LAMPIRAN

Lampiran 1. Kuesioner Penelitian

A. Identitas Responden

Nama   :

Usia   :

Jenis Kelamin   : Pria / Wanita

B. Cara Pengisian

Isilah setiap jawaban pada kuesioner dengan memberi tanda "√"

pada salah satu jawaban yang ada dengan kriteria sebagai berikut :

STS	Sangat Tidak Setuju
TS	Tidak Setuju
N	Netral
ST	Setuju
SS	Sangat Setuju

1. Kuesioner Kinerja Karyawan

No.	Item pertanyaan/pernyataan	STS	TS	CS	ST	SS
	Kesetiaan					
1.	Saya merasa bangga bisa bekerja di organisasi ini.					
2.	Saya bersedia menjalankan semua pekerjaan yang dibutuhkan organisasi.					
	Prestasi kerja					
3.	Saya mampu menyelesaikan pekerjaan dengan tepat waktu.					
4.	Saya mampu menyelesaikan pekerjaan					

No.	Pernyataan					
	yang memenuhi standar kerja.					
	Kedisiplinan					
5.	Saya selalu hadir tepat waktu.					
6.	Saya bekerja sesuai dengan deskripsi pekerjaan yang telah ditetapkan.					
	Kreatifitas					
7.	Saya mampu menyelesaikan pekerjaan sebelum jangka waktu yang telah ditetapkan.					
8.	Saya mampu menyelesaikan pekerjaan dengan cara yang berbeda dan tidak menyalahi aturan.					
	Kerjasama					
9.	Saya mampu bekerja sama dengan rekan kerja dalam satu bagian.					
10.	Saya mampu bekerja sama dengan rekan kerja pada bagian lain.					
	Kecakapan					
11.	Saya memiliki pengetahuan yang cukup untuk melaksanakan pekerjaan.					
12.	Saya mampu bekerja dengan teliti dan cermat.					
	Tanggung jawab					
13.	Saya bersedia bekerja melewati batas waktu normal jika pekerjaan belum selesai.					
14.	Saya serius menyelesaikan pekerjaan sampai tuntas.					

Sumber: Hasibuan (2002) dalam Yuhista dkk (2017)

2. Kuesioner Budaya Organisasi

No.	Item pertanyaan/pernyataan	STS	TS	CS	ST	SS
	Kesadaran diri					
1.	Saya mendapatkan kepuasan atas pekerjaan yang saya lakukan.					
2.	Saya selalu berusaha untuk mengembangkan diri dan kemampuan saya.					
3.	Saya selalu menaati aturan yang ada.					
4.	Saya selalu melakukan usaha untuk memberikan layanan terbaik kepada pelanggan.					
5.	Dalam melaksanakan setiap pekerjaan, saya selalu berinisiatif dan tidak bergantung pada petunjuk pimpinan.					
6.	Saya selalu menetapkan rencana dan berusaha untuk menyelesaikannya dengan baik.					
	Keagresifan					
7.	Anggota saling menghormati dan memberikan salam saat berjumpa.					

8.	Anggota sangat menghargai, menghormati, dan melayani pelanggan dengan baik.					
	Kepribadian					
9.	Setiap bagian memandang bagian lain sebagai pelanggan internal yang harus dilayani.					
10.	Ketika melihat orang lain yang kurang cakap dalam bekerja, saya selalu membantunya.					
11.	Saya tidak pernah menekan pihak lain yang berbeda pendapat, tetapi yang penting saya berusaha membuat mereka yakin.					
	Performa					
12.	Saya selalu mengutamakan kualitas dalam menyelesaikan pekerjaan.					
13.	Saya selalu berusaha berinovasi untuk memberikan hal-hal baru dan berguna.					
14.	Saya selalu bekerja dengan efektif dan efisien.					
	Orientasi tim					
15.	Dalam mengerjakan tugas tim, selalu kami diskusikan agar tujuan dapat disinergikan.					

No.	Item pertanyaan/pernyataan	STS	TS	N	ST	SS
16.	Setiap ada permasalahan dalam tim kerja, kami selalu selesaikan dengan baik.					

Sumber: Edison, dkk (2016)

3. Kuesioner Kepuasan Kerja

No.	Item pertanyaan/pernyataan	STS	TS	N	ST	SS
	Gaji					
1.	Gaji/upah yang diterima sudah layak dan saya merasa puas.					
2.	Selain gaji/upah, saya menerima tunjangan lainnya.					
	Pekerjaan itu sendiri					
3.	Pekerjaan yang saya lakukan sangat menarik dan menyenangkan.					
4.	Saya diberi kesempatan yang luas untuk belajar, ini sangat menyenangkan.					
	Kesempatan untuk promosi					
5.	Saya diberi tanggungjawab dan kepercayaan terhadap pekerjaan dan saya merasa puas.					
6.	Saya puas atas system promosi yang ada karena dilakukan secara transparan dan berdasarkan prestasi.					
7.	Saya memiliki peluang yang sama dengan yang lain untuk meraih posisi yang lebih baik.					

No.	Item					
	Penyelia					
8.	Penyelia menunjukkan perhatian dan selalu memberikan nasihat kepada saya.					
9.	Penyelia memuji saya apabila mencapai hasil yang baik.					
10	Penyelia selalu membantu saya apabila mendapat kesulitan dalam pekerjaan.					
	Rekan kerja					
11.	Rekan kerja saya cukup cerdas dan sangat membantu dalam bekerja.					
12.	Rekan kerja saya sangat menyenangkan dan bertanggungjawab atas pekerjaannya dan dapat diteladani.					
13.	Rekan kerja selalu mendorong saya dalam melaksanakan pekerjaan dengan baik sehingga saya merasa puas.					

Sumber: Edison, dkk (2016)

4. Kuesioner Komitmen Organisasi

No.	Item pertanyaan/pernyataan	STS	TS	N	ST	SS
	Affective commitment					
1.	Saya akan merasa sangat bahagia menghabiskan sisa karir saya di organisasi ini.					

