**ANGKET KUESIONER**

**Lampiran 1 : Kuesioner**

1. **Identitas Penulis**

Nama : Dika Hidayati

NPM : 183114262

Fakultas / Jurusan : Ekonomi / Manajemen

Asal Perguruan Tinggi : Universitas Muslim Nusantara Al-Washliyah Medan

Judul Penelitian : Pengaruh *Learning Organization* Dan Kompetensi

Terhadap Kinerja Pegawai Di Badan Pusat Statistik

Kabupaten Deli Serdang

Dengan ini saya memohon kesediaan Bapak/Ibu untuk menjawab angket kuesioner penelitian saya ini. Pertanyaan dibawah ini hanya semata-mata digunakan untuk data penelitian dalam rangka penyusunan skripsi. Saya mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner sesuai dengan penilaian yang Bapak/Ibu miliki.

Saya mengucapkan terima kasih atas kerja sama dan bantuan dari Bapak/Ibu yang telah bersedia meluangkan waktu untuk mengisis angket kuesioner penelitian ini.

Medan, Juni 2022

Dika Hidayati

NPM. 183114262

1. **Identitas Responden**

Nama :

Usia :

Jenis kelamin : a. Pria b. Wanita

Profesi/Jabatan :

Lama Bekerja :……… Tahun ……… Bulan

1. **Petunjuk Pengisian Kuesioner**

Pilihlah jawaban yang tepat menurut Bapak/Ibu :

1. Bacalah pertanyaan dengan seksama
2. Isilah semua nomor dengan memilih satu diantara 5 alternatif jawaban dengan memberikan tanda cheklist (✓) pada kolom yang telah disediakan.
3. Semua pertanyaan yang ada, mohon dijawab tanpa ada satupun yang terlewatkan.
4. Alternative jawaban adalah sebagai berikut :

|  |  |
| --- | --- |
| **Keterangan** | **Nilai** |
| Sangat Setuju (SS) | 5 |
| Setuju (S) | 4 |
| Kurang Setuju (KS) | 3 |
| Tidak Setuju (TS) | 2 |
| Sangat Tidak Setuju (STS) | 1 |

1. **Daftar Pernyataan**
2. ***Learning Organization***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
|  | **Berfikir Sistemis** | | | | | |
| 1 | Saya Mampu berfikir secara sistemik untuk kemajuan instansi |  |  |  |  |  |
|  | **Penguasaan Pribadi** | | | | | |
| 2 | Saya memiliki kepiawaian dan kemampuan untuk menjalankan visi BPS Deli Serdang secara obyektif |  |  |  |  |  |
|  | **Model-Model Mental** | | | | | |
| 3 | Saya bersedia ketika menerima kritik dan saran dari atasan |  |  |  |  |  |
|  | **Membangun Visi Bersama** | | | | | |
| 4 | Visi BPS Deli Serdang menjadi panduan bagi saya dalam melakukan pekerjaan |  |  |  |  |  |
| 5 | Saya dapat menyesuaikan diri dengan perubahan yang mungkin terjadi dimasa mendatang |  |  |  |  |  |
|  | **Pembelajarn Tim** |  |  |  |  |  |
| 6 | Saya mampu mempelajari kemampuan tim agar instansi berjalan baik |  |  |  |  |  |

1. **Kompetensi**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
|  | **Sikap** | | | | | |
| 1 | Saya memiliki semangat kerja yang tinggi |  |  |  |  |  |
| 2 | Saya mampu berkreativitas dalam bekerja |  |  |  |  |  |
|  | **Pengetahuan** | | | | | |
| 3 | Saya memiliki tingkat pengetahuan yang memadai dalam bidang pekerjaan yang saya lakukan . |  |  |  |  |  |
| 4 | Saya dapat menyelesaikan pekerjaan saya dengan mengikuti metode kerja yang telah telah ditentukan |  |  |  |  |  |
|  | **Keterampilan** | | | | | |
| 5 | Saya memiliki keterampilan sesuai dengan keahlian yang saya miliki |  |  |  |  |  |
| 6 | Saya mendapatkan pelatihan dan pengembangan keterampilan untuk mendukung pekerjaan |  |  |  |  |  |

1. **Kinerja Pegawai**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
|  | **Kualitas** | | | | | |
| 1 | Saya memiliki kualitas yang cukup baik dalam melaksanakan pekerjaan yang diberikan |  |  |  |  |  |
| 2 | Saya memahami dnegan benar tujuan yang ingin dicapai oleh instansi |  |  |  |  |  |
|  | **Kuantitas** | | | | | |
| 3 | Kuantitas kerja saya sudah sesuai dengan standar kerja yang diharapkan oleh instansi |  |  |  |  |  |
| 4 | Dalam bekerja saya mampu menyesuaikan jumlah pekerjaan yang diharapkan oleh instansi |  |  |  |  |  |
|  | **Ketetapan Waktu** |  |  |  |  |  |
| 5 | Saya selalu menyesuaikan pekerjaan tepat waktu untuk menghindari tertumpuknya pekerjaan yang akan menjadi beban pekerjaan. |  |  |  |  |  |
| 6 | Saya dapat menyelesaikan pekerjaan dengan tepat waktu sesuai standar yang ditetapkan perusahaan |  |  |  |  |  |
|  | **Efektivitas** |  |  |  |  |  |
| 7 | Saya selalu menggunakan semua kemampuan yang dimiliki saat bekerja |  |  |  |  |  |
| 8 | Saya memiliki kepercayaan diri untuk dapat menyelesaikan pekerjaan yang dibebankan |  |  |  |  |  |
|  | **Kemandirian** |  |  |  |  |  |
| 9 | Saya dapat menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 10 | Semua pekerjan dapat saya selesaikan dengan baik |  |  |  |  |  |

**Lampiran II**

**Distribusi Jawaban Responden Pada Validitas**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Distribusi Jawaban Responden pada validitas | | | | | | | | | |  |  |  |
| Pernyataan | X1P1 | X1P2 | X1P3 | X1P4 | X1P5 | X1P6 | X2P1 | X2P2 | X2P3 | X2P4 | X2P5 | X2P6 |
| 1 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 |
| 2 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 |
| 3 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 |
| 4 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 |
| 5 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 6 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 7 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 8 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 9 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 10 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 11 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 |
| 12 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 13 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 14 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 15 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 16 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 |
| 17 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 |
| 18 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 19 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 20 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 21 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 |
| 22 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 23 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 |
| 24 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 25 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 |
| 26 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 27 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 28 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 29 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 |
| 30 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 |
| 31 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 32 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 33 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 34 | 3.0 | 4.0 | 3.0 | 3.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 3.0 | 4.0 | 3.0 |
| 35 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 35 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 37 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 38 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 39 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| YP1 | YP2 | YP3 | YP4 | YP5 | YP6 | YP7 | YP8 | YP9 | YP10 |
| 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 |
| 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 |
| 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 |
| 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 |
| 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 |
| 3.0 | 4.0 | 3.0 | 3.0 | 5.0 | 5.0 | 5.0 | 5.0 | 3.0 | 3.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 |
| 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |
| 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 |

**Lampiran III**

**Distribusi Jawaban Responden Pada Uji Regresi Linear Berganda**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | *Learning Organization* | | | | | | Total | Kompetensi | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | X1 | 1 | 2 | 3 | 4 | 5 | 6 | X2 |
| 1 | 5 | 4 | 5 | 5 | 5 | 4 | 28 | 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 2 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 3 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 26 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 11 | 5 | 4 | 5 | 5 | 5 | 4 | 28 | 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 15 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 16 | 5 | 4 | 5 | 5 | 5 | 4 | 28 | 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 17 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 19 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 21 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 23 | 4 | 5 | 4 | 4 | 4 | 5 | 26 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 25 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 26 | 5 | 5 | 5 | 5 | 4 | 4 | 28 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 27 | 5 | 5 | 5 | 5 | 4 | 4 | 28 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 32 | 5 | 5 | 5 | 4 | 5 | 5 | 29 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 33 | 4 | 4 | 4 | 4 | 5 | 5 | 26 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 34 | 3 | 4 | 3 | 3 | 5 | 5 | 23 | 5 | 5 | 5 | 3 | 4 | 3 | 25 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 37 | 4 | 4 | 4 | 4 | 5 | 5 | 26 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 39 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| Total |  |  |  |  |  |  | 1047 |  |  |  |  |  |  | 1050 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kinerja | | | | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Y |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 3 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
|  |  |  |  |  |  |  |  |  |  | 1744 |

**Lampiran IV**

**Hasil Uji Validitas Kuesioner**

Variabel *Learning Organization*

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan** |  | **r-Tabel** | **Keterangan** |
| 1 | 0,353 | 0,316 | Valid |
| 2 | 0,353 | 0,316 | Valid |
| 3 | 0,958 | 0,316 | Valid |
| 4 | 0,551 | 0,316 | Valid |
| 5 | 0,398 | 0,316 | Valid |
| 6 | 0.374 | 0,316 | Valid |

Variabel Kompetensi

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan** |  | **r-Tabel** | **Keterangan** |
| 1 | 0,355 | 0,316 | Valid |
| 2 | 0,649 | 0,316 | Valid |
| 3 | 0,771 | 0,316 | Valid |
| 4 | 0,353 | 0,316 | Valid |
| 5 | 0,447 | 0,316 | Valid |
| 6 | 0.880 | 0,316 | Valid |

Variabel Kinerja Pegawai

|  |  |  |  |
| --- | --- | --- | --- |
| **Pertanyaan** |  | **r-Tabel** | **Keterangan** |
| 1 | 0,353 | 0,316 | Valid |
| 2 | 0,353 | 0,316 | Valid |
| 3 | 0,958 | 0,316 | Valid |
| 4 | 0,552 | 0,316 | Valid |
| 5 | 0,399 | 0,316 | Valid |
| 6 | 1 | 0,316 | Valid |
| 7 | 0,398 | 0,316 | Valid |
| 8 | 0,551 | 0,316 | Valid |
| 9 | 0,958 | 0,316 | Valid |
| 10 | 0,922 | 0,316 | Valid |

**Lampiran V**

**Hasil Uji Serentak (Uji F)**

**ANOVA\***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | Sum of Squares | df | Mean Square | F | Sig |
| Regression  Residuan  Total | 5.230  2.631  7.861 | 3  36  39 | 1.743  73.083 | 23.855 | 000\* |

a. Predictors: (Constant), Kompetensi, Learning\_Organization

b. Dependent Variable: Kinerja\_pegawai

**Hasil Uji Parsial (Uji t)**

**Coefficients\***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | Unstandardized  Coefficients | | Standardized Coefficients | t | sig |
| β | Std. Error | Beta |  |  |
| (Constant)  *Learning Organization*  Kompetensi | .4.627  .470  .585 | 3.339  .101  .191 | .503  .330 | 1.386  4.672  3.064 | .171  .000  .003 |

1. Dependent Variable: Kinerja\_karyawan

**Lampiran VI**

**Hasil Uji Normalitas**

**One-Sample Kolmogorov-Smirnov Test**

|  |  |
| --- | --- |
|  | Unstandardized Residual |
| N  Normal Parameters Mean  Std. Deviation  Most Extreme Differences Absolute  Positive  Negative  Kolmogrov-Smirnov Z  Asymp.Sig.(2-tailed) | 40  .0000000  .25972738  .062  .062  -.049  .394  .998 |

**Distribusi Pendapat Responden Tentang Variabel *Learning Organization***

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pernyataan** | **Frekuensi Pendapat Responden (%)** | | | | | | | | | | **Total**  **(%)** | |
| **Skor : 5 SS** | | **Skor : 4**  **S** | | **Skor : 3**  **RG** | | **Skor : 2**  **TS** | | **Skor : 1**  **STS** | |
|  | N | % | N | % | N | % | N | % | N | % | N | % |
| 1 | 10 | 25,6 | 20 | 51,3 | 9 | 23,1 | - | - | - | - | 39 | 100 |
| 2 | 23 | 58,9 | 12 | 30,8 | 4 | 10,3 | - | - | - | - | 39 | 100 |
| 3 | 21 | 53,8 | 16 | 41,0 | 2 | 5,2 | - | - | - | - | 39 | 100 |
| 4 | 25 | 64,1 | 14 | 35,9 | - | - | - | - | - | - | 39 | 100 |
| 5 | 17 | 43,6 | 20 | 51,3 | 2 | 5,2 | - | - | - | - | 39 | 100 |
| 6 | 16 | 41 | 20 | 51,3 | 3 | 7,7 | - | - | - | - | 39 | 100 |

**Lampiran VII**

**Ditribusi Pendapat Responden Terhadap Variabel Kompetensi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pernyataan** | **Frekuensi Pendapat Responden (%)** | | | | | | | | | | **Total**  **(%)** | |
| **Skor : 5 SS** | | **Skor : 4**  **S** | | **Skor : 3**  **RG** | | **Skor : 2**  **TS** | | **Skor : 1**  **STS** | |
|  | N | % | N | % | N | % | N | % | N | % | N | % |
| 1 | 24 | 61,5 | 15 | 38,5 | - | - | - | - | - | - | 39 | 100 |
| 2 | 27 | 69,2 | 12 | 30,8 | - | - | - | - | - | - | 39 | 100 |
| 3 | 24 | 61,5 | 14 | 35,9 | 1 | 2,6 | - | - | - | - | 39 | 100 |
| 4 | 19 | 48,7 | 18 | 46,2 | 2 | 5,1 | - | - | - | - | 39 | 100 |
| 5 | 25 | 64,1 | 14 | 35,9 | - | - | - | - | - | - | 39 | 100 |
| 6 | 19 | 48,7 | 20 | 51,3 | - | - | - | - | - | - | 39 | 100 |

**Ditribusi Pendapat Responden Terhadap Variabel Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pernyataan** | **Frekuensi Pendapat Responden (%)** | | | | | | | | | | **Total**  **(%)** | |
| **Skor : 5 SS** | | **Skor : 4**  **S** | | **Skor : 3**  **RG** | | **Skor : 2**  **TS** | | **Skor : 1**  **STS** | |
|  | N | % | N | % | N | % | N | % | N | % | N | % |
| 1 | 18 | 46,2 | 20 | 51,3 | 1 | 2,6 | - | - | - | - | 39 | 100 |
| 2 | 20 | 51,3 | 14 | 35,9 | 5 | 12,8 | - | - | - | - | 39 | 100 |
| 3 | 19 | 48,7 | 17 | 43,6 | 3 | 7,7 | - | - | - | - | 39 | 100 |
| 4 | 17 | 43,6 | 21 | 53,9 | 1 | 2,6 | - | - | - | - | 39 | 100 |
| 5 | 25 | 64,1 | 14 | 35,9 | - | - | - | - | - | - | 39 | 100 |
| 6 | 19 | 48,7 | 20 | 51,3 | - | - | - | - | - | - | 39 | 100 |
| 7 | 22 | 56,4 | 17 | 43,6 | - | - | - | - | - | - | 39 | 100 |
| 8 | 22 | 56,4 | 16 | 41,0 | 1 | 2,6 | - | - | - | - | 39 | 100 |
| 9 | 18 | 46,2 | 21 | 53,8 | - | - | - | - | - | - | 39 | 100 |
| 10 | 23 | 59 | 16 | 41,0 | - | - | - | - | - | - | 39 | 100 |

**Coefficientsa**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | Unstandardized Coefficients | | Standard Coefficients | t | Sig. |
| B | Std. Eror | Beta |  |  |
| **1** (Constant)  LO  Kompetensi | 2.629  -.023  -.016 | 2.496  .048  .089 | -.070  -.026 | 1.053  -.478  -.178 | .297  .635  .860 |

**Uji Nilai Tolerance dan VIF**

Coefficientsa

|  |  |  |
| --- | --- | --- |
| Model | Collinearity Statistics | |
|  | Tolerance | VIF |
| 1 ( Constant)  LO  Kompetensi | .916  .916 | 1.092  1.092 |

**Lampiran VIII**

**Analisis Regresi Linear Berganda**

Coefficientsa

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model |  | Unstandardized Coefficients | Standardized Coefficients | t | Sig |
| B | Std. Error | Beta |
| (Constant)  LO  Kompetensi | 9.155  .823  .065 | 3.898  .074  .139 | .845  .036 | 2.349  11.065  .468 | .023  .000  .642 |

**Pengujian Koefisen Determinasi (R2)**

Model Summaryb

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model | R | RSquare | Adjusted  RSquare | Std. ErroroftheEstimate |
| 1 | .856a | .733 | .722 | 1.81778 |