

Lampiran 2. Tabulasi Data Hasil Penelitian

Resp	Loyalitas Pegawai					
	EL1.1.1	EL1.1.2	EL1.2.1	EL1.2.2	EL1.3.1	EL1.3.2
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7	5	5	5	3	5	5
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12	5	5	5	5	5	5
13	4	4	4	4	4	4
14	5	5	5	5	5	5
15	5	5	5	3	5	5
16	5	3	5	5	5	5
17	5	5	5	5	5	3
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33	3	5	3	5	3	5
34	5	5	5	5	5	5
35	5	5	5	5	5	4
36	5	3	5	5	5	5
37	3	5	5	3	5	5
38	4	4	4	4	4	4
39	5	5	5	5	5	5
40	5	4	5	5	5	3
41	5	5	5	4	5	5
42	5	5	5	3	5	5
43	3	3	3	3	3	3
44	4	5	5	5	4	5
45	5	5	3	5	5	5
46	5	5	3	5	3	5

Resp	Loyalitas Pegawai					
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58	4	4	4	4	4	3
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76	5	5	3	5	5	5
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87	3	5	4	5	5	4
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89	5	5	5	5	5	5
90	5	5	5	5	5	5
91	5	5	5	5	5	5
92	4	4	4	4	4	4
93	5	5	5	5	5	5
94	5	5	5	5	5	5

Resp	Loyalitas Pegawai					
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100	5	5	5	5	5	5
101	5	5	5	5	5	5
102	4	4	4	4	4	4
103	4	4	4	4	4	4
104	4	4	4	4	4	4
105	5	5	5	5	5	5
106	4	4	4	4	4	4
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108	5	5	5	5	5	5
109	5	5	5	5	5	5
110	4	4	4	4	4	4
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122	4	4	4	4	4	4
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124	4	4	4	4	4	4
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128	5	5	5	5	5	5
129	4	4	4	4	4	4
130	4	4	4	4	4	4
131	5	5	5	5	5	5
132	5	5	5	5	5	5
133	5	5	5	5	5	3
134	4	5	5	5	5	5
135	5	5	5	5	5	5
136	4	3	4	3	4	3
137	4	4	4	4	4	4
138	5	3	5	5	5	5
139	5	5	5	5	5	5
140	3	3	3	3	3	3
141	5	5	5	5	5	3
142	5	4	5	5	5	5

Resp	Loyalitas Pegawai					
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146	5	5	5	5	5	3
147	3	5	5	5	5	5
148	5	5	5	5	5	3
149	5	4	5	5	5	5
150	4	4	4	4	4	4
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158	5	3	4	5	5	5
159	5	5	5	5	5	5
160	4	4	4	4	4	4
161	5	5	5	5	5	3
162	5	5	5	5	5	5
163	5	3	5	5	5	5

Resp	Kedisiplinan Kerja					
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10	5	5	5	5	5	5
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12	5	5	5	5	5	5
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14	5	5	5	3	4	4
15	3	5	5	5	5	5
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17	5	4	5	5	5	5
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33	5	3	5	5	5	5
34	5	5	5	3	5	5
35	5	4	5	5	5	3
36	5	5	3	5	5	5
37	5	5	5	5	5	5
38	4	4	4	4	4	4
39	5	5	5	5	3	5
40	4	4	4	4	4	5
41	3	5	4	4	4	4
42	5	5	5	5	5	4
43	4	3	3	3	3	3
44	5	5	5	5	5	4
45	5	3	5	5	5	5
46	5	5	4	5	5	5
47	4	4	4	4	4	4
48	4	3	4	3	4	4

Resp	Kedisiplinan Kerja					
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53	5	5	5	5	3	5
54	5	5	4	5	3	5
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61	5	5	3	5	4	5
62	4	4	4	4	4	4
63	4	4	4	4	4	4
64	3	5	5	5	5	5
65	5	3	5	4	5	5
66	4	4	4	4	4	4
67	5	5	3	5	3	5
68	5	5	5	5	5	5
69	4	4	4	4	4	4
70	4	4	4	4	4	4
71	5	5	5	5	5	5
72	5	5	3	5	5	5
73	5	5	5	5	5	3
74	4	4	3	4	4	4
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76	5	5	5	5	4	3
77	5	5	5	5	5	5
78	5	5	5	5	5	5
79	4	4	4	4	4	4
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81	4	4	4	4	4	4
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91	5	5	5	5	5	5
92	4	4	4	3	4	4
93	5	5	5	5	5	3
94	5	5	5	5	5	5
95	4	4	4	4	4	4
96	5	5	5	5	5	3

