**LEMBAR KUESIONER**

* + - 1. **IDENTITAS PEMBERI KUESIONER**

Nama : Puri Kasmalla

NPM : 173114185

Jenis Kelamin : Perempuan

Jurusan : Manajemen

Fakultas : Ekonomi

Saya adalah mahasiswa Universitas Muslim Nusantara Al Washliyah Fakultas Ekonomi Manajemen yang sedang melakukan penelitian Pengaruh Budaya Organisasi, Dan Efikasi Diri Terhadap Kinerja Pegawai Dinas Pekerjaan Umum Dan Penataan Ruang Kabupaten Deli Serdang.

Data dan Informasi yang Bapak/ibu berikan merupakan hal yang sangat berharga, oleh karena itu partisipasi dan kesediaan Bapak/ibu dalam menjawab kuesioner ini sangat saya hargai.

Akhir kata saya ucapkan terima kasih kepada responden yang telah bersedia meluangkan waktunya untuk mengisi kuesioner ini.

Medan, April 2021

Peneliti

Puri Kasmalla

* + - 1. **IDENTITAS RESPONDEN**

Nama : ……………………………………..

Umur : …………… tahun

Jenis Kelamin : Laki-Laki / Perempuan

Pendidikan : ……………………………………..

**III. PETUNJUK PENGISIAN**

Pada setiap nomor pernyataan berilah tanda benar pada kolom yang tersedia sesuai dengan penilaian anda.

Keterangan jawaban:

**SS : Sangat Setuju TS : Tidak Setuju**

**S : Setuju STS : Sangat Tidak Setuju**

**KS : Kurang Setuju**

1. **Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
|  | **Kesadara Diri** |  |  |  |  |  |
| 1 | Saya merasa puas atas pekerjaan yang saya lakukan. |  |  |  |  |  |
| 2 | Saya menaati peraturan-peraturan yang ada |  |  |  |  |  |
| 3 | Saya berusaha untuk mengembangkan diri dan kemampuannya. |  |  |  |  |  |
|  | **Keagresifan** |  |  |  |  |  |
| 4 | Saya penuh inisiatif dan tidak selalu tergantung pada petunjuk pimpinan. |  |  |  |  |  |
| 5 | Saya menetapkan rencana dan berusaha untuk menyelesaikan dengan baik. |  |  |  |  |  |
|  | **Kepribadian** |  |  |  |  |  |
| 6 | Saya dan pegawai lainnya saling menghormati dan memberikan salam pada saat perjumpaan. |  |  |  |  |  |
| 7 | Saya dan pegawai lainnya saling membantu. |  |  |  |  |  |
| 8 | Setiap pegawai saling menghargai perbedaan pendapat. |  |  |  |  |  |
|  | **Performa** |  |  |  |  |  |
| 9 | Saya selalu mengutamakan kualitas dalam menyelesaikan pekerjaannya. |  |  |  |  |  |
| 10 | Saya selalu berinovasi untuk menemukan hal-hal baru dan berguna. |  |  |  |  |  |
| 11 | Setiap pegawai selalu berusahan untuk bekerja dengan efektif dan efisien. |  |  |  |  |  |
|  | **Orientasi Tim** |  |  |  |  |  |
| 12 | Setiap pegawai memiliki tugas-tugas tim dilakukan dengan diskusi dan disinergikan. |  |  |  |  |  |
| 13 | Setiap pegawai ada permasalahan dalam tim kerja selalu diselesaikan dengan baik. |  |  |  |  |  |

