

## LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

Kepada Yth. Responden

Pegawai Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Lamongan

Dengan hormat,

Saya yang bertanda tangan di bawah ini adalah mahasiswa Universitas Muhammadiyah Lamongan, dengan identitas :

Nama : Rateh Andan Sari

NIM : 2001010060

Jurusan : Manajemen

Fakultas : Ekonomi dan Bisnis

Dalam rangka mendapatkan data guna untuk menyusun skripsi dengan judul **“Komitmen Organisasi Sebagai Variabel Intervening dalam Pengaruh antara Budaya Organisasi dan Disiplin Kerja Terhadap Kinerja Karyawan di Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Lamongan”**, maka saya mohon bantuan serta kesediannya Bapak/Ibu untuk mengisi kuesioner ini. Kuesioner ini hanya bertujuan untuk kepentingan penelitian dan tidak disajikan ke pihak luar, serta kerahasiaan dalam mengisi kuesioner ini terjamin. Oleh karena itu saya berharap jawaban yang Bapak/Ibu berikan dengan jujur dan terbuka akan sangat membantu dalam penelitian ini.

Atas partisipasi dan kesediaan Bapak/Ibu saya ucapkan terimakasih.

Hormat Saya

Rateh Andan Sari

**IDENTITAS RESPONDEN**

No. : \_\_\_\_\_

Jenis Kelamin : ☐ Laki-Laki ☐ Perempuan

Usia : ☐ < 25 – 25 Tahun ☐ 46 – 55 Tahun  
☐ 26 – 35 Tahun ☐ > 55 Tahun  
☐ 36 – 45 Tahun

Pendidikan Terakhir : ☐ SLTA/SMA ☐ S1  
☐ D4 ☐ S2

Status Kepegawaian : ☐ PNS ☐ Pegawai Kontrak

Lama Bekerja di Dinas PMD : ☐ < 12 bulan ☐ 10 Tahun  
☐ 1- 5 Tahun ☐ 11 – 20 Tahun

**PETUNJUK PENGISIAN**

Mohon memberikan tanda (✓) pada jawaban yang Saudara anggap paling sesuai. Keterangan alternative jawaban skor :

- STS : Sangat Tidak Setuju (1)  
TS : Tidak Setuju (2)  
C : Cukup Setuju (3)  
S : Setuju (4)  
SS : Sangat Setuju (5)

## DAFTAR PERNYATAAN

### 1. Budaya Organisasi (X1)

| No. | PERNYATAAN                                                                                                   | STS | TS | CS | S | SS |
|-----|--------------------------------------------------------------------------------------------------------------|-----|----|----|---|----|
| 1.  | Saya masih kesulitan apabila melakukan cara-cara baru dalam menyelesaikan pekerjaan.                         |     |    |    |   |    |
| 2.  | Saya tidak berani mengambil resiko yang ada dalam mengambil suatu keputusan.                                 |     |    |    |   |    |
| 3.  | Saya memperhatikan pada suatu detail yang cermat terhadap pekerjaan                                          |     |    |    |   |    |
| 4.  | Saya melaksanakan pekerjaan dengan teliti dan rapi                                                           |     |    |    |   |    |
| 5.  | Hasil pekerjaan saya merupakan tolak ukur penilaian hasil kerja dalam pekerjaan                              |     |    |    |   |    |
| 6.  | Saya mencapai target tanpa melupakan sistem dan prosedur                                                     |     |    |    |   |    |
| 7.  | Saya dalam melaksanakan pekerjaan mempertimbangkan keselamatan dan kesehatan pegawai                         |     |    |    |   |    |
| 8.  | Saya bertanggung jawab atas apa yang saya kerjakan                                                           |     |    |    |   |    |
| 9.  | Kesuksesan organisasi dicapai bersama pegawai lain yang merupakan bagian dari tim                            |     |    |    |   |    |
| 10. | Saya mampu bekerja sama dengan setiap rekan kerja yang ada dalam tim kerja                                   |     |    |    |   |    |
| 11. | Saya belum bisa mencetuskan gagasan baru dalam mencapai target kerja                                         |     |    |    |   |    |
| 12. | Saya tidak dituntut untuk bekerja giat dalam melaksanakan tugas-tugas yang sudah menjadi tanggung jawab saya |     |    |    |   |    |
| 13. | Pencapaian hasil kerja tetap dipertahankan pada setiap unit kerja                                            |     |    |    |   |    |
| 14. | Keberlangsungan dan instensitas kerja lebih diprioritaskan                                                   |     |    |    |   |    |

## 2. Disiplin Kerja (X)

| No. | PERNYATAAN                                                                                                            | STS | TS | CS | S | SS |
|-----|-----------------------------------------------------------------------------------------------------------------------|-----|----|----|---|----|
| 1.  | Saya pernah telat pada saat masuk jam kerja dan pulang sebelum waktunya karena ada kendala atau keadaan yang mendesak |     |    |    |   |    |
| 2.  | Apabila pekerjaan saya telah selesai maka saya istirahat lebih cepat dari waktu yang ditentukan                       |     |    |    |   |    |
| 3.  | Saya memakai seragam kerja yang telah ditetapkan di instansi                                                          |     |    |    |   |    |
| 4.  | Saya memakai <i>name tag</i> pada saat bekerja sesuai dengan ketentuan instansi                                       |     |    |    |   |    |
| 5.  | Saya bertanggung jawab atas pekerjaan saya                                                                            |     |    |    |   |    |
| 6.  | Saya selalu menjaga hubungan baik dengan rekan kerja dan selalu menanyakan hal yang tidak bisa kepada rekan kerja     |     |    |    |   |    |
| 7.  | Saya mematuhi tata tertib yang berlaku di Instansi                                                                    |     |    |    |   |    |
| 8.  | Apabila saya melanggar peraturan yang sudah ditetapkan maka akan diberikan sanksi                                     |     |    |    |   |    |