No.	Pernyataan					
2.	Saya merasa masalah yang terjadi di organisasi ini menjadi permasalahan saya juga.					
3.	Saya merasa menjadi bagian keluarga pada organisasi ini.					
	Continuance commitment					
4.	Saya sulit meninggalkan organisasi ini karena takut tidak mendapatkan kesempatan kerja di organisasi lain.					
5.	Akan terlalu merugikan bagi saya untuk meninggalkan organisasi ini.					
6.	Sulit mendapatkan pekerjaan dengan penghasilan yang bagus seperti pekerjaan saya sekarang.					
	Normative commitment					
7.	Saya merasa organisasi ini telah banyak berjasa bagi hidup saya.					
8.	Saya merasa belum memberikan banyak kontribusi bagi organisasi ini.					
9.	Organisasi ini layak mendapatkan kesetiaan dari saya.					

Sumber: Meyer dan Allen (1997) dalam Tyas (2014)

Lampiran 2. Hasil Uji Validitas

1. Budaya Organisasi

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	item_13	item_14	item_15	item_16	jmlh
item_1	Pearson Correlation	1	.552**	.334**	.492**	.370**	.360**	.177	.414**	.561**	.496**	.462**	.386**	.551**	.557**	.420**	.534**	.721**
	Sig. (2-tailed)		.000	.004	.000	.001	.002	.139	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_2	Pearson Correlation	.552**	1	.426**	.577**	.442**	.244*	.213	.358**	.545**	.284*	.208	.561**	.466**	.429**	.158	.423**	.653**
	Sig. (2-tailed)	.000		.000	.000	.000	.040	.074	.002	.000	.016	.082	.000	.000	.000	.187	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_3	Pearson Correlation	.334**	.426**	1	.542**	.191	.302*	.188	.139	.231	.285*	.377**	.448**	.550**	.491**	.327**	.291*	.576**
	Sig. (2-tailed)	.004	.000		.000	.110	.011	.117	.249	.053	.016	.001	.000	.000	.000	.005	.014	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_4	Pearson Correlation	.492**	.577**	.542**	1	.321**	.305**	.427**	.416**	.401**	.478**	.475**	.494**	.551**	.587**	.514**	.444**	.754**
	Sig. (2-tailed)	.000	.000	.000		.006	.010	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_5	Pearson Correlation	.370**	.442**	.191	.321**	1	.375**	.068	.284*	.636**	.479**	.382**	.382**	.502**	.475**	.117	.424**	.640**
	Sig. (2-tailed)	.001	.000	.110	.006		.001	.571	.016	.000	.000	.001	.001	.000	.000	.333	.000	.000

	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_6	Pearson Correlation	.360**	.244*	.302*	.305**	.375**	1	.324**	.218	.305**	.360**	.363**	.513**	.557**	.460**	.390**	.456**	.613**
	Sig. (2-tailed)	.002	.040	.011	.010	.001		.006	.067	.010	.002	.002	.000	.000	.000	.001	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_7	Pearson Correlation	.177	.213	.188	.427**	.068	.324**	1	.654**	.244*	.216	.194	.342**	.210	.119	.412**	.332**	.470**
	Sig. (2-tailed)	.139	.074	.117	.000	.571	.006		.000	.040	.070	.105	.004	.078	.322	.000	.005	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_8	Pearson Correlation	.414**	.358**	.139	.416**	.284*	.218	.654**	1	.355**	.270*	.276*	.380**	.222	.168	.458**	.422**	.558**
	Sig. (2-tailed)	.000	.002	.249	.000	.016	.067	.000		.002	.023	.020	.001	.062	.161	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_9	Pearson Correlation	.561**	.545**	.231	.401**	.636**	.305**	.244*	.355**	1	.514**	.412**	.360**	.525**	.487**	.294*	.505**	.708**
	Sig. (2-tailed)	.000	.000	.053	.001	.000	.010	.040	.002		.000	.000	.002	.000	.000	.013	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_10	Pearson Correlation	.496**	.284*	.285*	.478**	.479**	.360**	.216	.270*	.514**	1	.364**	.360**	.638**	.468**	.260*	.354**	.659**
	Sig. (2-tailed)	.000	.016	.016	.000	.000	.002	.070	.023	.000		.002	.002	.000	.000	.029	.002	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_11	Pearson Correlation	.462**	.208	.377**	.475**	.382**	.363**	.194	.276*	.412**	.364**	1	.256*	.556**	.417**	.461**	.564**	.643**

	Sig. (2-tailed)	.000	.082	.001	.000	.001	.002	.105	.020	.000	.002		.031	.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_12	Pearson Correlation	.386**	.561**	.448**	.494**	.382**	.513**	.342**	.380**	.360**	.360**	.256*	1	.506**	.561**	.257*	.532**	.689**
	Sig. (2-tailed)	.001	.000	.000	.000	.001	.000	.004	.001	.002	.002	.031		.000	.000	.031	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_13	Pearson Correlation	.551**	.466**	.550**	.551**	.502**	.557**	.210	.222	.525**	.638**	.556**	.506**	1	.626**	.511**	.518**	.811**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.078	.062	.000	.000	.000	.000		.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_14	Pearson Correlation	.557**	.429**	.491**	.587**	.475**	.460**	.119	.168	.487**	.468**	.417**	.561**	.626**	1	.513**	.481**	.746**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.322	.161	.000	.000	.000	.000	.000		.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_15	Pearson Correlation	.420**	.158	.327**	.514**	.117	.390**	.412**	.458**	.294*	.260*	.461**	.257*	.511**	.513**	1	.400**	.597**
	Sig. (2-tailed)	.000	.187	.005	.000	.333	.001	.000	.000	.013	.029	.000	.031	.000	.000		.001	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_16	Pearson Correlation	.534**	.423**	.291*	.444**	.424**	.456**	.332**	.422**	.505**	.354**	.564**	.532**	.518**	.481**	.400**	1	.718**
	Sig. (2-tailed)	.000	.000	.014	.000	.000	.000	.005	.000	.000	.002	.000	.000	.000	.000	.001		.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71

jmlh	Pearson Correlation	.721**	.653*	.576*	.754*	.640*	.613*	.470*	.558*	.708*	.659*	.643*	.689*	.811*	.746*	.597*	.718*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71

