**LAMPIRAN**

Lampiran 1 Instrumen Uji Coba

**KUESIONER**

1. **DATA RESPODEN**

Nama : ……………….. (inisial)

Usia : ………………..

Jenis Kelamin : ………………..

Lama Bekerja : ………………..

1. **PETUNJUK PENGISIAN**
2. Bacalah pernyataan-pernyataan dalam kuesioner ini dengan teliti dan cermat serta bandingkan dengan keadaan yang sebenarnya.
3. Pilihlah salah satu jawaban yang tersedia dengan memberi tanda checklist (**√**) dengan ketentuan sebagai berikut:

SS = Sangat Setuju

S = Setuju

RG = Ragu-ragu

TS = Tidak Setuju

STS = Sangat Tidak Setuju

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Komitmen Organisasi** | | | | | | |
| **No** | **Pernyataan** | **SS** | **S** | **RG** | **TS** | **STS** |
| 1 | Saya senang membicarakan tentang lembaga ini kepada orang lain |  |  |  |  |  |
| 2 | Saya merasa seperti 'bagian dari keluarga' dalam lembaga ini |  |  |  |  |  |
| 3 | Saya mendukung kebijakan yang diputuskan oleh lembaga |  |  |  |  |  |
| 4 | Saya ikut bangga saat lembaga mendapatkan prestasi |  |  |  |  |  |
| 5 | Saya turut bersedih saat lembaga mendapat masalah |  |  |  |  |  |
| 6 | Berat bagi saya meninggalkan lembaga saat ini |  |  |  |  |  |
| 7 | Bekerja di lembaga ini adalah suatu kebutuhan |  |  |  |  |  |
| 8 | Hasil dari pekerjaan ini bisa mendukung kebutuhan hidup saya |  |  |  |  |  |
| 9 | Saya belum menemukan pekerjaan lain yang lebih baik dari lembaga ini |  |  |  |  |  |
| 10 | Saya mematuhi peraturan-peraturan yang ada pada lembaga |  |  |  |  |  |
| 11 | Saya selalu diajarkan untuk tetap setia pada satu lembaga |  |  |  |  |  |
| 12 | Saya tidak menggunakan fasilitas kantor di luar kepentingan pekerjaan |  |  |  |  |  |
| 13 | Saya melaksanakan pekerjaan di lembaga ini dengan penuh tanggung jawab |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Kinerja** | | | | | | |
| **No** | **Pernyataan** | **SS** | **S** | **RG** | **TS** | **STS** |
| 14 | Saya selalu hadir tepat waktu di tempat kerja |  |  |  |  |  |
| 15 | Dalam satu hari saya melakukan kunjungan kepada lima donatur |  |  |  |  |  |
| 16 | Saya dapat menyelesaikan pengambilan donasi tepat waktu |  |  |  |  |  |
| 17 | Saya tetap melayani donatur meskipun di luar jam kerja |  |  |  |  |  |
| 18 | Saya dapat mencapai target pengambilan dan pengembangan setiap bulan |  |  |  |  |  |
| 19 | Saya melaporkan semua donasi ke kantor tepat waktu |  |  |  |  |  |
| 20 | Saya memberikan pelayanan terbaik kepada donatur |  |  |  |  |  |
| 21 | Saya dapat memberikan informasi dengan jelas mengenai perzakatan |  |  |  |  |  |
| 22 | Saya mengetahui semua program yang dijalankan oleh lembaga |  |  |  |  |  |
| 23 | Saya menyampaikan semua program lembaga kepada donatur |  |  |  |  |  |
| 24 | Saya ikut serta dalam kegiatan (*event)*penyaluran |  |  |  |  |  |
| 25 | Saya senang saat dibutuhkan oleh pimpinan dalam menyelesaikan pekerjaanya |  |  |  |  |  |
| 26 | Saya bersedia membatu rekan kerja yang membutuhkan bantuan |  |  |  |  |  |
| 27 | Saya menyelesaikan dengan baik semua pekerjaan yang diberikan kepada saya |  |  |  |  |  |
| 28 | Saya menaati jadwal kerja yang telah ditentukan oleh lembaga |  |  |  |  |  |
| 29 | Saya dipercaya pimpinan untuk menyelesaikan suatu pekerjaan yang sulit |  |  |  |  |  |
| 30 | Saya semangat melakukan tugas baru |  |  |  |  |  |
| 31 | Saya menemukan solusi apabila mendapat suatu masalah di dalam pekerjaan |  |  |  |  |  |
| 32 | Saya senang membantu rekan kerja meskipun tanpa diminta |  |  |  |  |  |
| 33 | Saya mengemukakan pendapat saya untuk memberi masukan kepada lembaga |  |  |  |  |  |
| 34 | Saya menggunakan cara baru dalam mengajak orang untuk menjadi donatur |  |  |  |  |  |
| 35 | Saya menawarkan program lembaga ke donatur dengan cara saya sendiri |  |  |  |  |  |
| 36 | Saya menggunakan cara yang berbeda dalam melayani kebutuhan donatur |  |  |  |  |  |
| 37 | Saya ramah melayani semua donatur |  |  |  |  |  |
| 38 | Saya sabar menangani keluhan dari donatur |  |  |  |  |  |
| 39 | Saya berpakaian rapi saat menemui donatur |  |  |  |  |  |
| 40 | Saya memberikan laporan pekerjaan sesuai kondisi sebenarnya |  |  |  |  |  |

Lampiran 2 Tabulasi Uji Coba

Variabel Komitmen Organisasi

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Resp. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | Total Skor |
| res01 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| res02 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 2 | 4 | 5 | 5 | 5 | 54 |
| res03 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 48 |
| res04 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 53 |
| res05 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 57 |
| res06 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 53 |
| res07 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 53 |
| res08 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 59 |
| res09 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 3 | 4 | 4 | 5 | 4 | 53 |
| res10 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 50 |
| res11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| res12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| res13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| res14 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 5 | 1 | 5 | 4 | 54 |
| res15 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 5 | 5 | 5 | 4 | 54 |
| res16 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 44 |
| res17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| res18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| res19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| res20 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 57 |
| res21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| res22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| res23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| res24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| res25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |

Variabel Kinerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Resp. | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| res01 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| res02 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| res03 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| res04 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| res05 | 5 | 4 | 2 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| res06 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 |
| res07 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| res08 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 |
| res09 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| res10 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 |
| res11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| res12 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| res13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| res14 | 2 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| res15 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| res16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| res17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| res18 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| res19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| res20 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| res21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| res22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 3 |
| res23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| res24 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| res25 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Resp. | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | Total Skor |
| res01 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 107 |
| res02 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 123 |
| res03 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 108 |
| res04 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 122 |
| res05 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 113 |
| res06 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 104 |
| res07 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 119 |
| res08 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 121 |
| res09 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 119 |
| res10 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 111 |
| res11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 108 |
| res12 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 104 |
| res13 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 107 |
| res14 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 115 |
| res15 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 118 |
| res16 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 108 |
| res17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 135 |
| res18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 104 |
| res19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 135 |
| res20 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 110 |
| res21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 135 |
| res22 | 3 | 5 | 5 | 3 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 120 |
| res23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 135 |
| res24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 112 |
| res25 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 124 |

