

LAMPIRAN



PENGANTAR KUESIONER



PENGARUH KOMITMEN ORGANISASI, KECERDASAN SPIRITUAL, DAN KecERDASAN EMOSIONAL TERHADAP KINERJA PEGAWAI (STUDY KASUS PEGAWAI UNIVERSITAS MUHAMMADIYAH JEMBER)

Kepada:

Yth. Bapak/Ibu/Sdr Responden

Di tempat

Dengan hormat,

Kuesioner ini ditujukan untuk responden guna memperoleh data yang akan dipergunakan untuk penulisan tugas akhir (skripsi) sebagai salah satu syarat untuk memperoleh gelar sarjana. Adapun judul skripsi yang saya buat yaitu **“Pengaruh Komitmen Organisasi, Kecerdasan Spiritual, Dan Kecerdasan Emosional Terhadap Kinerja Pegawai”**. Dengan segenap kerendahan hati, saya memohon kesediaan Bapak/Ibu untuk bersedia meluangkan waktu mengisi kuesioner ini dengan jujur dan apa adanya.

Informasi yang Bapak/Ibu berikan hanya digunakan untuk kepentingan terbatas, dalam artian hanya diperlukan untuk penelitian ini saja. Peneliti menjamin rahasia pribadi juga jawaban Bapak/Ibu dalam memberikan kebenaran data pada peneliti.

Atas bantuan dan kerjasamanya Bapak/Ibu/Saudara saya ucapkan terimakasih.

Hormat saya,

Yatit Khatijah Irjayanti
NIM 1510411256

KUESIONER PENELITIAN

Judul Penelitian : Pengaruh Komitmen Organisasi, Kecerdasan Spiritual, Dan Kecerdasan Emosional Terhadap Kinerja Pegawai.

Lokasi Penelitian : Universitas Muhammadiyah Jember

A. IDENTITAS RESPONDEN

1. Nama :
2. Usia :
3. Jabatan :
4. Jenis Kelamin : a. Laki-laki b. Perempuan
5. Pendidikan Terakhir :
 - a. SD d. Diploma
 - b. SLTP e. Sarjana (S1)
 - c. SMA/Sederajat f. Magister (S2)

B. KUESIONER

Petunjuk Pengisian :

1. Mohon memberi tanda silang (X atau \surd) pada jawaban yang saudara anggap benar.
2. Setiap pertanyaan hanya membutuhkan satu jawaban saja.
3. Mohon memberikan jawaban yang sebenar-benarnya.
4. Setelah melakukan pengisian, mohon saudara mengembalikannya kepada yang menyerahkan kuesioner.
5. Pilihan Jawaban :
 - a. STS : Sangat Tidak Setuju (1)
 - b. TS : Tidak Setuju (2)
 - c. CS : Cukup Setuju (3)
 - d. S : Setuju (4)
 - e. SS : Sangat Setuju (5)
6. Point STS bernilai 1, TS bernilai 2, CS bernilai 3, S bernilai 4, dan SS bernilai 5.

KUESIONER PENILAIAN PEGAWAI

A. KOMITMEN ORGANISASI

| No. | Pernyataan | Jawaban | | | | |
|-----|------------------------------------------------------------------------------------------------------|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| 1. | Saya akan merasa sangat berbahagia menghabiskan sisa karir saya di institusi ini. | | | | | |
| 2. | Saya sulit meninggalkan institusi ini karena takut tidak mendapatkan kesempatan kerja ditempat lain. | | | | | |
| 3. | Saya berhasrat untuk bertahan menjadi bagian dari organisasi. | | | | | |

B. KECERDASAN SPIRITUAL

| No. | Pernyataan | Jawaban | | | | |
|-----|-------------------------------------------------------------------------------------------------------------|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| 1. | Saya bertindak dengan jujur dalam berkata dan bertingkah laku. | | | | | |
| 2. | Saya selalu mengupayakan untuk mentolerir setiap pekerjaan yang saya kerjakan. | | | | | |
| 3. | Saya bekerja berdasarkan kemampuan yang saya miliki sesuai dengan tuntutan tugas dari organisasi. | | | | | |
| 4. | Setiap pekerjaan yang saya kerjakan terarah sebagai tanggung jawab pada organisasi. | | | | | |
| 5. | Saya berusaha untuk menyesuaikan diri dengan perubahan organisasi untuk menunjang kelancaran dalam bekerja. | | | | | |

C. KECERDASAN EMOSIONAL

| No. | Pernyataan | Jawaban | | | | |
|-----|-------------------------------------------------------------------------------------------------------------------------|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| 1. | Saya sangat memahami kondisi yang sedang saya rasakan setiap kali bekerja | | | | | |
| 2. | Saya mampu mengendalikan emosi diri dengan baik dalam menangani masalah. | | | | | |
| 3. | Saya selalu termotivasi untuk memberikan yang terbaik dalam setiap pekerjaan. | | | | | |
| 4. | Rasa empati yang saya miliki akan selalu mendorong saya untuk selalu memberikan pelayanan yang terbaik bagi masyarakat. | | | | | |
| 5. | Saya selalu mengutamakan musyawarah dalam bekerjasama tim. | | | | | |

D. KINERJA KARYAWAN

| No. | Pernyataan | Jawaban | | | | |
|-----|-----------------------------------------------------------------------------------------|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| 1. | Kuantitas kerja saya sudah sesuai dengan standar kerja yang diharapkan oleh perusahaan. | | | | | |
| 2. | Dengan pengetahuan yang saya miliki, saya mampu melaksanakan pekerjaan dengan baik. | | | | | |
| 3. | Saya mengerjakan suatu pekerjaan dengan cekatan dan tidak menunda-nunda. | | | | | |

Rekapitulasi Kuesioner Dosen

| X _{1,1} | X _{1,2} | X _{1,3} | X ₁ | X _{2,1} | X _{2,2} | X _{2,3} | X _{2,4} | X _{2,5} | X ₂ | X _{3,1} | X _{3,2} | X _{3,3} | X _{3,4} | X _{3,5} | X ₃ | Y _{4,1} | Y _{4,2} | Y _{4,3} | Y |
|------------------|------------------|------------------|----------------|------------------|------------------|------------------|------------------|------------------|----------------|------------------|------------------|------------------|------------------|------------------|----------------|------------------|------------------|------------------|----|
| 4 | 4 | 4 | 12 | 3 | 4 | 2 | 2 | 4 | 15 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 5 | 4 | 2 | 2 | 5 | 18 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 3 | 4 | 3 | 3 | 4 | 17 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 5 | 5 | 5 | 4 | 23 | 4 | 4 | 5 | 13 |
| 3 | 4 | 4 | 11 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 5 | 4 | 5 | 5 | 23 | 2 | 3 | 4 | 9 |
| 3 | 4 | 3 | 10 | 3 | 5 | 2 | 2 | 3 | 15 | 3 | 4 | 5 | 4 | 2 | 18 | 3 | 5 | 4 | 12 |
| 3 | 4 | 5 | 12 | 3 | 4 | 5 | 2 | 3 | 17 | 5 | 4 | 3 | 3 | 3 | 18 | 5 | 4 | 3 | 12 |
| 3 | 4 | 4 | 11 | 3 | 4 | 4 | 3 | 2 | 16 | 4 | 3 | 4 | 4 | 5 | 20 | 3 | 4 | 5 | 12 |
| 5 | 4 | 4 | 13 | 3 | 5 | 3 | 2 | 3 | 16 | 2 | 2 | 3 | 4 | 5 | 16 | 4 | 5 | 3 | 12 |
| 2 | 4 | 4 | 10 | 3 | 5 | 3 | 3 | 2 | 16 | 2 | 3 | 4 | 5 | 5 | 19 | 4 | 5 | 4 | 13 |
| 4 | 4 | 5 | 13 | 3 | 5 | 3 | 2 | 4 | 17 | 5 | 4 | 5 | 3 | 2 | 19 | 4 | 5 | 3 | 12 |
| 4 | 4 | 4 | 12 | 3 | 4 | 4 | 2 | 4 | 17 | 4 | 5 | 3 | 2 | 5 | 19 | 3 | 4 | 2 | 9 |
| 2 | 4 | 4 | 10 | 4 | 5 | 3 | 2 | 4 | 18 | 5 | 5 | 4 | 3 | 2 | 19 | 4 | 5 | 3 | 12 |
| 3 | 4 | 4 | 11 | 3 | 4 | 2 | 2 | 2 | 13 | 3 | 4 | 2 | 3 | 5 | 17 | 3 | 4 | 5 | 12 |
| 4 | 3 | 5 | 12 | 4 | 5 | 4 | 3 | 2 | 18 | 5 | 5 | 4 | 3 | 4 | 21 | 3 | 5 | 4 | 12 |
| 4 | 4 | 4 | 12 | 3 | 3 | 4 | 4 | 4 | 18 | 5 | 4 | 4 | 3 | 2 | 18 | 2 | 3 | 4 | 9 |
| 3 | 4 | 4 | 11 | 4 | 3 | 2 | 4 | 3 | 16 | 4 | 5 | 3 | 4 | 3 | 19 | 2 | 3 | 4 | 9 |
| 3 | 4 | 4 | 11 | 2 | 5 | 3 | 3 | 2 | 15 | 3 | 3 | 3 | 2 | 4 | 15 | 4 | 5 | 2 | 11 |
| 4 | 4 | 4 | 12 | 2 | 5 | 2 | 3 | 4 | 16 | 3 | 4 | 2 | 4 | 3 | 16 | 4 | 5 | 4 | 13 |
| 5 | 3 | 4 | 12 | 4 | 3 | 2 | 3 | 4 | 16 | 3 | 4 | 2 | 3 | 4 | 16 | 2 | 3 | 3 | 8 |
| 3 | 3 | 4 | 10 | 3 | 4 | 3 | 4 | 5 | 19 | 2 | 3 | 4 | 2 | 4 | 15 | 3 | 4 | 3 | 10 |
| 4 | 3 | 4 | 11 | 3 | 4 | 2 | 4 | 4 | 17 | 4 | 5 | 3 | 4 | 3 | 19 | 3 | 4 | 5 | 12 |
| 4 | 4 | 4 | 12 | 2 | 3 | 2 | 2 | 4 | 13 | 3 | 4 | 5 | 3 | 4 | 19 | 5 | 3 | 4 | 12 |
| 4 | 4 | 4 | 12 | 4 | 3 | 2 | 3 | 5 | 17 | 3 | 4 | 3 | 4 | 3 | 17 | 2 | 3 | 4 | 9 |
| 4 | 4 | 3 | 11 | 4 | 4 | 2 | 2 | 4 | 16 | 3 | 4 | 5 | 3 | 3 | 18 | 3 | 4 | 2 | 9 |
| 4 | 4 | 3 | 11 | 3 | 3 | 3 | 2 | 5 | 16 | 3 | 3 | 4 | 5 | 3 | 18 | 3 | 3 | 4 | 10 |
| 3 | 4 | 4 | 11 | 3 | 5 | 4 | 3 | 3 | 18 | 5 | 4 | 3 | 2 | 4 | 18 | 4 | 5 | 4 | 13 |
| 3 | 4 | 4 | 11 | 3 | 4 | 2 | 3 | 5 | 17 | 4 | 3 | 2 | 4 | 4 | 17 | 5 | 4 | 4 | 13 |
| 3 | 4 | 4 | 11 | 4 | 5 | 2 | 2 | 4 | 17 | 4 | 5 | 3 | 2 | 2 | 16 | 4 | 5 | 3 | 12 |
| 3 | 4 | 5 | 12 | 3 | 5 | 2 | 2 | 5 | 17 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 5 | 3 | 13 |
| 5 | 4 | 4 | 13 | 4 | 4 | 3 | 3 | 5 | 19 | 5 | 4 | 3 | 3 | 2 | 17 | 4 | 4 | 2 | 10 |
| 2 | 4 | 4 | 10 | 2 | 4 | 2 | 2 | 5 | 15 | 4 | 3 | 2 | 5 | 2 | 16 | 5 | 4 | 4 | 13 |
| 4 | 4 | 4 | 12 | 2 | 5 | 2 | 2 | 5 | 16 | 2 | 4 | 4 | 4 | 5 | 19 | 3 | 5 | 3 | 11 |
| 5 | 4 | 4 | 13 | 4 | 2 | 2 | 2 | 4 | 14 | 4 | 5 | 2 | 2 | 3 | 16 | 4 | 2 | 4 | 10 |
| 3 | 4 | 4 | 11 | 2 | 4 | 2 | 2 | 3 | 13 | 4 | 5 | 2 | 2 | 2 | 15 | 4 | 4 | 4 | 12 |

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| 4 | 4 | 4 | 12 | 2 | 3 | 2 | 2 | 4 | 13 | 5 | 4 | 2 | 2 | 5 | 18 | 4 | 3 | 3 | 10 |
| 4 | 4 | 4 | 12 | 2 | 4 | 2 | 2 | 2 | 12 | 4 | 5 | 3 | 2 | 2 | 16 | 5 | 4 | 4 | 13 |
| 4 | 4 | 4 | 12 | 5 | 2 | 2 | 4 | 4 | 17 | 4 | 5 | 4 | 2 | 4 | 19 | 4 | 2 | 4 | 10 |
| 4 | 4 | 4 | 12 | 4 | 3 | 2 | 2 | 2 | 13 | 4 | 3 | 4 | 5 | 3 | 19 | 5 | 3 | 3 | 11 |
| 4 | 4 | 4 | 12 | 4 | 3 | 2 | 2 | 2 | 13 | 5 | 4 | 2 | 2 | 3 | 16 | 5 | 3 | 2 | 10 |
| 3 | 4 | 4 | 11 | 5 | 3 | 4 | 2 | 2 | 16 | 4 | 3 | 4 | 3 | 3 | 17 | 4 | 3 | 5 | 12 |
| 3 | 4 | 4 | 11 | 2 | 4 | 2 | 2 | 2 | 12 | 3 | 5 | 3 | 4 | 3 | 18 | 4 | 4 | 2 | 10 |
| 3 | 4 | 4 | 11 | 2 | 4 | 2 | 3 | 2 | 13 | 5 | 4 | 3 | 3 | 3 | 18 | 5 | 4 | 4 | 13 |
| 3 | 4 | 4 | 11 | 2 | 2 | 4 | 3 | 2 | 13 | 4 | 2 | 2 | 2 | 4 | 14 | 4 | 2 | 4 | 10 |
| 5 | 4 | 4 | 13 | 4 | 4 | 5 | 3 | 2 | 18 | 4 | 5 | 4 | 5 | 4 | 22 | 5 | 4 | 4 | 13 |
| 4 | 2 | 4 | 10 | 2 | 5 | 4 | 3 | 2 | 16 | 4 | 3 | 5 | 3 | 4 | 19 | 4 | 5 | 5 | 14 |
| 2 | 4 | 4 | 10 | 4 | 5 | 2 | 3 | 2 | 16 | 4 | 4 | 5 | 2 | 3 | 18 | 4 | 5 | 3 | 12 |
| 3 | 4 | 4 | 11 | 2 | 5 | 4 | 5 | 2 | 18 | 4 | 2 | 3 | 3 | 3 | 15 | 4 | 5 | 3 | 12 |
| 3 | 4 | 4 | 11 | 2 | 4 | 2 | 4 | 2 | 14 | 4 | 2 | 4 | 4 | 5 | 19 | 3 | 4 | 5 | 12 |
| 3 | 4 | 4 | 11 | 2 | 4 | 2 | 4 | 3 | 15 | 4 | 2 | 3 | 3 | 3 | 15 | 4 | 4 | 2 | 10 |
| 3 | 5 | 2 | 10 | 2 | 5 | 2 | 2 | 3 | 14 | 2 | 4 | 5 | 4 | 5 | 20 | 4 | 5 | 4 | 13 |
| 4 | 4 | 4 | 12 | 4 | 5 | 2 | 4 | 3 | 18 | 5 | 3 | 4 | 2 | 4 | 18 | 4 | 5 | 3 | 12 |
| 3 | 4 | 4 | 11 | 2 | 5 | 2 | 5 | 3 | 17 | 3 | 5 | 3 | 5 | 5 | 21 | 3 | 5 | 3 | 11 |
| 4 | 4 | 4 | 12 | 2 | 2 | 4 | 4 | 3 | 15 | 4 | 2 | 4 | 5 | 4 | 19 | 4 | 2 | 4 | 10 |
| 4 | 4 | 4 | 12 | 2 | 3 | 2 | 3 | 5 | 15 | 3 | 2 | 5 | 3 | 4 | 17 | 2 | 3 | 4 | 9 |
| 4 | 4 | 4 | 12 | 4 | 3 | 5 | 4 | 4 | 20 | 5 | 4 | 2 | 2 | 4 | 17 | 2 | 3 | 4 | 9 |
| 4 | 4 | 4 | 12 | 4 | 5 | 2 | 2 | 3 | 16 | 4 | 5 | 4 | 5 | 4 | 22 | 4 | 5 | 4 | 13 |
| 3 | 4 | 4 | 11 | 3 | 5 | 2 | 2 | 2 | 14 | 4 | 3 | 2 | 2 | 4 | 15 | 4 | 5 | 3 | 12 |
| 3 | 4 | 4 | 11 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 5 | 3 | 5 | 2 | 19 | 2 | 4 | 5 | 11 |
| 3 | 4 | 4 | 11 | 4 | 5 | 2 | 2 | 4 | 17 | 5 | 3 | 2 | 3 | 2 | 15 | 4 | 5 | 3 | 12 |
| 3 | 4 | 4 | 11 | 5 | 4 | 3 | 5 | 3 | 20 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 12 |
| 5 | 4 | 4 | 13 | 2 | 3 | 2 | 3 | 5 | 15 | 4 | 5 | 4 | 3 | 3 | 19 | 4 | 3 | 3 | 10 |
| 3 | 4 | 4 | 11 | 2 | 2 | 4 | 2 | 4 | 14 | 4 | 3 | 2 | 2 | 2 | 13 | 4 | 2 | 2 | 8 |
| 4 | 4 | 3 | 11 | 3 | 4 | 4 | 2 | 2 | 15 | 3 | 2 | 3 | 4 | 3 | 15 | 4 | 4 | 2 | 10 |
| 4 | 5 | 3 | 12 | 3 | 4 | 2 | 2 | 3 | 14 | 3 | 4 | 3 | 5 | 3 | 18 | 3 | 4 | 2 | 9 |
| 4 | 4 | 3 | 11 | 2 | 2 | 2 | 4 | 4 | 14 | 3 | 4 | 3 | 2 | 3 | 15 | 3 | 2 | 4 | 9 |
| 4 | 4 | 5 | 13 | 2 | 3 | 2 | 2 | 4 | 13 | 5 | 4 | 2 | 2 | 3 | 16 | 4 | 3 | 3 | 10 |
| 4 | 4 | 3 | 11 | 3 | 4 | 2 | 4 | 3 | 16 | 3 | 3 | 2 | 4 | 4 | 16 | 4 | 4 | 5 | 13 |
| 4 | 4 | 4 | 12 | 4 | 5 | 2 | 2 | 2 | 15 | 2 | 4 | 4 | 5 | 3 | 18 | 4 | 5 | 3 | 12 |
| 4 | 4 | 4 | 12 | 3 | 3 | 2 | 2 | 4 | 14 | 4 | 5 | 3 | 3 | 3 | 18 | 4 | 3 | 2 | 9 |
| 4 | 4 | 4 | 12 | 3 | 4 | 4 | 4 | 3 | 18 | 3 | 4 | 3 | 2 | 3 | 15 | 3 | 4 | 3 | 10 |
| 4 | 4 | 4 | 12 | 3 | 5 | 4 | 5 | 5 | 22 | 4 | 5 | 4 | 5 | 3 | 21 | 4 | 5 | 3 | 12 |

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| 3 | 4 | 4 | 11 | 4 | 3 | 5 | 3 | 4 | 19 | 4 | 4 | 5 | 3 | 2 | 18 | 2 | 3 | 3 | 8 |
| 3 | 4 | 4 | 11 | 5 | 5 | 5 | 3 | 3 | 21 | 4 | 5 | 4 | 2 | 2 | 17 | 4 | 5 | 2 | 11 |
| 3 | 4 | 4 | 11 | 3 | 2 | 4 | 4 | 4 | 17 | 4 | 2 | 4 | 2 | 2 | 14 | 2 | 2 | 4 | 8 |
| 3 | 4 | 4 | 11 | 2 | 4 | 4 | 2 | 4 | 16 | 3 | 3 | 5 | 4 | 3 | 18 | 4 | 4 | 3 | 11 |
| 5 | 4 | 4 | 13 | 2 | 2 | 2 | 2 | 5 | 13 | 5 | 3 | 2 | 2 | 4 | 16 | 3 | 2 | 2 | 7 |
| 3 | 4 | 4 | 11 | 4 | 5 | 4 | 3 | 4 | 20 | 4 | 5 | 2 | 2 | 2 | 15 | 4 | 5 | 2 | 11 |
| 4 | 4 | 5 | 13 | 5 | 5 | 4 | 3 | 3 | 20 | 5 | 5 | 2 | 5 | 3 | 20 | 4 | 5 | 2 | 11 |
| 4 | 4 | 4 | 12 | 5 | 5 | 5 | 3 | 3 | 21 | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 5 | 5 | 14 |
| 4 | 4 | 4 | 12 | 2 | 3 | 2 | 3 | 3 | 13 | 3 | 4 | 2 | 2 | 3 | 14 | 4 | 3 | 2 | 9 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 3 | 5 | 20 | 3 | 5 | 3 | 2 | 2 | 15 | 3 | 4 | 4 | 11 |
| 4 | 4 | 4 | 12 | 4 | 4 | 2 | 2 | 4 | 16 | 3 | 5 | 4 | 2 | 3 | 17 | 4 | 4 | 2 | 10 |
| 4 | 3 | 4 | 11 | 4 | 4 | 4 | 2 | 3 | 17 | 3 | 3 | 4 | 3 | 3 | 16 | 4 | 4 | 3 | 11 |
| 3 | 3 | 4 | 10 | 3 | 5 | 4 | 4 | 3 | 19 | 3 | 4 | 3 | 2 | 2 | 14 | 3 | 5 | 5 | 13 |
| 3 | 3 | 4 | 10 | 2 | 3 | 3 | 3 | 4 | 15 | 3 | 5 | 3 | 2 | 2 | 15 | 3 | 3 | 2 | 8 |
| 4 | 3 | 4 | 11 | 2 | 4 | 3 | 2 | 3 | 14 | 3 | 4 | 4 | 5 | 3 | 19 | 3 | 4 | 3 | 10 |
| 3 | 5 | 4 | 12 | 4 | 4 | 2 | 2 | 3 | 15 | 4 | 3 | 3 | 3 | 4 | 17 | 3 | 4 | 4 | 11 |
| 5 | 3 | 3 | 11 | 2 | 3 | 3 | 3 | 2 | 13 | 3 | 5 | 5 | 3 | 3 | 19 | 4 | 3 | 3 | 10 |
| 3 | 5 | 4 | 12 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 5 | 3 | 5 | 3 | 20 | 4 | 5 | 5 | 14 |
| 4 | 4 | 3 | 11 | 3 | 3 | 2 | 2 | 3 | 13 | 3 | 3 | 3 | 3 | 2 | 14 | 4 | 3 | 5 | 12 |
| 4 | 4 | 5 | 13 | 4 | 5 | 2 | 2 | 4 | 17 | 5 | 4 | 4 | 4 | 3 | 20 | 4 | 5 | 5 | 14 |
| 4 | 4 | 3 | 11 | 4 | 3 | 2 | 4 | 3 | 16 | 3 | 5 | 3 | 4 | 3 | 18 | 5 | 3 | 4 | 12 |
| 4 | 4 | 4 | 12 | 3 | 3 | 2 | 4 | 3 | 15 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 3 | 3 | 10 |
| 3 | 4 | 3 | 10 | 4 | 3 | 2 | 4 | 4 | 17 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 4 | 11 |
| 3 | 4 | 4 | 11 | 4 | 5 | 3 | 3 | 3 | 18 | 3 | 4 | 4 | 4 | 4 | 19 | 5 | 5 | 5 | 15 |
| 3 | 4 | 4 | 11 | 3 | 4 | 2 | 4 | 2 | 15 | 4 | 4 | 4 | 3 | 3 | 18 | 3 | 4 | 4 | 11 |
| 3 | 4 | 5 | 12 | 4 | 5 | 3 | 4 | 2 | 18 | 4 | 5 | 3 | 3 | 3 | 18 | 4 | 5 | 3 | 12 |
| 5 | 4 | 4 | 13 | 3 | 3 | 4 | 2 | 5 | 17 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 3 | 3 | 10 |
| 3 | 4 | 4 | 11 | 5 | 4 | 3 | 2 | 3 | 17 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 4 | 3 | 11 |
| 3 | 4 | 4 | 11 | 3 | 4 | 3 | 2 | 5 | 17 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 12 |
| 3 | 4 | 4 | 11 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 3 | 3 | 18 | 4 | 3 | 2 | 9 |
| 3 | 3 | 4 | 10 | 4 | 3 | 4 | 3 | 5 | 19 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 3 | 4 | 11 |
| 3 | 3 | 4 | 10 | 3 | 3 | 3 | 2 | 4 | 15 | 5 | 5 | 3 | 4 | 4 | 21 | 4 | 3 | 3 | 10 |
| 3 | 3 | 4 | 10 | 4 | 5 | 4 | 2 | 3 | 18 | 4 | 3 | 5 | 3 | 4 | 19 | 4 | 5 | 5 | 14 |
| 4 | 3 | 4 | 11 | 3 | 4 | 3 | 2 | 3 | 15 | 3 | 4 | 3 | 2 | 2 | 14 | 4 | 4 | 2 | 10 |
| 4 | 5 | 4 | 13 | 2 | 2 | 3 | 4 | 3 | 14 | 4 | 5 | 3 | 3 | 3 | 18 | 4 | 2 | 2 | 8 |
| 4 | 4 | 4 | 12 | 2 | 3 | 3 | 2 | 4 | 14 | 4 | 3 | 4 | 3 | 4 | 18 | 3 | 3 | 3 | 9 |
| 4 | 4 | 4 | 12 | 3 | 4 | 2 | 2 | 3 | 14 | 4 | 5 | 4 | 4 | 4 | 21 | 3 | 4 | 4 | 11 |

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|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|----|
| 4 | 4 | 4 | 12 | 4 | 4 | 2 | 2 | 3 | 15 | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 5 | 3 | 3 | 3 | 3 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 3 | 10 |
| 4 | 4 | 4 | 12 | 4 | 5 | 3 | 4 | 4 | 20 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 5 | 3 | 12 |
| 3 | 4 | 4 | 11 | 3 | 3 | 2 | 2 | 2 | 12 | 4 | 3 | 3 | 3 | 3 | 16 | 4 | 3 | 3 | 10 |
| 3 | 4 | 4 | 11 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 3 | 10 |
| 3 | 4 | 4 | 11 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 4 | 11 | 3 | 4 | 2 | 3 | 2 | 14 | 3 | 4 | 3 | 4 | 3 | 17 | 4 | 4 | 3 | 11 |
| 5 | 4 | 4 | 13 | 3 | 3 | 2 | 2 | 3 | 13 | 3 | 3 | 4 | 4 | 4 | 18 | 3 | 3 | 3 | 9 |
| 4 | 3 | 4 | 11 | 3 | 4 | 3 | 2 | 2 | 14 | 3 | 4 | 3 | 3 | 3 | 16 | 4 | 4 | 4 | 12 |
| 4 | 5 | 4 | 13 | 3 | 3 | 4 | 2 | 2 | 14 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 3 | 3 | 10 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 2 | 2 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 3 | 12 |



Rekapitulasi Kuesioner Karyawan

| X _{1,1} | X _{1,2} | X _{1,3} | X ₁ | X _{2,1} | X _{2,2} | X _{2,3} | X _{2,4} | X _{2,5} | X ₂ | X _{3,1} | X _{3,2} | X _{3,3} | X _{3,4} | X _{3,5} | X ₃ | Y _{4,1} | Y _{4,2} | Y _{4,3} | Y |
|------------------|------------------|------------------|----------------|------------------|------------------|------------------|------------------|------------------|----------------|------------------|------------------|------------------|------------------|------------------|----------------|------------------|------------------|------------------|----|
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 4 | 11 | 2 | 5 | 4 | 5 | 4 | 20 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 2 | 5 | 4 | 5 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 2 | 9 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 4 | 4 | 11 |
| 4 | 4 | 2 | 10 | 4 | 4 | 2 | 4 | 1 | 15 | 2 | 2 | 3 | 4 | 3 | 14 | 2 | 3 | 1 | 6 |
| 4 | 4 | 4 | 12 | 5 | 4 | 4 | 4 | 5 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 5 | 14 |
| 4 | 4 | 4 | 12 | 3 | 5 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 4 | 5 | 5 | 14 | 4 | 5 | 5 | 5 | 5 | 24 | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 4 | 5 | 14 |
| 3 | 3 | 3 | 9 | 4 | 3 | 4 | 3 | 4 | 18 | 3 | 3 | 4 | 5 | 4 | 19 | 4 | 4 | 4 | 12 |
| 4 | 5 | 4 | 13 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 5 | 13 |
| 4 | 4 | 4 | 12 | 4 | 4 | 2 | 4 | 5 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 5 | 11 |
| 4 | 5 | 2 | 11 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 3 | 3 | 4 | 3 | 2 | 15 | 2 | 2 | 4 | 5 | 5 | 18 | 4 | 5 | 2 | 11 |
| 4 | 4 | 2 | 10 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 3 | 11 |
| 4 | 5 | 4 | 13 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 12 |
| 3 | 3 | 3 | 9 | 3 | 3 | 4 | 3 | 4 | 17 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 4 | 12 |
| 4 | 5 | 4 | 13 | 5 | 5 | 4 | 5 | 3 | 22 | 3 | 3 | 4 | 5 | 4 | 19 | 4 | 4 | 3 | 11 |
| 4 | 4 | 4 | 12 | 2 | 5 | 5 | 5 | 5 | 22 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 15 |
| 4 | 4 | 5 | 13 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 4 | 5 | 14 |
| 3 | 3 | 3 | 9 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 11 |
| 3 | 4 | 4 | 11 | 3 | 5 | 4 | 5 | 4 | 21 | 3 | 3 | 3 | 3 | 4 | 16 | 4 | 4 | 4 | 12 |
| 3 | 3 | 3 | 9 | 4 | 5 | 4 | 5 | 4 | 22 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 3 | 4 | 11 |
| 3 | 4 | 3 | 10 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 3 | 10 |
| 3 | 4 | 3 | 10 | 5 | 4 | 4 | 4 | 3 | 20 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 3 | 3 | 10 |
| 3 | 4 | 3 | 10 | 3 | 3 | 4 | 3 | 3 | 16 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 3 | 3 | 10 |
| 3 | 4 | 4 | 11 | 3 | 3 | 4 | 3 | 3 | 16 | 3 | 3 | 3 | 4 | 3 | 16 | 4 | 4 | 3 | 11 |
| 4 | 4 | 4 | 12 | 5 | 5 | 2 | 5 | 5 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 5 | 11 |
| 4 | 5 | 2 | 11 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 2 | 3 | 4 | 3 | 2 | 14 | 2 | 2 | 4 | 5 | 5 | 18 | 4 | 5 | 2 | 11 |
| 4 | 4 | 2 | 10 | 2 | 4 | 4 | 4 | 3 | 17 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 3 | 11 |
| 4 | 5 | 4 | 13 | 4 | 5 | 4 | 5 | 4 | 22 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 4 | 5 | 4 | 5 | 4 | 22 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 12 |
| 3 | 3 | 3 | 9 | 5 | 3 | 4 | 3 | 4 | 19 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 4 | 12 |

| | | | | | | | | | | | | | | | | | | | |
|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|----|
| 4 | 4 | 5 | 13 | 3 | 4 | 5 | 4 | 5 | 21 | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 4 | 5 | 14 |
| 3 | 3 | 3 | 9 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 11 |
| 3 | 4 | 4 | 11 | 5 | 5 | 4 | 5 | 4 | 23 | 3 | 3 | 3 | 3 | 4 | 16 | 4 | 4 | 4 | 12 |
| 3 | 3 | 3 | 9 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 3 | 4 | 11 |
| 3 | 4 | 3 | 10 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 3 | 10 |
| 4 | 5 | 2 | 11 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 3 | 3 | 4 | 3 | 4 | 17 | 2 | 2 | 4 | 5 | 5 | 18 | 4 | 5 | 4 | 13 |
| 4 | 4 | 2 | 10 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 4 | 12 |
| 4 | 5 | 4 | 13 | 2 | 5 | 4 | 5 | 4 | 20 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 12 |
| 3 | 4 | 4 | 11 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 3 | 3 | 3 | 4 | 16 | 4 | 4 | 4 | 12 |
| 3 | 3 | 3 | 9 | 3 | 5 | 4 | 5 | 4 | 21 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 3 | 4 | 11 |
| 3 | 4 | 3 | 10 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 3 | 10 |
| 4 | 5 | 2 | 11 | 4 | 3 | 4 | 3 | 3 | 17 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 3 | 11 |
| 4 | 4 | 4 | 12 | 5 | 3 | 4 | 3 | 2 | 17 | 2 | 2 | 4 | 5 | 5 | 18 | 4 | 5 | 2 | 11 |
| 4 | 4 | 4 | 12 | 3 | 5 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 4 | 11 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 2 | 9 | 5 | 4 | 3 | 4 | 4 | 20 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 4 | 4 | 11 |
| 4 | 4 | 2 | 10 | 5 | 5 | 2 | 5 | 1 | 18 | 2 | 2 | 3 | 4 | 3 | 14 | 2 | 3 | 1 | 6 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 5 | 14 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 4 | 5 | 5 | 14 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 4 | 5 | 14 |
| 3 | 3 | 3 | 9 | 3 | 3 | 4 | 3 | 4 | 17 | 3 | 3 | 4 | 5 | 4 | 19 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 5 | 14 |
| 4 | 4 | 4 | 12 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 4 | 5 | 5 | 14 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 4 | 5 | 14 |
| 3 | 3 | 3 | 9 | 3 | 3 | 4 | 3 | 4 | 17 | 3 | 3 | 4 | 5 | 4 | 19 | 4 | 4 | 4 | 12 |
| 4 | 5 | 4 | 13 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 5 | 13 |
| 4 | 4 | 4 | 12 | 5 | 5 | 2 | 5 | 5 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 5 | 11 |
| 4 | 5 | 2 | 11 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 3 | 3 | 4 | 3 | 2 | 15 | 2 | 2 | 4 | 5 | 5 | 18 | 4 | 5 | 2 | 11 |
| 4 | 4 | 2 | 10 | 5 | 5 | 4 | 5 | 3 | 22 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 3 | 11 |
| 4 | 5 | 4 | 13 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 12 |
| 3 | 4 | 3 | 10 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 3 | 10 |
| 4 | 5 | 2 | 11 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 12 |

| | | | | | | | | | | | | | | | | | | | |
|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|----|
| 4 | 4 | 4 | 12 | 3 | 3 | 4 | 3 | 4 | 17 | 2 | 2 | 4 | 5 | 5 | 18 | 4 | 5 | 4 | 13 |
| 4 | 4 | 2 | 10 | 5 | 5 | 4 | 5 | 4 | 23 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 4 | 12 |
| 4 | 5 | 4 | 13 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 12 |
| 3 | 4 | 4 | 11 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 3 | 3 | 3 | 4 | 16 | 4 | 4 | 4 | 12 |
| 3 | 3 | 3 | 9 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 3 | 4 | 11 |
| 3 | 4 | 3 | 10 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 3 | 10 |
| 4 | 5 | 2 | 11 | 3 | 3 | 4 | 3 | 3 | 16 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 3 | 11 |
| 4 | 4 | 4 | 12 | 3 | 3 | 4 | 3 | 2 | 15 | 2 | 2 | 4 | 5 | 5 | 18 | 4 | 5 | 2 | 11 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 4 | 11 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 2 | 5 | 4 | 5 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 2 | 9 | 2 | 4 | 5 | 4 | 4 | 19 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 4 | 4 | 11 |
| 3 | 3 | 3 | 9 | 4 | 5 | 4 | 5 | 4 | 22 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 3 | 4 | 11 |
| 3 | 4 | 3 | 10 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 3 | 10 |
| 4 | 5 | 2 | 11 | 5 | 3 | 4 | 3 | 3 | 18 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 3 | 11 |
| 4 | 4 | 4 | 12 | 3 | 3 | 4 | 3 | 2 | 15 | 2 | 2 | 4 | 5 | 5 | 18 | 4 | 5 | 2 | 11 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 4 | 11 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 3 | 4 | 2 | 9 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 4 | 4 | 11 |
| 4 | 4 | 2 | 10 | 5 | 4 | 2 | 4 | 1 | 16 | 2 | 2 | 3 | 4 | 3 | 14 | 2 | 3 | 1 | 6 |
| 4 | 4 | 4 | 12 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 5 | 14 |
| 4 | 4 | 4 | 12 | 5 | 5 | 5 | 5 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 12 |
| 4 | 5 | 5 | 14 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 4 | 5 | 14 |
| 3 | 3 | 3 | 9 | 5 | 4 | 5 | 4 | 4 | 22 | 3 | 3 | 4 | 5 | 4 | 19 | 4 | 4 | 4 | 12 |
| 4 | 5 | 4 | 13 | 4 | 5 | 5 | 5 | 5 | 24 | 4 | 4 | 5 | 5 | 3 | 21 | 4 | 4 | 5 | 13 |
| 4 | 4 | 4 | 12 | 4 | 5 | 2 | 5 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 5 | 11 |

FREKUENSI PERNYATAAN RESPONDEN DOSEN

Komitmen Organisasi (X_1)

Statistics

| | | X1.1 | X1.2 | X1.3 | komitmen organisasi |
|---|---------|------|------|------|---------------------|
| N | Valid | 120 | 120 | 120 | 120 |
| | Missing | 0 | 0 | 0 | 0 |

Frequency Table

X1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | TS | 4 | 3,3 | 3,3 | 3,3 |
| | CS | 50 | 41,7 | 41,7 | 45,0 |
| | S | 56 | 46,7 | 46,7 | 91,7 |
| | SS | 10 | 8,3 | 8,3 | 100,0 |
| Total | | 120 | 100,0 | 100,0 | |

X1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 1 | ,8 | ,8 | ,8 |
| | CS | 14 | 11,7 | 11,7 | 12,5 |
| | S | 99 | 82,5 | 82,5 | 95,0 |
| | SS | 6 | 5,0 | 5,0 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 1 | ,8 | ,8 | ,8 |
| | CS | 11 | 9,2 | 9,2 | 10,0 |
| | S | 100 | 83,3 | 83,3 | 93,3 |
| | SS | 8 | 6,7 | 6,7 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

Komitmen Organisasi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 10 | 14 | 11,7 | 11,7 | 11,7 |
| | 11 | 49 | 40,8 | 40,8 | 52,5 |
| | 12 | 43 | 35,8 | 35,8 | 88,3 |
| | 13 | 14 | 11,7 | 11,7 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |



Kecerdasan Spiritual (X₂)

Statistics

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | kecerdasan spiritual |
|---|---------|------|------|------|------|------|----------------------|
| N | Valid | 120 | 120 | 120 | 120 | 120 | 120 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 |

Frequency Table

X2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 31 | 25,8 | 25,8 | 25,8 |
| | CS | 42 | 35,0 | 35,0 | 60,8 |
| | S | 38 | 31,7 | 31,7 | 92,5 |
| | SS | 9 | 7,5 | 7,5 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 9 | 7,5 | 7,5 | 7,5 |
| | CS | 34 | 28,3 | 28,3 | 35,8 |
| | S | 43 | 35,8 | 35,8 | 71,7 |
| | SS | 34 | 28,3 | 28,3 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 29 | 24,2 | 24,2 | 71,7 |
| | CS | 28 | 23,3 | 23,3 | 95,0 |
| | S | 57 | 47,5 | 47,5 | 47,5 |
| | SS | 6 | 5,0 | 5,0 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 35 | 29,2 | 29,2 | 75,8 |
| | CS | 56 | 46,7 | 46,7 | 46,7 |
| | S | 25 | 20,8 | 20,8 | 96,7 |
| | SS | 4 | 3,3 | 3,3 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 28 | 23,3 | 23,3 | 23,3 |
| | CS | 39 | 32,5 | 32,5 | 55,8 |
| | S | 36 | 30,0 | 30,0 | 85,8 |
| | SS | 17 | 14,2 | 14,2 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

Kecerdasan Spiritual

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 12 | 3 | 2,5 | 2,5 | 2,5 |
| | 13 | 14 | 11,7 | 11,7 | 14,2 |
| | 14 | 15 | 12,5 | 12,5 | 26,7 |
| | 15 | 19 | 15,8 | 15,8 | 42,5 |
| | 16 | 18 | 15,0 | 15,0 | 57,5 |
| | 17 | 21 | 17,5 | 17,5 | 75,0 |
| | 18 | 14 | 11,7 | 11,7 | 86,7 |
| | 19 | 6 | 5,0 | 5,0 | 91,7 |
| | 20 | 6 | 5,0 | 5,0 | 96,7 |
| | 21 | 3 | 2,5 | 2,5 | 99,2 |
| | 22 | 1 | ,8 | ,8 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

Kecerdasan Emosional (X₃)

Statistics

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | kecerdasan emosional |
|---|---------|------|------|------|------|------|----------------------|
| N | Valid | 120 | 120 | 120 | 120 | 120 | 120 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 |

Frequency Table

X3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 6 | 5,0 | 5,0 | 5,0 |
| | CS | 38 | 31,7 | 31,7 | 36,7 |
| | S | 58 | 48,3 | 48,3 | 85,0 |
| | SS | 18 | 15,0 | 15,0 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 9 | 7,5 | 7,5 | 7,5 |
| | CS | 30 | 25,0 | 25,0 | 32,5 |
| | S | 45 | 37,5 | 37,5 | 70,0 |
| | SS | 36 | 30,0 | 30,0 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 20 | 16,7 | 16,7 | 16,7 |
| | CS | 40 | 33,3 | 33,3 | 50,0 |
| | S | 46 | 38,3 | 38,3 | 88,3 |
| | SS | 14 | 11,7 | 11,7 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X3.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 30 | 25,0 | 25,0 | 25,0 |
| | CS | 34 | 28,3 | 28,3 | 53,3 |
| | S | 36 | 30,0 | 30,0 | 83,3 |
| | SS | 20 | 16,7 | 16,7 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

X3.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 21 | 17,5 | 17,5 | 17,5 |
| | CS | 44 | 36,7 | 36,7 | 54,2 |
| | S | 40 | 33,3 | 33,3 | 87,5 |
| | SS | 15 | 12,5 | 12,5 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

Kecerdasan Emosional

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 13 | 1 | ,8 | ,8 | ,8 |
| | 14 | 6 | 5,0 | 5,0 | 5,8 |
| | 15 | 14 | 11,7 | 11,7 | 17,5 |
| | 16 | 14 | 11,7 | 11,7 | 29,2 |
| | 17 | 13 | 10,8 | 10,8 | 40,0 |
| | 18 | 26 | 21,7 | 21,7 | 61,7 |
| | 19 | 21 | 17,5 | 17,5 | 79,2 |
| | 20 | 8 | 6,7 | 6,7 | 85,8 |
| | 21 | 10 | 8,3 | 8,3 | 94,2 |
| | 22 | 5 | 4,2 | 4,2 | 98,3 |
| | 23 | 2 | 1,7 | 1,7 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

Kinerja Pegawai (Y)

Statistics

| | | Y4.1 | Y4.2 | Y4.3 | kinerja pegawai |
|---|---------|------|------|------|-----------------|
| N | Valid | 120 | 120 | 120 | 120 |
| | Missing | 0 | 0 | 0 | 0 |

Frequency Table

Y4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 10 | 8,4 | 8,4 | 8,3 |
| | CS | 25 | 20,8 | 20,8 | 29,2 |
| | S | 72 | 60,0 | 60,0 | 89,2 |
| | SS | 13 | 10,8 | 10,8 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

Y4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 9 | 7,5 | 7,5 | 7,5 |
| | CS | 34 | 28,3 | 28,3 | 35,8 |
| | S | 43 | 35,9 | 35,9 | 71,7 |
| | SS | 34 | 28,3 | 28,3 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

Y4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 21 | 17,5 | 17,5 | 17,5 |
| | CS | 41 | 34,2 | 34,2 | 51,7 |
| | S | 42 | 35,0 | 35,0 | 86,7 |
| | SS | 16 | 13,3 | 13,3 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

Kinerja Pegawai

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 7 | 1 | ,8 | ,8 | ,8 |
| | 8 | 6 | 5,0 | 5,0 | 5,8 |
| | 9 | 15 | 12,5 | 12,5 | 18,3 |
| | 10 | 26 | 21,7 | 21,7 | 40,0 |
| | 11 | 18 | 15,0 | 15,0 | 55,0 |
| | 12 | 34 | 28,3 | 28,3 | 83,3 |
| | 13 | 14 | 11,7 | 11,7 | 95,0 |
| | 14 | 5 | 4,2 | 4,2 | 99,2 |
| | 15 | 1 | ,8 | ,8 | 100,0 |
| | Total | 120 | 100,0 | 100,0 | |

FREKUENSI PERNYATAAN RESPONDEN KARYAWAN

Komitmen Organisasi (X₁)

Statistics

| | | X1.1 | X1.2 | X1.3 | komitmen organisasi |
|---|---------|------|------|------|---------------------|
| N | Valid | 102 | 102 | 102 | 102 |
| | Missing | 2 | 2 | 2 | 2 |

Frequency Table

X1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | CS | 34 | 32,7 | 33,3 | 33,3 |
| | S | 68 | 65,4 | 66,7 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | CS | 13 | 12,5 | 12,7 | 12,7 |
| | S | 68 | 65,4 | 66,7 | 79,4 |
| | SS | 21 | 20,2 | 20,6 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | TS | 20 | 19,2 | 19,6 | 19,6 |
| | CS | 21 | 20,2 | 20,6 | 40,2 |
| | S | 55 | 52,9 | 53,9 | 94,1 |
| | SS | 6 | 5,8 | 5,9 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

Komitmen Organisasi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | 9 | 17 | 16,3 | 16,7 | 16,7 |
| | 10 | 16 | 15,4 | 15,7 | 32,4 |
| | 11 | 17 | 16,3 | 16,7 | 49,0 |
| | 12 | 37 | 35,6 | 36,3 | 85,3 |
| | 13 | 11 | 10,6 | 10,8 | 96,1 |
| | 14 | 4 | 3,8 | 3,9 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

Kecerdasan Spiritual (X₂)

Statistics

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | kecerdasan spiritual |
|---|---------|------|------|------|------|------|----------------------|
| N | Valid | 102 | 102 | 102 | 102 | 102 | 102 |
| | Missing | 2 | 2 | 2 | 2 | 2 | 2 |

Frequency Table

X2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | TS | 8 | 7,7 | 7,8 | 7,8 |
| | CS | 22 | 21,2 | 21,6 | 29,4 |
| | S | 37 | 35,6 | 36,3 | 65,7 |
| | SS | 35 | 33,7 | 34,3 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | CS | 23 | 22,1 | 22,5 | 22,5 |
| | S | 37 | 35,6 | 36,3 | 58,8 |
| | SS | 42 | 40,4 | 41,2 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | TS | 7 | 6,7 | 6,9 | 6,9 |
| | CS | 3 | 2,9 | 2,9 | 9,8 |
| | S | 81 | 77,9 | 79,4 | 89,2 |
| | SS | 11 | 10,6 | 10,8 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|-----------------------|
| Valid | CS | 23 | 22,1 | 22,5 | 22,5 |
| | S | 37 | 35,6 | 36,3 | 58,8 |
| | SS | 42 | 40,4 | 41,2 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|-----------------------|
| Valid | STS | 3 | 2,9 | 2,9 | 2,9 |
| | TS | 6 | 5,8 | 5,9 | 8,8 |
| | CS | 18 | 17,3 | 17,6 | 26,5 |
| | S | 57 | 54,8 | 55,9 | 82,4 |
| | SS | 18 | 17,3 | 17,6 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

Kecerdasan Spiritual

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|-----------------------|
| Valid | 14 | 1 | 1,0 | 1,0 | 1,0 |
| | 15 | 5 | 4,8 | 4,9 | 5,9 |
| | 16 | 4 | 3,8 | 3,9 | 9,8 |
| | 17 | 13 | 12,5 | 12,7 | 22,5 |
| | 18 | 3 | 2,9 | 2,9 | 25,5 |
| | 19 | 14 | 13,5 | 13,7 | 39,2 |
| | 20 | 18 | 17,3 | 17,6 | 56,9 |
| | 21 | 9 | 8,7 | 8,8 | 65,7 |
| | 22 | 12 | 11,5 | 11,8 | 77,5 |
| | 23 | 14 | 13,5 | 13,7 | 91,2 |
| | 24 | 6 | 5,8 | 5,9 | 97,1 |
| | 25 | 3 | 2,9 | 2,9 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

Kecerdasan Emosional (X₃)

Statistics

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | kecerdasan emosional |
|---|---------|------|------|------|------|------|----------------------|
| N | Valid | 102 | 102 | 102 | 102 | 102 | 102 |
| | Missing | 2 | 2 | 2 | 2 | 2 | 2 |

Frequency Table

X3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | TS | 11 | 10,6 | 10,8 | 10,8 |
| | CS | 29 | 27,9 | 28,4 | 39,2 |
| | S | 61 | 58,7 | 59,8 | 99,0 |
| | SS | 1 | 1,0 | 1,0 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|-----------------------|
| Valid | TS | 11 | 10,6 | 10,8 | 10,8 |
| | CS | 29 | 27,9 | 28,4 | 39,2 |
| | S | 61 | 58,7 | 59,8 | 99,0 |
| | SS | 1 | 1,0 | 1,0 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|-----------------------|
| Valid | CS | 16 | 15,4 | 15,7 | 15,7 |
| | S | 58 | 55,8 | 56,9 | 72,5 |
| | SS | 28 | 26,9 | 27,5 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X3.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | CS | 16 | 15,4 | 15,7 | 15,7 |
| | S | 48 | 46,2 | 47,1 | 62,7 |
| | SS | 38 | 36,5 | 37,3 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

X3.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | CS | 12 | 11,5 | 11,8 | 11,8 |
| | S | 63 | 60,6 | 61,8 | 73,5 |
| | SS | 27 | 26,0 | 26,5 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

Kecerdasan Emosional

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|-----------------------|
| Valid | 14 | 3 | 2,9 | 2,9 | 2,9 |
| | 15 | 7 | 6,7 | 6,9 | 9,8 |
| | 16 | 5 | 4,8 | 4,9 | 14,7 |
| | 17 | 6 | 5,8 | 5,9 | 20,6 |
| | 18 | 14 | 13,5 | 13,7 | 34,3 |
| | 19 | 5 | 4,8 | 4,9 | 39,2 |
| | 20 | 26 | 25,0 | 25,5 | 64,7 |
| | 21 | 9 | 8,7 | 8,8 | 73,5 |
| | 22 | 19 | 18,3 | 18,6 | 92,2 |
| | 23 | 7 | 6,7 | 6,9 | 99,0 |
| | 25 | 1 | 1,0 | 1,0 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| | Missing | System | 2 | 1,9 | |
| Total | | 104 | 100,0 | | |

Kinerja Pegawai (Y)

Statistics

| | | Y4.1 | Y4.2 | Y4.3 | kinerja pegawai |
|---|---------|------|------|------|-----------------|
| N | Valid | 102 | 102 | 102 | 102 |
| | Missing | 2 | 2 | 2 | 2 |

Frequency Table

Y4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | TS | 7 | 6,7 | 6,9 | 6,9 |
| | CS | 4 | 3,8 | 3,9 | 10,8 |
| | S | 84 | 80,8 | 82,4 | 93,1 |
| | SS | 7 | 6,7 | 6,9 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

Y4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | CS | 16 | 15,4 | 15,7 | 15,7 |
| | S | 73 | 70,2 | 71,6 | 87,3 |
| | SS | 13 | 12,5 | 12,7 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

Y4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | STS | 3 | 2,9 | 2,9 | 2,9 |
| | TS | 6 | 5,8 | 5,9 | 8,8 |
| | CS | 18 | 17,3 | 17,6 | 26,5 |
| | S | 57 | 54,8 | 55,9 | 82,4 |
| | SS | 18 | 17,3 | 17,6 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |

Kinerja Pegawai

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|-----------------------|
| Valid | 6 | 3 | 2,9 | 2,9 | 2,9 |
| | 10 | 8 | 7,7 | 7,8 | 10,8 |
| | 11 | 29 | 27,9 | 28,4 | 39,2 |
| | 12 | 46 | 44,2 | 45,1 | 84,3 |
| | 13 | 5 | 4,8 | 4,9 | 89,2 |
| | 14 | 10 | 9,6 | 9,8 | 99,0 |
| | 15 | 1 | 1,0 | 1,0 | 100,0 |
| | Total | 102 | 98,1 | 100,0 | |
| Missing | System | 2 | 1,9 | | |
| Total | | 104 | 100,0 | | |



Hasil Uji Validitas Dosen

Komitmen Organisasi (X₁)

| | | Correlations | | | Komitmen Organisasi |
|---------------------|------------------------|--------------|--------|--------|------------------------|
| | | X1.1 | X1.2 | X1.3 | |
| X1.1 | Pearson Correlation | 1 | -,083 | -,056 | ,741** |
| | Sig. (2- tailed) | | ,369 | ,547 | ,000 |
| | N | 120 | 120 | 120 | 120 |
| X1.2 | Pearson Correlation | -,083 | 1 | -,149 | ,375** |
| | Sig. (2- tailed) | ,369 | | ,105 | ,000 |
| | N | 120 | 120 | 120 | 120 |
| X1.3 | Pearson Correlation | -,056 | -,149 | 1 | ,393** |
| | Sig. (2- tailed) | ,547 | ,105 | | ,000 |
| | N | 120 | 120 | 120 | 120 |
| Komitmen Organisasi | Pearson Correlation | ,741** | ,375** | ,393** | 1 |
| | Sig. (2- tailed) | ,000 | ,000 | ,000 | |
| | N | 120 | 120 | 120 | 120 |

Kecerdasan Spiritual (X₂)

| | | Correlations | | | | | Kecerdasan Spiritual |
|------|---------------------|--------------|-------|-------|-------|-------|----------------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | |
| X2.1 | Pearson Correlation | 1 | ,177 | ,189* | ,029 | ,012 | ,581** |
| | Sig. (2-tailed) | | ,054 | ,038 | ,753 | ,900 | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| X2.2 | Pearson Correlation | ,177 | 1 | ,062 | -,025 | -,172 | ,427** |
| | Sig. (2-tailed) | ,054 | | ,501 | ,784 | ,061 | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| X2.3 | Pearson Correlation | ,189* | ,062 | 1 | ,179 | -,063 | ,571** |
| | Sig. (2-tailed) | ,038 | ,501 | | ,051 | ,494 | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| X2.4 | Pearson Correlation | ,029 | -,025 | ,179 | 1 | -,009 | ,469** |
| | Sig. (2-tailed) | ,753 | ,784 | ,051 | | ,921 | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| X2.5 | Pearson Correlation | ,012 | -,172 | -,063 | -,009 | 1 | ,349** |
| | N | | | | | | |

| | | | | | | | |
|----------------------|---------------------|--------|--------|--------|--------|--------|------|
| | Sig. (2-tailed) | ,900 | ,061 | ,494 | ,921 | | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| Kecerdasan Spiritual | Pearson Correlation | ,581** | ,427** | ,571** | ,469** | ,349** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| | | | | | | | |



Kecerdasan Emosional (X₃)**Correlations**

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | Kecerdasan Emosional |
|------|---------------------|-------|-------|--------|--------|--------|----------------------|
| X3.1 | Pearson Correlation | 1 | ,163 | -,163 | -,175 | -,129 | ,215* |
| | Sig. (2-tailed) | | ,076 | ,076 | ,056 | ,161 | ,018 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| X3.2 | Pearson Correlation | ,163 | 1 | -,006 | ,023 | -,169 | ,409** |
| | Sig. (2-tailed) | ,076 | | ,948 | ,804 | ,064 | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| X3.3 | Pearson Correlation | -,163 | -,006 | 1 | ,288** | ,181* | ,558** |
| | Sig. (2-tailed) | ,076 | ,948 | | ,001 | ,048 | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| X3.4 | Pearson Correlation | -,175 | ,023 | ,288** | 1 | ,318** | ,666** |
| | Sig. (2-tailed) | ,056 | ,804 | ,001 | | ,000 | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |
| X3.5 | Pearson Correlation | -,129 | -,169 | ,181* | ,318** | 1 | ,522** |
| | Sig. (2-tailed) | ,161 | ,064 | ,048 | ,000 | | ,000 |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |

| | | | | | | | |
|----------------------|---------------------|-------|--------|--------|--------|--------|-----|
| Kecerdasan Emosional | Pearson Correlation | ,215* | ,409** | ,558** | ,666** | ,522** | 1 |
| | Sig. (2-tailed) | ,018 | ,000 | ,000 | ,000 | ,000 | |
| | N | 120 | 120 | 120 | 120 | 120 | 120 |

Kinerja Pegawai (Y)

Correlations

| | | Y4.1 | Y4.2 | Y4.3 | Kinerja Pegawai |
|-----------------|---------------------|--------|--------|--------|-----------------|
| Y4.1 | Pearson Correlation | 1 | ,193* | -,105 | ,526** |
| | Sig. (2-tailed) | | ,035 | ,256 | ,000 |
| | N | 120 | 120 | 120 | 120 |
| Y4.2 | Pearson Correlation | ,193* | 1 | ,087 | ,717** |
| | Sig. (2-tailed) | ,035 | | ,343 | ,000 |
| | N | 120 | 120 | 120 | 120 |
| Y4.3 | Pearson Correlation | -,105 | ,087 | 1 | ,581** |
| | Sig. (2-tailed) | ,256 | ,343 | | ,000 |
| | N | 120 | 120 | 120 | 120 |
| Kinerja Pegawai | Pearson Correlation | ,526** | ,717** | ,581** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | |
| | N | 120 | 120 | 120 | 120 |

Hasil Uji Validitas Karyawan

Komitmen Organisasi (X₁)

Correlations

| | | X1.1 | X1.2 | X1.3 | Komitmen Organisasi |
|---------------------|---------------------|--------|--------|--------|---------------------|
| X1.1 | Pearson Correlation | 1 | ,570** | ,255** | ,734** |
| | Sig. (2-tailed) | | ,000 | ,010 | ,000 |
| | N | 102 | 102 | 102 | 102 |
| X1.2 | Pearson Correlation | ,570** | 1 | ,105 | ,671** |
| | Sig. (2-tailed) | ,000 | | ,295 | ,000 |
| | N | 102 | 102 | 102 | 102 |
| X1.3 | Pearson Correlation | ,255** | ,105 | 1 | ,757** |
| | Sig. (2-tailed) | ,010 | ,295 | | ,000 |
| | N | 102 | 102 | 102 | 102 |
| Komitmen Organisasi | Pearson Correlation | ,734** | ,671** | ,757** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | |
| | N | 102 | 102 | 102 | 102 |



Kecerdasan Spiritual (X₂)

| | | Correlations | | | | | Kecerdasan Spiritual |
|----------------------|---------------------|--------------|---------|--------|---------|--------|----------------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | |
| X2.1 | Pearson Correlation | 1 | ,386** | -,151 | ,386** | ,121 | ,581** |
| | Sig. (2-tailed) | | ,000 | ,130 | ,000 | ,225 | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| X2.2 | Pearson Correlation | ,386** | 1 | ,002 | 1,000** | ,392** | ,853** |
| | Sig. (2-tailed) | ,000 | | ,981 | ,000 | ,000 | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| X2.3 | Pearson Correlation | -,151 | ,002 | 1 | ,002 | ,286** | ,285** |
| | Sig. (2-tailed) | ,130 | ,981 | | ,981 | ,004 | ,004 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| X2.4 | Pearson Correlation | ,386** | 1,000** | ,002 | 1 | ,392** | ,853** |
| | Sig. (2-tailed) | ,000 | ,000 | ,981 | | ,000 | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| X2.5 | Pearson Correlation | ,121 | ,392** | ,286** | ,392** | 1 | ,678** |
| | Sig. (2-tailed) | ,225 | ,000 | ,004 | ,000 | | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| Kecerdasan Spiritual | Pearson Correlation | ,581** | ,853** | ,285** | ,853** | ,678** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,004 | ,000 | ,000 | |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |

Kecerdasan Emosional (X₃)**Correlations**

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | Kecerdasan Emosional |
|----------------------|---------------------|---------|---------|--------|--------|--------|----------------------|
| X3.1 | Pearson Correlation | 1 | 1,000** | ,564** | ,137 | ,149 | ,784** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,168 | ,135 | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| X3.2 | Pearson Correlation | 1,000** | 1 | ,564** | ,137 | ,149 | ,784** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,168 | ,135 | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| X3.3 | Pearson Correlation | ,564** | ,564** | 1 | ,555** | ,688** | ,901** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| X3.4 | Pearson Correlation | ,137 | ,137 | ,555** | 1 | ,441** | ,610** |
| | Sig. (2-tailed) | ,168 | ,168 | ,000 | | ,000 | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| X3.5 | Pearson Correlation | ,149 | ,149 | ,688** | ,441** | 1 | ,630** |
| | Sig. (2-tailed) | ,135 | ,135 | ,000 | ,000 | | ,000 |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |
| Kecerdasan Emosional | Pearson Correlation | ,784** | ,784** | ,901** | ,610** | ,630** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 102 | 102 | 102 | 102 | 102 | 102 |

Kinerja Pegawai (Y)**Correlations**

| | | Y4.1 | Y4.2 | Y4.3 | Kinerja Pegawai |
|-----------------|---------------------|--------|--------|--------|-----------------|
| Y4.1 | Pearson Correlation | 1 | ,202* | ,264** | ,663** |
| | Sig. (2-tailed) | | ,042 | ,007 | ,000 |
| | N | 102 | 102 | 102 | 102 |
| Y4.2 | Pearson Correlation | ,202* | 1 | ,192 | ,576** |
| | Sig. (2-tailed) | ,042 | | ,053 | ,000 |
| | N | 102 | 102 | 102 | 102 |
| Y4.3 | Pearson Correlation | ,264** | ,192 | 1 | ,809** |
| | Sig. (2-tailed) | ,007 | ,053 | | ,000 |
| | N | 102 | 102 | 102 | 102 |
| Kinerja Pegawai | Pearson Correlation | ,663** | ,576** | ,809** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | |
| | N | 102 | 102 | 102 | 102 |



Hasil Uji Reliabilitas Dosen

Komitmen Organisasi (X₁)

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 120 | 100,0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| | |
|------------|------------|
| Cronbach's | |
| Alpha | N of Items |
| ,601 | 4 |

Kecerdasan Spiritual (X₂)

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 120 | 100,0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| | |
|------------|------------|
| Cronbach's | |
| Alpha | N of Items |
| ,637 | 6 |

Kecerdasan Emosional (X₃)**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 120 | 100,0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,645 | 6 |

Kinerja Pegawai (Y)**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 120 | 100,0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,702 | 4 |

Hasil Uji Reliabilitas Karyawan

Komitmen Organisasi (X₁)

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 102 | 98,1 |
| | Excluded ^a | 2 | 1,9 |
| | Total | 104 | 100,0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,774 | 4 |

Kecerdasan Spiritual (X₂)

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 102 | 98,1 |
| | Excluded ^a | 2 | 1,9 |
| | Total | 104 | 100,0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,760 | 6 |

Kecerdasan Emosional (X₃)**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 102 | 98,1 |
| | Excluded ^a | 2 | 1,9 |
| | Total | 104 | 100,0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,791 | 6 |

Kinerja Pegawai (Y)**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 102 | 98,1 |
| | Excluded ^a | 2 | 1,9 |
| | Total | 104 | 100,0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,764 | 4 |

Hasil Uji Regresi Berganda Dosen

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|------------------------------------------------------------------------------|-------------------|--------|
| 1 | kecerdasan emosional, komitmen organisasi, kecerdasan spiritual ^b | | Enter |

- a. Dependent Variable: kinerja pegawai
 b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,445 ^a | ,198 | ,177 | 1,457 |

- a. Predictors: (Constant), kecerdasan emosional, komitmen organisasi, kecerdasan spiritual
 b. Dependent Variable: kinerja pegawai

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|-------|-------------------|
| 1 | Regression | 60,767 | 3 | 20,256 | 9,545 | ,000 ^b |
| | Residual | 246,158 | 116 | 2,122 | | |
| | Total | 306,925 | 119 | | | |

- a. Dependent Variable: kinerja pegawai
 b. Predictors: (Constant), kecerdasan emosional, komitmen organisasi, kecerdasan spiritual

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|----------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 9,981 | 2,120 | | 4,709 | ,000 | | |
| komitmen organisasi | -,463 | ,161 | -,245 | -2,876 | ,005 | ,951 | 1,052 |
| kecerdasan spiritual | ,137 | ,062 | ,190 | 2,206 | ,029 | ,937 | 1,068 |
| kecerdasan emosional | ,233 | ,064 | ,322 | 3,668 | ,000 | ,896 | 1,116 |

a. Dependent Variable: kinerja pegawai

| Model | | kecerdasan emosional | komitmen organisasi | kecerdasan spiritual |
|-------|----------------------|----------------------|---------------------|----------------------|
| 1 | Correlations | | | |
| | kecerdasan emosional | 1,000 | -,221 | -,251 |
| | komitmen organisasi | -,221 | 1,000 | ,073 |
| | kecerdasan spiritual | -,251 | ,073 | 1,000 |
| 1 | Covariances | | | |
| | kecerdasan emosional | ,004 | -,002 | -,001 |
| | komitmen organisasi | -,002 | ,026 | ,001 |
| | kecerdasan spiritual | -,001 | ,001 | ,004 |

a. Dependent Variable: kinerja pegawai

Collinearity Diagnostics^a

| Model | Dimensi | Eigenvalue | Condition Index | Variance Proportions | | | |
|-------|---------|------------|-----------------|----------------------|---------------------|----------------------|----------------------|
| | | | | (Constant) | komitmen organisasi | kecerdasan spiritual | kecerdasan emosional |
| 1 | 1 | 3,973 | 1,000 | ,00 | ,00 | ,00 | ,00 |
| | 2 | ,014 | 16,641 | ,01 | ,05 | ,90 | ,09 |
| | 3 | ,010 | 20,193 | ,05 | ,11 | ,00 | ,91 |
| | 4 | ,002 | 40,222 | ,94 | ,84 | ,10 | ,00 |

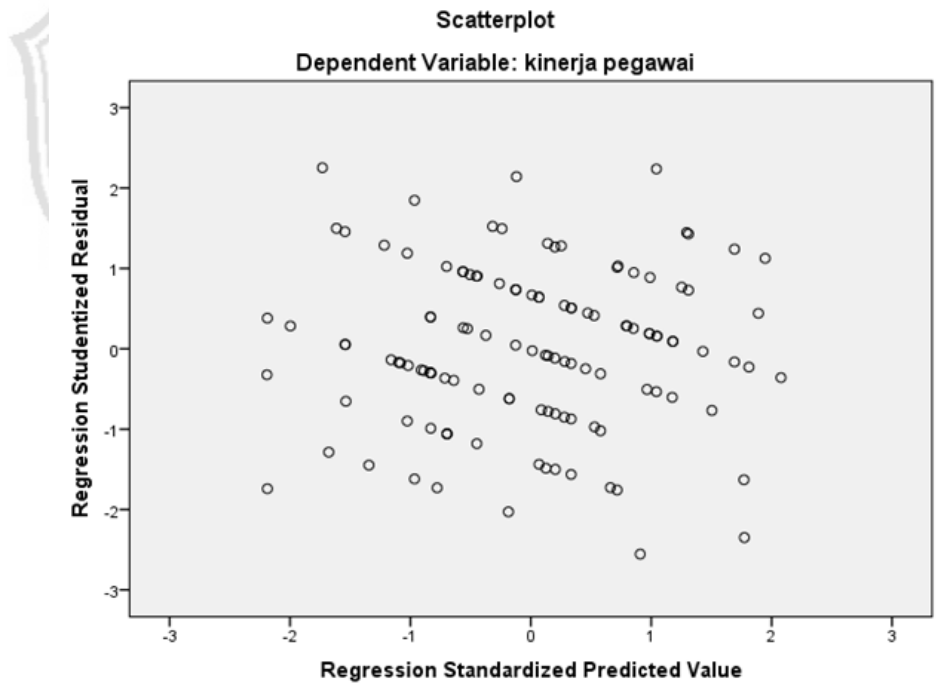
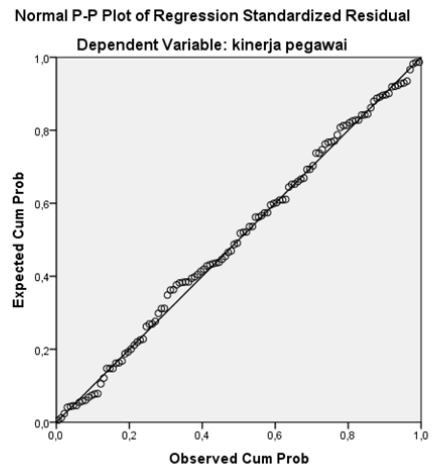
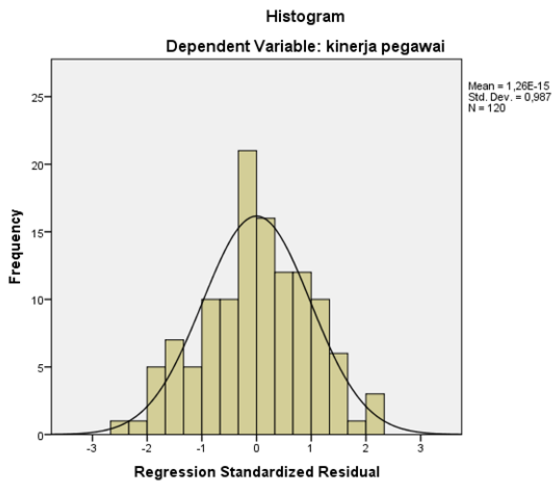
a. Dependent Variable: kinerja pegawai

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|---------|---------|-------|----------------|-----|
| Predicted Value | 9,46 | 12,51 | 11,02 | ,715 | 120 |
| Std. Predicted Value | -2,192 | 2,078 | ,000 | 1,000 | 120 |
| Standard Error of Predicted Value | ,155 | ,399 | ,257 | ,068 | 120 |
| Adjusted Predicted Value | 9,43 | 12,55 | 11,02 | ,717 | 120 |
| Residual | -3,674 | 3,230 | ,000 | 1,438 | 120 |
| Std. Residual | -2,522 | 2,217 | ,000 | ,987 | 120 |
| Stud. Residual | -2,555 | 2,253 | ,000 | 1,005 | 120 |
| Deleted Residual | -3,770 | 3,353 | ,000 | 1,490 | 120 |
| Stud. Deleted Residual | -2,618 | 2,294 | -,001 | 1,012 | 120 |
| Mahal. Distance | ,352 | 7,955 | 2,975 | 2,045 | 120 |
| Cook's Distance | ,000 | ,110 | ,009 | ,015 | 120 |
| Centered Leverage Value | ,003 | ,067 | ,025 | ,017 | 120 |

a. Dependent Variable: kinerja pegawai

Charts



Hasil Uji Regresi Berganda Karyawan

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|------------------------------------------------------------------------------|-------------------|--------|
| 1 | kecerdasan emosional, kecerdasan spiritual, komitmen organisasi ^b | | Enter |

a. Dependent Variable: kinerja pegawai

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,654 ^a | ,427 | ,410 | 1,111 |

a. Predictors: (Constant), kecerdasan emosional, kecerdasan spiritual, komitmen organisasi

b. Dependent Variable: kinerja pegawai

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 90,124 | 3 | 30,041 | 24,358 | ,000 ^b |
| | Residual | 120,866 | 98 | 1,233 | | |
| | Total | 210,990 | 101 | | | |

a. Dependent Variable: kinerja pegawai

b. Predictors: (Constant), kecerdasan emosional, kecerdasan spiritual, komitmen organisasi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| | | | | | | | | |
| 1 | (Constant) | 2,541 | 1,078 | | 2,357 | ,020 | | |
| | komitmen organisasi | ,275 | ,094 | ,266 | 2,931 | ,004 | ,710 | 1,409 |
| | kecerdasan spiritual | ,127 | ,049 | ,234 | 2,600 | ,011 | ,719 | 1,390 |
| | kecerdasan emosional | ,179 | ,057 | ,308 | 3,159 | ,002 | ,616 | 1,622 |

a. Dependent Variable: kinerja pegawai

Coefficient Correlations^a

| Model | | | kecerdasan emosional | kecerdasan spiritual | komitmen organisasi |
|-------|--------------|----------------------|----------------------|----------------------|---------------------|
| 1 | Correlations | kecerdasan emosional | 1,000 | -,393 | -,408 |
| | | kecerdasan spiritual | -,393 | 1,000 | -,164 |
| | | komitmen organisasi | -,408 | -,164 | 1,000 |
| | Covariances | kecerdasan emosional | ,003 | -,001 | -,002 |
| | | kecerdasan spiritual | -,001 | ,002 | -,001 |
| | | komitmen organisasi | -,002 | -,001 | ,009 |

a. Dependent Variable: kinerja pegawai

Collinearity Diagnostics^a

| Model | Dimension | Eigen value | Condition Index | Variance Proportions | | | |
|-------|-----------|-------------|-----------------|----------------------|---------------------|----------------------|----------------------|
| | | | | (Constant) | komitmen organisasi | kecerdasan spiritual | kecerdasan emosional |
| 1 | 1 | 3,975 | 1,000 | ,00 | ,00 | ,00 | ,00 |
| | 2 | ,010 | 19,839 | ,03 | ,37 | ,76 | ,00 |
| | 3 | ,008 | 22,324 | ,77 | ,04 | ,00 | ,47 |
| | 4 | ,007 | 24,213 | ,20 | ,59 | ,24 | ,53 |

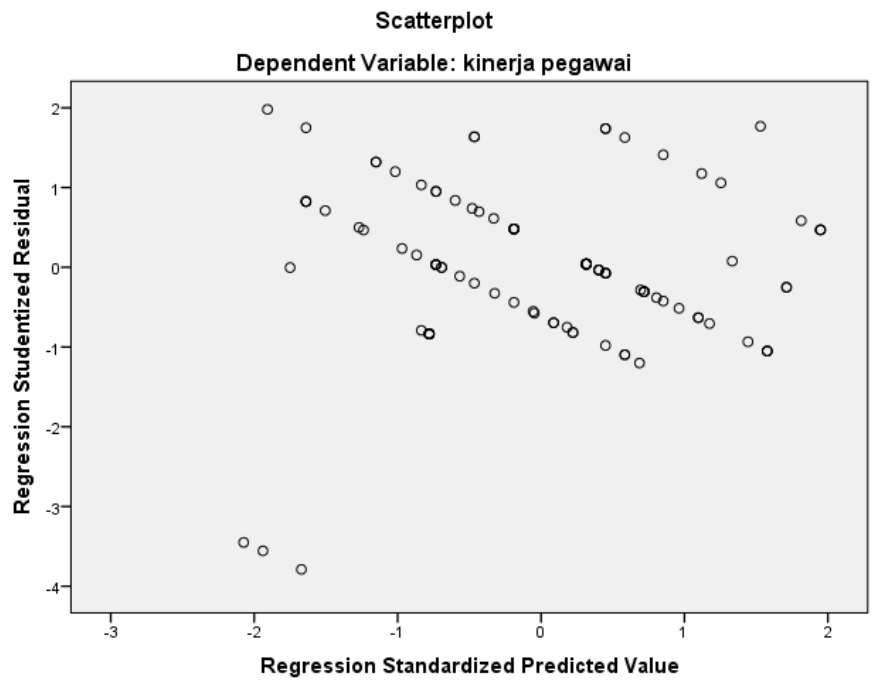
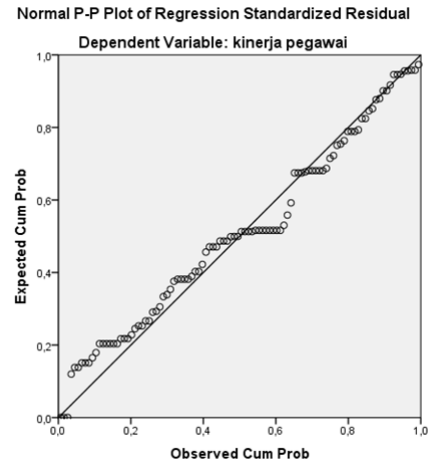
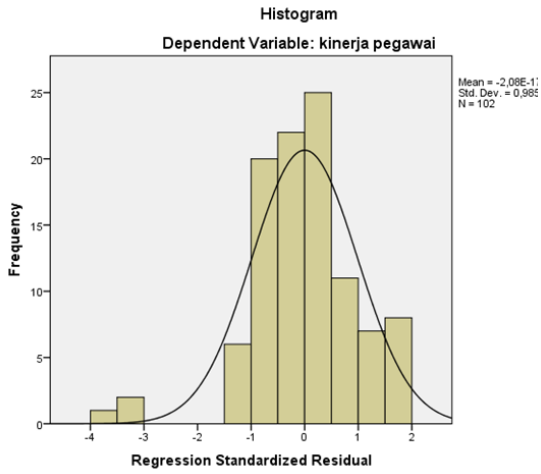
a. Dependent Variable: kinerja pegawai

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|---------|---------|-------|----------------|-----|
| Predicted Value | 9,70 | 13,50 | 11,66 | ,945 | 102 |
| Std. Predicted Value | -2,073 | 1,948 | ,000 | 1,000 | 102 |
| Standard Error of Predicted Value | ,129 | ,336 | ,212 | ,058 | 102 |
| Adjusted Predicted Value | 9,75 | 13,46 | 11,66 | ,942 | 102 |
| Residual | -4,079 | 2,145 | ,000 | 1,094 | 102 |
| Std. Residual | -3,673 | 1,931 | ,000 | ,985 | 102 |
| Stud. Residual | -3,789 | 1,979 | ,000 | 1,009 | 102 |
| Deleted Residual | -4,341 | 2,253 | -,001 | 1,149 | 102 |
| Stud. Deleted Residual | -4,080 | 2,010 | -,006 | 1,039 | 102 |
| Mahal. Distance | ,374 | 8,271 | 2,971 | 2,079 | 102 |
| Cook's Distance | ,000 | ,231 | ,013 | ,037 | 102 |
| Centered Leverage Value | ,004 | ,082 | ,029 | ,021 | 102 |

a. Dependent Variable: kinerja pegawai

Charts



Tabel R

| DF = n-2 | Tingkat Signifikansi Untuk Uji 1 arah | | | | |
|----------|---------------------------------------|--------|--------|--------|--------|
| | 0,05 | 0,025 | 0,001 | 0,005 | 0,0005 |
| | Tingkat Signifikansi Untuk Uji 2 arah | | | | |
| | 0,1 | 0,05 | 0,02 | 0,01 | 0,001 |
| 100 | 0,1638 | 0,1946 | 0,2301 | 0,2540 | 0,3211 |
| 101 | 0,1630 | 0,1937 | 0,2290 | 0,2528 | 0,3196 |
| 102 | 0,1622 | 0,1927 | 0,2279 | 0,2515 | 0,3181 |
| 103 | 0,1614 | 0,1918 | 0,2268 | 0,2504 | 0,3166 |
| 104 | 0,1606 | 0,1909 | 0,2257 | 0,2492 | 0,3152 |
| 105 | 0,1599 | 0,1900 | 0,2247 | 0,2480 | 0,3137 |
| 106 | 0,1591 | 0,1891 | 0,2236 | 0,2469 | 0,3123 |
| 107 | 0,1584 | 0,1882 | 0,2226 | 0,2458 | 0,3109 |
| 108 | 0,1576 | 0,1874 | 0,2216 | 0,2446 | 0,3095 |
| 109 | 0,1569 | 0,1865 | 0,2206 | 0,2436 | 0,3082 |
| 110 | 0,1562 | 0,1857 | 0,2196 | 0,2425 | 0,3068 |
| 111 | 0,1555 | 0,1848 | 0,2186 | 0,2414 | 0,3055 |
| 112 | 0,1548 | 0,1840 | 0,2177 | 0,2403 | 0,3042 |
| 113 | 0,1541 | 0,1832 | 0,2167 | 0,2393 | 0,3029 |
| 114 | 0,1535 | 0,1824 | 0,2158 | 0,2383 | 0,3016 |
| 115 | 0,1528 | 0,1816 | 0,2149 | 0,2373 | 0,3004 |
| 116 | 0,1522 | 0,1809 | 0,2139 | 0,2363 | 0,2991 |
| 117 | 0,1515 | 0,1801 | 0,2131 | 0,2353 | 0,2979 |
| 118 | 0,1509 | 0,1793 | 0,2122 | 0,2343 | 0,2967 |
| 119 | 0,1502 | 0,1786 | 0,2113 | 0,2333 | 0,2955 |
| 120 | 0,1496 | 0,1779 | 0,2104 | 0,2324 | 0,2943 |
| 121 | 0,1490 | 0,1771 | 0,2096 | 0,2315 | 0,2931 |
| 122 | 0,1484 | 0,1764 | 0,2087 | 0,2305 | 0,2920 |
| 123 | 0,1478 | 0,1757 | 0,2079 | 0,2296 | 0,2908 |
| 124 | 0,1472 | 0,1750 | 0,2071 | 0,2287 | 0,2897 |
| 125 | 0,1466 | 0,1743 | 0,2062 | 0,2278 | 0,2886 |
| 126 | 0,1460 | 0,1736 | 0,2054 | 0,2269 | 0,2875 |
| 127 | 0,1455 | 0,1729 | 0,2046 | 0,2260 | 0,2864 |
| 128 | 0,1449 | 0,1723 | 0,2039 | 0,2252 | 0,2853 |

Titik Persentase Distribusi t (df=81-120)

| df | Pr 0.50 | 0.25 0.20 | 0.10 0.10 | 0.05 0.050 | 0.025 0.02 | 0.01 0.010 | 0.005 0.005 | 0.001 0.002 |
|-----|------------|--------------|--------------|---------------|---------------|---------------|----------------|----------------|
| 81 | 0.67753 | 1.29209 | 1.66388 | 1.98969 | 2.37327 | 2.63790 | 3.19392 | |
| 82 | 0.67749 | 1.29196 | 1.66365 | 1.98932 | 2.37269 | 2.63712 | 3.19262 | |
| 83 | 0.67746 | 1.29183 | 1.66342 | 1.98896 | 2.37212 | 2.63637 | 3.19135 | |
| 84 | 0.67742 | 1.29171 | 1.66320 | 1.98861 | 2.37156 | 2.63563 | 3.19011 | |
| 85 | 0.67739 | 1.29159 | 1.66298 | 1.98827 | 2.37102 | 2.63491 | 3.18890 | |
| 86 | 0.67735 | 1.29147 | 1.66277 | 1.98793 | 2.37049 | 2.63421 | 3.18772 | |
| 87 | 0.67732 | 1.29136 | 1.66256 | 1.98761 | 2.36998 | 2.63353 | 3.18657 | |
| 88 | 0.67729 | 1.29125 | 1.66235 | 1.98729 | 2.36947 | 2.63286 | 3.18544 | |
| 89 | 0.67726 | 1.29114 | 1.66216 | 1.98698 | 2.36898 | 2.63220 | 3.18434 | |
| 90 | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 | |
| 91 | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 | |
| 92 | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 | |
| 93 | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 | |
| 94 | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 | |
| 95 | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 | |
| 96 | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 | |
| 97 | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 | |
| 98 | 0.67700 | 1.29025 | 1.66055 | 1.98447 | 2.36500 | 2.62693 | 3.17549 | |
| 99 | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 | |
| 100 | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 | |
| 101 | 0.67693 | 1.28999 | 1.66008 | 1.98373 | 2.36384 | 2.62539 | 3.17289 | |
| 102 | 0.67690 | 1.28991 | 1.65993 | 1.98350 | 2.36346 | 2.62489 | 3.17206 | |
| 103 | 0.67688 | 1.28982 | 1.65978 | 1.98326 | 2.36310 | 2.62441 | 3.17125 | |
| 104 | 0.67686 | 1.28974 | 1.65964 | 1.98304 | 2.36274 | 2.62393 | 3.17045 | |
| 105 | 0.67683 | 1.28967 | 1.65950 | 1.98282 | 2.36239 | 2.62347 | 3.16967 | |
| 106 | 0.67681 | 1.28959 | 1.65936 | 1.98260 | 2.36204 | 2.62301 | 3.16890 | |
| 107 | 0.67679 | 1.28951 | 1.65922 | 1.98238 | 2.36170 | 2.62256 | 3.16815 | |
| 108 | 0.67677 | 1.28944 | 1.65909 | 1.98217 | 2.36137 | 2.62212 | 3.16741 | |
| 109 | 0.67675 | 1.28937 | 1.65895 | 1.98197 | 2.36105 | 2.62169 | 3.16669 | |
| 110 | 0.67673 | 1.28930 | 1.65882 | 1.98177 | 2.36073 | 2.62126 | 3.16598 | |
| 111 | 0.67671 | 1.28922 | 1.65870 | 1.98157 | 2.36041 | 2.62085 | 3.16528 | |
| 112 | 0.67669 | 1.28916 | 1.65857 | 1.98137 | 2.36010 | 2.62044 | 3.16460 | |
| 113 | 0.67667 | 1.28909 | 1.65845 | 1.98118 | 2.35980 | 2.62004 | 3.16392 | |
| 114 | 0.67665 | 1.28902 | 1.65833 | 1.98099 | 2.35950 | 2.61964 | 3.16326 | |
| 115 | 0.67663 | 1.28896 | 1.65821 | 1.98081 | 2.35921 | 2.61926 | 3.16262 | |
| 116 | 0.67661 | 1.28889 | 1.65810 | 1.98063 | 2.35892 | 2.61888 | 3.16198 | |
| 117 | 0.67659 | 1.28883 | 1.65798 | 1.98045 | 2.35864 | 2.61850 | 3.16135 | |
| 118 | 0.67657 | 1.28877 | 1.65787 | 1.98027 | 2.35837 | 2.61814 | 3.16074 | |
| 119 | 0.67656 | 1.28871 | 1.65776 | 1.98010 | 2.35809 | 2.61778 | 3.16013 | |
| 120 | 0.67654 | 1.28865 | 1.65765 | 1.97993 | 2.35782 | 2.61742 | 3.15954 | |

DOKUMENTASI PENELITIAN



