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Lampiran 1 Kuesioner Penelitian



Program PascaSarjana
Universitas Mercu Buana
2015

Jakarta , Mei 2015

Kepada Yth :
Bapak/Ibu/Sdr(i) Karyawan TVRI
Di
Tempat

Perihal : *Permohonan Menjawab Kuesioner*

Pertama-tama kami sampaikan bahwa sebagai salah satu syarat dalam meraih gelar master jenjang studi S2 di Universitas Mercu Buana Jakarta, kami harus melaksanakan penelitian tesis. Kami bermaksud melaksanakan penelitian dengan judul "**Pengaruh Iklim Organisasi, Motivasi dan Kompetensi terhadap Kinerja LPP TVRI Kantor Pusat**".

Demi tercapainya tujuan penelitian ini, kami memohon kesediaan Bapak/ibu untuk membantu proses pelaksanaan penelitian ini dengan memberikan jawaban pada item-item pertanyaan yang telah disediakan sesuai dengan keadaan yang sebenarnya.

Kami mengucapkan terima kasih atas kesediaan Bapak/ibu untuk membantu penelitian ini dan apabila terdapat tutur kata ataupun sikap kami yang kurang berkenan, kami memohon maaf yang sebesar-besarnya.

Hormat kami,

Muhammad Deri Aldiansah

Peneliti

KUESIONER
PENGARUH IKLIM ORGANISASI, MOTIVASI DAN KOMPETENSI
TERHADAP KINERJA LPP TVRI KANTOR PUSAT JAKARTA

BAGIAN I
Identitas Responden

Pernyataan pada bagian I merupakan pernyataan yang berhubungan dengan identitas responden. Berilah tanda ceklis (\checkmark) pada kotak yang sesuai dengan pilihan Bapak/Ibu. Mohon dijawab tanpa pengaruh apapun, peneliti menjamin kerahasiaan jawaban Bapak/ibu.

| | |
|---------------------|---|
| Umur |tahun |
| Jenis kelamin | a) Laki-laki b) Perempuan |
| Masa kerja | tahun |
| Pendidikan terakhir | a) SMA/Sederajat b) S1 c) S2 |
| Unit kerja saat ini | a) Pemancar b) OB Van c) Maintenance d) Listrik e) Master & PC e) IT |

Lampiran 1 Lanjutan Kuesioner Penelitian

BAGIAN II

Terkait dengan variabel Iklim Organisasi, pada bagian ini mohon Bapak/Ibu membubuhkan tanda ceklis (√) pada salah satu alternatif jawaban yang menurut Bapak/Ibu paling tepat pada kolom yang tersedia.

Keterangan:

| Simbol | Kategori |
|--------|---------------------|
| SS | Sangat Setuju |
| S | Setuju |
| KS | Kurang Setuju |
| TS | Tidak Setuju |
| STS | Sangat Tidak Setuju |

| Variabel Iklim Organisasi (X ₁) | | Alternatif Jawaban | | | | |
|--|---|--------------------|---|----|----|-----|
| Untuk meningkatkan kinerja saya, saya berpendapat bahwa: | | SS | S | KS | TS | STS |
| 1 | Ruangan <i>Monitoring</i> terasa sangat dingin untuk saya, sehingga terasa kurang nyaman | | | | | |
| 2 | TVRI telah mengatur sirkulasi cahaya dan udara di dalam ruang kerja sehingga tidak terasa lembab. | | | | | |
| 3 | TVRI mampu menyediakan peralatan dan perlengkapan kerja yang modern dan terawat. | | | | | |
| 4 | Saya merasa alat produksi di TVRI sangat terawat dengan baik | | | | | |
| 5 | Saya merasa, pimpinan saya menciptakan suasana yang bersahabat dalam bekerja | | | | | |
| 6 | Atasan Bapak/Ibu mendukung usaha-usaha pegawai dalam menyelesaikan tugas. | | | | | |
| 7 | Saya merasa terdapat hubungan yang baik antara sesama karyawan di perusahaan ini | | | | | |
| 8 | Hubungan antar rekan kerja di satu/berbeda unit bersifat harmonis | | | | | |
| 9 | Saya tidak mengalami hambatan untuk berkomunikasi dengan sesama rekan kerja | | | | | |
| 10 | Komunikasi yang terbuka antara pimpinan dan bawahan diterapkan dilingkungan kerja Bapak/ibu | | | | | |
| 11 | TVRI menerapkan sistem promosi dan pemberian tunjangan secara terbuka dan jelas | | | | | |
| 12 | Kami, secara rutin merayakan dan mengapresiasi | | | | | |

Lampiran 1 Lanjutan Kuesioner Penelitian

| | | n | | | | |
|--|---|----|---|----|----|-----|
| Untuk meningkatkan kinerja saya, saya berpendapat bahwa: | | SS | S | KS | TS | STS |
| | setiap pencapaian | | | | | |
| 13 | Struktur organisasi di TVRI mendukung suasana kerja yang baik dan efektif | | | | | |
| 14 | Pembagian kerja di TVRI ini diuraikan dengan cukup jelas. | | | | | |
| 15 | Birokrasi internal organisasi mendukung dalam setiap pelaksanaan tugas/pekerjaan saya sehingga dapat menunjang kinerja anda | | | | | |
| 16 | Sistem birokrasi TVRI saya rasa sudah efektif dan efisien | | | | | |

BAGIAN III

Terkait dengan variabel Motivasi, pada bagian ini mohon Bapak/Ibu membubuhkan tanda ceklis (√) pada salah satu alternatif jawaban yang menurut Bapak/Ibu paling tepat pada kolom yang tersedia.

