**Lampiran 1. Kuesioner**

Nomor responden : ........

**KUESIONER**

1. **KARAKTERISTIK RESPONDEN**

Berilah tanda silang (X) pada jawaban yang sesuai dengan anda.

1. Nama :

2. Jenis Kelamin :

3. Usia :

1. **Petunjuk Pengisian:**

Silakan menjawab pertanyaan-pertanyan yang diberikan dengan tingkat kesetujuan Bapak /Ibu /Sdr(i) atas pernyataan tersebut. Mohon beri tanda silang (X) padakolom yang disediakan sesuai dengan penilaian anda.

1. STS: Sangat Tidak Setuju
2. TS: Tidak Setuju
3. CS: Cukup Setuju
4. S: Setuju
5. SS: Sangat Setuju

**Penyederhanaan Birokrasi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1 | Pimpinan selalu melakukan penyederhanaan Struktur Organisasi |  |  |  |  |  |
| 2 | Pimpinan selalu melakukan Penyetaraan Jabatan |  |  |  |  |  |
| 3 | Pimpinan selalu melakukan Penyesuaian Sistem Kerja |  |  |  |  |  |

**Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1 | Setiap pegawai sudah menyadari dan memahami mengenai aturan perusahaan sejak mulai menjadi pegawai |  |  |  |  |  |
| 2 | Setiap pegawai berpartisipasi dalam menerapkan budaya organisasi yang mencerminkan citra organisasi. |  |  |  |  |  |
| 3 | Bapak/Ibu mampu menyesuaikan diri dengan peraturan, nilai dan visi - misi organisasi |  |  |  |  |  |
| 4 | Instansi selalu melakukan sosialisasi terbuka kepada karyawan peraturan-peraturan yang diberlakukan |  |  |  |  |  |
| 5 | Baik lingkungan maupun rekan kerja membantu memberikan rasa nyaman dalam bekerja. |  |  |  |  |  |

**Motivasi (Z)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1 | Bapak/Ibu sering bekerja keras untuk mendapatkan kesempatan promosi jabatan. |  |  |  |  |  |
| 2 | Bapak/Ibu mencoba dengan sangat sungguh- sungguh untuk mencapai target yang diberikan. |  |  |  |  |  |
| 3 | Bapak/Ibu sering berinteraksi dengan orang- orang disekitar tentang berbagai hal |  |  |  |  |  |

**Kinerja ASN (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1 | Hasil pekerjaan saya dapat memenuhi kuantitas yang ditetapkan perusahaan |  |  |  |  |  |
| 2 | Hasil pekerjaan saya dapat memenuhi kualitas yang ditetapkan organisasi. |  |  |  |  |  |
| 3 | Saya melakukan pekerjaan dengan akurat dan tepat waktu |  |  |  |  |  |
| 4 | Saya melaksanakan beban kerja karena rasa tanggung jawab yang tinggi terhadap organisasi |  |  |  |  |  |
| 5 | Sikap kerja saya memenuhi norma-norma perusahaan |  |  |  |  |  |
| 6 | Saya selalu bekerja sama dengan rekan kerja untuk menghasilkan kinerja yang ditetapkan perusahaan |  |  |  |  |  |

**Lampiran 2. Tabulasi Data Hasil Penelitian**

| Resp | Penyederhanaan Birokrasi (X1) | | | | |
| --- | --- | --- | --- | --- | --- |
| X1.1 | X1.2 | X1.3 | Total | Mean |
| 1 | 4 | 5 | 5 | 14 | 4,67 |
| 2 | 4 | 4 | 4 | 12 | 4,00 |
| 3 | 5 | 2 | 4 | 11 | 3,67 |
| 4 | 3 | 3 | 2 | 8 | 2,67 |
| 5 | 3 | 4 | 3 | 10 | 3,33 |
| 6 | 5 | 4 | 5 | 14 | 4,67 |
| 7 | 4 | 5 | 3 | 12 | 4,00 |
| 8 | 5 | 5 | 4 | 14 | 4,67 |
| 9 | 4 | 5 | 3 | 12 | 4,00 |
| 10 | 4 | 5 | 4 | 13 | 4,33 |
| 11 | 5 | 5 | 5 | 15 | 5,00 |
| 12 | 4 | 4 | 4 | 12 | 4,00 |
| 13 | 4 | 3 | 4 | 11 | 3,67 |
| 14 | 5 | 5 | 5 | 15 | 5,00 |
| 15 | 5 | 5 | 5 | 15 | 5,00 |
| 16 | 5 | 5 | 5 | 15 | 5,00 |
| 17 | 4 | 4 | 4 | 12 | 4,00 |
| 18 | 3 | 3 | 3 | 9 | 3,00 |
| 19 | 4 | 4 | 4 | 12 | 4,00 |
| 20 | 5 | 5 | 5 | 15 | 5,00 |
| 21 | 4 | 3 | 3 | 10 | 3,33 |
| 22 | 4 | 4 | 4 | 12 | 4,00 |
| 23 | 4 | 5 | 4 | 13 | 4,33 |
| 24 | 4 | 3 | 4 | 11 | 3,67 |
| 25 | 5 | 4 | 5 | 14 | 4,67 |
| 26 | 4 | 3 | 4 | 11 | 3,67 |
| 27 | 5 | 5 | 5 | 15 | 5,00 |
| 28 | 4 | 4 | 4 | 12 | 4,00 |
| 29 | 4 | 4 | 3 | 11 | 3,67 |
| 30 | 4 | 4 | 4 | 12 | 4,00 |
| 31 | 5 | 5 | 5 | 15 | 5,00 |
| 32 | 4 | 4 | 4 | 12 | 4,00 |
| 33 | 5 | 5 | 4 | 14 | 4,67 |
| 34 | 5 | 5 | 4 | 14 | 4,67 |
| 35 | 3 | 4 | 4 | 11 | 3,67 |
| 36 | 4 | 4 | 4 | 12 | 4,00 |
| 37 | 2 | 2 | 3 | 7 | 2,33 |
| 38 | 5 | 3 | 4 | 12 | 4,00 |
| 39 | 4 | 4 | 4 | 12 | 4,00 |
| 40 | 3 | 3 | 3 | 9 | 3,00 |
| 41 | 4 | 4 | 5 | 13 | 4,33 |
| 42 | 4 | 4 | 4 | 12 | 4,00 |
| 43 | 4 | 4 | 4 | 12 | 4,00 |
| 44 | 4 | 3 | 3 | 10 | 3,33 |
| 45 | 4 | 5 | 4 | 13 | 4,33 |
| 46 | 4 | 4 | 4 | 12 | 4,00 |
| 47 | 4 | 5 | 5 | 14 | 4,67 |
| 48 | 5 | 4 | 4 | 13 | 4,33 |
| 49 | 5 | 5 | 5 | 15 | 5,00 |
| 50 | 4 | 5 | 4 | 13 | 4,33 |
| 51 | 5 | 4 | 5 | 14 | 4,67 |
| 52 | 4 | 5 | 5 | 14 | 4,67 |
| 53 | 4 | 4 | 4 | 12 | 4,00 |
| 54 | 4 | 4 | 4 | 12 | 4,00 |
| 55 | 4 | 4 | 4 | 12 | 4,00 |
| 56 | 3 | 5 | 3 | 11 | 3,67 |
| 57 | 4 | 4 | 4 | 12 | 4,00 |
| 58 | 4 | 4 | 5 | 13 | 4,33 |
| 59 | 4 | 5 | 4 | 13 | 4,33 |
| 60 | 4 | 5 | 4 | 13 | 4,33 |
| 61 | 5 | 5 | 5 | 15 | 5,00 |
| 62 | 4 | 2 | 5 | 11 | 3,67 |
| 63 | 4 | 3 | 4 | 11 | 3,67 |
| 64 | 5 | 4 | 5 | 14 | 4,67 |
| 65 | 5 | 5 | 5 | 15 | 5,00 |
| 66 | 5 | 5 | 5 | 15 | 5,00 |
| 67 | 4 | 3 | 4 | 11 | 3,67 |
| 68 | 4 | 5 | 4 | 13 | 4,33 |
| 69 | 3 | 4 | 3 | 10 | 3,33 |
| 70 | 4 | 4 | 3 | 11 | 3,67 |
| 71 | 4 | 4 | 4 | 12 | 4,00 |
| 72 | 5 | 5 | 4 | 14 | 4,67 |
| 73 | 4 | 5 | 5 | 14 | 4,67 |
| 74 | 5 | 5 | 5 | 15 | 5,00 |
| 75 | 5 | 5 | 4 | 14 | 4,67 |
| 76 | 3 | 3 | 2 | 8 | 2,67 |
| 77 | 4 | 5 | 4 | 13 | 4,33 |
| 78 | 5 | 4 | 5 | 14 | 4,67 |
| 79 | 4 | 5 | 4 | 13 | 4,33 |
| 80 | 5 | 5 | 4 | 14 | 4,67 |
| 81 | 4 | 5 | 3 | 12 | 4,00 |
| 82 | 4 | 5 | 4 | 13 | 4,33 |
| 83 | 4 | 4 | 4 | 12 | 4,00 |
| 84 | 4 | 4 | 4 | 12 | 4,00 |
| 85 | 4 | 3 | 4 | 11 | 3,67 |
| 86 | 4 | 5 | 5 | 14 | 4,67 |
| 87 | 5 | 4 | 5 | 14 | 4,67 |
| 88 | 4 | 4 | 3 | 11 | 3,67 |
| 89 | 5 | 4 | 5 | 14 | 4,67 |
| 90 | 5 | 5 | 5 | 15 | 5,00 |
| 91 | 4 | 4 | 5 | 13 | 4,33 |
| 92 | 5 | 4 | 4 | 13 | 4,33 |
| 93 | 4 | 5 | 5 | 14 | 4,67 |
| 94 | 4 | 4 | 4 | 12 | 4,00 |
| 95 | 4 | 4 | 4 | 12 | 4,00 |
| 96 | 4 | 5 | 5 | 14 | 4,67 |
| 97 | 5 | 4 | 3 | 12 | 4,00 |
| 98 | 4 | 5 | 4 | 13 | 4,33 |
| 99 | 3 | 3 | 4 | 10 | 3,33 |
| 100 | 4 | 4 | 4 | 12 | 4,00 |
| Mean | 4,20 | 4,21 | 4,12 | 12,53 | 4,18 |

| Resp | Budaya Organisasi | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | Total | Mean |
| 1 | 5 | 4 | 5 | 4 | 5 | 23 | 4,60 |
| 2 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 3 | 4 | 4 | 4 | 4 | 3 | 19 | 3,80 |
| 4 | 5 | 5 | 4 | 4 | 5 | 23 | 4,60 |
| 5 | 4 | 4 | 4 | 3 | 3 | 18 | 3,60 |
| 6 | 4 | 5 | 4 | 5 | 5 | 23 | 4,60 |
| 7 | 5 | 4 | 5 | 5 | 5 | 24 | 4,80 |
| 8 | 3 | 4 | 3 | 4 | 3 | 17 | 3,40 |
| 9 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 10 | 3 | 3 | 3 | 3 | 3 | 15 | 3,00 |
| 11 | 4 | 5 | 5 | 5 | 5 | 24 | 4,80 |
| 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 | 5,00 |
| 15 | 5 | 5 | 5 | 3 | 5 | 23 | 4,60 |
| 16 | 5 | 5 | 5 | 5 | 5 | 25 | 5,00 |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 18 | 5 | 3 | 5 | 3 | 4 | 20 | 4,00 |
| 19 | 3 | 3 | 3 | 3 | 3 | 15 | 3,00 |
| 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5,00 |
| 21 | 4 | 3 | 3 | 4 | 3 | 17 | 3,40 |
| 22 | 4 | 3 | 3 | 3 | 3 | 16 | 3,20 |
| 23 | 4 | 4 | 5 | 4 | 4 | 21 | 4,20 |
| 24 | 3 | 4 | 4 | 4 | 3 | 18 | 3,60 |
| 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5,00 |
| 26 | 5 | 5 | 5 | 5 | 5 | 25 | 5,00 |
| 27 | 5 | 4 | 5 | 4 | 5 | 23 | 4,60 |
| 28 | 3 | 3 | 3 | 3 | 3 | 15 | 3,00 |
| 29 | 4 | 4 | 4 | 3 | 3 | 18 | 3,60 |
| 30 | 3 | 4 | 3 | 4 | 3 | 17 | 3,40 |
| 31 | 4 | 3 | 4 | 4 | 4 | 19 | 3,80 |
| 32 | 5 | 4 | 5 | 5 | 5 | 24 | 4,80 |
| 33 | 3 | 4 | 4 | 5 | 3 | 19 | 3,80 |
| 34 | 3 | 4 | 5 | 4 | 3 | 19 | 3,80 |
| 35 | 3 | 4 | 3 | 4 | 3 | 17 | 3,40 |
| 36 | 4 | 5 | 4 | 5 | 4 | 22 | 4,40 |
| 37 | 3 | 3 | 3 | 3 | 3 | 15 | 3,00 |
| 38 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 39 | 4 | 4 | 4 | 4 | 3 | 19 | 3,80 |
| 40 | 4 | 4 | 4 | 4 | 3 | 19 | 3,80 |
| 41 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 42 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 43 | 4 | 4 | 5 | 4 | 5 | 22 | 4,40 |
| 44 | 4 | 3 | 3 | 3 | 4 | 17 | 3,40 |
| 45 | 4 | 3 | 4 | 4 | 5 | 20 | 4,00 |
| 46 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 47 | 3 | 4 | 3 | 4 | 3 | 17 | 3,40 |
| 48 | 4 | 5 | 5 | 5 | 4 | 23 | 4,60 |
| 49 | 5 | 5 | 5 | 5 | 5 | 25 | 5,00 |
| 50 | 3 | 3 | 4 | 3 | 3 | 16 | 3,20 |
| 51 | 4 | 4 | 4 | 5 | 4 | 21 | 4,20 |
| 52 | 4 | 5 | 5 | 5 | 5 | 24 | 4,80 |
| 53 | 4 | 4 | 4 | 4 | 4 | 20 | 4,00 |
| 54 | 4 | 4 | 4 | 3 | 3 | 18 | 3,60 |
| 55 | 4 | 3 | 4 | 3 | 2 | 16 | 3,20 |
| 56 | 3 | 4 | 3 | 3 | 2 | 15 | 3,00 |
| 57 | 4 | 3 | 4 | 4 | 3 | 18 | 3,60 |
| 58 | 5 | 4 | 5 | 5 | 5 | 24 | 4,80 |
| 59 | 3 | 4 | 4 | 5 | 5 | 21 | 4,20 |
| 60 | 3 | 4 | 5 | 4 | 4 | 20 | 4,00 |
| 61 | 5 | 5 | 4 | 4 | 5 | 23 | 4,60 |
| 62 | 4 | 5 | 4 | 5 | 5 | 23 | 4,60 |
| 63 | 3 | 3 | 3 | 3 | 3 | 15 | 3,00 |
| 64 | 4 | 4 | 3 | 3 | 3 | 17 | 3,40 |
| 65 | 4 | 4 | 3 | 3 | 4 | 18 | 3,60 |
| 66 | 4 | 4 | 5 | 5 | 5 | 23 | 4,60 |
| 67 | 4 | 3 | 3 | 3 | 3 | 16 | 3,20 |
| 68 | 4 | 3 | 4 | 3 | 3 | 17 | 3,40 |
| 69 | 3 | 4 | 3 | 4 | 3 | 17 | 3,40 |
| 70 | 4 | 4 | 4 | 4 | 2 | 18 | 3,60 |
| 71 | 5 | 5 | 5 | 5 | 3 | 23 | 4,60 |
| 72 | 5 | 3 | 5 | 4 | 5 | 22 | 4,40 |
| 73 | 3 | 5 | 3 | 3 | 5 | 19 | 3,80 |
| 74 | 5 | 5 | 5 | 5 | 4 | 24 | 4,80 |
| 75 | 4 | 4 | 4 | 4 | 3 | 19 | 3,80 |
| 76 | 4 | 3 | 3 | 3 | 4 | 17 | 3,40 |
| 77 | 4 | 4 | 5 | 4 | 3 | 20 | 4,00 |
| 78 | 3 | 3 | 3 | 3 | 3 | 15 | 3,00 |
| 79 | 5 | 5 | 5 | 5 | 5 | 25 | 5,00 |
| 80 | 5 | 5 | 5 | 5 | 3 | 23 | 4,60 |
| 81 | 3 | 3 | 3 | 3 | 4 | 16 | 3,20 |
| 82 | 3 | 3 | 3 | 3 | 5 | 17 | 3,40 |
| 83 | 4 | 4 | 4 | 3 | 4 | 19 | 3,80 |
| 84 | 5 | 4 | 4 | 5 | 4 | 22 | 4,40 |
| 85 | 4 | 3 | 4 | 4 | 2 | 17 | 3,40 |
| 86 | 5 | 4 | 5 | 5 | 5 | 24 | 4,80 |
| 87 | 3 | 4 | 4 | 5 | 3 | 19 | 3,80 |
| 88 | 3 | 4 | 5 | 4 | 4 | 20 | 4,00 |
| 89 | 4 | 3 | 4 | 4 | 4 | 19 | 3,80 |
| 90 | 5 | 4 | 5 | 5 | 4 | 23 | 4,60 |
| 91 | 3 | 4 | 4 | 5 | 3 | 19 | 3,80 |
| 92 | 3 | 4 | 5 | 4 | 3 | 19 | 3,80 |
| 93 | 5 | 5 | 4 | 4 | 5 | 23 | 4,60 |
| 94 | 4 | 5 | 4 | 5 | 3 | 21 | 4,20 |
| 95 | 4 | 4 | 3 | 3 | 3 | 17 | 3,40 |
| 96 | 4 | 4 | 5 | 5 | 4 | 22 | 4,40 |
| 97 | 4 | 3 | 3 | 3 | 4 | 17 | 3,40 |
| 98 | 4 | 3 | 4 | 3 | 2 | 16 | 3,20 |
| 99 | 5 | 5 | 3 | 4 | 2 | 19 | 3,80 |
| 100 | 4 | 4 | 4 | 4 | 3 | 19 | 3,80 |
| Mean | 4,00 | 3,98 | 4,07 | 4,02 | 3,79 | 19,86 | 3,97 |

| Resp | Motivasi | | | | |
| --- | --- | --- | --- | --- | --- |
| Z1.1 | Z1.2 | Z1.3 | Total | Mean |
| 1 | 4 | 4 | 4 | 12 | 4,00 |
| 2 | 4 | 4 | 4 | 12 | 4,00 |
| 3 | 4 | 4 | 4 | 12 | 4,00 |
| 4 | 4 | 4 | 4 | 12 | 4,00 |
| 5 | 4 | 4 | 4 | 12 | 4,00 |
| 6 | 4 | 5 | 5 | 14 | 4,67 |
| 7 | 4 | 5 | 5 | 14 | 4,67 |
| 8 | 3 | 3 | 3 | 9 | 3,00 |
| 9 | 4 | 4 | 4 | 12 | 4,00 |
| 10 | 5 | 4 | 5 | 14 | 4,67 |
| 11 | 4 | 5 | 5 | 14 | 4,67 |
| 12 | 4 | 5 | 5 | 14 | 4,67 |
| 13 | 4 | 4 | 4 | 12 | 4,00 |
| 14 | 5 | 5 | 5 | 15 | 5,00 |
| 15 | 5 | 4 | 5 | 14 | 4,67 |
| 16 | 4 | 4 | 5 | 13 | 4,33 |
| 17 | 4 | 4 | 4 | 12 | 4,00 |
| 18 | 4 | 4 | 4 | 12 | 4,00 |
| 19 | 3 | 3 | 3 | 9 | 3,00 |
| 20 | 4 | 4 | 4 | 12 | 4,00 |
| 21 | 3 | 3 | 3 | 9 | 3,00 |
| 22 | 4 | 4 | 4 | 12 | 4,00 |
| 23 | 5 | 4 | 5 | 14 | 4,67 |
| 24 | 4 | 3 | 4 | 11 | 3,67 |
| 25 | 5 | 5 | 5 | 15 | 5,00 |
| 26 | 3 | 3 | 3 | 9 | 3,00 |
| 27 | 5 | 5 | 5 | 15 | 5,00 |
| 28 | 5 | 4 | 4 | 13 | 4,33 |
| 29 | 4 | 3 | 3 | 10 | 3,33 |
| 30 | 4 | 3 | 3 | 10 | 3,33 |
| 31 | 5 | 4 | 5 | 14 | 4,67 |
| 32 | 4 | 3 | 5 | 12 | 4,00 |
| 33 | 5 | 4 | 5 | 14 | 4,67 |
| 34 | 4 | 4 | 4 | 12 | 4,00 |
| 35 | 4 | 4 | 4 | 12 | 4,00 |
| 36 | 4 | 4 | 4 | 12 | 4,00 |
| 37 | 4 | 4 | 4 | 12 | 4,00 |
| 38 | 4 | 4 | 4 | 12 | 4,00 |
| 39 | 3 | 4 | 3 | 10 | 3,33 |
| 40 | 3 | 3 | 3 | 9 | 3,00 |
| 41 | 5 | 5 | 4 | 14 | 4,67 |
| 42 | 3 | 3 | 5 | 11 | 3,67 |
| 43 | 4 | 4 | 4 | 12 | 4,00 |
| 44 | 3 | 3 | 4 | 10 | 3,33 |
| 45 | 5 | 5 | 4 | 14 | 4,67 |
| 46 | 5 | 4 | 4 | 13 | 4,33 |
| 47 | 4 | 3 | 3 | 10 | 3,33 |
| 48 | 4 | 3 | 3 | 10 | 3,33 |
| 49 | 5 | 4 | 5 | 14 | 4,67 |
| 50 | 4 | 3 | 3 | 10 | 3,33 |
| 51 | 5 | 4 | 5 | 14 | 4,67 |
| 52 | 4 | 4 | 4 | 12 | 4,00 |
| 53 | 4 | 4 | 4 | 12 | 4,00 |
| 54 | 4 | 4 | 4 | 12 | 4,00 |
| 55 | 4 | 4 | 4 | 12 | 4,00 |
| 56 | 4 | 4 | 4 | 12 | 4,00 |
| 57 | 3 | 3 | 3 | 9 | 3,00 |
| 58 | 5 | 5 | 4 | 14 | 4,67 |
| 59 | 4 | 5 | 4 | 13 | 4,33 |
| 60 | 3 | 3 | 3 | 9 | 3,00 |
| 61 | 5 | 5 | 4 | 14 | 4,67 |
| 62 | 5 | 4 | 4 | 13 | 4,33 |
| 63 | 5 | 4 | 5 | 14 | 4,67 |
| 64 | 4 | 3 | 3 | 10 | 3,33 |
| 65 | 4 | 3 | 3 | 10 | 3,33 |
| 66 | 5 | 4 | 5 | 14 | 4,67 |
| 67 | 4 | 3 | 5 | 12 | 4,00 |
| 68 | 5 | 4 | 5 | 14 | 4,67 |
| 69 | 4 | 4 | 4 | 12 | 4,00 |
| 70 | 4 | 4 | 4 | 12 | 4,00 |
| 71 | 4 | 4 | 4 | 12 | 4,00 |
| 72 | 4 | 4 | 4 | 12 | 4,00 |
| 73 | 4 | 4 | 4 | 12 | 4,00 |
| 74 | 4 | 5 | 5 | 14 | 4,67 |
| 75 | 4 | 5 | 5 | 14 | 4,67 |
| 76 | 4 | 3 | 3 | 10 | 3,33 |
| 77 | 4 | 4 | 4 | 12 | 4,00 |
| 78 | 4 | 4 | 5 | 13 | 4,33 |
| 79 | 4 | 5 | 3 | 12 | 4,00 |
| 80 | 4 | 5 | 5 | 14 | 4,67 |
| 81 | 4 | 4 | 4 | 12 | 4,00 |
| 82 | 5 | 5 | 4 | 14 | 4,67 |
| 83 | 5 | 4 | 4 | 13 | 4,33 |
| 84 | 4 | 4 | 5 | 13 | 4,33 |
| 85 | 4 | 4 | 4 | 12 | 4,00 |
| 86 | 4 | 4 | 4 | 12 | 4,00 |
| 87 | 3 | 3 | 5 | 11 | 3,67 |
| 88 | 4 | 4 | 4 | 12 | 4,00 |
| 89 | 4 | 3 | 3 | 10 | 3,33 |
| 90 | 4 | 4 | 4 | 12 | 4,00 |
| 91 | 4 | 4 | 5 | 13 | 4,33 |
| 92 | 4 | 5 | 3 | 12 | 4,00 |
| 93 | 4 | 5 | 5 | 14 | 4,67 |
| 94 | 3 | 3 | 4 | 10 | 3,33 |
| 95 | 5 | 5 | 4 | 14 | 4,67 |
| 96 | 5 | 4 | 4 | 13 | 4,33 |
| 97 | 4 | 3 | 3 | 10 | 3,33 |
| 98 | 4 | 3 | 3 | 10 | 3,33 |
| 99 | 5 | 4 | 5 | 14 | 4,67 |
| 100 | 4 | 3 | 5 | 12 | 4,00 |
| Mean | 4,13 | 3,94 | 4,10 | 12,17 | 4,06 |

| Resp | Kinerja Pegawai | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Total | Mean |
| 1 | 5 | 4 | 5 | 4 | 5 | 4 | 27 | 4,50 |
| 2 | 4 | 4 | 4 | 4 | 4 | 3 | 23 | 3,83 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4,17 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5,00 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5,00 |
| 8 | 4 | 4 | 3 | 5 | 4 | 4 | 24 | 4,00 |
| 9 | 4 | 3 | 5 | 4 | 3 | 4 | 23 | 3,83 |
| 10 | 4 | 3 | 4 | 3 | 4 | 4 | 22 | 3,67 |
| 11 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 4,83 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 13 | 2 | 2 | 3 | 2 | 3 | 2 | 14 | 2,33 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5,00 |
| 15 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 4,83 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5,00 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 18 | 4 | 4 | 4 | 3 | 3 | 4 | 22 | 3,67 |
| 19 | 4 | 3 | 3 | 3 | 3 | 4 | 20 | 3,33 |
| 20 | 3 | 5 | 5 | 5 | 4 | 5 | 27 | 4,50 |
| 21 | 3 | 3 | 3 | 3 | 4 | 4 | 20 | 3,33 |
| 22 | 4 | 4 | 4 | 3 | 5 | 4 | 24 | 4,00 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5,00 |
| 24 | 4 | 3 | 5 | 3 | 4 | 4 | 23 | 3,83 |
| 25 | 4 | 5 | 4 | 4 | 5 | 5 | 27 | 4,50 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 25 | 4,17 |
| 27 | 5 | 5 | 5 | 4 | 5 | 5 | 29 | 4,83 |
| 28 | 3 | 3 | 4 | 3 | 4 | 3 | 20 | 3,33 |
| 29 | 5 | 4 | 3 | 3 | 3 | 4 | 22 | 3,67 |
| 30 | 4 | 3 | 4 | 3 | 4 | 3 | 21 | 3,50 |
| 31 | 5 | 5 | 5 | 4 | 5 | 4 | 28 | 4,67 |
| 32 | 4 | 5 | 3 | 5 | 5 | 4 | 26 | 4,33 |
| 33 | 5 | 5 | 4 | 5 | 4 | 4 | 27 | 4,50 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 35 | 3 | 4 | 4 | 4 | 4 | 3 | 22 | 3,67 |
| 36 | 4 | 4 | 4 | 4 | 3 | 4 | 23 | 3,83 |
| 37 | 4 | 4 | 3 | 4 | 4 | 3 | 22 | 3,67 |
| 38 | 3 | 4 | 4 | 4 | 5 | 4 | 24 | 4,00 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 40 | 3 | 3 | 3 | 4 | 3 | 4 | 20 | 3,33 |
| 41 | 5 | 5 | 5 | 4 | 4 | 5 | 28 | 4,67 |
| 42 | 3 | 3 | 3 | 4 | 3 | 3 | 19 | 3,17 |
| 43 | 4 | 5 | 3 | 4 | 4 | 4 | 24 | 4,00 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 3,00 |
| 45 | 5 | 4 | 5 | 4 | 5 | 5 | 28 | 4,67 |
| 46 | 5 | 3 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 47 | 4 | 5 | 3 | 3 | 3 | 3 | 21 | 3,50 |
| 48 | 4 | 4 | 4 | 5 | 4 | 4 | 25 | 4,17 |
| 49 | 5 | 5 | 5 | 4 | 5 | 5 | 29 | 4,83 |
| 50 | 4 | 3 | 3 | 3 | 3 | 4 | 20 | 3,33 |
| 51 | 5 | 5 | 4 | 4 | 5 | 4 | 27 | 4,50 |
| 52 | 4 | 5 | 4 | 5 | 4 | 5 | 27 | 4,50 |
| 53 | 4 | 4 | 4 | 5 | 4 | 4 | 25 | 4,17 |
| 54 | 3 | 4 | 4 | 4 | 3 | 3 | 21 | 3,50 |
| 55 | 3 | 4 | 3 | 4 | 4 | 3 | 21 | 3,50 |
| 56 | 4 | 3 | 4 | 4 | 5 | 4 | 24 | 4,00 |
| 57 | 3 | 5 | 3 | 4 | 3 | 4 | 22 | 3,67 |
| 58 | 4 | 5 | 5 | 5 | 5 | 4 | 28 | 4,67 |
| 59 | 4 | 5 | 5 | 5 | 5 | 4 | 28 | 4,67 |
| 60 | 4 | 4 | 4 | 4 | 3 | 4 | 23 | 3,83 |
| 61 | 5 | 4 | 5 | 4 | 5 | 5 | 28 | 4,67 |
| 62 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4,17 |
| 63 | 4 | 4 | 5 | 4 | 5 | 5 | 27 | 4,50 |
| 64 | 3 | 4 | 4 | 4 | 3 | 4 | 22 | 3,67 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 66 | 5 | 5 | 5 | 4 | 5 | 4 | 28 | 4,67 |
| 67 | 3 | 4 | 3 | 3 | 3 | 3 | 19 | 3,17 |
| 68 | 5 | 4 | 4 | 5 | 4 | 5 | 27 | 4,50 |
| 69 | 3 | 3 | 5 | 3 | 5 | 3 | 22 | 3,67 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 72 | 4 | 4 | 5 | 5 | 4 | 4 | 26 | 4,33 |
| 73 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 4,17 |
| 74 | 4 | 5 | 5 | 5 | 4 | 5 | 28 | 4,67 |
| 75 | 3 | 5 | 5 | 5 | 5 | 4 | 27 | 4,50 |
| 76 | 4 | 4 | 3 | 3 | 4 | 4 | 22 | 3,67 |
| 77 | 5 | 5 | 5 | 5 | 4 | 4 | 28 | 4,67 |
| 78 | 4 | 3 | 4 | 3 | 4 | 4 | 22 | 3,67 |
| 79 | 3 | 5 | 5 | 4 | 4 | 3 | 24 | 4,00 |
| 80 | 4 | 4 | 5 | 5 | 5 | 4 | 27 | 4,50 |
| 81 | 4 | 4 | 5 | 4 | 3 | 5 | 25 | 4,17 |
| 82 | 4 | 5 | 4 | 5 | 4 | 5 | 27 | 4,50 |
| 83 | 5 | 4 | 4 | 3 | 4 | 4 | 24 | 4,00 |
| 84 | 4 | 5 | 5 | 5 | 5 | 3 | 27 | 4,50 |
| 85 | 3 | 5 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 86 | 4 | 5 | 4 | 5 | 5 | 4 | 27 | 4,50 |
| 87 | 4 | 5 | 4 | 3 | 3 | 4 | 23 | 3,83 |
| 88 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| 89 | 3 | 5 | 5 | 4 | 4 | 4 | 25 | 4,17 |
| 90 | 5 | 5 | 4 | 5 | 5 | 4 | 28 | 4,67 |
| 91 | 4 | 5 | 5 | 3 | 4 | 4 | 25 | 4,17 |
| 92 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4,17 |
| 93 | 5 | 4 | 4 | 4 | 5 | 5 | 27 | 4,50 |
| 94 | 4 | 3 | 4 | 4 | 3 | 4 | 22 | 3,67 |
| 95 | 4 | 4 | 5 | 4 | 5 | 4 | 26 | 4,33 |
| 96 | 5 | 5 | 4 | 4 | 5 | 5 | 28 | 4,67 |
| 97 | 3 | 4 | 3 | 3 | 3 | 3 | 19 | 3,17 |
| 98 | 3 | 4 | 4 | 4 | 4 | 3 | 22 | 3,67 |
| 99 | 3 | 3 | 5 | 3 | 5 | 3 | 22 | 3,67 |
| 100 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4,00 |
| Mean | 4,02 | 4,18 | 4,17 | 4,04 | 4,14 | 4,02 | 24,57 | 4,10 |

**Lampiran 4. Statistik Deskriptif**

**Frequency Table**

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**Descriptives**

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**Lampiran 5. Hasil Analisis Smart PLS**















