33 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4  | 35  |
| 34 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 3  | 30  |
| 35 | 3 | 1 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 4  | 30  |
| 36 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5  | 36  |
| 37 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 5 | 5  | 35  |
| 38 | 4 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 4  | 32  |
| 39 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4  | 28  |
| 40 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4  | 36  |

## LAMPIRAN DESKRIPTIF

## 1. Disiplin Kerja (X1)

p1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 7.5     | 7.5           | 7.5                |
|       | 3     | 6         | 15.0    | 15.0          | 22.5               |
|       | 4     | 30        | 75.0    | 75.0          | 97.5               |
|       | 5     | 1         | 2.5     | 2.5           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

p2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 15.0    | 15.0          | 15.0               |
|       | 3     | 19        | 47.5    | 47.5          | 62.5               |
|       | 4     | 14        | 35.0    | 35.0          | 97.5               |
|       | 5     | 1         | 2.5     | 2.5           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

p3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 10.0    | 10.0          | 10.0               |
|       | 3     | 14        | 35.0    | 35.0          | 45.0               |
|       | 4     | 19        | 47.5    | 47.5          | 92.5               |
|       | 5     | 3         | 7.5     | 7.5           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 7.5     | 7.5           | 7.5                |
|       | 3     | 12        | 30.0    | 30.0          | 37.5               |
|       | 4     | 23        | 57.5    | 57.5          | 95.0               |
|       | 5     | 2         | 5.0     | 5.0           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 7         | 17.5    | 17.5          | 17.5               |
|       | 3     | 16        | 40.0    | 40.0          | 57.5               |
|       | 4     | 17        | 42.5    | 42.5          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 8         | 20.0    | 20.0          | 20.0               |
|       | 3     | 16        | 40.0    | 40.0          | 60.0               |
|       | 4     | 11        | 27.5    | 27.5          | 87.5               |
|       | 5     | 5         | 12.5    | 12.5          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 8         | 20.0    | 20.0          | 20.0               |
|       | 3     | 11        | 27.5    | 27.5          | 47.5               |
|       | 4     | 17        | 42.5    | 42.5          | 90.0               |
|       | 5     | 4         | 10.0    | 10.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 2.5     | 2.5           | 2.5                |
|       | 2     | 7         | 17.5    | 17.5          | 20.0               |
|       | 3     | 19        | 47.5    | 47.5          | 67.5               |
|       | 4     | 11        | 27.5    | 27.5          | 95.0               |
|       | 5     | 2         | 5.0     | 5.0           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 4         | 10.0    | 10.0          | 10.0               |
|       | 2     | 9         | 22.5    | 22.5          | 32.5               |
|       | 3     | 16        | 40.0    | 40.0          | 72.5               |
|       | 4     | 8         | 20.0    | 20.0          | 92.5               |
|       | 5     | 3         | 7.5     | 7.5           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 15.0    | 15.0          | 15.0               |
|       | 3     | 23        | 57.5    | 57.5          | 72.5               |
|       | 4     | 7         | 17.5    | 17.5          | 90.0               |
|       | 5     | 4         | 10.0    | 10.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

## 2. Budaya Organisasi (X2)

p1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 15.0    | 15.0          | 15.0               |
|       | 3     | 9         | 22.5    | 22.5          | 37.5               |
|       | 4     | 15        | 37.5    | 37.5          | 75.0               |
|       | 5     | 10        | 25.0    | 25.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

p2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 10.0    | 10.0          | 10.0               |
|       | 3     | 16        | 40.0    | 40.0          | 50.0               |
|       | 4     | 11        | 27.5    | 27.5          | 77.5               |
|       | 5     | 9         | 22.5    | 22.5          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