Keterangan:

| Variabel Motivasi (X ₂) | | Alternatif Jawaban | | | | |
|--|---|--------------------|---|----|----|-----|
| Untuk meningkatkan kinerja saya, saya berpendapat bahwa: | | SS | S | KS | TS | STS |
| 1 | Saya selalu bekerja secara maksimal untuk memperoleh prestasi kerja yang baik | | | | | |
| 2 | Saya merasa tertantang untuk menyelesaikan tugas yang diberikan | | | | | |
| 3 | TVRI memberi kesempatan untuk mengembangkan karir | | | | | |
| 4 | Saya ingin maju dalam karir | | | | | |
| 5 | Saya senang bekerja di TVRI karena memiliki waktu untuk bersama keluarga | | | | | |
| 6 | Saya merasa tidak terbebani jika hari raya atau libur nasional saya harus bekerja | | | | | |
| 7 | Saya mampu merealisasikan ide/gagasan yang telah saya berikan guna kemajuan TVRI | | | | | |
| 8 | Saya merasa yakin ide/gagasan saya dapat menunjang kinerja TVRI | | | | | |
| 9 | Saya merasa senang dengan bidang pekerjaan saya didunia <i>broadcasting TV</i> | | | | | |

Lampiran 1 Lanjutan Kuesioner Penelitian

| Variabel Motivasi (X ₂) | | Alternatif Jawaban | | | | |
|--|--|--------------------|---|----|----|-----|
| Untuk meningkatkan kinerja saya, saya berpendapat bahwa: | | SS | S | KS | TS | STS |
| 10 | Saya bangga bekerja di TVRI | | | | | |
| 11 | Status pegawai tetap dapat mendorong kinerja saya | | | | | |
| 12 | Status pegawai bukan menjadi hambatan bagi saya untuk berkinerja | | | | | |
| 13 | Manajemen puncak TVRI mampu berlaku adil dalam memperlakukan pegawai. | | | | | |
| 14 | Pimpinan saya adil dalam memberikan penghargaan dan hukuman kepada pegawai | | | | | |
| 15 | TVRI menjaga dan menjamin ketentraman, keamanan, perlindungan serta keselamatan terhadap setiap pegawai dalam melaksanakan pekerjaannya. | | | | | |
| 16 | TVRI telah memberikan asuransi kesehatan sesuai dengan kebutuhan. | | | | | |
| 17 | TVRI telah memberikan kompensasi yang layak | | | | | |
| 18 | TVRI dapat memenuhi kebutuhan dasar saya | | | | | |
| 19 | TVRI memberikan penghargaan dan <i>announcement</i> atas prestasi kerja yang telah dicapai oleh pegawainya | | | | | |
| 20 | Saya senang bila pengabdian saya selama bekerja di TVRI diakui oleh atasan | | | | | |

Lampiran1 Lanjutan Kuesioner Penelitian

BAGIAN IV

Terkait dengan variabel Kompetensi, pada bagian ini mohon Bapak/Ibu membubuhkan tanda ceklis (\checkmark) pada salah satu alternatif jawaban yang menurut Bapak/Ibu paling tepat pada kolom yang tersedia.

Keterangan:

| Variabel Kompetensi (X₃) | | Alternatif Jawaban | | | | |
|--|--|---------------------------|---|----|----|-----|
| Untuk meningkatkan kinerja saya, saya berpendapat bahwa: | | SS | S | KS | TS | STS |
| 1 | Saya selalu menyelesaikan pekerjaan tepat waktu | | | | | |
| 2 | Saya selalu datang tepat waktu | | | | | |
| 3 | Saya mampu mematuhi segala peraturan yang berlaku di TVRI | | | | | |
| 4 | Peraturan yang ditetapkan menjadikan saya termotivasi dalam menyelesaikan tugas yang diberikan pimpinan. | | | | | |
| 5 | Saya mampu mengelola pekerjaan yang menjadi tanggungjawab saya | | | | | |
| 6 | Saya selalu mengevaluasi hasil kerja saya | | | | | |
| 7 | Saya dapat berfikir kreatif dalam melaksanakan pekerjaan | | | | | |
| 8 | Saya mampu berkeaktivitas untuk meningkatkan kinerja TVRI | | | | | |
| 9 | Saya mampu merencanakan pekerjaan sehingga tercapai hasil yang efisien dan efektif | | | | | |
| 10 | Saya selalu membuat rencana untuk mencapai keberhasilan | | | | | |
| 11 | Saya berwenang mengambil keputusan sesuai dengan tanggung jawab pekerjaan saya | | | | | |
| 12 | Saya selalu dilibatkan dalam pertemuan atau rapat dalam mengambil keputusan | | | | | |
| 13 | Saya mampu melakukan tindakan yang sesuai dengan tanggung jawab pekerjaan saya | | | | | |
| 14 | Saya mampu mengambil tindakan yang cepat | | | | | |

Lampiran1 Lanjutan Kuesioner Penelitian

| Variabel Kompetensi (X ₃) | | Alternatif Jawaban | | | | |
|--|---|--------------------|---|----|----|-----|
| Untuk meningkatkan kinerja saya, saya berpendapat bahwa: | | SS | S | KS | TS | STS |
| | jika dianggap perlu | | | | | |
| 15 | Saya mampu memberikan ide/gagasan mengenai pekerjaan | | | | | |
| 16 | Saya selalu mencari alternative-alternatif lain agar pekerjaan saya lebih baik | | | | | |
| 17 | Saya mampu bekerjasama dengan semua pegawai | | | | | |
| 18 | Saya senang bekerjasama dalam memecahkan masalah | | | | | |
| 19 | Saya memiliki wawasan yang diperlukan dalam bidang pekerjaan yang saya lakukan | | | | | |
| 20 | Saya memiliki pengetahuan yang sesuai dalam bidang pekerjaan yang saya lakukan. | | | | | |
| 21 | Saya mampu bersosialisasi dengan seluruh pegawai TVRI | | | | | |
| 22 | Saya memiliki kemampuan berkomunikasi secara baik dengan rekan kerja. | | | | | |
| 23 | Saya mampu beradaptasi dengan keadaan lingkungan kerja di TVRI | | | | | |
| 24 | Saya mampu ditempatkan dilingkungan kerja yang baru | | | | | |
| 25 | Saya merasa mudah untuk bergaul dengan rekan kerja yang baru | | | | | |
| 26 | Saya mudah bersosialisasi dengan orang-orang | | | | | |

Lampiran1 Lanjutan Kuesioner Penelitian

BAGIAN V

Terkait dengan variabel Kinerja, pada bagian ini mohon Bapak/Ibu/Sdr(i) membubuhkan tanda ceklis (√) pada salah satu alternative jawaban yang menurut Bapak/ibu/Sdr(i) paling tepat pada kolom yang tersedia.