Resp	Kedisiplinan Kerja					
	WD1.1.1	WD1.1.2	WD1.2.1	WD1.2.2	WD1.3.1	WD1.3.2
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104	4	4	4	4	4	4
105	5	5	4	5	5	5
106	4	4	4	4	4	4
107	5	5	5	4	5	5
108	5	5	5	5	4	5
109	5	4	5	5	5	5
110	4	4	4	4	4	4
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123	5	5	5	5	5	5
124	4	4	4	4	4	4
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128	5	5	5	5	5	5
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131	5	5	5	5	5	5
132	5	5	5	5	5	5
133	5	5	5	5	5	5
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136	3	4	4	4	4	4
137	5	4	5	5	5	4
138	5	5	5	5	5	5
139	5	5	5	5	5	5
140	4	3	3	3	3	3
141	5	5	5	5	5	5
142	5	5	5	5	4	4
143	4	5	5	5	5	5
144	4	4	4	4	4	4

Resp	Kedisiplinan Kerja					
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151	4	5	5	5	5	5
152	5	4	5	5	4	5
153	4	4	4	4	4	4
154	4	5	5	5	5	5
155	5	4	5	5	4	5
156	5	5	5	5	5	5
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158	4	4	5	5	5	5
159	5	5	5	5	5	5
160	4	4	4	4	4	4
161	5	5	5	5	5	5
162	5	5	5	5	5	5
163	5	5	5	5	5	5

Resp	Skill Pegawai					
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12	5	5	5	5	5	5
13	5	5	5	5	5	4
14	4	4	4	4	4	5
15	5	5	5	3	5	4
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17	5	5	4	5	5	5
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19	4	3	4	5	4	4
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35	5	5	5	5	5	5
36	5	5	5	5	5	5
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38	4	3	4	4	4	4
39	5	5	5	5	5	5
40	4	5	4	4	5	5
41	4	2	4	5	5	5
42	4	5	4	5	5	5
43	3	3	3	3	3	3
44	4	5	5	5	5	5
45	5	4	4	5	5	3
46	5	5	5	5	5	5
47	4	4	4	4	4	4
48	3	4	4	3	4	4

Resp	Skill Pegawai					
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65	5	5	5	5	5	5
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68	5	5	5	5	3	5
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72	5	5	3	5	5	5
73	5	5	5	3	5	5
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86	5	5	5	3	5	5
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89	3	5	5	5	5	5
90	5	5	5	5	5	5
91	5	5	5	5	5	5
92	4	4	2	2	4	4
93	5	5	5	5	5	5
94	5	5	5	5	5	5
95	4	4	4	4	4	4
96	5	5	5	5	5	5

Resp	Skill Pegawai					
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102	4	4	4	4	4	4
103	4	4	4	4	4	4
104	4	4	4	4	4	4
105	5	5	5	5	5	5
106	4	4	4	4	4	4
107	5	5	5	5	5	5
108	5	5	3	5	5	5
109	5	5	5	3	5	5
110	4	4	4	4	4	4
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121	5	5	5	5	5	5
122	4	4	4	4	4	4
123	5	5	5	5	5	5
124	3	4	2	2	4	4
125	5	5	5	5	5	5
126	4	4	4	4	4	4
127	5	5	5	5	5	5
128	5	5	5	5	5	5
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131	5	5	5	5	5	5
132	4	5	5	5	5	5
133	5	5	3	5	5	5
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138	5	5	5	5	5	5
139	5	4	4	5	5	5
140	3	3	3	3	3	3
141	5	5	5	5	5	5
142	4	4	5	4	5	5
143	5	5	5	5	5	5
144	4	4	4	4	4	4

Resp	Skill Pegawai					
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146	5	4	4	5	5	5
147	4	5	5	5	5	5
148	5	5	5	5	5	5
149	4	4	2	4	5	5
150	4	4	4	4	4	4
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156	5	5	5	5	5	5
157	5	5	5	5	5	5
158	5	4	5	4	5	4
159	5	5	5	5	5	5
160	4	4	2	2	4	4
161	5	5	5	5	5	5
162	5	5	5	5	5	5
163	5	5	5	5	5	5

Resp	SOP					
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4	5	5	5	5	5	5
5	5	5	5	5	5	4
6	5	5	5	5	5	3
7	3	5	5	5	5	5
8	4	4	5	4	4	4
9	5	4	5	4	3	4
10	5	4	5	5	5	4
11	5	5	5	5	5	5
12	3	5	5	5	5	5
13	4	4	4	2	4	3
14	5	5	5	5	5	3
15	5	5	5	5	5	5
16	5	5	5	5	3	5
17	5	5	3	5	5	5
18	5	4	4	4	5	3
19	4	4	4	4	5	3
20	5	5	5	5	5	5
21	5	5	4	5	5	5
22	5	5	5	5	5	4
23	4	5	5	5	5	5
24	5	5	5	5	5	5
25	5	5	5	5	5	5
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29	5	3	5	5	5	5
30	5	5	5	5	5	3
31	5	4	5	3	5	4
32	5	5	5	5	5	5
33	5	5	3	5	5	5
34	3	5	5	5	3	5
35	5	5	5	5	5	3
36	5	5	5	5	5	5
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38	4	4	4	4	4	4
39	3	5	5	5	5	5
40	5	5	3	5	5	4
41	5	5	4	4	5	4
42	5	5	5	5	5	5
43	3	3	3	3	3	4
44	5	5	5	5	5	5
45	5	5	5	5	5	5
46	5	3	5	5	5	5
47	4	4	4	2	4	4
48	4	4	4	4	4	3

Resp	SOP					
	SOP1.1.1	SOP1.1.2	SOP1.2.1	SOP1.2.2	SOP1.3.1	SOP1.3.2
49	5	4	5	5	5	4
50	5	5	5	5	5	5
51	5	5	5	5	5	5
52	4	4	4	2	4	3
53	5	5	5	5	5	5
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55	5	5	5	5	5	5
56	5	5	5	5	5	5
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58	4	4	4	4	5	3
59	5	5	5	5	3	3
60	5	5	4	5	5	5
61	5	5	5	5	5	5
62	4	4	4	4	4	4
63	4	4	4	4	4	4
64	5	5	5	5	5	5
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66	4	4	4	4	4	4
67	5	5	5	5	5	3
68	5	5	5	5	5	4
69	4	4	4	4	4	4
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72	5	5	5	5	5	5
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74	4	4	4	4	4	4
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81	4	4	4	4	5	4
82	5	5	5	5	5	5
83	5	5	5	5	5	5
84	4	4	4	4	4	4
85	4	4	4	4	4	4
86	5	5	5	5	5	5
87	5	4	4	5	2	4
88	4	4	4	4	4	4
89	5	5	4	5	5	5
90	5	5	5	5	5	5
91	5	5	5	5	5	5
92	4	4	4	4	2	4
93	5	5	5	5	5	5
94	5	5	5	5	5	5
95	4	4	4	4	4	4
96	5	5	5	5	5	5

Resp	SOP					
	SOP1.1.1	SOP1.1.2	SOP1.2.1	SOP1.2.2	SOP1.3.1	SOP1.3.2
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98	4	4	4	4	4	5
99	5	5	5	5	5	3
100	5	5	5	4	5	5
101	5	5	5	5	5	5
102	4	4	4	4	4	4
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117	5	5	5	5	5	5
118	4	4	4	4	4	4
119	5	4	4	5	2	4
120	5	5	4	5	4	5
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122	4	4	4	4	4	4
123	5	5	5	5	5	5
124	4	4	4	4	2	4
125	5	5	5	5	5	5
126	4	4	4	4	4	4
127	4	5	5	5	5	5
128	5	5	5	5	5	5
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130	4	4	4	4	4	5
131	5	5	5	5	5	3
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133	4	5	5	4	5	5
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135	5	5	5	5	5	5
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138	5	5	5	5	4	5
139	4	4	4	4	4	5
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141	5	5	5	5	5	5
142	5	4	4	5	2	5
143	5	5	5	5	5	5
144	4	4	4	4	4	4

Resp	SOP					
	SOP1.1.1	SOP1.1.2	SOP1.2.1	SOP1.2.2	SOP1.3.1	SOP1.3.2
145	5	5	5	5	5	5
146	4	4	4	5	5	5
147	5	5	5	3	5	5
148	5	5	5	5	5	5
149	5	5	5	4	2	5
150	4	4	4	4	4	4
151	4	5	5	5	5	5
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154	5	5	5	5	5	5
155	4	4	4	5	2	4
156	5	5	4	5	4	5
157	5	5	4	5	5	5
158	5	4	4	4	5	4
159	5	5	5	5	5	5
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162	3	5	5	5	5	5
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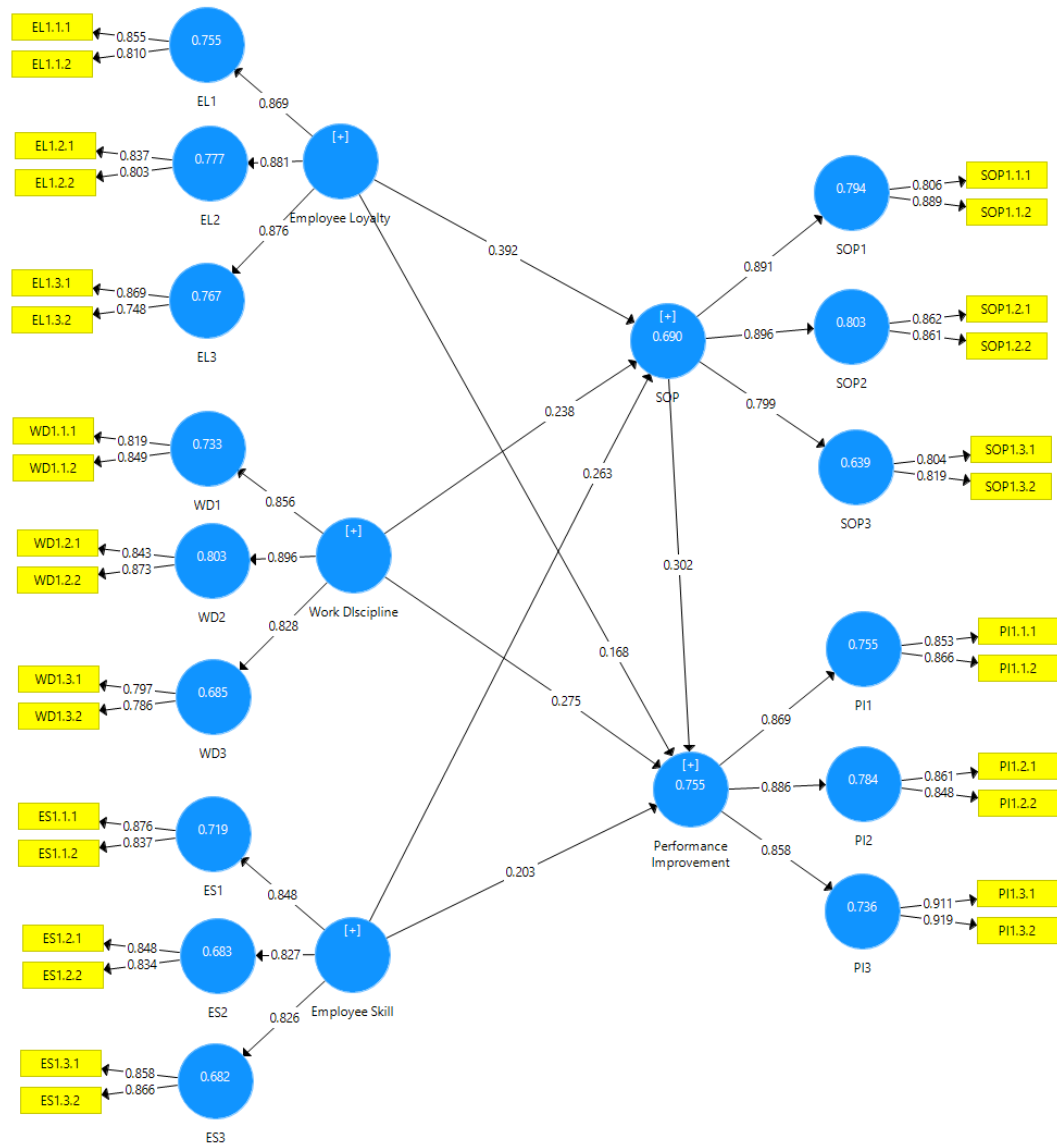
Resp	Kinerja					
	PI1.1.1	PI1.1.2	PI1.2.1	PI1.2.2	PI1.3.1	PI1.3.2
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2	4	4	4	4	5	5
3	5	5	5	5	5	5
4	5	5	5	5	5	5
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6	5	5	5	5	5	5
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27	5	5	3	5	5	5
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33	5	3	5	5	5	5
34	5	5	5	5	5	5
35	5	4	5	3	5	5
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37	5	4	5	4	5	5
38	4	4	4	4	4	4
39	5	5	5	5	5	5
40	4	4	4	4	4	4
41	4	4	4	4	5	5
42	5	5	5	5	5	5
43	3	3	3	3	3	3
44	5	5	5	5	5	5
45	5	5	5	5	5	5
46	5	3	5	5	5	5
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48	4	3	4	4	3	3

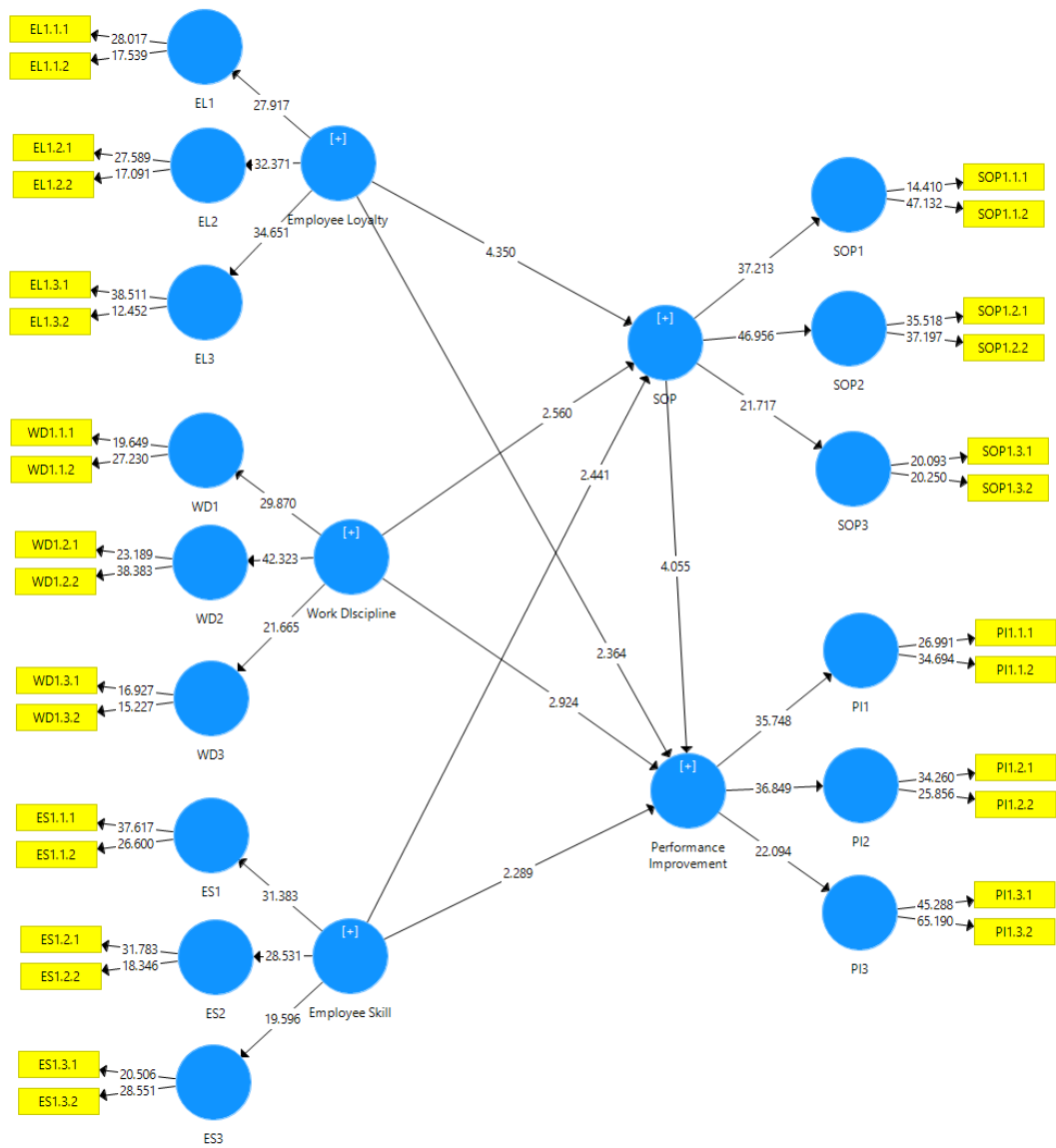
Resp	Kinerja					
	PI1.1.1	PI1.1.2	PI1.2.1	PI1.2.2	PI1.3.1	PI1.3.2
49	4	4	5	4	5	5
50	3	5	5	3	5	5
51	5	5	5	3	5	5
52	3	4	4	3	4	4
53	5	5	5	5	3	3
54	5	4	4	4	4	4
55	5	5	5	5	5	5
56	3	5	5	5	5	5
57	4	4	4	4	4	4
58	4	3	3	4	3	4
59	5	4	5	5	4	5
60	5	5	5	5	5	5
61	4	5	5	5	5	5
62	4	4	4	4	4	4
63	4	4	4	4	4	4
64	5	5	5	5	5	5
65	5	5	5	5	5	5
66	4	4	4	4	4	4
67	5	5	5	5	5	5
68	5	5	5	5	5	5
69	4	4	4	4	4	4
70	4	4	4	4	4	4
71	5	5	5	5	5	5
72	4	5	4	5	4	5
73	5	5	5	5	3	5
74	4	4	4	4	4	4
75	5	5	5	5	5	5
76	5	5	5	5	5	5
77	5	4	5	4	5	5
78	5	5	5	5	5	5
79	4	4	4	4	4	4
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82	5	5	5	5	5	5
83	5	5	5	5	5	5
84	4	4	4	4	4	4
85	4	4	4	4	4	4
86	5	5	5	5	5	5
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91	4	5	4	5	4	5
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94	5	4	5	5	5	5
95	4	4	4	4	4	4
96	5	5	5	5	5	5

