**Lampiran I**

KUESIONER PENELITIAN

**Pengaruh Komitmen Organisasional, Kepuasan Kerja, dan Budaya Organisasi Terhadap Kualitas Layanan Pegawai di Dinas Tanaman Pangan dan Hortikultura**

Provinsi Sumatera Utara

Medan, Mei 2022

Kepada Yth.

Bapak/Ibu Pegawai Dinas Tanaman Pangan dan Hortikultura

Provinsi Sumatera Utara

Medan

Dengan hormat,

Bersama ini saya sampaikan kepada Bapak/Ibu, bahwa saya bermaksud mengadakan penelitian pada kantor Bapak/Ibu. Penelitian ini dilakukan dalaam rangka penulisan skripsi sebagai salah satu syarat penyelesaian pendidikan pada program studi Manajemen, Fakultas Ekonomi, Universitas Muslim Nusantara Al Washliyah, Medan.

Sehubungan dengan maksud tersebut, saya mohon kesediaan Bapak/Ibu mengisi kuesioner terlampir secara jujur sesuai dengan keadaan Bapak/Ibu sendiri tanpa dipengaruhi pendapat orang lain.

Jawaban yang Bapak/Ibu berikan dengan jujur dan lengkap merupakan sumbangan yang sangat berharga bagi hasil penelitian ini.

Kerahasiaan jawaban Bapak/Ibu akan dijaga dengan baik. Oleh karena itu, Bapak/Ibu tidak perlu ragu-ragu memberikan jawaban yang sesungguhnya.

Atas kesediaan Bapak/Ibu mengisi kuesioner ini saya ucapkan terima kasih.

Hormat Saya,

Peneliti

Julaina Nawar

A. Identitas Responden

Isilah kolom di bawah ini dengan memberikan cek list pada kotak yang tersedia, jawaban sesuai dengan kondisi anda yang sebenarnya.

1. Pendidikan

a. < D III

b. > DIII

2. Masa Kerja a. < 15 tahun

b. > 15 tahun

1. Pelatihan

Pernah/tidak pernah\* mengikuti pelatihan

Pelatihan yang pernah lima tahun terahir adalah:

1. Pelatihan…………………………………….., lamanya……hari, tahun………
2. Pelatihan…………………………………….., lamanya……hari, tahun………
3. Pelatihan…………………………………..…, lamanya……hari, tahun………
4. Pelatihan……………………………..………, lamanya……hari, tahun………
5. Pelatihan…………………………..…………, lamanya……hari, tahun………

B. Kuesioner / Angket

Petunjuk Pengisian Kuesioner

Bacalah pernyataan berikut dengan teliti, kemudian tentukan jawaban yang anda anggap sesuai, dengan menyilangi salah satu pilihan jawaban yang tersedia pada lembar jawaban, yaitu:

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

Oleh karena itu, diharapkan anda memberikan jawaban sesuai dengan pendapat anda yang sejujur-jujurnya. Akhirnya, atas bantuan anda mengisi kuesioner ini, saya mengucapkan terima kasih.

1. Kuesioner Komitmen Organisasional (X1)

| N0 | PERNYATAAN | **SS** | **S** | **KS** | **TS** | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| A | Kepedulian |  |  |  |  |  |
| 1 | Saya membantu pegawai lain yang mengalami kesulitan dalam mengerjakan pekerjaan kantor |  |  |  |  |  |
| 2 | Saya tidak melaporkan hasil kerja secara berkala kepada atasan |  |  |  |  |  |
| 3 | Saya menyediakan waktu untuk berkonsultasi dengan masyarakat yang bermasalah dan membutuhkan |  |  |  |  |  |
| 4 | Dalam menghadapi masyarakat yang mengalami kesulitan dalam suatu urusan, saya bertanggung jawab untuk membantunya termasuk di luar jam dinas |  |  |  |  |  |
| B | Kemauan Berusaha |  |  |  |  |  |
| 5 | Jika saya menghadapi masalah dalam pekerjaan, saya berusaha untuk menindaklanjuti dan mendiskusikannya dengan pegawai lain |  |  |  |  |  |
| 6 | Saya berusaha mencari di website ataupun internet terkait pekerjaan saya |  |  |  |  |  |
| 7 | Saya berusaha mengikuti berbagai pelatihan yang dapat menunjang karir walaupun tanpa sepengetahuan atasan |  |  |  |  |  |
| 8 | Saya melengkapi catatan pekerjaan saya untuk kesempurnaan pekerjaan |  |  |  |  |  |
| C | Semangat Mengembangkan Kemampuan |  |  |  |  |  |
| 9 | Saya ikut aktif dalam kegiatan diluar kantor yang berkaitan dengan masalah pekerjaan saya |  |  |  |  |  |
| 10 | Saya meluangkan banyak waktu, tenaga, pikiran, dan biaya untuk melaksanakan tugas |  |  |  |  |  |
| 11 | Saya menunda pelaksanaan kegiatan seperti yang tercantum dalam penugasan kerja dan melaksanakannya pada kesempatan lain |  |  |  |  |  |
| 12 | Saya merasa bahagia diberi kesempatan untuk melanjutkan pendidikan formal |  |  |  |  |  |
| D | Loyalitas |  |  |  |  |  |
| 13 | Saya diberi tugas penting oleh atasan, dan saya berusaha menyelesaikannya dengan baik dan melaporkannya jika sudah selesai |  |  |  |  |  |
| 14 | Saya merasa atasan memberlakukan secara tidak adil keharusan untuk hadir dalam kegiatan apel dan kegiatan lainnya |  |  |  |  |  |
| 15 | Kegiatan yang saya lakukan pada jam kerja dikantor dilakukan semua untuk kemajuan kantor |  |  |  |  |  |

1. **Kuesioner Kepuasan Kerja (X2)**

| N0 | Pernyataan | **SS** | **S** | **KS** | **TS** | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| A | **Kesenangan terhadap pekerjaan** |  |  |  |  |  |
| 1 | Saya akan menjelaskan kepada masyarakat dengan senang hati terkait permasalahan yang dihadapinya |  |  |  |  |  |
| 2 | Saya senang melayani masyarakat yang datang ke kantor |  |  |  |  |  |
| 3 | Saya merasa senang apabila dapat membantu masyarakat dalam mengatasi masalahnya. |  |  |  |  |  |
| 4 | Untuk membantu masyarakat dalam suatu urusan, saya menyusun daftar persyaratan apa saja yang mereka harus lengkapi dengan senang hati |  |  |  |  |  |
| B | Kelegaan atas kemampuan melakukan pekerjaan. |  |  |  |  |  |
| 5 | Jika dalam melaksanakan tugas masyarakat bertanya tentang persyaratan dalam mengurus surat menyurat, saya menjawabnya dengan senang hati |  |  |  |  |  |
| 6 | Masyarakat yang memerlukan bantuan, saya bimbing dengan senang hati |  |  |  |  |  |
| 7 | Saya merasa puas jika dapat menyelesaikan pekerjaan sebelum diminta atasan |  |  |  |  |  |
| 8 | Jika dapat menyelesaikan tugas dengan baik saya merasakan kepuasan tersendiri |  |  |  |  |  |
| C | Kepuasan terhadap hasil yang dicapai |  |  |  |  |  |
| 9 | Saya lega menarik perhatiaan masyarakat untuk bertanya tentang suatu permasalahan di kantor |  |  |  |  |  |
| 10 | Saya merasa lega dapat menjalankan pekerjaan sesuai denga jadwal pada program yang telah di buat |  |  |  |  |  |
| 11 | Saya merasa lega apabila telah berhasil menjelaskan solusi dari permasalahan masyarakat |  |  |  |  |  |
| 12 | Saya merasa lega karena urusan masyarakat telah selesai. |  |  |  |  |  |
| D | Pengembangan diri |  |  |  |  |  |
| 13 | Saya puas karena sistim pembagian tugas di kantor cukup adil. |  |  |  |  |  |
| 14 | Nilai (DP3) yang diterima setiap tahun sesuai dengan yang diharapkan sehingga saya merasa puas. |  |  |  |  |  |
| 15 | Saya merasa puas karena kenaikan pangkat dapat terlaksana sesuai dengan waktu yang telah ditentukan |  |  |  |  |  |
| 16 | Saya puas karena atasan memberi ganjaran/teguran kepada pegawai lain yang melalaikan tugas |  |  |  |  |  |
| E | Prestasi kerja |  |  |  |  |  |
| 17 | Waktu yang tersedia untuk melaksanakan tugas cenderung sedikit sehingga saya mersa terburu-buru. |  |  |  |  |  |
| 18 | Prestasi saya meningkat dengan mengikuti pelatihan. |  |  |  |  |  |
| 19 | Saya tidak pernah mendapatkan penghargaan. |  |  |  |  |  |
| 20 | Saya berhasil mengangkat nama institusi karena prestasi. |  |  |  |  |  |