p3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 15.0    | 15.0          | 15.0               |
|       | 3     | 11        | 27.5    | 27.5          | 42.5               |
|       | 4     | 13        | 32.5    | 32.5          | 75.0               |
|       | 5     | 10        | 25.0    | 25.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 5.0     | 5.0           | 5.0                |
|       | 3     | 8         | 20.0    | 20.0          | 25.0               |
|       | 4     | 17        | 42.5    | 42.5          | 67.5               |
|       | 5     | 13        | 32.5    | 32.5          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 2.5     | 2.5           | 2.5                |
|       | 3     | 10        | 25.0    | 25.0          | 27.5               |
|       | 4     | 14        | 35.0    | 35.0          | 62.5               |
|       | 5     | 15        | 37.5    | 37.5          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 2.5     | 2.5           | 2.5                |
|       | 3     | 15        | 37.5    | 37.5          | 40.0               |
|       | 4     | 12        | 30.0    | 30.0          | 70.0               |
|       | 5     | 12        | 30.0    | 30.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

p7

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2     | 7         | 17.5    | 17.5          | 17.5                  |
|       | 3     | 13        | 32.5    | 32.5          | 50.0                  |
|       | 4     | 8         | 20.0    | 20.0          | 70.0                  |
|       | 5     | 12        | 30.0    | 30.0          | 100.0                 |
|       | Total | 40        | 100.0   | 100.0         |                       |

p8

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2     | 11        | 27.5    | 27.5          | 27.5                  |
|       | 3     | 16        | 40.0    | 40.0          | 67.5                  |
|       | 4     | 2         | 5.0     | 5.0           | 72.5                  |
|       | 5     | 11        | 27.5    | 27.5          | 100.0                 |
|       | Total | 40        | 100.0   | 100.0         |                       |



**p9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 8         | 20.0    | 20.0          | 20.0               |
|       | 3     | 14        | 35.0    | 35.0          | 55.0               |
|       | 4     | 11        | 27.5    | 27.5          | 82.5               |
|       | 5     | 7         | 17.5    | 17.5          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 15.0    | 15.0          | 15.0               |
|       | 3     | 23        | 57.5    | 57.5          | 72.5               |
|       | 4     | 7         | 17.5    | 17.5          | 90.0               |
|       | 5     | 4         | 10.0    | 10.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

## 3. Kinerja (Y)

p1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 7.5     | 7.5           | 7.5                |
|       | 3     | 23        | 57.5    | 57.5          | 65.0               |
|       | 4     | 13        | 32.5    | 32.5          | 97.5               |
|       | 5     | 1         | 2.5     | 2.5           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

p2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 3         | 7.5     | 7.5           | 7.5                |
|       | 2     | 18        | 45.0    | 45.0          | 52.5               |
|       | 3     | 10        | 25.0    | 25.0          | 77.5               |
|       | 4     | 9         | 22.5    | 22.5          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

p3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 7         | 17.5    | 17.5          | 17.5               |
|       | 3     | 19        | 47.5    | 47.5          | 65.0               |
|       | 4     | 14        | 35.0    | 35.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 5         | 12.5    | 12.5          | 12.5               |
|       | 3     | 23        | 57.5    | 57.5          | 70.0               |
|       | 4     | 11        | 27.5    | 27.5          | 97.5               |
|       | 5     | 1         | 2.5     | 2.5           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 10.0    | 10.0          | 10.0               |
|       | 3     | 23        | 57.5    | 57.5          | 67.5               |
|       | 4     | 12        | 30.0    | 30.0          | 97.5               |
|       | 5     | 1         | 2.5     | 2.5           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 10.0    | 10.0          | 10.0               |
|       | 3     | 14        | 35.0    | 35.0          | 45.0               |
|       | 4     | 16        | 40.0    | 40.0          | 85.0               |
|       | 5     | 6         | 15.0    | 15.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 13        | 32.5    | 32.5          | 32.5               |
|       | 4     | 22        | 55.0    | 55.0          | 87.5               |
|       | 5     | 5         | 12.5    | 12.5          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 10.0    | 10.0          | 10.0               |
|       | 3     | 19        | 47.5    | 47.5          | 57.5               |
|       | 4     | 16        | 40.0    | 40.0          | 97.5               |
|       | 5     | 1         | 2.5     | 2.5           | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 3         | 7.5     | 7.5           | 7.5                |
|       | 4     | 29        | 72.5    | 72.5          | 80.0               |
|       | 5     | 8         | 20.0    | 20.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |

**p10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 2.5     | 2.5           | 2.5                |
|       | 3     | 3         | 7.5     | 7.5           | 10.0               |
|       | 4     | 30        | 75.0    | 75.0          | 85.0               |
|       | 5     | 6         | 15.0    | 15.0          | 100.0              |
|       | Total | 40        | 100.0   | 100.0         |                    |



|     |                     |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     | Sig. (2-tailed)     | .142   | .006   | .644   | .048   | .044   |        | .012   | .016   | .003   | .678   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| P7  | Pearson Correlation | .417** | .436** | .284   | .264   | .510** | .393*  | 1      | .557** | .393*  | .171   | .724** |
|     | Sig. (2-tailed)     | .008   | .005   | .076   | .099   | .001   | .012   |        | .000   | .012   | .290   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| P8  | Pearson Correlation | .355*  | .380*  | .449** | .435** | .380*  | .379*  | .557** | 1      | .456** | .380*  | .776** |
|     | Sig. (2-tailed)     | .025   | .016   | .004   | .005   | .016   | .016   | .000   |        | .003   | .016   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| P9  | Pearson Correlation | .156   | .346*  | -.105  | .128   | .121   | .456** | .393*  | .456** | 1      | .221   | .563** |
|     | Sig. (2-tailed)     | .336   | .029   | .521   | .430   | .458   | .003   | .012   | .003   |        | .171   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| P10 | Pearson Correlation | .312   | .280   | .443** | .287   | .239   | .068   | .171   | .380*  | .221   | 1      | .535** |
|     | Sig. (2-tailed)     | .050   | .080   | .004   | .073   | .138   | .678   | .290   | .016   | .171   |        | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| KET | Pearson Correlation | .610** | .657** | .544** | .614** | .584** | .616** | .724** | .776** | .563** | .535** | 1      |
|     | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |

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

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



|     |                     |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     | Sig. (2-tailed)     | .000   | .001   | .000   | .000   | .014   |        | .003   | .000   | .000   | .006   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| P7  | Pearson Correlation | .434** | .302   | .253   | .550** | .762** | .451** | 1      | .417** | .331*  | .458** | .676** |
|     | Sig. (2-tailed)     | .005   | .058   | .115   | .000   | .000   | .003   |        | .007   | .037   | .003   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| P8  | Pearson Correlation | .491** | .668** | .587** | .452** | .411** | .540** | .417** | 1      | .687** | .612** | .812** |
|     | Sig. (2-tailed)     | .001   | .000   | .000   | .003   | .008   | .000   | .007   |        | .000   | .000   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| P9  | Pearson Correlation | .418** | .596** | .584** | .312   | .228   | .608** | .331*  | .687** | 1      | .677** | .748** |
|     | Sig. (2-tailed)     | .007   | .000   | .000   | .050   | .156   | .000   | .037   | .000   |        | .000   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| P10 | Pearson Correlation | .441** | .562** | .480** | .314*  | .299   | .424** | .458** | .612** | .677** | 1      | .717** |
|     | Sig. (2-tailed)     | .004   | .000   | .002   | .049   | .061   | .006   | .003   | .000   | .000   |        | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| KET | Pearson Correlation | .735** | .756** | .756** | .724** | .588** | .808** | .676** | .812** | .748** | .717** | 1      |
|     | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |

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

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



## 3. Validitas Kinerja (Y)

Correlations

|    |                     | p1                 | p2                 | p3                 | p4                 | p5                 | p6                 | p7                 | p8                 | p9   | p10   | KET                |
|----|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|------|-------|--------------------|
| p1 | Pearson Correlation | 1                  | .321 <sup>*</sup>  | .383 <sup>*</sup>  | .265               | .885 <sup>**</sup> | .127               | .451 <sup>**</sup> | .328 <sup>*</sup>  | .038 | -.021 | .618 <sup>**</sup> |
|    | Sig. (2-tailed)     |                    | .044               | .015               | .099               | .000               | .435               | .003               | .039               | .814 | .900  | .000               |
|    | N                   | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40   | 40    | 40                 |
| p2 | Pearson Correlation | .321 <sup>*</sup>  | 1                  | .453 <sup>**</sup> | .484 <sup>**</sup> | .362 <sup>*</sup>  | -.095              | .470 <sup>**</sup> | .644 <sup>**</sup> | .208 | .114  | .675 <sup>**</sup> |
|    | Sig. (2-tailed)     | .044               |                    | .003               | .002               | .022               | .558               | .002               | .000               | .197 | .483  | .000               |
|    | N                   | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40   | 40    | 40                 |
| p3 | Pearson Correlation | .383 <sup>*</sup>  | .453 <sup>**</sup> | 1                  | .556 <sup>**</sup> | .390 <sup>*</sup>  | .446 <sup>**</sup> | .522 <sup>**</sup> | .491 <sup>**</sup> | .079 | .114  | .751 <sup>**</sup> |
|    | Sig. (2-tailed)     | .015               | .003               |                    | .000               | .013               | .004               | .001               | .001               | .630 | .484  | .000               |
|    | N                   | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40   | 40    | 40                 |
| p4 | Pearson Correlation | .265               | .484 <sup>**</sup> | .556 <sup>**</sup> | 1                  | .279               | .266               | .265               | .224               | .145 | .116  | .608 <sup>**</sup> |
|    | Sig. (2-tailed)     | .099               | .002               | .000               |                    | .082               | .098               | .099               | .165               | .373 | .474  | .000               |
|    | N                   | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40   | 40    | 40                 |
| p5 | Pearson Correlation | .885 <sup>**</sup> | .362 <sup>*</sup>  | .390 <sup>*</sup>  | .279               | 1                  | .088               | .531 <sup>**</sup> | .356 <sup>*</sup>  | .056 | -.017 | .642 <sup>**</sup> |
|    | Sig. (2-tailed)     | .000               | .022               | .013               | .082               |                    | .590               | .000               | .024               | .733 | .919  | .000               |
|    | N                   | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40                 | 40   | 40    | 40                 |
| p6 | Pearson Correlation | .127               | -.095              | .446 <sup>**</sup> | .266               | .088               | 1                  | .354 <sup>*</sup>  | .278               | .114 | .173  | .471 <sup>**</sup> |

|     |                     |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     | Sig. (2-tailed)     | .435   | .558   | .004   | .098   | .590   |        | .025   | .083   | .483   | .284   | .002   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| p7  | Pearson Correlation | .451** | .470** | .522** | .265   | .531** | .354*  | 1      | .554** | .230   | .288   | .767** |
|     | Sig. (2-tailed)     | .003   | .002   | .001   | .099   | .000   | .025   |        | .000   | .153   | .072   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| p8  | Pearson Correlation | .328*  | .644** | .491** | .224   | .356*  | .278   | .554** | 1      | .160   | .232   | .720** |
|     | Sig. (2-tailed)     | .039   | .000   | .001   | .165   | .024   | .083   | .000   |        | .325   | .150   | .000   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| p9  | Pearson Correlation | .038   | .208   | .079   | .145   | .056   | .114   | .230   | .160   | 1      | .765** | .405** |
|     | Sig. (2-tailed)     | .814   | .197   | .630   | .373   | .733   | .483   | .153   | .325   |        | .000   | .009   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| p10 | Pearson Correlation | -.021  | .114   | .114   | .116   | -.017  | .173   | .288   | .232   | .765** | 1      | .402*  |
|     | Sig. (2-tailed)     | .900   | .483   | .484   | .474   | .919   | .284   | .072   | .150   | .000   |        | .010   |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |
| KET | Pearson Correlation | .618** | .675** | .751** | .608** | .642** | .471** | .767** | .720** | .405** | .402*  | 1      |
|     | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .002   | .000   | .000   | .009   | .010   |        |
|     | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     |