## 3. Komitmen Organisasi (Z)

| No. | PERNYATAAN                                                                                                        | STS | TS | CS | S | SS |
|-----|-------------------------------------------------------------------------------------------------------------------|-----|----|----|---|----|
| 1.  | Saya merasa kurang bahagia bekerja dalam Instansi                                                                 |     |    |    |   |    |
| 2.  | Saya tidak memiliki rasa yang kuat terhadap instansi                                                              |     |    |    |   |    |
| 3.  | Saya merasa tidak memiliki alternatif kerja ditempat lain yang lebih menarik                                      |     |    |    |   |    |
| 4.  | Saya merasa rugi apabila meninggalkan Instansi                                                                    |     |    |    |   |    |
| 5.  | Saya merasa memiliki kewajiban untuk setia pada instansi                                                          |     |    |    |   |    |
| 6.  | Saya telah terikat kontrak kerja dengan instansi atau pemerintah sehingga harus menyelesaikan kontraknya tersebut |     |    |    |   |    |

#### 4. Kinerja Karyawan (Y)

| No. | PERNYATAAN                                                                  | STS | TS | CS | S | SS |
|-----|-----------------------------------------------------------------------------|-----|----|----|---|----|
| 1.  | Saya memiliki pemahaman tentang pekerjaan yang saya kerjakan                |     |    |    |   |    |
| 2.  | Saya mengutamakan pengetahuan dalam menyelesaikan pekerjaan saya            |     |    |    |   |    |
| 3.  | Saya belum maksimal dalam mencapai target instansi                          |     |    |    |   |    |
| 4.  | Saya belum mampu menyelesaikan pekerjaan yang ditetapkan                    |     |    |    |   |    |
| 5.  | Saya belum bisa menyelesaikan pekerjaan dengan tepat waktu                  |     |    |    |   |    |
| 6.  | Saya belum bisa menyelesaikan pekerjaan dengan cepat                        |     |    |    |   |    |
| 7.  | Saya mampu menentukan dan mengatur prioritas kerja secara efektifitas kerja |     |    |    |   |    |
| 8.  | Saya mengoptimalkan kinerja secara penuh untuk efektifitas kerja            |     |    |    |   |    |
| 9.  | Saya mampu bekerja sesuai dengan <i>job description</i> saya                |     |    |    |   |    |
| 10. | Saya dapat mengatasi permasalahan yang muncul pada saat bekerja             |     |    |    |   |    |

[illegible]

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 68 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 68 |
| 1 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 66 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 60 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 55 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 64 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 62 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 66 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 54 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 67 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 65 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 68 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 58 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 66 |
| 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 47 |

### Disiplin Kerja (X2)

| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total (X2) |
|------|------|------|------|------|------|------|------|------------|
| 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 33         |
| 5    | 4    | 5    | 5    | 5    | 5    | 4    | 5    | 38         |
| 4    | 4    | 5    | 4    | 4    | 4    | 4    | 5    | 34         |
| 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 33         |
| 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 25         |
| 5    | 5    | 5    | 4    | 5    | 4    | 5    | 5    | 38         |
| 5    | 4    | 4    | 5    | 5    | 5    | 4    | 5    | 37         |
| 5    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 37         |
| 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 33         |
| 5    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 34         |
| 5    | 4    | 4    | 5    | 5    | 5    | 5    | 5    | 38         |
| 5    | 4    | 4    | 5    | 5    | 5    | 5    | 5    | 38         |
| 5    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 34         |
| 3    | 3    | 3    | 3    | 3    | 3    | 4    | 3    | 25         |
| 4    | 4    | 4    | 5    | 4    | 5    | 4    | 5    | 35         |

|   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 32 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 37 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 32 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 33 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 36 |
| 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 32 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 32 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 27 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |

|   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
|---|---|---|---|---|---|---|---|----|

### Komitmen Organisasi (Z)

| Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | Z.6 | Total (Z) |
|-----|-----|-----|-----|-----|-----|-----------|
| 4   | 4   | 4   | 4   | 5   | 5   | 26        |
| 5   | 5   | 5   | 5   | 5   | 5   | 30        |
| 4   | 4   | 4   | 4   | 4   | 4   | 24        |
| 4   | 5   | 4   | 4   | 4   | 4   | 25        |
| 2   | 3   | 3   | 3   | 3   | 3   | 17        |
| 5   | 5   | 5   | 5   | 5   | 5   | 30        |
| 5   | 5   | 5   | 5   | 5   | 5   | 30        |
| 3   | 3   | 3   | 4   | 4   | 3   | 20        |
| 4   | 4   | 4   | 4   | 4   | 4   | 24        |
| 4   | 4   | 4   | 4   | 4   | 4   | 24        |
| 5   | 5   | 5   | 5   | 5   | 5   | 30        |
| 5   | 5   | 5   | 5   | 5   | 5   | 30        |
| 4   | 4   | 4   | 4   | 4   | 4   | 24        |
| 2   | 2   | 3   | 3   | 3   | 3   | 16        |
| 5   | 5   | 4   | 4   | 4   | 4   | 26        |
| 4   | 4   | 4   | 4   | 4   | 4   | 24        |
| 4   | 4   | 4   | 4   | 5   | 5   | 26        |
| 4   | 4   | 5   | 5   | 5   | 4   | 27        |
| 4   | 3   | 4   | 4   | 4   | 4   | 23        |
| 5   | 5   | 5   | 5   | 5   | 5   | 30        |
| 4   | 4   | 4   | 4   | 4   | 4   | 24        |
| 2   | 1   | 3   | 3   | 3   | 4   | 16        |
| 1   | 2   | 2   | 3   | 3   | 3   | 14        |
| 4   | 4   | 4   | 4   | 4   | 5   | 25        |
| 4   | 4   | 3   | 4   | 4   | 4   | 23        |
| 3   | 4   | 4   | 4   | 4   | 4   | 23        |
| 4   | 4   | 4   | 4   | 3   | 3   | 22        |
| 4   | 4   | 4   | 5   | 4   | 4   | 25        |
| 5   | 5   | 5   | 5   | 5   | 5   | 30        |
| 5   | 5   | 5   | 5   | 4   | 5   | 29        |
| 3   | 4   | 4   | 4   | 4   | 4   | 23        |
| 3   | 2   | 3   | 3   | 3   | 3   | 17        |
| 4   | 4   | 4   | 4   | 4   | 4   | 24        |
| 4   | 4   | 4   | 4   | 4   | 4   | 24        |
| 4   | 4   | 4   | 5   | 5   | 5   | 27        |
| 5   | 5   | 5   | 5   | 5   | 5   | 30        |

|   |   |   |   |   |   |    |
|---|---|---|---|---|---|----|
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 2 | 2 | 3 | 4 | 3 | 3 | 17 |
| 3 | 4 | 4 | 4 | 3 | 3 | 21 |
| 3 | 3 | 3 | 3 | 4 | 4 | 20 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 3 | 4 | 5 | 5 | 5 | 5 | 27 |
| 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 2 | 2 | 4 | 4 | 5 | 5 | 22 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 4 | 3 | 4 | 5 | 4 | 3 | 23 |
| 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |

### Kinerja Karyawan (Y)

| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Total (Y) |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----------|
| 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4    | 41        |
| 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49        |
| 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40        |
| 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 5    | 42        |
| 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3    | 28        |
| 5   | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 5   | 5    | 48        |
| 5   | 4   | 4   | 5   | 5   | 5   | 4   | 4   | 5   | 5    | 46        |
| 5   | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 4    | 46        |
| 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5    | 41        |
| 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4    | 38        |
| 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5    | 48        |
| 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4    | 49        |
| 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40        |
| 3   | 3   | 2   | 2   | 2   | 2   | 3   | 3   | 4   | 4    | 28        |
| 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 4   | 4    | 44        |
| 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 4    | 42        |



### Lampiran 3

### Uji Instrumen

### Uji Validitas

### Hasil Uji Validitas Variabel Budaya Organisasi

|      |                        | Correlations |            |            |            |            |            |            |            |            |            |            |            |            |            | Budaya<br>Organis<br>asi |
|------|------------------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------------------|
|      |                        | X1.<br>1     | X1.<br>2   | X1.<br>3   | X1.<br>4   | X1.<br>5   | X1.<br>6   | X1.<br>7   | X1.<br>8   | X1.<br>9   | X1.<br>10  | X1.<br>11  | X1.<br>12  | X1.<br>13  | X1.<br>14  |                          |
| X1.1 | Pearson<br>Correlation | 1            | .83<br>7** | .75<br>3** | .68<br>1** | .73<br>6** | .67<br>3** | .61<br>0** | .58<br>0** | .71<br>4** | .83<br>1** | .74<br>3** | .73<br>9** | .69<br>7** | .77<br>1** | .881**                   |
|      | Sig. (2-<br>tailed)    |              | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .000                     |
|      | N                      | 57           | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57                       |
| X1.2 | Pearson<br>Correlation | .83<br>7**   | 1          | .81<br>3** | .73<br>0** | .77<br>4** | .70<br>6** | .61<br>5** | .58<br>4** | .71<br>5** | .73<br>1** | .85<br>1** | .74<br>3** | .68<br>3** | .77<br>6** | .896**                   |
|      | Sig. (2-<br>tailed)    | .00<br>0     |            | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .000                     |
|      | N                      | 57           | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57                       |
| X1.3 | Pearson<br>Correlation | .75<br>3**   | .81<br>3** | 1          | .70<br>7** | .72<br>7** | .64<br>6** | .67<br>0** | .62<br>8** | .67<br>7** | .68<br>1** | .70<br>5** | .82<br>5** | .72<br>0** | .71<br>8** | .863**                   |
|      | Sig. (2-<br>tailed)    | .00<br>0     | .00<br>0   |            | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .000                     |
|      | N                      | 57           | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57                       |
| X1.4 | Pearson<br>Correlation | .68<br>1**   | .73<br>0** | .70<br>7** | 1          | .63<br>2** | .67<br>6** | .68<br>4** | .68<br>4** | .67<br>4** | .58<br>2** | .67<br>0** | .67<br>2** | .84<br>3** | .63<br>4** | .826**                   |
|      | Sig. (2-<br>tailed)    | .00<br>0     | .00<br>0   | .00<br>0   |            | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .000                     |
|      | N                      | 57           | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57                       |
| X1.5 | Pearson<br>Correlation | .73<br>6**   | .77<br>4** | .72<br>7** | .63<br>2** | 1          | .66<br>4** | .68<br>6** | .64<br>6** | .62<br>3** | .87<br>4** | .75<br>2** | .75<br>5** | .68<br>2** | .81<br>2** | .873**                   |
|      | Sig. (2-<br>tailed)    | .00<br>0     | .00<br>0   | .00<br>0   | .00<br>0   |            | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .00<br>0   | .000                     |
|      | N                      | 57           | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57         | 57                       |
| X1.6 | Pearson<br>Correlation | .67<br>3**   | .70<br>6** | .64<br>6** | .67<br>6** | .66<br>4** | 1          | .72<br>5** | .64<br>9** | .58<br>7** | .65<br>5** | .82<br>4** | .67<br>3** | .64<br>8** | .62<br>3** | .820**                   |

[illegible]



|                |                     |        |        |        |        |        |        |        |        |        |
|----------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X2.6           | Pearson Correlation | .511** | .503** | .512** | .690** | .614** | 1      | .527** | .659** | .778** |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   |
|                | N                   | 57     | 57     | 57     | 57     | 57     | 57     | 57     | 57     | 57     |
| X2.7           | Pearson Correlation | .647** | .567** | .662** | .597** | .579** | .527** | 1      | .552** | .800** |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   |
|                | N                   | 57     | 57     | 57     | 57     | 57     | 57     | 57     | 57     | 57     |
| X2.8           | Pearson Correlation | .644** | .515** | .539** | .623** | .625** | .659** | .552** | 1      | .812** |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
|                | N                   | 57     | 57     | 57     | 57     | 57     | 57     | 57     | 57     | 57     |
| Disiplin Kerja | Pearson Correlation | .840** | .746** | .812** | .829** | .814** | .778** | .800** | .812** | 1      |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|                | N                   | 57     | 57     | 57     | 57     | 57     | 57     | 57     | 57     | 57     |

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

### Hasil Uji Validitas Variabel Komitmen Organisasi

|     |                     | Correlations |        |        |        |        |        | Komitmen Organisasi |
|-----|---------------------|--------------|--------|--------|--------|--------|--------|---------------------|
|     |                     | Z.1          | Z.2    | Z.3    | Z.4    | Z.5    | Z.6    |                     |
| Z.1 | Pearson Correlation | 1            | .829** | .773** | .684** | .566** | .591** | .881**              |
|     | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .000   | .000                |
|     | N                   | 57           | 57     | 57     | 57     | 57     | 57     | 57                  |
| Z.2 | Pearson Correlation | .829**       | 1      | .778** | .683** | .595** | .564** | .882**              |
|     | Sig. (2-tailed)     | .000         |        | .000   | .000   | .000   | .000   | .000                |
|     | N                   | 57           | 57     | 57     | 57     | 57     | 57     | 57                  |
| Z.3 | Pearson Correlation | .773**       | .778** | 1      | .811** | .719** | .671** | .916**              |
|     | Sig. (2-tailed)     | .000         | .000   |        | .000   | .000   | .000   | .000                |
|     | N                   | 57           | 57     | 57     | 57     | 57     | 57     | 57                  |
| Z.4 | Pearson Correlation | .684**       | .683** | .811** | 1      | .717** | .578** | .853**              |
|     | Sig. (2-tailed)     | .000         | .000   | .000   |        | .000   | .000   | .000                |