1. **Kuesioner Budaya Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **A** | ***Kerjasama*** | | | | | |
| 1 | Atasan membagi kami dalam tim kerja untuk menyukseskan suatu program |  |  |  |  |  |
| 2 | Saya bersedia menggantikan tugas teman, jika ada yang tidak hadir |  |  |  |  |  |
| 3 | Kesulitan yang saya hadapi dalam melaksanakan tugas, saya diskusikan bersama dengan atasan |  |  |  |  |  |
| 4 | Saya ikut berpartisipasi dalam menyukseskan suatu acara atau program, walaupun itu bukan tugas saya |  |  |  |  |  |
| **B** | ***Disiplin*** |  |  |  |  |  |
| 1 | Saya menerapkan peraturan dalam melakukan setiap pekerjaan |  |  |  |  |  |
| 2 | Saya pulang lebih awal dari jam yang sudah ditentukan karena ada urusan pribadi |  |  |  |  |  |
| 3 | Saya dapat menyelesaikan suatu pekerjaan sesuai dengan batas waktu yang telah ditentukan |  |  |  |  |  |
| 4 | Bila jam kantor berakhir, sementara itu pekerjaan saya belum tuntas, maka pekerjaan tersebut saya tangguhkan pada hari berikutnya |  |  |  |  |  |
| **C** | ***Tanggung Jawab*** | | | | | |
| 1 | Saya merasa terbebani jika pekerjaan pada hari ini belum selesai |  |  |  |  |  |
| 2 | Saya berupaya menyelesaikan tugas sebelum melakukan acara peribadi |  |  |  |  |  |
| 3 | Saya mengerjakan sesuatu sesuai dengan tugas yang diembankan kepada saya |  |  |  |  |  |
| 4 | Saya berupaya untuk hadir ke kantor, walaupun badan saya kurang sehat |  |  |  |  |  |
| **D** | ***Komunikasi*** | | | | | |
| 1 | Saya berupaya memelihara hubungan dengan rekan kerja |  |  |  |  |  |
| 2 | Sebelum melakukan pekerjaan, saya berupaya untuk mendiskusikannya terlebih dahulu dengan atasan |  |  |  |  |  |
| 3 | Saya berdiskusi dengan teman-teman tentang masalah yang saya dihadapi dalam bekerja |  |  |  |  |  |
| 4 | Saya diajak atasan untuk membicara-kan dan mendiskusikan tentang perkembang-an kantor |  |  |  |  |  |

1. **Kuesioner Kualitas Layanan Pegawai (Y)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | | **TS** | **STS** |
| **A** | ***Keandalan*** | | | | | | |
| 1 | Saya selalu jelas memberikan informasi kepada masyarakat yang datang ke kantor dinas tanaman pangan dan hortikultura |  |  | |  |  |  |
| 2 | Saya selalu datang disiplin dalam bekerja |  |  | |  |  |  |
| 3 | Saya memiliki keterampilan yang memadai |  |  | |  |  |  |
| **B** | ***Daya Tanggap*** |  |  | |  |  |  |
| 4 | Terdapat realisasi kesesuaian waktu pelayanan administrasi dengan pelayanan informasi dengan pelayanan yang saya informasikan |  |  | |  |  |  |
| 5 | Respon saya terhadap masalah yang dihadapi masyarakat yang datang |  |  | |  |  |  |
| 6 | Pemecahan masalah yang saya lakukan sesuai kebutuhan masyarakat |  |  | |  |  |  |
| **C** | ***Jaminan*** | | | | | | |
| 7 | Kemampuan yang saya miliki mampu mengatasi keluhan masyarakat |  |  |  | |  |  |
| 8 | Saya memiliki sikap jujur terhadap semua masyarakat |  |  |  | |  |  |
| 9 | Saya selalu memberikan informasi yang akurat tentang pertanyaan masyarakat |  |  |  | |  |  |
| **D** | ***Empati*** | | | | | | |
| 10 | Saya selalu bersikap ramah terhadap masyarakat yang dilayani |  |  |  | |  |  |
| 11 | Saya selalu menggunakan bahasa yang baik dalam menanggapi masyarakat |  |  |  | |  |  |
| 12 | Pelayanan yang saya berikan sesuai harapan masyarakat |  |  |  | |  |  |

**Lampiran 2**

**DATA ANGKET KOMITMEN ORGANISASIONAL**

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

**Lampiran 3**

**DATA ANGKET KEPUASAN KERJA**

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

**Lampiran 4**

**DATA ANGKET BUDAYA ORGANISASI**

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

**Lampiran 5**

**DATA ANGKET KUALITAS LAYANAN PEGAWAI**

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

**Lampiran 6**

**DATA PENELITIAN DAN OUTPUT SPSS**

1. Komitmen organisasional (X1)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Komitmen Organisasional** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 31 | 2 | 1.8 | 1.8 | 1.8 |
| 33 | 1 | .9 | .9 | 2.6 |
| 40 | 1 | .9 | .9 | 3.5 |
| 41 | 1 | .9 | .9 | 4.4 |
| 42 | 3 | 2.6 | 2.6 | 7.0 |
| 43 | 5 | 4.4 | 4.4 | 11.4 |
| 45 | 5 | 4.4 | 4.4 | 15.8 |
| 46 | 7 | 6.1 | 6.1 | 21.9 |
| 47 | 4 | 3.5 | 3.5 | 25.4 |
| 48 | 10 | 8.8 | 8.8 | 34.2 |
| 49 | 5 | 4.4 | 4.4 | 38.6 |
| 50 | 16 | 14.0 | 14.0 | 52.6 |
| 51 | 6 | 5.3 | 5.3 | 57.9 |
| 52 | 9 | 7.9 | 7.9 | 65.8 |
| 53 | 9 | 7.9 | 7.9 | 73.7 |
| 54 | 6 | 5.3 | 5.3 | 78.9 |
| 55 | 7 | 6.1 | 6.1 | 85.1 |
| 56 | 3 | 2.6 | 2.6 | 87.7 |
| 57 | 4 | 3.5 | 3.5 | 91.2 |
| 58 | 3 | 2.6 | 2.6 | 93.9 |
| 59 | 3 | 2.6 | 2.6 | 96.5 |
| 60 | 1 | .9 | .9 | 97.4 |
| 61 | 2 | 1.8 | 1.8 | 99.1 |
| 62 | 1 | .9 | .9 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

1. Kepuasan Kerja (X2)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kepuasan Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 33 | 1 | .9 | .9 | .9 |
| 35 | 1 | .9 | .9 | 1.8 |
| 36 | 2 | 1.8 | 1.8 | 3.5 |
| 39 | 1 | .9 | .9 | 4.4 |
| 41 | 1 | .9 | .9 | 5.3 |
| 43 | 8 | 7.0 | 7.0 | 12.3 |
| 44 | 2 | 1.8 | 1.8 | 14.0 |
| 45 | 3 | 2.6 | 2.6 | 16.7 |
| 47 | 2 | 1.8 | 1.8 | 18.4 |
| 48 | 3 | 2.6 | 2.6 | 21.1 |
| 49 | 4 | 3.5 | 3.5 | 24.6 |
| 50 | 3 | 2.6 | 2.6 | 27.2 |
| 51 | 3 | 2.6 | 2.6 | 29.8 |
| 52 | 1 | .9 | .9 | 30.7 |
| 53 | 1 | .9 | .9 | 31.6 |
| 54 | 7 | 6.1 | 6.1 | 37.7 |
| 55 | 7 | 6.1 | 6.1 | 43.9 |
| 56 | 11 | 9.6 | 9.6 | 53.5 |
| 57 | 4 | 3.5 | 3.5 | 57.0 |
| 58 | 7 | 6.1 | 6.1 | 63.2 |
| 59 | 4 | 3.5 | 3.5 | 66.7 |
| 60 | 2 | 1.8 | 1.8 | 68.4 |
| 61 | 3 | 2.6 | 2.6 | 71.1 |
| 62 | 3 | 2.6 | 2.6 | 73.7 |
| 63 | 3 | 2.6 | 2.6 | 76.3 |
| 64 | 1 | .9 | .9 | 77.2 |
| 65 | 1 | .9 | .9 | 78.1 |
| 66 | 4 | 3.5 | 3.5 | 81.6 |
| 67 | 5 | 4.4 | 4.4 | 86.0 |
| 68 | 7 | 6.1 | 6.1 | 92.1 |
| 69 | 2 | 1.8 | 1.8 | 93.9 |
| 70 | 2 | 1.8 | 1.8 | 95.6 |
| 71 | 1 | .9 | .9 | 96.5 |
| 72 | 1 | .9 | .9 | 97.4 |
| 73 | 1 | .9 | .9 | 98.2 |
| 76 | 2 | 1.8 | 1.8 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