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

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

Hasil uji Reliabilitas

**Reliability Statistics**

|                     |            |
|---------------------|------------|
| Cronbach's<br>Alpha | N of Items |
| .819                | 10         |

**Reliability Statistics**

|                     |            |
|---------------------|------------|
| Cronbach's<br>Alpha | N of Items |
| .903                | 10         |

**Reliability Statistics**

|                     |            |
|---------------------|------------|
| Cronbach's<br>Alpha | N of Items |
| .807                | 10         |

Hasil uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

|                                 |                | x1      | x2      | y       |
|---------------------------------|----------------|---------|---------|---------|
| N                               |                | 40      | 40      | 40      |
| Normal Parameters <sup>a</sup>  | Mean           | 33.4000 | 36.6000 | 34.4500 |
|                                 | Std. Deviation | 5.14806 | 7.12093 | 4.26043 |
| Most Extreme Differences        | Absolute       | .112    | .193    | .126    |
|                                 | Positive       | .082    | .193    | .092    |
|                                 | Negative       | -.112   | -.095   | -.126   |
| Kolmogorov-Smirnov Z            |                | .706    | 1.223   | .799    |
| Asymp. Sig. (2-tailed)          |                | .701    | .100    | .546    |
| a. Test distribution is Normal. |                |         |         |         |
|                                 |                |         |         |         |

### HASIL UJI HOMOGENITAS

#### Test of Homogeneity of Variances

Disiplin Kerja

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 1.932            | 9   | 25  | .094 |

#### Test of Homogeneity of Variances

Budaya Organisasi

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 3.098            | 8   | 21  | .018 |

### HASIL UJI LINIERITAS

ANOVA Table

|           |                |                          | Sum of Squares | Df | Mean Square | F      | Sig. |
|-----------|----------------|--------------------------|----------------|----|-------------|--------|------|
| y *<br>x1 | Between Groups | (Combined)               | 415.067        | 14 | 29.648      | 2.531  | .021 |
|           |                | Linearity                | 287.159        | 1  | 287.159     | 24.516 | .000 |
|           |                | Deviation from Linearity | 127.908        | 13 | 9.839       | .840   | .618 |
|           | Within Groups  |                          | 292.833        | 25 | 11.713      |        |      |
| Total     |                |                          | 707.900        | 39 |             |        |      |

ANOVA Table

|           |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|-----------|----------------|--------------------------|----------------|----|-------------|--------|------|
| y *<br>x2 | Between Groups | (Combined)               | 576.900        | 18 | 32.050      | 5.138  | .000 |
|           |                | Linearity                | 320.557        | 1  | 320.557     | 51.387 | .000 |
|           |                | Deviation from Linearity | 256.343        | 17 | 15.079      | 2.417  | .029 |
|           | Within Groups  |                          | 131.000        | 21 | 6.238       |        |      |
| Total     |                |                          | 707.900        | 39 |             |        |      |

### HASIL UJI MULTIKOLINERITAS

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant) | 12.142                      | 3.132      |                           | 3.877 | .000 |                         |       |
|       | x1         | .349                        | .096       | .422                      | 3.620 | .001 | .804                    | 1.243 |
|       | x2         | .291                        | .070       | .486                      | 4.174 | .000 | .804                    | 1.243 |

a. Dependent Variable: y

### HASIL UJI HETEROSKEDASTISTAS

**Correlations**

|                |       |                         | x1     | x2     | Abres |
|----------------|-------|-------------------------|--------|--------|-------|
| Spearman's rho | x1    | Correlation Coefficient | 1.000  | .443** | -.085 |
|                |       | Sig. (2-tailed)         | .      | .004   | .602  |
|                |       | N                       | 40     | 40     | 40    |
|                | x2    | Correlation Coefficient | .443** | 1.000  | -.249 |
|                |       | Sig. (2-tailed)         | .004   | .      | .121  |
|                |       | N                       | 40     | 40     | 40    |
|                | abres | Correlation Coefficient | -.085  | -.249  | 1.000 |
|                |       | Sig. (2-tailed)         | .602   | .121   | .     |
|                |       | N                       | 40     | 40     | 40    |

