Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL X1 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 30 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 25 |
| 1 | 4 | 2 | 4 | 1 | 4 | 4 | 4 | 3 | 4 | 31 |
| 1 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 2 | 5 | 39 |
| 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 39 |
| 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 1 | 3 | 5 | 5 | 5 | 5 | 2 | 2 | 5 | 35 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 2 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 41 |
| 1 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 38 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 1 | 2 | 3 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 38 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 1 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 1 | 2 | 1 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 36 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 2 | 3 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 41 |
| 2 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 34 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 37 |
| 5 | 3 | 3 | 5 | 3 | 3 | 3 | 2 | 3 | 3 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 30 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 25 |
| 1 | 4 | 2 | 4 | 1 | 4 | 4 | 4 | 3 | 4 | 31 |
| 1 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 2 | 5 | 39 |
| 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 39 |
| 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 1 | 3 | 5 | 5 | 5 | 5 | 2 | 2 | 5 | 35 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 2 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 41 |
| 1 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 38 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 1 | 2 | 3 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 38 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 30 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 25 |
| 1 | 4 | 2 | 4 | 1 | 4 | 4 | 4 | 3 | 4 | 31 |
| 1 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 2 | 5 | 39 |
| 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 39 |
| 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 1 | 3 | 5 | 5 | 5 | 5 | 2 | 2 | 5 | 35 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 2 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 41 |
| 1 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 38 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 1 | 2 | 3 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 38 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 1 | 5 | 2 | 5 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 1 | 5 | 1 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 1 | 3 | 2 | 1 | 5 | 5 | 5 | 37 |
|  |  |  |  |  |  |  |  |  |  |  |
| 30 | 6 | 1 | 2 | 4 | 1 | 4 | 2 | 12 | 0 |  |
| 12 | 11 | 6 | 6 | 20 | 4 | 1 | 6 | 6 | 3 |  |
| 27 | 1 | 29 | 21 | 17 | 23 | 22 | 21 | 21 | 26 |  |
| 24 | 63 | 46 | 47 | 44 | 50 | 50 | 46 | 43 | 49 |  |
| 27 | 36 | 36 | 42 | 35 | 41 | 42 | 43 | 37 | 40 |  |

Beban Kerja

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL X2 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 29 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 29 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 5 | 3 | 2 | 1 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 38 |
| 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 1 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 3 | 3 | 42 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 30 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 25 |
| 1 | 4 | 2 | 4 | 1 | 4 | 4 | 4 | 3 | 4 | 31 |
| 1 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 2 | 5 | 39 |
| 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 39 |
| 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 1 | 3 | 5 | 5 | 5 | 5 | 2 | 2 | 5 | 35 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 2 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 41 |
| 1 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 38 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 1 | 2 | 3 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 38 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 3 | 3 | 40 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 3 | 5 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 36 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 1 | 5 | 4 | 4 | 4 | 4 | 39 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 41 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 3 | 5 | 3 | 2 | 4 | 3 | 5 | 3 | 3 | 35 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 5 | 5 | 44 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 40 |
| 4 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 5 | 5 | 44 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 41 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 29 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 29 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 37 |
| 5 | 5 | 5 | 5 | 2 | 5 | 1 | 2 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 3 | 2 | 1 | 5 | 5 | 5 | 5 | 41 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 29 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 29 |
| 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 37 |
| 5 | 5 | 5 | 5 | 3 | 1 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 2 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 37 |
| 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 46 |
|  |  |  |  |  |  |  |  |  |  |  |
| 9 | 2 | 0 | 0 | 13 | 2 | 4 | 1 | 4 | 3 |  |
| 3 | 3 | 9 | 1 | 17 | 10 | 0 | 4 | 3 | 3 |  |
| 26 | 16 | 16 | 19 | 11 | 17 | 22 | 21 | 23 | 26 |  |
| 44 | 52 | 47 | 54 | 42 | 50 | 49 | 47 | 47 | 45 |  |
| 36 | 45 | 47 | 44 | 37 | 39 | 44 | 46 | 42 | 42 |  |

Dukungan Organisasi

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | TOTAL X3 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 2 | 5 | 2 | 5 | 1 | 5 | 5 | 5 | 40 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 3 | 5 | 5 | 2 | 5 | 3 | 3 | 5 | 5 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 1 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 2 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 2 | 3 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 1 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 1 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 2 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 1 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 3 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 44 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 30 |
| 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 28 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 25 |
| 1 | 4 | 2 | 4 | 1 | 4 | 4 | 4 | 3 | 4 | 31 |
| 1 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 2 | 5 | 39 |
| 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 39 |
| 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 37 |
| 2 | 1 | 3 | 5 | 5 | 5 | 5 | 2 | 2 | 5 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
|  |  |  |  |  |  |  |  |  |  |  |
| 7 | 5 | 4 | 0 | 1 | 2 | 2 | 0 | 3 | 1 |  |
| 2 | 9 | 4 | 1 | 8 | 2 | 11 | 9 | 10 | 9 |  |
| 15 | 10 | 16 | 23 | 19 | 14 | 16 | 17 | 5 | 14 |  |
| 45 | 46 | 49 | 48 | 46 | 49 | 48 | 48 | 47 | 48 |  |
| 48 | 48 | 46 | 46 | 44 | 50 | 41 | 44 | 54 | 46 |  |

Kinerja

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.10 | TOTAL Y |
| 3 | 4 | 4 | 2 | 4 | 2 | 1 | 3 | 4 | 2 | 29 |
| 3 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 38 |
| 3 | 4 | 4 | 2 | 4 | 2 | 1 | 3 | 4 | 2 | 29 |
| 3 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 38 |
| 3 | 4 | 4 | 2 | 4 | 2 | 1 | 3 | 4 | 2 | 29 |
| 3 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 2 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 5 | 5 | 3 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 1 | 5 | 1 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 1 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 1 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 1 | 5 | 2 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 1 | 1 | 4 | 4 | 4 | 34 |
| 5 | 5 | 5 | 5 | 1 | 5 | 1 | 5 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 1 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 3 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 40 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 3 | 5 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 36 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 3 | 5 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 36 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 3 | 4 | 4 | 2 | 4 | 2 | 1 | 3 | 4 | 2 | 29 |
| 3 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 38 |
| 3 | 4 | 4 | 2 | 4 | 2 | 1 | 3 | 4 | 2 | 29 |
| 3 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 38 |
| 3 | 4 | 4 | 2 | 4 | 2 | 1 | 3 | 4 | 2 | 29 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 38 |
| 3 | 4 | 4 | 2 | 4 | 2 | 1 | 3 | 4 | 2 | 29 |
| 3 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 38 |
| 3 | 4 | 4 | 2 | 4 | 2 | 1 | 3 | 4 | 2 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 40 |
| 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 46 |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | 1 | 1 | 1 | 3 | 2 | 11 | 1 | 1 | 0 |  |
| 0 | 9 | 2 | 7 | 1 | 9 | 8 | 8 | 8 | 15 |  |
| 23 | 0 | 21 | 26 | 23 | 17 | 8 | 25 | 10 | 14 |  |
| 44 | 50 | 49 | 44 | 52 | 43 | 43 | 44 | 50 | 46 |  |
| 50 | 56 | 44 | 40 | 38 | 47 | 48 | 40 | 48 | 42 |  |

Uji Validitas

1. Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | TOTAL |
| X01 | Pearson Correlation | 1 | .202\* | .233\* | .042 | .252\*\* | -.053 | .022 | -.038 | .059 | .156 | .375\*\* |
| Sig. (2-tailed) |  | .027 | .011 | .652 | .006 | .563 | .807 | .679 | .519 | .088 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X02 | Pearson Correlation | .202\* | 1 | .386\*\* | .346\*\* | .099 | .167 | -.029 | .361\*\* | .116 | -.146 | .463\*\* |
| Sig. (2-tailed) | .027 |  | .000 | .000 | .280 | .069 | .750 | .000 | .207 | .112 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X03 | Pearson Correlation | .233\* | .386\*\* | 1 | .254\*\* | .361\*\* | .105 | .069 | .240\*\* | .159 | .224\* | .529\*\* |
| Sig. (2-tailed) | .011 | .000 |  | .005 | .000 | .253 | .453 | .008 | .082 | .014 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X04 | Pearson Correlation | .042 | .346\*\* | .254\*\* | 1 | .182\* | .501\*\* | .144 | .378\*\* | .160 | .092 | .558\*\* |
| Sig. (2-tailed) | .652 | .000 | .005 |  | .047 | .000 | .117 | .000 | .080 | .319 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X05 | Pearson Correlation | .252\*\* | .099 | .361\*\* | .182\* | 1 | .435\*\* | .273\*\* | .207\* | .396\*\* | .372\*\* | .648\*\* |
| Sig. (2-tailed) | .006 | .280 | .000 | .047 |  | .000 | .003 | .023 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X06 | Pearson Correlation | -.053 | .167 | .105 | .501\*\* | .435\*\* | 1 | .267\*\* | .525\*\* | .349\*\* | .433\*\* | .659\*\* |
| Sig. (2-tailed) | .563 | .069 | .253 | .000 | .000 |  | .003 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X07 | Pearson Correlation | .022 | -.029 | .069 | .144 | .273\*\* | .267\*\* | 1 | .234\*\* | .474\*\* | .362\*\* | .498\*\* |
| Sig. (2-tailed) | .807 | .750 | .453 | .117 | .003 | .003 |  | .010 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X08 | Pearson Correlation | -.038 | .361\*\* | .240\*\* | .378\*\* | .207\* | .525\*\* | .234\*\* | 1 | .418\*\* | .264\*\* | .637\*\* |
| Sig. (2-tailed) | .679 | .000 | .008 | .000 | .023 | .000 | .010 |  | .000 | .004 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X09 | Pearson Correlation | .059 | .116 | .159 | .160 | .396\*\* | .349\*\* | .474\*\* | .418\*\* | 1 | .388\*\* | .639\*\* |
| Sig. (2-tailed) | .519 | .207 | .082 | .080 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X10 | Pearson Correlation | .156 | -.146 | .224\* | .092 | .372\*\* | .433\*\* | .362\*\* | .264\*\* | .388\*\* | 1 | .541\*\* |
| Sig. (2-tailed) | .088 | .112 | .014 | .319 | .000 | .000 | .000 | .004 | .000 |  | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| TOTAL | Pearson Correlation | .375\*\* | .463\*\* | .529\*\* | .558\*\* | .648\*\* | .659\*\* | .498\*\* | .637\*\* | .639\*\* | .541\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

1. Beban Kerja

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | TOTAL |
| X01 | Pearson Correlation | 1 | .389\*\* | .436\*\* | .168 | .323\*\* | .389\*\* | .214\* | .183\* | .361\*\* | .194\* | .539\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .067 | .000 | .000 | .019 | .045 | .000 | .034 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X02 | Pearson Correlation | .389\*\* | 1 | .745\*\* | .615\*\* | .561\*\* | .258\*\* | .469\*\* | .622\*\* | .648\*\* | .409\*\* | .788\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .004 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X03 | Pearson Correlation | .436\*\* | .745\*\* | 1 | .554\*\* | .632\*\* | .347\*\* | .501\*\* | .662\*\* | .617\*\* | .511\*\* | .837\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X04 | Pearson Correlation | .168 | .615\*\* | .554\*\* | 1 | .646\*\* | .390\*\* | .501\*\* | .544\*\* | .691\*\* | .570\*\* | .776\*\* |
| Sig. (2-tailed) | .067 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X05 | Pearson Correlation | .323\*\* | .561\*\* | .632\*\* | .646\*\* | 1 | .544\*\* | .521\*\* | .472\*\* | .519\*\* | .424\*\* | .807\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X06 | Pearson Correlation | .389\*\* | .258\*\* | .347\*\* | .390\*\* | .544\*\* | 1 | .320\*\* | .251\*\* | .298\*\* | .217\* | .580\*\* |
| Sig. (2-tailed) | .000 | .004 | .000 | .000 | .000 |  | .000 | .006 | .001 | .017 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X07 | Pearson Correlation | .214\* | .469\*\* | .501\*\* | .501\*\* | .521\*\* | .320\*\* | 1 | .533\*\* | .668\*\* | .284\*\* | .700\*\* |
| Sig. (2-tailed) | .019 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .002 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X08 | Pearson Correlation | .183\* | .622\*\* | .662\*\* | .544\*\* | .472\*\* | .251\*\* | .533\*\* | 1 | .557\*\* | .323\*\* | .703\*\* |
| Sig. (2-tailed) | .045 | .000 | .000 | .000 | .000 | .006 | .000 |  | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X09 | Pearson Correlation | .361\*\* | .648\*\* | .617\*\* | .691\*\* | .519\*\* | .298\*\* | .668\*\* | .557\*\* | 1 | .439\*\* | .803\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |  | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X10 | Pearson Correlation | .194\* | .409\*\* | .511\*\* | .570\*\* | .424\*\* | .217\* | .284\*\* | .323\*\* | .439\*\* | 1 | .601\*\* |
| Sig. (2-tailed) | .034 | .000 | .000 | .000 | .000 | .017 | .002 | .000 | .000 |  | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| TOTAL | Pearson Correlation | .539\*\* | .788\*\* | .837\*\* | .776\*\* | .807\*\* | .580\*\* | .700\*\* | .703\*\* | .803\*\* | .601\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

1. Dukungan Organisasi

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | TOTAL |
| X01 | Pearson Correlation | 1 | .339\*\* | .483\*\* | .270\*\* | .310\*\* | .265\*\* | .259\*\* | .324\*\* | .554\*\* | .326\*\* | .584\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .003 | .001 | .003 | .004 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X02 | Pearson Correlation | .339\*\* | 1 | .530\*\* | .479\*\* | .307\*\* | .431\*\* | .299\*\* | .523\*\* | .617\*\* | .394\*\* | .685\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .001 | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X03 | Pearson Correlation | .483\*\* | .530\*\* | 1 | .289\*\* | .346\*\* | .376\*\* | .333\*\* | .308\*\* | .482\*\* | .337\*\* | .627\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .001 | .000 | .000 | .000 | .001 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X04 | Pearson Correlation | .270\*\* | .479\*\* | .289\*\* | 1 | .665\*\* | .454\*\* | .579\*\* | .753\*\* | .584\*\* | .739\*\* | .778\*\* |
| Sig. (2-tailed) | .003 | .000 | .001 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X05 | Pearson Correlation | .310\*\* | .307\*\* | .346\*\* | .665\*\* | 1 | .363\*\* | .622\*\* | .682\*\* | .570\*\* | .645\*\* | .742\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X06 | Pearson Correlation | .265\*\* | .431\*\* | .376\*\* | .454\*\* | .363\*\* | 1 | .309\*\* | .440\*\* | .610\*\* | .446\*\* | .631\*\* |
| Sig. (2-tailed) | .003 | .000 | .000 | .000 | .000 |  | .001 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X07 | Pearson Correlation | .259\*\* | .299\*\* | .333\*\* | .579\*\* | .622\*\* | .309\*\* | 1 | .743\*\* | .596\*\* | .714\*\* | .740\*\* |
| Sig. (2-tailed) | .004 | .001 | .000 | .000 | .000 | .001 |  | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X08 | Pearson Correlation | .324\*\* | .523\*\* | .308\*\* | .753\*\* | .682\*\* | .440\*\* | .743\*\* | 1 | .719\*\* | .779\*\* | .848\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X09 | Pearson Correlation | .554\*\* | .617\*\* | .482\*\* | .584\*\* | .570\*\* | .610\*\* | .596\*\* | .719\*\* | 1 | .636\*\* | .874\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| X10 | Pearson Correlation | .326\*\* | .394\*\* | .337\*\* | .739\*\* | .645\*\* | .446\*\* | .714\*\* | .779\*\* | .636\*\* | 1 | .812\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| TOTAL | Pearson Correlation | .584\*\* | .685\*\* | .627\*\* | .778\*\* | .742\*\* | .631\*\* | .740\*\* | .848\*\* | .874\*\* | .812\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

1. Kinerja

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | | X08 | X09 | X10 | TOTAL |
| X01 | Pearson Correlation | 1 | .531\*\* | .546\*\* | .550\*\* | .180\* | .535\*\* | .431\*\* | | .589\*\* | .589\*\* | .322\*\* | .766\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .049 | .000 | .000 | | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X02 | Pearson Correlation | .531\*\* | 1 | .513\*\* | .387\*\* | .232\* | .339\*\* | .418\*\* | | .490\*\* | .553\*\* | .330\*\* | .697\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .011 | .000 | .000 | | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X03 | Pearson Correlation | .546\*\* | .513\*\* | 1 | .312\*\* | .003 | .298\*\* | .150 | | .334\*\* | .432\*\* | .078 | .520\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .001 | .973 | .001 | .101 | | .000 | .000 | .400 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X04 | Pearson Correlation | .550\*\* | .387\*\* | .312\*\* | 1 | .316\*\* | .416\*\* | .517\*\* | | .677\*\* | .515\*\* | .469\*\* | .761\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 |  | .000 | .000 | .000 | | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X05 | Pearson Correlation | .180\* | .232\* | .003 | .316\*\* | 1 | -.003 | .300\*\* | | .222\* | .066 | .483\*\* | .419\*\* |
| Sig. (2-tailed) | .049 | .011 | .973 | .000 |  | .972 | .001 | | .015 | .473 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X06 | Pearson Correlation | .535\*\* | .339\*\* | .298\*\* | .416\*\* | -.003 | 1 | .434\*\* | | .539\*\* | .445\*\* | .282\*\* | .633\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .972 |  | .000 | | .000 | .000 | .002 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X07 | Pearson Correlation | .431\*\* | .418\*\* | .150 | .517\*\* | .300\*\* | .434\*\* | 1 | | .558\*\* | .495\*\* | .584\*\* | .741\*\* |
| Sig. (2-tailed) | .000 | .000 | .101 | .000 | .001 | .000 |  | | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X08 | Pearson Correlation | .589\*\* | .490\*\* | .334\*\* | .677\*\* | .222\* | .539\*\* | .558\*\* | | 1 | .615\*\* | .496\*\* | .816\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .015 | .000 | .000 | |  | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X09 | Pearson Correlation | .589\*\* | .553\*\* | .432\*\* | .515\*\* | .066 | .445\*\* | .495\*\* | | .615\*\* | 1 | .401\*\* | .750\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .473 | .000 | .000 | | .000 |  | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| X10 | Pearson Correlation | .322\*\* | .330\*\* | .078 | .469\*\* | .483\*\* | .282\*\* | .584\*\* | | .496\*\* | .401\*\* | 1 | .670\*\* |
| Sig. (2-tailed) | .000 | .000 | .400 | .000 | .000 | .002 | .000 | | .000 | .000 |  | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| TOTAL | Pearson Correlation | .766\*\* | .697\*\* | .520\*\* | .761\*\* | .419\*\* | .633\*\* | .741\*\* | | .816\*\* | .750\*\* | .670\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | | 120 | 120 | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |
| **Uji Reliabilitas**   |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Item-Total Statistics** | | | | | |  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted | | DISIPLIN KERJA | 120.95 | 253.561 | .172 | .662 | | BEBAN KERJA | 117.27 | 179.441 | .527 | .400 | | DUKUNGAN ORGANISASI | 116.12 | 180.581 | .484 | .435 | | KINERJA | 116.16 | 217.311 | .348 | .648 |   **Uji Normalitas**   |  |  |  |  | | --- | --- | --- | --- | | **One-Sample Kolmogorov-Smirnov Test** | | | | |  | | | Unstandardized Residual | | N | | | 120 | | Normal Parametersa,b | Mean | | .0000000 | | Std. Deviation | | 5.75350086 | | Most Extreme Differences | Absolute | | .121 | | Positive | | .098 | | Negative | | -.121 | | Test Statistic | | | .121 | | Asymp. Sig. (2-tailed) | | | .000c | | Monte Carlo Sig. (2-tailed) | Sig. | | .052d | | 99% Confidence Interval | Lower Bound | .047 | | Upper Bound | .058 | | a. Test distribution is Normal. | | | | | b. Calculated from data. | | | | | c. Lilliefors Significance Correction. | | | | | d. Based on 10000 sampled tables with starting seed 926214481. | | | |   **Uji Multikolinearitas**   |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | | | B | Std. Error | Beta | Tolerance | VIF | | 1 | (Constant) | 24.889 | 4.341 |  | 5.733 | .000 |  |  | | DISIPLIN KERJA | .087 | .089 | .083 | 1.975 | .007 | .949 | 1.054 | | BEBAN KERJA | .336 | .088 | .360 | 3.821 | .005 | .780 | 1.282 | | DUKUNGAN ORGANISASI | .138 | .086 | .153 | 1.670 | .009 | .765 | 1.308 |   **Uji Heteroskedastisitas**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | | B | Std. Error | Beta | | 1 | (Constant) | -3.618 | 3.271 |  | -1.106 | .271 | | DISIPLIN KERJA | .074 | .067 | .102 | 1.100 | .274 | | BEBAN KERJA | -.009 | .066 | -.013 | -.128 | .898 | | DUKUNGAN ORGANISASI | .122 | .065 | .194 | 1.880 | .063 | | a. Dependent Variable: ABS\_RES | | | | | | |   **Analisis Regresi Linier Berganda**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | | B | Std. Error | Beta | | 1 | (Constant) | 24.889 | 4.341 |  | 5.733 | .000 | | DISIPLIN KERJA | .087 | .089 | .083 | 1.975 | .007 | | BEBAN KERJA | .336 | .088 | .360 | 3.821 | .005 | | DUKUNGAN ORGANISASI | .138 | .086 | .153 | 1.670 | .009 | | a. Dependent Variable: KINERJA | | | | | | |   **Uji Parsial (Uji T)**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | | B | Std. Error | Beta | | 1 | (Constant) | 24.889 | 4.341 |  | 5.733 | .000 | | DISIPLIN KERJA | .087 | .089 | .083 | 1.975 | .007 | | BEBAN KERJA | .336 | .088 | .360 | 3.821 | .005 | | DUKUNGAN ORGANISASI | .138 | .086 | .153 | 1.670 | .009 | | 1. Dependent Variable: KINERJA | | | | | | |   **Uji Stimultan (Uji F)**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **ANOVAa** | | | | | | | | Model | | Sum of Squares | Df | Mean Square | F | Sig. | | 1 | Regression | 977.845 | 3 | 325.948 | 9.442 | .000b | | Residual | 4004.480 | 116 | 34.521 |  |  | | Total | 4982.325 | 119 |  |  |  | | a. Dependent Variable: KINERJA | | | | | | | | b. Predictors: (Constant), DUKUNGAN ORGANISASI, DISIPLIN KERJA, BEBAN KERJA | | | | | | | | | | | | | | | |