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## LAMPIRAN



Observasi Awal



Pengisian Kuesioner Oleh Karyawan



Pengisian Kuesioner Oleh Karyawan

**DATA ORDINAL**  
**IKLIM ORGANISASI (X1)**

N	Kuesioner																		TOTAL
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	
1	2	1	2	1	2	1	2	1	2	1	2	1	1	2	2	1	1	1	25
2	1	2	2	1	2	2	2	2	3	1	1	2	1	1	1	2	1	2	27
3	1	1	2	1	2	1	2	1	1	1	1	1	1	1	1	2	1	1	21
4	3	3	3	3	4	3	3	3	3	2	3	3	3	3	4	3	3	4	52
5	3	3	3	4	2	2	3	3	3	2	3	3	2	2	2	3	4	2	47
6	3	2	2	2	3	2	2	3	3	2	2	2	2	3	3	2	2	3	40
7	3	3	3	3	3	3	3	3	2	2	2	3	3	3	3	2	3	1	47
8	3	3	3	4	2	2	3	3	3	3	4	1	2	2	2	2	4	2	46
9	4	4	2	3	2	2	3	3	3	3	3	2	2	2	2	2	3	2	45
10	3	3	3	3	2	2	3	3	3	3	2	2	2	2	2	2	3	2	43
11	3	3	3	3	2	2	3	4	3	4	4	2	2	2	2	2	3	2	47
12	4	3	3	1	2	2	3	4	3	4	2	2	2	2	2	2	4	2	45
13	4	3	4	3	2	2	4	3	2	2	2	2	2	3	2	4	3	2	47
14	3	3	4	4	3	3	4	4	3	3	4	4	2	2	2	1	2	1	51
15	2	4	3	4	2	2	2	2	2	2	4	2	2	4	4	2	4	4	47
16	4	3	4	4	2	3	4	4	4	4	3	2	3	2	2	2	1	2	51
17	3	4	3	3	2	2	3	4	4	3	2	2	2	2	2	2	3	2	46
18	1	2	1	2	1	2	1	1	1	1	2	1	2	1	2	2	1	1	24
19	2	4	2	2	2	2	2	4	2	2	2	2	4	2	2	3	1	1	40
20	2	1	1	1	2	2	1	1	2	2	2	1	2	3	2	2	1	1	28
21	2	1	2	3	2	2	2	2	2	2	2	2	2	3	2	1	1	2	33
22	4	4	4	4	3	2	2	2	2	2	2	4	2	4	3	2	1	1	47



8	2	3	4	2	4	2	3	3	4	2	4	4	3	1	1	2	2	4	50
9	3	3	2	3	2	2	4	4	2	4	4	3	3	3	3	3	3	2	53
10	2	3	2	2	3	2	3	2	3	2	3	3	2	3	3	3	2	3	46
11	2	2	3	2	3	3	2	2	3	2	3	2	2	2	2	2	2	3	42
12	3	4	4	3	3	2	3	3	3	3	3	4	3	3	4	3	3	3	57
13	2	3	4	2	4	2	2	2	4	2	4	3	2	2	3	2	2	4	49
14	1	2	3	2	2	3	3	3	3	3	3	3	1	2	2	2	2	2	42
15	4	2	3	2	2	2	2	2	2	2	2	2	4	2	2	3	3	3	44
16	3	3	3	2	2	2	2	2	2	2	2	3	3	2	3	2	2	2	42
17	2	3	3	2	3	3	2	2	3	2	3	3	2	2	3	2	2	3	45
18	2	1	2	1	2	2	1	2	1	2	1	1	1	1	2	1	1	2	26
19	3	2	3	2	2	2	2	2	2	1	2	2	3	2	1	2	2	2	37
20	2	1	2	2	2	2	2	1	1	2	2	3	3	3	3	2	3	3	39
21	2	2	3	3	4	3	2	3	4	3	4	2	2	2	2	2	3	4	50
22	2	2	4	3	3	3	2	3	3	3	3	2	2	2	2	2	3	3	47
23	2	2	4	3	3	3	3	3	2	4	4	4	4	2	2	2	2	2	51
24	2	3	3	2	3	2	2	2	3	2	3	3	2	2	3	2	2	3	44
25	2	2	2	3	2	2	2	3	2	3	2	2	2	2	2	2	3	2	40
26	3	2	2	3	3	4	2	3	3	3	3	2	3	2	2	2	3	3	48
27	2	2	3	2	3	3	2	2	3	2	3	2	2	2	2	2	2	3	42
28	3	4	4	2	2	2	2	2	2	2	2	4	3	2	4	2	2	2	46
29	2	2	2	3	2	2	2	3	2	3	2	2	2	3	3	3	3	2	43
30	2	2	2	3	3	3	2	3	3	3	3	2	2	2	2	2	3	3	45
31	3	2	2	2	3	2	3	3	3	2	3	2	3	2	2	3	3	3	46
32	3	3	4	3	3	3	4	3	3	3	3	3	3	4	3	4	3	3	58



33	2	2	3	3	2	3	2	3	3	3	2	2	2	2	2	2	3	3	44
34	1	2	1	1	2	2	1	2	1	1	1	1	2	2	2	2	2	1	27
35	4	2	3	3	4	4	4	3	4	3	4	2	3	4	2	4	3	4	60
36	3	3	3	4	3	3	3	1	3	1	1	1	2	2	1	2	1	3	40

### KOMUNIKASI INTERPERSONAL (X3)

N	Kuesioner															TOTAL		
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15			
1	1	2	1	1	2	1	1	1	2	1	2	1	1	1	1	1	1	19
2	5	3	5	4	2	2	5	4	5	3	5	2	2	3	2	2	52	
3	1	1	2	1	2	1	2	1	1	1	1	1	1	2	1	1	19	
4	5	3	5	5	5	5	5	5	5	5	4	5	5	5	5	5	72	
5	5	5	5	5	5	5	5	5	5	5	5	5	3	5	5	5	73	
6	5	5	5	5	3	5	2	2	2	2	2	2	5	2	2	2	49	
7	5	3	5	5	5	5	5	5	5	5	5	5	5	5	4	5	72	
8	3	5	1	5	3	5	4	5	5	3	3	4	5	3	4	4	58	
9	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	
10	4	3	3	2	3	4	5	3	2	3	3	3	3	4	3	3	48	
11	3	3	4	3	3	3	4	4	3	3	3	3	4	3	4	4	50	
12	2	2	2	2	4	2	2	2	2	5	2	2	2	2	2	2	35	
13	5	2	4	5	3	3	5	5	3	1	4	5	3	3	4	4	55	
14	5	4	4	3	4	3	4	3	2	3	3	3	5	4	3	3	53	
15	3	3	4	3	3	3	3	3	4	3	4	3	4	3	3	3	49	
16	3	3	3	4	3	4	3	3	3	3	2	3	4	3	3	3	47	

17	3	3	4	3	3	4	4	4	3	4	3	4	3	4	3	52
18	1	2	1	1	2	1	2	1	1	1	2	1	2	1	1	20
19	1	4	2	2	3	2	4	2	2	4	2	3	2	4	2	39
20	2	2	2	2	4	2	2	3	2	2	2	2	2	3	3	35
21	4	4	5	3	3	4	4	3	3	3	3	3	5	5	3	55
22	5	3	3	4	4	5	3	4	3	4	3	4	4	4	3	55
23	3	4	4	3	3	3	5	3	3	3	4	3	3	3	3	50
24	4	4	3	4	4	3	4	3	5	2	5	4	5	4	4	58
25	4	5	4	3	5	3	3	4	5	3	4	4	5	4	3	59
26	3	4	4	4	4	5	4	3	4	4	4	5	4	4	4	60
27	4	4	5	4	4	4	3	4	3	5	3	3	4	3	3	56
28	5	4	4	3	4	4	5	3	3	3	4	4	4	4	5	59
29	4	1	4	3	4	2	5	4	5	5	3	3	5	3	3	54
30	4	4	4	4	4	4	4	3	5	4	4	4	4	4	4	59
31	5	3	5	5	3	3	3	5	3	3	4	5	3	3	4	57
32	4	3	3	4	3	3	4	3	4	3	4	3	2	3	3	49
33	4	3	5	3	3	4	5	4	4	4	3	5	5	3	3	58
34	2	1	2	3	1	1	1	2	1	1	1	2	1	1	2	22
35	4	2	1	2	1	3	3	2	1	4	4	3	2	3	3	38
36	2	2	3	2	2	1	1	2	1	1	1	1	2	2	2	25