| Variabel Kinerja (Y) | | Alternatif Jawaban | | | | |
|------------------------------------|---|--------------------|---|----|----|-----|
| Saya berpendapat bahwa saya telah: | | SS | S | KS | TS | STS |
| 1 | Tingkat pencapaian volume kerja yang saya hasilkan telah sesuai dengan harapan TVRI | | | | | |
| 2 | Saya mampu menyelesaikan pekerjaan lebih dari volume yang ditentukan. | | | | | |
| 3 | Saya selalu berusaha untuk menyelesaikan tugas dengan penuh rasa tanggung jawab untuk mencapai hasil yang berkualitas | | | | | |
| 4 | Hasil kerja Bapak/Ibu sesuai dengan kualitas yang telah ditentukan. | | | | | |
| 5 | Untuk menghasilkan suatu pekerjaan yang efisien, saya proaktif didalam mencari tata kerja baru | | | | | |
| 6 | Saya mampu menyelesaikan pekerjaan dengan efisien | | | | | |
| 7 | Saya selalu hadir tepat waktu sesuai dengan jadwal yang sudah ditetapkan di tempat kerja | | | | | |
| 8 | Saya dapat menyelesaikan pekerjaan sesuai dengan prosedur. | | | | | |
| 9 | Dalam menyelesaikan pekerjaan saya selalu berinisiatif tanpa menunggu perintah dari atasan | | | | | |
| 10 | Saya memiliki inisiatif yang berguna membantu penyelesaian pekerjaan yang lebih baik. | | | | | |
| 11 | Saya mengerjakan suatu pekerjaan dengan penuh perhitungan | | | | | |
| 12 | Saya melakukan pekerjaan dengan penuh ketelitian | | | | | |
| 13 | Saya merasa memiliki jiwa kepemimpinan yang dapat berguna untuk kinerja TVRI | | | | | |

Lampiran 1 Lanjutan Kuesioner Penelitian

| Variabel Kinerja (Y) | | Alternatif Jawaban | | | | |
|------------------------------------|--|---------------------------|---|----|----|-----|
| Saya berpendapat bahwa saya telah: | | SS | S | KS | TS | STS |
| 14 | Saya mampu memimpin rekan kerja saya | | | | | |
| 15 | Kreatifitas yang tinggi dapat membantu saya mencapai hasil kerja yang lebih baik | | | | | |
| 16 | Di industri televisi saya dituntut untuk lebih kreatif dalam bekerja | | | | | |



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Lampiran2.Rekapitulasi Jawaban Kuesioner Responden