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

**HASIL UJI AUTOKORELASI****Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .772 <sup>a</sup> | .596     | .574              | 2.78049                    | 1.304         |

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

**HASIL UJI REGRESI LINIER BERGANDA****Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .772 <sup>a</sup> | .596     | .574              | 2.78049                    |

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

**Hasil Uji F****ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 421.848        | 2  | 210.924     | 27.282 | .000 <sup>a</sup> |
|       | Residual   | 286.052        | 37 | 7.731       |        |                   |
|       | Total      | 707.900        | 39 |             |        |                   |

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

### Hasil UJIT

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 16.845                      | 3.497      |                           | 4.817 | .000 |
|       | x1         | .527                        | .103       | .637                      | 5.093 | .000 |

a. Dependent Variable: y

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 19.715                      | 2.676      |                           | 7.368 | .000 |
|       | x2         | .403                        | .072       | .673                      | 5.608 | .000 |

a. Dependent Variable: y

SUMBANGAN EFEKTIF SECARA PARSIAL ANTARA X1 DAN X2 TERHADAP Y

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

| Model | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. | Correlations |         |      |
|-------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|
|       | B                           | Std. Error | Beta                      |       |      | Zero-order   | Partial | Part |
|       | 1 (Constant)                | 12.142     | 3.132                     |       |      |              | 3.877   | .000 |
| x1    | .349                        | .096       | .422                      | 3.620 | .001 | .637         | .511    | .378 |
| x2    | .291                        | .070       | .486                      | 4.174 | .000 | .673         | .566    | .436 |

a. Dependent Variable: y

SUMBANGAN EFEKTIF SECARA SIMULTAN VARIABEL X1 DAN X2 TERHADAP Y

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .772 <sup>a</sup> | .596     | .574              | 2.78049                    |

a. Predictors: (Constant), x2, x1



**R<sub>tabel</sub>**

| 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 |                      |       |       |

| 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  |

TABEL DW

**TABLE B-4** Critical Values of the Durbin–Watson Test Statistics  $d_L$  and  $d_U$ :  
5 Percent One-Sided Level of Significance  
(10 Percent Two-Sided Level of Significance)

| N   | K = 1 |       | K = 2 |       | K = 3 |       | K = 4 |       | K = 5 |       | K = 6 |       | K = 7 |       |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | $d_L$ | $d_U$ | $d_L$ | $d_U$ | $d_L$ | $d_U$ | $d_L$ | $d_U$ | $d_L$ | $d_U$ | $d_L$ | $d_U$ | $d_L$ | $d_U$ |
| 15  | 1.08  | 1.36  | 0.95  | 1.54  | 0.81  | 1.75  | 0.69  | 1.97  | 0.56  | 2.21  | 0.45  | 2.47  | 0.34  | 2.73  |
| 16  | 1.11  | 1.37  | 0.98  | 1.54  | 0.86  | 1.73  | 0.73  | 1.93  | 0.62  | 2.15  | 0.50  | 2.39  | 0.40  | 2.62  |
| 17  | 1.13  | 1.38  | 1.02  | 1.54  | 0.90  | 1.71  | 0.78  | 1.90  | 0.66  | 2.10  | 0.55  | 2.32  | 0.45  | 2.54  |
| 18  | 1.16  | 1.39  | 1.05  | 1.53  | 0.93  | 1.69  | 0.82  | 1.87  | 0.71  | 2.06  | 0.60  | 2.26  | 0.50  | 2.46  |
| 19  | 1.18  | 1.40  | 1.07  | 1.53  | 0.97  | 1.68  | 0.86  | 1.85  | 0.75  | 2.02  | 0.65  | 2.21  | 0.55  | 2.40  |
| 20  | 1.20  | 1.41  | 1.10  | 1.54  | 1.00  | 1.68  | 0.89  | 1.83  | 0.79  | 1.99  | 0.69  | 2.16  | 0.60  | 2.34  |
| 21  | 1.22  | 1.42  | 1.13  | 1.54  | 1.03  | 1.67  | 0.93  | 1.81  | 0.83  | 1.96  | 0.73  | 2.12  | 0.64  | 2.29  |
| 22  | 1.24  | 1.43  | 1.15  | 1.54  | 1.05  | 1.66  | 0.96  | 1.80  | 0.86  | 1.94  | 0.77  | 2.09  | 0.68  | 2.25  |
| 23  | 1.26  | 1.44  | 1.17  | 1.54  | 1.08  | 1.66  | 0.99  | 1.79  | 0.90  | 1.92  | 0.80  | 2.06  | 0.72  | 2.21  |
| 24  | 1.27  | 1.45  | 1.19  | 1.55  | 1.10  | 1.66  | 1.01  | 1.78  | 0.93  | 1.90  | 0.84  | 2.04  | 0.75  | 2.17  |
| 25  | 1.29  | 1.45  | 1.21  | 1.55  | 1.12  | 1.66  | 1.04  | 1.77  | 0.95  | 1.89  | 0.87  | 2.01  | 0.78  | 2.14  |
| 26  | 1.30  | 1.46  | 1.22  | 1.55  | 1.14  | 1.65  | 1.06  | 1.76  | 0.98  | 1.88  | 0.90  | 1.99  | 0.82  | 2.12  |
| 27  | 1.32  | 1.47  | 1.24  | 1.56  | 1.16  | 1.65  | 1.08  | 1.76  | 1.00  | 1.86  | 0.93  | 1.97  | 0.85  | 2.09  |
| 28  | 1.33  | 1.48  | 1.26  | 1.56  | 1.18  | 1.65  | 1.10  | 1.75  | 1.03  | 1.85  | 0.95  | 1.96  | 0.87  | 2.07  |
| 29  | 1.34  | 1.48  | 1.27  | 1.56  | 1.20  | 1.65  | 1.12  | 1.74  | 1.05  | 1.84  | 0.98  | 1.94  | 0.90  | 2.05  |
| 30  | 1.35  | 1.49  | 1.28  | 1.57  | 1.21  | 1.65  | 1.14  | 1.74  | 1.07  | 1.83  | 1.00  | 1.93  | 0.93  | 2.03  |
| 31  | 1.36  | 1.50  | 1.30  | 1.57  | 1.23  | 1.65  | 1.16  | 1.74  | 1.09  | 1.83  | 1.02  | 1.92  | 0.95  | 2.02  |
| 32  | 1.37  | 1.50  | 1.31  | 1.57  | 1.24  | 1.65  | 1.18  | 1.73  | 1.11  | 1.82  | 1.04  | 1.91  | 0.97  | 2.00  |
| 33  | 1.38  | 1.51  | 1.32  | 1.58  | 1.26  | 1.65  | 1.19  | 1.73  | 1.13  | 1.81  | 1.06  | 1.90  | 0.99  | 1.99  |
| 34  | 1.39  | 1.51  | 1.33  | 1.58  | 1.27  | 1.65  | 1.21  | 1.73  | 1.14  | 1.81  | 1.08  | 1.89  | 1.02  | 1.98  |