### KINERJA KARYAWAN (Y)

N	Kuesioner												TOTAL
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	
1	2	4	2	2	2	2	2	2	2	2	2	2	26
2	3	3	3	4	4	4	3	4	4	3	3	3	41
3	2	2	2	1	1	1	1	2	2	2	2	2	20
4	5	4	4	4	5	3	3	4	5	5	4	5	51
5	4	5	4	4	5	3	3	3	4	4	3	4	46
6	3	3	3	3	3	4	4	4	3	3	3	3	39
7	4	4	4	5	4	5	4	4	3	4	3	3	47
8	5	5	4	3	5	3	2	3	4	3	5	3	45
9	4	4	4	4	3	4	2	4	3	5	5	4	46
10	4	3	3	3	4	4	4	4	3	5	4	4	45
11	3	3	3	5	3	3	4	5	3	3	4	3	42
12	4	4	4	4	4	5	5	3	3	4	3	3	46
13	5	5	5	3	5	4	4	4	1	1	2	2	41
14	5	2	3	2	4	3	3	5	5	3	3	2	40
15	5	5	5	3	3	2	3	3	4	2	4	2	41
16	4	4	4	4	2	4	4	4	4	3	3	4	44
17	3	2	3	3	4	5	4	5	3	3	3	3	41
18	2	2	2	1	1	2	1	1	2	2	1	1	18
19	2	2	3	3	4	3	4	4	3	4	4	3	39
20	4	4	1	3	2	2	2	3	4	4	4	4	37
21	4	3	4	3	4	4	5	3	3	4	3	3	43
22	5	4	5	3	4	4	3	4	4	3	3	3	45

23	4	3	4	3	5	4	4	5	4	3	4	4	47
24	3	4	4	3	3	5	5	5	3	5	5	4	49
25	4	4	4	3	4	3	4	4	4	4	3	3	44
26	3	2	2	3	4	3	3	4	3	3	4	4	38
27	4	4	4	2	3	3	3	3	4	4	4	3	41
28	4	3	4	4	4	4	4	4	3	2	3	1	40
29	4	4	3	3	4	3	5	4	3	3	4	3	43
30	4	3	2	4	4	3	2	3	4	4	3	4	40
31	4	4	4	4	4	3	5	2	2	3	3	4	42
32	5	4	3	4	5	4	5	3	3	4	4	4	48
33	4	4	4	2	3	4	4	5	3	4	3	2	42
34	2	2	2	1	1	2	1	1	2	1	1	2	18
35	3	5	2	3	4	2	3	2	2	3	4	3	36
36	4	2	2	2	3	4	3	3	3	4	3	2	35

**DATA INTERVAL**  
**IKLIM ORGANISASI (X1)**

<b>Sucesive Interval</b>																		
<b>X1.1</b>	<b>X1.2</b>	<b>X1.3</b>	<b>X1.4</b>	<b>X1.5</b>	<b>X1.6</b>	<b>X1.7</b>	<b>X1.8</b>	<b>X1.9</b>	<b>X1.10</b>	<b>X1.11</b>	<b>X1.12</b>	<b>X1.13</b>	<b>X1.14</b>	<b>X1.15</b>	<b>X1.16</b>	<b>X1.17</b>	<b>X1.18</b>	<b>TOTAL</b>
1,819	1,000	2,160	1,000	2,632	1,000	2,205	1,000	2,242	1,000	2,593	1,000	1,000	2,399	2,555	1,000	1,000	1,000	28,603
1,000	1,862	2,160	1,000	2,632	2,711	2,205	1,817	3,322	1,000	1,000	2,339	1,000	1,000	1,000	2,513	1,000	2,318	31,878
1,000	1,000	2,160	1,000	2,632	1,000	2,205	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,513	1,000	1,000	23,509
2,745	2,821	3,325	2,561	4,858	4,339	3,361	2,647	3,322	2,192	3,707	3,473	3,933	3,598	4,680	3,768	2,621	4,109	62,060
2,745	2,821	3,325	3,687	2,632	2,711	3,361	2,647	3,322	2,192	3,707	3,473	2,553	2,399	2,555	3,768	3,685	2,318	53,900
2,745	1,862	2,160	1,820	3,954	2,711	2,205	2,647	3,322	2,192	2,593	2,339	2,553	3,598	3,776	2,513	1,914	3,330	48,233
2,745	2,821	3,325	2,561	3,954	4,339	3,361	2,647	2,242	2,192	2,593	3,473	3,933	3,598	3,776	2,513	2,621	1,000	53,694
2,745	2,821	3,325	3,687	2,632	2,711	3,361	2,647	3,322	3,156	4,434	1,000	2,553	2,399	2,555	2,513	3,685	2,318	51,862
4,009	4,093	2,160	2,561	2,632	2,711	3,361	2,647	3,322	3,156	3,707	2,339	2,553	2,399	2,555	2,513	2,621	2,318	51,657
2,745	2,821	3,325	2,561	2,632	2,711	3,361	2,647	3,322	3,156	2,593	2,339	2,553	2,399	2,555	2,513	2,621	2,318	49,171
2,745	2,821	3,325	2,561	2,632	2,711	3,361	3,839	3,322	4,120	4,434	2,339	2,553	2,399	2,555	2,513	2,621	2,318	53,168
4,009	2,821	3,325	1,000	2,632	2,711	3,361	3,839	3,322	4,120	2,593	2,339	2,553	2,399	2,555	2,513	3,685	2,318	52,095
4,009	2,821	4,612	2,561	2,632	2,711	4,612	2,647	2,242	2,192	2,593	2,339	2,553	3,598	2,555	4,612	2,621	2,318	54,229
2,745	2,821	4,612	3,687	3,954	4,339	4,612	3,839	3,322	3,156	4,434	4,434	2,553	2,399	2,555	1,000	1,914	1,000	57,374
1,819	4,093	3,325	3,687	2,632	2,711	2,205	1,817	2,242	2,192	4,434	2,339	2,553	4,612	4,680	2,513	3,685	4,109	55,645
4,009	2,821	4,612	3,687	2,632	4,339	4,612	3,839	4,409	4,120	3,707	2,339	3,933	2,399	2,555	2,513	1,000	2,318	59,845
2,745	4,093	3,325	2,561	2,632	2,711	3,361	3,839	4,409	3,156	2,593	2,339	2,553	2,399	2,555	2,513	2,621	2,318	52,722
1,000	1,862	1,000	1,820	1,000	2,711	1,000	1,000	1,000	1,000	2,593	1,000	2,553	1,000	2,555	2,513	1,000	1,000	27,607
1,819	4,093	2,160	1,820	2,632	2,711	2,205	3,839	2,242	2,192	2,593	2,339	4,892	2,399	2,555	3,768	1,000	1,000	46,257
1,819	1,000	1,000	1,000	2,632	2,711	1,000	1,000	2,242	2,192	2,593	1,000	2,553	3,598	2,555	2,513	1,000	1,000	33,408
1,819	1,000	2,160	2,561	2,632	2,711	2,205	1,817	2,242	2,192	2,593	2,339	2,553	3,598	2,555	1,000	1,000	2,318	39,294
4,009	4,093	4,612	3,687	3,954	2,711	2,205	1,817	2,242	2,192	2,593	4,434	2,553	4,612	3,776	2,513	1,000	1,000	54,002

2,745	2,821	3,325	2,561	2,632	2,711	4,612	2,647	4,409	3,156	4,434	3,473	2,553	2,399	2,555	2,513	2,621	2,318	54,484
4,009	4,093	4,612	3,687	2,632	2,711	3,361	2,647	3,322	4,120	2,593	2,339	2,553	2,399	2,555	2,513	3,685	2,318	56,148
2,745	2,821	3,325	2,561	2,632	2,711	4,612	3,839	1,000	3,156	2,593	2,339	2,553	2,399	2,555	2,513	2,621	2,318	49,292
2,745	2,821	3,325	2,561	2,632	2,711	3,361	2,647	2,242	2,192	2,593	3,473	2,553	2,399	2,555	2,513	2,621	2,318	48,261
2,745	2,821	3,325	2,561	3,954	2,711	3,361	1,817	2,242	2,192	2,593	2,339	2,553	2,399	3,776	4,612	1,914	3,330	51,244
1,819	1,862	2,160	1,820	2,632	2,711	2,205	2,647	2,242	3,156	2,593	2,339	2,553	2,399	3,776	3,768	1,914	3,330	45,924
2,745	2,821	3,325	2,561	3,954	4,339	3,361	2,647	2,242	2,192	2,593	3,473	3,933	3,598	3,776	3,768	2,621	3,330	57,280
2,745	2,821	3,325	3,687	4,858	2,711	3,361	2,647	4,409	2,192	2,593	2,339	2,553	3,598	4,680	2,513	1,000	1,000	53,032
4,009	2,821	3,325	3,687	2,632	4,339	3,361	3,839	3,322	3,156	2,593	3,473	3,933	2,399	2,555	2,513	1,914	1,000	54,871
2,745	2,821	3,325	2,561	2,632	2,711	3,361	1,817	2,242	2,192	2,593	2,339	2,553	2,399	2,555	2,513	2,621	2,318	46,297
2,745	1,862	2,160	1,820	2,632	2,711	2,205	2,647	2,242	1,000	2,593	2,339	2,553	2,399	2,555	2,513	1,914	2,318	41,206
1,000	1,000	2,160	1,000	1,000	1,000	2,205	1,000	1,000	1,000	2,593	1,000	1,000	1,000	3,776	1,000	1,000	1,000	24,733
2,745	1,862	3,325	1,000	2,632	2,711	3,361	2,647	2,242	2,192	1,000	2,339	2,553	2,399	1,000	2,513	1,914	2,318	40,752
1,000	1,862	2,160	1,820	1,000	2,711	2,205	1,000	2,242	1,000	2,593	1,000	1,000	1,000	2,555	1,000	1,000	1,000	28,147