Hasil Jawaban Responden pada Lembar Kuesioner

| N O. R E S P | IKLIM ORGANISASI | | | | | | | | | | | | | | | | Σ |
|-----------------------------|----------------------|------|------|------|-----------------------|------|------|------|------|-------|-----------------------------|-------|-------|-------|-------|-------|----|
| | KEADAAN LINGK. FISIK | | | | KEADAAN LINGK. SOSIAL | | | | | | PELAKSANAAN SIST. MANAGEMEN | | | | | | |
| | IK 1 | IK 2 | IK 3 | IK 4 | IK 5 | IK 6 | IK 7 | IK 8 | IK 9 | IK 10 | IK 11 | IK 12 | IK 13 | IK 14 | IK 15 | IK 16 | |
| 1 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 41 |
| 2 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 3 | 47 |
| 3 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 68 |
| 5 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 48 |
| 6 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 45 |
| 7 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 52 |
| 8 | 3 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 58 |
| 9 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 50 |
| 10 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 42 |
| 11 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 49 |
| 12 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 50 |
| 13 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 52 |
| 14 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 49 |
| 15 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 48 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 53 |
| 17 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 4 | 44 |
| 18 | 5 | 5 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 59 |
| 19 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 56 |
| 20 | 2 | 4 | 5 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 49 |
| 21 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 43 |
| 22 | 4 | 5 | 5 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 50 |
| 23 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 45 |
| 24 | 2 | 4 | 4 | 3 | 1 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 45 |
| 25 | 2 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 44 |
| 26 | 3 | 4 | 4 | 5 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 50 |
| 27 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 48 |
| 28 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 43 |
| 29 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 43 |
| 30 | 3 | 4 | 2 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 45 |
| 31 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 5 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 42 |
| 32 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 42 |
| 33 | 2 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 46 |
| 34 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 63 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| N O. R E S P | IKLIM ORGANISASI | | | | | | | | | | | | | | | | Σ |
|-----------------------------|----------------------|------|------|------|-----------------------|------|------|------|------|-------|-----------------------------|-------|-------|-------|-------|-------|----|
| | KEADAAN LINGK. FISIK | | | | KEADAAN LINGK. SOSIAL | | | | | | PELAKSANAAN SIST. MANAGEMEN | | | | | | |
| | IK 1 | IK 2 | IK 3 | IK 4 | IK 5 | IK 6 | IK 7 | IK 8 | IK 9 | IK 10 | IK 11 | IK 12 | IK 13 | IK 14 | IK 15 | IK 16 | |
| 35 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 48 |
| 36 | 3 | 3 | 4 | 5 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 49 |
| 37 | 2 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 55 |
| 38 | 2 | 3 | 2 | 4 | 3 | 5 | 2 | 3 | 5 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 50 |
| 39 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 5 | 55 |
| 40 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 45 |
| 41 | 2 | 4 | 4 | 3 | 1 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 45 |
| 42 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 55 |
| 43 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 52 |
| 44 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 51 |
| 45 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 47 |
| 46 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 43 |
| 47 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 62 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 65 |
| 49 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 44 |
| 50 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 48 |
| 51 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 58 |
| 52 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 63 |
| 53 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 56 |
| 54 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 58 |
| 55 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 55 |
| 56 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 55 |
| 57 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 58 |
| 58 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 49 |
| 59 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 51 |
| 60 | 3 | 4 | 2 | 3 | 4 | 5 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 51 |
| 61 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 57 |
| 62 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 63 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 64 |
| 64 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 65 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 54 |
| 66 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 64 |
| 67 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 57 |
| 68 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 69 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 70 | 4 | 5 | 5 | 4 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 54 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| N O R E S P | IKLIM ORGANISASI | | | | | | | | | | | | | | | | Σ |
|----------------------------|----------------------|------|------|------|-----------------------|------|------|------|------|-------|-----------------------------|-------|-------|-------|-------|-------|----|
| | KEADAAN LINGK. FISIK | | | | KEADAAN LINGK. SOSIAL | | | | | | PELAKSANAAN SIST. MANAGEMEN | | | | | | |
| | IK 1 | IK 2 | IK 3 | IK 4 | IK 5 | IK 6 | IK 7 | IK 8 | IK 9 | IK 10 | IK 11 | IK 12 | IK 13 | IK 14 | IK 15 | IK 16 | |
| 71 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 54 |
| 72 | 2 | 4 | 4 | 1 | 1 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 42 |
| 73 | 3 | 4 | 2 | 4 | 3 | 2 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 54 |
| 74 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 59 |
| 75 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 56 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 56 |
| 77 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 55 |
| 78 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 49 |
| 79 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 1 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 57 |
| 80 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 51 |
| 81 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 63 |
| 82 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 49 |
| 83 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 55 |
| 84 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 51 |
| 85 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 86 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 59 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 56 |
| 88 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 56 |
| 89 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 47 |
| 90 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 55 |
| 91 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 49 |
| 92 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 59 |
| 93 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 46 |
| 94 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 3 | 58 |
| 95 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 96 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 50 |
| 97 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 50 |
| 98 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 53 |
| 99 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 51 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | MOTIVASI | | | | | | | | | | | | | | | | | | | | |
|----------|-----------|----|----|----|----|----|----|----|----|-----|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
| | INTRINSIC | | | | | | | | | | EXTRINSIC | | | | | | | | | | |
| | M1 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 | M10 | M11 | M12 | M13 | M14 | M15 | M16 | M17 | M18 | M19 | M20 | Σ |
| 1 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 68 |
| 2 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 74 |
| 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 69 |
| 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 88 |
| 5 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 60 |
| 6 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 71 |
| 7 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 2 | 3 | 1 | 4 | 5 | 5 | 5 | 4 | 75 |
| 8 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 74 |
| 9 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 77 |
| 10 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 66 |
| 11 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 58 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 89 |
| 13 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 74 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 83 |
| 15 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 63 |
| 16 | 5 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 81 |
| 17 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 2 | 2 | 63 |
| 18 | 4 | 1 | 1 | 3 | 2 | 2 | 1 | 1 | 2 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 1 | 1 | 5 | 5 | 61 |
| 19 | 2 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 63 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 81 |
| 21 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 69 |
| 22 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 83 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | MOTIVASI | | | | | | | | | | | | | | | | | | | | |
|----------|-----------|----|----|----|----|----|----|----|----|-----|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
| | INTRINSIC | | | | | | | | | | EXTRINSIC | | | | | | | | | | |
| | M1 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 | M10 | M11 | M12 | M13 | M14 | M15 | M16 | M17 | M18 | M19 | M20 | Σ |
| 23 | 4 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 68 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 2 | 2 | 1 | 1 | 4 | 4 | 3 | 1 | 59 |
| 25 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 62 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 2 | 2 | 5 | 5 | 3 | 4 | 85 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 71 |
| 28 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 78 |
| 29 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 74 |
| 30 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 72 |
| 31 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 4 | 2 | 2 | 2 | 4 | 1 | 5 | 5 | 4 | 4 | 69 |
| 32 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 76 |
| 33 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 83 |
| 34 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 68 |
| 35 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 66 |
| 36 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 2 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 2 | 69 |
| 37 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 81 |
| 38 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 77 |
| 39 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 75 |
| 40 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 74 |
| 41 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 58 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 96 |
| 43 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 72 |
| 44 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 77 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | MOTIVASI | | | | | | | | | | | | | | | | | | | | |
|----------|-----------|----|----|----|----|----|----|----|----|-----|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
| | INTRINSIC | | | | | | | | | | EXTRINSIC | | | | | | | | | | |
| | M1 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 | M10 | M11 | M12 | M13 | M14 | M15 | M16 | M17 | M18 | M19 | M20 | Σ |
| 45 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 55 |
| 46 | 4 | 5 | 5 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 79 |
| 47 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 69 |
| 48 | 2 | 4 | 4 | 1 | 1 | 3 | 2 | 2 | 1 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 3 | 55 |
| 49 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 64 |
| 50 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 73 |
| 51 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 75 |
| 52 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 92 |
| 53 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 66 |
| 54 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 73 |
| 55 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 1 | 4 | 5 | 5 | 5 | 4 | 72 |
| 56 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 77 |
| 57 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 80 |
| 58 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 66 |
| 59 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 62 |
| 60 | 5 | 4 | 2 | 3 | 5 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 3 | 4 | 2 | 4 | 5 | 5 | 4 | 5 | 81 |
| 61 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 62 | 2 | 4 | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 64 |
| 63 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 77 |
| 64 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 73 |
| 65 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 55 |
| 66 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 88 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | MOTIVASI | | | | | | | | | | | | | | | | | | | |
|----------|-----------|----|----|----|----|----|----|----|----|-----|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | INTRINSIC | | | | | | | | | | EXTRINSIC | | | | | | | | | |
