

## BAB V

### PENUTUP

#### A. Kesimpulan

1. Berdasarkan hasil analisis R Square diketahui variabel Komunikasi (X1) berpengaruh terhadap variabel Kinerja Karyawan (Y) sebesar 64,5%. Diketahui hasil uji t nilai signifikan untuk pengaruh variabel Komunikasi (X1) terhadap Kinerja Karyawan (Y) adalah  $0,035 < 0,05$  dan nilai t hitung  $2.754 > t$  tabel 1.67528. Pada persamaan regresi pada variabel Komunikasi (X1) dapat diketahui sebesar 0,923.
2. Berdasarkan hasil analisis R Square diketahui variabel Disiplin Kerja (X2) berpengaruh terhadap variabel Kinerja Karyawan (Y) sebesar 63,8%. Diketahui hasil uji t nilai signifikan untuk pengaruh variabel Disiplin Kerja (X2) terhadap Kinerja Karyawan (Y) adalah  $0,001 < 0,05$  dan nilai t hitung  $3.478 > t$  tabel 1.67528. Pada persamaan regresi pada variabel Disiplin Kerja (X2) dapat diketahui sebesar 3,897.
3. Berdasarkan hasil analisis nilai R Square diketahui variabel Lingkungan Kerja (X3) berpengaruh terhadap variabel Kinerja Karyawan (Y) sebesar 52,6%. Diketahui hasil uji t nilai signifikan untuk pengaruh variabel Lingkungan Kerja (X3) terhadap Kinerja Karyawan (Y) adalah  $0,132 > 0,05$  dan nilai t hitung  $1.533 < t$  tabel 1.67528. Pada persamaan regresi pada variabel Lingkungan Kerja (X3) dapat diketahui sebesar 7,083.

4. Berdasarkan hasil uji koefisien determinasi R Square pada variabel Komunikasi, Disiplin Kerja, dan Lingkungan kerja terhadap variabel Kinerja Karyawan secara simultan sebesar 63,0 %. Hal ini dibuktikan oleh hasil uji hipotesis pada uji F memiliki nilai F hitung (26,604) > F tabel (2,79) dengan nilai signifikan  $0,000 < 0,05$ , maka terbukti terdapat pengaruh secara simultan atau bersama-sama antara Komunikasi, Disiplin Kerja, dan Lingkungan Kerja terhadap Kinerja Karyawan, artinya  $H_0$  ditolak dan  $H_a$  diterima.



## B. Saran

Berdasarkan Kesimpulan tersebut, penulis ingin memberikan beberapa saran yang dapat bermanfaat dalam meningkatkan kinerja karyawan di SMA Negeri 13 Kabupaten Tangerang sehingga dapat membantu tujuan organisasi tercapai :

1. Perlu meningkatkan kesamaan atau kekompakan dalam mencapai tujuan bersama dalam menciptakan kegiatan mengajar yang berkualitas.
2. Pentingnya setiap karyawan disiplin terhadap waktu dalam kegiatan mengajar dan saling membantu rekan kerja sehingga menjadi contoh yang baik di dalam lingkungan kerja.
3. Dalam lingkungan sekolah, pemimpin perlu memperhatikan kondisi setiap ruangan, seperti suhu pada ruang kerja maupun ruang kelas untuk memastikan bahwa setiap ruangan memiliki fasilitas yang layak. Hal ini dapat meningkatkan semangat kerja karyawan dan meningkatkan kegiatan belajar mengajar di SMA Negeri 13 Kabupaten Tangerang.
4. Pemimpin perlu meningkatkan kualitas kinerja karyawan untuk mencapai visi dan misi di SMA Negeri 13 Kabupaten Tangerang dengan hasil yang berkualitas dan memiliki mutu yang baik.

## DAFTAR PUSTAKA

- Anang Firmansyah. (2018). Pengantar Manajemen. Edisi ke-1. Yogyakarta: Deepublish.
- Belina, N., & Andy. (2023). Pengaruh Lingkungan Kerja, Disiplin Kerja, Dan Komunikasi Terhadap Kinerja Karyawan Pada PT. Kreatif Futura Makmur. *Emabu : Ekonomi Dan Manajemen Bisnis*, 2(2), 2.
- Dewi, T., & Yoyo, T. (2023). *Pengaruh Disiplin Kerja , Beban Kerja , dan Lingkungan Kerja terhadap Kinerja Karyawan pada PT Sehati Prima Makmur ( Warehouse ) Tangerang*. 1, 1–10.
- Diana Silaswara, Y. (2021). Pengaruh Stres Kerja, Beban Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Ditengah Pandemi Covid-19 Di Pt.Telekomunikasi Indonesia (Witeltangerang). *Prosiding:Ekonomi Dan Bisnis*, 1(1), 13. <https://jurnal.ubd.ac.id/index.php/pros/article/view/729/451>
- Efendi, I., & Widiyanto, G. (2022). Pengaruh Pemberian Kompensasi , Lingkungan Kerja , dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Pada Bagian Produksi Pada PT . Baru Baru Sepatu. *Prosiding: Ekonomi Dan Bisnis*, 1(2). <https://jurnal.ubd.ac.id/index.php/pros/article/view/1341/767>
- Fen, F., & Kusnawan, A. (2022). Prosiding : Ekonomi dan Bisnis Analisis Pengaruh Gaya Kepemimpinan Partisipatif , Motivasi , dan Disiplin Kerja Terhadap Kinerja Pegawai Pada PT . Karya Megah Gunungmas Karawaci. 2(2).
- Fidellis Wato Tholok, M. R. (2022). Pengaruh Konflik Peran , Konflik Kerja Dan Stres Kerja Terhadap the Impact of Role Conflict , and Stress on Employee Performance At. *Jurnal Riset Ekonomi*, 1(1), 90–98. <https://jurnal.ubd.ac.id/index.php/emabi>.
- Ghozali, I. (2019). Aplikasi Analisis Multivarite dengan SPSS. Badan Penerbit Universitas Diponegoro.
- Griffin Ricky W. (2021). Fundamentals of Management 10th edition. Cengage

Learning.

- Hasibuan, adi munasib. (2024). Pengaruh Disiplin Kerja, Motivasi Dan Kepemimpinan Terhadap Kinerja Guru. *Journal of Social and Economics Research*, 5(2), 1253–1261. <https://doi.org/10.54783/jser.v5i2.221>
- Heriyanto, V. (2022). Pengaruh Kompetensi, Stres Kerja Dan Kompensasi Terhadap Kinerja Karyawan (Studi Kasus Pada Pt. Pkp). *Repository Universitas Buddhidharma*, 2(2). <https://repositori.buddhidharma.ac.id/1376/1/COVER - BAB III.pdf>
- Irwan, A., Ismail, A., Latif, N., & Pradana M, A. Z. P. (2022). Pengaruh Lingkungan Kerja terhadap Kinerja Karyawan Pada PT.Hadji Kalla Toyota Cabang Maros. *Kinerja*, 19(2), 163–175. <https://journal.feb.unmul.ac.id/index.php/KINERJA/article/view/10997>
- Janamarta, S., & Lestari, O. D. (2021). Pengaruh Komunikasi dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus PT . Adilmart - Tangerang Production Department). *Prosiding: Ekonomi Dan Bisnis*, 1(1), 618–625.
- Kemis, C. P. (2020). Fakultas bisnis universitas buddhi dharma tangerang 2020.
- Parinsi, W. K. (2021). Pengaruh Disiplin Kerja Terhadap Prestasi Kerja Karyawan pada PT Bank Sulselbar Cabang Utama Makassar. *Jurnal Economix*, 9(1), 123–134.
- Putri, L. (2023). Pengaruh Pelatihan Kerja , Pengembangan Karir dan Lingkungan Kerja Dalam Perusahaan Event Organizer Terhadap Kinerja KaryawanPT . *Tdw Resources*. 2(2), 1–12.
- Ramadhani, E. (2023). Pengaruh Disiplin Kerja , Lingkungan Kerja , Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Kantor Shopee Express Kediri. 4, 58–73.
- Simarmata. (2022). Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Pt Maruwa Indonesia. *Jurnal Ekonomi Dan Bisnis*, 11(1),

54–67.

- Sitompul, J., Sinambela, S., Silaban, Y., Pane, A., & Tarigan, F. J. S. (2021). Pengaruh Kemampuan Kerja, Kematangan Pegawai, Loyalitas Dan Disiplin Kerja Terhadap Kinerja Pegawai Di Kantor Pelayanan Pajak Pratama Medan Barat. *JRMB (Jurnal Riset Manajemen & Bisnis)*, 6(2), 119–130. <https://doi.org/10.30743/jrmb.v6i2.4647>
- Surajiyo, Nasruddin, & Paleni, H. (2020). Kepuasan Kerja Sebagai Variabel Intervening Pada Pengaruh Kepemimpinan Dan Lingkungan Kerja Terhadap Kinerja Pegawai Di Kecamatan Lubuklinggau Selatan I Dan Selatan II. *Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi*, 7(3), 416–428.
- Sugiyono. 2019. *Metode Penelitian Kuantitatif Kualitatif Dan R Dan D* / Sugiyono.
- Sutrisno, Edy. 2019. *Manajemen Sumber Daya Manusia*. Kencana, Jakarta.
- Wiediyan, W., & Andy, A. (2022). Mempertahankan Produktivitas, Motivasi dan Loyalitas Sumber Daya Manusia Terhadap Kinerja di Tengah Pandemi Covid-19 di PT. Arlisco Elektrika Perkasa. *EMaBi: Ekonomi Dan Manajemen Bisnis*, 1(1), 150–163.
- Wong, E. (2021). Naskah Publikasi (Manuscript) Pengaruh Komunikasi Terhadap Kinerja Karyawan Pada Pt.Anugerah Bahtera Lestrai Di Kota Samarinda  
Effect of Communication on Employee Performance At Pt.Anugerah Bahtera Lestrai in Samarinda City.
- Yaputra, A., & Yoyo, T. (2023). Pengaruh Lingkungan Kerja , Komunikasi Dalam Bekerja , Dan Tekanan Pekerjaan Terhadap Kinerja Karyawan Pada PT . Infotama Teknologi Indonesia. 1, 1–10.