| 35  | 1.40  | 1.52  | 1.34  | 1.58  | 1.28  | 1.65  | 1.22  | 1.73  | 1.16  | 1.80  | 1.10  | 1.88  | 1.03  | 1.97  |
| 36  | 1.41  | 1.52  | 1.35  | 1.59  | 1.30  | 1.65  | 1.24  | 1.73  | 1.18  | 1.80  | 1.11  | 1.88  | 1.05  | 1.96  |
| 37  | 1.42  | 1.53  | 1.36  | 1.59  | 1.31  | 1.66  | 1.25  | 1.72  | 1.19  | 1.80  | 1.13  | 1.87  | 1.07  | 1.95  |
| 38  | 1.43  | 1.54  | 1.37  | 1.59  | 1.32  | 1.66  | 1.26  | 1.72  | 1.20  | 1.79  | 1.15  | 1.86  | 1.09  | 1.94  |
| 39  | 1.43  | 1.54  | 1.38  | 1.60  | 1.33  | 1.66  | 1.27  | 1.72  | 1.22  | 1.79  | 1.16  | 1.86  | 1.10  | 1.93  |
| 40  | 1.44  | 1.54  | 1.39  | 1.60  | 1.34  | 1.66  | 1.29  | 1.72  | 1.23  | 1.79  | 1.18  | 1.85  | 1.12  | 1.93  |
| 45  | 1.48  | 1.57  | 1.43  | 1.62  | 1.38  | 1.67  | 1.34  | 1.72  | 1.29  | 1.78  | 1.24  | 1.84  | 1.19  | 1.90  |
| 50  | 1.50  | 1.59  | 1.46  | 1.63  | 1.42  | 1.67  | 1.38  | 1.72  | 1.34  | 1.77  | 1.29  | 1.82  | 1.25  | 1.88  |
| 55  | 1.53  | 1.60  | 1.49  | 1.64  | 1.45  | 1.68  | 1.41  | 1.72  | 1.37  | 1.77  | 1.33  | 1.81  | 1.29  | 1.86  |
| 60  | 1.55  | 1.62  | 1.51  | 1.65  | 1.48  | 1.69  | 1.44  | 1.73  | 1.41  | 1.77  | 1.37  | 1.81  | 1.34  | 1.85  |
| 65  | 1.57  | 1.63  | 1.54  | 1.66  | 1.50  | 1.70  | 1.47  | 1.73  | 1.44  | 1.77  | 1.40  | 1.81  | 1.37  | 1.84  |
| 70  | 1.58  | 1.64  | 1.55  | 1.67  | 1.53  | 1.70  | 1.49  | 1.74  | 1.46  | 1.77  | 1.43  | 1.80  | 1.40  | 1.84  |
| 75  | 1.60  | 1.65  | 1.57  | 1.68  | 1.54  | 1.71  | 1.52  | 1.74  | 1.49  | 1.77  | 1.46  | 1.80  | 1.43  | 1.83  |
| 80  | 1.61  | 1.66  | 1.59  | 1.69  | 1.56  | 1.72  | 1.53  | 1.74  | 1.51  | 1.77  | 1.48  | 1.80  | 1.45  | 1.83  |
| 85  | 1.62  | 1.67  | 1.60  | 1.70  | 1.58  | 1.72  | 1.55  | 1.75  | 1.53  | 1.77  | 1.50  | 1.80  | 1.47  | 1.83  |
| 90  | 1.63  | 1.68  | 1.61  | 1.70  | 1.59  | 1.73  | 1.57  | 1.75  | 1.54  | 1.78  | 1.52  | 1.80  | 1.49  | 1.83  |
| 95  | 1.64  | 1.69  | 1.62  | 1.71  | 1.60  | 1.73  | 1.58  | 1.75  | 1.56  | 1.78  | 1.54  | 1.80  | 1.51  | 1.83  |
| 100 | 1.65  | 1.69  | 1.63  | 1.72  | 1.61  | 1.74  | 1.59  | 1.76  | 1.57  | 1.78  | 1.55  | 1.80  | 1.53  | 1.83  |

Source: N. E. Savin and Kenneth J. White. "The Durbin–Watson Test for Serial Correlation with Extreme Sample Sizes or Many Regressors," *Econometrica*, November 1977, p. 1994. Reprinted with permission.

Note: N = number of observations, K = number of explanatory variables excluding the constant term. We assume the equation contains a constant term and no lagged dependent variables.

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  |