Lampiran 3 Hasil Uji Validitas

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | Komitmen 1 | | Komitmen 2 | | Komitmen 3 | | Komitmen 4 | | Komitmen 5 | | | Komitmen 6 | | Komitmen 7 | | Komitmen 8 | | Komitmen 9 | | Komitmen 10 | | Komitmen 11 | | | Komitmen 12 | | Komitmen 13 | | Komitmen Organisasi |
| Komitmen 1 | | Pearson Correlation | | 1 | | ,714\*\* | | ,515\*\* | | ,608\*\* | | ,557\*\* | | | ,516\*\* | | ,199 | | ,254 | | ,106 | | ,601\*\* | | ,114 | | | ,560\*\* | | ,608\*\* | | ,664\*\* |
| Sig. (2-tailed) | |  | | ,000 | | ,008 | | ,001 | | ,004 | | | ,008 | | ,340 | | ,220 | | ,613 | | ,001 | | ,588 | | | ,004 | | ,001 | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 2 | | Pearson Correlation | | ,714\*\* | | 1 | | ,368 | | ,852\*\* | | ,447\* | | | ,543\*\* | | ,279 | | ,306 | | ,189 | | ,761\*\* | | ,065 | | | ,621\*\* | | ,398\* | | ,684\*\* |
| Sig. (2-tailed) | | ,000 | |  | | ,070 | | ,000 | | ,025 | | | ,005 | | ,177 | | ,137 | | ,366 | | ,000 | | ,759 | | | ,001 | | ,049 | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 3 | | Pearson Correlation | | ,515\*\* | | ,368 | | 1 | | ,313 | | ,324 | | | ,365 | | ,368 | | ,497\* | | ,452\* | | ,541\*\* | | ,268 | | | ,433\* | | ,613\*\* | | ,673\*\* |
| Sig. (2-tailed) | | ,008 | | ,070 | |  | | ,127 | | ,114 | | | ,073 | | ,070 | | ,011 | | ,023 | | ,005 | | ,194 | | | ,031 | | ,001 | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 4 | | Pearson Correlation | | ,608\*\* | | ,852\*\* | | ,313 | | 1 | | ,497\* | | | ,351 | | ,126 | | ,292 | | ,074 | | ,623\*\* | | -,004 | | | ,757\*\* | | ,316 | | ,579\*\* |
| Sig. (2-tailed) | | ,001 | | ,000 | | ,127 | |  | | ,012 | | | ,085 | | ,549 | | ,157 | | ,725 | | ,001 | | ,986 | | | ,000 | | ,124 | | ,002 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 5 | | Pearson Correlation | | ,557\*\* | | ,447\* | | ,324 | | ,497\* | | 1 | | | ,587\*\* | | ,364 | | ,134 | | ,376 | | ,342 | | ,471\* | | | ,612\*\* | | ,546\*\* | | ,669\*\* |
| Sig. (2-tailed) | | ,004 | | ,025 | | ,114 | | ,012 | |  | | | ,002 | | ,074 | | ,523 | | ,064 | | ,094 | | ,018 | | | ,001 | | ,005 | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 6 | | Pearson Correlation | | ,516\*\* | | ,543\*\* | | ,365 | | ,351 | | ,587\*\* | | | 1 | | ,543\*\* | | ,442\* | | ,608\*\* | | ,554\*\* | | ,281 | | | ,440\* | | ,545\*\* | | ,806\*\* |
| Sig. (2-tailed) | | ,008 | | ,005 | | ,073 | | ,085 | | ,002 | | |  | | ,005 | | ,027 | | ,001 | | ,004 | | ,173 | | | ,028 | | ,005 | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 7 | | Pearson Correlation | | ,199 | | ,279 | | ,368 | | ,126 | | ,364 | | | ,543\*\* | | 1 | | ,457\* | | ,669\*\* | | ,277 | | ,540\*\* | | | ,131 | | ,549\*\* | | ,628\*\* |
| Sig. (2-tailed) | | ,340 | | ,177 | | ,070 | | ,549 | | ,074 | | | ,005 | |  | | ,022 | | ,000 | | ,179 | | ,005 | | | ,533 | | ,004 | | ,001 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 8 | |  | | Komitmen 1 | | Komitmen 2 | | Komitmen 3 | | Komitmen 4 | | Komitmen 5 | | | Komitmen 6 | | Komitmen 7 | | Komitmen 8 | | Komitmen 9 | | Komitmen 10 | | Komitmen 11 | | | Komitmen 12 | | Komitmen 13 | | Komitmen Organisasi |
| Pearson Correlation | | ,254 | | ,306 | | ,497\* | | ,292 | | ,134 | | | ,442\* | | ,457\* | | 1 | | ,681\*\* | | ,518\*\* | | ,136 | | | ,185 | | ,231 | | ,682\*\* |
| Sig. (2-tailed) | | ,220 | | ,137 | | ,011 | | ,157 | | ,523 | | | ,027 | | ,022 | |  | | ,000 | | ,008 | | ,517 | | | ,377 | | ,266 | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 9 | | Pearson Correlation | | ,106 | | ,189 | | ,452\* | | ,074 | | ,376 | | | ,608\*\* | | ,669\*\* | | ,681\*\* | | 1 | | ,329 | | ,357 | | | ,098 | | ,374 | | ,712\*\* |
| Sig. (2-tailed) | | ,613 | | ,366 | | ,023 | | ,725 | | ,064 | | | ,001 | | ,000 | | ,000 | |  | | ,109 | | ,080 | | | ,642 | | ,066 | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 10 | | Pearson Correlation | | ,601\*\* | | ,761\*\* | | ,541\*\* | | ,623\*\* | | ,342 | | | ,554\*\* | | ,277 | | ,518\*\* | | ,329 | | 1 | | ,099 | | | ,724\*\* | | ,595\*\* | | ,792\*\* |
| Sig. (2-tailed) | | ,001 | | ,000 | | ,005 | | ,001 | | ,094 | | | ,004 | | ,179 | | ,008 | | ,109 | |  | | ,636 | | | ,000 | | ,002 | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 11 | | Pearson Correlation | | ,114 | | ,065 | | ,268 | | -,004 | | ,471\* | | | ,281 | | ,540\*\* | | ,136 | | ,357 | | ,099 | | 1 | | | ,155 | | ,401\* | | ,373 |
| Sig. (2-tailed) | | ,588 | | ,759 | | ,194 | | ,986 | | ,018 | | | ,173 | | ,005 | | ,517 | | ,080 | | ,636 | |  | | | ,459 | | ,047 | | ,066 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 12 | | Pearson Correlation | | ,560\*\* | | ,621\*\* | | ,433\* | | ,757\*\* | | ,612\*\* | | | ,440\* | | ,131 | | ,185 | | ,098 | | ,724\*\* | | ,155 | | | 1 | | ,585\*\* | | ,639\*\* |
| Sig. (2-tailed) | | ,004 | | ,001 | | ,031 | | ,000 | | ,001 | | | ,028 | | ,533 | | ,377 | | ,642 | | ,000 | | ,459 | | |  | | ,002 | | ,001 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen 13 | | Pearson Correlation | | ,608\*\* | | ,398\* | | ,613\*\* | | ,316 | | ,546\*\* | | | ,545\*\* | | ,549\*\* | | ,231 | | ,374 | | ,595\*\* | | ,401\* | | | ,585\*\* | | 1 | | ,721\*\* |
| Sig. (2-tailed) | | ,001 | | ,049 | | ,001 | | ,124 | | ,005 | | | ,005 | | ,004 | | ,266 | | ,066 | | ,002 | | ,047 | | | ,002 | |  | | ,000 |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| Komitmen Organisasi | | Pearson Correlation | | ,664\*\* | | ,684\*\* | | ,673\*\* | | ,579\*\* | | ,669\*\* | | | ,806\*\* | | ,628\*\* | | ,682\*\* | | ,712\*\* | | ,792\*\* | | ,373 | | | ,639\*\* | | ,721\*\* | | 1 |
| Sig. (2-tailed) | | ,000 | | ,000 | | ,000 | | ,002 | | ,000 | | | ,000 | | ,001 | | ,000 | | ,000 | | ,000 | | ,066 | | | ,001 | | ,000 | |  |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | | 25 | | 25 | | 25 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | Kinerja 1 | | Kinerja 2 | | Kinerja 3 | | Kinerja 4 | | Kinerja 5 | Kinerja 6 | | Kinerja 7 | | Kinerja 8 | | Kinerja 9 | | Kinerja 10 | | Kinerja 11 | | Kinerja 12 | Kinerja 13 | | Kinerja 14 | |
| Kinerja 1 | | Pearson Correlation | | 1 | | .300 | | ,464\* | | ,444\* | | .201 | .285 | | .305 | | .387 | | ,463\* | | .181 | | .214 | | .044 | -.050 | | .230 | |
| Sig. (2-tailed) | |  | | .145 | | .019 | | .026 | | .336 | .167 | | .138 | | .056 | | .020 | | .387 | | .305 | | .835 | .814 | | .269 | |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | |
| Kinerja 2 | | Pearson Correlation | | .300 | | 1 | | ,593\*\* | | .276 | | ,664\*\* | ,472\* | | .358 | | ,609\*\* | | ,545\*\* | | .347 | | ,565\*\* | | ,404\* | ,454\* | | .254 | |
| Sig. (2-tailed) | | .145 | |  | | .002 | | .182 | | .000 | .017 | | .079 | | .001 | | .005 | | .090 | | .003 | | .045 | .023 | | .221 | |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | |
| Kinerja 3 | | Pearson Correlation | | ,464\* | | ,593\*\* | | 1 | | 0.000 | | .227 | .324 | | .308 | | ,570\*\* | | .319 | | .356 | | ,589\*\* | | .069 | .132 | | .135 | |
| Sig. (2-tailed) | | .019 | | .002 | |  | | 1.000 | | .275 | .114 | | .135 | | .003 | | .120 | | .081 | | .002 | | .742 | .528 | | .520 | |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | |
| Kinerja 4 | | Pearson Correlation | | ,444\* | | .276 | | 0.000 | | 1 | | ,564\*\* | ,698\*\* | | ,530\*\* | | ,520\*\* | | ,417\* | | .243 | | ,451\* | | .328 | ,575\*\* | | ,571\*\* | |
| Sig. (2-tailed) | | .026 | | .182 | | 1.000 | |  | | .003 | .000 | | .006 | | .008 | | .038 | | .241 | | .024 | | .109 | .003 | | .003 | |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | |
| Kinerja 5 | | Pearson Correlation | | .201 | | ,664\*\* | | .227 | | ,564\*\* | | 1 | ,659\*\* | | ,631\*\* | | ,658\*\* | | ,500\* | | .356 | | ,599\*\* | | ,417\* | ,740\*\* | | ,423\* | |
| Sig. (2-tailed) | | .336 | | .000 | | .275 | | .003 | |  | .000 | | .001 | | .000 | | .011 | | .081 | | .002 | | .038 | .000 | | .035 | |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | |
| Kinerja 6 | | Pearson Correlation | | .285 | | ,472\* | | .324 | | ,698\*\* | | ,659\*\* | 1 | | ,620\*\* | | ,769\*\* | | ,487\* | | ,446\* | | ,718\*\* | | .226 | ,672\*\* | | ,514\*\* | |
| Sig. (2-tailed) | | .167 | | .017 | | .114 | | .000 | | .000 |  | | .001 | | .000 | | .014 | | .025 | | .000 | | .277 | .000 | | .009 | |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | |
| Kinerja 7 | | Pearson Correlation | | .305 | | .358 | | .308 | | ,530\*\* | | ,631\*\* | ,620\*\* | | 1 | | ,584\*\* | | ,644\*\* | | ,461\* | | ,545\*\* | | .172 | ,397\* | | .274 | |
| Sig. (2-tailed) | | .138 | | .079 | | .135 | | .006 | | .001 | .001 | |  | | .002 | | .001 | | .020 | | .005 | | .411 | .050 | | .184 | |
| N | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | | 25 | 25 | | 25 | |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