## RIWAYAT HIDUP

### Identitas Pribadi

Nama : Felisia Christia Nata Indah  
NIM : 20210500121  
Tempat, Tanggal Lahir : Tangerang, 21 Februari 2003  
Jenis Kelamin : Perempuan  
Agama : Kristen Protestan  
Kewarganegaraan : Indonesia  
Alamat : Rajeg Mas Pratama BLK.C-01/38 RT/RW 003/006  
Kel. Sukatani Kec. Rajeg Kab. Tangerang  
Email : [felischrist@gmail.com](mailto:felischrist@gmail.com)  
No. Telepon : 083875058606  
IPK : 3.25



### Riwayat Pendidikan

SD : SDN Sindangsari 1  
SMP : SMP Umum Nabila  
SMA : SMAN 13 Kabupaten Tangerang

Tangerang, 16 Januari 2025

Felisia Christia Nata Indah

NIM : 20210500121

**SURAT KETERANGAN RISET**





PEMERINTAH PROVINSI BANTEN  
DINAS PENDIDIKAN DAN KEBUDAYAAN  
SMA NEGERI 13 KABUPATEN TANGERANG

Jl. Raya Pasarkemis-Rajeg Km. 03 Ds. Sindangpanon Kec. Sindangjaya - 15560  
Website : [www.sman13kab Tangerang.sch.id](http://www.sman13kab Tangerang.sch.id) | Email : [sman13kab tgr@gmail.com](mailto:sman13kab tgr@gmail.com)  
Telp. 021-2944 7693



**SURAT KETERANGAN**

No.: 400.3.8.1/021/SMAN.13/2025

Merujuk surat Kepala Biro Administrasi Akademik Universitas Buddhi Dharma, Perihal Surat Permohonan Penelitian Tugas Akhir Skripsi, dengan ini Kepala SMA Negeri 13 Kabupaten Tangerang menerangkan bahwa:

Nama : **FELISIA CHRISTIA NATA INDAH**  
Tempat Tanggal Lahir : Tangerang, 21 Februari 2003  
N.I.M : 20210500121  
Program Studi : Manajemen  
Jenjang Pendidikan : S-1 (Sarjana)

Yang bersangkutan telah melaksanakan penelitian di sekolah kami pada tanggal 7 Oktober 2024 s.d 10 Januari 2025 dalam rangka penelitian yang berjudul ***"Komunikasi, Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan pada SMA Negeri 13 Kabupaten Tangerang"***.

Demikian surat keterangan ini kami buat, agar dipergunakan sebagaimana mestinya.

Kab. Tangerang, 10 Januari 2025  
Kepala Sekolah,

  
**MUSEI, M.Pd.**  
NIP. 19680315 199201 1 003

**LAMPIRAN**



Kepada Yth,

Bapak/Ibu/Saudara

di Tempat

Salam sejahtera,

Dalam rangka penyusunan skripsi yang berjudul **“Pengaruh Komunikasi, Disiplin Kerja, Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada SMA Negeri 13 Kabupaten Tangerang”**, Saya Felisia Christia Nata Indah (20210500121), mahasiswa Manajemen Fakultas Bisnis Universitas Buddhi Dharma mengajak Bapak/Ibu/Saudara untuk berpartisipasi dalam kuesioner ini. Partisipasi Bapak/Ibu/Saudara sangat dibutuhkan untuk mendapatkan data yang akurat dan mendukung penelitian ini, serta membantu saya untuk menyelesaikan skripsi ini.

Saya mengucapkan terima kasih atas ketersediaan Bapak/Ibu/Saudara untuk meluangkan waktu dalam mengisi kuesioner ini. Semoga kontribusi Bapak/Ibu/Saudara dapat membantu saya dalam mencapai tujuan penelitian ini.

Hormat Saya,



Felisia Christia Nata Indah

NIM : 20210500121

### A. Identifikasi Responden

1. Nama :
2. Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
3. Usia : ☐ 21 – 30 tahun  
☐ 31 – 40 tahun  
☐ 41 – 50 tahun
4. Pendidikan Terakhir : ☐ S1  
☐ S2
5. Masa Kerja : ☐ < 5 tahun  
☐ 5 – > 30 tahun

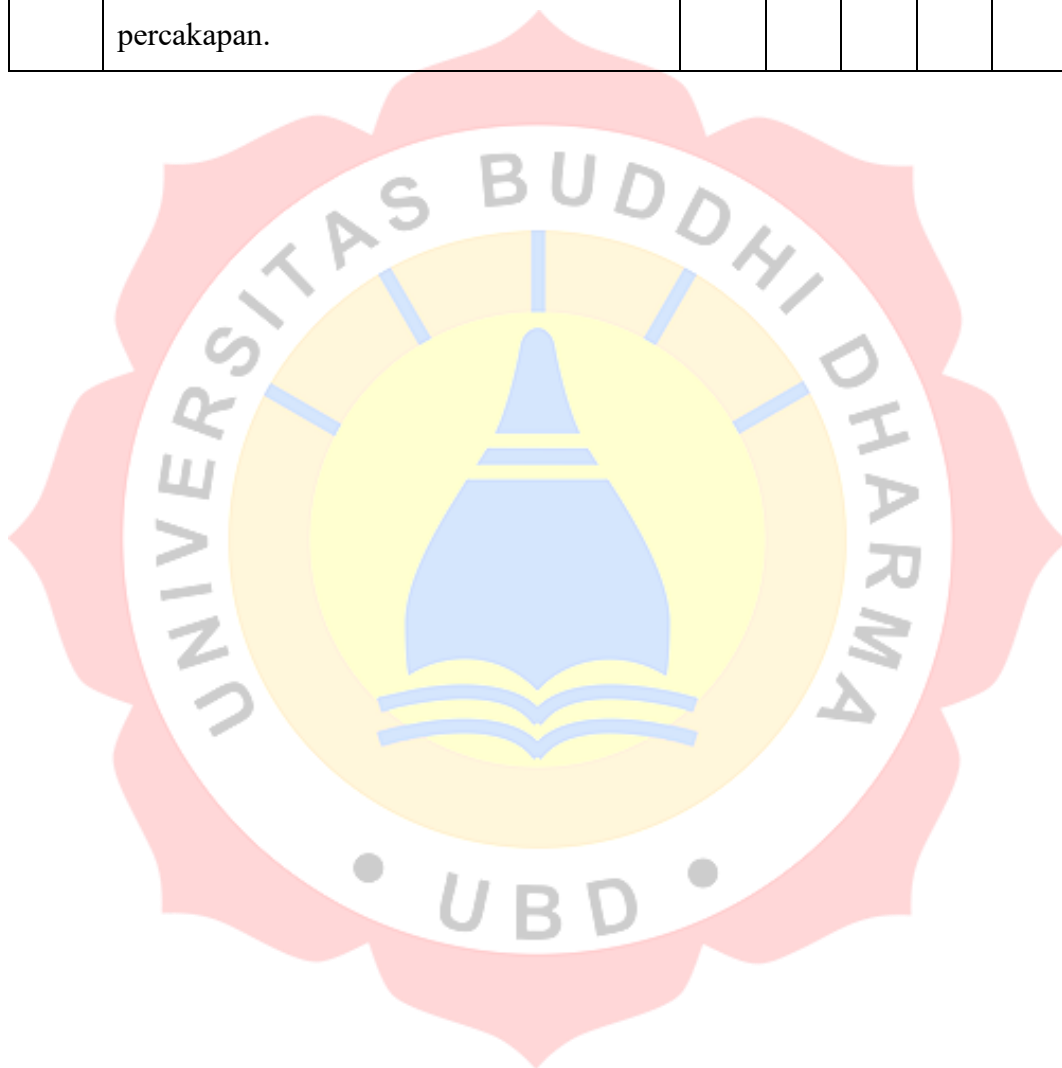
### B. Petunjuk Pengisian

1. Dalam menjawab pernyataan kuesioner ini, responden dimohon untuk memberi jawaban yang jujur dan sesuai dengan pengalaman.
2. Berilah tanda *checklist* ( ) pada jawaban yang sesuai dengan pilihan Saudara/i
3. Pilihan jawaban ada 5 (lima) alternatif, yaitu :
  - a. STS (Sangat Tidak Setuju) = Nilai 1
  - b. TS (Tidak Setuju) = Nilai 2
  - c. KS (Kurang Setuju) = Nilai 3
  - d. S (Setuju) = Nilai 4
  - e. SS (Sangat Setuju) = Nilai 5

**KOMUNIKASI (X1)**

| NO | PERNYATAAN                                                                                                                        | PENILAIAN  |           |           |          |           |
|----|-----------------------------------------------------------------------------------------------------------------------------------|------------|-----------|-----------|----------|-----------|
|    |                                                                                                                                   | STS<br>(1) | TS<br>(2) | KS<br>(3) | S<br>(4) | SS<br>(5) |
| 1  | Saya berkomunikasi secara terbuka dan jelas dengan atasan untuk memastikan pemahaman yang sama dalam setiap tugas yang diberikan. |            |           |           |          |           |
| 2  | Saya mampu berkomunikasi dengan baik terhadap bawahan.                                                                            |            |           |           |          |           |
| 3  | Saya berkomunikasi dengan rekan kerja secara efektif untuk mendukung kelancaran proses kerja bersama.                             |            |           |           |          |           |
| 4  | Saya terbuka dalam menyampaikan ide kepada rekan kerja untuk menciptakan lingkungan kerja yang kolaboratif.                       |            |           |           |          |           |
| 5  | Saya memiliki empati yang tinggi sehingga memiliki rasa peduli terhadap rekan kerja.                                              |            |           |           |          |           |
| 6  | Saya berusaha mendorong kesamaan pada visi dan misi dengan rekan kerja untuk meningkatkan kegiatan mengajar yang baik.            |            |           |           |          |           |
| 7  | Saya menjaga sikap positif dalam setiap interaksi untuk menciptakan suasana kerja yang menyenangkan.                              |            |           |           |          |           |
| 8  | Saya berfokus pada tujuan yang sama antar rekan kerja untuk membangun kualitas belajar mengajar yang baik.                        |            |           |           |          |           |

|    |                                                                                                                     |  |  |  |  |  |
|----|---------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 9  | Saya berbagi informasi yang relevan secara transparan untuk memastikan semua pihak mendapatkan pemahaman yang sama. |  |  |  |  |  |
| 10 | Saya berkomunikasi dengan bijaksana dan selalu menjaga sopan santun dalam setiap percakapan.                        |  |  |  |  |  |