1. Budaya Organisasi (X3)

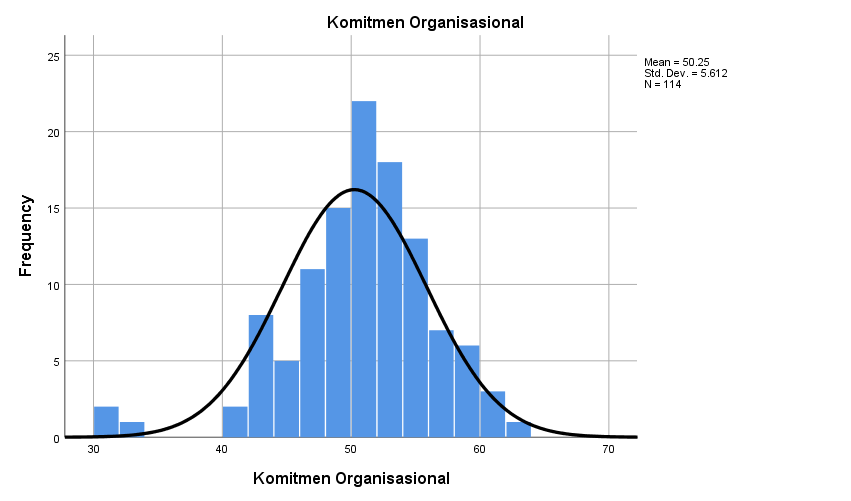
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Budaya Organisasi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 31 | 1 | .9 | .9 | .9 |
| 32 | 2 | 1.8 | 1.8 | 2.6 |
| 34 | 3 | 2.6 | 2.6 | 5.3 |
| 42 | 1 | .9 | .9 | 6.1 |
| 44 | 1 | .9 | .9 | 7.0 |
| 46 | 5 | 4.4 | 4.4 | 11.4 |
| 47 | 2 | 1.8 | 1.8 | 13.2 |
| 48 | 4 | 3.5 | 3.5 | 16.7 |
| 49 | 1 | .9 | .9 | 17.5 |
| 50 | 3 | 2.6 | 2.6 | 20.2 |
| 52 | 6 | 5.3 | 5.3 | 25.4 |
| 53 | 6 | 5.3 | 5.3 | 30.7 |
| 54 | 3 | 2.6 | 2.6 | 33.3 |
| 55 | 8 | 7.0 | 7.0 | 40.4 |
| 56 | 8 | 7.0 | 7.0 | 47.4 |
| 57 | 8 | 7.0 | 7.0 | 54.4 |
| 58 | 2 | 1.8 | 1.8 | 56.1 |
| 59 | 1 | .9 | .9 | 57.0 |
| 60 | 6 | 5.3 | 5.3 | 62.3 |
| 61 | 2 | 1.8 | 1.8 | 64.0 |
| 62 | 5 | 4.4 | 4.4 | 68.4 |
| 63 | 4 | 3.5 | 3.5 | 71.9 |
| 64 | 3 | 2.6 | 2.6 | 74.6 |
| 65 | 4 | 3.5 | 3.5 | 78.1 |
| 66 | 5 | 4.4 | 4.4 | 82.5 |
| 68 | 3 | 2.6 | 2.6 | 85.1 |
| 69 | 3 | 2.6 | 2.6 | 87.7 |
| 70 | 5 | 4.4 | 4.4 | 92.1 |
| 71 | 2 | 1.8 | 1.8 | 93.9 |
| 72 | 2 | 1.8 | 1.8 | 95.6 |
| 73 | 2 | 1.8 | 1.8 | 97.4 |
| 77 | 2 | 1.8 | 1.8 | 99.1 |
| 79 | 1 | .9 | .9 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

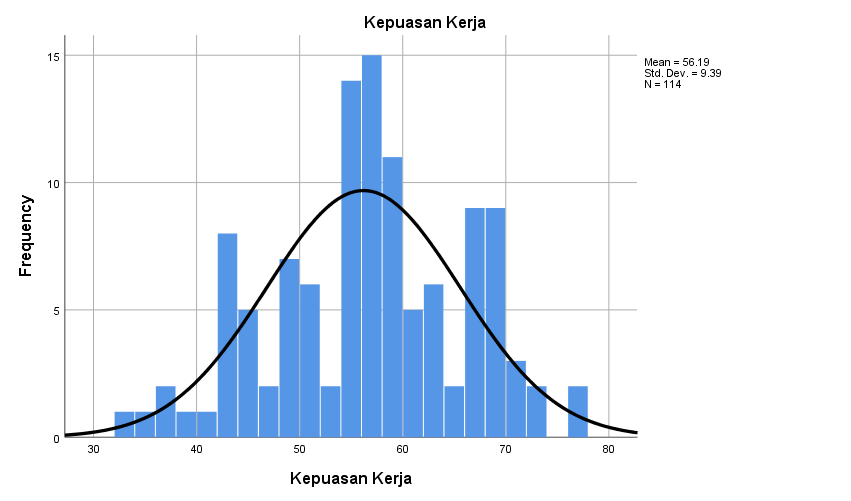
1. Kualitas Layanan (Y)

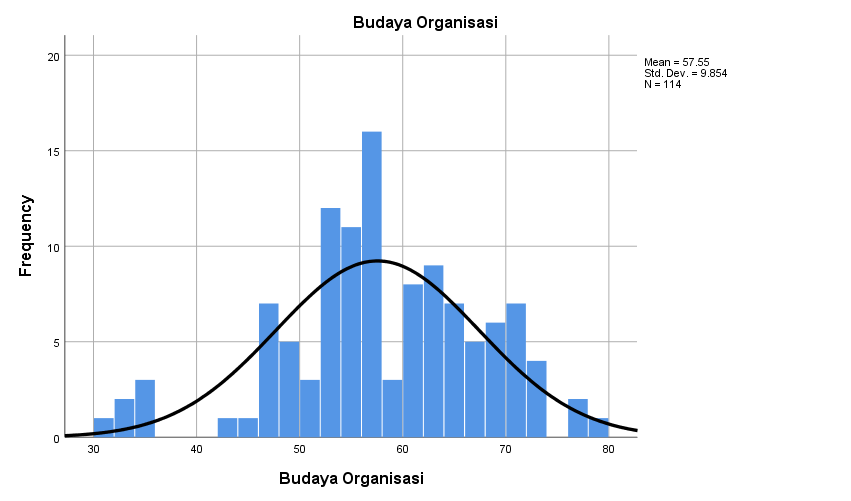
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kualitas Layanan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 26 | 2 | 1.8 | 1.8 | 1.8 |
| 29 | 2 | 1.8 | 1.8 | 3.5 |
| 31 | 1 | .9 | .9 | 4.4 |
| 32 | 1 | .9 | .9 | 5.3 |
| 33 | 3 | 2.6 | 2.6 | 7.9 |
| 34 | 5 | 4.4 | 4.4 | 12.3 |
| 35 | 4 | 3.5 | 3.5 | 15.8 |
| 36 | 7 | 6.1 | 6.1 | 21.9 |
| 37 | 3 | 2.6 | 2.6 | 24.6 |
| 38 | 10 | 8.8 | 8.8 | 33.3 |
| 39 | 5 | 4.4 | 4.4 | 37.7 |
| 40 | 19 | 16.7 | 16.7 | 54.4 |
| 41 | 17 | 14.9 | 14.9 | 69.3 |
| 42 | 5 | 4.4 | 4.4 | 73.7 |
| 43 | 9 | 7.9 | 7.9 | 81.6 |
| 44 | 5 | 4.4 | 4.4 | 86.0 |
| 45 | 6 | 5.3 | 5.3 | 91.2 |
| 46 | 3 | 2.6 | 2.6 | 93.9 |
| 47 | 3 | 2.6 | 2.6 | 96.5 |
| 48 | 4 | 3.5 | 3.5 | 100.0 |
| Total | 114 | 100.0 | 100.0 |  |

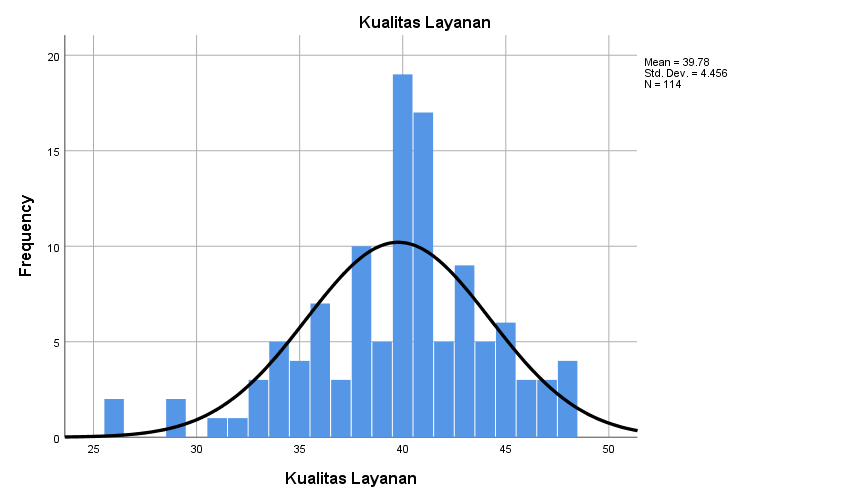
**OUTPUT SPSS**

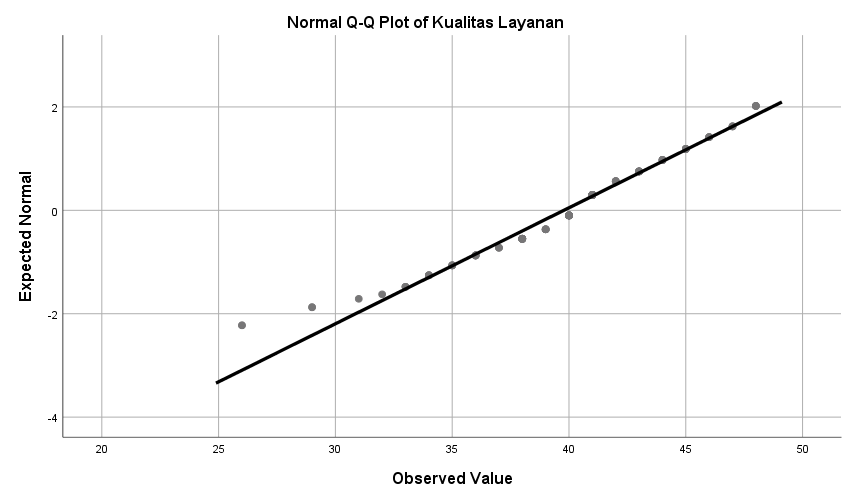
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Statistics** | | | | | |
|  | | Komitmen Organisasional | Kepuasan Kerja | Budaya Organisasi | Kualitas Layanan |
| N | Valid | 114 | 114 | 114 | 114 |
| Missing | 0 | 0 | 0 | 0 |
| Mean | | 50.25 | 56.19 | 57.55 | 39.78 |
| Median | | 50.00 | 56.00 | 57.00 | 40.00 |
| Mode | | 50 | 56 | 55a | 40 |
| Std. Deviation | | 5.612 | 9.390 | 9.854 | 4.456 |
| Variance | | 31.497 | 88.175 | 97.099 | 19.854 |
| Range | | 31 | 43 | 48 | 22 |
| Minimum | | 31 | 33 | 31 | 26 |
| Maximum | | 62 | 76 | 79 | 48 |
| Sum | | 5728 | 6406 | 6561 | 4535 |
| a. Multiple modes exist. The smallest value is shown | | | | | |

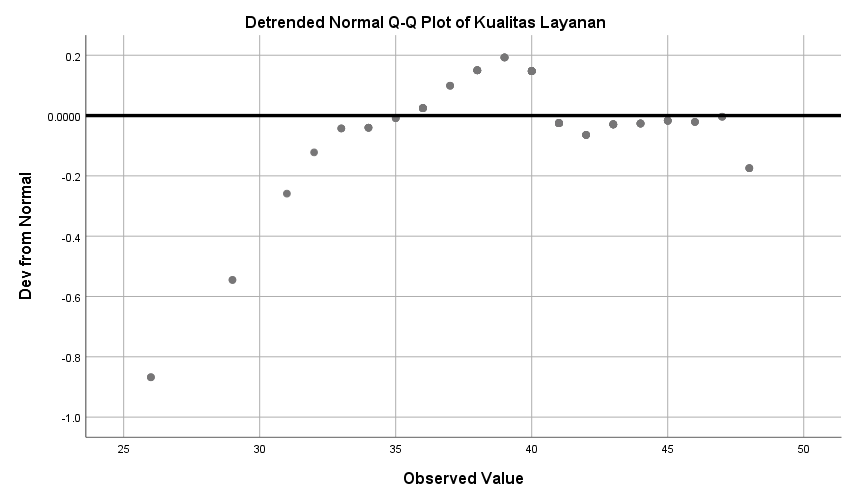


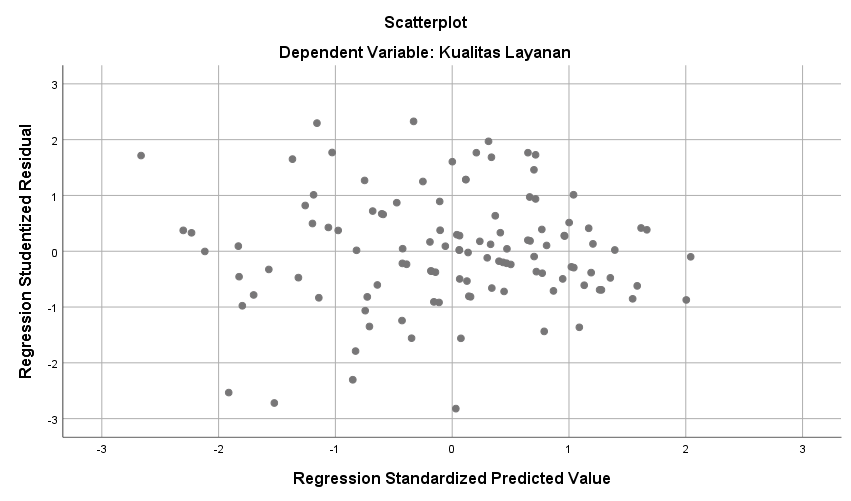












|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Abs\_RES |
| N | | 114 |
| Normal Parametersa,b | Mean | 2.9100 |
| Std. Deviation | 2.49820 |
| Most Extreme Differences | Absolute | .139 |
| Positive | .139 |
| Negative | -.123 |
| Test Statistic | | .139 |
| Asymp. Sig. (2-tailed) | | .058c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
|  |  |  |  |
| Komitmen Organisasional | .970 | 1.031 |
| Kepuasan Kerja | .990 | 1.011 |
| Budaya Organisasi | .962 | 1.039 |
| a. Dependent Variable: Kualitas Layanan | | | | |

PENGARUH KOMITMEN ORGANISASIONAL TERHADAP KUALITAS LAYANAN PEGAWAI

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .254a | .065 | .056 | 4.328 |
| a. Predictors: (Constant), Komitmen Organisasional | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 145.306 | 1 | 145.306 | 7.756 | .006b |
| Residual | 2098.211 | 112 | 18.734 |  |  |
| Total | 2243.518 | 113 |  |  |  |
| a. Dependent Variable: Kualitas Layanan | | | | | | |
| b. Predictors: (Constant), Komitmen Organisasional | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 29.628 | 3.668 |  | 8.078 | .000 |
| Komitmen Organisasional | .202 | .073 | .254 | 2.785 | .006 |
| a. Dependent Variable: Kualitas Layanan | | | | | | |

PENGARUH KEPUASAN KERJA TERHADAP KUALITAS LAYANAN PEGAWAI

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .221a | .049 | .040 | 4.365 |
| a. Predictors: (Constant), Kepuasan Kerja | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 109.563 | 1 | 109.563 | 5.750 | .018b |
| Residual | 2133.955 | 112 | 19.053 |  |  |
| Total | 2243.518 | 113 |  |  |  |
| a. Dependent Variable: Kualitas Layanan | | | | | | |
| b. Predictors: (Constant), Kepuasan Kerja | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 33.888 | 2.491 |  | 13.604 | .000 |
| Kepuasan Kerja | .105 | .044 | .221 | 2.398 | .018 |
| a. Dependent Variable: Kualitas Layanan | | | | | | |

PENGARUH BUDAYA ORGANISASI TERHADAP KUALITAS LAYANAN PEGAWAI

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .430a | .185 | .178 | 4.040 |
| a. Predictors: (Constant), Budaya Organisasi | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 415.363 | 1 | 415.363 | 25.447 | .000b |
| Residual | 1828.155 | 112 | 16.323 |  |  |
| Total | 2243.518 | 113 |  |  |  |
| a. Dependent Variable: Kualitas Layanan | | | | | | |
| b. Predictors: (Constant), Budaya Organisasi | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 28.583 | 2.252 |  | 12.693 | .000 |
| Budaya Organisasi | .195 | .039 | .430 | 5.044 | .000 |
| a. Dependent Variable: Kualitas Layanan | | | | | | |

PENGARUH KOMITMEN ORGANISASIONAL, KEPUASAN KERJA DAN BUDAYA ORGANISASI TERHADAP KUALITAS LAYANAN PEGAWAI

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .505a | .255 | .235 | 3.897 |
| a. Predictors: (Constant), Budaya Organisasi, Kepuasan Kerja, Komitmen Organisasional | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 572.915 | 3 | 190.972 | 12.574 | .000b |
| Residual | 1670.603 | 110 | 15.187 |  |  |
| Total | 2243.518 | 113 |  |  |  |
| a. Dependent Variable: Kualitas Layanan | | | | | | |
| b. Predictors: (Constant), Budaya Organisasi, Kepuasan Kerja, Komitmen Organisasional | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 17.001 | 4.249 |  | 4.001 | .000 |
| Komitmen Organisasional | .156 | .066 | .196 | 2.345 | .021 |
| Kepuasan Kerja | .090 | .039 | .191 | 2.305 | .023 |
| Budaya Organisasi | .172 | .038 | .380 | 4.528 | .000 |
| a. Dependent Variable: Kualitas Layanan | | | | | | |

**Lampiran 7**

**Nilai Kritis Distribusi t**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **dk** | **Probabilitas 1 ekor** | | | | | | | |
| **0,10** | **0,05** | **0,025** | **0,01** | **0,005** | **0,0025** | **0,001** | **0,0005** |
| **Probabilitas 2 ekor** | | | | | | | |
| **0,20** | **0,10** | **0,05** | **0,02** | **0,01** | **0,005** | **0,002** | **0,001** |
| **1** | 3,078 | 6,314 | 12,706 | 31,821 | 63,656 | 127,321 | 318,289 | 636,578 |
| **2** | 1,886 | 2,920 | 4,303 | 6,965 | 9,925 | 14,089 | 22,328 | 31,600 |
| **3** | 1,638 | 2,353 | 3,182 | 4,541 | 5,841 | 7,453 | 10,214 | 12,924 |
| **4** | 1,533 | 2,132 | 2,776 | 3,747 | 4,604 | 5,598 | 7,173 | 8,610 |
| **5** | 1,476 | 2,015 | 2,571 | 3,365 | 4,032 | 4,773 | 5,894 | 6,869 |
| **6** | 1,440 | 1,943 | 2,447 | 3,143 | 3,707 | 4,317 | 5,208 | 5,959 |
| **7** | 1,415 | 1,895 | 2,365 | 2,998 | 3,499 | 4,029 | 4,785 | 5,408 |
| **8** | 1,397 | 1,860 | 2,306 | 2,896 | 3,355 | 3,833 | 4,501 | 5,041 |
| **9** | 1,383 | 1,833 | 2,262 | 2,821 | 3,250 | 3,690 | 4,297 | 4,781 |
| **10** | 1,372 | 1,812 | 2,228 | 2,764 | 3,169 | 3,581 | 4,144 | 4,587 |
| **11** | 1,363 | 1,796 | 2,201 | 2,718 | 3,106 | 3,497 | 4,025 | 4,437 |
| **12** | 1,356 | 1,782 | 2,179 | 2,681 | 3,055 | 3,428 | 3,930 | 4,318 |
| **13** | 1,350 | 1,771 | 2,160 | 2,650 | 3,012 | 3,372 | 3,852 | 4,221 |
| **14** | 1,345 | 1,761 | 2,145 | 2,624 | 2,977 | 3,326 | 3,787 | 4,140 |
| **15** | 1,341 | 1,753 | 2,131 | 2,602 | 2,947 | 3,286 | 3,733 | 4,073 |
| **16** | 1,337 | 1,746 | 2,120 | 2,583 | 2,921 | 3,252 | 3,686 | 4,015 |
| **17** | 1,333 | 1,740 | 2,110 | 2,567 | 2,898 | 3,222 | 3,646 | 3,965 |
| **18** | 1,330 | 1,734 | 2,101 | 2,552 | 2,878 | 3,197 | 3,610 | 3,922 |
| **19** | 1,328 | 1,729 | 2,093 | 2,539 | 2,861 | 3,174 | 3,579 | 3,883 |
| **20** | 1,325 | 1,725 | 2,086 | 2,528 | 2,845 | 3,153 | 3,552 | 3,850 |
| **21** | 1,323 | 1,721 | 2,080 | 2,518 | 2,831 | 3,135 | 3,527 | 3,819 |
| **22** | 1,321 | 1,717 | 2,074 | 2,508 | 2,819 | 3,119 | 3,505 | 3,792 |
| **23** | 1,319 | 1,714 | 2,069 | 2,500 | 2,807 | 3,104 | 3,485 | 3,768 |
| **24** | 1,318 | 1,711 | 2,064 | 2,492 | 2,797 | 3,091 | 3,467 | 3,745 |
| **25** | 1,316 | 1,708 | 2,060 | 2,485 | 2,787 | 3,078 | 3,450 | 3,725 |
| **26** | 1,315 | 1,706 | 2,056 | 2,479 | 2,779 | 3,067 | 3,435 | 3,707 |
| **27** | 1,314 | 1,703 | 2,052 | 2,473 | 2,771 | 3,057 | 3,421 | 3,689 |
| **28** | 1,313 | 1,701 | 2,048 | 2,467 | 2,763 | 3,047 | 3,408 | 3,674 |
| **29** | 1,311 | 1,699 | 2,045 | 2,462 | 2,756 | 3,038 | 3,396 | 3,660 |
| **30** | 1,310 | 1,697 | 2,042 | 2,457 | 2,750 | 3,030 | 3,385 | 3,646 |
| **35** | 1,306 | 1,690 | 2,030 | 2,438 | 2,724 | 2,996 | 3,340 | 3,591 |
| **40** | 1,303 | 1,684 | 2,021 | 2,423 | 2,704 | 2,971 | 3,307 | 3,551 |
| **45** | 1,301 | 1,679 | 2,014 | 2,412 | 2,690 | 2,952 | 3,281 | 3,520 |
| **50** | 1,299 | 1,676 | 2,009 | 2,403 | 2,678 | 2,937 | 3,261 | 3,496 |
| **60** | 1,296 | 1,671 | 2,000 | 2,390 | 2,660 | 2,915 | 3,232 | 3,460 |
| **70** | 1,294 | 1,667 | 1,994 | 2,381 | 2,648 | 2,899 | 3,211 | 3,435 |
| **80** | 1,292 | 1,664 | 1,990 | 2,374 | 2,639 | 2,887 | 3,195 | 3,416 |
| **90** | 1,291 | 1,662 | 1,987 | 2,368 | 2,632 | 2,878 | 3,183 | 3,402 |
| **100** | 1,290 | 1,660 | 1,984 | 2,364 | 2,626 | 2,871 | 3,174 | 3,390 |
| **150** | 1,287 | 1,655 | 1,976 | 2,351 | 2,609 | 2,849 | 3,145 | 3,357 |
| **200** | 1,286 | 1,653 | 1,972 | 2,345 | 2,601 | 2,838 | 3,131 | 3,340 |
| **300** | 1,284 | 1,650 | 1,968 | 2,339 | 2,592 | 2,828 | 3,118 | 3,323 |
| **400** | 1,284 | 1,649 | 1,966 | 2,336 | 2,588 | 2,823 | 3,111 | 3,315 |
| **500** | 1,283 | 1,648 | 1,965 | 2,334 | 2,586 | 2,820 | 3,107 | 3,310 |
| **1000** | 1,282 | 1,646 | 1,962 | 2,330 | 2,581 | 2,813 | 3,098 | 3,300 |

Dihitung dengan menggunakan program excel

**Lampiran 8**

**Nilai Kritis Distribusi F**

untuk dk1 pembilang dan dk2 penyebut

pada taraf signifikansi 5% atau **F**,05(dk1,dk2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **dk1**  **dk2** | | **1** | | **2** | | **3** | | **4** | | **5** | | | **6** | | **7** | | **8** | | **9** | | **10** | |
| **1** | | 161.446 | | 199.499 | | 215.707 | | 224.583 | | 230.160 | | | 233.988 | | 236.767 | | 238.884 | | 240.543 | | 241.882 | |
| **2** | | 18.513 | | 19.000 | | 19.164 | | 19.247 | | 19.296 | | | 19.329 | | 19.353 | | 19.371 | | 19.385 | | 19.396 | |
| **3** | | 10.128 | | 9.552 | | 9.277 | | 9.117 | | 9.013 | | | 8.941 | | 8.887 | | 8.845 | | 8.812 | | 8.785 | |
| **4** | | 7.709 | | 6.944 | | 6.591 | | 6.388 | | 6.256 | | | 6.163 | | 6.094 | | 6.041 | | 5.999 | | 5.964 | |
| **5** | | 6.608 | | 5.786 | | 5.409 | | 5.192 | | 5.050 | | | 4.950 | | 4.876 | | 4.818 | | 4.772 | | 4.735 | |
| **6** | | 5.987 | | 5.143 | | 4.757 | | 4.534 | | 4.387 | | | 4.284 | | 4.207 | | 4.147 | | 4.099 | | 4.060 | |
| **7** | | 5.591 | | 4.737 | | 4.347 | | 4.120 | | 3.972 | | | 3.866 | | 3.787 | | 3.726 | | 3.677 | | 3.637 | |
| **8** | | 5.318 | | 4.459 | | 4.066 | | 3.838 | | 3.688 | | | 3.581 | | 3.500 | | 3.438 | | 3.388 | | 3.347 | |
| **9** | | 5.117 | | 4.256 | | 3.863 | | 3.633 | | 3.482 | | | 3.374 | | 3.293 | | 3.230 | | 3.179 | | 3.137 | |
| **10** | | 4.965 | | 4.103 | | 3.708 | | 3.478 | | 3.326 | | | 3.217 | | 3.135 | | 3.072 | | 3.020 | | 2.978 | |
| **11** | | 4.844 | | 3.982 | | 3.587 | | 3.357 | | 3.204 | | | 3.095 | | 3.012 | | 2.948 | | 2.896 | | 2.854 | |
| **12** | | 4.747 | | 3.885 | | 3.490 | | 3.259 | | 3.106 | | | 2.996 | | 2.913 | | 2.849 | | 2.796 | | 2.753 | |
| **13** | | 4.667 | | 3.806 | | 3.411 | | 3.179 | | 3.025 | | | 2.915 | | 2.832 | | 2.767 | | 2.714 | | 2.671 | |
| **14** | | 4.600 | | 3.739 | | 3.344 | | 3.112 | | 2.958 | | | 2.848 | | 2.764 | | 2.699 | | 2.646 | | 2.602 | |
| **15** | | 4.543 | | 3.682 | | 3.287 | | 3.056 | | 2.901 | | | 2.790 | | 2.707 | | 2.641 | | 2.588 | | 2.544 | |
| **16** | | 4.494 | | 3.634 | | 3.239 | | 3.007 | | 2.852 | | | 2.741 | | 2.657 | | 2.591 | | 2.538 | | 2.494 | |
| **17** | | 4.451 | | 3.592 | | 3.197 | | 2.965 | | 2.810 | | | 2.699 | | 2.614 | | 2.548 | | 2.494 | | 2.450 | |
| **18** | | 4.414 | | 3.555 | | 3.160 | | 2.928 | | 2.773 | | | 2.661 | | 2.577 | | 2.510 | | 2.456 | | 2.412 | |
| **19** | | 4.381 | | 3.522 | | 3.127 | | 2.895 | | 2.740 | | | 2.628 | | 2.544 | | 2.477 | | 2.423 | | 2.378 | |
| **20** | | 4.351 | | 3.493 | | 3.098 | | 2.866 | | 2.711 | | | 2.599 | | 2.514 | | 2.447 | | 2.393 | | 2.348 | |
| **21** | | 4.325 | | 3.467 | | 3.072 | | 2.840 | | 2.685 | | | 2.573 | | 2.488 | | 2.420 | | 2.366 | | 2.321 | |
| **22** | | 4.301 | | 3.443 | | 3.049 | | 2.817 | | 2.661 | | | 2.549 | | 2.464 | | 2.397 | | 2.342 | | 2.297 | |
| **23** | | 4.279 | | 3.422 | | 3.028 | | 2.796 | | 2.640 | | | 2.528 | | 2.442 | | 2.375 | | 2.320 | | 2.275 | |
| **24** | | 4.260 | | 3.403 | | 3.009 | | 2.776 | | 2.621 | | | 2.508 | | 2.423 | | 2.355 | | 2.300 | | 2.255 | |
| **25** | | 4.242 | | 3.385 | | 2.991 | | 2.759 | | 2.603 | | | 2.490 | | 2.405 | | 2.337 | | 2.282 | | 2.236 | |
| **26** | | 4.225 | | 3.369 | | 2.975 | | 2.743 | | 2.587 | | | 2.474 | | 2.388 | | 2.321 | | 2.265 | | 2.220 | |
| **27** | | 4.210 | | 3.354 | | 2.960 | | 2.728 | | 2.572 | | | 2.459 | | 2.373 | | 2.305 | | 2.250 | | 2.204 | |
| **28** | | 4.196 | | 3.340 | | 2.947 | | 2.714 | | 2.558 | | | 2.445 | | 2.359 | | 2.291 | | 2.236 | | 2.190 | |
| **35** | | 4.121 | | 3.267 | | 2.874 | | 2.641 | | 2.485 | | | 2.372 | | 2.285 | | 2.217 | | 2.161 | | 2.114 | |
| **40** | | 4.085 | | 3.232 | | 2.839 | | 2.606 | | 2.449 | | | 2.336 | | 2.249 | | 2.180 | | 2.124 | | 2.077 | |
| **50** | | 4.034 | | 3.183 | | 2.790 | | 2.557 | | 2.400 | | | 2.286 | | 2.199 | | 2.130 | | 2.073 | | 2.026 | |
| **60** | | 4.001 | | 3.150 | | 2.758 | | 2.525 | | 2.368 | | | 2.254 | | 2.167 | | 2.097 | | 2.040 | | 1.993 | |
| **70** | | 3.978 | | 3.128 | | 2.736 | | 2.503 | | 2.346 | | | 2.231 | | 2.143 | | 2.074 | | 2.017 | | 1.969 | |
| **80** | | 3.960 | | 3.111 | | 2.719 | | 2.486 | | 2.329 | | | 2.214 | | 2.126 | | 2.056 | | 1.999 | | 1.951 | |
| **90** | | 3.947 | | 3.098 | | 2.706 | | 2.473 | | 2.316 | | | 2.201 | | 2.113 | | 2.043 | | 1.986 | | 1.938 | |
| **100** | | 3.936 | | 3.087 | | 2.696 | | 2.463 | | 2.305 | | | 2.191 | | 2.103 | | 2.032 | | 1.975 | | 1.927 | |
| **200** | | 3.888 | | 3.041 | | 2.650 | | 2.417 | | 2.259 | | | 2.144 | | 2.056 | | 1.985 | | 1.927 | | 1.878 | |
| **300** | | 3.873 | | 3.026 | | 2.635 | | 2.402 | | 2.244 | | | 2.129 | | 2.040 | | 1.969 | | 1.911 | | 1.862 | |
| **400** | | 3.865 | | 3.018 | | 2.627 | | 2.394 | | 2.237 | | | 2.121 | | 2.032 | | 1.962 | | 1.903 | | 1.854 | |
| **500** | | 3.860 | | 3.014 | | 2.623 | | 2.390 | | 2.232 | | | 2.117 | | 2.028 | | 1.957 | | 1.899 | | 1.850 | |
| **1000** | | 3.851 | | 3.005 | | 2.614 | | 2.381 | | 2.223 | | | 2.108 | | 2.019 | | 1.948 | | 1.889 | | 1.840 | |
| **dk1**  **dk2** | | **11** | | **12** | | **13** | | **14** | | **15** | **16** | | **17** | | **18** | | **19** | | **20** | | **21** | |
| **1** | | 242.981 | | 243.905 | | 244.690 | | 245.363 | | 245.949 | 246.466 | | 246.917 | | 247.324 | | 247.688 | | 248.016 | | 248.307 | |
| **2** | | 19.405 | | 19.412 | | 19.419 | | 19.424 | | 19.429 | 19.433 | | 19.437 | | 19.440 | | 19.443 | | 19.446 | | 19.448 | |
| **3** | | 8.763 | | 8.745 | | 8.729 | | 8.715 | | 8.703 | 8.692 | | 8.683 | | 8.675 | | 8.667 | | 8.660 | | 8.654 | |
| **4** | | 5.936 | | 5.912 | | 5.891 | | 5.873 | | 5.858 | 5.844 | | 5.832 | | 5.821 | | 5.811 | | 5.803 | | 5.795 | |
| **5** | | 4.704 | | 4.678 | | 4.655 | | 4.636 | | 4.619 | 4.604 | | 4.590 | | 4.579 | | 4.568 | | 4.558 | | 4.549 | |
| **6** | | 4.027 | | 4.000 | | 3.976 | | 3.956 | | 3.938 | 3.922 | | 3.908 | | 3.896 | | 3.884 | | 3.874 | | 3.865 | |
| **7** | | 3.603 | | 3.575 | | 3.550 | | 3.529 | | 3.511 | 3.494 | | 3.480 | | 3.467 | | 3.455 | | 3.445 | | 3.435 | |
| **8** | | 3.313 | | 3.284 | | 3.259 | | 3.237 | | 3.218 | 3.202 | | 3.187 | | 3.173 | | 3.161 | | 3.150 | | 3.140 | |
| **9** | | 3.102 | | 3.073 | | 3.048 | | 3.025 | | 3.006 | 2.989 | | 2.974 | | 2.960 | | 2.948 | | 2.936 | | 2.926 | |
| **10** | | 2.943 | | 2.913 | | 2.887 | | 2.865 | | 2.845 | 2.828 | | 2.812 | | 2.798 | | 2.785 | | 2.774 | | 2.764 | |
| **11** | | 2.818 | | 2.788 | | 2.761 | | 2.739 | | 2.719 | 2.701 | | 2.685 | | 2.671 | | 2.658 | | 2.646 | | 2.636 | |
| **12** | | 2.717 | | 2.687 | | 2.660 | | 2.637 | | 2.617 | 2.599 | | 2.583 | | 2.568 | | 2.555 | | 2.544 | | 2.533 | |
| **13** | | 2.635 | | 2.604 | | 2.577 | | 2.554 | | 2.533 | 2.515 | | 2.499 | | 2.484 | | 2.471 | | 2.459 | | 2.448 | |
| **14** | | 2.565 | | 2.534 | | 2.507 | | 2.484 | | 2.463 | 2.445 | | 2.428 | | 2.413 | | 2.400 | | 2.388 | | 2.377 | |
| **15** | | 2.507 | | 2.475 | | 2.448 | | 2.424 | | 2.403 | 2.385 | | 2.368 | | 2.353 | | 2.340 | | 2.328 | | 2.316 | |
| **16** | | 2.456 | | 2.425 | | 2.397 | | 2.373 | | 2.352 | 2.333 | | 2.317 | | 2.302 | | 2.288 | | 2.276 | | 2.264 | |
| **17** | | 2.413 | | 2.381 | | 2.353 | | 2.329 | | 2.308 | 2.289 | | 2.272 | | 2.257 | | 2.243 | | 2.230 | | 2.219 | |
| **18** | | 2.374 | | 2.342 | | 2.314 | | 2.290 | | 2.269 | 2.250 | | 2.233 | | 2.217 | | 2.203 | | 2.191 | | 2.179 | |
| **19** | | 2.340 | | 2.308 | | 2.280 | | 2.256 | | 2.234 | 2.215 | | 2.198 | | 2.182 | | 2.168 | | 2.155 | | 2.144 | |
| **20** | | 2.310 | | 2.278 | | 2.250 | | 2.225 | | 2.203 | 2.184 | | 2.167 | | 2.151 | | 2.137 | | 2.124 | | 2.112 | |
| **21** | | 2.283 | | 2.250 | | 2.222 | | 2.197 | | 2.176 | 2.156 | | 2.139 | | 2.123 | | 2.109 | | 2.096 | | 2.084 | |
| **22** | | 2.259 | | 2.226 | | 2.198 | | 2.173 | | 2.151 | 2.131 | | 2.114 | | 2.098 | | 2.084 | | 2.071 | | 2.059 | |
| **23** | | 2.236 | | 2.204 | | 2.175 | | 2.150 | | 2.128 | 2.109 | | 2.091 | | 2.075 | | 2.061 | | 2.048 | | 2.036 | |
| **24** | | 2.216 | | 2.183 | | 2.155 | | 2.130 | | 2.108 | 2.088 | | 2.070 | | 2.054 | | 2.040 | | 2.027 | | 2.015 | |
| **25** | | 2.198 | | 2.165 | | 2.136 | | 2.111 | | 2.089 | 2.069 | | 2.051 | | 2.035 | | 2.021 | | 2.007 | | 1.995 | |
| **26** | | 2.181 | | 2.148 | | 2.119 | | 2.094 | | 2.072 | 2.052 | | 2.034 | | 2.018 | | 2.003 | | 1.990 | | 1.978 | |
| **27** | | 2.166 | | 2.132 | | 2.103 | | 2.078 | | 2.056 | 2.036 | | 2.018 | | 2.002 | | 1.987 | | 1.974 | | 1.961 | |
| **28** | | 2.151 | | 2.118 | | 2.089 | | 2.064 | | 2.041 | 2.021 | | 2.003 | | 1.987 | | 1.972 | | 1.959 | | 1.946 | |
| **35** | | 2.075 | | 2.041 | | 2.012 | | 1.986 | | 1.963 | 1.942 | | 1.924 | | 1.907 | | 1.892 | | 1.878 | | 1.866 | |
| **40** | | 2.038 | | 2.003 | | 1.974 | | 1.948 | | 1.924 | 1.904 | | 1.885 | | 1.868 | | 1.853 | | 1.839 | | 1.826 | |
| **50** | | 1.986 | | 1.952 | | 1.921 | | 1.895 | | 1.871 | 1.850 | | 1.831 | | 1.814 | | 1.798 | | 1.784 | | 1.771 | |
| **60** | | 1.952 | | 1.917 | | 1.887 | | 1.860 | | 1.836 | 1.815 | | 1.796 | | 1.778 | | 1.763 | | 1.748 | | 1.735 | |
| **70** | | 1.928 | | 1.893 | | 1.863 | | 1.836 | | 1.812 | 1.790 | | 1.771 | | 1.753 | | 1.737 | | 1.722 | | 1.709 | |
| **80** | | 1.910 | | 1.875 | | 1.845 | | 1.817 | | 1.793 | 1.772 | | 1.752 | | 1.734 | | 1.718 | | 1.703 | | 1.689 | |
| **90** | | 1.897 | | 1.861 | | 1.830 | | 1.803 | | 1.779 | 1.757 | | 1.737 | | 1.720 | | 1.703 | | 1.688 | | 1.675 | |
| **100** | | 1.886 | | 1.850 | | 1.819 | | 1.792 | | 1.768 | 1.746 | | 1.726 | | 1.708 | | 1.691 | | 1.676 | | 1.663 | |
| **200** | | 1.837 | | 1.801 | | 1.769 | | 1.742 | | 1.717 | 1.694 | | 1.674 | | 1.656 | | 1.639 | | 1.623 | | 1.609 | |
| **300** | | 1.821 | | 1.785 | | 1.753 | | 1.725 | | 1.700 | 1.677 | | 1.657 | | 1.638 | | 1.621 | | 1.606 | | 1.591 | |
| **400** | | 1.813 | | 1.776 | | 1.745 | | 1.717 | | 1.691 | 1.669 | | 1.648 | | 1.630 | | 1.613 | | 1.597 | | 1.582 | |
| **500** | | 1.808 | | 1.772 | | 1.740 | | 1.712 | | 1.686 | 1.664 | | 1.643 | | 1.625 | | 1.607 | | 1.592 | | 1.577 | |
| **1000** | | 1.798 | | 1.762 | | 1.730 | | 1.702 | | 1.676 | 1.654 | | 1.633 | | 1.614 | | 1.597 | | 1.581 | | 1.566 | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **dk1**  **dk2** | **22** | **23** | **24** | **25** | **26** | **27** | **28** | **29** | **30** | **35** | **40** |
| **1** | 248.579 | 248.823 | 249.052 | 249.260 | 249.453 | 249.631 | 249.798 | 249.951 | 250.096 | 250.693 | 251.144 |
| **2** | 19.450 | 19.452 | 19.454 | 19.456 | 19.457 | 19.459 | 19.460 | 19.461 | 19.463 | 19.467 | 19.471 |
| **3** | 8.648 | 8.643 | 8.638 | 8.634 | 8.630 | 8.626 | 8.623 | 8.620 | 8.617 | 8.604 | 8.594 |
| **4** | 5.787 | 5.781 | 5.774 | 5.769 | 5.763 | 5.759 | 5.754 | 5.750 | 5.746 | 5.729 | 5.717 |
| **5** | 4.541 | 4.534 | 4.527 | 4.521 | 4.515 | 4.510 | 4.505 | 4.500 | 4.496 | 4.478 | 4.464 |
| **6** | 3.856 | 3.849 | 3.841 | 3.835 | 3.829 | 3.823 | 3.818 | 3.813 | 3.808 | 3.789 | 3.774 |
| **7** | 3.426 | 3.418 | 3.410 | 3.404 | 3.397 | 3.391 | 3.386 | 3.381 | 3.376 | 3.356 | 3.340 |
| **8** | 3.131 | 3.123 | 3.115 | 3.108 | 3.102 | 3.095 | 3.090 | 3.084 | 3.079 | 3.059 | 3.043 |
| **9** | 2.917 | 2.908 | 2.900 | 2.893 | 2.886 | 2.880 | 2.874 | 2.869 | 2.864 | 2.842 | 2.826 |
| **10** | 2.754 | 2.745 | 2.737 | 2.730 | 2.723 | 2.716 | 2.710 | 2.705 | 2.700 | 2.678 | 2.661 |
| **11** | 2.626 | 2.617 | 2.609 | 2.601 | 2.594 | 2.588 | 2.582 | 2.576 | 2.570 | 2.548 | 2.531 |
| **12** | 2.523 | 2.514 | 2.505 | 2.498 | 2.491 | 2.484 | 2.478 | 2.472 | 2.466 | 2.443 | 2.426 |
| **13** | 2.438 | 2.429 | 2.420 | 2.412 | 2.405 | 2.398 | 2.392 | 2.386 | 2.380 | 2.357 | 2.339 |
| **14** | 2.367 | 2.357 | 2.349 | 2.341 | 2.333 | 2.326 | 2.320 | 2.314 | 2.308 | 2.284 | 2.266 |
| **15** | 2.306 | 2.297 | 2.288 | 2.280 | 2.272 | 2.265 | 2.259 | 2.253 | 2.247 | 2.223 | 2.204 |
| **16** | 2.254 | 2.244 | 2.235 | 2.227 | 2.220 | 2.212 | 2.206 | 2.200 | 2.194 | 2.169 | 2.151 |
| **17** | 2.208 | 2.199 | 2.190 | 2.181 | 2.174 | 2.167 | 2.160 | 2.154 | 2.148 | 2.123 | 2.104 |
| **18** | 2.168 | 2.159 | 2.150 | 2.141 | 2.134 | 2.126 | 2.119 | 2.113 | 2.107 | 2.082 | 2.063 |
| **19** | 2.133 | 2.123 | 2.114 | 2.106 | 2.098 | 2.090 | 2.084 | 2.077 | 2.071 | 2.046 | 2.026 |
| **20** | 2.102 | 2.092 | 2.082 | 2.074 | 2.066 | 2.059 | 2.052 | 2.045 | 2.039 | 2.013 | 1.994 |
| **21** | 2.073 | 2.063 | 2.054 | 2.045 | 2.037 | 2.030 | 2.023 | 2.016 | 2.010 | 1.984 | 1.965 |
| **22** | 2.048 | 2.038 | 2.028 | 2.020 | 2.012 | 2.004 | 1.997 | 1.990 | 1.984 | 1.958 | 1.938 |
| **23** | 2.025 | 2.014 | 2.005 | 1.996 | 1.988 | 1.981 | 1.973 | 1.967 | 1.961 | 1.934 | 1.914 |
| **24** | 2.003 | 1.993 | 1.984 | 1.975 | 1.967 | 1.959 | 1.952 | 1.945 | 1.939 | 1.912 | 1.892 |
| **25** | 1.984 | 1.974 | 1.964 | 1.955 | 1.947 | 1.939 | 1.932 | 1.926 | 1.919 | 1.892 | 1.872 |
| **26** | 1.966 | 1.956 | 1.946 | 1.938 | 1.929 | 1.921 | 1.914 | 1.907 | 1.901 | 1.874 | 1.853 |
| **27** | 1.950 | 1.940 | 1.930 | 1.921 | 1.913 | 1.905 | 1.898 | 1.891 | 1.884 | 1.857 | 1.836 |
| **28** | 1.935 | 1.924 | 1.915 | 1.906 | 1.897 | 1.889 | 1.882 | 1.875 | 1.869 | 1.841 | 1.820 |
| **35** | 1.854 | 1.843 | 1.833 | 1.824 | 1.815 | 1.807 | 1.799 | 1.792 | 1.786 | 1.757 | 1.735 |
| **40** | 1.814 | 1.803 | 1.793 | 1.783 | 1.775 | 1.766 | 1.759 | 1.751 | 1.744 | 1.715 | 1.693 |
| **50** | 1.759 | 1.748 | 1.737 | 1.727 | 1.718 | 1.710 | 1.702 | 1.694 | 1.687 | 1.657 | 1.634 |
| **60** | 1.722 | 1.711 | 1.700 | 1.690 | 1.681 | 1.672 | 1.664 | 1.656 | 1.649 | 1.618 | 1.594 |
| **70** | 1.696 | 1.685 | 1.674 | 1.664 | 1.654 | 1.646 | 1.637 | 1.629 | 1.622 | 1.591 | 1.566 |
| **80** | 1.677 | 1.665 | 1.654 | 1.644 | 1.634 | 1.626 | 1.617 | 1.609 | 1.602 | 1.570 | 1.545 |
| **90** | 1.662 | 1.650 | 1.639 | 1.629 | 1.619 | 1.610 | 1.601 | 1.593 | 1.586 | 1.554 | 1.528 |
| **100** | 1.650 | 1.638 | 1.627 | 1.616 | 1.607 | 1.598 | 1.589 | 1.581 | 1.573 | 1.541 | 1.515 |
| **200** | 1.596 | 1.583 | 1.572 | 1.561 | 1.551 | 1.542 | 1.533 | 1.524 | 1.516 | 1.482 | 1.455 |
| **300** | 1.578 | 1.565 | 1.554 | 1.543 | 1.533 | 1.523 | 1.514 | 1.505 | 1.497 | 1.463 | 1.435 |
| **400** | 1.569 | 1.556 | 1.545 | 1.534 | 1.523 | 1.514 | 1.505 | 1.496 | 1.488 | 1.453 | 1.425 |
| **500** | 1.563 | 1.551 | 1.539 | 1.528 | 1.518 | 1.508 | 1.499 | 1.490 | 1.482 | 1.447 | 1.419 |
| **1000** | 1.553 | 1.540 | 1.528 | 1.517 | 1.507 | 1.497 | 1.488 | 1.479 | 1.471 | 1.435 | 1.406 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **dk1**  **dk2** | **50** | **60** | **70** | **80** | **90** | **100** | **200** | **300** | **400** | **500** | **1000** |
| **1** | 251.774 | 252.196 | 252.498 | 252.723 | 252.898 | 253.043 | 253.676 | 253.887 | 253.996 | 254.062 | 254.186 |
| **2** | 19.476 | 19.479 | 19.481 | 19.483 | 19.485 | 19.486 | 19.491 | 19.492 | 19.493 | 19.494 | 19.495 |
| **3** | 8.581 | 8.572 | 8.566 | 8.561 | 8.557 | 8.554 | 8.540 | 8.536 | 8.533 | 8.532 | 8.529 |
| **4** | 5.699 | 5.688 | 5.679 | 5.673 | 5.668 | 5.664 | 5.646 | 5.640 | 5.637 | 5.635 | 5.632 |
| **5** | 4.444 | 4.431 | 4.422 | 4.415 | 4.409 | 4.405 | 4.385 | 4.378 | 4.375 | 4.373 | 4.369 |
| **6** | 3.754 | 3.740 | 3.730 | 3.722 | 3.716 | 3.712 | 3.690 | 3.683 | 3.680 | 3.678 | 3.673 |
| **7** | 3.319 | 3.304 | 3.294 | 3.286 | 3.280 | 3.275 | 3.252 | 3.245 | 3.241 | 3.239 | 3.234 |
| **8** | 3.020 | 3.005 | 2.994 | 2.986 | 2.980 | 2.975 | 2.951 | 2.943 | 2.939 | 2.937 | 2.932 |
| **9** | 2.803 | 2.787 | 2.776 | 2.768 | 2.761 | 2.756 | 2.731 | 2.723 | 2.719 | 2.717 | 2.712 |
| **10** | 2.637 | 2.621 | 2.609 | 2.601 | 2.594 | 2.588 | 2.563 | 2.555 | 2.551 | 2.548 | 2.543 |
| **11** | 2.507 | 2.490 | 2.478 | 2.469 | 2.462 | 2.457 | 2.431 | 2.422 | 2.418 | 2.415 | 2.410 |
| **12** | 2.401 | 2.384 | 2.372 | 2.363 | 2.356 | 2.350 | 2.323 | 2.314 | 2.310 | 2.307 | 2.302 |
| **13** | 2.314 | 2.297 | 2.284 | 2.275 | 2.267 | 2.261 | 2.234 | 2.225 | 2.220 | 2.218 | 2.212 |
| **14** | 2.241 | 2.223 | 2.210 | 2.201 | 2.193 | 2.187 | 2.159 | 2.150 | 2.145 | 2.142 | 2.136 |
| **15** | 2.178 | 2.160 | 2.147 | 2.137 | 2.130 | 2.123 | 2.095 | 2.085 | 2.081 | 2.078 | 2.072 |
| **16** | 2.124 | 2.106 | 2.093 | 2.083 | 2.075 | 2.068 | 2.039 | 2.030 | 2.025 | 2.022 | 2.016 |
| **17** | 2.077 | 2.058 | 2.045 | 2.035 | 2.027 | 2.020 | 1.991 | 1.981 | 1.976 | 1.973 | 1.967 |
| **18** | 2.035 | 2.017 | 2.003 | 1.993 | 1.985 | 1.978 | 1.948 | 1.938 | 1.933 | 1.929 | 1.923 |
| **19** | 1.999 | 1.980 | 1.966 | 1.955 | 1.947 | 1.940 | 1.910 | 1.899 | 1.894 | 1.891 | 1.884 |
| **20** | 1.966 | 1.946 | 1.932 | 1.922 | 1.913 | 1.907 | 1.875 | 1.865 | 1.859 | 1.856 | 1.850 |
| **21** | 1.936 | 1.916 | 1.902 | 1.891 | 1.883 | 1.876 | 1.845 | 1.834 | 1.828 | 1.825 | 1.818 |
| **22** | 1.909 | 1.889 | 1.875 | 1.864 | 1.856 | 1.849 | 1.817 | 1.806 | 1.800 | 1.797 | 1.790 |
| **23** | 1.885 | 1.865 | 1.850 | 1.839 | 1.830 | 1.823 | 1.791 | 1.780 | 1.774 | 1.771 | 1.764 |
| **24** | 1.863 | 1.842 | 1.828 | 1.816 | 1.808 | 1.800 | 1.768 | 1.756 | 1.750 | 1.747 | 1.740 |
| **25** | 1.842 | 1.822 | 1.807 | 1.796 | 1.787 | 1.779 | 1.746 | 1.735 | 1.729 | 1.725 | 1.718 |
| **26** | 1.823 | 1.803 | 1.788 | 1.776 | 1.767 | 1.760 | 1.726 | 1.714 | 1.709 | 1.705 | 1.698 |
| **27** | 1.806 | 1.785 | 1.770 | 1.758 | 1.749 | 1.742 | 1.708 | 1.696 | 1.690 | 1.686 | 1.679 |
| **28** | 1.790 | 1.769 | 1.754 | 1.742 | 1.733 | 1.725 | 1.691 | 1.679 | 1.673 | 1.669 | 1.662 |
| **35** | 1.703 | 1.681 | 1.665 | 1.652 | 1.643 | 1.635 | 1.598 | 1.585 | 1.578 | 1.574 | 1.566 |
| **40** | 1.660 | 1.637 | 1.621 | 1.608 | 1.597 | 1.589 | 1.551 | 1.537 | 1.530 | 1.526 | 1.517 |
| **50** | 1.599 | 1.576 | 1.558 | 1.544 | 1.534 | 1.525 | 1.484 | 1.469 | 1.461 | 1.457 | 1.448 |
| **60** | 1.559 | 1.534 | 1.516 | 1.502 | 1.491 | 1.481 | 1.438 | 1.422 | 1.414 | 1.409 | 1.399 |
| **70** | 1.530 | 1.505 | 1.486 | 1.471 | 1.459 | 1.450 | 1.404 | 1.388 | 1.379 | 1.374 | 1.364 |
| **80** | 1.508 | 1.482 | 1.463 | 1.448 | 1.436 | 1.426 | 1.379 | 1.361 | 1.353 | 1.347 | 1.336 |
| **90** | 1.491 | 1.465 | 1.445 | 1.429 | 1.417 | 1.407 | 1.358 | 1.340 | 1.331 | 1.326 | 1.314 |
| **100** | 1.477 | 1.450 | 1.430 | 1.415 | 1.402 | 1.392 | 1.342 | 1.323 | 1.314 | 1.308 | 1.296 |
| **200** | 1.415 | 1.386 | 1.364 | 1.346 | 1.332 | 1.321 | 1.263 | 1.240 | 1.228 | 1.221 | 1.205 |
| **300** | 1.393 | 1.363 | 1.341 | 1.323 | 1.308 | 1.296 | 1.234 | 1.210 | 1.196 | 1.188 | 1.170 |
| **400** | 1.383 | 1.352 | 1.329 | 1.311 | 1.296 | 1.283 | 1.219 | 1.193 | 1.179 | 1.170 | 1.150 |
| **500** | 1.376 | 1.345 | 1.322 | 1.303 | 1.288 | 1.275 | 1.210 | 1.183 | 1.168 | 1.159 | 1.138 |
| **1000** | 1.363 | 1.332 | 1.308 | 1.289 | 1.273 | 1.260 | 1.190 | 1.161 | 1.145 | 1.134 | 1.110 |