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

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

2. Kinerja

Correlations

		item _1	item _2	item _3	item _4	item _5	item _6	item _7	item _8	item _9	item _10	item _11	item _12	item _13	item _14	jmlh
item _1	Pearson Correlation	1	.482**	.494**	.561**	.450**	.584**	.438**	.252*	.354**	.414**	.271*	.189	.361**	.490**	.654**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.034	.002	.000	.022	.114	.002	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item _2	Pearson Correlation	.482**	1	.652**	.688**	.578**	.587**	.342**	.403**	.469**	.323**	.418**	.469**	.145	.550**	.720**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.003	.000	.000	.006	.000	.000	.229	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item _3	Pearson Correlation	.494**	.652**	1	.751**	.409**	.740**	.563**	.486**	.627**	.567**	.453**	.452**	.241*	.704**	.810**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.043	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item _4	Pearson Correlation	.561**	.688**	.751**	1	.520**	.687**	.533**	.544**	.461**	.454**	.554**	.574**	.451**	.633**	.854**

	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_5	Pearson Correlation	.450**	.578**	.409**	.520**	1	.477**	.325**	.486**	.399**	.163	.296*	.285*	.539**	.630**	.701**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.006	.000	.001	.174	.012	.016	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_6	Pearson Correlation	.584**	.587**	.740**	.687**	.477**	1	.627**	.456**	.438**	.380**	.372**	.398**	.360**	.605**	.783**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.001	.001	.001	.002	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_7	Pearson Correlation	.438**	.342**	.563**	.533**	.325**	.627**	1	.563**	.528**	.476**	.363**	.506**	.405**	.545**	.727**
	Sig. (2-tailed)	.000	.003	.000	.000	.006	.000		.000	.000	.000	.002	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_8	Pearson Correlation	.252*	.403**	.486**	.544**	.486**	.456**	.563**	1	.474**	.353**	.261*	.553**	.358**	.532**	.679**
	Sig. (2-tailed)	.034	.000	.000	.000	.000	.000	.000		.000	.003	.028	.000	.002	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_9	Pearson Correlation	.354**	.469**	.627**	.461**	.399**	.438**	.528**	.474**	1	.684**	.436**	.311**	.340**	.586**	.698**
	Sig. (2-tailed)	.002	.000	.000	.000	.001	.000	.000	.000		.000	.000	.008	.004	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71

item_10	Pearson Correlation	.414**	.323**	.567**	.454**	.163	.380**	.476**	.353**	.684**	1	.273*	.315**	.081	.447**	.564**
	Sig. (2-tailed)	.000	.006	.000	.000	.174	.001	.000	.003	.000		.021	.007	.501	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_11	Pearson Correlation	.271*	.418**	.453**	.554**	.296*	.372**	.363**	.261*	.436**	.273*	1	.562**	.402**	.440**	.619**
	Sig. (2-tailed)	.022	.000	.000	.000	.012	.001	.002	.028	.000	.021		.000	.001	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_12	Pearson Correlation	.189	.469**	.452**	.574**	.285*	.398**	.506**	.553**	.311**	.315**	.562**	1	.233	.348**	.619**
	Sig. (2-tailed)	.114	.000	.000	.000	.016	.001	.000	.000	.008	.007	.000		.051	.003	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_13	Pearson Correlation	.361**	.145	.241*	.451**	.539**	.360**	.405**	.358**	.340**	.081	.402**	.233	1	.418**	.582**
	Sig. (2-tailed)	.002	.229	.043	.000	.000	.002	.000	.002	.004	.501	.001	.051		.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_14	Pearson Correlation	.490**	.550**	.704**	.633**	.630**	.605**	.545**	.532**	.586**	.447**	.440**	.348**	.418**	1	.806**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.003	.000		.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
jmlh	Pearson Correlation	.654**	.720**	.810**	.854**	.701**	.783**	.727**	.679**	.698**	.564**	.619**	.619**	.582**	.806**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

| | N | 71 | 71 | 71 | 71 | 71 | 71 | 71 | 71 | 71 | 71 | 71 | 71 | 71 | 71 |

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

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

3. Kepuasan Kerja

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	item_13	jmlh
item_1	Pearson Correlation	1	.141	.595**	.363**	.609**	.342**	.445**	.338**	.312**	.315**	.540**	.388**	.535**	.627**
	Sig. (2-tailed)		.241	.000	.002	.000	.004	.000	.004	.008	.008	.000	.001	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_2	Pearson Correlation	.141	1	.447**	.277*	.265*	.396**	.203	.080	.235*	.231	.329**	.217	.231	.411**
	Sig. (2-tailed)	.241		.000	.019	.026	.001	.090	.506	.049	.052	.005	.070	.053	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_3	Pearson Correlation	.595**	.447**	1	.533**	.603**	.442**	.343**	.349**	.225	.383**	.424**	.356**	.527**	.640**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.003	.003	.059	.001	.000	.002	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_4	Pearson Correlation	.363**	.277*	.533**	1	.748**	.626**	.554**	.481**	.299*	.558**	.351**	.418**	.524**	.719**
	Sig. (2-tailed)	.002	.019	.000		.000	.000	.000	.000	.011	.000	.003	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71

item_5	Pearson Correlation	.609**	.265*	.603**	.748**	1	.580**	.526**	.609**	.319**	.575**	.473**	.478**	.614**	.781**
	Sig. (2-tailed)	.000	.026	.000	.000		.000	.000	.000	.007	.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_6	Pearson Correlation	.342**	.396**	.442**	.626**	.580**	1	.740**	.568**	.562**	.469**	.501**	.628**	.705**	.821**
	Sig. (2-tailed)	.004	.001	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_7	Pearson Correlation	.445**	.203	.343**	.554**	.526**	.740**	1	.614**	.598**	.575**	.615**	.585**	.786**	.836**
	Sig. (2-tailed)	.000	.090	.003	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_8	Pearson Correlation	.338**	.080	.349**	.481**	.609**	.568**	.614**	1	.506**	.681**	.321**	.420**	.593**	.701**
	Sig. (2-tailed)	.004	.506	.003	.000	.000	.000	.000		.000	.000	.006	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_9	Pearson Correlation	.312**	.235*	.225	.299*	.319**	.562**	.598**	.506**	1	.409**	.593**	.505**	.657**	.682**
	Sig. (2-tailed)	.008	.049	.059	.011	.007	.000	.000	.000		.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_10	Pearson Correlation	.315**	.231	.383**	.558**	.575**	.469**	.575**	.681**	.409**	1	.442**	.440**	.534**	.703**
	Sig. (2-tailed)	.008	.052	.001	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	item_13	jmlh
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_11	Pearson Correlation	.540**	.329**	.424**	.351**	.473**	.501**	.615**	.321**	.593**	.442**	1	.716**	.684**	.758**
	Sig. (2-tailed)	.000	.005	.000	.003	.000	.000	.000	.006	.000	.000		.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_12	Pearson Correlation	.388**	.217	.356**	.418**	.478**	.628**	.585**	.420**	.505**	.440**	.716**	1	.764**	.750**
	Sig. (2-tailed)	.001	.070	.002	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
item_13	Pearson Correlation	.535**	.231	.527**	.524**	.614**	.705**	.786**	.593**	.657**	.534**	.684**	.764**	1	.883**
	Sig. (2-tailed)	.000	.053	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71
jmlh	Pearson Correlation	.627**	.411**	.640**	.719**	.781**	.821**	.836**	.701**	.682**	.703**	.758**	.750**	.883**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	71	71	71	71	71	71	71	71	71	71	71	71	71	71