1. **Efikasi Diri(X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
|  | **Penyelesaian Tugas** |  |  |  |  |  |
| 1. | Saya selalu merasa mampu untuk menyelesaikan setiap pekerjaan |  |  |  |  |  |
| 2. | Saya percaya bahwa saya memiliki keterampilan yang sama atau melebihi daripada teman-teman saya |  |  |  |  |  |
|  | **Motivasi Diri** |  |  |  |  |  |
| 3. | Saya sangat menyukai pekerjaan yang menantang |  |  |  |  |  |
| 4. | Saya akan merasa puas dengan hasil kerja saya |  |  |  |  |  |
|  | **Berusaha Keras, Gigih, dan Tekun** |  |  |  |  |  |
| 5. | Saya yakin dapat menyelesaikan pekerjaan yang diberikan kepada saya |  |  |  |  |  |
|  | **Bertahan Menghadapi Hambatan Dan Kesulitan** |  |  |  |  |  |
| 6. | Saya yakin dapat bertahan menghadapi hambatan dan kesulitan jika dihadapi dengan kesabaran |  |  |  |  |  |
|  | **Menyelesaikan Tugas Yang Memiliki Range Yang Spesifik** |  |  |  |  |  |
| 7. | Saya dapat menyelesaikan pekerjaan yang di berikan dalam waktu yang telah ditentukan |  |  |  |  |  |
| 8. | Saya dapat mengerjakan Pekrjaan dengan cepat dan tepat |  |  |  |  |  |

1. **Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Kualitas** | |  | | | | |
| 1. | Saya mengerjakan apa yang seharusnya dikerjakan. |  |  |  |  |  |
| 2. | Karyawan memiliki jam kerja yang telah di atur |  |  |  |  |  |
| **Kuantitas** | |  | | | | |
| 3. | Saya bekerja dengan Kuantitas kerja yang dapat dilihat dari kecepatan kerja. |  |  |  |  |  |
| **Tanggung Jawab** | |  |  |  |  |  |
| 4. | Saya memiliki sadar akan kewajiban karyawan untuk melaksanakan pekerjaan yang diberikan perusahaan. |  |  |  |  |  |
| **Kerjasama** | |  |  |  |  |  |
| 5. | Saya mampu bekerja sama dengan rekan kerjanya dalam menyelesaikan tugas yang diberikan oleh organisasi atau instansi. |  |  |  |  |  |
| **Insiatif** | |  |  |  |  |  |
| 6. | saya mempunyai kemampuan dalam mengerjakan tugas dan mempunyai inisiatif. |  |  |  |  |  |

**Lampiran II**

**Variabel Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **TOTAL X1** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 58 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 58 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 58 |
| 6 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 56 |
| 7 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 56 |
| 8 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 56 |
| 9 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 56 |
| 10 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 11 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 12 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 15 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 16 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 58 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 58 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 29 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 32 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| 33 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| 34 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| 35 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| 36 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| 37 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| 38 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 39 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 40 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 41 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 42 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 53 |
| 43 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 53 |
| 44 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 53 |
| 45 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 47 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 48 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 49 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 50 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 51 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 52 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 50 |
| 53 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 50 |
| 54 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 55 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 56 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 57 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 58 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 59 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 60 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 61 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| 68 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 69 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 70 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 71 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 72 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 56 |
| 73 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 55 |
| 74 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |
| 75 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 54 |
| 76 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 54 |
| 77 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 54 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 51 |
| 79 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 53 |
| 80 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 53 |
| 81 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 82 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 83 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 84 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 50 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 50 |
| 88 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 52 |
| 89 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 56 |
| 90 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 57 |
| 91 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 92 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 93 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 94 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 95 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 96 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 97 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |

**Variabel Efikasi Diri (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **Total X2** |
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 2 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 38 |
| 6 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 38 |
| 7 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 10 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 38 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 12 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 13 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 14 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 15 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 17 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 18 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 38 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 21 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 37 |
| 23 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 25 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 26 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 27 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 29 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| 31 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 32 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 33 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 34 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 36 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 37 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 38 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 39 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 40 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 42 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 43 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 44 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 45 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 46 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 47 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 48 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36 |
| 49 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36 |
| 50 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36 |
| 51 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36 |
| 52 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 53 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 57 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 58 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 59 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 60 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 61 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 62 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 63 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 64 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 65 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 66 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 67 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 69 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 71 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 73 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 74 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 75 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 76 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 77 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 78 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 79 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 80 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 81 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 82 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 83 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 84 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 85 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |
| 86 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |
| 87 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |
| 88 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 89 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 90 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 91 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| 92 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 36 |
| 93 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 94 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 95 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 96 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 97 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |

**Variabel Kinerja Pegawai (Y )**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **1** | **2** | **3** | **4** | **5** | **6** | **Total Y** |
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 2 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 3 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 6 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 7 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 10 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 12 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 13 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 14 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 15 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 17 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 18 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 21 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 23 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 25 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 26 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 27 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 29 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 31 | 5 | 4 | 5 | 4 | 4 | 5 | 27 |
| 32 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 33 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 34 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 36 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 37 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 38 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 39 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 40 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 42 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 43 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 44 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 45 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 46 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 47 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 48 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 49 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 50 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 51 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 52 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 53 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 57 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 58 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 59 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 60 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 61 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 62 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 63 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 64 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 65 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 66 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 67 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 69 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 71 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 73 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 74 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 75 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 76 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 77 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 78 | 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 79 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 80 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 81 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 82 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 83 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 84 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 85 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 86 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 87 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 88 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 89 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 90 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 91 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 92 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 93 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 94 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 95 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 96 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 97 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |

**Regression**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 16-JUL-2021 17:22:29 |
| Comments | |  |
| Input | Active Dataset | DataSet3 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 97 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /DESCRIPTIVES MEAN STDDEV CORR SIG N  /MISSING LISTWISE  /STATISTICS COEFF OUTS CI(95) BCOV R ANOVA COLLIN TOL CHANGE ZPP  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER X1 X2  /RESIDUALS NORMPROB(ZRESID)  /CASEWISE PLOT(ZRESID) OUTLIERS(3)  /SAVE RESID. |
| Resources | Processor Time | 00:00:00.56 |
| Elapsed Time | 00:00:00.75 |
| Memory Required | 1684 bytes |
| Additional Memory Required for Residual Plots | 304 bytes |
| Variables Created or Modified | RES\_3 | Unstandardized Residual |

[DataSet3]

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| Kinerja Kerja | 26.8866 | 1.58032 | 97 |
| Budaya Organisasi | 54.4845 | 3.21168 | 97 |
| Efikasi Diri | 35.8247 | 2.04129 | 97 |

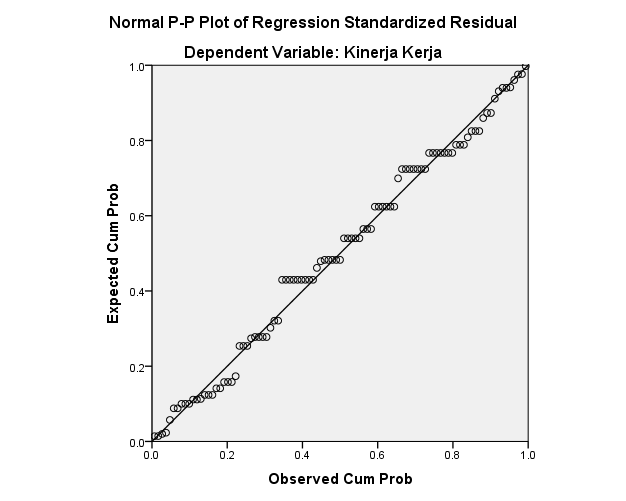
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** | | | | |
|  | | Kinerja Kerja | Budaya Organisasi | Efikasi Diri |
| Pearson Correlation | Kinerja Kerja | 1.000 | .662 | .943 |
| Budaya Organisasi | .662 | 1.000 | .560 |
| Efikasi Diri | .943 | .560 | 1.000 |
| Sig. (1-tailed) | Kinerja Kerja | . | .000 | .000 |
| Budaya Organisasi | .000 | . | .000 |
| Efikasi Diri | .000 | .000 | . |
| N | Kinerja Kerja | 97 | 97 | 97 |
| Budaya Organisasi | 97 | 97 | 97 |
| Efikasi Diri | 97 | 97 | 97 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Efikasi Diri, Budaya Organisasib | . | Enter |
| a. Dependent Variable: Kinerja Kerja | | | |
| b. All requested variables entered. | | | |

**Kolmogorov-Smirnov Test**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 97 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | .45936458 |
| Most Extreme Differences | Absolute | .089 |
| Positive | .061 |
| Negative | -.089 |
| Kolmogorov-Smirnov Z | | .873 |
| Asymp. Sig. (2-tailed) | | .431 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

**Uji Normalitas**



**Uji Multikolinieritas**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|  | | B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -1.468 | .928 |  | -1.583 | .117 |  |  |
|  | Budaya Organisasi | .096 | .018 | .195 | 5.381 | .000 | .687 | 1.456 |
|  | Efikasi Diri | .646 | .028 | .834 | 23.057 | .000 | .687 | 1.456 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | | |

**Uji Heteroskodesitas**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.439 | .543 |  | 2.648 | .010 |
| Budaya Organisasi | .001 | .010 | .013 | .109 | .914 |
| Efikasi Diri | -.032 | .016 | -.234 | -1.932 | .056 |
| a. Dependent Variable: Abs\_Res1 | | | | | | | |

**Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -1.468 | .928 |  | -1.583 | .117 |
| Budaya Organisasi | .096 | .018 | .195 | 5.381 | .000 |
| Efikasi Diri | .646 | .028 | .834 | 23.057 | .000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

**Uji t (Parsial)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -1.468 | .928 |  | -1.583 | .117 |
| Budaya Organisasi | .096 | .018 | .195 | 5.381 | .000 |
| Efikasi Diri | .646 | .028 | .834 | 23.057 | .000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

**Uji F (Simultan)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 219.495 | 2 | 109.748 | 509.256 | .000b |
| Residual | 20.258 | 94 | .216 |  |  |
| Total | 239.753 | 96 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Efikasi Diri, Budaya Organisasi | | | | | | |

**Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .957a | .916 | .914 | .46423 |
| a. Predictors: (Constant), Efikasi Diri, Budaya Organisasi | | | | |
| b. Dependent Variable: Kinerja Kerja | | | | |

**Uji Validitas Variabel Budaya Organisasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 54.4845 | 10.315 | .476 | .793 |
| VAR00002 | 54.5979 | 9.743 | .624 | .780 |
| VAR00003 | 54.5876 | 10.787 | .271 | .809 |
| VAR00004 | 54.8041 | 9.951 | .547 | .786 |
| VAR00005 | 54.8557 | 9.896 | .586 | .783 |
| VAR00006 | 54.5052 | 10.482 | .403 | .799 |
| VAR00007 | 54.7629 | 10.474 | .362 | .802 |
| VAR00008 | 54.4845 | 10.586 | .377 | .800 |
| VAR00009 | 54.8454 | 12.403 | -.218 | .846 |
| VAR00010 | 54.6082 | 10.720 | .289 | .808 |
| VAR00011 | 54.7629 | 9.808 | .587 | .783 |
| VAR00012 | 54.5876 | 9.349 | .773 | .766 |
| VAR00013 | 54.5876 | 9.349 | .773 | .766 |

**Uji Validitas Variabel Efikasi Diri**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 31.2784 | 3.370 | .298 | .593 |
| VAR00002 | 31.3196 | 2.845 | .631 | .488 |
| VAR00003 | 31.1237 | 3.422 | .313 | .588 |
| VAR00004 | 31.5567 | 4.229 | -.142 | .695 |
| VAR00005 | 31.3505 | 3.334 | .317 | .587 |
| VAR00006 | 31.4330 | 3.123 | .463 | .544 |
| VAR00007 | 31.3711 | 3.007 | .524 | .523 |
| VAR00008 | 31.3402 | 3.581 | .175 | .627 |

**Uji Validitas Variabel Kinerja Pegawai**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 22.3402 | 1.748 | .377 | .424 |
| VAR00002 | 22.3814 | 1.530 | .575 | .308 |
| VAR00003 | 22.1856 | 1.799 | .395 | .420 |
| VAR00004 | 22.6186 | 2.572 | -.191 | .663 |
| VAR00005 | 22.4124 | 1.891 | .257 | .487 |
| VAR00006 | 22.4948 | 1.857 | .299 | .466 |

**Uji Reliabilitas Variabel Budaya Organisasi**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .808 | 13 |

**Uji Reliabilitas Variabel Efikasi Diri**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .619 | 8 |

**Uji Reliabilitas Variabel Kinerja Pegawai**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .525 | 6 |