**Lampiran 01**

**KUESIONER PENELITIAN**

**PENGARUH KECERDASAN EMOSIONAL, IKLIM ORGANISASI DAN PERILAKU ETIS TERHADAP KINERJA APARATUR SIPIL NEGARA (ASN) PADA DINAS KEHUTANAN 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 Kecerdasan Emosional (X1)**

|  |  |  |
| --- | --- | --- |
| No | Pernyataan | Alternatif Jawaban |
| SS | S | KS | TS | STS |
| 1. | Saya mampu mengenali emosi diri dalam melakukan pekerjaan |  |  |  |  |  |
| 2. | Saya mampu mengontrol emosi pribadi saat sedang bekerja |  |  |  |  |  |
| 3. | Saya mempunyai dorongan yang kuat dalam melakukan pekerjaan di Dinas Kehutanan Provinsi Sumatera Utara |  |  |  |  |  |
| 4. | Sebagai pegawai Negeri Sipil, saya mampu memahami karakter dan sifat dari pegawai lain untuk tetap menjaga kecerdasan emosional yang baik |  |  |  |  |  |
| 5. | Saya dan pegawai lain serta pimpinan pada Dinas Kehutanan Provinsi Sumatera Utara saat ini mempunyai hubungan baik |  |  |  |  |  |
| 6. | Sebagai pegawai pada Dinas Kehutanan Provinsi Sumatera Utara, saya dan rekan kerja melakukan kerjasama untuk menyelesaikan pekerjaan yang sulit |  |  |  |  |  |

**Variabel Iklim Organisasi (X2)**

|  |  |  |
| --- | --- | --- |
| No | Pernyataan | Alternatif Jawaban |
| SS | S | KS | TS | STS |
| 1. | Sebagai pegawai Dinas Kehutanan Provinsi Sumatera Utara, saya mempunyai tanggung jawab yang besar dalam melaksanakan pekerjaan hingga selesai |  |  |  |  |  |
| 2. | Saya dan rekan kerja di Dinas Kehutanan Provinsi Sumatera Utara sudah saling kenal antara satu dengan lainnya.  |  |  |  |  |  |
| 3. | Saya selalu menjaga kekompakan dengan pegawai lain agar terciptanya iklim organisasi yang baik |  |  |  |  |  |
| 4.  | Pimpinan Dinas Kehutanan Provinsi Sumatera Utara selalu mendukung pegawainya dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 5. | Saya dan pegawai lain serta pimpinan Dinas Kehutanan Provinsi Sumatera Utara sampai saat ini tidak terlibat konflik dan tetap menjaga hubungan baik |  |  |  |  |  |
| 6 | Saya selalu diberikan apresiasi berupa penghargaan jika berprestasi dan berkontribusi baik terhadap Dinas Kehutanan Provinsi Sumatera Utara. |  |  |  |  |  |
| 7 | Saya mempunyai komitmen yang kuat terhadap Dinas Kehutanan Provinsi Sumatera Utara. |  |  |  |  |  |

**Variabel Perilaku Etis (X3)**

|  |  |  |
| --- | --- | --- |
| No | Pernyataan | Alternatif Jawaban |
| SS | S | KS | TS | STS |
| 1. | Sebagai pegawai Dinas Kehutanan Provinsi Sumatera Utara, saya selalu menjaga hubungan baik antar pegawai dan pimpinan. |  |  |  |  |  |
| 2. | Saya selalu disiplin terhadap peraturan yang telah ditetapkan oleh Dinas Kehutanan Provinsi Sumatera Utara |  |  |  |  |  |
| 3. | Sebagai pegawai Dinas Kehutanan Provinsi Sumatera Utara, saya selalu setia untuk tetap bekerja dan mengerahkan seluruh kemampuan dalam bekerja |  |  |  |  |  |
| 4. | Saya selalu hadir tepat waktu pada saat jam bekerja di Dinas Kehutanan Provinsi Sumatera Utara |  |  |  |  |  |
| 5.  | Saya sudah mengeluarkan seluruh kemampuan dalam melaksanakan pekerjaan |  |  |  |  |  |
| 6. | Saya selalu bekerja sesuai dengan kode etik yang berlaku terhadap suatu instansi |  |  |  |  |  |
| 7. | Saya selalu konsisten dengan tindakan dan juga keputusan yang dibuat oleh pimpinan Dinas Kehutanan Provinsi Sumatera Utara |  |  |  |  |  |

**Variabel Kinerja ASN (Y)**

|  |  |  |
| --- | --- | --- |
| No | Pernyataan | Alternatif Jawaban |
| SS | S | KS | TS | STS |
| 1. | Sebagai pegawai Dinas Kehutanan Provinsi Sumatera Utara, saya selalu menyelesaikan pekerjaan dengan sebaik mungkin. |  |  |  |  |  |
| 2. | Sebagai pegawai Dinas Kehutanan Provinsi Sumatera Utara, saya selalu menyelesaikan pekerjaan dengan tepat waktu. |  |  |  |  |  |
| 3. | Sebagai pegawai Dinas Kehutanan Provinsi Sumatera Utara, saya selalu menerapkan kerjasama dalam menyelesaikan pekerjaan yang bersifat rumit |  |  |  |  |  |
| 4.  | Saya yakin pengawasan di Dinas Kehutanan Provinsi Sumatera Utara sudah berlangsung baik yang dilakukan pimpinan kepada pegawai  |  |  |  |  |  |
| 5. | Saya selalu bekerja dengan kemauan yang tinggi hingga pekerjaan tersebut selesai |  |  |  |  |  |
| 6. | Saya selalu menyelesaikan pekerjaan dengan sendirinya tanpa melibatkan pegawai lain. |  |  |  |  |  |
| 7. | Saya percaya pimpinan Dinas Kehutanan Provinsi Sumatera Utara sudah menyiapkan rencana kerja kedepannya untuk para pegawai |  |  |  |  |  |
| 8. | Saya yakin pihak Dinas Kehutanan Provinsi Sumatera Utara sudah memberikan pembinaan kerja kepada para pegawainya |  |  |  |  |  |
| 9. | Pekerjaan yang sudah diselesaikan pegawai selalu dinilai oleh pimpinan Dinas Kehutanan Provinsi Sumatera Utara  |  |  |  |  |  |

**Lampiran 02**

**Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Kecerdasan Emosional (X1)**

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

**Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Iklim Organisasi**

**(X2)**

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

**Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Perilaku Etis**

**(X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.TTL** |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 22 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 15 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 18 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 32 |
| 19 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 30 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 21 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 33 |
| 22 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 26 |
| 23 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 33 |
| 24 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 30 |
| 25 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 29 |
| 26 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 30 |
| 27 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 33 |
| 28 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 30 |
| 29 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 33 |
| 30 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 30 |

**Tabulasi Data Uji Validitas Dan Reliabilitas Variabel Kinerja ASN**

**(Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.TTL** |
| 1 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 39 |
| 2 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 40 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 34 |
| 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 31 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 34 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 10 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 40 |
| 11 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 12 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 36 |
| 13 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 31 |
| 14 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 34 |
| 15 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 34 |
| 16 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 2 | 27 |
| 17 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 22 |
| 18 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 26 |
| 19 | 3 | 2 | 3 | 5 | 5 | 3 | 3 | 4 | 2 | 30 |
| 20 | 2 | 3 | 4 | 4 | 2 | 5 | 5 | 4 | 5 | 34 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 39 |
| 22 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 33 |
| 23 | 5 | 3 | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 38 |
| 24 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 39 |
| 25 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 42 |
| 26 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 42 |
| 27 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 28 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 29 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 30 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |

**Lampiran 03**

**Tabulasi Data Uji Asumsi Klasik Dan Regresi Linear Berganda Variabel Kecerdasan Emosional (X1)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.TTL** |
| 1 | 5 | 5 | 3 | 4 | 5 | 3 | 25 |
| 2 | 5 | 5 | 5 | 5 | 5 | 2 | 27 |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| 6 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 7 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 8 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 9 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 10 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 11 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 12 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 13 | 4 | 4 | 3 | 4 | 5 | 3 | 23 |
| 14 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 15 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 16 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 17 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 20 | 4 | 4 | 5 | 4 | 5 | 5 | 27 |
| 21 | 3 | 3 | 4 | 5 | 4 | 4 | 23 |
| 22 | 4 | 4 | 3 | 4 | 5 | 3 | 23 |
| 23 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 24 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 25 | 2 | 2 | 3 | 4 | 4 | 3 | 18 |
| 26 | 3 | 3 | 2 | 3 | 4 | 2 | 17 |
| 27 | 5 | 4 | 3 | 2 | 3 | 3 | 20 |
| 28 | 2 | 4 | 5 | 3 | 2 | 5 | 21 |
| 29 | 3 | 3 | 5 | 2 | 3 | 2 | 18 |
| 30 | 2 | 2 | 3 | 4 | 4 | 4 | 19 |
| 31 | 3 | 3 | 2 | 3 | 4 | 2 | 17 |
| 32 | 5 | 4 | 3 | 2 | 3 | 3 | 20 |
| 33 | 2 | 4 | 5 | 3 | 2 | 5 | 21 |
| 34 | 3 | 3 | 5 | 2 | 3 | 2 | 18 |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 36 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 37 | 5 | 5 | 3 | 3 | 3 | 4 | 23 |
| 38 | 5 | 5 | 4 | 4 | 4 | 3 | 25 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 40 | 5 | 5 | 3 | 3 | 3 | 4 | 23 |
| 41 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 42 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 43 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 45 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 46 | 3 | 4 | 4 | 4 | 3 | 3 | 21 |
| 47 | 2 | 5 | 5 | 3 | 4 | 5 | 24 |
| 48 | 3 | 5 | 5 | 4 | 5 | 4 | 26 |
| 49 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 50 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 51 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 52 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 53 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 54 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 55 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 56 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 58 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 59 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 60 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |

**Tabulasi Data Uji Asumsi Klasik Dan Regresi Linear Berganda Variabel Iklim Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.TTL** |
| 1 | 5 | 5 | 2 | 5 | 5 | 5 | 4 | 31 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 30 |
| 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 33 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 30 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 33 |
| 6 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 32 |
| 7 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 31 |
| 8 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 29 |
| 9 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 27 |
| 10 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 28 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 12 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 29 |
| 13 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 30 |
| 14 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 30 |
| 15 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 30 |
| 16 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 31 |
| 17 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 30 |
| 18 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 28 |
| 19 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 29 |
| 20 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 28 |
| 21 | 4 | 5 | 3 | 3 | 4 | 2 | 3 | 24 |
| 22 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 21 |
| 23 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 21 |
| 24 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 28 |
| 25 | 3 | 4 | 2 | 5 | 5 | 3 | 2 | 24 |
| 26 | 2 | 3 | 3 | 5 | 2 | 2 | 3 | 20 |
| 27 | 3 | 2 | 5 | 2 | 3 | 3 | 2 | 20 |
| 28 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 17 |
| 29 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 30 |
| 30 | 3 | 4 | 2 | 5 | 5 | 4 | 2 | 25 |
| 31 | 2 | 3 | 3 | 5 | 2 | 3 | 5 | 23 |
| 32 | 3 | 2 | 5 | 5 | 5 | 4 | 4 | 28 |
| 33 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 22 |
| 34 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 27 |
| 35 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 36 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 24 |
| 37 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 26 |
| 38 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 26 |
| 39 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 27 |
| 40 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 26 |
| 41 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 25 |
| 42 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 26 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 44 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 27 |
| 45 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 26 |
| 46 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 28 |
| 47 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 30 |
| 48 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 31 |
| 49 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 30 |
| 50 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 30 |
| 51 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 30 |
| 52 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 30 |
| 53 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 29 |
| 54 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 28 |
| 55 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 56 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 28 |
| 57 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 28 |
| 58 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 59 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 60 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 29 |

**Tabulasi Data Uji Asumsi Klasik Dan Regresi Linear Berganda Variabel Perilaku Etis (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.TTL** |
| 1 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 31 |
| 2 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 32 |
| 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 31 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 32 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 31 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 33 |
| 7 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 31 |
| 8 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 32 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 31 |
| 10 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 30 |
| 11 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 27 |
| 12 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 26 |
| 13 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 26 |
| 14 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 27 |
| 15 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 |
| 16 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 32 |
| 17 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 32 |
| 18 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 33 |
| 19 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 31 |
| 20 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 28 |
| 21 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 27 |
| 22 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 26 |
| 23 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 25 |
| 24 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 22 |
| 25 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 20 |
| 26 | 5 | 4 | 3 | 2 | 2 | 3 | 3 | 22 |
| 27 | 2 | 4 | 5 | 3 | 3 | 2 | 5 | 24 |
| 28 | 3 | 3 | 5 | 2 | 5 | 3 | 2 | 23 |
| 29 | 2 | 2 | 3 | 4 | 5 | 2 | 4 | 22 |
| 30 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 20 |
| 31 | 5 | 4 | 3 | 2 | 2 | 3 | 3 | 22 |
| 32 | 2 | 4 | 5 | 3 | 3 | 2 | 5 | 24 |
| 33 | 3 | 3 | 5 | 2 | 5 | 3 | 2 | 23 |
| 34 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 29 |
| 35 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 31 |
| 36 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 28 |
| 37 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 27 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 39 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 28 |
| 40 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 41 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 24 |
| 42 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 44 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 24 |
| 45 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 24 |
| 46 | 2 | 5 | 5 | 3 | 4 | 4 | 5 | 28 |
| 47 | 3 | 5 | 5 | 4 | 5 | 3 | 4 | 29 |
| 48 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 31 |
| 49 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 29 |
| 50 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 30 |
| 51 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 31 |
| 52 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 29 |
| 53 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 32 |
| 54 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 55 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 31 |
| 56 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 31 |
| 57 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 30 |
| 58 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 31 |
| 59 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 30 |
| 60 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |

**Tabulasi Data Uji Asumsi Klasik Dan Regresi Linear Berganda Variabel Kinerja ASN (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.TTL** |
| 1 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 2 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 3 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 38 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 35 |
| 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 37 |
| 6 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 35 |
| 7 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 33 |
| 8 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 32 |
| 9 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 36 |
| 10 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 34 |
| 11 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 33 |
| 12 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 33 |
| 13 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 33 |
| 14 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 31 |
| 15 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 35 |
| 16 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 2 | 33 |
| 17 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 18 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 36 |
| 19 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 34 |
| 20 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 2 | 32 |
| 21 | 2 | 3 | 3 | 5 | 3 | 4 | 4 | 2 | 3 | 29 |
| 22 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 28 |
| 23 | 2 | 4 | 4 | 3 | 3 | 3 | 5 | 2 | 4 | 30 |
| 24 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 27 |
| 25 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 24 |
| 26 | 2 | 3 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 22 |
| 27 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 26 |
| 28 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 27 |
| 29 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 25 |
| 30 | 5 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 31 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 4 | 27 |
| 32 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 25 |
| 33 | 2 | 2 | 5 | 3 | 2 | 3 | 3 | 4 | 4 | 28 |
| 34 | 4 | 3 | 4 | 2 | 5 | 3 | 2 | 3 | 2 | 28 |
| 35 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 4 | 32 |
| 36 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 30 |
| 37 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 30 |
| 38 | 4 | 2 | 3 | 5 | 4 | 3 | 5 | 4 | 5 | 35 |
| 39 | 5 | 4 | 2 | 4 | 3 | 4 | 2 | 3 | 4 | 31 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 28 |
| 41 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 31 |
| 42 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 29 |
| 43 | 4 | 2 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 32 |
| 44 | 4 | 2 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 32 |
| 45 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 30 |
| 46 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 33 |
| 47 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 36 |
| 48 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 36 |
| 49 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 31 |
| 50 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 34 |
| 51 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 34 |
| 52 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 36 |
| 53 | 3 | 3 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 34 |
| 54 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 34 |
| 55 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 33 |
| 56 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 35 |
| 57 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 38 |
| 58 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 34 |
| 59 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 33 |
| 60 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 33 |

**Lampiran 04**

**Hasil Uji Validitas Dan Reliabilitas**

|  |
| --- |
| **Correlations** |
|  | Kecerdasan Emosional | Kecerdasan Emosional | Kecerdasan Emosional | Kecerdasan Emosional | Kecerdasan Emosional | Kecerdasan Emosional | Kecerdasan Emosional |
| Kecerdasan Emosional | Pearson Correlation | 1 | .777\*\* | 1.000\*\* | .776\*\* | .832\*\* | .646\*\* | .938\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kecerdasan Emosional | Pearson Correlation | .777\*\* | 1 | .777\*\* | .664\*\* | .777\*\* | .808\*\* | .896\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kecerdasan Emosional | Pearson Correlation | 1.000\*\* | .777\*\* | 1 | .776\*\* | .832\*\* | .646\*\* | .938\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kecerdasan Emosional | Pearson Correlation | .776\*\* | .664\*\* | .776\*\* | 1 | .832\*\* | .646\*\* | .875\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kecerdasan Emosional | Pearson Correlation | .832\*\* | .777\*\* | .832\*\* | .832\*\* | 1 | .591\*\* | .907\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kecerdasan Emosional | Pearson Correlation | .646\*\* | .808\*\* | .646\*\* | .646\*\* | .591\*\* | 1 | .810\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kecerdasan Emosional | Pearson Correlation | .938\*\* | .896\*\* | .938\*\* | .875\*\* | .907\*\* | .810\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 |
| .814 | 7 |

|  |
| --- |
| **Correlations** |
|  | Iklim Organisasi | Iklim Organisasi | Iklim Organisasi | Iklim Organisasi | Iklim Organisasi | Iklim Organisasi | Iklim Organisasi | Iklim Organisasi |
| Iklim Organisasi | Pearson Correlation | 1 | .777\*\* | .677\*\* | .255 | .427\* | .677\*\* | .242 | .786\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .175 | .018 | .000 | .197 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Iklim Organisasi | Pearson Correlation | .777\*\* | 1 | .613\*\* | .317 | .325 | .558\*\* | .254 | .746\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .088 | .080 | .001 | .176 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Iklim Organisasi | Pearson Correlation | .677\*\* | .613\*\* | 1 | .164 | .338 | .611\*\* | .267 | .712\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .388 | .067 | .000 | .154 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Iklim Organisasi | Pearson Correlation | .255 | .317 | .164 | 1 | .697\*\* | .327 | .922\*\* | .723\*\* |
| Sig. (2-tailed) | .175 | .088 | .388 |  | .000 | .078 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Iklim Organisasi | Pearson Correlation | .427\* | .325 | .338 | .697\*\* | 1 | .226 | .730\*\* | .731\*\* |
| Sig. (2-tailed) | .018 | .080 | .067 | .000 |  | .231 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Iklim Organisasi | Pearson Correlation | .677\*\* | .558\*\* | .611\*\* | .327 | .226 | 1 | .267 | .712\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .078 | .231 |  | .154 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Iklim Organisasi | Pearson Correlation | .242 | .254 | .267 | .922\*\* | .730\*\* | .267 | 1 | .723\*\* |
| Sig. (2-tailed) | .197 | .176 | .154 | .000 | .000 | .154 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Iklim Organisasi | Pearson Correlation | .786\*\* | .746\*\* | .712\*\* | .723\*\* | .731\*\* | .712\*\* | .723\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 |
| .781 | 8 |

|  |
| --- |
| **Correlations** |
|  | Perilaku Etis | Perilaku Etis | Perilaku Etis | Perilaku Etis | Perilaku Etis | Perilaku Etis | Perilaku Etis | Perilaku Etis |
| Perilaku Etis | Pearson Correlation | 1 | .664\*\* | .776\*\* | .664\*\* | .720\*\* | 1.000\*\* | .832\*\* | .897\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Perilaku Etis | Pearson Correlation | .664\*\* | 1 | .777\*\* | 1.000\*\* | .721\*\* | .664\*\* | .777\*\* | .887\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Perilaku Etis | Pearson Correlation | .776\*\* | .777\*\* | 1 | .777\*\* | .944\*\* | .776\*\* | .832\*\* | .932\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Perilaku Etis | Pearson Correlation | .664\*\* | 1.000\*\* | .777\*\* | 1 | .721\*\* | .664\*\* | .777\*\* | .887\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Perilaku Etis | Pearson Correlation | .720\*\* | .721\*\* | .944\*\* | .721\*\* | 1 | .720\*\* | .776\*\* | .888\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Perilaku Etis | Pearson Correlation | 1.000\*\* | .664\*\* | .776\*\* | .664\*\* | .720\*\* | 1 | .832\*\* | .897\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Perilaku Etis | Pearson Correlation | .832\*\* | .777\*\* | .832\*\* | .777\*\* | .776\*\* | .832\*\* | 1 | .923\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Perilaku Etis | Pearson Correlation | .897\*\* | .887\*\* | .932\*\* | .887\*\* | .888\*\* | .897\*\* | .923\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 |
| .807 | 8 |

|  |
| --- |
| **Correlations** |
|  | Kinerja ASN | Kinerja ASN | Kinerja ASN | Kinerja ASN | Kinerja ASN | Kinerja ASN | Kinerja ASN | Kinerja ASN | Kinerja ASN | Kinerja ASN |
| Kinerja ASN | Pearson Correlation | 1 | .797\*\* | .414\* | .641\*\* | .786\*\* | .259 | .459\* | .816\*\* | .356 | .851\*\* |
| Sig. (2-tailed) |  | .000 | .023 | .000 | .000 | .167 | .011 | .000 | .054 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .797\*\* | 1 | .315 | .422\* | .684\*\* | .475\*\* | .494\*\* | .757\*\* | .546\*\* | .844\*\* |
| Sig. (2-tailed) | .000 |  | .090 | .020 | .000 | .008 | .005 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .414\* | .315 | 1 | .511\*\* | .202 | .116 | .240 | .414\* | .657\*\* | .586\*\* |
| Sig. (2-tailed) | .023 | .090 |  | .004 | .284 | .542 | .201 | .023 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .641\*\* | .422\* | .511\*\* | 1 | .653\*\* | .230 | .310 | .697\*\* | .246 | .718\*\* |
| Sig. (2-tailed) | .000 | .020 | .004 |  | .000 | .221 | .096 | .000 | .190 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .786\*\* | .684\*\* | .202 | .653\*\* | 1 | .152 | .232 | .722\*\* | .345 | .743\*\* |
| Sig. (2-tailed) | .000 | .000 | .284 | .000 |  | .421 | .218 | .000 | .062 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .259 | .475\*\* | .116 | .230 | .152 | 1 | .821\*\* | .414\* | .302 | .561\*\* |
| Sig. (2-tailed) | .167 | .008 | .542 | .221 | .421 |  | .000 | .023 | .104 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .459\* | .494\*\* | .240 | .310 | .232 | .821\*\* | 1 | .599\*\* | .406\* | .684\*\* |
| Sig. (2-tailed) | .011 | .005 | .201 | .096 | .218 | .000 |  | .000 | .026 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .816\*\* | .757\*\* | .414\* | .697\*\* | .722\*\* | .414\* | .599\*\* | 1 | .456\* | .898\*\* |
| Sig. (2-tailed) | .000 | .000 | .023 | .000 | .000 | .023 | .000 |  | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .356 | .546\*\* | .657\*\* | .246 | .345 | .302 | .406\* | .456\* | 1 | .662\*\* |
| Sig. (2-tailed) | .054 | .002 | .000 | .190 | .062 | .104 | .026 | .011 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja ASN | Pearson Correlation | .851\*\* | .844\*\* | .586\*\* | .718\*\* | .743\*\* | .561\*\* | .684\*\* | .898\*\* | .662\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .001 | .000 | .000 | .000 |  |
| N | 30 | 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 |
| .775 | 10 |

**Lampiran 05**

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

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .862a | .743 | .730 | 1.906 |
| a. Predictors: (Constant), Perilaku Etis, Iklim Organisasi, Kecerdasan Emosional |
| b. Dependent Variable: Kinerja ASN |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 589.504 | 3 | 196.501 | 54.093 | .000b |
| Residual | 203.429 | 56 | 3.633 |  |  |
| Total | 792.933 | 59 |  |  |  |
| a. Dependent Variable: Kinerja ASN |
| b. Predictors: (Constant), Perilaku Etis, Iklim Organisasi, Kecerdasan Emosional |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 4.042 | 2.268 |  | 1.782 | .080 |  |  |
| Kecerdasan Emosional | .357 | .149 | .300 | 2.403 | .020 | .293 | 3.414 |
| Iklim Organisasi | .249 | .100 | .225 | 2.502 | .015 | .565 | 1.770 |
| Perilaku Etis | .445 | .140 | .426 | 3.183 | .002 | .255 | 3.915 |
| a. Dependent Variable: Kinerja ASN |







|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 60 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.85686659 |
| Most Extreme Differences | Absolute | .086 |
| Positive | .073 |
| Negative | -.086 |
| Test Statistic | .086 |
| 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. |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 1.284 | 1.172 |  | 1.095 | .278 |  |  |
| Kecerdasan Emosional | -.031 | .077 | -.096 | -.399 | .691 | .293 | 3.414 |
| Iklim Organisasi | .085 | .052 | .285 | 1.646 | .105 | .565 | 1.770 |
| Perilaku Etis | -.047 | .072 | -.169 | -.656 | .514 | .255 | 3.915 |
| a. Dependent Variable: abs\_res |

**Tabel t**



**Tabel F**

**Tabel R**