| | M1 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 | M10 | M11 | M12 | M13 | M14 | M15 | M16 | M17 | M18 | M19 | M20 |
| 67 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 70 |
| 68 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 89 |
| 69 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 58 |
| 70 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 5 | 77 |
| 71 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 72 |
| 72 | 1 | 1 | 1 | 3 | 4 | 4 | 3 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 3 | 39 |
| 73 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 71 |
| 74 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 68 |
| 75 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 78 |
| 76 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 75 |
| 77 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 68 |
| 78 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 74 |
| 79 | 1 | 1 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 1 | 1 | 4 | 2 | 4 | 2 | 4 | 5 | 5 | 4 | 64 |
| 80 | 2 | 2 | 2 | 5 | 4 | 5 | 4 | 3 | 3 | 2 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 70 |
| 81 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 67 |
| 82 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 2 | 2 | 3 | 59 |
| 83 | 4 | 2 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 77 |
| 84 | 2 | 3 | 2 | 2 | 1 | 1 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 61 |
| 85 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 68 |
| 86 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 78 |
| 87 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 75 |
| 88 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 68 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | MOTIVASI | | | | | | | | | | | | | | | | | | | | |
|----------|-----------|----|----|----|----|----|----|----|----|-----|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
| | INTRINSIC | | | | | | | | | | EXTRINSIC | | | | | | | | | | |
| | M1 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 | M10 | M11 | M12 | M13 | M14 | M15 | M16 | M17 | M18 | M19 | M20 | Σ |
| 89 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 5 | 74 |
| 90 | 1 | 1 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 1 | 1 | 4 | 2 | 4 | 2 | 4 | 5 | 5 | 4 | 1 | 64 |
| 91 | 2 | 2 | 2 | 5 | 4 | 5 | 4 | 3 | 3 | 2 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 70 |
| 92 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 3 | 67 |
| 93 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 2 | 2 | 3 | 2 | 59 |
| 94 | 4 | 2 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 3 | 77 |
| 95 | 2 | 3 | 2 | 2 | 1 | 1 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 61 |
| 96 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 5 | 80 |
| 97 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 1 | 4 | 2 | 4 | 2 | 4 | 5 | 5 | 4 | 1 | 63 |
| 98 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 69 |
| 99 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 5 | 67 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | KOMPETENSI | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------|------------|---|---|---|---|---|-----------------|---|---|----|----|----|------------------------|----|----|----|----|----|----------------------------|----|----|----|----|----|----------------|----|----|----|-----|--|
| | TASK-SKILL | | | | | | TASK MNGT SKILL | | | | | | CONTINGENCY MNGT SKILL | | | | | | JOB ROLE ENVIRONMENT SKILL | | | | | | TRANSFER SKILL | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | Σ | |
| 1 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 3 | 2 | 3 | 4 | 2 | 2 | 89 | |
| 2 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 4 | 3 | 4 | 85 | |
| 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 108 | |
| 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 120 | |
| 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 87 | |
| 6 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 98 | |
| 7 | 4 | 2 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 1 | 4 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 5 | 1 | 4 | 4 | 2 | 4 | 95 | |
| 8 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 106 | |
| 9 | 4 | 2 | 2 | 3 | 4 | 3 | 5 | 2 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 100 | |
| 10 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 94 | |
| 11 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 91 | |
| 12 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 2 | 5 | 5 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 2 | 3 | 104 | |
| 13 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 104 | |
| 14 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 112 | |
| 15 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 101 | |
| 16 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 104 | |
| 17 | 5 | 4 | 3 | 3 | 4 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 5 | 4 | 4 | 3 | 5 | 4 | 2 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 91 | |
| 18 | 3 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 1 | 3 | 5 | 5 | 1 | 4 | 5 | 4 | 1 | 5 | 5 | 113 | |
| 19 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 2 | 2 | 5 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 97 | |
| 20 | 2 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 2 | 4 | 4 | 4 | 2 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 113 | |
| 21 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 3 | 4 | 2 | 3 | 84 | |
| 22 | 4 | 5 | 5 | 4 | 5 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 4 | 116 | |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | KOMPETENSI | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------|------------|---|---|---|---|---|-----------------|---|---|----|----|----|------------------------|----|----|----|----|----|----------------------------|----|----|----|----|----|----------------|----|----|----|-----|-----|
| | TASK-SKILL | | | | | | TASK MNGT SKILL | | | | | | CONTINGENCY MNGT SKILL | | | | | | JOB ROLE ENVIRONMENT SKILL | | | | | | TRANSFER SKILL | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | Σ | |
| 23 | 1 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 1 | 4 | 4 | 2 | 1 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 92 | |
| 24 | 4 | 4 | 4 | 1 | 4 | 3 | 2 | 4 | 1 | 1 | 2 | 2 | 1 | 1 | 4 | 4 | 4 | 3 | 4 | 4 | 1 | 4 | 1 | 1 | 4 | 3 | 4 | 1 | 76 | |
| 25 | 4 | 4 | 2 | 2 | 3 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 86 | |
| 26 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 4 | 5 | 5 | 3 | 4 | 2 | 5 | 2 | 2 | 5 | 5 | 4 | 4 | 102 | |
| 27 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 99 | |
| 28 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 118 | |
| 29 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 100 | |
| 30 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 96 | |
| 31 | 4 | 2 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 1 | 4 | 2 | 2 | 2 | 4 | 2 | 1 | 5 | 4 | 1 | 2 | 2 | 2 | 2 | 79 | |
| 32 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 111 | |
| 33 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 111 | |
| 34 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 5 | 5 | 93 | |
| 35 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 90 |
| 36 | 5 | 4 | 2 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 102 | |
| 37 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 113 |
| 38 | 2 | 4 | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 93 | |
| 39 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 108 | |
| 40 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 99 |
| 41 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 4 | 1 | 80 | |
| 42 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 122 | |
| 43 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 101 | |
| 44 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 2 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 2 | 4 | 4 | 4 | 109 | |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | KOMPETENSI | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------|------------|---|---|---|-----------------|---|---|---|---|----|------------------------|----|----|----|----|----|----------------------------|----|----|----|----|----|----------------|----|----|----|----|-----|
| | TASK-SKILL | | | | TASK MNGT SKILL | | | | | | CONTINGENCY MNGT SKILL | | | | | | JOB ROLE ENVIRONMENT SKILL | | | | | | TRANSFER SKILL | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 45 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 80 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 112 |
| 47 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 99 |
| 48 | 1 | 1 | 1 | 3 | 2 | 4 | 3 | 1 | 3 | 4 | 4 | 4 | 4 | 3 | 1 | 1 | 2 | 4 | 1 | 1 | 3 | 2 | 4 | 3 | 2 | 4 | 5 | 76 |
| 49 | 2 | 4 | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 2 | 2 | 4 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 4 | 4 | 2 | 2 | 84 |
| 50 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 2 | 2 | 3 | 4 | 3 | 94 |
| 51 | 2 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 102 |
| 52 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 135 |
| 53 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 5 | 4 | 4 | 3 | 5 | 4 | 2 | 4 | 3 | 2 | 4 | 3 | 4 | 100 |
| 54 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 102 |
| 55 | 2 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 1 | 4 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 5 | 1 | 4 | 4 | 2 | 4 | 90 |
| 56 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 104 |
| 57 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 107 |
| 58 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 78 |
| 59 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 88 |
| 60 | 3 | 4 | 2 | 3 | 5 | 4 | 3 | 2 | 5 | 5 | 3 | 4 | 2 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 2 | 101 |
| 61 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 106 |
| 62 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 102 |
| 63 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 107 |
| 64 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 104 |
| 65 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 79 |
| 66 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 133 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | KOMPETENSI | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------|------------|---|---|---|---|---|-----------------|---|---|----|----|----|------------------------|----|----|----|----|----|----------------------------|----|----|----|----|----|----------------|----|----|----|-----|--|
| | TASK-SKILL | | | | | | TASK MNGT SKILL | | | | | | CONTINGENCY MNGT SKILL | | | | | | JOB ROLE ENVIRONMENT SKILL | | | | | | TRANSFER SKILL | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | Σ | |
| 67 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 100 | |
| 68 | 2 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 2 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 115 | |
| 69 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 2 | 3 | 76 | |
| 70 | 4 | 5 | 5 | 4 | 2 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 114 | |
| 71 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 100 | |
| 72 | 2 | 4 | 4 | 1 | 2 | 3 | 2 | 4 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 4 | 1 | 1 | 2 | 4 | 1 | 2 | 1 | 1 | 1 | 1 | 4 | 1 | 56 | |
| 73 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 99 | |
| 74 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 105 | |
| 75 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 106 | |
| 76 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 4 | 5 | 2 | 2 | 4 | 5 | 2 | 4 | 5 | 2 | 2 | 2 | 4 | 4 | 110 | |
| 77 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 99 | |
| 78 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 96 | |
| 79 | 5 | 5 | 4 | 5 | 5 | 4 | 2 | 4 | 1 | 4 | 2 | 4 | 2 | 4 | 5 | 5 | 1 | 1 | 5 | 5 | 4 | 5 | 2 | 4 | 1 | 1 | 4 | 5 | 99 | |
| 80 | 4 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 88 | |
| 81 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 3 | 5 | 4 | 3 | 2 | 2 | 4 | 5 | 104 | |
| 82 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 2 | 2 | 89 | |
| 83 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 5 | 4 | 2 | 4 | 2 | 4 | 4 | 100 | |
| 84 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 102 | |
| 85 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 1 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 103 | |
| 86 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 106 | |
| 87 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 4 | 5 | 2 | 2 | 4 | 5 | 3 | 4 | 5 | 2 | 2 | 2 | 4 | 4 | 111 | |
| 88 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 100 | |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | KOMPETENSI | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------|------------|---|---|---|-----------------|---|---|---|------------------------|----|----|----|----------------------------|----|----|----|----------------|----|----|----|---|----|----|----|----|----|----|----|-----|
| | TASK-SKILL | | | | TASK MNGT SKILL | | | | CONTINGENCY MNGT SKILL | | | | JOB ROLE ENVIRONMENT SKILL | | | | TRANSFER SKILL | | | | Σ | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 89 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 94 |
| 90 | 5 | 5 | 4 | 5 | 5 | 4 | 2 | 4 | 1 | 4 | 2 | 4 | 2 | 4 | 5 | 5 | 1 | 1 | 5 | 5 | 3 | 5 | 2 | 4 | 1 | 1 | 4 | 5 | 98 |
| 91 | 4 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 2 | 4 | 2 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 89 |
| 92 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 4 | 5 | 4 | 3 | 2 | 2 | 4 | 5 | 105 |
| 93 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 2 | 88 |
| 94 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 5 | 4 | 2 | 4 | 2 | 4 | 4 | 101 |
| 95 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 102 |
| 96 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 5 | 2 | 2 | 4 | 5 | 2 | 4 | 5 | 2 | 2 | 2 | 4 | 4 | 96 |
| 97 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 1 | 1 | 5 | 5 | 4 | 5 | 2 | 4 | 1 | 1 | 4 | 5 | 98 |
| 98 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 103 |
| 99 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 91 |



Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | KINERJA | | | | | | | | | | | | | | | | Σ |
|----------|-------------|-----|-----|-----|-----|-----|----------------|-----|-----|------|------|------|---------------|------|------|------|----|
| | HASIL KERJA | | | | | | PERILAKU KERJA | | | | | | SIFAT PRIBADI | | | | |
| | K 1 | K 2 | K 3 | K 4 | K 5 | K 6 | K 7 | K 8 | K 9 | K 10 | K 11 | K 12 | K 13 | K 14 | K 15 | K 16 | |
| 1 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 60 |
| 2 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 58 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 58 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 71 |
| 5 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 54 |
| 6 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 55 |
| 7 | 5 | 5 | 5 | 4 | 2 | 1 | 4 | 4 | 4 | 2 | 5 | 5 | 2 | 1 | 4 | 4 | 57 |
| 8 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 60 |
| 9 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 60 |
| 10 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 4 | 52 |
| 11 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 51 |
| 12 | 4 | 4 | 4 | 5 | 3 | 2 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 5 | 4 | 60 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 62 |
| 14 | 5 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 65 |
| 15 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 52 |
| 16 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 62 |
| 17 | 4 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 50 |
| 18 | 1 | 1 | 5 | 5 | 5 | 4 | 1 | 1 | 3 | 5 | 1 | 5 | 5 | 4 | 1 | 1 | 48 |
| 19 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 56 |
| 20 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 53 |
| 21 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 50 |
| 22 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 70 |
| 23 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 1 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 49 |
| 24 | 4 | 4 | 3 | 1 | 3 | 1 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 1 | 4 | 4 | 50 |
| 25 | 3 | 3 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 2 | 4 | 4 | 49 |
| 26 | 5 | 5 | 3 | 4 | 4 | 2 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 2 | 5 | 5 | 64 |
| 27 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 53 |
| 28 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 61 |
| 29 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 58 |
| 30 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 55 |
| 31 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 63 |
| 32 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 60 |
| 33 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 72 |
| 34 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 60 |
| 35 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 56 |
| 36 | 4 | 4 | 4 | 2 | 3 | 5 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 58 |
| 37 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 5 | 65 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | KINERJA | | | | | | | | | | | | | | | | Σ |
|----------|-------------|-----|-----|-----|-----|-----|----------------|-----|-----|------|------|------|---------------|------|------|------|----|
| | HASIL KERJA | | | | | | PERILAKU KERJA | | | | | | SIFAT PRIBADI | | | | |
| | K 1 | K 2 | K 3 | K 4 | K 5 | K 6 | K 7 | K 8 | K 9 | K 10 | K 11 | K 12 | K 13 | K 14 | K 15 | K 16 | |
| 38 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 59 |
| 39 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 64 |
| 40 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 55 |
| 41 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 45 |
| 42 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 72 |
| 43 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 59 |
| 44 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 62 |
| 45 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 4 | 2 | 4 | 3 | 49 |
| 46 | 4 | 4 | 5 | 2 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 2 | 4 | 57 |
| 47 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 62 |
| 48 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 2 | 1 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 46 |
| 49 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 52 |
| 50 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 59 |
| 51 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 2 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 64 |
| 52 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 74 |
| 53 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 58 |
| 54 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 3 | 4 | 58 |
| 55 | 5 | 5 | 5 | 4 | 2 | 1 | 4 | 2 | 2 | 2 | 5 | 5 | 2 | 1 | 4 | 2 | 51 |
| 56 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 60 |
| 57 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 60 |
| 58 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 54 |
| 59 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 52 |
| 60 | 5 | 5 | 4 | 5 | 3 | 2 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 2 | 4 | 4 | 60 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 62 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 55 |
| 63 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 61 |
| 64 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 62 |
| 65 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 47 |
| 66 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 71 |
| 67 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 61 |
| 68 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 2 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 63 |
| 69 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 45 |
| 70 | 2 | 2 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 63 |
| 71 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 55 |
| 72 | 2 | 2 | 3 | 1 | 3 | 1 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 1 | 3 | 4 | 40 |
| 73 | 2 | 2 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 59 |
| 74 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 63 |

Lampiran2. Lanjutan Rekapitulasi Jawaban Kuesioner Responden

| NO. RESP | KINERJA | | | | | | | | | | | | | | | | Σ |
|-------------|-------------|--------|--------|--------|--------|--------|----------------|--------|--------|---------|---------|---------|---------------|---------|---------|---------|----|
| | HASIL KERJA | | | | | | PERILAKU KERJA | | | | | | SIFAT PRIBADI | | | | |
| | K 1 | K 2 | K 3 | K 4 | K 5 | K 6 | K 7 | K 8 | K 9 | K 10 | K 11 | K 12 | K 13 | K 14 | K 15 | K 16 | |
| 75 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 63 |
| 76 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 5 | 4 | 3 | 64 |
| 77 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 59 |
| 78 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 52 |
| 79 | 5 | 5 | 4 | 1 | 2 | 2 | 5 | 5 | 5 | 2 | 5 | 4 | 2 | 2 | 5 | 5 | 59 |
| 80 | 3 | 3 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 56 |
| 81 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 65 |
| 82 | 2 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 49 |
| 83 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 5 | 67 |
| 84 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 58 |
| 85 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 56 |
| 86 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 2 | 4 | 5 | 4 | 4 | 3 | 61 |
| 87 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 65 |
| 88 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 60 |
| 89 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 2 | 56 |
| 90 | 5 | 5 | 4 | 1 | 2 | 2 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 2 | 5 | 5 | 58 |
| 91 | 3 | 3 | 4 | 5 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 55 |
| 92 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 2 | 5 | 4 | 3 | 4 | 4 | 4 | 64 |
| 93 | 2 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 50 |
| 94 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 4 | 5 | 5 | 68 |
| 95 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 55 |
| 96 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 65 |
| 97 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 5 | 5 | 58 |
| 98 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 62 |
| 99 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 2 | 59 |

Lampiran 3. Deskripsi Statistik

| Descriptive Statistics | | | | | | | | | | | | |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|----------------|-----------|-----------|------------|-----------|------------|
| | N | Range | Minimum | Maximum | Sum | Mean | Std. Deviation | Variance | Skewness | | Kurtosis | |
| | Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| X1.1 | 99 | 3 | 3 | 5 | 358 | 3.62 | .655 | .429 | .208 | .243 | -.388 | .481 |
| X1.2 | 99 | 2 | 2 | 5 | 336 | 3.40 | .472 | .223 | .259 | .243 | -.575 | .481 |
| X1.3 | 99 | 2 | 2 | 5 | 342 | 3.45 | .437 | .191 | -.088 | .243 | -.633 | .481 |
| X2.1 | 99 | 3 | 2 | 5 | 349 | 3.53 | .553 | .306 | -.123 | .243 | .860 | .481 |
| X2.2 | 99 | 3 | 2 | 5 | 355 | 3.59 | .518 | .268 | -.467 | .243 | 1.367 | .481 |
| X3.1 | 99 | 3 | 2 | 5 | 362 | 3.66 | .523 | .274 | .133 | .243 | .330 | .481 |
| X3.2 | 99 | 3 | 2 | 5 | 360 | 3.64 | .584 | .342 | -.039 | .243 | .724 | .481 |
| X3.3 | 99 | 3 | 2 | 5 | 339 | 3.43 | .516 | .266 | -.300 | .243 | .859 | .481 |
| X3.4 | 99 | 3 | 2 | 5 | 348 | 3.52 | .537 | .289 | -.675 | .243 | .318 | .481 |
| X3.5 | 99 | 3 | 2 | 5 | 340 | 3.43 | .561 | .315 | -.057 | .243 | .403 | .481 |
| Y.1 | 99 | 3 | 2 | 5 | 361 | 3.64 | .476 | .227 | -.374 | .243 | .767 | .481 |
| Y.2 | 99 | 2 | 3 | 5 | 363 | 3.67 | .452 | .205 | -.211 | .243 | -.274 | .481 |
| Y.3 | 99 | 3 | 2 | 5 | 355 | 3.59 | .467 | .218 | -.189 | .243 | .179 | .481 |
| Valid N (listwise) | 99 | | | | | | | | | | | |

Sumber: Hasil Pengolahan Data SPSS (2015)