**DISIPLIN KERJA (X2)**

| NO | PERNYATAAN                                                                                                                                       | PENILAIAN  |           |           |          |           |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|-----------|----------|-----------|
|    |                                                                                                                                                  | STS<br>(1) | TS<br>(2) | KS<br>(3) | S<br>(4) | SS<br>(5) |
| 1  | Saya selalu berusaha mengatur waktu dengan baik dan menjalankan tugas sesuai jadwal yang telah ditetapkan.                                       |            |           |           |          |           |
| 2  | Saya hadir tepat waktu dalam setiap pertemuan dan menyelesaikan pekerjaan sesuai tenggat yang telah ditentukan.                                  |            |           |           |          |           |
| 3  | Saya berkomitmen untuk mendukung visi misi dari SMA Negeri 13 Kabupaten Tangerang dan menjalankan tugas dengan setia serta penuh tanggung jawab. |            |           |           |          |           |
| 4  | Saya menjaga kerapihan dalam berpakaian, dan dalam kegiatan mengajar agar enak dilihat.                                                          |            |           |           |          |           |
| 5  | Saya selalu meningkatkan keterampilan dan keahlian dalam diri saya untuk menyelesaikan tugas dengan kualitas terbaik.                            |            |           |           |          |           |
| 6  | Saya mematuhi setiap aturan dan kebijakan yang berlaku di SMA Negeri 13 Kabupaten Tangerang untuk menjaga ketertiban dan profesionalisme.        |            |           |           |          |           |
| 7  | Saya bertanggung jawab atas tugas yang diberikan dan menyelesaikan sesuai dengan standar yang ditetapkan.                                        |            |           |           |          |           |

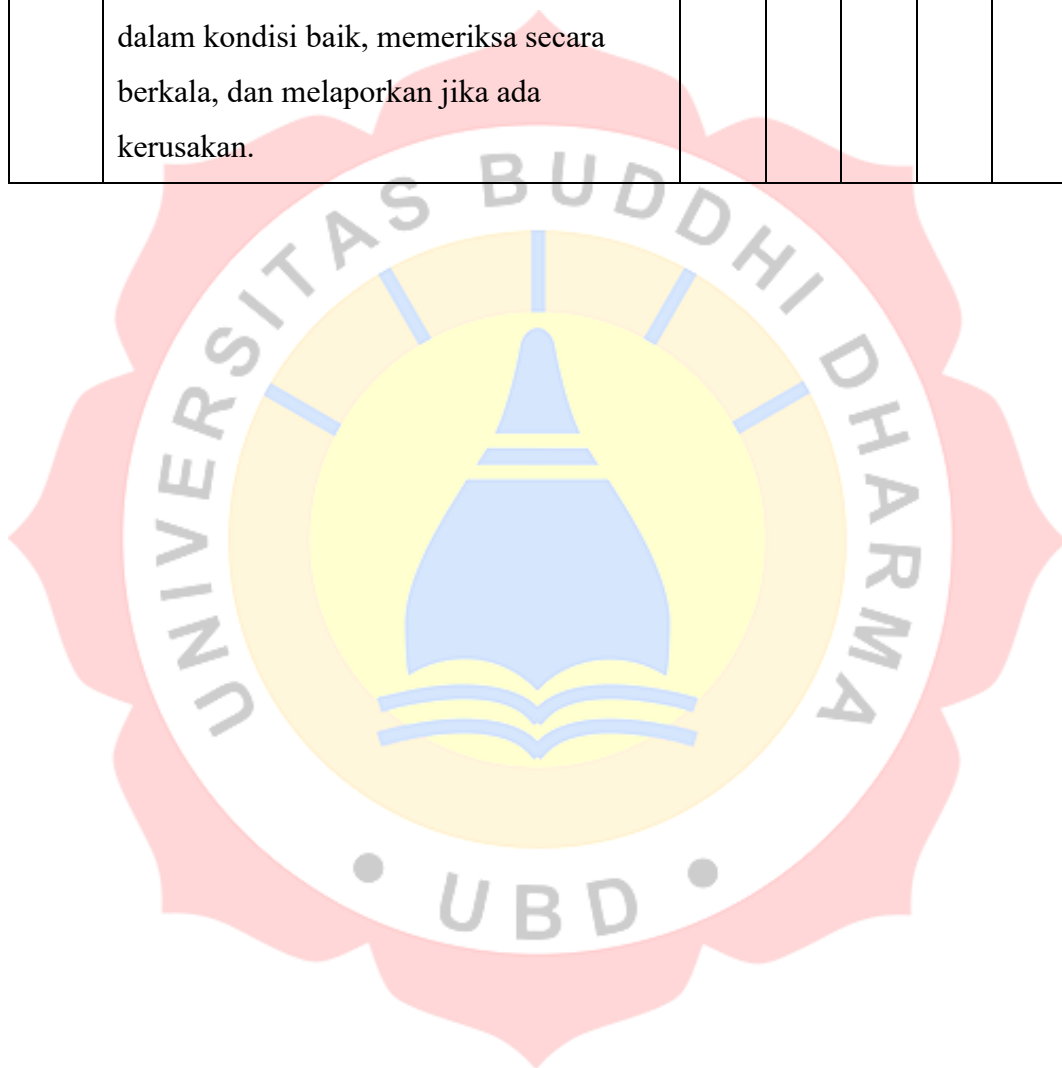
|    |                                                                                                                                   |  |  |  |  |  |
|----|-----------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 8  | Saya berupaya membantu rekan kerja terhadap kesulitan untuk menciptakan kerja sama yang baik.                                     |  |  |  |  |  |
| 9  | Saya memahami bahwa setiap tindakan memiliki konsekuensi, dan saya siap menerima sanksi apabila melanggar peraturan yang berlaku. |  |  |  |  |  |
| 10 | Saya menjaga kedisiplinan dalam pekerjaan dan kehidupan sehari-hari untuk memberikan teladan yang baik.                           |  |  |  |  |  |



### LINGKUNGAN KERJA (X3)

| NO | PERNYATAAN                                                                                                                         | PENILAIAN  |           |           |          |           |
|----|------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|-----------|----------|-----------|
|    |                                                                                                                                    | STS<br>(1) | TS<br>(2) | KS<br>(3) | S<br>(4) | SS<br>(5) |
| 1  | Saya menempatkan peralatan kerja diposisi yang mudah dijangkau dan tertata rapi agar memudahkan pekerjaan sehari-hari.             |            |           |           |          |           |
| 2  | Saya mampu menghadapi tekanan dalam pekerjaan dengan baik untuk tetap produktif dan menjaga keseimbangan.                          |            |           |           |          |           |
| 3  | Saya mengikuti prosedur kerja yang telah ditetapkan untuk memastikan hasil kerja yang konsisten dan efisien.                       |            |           |           |          |           |
| 4  | Saya memastikan penerangan pada ruangan kerja cukup baik dan nyaman untuk mendukung produktivitas serta mengurangi kelelahan mata. |            |           |           |          |           |
| 5  | Saya menjaga kebersihan area kerja agar nyaman dan dapat menciptakan lingkungan kerja yang sehat.                                  |            |           |           |          |           |
| 6  | Saya memastikan suhu udara di dalam ruangan normal untuk mendukung konsentrasi dan kenyamanan.                                     |            |           |           |          |           |
| 7  | Saya menghargai privasi rekan kerja saat bekerja untuk mendukung kerja yang nyaman.                                                |            |           |           |          |           |
| 8  | Saya menjaga hubungan baik dengan pimpinan, saling menghormati, dan                                                                |            |           |           |          |           |

|    |                                                                                                                         |  |  |  |  |  |
|----|-------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|    | bekerja sama untuk mencapai tujuan bersama.                                                                             |  |  |  |  |  |
| 9  | Saya menjaga hubungan harmonis dengan rekan kerja melalui komunikasi yang baik dan saling membantu.                     |  |  |  |  |  |
| 10 | Saya memastikan peralatan kerja selalu dalam kondisi baik, memeriksa secara berkala, dan melaporkan jika ada kerusakan. |  |  |  |  |  |



**KINERJA KARYAWAN (Y)**

| NO | PERNYATAAN                                                                                                                                         | PENILAIAN  |           |           |          |           |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|-----------|----------|-----------|
|    |                                                                                                                                                    | STS<br>(1) | TS<br>(2) | KS<br>(3) | S<br>(4) | SS<br>(5) |
| 1  | Dapat meminimalisir kesalahan dalam tugas-tugas mengajar, membuat bahan ajar dan administrasi.                                                     |            |           |           |          |           |
| 2  | Dapat memberikan kualitas pengajaran dan hasil kerja yang sesuai dengan standar sekolah.                                                           |            |           |           |          |           |
| 3  | Mampu menyelesaikan tugas dan pembuatan laporan, sesuai dengan tenggat waktu yang telah ditentukan.                                                |            |           |           |          |           |
| 4  | Saya mampu menyelesaikan target jumlah tugas dan tanggung jawab yang sesuai dengan standar sekolah.                                                |            |           |           |          |           |
| 5  | Mampu bekerja sama dengan rekan guru, staf, dan pihak lain di sekolah untuk mencapai tujuan bersama dalam proses pendidikan.                       |            |           |           |          |           |
| 6  | Mampu melakukan koordinasi yang baik dengan wali kelas, guru mata pelajaran lain, dan manajemen sekolah demi kelancaran kegiatan belajar mengajar. |            |           |           |          |           |
| 7  | Mampu menjaga kualitas pengajaran dan hasil kerja agar konsisten atau lebih baik dibandingkan periode sebelumnya.                                  |            |           |           |          |           |
| 8  | Dapat menjadi pribadi yang diandalkan, menunjukkan konsisten dan keandalan dalam menyelesaikan tugas-tugasnya.                                     |            |           |           |          |           |

|    |                                                                                                                                             |  |  |  |  |  |
|----|---------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 9  | Saya selalu hadir tepat waktu sebagai bentuk disiplin dan memberikan contoh yang baik.                                                      |  |  |  |  |  |
| 10 | Saya memiliki tingkat kehadiran yang tinggi dan minim ketidakhadiran yang tidak direncanakan untuk menjaga kelancaran proses dalam bekerja. |  |  |  |  |  |



| No. | Komunikasi (X1) |    |    |    |    |    |    |    |    |     | Total |
|-----|-----------------|----|----|----|----|----|----|----|----|-----|-------|
|     | P1              | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |       |
| 1   | 5               | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 50    |
| 2   | 4               | 4  | 5  | 5  | 4  | 4  | 5  | 3  | 4  | 5   | 43    |
| 3   | 5               | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 50    |
| 4   | 5               | 5  | 4  | 4  | 5  | 4  | 5  | 4  | 3  | 4   | 43    |
| 5   | 5               | 5  | 5  | 4  | 4  | 3  | 4  | 2  | 4  | 4   | 40    |
| 6   | 4               | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40    |
| 7   | 5               | 5  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 5   | 47    |
| 8   | 5               | 5  | 4  | 5  | 4  | 3  | 5  | 5  | 5  | 5   | 46    |
| 9   | 4               | 4  | 3  | 5  | 4  | 4  | 3  | 4  | 5  | 4   | 40    |
| 10  | 5               | 5  | 3  | 3  | 5  | 3  | 5  | 5  | 5  | 5   | 44    |
| 11  | 4               | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 48    |
| 12  | 4               | 5  | 5  | 4  | 5  | 2  | 5  | 5  | 4  | 5   | 44    |
| 13  | 4               | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 5  | 4   | 45    |
| 14  | 4               | 4  | 4  | 5  | 5  | 5  | 5  | 4  | 4  | 4   | 44    |
| 15  | 4               | 5  | 5  | 5  | 4  | 4  | 4  | 5  | 5  | 5   | 46    |
| 16  | 4               | 4  | 4  | 4  | 3  | 4  | 4  | 3  | 5  | 4   | 39    |
| 17  | 4               | 5  | 4  | 4  | 5  | 4  | 5  | 5  | 4  | 5   | 45    |
| 18  | 4               | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5  | 4   | 45    |
| 19  | 4               | 5  | 4  | 5  | 4  | 4  | 4  | 5  | 5  | 4   | 44    |
| 20  | 4               | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 41    |
| 21  | 5               | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 5   | 43    |
| 22  | 4               | 4  | 5  | 5  | 5  | 5  | 5  | 4  | 4  | 5   | 46    |
| 23  | 5               | 5  | 5  | 4  | 4  | 5  | 5  | 5  | 5  | 5   | 48    |
| 24  | 4               | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 41    |
| 25  | 5               | 5  | 4  | 5  | 4  | 4  | 4  | 5  | 4  | 4   | 44    |
| 26  | 4               | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40    |
| 27  | 5               | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 50    |
| 28  | 5               | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 3   | 48    |
| 29  | 4               | 4  | 4  | 4  | 3  | 4  | 5  | 4  | 3  | 5   | 40    |
| 30  | 5               | 4  | 5  | 5  | 5  | 4  | 5  | 5  | 3  | 5   | 46    |
| 31  | 4               | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5   | 42    |
| 32  | 5               | 4  | 5  | 5  | 3  | 5  | 5  | 5  | 5  | 5   | 47    |
| 33  | 5               | 3  | 5  | 4  | 2  | 4  | 5  | 5  | 4  | 5   | 42    |
| 34  | 5               | 5  | 5  | 5  | 4  | 4  | 4  | 5  | 5  | 4   | 46    |
| 35  | 4               | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 48    |
| 36  | 5               | 5  | 5  | 4  | 4  | 5  | 5  | 5  | 5  | 5   | 48    |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 37 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 39 |
| 38 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 42 |
| 39 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 40 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 41 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 42 |
| 42 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 48 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 3 | 41 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| 51 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 52 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |

| No. | Disiplin Kerja (X2) |    |    |    |    |    |    |    |    |     | Total |
|-----|---------------------|----|----|----|----|----|----|----|----|-----|-------|
|     | P1                  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |       |
| 1   | 5                   | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 50    |
| 2   | 5                   | 5  | 5  | 5  | 5  | 5  | 4  | 5  | 5  | 5   | 49    |
| 3   | 5                   | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 50    |
| 4   | 4                   | 4  | 4  | 5  | 4  | 4  | 5  | 5  | 5  | 5   | 45    |
| 5   | 5                   | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 49    |
| 6   | 4                   | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40    |
| 7   | 5                   | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 4  | 5   | 49    |
| 8   | 5                   | 5  | 4  | 5  | 5  | 5  | 5  | 4  | 5  | 5   | 48    |
| 9   | 4                   | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 41    |
| 10  | 5                   | 3  | 4  | 5  | 5  | 5  | 5  | 5  | 4  | 5   | 46    |
| 11  | 4                   | 5  | 5  | 3  | 5  | 5  | 5  | 5  | 5  | 5   | 47    |
| 12  | 4                   | 5  | 5  | 5  | 4  | 5  | 5  | 5  | 5  | 5   | 48    |
| 13  | 5                   | 4  | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 4   | 44    |
| 14  | 5                   | 5  | 4  | 4  | 4  | 4  | 5  | 5  | 5  | 4   | 45    |
| 15  | 5                   | 5  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 5   | 44    |
| 16  | 4                   | 3  | 4  | 4  | 3  | 3  | 4  | 3  | 4  | 4   | 36    |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 17 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 18 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 19 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 20 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 21 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 44 |
| 22 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 23 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 24 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 25 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 29 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 5 | 5 | 3 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 41 |
| 32 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 33 | 3 | 3 | 1 | 4 | 4 | 1 | 5 | 5 | 4 | 5 | 35 |
| 34 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 44 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 37 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 2 | 38 |
| 38 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 42 |
| 39 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 41 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 43 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 43 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 44 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 45 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 48 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 43 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 51 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 52 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 53 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |



|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 37 | 5 | 4 | 3 | 5 | 3 | 5 | 3 | 5 | 4 | 3 | 40 |
| 38 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 40 |
| 39 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 40 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 41 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 45 |
| 42 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 45 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 48 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 51 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 52 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 53 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |

| No. | Kinerja Karyawan (Y) |    |    |    |    |    |    |    |    |     | Total |
|-----|----------------------|----|----|----|----|----|----|----|----|-----|-------|
|     | P1                   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |       |
| 1   | 5                    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 50    |
| 2   | 4                    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5   | 42    |
| 3   | 5                    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 50    |
| 4   | 2                    | 4  | 3  | 4  | 5  | 5  | 3  | 5  | 4  | 5   | 40    |
| 5   | 4                    | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 5  | 5   | 43    |
| 6   | 4                    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40    |
| 7   | 5                    | 4  | 5  | 5  | 5  | 5  | 4  | 5  | 5  | 5   | 48    |
| 8   | 3                    | 5  | 5  | 3  | 3  | 4  | 4  | 5  | 5  | 5   | 42    |
| 9   | 4                    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40    |
| 10  | 4                    | 4  | 5  | 5  | 5  | 5  | 3  | 5  | 2  | 5   | 43    |
| 11  | 5                    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 50    |
| 12  | 5                    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 4  | 4   | 48    |
| 13  | 4                    | 5  | 4  | 5  | 4  | 4  | 4  | 5  | 4  | 4   | 43    |
| 14  | 5                    | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 43    |
| 15  | 4                    | 4  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 47    |
| 16  | 4                    | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4   | 38    |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 17 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 18 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 19 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 20 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 43 |
| 21 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 23 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 24 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 38 |
| 26 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 44 |
| 27 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 47 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 47 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 34 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 33 | 1 | 3 | 3 | 2 | 2 | 1 | 2 | 4 | 5 | 5 | 28 |
| 34 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 42 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 3 | 4 | 4 | 3 | 2 | 5 | 4 | 3 | 5 | 4 | 37 |
| 38 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 42 |
| 39 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| 40 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 41 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 41 |
| 42 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 48 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 51 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 52 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 53 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |

## Lampiran Data SPSS

### 1. Deskripsi Data Responden

#### a. Data Responden Berdasarkan Jenis Kelamin

| Jenis Kelamin |           |           |         |               |                    |
|---------------|-----------|-----------|---------|---------------|--------------------|
|               |           | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid         | Laki-Laki | 14        | 26,4    | 26,4          | 26,4               |
|               | Perempuan | 39        | 73,6    | 73,6          | 100,0              |
|               | Total     | 53        | 100,0   | 100,0         |                    |

#### b. Data Responden Berdasarkan Usia

| Usia  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 21 - 30 tahun | 26        | 49,1    | 49,1          | 49,1               |
|       | 31 - 40 tahun | 11        | 20,8    | 20,8          | 69,8               |
|       | 41 - 50 tahun | 16        | 30,2    | 30,2          | 100,0              |
|       | Total         | 53        | 100,0   | 100,0         |                    |

#### c. Data Responden Berdasarkan Pendidikan Terakhir

| Pendidikan Terakhir |       |           |         |               |                    |
|---------------------|-------|-----------|---------|---------------|--------------------|
|                     |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid               | S1    | 44        | 83,0    | 83,0          | 83,0               |
|                     | S2    | 9         | 17,0    | 17,0          | 100,0              |
|                     | Total | 53        | 100,0   | 100,0         |                    |

#### d. Data Responden Berdasarkan Lama Bekerja

| Lama Bekerja |  |  |  |  |  |
|--------------|--|--|--|--|--|
|--------------|--|--|--|--|--|

|       |                | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------|-----------|---------|---------------|--------------------|
| Valid | < 5 tahun      | 23        | 43,4    | 43,4          | 43,4               |
|       | 5 - > 30 tahun | 30        | 56,6    | 56,6          | 100,0              |
|       | Total          | 53        | 100,0   | 100,0         |                    |

## 2. Deskripsi Variabel Bebas

### a. Hasil Responden Variabel Komunikasi (X1) Pada SMA Negeri 13 Kabupaten Tangerang

| X1.1  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4,00  | 30        | 56,6    | 56,6          | 56,6               |
|       | 5,00  | 23        | 43,4    | 43,4          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X1.2  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 21        | 39,6    | 39,6          | 43,4               |
|       | 5,00  | 30        | 56,6    | 56,6          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X1.3  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 26        | 49,1    | 49,1          | 52,8               |
|       | 5,00  | 25        | 47,2    | 47,2          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X1.4  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 24        | 45,3    | 45,3          | 49,1               |
|       | 5,00  | 27        | 50,9    | 50,9          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X1.5  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 3,00  | 3         | 5,7     | 5,7           | 7,5                |
|       | 4,00  | 28        | 52,8    | 52,8          | 60,4               |
|       | 5,00  | 21        | 39,6    | 39,6          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X1.6  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 3,00  | 4         | 7,5     | 7,5           | 9,4                |
|       | 4,00  | 23        | 43,4    | 43,4          | 52,8               |
|       | 5,00  | 25        | 47,2    | 47,2          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X1.7 |           |         |               |                    |
|------|-----------|---------|---------------|--------------------|
|      | Frequency | Percent | Valid Percent | Cumulative Percent |

|       |       |    |       |       |       |
|-------|-------|----|-------|-------|-------|
| Valid | 3,00  | 2  | 3,8   | 3,8   | 3,8   |
|       | 4,00  | 17 | 32,1  | 32,1  | 35,8  |
|       | 5,00  | 34 | 64,2  | 64,2  | 100,0 |
|       | Total | 53 | 100,0 | 100,0 |       |

| X1.8  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 3,00  | 4         | 7,5     | 7,5           | 9,4                |
|       | 4,00  | 21        | 39,6    | 39,6          | 49,1               |
|       | 5,00  | 27        | 50,9    | 50,9          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X1.9  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 5         | 9,4     | 9,4           | 9,4                |
|       | 4,00  | 23        | 43,4    | 43,4          | 52,8               |
|       | 5,00  | 25        | 47,2    | 47,2          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X1.10 |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 19        | 35,8    | 35,8          | 39,6               |
|       | 5,00  | 32        | 60,4    | 60,4          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

**b. Hasil Responden Variabel Komunikasi (X2) Pada SMA Negeri 13 Kabupaten Tangerang**

| X2.1  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 18        | 34,0    | 34,0          | 37,7               |
|       | 5,00  | 33        | 62,3    | 62,3          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X2.2  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 5         | 9,4     | 9,4           | 9,4                |
|       | 4,00  | 11        | 20,8    | 20,8          | 30,2               |
|       | 5,00  | 37        | 69,8    | 69,8          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X2.3  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 3,00  | 5         | 9,4     | 9,4           | 11,3               |
|       | 4,00  | 23        | 43,4    | 43,4          | 54,7               |
|       | 5,00  | 24        | 45,3    | 45,3          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X2.4  |      |           |         |               |                    |
|-------|------|-----------|---------|---------------|--------------------|
|       |      | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00 | 3         | 5,7     | 5,7           | 5,7                |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | 4,00  | 14 | 26,4  | 26,4  | 32,1  |
|  | 5,00  | 36 | 67,9  | 67,9  | 100,0 |
|  | Total | 53 | 100,0 | 100,0 |       |

| X2.5  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 4,00  | 21        | 39,6    | 39,6          | 41,5               |
|       | 5,00  | 31        | 58,5    | 58,5          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X2.6  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 3,00  | 5         | 9,4     | 9,4           | 11,3               |
|       | 4,00  | 16        | 30,2    | 30,2          | 41,5               |
|       | 5,00  | 31        | 58,5    | 58,5          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X2.7  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4,00  | 19        | 35,8    | 35,8          | 35,8               |
|       | 5,00  | 34        | 64,2    | 64,2          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X2.8  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 4,00  | 13        | 24,5    | 24,5          | 26,4               |
|       | 5,00  | 39        | 73,6    | 73,6          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X2.9  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 4,00  | 22        | 41,5    | 41,5          | 43,4               |
|       | 5,00  | 30        | 56,6    | 56,6          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X2.10 |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 4,00  | 17        | 32,1    | 32,1          | 34,0               |
|       | 5,00  | 35        | 66,0    | 66,0          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

**c. Hasil Responden Variabel Lingkungan Kerja (X3) Pada SMA Negeri 13 Kabupaten Tangerang**

| X3.1  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 7         | 13,2    | 13,2          | 13,2               |
|       | 4,00  | 20        | 37,7    | 37,7          | 50,9               |
|       | 5,00  | 26        | 49,1    | 49,1          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.2  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 4         | 7,5     | 7,5           | 7,5                |
|       | 4,00  | 23        | 43,4    | 43,4          | 50,9               |
|       | 5,00  | 26        | 49,1    | 49,1          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.3  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 26        | 49,1    | 49,1          | 52,8               |
|       | 5,00  | 25        | 47,2    | 47,2          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.4  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 24        | 45,3    | 45,3          | 49,1               |
|       | 5,00  | 27        | 50,9    | 50,9          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.5  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 3         | 5,7     | 5,7           | 5,7                |
|       | 4,00  | 21        | 39,6    | 39,6          | 45,3               |
|       | 5,00  | 29        | 54,7    | 54,7          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.6  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 7         | 13,2    | 13,2          | 13,2               |
|       | 4,00  | 18        | 34,0    | 34,0          | 47,2               |
|       | 5,00  | 28        | 52,8    | 52,8          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.7  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 21        | 39,6    | 39,6          | 43,4               |
|       | 5,00  | 30        | 56,6    | 56,6          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.8  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 3         | 5,7     | 5,7           | 5,7                |
|       | 4,00  | 12        | 22,6    | 22,6          | 28,3               |
|       | 5,00  | 38        | 71,7    | 71,7          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.9  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4,00  | 20        | 37,7    | 37,7          | 37,7               |
|       | 5,00  | 33        | 62,3    | 62,3          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| X3.10 |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 6         | 11,3    | 11,3          | 11,3               |
|       | 4,00  | 19        | 35,8    | 35,8          | 47,2               |
|       | 5,00  | 28        | 52,8    | 52,8          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

**d. Hasil Responden Variabel Kinerja Karyawan (Y) Pada SMA Negeri 13 Kabupaten Tangerang**

| Y.1   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 2,00  | 1         | 1,9     | 1,9           | 3,8                |
|       | 3,00  | 5         | 9,4     | 9,4           | 13,2               |
|       | 4,00  | 27        | 50,9    | 50,9          | 64,2               |
|       | 5,00  | 19        | 35,8    | 35,8          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| Y.2   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 3         | 5,7     | 5,7           | 5,7                |
|       | 4,00  | 23        | 43,4    | 43,4          | 49,1               |
|       | 5,00  | 27        | 50,9    | 50,9          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| Y.3   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 5         | 9,4     | 9,4           | 9,4                |
|       | 4,00  | 20        | 37,7    | 37,7          | 47,2               |
|       | 5,00  | 28        | 52,8    | 52,8          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| Y.4   |      |           |         |               |                    |
|-------|------|-----------|---------|---------------|--------------------|
|       |      | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 1         | 1,9     | 1,9           | 1,9                |
|       | 3,00 | 3         | 5,7     | 5,7           | 7,5                |
|       | 4,00 | 19        | 35,8    | 35,8          | 43,4               |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | 5,00  | 30 | 56,6  | 56,6  | 100,0 |
|  | Total | 53 | 100,0 | 100,0 |       |

| Y.5   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 3,00  | 3         | 5,7     | 5,7           | 9,4                |
|       | 4,00  | 22        | 41,5    | 41,5          | 50,9               |
|       | 5,00  | 26        | 49,1    | 49,1          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| Y.6   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 3,00  | 3         | 5,7     | 5,7           | 7,5                |
|       | 4,00  | 21        | 39,6    | 39,6          | 47,2               |
|       | 5,00  | 28        | 52,8    | 52,8          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| Y.7   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 3,00  | 5         | 9,4     | 9,4           | 11,3               |
|       | 4,00  | 26        | 49,1    | 49,1          | 60,4               |
|       | 5,00  | 21        | 39,6    | 39,6          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| Y.8   |      |           |         |               |                    |
|-------|------|-----------|---------|---------------|--------------------|
|       |      | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00 | 5         | 9,4     | 9,4           | 9,4                |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | 4,00  | 25 | 47,2  | 47,2  | 56,6  |
|  | 5,00  | 23 | 43,4  | 43,4  | 100,0 |
|  | Total | 53 | 100,0 | 100,0 |       |

| Y.9   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 1         | 1,9     | 1,9           | 1,9                |
|       | 4,00  | 18        | 34,0    | 34,0          | 35,8               |
|       | 5,00  | 34        | 64,2    | 64,2          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

| Y.10  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 3,8     | 3,8           | 3,8                |
|       | 4,00  | 17        | 32,1    | 32,1          | 35,8               |
|       | 5,00  | 34        | 64,2    | 64,2          | 100,0              |
|       | Total | 53        | 100,0   | 100,0         |                    |

## B. Hasil Analisis Penelitian

| Descriptive Statistics |           |           |           |           |            |                |
|------------------------|-----------|-----------|-----------|-----------|------------|----------------|
|                        | N         | Minimum   | Maximum   | Mean      |            | Std. Deviation |
|                        | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic      |
| X1                     | 53        | 39,00     | 50,00     | 44,4717   | ,45685     | 3,32591        |
| X2                     | 53        | 35,00     | 50,00     | 45,6415   | ,51543     | 3,75241        |
| X3                     | 53        | 36,00     | 50,00     | 44,7925   | ,50639     | 3,68656        |
| Y                      | 53        | 28,00     | 50,00     | 44,1132   | ,61939     | 4,50922        |
| Valid N<br>(listwise)  | 53        |           |           |           |            |                |

## 1. Uji Data Penelitian

### Uji Validitas Dan Reliabilitas Variabel Komunikasi (X1)

| Case Processing Summary                                       |                       |    |       |
|---------------------------------------------------------------|-----------------------|----|-------|
|                                                               |                       | N  | %     |
| Cases                                                         | Valid                 | 53 | 100.0 |
|                                                               | Excluded <sup>a</sup> | 0  | .0    |
|                                                               | Total                 | 53 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |                       |    |       |

| Reliability Statistics |                                              |            |
|------------------------|----------------------------------------------|------------|
|                        |                                              |            |
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,731                   | ,734                                         | 10         |

| Item-Total Statistics |                            |                                |                                  |                              |                                  |
|-----------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
|                       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X1.1                  | 40,0377                    | 9,729                          | ,347                             | ,226                         | ,717                             |
| X1.2                  | 39,9434                    | 9,093                          | ,472                             | ,418                         | ,698                             |
| X1.3                  | 40,0377                    | 9,537                          | ,339                             | ,223                         | ,718                             |
| X1.4                  | 40,0000                    | 9,077                          | ,477                             | ,308                         | ,697                             |
| X1.5                  | 40,1698                    | 9,336                          | ,314                             | ,360                         | ,723                             |
| X1.6                  | 40,1132                    | 9,218                          | ,311                             | ,180                         | ,725                             |
| X1.7                  | 39,8679                    | 9,271                          | ,426                             | ,407                         | ,705                             |
| X1.8                  | 40,0755                    | 8,148                          | ,587                             | ,463                         | ,674                             |
| X1.9                  | 40,0943                    | 9,356                          | ,317                             | ,225                         | ,722                             |
| X1.10                 | 39,9057                    | 9,510                          | ,347                             | ,397                         | ,716                             |