### BUDAYA ORGANISASI (X2)

<b>Successive Interval</b>																		
<b>X2.1</b>	<b>X2.2</b>	<b>X2.3</b>	<b>X2.4</b>	<b>X2.5</b>	<b>X2.6</b>	<b>X2.7</b>	<b>X2.8</b>	<b>X2.9</b>	<b>X2.10</b>	<b>X2.11</b>	<b>X2.12</b>	<b>X2.13</b>	<b>X2.14</b>	<b>X2.15</b>	<b>X2.16</b>	<b>X2.17</b>	<b>X2.18</b>	<b>TOTAL</b>
2,607	1,000	2,248	2,491	1,000	1,000	2,442	1,000	3,265	1,000	1,000	3,234	1,000	2,722	2,317	2,722	2,204	3,369	36,621
3,924	3,698	3,274	3,858	1,000	1,000	2,442	2,250	2,129	2,242	2,064	3,234	2,328	4,076	2,317	2,722	1,000	2,160	45,717
2,607	2,442	1,000	2,491	1,000	1,000	1,000	2,250	2,129	3,432	1,000	1,000	2,328	2,722	1,000	1,000	1,000	1,000	30,401
2,607	2,442	4,358	3,858	2,337	2,439	3,636	3,549	3,265	3,432	2,064	4,298	4,680	2,722	4,723	2,722	3,547	2,160	58,839
2,607	2,442	2,248	2,491	1,000	1,000	2,442	2,250	2,129	2,242	2,064	2,204	3,509	2,722	4,723	2,722	3,547	3,369	45,712
2,607	3,698	2,248	2,491	1,000	2,439	3,636	3,549	2,129	2,242	2,064	2,204	2,328	2,722	2,317	2,722	2,204	3,369	45,970
2,607	2,442	2,248	2,491	1,000	1,000	3,636	3,549	3,265	3,432	3,004	3,234	3,509	4,076	3,403	4,076	3,547	3,369	53,889

2,607	3,698	4,358	2,491	3,502	1,000	3,636	3,549	4,544	2,242	4,093	4,298	3,509	1,000	1,000	2,722	2,204	4,723	55,179
3,924	3,698	2,248	3,858	1,000	1,000	4,680	5,137	2,129	4,723	4,093	3,234	3,509	4,076	3,403	4,076	3,547	2,160	60,495
2,607	3,698	2,248	2,491	2,337	1,000	3,636	2,250	3,265	2,242	3,004	3,234	2,328	4,076	3,403	4,076	2,204	3,369	51,469
2,607	2,442	3,274	2,491	2,337	2,439	2,442	2,250	3,265	2,242	3,004	2,204	2,328	2,722	2,317	2,722	2,204	3,369	46,658
3,924	4,858	4,358	3,858	2,337	1,000	3,636	3,549	3,265	3,432	3,004	4,298	3,509	4,076	4,095	4,076	3,547	3,369	64,192
2,607	3,698	4,358	2,491	3,502	1,000	2,442	2,250	4,544	2,242	4,093	3,234	2,328	2,722	3,403	2,722	2,204	4,723	54,565
1,000	2,442	3,274	2,491	1,000	2,439	3,636	3,549	3,265	3,432	3,004	3,234	1,000	2,722	2,317	2,722	2,204	2,160	45,892
5,037	2,442	3,274	2,491	1,000	1,000	2,442	2,250	2,129	2,242	2,064	2,204	4,680	2,722	2,317	4,076	3,547	3,369	49,285
3,924	3,698	3,274	2,491	1,000	1,000	2,442	2,250	2,129	2,242	2,064	3,234	3,509	2,722	3,403	2,722	2,204	2,160	46,469
2,607	3,698	3,274	2,491	2,337	2,439	2,442	2,250	3,265	2,242	3,004	3,234	2,328	2,722	3,403	2,722	2,204	3,369	50,032
2,607	1,000	2,248	1,000	1,000	1,000	1,000	2,250	1,000	2,242	1,000	1,000	1,000	1,000	2,317	1,000	1,000	2,160	25,823
3,924	2,442	3,274	2,491	1,000	1,000	2,442	2,250	2,129	1,000	2,064	2,204	3,509	2,722	1,000	2,722	2,204	2,160	40,537
2,607	1,000	2,248	2,491	1,000	1,000	2,442	1,000	1,000	2,242	2,064	3,234	3,509	4,076	3,403	2,722	3,547	3,369	42,955
2,607	2,442	3,274	3,858	3,502	2,439	2,442	3,549	4,544	3,432	4,093	2,204	2,328	2,722	2,317	2,722	3,547	4,723	56,745
2,607	2,442	4,358	3,858	2,337	2,439	2,442	3,549	3,265	3,432	3,004	2,204	2,328	2,722	2,317	2,722	3,547	3,369	52,941
2,607	2,442	4,358	3,858	2,337	2,439	3,636	3,549	2,129	4,723	4,093	4,298	4,680	2,722	2,317	2,722	2,204	2,160	57,273
2,607	3,698	3,274	2,491	2,337	1,000	2,442	2,250	3,265	2,242	3,004	3,234	2,328	2,722	3,403	2,722	2,204	3,369	48,593
2,607	2,442	2,248	3,858	1,000	1,000	2,442	3,549	2,129	3,432	2,064	2,204	2,328	2,722	2,317	2,722	3,547	2,160	44,770
3,924	2,442	2,248	3,858	2,337	3,687	2,442	3,549	3,265	3,432	3,004	2,204	3,509	2,722	2,317	2,722	3,547	3,369	54,578
2,607	2,442	3,274	2,491	2,337	2,439	2,442	2,250	3,265	2,242	3,004	2,204	2,328	2,722	2,317	2,722	2,204	3,369	46,658
3,924	4,858	4,358	2,491	1,000	1,000	2,442	2,250	2,129	2,242	2,064	4,298	3,509	2,722	4,095	2,722	2,204	2,160	50,469
2,607	2,442	2,248	3,858	1,000	1,000	2,442	3,549	2,129	3,432	2,064	2,204	2,328	4,076	3,403	4,076	3,547	2,160	48,564
2,607	2,442	2,248	3,858	2,337	2,439	2,442	3,549	3,265	3,432	3,004	2,204	2,328	2,722	2,317	2,722	3,547	3,369	50,831
3,924	2,442	2,248	2,491	2,337	1,000	3,636	3,549	3,265	2,242	3,004	2,204	3,509	2,722	2,317	4,076	3,547	3,369	51,882
3,924	3,698	4,358	3,858	2,337	2,439	4,680	3,549	3,265	3,432	3,004	3,234	3,509	5,037	3,403	5,037	3,547	3,369	65,680

2,607	2,442	3,274	3,858	1,000	2,439	2,442	3,549	3,265	3,432	2,064	2,204	2,328	2,722	2,317	2,722	3,547	3,369	49,580
1,000	2,442	1,000	1,000	1,000	1,000	1,000	2,250	1,000	1,000	1,000	1,000	2,328	2,722	2,317	2,722	2,204	1,000	27,985
5,037	2,442	3,274	3,858	3,502	3,687	4,680	3,549	4,544	3,432	4,093	2,204	3,509	5,037	2,317	5,037	3,547	4,723	68,471
3,924	3,698	3,274	5,316	2,337	2,439	3,636	1,000	3,265	1,000	1,000	1,000	2,328	2,722	1,000	2,722	1,000	3,369	45,030

### KOMUNIKASI INTERPERSONAL (X3)

<b>Successive Interval</b>															
<b>X1.1</b>	<b>X1.2</b>	<b>X1.3</b>	<b>X1.4</b>	<b>X1.5</b>	<b>X1.6</b>	<b>X1.7</b>	<b>X1.8</b>	<b>X1.9</b>	<b>X1.10</b>	<b>X1.11</b>	<b>X1.12</b>	<b>X1.13</b>	<b>X1.14</b>	<b>X1.15</b>	<b>TOTAL</b>
1,000	1,904	1,000	1,000	1,844	1,000	1,000	1,000	1,862	1,000	1,853	1,000	1,000	1,000	1,000	18,463
3,852	2,696	3,912	3,277	1,844	1,773	3,987	3,357	3,801	2,355	4,434	1,729	1,999	2,580	1,853	43,449
1,000	1,000	1,780	1,000	1,844	1,000	1,799	1,000	1,000	1,000	1,000	1,000	1,000	1,742	1,000	18,166
3,852	2,696	3,912	4,180	4,612	3,934	3,987	4,255	3,801	3,915	3,408	3,976	4,047	4,544	4,434	59,552
3,852	4,434	3,912	4,180	4,612	3,934	3,987	4,255	3,801	3,915	4,434	3,976	2,663	4,544	4,434	60,931
3,852	4,434	3,912	4,180	2,723	3,934	1,799	1,853	1,862	1,730	1,853	3,976	1,999	1,742	1,853	41,701
3,852	2,696	3,912	4,180	4,612	3,934	3,987	4,255	3,801	3,915	4,434	3,976	4,047	3,538	4,434	59,571
2,229	4,434	1,000	4,180	2,723	3,934	2,982	4,255	3,801	2,355	2,587	3,065	4,047	2,580	3,615	47,787
3,852	4,434	3,912	4,180	4,612	3,934	3,987	4,255	3,801	3,915	4,434	3,976	4,047	4,544	4,434	62,315
2,847	2,696	2,270	1,853	2,723	3,032	3,987	2,622	1,862	2,355	2,587	2,377	2,663	3,538	2,766	40,178
2,229	2,696	2,884	2,587	2,723	2,379	2,982	3,357	2,523	2,355	2,587	2,377	3,162	2,580	3,615	41,035
1,729	1,904	1,780	1,853	3,626	1,773	1,799	1,853	1,862	3,915	1,853	1,729	1,999	1,742	1,853	31,271
3,852	1,904	2,884	4,180	2,723	2,379	3,987	4,255	2,523	1,000	3,408	3,976	2,663	2,580	3,615	45,928
3,852	3,488	2,884	2,587	3,626	2,379	2,982	2,622	1,862	2,355	2,587	2,377	4,047	3,538	2,766	43,952
2,229	2,696	2,884	2,587	2,723	2,379	2,365	2,622	3,026	2,355	3,408	2,377	3,162	2,580	2,766	40,159
2,229	2,696	2,270	3,277	2,723	3,032	2,365	2,622	2,523	1,730	2,587	3,065	2,663	2,580	2,766	39,128



2,229	2,696	2,884	2,587	2,723	3,032	2,982	3,357	2,523	3,055	2,587	3,065	2,663	3,538	2,766	42,687
1,000	1,904	1,000	1,000	1,844	1,000	1,799	1,000	1,000	1,000	1,853	1,000	1,999	1,000	1,000	19,399
1,000	3,488	1,780	1,853	2,723	1,773	2,982	1,853	1,862	3,055	1,853	2,377	1,999	3,538	1,853	33,989
1,729	1,904	1,780	1,853	3,626	1,773	1,799	2,622	1,862	1,730	1,853	1,729	1,999	2,580	2,766	31,606
2,847	3,488	3,912	2,587	2,723	3,032	2,982	2,622	2,523	2,355	2,587	2,377	4,047	4,544	2,766	45,391
3,852	2,696	2,270	3,277	3,626	3,934	2,365	3,357	2,523	3,055	2,587	3,065	3,162	2,580	2,766	45,115
2,229	3,488	2,884	2,587	2,723	2,379	3,987	2,622	2,523	2,355	3,408	2,377	2,663	2,580	2,766	41,571
2,847	3,488	2,270	3,277	3,626	2,379	2,982	2,622	3,801	1,730	4,434	3,065	4,047	3,538	3,615	47,722
2,847	4,434	2,884	2,587	4,612	2,379	2,365	3,357	3,801	2,355	3,408	3,065	4,047	3,538	2,766	48,445
2,229	3,488	2,884	3,277	3,626	3,934	2,982	2,622	3,026	3,055	3,408	3,976	3,162	3,538	3,615	48,824
2,847	3,488	3,912	3,277	3,626	3,032	2,365	3,357	2,523	3,915	2,587	2,377	3,162	2,580	2,766	45,813
3,852	3,488	2,884	2,587	3,626	3,032	3,987	2,622	2,523	2,355	3,408	3,065	3,162	3,538	4,434	48,563
2,847	1,000	2,884	2,587	3,626	1,773	3,987	3,357	3,801	3,915	2,587	2,377	4,047	2,580	2,766	44,134
2,847	3,488	2,884	3,277	3,626	3,032	2,982	2,622	3,801	3,055	3,408	3,065	3,162	3,538	2,766	47,555
3,852	2,696	3,912	4,180	2,723	2,379	2,365	4,255	2,523	2,355	3,408	3,976	2,663	2,580	3,615	47,480
2,847	2,696	2,270	3,277	2,723	2,379	2,982	2,622	3,026	2,355	3,408	2,377	1,999	2,580	2,766	40,308
2,847	2,696	3,912	2,587	2,723	3,032	3,987	3,357	3,026	3,055	2,587	3,976	4,047	2,580	2,766	47,177
1,729	1,000	1,780	2,587	1,000	1,000	1,000	1,853	1,000	1,000	1,000	1,729	1,000	1,000	1,853	20,531
2,847	1,904	1,000	1,853	1,000	2,379	2,365	1,853	1,000	3,055	3,408	2,377	1,999	2,580	2,766	32,385
1,729	1,904	2,270	1,853	1,844	1,000	1,000	1,853	1,000	1,000	1,000	1,000	1,999	1,742	1,853	23,047

### KINERJA KARYAWAN (Y)

Successive Interval												
Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	TOTAL
1,000	2,757	2,155	1,799	1,681	2,029	1,799	1,779	2,029	1,844	1,707	2,014	22,595
1,862	1,902	2,973	3,745	3,140	3,875	2,476	3,392	4,156	2,686	2,638	2,946	35,793
1,000	1,000	2,155	1,000	1,000	1,000	1,000	1,779	2,029	1,844	1,707	2,014	17,528
4,009	2,757	3,887	3,745	4,339	2,929	2,476	3,392	5,316	4,723	3,729	5,316	46,618
2,781	3,934	3,887	3,745	4,339	2,929	2,476	2,496	4,156	3,635	2,638	3,999	41,016
1,862	1,902	2,973	2,692	2,239	3,875	3,287	3,392	3,074	2,686	2,638	2,946	33,567
2,781	2,757	3,887	4,858	3,140	5,002	3,287	3,392	3,074	3,635	2,638	2,946	41,398
4,009	3,934	3,887	2,692	4,339	2,929	1,799	2,496	4,156	2,686	4,858	2,946	40,732
2,781	2,757	3,887	3,745	2,239	3,875	1,799	3,392	3,074	4,723	4,858	3,999	41,130
2,781	1,902	2,973	2,692	3,140	3,875	3,287	3,392	3,074	4,723	3,729	3,999	39,568
1,862	1,902	2,973	4,858	2,239	2,929	3,287	4,517	3,074	2,686	3,729	2,946	37,004
2,781	2,757	3,887	3,745	3,140	5,002	4,339	2,496	3,074	3,635	2,638	2,946	40,441
4,009	3,934	5,137	2,692	4,339	3,875	3,287	3,392	1,000	1,000	1,707	2,014	36,387
4,009	1,000	2,973	1,799	3,140	2,929	2,476	4,517	5,316	2,686	2,638	2,014	35,499
4,009	3,934	5,137	2,692	2,239	2,029	2,476	2,496	4,156	1,844	3,729	2,014	36,755
2,781	2,757	3,887	3,745	1,681	3,875	3,287	3,392	4,156	2,686	2,638	3,999	38,886
1,862	1,000	2,973	2,692	3,140	5,002	3,287	4,517	3,074	2,686	2,638	2,946	35,819
1,000	1,000	2,155	1,000	1,000	2,029	1,000	1,000	2,029	1,844	1,000	1,000	16,057
1,000	1,000	2,973	2,692	3,140	2,929	3,287	3,392	3,074	3,635	3,729	2,946	33,797
2,781	2,757	1,000	2,692	1,681	2,029	1,799	2,496	4,156	3,635	3,729	3,999	32,755
2,781	1,902	3,887	2,692	3,140	3,875	4,339	2,496	3,074	3,635	2,638	2,946	37,406
4,009	2,757	5,137	2,692	3,140	3,875	2,476	3,392	4,156	2,686	2,638	2,946	39,905

2,781	1,902	3,887	2,692	4,339	3,875	3,287	4,517	4,156	2,686	3,729	3,999	41,852
1,862	2,757	3,887	2,692	2,239	5,002	4,339	4,517	3,074	4,723	4,858	3,999	43,950
2,781	2,757	3,887	2,692	3,140	2,929	3,287	3,392	4,156	3,635	2,638	2,946	38,241
1,862	1,000	2,155	2,692	3,140	2,929	2,476	3,392	3,074	2,686	3,729	3,999	33,135
2,781	2,757	3,887	1,799	2,239	2,929	2,476	2,496	4,156	3,635	3,729	2,946	35,831
2,781	1,902	3,887	3,745	3,140	3,875	3,287	3,392	3,074	1,844	2,638	1,000	34,567
2,781	2,757	2,973	2,692	3,140	2,929	4,339	3,392	3,074	2,686	3,729	2,946	37,438
2,781	1,902	2,155	3,745	3,140	2,929	1,799	2,496	4,156	3,635	2,638	3,999	35,378
2,781	2,757	3,887	3,745	3,140	2,929	4,339	1,779	2,029	2,686	2,638	3,999	36,711
4,009	2,757	2,973	3,745	4,339	3,875	4,339	2,496	3,074	3,635	3,729	3,999	42,971
2,781	2,757	3,887	1,799	2,239	3,875	3,287	4,517	3,074	3,635	2,638	2,014	36,505
1,000	1,000	2,155	1,000	1,000	2,029	1,000	1,000	2,029	1,000	1,000	2,014	16,227
1,862	3,934	2,155	2,692	3,140	2,029	2,476	1,779	2,029	2,686	3,729	2,946	31,457
2,781	1,000	2,155	1,799	2,239	3,875	2,476	2,496	3,074	3,635	2,638	2,014	30,183



X1.12	Pearson Correlation	.544**	.523**	.613**	.555**	.557**	.631**	.473**	.512**	.312	.274	.256	1	.450**	.448**	.240	.183	.265	.153	.692**
	Sig. (2-tailed)	.001	.001	.000	.000	.000	.000	.004	.001	.064	.105	.132		.006	.006	.158	.286	.119	.373	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X1.13	Pearson Correlation	.460**	.523**	.265	.410*	.381*	.711**	.266	.613**	.221	.370*	.187	.450**	1	.400*	.272	.434**	.186	.178	.617**
	Sig. (2-tailed)	.005	.001	.118	.013	.022	.000	.117	.000	.195	.027	.275	.006		.016	.109	.008	.278	.299	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X1.14	Pearson Correlation	.437**	.337*	.340*	.435**	.607**	.337*	.055	.150	.131	.128	.226	.448**	.400*	1	.620**	.227	.213	.362*	.527**
	Sig. (2-tailed)	.008	.044	.042	.008	.000	.044	.749	.383	.447	.459	.186	.006	.016		.000	.182	.213	.030	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X1.15	Pearson Correlation	.103	.254	.138	.364*	.580**	.244	-.046	-.009	.071	-.033	.279	.240	.272	.620**	1	.212	.114	.428**	.369*
	Sig. (2-tailed)	.551	.135	.424	.029	.000	.151	.789	.961	.680	.849	.100	.158	.109	.000		.215	.506	.009	.027
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X1.16	Pearson Correlation	.301	.360*	.213	.160	.315	.215	.217	.246	.011	.083	-.060	.183	.434**	.227	.212	1	.293	.464**	.380*
	Sig. (2-tailed)	.074	.031	.212	.351	.061	.208	.204	.149	.951	.629	.728	.286	.008	.182	.215		.083	.004	.022
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X1.17	Pearson Correlation	.520**	.574**	.466**	.422*	.081	.219	.504**	.467**	.267	.525**	.447**	.265	.186	.213	.114	.293	1	.517**	.631**
	Sig. (2-tailed)	.001	.000	.004	.010	.639	.199	.002	.004	.115	.001	.006	.119	.278	.213	.506	.083		.001	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X1.18	Pearson Correlation	.186	.257	.174	.189	.301	.232	.167	.204	.156	.195	.264	.153	.178	.362*	.428**	.464**	.517**	1	.396*
	Sig. (2-tailed)	.278	.131	.310	.269	.074	.173	.329	.232	.364	.255	.120	.373	.299	.030	.009	.004	.001		.017
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
TOTAL	Pearson Correlation	.825**	.808**	.784**	.795**	.553**	.667**	.723**	.776**	.606**	.705**	.543**	.692**	.617**	.527**	.369*	.380*	.631**	.396*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.001	.027	.022	.000	.017	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36

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

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

Case Processing Summary			
		N	%
Cases	Valid	36	100.0
	Excluded <sup>a</sup>	0	.0
	Total	36	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.913	18



X2.12	Pearson Correlation	.048	.454**	.614**	.101	.189	-.134	.448**	.187	.243	.255	.450**	1	.421*	.175	.503**	.225	.167	.152	.582**
	Sig. (2-tailed)	.781	.005	.000	.558	.269	.437	.006	.274	.153	.134	.006		.011	.306	.002	.186	.331	.376	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X2.13	Pearson Correlation	.529**	.189	.338*	.217	.119	.027	.399*	.260	-.036	.279	.280	.421*	1	.228	.339*	.399*	.446**	.044	.543**
	Sig. (2-tailed)	.001	.269	.043	.204	.488	.876	.016	.125	.836	.100	.098	.011		.181	.043	.016	.006	.799	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X2.14	Pearson Correlation	.391*	.184	.013	.375*	.032	.127	.563**	.190	.082	.316	.234	.175	.228	1	.272	.797**	.371*	.103	.511**
	Sig. (2-tailed)	.019	.282	.942	.024	.853	.462	.000	.267	.633	.061	.169	.306	.181		.108	.000	.026	.551	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X2.15	Pearson Correlation	-.015	.274	.202	-.010	-.076	-.172	.163	.080	-.065	.184	.066	.503**	.339*	.272	1	.227	.398*	-.004	.364*
	Sig. (2-tailed)	.933	.106	.237	.953	.659	.315	.341	.642	.705	.283	.701	.002	.043	.108		.183	.016	.980	.029
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X2.16	Pearson Correlation	.521**	.245	.164	.307	.224	.127	.737**	.380*	.302	.258	.422*	.225	.399*	.797**	.227	1	.564**	.338*	.689**
	Sig. (2-tailed)	.001	.149	.340	.068	.189	.462	.000	.022	.074	.128	.010	.186	.016	.000	.183		.000	.044	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X2.17	Pearson Correlation	.165	-.136	.060	.321	.125	.197	.347*	.556**	.211	.489**	.391*	.167	.446**	.371*	.398*	.564**	1	.334*	.580**
	Sig. (2-tailed)	.336	.428	.729	.056	.467	.250	.038	.000	.216	.003	.018	.331	.006	.026	.016	.000		.047	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X2.18	Pearson Correlation	.207	.089	.360*	.194	.706**	.325	.349*	.049	.747**	-.036	.573**	.152	.044	.103	-.004	.338*	.334*	1	.542**
	Sig. (2-tailed)	.226	.607	.031	.257	.000	.053	.037	.777	.000	.835	.000	.376	.799	.551	.980	.044	.047		.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
TOTAL	Pearson Correlation	.422*	.444**	.620**	.567**	.593**	.395*	.779**	.583**	.624**	.559**	.776**	.582**	.543**	.511**	.364*	.689**	.580**	.542**	1
	Sig. (2-tailed)	.010	.007	.000	.000	.000	.017	.000	.000	.000	.000	.000	.000	.001	.001	.029	.000	.000	.001	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36

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

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

Case Processing Summary			
		N	%
Cases	Valid	36	100.0
	Excluded <sup>a</sup>	0	.0
	Total	36	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.873	18

### Output SPSS25 Uji Validitas Dan Reliabilitas X3

		Correlations																
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	TOTAL	
X3.1	Pearson Correlation	1	.475**	.770**	.783**	.544**	.688**	.640**	.735**	.594**	.448**	.719**	.735**	.593**	.592**	.685**	.834**	
	Sig. (2-tailed)		.003	.000	.000	.001	.000	.000	.000	.000	.006	.000	.000	.000	.000	.000	.000	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.2	Pearson Correlation	.475**	1	.441**	.536**	.537**	.691**	.409*	.394*	.504**	.378*	.529**	.585**	.511**	.613**	.472**	.667**	
	Sig. (2-tailed)	.003		.007	.001	.001	.000	.013	.017	.002	.023	.001	.000	.001	.000	.004	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.3	Pearson Correlation	.770**	.441**	1	.634**	.530**	.549**	.567**	.634**	.551**	.498**	.593**	.626**	.535**	.576**	.535**	.756**	
	Sig. (2-tailed)	.000	.007		.000	.001	.001	.000	.000	.000	.002	.000	.000	.001	.000	.001	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.4	Pearson Correlation	.783**	.536**	.634**	1	.504**	.739**	.497**	.792**	.679**	.410*	.667**	.824**	.493**	.479**	.715**	.813**	
	Sig. (2-tailed)	.000	.001	.000		.002	.000	.002	.000	.000	.013	.000	.000	.002	.003	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.5	Pearson Correlation	.544**	.537**	.530**	.504**	1	.607**	.489**	.598**	.664**	.684**	.574**	.596**	.682**	.690**	.669**	.773**	
	Sig. (2-tailed)	.001	.001	.001	.002		.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.6	Pearson Correlation	.688**	.691**	.549**	.739**	.607**	1	.572**	.644**	.563**	.595**	.576**	.850**	.631**	.677**	.727**	.841**	
	Sig. (2-tailed)	.000	.000	.001	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.7	Pearson Correlation	.640**	.409*	.567**	.497**	.489**	.572**	1	.678**	.671**	.576**	.755**	.611**	.620**	.747**	.685**	.792**	
	Sig. (2-tailed)	.000	.013	.000	.002	.002	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.8	Pearson Correlation	.735**	.394*	.634**	.792**	.598**	.644**	.678**	1	.738**	.568**	.694**	.732**	.658**	.612**	.802**	.856**	
	Sig. (2-tailed)	.000	.017	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.9	Pearson Correlation	.594**	.504**	.551**	.679**	.664**	.563**	.671**	.738**	1	.584**	.819**	.615**	.699**	.613**	.640**	.828**	
	Sig. (2-tailed)	.000	.002	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.10	Pearson Correlation	.448**	.378*	.498**	.410*	.684**	.595**	.576**	.568**	.584**	1	.490**	.507**	.552**	.625**	.532**	.703**	
	Sig. (2-tailed)	.006	.023	.002	.013	.000	.000	.000	.000	.000		.002	.002	.000	.000	.001	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.11	Pearson Correlation	.719**	.529**	.593**	.667**	.574**	.576**	.755**	.694**	.819**	.490**	1	.651**	.576**	.678**	.738**	.834**	
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	.000	.002		.000	.000	.000	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.12	Pearson Correlation	.735**	.585**	.626**	.824**	.596**	.850**	.611**	.732**	.615**	.507**	.651**	1	.610**	.636**	.781**	.862**	



	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.000		.000	.000	.000	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.13	Pearson Correlation	.593**	.511**	.535**	.493**	.682**	.631**	.620**	.658**	.699**	.552**	.576**	.610**	1	.677**	.676**	.792**
	Sig. (2-tailed)	.000	.001	.001	.002	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.14	Pearson Correlation	.592**	.613**	.576**	.479**	.690**	.677**	.747**	.612**	.613**	.625**	.678**	.636**	.677**	1	.743**	.822**
	Sig. (2-tailed)	.000	.000	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
X3.15	Pearson Correlation	.685**	.472**	.535**	.715**	.669**	.727**	.685**	.802**	.640**	.532**	.738**	.781**	.676**	.743**	1	.860**
	Sig. (2-tailed)	.000	.004	.001	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000		.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
TOTAL	Pearson Correlation	.834**	.667**	.756**	.813**	.773**	.841**	.792**	.856**	.828**	.703**	.834**	.862**	.792**	.822**	.860**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36

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

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

<b>Case Processing Summary</b>			
		N	%
Cases	Valid	36	100.0
	Excluded <sup>a</sup>	0	.0
	Total	36	100.0
a. Listwise deletion based on all variables in the procedure.			

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.960	15

OUTPUT HASIL SPSS25 UJI VALIDITAS DAN RELIABILITAS Y

		Correlations												
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	TOTAL
Y1	Pearson Correlation	1	.536**	.601**	.390*	.621**	.324	.325	.335*	.509**	.264	.384*	.266	.699**
	Sig. (2-tailed)		.001	.000	.019	.000	.054	.053	.046	.002	.120	.021	.117	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y2	Pearson Correlation	.536**	1	.533**	.390*	.354*	.054	.216	-.013	.087	.132	.355*	.259	.491**
	Sig. (2-tailed)	.001		.001	.019	.034	.756	.207	.939	.615	.441	.034	.127	.002
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y3	Pearson Correlation	.601**	.533**	1	.372*	.479**	.487**	.483**	.405*	.219	.099	.227	.081	.639**
	Sig. (2-tailed)	.000	.001		.026	.003	.003	.003	.014	.200	.564	.182	.638	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y4	Pearson Correlation	.390*	.390*	.372*	1	.567**	.490**	.511**	.411*	.272	.389*	.455**	.546**	.738**
	Sig. (2-tailed)	.019	.019	.026		.000	.002	.001	.013	.109	.019	.005	.001	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y5	Pearson Correlation	.621**	.354*	.479**	.567**	1	.462**	.539**	.454**	.321	.321	.456**	.415*	.769**
	Sig. (2-tailed)	.000	.034	.003	.000		.005	.001	.005	.057	.057	.005	.012	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y6	Pearson Correlation	.324	.054	.487**	.490**	.462**	1	.671**	.627**	.113	.418*	.244	.234	.664**
	Sig. (2-tailed)	.054	.756	.003	.002	.005		.000	.000	.513	.011	.152	.169	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y7	Pearson Correlation	.325	.216	.483**	.511**	.539**	.671**	1	.528**	.013	.329	.333*	.275	.685**
	Sig. (2-tailed)	.053	.207	.003	.001	.001	.000		.001	.940	.050	.047	.104	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y8	Pearson Correlation	.335*	-.013	.405*	.411*	.454**	.627**	.528**	1	.431**	.369*	.486**	.267	.681**
	Sig. (2-tailed)	.046	.939	.014	.013	.005	.000	.001		.009	.027	.003	.116	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y9	Pearson Correlation	.509**	.087	.219	.272	.321	.113	.013	.431**	1	.461**	.435**	.403*	.523**
	Sig. (2-tailed)	.002	.615	.200	.109	.057	.513	.940	.009		.005	.008	.015	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y10	Pearson Correlation	.264	.132	.099	.389*	.321	.418*	.329	.369*	.461**	1	.627**	.665**	.639**
	Sig. (2-tailed)	.120	.441	.564	.019	.057	.011	.050	.027	.005		.000	.000	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y11	Pearson Correlation	.384*	.355*	.227	.455**	.456**	.244	.333*	.486**	.435**	.627**	1	.597**	.704**
	Sig. (2-tailed)	.021	.034	.182	.005	.005	.152	.047	.003	.008	.000		.000	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
Y12	Pearson Correlation	.266	.259	.081	.546**	.415*	.234	.275	.267	.403*	.665**	.597**	1	.627**

	Sig. (2-tailed)	.117	.127	.638	.001	.012	.169	.104	.116	.015	.000	.000		.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36
TOTAL	Pearson Correlation	.699**	.491**	.639**	.738**	.769**	.664**	.685**	.681**	.523**	.639**	.704**	.627**	1
	Sig. (2-tailed)	.000	.002	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36

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

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

<b>Case Processing Summary</b>			
		N	%
Cases	Valid	36	100.0
	Excluded <sup>a</sup>	0	.0
	Total	36	100.0
a. Listwise deletion based on all variables in the procedure.			

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.879	12

### Titik Persentase Distribusi t

(df = 1 – 40)

<b>Pr</b>	<b>0.25</b>	<b>0.10</b>	<b>0.05</b>	<b>0.025</b>	<b>0.01</b>	<b>0.005</b>	<b>0.001</b>
<b>df</b>	<b>0.50</b>	<b>0.20</b>	<b>0.10</b>	<b>0.050</b>	<b>0.02</b>	<b>0.010</b>	<b>0.002</b>
<b>1</b>	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
<b>2</b>	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
<b>3</b>	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
<b>4</b>	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
<b>5</b>	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
<b>6</b>	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
<b>7</b>	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
<b>8</b>	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
<b>9</b>	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
<b>10</b>	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
<b>11</b>	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
<b>12</b>	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
<b>13</b>	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
<b>14</b>	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
<b>15</b>	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
<b>16</b>	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
<b>17</b>	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
<b>20</b>	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
<b>30</b>	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
<b>31</b>	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
<b>32</b>	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
<b>33</b>	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634

Catatan: Probabilita yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung,

sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung

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

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97

Tabel r untuk df = 1 50

df = (N-3)	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
1	<b>0.9877</b>	<b>0.9969</b>	<b>0.9995</b>	<b>0.9999</b>	<b>1.0000</b>
2	<b>0.9000</b>	<b>0.9500</b>	<b>0.9800</b>	<b>0.9900</b>	<b>0.9990</b>
3	<b>0.8054</b>	<b>0.8783</b>	<b>0.9343</b>	<b>0.9587</b>	<b>0.9911</b>
4	<b>0.7293</b>	<b>0.8114</b>	<b>0.8822</b>	<b>0.9172</b>	<b>0.9741</b>
5	<b>0.6694</b>	<b>0.7545</b>	<b>0.8329</b>	<b>0.8745</b>	<b>0.9509</b>
6	<b>0.6215</b>	<b>0.7067</b>	<b>0.7887</b>	<b>0.8343</b>	<b>0.9249</b>
7	<b>0.5822</b>	<b>0.6664</b>	<b>0.7498</b>	<b>0.7977</b>	<b>0.8983</b>
8	<b>0.5494</b>	<b>0.6319</b>	<b>0.7155</b>	<b>0.7646</b>	<b>0.8721</b>
9	<b>0.5214</b>	<b>0.6021</b>	<b>0.6851</b>	<b>0.7348</b>	<b>0.8470</b>
10	<b>0.4973</b>	<b>0.5760</b>	<b>0.6581</b>	<b>0.7079</b>	<b>0.8233</b>
15	<b>0.4124</b>	<b>0.4821</b>	<b>0.5577</b>	<b>0.6055</b>	<b>0.7247</b>
20	<b>0.3598</b>	<b>0.4227</b>	<b>0.4921</b>	<b>0.5368</b>	<b>0.6524</b>
25	<b>0.3233</b>	<b>0.3809</b>	<b>0.4451</b>	<b>0.4869</b>	<b>0.5974</b>
30	<b>0.2960</b>	<b>0.3494</b>	<b>0.4093</b>	<b>0.4487</b>	<b>0.5541</b>
31	<b>0.2913</b>	<b>0.3440</b>	<b>0.4032</b>	<b>0.4421</b>	<b>0.5465</b>
32	<b>0.2869</b>	<b>0.3388</b>	<b>0.3972</b>	<b>0.4357</b>	<b>0.5392</b>
33	<b>0.2826</b>	<b>0.3338</b>	<b>0.3916</b>	<b>0.4296</b>	<b>0.5322</b>
34	<b>0.2785</b>	<b>0.3291</b>	<b>0.3862</b>	<b>0.4238</b>	<b>0.5254</b>
35	<b>0.2746</b>	<b>0.3246</b>	<b>0.3810</b>	<b>0.4182</b>	<b>0.5189</b>

## PERNYATAAN PENELITIAN

### 1. Variabel Iklim Organisasi (X1) Apriani, Aneka (2019)

NO.	PERNYATAAN	SS	S	RR	TS	STS
		5	4	3	2	1
A.	<b>Struktur</b>					
1.	Tidak diberikan pekerjaan yang sesuai dengan <i>jobdescription</i>					
2.	Perencanaan dan pengorganisasian yang telah dilakukan manajemen tidak membantu dalam meningkatkan produktivitas kerja.					
3.	Selalu tidak mengetahui siapa yang berwenang dalam membuat keputusan dalam suatu proyek					
B.	<b>Standar – Standar</b>					
4.	Perusahaan menerapkan standar yang tinggi					
5.	Kinerja yang di hasilkan oleh perusahaan membuat bangga					
6.	Dapat melakukan pekerjaan sesuai keinginan manajemen.					
C.	<b>Tanggung Jawab</b>					
7.	Diberikan kepercayaan untuk menyelesaikan pekerjaan dengan cara sendiri					
8.	Perusahaan menekankan bahwa harus menyelesaikan masalah sendiri					
9.	Perusahaan ini akan terus maju dengan cara bekerja sendiri					
D.	<b>Penghargaan</b>					
10.	Lebih sering mendapatkan pujian dari pada kritikan					
11.	Perusahaan akan memberikan penghargaan berdasarkan kinerja					
12.	Perusahaan akan memberikan kompensasi yang sesuai					
E.	<b>Dukungan</b>					
13.	Diberikan simpati saat melakukan kesalahan.					
14.	Akan memberikan bantuan jika ada tugas yang sulit.					

15.	Di perusahaan ini mempunyai rasa percaya satusama lain.					
<b>F.</b>	<b>Komitmen</b>					
16.	Memberikan komitmen yang tinggi dalam mencapai tujuan yang dimiliki organisasi					
17.	Bekerja di perusahaan ini membuat tidak membuat bangga					
18.	Peduli terhadap apa yang terjadi di perusahaan ini					

## 2. Variabel Budaya Organisasi (X2) Saralita, Ghina (2022)

NO.	PERNYATAAN	SS	S	RR	TS	STS
		5	4	3	2	1
<b>A.</b>	<b>Pelaksanaan Norma</b>					
1.	Selalu menaati norma-norma yang berlaku didalam perusahaan					
2.	Perusahaan memberikan sanksi bagi karyawan yang melanggar norma					
3.	Saling menghargai antar karyawan walaupun berbeda keyakinan					
<b>B.</b>	<b>Pelaksanaan Nilai – Nilai</b>					
4.	Dapat membedakan hal baik dan hal buruk dalam bekerja.					
5.	Selalu jujur dalam melaksanakan pekerjaan					
6.	Selalu melaksanakan tugas dengan baik					
<b>C.</b>	<b>Kepercayaan dan Filsafat</b>					
7.	Terdapat keyakinan atau kepercayaan bahwa kerja keras merupakan cara untuk mencapai tujuan organisasi dan kebahagiaan hidup karyawan					
8.	Karyawan mempunyai cara khas untuk menghargai teman kerja					
9.	Percaya diri dengan kemampuan yang di miliki					
<b>D.</b>	<b>Pelaksanaan Kode Etik</b>					
10.	Selalu bekerja sesuai kode etik yang telah ditetapkan					



11.	Berperilaku baik kepada anggota organisasi					
12.	Dalam bekerja, akan menggunakan kode etik hanya sesuai dengan keinginan					
<b>E.</b>	<b>Pelaksanaan Seremoni</b>					
13.	Bekerja dengan ketentuan yang telah ditetapkan perusahaan					
14.	Mengikuti pelaksanaan seremoni yang telah ditetapkan					
15.	Mengingat dan memperkuat nilai-nilai budaya					
<b>F.</b>	<b>Sejarah Organisasi</b>					
16.	Mengembangkan produk sejarah organisasi walaupun sudah lama					
17.	Percaya dengan sejarah organisasi yang ada					
18.	Menghargai sejarah yang ada didalam organisasi					

### 3. Variabel Komunikasi Interpersonal (X3) Asrar, Muhammad (2021)

NO.	PERNYATAAN	SS	S	RR	TS	STS
		5	4	3	2	1
<b>A.</b>	<b>Keterbukaan</b>					
1.	Bersikap terbuka sesama rekan kerja.					
2.	Respon baik diantar sesama rekan kerja.					
3.	Tidak mengenal rekan kerja dengan baik					
<b>B.</b>	<b>Empati</b>					
4.	Terdapat rasa saling membantu sesama rekan kerja.					
5.	Memahami masalah antara sesama rekan kerja.					
6.	Membantu rekan kerja saat ada masalah					
<b>C.</b>	<b>Dukungan</b>					
7.	Menyampaikan gagasan/ide didalam forum adalah hal yang tidak perlu dilakukan.					

8.	Selalu memberikan dukungan sesama rekan kerja					
9.	Memberikan dukungan saat bekerja dengan rekan kerja					
<b>D.</b>	<b>Rasa positif</b>					
10.	Tidak menghargai kritikan yang diberikan.					
11.	Mendahulukan prasangka buruk dalam menghadapi masalah yang terjadi di lingkungan kerja.					
12.	Berprasangka buruk kepada rekan kerja					
<b>E.</b>	<b>Kesetaraan</b>					
13.	Persamaan persepsi tidak penting dalam melaksanakan tugas dalam kelompok					
14.	Bertanya kepada sesama rekan kerja mengenai tugas yang kurang dipahami					
15.	Tidak menghargai pendapat minoritas dalam kelompok					

#### 4. Variabel Kinerja Karyawan (Y) Saralita, Ghina (2022)

NO	PERNYATAAN	SS	S	RR	TS	STS
		5	4	3	2	1
<b>A.</b>	<b>Sikap Kerja</b>					
1.	Tidak bertanggung jawab dan berkomitmen dalam bekerja					
2.	Tidak disiplin dalam bekerja					
3.	Tidak mampu memaksimalkan waktu kerja saya ditempat kerja					
<b>B.</b>	<b>Hasil Kerja</b>					
4.	Tidak mampu mengerjakan tugas sesuai dengan jumlah yang ditentukan.					
5.	Target pekerjaan selalu tidak terpenuhi.					
6.	Tidak peduli jika dalam pekerjaan terdapat kesalahan.					
<b>C.</b>	<b>Perilaku Kerja</b>					
7.	Tidak memiliki semangat kerja untuk mengejar target pekerjaan yang diperintahkan oleh atasan					

8.	Tidak memiliki kemampuan yang baik dalam menyelesaikan pekerjaan yang dibebankan					
9.	Tidak mengecek ulang pekerjaan yang dikerjakan.					
<b>D.</b>	<b>Manfaat</b>					
10.	Tidak memiliki pengetahuan atas pekerjaan yang dilakukan					
11.	Mendapatkan tim kerja yang saling mendukung					
12.	Merasa tidak dapat memenuhi dengan banyaknya beban pekerjaan yang ditetapkan					



PT. BANK PERKREDITAN RAKYAT  
AGRITRANS BATUMARTA

**DAFTAR KARYAWAN PT. BANK PERKREDITAN RAKYAT (BANK AGRITRANS) TAHUN 2022**

No	NAMA	JENIS KELAMIN	UMUR	LAMA BEKERJA	ALAMAT
1	MULYADI	L	40	2 TAHUN	JL. A YANI KEMELAK KEC. BATURAJA TIMUR KAB. OKU
2	GALIH SATRYA WIJAWA	L	22	2 TAHUN	JL. PANCUR NO. 264 DS. TANJUNG BARU KEC. BATURAJA TIMUR KAB. OKU
3	JEAN ABDULLAH	L	29	3 TAHUN	JL. KI RATU PENGHULU LR. TEMPEL KEC. BATURAJA TIMUR KAB. OKU
4	FAHREZA AZZAR	L	30	3 TAHUN	JL. A. YANI KM.6 KEL. KEMELAK KEC. BATURAJA TIMUR KAB. OKU
5	FARROS HASAN	L	27	4 TAHUN	BLOK F WANA BAKTI KEC. MADANG III KAB. OKU TIMUR
6	WARNI	P	33	5 TAHUN	BLOK P DSN. REJOMULYO KEC. LUBUK RAJA KAB. OKU
7	JEHA ANAUS	P	25	5 TAHUN	BLOK C DUSUN TRIMULYO KEC. LUBUK RAJA KAB. OKU
8	SABIRA AUSTINA	P	28	2 TAHUN	JL. IMAM BONJOL LRG. BINJAI SUKARAYA KEC. BATURAJA TIMUR KAB. OKU
9	RAYANDRA	L	28	3 TAHUN	JL. DR. ABDUL GANI BATURAJA LAMA KEC. BATURAJA TIMUR KAB. OKU
10	FARHAN FERSITIO	L	25	1 TAHUN	JL. DR. M. HATTA BATURAJA LAMA KEC. BATURAJA BARAT KAB. OKU
11	ARINI PURNAMA SARI	P	24	2 TAHUN	JL. PANCUR TANJUNG BARU KEC. BATURAJA TIMUR KAB. OKU
12	DINDA ANGGRAINI	P	25	3 TAHUN	JL. IMAM BONJOL NO. 335 KEC. BATURAJA TIMUR KAB. OKU
13	ATHIA FAHRIELL	L	32	3 TAHUN	JL. NAWAWI AL HAJ LR. BERKAH TANJUNG BARU KEC. BATURAJA TIMUR KAB. OKU

14	SUYONO	L	52	10 TAHUN	BLOK J UNIT. VII DS. WONOREJO KEC. MADANG SUKU III KAB. OKUT
15	NABIL KAZIA	L	24	2 TAHUN	JL. BOUGENVILE SUKAJADI KEC. BATURAJA TIMUR KAB. OKU
16	APRIYANSYAH PURNOMO	L	26	5 TAHUN	BLOK E WANA BAKTI KEC. MADANG SUKU III KAB. OKUT
17	FEBRIYANSYAH	L	29	3 TAHUN	JL. ARWANA I BATURAJA PERMAI KEC. BATURAJA TIMUR KAB. OKU
18	RENI FATMAWATI	P	21	2 TAHUN	JL. A. YANI KM 8 KEL. KEMELAK BINDUNG LANGIT KEC. BATURAJA TIMUR KAB. OKU
19	RESY SUSANTI	P	32	6 TAHUN	JL. BATUMARTA NO. 4 BLOK J LEKIS REJO KEC. LUBUK RAJA KAB. OKU
20	ARMANDO WIJAYA	L	37	7 TAHUN	BLOK J DUSUN SIDOMULYO KEL. WANA BAKTI KEC. MADANG SUKU III KAB. OKU
21	OLVI WAHYUNI	P	25	4 TAHUN	SIMPANG KARYA MUKTI SINAR PENINJAUAN KAB. OKU
22	SITI NURLELA	P	26	3 TAHUN	JL . KOLONEL BURIAN TJ. AGUNG KEC. BATURAJA BARAT KAB. OKU
23	NURUL YASMIN	P	23	2 TAHUN	RS SRIWIJAYA PERUM KORPRI BLOK RA NO. 08A KEC. BATURAJA TIMUR KAB. OKU
24	HANNY BELIA PUTRI	P	21	1 TAHUN	JL. AKMAL NO. 579 BATURAJA LAMA KEC. BATURAJA TIMUR KAB. OKU
25	DELLA RANTI VITALOKA	P	26	4 TAHUN	DESA TULANG BAWANG KEC. BUNGA MAYANG KAB. OKU TIMUR
26	EDO WAHYUDI	L	37	5 TAHUN	BLOK J DUSUN SIDOMULYO WANABAKTI KEC. MADANG SUKU III KAB. OKUT
27	DESPITA SARI	P	34	5 TAHUN	BINA AMARTA KEC. MADANG SUSKU II KAB. OKUT
28	NUR HALIMA	P	43	9 TAHUN	BLOK C TRI MARTA JAYA KEC. MADANG SUKU III KAB. OKUT
29	MUHAMMAD INDRA WIJAYA	L	38	6 TAHUN	BLOK I V BATUMARTA X KEC. MADANG SUKU III KAB. OKUT
30	KUSNANDILA ANANDARI	P	34	4 TAHUN	BLOK I DUSUN MEKAR SARI KEC. MADANG SUKU III KAB. OKUT
31	HERIYADI	L	43	12 TAHUN	BLOK I BATUMARTA VI KEC. MADANG SUKU III KAB. OKUT

29	MUHAMMAD INDRA WIJAYA	L	38	6 TAHUN	BLOK I V BATUMARTA X KEC. MADANG SUKU III KAB. OKUT
30	KUSNANDILA ANANDARI	P	34	4 TAHUN	BLOK I DUSUN MEKAR SARI KEC. MADANG SUKU III KAB. OKUT
31	HERIYADI	L	43	12 TAHUN	BLOK I BATUMARTA VI KEC. MADANG SUKU III KAB. OKUT
32	EZZA RADITYA PRASETYO	L	37	9 TAHUN	DUSUN BATURAJA NO. 53 KEL. BATURAJA LAMA KEC. BATURAJA TIMUR KAB. OKU
33	KAIA NIRMALA	P	25	3 TAHUN	JL. GARUDA EMAS TJ. BARU KEC. BATURAJA TIMUR KAB. OKU
34	MUHAMMAD DEDY DEVA	L	30	2 TAHUN	JL. KOMISARIS UMAR PASAR BARU KEC. BATURAJA TIMUR KAB. OKU
35	RIGENAJI PAMBUDI	L	22	1 TAHUN	JL. MAY HARUN HADIMARTO KEL. KEMALARAJA KEC. BATURAJA TIMUR KAB. OKU
36	DAYU ANGGARA	L	26	4 TAHUN	BLOK I DUSUN MEKARSARI KEC. MADANG SUKU III KAB OKU TIMUR

**PT. BPR Agritrans Batumarta**

Manajer Operasional & SDM

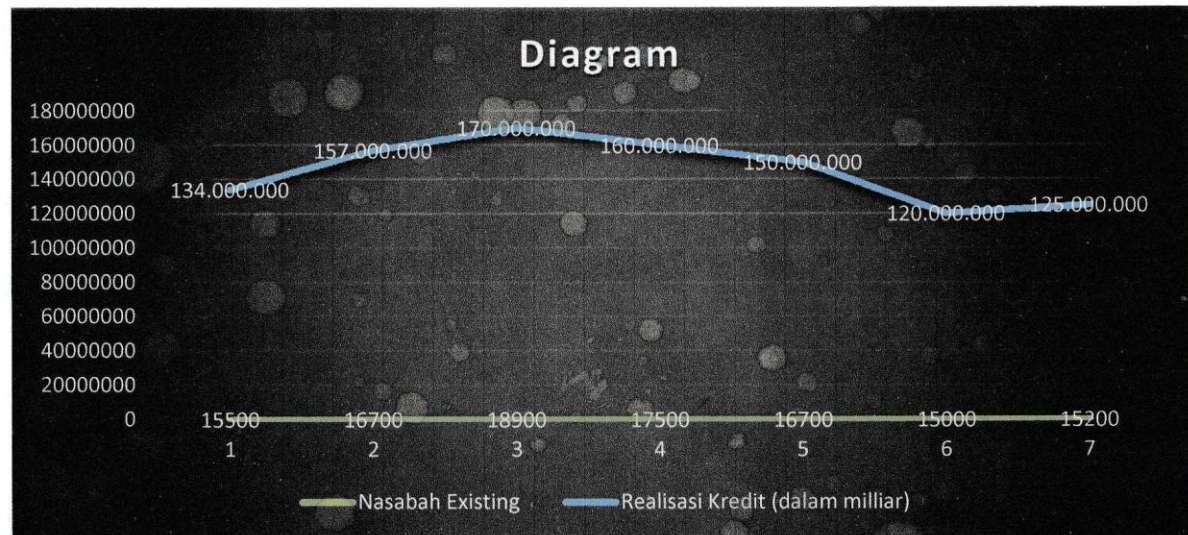


**Oktasepa Zulparina**

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Kantor Cabang : Jl. Raya Batumarta VI No. 09 Kab. OKU Timur 32152 Telp. 0815 3245 9060 – 0877 9672 1500  
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Kantor Kas II : Pasar Gotong Royong Batumarta II Kecamatan Lubuk Raja Kab. OKU Telp. (0735) 7328181  
Fax. (0735) 7328079  
Email : bpr\_atb@yahoo.co.id

## DAFTAR NASABAH DAN REALISASI KREDIT PT. PERKREDITAN RAKYAT (BANK AGRITRANS)

Tahun	Nasabah Existing	Realisasi Kredit (dalam milliar)
2016	15500	134.000.000
2017	16700	157.000.000
2018	18900	170.000.000
2019	17500	160.000.000
2020	16700	150.000.000
2021	15000	120.000.000
2022	15200	125.000.000



**PT. BPR Agritrans Batumarta**  
Manajer Operasional & SDM



**Oktasepa Zulparina**



**PT. BANK PERKREDITAN RAKYAT**  
**AGRITRANS BATUMARTA**

Baturaja, 07 Desember 2022

Nomor : B.008/OPS/ATB/12/2022  
Perihal : Permohonan Riset

Kepada;  
Yth. Dekan Fakultas Ekonomi dan Bisnis  
Universitas Baturaja  
Di –  
BATURAJA

Dengan hormat,

Menunjuk surat No.1221/UBR.FEB/KM/2022 tanggal 29 November 2022 perihal Permohonan Izin Riset oleh mahasiswa Universitas Baturaja Fakultas Ekonomi & Bisnis Universitas Baturaja :

Nama	: Susantri Wulandari
NPM	: 1911096
Jurusan	: Manajemen
Jenjang Program	: Strata Satu (S-1)

Permohonan izin riset di PT. BPR Agritans Batumarta **Dapat Kami Setujui.**

Demikian untuk dimaklumi.

**PT. BPR Agritans Batumarta**  
Manager Operasional & SDM



**Oktasepa Zulparina**