Resp	Kinerja					
	PI1.1.1	PI1.1.2	PI1.2.1	PI1.2.2	PI1.3.1	PI1.3.2
97	3	4	3	4	3	4
98	3	3	3	3	3	3
99	5	5	3	5	5	5
100	5	5	5	3	5	5
101	5	5	5	5	5	5
102	4	4	4	4	4	4
103	4	4	4	4	4	4
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108	5	5	3	5	5	5
109	5	5	4	4	4	5
110	4	4	4	4	4	4
111	5	5	3	5	5	3
112	5	5	5	3	5	5
113	4	4	4	4	4	3
114	3	5	5	5	4	5
115	5	4	5	4	5	5
116	5	5	5	3	3	5
117	5	3	5	5	3	5
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121	4	4	4	5	4	5
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123	5	5	5	3	5	5
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125	5	5	5	5	5	5
126	4	4	4	4	4	4
127	5	5	3	5	3	5
128	5	5	5	5	5	5
129	4	5	3	4	3	4
130	4	4	4	4	4	4
131	5	5	5	5	5	5
132	5	5	5	5	5	5
133	5	5	5	5	3	5
134	5	5	5	5	5	5
135	5	5	5	5	5	5
136	4	4	4	4	4	4
137	3	4	5	5	5	3
138	4	5	3	5	5	5
139	5	5	5	4	5	4
140	3	3	3	3	3	3
141	5	5	5	5	5	5
142	4	4	5	4	4	5
143	5	5	5	5	5	5
144	4	4	4	4	4	4

Resp	Kinerja					
	PI1.1.1	PI1.1.2	PI1.2.1	PI1.2.2	PI1.3.1	PI1.3.2
145	5	5	4	5	4	5
146	5	5	5	5	5	5
147	5	5	5	5	5	5
148	5	5	5	5	5	5
149	4	4	4	4	4	5
150	4	4	4	4	4	4
151	5	5	5	5	5	5
152	5	5	5	5	3	5
153	4	4	4	4	4	4
154	5	5	5	5	5	5
155	4	5	4	4	4	5
156	4	5	5	5	5	5
157	4	4	4	5	4	5
158	5	5	3	5	4	5
159	5	5	5	5	5	5
160	4	4	3	4	3	4
161	5	5	5	5	5	5
162	4	5	5	5	5	5
163	5	5	3	5	5	5

Lampiran 3. Hasil Analisis PLS





Construct Reliability and Validity

Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted
	Cronbach's AL...	rho_A	Composite Rel...	Average Varian...
EL1	0.560	0.565	0.819	0.694
EL2	0.515	0.517	0.805	0.673
EL3	0.486	0.512	0.792	0.657
ES1	0.639	0.646	0.847	0.734
ES2	0.586	0.586	0.828	0.707
ES3	0.653	0.654	0.852	0.743
Employee Loyalty	0.809	0.816	0.864	0.516
Employee Skill	0.804	0.806	0.860	0.506
PI1	0.647	0.648	0.850	0.739
PI2	0.630	0.630	0.844	0.730
PI3	0.805	0.806	0.911	0.837
Performance Improvement	0.856	0.857	0.893	0.582
SOP	0.818	0.829	0.869	0.529

Construct Reliability and Validity

Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (Av
	Cronbach's AL...	rho_A	Composite Rel...	Average Varian...
PI1	0.647	0.648	0.850	0.739
PI2	0.630	0.630	0.844	0.730
PI3	0.805	0.806	0.911	0.837
Performance Improvement	0.856	0.857	0.893	0.582
SOP	0.818	0.829	0.869	0.529
SOP1	0.618	0.645	0.837	0.721
SOP2	0.653	0.653	0.852	0.742
SOP3	0.482	0.482	0.794	0.659
WD1	0.562	0.565	0.820	0.695
WD2	0.642	0.646	0.848	0.736
WD3	0.404	0.404	0.770	0.626
Work Discipline	0.806	0.812	0.861	0.510

Path Coefficients

Mean, STDEV, T-Values, P-Values	Confidence Intervals	Confidence Intervals Bias Corrected	Samples		
	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (O /...	P Values
Employee Loyalty -> EL1	0.869	0.871	0.031	27.917	0.000
Employee Loyalty -> EL2	0.881	0.884	0.027	32.371	0.000
Employee Loyalty -> EL3	0.876	0.878	0.025	34.651	0.000
Employee Loyalty -> Performance Improvement	0.168	0.166	0.071	2.364	0.018
Employee Loyalty -> SOP	0.392	0.396	0.090	4.350	0.000
Employee Skill -> ES1	0.848	0.849	0.027	31.383	0.000
Employee Skill -> ES2	0.827	0.829	0.029	28.531	0.000
Employee Skill -> ES3	0.826	0.825	0.042	19.596	0.000
Employee Skill -> Performance Improvement	0.203	0.196	0.089	2.289	0.022
Employee Skill -> SOP	0.263	0.259	0.108	2.441	0.015
Performance Improvement -> PI1	0.869	0.871	0.024	35.748	0.000