## Uji Validitas Dan Reliabilitas Variabel Disiplin Kerja (X2)

| Case Processing Summary                                       |                       |    |       |
|---------------------------------------------------------------|-----------------------|----|-------|
|                                                               |                       | N  | %     |
| Cases                                                         | Valid                 | 53 | 100,0 |
|                                                               | Excluded <sup>a</sup> | 0  | ,0    |
|                                                               | Total                 | 53 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. |                       |    |       |

| Reliability Statistics |                                              |            |
|------------------------|----------------------------------------------|------------|
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,808                   | ,806                                         | 10         |

| Item-Total Statistics |                            |                                |                                  |                              |                                  |
|-----------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
|                       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X2.1                  | 41,0566                    | 12,439                         | ,328                             | ,275                         | ,807                             |
| X2.2                  | 41,0377                    | 11,575                         | ,460                             | ,376                         | ,794                             |
| X2.3                  | 41,3396                    | 10,190                         | ,638                             | ,626                         | ,771                             |
| X2.4                  | 41,0189                    | 11,711                         | ,494                             | ,432                         | ,790                             |
| X2.5                  | 41,0755                    | 11,917                         | ,505                             | ,393                         | ,790                             |
| X2.6                  | 41,2075                    | 10,052                         | ,645                             | ,633                         | ,770                             |
| X2.7                  | 41,0000                    | 12,346                         | ,441                             | ,522                         | ,796                             |
| X2.8                  | 40,9245                    | 12,571                         | ,360                             | ,327                         | ,803                             |
| X2.9                  | 41,0943                    | 11,972                         | ,487                             | ,453                         | ,791                             |
| X2.10                 | 41,0189                    | 11,711                         | ,494                             | ,451                         | ,790                             |

### Uji Validitas Dan Reliabilitas Variabel Lingkungan Kerja (X3)

| Case Processing Summary                                       |                       |    |       |
|---------------------------------------------------------------|-----------------------|----|-------|
|                                                               |                       | N  | %     |
| Cases                                                         | Valid                 | 53 | 100,0 |
|                                                               | Excluded <sup>a</sup> | 0  | ,0    |
|                                                               | Total                 | 53 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. |                       |    |       |

| Reliability Statistics |                                              |            |
|------------------------|----------------------------------------------|------------|
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,797                   | ,799                                         | 10         |

| Item-Total Statistics |                            |                                |                                  |                              |                                  |
|-----------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
|                       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X3.1                  | 40,4340                    | 10,173                         | ,644                             | ,561                         | ,756                             |
| X3.2                  | 40,3774                    | 11,009                         | ,519                             | ,458                         | ,774                             |
| X3.3                  | 40,3585                    | 11,581                         | ,432                             | ,306                         | ,784                             |
| X3.4                  | 40,3208                    | 11,645                         | ,411                             | ,414                         | ,786                             |
| X3.5                  | 40,3019                    | 11,561                         | ,401                             | ,354                         | ,787                             |
| X3.6                  | 40,3962                    | 11,628                         | ,297                             | ,470                         | ,803                             |
| X3.7                  | 40,2642                    | 11,313                         | ,503                             | ,524                         | ,776                             |
| X3.8                  | 40,1321                    | 11,271                         | ,502                             | ,360                         | ,776                             |
| X3.9                  | 40,1698                    | 11,798                         | ,462                             | ,457                         | ,782                             |
| X3.10                 | 40,3774                    | 10,586                         | ,562                             | ,450                         | ,768                             |

## Uji Validitas Dan Reliabilitas Variabel Kinerja Karyawan (Y)

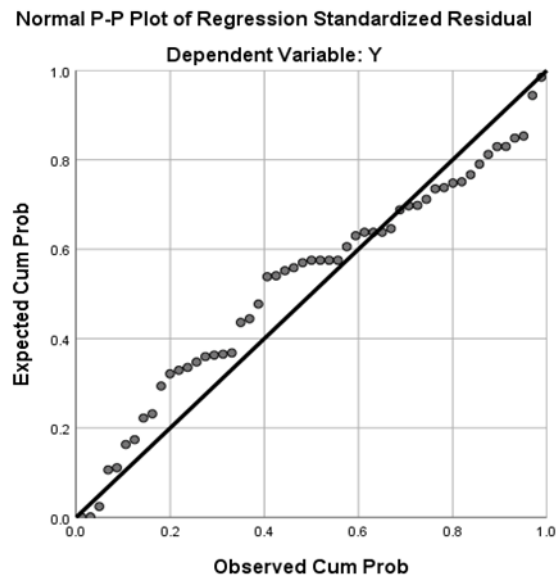
| Case Processing Summary                                       |                       |    |       |
|---------------------------------------------------------------|-----------------------|----|-------|
|                                                               |                       | N  | %     |
| Cases                                                         | Valid                 | 53 | 100,0 |
|                                                               | Excluded <sup>a</sup> | 0  | ,0    |
|                                                               | Total                 | 53 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. |                       |    |       |

| Reliability Statistics |                                              |            |
|------------------------|----------------------------------------------|------------|
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,851                   | ,844                                         | 10         |

| Item-Total Statistics |                            |                                |                                  |                              |                                  |
|-----------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
|                       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Y.1                   | 39,9434                    | 14,862                         | ,752                             | ,732                         | ,816                             |
| Y.2                   | 39,6604                    | 16,729                         | ,652                             | ,576                         | ,830                             |
| Y.3                   | 39,6792                    | 16,837                         | ,559                             | ,484                         | ,837                             |
| Y.4                   | 39,6415                    | 15,888                         | ,713                             | ,640                         | ,822                             |
| Y.5                   | 39,7547                    | 15,766                         | ,659                             | ,584                         | ,827                             |
| Y.6                   | 39,6981                    | 16,176                         | ,575                             | ,469                         | ,835                             |
| Y.7                   | 39,8491                    | 15,746                         | ,723                             | ,665                         | ,821                             |
| Y.8                   | 39,7736                    | 17,717                         | ,402                             | ,318                         | ,850                             |
| Y.9                   | 39,5094                    | 19,524                         | ,085                             | ,304                         | ,872                             |
| Y.10                  | 39,5094                    | 18,178                         | ,380                             | ,344                         | ,850                             |

## 2. Asumsi Klasik

### Uji Normalitas



### One-Sample Kolmogorov-Smirnov Test

| One-Sample Kolmogorov-Smirnov Test |                         |             |                         |
|------------------------------------|-------------------------|-------------|-------------------------|
|                                    |                         |             | Unstandardized Residual |
| N                                  |                         |             | 53                      |
| Normal Parameters <sup>a,b</sup>   | Mean                    |             | ,2830189                |
|                                    | Std. Deviation          |             | 2,95190021              |
| Most Extreme Differences           | Absolute                |             | ,118                    |
|                                    | Positive                |             | ,083                    |
|                                    | Negative                |             | -,118                   |
| Test Statistic                     |                         |             | ,118                    |
| Asymp. Sig. (2-tailed)             |                         |             | ,064 <sup>c</sup>       |
| Monte Carlo Sig. (2-tailed)        | Sig.                    |             | ,429 <sup>d</sup>       |
|                                    | 99% Confidence Interval | Lower Bound | ,416                    |
|                                    |                         | Upper Bound | ,442                    |
| a. Test distribution is Normal.    |                         |             |                         |
| b. Calculated from data.           |                         |             |                         |

c. Lilliefors Significance Correction.

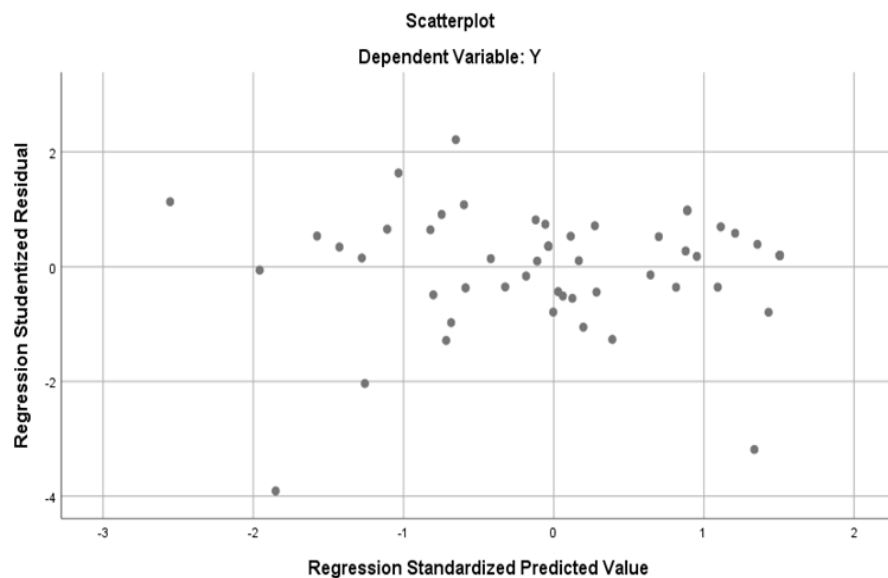
d. Based on 10000 sampled tables with starting seed 299883525.

## Uji Multikolinieritas

| Coefficients <sup>a</sup> |                             |            |                           |       |      |                         |       |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model                     | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. | Collinearity Statistics |       |
|                           | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| (Constant)                | 5,224                       | 5,640      |                           | ,926  | ,359 |                         |       |
| X1                        | ,301                        | ,194       | ,222                      | 2,754 | ,035 | ,381                    | 2,128 |
| X2                        | ,528                        | ,152       | ,439                      | 3,478 | ,001 | ,487                    | 2,055 |
| X3                        | ,265                        | ,173       | ,217                      | 1,533 | ,132 | ,389                    | 2,572 |

a. Dependent Variable: Y

## Uji Heteroskedastisitas



### C. Pengujian Hipotesis

#### Analisis Hubungan Antar Variabel

| Correlations                                                 |                     |        |        |        |        |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|
|                                                              |                     | X1     | X2     | X3     | Y      |
| X1                                                           | Pearson Correlation | 1      | ,675** | ,752** | ,681** |
|                                                              | Sig. (2-tailed)     |        | ,000   | ,000   | ,000   |
|                                                              | N                   | 53     | 53     | 53     | 53     |
| X2                                                           | Pearson Correlation | ,675** | 1      | ,666** | ,733** |
|                                                              | Sig. (2-tailed)     | ,000   |        | ,000   | ,000   |
|                                                              | N                   | 53     | 53     | 53     | 53     |
| X3                                                           | Pearson Correlation | ,752** | ,666** | 1      | ,676** |
|                                                              | Sig. (2-tailed)     | ,000   | ,000   |        | ,000   |
|                                                              | N                   | 53     | 53     | 53     | 53     |
| Y                                                            | Pearson Correlation | ,681** | ,733** | ,676** | 1      |
|                                                              | Sig. (2-tailed)     | ,000   | ,000   | ,000   |        |
|                                                              | N                   | 53     | 53     | 53     | 53     |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |

#### Koefisien Korelasi

| Model Summary <sup>b</sup>            |                   |          |                   |                            |
|---------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                 | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                     | ,794 <sup>a</sup> | ,630     | ,608              | 2,82499                    |
| a. Predictors: (Constant), X3, X2, X1 |                   |          |                   |                            |
| b. Dependent Variable: Y              |                   |          |                   |                            |

### Koefisien Determinasi (R<sup>2</sup>/R Square)

| Model Summary <sup>b</sup>            |                   |          |                   |                            |
|---------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                 | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                     | ,794 <sup>a</sup> | ,630     | ,608              | 2,82499                    |
| a. Predictors: (Constant), X3, X2, X1 |                   |          |                   |                            |
| b. Dependent Variable: Y              |                   |          |                   |                            |

### Regresi Liar Sederhana Variabel X1,X2,X3 Terhadap Y

| Model Summary <sup>b</sup>            |                   |          |                   |                            |
|---------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                 | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                     | ,794 <sup>a</sup> | ,630     | ,608              | 2,82499                    |
| a. Predictors: (Constant), X3, X2, X1 |                   |          |                   |                            |
| b. Dependent Variable: Y              |                   |          |                   |                            |

### Regresi Linear Berganda Variabel X1 Terhadap Y

| Coefficients <sup>a</sup> |            |                             |            |                           |       |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients | Sig.  |
|                           |            | B                           | Std. Error | Beta                      |       |
| 1                         | (Constant) | 3,046                       | 6,199      |                           | ,491  |
|                           | Komunikasi | ,923                        | ,139       | ,681                      | 6,643 |
| a. Dependent Variable: Y  |            |                             |            |                           |       |

### Regresi Linear Berganda Variabel X2 Terhadap Y

| Coefficients <sup>a</sup> |                |                             |            |                           |       |
|---------------------------|----------------|-----------------------------|------------|---------------------------|-------|
| Model                     |                | Unstandardized Coefficients |            | Standardized Coefficients | Sig.  |
|                           |                | B                           | Std. Error | Beta                      |       |
| 1                         | (Constant)     | 3,897                       | 5,240      |                           | ,744  |
|                           | Disiplin Kerja | ,881                        | ,114       | ,733                      | 7,701 |

a. Dependent Variable: Y

### Regresi Linear Berganda Variabel X3 Terhadap Y

| Coefficients <sup>a</sup> |                  |                             |            |                           |       |      |
|---------------------------|------------------|-----------------------------|------------|---------------------------|-------|------|
| Model                     |                  | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                           |                  | B                           | Std. Error | Beta                      |       |      |
| 1                         | (Constant)       | 7,083                       | 5,673      |                           | 1,249 | ,218 |
|                           | Lingkungan Kerja | ,827                        | ,126       | ,676                      | 6,549 | ,000 |

a. Dependent Variable: Y

### Regresi Liar Berganda Variabel X1, X2, X3 Terterhadap Y

| Coefficients <sup>a</sup> |            |                             |            |                           |       |      |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                           |            | B                           | Std. Error | Beta                      |       |      |
| 1                         | (Constant) | 5,224                       | 5,640      |                           | ,926  | ,359 |
|                           | X1         | ,301                        | ,194       | ,222                      | 2,754 | ,035 |
|                           | X2         | ,528                        | ,152       | ,439                      | 3,478 | ,001 |
|                           | X3         | ,265                        | ,173       | ,217                      | 1,533 | ,132 |

a. Dependent Variable: Y

### Uji T (Parsial)

| Coefficients <sup>a</sup> |            |                             |            |                           |       |      |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                           |            | B                           | Std. Error | Beta                      |       |      |
| 1                         | (Constant) | 5,224                       | 5,640      |                           | ,926  | ,359 |
|                           | X1         | ,301                        | ,194       | ,222                      | 2,754 | ,035 |
|                           | X2         | ,528                        | ,152       | ,439                      | 3,478 | ,001 |
|                           | X3         | ,265                        | ,173       | ,217                      | 1,533 | ,132 |

a. Dependent Variable: Y

### Uji F (Simultan)

| ANOVA <sup>a</sup>                    |            |                |    |             |        |                   |
|---------------------------------------|------------|----------------|----|-------------|--------|-------------------|
| Model                                 |            | Sum of Squares | Df | Mean Square | F      | Sig.              |
| 1                                     | Regression | 655,115        | 3  | 218,372     | 26,604 | ,000 <sup>b</sup> |
|                                       | Residual   | 402,206        | 49 | 8,208       |        |                   |
|                                       | Total      | 1057,321       | 52 |             |        |                   |
| a. Dependent Variable: Y              |            |                |    |             |        |                   |
| b. Predictors: (Constant), X3, X2, X1 |            |                |    |             |        |                   |



**R tabel**

| df = (N-2) | Tingkat signifikansi untuk uji satu arah |        |        |        |        |
|------------|------------------------------------------|--------|--------|--------|--------|
|            | 0.05                                     | 0.025  | 0.01   | 0.005  | 0.0005 |
|            | Tingkat signifikansi untuk uji dua arah  |        |        |        |        |
|            | 0.1                                      | 0.05   | 0.02   | 0.01   | 0.001  |
| 1          | 0.9877                                   | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2          | 0.9000                                   | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3          | 0.8054                                   | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4          | 0.7293                                   | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5          | 0.6694                                   | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6          | 0.6215                                   | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7          | 0.5822                                   | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8          | 0.5494                                   | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9          | 0.5214                                   | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10         | 0.4973                                   | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11         | 0.4762                                   | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12         | 0.4575                                   | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13         | 0.4409                                   | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14         | 0.4259                                   | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15         | 0.4124                                   | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16         | 0.4000                                   | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17         | 0.3887                                   | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18         | 0.3783                                   | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19         | 0.3687                                   | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20         | 0.3598                                   | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21         | 0.3515                                   | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22         | 0.3438                                   | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23         | 0.3365                                   | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24         | 0.3297                                   | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25         | 0.3233                                   | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26         | 0.3172                                   | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27         | 0.3115                                   | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28         | 0.3061                                   | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29         | 0.3009                                   | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30         | 0.2960                                   | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31         | 0.2913                                   | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32         | 0.2869                                   | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33         | 0.2826                                   | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34         | 0.2785                                   | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35         | 0.2746                                   | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36         | 0.2709                                   | 0.3202 | 0.3760 | 0.4128 | 0.5126 |

|    |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|
| 37 | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38 | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39 | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40 | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41 | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42 | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43 | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44 | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45 | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46 | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47 | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48 | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49 | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50 | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |
| 51 | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52 | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53 | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54 | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55 | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56 | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57 | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58 | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59 | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60 | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61 | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62 | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63 | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64 | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65 | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| 66 | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| 67 | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| 68 | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| 69 | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| 70 | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| 71 | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| 72 | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| 73 | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| 74 | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| 75 | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| 76 | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| 77 | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |

|     |        |        |        |        |        |
|-----|--------|--------|--------|--------|--------|
| 78  | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| 79  | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| 80  | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| 81  | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| 82  | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| 83  | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| 84  | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| 85  | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| 86  | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| 87  | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| 88  | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| 89  | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| 90  | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| 91  | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| 92  | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| 93  | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| 94  | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| 95  | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| 96  | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| 97  | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| 98  | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| 99  | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| 100 | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