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|  | | Kinerja 1 | Kinerja 2 | Kinerja 3 | Kinerja 4 | Kinerja 5 | Kinerja 6 | Kinerja 7 | Kinerja 8 | Kinerja 9 | Kinerja 10 | Kinerja 11 | Kinerja 12 | Kinerja 13 | Kinerja 14 |
| Kinerja 8 | Pearson Correlation | .387 | ,609\*\* | ,570\*\* | ,520\*\* | ,658\*\* | ,769\*\* | ,584\*\* | 1 | ,547\*\* | ,574\*\* | ,678\*\* | .105 | .385 | ,463\* |
| Sig. (2-tailed) | .056 | .001 | .003 | .008 | .000 | .000 | .002 |  | .005 | .003 | .000 | .617 | .057 | .020 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 9 | Pearson Correlation | ,463\* | ,545\*\* | .319 | ,417\* | ,500\* | ,487\* | ,644\*\* | ,547\*\* | 1 | .335 | ,521\*\* | .210 | .165 | .277 |
| Sig. (2-tailed) | .020 | .005 | .120 | .038 | .011 | .014 | .001 | .005 |  | .102 | .008 | .313 | .429 | .180 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 10 | Pearson Correlation | .181 | .347 | .356 | .243 | .356 | ,446\* | ,461\* | ,574\*\* | .335 | 1 | .342 | .381 | .253 | ,732\*\* |
| Sig. (2-tailed) | .387 | .090 | .081 | .241 | .081 | .025 | .020 | .003 | .102 |  | .094 | .060 | .222 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 11 | Pearson Correlation | .214 | ,565\*\* | ,589\*\* | ,451\* | ,599\*\* | ,718\*\* | ,545\*\* | ,678\*\* | ,521\*\* | .342 | 1 | .287 | ,611\*\* | .388 |
| Sig. (2-tailed) | .305 | .003 | .002 | .024 | .002 | .000 | .005 | .000 | .008 | .094 |  | .164 | .001 | .055 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 12 | Pearson Correlation | .044 | ,404\* | .069 | .328 | ,417\* | .226 | .172 | .105 | .210 | .381 | .287 | 1 | ,447\* | ,571\*\* |
| Sig. (2-tailed) | .835 | .045 | .742 | .109 | .038 | .277 | .411 | .617 | .313 | .060 | .164 |  | .025 | .003 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 13 | Pearson Correlation | -.050 | ,454\* | .132 | ,575\*\* | ,740\*\* | ,672\*\* | ,397\* | .385 | .165 | .253 | ,611\*\* | ,447\* | 1 | ,515\*\* |
| Sig. (2-tailed) | .814 | .023 | .528 | .003 | .000 | .000 | .050 | .057 | .429 | .222 | .001 | .025 |  | .008 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 14 | Pearson Correlation | .230 | .254 | .135 | ,571\*\* | ,423\* | ,514\*\* | .274 | ,463\* | .277 | ,732\*\* | .388 | ,571\*\* | ,515\*\* | 1 |
| Sig. (2-tailed) | .269 | .221 | .520 | .003 | .035 | .009 | .184 | .020 | .180 | .000 | .055 | .003 | .008 |  |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

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|  | | Kinerja 1 | Kinerja 2 | Kinerja 3 | Kinerja 4 | Kinerja 5 | Kinerja 6 | Kinerja 7 | Kinerja 8 | Kinerja 9 | Kinerja 10 | Kinerja 11 | Kinerja 12 | Kinerja 13 | Kinerja 14 |
| Kinerja 15 | Pearson Correlation | .039 | .074 | .134 | .311 | .340 | ,515\*\* | .391 | ,480\* | .239 | ,613\*\* | ,409\* | ,570\*\* | .223 | ,581\*\* |
| Sig. (2-tailed) | .855 | .726 | .524 | .130 | .097 | .008 | .053 | .015 | .251 | .001 | .042 | .003 | .284 | .002 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 16 | Pearson Correlation | .284 | ,478\* | ,499\* | .243 | .356 | ,608\*\* | .339 | ,432\* | ,441\* | .148 | ,678\*\* | .381 | .385 | .194 |
| Sig. (2-tailed) | .169 | .016 | .011 | .241 | .081 | .001 | .098 | .031 | .027 | .481 | .000 | .060 | .057 | .353 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 17 | Pearson Correlation | ,403\* | .210 | .204 | ,411\* | .333 | ,634\*\* | ,481\* | ,471\* | ,497\* | .336 | ,397\* | .147 | .256 | .292 |
| Sig. (2-tailed) | .046 | .313 | .329 | .041 | .103 | .001 | .015 | .018 | .012 | .101 | .050 | .482 | .216 | .156 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 18 | Pearson Correlation | .208 | .085 | .204 | .016 | .190 | .172 | .248 | .065 | .295 | ,471\* | .237 | ,674\*\* | .131 | ,421\* |
| Sig. (2-tailed) | .319 | .686 | .329 | .940 | .364 | .410 | .233 | .758 | .153 | .018 | .255 | .000 | .533 | .036 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 19 | Pearson Correlation | -.077 | .120 | .058 | -.104 | -.015 | .011 | .108 | .037 | .197 | ,617\*\* | .044 | ,573\*\* | -.069 | .387 |
| Sig. (2-tailed) | .714 | .568 | .782 | .621 | .944 | .960 | .607 | .860 | .344 | .001 | .835 | .003 | .743 | .056 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 20 | Pearson Correlation | .132 | .129 | .135 | ,440\* | .280 | .361 | .391 | .328 | .177 | ,598\*\* | .388 | ,571\*\* | .390 | ,617\*\* |
| Sig. (2-tailed) | .528 | .538 | .520 | .028 | .175 | .076 | .054 | .109 | .398 | .002 | .055 | .003 | .054 | .001 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 21 | Pearson Correlation | .277 | .320 | .076 | ,520\*\* | ,761\*\* | ,435\* | ,593\*\* | ,468\* | ,490\* | .316 | .373 | .372 | ,542\*\* | ,414\* |
| Sig. (2-tailed) | .180 | .119 | .718 | .008 | .000 | .030 | .002 | .018 | .013 | .124 | .066 | .067 | .005 | .039 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

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|  | | Kinerja 1 | Kinerja 2 | Kinerja 3 | Kinerja 4 | Kinerja 5 | Kinerja 6 | Kinerja 7 | Kinerja 8 | Kinerja 9 | Kinerja 10 | Kinerja 11 | Kinerja 12 | Kinerja 13 | Kinerja 14 |
| Kinerja 22 | Pearson Correlation | .057 | ,460\* | .305 | .372 | ,761\*\* | ,608\*\* | ,593\*\* | ,620\*\* | .376 | ,468\* | ,553\*\* | .372 | ,683\*\* | ,414\* |
| Sig. (2-tailed) | .786 | .021 | .139 | .067 | .000 | .001 | .002 | .001 | .064 | .018 | .004 | .067 | .000 | .039 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 23 | Pearson Correlation | .167 | ,601\*\* | .228 | ,520\*\* | ,923\*\* | ,608\*\* | ,724\*\* | ,620\*\* | ,603\*\* | ,468\* | ,553\*\* | .372 | ,683\*\* | ,414\* |
| Sig. (2-tailed) | .425 | .001 | .272 | .008 | .000 | .001 | .000 | .001 | .001 | .018 | .004 | .067 | .000 | .039 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 24 | Pearson Correlation | .208 | .335 | .271 | ,674\*\* | ,621\*\* | ,788\*\* | ,715\*\* | ,741\*\* | .396 | ,606\*\* | ,556\*\* | .147 | ,633\*\* | ,549\*\* |
| Sig. (2-tailed) | .319 | .101 | .189 | .000 | .001 | .000 | .000 | .000 | .050 | .001 | .004 | .482 | .001 | .005 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 25 | Pearson Correlation | .285 | ,472\* | .324 | ,698\*\* | ,659\*\* | 1,000\*\* | ,620\*\* | ,769\*\* | ,487\* | ,446\* | ,718\*\* | .226 | ,672\*\* | ,514\*\* |
| Sig. (2-tailed) | .167 | .017 | .114 | .000 | .000 | 0.000 | .001 | .000 | .014 | .025 | .000 | .277 | .000 | .009 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 26 | Pearson Correlation | .305 | .358 | .308 | ,530\*\* | ,631\*\* | ,620\*\* | 1,000\*\* | ,584\*\* | ,644\*\* | ,461\* | ,545\*\* | .172 | ,397\* | .274 |
| Sig. (2-tailed) | .138 | .079 | .135 | .006 | .001 | .001 | 0.000 | .002 | .001 | .020 | .005 | .411 | .050 | .184 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 27 | Pearson Correlation | .387 | ,609\*\* | ,570\*\* | ,520\*\* | ,658\*\* | ,769\*\* | ,584\*\* | 1,000\*\* | ,547\*\* | ,574\*\* | ,678\*\* | .105 | .385 | ,463\* |
| Sig. (2-tailed) | .056 | .001 | .003 | .008 | .000 | .000 | .002 | 0.000 | .005 | .003 | .000 | .617 | .057 | .020 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja | Pearson Correlation | .394 | ,645\*\* | ,490\* | ,632\*\* | ,783\*\* | ,817\*\* | ,756\*\* | ,806\*\* | ,672\*\* | ,678\*\* | ,757\*\* | ,530\*\* | ,632\*\* | ,652\*\* |
| Sig. (2-tailed) | .051 | .001 | .013 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .001 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

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|  | | Kinerja 15 | Kinerja 16 | Kinerja 17 | Kinerja 18 | Kinerja 19 | Kinerja 20 | Kinerja 21 | Kinerja 22 | Kinerja 23 | Kinerja 24 | Kinerja 25 | Kinerja 26 | Kinerja 27 |
| Kinerja 1 | Pearson Correlation | .039 | .284 | ,403\* | .208 | -.077 | .132 | .277 | .057 | .167 | .208 | .285 | .305 | .387 |
| Sig. (2-tailed) | .855 | .169 | .046 | .319 | .714 | .528 | .180 | .786 | .425 | .319 | .167 | .138 | .056 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 2 | Pearson Correlation | .074 | ,478\* | .210 | .085 | .120 | .129 | .320 | ,460\* | ,601\*\* | .335 | ,472\* | .358 | ,609\*\* |
| Sig. (2-tailed) | .726 | .016 | .313 | .686 | .568 | .538 | .119 | .021 | .001 | .101 | .017 | .079 | .001 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 3 | Pearson Correlation | .134 | ,499\* | .204 | .204 | .058 | .135 | .076 | .305 | .228 | .271 | .324 | .308 | ,570\*\* |
| Sig. (2-tailed) | .524 | .011 | .329 | .329 | .782 | .520 | .718 | .139 | .272 | .189 | .114 | .135 | .003 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 4 | Pearson Correlation | .311 | .243 | ,411\* | .016 | -.104 | ,440\* | ,520\*\* | .372 | ,520\*\* | ,674\*\* | ,698\*\* | ,530\*\* | ,520\*\* |
| Sig. (2-tailed) | .130 | .241 | .041 | .940 | .621 | .028 | .008 | .067 | .008 | .000 | .000 | .006 | .008 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 5 | Pearson Correlation | .340 | .356 | .333 | .190 | -.015 | .280 | ,761\*\* | ,761\*\* | ,923\*\* | ,621\*\* | ,659\*\* | ,631\*\* | ,658\*\* |
| Sig. (2-tailed) | .097 | .081 | .103 | .364 | .944 | .175 | .000 | .000 | .000 | .001 | .000 | .001 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 6 | Pearson Correlation | ,515\*\* | ,608\*\* | ,634\*\* | .172 | .011 | .361 | ,435\* | ,608\*\* | ,608\*\* | ,788\*\* | 1,000\*\* | ,620\*\* | ,769\*\* |
| Sig. (2-tailed) | .008 | .001 | .001 | .410 | .960 | .076 | .030 | .001 | .001 | .000 | 0.000 | .001 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 7 | Pearson Correlation | .391 | .339 | ,481\* | .248 | .108 | .391 | ,593\*\* | ,593\*\* | ,724\*\* | ,715\*\* | ,620\*\* | 1,000\*\* | ,584\*\* |
| Sig. (2-tailed) | .053 | .098 | .015 | .233 | .607 | .054 | .002 | .002 | .000 | .000 | .001 | 0.000 | .002 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

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|  | | Kinerja 15 | Kinerja 16 | Kinerja 17 | Kinerja 18 | Kinerja 19 | Kinerja 20 | Kinerja 21 | Kinerja 22 | Kinerja 23 | Kinerja 24 | Kinerja 25 | Kinerja 26 | Kinerja 27 | Kinerja |
| Kinerja 8 | Pearson Correlation | ,480\* | ,432\* | ,471\* | .065 | .037 | .328 | ,468\* | ,620\*\* | ,620\*\* | ,741\*\* | ,769\*\* | ,584\*\* | 1,000\*\* | ,806\*\* |
| Sig. (2-tailed) | .015 | .031 | .018 | .758 | .860 | .109 | .018 | .001 | .001 | .000 | .000 | .002 | 0.000 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 9 | Pearson Correlation | .239 | ,441\* | ,497\* | .295 | .197 | .177 | ,490\* | .376 | ,603\*\* | .396 | ,487\* | ,644\*\* | ,547\*\* | ,672\*\* |
| Sig. (2-tailed) | .251 | .027 | .012 | .153 | .344 | .398 | .013 | .064 | .001 | .050 | .014 | .001 | .005 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 10 | Pearson Correlation | ,613\*\* | .148 | .336 | ,471\* | ,617\*\* | ,598\*\* | .316 | ,468\* | ,468\* | ,606\*\* | ,446\* | ,461\* | ,574\*\* | ,678\*\* |
| Sig. (2-tailed) | .001 | .481 | .101 | .018 | .001 | .002 | .124 | .018 | .018 | .001 | .025 | .020 | .003 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 11 | Pearson Correlation | ,409\* | ,678\*\* | ,397\* | .237 | .044 | .388 | .373 | ,553\*\* | ,553\*\* | ,556\*\* | ,718\*\* | ,545\*\* | ,678\*\* | ,757\*\* |
| Sig. (2-tailed) | .042 | .000 | .050 | .255 | .835 | .055 | .066 | .004 | .004 | .004 | .000 | .005 | .000 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 12 | Pearson Correlation | ,570\*\* | .381 | .147 | ,674\*\* | ,573\*\* | ,571\*\* | .372 | .372 | .372 | .147 | .226 | .172 | .105 | ,530\*\* |
| Sig. (2-tailed) | .003 | .060 | .482 | .000 | .003 | .003 | .067 | .067 | .067 | .482 | .277 | .411 | .617 | .006 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 13 | Pearson Correlation | .223 | .385 | .256 | .131 | -.069 | .390 | ,542\*\* | ,683\*\* | ,683\*\* | ,633\*\* | ,672\*\* | ,397\* | .385 | ,632\*\* |
| Sig. (2-tailed) | .284 | .057 | .216 | .533 | .743 | .054 | .005 | .000 | .000 | .001 | .000 | .050 | .057 | .001 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 14 | Pearson Correlation | ,581\*\* | .194 | .292 | ,421\* | .387 | ,617\*\* | ,414\* | ,414\* | ,414\* | ,549\*\* | ,514\*\* | .274 | ,463\* | ,652\*\* |
| Sig. (2-tailed) | .002 | .353 | .156 | .036 | .056 | .001 | .039 | .039 | .039 | .005 | .009 | .184 | .020 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

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|  | | Kinerja 15 | Kinerja 16 | Kinerja 17 | Kinerja 18 | Kinerja 19 | Kinerja 20 | Kinerja 21 | Kinerja 22 | Kinerja 23 | Kinerja 24 | Kinerja 25 | Kinerja 26 | Kinerja 27 | Kinerja |
| Kinerja 15 | Pearson Correlation | 1 | .346 | ,406\* | ,660\*\* | ,522\*\* | ,581\*\* | .313 | ,456\* | .313 | ,406\* | ,515\*\* | .391 | ,480\* | ,617\*\* |
| Sig. (2-tailed) |  | .090 | .044 | .000 | .007 | .002 | .127 | .022 | .127 | .044 | .008 | .053 | .015 | .001 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 16 | Pearson Correlation | .346 | 1 | ,606\*\* | ,471\* | .153 | .194 | .316 | ,468\* | .316 | .336 | ,608\*\* | .339 | ,432\* | ,618\*\* |
| Sig. (2-tailed) | .090 |  | .001 | .018 | .465 | .353 | .124 | .018 | .124 | .101 | .001 | .098 | .031 | .001 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 17 | Pearson Correlation | ,406\* | ,606\*\* | 1 | ,485\* | .203 | .164 | ,573\*\* | ,573\*\* | ,428\* | ,485\* | ,634\*\* | ,481\* | ,471\* | ,636\*\* |
| Sig. (2-tailed) | .044 | .001 |  | .014 | .330 | .433 | .003 | .003 | .033 | .014 | .001 | .015 | .018 | .001 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 18 | Pearson Correlation | ,660\*\* | ,471\* | ,485\* | 1 | ,645\*\* | ,421\* | ,428\* | ,428\* | .283 | .098 | .172 | .248 | .065 | ,493\* |
| Sig. (2-tailed) | .000 | .018 | .014 |  | .000 | .036 | .033 | .033 | .170 | .641 | .410 | .233 | .758 | .012 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 19 | Pearson Correlation | ,522\*\* | .153 | .203 | ,645\*\* | 1 | ,607\*\* | .079 | .079 | .079 | -.018 | .011 | .108 | .037 | .325 |
| Sig. (2-tailed) | .007 | .465 | .330 | .000 |  | .001 | .706 | .706 | .706 | .933 | .960 | .607 | .860 | .113 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 20 | Pearson Correlation | ,581\*\* | .194 | .164 | ,421\* | ,607\*\* | 1 | .271 | .271 | .271 | ,421\* | .361 | .391 | .328 | ,567\*\* |
| Sig. (2-tailed) | .002 | .353 | .433 | .036 | .001 |  | .191 | .191 | .191 | .036 | .076 | .054 | .109 | .003 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 21 | Pearson Correlation | .313 | .316 | ,573\*\* | ,428\* | .079 | .271 | 1 | ,838\*\* | ,838\*\* | ,573\*\* | ,435\* | ,593\*\* | ,468\* | ,702\*\* |
| Sig. (2-tailed) | .127 | .124 | .003 | .033 | .706 | .191 |  | .000 | .000 | .003 | .030 | .002 | .018 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Kinerja 15 | Kinerja 16 | Kinerja 17 | Kinerja 18 | Kinerja 19 | Kinerja 20 | Kinerja 21 | Kinerja 22 | Kinerja 23 | Kinerja 24 | Kinerja 25 | Kinerja 26 | Kinerja 27 | Kinerja |
| Kinerja 22 | Pearson Correlation | ,456\* | ,468\* | ,573\*\* | ,428\* | .079 | .271 | ,838\*\* | 1 | ,838\*\* | ,717\*\* | ,608\*\* | ,593\*\* | ,620\*\* | ,783\*\* |
| Sig. (2-tailed) | .022 | .018 | .003 | .033 | .706 | .191 | .000 |  | .000 | .000 | .001 | .002 | .001 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 23 | Pearson Correlation | .313 | .316 | ,428\* | .283 | .079 | .271 | ,838\*\* | ,838\*\* | 1 | ,717\*\* | ,608\*\* | ,724\*\* | ,620\*\* | ,807\*\* |
| Sig. (2-tailed) | .127 | .124 | .033 | .170 | .706 | .191 | .000 | .000 |  | .000 | .001 | .000 | .001 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 24 | Pearson Correlation | ,406\* | .336 | ,485\* | .098 | -.018 | ,421\* | ,573\*\* | ,717\*\* | ,717\*\* | 1 | ,788\*\* | ,715\*\* | ,741\*\* | ,772\*\* |
| Sig. (2-tailed) | .044 | .101 | .014 | .641 | .933 | .036 | .003 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 25 | Pearson Correlation | ,515\*\* | ,608\*\* | ,634\*\* | .172 | .011 | .361 | ,435\* | ,608\*\* | ,608\*\* | ,788\*\* | 1 | ,620\*\* | ,769\*\* | ,817\*\* |
| Sig. (2-tailed) | .008 | .001 | .001 | .410 | .960 | .076 | .030 | .001 | .001 | .000 |  | .001 | .000 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 26 | Pearson Correlation | .391 | .339 | ,481\* | .248 | .108 | .391 | ,593\*\* | ,593\*\* | ,724\*\* | ,715\*\* | ,620\*\* | 1 | ,584\*\* | ,756\*\* |
| Sig. (2-tailed) | .053 | .098 | .015 | .233 | .607 | .054 | .002 | .002 | .000 | .000 | .001 |  | .002 | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja 27 | Pearson Correlation | ,480\* | ,432\* | ,471\* | .065 | .037 | .328 | ,468\* | ,620\*\* | ,620\*\* | ,741\*\* | ,769\*\* | ,584\*\* | 1 | ,806\*\* |
| Sig. (2-tailed) | .015 | .031 | .018 | .758 | .860 | .109 | .018 | .001 | .001 | .000 | .000 | .002 |  | .000 |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Kinerja | Pearson Correlation | ,617\*\* | ,618\*\* | ,636\*\* | ,493\* | .325 | ,567\*\* | ,702\*\* | ,783\*\* | ,807\*\* | ,772\*\* | ,817\*\* | ,756\*\* | ,806\*\* | 1 |
| Sig. (2-tailed) | .001 | .001 | .001 | .012 | .113 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

Analisis Validitas Uji Coba Instrumen Variabel Komitmen Organisasi

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Indikator | Instrumen | r tabel | r hitung | Keterangan |
| Komitmen Afektif | 1 | 0,396 | 0,664 | Valid |
| 2 | 0,396 | 0,684 | Valid |
| 3 | 0,396 | 0,673 | Valid |
| 4 | 0,396 | 0,579 | Valid |
| 5 | 0,396 | 0,669 | Valid |
| Komitmen Berkelanjutan | 6 | 0,396 | 0,806 | Valid |
| 7 | 0,396 | 0,628 | Valid |
| 8 | 0,396 | 0,682 | Valid |
| 9 | 0,396 | 0,712 | Valid |
| Komitmen Normatif | 10 | 0,396 | 0,792 | Valid |
| 11 | 0,396 | 0,373 | Tidak Valid |
| 12 | 0,396 | 0,639 | Valid |
| 13 | 0,396 | 0,721 | Valid |

Analisis Validitas Uji Coba Instrumen Variabel Kinerja

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Indikator | Instrumen | r tabel | r hitung | Keterangan |
| Kuantitas Kerja | 14 | 0,396 | 0,394 | Tidak Valid |
| 15 | 0,396 | 0,645 | Valid |
| 16 | 0,396 | 0,490 | Valid |
| 17 | 0,396 | 0,632 | Valid |
| Kualitas Kerja | 18 | 0,396 | 0,783 | Valid |
| 19 | 0,396 | 0,817 | Valid |
| 20 | 0,396 | 0,756 | Valid |
| Pengetahuan Pekerjaan | 21 | 0,396 | 0,806 | Valid |
| 22 | 0,396 | 0,672 | Valid |
| 23 | 0,396 | 0,678 | Valid |
| Kerja Sama | 24 | 0,396 | 0,757 | Valid |
| 25 | 0,396 | 0,530 | Valid |
| 26 | 0,396 | 0,632 | Valid |
| *Dependability* (dapat diandalkan) | 27 | 0,396 | 0,652 | Valid |
| 28 | 0,396 | 0,617 | Valid |
| 29 | 0,396 | 0,618 | Valid |
| Inisiatif | 30 | 0,396 | 0,636 | Valid |
| 31 | 0,396 | 0,493 | Valid |
| 32 | 0,396 | 0,325 | Tidak Valid |
| 33 | 0,396 | 0,567 | Valid |
| Kreatifitas | 34 | 0,396 | 0,702 | Valid |
| 35 | 0,396 | 0,783 | Valid |
| 36 | 0,396 | 0,807 | Valid |
| Kualitas Personal | 37 | 0,396 | 0,772 | Valid |
| 38 | 0,396 | 0,817 | Valid |
| 39 | 0,396 | 0,756 | Valid |
| 40 | 0,396 | 0,806 | Valid |

Lampiran 4 Hasil Uji Reliabilitas

Variabel Komitmen Organisasi

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,881 | ,902 | 13 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Jumlah Pernyataan** | ***Cronbach’s Alpha*** | **Cronbach’s Alpha yang disyaratkan** | **Keterangan** |
| 13 | 0,881 | 0,6 | Sangat Reliabel |

Variabel Kinerja

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,944 | ,952 | 27 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Jumlah Pernyataan** | ***Cronbach’s Alpha*** | **Cronbach’s Alpha yang disyaratkan** | **Keterangan** |
| 25 | 0,944 | 0,6 | Sangat Reliabel |

Lampiran 5 Instrumen Penelitian

**KUESIONER**

1. **DATA RESPODEN**

Nama : ……………….. (inisial)

Usia : ………………..

Jenis Kelamin : ………………..

Lama Bekerja : ………………..

1. **PETUNJUK PENGISIAN**
2. Bacalah pernyataan-pernyataan dalam kuesioner ini dengan teliti dan cermat serta bandingkan dengan keadaan yang sebenarnya.
3. Pilihlah salah satu jawaban yang tersedia dengan memberi tanda checklist (**√**) dengan ketentuan sebagai berikut:

SS = Sangat Setuju

S = Setuju

RG = Ragu-ragu

TS = Tidak Setuju

STS = Sangat Tidak Setuju

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Komitmen Organisasi** | | | | | | |
| **No** | **Pernyataan** | **SS** | **S** | **RG** | **TS** | **STS** |
| 1 | Saya senang membicarakan tentang lembaga ini kepada orang lain |  |  |  |  |  |
| 2 | Saya merasa seperti 'bagian dari keluarga' dalam lembaga ini |  |  |  |  |  |
| 3 | Saya mendukung kebijakan yang diputuskan oleh lembaga |  |  |  |  |  |
| 4 | Saya ikut bangga saat lembaga mendapatkan prestasi |  |  |  |  |  |
| 5 | Saya turut bersedih saat lembaga mendapat masalah |  |  |  |  |  |
| 6 | Berat bagi saya meninggalkan lembaga saat ini |  |  |  |  |  |
| 7 | Bekerja di lembaga ini adalah suatu kebutuhan |  |  |  |  |  |
| 8 | Hasil dari pekerjaan ini bisa mendukung kebutuhan hidup saya |  |  |  |  |  |
| 9 | Saya belum menemukan pekerjaan lain yang lebih baik dari lembaga ini |  |  |  |  |  |
| 10 | Saya mematuhi peraturan-peraturan yang ada pada lembaga |  |  |  |  |  |
| 11 | Saya tidak menggunakan fasilitas kantor di luar kepentingan pekerjaan |  |  |  |  |  |
| 12 | Saya melaksanakan pekerjaan di lembaga ini dengan penuh tanggung jawab |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Kinerja** | | | | | | |
| **No** | **Pernyataan** | **SS** | **S** | **RG** | **TS** | **STS** |
| 13 | Dalam satu hari saya melakukan kunjungan kepada lima donatur |  |  |  |  |  |
| 14 | Saya dapat menyelesaikan pengambilan donasi tepat waktu |  |  |  |  |  |
| 15 | Saya tetap melayani donatur meskipun di luar jam kerja |  |  |  |  |  |
| 16 | Saya dapat mencapai target pengambilan dan pengembangan setiap bulan |  |  |  |  |  |
| 17 | Saya melaporkan semua donasi ke kantor tepat waktu |  |  |  |  |  |
| 18 | Saya memberikan pelayanan terbaik kepada donatur |  |  |  |  |  |
| 19 | Saya dapat memberikan informasi dengan jelas mengenai perzakatan |  |  |  |  |  |
| 20 | Saya mengetahui semua program yang dijalankan oleh lembaga |  |  |  |  |  |
| 21 | Saya menyampaikan semua program lembaga kepada donatur |  |  |  |  |  |
| 22 | Saya ikut serta dalam kegiatan (*event)*penyaluran |  |  |  |  |  |
| 23 | Saya senang saat dibutuhkan oleh pimpinan dalam menyelesaikan pekerjaanya |  |  |  |  |  |
| 24 | Saya bersedia membatu rekan kerja yang membutuhkan bantuan |  |  |  |  |  |
| 25 | Saya menyelesaikan dengan baik semua pekerjaan yang diberikan kepada saya |  |  |  |  |  |
| 26 | Saya menaati jadwal kerja yang telah ditentukan oleh lembaga |  |  |  |  |  |
| 27 | Saya dipercaya pimpinan untuk menyelesaikan suatu pekerjaan yang sulit |  |  |  |  |  |
| 28 | Saya semangat melakukan tugas baru |  |  |  |  |  |
| 29 | Saya menemukan solusi apabila mendapat suatu masalah di dalam pekerjaan |  |  |  |  |  |
| 30 | Saya mengemukakan pendapat saya untuk memberi masukan kepada lembaga |  |  |  |  |  |
| 31 | Saya menggunakan cara baru dalam mengajak orang untuk menjadi donatur |  |  |  |  |  |
| 32 | Saya menawarkan program lembaga ke donatur dengan cara saya sendiri |  |  |  |  |  |
| 33 | Saya menggunakan cara yang berbeda dalam melayani kebutuhan donatur |  |  |  |  |  |
| 34 | Saya ramah melayani semua donatur |  |  |  |  |  |
| 35 | Saya sabar menangani keluhan dari donatur |  |  |  |  |  |
| 36 | Saya berpakaian rapi saat menemui donatur |  |  |  |  |  |
| 37 | Saya memberikan laporan pekerjaan sesuai kondisi sebenarnya |  |  |  |  |  |

Lampiran 6 Tabulasi Angket Penelitian

Variabel Komitmen Organisasi

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Resp. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Total Skor |
| Re1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re2 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 54 |
| Re3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| Re4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 58 |
| Re5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 44 |
| Re6 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 44 |
| Re7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re8 | 5 | 5 | 5 | 5 | 2 | 2 | 2 | 4 | 4 | 5 | 5 | 5 | 49 |
| Re9 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 54 |
| Re10 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 1 | 5 | 5 | 5 | 53 |
| Re11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 46 |
| Re12 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 47 |
| Re13 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re14 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 4 | 5 | 5 | 42 |
| Re15 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 1 | 4 | 5 | 5 | 5 | 49 |
| Re16 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 54 |
| Re17 | 4 | 5 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 44 |
| Re18 | 4 | 5 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 39 |
| Re19 | 5 | 5 | 5 | 4 | 4 | 4 | 1 | 2 | 3 | 5 | 5 | 5 | 48 |
| Re20 | 5 | 5 | 3 | 5 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 41 |
| Re21 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 55 |
| Re22 | 4 | 5 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 44 |
| Re23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 48 |
| Re24 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| Re25 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 46 |
| Re26 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 53 |
| Re27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re28 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 54 |
| Re29 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 42 |
| Re30 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 43 |
| Re31 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| Re32 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 2 | 4 | 2 | 5 | 49 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Resp. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Total Skor |
| Re33 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 44 |
| Re34 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 49 |
| Re35 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| Re36 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 50 |
| Re37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 49 |
| Re38 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 55 |
| Re39 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 3 | 4 | 5 | 5 | 49 |
| Re40 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 5 | 46 |
| Re41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re44 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 5 | 5 | 5 | 50 |
| Re45 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 53 |
| Re46 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 5 | 5 | 4 | 4 | 4 | 46 |
| Re47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| Re48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| Re50 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 53 |
| Re51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| Re52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 59 |
| Re53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 59 |
| Re54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Re55 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| Re56 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| Re57 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| Re58 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 52 |
| Re59 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 45 |
| Re60 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 53 |
| Re61 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 53 |
| Re62 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 54 |
| Re63 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 55 |
| Re64 | 5 | 5 | 3 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 2 | 5 | 49 |
| Re65 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 53 |

Variabel Kinerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Resp. | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| Re1 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| Re2 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| Re3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| Re4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
| Re5 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Re6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 |
| Re7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 |
| Re8 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| Re9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Re10 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| Re11 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| Re12 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Re13 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Re14 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 4 |
| Re15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| Re16 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 5 |
| Re17 | 2 | 2 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 |
| Re18 | 2 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 3 |
| Re19 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Re20 | 2 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4 |
| Re21 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 |
| Re22 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Re23 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| Re24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Re25 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| Re26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| Re27 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Re28 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| Re29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Re30 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Re31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| Re32 | 5 | 3 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Resp. | | 13 | | 14 | | 15 | | 16 | | 17 | | 18 | | 19 | | 20 | | 21 | | 22 | | 23 | | 24 | | 25 |
| Re33 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 |
| Re34 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 | | 5 | | 4 | | 4 | | 4 | | 4 | | 5 |
| Re35 | | 5 | | 5 | | 4 | | 2 | | 5 | | 5 | | 4 | | 5 | | 4 | | 5 | | 4 | | 4 | | 4 |
| Re36 | | 3 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 |
| Re37 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 4 | | 5 | | 5 | | 4 | | 4 |
| Re38 | | 4 | | 5 | | 5 | | 5 | | 4 | | 5 | | 4 | | 5 | | 5 | | 4 | | 5 | | 4 | | 4 |
| Re39 | | 4 | | 4 | | 5 | | 4 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 |
| Re40 | | 4 | | 5 | | 5 | | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 5 | | 4 | | 4 | | 4 |
| Re41 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 |
| Re42 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 3 | | 4 | | 3 | | 4 | | 4 | | 4 |
| Re43 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 |
| Re44 | | 4 | | 5 | | 5 | | 4 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 |
| Re45 | | 4 | | 5 | | 5 | | 4 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 |
| Re46 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 |
| Re47 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 |
| Re48 | | 4 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 |
| Re49 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 |
| Re50 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 |
| Re51 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 |
| Re52 | | 5 | | 5 | | 5 | | 3 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 3 | | 5 | | 3 |
| Re53 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 |
| Re54 | | 4 | | 5 | | 5 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 |
| Re55 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 4 | | 5 | | 4 | | 5 | | 4 | | 4 |
| Re56 | | 4 | | 4 | | 4 | | 3 | | 4 | | 5 | | 4 | | 4 | | 5 | | 4 | | 5 | | 4 | | 4 |
| Re57 | | 2 | | 2 | | 4 | | 2 | | 2 | | 4 | | 4 | | 4 | | 4 | | 2 | | 4 | | 4 | | 4 |
| Re58 | | 2 | | 3 | | 5 | | 3 | | 5 | | 4 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 |
| Re59 | | 2 | | 3 | | 5 | | 3 | | 5 | | 4 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 |
| Re60 | | 3 | | 4 | | 5 | | 4 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 |
| Re61 | | 3 | | 4 | | 5 | | 3 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 |
| Re62 | | 3 | | 4 | | 5 | | 4 | | 4 | | 5 | | 4 | | 5 | | 5 | | 2 | | 5 | | 4 | | 5 |
| Re63 | | 3 | | 4 | | 5 | | 4 | | 4 | | 5 | | 4 | | 5 | | 5 | | 4 | | 5 | | 5 | | 5 |
| Re64 | | 3 | | 4 | | 5 | | 3 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 5 | | 3 | | 4 |
| Re65 | | 3 | | 4 | | 5 | | 4 | | 4 | | 5 | | 3 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 |
|  | | | | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| Kode Resp. | 26 | | 27 | | 28 | | 29 | | 30 | | 31 | | 32 | | 33 | | 34 | | 35 | | 36 | | 37 | | Total Skor | |
| Re1 | 4 | | 4 | | 5 | | 5 | | 4 | | 4 | | 5 | | 4 | | 5 | | 5 | | 4 | | 4 | | 110 | |
| Re2 | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 | | 4 | | 107 | |
| Re3 | 5 | | 4 | | 5 | | 5 | | 4 | | 4 | | 5 | | 4 | | 5 | | 5 | | 5 | | 5 | | 111 | |
| Re4 | 4 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 2 | | 5 | | 5 | | 5 | | 5 | | 104 | |
| Re5 | 3 | | 2 | | 3 | | 3 | | 3 | | 3 | | 3 | | 3 | | 3 | | 3 | | 3 | | 3 | | 74 | |
| Re6 | 3 | | 3 | | 4 | | 3 | | 3 | | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 | | 95 | |
| Re7 | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 95 | |
| Re8 | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 2 | | 2 | | 4 | | 4 | | 5 | | 4 | | 103 | |
| Re9 | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 | | 5 | | 104 | |
| Re10 | 4 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 | | 4 | | 112 | |
| Re11 | 3 | | 3 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 92 | |
| Re12 | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 100 | |
| Re13 | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 101 | |
| Re14 | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | | 5 | | 2 | | 5 | | 5 | | 5 | | 4 | | 98 | |
| Re15 | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 124 | |
| Re16 | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 119 | |
| Re17 | 3 | | 2 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 | | 4 | | 91 | |
| Re18 | 3 | | 3 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 4 | | 4 | | 94 | |
| Re19 | 4 | | 3 | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 100 | |
| Re20 | 3 | | 3 | | 2 | | 4 | | 4 | | 4 | | 5 | | 4 | | 5 | | 5 | | 5 | | 4 | | 96 | |
| Re21 | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 5 | | 120 | |
| Re22 | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 | | 4 | | 96 | |
| Re23 | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 | | 5 | | 100 | |
| Re24 | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 4 | | 4 | | 102 | |
| Re25 | 4 | | 3 | | 4 | | 4 | | 3 | | 4 | | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 95 | |
| Re26 | 5 | | 5 | | 5 | | 5 | | 5 | | 4 | | 4 | | 4 | | 5 | | 4 | | 4 | | 4 | | 112 | |
| Re27 | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 98 | |
| Re28 | 4 | | 4 | | 5 | | 5 | | 5 | | 4 | | 4 | | 2 | | 5 | | 5 | | 5 | | 5 | | 110 | |
| Re29 | 4 | | 2 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 98 | |
| Re30 | 3 | | 2 | | 4 | | 4 | | 4 | | 4 | | 4 | | 2 | | 4 | | 4 | | 4 | | 4 | | 95 | |
| Re31 | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 99 | |
| Re32 | 5 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 5 | | 5 | | 5 | | 110 | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode Resp. | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | Total Skor |
| Re33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 100 |
| Re34 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 113 |
| Re35 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 103 |
| Re36 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 96 |
| Re37 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 110 |
| Re38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 111 |
| Re39 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 109 |
| Re40 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 102 |
| Re41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 100 |
| Re42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 97 |
| Re43 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 99 |
| Re44 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 109 |
| Re45 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 109 |
| Re46 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 100 |
| Re47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 125 |
| Re48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 98 |
| Re49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 125 |
| Re50 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 103 |
| Re51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 125 |
| Re52 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 109 |
| Re53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 125 |
| Re54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 104 |
| Re55 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 116 |
| Re56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 105 |
| Re57 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 88 |
| Re58 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 109 |
| Re59 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 2 | 5 | 5 | 5 | 106 |
| Re60 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 108 |
| Re61 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 108 |
| Re62 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 107 |
| Re63 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 112 |
| Re64 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 103 |
| Re65 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 107 |

Lampiran 7 Hasil Analisis Deskriptif

1. Variabel Komitmen Organisasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| KOMITMEN | 65 | 39 | 60 | 49,75 | 5,037 |
| Valid N (listwise) | 65 |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Komitmen Afektif | 65 | 17 | 25 | 21,74 | 2,010 |
| Komitmen Berkelanjutan | 65 | 9 | 20 | 15,18 | 2,692 |
| Komitmen Normatif | 65 | 9 | 15 | 13,03 | 1,591 |
| Valid N (listwise) | 65 |  |  |  |  |

1. Variabel Kinerja

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| KINERJA | 65 | 74 | 125 | 104,71 | 9,606 |
| Valid N (listwise) | 65 |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Kuantitas Kerja | 65 | 8 | 15 | 12,34 | 1,726 |
| Kualitas Kerja | 65 | 8 | 15 | 12,54 | 1,382 |
| Pengetahuan Pekerjaan | 65 | 9 | 15 | 12,55 | 1,403 |
| Kerjasama | 65 | 9 | 15 | 12,34 | 1,574 |
| Dapat Diandalkan | 65 | 8 | 15 | 12,38 | 1,800 |
| Inisiatif | 65 | 9 | 15 | 12,43 | 1,468 |
| Kreatifitas | 65 | 8 | 15 | 12,14 | 1,519 |
| Kualitas Personal | 65 | 12 | 20 | 17,98 | 1,841 |
| Valid N (listwise) | 65 |  |  |  |  |

Lampiran 8 Hasil Uji Prasyarat Analisis

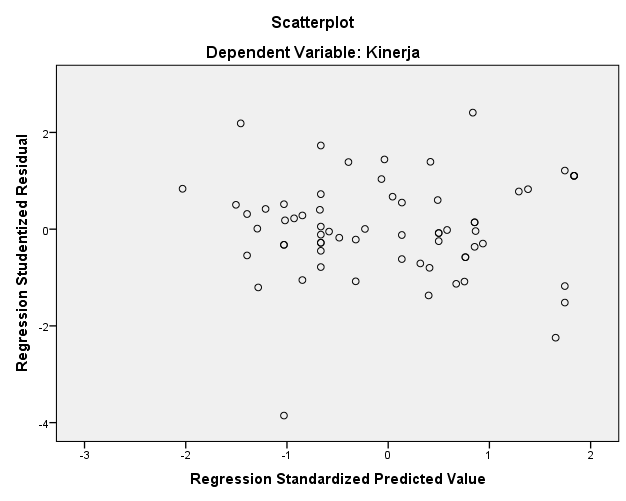
1. Uji Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 65 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | 6,31847548 |
| Most Extreme Differences | Absolute | ,086 |
| Positive | ,086 |
| Negative | -,061 |
| Kolmogorov-Smirnov Z | | ,695 |
| Asymp. Sig. (2-tailed) | | ,719 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

Lampiran 9 Hasil Uji Asumsi Klasik

1. Uji Multikolinieritas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 24,043 | 8,412 |  | 2,858 | ,006 |  |  |
| Komitmen Afektif | 1,992 | ,511 | ,417 | 3,902 | ,000 | ,547 | 1,827 |
| Komitmen Berkelanjutan | ,687 | ,306 | ,193 | 2,245 | ,028 | ,849 | 1,178 |
| Komitmen Normatif | 2,066 | ,641 | ,342 | 3,223 | ,002 | ,554 | 1,804 |
| a. Dependent Variable: Kinerja | | | | | | | | |

1. Uji Heterokedastisitas
2. 

Lampiran 10 Regresi

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Normatif, Berkelanjutan, Afektifb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | | | | | | | |
| Model | | Sum of Squares | | df | | Mean Square | | F | | Sig. | |
| 1 | Regression | 3655,133 | | 3 | | 1218,378 | | 33,027 | | ,000b | |
| Residual | 2250,313 | | 61 | | 36,890 | |  | |  | |
| Total | 5905,446 | | 64 | |  | |  | |  | |
| a. Dependent Variable: Kinerja | | | | | | | | | | | |
| b. Predictors: (Constant), Normatif, Berkelanjutan, Afektif | | | | | | | | | | | |
| **Coefficientsa** | | | | | | | | | | | | |
| Model | | | Unstandardized Coefficients | | | | Standardized Coefficients | | T | | Sig. | |
| B | | Std. Error | | Beta | |
| 1 | (Constant) | | 24,043 | | 8,412 | |  | | 2,858 | | ,006 | |
| Afektif | | 1,992 | | ,511 | | ,417 | | 3,902 | | ,000 | |
| Berkelanjutan | | ,687 | | ,306 | | ,193 | | 2,245 | | ,028 | |
| Normatif | | 2,066 | | ,641 | | ,342 | | 3,223 | | ,002 | |
| 1. Dependent Variable: Kinerja | | | | | | | | | | | | |

Lampiran 11 Hasil Uji Determinasi

1. Uji Determinasi Simultan

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,787a | ,619 | ,600 | 6,074 |
| a. Predictors: (Constant), Normatif, Berkelanjutan, Afektif | | | | |

1. Uji Determinasi Parsial

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficient Partial Correlation** | | | | | | | |
| Model | | Correlations | | | Collinearity Statistics | |
| Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) |  |  |  |  |  |
| Afektif | ,711 | ,447 | ,308 | ,547 | 1,827 |
| Berkelanjutan | ,461 | ,276 | ,177 | ,849 | 1,178 |
| Normatif | ,683 | ,381 | ,255 | ,554 | 1,804 |
| a. Dependent Variable: Kinerja | | | | | | | |

Lampiran 12 Tabel r

Tabel r untuk df = 1 - 50

N uji coba = 25

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Tingkat signifikansi untuk uji satu arah** | | | | | |
|  | **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | | |
| **df = (N-2)** | **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 |

Lampiran 13 Tabel t dan f

Tabel t untuk df 41 - 80

N penelitian = 65

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi t (df = 41 – 80) 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** |
| 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 |

Tabel f untuk df 46 - 90

N penelitian = 65

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | |
| **df untuk**  **penyebut df untuk pembilang (N1)**  **(N2)** | | | | | | | | | | | | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **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 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 |
| **84** | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 |
| **85** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 |
| **86** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 |
| **87** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 |
| **88** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 |
| **89** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 |
| **90** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 |