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

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

4. Komitmen Organisasional

Correlations

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	jmlh

item_1	Pearson Correlation	1	.622**	.514**	.562**	.560**	.533**	.530**	.389**	.609**	.781**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.001	.000	.000
	N	71	71	71	71	71	71	71	71	71	71
item_2	Pearson Correlation	.622**	1	.578**	.396**	.451**	.390**	.480**	.315**	.524**	.669**
	Sig. (2-tailed)	.000		.000	.001	.000	.001	.000	.008	.000	.000
	N	71	71	71	71	71	71	71	71	71	71
item_3	Pearson Correlation	.514**	.578**	1	.335**	.359**	.300*	.367**	.340**	.468**	.584**
	Sig. (2-tailed)	.000	.000		.004	.002	.011	.002	.004	.000	.000
	N	71	71	71	71	71	71	71	71	71	71
item_4	Pearson Correlation	.562**	.396**	.335**	1	.595**	.654**	.557**	.437**	.487**	.771**
	Sig. (2-tailed)	.000	.001	.004		.000	.000	.000	.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71
item_5	Pearson Correlation	.560**	.451**	.359**	.595**	1	.832**	.650**	.301*	.677**	.830**
	Sig. (2-tailed)	.000	.000	.002	.000		.000	.000	.011	.000	.000
	N	71	71	71	71	71	71	71	71	71	71
item_6	Pearson Correlation	.533**	.390**	.300*	.654**	.832**	1	.622**	.353**	.628**	.817**
	Sig. (2-tailed)	.000	.001	.011	.000	.000		.000	.003	.000	.000
	N	71	71	71	71	71	71	71	71	71	71
item_7	Pearson Correlation	.530**	.480**	.367**	.557**	.650**	.622**	1	.421**	.803**	.823**

	Sig. (2-tailed)	.000	.000	.002	.000	.000	.000		.000	.000	.000
	N	71	71	71	71	71	71	71	71	71	71
item_8	Pearson Correlation	.389**	.315**	.340**	.437**	.301*	.353**	.421**	1	.267*	.579**
	Sig. (2-tailed)	.001	.008	.004	.000	.011	.003	.000		.025	.000
	N	71	71	71	71	71	71	71	71	71	71
item_9	Pearson Correlation	.609**	.524**	.468**	.487**	.677**	.628**	.803**	.267*	1	.819**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.025		.000
	N	71	71	71	71	71	71	71	71	71	71
jmlh	Pearson Correlation	.781**	.669**	.584**	.771**	.830**	.817**	.823**	.579**	.819**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	71	71	71	71	71	71	71	71	71	71

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

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

Lampiran 3. Uji Reliabilitas

1. Budaya Organisasi

Reliability Statistics

Cronbach's Alpha	N of Items
.911	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	61.01	33.328	.673	.903

item_2	60.80	33.589	.594	.906
item_3	60.83	34.228	.510	.908
item_4	60.56	33.049	.711	.902
item_5	61.27	32.056	.549	.910
item_6	61.00	34.314	.558	.907
item_7	60.87	34.741	.387	.912
item_8	60.82	34.609	.496	.909
item_9	61.08	33.364	.658	.904
item_10	61.08	33.193	.595	.906
item_11	61.01	33.357	.578	.906
item_12	60.89	33.530	.638	.905
item_13	61.10	31.747	.769	.900
item_14	60.90	32.633	.696	.902
item_15	60.87	34.427	.541	.907
item_16	60.89	33.759	.676	.904

2. Kinerja

Reliability Statistics

Cronbach's Alpha	N of Items
.913	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	51.34	26.741	.583	.909
item_2	51.48	26.453	.662	.906
item_3	51.45	25.651	.766	.901
item_4	51.39	26.414	.827	.901
item_5	51.45	25.365	.617	.909
item_6	51.35	26.717	.744	.903
item_7	51.49	26.339	.669	.905
item_8	51.59	27.045	.621	.907
item_9	51.35	28.089	.661	.908
item_10	51.41	28.245	.505	.911
item_11	51.58	27.162	.548	.910
item_12	51.44	27.621	.558	.909
item_13	51.66	26.370	.476	.916
item_14	51.32	26.622	.770	.903

3. Kepuasan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.922	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	45.23	34.977	.558	.920
item_2	45.01	37.271	.339	.926
item_3	44.87	35.827	.589	.919
item_4	44.93	33.609	.656	.917
item_5	44.79	34.169	.740	.914
item_6	45.18	32.352	.774	.912
item_7	45.21	31.112	.784	.912
item_8	45.03	34.913	.650	.917
item_9	45.24	34.070	.613	.918
item_10	45.00	34.629	.648	.917

item_11	45.01	33.128	.700	.915
item_12	44.89	34.016	.699	.915
item_13	44.90	32.433	.855	.909

4. Komitmen Organisasional

Reliability Statistics

Cronbach's Alpha	N of Items
.896	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	29.28	20.920	.715	.880
item_2	29.37	22.778	.603	.890
item_3	29.11	23.673	.520	.895
item_4	29.80	19.989	.683	.883
item_5	29.68	19.336	.761	.875
item_6	29.73	20.285	.755	.876
item_7	29.24	20.356	.764	.876
item_8	29.58	21.876	.450	.902
item_9	29.23	19.720	.750	.876