**T Tabel**

| df \ Pr | 0.25    | 0.10    | 0.05    | 0.025    | 0.01     | 0.005    | 0.001     |
|---------|---------|---------|---------|----------|----------|----------|-----------|
|         | 0.50    | 0.20    | 0.10    | 0.050    | 0.02     | 0.010    | 0.002     |
| 1       | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| 2       | 0.81650 | 1.88562 | 2.91999 | 4.30265  | 6.96456  | 9.92484  | 22.32712  |
| 3       | 0.76489 | 1.63774 | 2.35336 | 3.18245  | 4.54070  | 5.84091  | 10.21453  |
| 4       | 0.74070 | 1.53321 | 2.13185 | 2.77645  | 3.74695  | 4.60409  | 7.17318   |
| 5       | 0.72669 | 1.47588 | 2.01505 | 2.57058  | 3.36493  | 4.03214  | 5.89343   |
| 6       | 0.71756 | 1.43976 | 1.94318 | 2.44691  | 3.14267  | 3.70743  | 5.20763   |
| 7       | 0.71114 | 1.41492 | 1.89458 | 2.36462  | 2.99795  | 3.49948  | 4.78529   |
| 8       | 0.70639 | 1.39682 | 1.85955 | 2.30600  | 2.89646  | 3.35539  | 4.50079   |
| 9       | 0.70272 | 1.38303 | 1.83311 | 2.26216  | 2.82144  | 3.24984  | 4.29681   |
| 10      | 0.69981 | 1.37218 | 1.81246 | 2.22814  | 2.76377  | 3.16927  | 4.14370   |
| 11      | 0.69745 | 1.36343 | 1.79588 | 2.20099  | 2.71808  | 3.10581  | 4.02470   |
| 12      | 0.69548 | 1.35622 | 1.78229 | 2.17881  | 2.68100  | 3.05454  | 3.92963   |
| 13      | 0.69383 | 1.35017 | 1.77093 | 2.16037  | 2.65031  | 3.01228  | 3.85198   |
| 14      | 0.69242 | 1.34503 | 1.76131 | 2.14479  | 2.62449  | 2.97684  | 3.78739   |
| 15      | 0.69120 | 1.34061 | 1.75305 | 2.13145  | 2.60248  | 2.94671  | 3.73283   |
| 16      | 0.69013 | 1.33676 | 1.74588 | 2.11991  | 2.58349  | 2.92078  | 3.68615   |
| 17      | 0.68920 | 1.33338 | 1.73961 | 2.10982  | 2.56693  | 2.89823  | 3.64577   |
| 18      | 0.68836 | 1.33039 | 1.73406 | 2.10092  | 2.55238  | 2.87844  | 3.61048   |
| 19      | 0.68762 | 1.32773 | 1.72913 | 2.09302  | 2.53948  | 2.86093  | 3.57940   |
| 20      | 0.68695 | 1.32534 | 1.72472 | 2.08596  | 2.52798  | 2.84534  | 3.55181   |
| 21      | 0.68635 | 1.32319 | 1.72074 | 2.07961  | 2.51765  | 2.83136  | 3.52715   |
| 22      | 0.68581 | 1.32124 | 1.71714 | 2.07387  | 2.50832  | 2.81876  | 3.50499   |
| 23      | 0.68531 | 1.31946 | 1.71387 | 2.06866  | 2.49987  | 2.80734  | 3.48496   |
| 24      | 0.68485 | 1.31784 | 1.71088 | 2.06390  | 2.49216  | 2.79694  | 3.46678   |
| 25      | 0.68443 | 1.31635 | 1.70814 | 2.05954  | 2.48511  | 2.78744  | 3.45019   |
| 26      | 0.68404 | 1.31497 | 1.70562 | 2.05553  | 2.47863  | 2.77871  | 3.43500   |
| 27      | 0.68368 | 1.31370 | 1.70329 | 2.05183  | 2.47266  | 2.77068  | 3.42103   |
| 28      | 0.68335 | 1.31253 | 1.70113 | 2.04841  | 2.46714  | 2.76326  | 3.40816   |
| 29      | 0.68304 | 1.31143 | 1.69913 | 2.04523  | 2.46202  | 2.75639  | 3.39624   |
| 30      | 0.68276 | 1.31042 | 1.69726 | 2.04227  | 2.45726  | 2.75000  | 3.38518   |
| 31      | 0.68249 | 1.30946 | 1.69552 | 2.03951  | 2.45282  | 2.74404  | 3.37490   |
| 32      | 0.68223 | 1.30857 | 1.69389 | 2.03693  | 2.44868  | 2.73848  | 3.36531   |
| 33      | 0.68200 | 1.30774 | 1.69236 | 2.03452  | 2.44479  | 2.73328  | 3.35634   |
| 34      | 0.68177 | 1.30695 | 1.69092 | 2.03224  | 2.44115  | 2.72839  | 3.34793   |
| 35      | 0.68156 | 1.30621 | 1.68957 | 2.03011  | 2.43772  | 2.72381  | 3.34005   |
| 36      | 0.68137 | 1.30551 | 1.68830 | 2.02809  | 2.43449  | 2.71948  | 3.33262   |
| 37      | 0.68118 | 1.30485 | 1.68709 | 2.02619  | 2.43145  | 2.71541  | 3.32563   |
| 38      | 0.68100 | 1.30423 | 1.68595 | 2.02439  | 2.42857  | 2.71156  | 3.31903   |
| 39      | 0.68083 | 1.30364 | 1.68488 | 2.02269  | 2.42584  | 2.70791  | 3.31279   |
| 40      | 0.68067 | 1.30308 | 1.68385 | 2.02108  | 2.42326  | 2.70446  | 3.30688   |
| 41      | 0.68052 | 1.30254 | 1.68288 | 2.01954  | 2.42080  | 2.70118  | 3.30127   |
| 42      | 0.68038 | 1.30204 | 1.68195 | 2.01808  | 2.41847  | 2.69807  | 3.29595   |
| 43      | 0.68024 | 1.30155 | 1.68107 | 2.01669  | 2.41625  | 2.69510  | 3.29089   |
| 44      | 0.68011 | 1.30109 | 1.68023 | 2.01537  | 2.41413  | 2.69228  | 3.28607   |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 45 | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| 46 | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| 47 | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| 48 | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| 49 | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| 50 | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| 51 | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| 52 | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| 53 | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| 54 | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| 55 | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| 56 | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| 57 | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| 58 | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| 59 | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| 60 | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| 61 | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| 62 | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| 63 | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| 64 | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| 65 | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| 66 | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| 67 | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| 68 | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| 69 | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| 70 | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| 71 | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| 72 | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| 73 | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| 74 | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| 75 | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| 76 | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| 77 | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| 78 | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| 79 | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| 80 | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |
| 81 | 0.67753 | 1.29209 | 1.66388 | 1.98969 | 2.37327 | 2.63790 | 3.19392 |
| 82 | 0.67749 | 1.29196 | 1.66365 | 1.98932 | 2.37269 | 2.63712 | 3.19262 |
| 83 | 0.67746 | 1.29183 | 1.66342 | 1.98896 | 2.37212 | 2.63637 | 3.19135 |
| 84 | 0.67742 | 1.29171 | 1.66320 | 1.98861 | 2.37156 | 2.63563 | 3.19011 |
| 85 | 0.67739 | 1.29159 | 1.66298 | 1.98827 | 2.37102 | 2.63491 | 3.18890 |
| 86 | 0.67735 | 1.29147 | 1.66277 | 1.98793 | 2.37049 | 2.63421 | 3.18772 |
| 87 | 0.67732 | 1.29136 | 1.66256 | 1.98761 | 2.36998 | 2.63353 | 3.18657 |
| 88 | 0.67729 | 1.29125 | 1.66235 | 1.98729 | 2.36947 | 2.63286 | 3.18544 |
| 89 | 0.67726 | 1.29114 | 1.66216 | 1.98698 | 2.36898 | 2.63220 | 3.18434 |
| 90 | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 |
| 91 | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 |
| 92 | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 |
| 93 | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 |
| 94 | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 |
| 95 | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 |

|            |         |         |         |         |         |         |         |
|------------|---------|---------|---------|---------|---------|---------|---------|
| <b>96</b>  | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 |
| <b>97</b>  | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 |
| <b>98</b>  | 0.67700 | 1.29025 | 1.66055 | 1.98447 | 2.36500 | 2.62693 | 3.17549 |
| <b>99</b>  | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 |
| <b>100</b> | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 |



**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  |
| 16                     | 4.49                    | 3.63  | 3.24  | 3.01  | 2.85  | 2.74  | 2.66  | 2.59  | 2.54  | 2.49  | 2.46  | 2.42  | 2.40  | 2.37  | 2.35  |
| 17                     | 4.45                    | 3.59  | 3.20  | 2.96  | 2.81  | 2.70  | 2.61  | 2.55  | 2.49  | 2.45  | 2.41  | 2.38  | 2.35  | 2.33  | 2.31  |
| 18                     | 4.41                    | 3.55  | 3.16  | 2.93  | 2.77  | 2.66  | 2.58  | 2.51  | 2.46  | 2.41  | 2.37  | 2.34  | 2.31  | 2.29  | 2.27  |
| 19                     | 4.38                    | 3.52  | 3.13  | 2.90  | 2.74  | 2.63  | 2.54  | 2.48  | 2.42  | 2.38  | 2.34  | 2.31  | 2.28  | 2.26  | 2.23  |
| 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  |
| 21                     | 4.32                    | 3.47  | 3.07  | 2.84  | 2.68  | 2.57  | 2.49  | 2.42  | 2.37  | 2.32  | 2.28  | 2.25  | 2.22  | 2.20  | 2.18  |
| 22                     | 4.30                    | 3.44  | 3.05  | 2.82  | 2.66  | 2.55  | 2.46  | 2.40  | 2.34  | 2.30  | 2.26  | 2.23  | 2.20  | 2.17  | 2.15  |
| 23                     | 4.28                    | 3.42  | 3.03  | 2.80  | 2.64  | 2.53  | 2.44  | 2.37  | 2.32  | 2.27  | 2.24  | 2.20  | 2.18  | 2.15  | 2.13  |
| 24                     | 4.26                    | 3.40  | 3.01  | 2.78  | 2.62  | 2.51  | 2.42  | 2.36  | 2.30  | 2.25  | 2.22  | 2.18  | 2.15  | 2.13  | 2.11  |
| 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  |
| 26                     | 4.23                    | 3.37  | 2.98  | 2.74  | 2.59  | 2.47  | 2.39  | 2.32  | 2.27  | 2.22  | 2.18  | 2.15  | 2.12  | 2.09  | 2.07  |
| 27                     | 4.21                    | 3.35  | 2.96  | 2.73  | 2.57  | 2.46  | 2.37  | 2.31  | 2.25  | 2.20  | 2.17  | 2.13  | 2.10  | 2.08  | 2.06  |
| 28                     | 4.20                    | 3.34  | 2.95  | 2.71  | 2.56  | 2.45  | 2.36  | 2.29  | 2.24  | 2.19  | 2.15  | 2.12  | 2.09  | 2.06  | 2.04  |
| 29                     | 4.18                    | 3.33  | 2.93  | 2.70  | 2.55  | 2.43  | 2.35  | 2.28  | 2.22  | 2.18  | 2.14  | 2.10  | 2.08  | 2.05  | 2.03  |
| 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  |
| 35                     | 4.12                    | 3.27  | 2.87  | 2.64  | 2.49  | 2.37  | 2.29  | 2.22  | 2.16  | 2.11  | 2.07  | 2.04  | 2.01  | 1.99  | 1.96  |
| 36                     | 4.11                    | 3.26  | 2.87  | 2.63  | 2.48  | 2.36  | 2.28  | 2.21  | 2.15  | 2.11  | 2.07  | 2.03  | 2.00  | 1.98  | 1.95  |
| 37                     | 4.11                    | 3.25  | 2.86  | 2.63  | 2.47  | 2.36  | 2.27  | 2.20  | 2.14  | 2.10  | 2.06  | 2.02  | 2.00  | 1.97  | 1.95  |
| 38                     | 4.10                    | 3.24  | 2.85  | 2.62  | 2.46  | 2.35  | 2.26  | 2.19  | 2.14  | 2.09  | 2.05  | 2.02  | 1.99  | 1.96  | 1.94  |
| 39                     | 4.09                    | 3.24  | 2.85  | 2.61  | 2.46  | 2.34  | 2.26  | 2.19  | 2.13  | 2.08  | 2.04  | 2.01  | 1.98  | 1.95  | 1.93  |
| 40                     | 4.08                    | 3.23  | 2.84  | 2.61  | 2.45  | 2.34  | 2.25  | 2.18  | 2.12  | 2.08  | 2.04  | 2.00  | 1.97  | 1.95  | 1.92  |
| 41                     | 4.08                    | 3.23  | 2.83  | 2.60  | 2.44  | 2.33  | 2.24  | 2.17  | 2.12  | 2.07  | 2.03  | 2.00  | 1.97  | 1.94  | 1.92  |
| 42                     | 4.07                    | 3.22  | 2.83  | 2.59  | 2.44  | 2.32  | 2.24  | 2.17  | 2.11  | 2.06  | 2.03  | 1.99  | 1.96  | 1.94  | 1.91  |

|    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |
| 46 | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| 47 | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| 48 | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 49 | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 50 | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| 51 | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| 52 | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| 53 | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 54 | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 55 | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| 56 | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 57 | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 58 | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| 59 | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| 60 | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| 61 | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| 62 | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| 63 | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 64 | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 65 | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| 66 | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| 67 | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 68 | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 69 | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| 70 | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| 71 | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| 72 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 73 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 74 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| 75 | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| 76 | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 77 | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 78 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| 79 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| 80 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| 81 | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| 82 | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 83 | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 84 | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 85 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 86 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| 87 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| 88 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| 89 | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 90 | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 91 | 3.95 | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 92 | 3.94 | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 93 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 94 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.77 |
| 95 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.82 | 1.80 | 1.77 |
| 96 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |

|            |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| <b>97</b>  | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| <b>98</b>  | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| <b>99</b>  | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| <b>100</b> | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |





