**Lampiran 01**

**KUESIONER PENELITIAN**

**PENGARUH E-ABSENSI DAN TAMBAHAN PENGHASILAN PEGAWAI (TPP) TERHADAP KINERJA PEGAWAI DI DINAS TANAMAN PANGAN DAN HORTIKULTURA PROVINSI SUMATERA UTARA**

Responden yang terhormat,

Saya memohon kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner yang diberikan. Pernyataan yang ada dalam kesioner ini bertujuan untuk melengkapi data penelitian dalam rangka penyusunan skripsi. Saya mengharapkan kesediaan Bapak/Ibu/Saudara/i untuk memberikan informasi yang sejujurnya dan kerahasiaan jawaban Bapak/Ibu/Saudara/i tidak akan diketahui orang lain karena identitas Bapak/Ibu/Saudara/i tidak ditulis pada lembaran ini. Atas bantuannya saya ucapkan terima kasih.

1. Identitas responden

Jenis Kelamin :

Pendidikan :

Usia :

Pekerjaan :

1. Cara Pengisian Kuesioner

Berilah tanda *check list* (√) pada salah satu jawaban yang Bapak/Ibu/Saudara/i pilih.

Keterangan :

Sangat Setuju (SS) : 5

Setuju (S) : 4

Kurang Setuju (KS) : 3

Tidak Setuju (TS) : 2

Sangat Tidak Setuju (STS) : 1

**DAFTAR PERNYATAAN**

**Variabel E-Absensi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Alternatif Jawaban | | | | |
| SS | S | KS | TS | STS |
| 1. | Sebagai pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, saya selalu melakukan E-Absensi sebelum masuk dan melakukan pekerjaan |  |  |  |  |  |
| 2. | Menurut Saya sebagai pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, sistem E-Absensi yang digunakan saat ini sangat efektif dalam meningkatkan disiplin serta kinerja |  |  |  |  |  |
| 3. | E-Absensi yang ada di Di Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara disimpan dengan sistem penyimpanan data dan dipantau oleh pimpinan disetiap bulannya |  |  |  |  |  |
| 4. | Saat ini sistem E-Absensi dapat dipercaya untuk melihat efektivitas kinerja pegawai |  |  |  |  |  |
| 5. | Sistem E-Absensi tidak bisa dimapulasi oleh siapapun |  |  |  |  |  |
| 6. | Penggunaan sistem E-Absensi dilakukan disetiap jam masuk dan jam pulang kerja |  |  |  |  |  |
| 7. | Sistem E-Absensi tidak bisa diwakilkan oleh orang lain. |  |  |  |  |  |
| 8. | Sebagai pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, saya diwajibkan untuk mengisi data diri agar sistem E-Absensi sinkron dengan data pribadi yang dimiliki pegawai |  |  |  |  |  |

**Variabel Tambahan Penghasilan Pegawai (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Alternatif Jawaban | | | | |
| SS | S | KS | TS | STS |
| 1. | Tambahan Penghasilan Pegawai di Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara diberikan sesuai dengan golongan dan jabatan |  |  |  |  |  |
| 2. | Tambahan Penghasilan Pegawai yang diberikan oleh Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara sesuai dengan beban kerja dan tanggung jawab yang diperoleh oleh para pegawai |  |  |  |  |  |
| 3. | Sebagai Pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, saya selalu disiplin dalam melaksanakan pekerjaan. |  |  |  |  |  |
| 4. | Pemberian Tambahan Penghasilan Pegawai di Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara diberikan sesuai dengan lama bekerja pegawai terhadap suatu instansi. |  |  |  |  |  |
| 5. | Saya sebagai pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara saat ini merasa penghasilan tambahan yang diberikan oleh pihak instansi sudah layak dan sesuai dengan pekerjaan yang dikerjakan |  |  |  |  |  |
| 6. | Sebagai pegawai di Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, saya diberikan Tambahan Penghasilan sesuai dengan kebutuhan hidup sehari-hari |  |  |  |  |  |
| 7. | Saya sebagai pegawai di Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara selalu siap ketika bekerja lembur pada saat dibutuhkan |  |  |  |  |  |
| 8. | Pemberian Tambahan Penghasilan Pegawai di Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara juga dilihat dari seberapa besar loyalitas pegawai terhadap suatu instansi selama bekerja. |  |  |  |  |  |

**Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Alternatif Jawaban | | | | |
| SS | S | KS | TS | STS |
| 1. | Saya sebagai pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara selalu menyelesaikan pekerjaan dengan sebaik mungkin. |  |  |  |  |  |
| 2. | Saya sesalu menyelesaikan pekerjaan dalam jumlah yang banyak jika dibutuhkan |  |  |  |  |  |
| 3. | Sebagai Pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, saya selalu menyelesaikan pekerjaan dengan tepat waktu. |  |  |  |  |  |
| 4. | Sebagai Pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, saya selalu menerapkan kerjasama dalam menyelesaikan pekerjaan yang tidak bisa dikerjakan secara individu |  |  |  |  |  |
| 5. | Saya sebagai pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara saat ini terus menjalin hubungan baik kepada pegawai lain |  |  |  |  |  |
| 6. | Pimpinan Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara selalu memberikan anggaran dana dalam melaksanakan pekerjaan hingga selesai |  |  |  |  |  |
| 7. | Sebagai pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, saya selalu diawasi oleh pimpinan selama melaksanakan pekerjaan |  |  |  |  |  |
| 8. | Saya sebagai pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, merasa lebih giat dalam melakukan pekerjaan ketika diberikan pengawasan oleh pihak pimpinan |  |  |  |  |  |

**Lampiran 02**

**Tabulasi Data Uji Validitas Dan Reliabilitas Variabel E-Absensi (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.TTL** |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 15 | 5 | 5 | 4 | 3 | 5 | 3 | 3 | 4 | 32 |
| 16 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 17 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 35 |
| 18 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 35 |
| 19 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 20 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 37 |
| 21 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 35 |
| 22 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 36 |
| 23 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| 24 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 35 |
| 25 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 36 |
| 26 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 34 |
| 27 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 27 |
| 28 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 29 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |

**Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Tambahan Penghasilan Pegawai (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.TTL** |
| 1 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 36 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 36 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 36 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 36 |
| 6 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 28 |
| 7 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 28 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 9 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 28 |
| 10 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 20 |
| 11 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 20 |
| 12 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 31 |
| 13 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 34 |
| 14 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 31 |
| 15 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 37 |
| 16 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 18 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 36 |
| 19 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 31 |
| 20 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 37 |
| 21 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 22 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 33 |
| 23 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 24 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 25 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 26 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 27 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 25 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |

**Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.TTL** |
| 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 2 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 37 |
| 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 33 |
| 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 27 |
| 6 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 30 |
| 7 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 8 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 25 |
| 9 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 19 |
| 10 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 23 |
| 11 | 3 | 2 | 3 | 5 | 5 | 3 | 3 | 4 | 28 |
| 12 | 2 | 3 | 4 | 4 | 2 | 5 | 5 | 4 | 29 |
| 13 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 35 |
| 14 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 29 |
| 15 | 3 | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 33 |
| 16 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 35 |
| 17 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 37 |
| 18 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 19 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 20 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| 21 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 22 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 23 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 24 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| 25 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 31 |
| 26 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 29 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 29 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 29 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 30 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 37 |

**Lampiran 03**

**Tabulasi Data Variabel E-Absensi (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.TTL** |
| 1 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 2 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 35 |
| 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 31 |
| 5 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 6 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 31 |
| 7 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 33 |
| 8 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 32 |
| 9 | 2 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 31 |
| 10 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 29 |
| 11 | 4 | 2 | 4 | 4 | 4 | 3 | 5 | 5 | 31 |
| 12 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 31 |
| 13 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 31 |
| 14 | 4 | 2 | 5 | 4 | 5 | 3 | 5 | 4 | 32 |
| 15 | 3 | 3 | 4 | 5 | 5 | 2 | 5 | 4 | 31 |
| 16 | 4 | 2 | 5 | 4 | 4 | 3 | 4 | 3 | 29 |
| 17 | 3 | 3 | 4 | 3 | 5 | 3 | 5 | 2 | 28 |
| 18 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 27 |
| 19 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 28 |
| 20 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 31 |
| 21 | 4 | 3 | 3 | 2 | 4 | 4 | 5 | 3 | 28 |
| 22 | 3 | 5 | 2 | 3 | 3 | 4 | 4 | 2 | 26 |
| 23 | 4 | 5 | 3 | 2 | 2 | 3 | 3 | 3 | 25 |
| 24 | 4 | 5 | 2 | 4 | 3 | 4 | 4 | 4 | 30 |
| 25 | 3 | 4 | 4 | 3 | 2 | 5 | 4 | 4 | 29 |
| 26 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 3 | 29 |
| 27 | 5 | 4 | 2 | 3 | 3 | 4 | 5 | 4 | 30 |
| 28 | 4 | 5 | 3 | 2 | 2 | 5 | 5 | 4 | 30 |
| 29 | 4 | 4 | 2 | 5 | 3 | 4 | 4 | 5 | 31 |
| 30 | 3 | 5 | 5 | 4 | 2 | 3 | 5 | 5 | 32 |
| 31 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 32 |
| 32 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 31 |
| 33 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 29 |
| 34 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 29 |
| 35 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 30 |
| 36 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 27 |
| 37 | 5 | 5 | 3 | 4 | 4 | 2 | 3 | 3 | 29 |
| 38 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 39 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 30 |
| 40 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 31 |
| 41 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 28 |
| 42 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 28 |
| 43 | 3 | 4 | 4 | 4 | 3 | 2 | 5 | 4 | 29 |
| 44 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 32 |
| 45 | 5 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 33 |
| 46 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 33 |
| 47 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 34 |
| 48 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 36 |
| 49 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 37 |
| 50 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 35 |
| 51 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| 52 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 53 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 54 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 55 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| 56 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 57 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 35 |
| 58 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 59 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 36 |
| 60 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 61 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 62 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 63 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 64 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 65 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 66 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 67 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 68 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 36 |
| 69 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 34 |
| 70 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 71 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 72 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 36 |
| 73 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 74 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 75 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 76 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 77 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 78 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 79 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 80 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 81 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 82 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 83 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 34 |
| 84 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 85 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 87 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 88 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 89 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 91 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 92 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 93 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 94 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 95 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 96 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 34 |
| 97 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 34 |
| 98 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 35 |
| 99 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 100 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 101 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 102 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 35 |
| 103 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 104 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 105 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 106 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 107 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 108 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 36 |
| 109 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 34 |
| 110 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 111 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 112 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 35 |
| 113 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 114 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |

**Tabulasi Data Variabel Tambahan Penghasilan Pegawai (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.TTL** |
| 1 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 37 |
| 2 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 36 |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 35 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 6 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 33 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 8 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 28 |
| 9 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 10 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 32 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 12 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 36 |
| 13 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 15 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 36 |
| 16 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 17 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 29 |
| 18 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 29 |
| 19 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 29 |
| 20 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 27 |
| 21 | 2 | 3 | 3 | 4 | 2 | 2 | 4 | 2 | 22 |
| 22 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 22 |
| 23 | 5 | 3 | 3 | 2 | 5 | 5 | 4 | 3 | 30 |
| 24 | 5 | 2 | 5 | 3 | 2 | 2 | 4 | 2 | 25 |
| 25 | 3 | 4 | 5 | 2 | 4 | 3 | 3 | 3 | 27 |
| 26 | 2 | 3 | 3 | 4 | 2 | 2 | 4 | 2 | 22 |
| 27 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 22 |
| 28 | 5 | 3 | 3 | 2 | 5 | 5 | 4 | 3 | 30 |
| 29 | 5 | 2 | 5 | 3 | 2 | 2 | 4 | 2 | 25 |
| 30 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 4 | 35 |
| 31 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 34 |
| 32 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 29 |
| 33 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 30 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 35 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 28 |
| 36 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 30 |
| 37 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 32 |
| 38 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 30 |
| 39 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 40 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 29 |
| 41 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 30 |
| 42 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 43 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 32 |
| 44 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 45 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 46 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 34 |
| 47 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 36 |
| 48 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 35 |
| 49 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 32 |
| 50 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 33 |
| 51 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 52 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 33 |
| 53 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 33 |
| 54 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| 55 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 33 |
| 56 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 34 |
| 57 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 58 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 34 |
| 59 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 60 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 34 |
| 61 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 33 |
| 62 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 32 |
| 63 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 64 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 32 |
| 65 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 32 |
| 66 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 67 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 68 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 33 |
| 69 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 34 |
| 70 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 71 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 34 |
| 72 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 73 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 74 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 33 |
| 75 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 76 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 77 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 78 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 33 |
| 79 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 80 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 81 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 82 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 32 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 84 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 85 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 35 |
| 86 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 87 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 88 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 89 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 33 |
| 90 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 91 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 92 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 93 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 94 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 95 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 32 |
| 96 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 97 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 98 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 35 |
| 99 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 100 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 101 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 102 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 33 |
| 103 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 104 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 105 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 106 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 107 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 108 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 109 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 35 |
| 110 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 111 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 112 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 113 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 33 |
| 114 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |

**Tabulasi Data Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.TTL** |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 35 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 32 |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 6 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 33 |
| 7 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 32 |
| 8 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 33 |
| 9 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 32 |
| 10 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 32 |
| 11 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36 |
| 12 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 34 |
| 13 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 34 |
| 14 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 15 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 33 |
| 16 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 31 |
| 17 | 4 | 2 | 2 | 3 | 4 | 5 | 4 | 4 | 28 |
| 18 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 27 |
| 19 | 2 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 30 |
| 20 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 2 | 24 |
| 21 | 2 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 24 |
| 22 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 4 | 22 |
| 23 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 25 |
| 24 | 2 | 5 | 5 | 4 | 5 | 3 | 2 | 3 | 29 |
| 25 | 3 | 2 | 2 | 3 | 5 | 2 | 4 | 2 | 23 |
| 26 | 2 | 4 | 5 | 2 | 3 | 4 | 3 | 3 | 26 |
| 27 | 5 | 5 | 4 | 3 | 2 | 3 | 2 | 5 | 29 |
| 28 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 27 |
| 29 | 3 | 3 | 4 | 4 | 5 | 3 | 2 | 3 | 27 |
| 30 | 4 | 4 | 4 | 3 | 5 | 2 | 5 | 4 | 31 |
| 31 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 33 |
| 32 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 28 |
| 33 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 32 |
| 34 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 32 |
| 35 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 32 |
| 36 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 3 | 29 |
| 37 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 30 |
| 38 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 30 |
| 39 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 40 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 33 |
| 41 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 29 |
| 42 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 32 |
| 43 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 35 |
| 44 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 34 |
| 45 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 31 |
| 46 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 34 |
| 47 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 34 |
| 48 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 36 |
| 49 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 34 |
| 50 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| 51 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 34 |
| 52 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 35 |
| 53 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 54 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 34 |
| 55 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 56 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 34 |
| 57 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| 58 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 33 |
| 59 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 32 |
| 60 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 33 |
| 61 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| 62 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 32 |
| 63 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 64 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 34 |
| 65 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 32 |
| 66 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 67 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 34 |
| 68 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 69 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 70 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 34 |
| 71 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 72 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 32 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 74 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| 75 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 76 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 32 |
| 77 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 36 |
| 78 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 80 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 81 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 82 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 83 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 84 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 35 |
| 85 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| 86 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 87 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 32 |
| 88 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 35 |
| 89 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 91 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 33 |
| 92 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 93 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 94 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 37 |
| 95 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 96 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 97 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 35 |
| 98 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| 99 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 100 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 32 |
| 101 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 36 |
| 102 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 103 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 104 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 105 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 106 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 107 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 33 |
| 108 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 109 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| 110 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 111 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 32 |
| 112 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 35 |
| 113 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 114 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |

**Lampiran 04**

**Hasil Statistik Deskripsif Jawaban Responden**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E-Absensi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | .9 | .9 | .9 |
| Kurang Setuju | 12 | 10.5 | 10.5 | 11.4 |
| Setuju | 73 | 64.0 | 64.0 | 75.4 |
| Sangat Setuju | 28 | 24.6 | 24.6 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E-Absensi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 10 | 8.8 | 8.8 | 12.3 |
| Setuju | 73 | 64.0 | 64.0 | 76.3 |
| Sangat Setuju | 27 | 23.7 | 23.7 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E-Absensi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 14.9 |
| Setuju | 66 | 57.9 | 57.9 | 72.8 |
| Sangat Setuju | 31 | 27.2 | 27.2 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E-Absensi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 14.9 |
| Setuju | 67 | 58.8 | 58.8 | 73.7 |
| Sangat Setuju | 30 | 26.3 | 26.3 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E-Absensi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 14.9 |
| Setuju | 66 | 57.9 | 57.9 | 72.8 |
| Sangat Setuju | 31 | 27.2 | 27.2 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E-Absensi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 5 | 4.4 | 4.4 | 4.4 |
| Kurang Setuju | 18 | 15.8 | 15.8 | 20.2 |
| Setuju | 62 | 54.4 | 54.4 | 74.6 |
| Sangat Setuju | 29 | 25.4 | 25.4 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E-Absensi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 1.8 | 1.8 | 1.8 |
| Kurang Setuju | 10 | 8.8 | 8.8 | 10.5 |
| Setuju | 84 | 73.7 | 73.7 | 84.2 |
| Sangat Setuju | 18 | 15.8 | 15.8 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E-Absensi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 1.8 | 1.8 | 1.8 |
| Kurang Setuju | 10 | 8.8 | 8.8 | 10.5 |
| Setuju | 68 | 59.6 | 59.6 | 70.2 |
| Sangat Setuju | 34 | 29.8 | 29.8 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tambahan Penghasilan Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 1.8 | 1.8 | 1.8 |
| Kurang Setuju | 11 | 9.6 | 9.6 | 11.4 |
| Setuju | 82 | 71.9 | 71.9 | 83.3 |
| Sangat Setuju | 19 | 16.7 | 16.7 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tambahan Penghasilan Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 14.9 |
| Setuju | 66 | 57.9 | 57.9 | 72.8 |
| Sangat Setuju | 31 | 27.2 | 27.2 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tambahan Penghasilan Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 1.8 | 1.8 | 1.8 |
| Kurang Setuju | 11 | 9.6 | 9.6 | 11.4 |
| Setuju | 82 | 71.9 | 71.9 | 83.3 |
| Sangat Setuju | 19 | 16.7 | 16.7 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tambahan Penghasilan Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 14.9 |
| Setuju | 66 | 57.9 | 57.9 | 72.8 |
| Sangat Setuju | 31 | 27.2 | 27.2 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tambahan Penghasilan Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 10 | 8.8 | 8.8 | 12.3 |
| Setuju | 68 | 59.6 | 59.6 | 71.9 |
| Sangat Setuju | 32 | 28.1 | 28.1 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tambahan Penghasilan Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 39 | 34.2 | 34.2 | 37.7 |
| Setuju | 49 | 43.0 | 43.0 | 80.7 |
| Sangat Setuju | 22 | 19.3 | 19.3 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tambahan Penghasilan Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | .9 | .9 | .9 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 12.3 |
| Setuju | 71 | 62.3 | 62.3 | 74.6 |
| Sangat Setuju | 29 | 25.4 | 25.4 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tambahan Penghasilan Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 11 | 9.6 | 9.6 | 13.2 |
| Setuju | 70 | 61.4 | 61.4 | 74.6 |
| Sangat Setuju | 29 | 25.4 | 25.4 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 14.9 |
| Setuju | 68 | 59.6 | 59.6 | 74.6 |
| Sangat Setuju | 29 | 25.4 | 25.4 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 10 | 8.8 | 8.8 | 12.3 |
| Setuju | 69 | 60.5 | 60.5 | 72.8 |
| Sangat Setuju | 31 | 27.2 | 27.2 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 40 | 35.1 | 35.1 | 38.6 |
| Setuju | 49 | 43.0 | 43.0 | 81.6 |
| Sangat Setuju | 21 | 18.4 | 18.4 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 1.8 | 1.8 | 1.8 |
| Kurang Setuju | 10 | 8.8 | 8.8 | 10.5 |
| Setuju | 66 | 57.9 | 57.9 | 68.4 |
| Sangat Setuju | 36 | 31.6 | 31.6 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 1.8 | 1.8 | 1.8 |
| Kurang Setuju | 11 | 9.6 | 9.6 | 11.4 |
| Setuju | 82 | 71.9 | 71.9 | 83.3 |
| Sangat Setuju | 19 | 16.7 | 16.7 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 14.9 |
| Setuju | 66 | 57.9 | 57.9 | 72.8 |
| Sangat Setuju | 31 | 27.2 | 27.2 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 4 | 3.5 | 3.5 | 3.5 |
| Kurang Setuju | 13 | 11.4 | 11.4 | 14.9 |
| Setuju | 66 | 57.9 | 57.9 | 72.8 |
| Sangat Setuju | 31 | 27.2 | 27.2 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Pegawai** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 1.8 | 1.8 | 1.8 |
| Kurang Setuju | 10 | 8.8 | 8.8 | 10.5 |
| Setuju | 71 | 62.3 | 62.3 | 72.8 |
| Sangat Setuju | 31 | 27.2 | 27.2 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

**Lampiran 05**

**Hasil Uji Validitas Dan Reliabilitas**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | E-Absensi | E-Absensi | E-Absensi | E-Absensi | E-Absensi | E-Absensi | E-Absensi | E-Absensi | E-Absensi |
| E-Absensi | Pearson Correlation | 1 | .947\*\* | .734\*\* | .719\*\* | .738\*\* | .659\*\* | .662\*\* | .679\*\* | .878\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| E-Absensi | Pearson Correlation | .947\*\* | 1 | .645\*\* | .787\*\* | .692\*\* | .693\*\* | .678\*\* | .692\*\* | .879\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| E-Absensi | Pearson Correlation | .734\*\* | .645\*\* | 1 | .694\*\* | .778\*\* | .668\*\* | .809\*\* | .778\*\* | .872\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| E-Absensi | Pearson Correlation | .719\*\* | .787\*\* | .694\*\* | 1 | .642\*\* | .735\*\* | .893\*\* | .697\*\* | .885\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| E-Absensi | Pearson Correlation | .738\*\* | .692\*\* | .778\*\* | .642\*\* | 1 | .647\*\* | .697\*\* | .885\*\* | .869\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| E-Absensi | Pearson Correlation | .659\*\* | .693\*\* | .668\*\* | .735\*\* | .647\*\* | 1 | .623\*\* | .705\*\* | .820\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| E-Absensi | Pearson Correlation | .662\*\* | .678\*\* | .809\*\* | .893\*\* | .697\*\* | .623\*\* | 1 | .808\*\* | .885\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| E-Absensi | Pearson Correlation | .679\*\* | .692\*\* | .778\*\* | .697\*\* | .885\*\* | .705\*\* | .808\*\* | 1 | .894\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| E-Absensi | Pearson Correlation | .878\*\* | .879\*\* | .872\*\* | .885\*\* | .869\*\* | .820\*\* | .885\*\* | .894\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .798 | 9 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Tambahan Penghasilan Pegawai | Tambahan Penghasilan Pegawai | Tambahan Penghasilan Pegawai | Tambahan Penghasilan Pegawai | Tambahan Penghasilan Pegawai | Tambahan Penghasilan Pegawai | Tambahan Penghasilan Pegawai | Tambahan Penghasilan Pegawai | Tambahan Penghasilan Pegawai |
| Tambahan Penghasilan Pegawai | Pearson Correlation | 1 | .536\*\* | .685\*\* | .310 | .427\* | .975\*\* | .481\*\* | .150 | .762\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .096 | .019 | .000 | .007 | .430 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tambahan Penghasilan Pegawai | Pearson Correlation | .536\*\* | 1 | .757\*\* | .608\*\* | .384\* | .522\*\* | .384\* | .448\* | .776\*\* |
| Sig. (2-tailed) | .002 |  | .000 | .000 | .036 | .003 | .036 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tambahan Penghasilan Pegawai | Pearson Correlation | .685\*\* | .757\*\* | 1 | .322 | .540\*\* | .670\*\* | .377\* | .241 | .767\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .082 | .002 | .000 | .040 | .199 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tambahan Penghasilan Pegawai | Pearson Correlation | .310 | .608\*\* | .322 | 1 | .777\*\* | .296 | .777\*\* | .606\*\* | .784\*\* |
| Sig. (2-tailed) | .096 | .000 | .082 |  | .000 | .112 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tambahan Penghasilan Pegawai | Pearson Correlation | .427\* | .384\* | .540\*\* | .777\*\* | 1 | .415\* | .832\*\* | .448\* | .803\*\* |
| Sig. (2-tailed) | .019 | .036 | .002 | .000 |  | .023 | .000 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tambahan Penghasilan Pegawai | Pearson Correlation | .975\*\* | .522\*\* | .670\*\* | .296 | .415\* | 1 | .468\*\* | .054 | .734\*\* |
| Sig. (2-tailed) | .000 | .003 | .000 | .112 | .023 |  | .009 | .778 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tambahan Penghasilan Pegawai | Pearson Correlation | .481\*\* | .384\* | .377\* | .777\*\* | .832\*\* | .468\*\* | 1 | .398\* | .785\*\* |
| Sig. (2-tailed) | .007 | .036 | .040 | .000 | .000 | .009 |  | .029 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tambahan Penghasilan Pegawai | Pearson Correlation | .150 | .448\* | .241 | .606\*\* | .448\* | .054 | .398\* | 1 | .569\*\* |
| Sig. (2-tailed) | .430 | .013 | .199 | .000 | .013 | .778 | .029 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tambahan Penghasilan Pegawai | Pearson Correlation | .762\*\* | .776\*\* | .767\*\* | .784\*\* | .803\*\* | .734\*\* | .785\*\* | .569\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .780 | 9 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Kinerja Pegawai | Kinerja Pegawai | Kinerja Pegawai | Kinerja Pegawai | Kinerja Pegawai | Kinerja Pegawai | Kinerja Pegawai | Kinerja Pegawai | Kinerja Pegawai |
| Kinerja Pegawai | Pearson Correlation | 1 | .602\*\* | .259 | .625\*\* | .677\*\* | .387\* | .487\*\* | .582\*\* | .800\*\* |
| Sig. (2-tailed) |  | .000 | .167 | .000 | .000 | .035 | .006 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .602\*\* | 1 | .706\*\* | .356 | .423\* | .518\*\* | .464\*\* | .513\*\* | .793\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .053 | .020 | .003 | .010 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .259 | .706\*\* | 1 | .218 | .160 | .332 | .272 | .335 | .564\*\* |
| Sig. (2-tailed) | .167 | .000 |  | .247 | .398 | .073 | .146 | .071 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .625\*\* | .356 | .218 | 1 | .702\*\* | .407\* | .395\* | .864\*\* | .783\*\* |
| Sig. (2-tailed) | .000 | .053 | .247 |  | .000 | .026 | .031 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .677\*\* | .423\* | .160 | .702\*\* | 1 | .248 | .199 | .551\*\* | .684\*\* |
| Sig. (2-tailed) | .000 | .020 | .398 | .000 |  | .186 | .293 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .387\* | .518\*\* | .332 | .407\* | .248 | 1 | .866\*\* | .370\* | .707\*\* |
| Sig. (2-tailed) | .035 | .003 | .073 | .026 | .186 |  | .000 | .044 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .487\*\* | .464\*\* | .272 | .395\* | .199 | .866\*\* | 1 | .360 | .693\*\* |
| Sig. (2-tailed) | .006 | .010 | .146 | .031 | .293 | .000 |  | .051 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .582\*\* | .513\*\* | .335 | .864\*\* | .551\*\* | .370\* | .360 | 1 | .785\*\* |
| Sig. (2-tailed) | .001 | .004 | .071 | .000 | .002 | .044 | .051 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .800\*\* | .793\*\* | .564\*\* | .783\*\* | .684\*\* | .707\*\* | .693\*\* | .785\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .777 | 9 |