[illegible]

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

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

### R tabel Uji Validitas

| df = (N-2) | Tingkat signifikansi untuk uji satu arah |        |        |        |        |
|------------|------------------------------------------|--------|--------|--------|--------|
|            | 0.05                                     | 0.025  | 0.01   | 0.005  | 0.0005 |
|            | Tingkat signifikansi untuk uji dua arah  |        |        |        |        |
|            | 0.1                                      | 0.05   | 0.02   | 0.01   | 0.001  |
| 51         | 0.2284                                   | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52         | 0.2262                                   | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53         | 0.2241                                   | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54         | 0.2221                                   | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55         | 0.2201                                   | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56         | 0.2181                                   | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57         | 0.2162                                   | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58         | 0.2144                                   | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59         | 0.2126                                   | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60         | 0.2108                                   | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61         | 0.2091                                   | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62         | 0.2075                                   | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63         | 0.2058                                   | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64         | 0.2042                                   | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65         | 0.2027                                   | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| 66         | 0.2012                                   | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| 67         | 0.1997                                   | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| 68         | 0.1982                                   | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| 69         | 0.1968                                   | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| 70         | 0.1954                                   | 0.2319 | 0.2737 | 0.3017 | 0.3798 |

**Uji Reliabilitas****Variabel Budaya Organisasi (X1)****Reliability Statistics**

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .969       | 14         |

**Variabel Disiplin Kerja (X2)****Reliability Statistics**

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .921       | 8          |

**Variabel Komitmen Organisasi (Z)****Reliability Statistics**

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .924       | 6          |

**Variabel Kinerja Karyawan (Y)****Reliability Statistics**

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .919       | 10         |

## Lampiran 4

### Uji Statistik Deskriptif Variabel

| Descriptive Statistics |    |         |         |      |                |
|------------------------|----|---------|---------|------|----------------|
|                        | N  | Minimum | Maximum | Mean | Std. Deviation |
| X1.1                   | 57 | 1       | 5       | 4.09 | .912           |
| X1.2                   | 57 | 2       | 5       | 4.18 | .869           |
| X1.3                   | 57 | 3       | 5       | 4.26 | .642           |
| X1.4                   | 57 | 3       | 5       | 4.11 | .646           |
| X1.5                   | 57 | 3       | 5       | 4.19 | .693           |
| X1.6                   | 57 | 3       | 5       | 4.21 | .725           |
| X1.7                   | 57 | 3       | 5       | 4.16 | .649           |
| X1.8                   | 57 | 3       | 5       | 4.16 | .649           |
| X1.9                   | 57 | 3       | 5       | 4.23 | .682           |
| X1.10                  | 57 | 3       | 5       | 4.18 | .710           |
| X1.11                  | 57 | 3       | 5       | 4.14 | .667           |
| X1.12                  | 57 | 3       | 5       | 4.19 | .611           |
| X1.13                  | 57 | 3       | 5       | 4.09 | .606           |
| X1.14                  | 57 | 3       | 5       | 4.23 | .682           |
| X2.1                   | 57 | 3       | 5       | 4.32 | .686           |
| X2.2                   | 57 | 3       | 5       | 4.19 | .549           |
| X2.3                   | 57 | 3       | 5       | 4.23 | .682           |
| X2.4                   | 57 | 3       | 5       | 4.23 | .627           |
| X2.5                   | 57 | 3       | 5       | 4.16 | .649           |
| X2.6                   | 57 | 3       | 5       | 4.19 | .639           |
| X2.7                   | 57 | 3       | 5       | 4.26 | .695           |
| X2.8                   | 57 | 3       | 5       | 4.16 | .774           |
| Z.1                    | 57 | 1       | 5       | 3.88 | .946           |
| Z.2                    | 57 | 1       | 5       | 3.89 | .939           |
| Z.3                    | 57 | 2       | 5       | 4.05 | .692           |
| Z.4                    | 57 | 3       | 5       | 4.21 | .647           |
| Z.5                    | 57 | 3       | 5       | 4.14 | .667           |
| Z.6                    | 57 | 3       | 5       | 4.18 | .710           |
| Y.1                    | 57 | 3       | 5       | 4.19 | .718           |
| Y.2                    | 57 | 3       | 5       | 4.19 | .667           |
| Y.3                    | 57 | 1       | 5       | 4.12 | .847           |
| Y.4                    | 57 | 2       | 5       | 4.16 | .819           |

|                    |    |   |   |      |      |
|--------------------|----|---|---|------|------|
| Y.5                | 57 | 1 | 5 | 4.14 | .854 |
| Y.6                | 57 | 2 | 5 | 4.18 | .782 |
| Y.7                | 57 | 3 | 5 | 4.16 | .621 |
| Y.8                | 57 | 3 | 5 | 4.18 | .710 |
| Y.9                | 57 | 3 | 5 | 4.28 | .726 |
| Y.10               | 57 | 3 | 5 | 4.32 | .659 |
| Valid N (listwise) | 57 |   |   |      |      |

### Deskriptif Variabel Budaya Organisasi

#### X1.1

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1.8     | 1.8           | 1.8                |
|       | Tidak Setuju        | 3         | 5.3     | 5.3           | 7.0                |
|       | Cukup Setuju        | 6         | 10.5    | 10.5          | 17.5               |
|       | Setuju              | 27        | 47.4    | 47.4          | 64.9               |
|       | Sangat Setuju       | 20        | 35.1    | 35.1          | 100.0              |
|       | Total               | 57        | 100.0   | 100.0         |                    |

#### X1.2

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 4         | 7.0     | 7.0           | 7.0                |
|       | Cukup Setuju  | 5         | 8.8     | 8.8           | 15.8               |
|       | Setuju        | 25        | 43.9    | 43.9          | 59.6               |
|       | Sangat Setuju | 23        | 40.4    | 40.4          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

#### X1.3

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 6         | 10.5    | 10.5          | 10.5               |
|       | Setuju        | 30        | 52.6    | 52.6          | 63.2               |
|       | Sangat Setuju | 21        | 36.8    | 36.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X1.4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 9         | 15.8    | 15.8          | 15.8               |
|       | Setuju        | 33        | 57.9    | 57.9          | 73.7               |
|       | Sangat Setuju | 15        | 26.3    | 26.3          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X1.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 9         | 15.8    | 15.8          | 15.8               |
|       | Setuju        | 28        | 49.1    | 49.1          | 64.9               |
|       | Sangat Setuju | 20        | 35.1    | 35.1          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X1.6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 10        | 17.5    | 17.5          | 17.5               |
|       | Setuju        | 25        | 43.9    | 43.9          | 61.4               |
|       | Sangat Setuju | 22        | 38.6    | 38.6          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X1.7**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0               |
|       | Setuju        | 32        | 56.1    | 56.1          | 70.2               |
|       | Sangat Setuju | 17        | 29.8    | 29.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X1.8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0               |
|       | Setuju        | 32        | 56.1    | 56.1          | 70.2               |
|       | Sangat Setuju | 17        | 29.8    | 29.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X1.9**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0                  |
|       | Setuju        | 28        | 49.1    | 49.1          | 63.2                  |
|       | Sangat Setuju | 21        | 36.8    | 36.8          | 100.0                 |
|       | Total         | 57        | 100.0   | 100.0         |                       |

**X1.10**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Cukup Setuju  | 10        | 17.5    | 17.5          | 17.5                  |
|       | Setuju        | 27        | 47.4    | 47.4          | 64.9                  |
|       | Sangat Setuju | 20        | 35.1    | 35.1          | 100.0                 |
|       | Total         | 57        | 100.0   | 100.0         |                       |

**X1.11**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Cukup Setuju  | 9         | 15.8    | 15.8          | 15.8                  |
|       | Setuju        | 31        | 54.4    | 54.4          | 70.2                  |
|       | Sangat Setuju | 17        | 29.8    | 29.8          | 100.0                 |
|       | Total         | 57        | 100.0   | 100.0         |                       |

**X1.12**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Cukup Setuju  | 6         | 10.5    | 10.5          | 10.5                  |
|       | Setuju        | 34        | 59.6    | 59.6          | 70.2                  |
|       | Sangat Setuju | 17        | 29.8    | 29.8          | 100.0                 |
|       | Total         | 57        | 100.0   | 100.0         |                       |

**X1.13**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0               |
|       | Setuju        | 36        | 63.2    | 63.2          | 77.2               |
|       | Sangat Setuju | 13        | 22.8    | 22.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X1.14**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0               |
|       | Setuju        | 28        | 49.1    | 49.1          | 63.2               |
|       | Sangat Setuju | 21        | 36.8    | 36.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Deskriptif Variabel Disiplin Kerja****X2.1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 7         | 12.3    | 12.3          | 12.3               |
|       | Setuju        | 25        | 43.9    | 43.9          | 56.1               |
|       | Sangat Setuju | 25        | 43.9    | 43.9          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X2.2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 4         | 7.0     | 7.0           | 7.0                |
|       | Setuju        | 38        | 66.7    | 66.7          | 73.7               |
|       | Sangat Setuju | 15        | 26.3    | 26.3          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X2.3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0               |
|       | Setuju        | 28        | 49.1    | 49.1          | 63.2               |
|       | Sangat Setuju | 21        | 36.8    | 36.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X2.4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 6         | 10.5    | 10.5          | 10.5               |
|       | Setuju        | 32        | 56.1    | 56.1          | 66.7               |
|       | Sangat Setuju | 19        | 33.3    | 33.3          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X2.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0               |
|       | Setuju        | 32        | 56.1    | 56.1          | 70.2               |
|       | Sangat Setuju | 17        | 29.8    | 29.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X2.6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 7         | 12.3    | 12.3          | 12.3               |
|       | Setuju        | 32        | 56.1    | 56.1          | 68.4               |
|       | Sangat Setuju | 18        | 31.6    | 31.6          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X2.7**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0               |
|       | Setuju        | 26        | 45.6    | 45.6          | 59.6               |
|       | Sangat Setuju | 23        | 40.4    | 40.4          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**X2.8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 13        | 22.8    | 22.8          | 22.8               |
|       | Setuju        | 22        | 38.6    | 38.6          | 61.4               |
|       | Sangat Setuju | 22        | 38.6    | 38.6          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Deskriptif Variabel Komitmen Organisasi****Z.1**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1.8     | 1.8           | 1.8                |
|       | Tidak Setuju        | 5         | 8.8     | 8.8           | 10.5               |
|       | Cukup Setuju        | 8         | 14.0    | 14.0          | 24.6               |
|       | Setuju              | 29        | 50.9    | 50.9          | 75.4               |
|       | Sangat Setuju       | 14        | 24.6    | 24.6          | 100.0              |
|       | Total               | 57        | 100.0   | 100.0         |                    |

**Z.2**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1.8     | 1.8           | 1.8                |
|       | Tidak Setuju        | 5         | 8.8     | 8.8           | 10.5               |
|       | Cukup Setuju        | 7         | 12.3    | 12.3          | 22.8               |
|       | Setuju              | 30        | 52.6    | 52.6          | 75.4               |
|       | Sangat Setuju       | 14        | 24.6    | 24.6          | 100.0              |
|       | Total               | 57        | 100.0   | 100.0         |                    |

**Z.3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.8     | 1.8           | 1.8                |
|       | Cukup Setuju  | 9         | 15.8    | 15.8          | 17.5               |
|       | Setuju        | 33        | 57.9    | 57.9          | 75.4               |
|       | Sangat Setuju | 14        | 24.6    | 24.6          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Z.4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 7         | 12.3    | 12.3          | 12.3               |
|       | Setuju        | 31        | 54.4    | 54.4          | 66.7               |
|       | Sangat Setuju | 19        | 33.3    | 33.3          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Z.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 9         | 15.8    | 15.8          | 15.8               |
|       | Setuju        | 31        | 54.4    | 54.4          | 70.2               |
|       | Sangat Setuju | 17        | 29.8    | 29.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Z.6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 10        | 17.5    | 17.5          | 17.5               |
|       | Setuju        | 27        | 47.4    | 47.4          | 64.9               |
|       | Sangat Setuju | 20        | 35.1    | 35.1          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

## Deskriptif Variabel Kinerja Karyawan

### Y.1

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 10        | 17.5    | 17.5          | 17.5               |
|       | Setuju        | 26        | 45.6    | 45.6          | 63.2               |
|       | Sangat Setuju | 21        | 36.8    | 36.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

### Y.2

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 8         | 14.0    | 14.0          | 14.0               |
|       | Setuju        | 30        | 52.6    | 52.6          | 66.7               |
|       | Sangat Setuju | 19        | 33.3    | 33.3          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

### Y.3

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1.8     | 1.8           | 1.8                |
|       | Tidak Setuju        | 2         | 3.5     | 3.5           | 5.3                |
|       | Cukup Setuju        | 5         | 8.8     | 8.8           | 14.0               |
|       | Setuju              | 30        | 52.6    | 52.6          | 66.7               |
|       | Sangat Setuju       | 19        | 33.3    | 33.3          | 100.0              |
|       | Total               | 57        | 100.0   | 100.0         |                    |

### Y.4

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 3         | 5.3     | 5.3           | 5.3                |
|       | Cukup Setuju  | 6         | 10.5    | 10.5          | 15.8               |
|       | Setuju        | 27        | 47.4    | 47.4          | 63.2               |
|       | Sangat Setuju | 21        | 36.8    | 36.8          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Y.5**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1.8     | 1.8           | 1.8                |
|       | Tidak Setuju        | 2         | 3.5     | 3.5           | 5.3                |
|       | Cukup Setuju        | 5         | 8.8     | 8.8           | 14.0               |
|       | Setuju              | 29        | 50.9    | 50.9          | 64.9               |
|       | Sangat Setuju       | 20        | 35.1    | 35.1          | 100.0              |
|       | Total               | 57        | 100.0   | 100.0         |                    |

**Y.6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 3         | 5.3     | 5.3           | 5.3                |
|       | Cukup Setuju  | 4         | 7.0     | 7.0           | 12.3               |
|       | Setuju        | 30        | 52.6    | 52.6          | 64.9               |
|       | Sangat Setuju | 20        | 35.1    | 35.1          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Y.7**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 7         | 12.3    | 12.3          | 12.3               |
|       | Setuju        | 34        | 59.6    | 59.6          | 71.9               |
|       | Sangat Setuju | 16        | 28.1    | 28.1          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Y.8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 10        | 17.5    | 17.5          | 17.5               |
|       | Setuju        | 27        | 47.4    | 47.4          | 64.9               |
|       | Sangat Setuju | 20        | 35.1    | 35.1          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Y.9**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 9         | 15.8    | 15.8          | 15.8               |
|       | Setuju        | 23        | 40.4    | 40.4          | 56.1               |
|       | Sangat Setuju | 25        | 43.9    | 43.9          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Y.10**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Cukup Setuju  | 6         | 10.5    | 10.5          | 10.5               |
|       | Setuju        | 27        | 47.4    | 47.4          | 57.9               |
|       | Sangat Setuju | 24        | 42.1    | 42.1          | 100.0              |
|       | Total         | 57        | 100.0   | 100.0         |                    |

**Lampiran 5****Uji Asumsi Klasik****1. Uji Normalitas****One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 57                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 1.78589358              |
| Most Extreme Differences         | Absolute       | .068                    |
|                                  | Positive       | .052                    |
|                                  | Negative       | -.068                   |
| Test Statistic                   |                | .068                    |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>     |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## 2. Uji Multikolineritas

| Coefficients <sup>a</sup> |                     |                             |            |                           |        |      |                         |       |
|---------------------------|---------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|                           |                     | Unstandardized Coefficients |            | Standardized Coefficients |        |      | Collinearity Statistics |       |
| Model                     |                     | B                           | Std. Error | Beta                      | t      | Sig. | Tolerance               | VIF   |
| 1                         | (Constant)          | -3.104                      | 2.081      |                           | -1.492 | .142 |                         |       |
|                           | Budaya Organisasi   | .238                        | .039       | .349                      | 6.121  | .000 | .577                    | 1.732 |
|                           | Disiplin Kerja      | .689                        | .080       | .519                      | 8.566  | .000 | .511                    | 1.958 |
|                           | Komitmen Organisasi | .323                        | .084       | .226                      | 3.828  | .000 | .537                    | 1.862 |

a. Dependent Variable: Kinerja Karyawan

## 3. Uji Heteroskedastisitas

| Coefficients <sup>a</sup> |                     |                             |            |                           |       |      |
|---------------------------|---------------------|-----------------------------|------------|---------------------------|-------|------|
|                           |                     | Unstandardized Coefficients |            | Standardized Coefficients |       |      |
| Model                     |                     | B                           | Std. Error | Beta                      | t     | Sig. |
| 1                         | (Constant)          | 2.324                       | 1.318      |                           | 1.764 | .084 |
|                           | Budaya Organisasi   | .002                        | .025       | .014                      | .079  | .937 |
|                           | Disiplin Kerja      | -.002                       | .051       | -.008                     | -.042 | .966 |
|                           | Komitmen Organisasi | -.041                       | .053       | -.143                     | -.773 | .443 |

a. Dependent Variable: Abs\_RES

## 4. Uji Autokolerasi

| Model Summary <sup>b</sup> |                   |          |                   |                            |               |
|----------------------------|-------------------|----------|-------------------|----------------------------|---------------|
| Model                      | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1                          | .949 <sup>a</sup> | .901     | .895              | 1.836                      | 1.821         |

a. Predictors: (Constant), Komitmen Organisasi, Budaya Organisasi, Disiplin Kerja

b. Dependent Variable: Kinerja Karyawan

**Tabel Durbin-Waston**

| n  | k=1    |        | k=2    |        | k=3    |        | k=4    |        | k=5    |        |
|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|    | dL     | dU     | dL     | dU     | dL     | dU     | dL     | dU     | dL     | dU     |
| 30 | 1.3520 | 1.4894 | 1.2837 | 1.5666 | 1.2138 | 1.6498 | 1.1426 | 1.7386 | 1.0706 | 1.8326 |
| 31 | 1.3630 | 1.4957 | 1.2969 | 1.5701 | 1.2292 | 1.6500 | 1.1602 | 1.7352 | 1.0904 | 1.8252 |
| 32 | 1.3734 | 1.5019 | 1.3093 | 1.5736 | 1.2437 | 1.6505 | 1.1769 | 1.7323 | 1.1092 | 1.8187 |
| 33 | 1.3834 | 1.5078 | 1.3212 | 1.5770 | 1.2576 | 1.6511 | 1.1927 | 1.7298 | 1.1270 | 1.8128 |
| 34 | 1.3929 | 1.5136 | 1.3325 | 1.5805 | 1.2707 | 1.6519 | 1.2078 | 1.7277 | 1.1439 | 1.8076 |
| 35 | 1.4019 | 1.5191 | 1.3433 | 1.5838 | 1.2833 | 1.6528 | 1.2221 | 1.7259 | 1.1601 | 1.8029 |
| 36 | 1.4107 | 1.5245 | 1.3537 | 1.5872 | 1.2953 | 1.6539 | 1.2358 | 1.7245 | 1.1755 | 1.7987 |
| 37 | 1.4190 | 1.5297 | 1.3635 | 1.5904 | 1.3068 | 1.6550 | 1.2489 | 1.7233 | 1.1901 | 1.7950 |
| 38 | 1.4270 | 1.5348 | 1.3730 | 1.5937 | 1.3177 | 1.6563 | 1.2614 | 1.7223 | 1.2042 | 1.7916 |
| 39 | 1.4347 | 1.5396 | 1.3821 | 1.5969 | 1.3283 | 1.6575 | 1.2734 | 1.7215 | 1.2176 | 1.7886 |
| 40 | 1.4421 | 1.5444 | 1.3908 | 1.6000 | 1.3384 | 1.6589 | 1.2848 | 1.7209 | 1.2305 | 1.7859 |
| 41 | 1.4493 | 1.5490 | 1.3992 | 1.6031 | 1.3480 | 1.6603 | 1.2958 | 1.7205 | 1.2428 | 1.7835 |
| 42 | 1.4562 | 1.5534 | 1.4073 | 1.6061 | 1.3573 | 1.6617 | 1.3064 | 1.7202 | 1.2546 | 1.7814 |
| 43 | 1.4628 | 1.5577 | 1.4151 | 1.6091 | 1.3663 | 1.6632 | 1.3166 | 1.7200 | 1.2660 | 1.7794 |
| 44 | 1.4692 | 1.5619 | 1.4226 | 1.6120 | 1.3749 | 1.6647 | 1.3263 | 1.7200 | 1.2769 | 1.7777 |
| 45 | 1.4754 | 1.5660 | 1.4298 | 1.6148 | 1.3832 | 1.6662 | 1.3357 | 1.7200 | 1.2874 | 1.7762 |
| 46 | 1.4814 | 1.5700 | 1.4368 | 1.6176 | 1.3912 | 1.6677 | 1.3448 | 1.7201 | 1.2976 | 1.7748 |
| 47 | 1.4872 | 1.5739 | 1.4435 | 1.6204 | 1.3989 | 1.6692 | 1.3535 | 1.7203 | 1.3073 | 1.7736 |
| 48 | 1.4928 | 1.5776 | 1.4500 | 1.6231 | 1.4064 | 1.6708 | 1.3619 | 1.7206 | 1.3167 | 1.7725 |
| 49 | 1.4982 | 1.5813 | 1.4564 | 1.6257 | 1.4136 | 1.6723 | 1.3701 | 1.7210 | 1.3258 | 1.7716 |
| 50 | 1.5035 | 1.5849 | 1.4625 | 1.6283 | 1.4206 | 1.6739 | 1.3779 | 1.7214 | 1.3346 | 1.7708 |
| 51 | 1.5086 | 1.5884 | 1.4684 | 1.6309 | 1.4273 | 1.6754 | 1.3855 | 1.7218 | 1.3431 | 1.7701 |
| 52 | 1.5135 | 1.5917 | 1.4741 | 1.6334 | 1.4339 | 1.6769 | 1.3929 | 1.7223 | 1.3512 | 1.7694 |
| 53 | 1.5183 | 1.5951 | 1.4797 | 1.6359 | 1.4402 | 1.6785 | 1.4000 | 1.7228 | 1.3592 | 1.7689 |
| 54 | 1.5230 | 1.5983 | 1.4851 | 1.6383 | 1.4464 | 1.6800 | 1.4069 | 1.7234 | 1.3669 | 1.7684 |
| 55 | 1.5276 | 1.6014 | 1.4903 | 1.6406 | 1.4523 | 1.6815 | 1.4136 | 1.7240 | 1.3743 | 1.7681 |
| 56 | 1.5320 | 1.6045 | 1.4954 | 1.6430 | 1.4581 | 1.6830 | 1.4201 | 1.7246 | 1.3815 | 1.7678 |
| 57 | 1.5363 | 1.6075 | 1.5004 | 1.6452 | 1.4637 | 1.6845 | 1.4264 | 1.7253 | 1.3885 | 1.7675 |
| 58 | 1.5405 | 1.6105 | 1.5052 | 1.6475 | 1.4692 | 1.6860 | 1.4325 | 1.7259 | 1.3953 | 1.7673 |
| 59 | 1.5446 | 1.6134 | 1.5099 | 1.6497 | 1.4745 | 1.6875 | 1.4385 | 1.7266 | 1.4019 | 1.7672 |
| 60 | 1.5485 | 1.6162 | 1.5144 | 1.6518 | 1.4797 | 1.6889 | 1.4443 | 1.7274 | 1.4083 | 1.7671 |
| 61 | 1.5524 | 1.6189 | 1.5189 | 1.6540 | 1.4847 | 1.6904 | 1.4499 | 1.7281 | 1.4146 | 1.7671 |
| 62 | 1.5562 | 1.6216 | 1.5232 | 1.6561 | 1.4896 | 1.6918 | 1.4554 | 1.7288 | 1.4206 | 1.7671 |
| 63 | 1.5599 | 1.6243 | 1.5274 | 1.6581 | 1.4943 | 1.6932 | 1.4607 | 1.7296 | 1.4265 | 1.7671 |
| 64 | 1.5635 | 1.6268 | 1.5315 | 1.6601 | 1.4990 | 1.6946 | 1.4659 | 1.7303 | 1.4322 | 1.7672 |
| 65 | 1.5670 | 1.6294 | 1.5355 | 1.6621 | 1.5035 | 1.6960 | 1.4709 | 1.7311 | 1.4378 | 1.7673 |
| 66 | 1.5704 | 1.6318 | 1.5395 | 1.6640 | 1.5079 | 1.6974 | 1.4758 | 1.7319 | 1.4433 | 1.7675 |
| 67 | 1.5738 | 1.6343 | 1.5433 | 1.6660 | 1.5122 | 1.6988 | 1.4806 | 1.7327 | 1.4486 | 1.7676 |
| 68 | 1.5771 | 1.6367 | 1.5470 | 1.6678 | 1.5164 | 1.7001 | 1.4853 | 1.7335 | 1.4537 | 1.7678 |
| 69 | 1.5803 | 1.6390 | 1.5507 | 1.6697 | 1.5205 | 1.7015 | 1.4899 | 1.7343 | 1.4588 | 1.7680 |
| 70 | 1.5834 | 1.6413 | 1.5542 | 1.6715 | 1.5245 | 1.7028 | 1.4943 | 1.7351 | 1.4637 | 1.7683 |

## Lampiran 6

### Analisis Data

#### Analisis Regresi Linier Berganda

#### Uji Analisis Regresi Linier Berganda Persamaan 1

| Coefficients <sup>a</sup> |                   |                             |            |                           |      |
|---------------------------|-------------------|-----------------------------|------------|---------------------------|------|
| Model                     |                   | Unstandardized Coefficients |            | Standardized Coefficients | Sig. |
|                           |                   | B                           | Std. Error | Beta                      |      |
| 1                         | (Constant)        | 1.638                       | 3.352      |                           | .627 |
|                           | Budaya Organisasi | .143                        | .060       | .298                      | .021 |
|                           | Disiplin Kerja    | .426                        | .116       | .458                      | .001 |

a. Dependent Variable: Komitmen Organisasi

#### Uji Analisis Regresi Linier Berganda Persamaan 2

| Coefficients <sup>a</sup> |                     |                             |            |                           |      |
|---------------------------|---------------------|-----------------------------|------------|---------------------------|------|
| Model                     |                     | Unstandardized Coefficients |            | Standardized Coefficients | Sig. |
|                           |                     | B                           | Std. Error | Beta                      |      |
| 1                         | (Constant)          | -3.104                      | 2.081      |                           | .142 |
|                           | Budaya Organisasi   | .238                        | .039       | .349                      | .000 |
|                           | Disiplin Kerja      | .689                        | .080       | .519                      | .000 |
|                           | Komitmen Organisasi | .323                        | .084       | .226                      | .000 |

a. Dependent Variable: Kinerja Karyawan

## Lampiran 7

### Uji Hipotesis

#### 1. Uji Koefisien Determinasi (Uji $R^2$ )

##### Persamaan 1

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | .680 <sup>a</sup> | .463     | .443              | 2.963                      |

a. Predictors: (Constant), Disiplin Kerja, Budaya Organisasi

## Persamaan 2

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .949 <sup>a</sup> | .901     | .895              | 1.836                      |

a. Predictors: (Constant), Komitmen Organisasi, Budaya Organisasi, Disiplin Kerja

## 2. Uji F

### Persamaan 1

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 408.794        | 2  | 204.397     | 23.276 | .000 <sup>b</sup> |
|       | Residual   | 474.189        | 54 | 8.781       |        |                   |
|       | Total      | 882.982        | 56 |             |        |                   |

a. Dependent Variable: Komitmen Organisasi

b. Predictors: (Constant), Disiplin Kerja, Budaya Organisasi

### Persamaan 2

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 1617.954       | 3  | 539.318     | 160.037 | .000 <sup>b</sup> |
|       | Residual   | 178.607        | 53 | 3.370       |         |                   |
|       | Total      | 1796.561       | 56 |             |         |                   |

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Komitmen Organisasi, Budaya Organisasi, Disiplin Kerja

## F tabel

**Titik Persentase Distribusi F untuk  
Probabilita = 0,05**

| df untuk<br>penyebut<br>(N2) | df untuk pembilang (N1) |      |      |      |      |      |      |      |      |      |      |      |
|------------------------------|-------------------------|------|------|------|------|------|------|------|------|------|------|------|
|                              | 1                       | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   |
| 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 |

### 3. Uji t

#### Uji Signifikan (Uji t) Persamaan 1

| Coefficients <sup>a</sup> |                   |                             |            |                           |      |
|---------------------------|-------------------|-----------------------------|------------|---------------------------|------|
| Model                     |                   | Unstandardized Coefficients |            | Standardized Coefficients | Sig. |
|                           |                   | B                           | Std. Error | Beta                      |      |
| 1                         | (Constant)        | 1.638                       | 3.352      |                           | .627 |
|                           | Budaya Organisasi | .143                        | .060       | .298                      | .021 |
|                           | Disiplin Kerja    | .426                        | .116       | .458                      | .001 |

a. Dependent Variable: Komitmen Organisasi

#### Uji Signifikan (Uji t) Persamaan 2

| Coefficients <sup>a</sup> |                     |                             |            |                           |      |
|---------------------------|---------------------|-----------------------------|------------|---------------------------|------|
| Model                     |                     | Unstandardized Coefficients |            | Standardized Coefficients | Sig. |
|                           |                     | B                           | Std. Error | Beta                      |      |
| 1                         | (Constant)          | -3.104                      | 2.081      |                           | .142 |
|                           | Budaya Organisasi   | .238                        | .039       | .349                      | .000 |
|                           | Disiplin Kerja      | .689                        | .080       | .519                      | .000 |
|                           | Komitmen Organisasi | .323                        | .084       | .226                      | .000 |

a. Dependent Variable: Kinerja Karyawan

### t Tabel

| Pr<br>df | 0.25<br>0.50 | 0.10<br>0.20 | 0.05<br>0.10 | 0.025<br>0.050 | 0.01<br>0.02 | 0.005<br>0.010 | 0.001<br>0.002 |
|----------|--------------|--------------|--------------|----------------|--------------|----------------|----------------|
| 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        |

## Lampiran 8

### Hasil Cek Turnitin