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Lampiran 4. Hasil Uji Validitas

| Variabel | Dimensi | r hitung | r _{tabel} | Kesimpulan |
|------------------|------------------------------|----------|--------------------|------------|
| Iklim Organisasi | Lingkungan kerja fisik | 0,606 | 0,1975 | VALID |
| | Keadaan Lingkungan Sosial | 0,529 | 0,1975 | VALID |
| | Pelaksana Sistem Manajemen | 0,322 | 0,1975 | VALID |
| Motivasi | Intrinsic motivation | 0,540 | 0,1975 | VALID |
| | Extrinsic motivation | 0,853 | 0,1975 | VALID |
| Kompetensi | Task-skills | 0,717 | 0,1975 | VALID |
| | Task-Management Skills | 0,749 | 0,1975 | VALID |
| | Contingency Management Skill | 0,746 | 0,1975 | VALID |
| | Job Role environment skills | 0,795 | 0,1975 | VALID |
| | Transfer Skills | 0,710 | 0,1975 | VALID |
| Kinerja | Hasil kerja | 0,811 | 0,1975 | VALID |
| | Perilaku Kerja | 0,724 | 0,1975 | VALID |
| | Sifat pribadi | 0,792 | 0,1975 | VALID |

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Hasil Uji Reliabilitas

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .634 | 3 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .639 | 2 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .853 | 5 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .839 | 3 |

Sumber: Hasil Pengolahan Data SPSS (2015)

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One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

| | | IKLIM_ORGANISASI | MOTIVASI | KOMPETENSI | KINERJA |
|----------------------------------|----------------|------------------|----------|------------|---------|
| N | | 99 | 99 | 99 | 99 |
| Normal Parameters ^{a,b} | Mean | 3.47 | 3.56 | 3.54 | 3.64 |
| | Std. Deviation | .393 | .459 | .436 | .406 |
| Most Extreme Differences | Absolute | .067 | .053 | .104 | .097 |
| | Positive | .061 | .053 | .067 | .069 |
| | Negative | -.067 | -.049 | -.104 | -.097 |
| Kolmogorov-Smirnov Z | | .671 | .527 | 1.039 | .967 |
| Asymp. Sig. (2-tailed) | | .758 | .944 | .231 | .307 |

a. Test distribution is Normal.

b. Calculated from data.

Sumber: Hasil Pengolahan Data SPSS (2015)

Hasil Uji Multikolinieritas

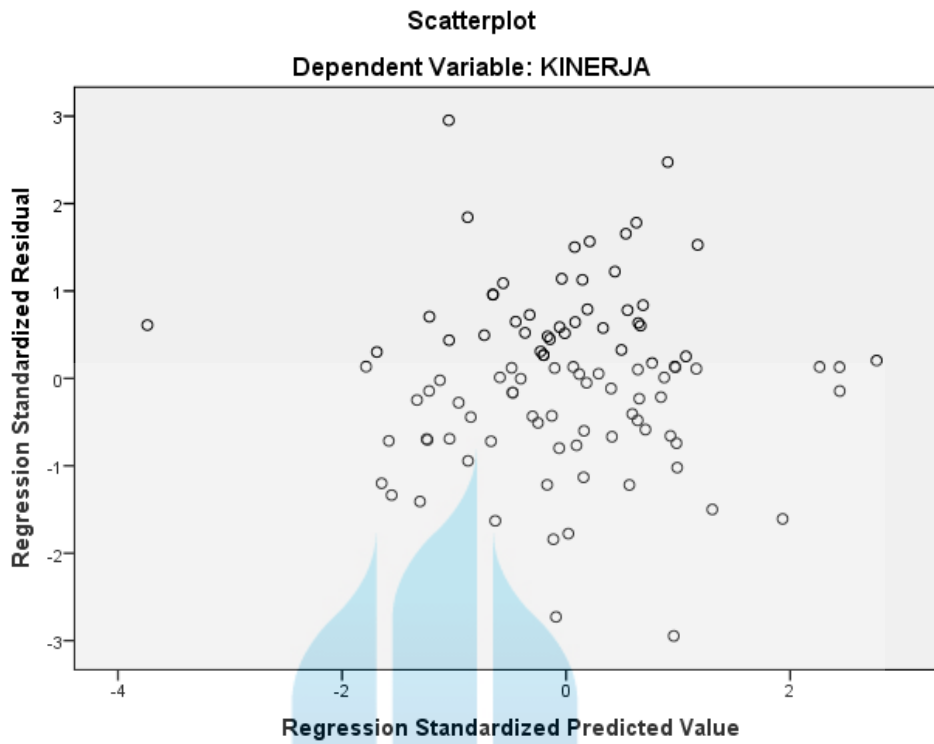
Coefficients

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | .425 | .238 | | 1.787 | .077 | | |
| | IKLIM_ORGANISASI | .181 | .064 | .175 | 2.831 | .006 | .805 | 1.242 |
| | MOTIVASI | .472 | .078 | .534 | 6.077 | .000 | .399 | 2.507 |
| | KOMPETENSI | .255 | .087 | .274 | 2.921 | .004 | .350 | 2.857 |

a. Dependent Variable: KINERJA

Sumber: Hasil Pengolahan Data SPSS (2015)

Hasil Uji Heteroskedastisitas



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Lampiran 5 Lanjutan Output SPSS

Hasil Uji Analisis Regresi Linier Berganda

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .841 ^a | .707 | .698 | .223 |

a. Predictors: (Constant), KOMPETENSI, IKLIM_ORGANISASI, MOTIVASI

b. Dependent Variable: KINERJA

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 11.402 | 3 | 3.801 | 76.514 | .000 ^b |
| | Residual | 4.719 | 95 | .050 | | |
| | Total | 16.121 | 98 | | | |

a. Dependent Variable: KINERJA

b. Predictors: (Constant), KOMPETENSI, IKLIM_ORGANISASI, MOTIVASI

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | .425 | .238 | | 1.787 | .077 | | |
| | IKLIM_ORGANISASI | .181 | .064 | .175 | 2.831 | .006 | .805 | 1.242 |
| | MOTIVASI | .472 | .078 | .534 | 6.077 | .000 | .399 | 2.507 |
| | KOMPETENSI | .255 | .087 | .274 | 2.921 | .004 | .350 | 2.857 |

a. Dependent Variable: KINERJA

Sumber: Hasil Pengolahan Data SPSS (2015)



DAFTAR RIWAYAT HIDUP



Nama : Muhammad Deri Aldiansah
Umur : 31 Tahun
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Riwayat Pendidikan :
1. SD Negeri Kelapa Dua Tangerang (1990 – 1997)
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2009 – 2009 : PT. Satrika MitaSejati