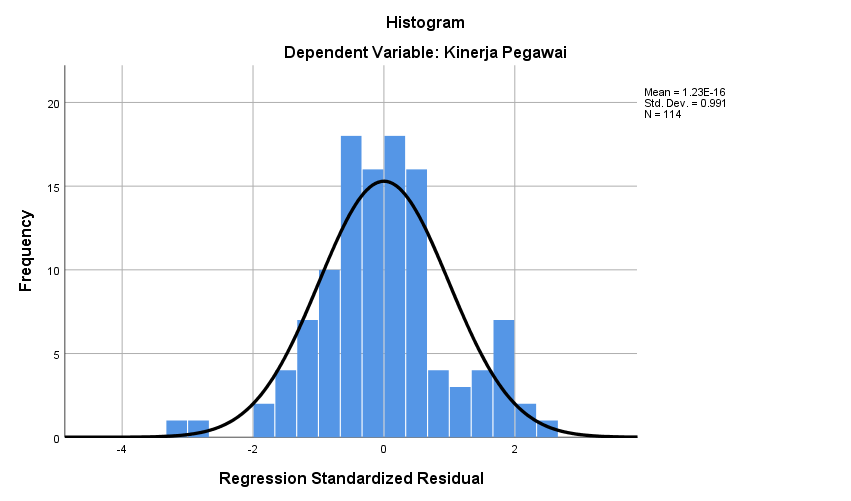
**Lampiran 06**

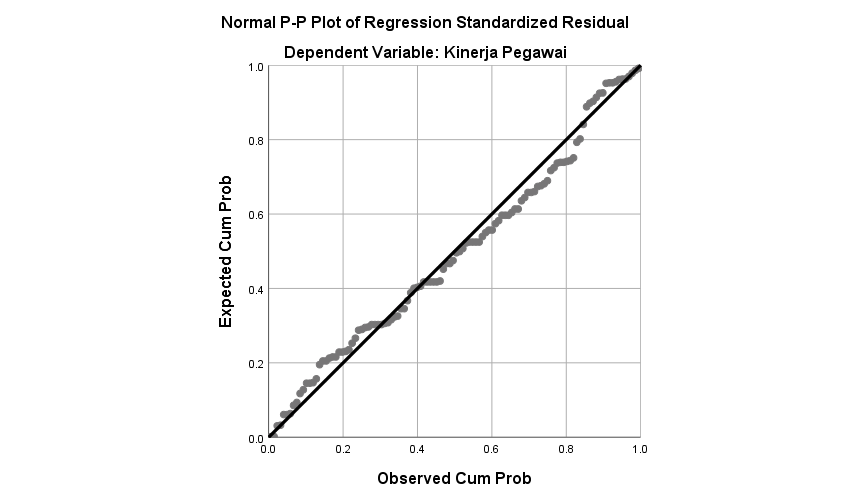
**Hasil Uji Asumsi Klasik Dan Regresi Linear Berganda**

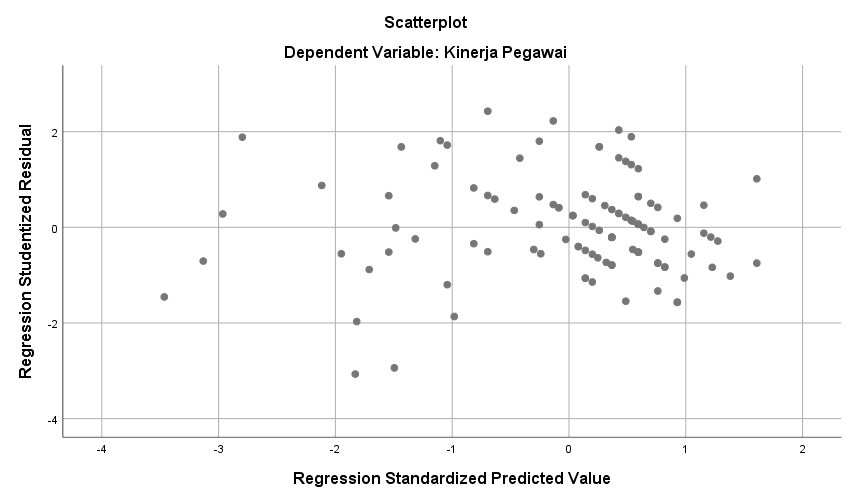
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .807a | .652 | .646 | 1.730 |
| a. Predictors: (Constant), Tambahan Penghasilan Pegawai, E-Absensi | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 622.315 | 2 | 311.158 | 103.974 | .000b |
| Residual | 332.185 | 111 | 2.993 |  |  |
| Total | 954.500 | 113 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Tambahan Penghasilan Pegawai, E-Absensi | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2.461 | 2.193 |  | 1.122 | .264 |  |  |
| E-Absensi | .392 | .076 | .344 | 5.127 | .000 | .695 | 1.440 |
| Tambahan Penghasilan Pegawai | .532 | .063 | .564 | 8.399 | .000 | .695 | 1.440 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |







|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 114 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.71455199 |
| Most Extreme Differences | Absolute | .072 |
| Positive | .072 |
| Negative | -.063 |
| Test Statistic | | .072 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |