**Lampiran 1**

**KUESIONER**

Kepada Yth

Bapak/Ibu Responden

Assalamu’alaikum Wr. Wb.

Puji syukur kita panjatkan kehadirat Allah SWT karena atas limpahan rahmat, hidayah dan taufik-Nya lah sehingga angket penelitian ini yang berjudul

“**Pengaruh Kepemipinan dan Motivasi Kerja Terhadap Loyalitas Pegawai Di KPU Provinsi Sumatera Utara**”. Sehubungan dengan hal tersebut, maka mohon kesediaan Bapak/Ibu untuk mengisi angket ini walaupun disadari bahwa kesibukan selalu menyertai aktivitas, tugas dan pekerjaan Bapak/Ibu. Dalam mengisi angket ini, mohon kesediannya untuk menjawab secara jujur dan objektif, serta tidak merasa ragu karena angket ini hanya untuk kebutuhan penelitian, yang tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan akademik Bapak/Ibu.

Atas kesediaan dan kerjasama yang baik ini diucapkan banyak terima kasih, semoga Allah SWT meridhoi kita semua, Amin.

Medan, Juli 2021

Peneliti

**Rian Nugraha Simatupang**

1. **IDENTITAS RESPONDEN**

Nama : .........................................................................

Jenis Kelamin : .........................................................................

Umur : .........................................................................

Pendidikan : .........................................................................

1. **PETUNJUK PENGISIAN**
2. bacalah baik-baik setiap pernyataan dalam angket ini sebelum menjawabnya.
3. Berilah jawaban dengan memberi tanda (√) pada kolom yang tersedia.

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

1. bila ada sesuatu yang kurang jelas. mohon ditanyakan pada peneliti.

**Kepemimpinan (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Kemampuan analitis** | | | | | | |
| 1 | Pimpinan memiliki kemampuan analitis yang baik terkait permasalahan yang dihadapi |  |  |  |  |  |
| 2 | Kemampuan menganalisa situasi kerja secara teliti, matang, dan mantap menunjukkan suksesnya kepemimpinan |  |  |  |  |  |
| **Keterampilan komunikasi** | | | | | | |
| 3 | Pimpinan dalam memberikan perintah atau petunjuk kepada bawahan mudah dimengerti |  |  |  |  |  |
| 4 | Sebagai seorang pimpinan sudah seharusnya untuk memiliki keterampilan komunikasi yang baik |  |  |  |  |  |
| **Keberanian** | | | | | | |
| 5 | Pimpinan berani mengambil sikap bila terdapat bawahan yang melakukan pelanggaran |  |  |  |  |  |
| 6 | Seorang pimpinan memiliki keberanian dalam mengambil suatu keputusan |  |  |  |  |  |
| **Kemampuan mendengar** | | | | | | |
| 7 | Pimpinan siap mendengarkan pendapat yang disampaikan para bawahannya |  |  |  |  |  |
| 8 | Pimpinan mampu dalam menyerap semua pendapat para bawahannya untuk kemudian mengambil sebuah keputusan |  |  |  |  |  |
| **Ketegasan** | | | | | | |
| 9 | Ketegasan dalam menghadapi bawahan dan menghadapi ketidaktentuan sangat penting bagi seorang pemimpin |  |  |  |  |  |
| 10 | Sikap dan tindakan pimpinan yang tegas akan disegani oleh para bawahannya |  |  |  |  |  |

**Motivasi Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Kebutuhan (*needs*)** | | | | | | |
| 1 | Pegawai semakin termotivasi bekerja bila semua kebutuhannya tercukupi |  |  |  |  |  |
| 2 | Kebutuhan akan suatu hal dapat memicu pegawai untuk termotivasi dalam bekerja |  |  |  |  |  |
| **Kepuasan (*satisfaction*)** | | | | | | |
| 3 | Motivasi pegawai akan timbul seiring dengan kepuasan kerja yang diperoleh |  |  |  |  |  |
| 4 | Pegawai akan lebih termotivasi dalam bekerja seiring dengan kepuasannya dalam melakukan pekerjaan |  |  |  |  |  |
| **Keadilan (*Equity*)** | | | | | | |
| 5 | Pegawai akan termotivasi bila diberlakukan secara adil di kantor |  |  |  |  |  |
| 6 | Motivasi kerja pegawai semakin baik bila merasa diperlakukan secara adil |  |  |  |  |  |
| **Harapan (*expectation*)** | | | | | | |
| 7 | Dengan menaruh harapan yang besar akan suatu hal maka pegawai akan lebih termotivasi |  |  |  |  |  |
| 8 | Penuh yang penuh pengharapan akan memacu dirinya untuk lebih termotivasi dalam bekerja |  |  |  |  |  |
| **Penetapan tujuan (*goal setting*)** | | | | | | |
| 9 | Pegawai termotivasi bila tujuan yang akan dicapai ditetapkan dengan jelas |  |  |  |  |  |
| 10 | Penetapan tujuan yang akan dicapai kedepannya menentukan sikap motivasi seorang pegawai dalam bekerja |  |  |  |  |  |

**Loyalitas Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Taat Pada Peraturan** | | | | | | |
| 1 | Pegawai yang loyal taat terhadap semua peraturan yang ditetapkan |  |  |  |  |  |
| 2 | Pegawai yang loyal memiliki kesadaran tentang peraturan yang ada tanpa pengawasan yang ketat |  |  |  |  |  |
| **Tanggung Jawab Terhadap Instansi** | | | | | | |
| 3 | Pegawai melaksanakan tugas sebaik-baiknya dengan tepat waktu dan siap menanggung resiko pelaksanaan tugasnya |  |  |  |  |  |
| 4 | Pegawai memiliki keberanian dan kesadaran bertanggung jawab terhadap resiko atas apa yang telah dilaksanakan |  |  |  |  |  |
| **Kemauan Untuk Bekerja Sama** | | | | | | |
| 5 | Seluruh pegawai memiliki kemauan untuk bekerjasama demi tecapainya tujuan bersama |  |  |  |  |  |
| 6 | Dengan loyalitas yang tinggi pegawai akan memiliki kemauan untuk bekerjasama dengan pegawai lain |  |  |  |  |  |
| **Rasa Memiliki** | | | | | | |
| 7 | Tumbuhnya perasaan memiliki akan instansi dapat mendorong sikap loyalitas pegawai |  |  |  |  |  |
| 8 | Melibatkan pegawai dalam pengambilan keputusan akan membuat pegawai merasa ikut dalam memiliki instansi tersebut |  |  |  |  |  |
| **Hubungan Antara Pribadi** | | | | | | |
| 9 | Pegawai yang mempunyai loyalitas kerja tinggi akan menjaga sikap fleksibel demi terciptanya hubungan yang harmonis |  |  |  |  |  |
| 10 | Terciptanya hubungan harmonis dengan seluruh pegawai akan meningkatkan sikap loyalitas terhadap pekerjaan |  |  |  |  |  |

**Lampiran 2**

**TABULASI DATA PENELITIAN**

**(Validitas dan Reliabilitas Variabel Kepemimpinan (X1))**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |
| 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 26 |
| 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 33 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 6 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 7 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 15 |
| 8 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 36 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 10 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 28 |
| 11 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 12 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 33 |
| 13 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 14 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 15 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 27 |
| 16 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 17 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 46 |
| 18 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 27 |
| 19 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 27 |
| 20 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 45 |
| 21 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 26 |
| 22 | 4 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 2 | 5 | 42 |
| 23 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 27 |
| 24 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 33 |
| 25 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 15 |
| 26 | 3 | 2 | 2 | 2 | 5 | 3 | 3 | 3 | 2 | 2 | 27 |
| 27 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 28 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 29 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 30 | 5 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| **∑X** | **107** | **99** | **108** | **110** | **106** | **105** | **106** | **109** | **106** | **106** |  |
| **∑Y** |  |  |  |  |  |  |  |  |  |  | **1062** |
| **(∑X2)** | **11449** | **9801** | **11664** | **12100** | **11236** | **11025** | **11236** | **11881** | **11236** | **11236** |  |
| **(∑Y2)** |  |  |  |  |  |  |  |  |  |  | **1127844** |
| **∑X.Y** | **4087** | **3811** | **4169** | **4250** | **4104** | **4031** | **4066** | **4168** | **4082** | **4092** |  |
| **∑X2** | **417** | **369** | **436** | **448** | **424** | **407** | **416** | **437** | **418** | **418** |  |
| **∑Y2** |  |  |  |  |  |  |  |  |  |  | **40860** |

**(Validitas dan Reliabilitas Variabel Motivasi Kerja (X2))**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 4 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 27 |
| 5 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 35 |
| 6 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 7 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 8 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 28 |
| 9 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 17 |
| 10 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 11 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 12 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 27 |
| 13 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 18 |
| 14 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 15 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 16 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 17 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 18 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 19 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 33 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 46 |
| 21 | 2 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 26 |
| 22 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 2 | 25 |
| 23 | 4 | 5 | 5 | 3 | 4 | 2 | 1 | 5 | 5 | 1 | 35 |
| 24 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 26 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 27 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 13 |
| 28 | 1 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 30 |
| 29 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 26 |
| 30 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| **∑X** | **91** | **94** | **105** | **103** | **91** | **103** | **100** | **103** | **102** | **99** |  |
| **∑Y** |  |  |  |  |  |  |  |  |  |  | **991** |
| **(∑X2)** | **8281** | **8836** | **11025** | **10609** | **8281** | **10609** | **10000** | **10609** | **10404** | **9801** |  |
| **(∑Y2)** |  |  |  |  |  |  |  |  |  |  | **982081** |
| **∑X.Y** | **3371** | **3394** | **3813** | **3720** | **3407** | **3727** | **3604** | **3696** | **3685** | **3600** |  |
| **∑X2** | **329** | **330** | **407** | **389** | **331** | **393** | **370** | **389** | **386** | **369** |  |
| **∑Y2** |  |  |  |  |  |  |  |  |  |  | **36017** |

**(Validitas dan Reliabilitas Variabel Loyalitas Pegawai (Y))**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 2 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 35 |
| 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 3 | 29 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 5 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 16 |
| 6 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 7 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 9 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 27 |
| 10 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 27 |
| 11 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 12 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 17 |
| 13 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 14 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 27 |
| 15 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 16 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 17 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 27 |
| 18 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 19 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 26 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 21 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 15 |
| 22 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 5 | 5 | 3 | 33 |
| 23 | 2 | 3 | 3 | 2 | 3 | 5 | 3 | 3 | 2 | 3 | 29 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 25 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 29 |
| 26 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 27 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |
| 28 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 29 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 28 |
| 30 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 26 |
| **∑X** | **102** | **101** | **111** | **115** | **103** | **110** | **111** | **114** | **106** | **99** |  |
| **∑Y** |  |  |  |  |  |  |  |  |  |  | **1072** |
| **(∑X2)** | **10404** | **10201** | **12321** | **13225** | **10609** | **12100** | **12321** | **12996** | **11236** | **9801** |  |
| **(∑Y2)** |  |  |  |  |  |  |  |  |  |  | **1149184** |
| **∑X.Y** | **3982** | **3974** | **4363** | **4463** | **4034** | **4242** | **4324** | **4420** | **4184** | **3896** |  |
| **∑X2** | **388** | **385** | **457** | **481** | **395** | **440** | **455** | **474** | **428** | **369** |  |
| **∑Y2** |  |  |  |  |  |  |  |  |  |  | **41882** |

**Tabulasi Data Variabel Kepemimpinan (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 37 |
| 2 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 3 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 48 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 9 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 25 |
| 10 | 4 | 3 | 4 | 5 | 5 | 2 | 4 | 5 | 4 | 5 | 41 |
| 11 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 1 | 5 | 5 | 43 |
| 12 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 29 |
| 13 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 45 |
| 14 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 29 |
| 16 | 1 | 4 | 4 | 4 | 4 | 4 | 5 | 1 | 4 | 4 | 35 |
| 17 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 45 |
| 18 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 5 | 40 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 21 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 22 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 23 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 1 | 4 | 4 | 40 |
| 24 | 3 | 3 | 2 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 25 |
| 25 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 28 |
| 26 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 17 |
| 27 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 28 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 5 | 3 | 4 | 37 |
| 29 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 30 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 3 | 1 | 5 | 39 |
| 32 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 33 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 1 | 40 |
| 34 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 35 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 39 |
| 36 | 4 | 3 | 5 | 5 | 1 | 3 | 5 | 5 | 3 | 5 | 39 |
| 37 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 39 |
| 38 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 1 | 5 | 5 | 43 |
| 39 | 2 | 4 | 2 | 2 | 3 | 5 | 2 | 2 | 3 | 3 | 28 |
| 40 | 5 | 2 | 5 | 1 | 1 | 5 | 2 | 4 | 3 | 5 | 33 |
| 41 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 36 |
| 42 | 5 | 5 | 5 | 1 | 4 | 4 | 3 | 5 | 5 | 4 | 41 |
| 43 | 4 | 5 | 1 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 43 |
| 44 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 2 | 35 |
| 45 | 3 | 1 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 32 |
| 46 | 3 | 4 | 4 | 3 | 5 | 1 | 5 | 5 | 2 | 5 | 37 |
| 47 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 48 | 1 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 42 |
| 49 | 5 | 4 | 5 | 1 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 50 | 3 | 3 | 3 | 4 | 1 | 5 | 3 | 3 | 3 | 4 | 32 |
| 51 | 1 | 1 | 5 | 4 | 3 | 3 | 3 | 3 | 1 | 2 | 26 |
| 52 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 3 | 29 |
| 53 | 2 | 2 | 1 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 27 |
| **Total** | **124** | **123** | **125** | **123** | **130** | **122** | **124** | **115** | **120** | **123** | **1229** |

**Tabulasi Data Variabel Motivasi Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 37 |
| 2 | 5 | 5 | 1 | 5 | 2 | 5 | 4 | 4 | 5 | 1 | 37 |
| 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 4 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 5 | 39 |
| 5 | 3 | 3 | 1 | 1 | 5 | 5 | 5 | 5 | 1 | 3 | 32 |
| 6 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 7 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 37 |
| 9 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 26 |
| 10 | 2 | 4 | 5 | 4 | 2 | 1 | 5 | 4 | 5 | 5 | 37 |
| 11 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 27 |
| 13 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 27 |
| 14 | 3 | 3 | 4 | 4 | 1 | 5 | 4 | 3 | 4 | 3 | 34 |
| 15 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 16 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 17 | 5 | 1 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 42 |
| 18 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 19 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 20 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 44 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 1 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 23 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 43 |
| 24 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 27 |
| 25 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 27 |
| 26 | 3 | 3 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 24 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 28 | 3 | 4 | 5 | 3 | 4 | 1 | 3 | 3 | 3 | 5 | 34 |
| 29 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 42 |
| 30 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 36 |
| 31 | 5 | 5 | 3 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 44 |
| 32 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 33 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 34 | 1 | 5 | 5 | 1 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 35 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 40 |
| 36 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 46 |
| 37 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 1 | 35 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| 39 | 5 | 2 | 2 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 28 |
| 40 | 5 | 5 | 4 | 3 | 1 | 3 | 5 | 5 | 3 | 5 | 39 |
| 41 | 4 | 3 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 35 |
| 42 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 43 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 44 | 3 | 5 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 1 | 34 |
| 45 | 3 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 2 | 33 |
| 46 | 4 | 5 | 5 | 2 | 5 | 5 | 4 | 1 | 3 | 5 | 39 |
| 47 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 5 | 39 |
| 48 | 2 | 1 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 38 |
| 49 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 41 |
| 50 | 5 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 5 | 35 |
| 51 | 3 | 3 | 3 | 1 | 2 | 3 | 1 | 5 | 4 | 3 | 28 |
| 52 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 30 |
| 53 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 31 |
| **Total** | **112** | **123** | **121** | **116** | **119** | **113** | **121** | **119** | **116** | **126** | **1186** |

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

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pernyataan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 1 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 2 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 40 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 7 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 8 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 9 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 25 |
| 10 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 1 | 4 | 41 |
| 11 | 4 | 5 | 5 | 4 | 4 | 4 | 1 | 5 | 4 | 5 | 41 |
| 12 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 27 |
| 13 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 1 | 5 | 5 | 42 |
| 14 | 2 | 4 | 1 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 32 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 31 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 17 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 46 |
| 18 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 19 | 5 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 20 | 2 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 43 |
| 21 | 5 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 22 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 23 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 43 |
| 24 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 25 |
| 25 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 27 |
| 26 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 28 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 36 |
| 29 | 5 | 1 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| 30 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 1 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 34 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 1 | 5 | 5 | 44 |
| 35 | 5 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 4 | 41 |
| 36 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 46 |
| 37 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 1 | 36 |
| 38 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 47 |
| 39 | 2 | 1 | 3 | 2 | 4 | 2 | 2 | 3 | 5 | 2 | 26 |
| 40 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 44 |
| 41 | 4 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 36 |
| 42 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 44 |
| 43 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 44 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 35 |
| 45 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 1 | 4 | 33 |
| 46 | 4 | 2 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 41 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |
| 48 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 49 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 1 | 5 | 4 | 40 |
| 50 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 5 | 5 | 3 | 35 |
| 51 | 4 | 3 | 2 | 3 | 1 | 1 | 4 | 3 | 3 | 3 | 27 |
| 52 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 32 |
| 53 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 32 |
| **Total** | **118** | **123** | **125** | **121** | **119** | **122** | **121** | **121** | **122** | **130** | **1222** |

**Total Tabulasi Variabel X1, X2, dan Y**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X1** | **X2** | **Y** | **X12** | **X22** | **Y2** | **X1.Y** | **X2.Y** |
| 1 | 37 | 37 | 35 | 1369 | 1369 | 1225 | 1295 | 1295 |
| 2 | 45 | 37 | 47 | 2025 | 1369 | 2209 | 2115 | 1739 |
| 3 | 41 | 44 | 43 | 1681 | 1936 | 1849 | 1763 | 1892 |
| 4 | 42 | 39 | 43 | 1764 | 1521 | 1849 | 1806 | 1677 |
| 5 | 48 | 32 | 40 | 2304 | 1024 | 1600 | 1920 | 1280 |
| 6 | 39 | 38 | 39 | 1521 | 1444 | 1521 | 1521 | 1482 |
| 7 | 41 | 42 | 43 | 1681 | 1764 | 1849 | 1763 | 1806 |
| 8 | 41 | 37 | 39 | 1681 | 1369 | 1521 | 1599 | 1443 |
| 9 | 25 | 26 | 25 | 625 | 676 | 625 | 625 | 650 |
| 10 | 41 | 37 | 41 | 1681 | 1369 | 1681 | 1681 | 1517 |
| 11 | 43 | 43 | 41 | 1849 | 1849 | 1681 | 1763 | 1763 |
| 12 | 29 | 27 | 27 | 841 | 729 | 729 | 783 | 729 |
| 13 | 45 | 27 | 42 | 2025 | 729 | 1764 | 1890 | 1134 |
| 14 | 36 | 34 | 32 | 1296 | 1156 | 1024 | 1152 | 1088 |
| 15 | 29 | 30 | 31 | 841 | 900 | 961 | 899 | 930 |
| 16 | 35 | 41 | 42 | 1225 | 1681 | 1764 | 1470 | 1722 |
| 17 | 45 | 42 | 46 | 2025 | 1764 | 2116 | 2070 | 1932 |
| 18 | 40 | 44 | 45 | 1600 | 1936 | 2025 | 1800 | 1980 |
| 19 | 41 | 37 | 38 | 1681 | 1369 | 1444 | 1558 | 1406 |
| 20 | 48 | 44 | 43 | 2304 | 1936 | 1849 | 2064 | 1892 |
| 21 | 39 | 40 | 38 | 1521 | 1600 | 1444 | 1482 | 1520 |
| 22 | 43 | 42 | 43 | 1849 | 1764 | 1849 | 1849 | 1806 |
| 23 | 40 | 43 | 43 | 1600 | 1849 | 1849 | 1720 | 1849 |
| 24 | 25 | 27 | 25 | 625 | 729 | 625 | 625 | 675 |
| 25 | 28 | 27 | 27 | 784 | 729 | 729 | 756 | 729 |
| 26 | 17 | 24 | 28 | 289 | 576 | 784 | 476 | 672 |
| 27 | 38 | 39 | 50 | 1444 | 1521 | 2500 | 1900 | 1950 |
| 28 | 37 | 34 | 36 | 1369 | 1156 | 1296 | 1332 | 1224 |
| 29 | 44 | 42 | 39 | 1936 | 1764 | 1521 | 1716 | 1638 |
| 30 | 40 | 36 | 38 | 1600 | 1296 | 1444 | 1520 | 1368 |
| 31 | 39 | 44 | 30 | 1521 | 1936 | 900 | 1170 | 1320 |
| 32 | 42 | 41 | 40 | 1764 | 1681 | 1600 | 1680 | 1640 |
| 33 | 40 | 43 | 41 | 1600 | 1849 | 1681 | 1640 | 1763 |
| 34 | 48 | 40 | 44 | 2304 | 1600 | 1936 | 2112 | 1760 |
| 35 | 39 | 40 | 41 | 1521 | 1600 | 1681 | 1599 | 1640 |
| 36 | 39 | 46 | 46 | 1521 | 2116 | 2116 | 1794 | 2116 |
| 37 | 39 | 35 | 36 | 1521 | 1225 | 1296 | 1404 | 1260 |
| 38 | 43 | 48 | 47 | 1849 | 2304 | 2209 | 2021 | 2256 |
| 39 | 28 | 28 | 26 | 784 | 784 | 676 | 728 | 728 |
| 40 | 33 | 39 | 44 | 1089 | 1521 | 1936 | 1452 | 1716 |
| 41 | 36 | 35 | 36 | 1296 | 1225 | 1296 | 1296 | 1260 |
| 42 | 41 | 45 | 44 | 1681 | 2025 | 1936 | 1804 | 1980 |
| 43 | 43 | 47 | 45 | 1849 | 2209 | 2025 | 1935 | 2115 |
| 44 | 35 | 34 | 35 | 1225 | 1156 | 1225 | 1225 | 1190 |
| 45 | 32 | 33 | 33 | 1024 | 1089 | 1089 | 1056 | 1089 |
| 46 | 37 | 39 | 41 | 1369 | 1521 | 1681 | 1517 | 1599 |
| 47 | 41 | 39 | 42 | 1681 | 1521 | 1764 | 1722 | 1638 |
| 48 | 42 | 38 | 45 | 1764 | 1444 | 2025 | 1890 | 1710 |
| 49 | 41 | 41 | 40 | 1681 | 1681 | 1600 | 1640 | 1640 |
| 50 | 32 | 35 | 35 | 1024 | 1225 | 1225 | 1120 | 1225 |
| 51 | 26 | 28 | 27 | 676 | 784 | 729 | 702 | 756 |
| 52 | 29 | 30 | 32 | 841 | 900 | 1024 | 928 | 960 |
| 53 | 27 | 31 | 32 | 729 | 961 | 1024 | 864 | 992 |
| **Total** | **1871** | **1853** | **1906** | **72275** | **70557** | **74718** | **73039** | **72215** |

**Lampiran 3**

**TABEL R (KOEFISIEN KORELASI SEDERHANA)**

**Tabel r untuk df = 1 – 50**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Tingkat signifikansi untuk uji satu arah** | | | | | | |  |
|  | **df = (N-2)** |  | **0.05** | **0.025** | **0.01** | **0.005** |  |  | **0.0005** |  |
|  |  | **Tingkat signifikansi untuk uji dua arah** | | | | | |  |  |
|  |  |  |  |  |
|  |  |  | **0.1** | **0.05** | **0.02** | **0.01** |  |  | **0.001** |  |
|  | **1** |  | 0.9877 | 0.9969 | 0.9995 | 0.9999 |  |  | 1.0000 |  |
|  | **2** |  | 0.9000 | 0.9500 | 0.9800 | 0.9900 |  |  | 0.9990 |  |
|  | **3** |  | 0.8054 | 0.8783 | 0.9343 | 0.9587 |  |  | 0.9911 |  |
|  | **4** |  | 0.7293 | 0.8114 | 0.8822 | 0.9172 |  |  | 0.9741 |  |
|  | **5** |  | 0.6694 | 0.7545 | 0.8329 | 0.8745 |  |  | 0.9509 |  |
|  | **6** |  | 0.6215 | 0.7067 | 0.7887 | 0.8343 |  |  | 0.9249 |  |
|  | **7** |  | 0.5822 | 0.6664 | 0.7498 | 0.7977 |  |  | 0.8983 |  |
|  | **8** |  | 0.5494 | 0.6319 | 0.7155 | 0.7646 |  |  | 0.8721 |  |
|  | **9** |  | 0.5214 | 0.6021 | 0.6851 | 0.7348 |  |  | 0.8470 |  |
|  | **10** |  | 0.4973 | 0.5760 | 0.6581 | 0.7079 |  |  | 0.8233 |  |
|  | **11** |  | 0.4762 | 0.5529 | 0.6339 | 0.6835 |  |  | 0.8010 |  |
|  | **12** |  | 0.4575 | 0.5324 | 0.6120 | 0.6614 |  |  | 0.7800 |  |
|  | **13** |  | 0.4409 | 0.5140 | 0.5923 | 0.6411 |  |  | 0.7604 |  |
|  | **14** |  | 0.4259 | 0.4973 | 0.5742 | 0.6226 |  |  | 0.7419 |  |
|  | **15** |  | 0.4124 | 0.4821 | 0.5577 | 0.6055 |  |  | 0.7247 |  |
|  | **16** |  | 0.4000 | 0.4683 | 0.5425 | 0.5897 |  |  | 0.7084 |  |
|  | **17** |  | 0.3887 | 0.4555 | 0.5285 | 0.5751 |  |  | 0.6932 |  |
|  | **18** |  | 0.3783 | 0.4438 | 0.5155 | 0.5614 |  |  | 0.6788 |  |
|  | **19** |  | 0.3687 | 0.4329 | 0.5034 | 0.5487 |  |  | 0.6652 |  |
|  | **20** |  | 0.3598 | 0.4227 | 0.4921 | 0.5368 |  |  | 0.6524 |  |
|  | **21** |  | 0.3515 | 0.4132 | 0.4815 | 0.5256 |  |  | 0.6402 |  |
|  | **22** |  | 0.3438 | 0.4044 | 0.4716 | 0.5151 |  |  | 0.6287 |  |
|  | **23** |  | 0.3365 | 0.3961 | 0.4622 | 0.5052 |  |  | 0.6178 |  |
|  | **24** |  | 0.3297 | 0.3882 | 0.4534 | 0.4958 |  |  | 0.6074 |  |
|  | **25** |  | 0.3233 | 0.3809 | 0.4451 | 0.4869 |  |  | 0.5974 |  |
|  | **26** |  | 0.3172 | 0.3739 | 0.4372 | 0.4785 |  |  | 0.5880 |  |
|  | **27** |  | 0.3115 | **0.3673** | 0.4297 | 0.4705 |  |  | 0.5790 |  |
|  | **28** |  | 0.3061 | 0.3610 | 0.4226 | 0.4629 |  |  | 0.5703 |  |
|  | **29** |  | 0.3009 | 0.3550 | 0.4158 | 0.4556 |  |  | 0.5620 |  |
|  | **30** |  | 0.2960 | 0.3494 | 0.4093 | 0.4487 |  |  | 0.5541 |  |
|  | **31** |  | 0.2913 | 0.3440 | 0.4032 | 0.4421 |  |  | 0.5465 |  |
|  | **32** |  | 0.2869 | 0.3388 | 0.3972 | 0.4357 |  |  | 0.5392 |  |
|  | **33** |  | 0.2826 | 0.3338 | 0.3916 | 0.4296 |  |  | 0.5322 |  |
|  | **34** |  | 0.2785 | 0.3291 | 0.3862 | 0.4238 |  |  | 0.5254 |  |
|  | **35** |  | 0.2746 | 0.3246 | 0.3810 | 0.4182 |  |  | 0.5189 |  |
|  | **36** |  | 0.2709 | 0.3202 | 0.3760 | 0.4128 |  |  | 0.5126 |  |
|  | **37** |  | 0.2673 | 0.3160 | 0.3712 | 0.4076 |  |  | 0.5066 |  |
|  | **38** |  | 0.2638 | 0.3120 | 0.3665 | 0.4026 |  |  | 0.5007 |  |
|  | **39** |  | 0.2605 | 0.3081 | 0.3621 | 0.3978 |  |  | 0.4950 |  |
|  | **40** |  | 0.2573 | 0.3044 | 0.3578 | 0.3932 |  |  | 0.4896 |  |
|  | **41** |  | 0.2542 | 0.3008 | 0.3536 | 0.3887 |  |  | 0.4843 |  |
|  | **42** |  | 0.2512 | 0.2973 | 0.3496 | 0.3843 |  |  | 0.4791 |  |
|  | **43** |  | 0.2483 | 0.2940 | 0.3457 | 0.3801 |  |  | 0.4742 |  |
|  | **44** |  | 0.2455 | 0.2907 | 0.3420 | 0.3761 |  |  | 0.4694 |  |
|  | **45** |  | 0.2429 | 0.2876 | 0.3384 | 0.3721 |  |  | 0.4647 |  |
|  | **46** |  | 0.2403 | 0.2845 | 0.3348 | 0.3683 |  |  | 0.4601 |  |
|  | **47** |  | 0.2377 | 0.2816 | 0.3314 | 0.3646 |  |  | 0.4557 |  |
|  | **48** |  | 0.2353 | 0.2787 | 0.3281 | 0.3610 |  |  | 0.4514 |  |
|  | **49** |  | 0.2329 | 0.2759 | 0.3249 | 0.3575 |  |  | 0.4473 |  |
|  | **50** |  | 0.2306 | 0.2732 | 0.3218 | 0.3542 |  |  | 0.4432 |  |
|  | **51** |  | 0.2284 | 0.2706 | 0.3188 | 0.3509 |  |  | 0.4393 |  |
|  | **52** |  | 0.2262 | 0.2681 | 0.3158 | 0.3477 |  |  | 0.4354 |  |
|  | **53** |  | 0.2241 | 0.2656 | 0.3129 | 0.3445 |  |  | 0.4317 |  |
|  | **54** |  | 0.2221 | 0.2632 | 0.3102 | 0.3415 |  |  | 0.4280 |  |
|  | **55** |  | 0.2201 | 0.2609 | 0.3074 | 0.3385 |  |  | 0.4244 |  |
|  | **56** |  | 0.2181 | 0.2586 | 0.3048 | 0.3357 |  |  | 0.4210 |  |
|  | **57** |  | 0.2162 | 0.2564 | 0.3022 | 0.3328 |  |  | 0.4176 |  |
|  | **58** |  | 0.2144 | 0.2542 | 0.2997 | 0.3301 |  |  | 0.4143 |  |
|  | **59** |  | 0.2126 | 0.2521 | 0.2972 | 0.3274 |  |  | 0.4110 |  |
|  | **60** |  | 0.2108 | 0.2500 | 0.2948 | 0.3248 |  |  | 0.4079 |  |
|  | **61** |  | 0.2091 | 0.2480 | 0.2925 | 0.3223 |  |  | 0.4048 |  |
|  | **62** |  | 0.2075 | 0.2461 | 0.2902 | 0.3198 |  |  | 0.4018 |  |
|  | **63** |  | 0.2058 | 0.2441 | 0.2880 | 0.3173 |  |  | 0.3988 |  |
|  | **64** |  | 0.2042 | 0.2423 | 0.2858 | 0.3150 |  |  | 0.3959 |  |
|  | **65** |  | 0.2027 | 0.2404 | 0.2837 | 0.3126 |  |  | 0.3931 |  |
|  | **66** |  | 0.2012 | 0.2387 | 0.2816 | 0.3104 |  |  | 0.3903 |  |
|  | **67** |  | 0.1997 | 0.2369 | 0.2796 | 0.3081 |  |  | 0.3876 |  |
|  | **68** |  | 0.1982 | 0.2352 | 0.2776 | 0.3060 |  |  | 0.3850 |  |
|  | **69** |  | 0.1968 | 0.2335 | 0.2756 | 0.3038 |  |  | 0.3823 |  |
|  | **70** |  | 0.1954 | 0.2319 | 0.2737 | 0.3017 |  |  | 0.3798 |  |
|  | **71** |  | 0.1940 | 0.2303 | 0.2718 | 0.2997 |  |  | 0.3773 |  |
|  | **72** |  | 0.1927 | 0.2287 | 0.2700 | 0.2977 |  |  | 0.3748 |  |
|  | **73** |  | 0.1914 | 0.2272 | 0.2682 | 0.2957 |  |  | 0.3724 |  |
|  | **74** |  | 0.1901 | 0.2257 | 0.2664 | 0.2938 |  |  | 0.3701 |  |
|  | **75** |  | 0.1888 | 0.2242 | 0.2647 | 0.2919 |  |  | 0.3678 |  |
|  | **76** |  | 0.1876 | 0.2227 | 0.2630 | 0.2900 |  |  | 0.3655 |  |
|  | **77** |  | 0.1864 | 0.2213 | 0.2613 | 0.2882 |  |  | 0.3633 |  |
|  | **78** |  | 0.1852 | 0.2199 | 0.2597 | 0.2864 |  |  | 0.3611 |  |
|  | **79** |  | 0.1841 | 0.2185 | 0.2581 | 0.2847 |  |  | 0.3589 |  |
|  | **80** |  | 0.1829 | 0.2172 | 0.2565 | 0.2830 |  |  | 0.3568 |  |
|  | **81** |  | 0.1818 | 0.2159 | 0.2550 | 0.2813 |  |  | 0.3547 |  |
|  | **82** |  | 0.1807 | 0.2146 | 0.2535 | 0.2796 |  |  | 0.3527 |  |
|  | **83** |  | 0.1796 | 0.2133 | 0.2520 | 0.2780 |  |  | 0.3507 |  |
|  | **84** |  | 0.1786 | 0.2120 | 0.2505 | 0.2764 |  |  | 0.3487 |  |
|  | **85** |  | 0.1775 | 0.2108 | 0.2491 | 0.2748 |  |  | 0.3468 |  |
|  | **86** |  | 0.1765 | 0.2096 | 0.2477 | 0.2732 |  |  | 0.3449 |  |
|  | **87** |  | 0.1755 | 0.2084 | 0.2463 | 0.2717 |  |  | 0.3430 |  |
|  | **88** |  | 0.1745 | 0.2072 | 0.2449 | 0.2702 |  |  | 0.3412 |  |
|  | **89** |  | 0.1735 | 0.2061 | 0.2435 | 0.2687 |  |  | 0.3393 |  |
|  | **90** |  | 0.1726 | 0.2050 | 0.2422 | 0.2673 |  |  | 0.3375 |  |
|  | **91** |  | 0.1716 | 0.2039 | 0.2409 | 0.2659 |  |  | 0.3358 |  |
|  | **92** |  | 0.1707 | 0.2028 | 0.2396 | 0.2645 |  |  | 0.3341 |  |
|  | **93** |  | 0.1698 | 0.2017 | 0.2384 | 0.2631 |  |  | 0.3323 |  |
|  | **94** |  | 0.1689 | 0.2006 | 0.2371 | 0.2617 |  |  | 0.3307 |  |
|  | **95** |  | 0.1680 | 0.1996 | 0.2359 | 0.2604 |  |  | 0.3290 |  |
|  | **96** |  | 0.1671 | 0.1986 | 0.2347 | 0.2591 |  |  | 0.3274 |  |
|  | **97** |  | 0.1663 | 0.1975 | 0.2335 | 0.2578 |  |  | 0.3258 |  |
|  | **98** |  | 0.1654 | 0.1966 | 0.2324 | 0.2565 |  |  | 0.3242 |  |
|  | **99** |  | 0.1646 | 0.1956 | 0.2312 | 0.2552 |  |  | 0.3226 |  |
|  | **100** |  | 0.1638 | 0.1946 | 0.2301 | 0.2540 |  |  | 0.3211 |  |
|  |  |  |  |  |  |  |  |  |  |  |

**Lampiran 4**

**Titik Presentase Distribusi t Tabel**

| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | **1.67591** | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

**Lampiran 5**

**Titik Persentase Distribusi F untuk α = 0,05**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **df untuk** |  |  |  |  |  |  | **df untuk pembilang (N1)** | | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **penyebut** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **(N2)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | **2.79** | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |

**Lampiran 6**

**HASIL PENGUJIAN SPSS**

**Validitas dan Reliabilitas Variabel Kepemimpinan (X1)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total\_Item |
| Pernyataan\_1 | Pearson Correlation | .880\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_2 | Pearson Correlation | .824\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_3 | Pearson Correlation | .881 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_4 | Pearson Correlation | .932\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_5 | Pearson Correlation | .875\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_6 | Pearson Correlation | .874\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_7 | Pearson Correlation | .852\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_8 | Pearson Correlation | .846\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_9 | Pearson Correlation | .875\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_10 | Pearson Correlation | .901\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Total\_Item | Pearson Correlation | 1\*\* |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .966 | 10 |

**Validitas dan Reliabilitas Variabel Motivasi Kerja (X2)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total\_Item |
| Pernyataan\_1 | Pearson Correlation | .875\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_2 | Pearson Correlation | .847\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_3 | Pearson Correlation | .957 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_4 | Pearson Correlation | .932\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_5 | Pearson Correlation | .944\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_6 | Pearson Correlation | .903\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_7 | Pearson Correlation | .867\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_8 | Pearson Correlation | .862\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_9 | Pearson Correlation | .880\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_10 | Pearson Correlation | .885\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Total\_Item | Pearson Correlation | 1\*\* |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .972 | 10 |

**Validitas dan Reliabilitas Variabel Loyalitas Pegawai (Y)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total\_Item |
| Pernyataan\_1 | Pearson Correlation | .879\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_2 | Pearson Correlation | .910\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_3 | Pearson Correlation | .975 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_4 | Pearson Correlation | .933\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_5 | Pearson Correlation | .919\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_6 | Pearson Correlation | .860\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_7 | Pearson Correlation | .898\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_8 | Pearson Correlation | .907\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_9 | Pearson Correlation | .906\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Pernyataan\_10 | Pearson Correlation | .922\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Total\_Item | Pearson Correlation | 1\*\* |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .977 | 10 |