Lampiran 4. Hasil Statistik Deskriptif

1. Budaya Organisasi

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
item_1	71	3	2	5	283	3.99	.065	.548	.300	-.547	.285	2.518	.563
item_2	71	2	3	5	298	4.20	.068	.576	.332	-.022	.285	-.210	.563

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
item_3	71	2	3	5	296	4.17	.066	.560	.314	.043	.285	-.001	.563
item_4	71	2	3	5	315	4.44	.066	.554	.307	-.262	.285	-.956	.563
item_5	71	4	1	5	265	3.73	.098	.827	.685	-1.017	.285	2.119	.563
item_6	71	2	3	5	284	4.00	.060	.507	.257	.000	.285	1.104	.563
item_7	71	2	3	5	293	4.13	.072	.608	.369	-.064	.285	-.283	.563
item_8	71	2	3	5	297	4.18	.061	.516	.266	.250	.285	.269	.563
item_9	71	2	3	5	278	3.92	.066	.554	.307	-.044	.285	.318	.563
item_10	71	3	2	5	278	3.92	.074	.627	.393	-.298	.285	.614	.563
item_11	71	2	3	5	283	3.99	.074	.621	.386	.009	.285	-.308	.563
item_12	71	2	3	5	292	4.11	.065	.549	.301	.068	.285	.300	.563
item_13	71	3	2	5	277	3.90	.078	.658	.433	-.514	.285	.959	.563
item_14	71	2	3	5	291	4.10	.073	.613	.376	-.054	.285	-.291	.563
item_15	71	2	3	5	293	4.13	.060	.505	.255	.235	.285	.744	.563
item_16	71	2	3	5	292	4.11	.059	.494	.244	.258	.285	.971	.563
jmlh	71	33	47	80	4615	65.00	.730	6.155	37.886	-.503	.285	.997	.563
Valid N (listwise)	71												

2. Kinerja

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
item_1	71	2	3	5	289	4.07	.073	.617	.381	-.041	.285	-.299	.563
item_2	71	2	3	5	279	3.93	.070	.593	.352	.016	.285	-.079	.563

	N	Range	Minimum	Maximum	Sum	Mean Statistic	Mean Std. Error	Std. Deviation Statistic	Variance Statistic	Skewness Statistic	Skewness Std. Error	Kurtosis Statistic	Kurtosis Std. Error
item_3	71	3	2	5	281	3.96	.074	.620	.384	-.716	.285	2.016	.563
item_4	71	2	3	5	285	4.01	.058	.493	.243	.035	.285	1.351	.563
item_5	71	3	2	5	281	3.96	.093	.783	.612	-.293	.285	-.439	.563
item_6	71	2	3	5	288	4.06	.060	.504	.254	.113	.285	1.077	.563
item_7	71	3	2	5	278	3.92	.072	.603	.364	-.769	.285	2.150	.563
item_8	71	3	2	5	271	3.82	.064	.543	.295	-1.217	.285	2.800	.563
item_9	71	2	3	5	288	4.06	.044	.374	.140	.658	.285	4.280	.563
item_10	71	2	3	5	284	4.00	.053	.447	.200	.000	.285	2.315	.563
item_11	71	3	2	5	272	3.83	.069	.585	.342	-.404	.285	.864	.563
item_12	71	2	3	5	282	3.97	.060	.506	.256	-.055	.285	1.098	.563
item_13	71	3	2	5	266	3.75	.093	.788	.621	-.235	.285	-.261	.563
item_14	71	2	3	5	290	4.08	.059	.500	.250	.179	.285	1.037	.563
jmlh	71	33	47	80	4615	65.00	.730	6.155	37.886	-.503	.285	.997	.563
Valid N (listwise)	71												

3. Kepuasan Kerja

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
item_1	71	3	2	5	252	3.55	.077	.650	.423	.133	.285	-.211	.563
item_2	71	3	2	5	267	3.76	.062	.520	.270	-1.508	.285	2.494	.563
item_3	71	2	3	5	277	3.90	.061	.511	.262	-.167	.285	.809	.563

	N	Range	Minimum	Maximum	Sum	Mean	Std. Error	Std. Deviation	Variance	Skewness	Std. Error	Kurtosis	Std. Error
item_4	71	3	2	5	273	3.85	.087	.730	.533	-.658	.285	.749	.563
item_5	71	2	3	5	283	3.99	.071	.597	.357	.004	.285	-.082	.563
item_6	71	4	1	5	255	3.59	.091	.767	.588	-1.100	.285	2.393	.563
item_7	71	4	1	5	253	3.56	.106	.890	.792	-1.385	.285	2.097	.563
item_8	71	2	3	5	266	3.75	.069	.579	.335	.075	.285	-.403	.563
item_9	71	4	1	5	251	3.54	.085	.714	.509	-1.219	.285	2.949	.563
item_10	71	2	3	5	268	3.77	.073	.614	.377	.169	.285	-.487	.563
item_11	71	3	2	5	267	3.76	.089	.746	.556	-.002	.285	-.450	.563
item_12	71	3	2	5	276	3.89	.077	.645	.416	-.552	.285	1.122	.563
item_13	71	3	2	5	275	3.87	.083	.695	.484	-.873	.285	1.496	.563
jmlh	71	33	47	80	4615	65.00	.730	6.155	37.886	-.503	.285	.997	.563
Valid N (listwise)	71												

4. Komitmen Organisasional

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
item_1	71	3	2	5	273	3.85	.087	.730	.533	-.204	.285	-.159	.563
item_2	71	2	3	5	267	3.76	.065	.547	.299	-.089	.285	-.240	.563
item_3	71	2	3	5	285	4.01	.055	.463	.214	.054	.285	1.948	.563
item_4	71	4	1	5	236	3.32	.106	.891	.794	-.071	.285	-.275	.563

	N	Range	Minimum	Maximum	Sum	Mean	Std. Error	Std. Deviation	Variance	Skewness	Std. Error	Kurtosis	Std. Error
item_5	71	4	1	5	245	3.45	.108	.907	.823	-.322	.285	.280	.563
item_6	71	3	2	5	241	3.39	.093	.783	.614	.086	.285	-.333	.563
item_7	71	3	2	5	276	3.89	.091	.766	.587	-.784	.285	.842	.563
item_8	71	4	1	5	252	3.55	.102	.858	.737	-.645	.285	.943	.563
item_9	71	3	2	5	277	3.90	.103	.864	.747	-.352	.285	-.573	.563
jmlh	71	33	47	80	4615	65.00	.730	6.155	37.886	-.503	.285	.997	.563
Valid N (listwise)	71												

5. Distribusi Jumlah Kuesioner

Keterangan	Jumlah	Presentase (%)
Kuesioner Disebar	75	
Kuesioner Kembali	71	94,7%
Kuesioner Yang Dihilangkan	-	-
Kuesioner Yang Diolah	71	94,7%

6. Distribusi Frekuensi Jenis Kelamin dan Usia Responden

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	44	62.0	62.0	62.0
	Perempuan	27	38.0	38.0	100.0
	Total	71	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-30	18	25.4	25.4	25.4
	31-40	15	21.1	21.1	46.5
	> 41	38	53.5	53.5	100.0
	Total	71	100.0	100.0	

Lampiran 5. Hasil Uji Asumsi Klasik

Tahap 1

1. **Uji Multikolonieritas**

Coefficient Correlations^a

Model			Kepuasan	Budaya
1	Correlations	Kepuasan	1.000	-.683
		Budaya	-.683	1.000
	Covariances	Kepuasan	.007	-.005
		Budaya	-.005	.007

a. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.944	3.978		1.746	.085		
	Budaya	.596	.083	.660	7.164	.000	.534	1.873
	Kepuasan	.200	.081	.226	2.455	.017	.534	1.873

a. Dependent Variable: Kinerja

Coefficient Correlations^a

Model			Komitmen	Budaya
1	Correlations	Komitmen	1.000	-.568
		Budaya	-.568	1.000
	Covariances	Komitmen	.006	-.003
		Budaya	-.003	.004

a. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.653	3.539		1.880	.064		
	Budaya	.547	.066	.607	8.322	.000	.678	1.476
	Komitmen	.398	.079	.367	5.035	.000	.678	1.476

a. Dependent Variable: Kinerja

2. Uji Heteroskedastisitas
a. Diagram Scatterplot
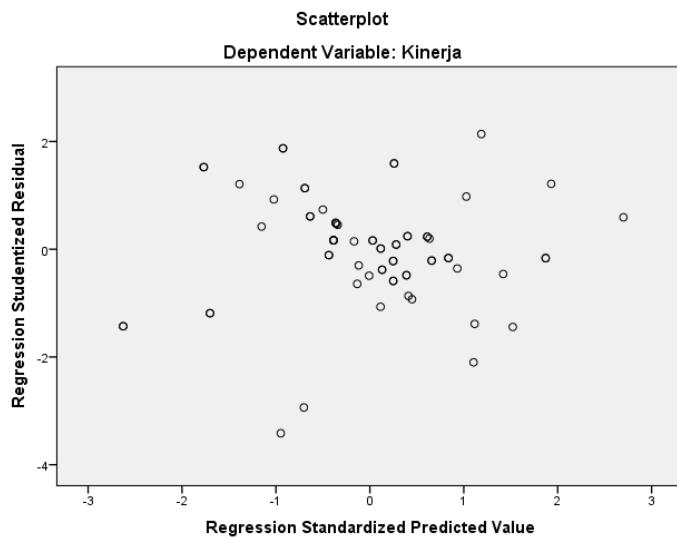
Scatterplot
Dependent Variable: Kinerja

b. Uji Glejser

Coefficientsª

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.742	2.965		2.949	.005
	Budaya	-.082	.064	-.250	-1.282	.206
	Kepuasan	-.106	.066	-.329	-1.594	.118
	Komitmen	.117	.071	.309	1.647	.107

a. Dependent Variable: RES2

3. Uji Normalitas
a. Diagram P-Plot
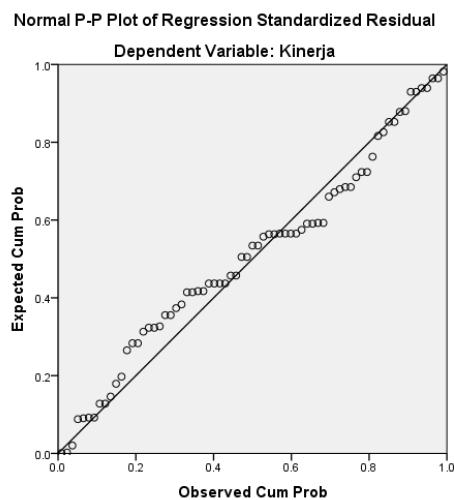
Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja

b. Uji One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		71
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.74423947
Most Extreme Differences	Absolute	.098
	Positive	.095
	Negative	-.098
Test Statistic		.098
Asymp. Sig. (2-tailed)		.089

a. Test distribution is Normal.

b. Calculated from data.

Tahap 2

1. **Uji Heteroskedastisitas**
   a. **Diagram Scatterplot**
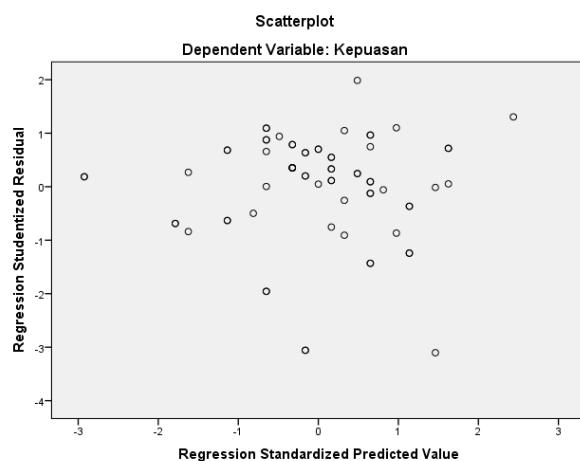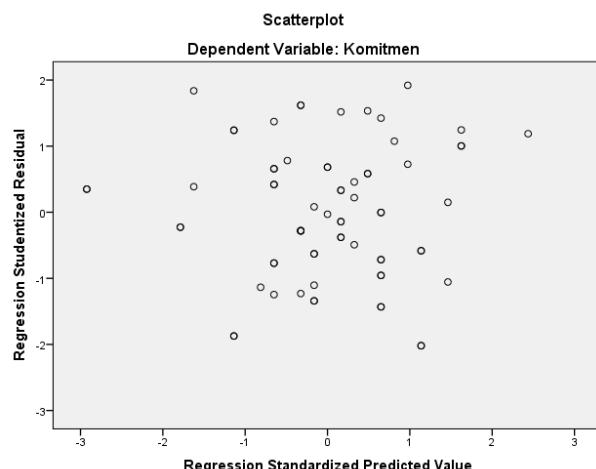
Scatterplot
Dependent Variable: Komitmen

Scatterplot
Dependent Variable: Kepuasan

   b. **Uji Glejser**

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.024	3.927		.006	.995
	Budaya	.052	.060	.103	.860	.393

a. Dependent Variable: RES2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.406	2.942		.138	.891
	Budaya	.047	.045	.126	1.054	.296

a. Dependent Variable: RES2

2. Uji Normalitas

a. Diagram P-Plot
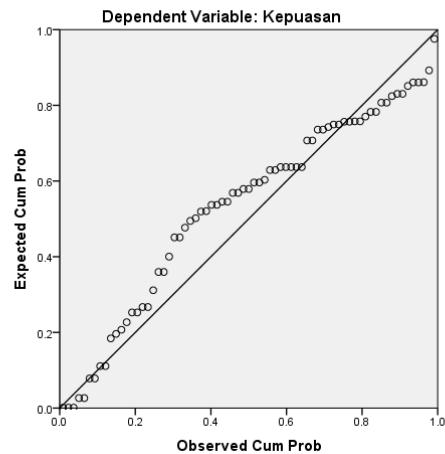
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kepuasan

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Komitmen
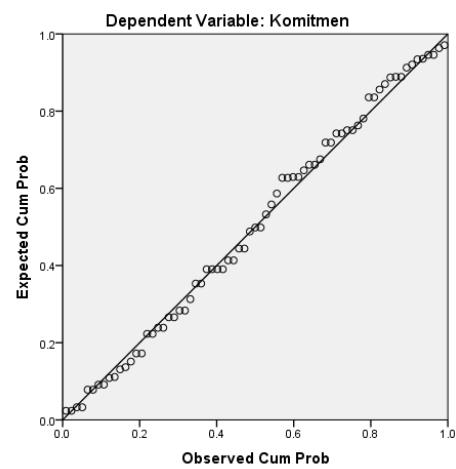
b. Uji One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		71
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.60383382
Most Extreme Differences	Absolute	.157
	Positive	.109
	Negative	-.157
Test Statistic		.157
Asymp. Sig. (2-tailed)		.157

a. Test distribution is Normal.

b. Calculated from data.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		71
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.21536260
Most Extreme Differences	Absolute	.065
	Positive	.042
	Negative	-.065
Test Statistic		.065
Asymp. Sig. (2-tailed)		.200

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 6. Hasil Uji t Statistik (Parsial) dan Sobel Test

1. **Pengaruh Budaya Organisasi Terhadap Kepuasan Kerja**

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.683[a]	.466	.458	4.637

a. Predictors: (Constant), Budaya

b. Dependent Variable: Kepuasan

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.358	5.879		.571	.570
	Budaya	.699	.090	.683	7.760	.000

a. Dependent Variable: Kepuasan

2. **Pengaruh Budaya Organisasi Terhadap Komitmen Organisasional**

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.568[a]	.322	.313	4.246

a. Predictors: (Constant), Budaya

b. Dependent Variable: Komitmen

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.416	5.383		.449	.655
	Budaya	.472	.082	.568	5.731	.000

a. Dependent Variable: Komitmen

3. **Pengaruh Budaya Organisasi, Kepuasan Kerja, dan Komitmen Organisasional Terhadap Kinerja**

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.869^a	.756	.745	2.805

a. Predictors: (Constant), Komitmen, Budaya, Kepuasan

b. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.586	3.565		1.847	.069
	Budaya	.333	.076	.189	2.007	.000
	Kepuasan	.332	.083	.281	3.388	.007
	Komitmen	.381	.091	.351	4.205	.000

a. Dependent Variable: Kinerja

4. **Uji Sobel Test 1**

Hasil Perhitungan Standard Error Variabel Intervening Kepuasan Kerja

$$\textbf{Sp2p3} \quad = \sqrt{p3^2 Sp2^2 + p2^2 Sp3^2 + Sp2^2 Sp3^2}$$

$$= \sqrt{(0{,}281)^2(0{,}090)^2 + (0{,}683)^2(0{,}083)^2 + (0{,}090)^2(0{,}083)^2}$$

$$= \sqrt{0{,}002 + 0{,}005 + 0{,}0006}$$

$$= 0{,}087$$

$$\textbf{t hitung} = \frac{p2 \; x \; p3}{Sp2p3} = \frac{0{,}191}{0{,}087} = 2{,}195$$

5. **Uji Sobel Test 2**

   Hasil Perhitungan Standard Error Variabel Intervening Komitmen Organisasional

$$\textbf{Sp2p3} = \sqrt{p3^2 Sp2^2 + p2^2 Sp3^2 + Sp2^2 Sp3^2}$$

$$= \sqrt{(0{,}351)^2(0{,}082)^2 + (0{,}568)^2(0{,}091)^2 + (0{,}082)^2(0{,}091)^2}$$

$$= \sqrt{0{,}002 + 0{,}005 + 0{,}007}$$

$$= 0{,}118$$

$$\textbf{t hitung} = \frac{p2 \; x \; p3}{Sp2p3} = \frac{0{,}199}{0{,}118} = 1{,}686$$

6. Tabel Disreibusi t (α 0,05)

d.f	$t_{0.10}$	$t_{0.05}$	$t_{0.025}$	$t_{0.01}$	$t_{0.005}$	d.f	$t_{0.10}$	$t_{0.05}$	$t_{0.025}$	$t_{0.01}$	$t_{0.005}$
1	3.078	6.314	12.71	31.82	63.66	61	1.296	1.671	2.000	2.390	2.659
2	1.886	2.920	4.303	6.965	9.925	62	1.296	1.671	1.999	2.389	2.659
3	1.638	2.353	3.182	4.541	5.841	63	1.296	1.670	1.999	2.389	2.658
4	1.533	2.132	2.776	3.747	4.604	64	1.296	1.670	1.999	2.388	2.657
5	1.476	2.015	2.571	3.365	4.032	65	1.296	1.670	1.998	2.388	2.657
6	1.440	1.943	2.447	3.143	3.707	66	1.295	1.670	1.998	2.387	2.656
7	1.415	1.895	2.365	2.998	3.499	67	1.295	1.670	1.998	2.387	2.655
8	1.397	1.860	2.306	2.896	3.355	68	1.295	1.670	1.997	2.386	2.655
9	1.383	1.833	2.262	2.821	3.250	69	1.295	1.669	1.997	2.386	2.654
10	1.372	1.812	2.228	2.764	3.169	70	1.295	1.669	1.997	2.385	2.653
11	1.363	1.796	2.201	2.718	3.106	71	1.295	1.669	1.996	2.385	2.653
12	1.356	1.782	2.179	2.681	3.055	72	1.295	1.669	1.996	2.384	2.652
13	1.350	1.771	2.160	2.650	3.012	73	1.295	1.669	1.996	2.384	2.651
14	1.345	1.761	2.145	2.624	2.977	74	1.295	1.668	1.995	2.383	2.651
15	1.341	1.753	2.131	2.602	2.947	75	1.295	1.668	1.995	2.383	2.650
16	1.337	1.746	2.120	2.583	2.921	76	1.294	1.668	1.995	2.382	2.649
17	1.333	1.740	2.110	2.567	2.898	77	1.294	1.668	1.994	2.382	2.649
18	1.330	1.734	2.101	2.552	2.878	78	1.294	1.668	1.994	2.381	2.648
19	1.328	1.729	2.093	2.539	2.861	79	1.294	1.668	1.994	2.381	2.647
20	1.325	1.725	2.086	2.528	2.845	80	1.294	1.667	1.993	2.380	2.647
21	1.323	1.721	2.080	2.518	2.831	81	1.294	1.667	1.993	2.380	2.646
22	1.321	1.717	2.074	2.508	2.819	82	1.294	1.667	1.993	2.379	2.645
23	1.319	1.714	2.069	2.500	2.807	83	1.294	1.667	1.992	2.379	2.645
24	1.318	1.711	2.064	2.492	2.797	84	1.294	1.667	1.992	2.378	2.644
25	1.316	1.708	2.060	2.485	2.787	85	1.294	1.666	1.992	2.378	2.643
26	1.315	1.706	2.056	2.479	2.779	86	1.293	1.666	1.991	2.377	2.643
27	1.314	1.703	2.052	2.473	2.771	87	1.293	1.666	1.991	2.377	2.642
28	1.313	1.701	2.048	2.467	2.763	88	1.293	1.666	1.991	2.376	2.641
29	1.311	1.699	2.045	2.462	2.756	89	1.293	1.666	1.990	2.376	2.641
30	1.310	1.697	2.042	2.457	2.750	90	1.293	1.666	1.990	2.375	2.640
31	1.309	1.696	2.040	2.453	2.744	91	1.293	1.665	1.990	2.374	2.639
32	1.309	1.694	2.037	2.449	2.738	92	1.293	1.665	1.989	2.374	2.639
33	1.308	1.692	2.035	2.445	2.733	93	1.293	1.665	1.989	2.373	2.638
34	1.307	1.691	2.032	2.441	2.728	94	1.293	1.665	1.989	2.373	2.637
35	1.306	1.690	2.030	2.438	2.724	95	1.293	1.665	1.988	2.372	2.637
36	1.306	1.688	2.028	2.434	2.719	96	1.292	1.664	1.988	2.372	2.636
37	1.305	1.687	2.026	2.431	2.715	97	1.292	1.664	1.988	2.371	2.635
38	1.304	1.686	2.024	2.429	2.712	98	1.292	1.664	1.987	2.371	2.635
39	1.304	1.685	2.023	2.426	2.708	99	1.292	1.664	1.987	2.370	2.634
40	1.303	1.684	2.021	2.423	2.704	100	1.292	1.664	1.987	2.370	2.633
41	1.303	1.683	2.020	2.421	2.701	101	1.292	1.663	1.986	2.369	2.633
42	1.302	1.682	2.018	2.418	2.698	102	1.292	1.663	1.986	2.369	2.632
43	1.302	1.681	2.017	2.416	2.695	103	1.292	1.663	1.986	2.368	2.631
44	1.301	1.680	2.015	2.414	2.692	104	1.292	1.663	1.985	2.368	2.631
45	1.301	1.679	2.014	2.412	2.690	105	1.292	1.663	1.985	2.367	2.630
46	1.300	1.679	2.013	2.410	2.687	106	1.291	1.663	1.985	2.367	2.629
47	1.300	1.678	2.012	2.408	2.685	107	1.291	1.662	1.984	2.366	2.629
48	1.299	1.677	2.011	2.407	2.682	108	1.291	1.662	1.984	2.366	2.628
49	1.299	1.677	2.010	2.405	2.680	109	1.291	1.662	1.984	2.365	2.627
50	1.299	1.676	**2.009**	2.403	2.678	110	1.291	1.662	1.983	2.365	2.627
51	1.298	1.675	2.008	2.402	2.676	111	1.291	1.662	1.983	2.364	2.626
52	1.298	1.675	2.007	2.400	2.674	112	1.291	1.661	1.983	2.364	2.625
53	1.298	1.674	2.006	2.399	2.672	113	1.291	1.661	1.982	2.363	2.625
54	1.297	1.674	2.005	2.397	2.670	114	1.291	1.661	1.982	2.363	2.624
55	1.297	1.673	2.004	2.396	2.668	115	1.291	1.661	1.982	2.362	2.623
56	1.297	1.673	2.003	2.395	2.667	116	1.290	1.661	1.981	2.362	2.623
57	1.297	1.672	2.002	2.394	2.665	117	1.290	1.661	1.981	2.361	2.622
58	1.296	1.672	2.002	2.392	2.663	118	1.290	1.660	1.981	2.361	2.621
59	1.296	1.671	2.001	2.391	2.662	119	1.290	1.660	1.980	2.360	2.621
60	1.296	1.671	2.000	2.390	2.660	120	1.290	1.660	1.980	2.360	2.620

Sumber: spssindonesia.com