Path Coefficients

Mean, STDEV, T-Values, P-Values	Confidence Intervals	Confidence Intervals Bias Corrected	Samples		
	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (O /...	P Values
Employee Skill -> SOP	0.263	0.259	0.108	2.441	0.015
Performance Improvement -> PI1	0.869	0.871	0.024	35.748	0.000
Performance Improvement -> PI2	0.886	0.887	0.024	36.849	0.000
Performance Improvement -> PI3	0.858	0.858	0.039	22.094	0.000
SOP -> Performance Improvement	0.302	0.308	0.075	4.055	0.000
SOP -> SOP1	0.891	0.893	0.024	37.213	0.000
SOP -> SOP2	0.896	0.897	0.019	46.956	0.000
SOP -> SOP3	0.799	0.802	0.037	21.717	0.000
Work Discipline -> Performance Improvement	0.275	0.280	0.094	2.924	0.004
Work Discipline -> SOP	0.238	0.240	0.093	2.560	0.011
Work Discipline -> WD1	0.856	0.860	0.029	29.870	0.000
Work Discipline -> WD2	0.896	0.896	0.021	42.323	0.000
Work Discipline -> WD3	0.828	0.829	0.038	21.665	0.000

Specific Indirect Effects

Mean, STDEV, T-Values, P-Values	Confidence Intervals	Confidence Intervals Bias Corrected	Samples	Copy to Clipboard	
	Original Sample Mean	Sample Mean (Corrected)	Standard Deviation	T Statistics (O / E)	P Values
Employee Skill -> SOP -> Performance Improvement -> PI3	0.068	0.068	0.033	2.071	0.039
SOP -> Performance Improvement -> PI3	0.259	0.264	0.064	4.075	0.000
Work Discipline -> SOP -> Performance Improvement -> PI3	0.062	0.064	0.029	2.126	0.034
Work Discipline -> Performance Improvement -> PI3	0.236	0.241	0.081	2.894	0.004
Employee Loyalty -> SOP -> Performance Improvement	0.118	0.122	0.042	2.824	0.005
Employee Skill -> SOP -> Performance Improvement	0.079	0.080	0.038	2.064	0.040
Work Discipline -> SOP -> Performance Improvement	0.072	0.074	0.034	2.113	0.035
Employee Loyalty -> SOP -> SOP1	0.349	0.354	0.082	4.233	0.000
Employee Skill -> SOP -> SOP1	0.234	0.231	0.096	2.426	0.016
Work Discipline -> SOP -> SOP1	0.212	0.214	0.083	2.563	0.011
Employee Loyalty -> SOP -> SOP2	0.351	0.355	0.082	4.279	0.000

Specific Indirect Effects						
Mean, STDEV, T-Values, P-Values	Confidence Intervals	Confidence Intervals Bias Corrected	Samples	Copy to Clipboard		
	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (O /...		P Values
Employee Skill -> Performance Improvement -> PI3	0.174	0.168	0.077	2.246		0.025
Employee Loyalty -> SOP -> Performance Improvement -> PI3	0.102	0.105	0.036	2.806		0.005
Employee Skill -> SOP -> Performance Improvement -> PI3	0.068	0.068	0.033	2.071		0.039
SOP -> Performance Improvement -> PI3	0.259	0.264	0.064	4.075		0.000
Work Discipline -> SOP -> Performance Improvement -> PI3	0.062	0.064	0.029	2.126		0.034
Work Discipline -> Performance Improvement -> PI3	0.236	0.241	0.081	2.894		0.004
Employee Loyalty -> SOP -> Performance Improvement	0.118	0.122	0.042	2.824		0.005
Employee Skill -> SOP -> Performance Improvement	0.079	0.080	0.038	2.064		0.040
Work Discipline -> SOP -> Performance Improvement	0.072	0.074	0.034	2.113		0.035
Employee Loyalty -> SOP -> SOP1	0.349	0.354	0.082	4.233		0.000
Employee Skill -> SOP -> SOP1	0.234	0.231	0.096	2.426		0.016