

LAMPIRAN

Lampiran 1

Data Responden

Nama	Usia	Jenis Kelamin	Pendidikan Terakhir	Masa Kerja
ETIKA AGRIANITA	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
KARTO	25 - 30 Tahun	Laki - Laki	S1	> 5 Tahun
ROSA PUTRI	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
NURLAILYAH	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
ALVIAN SANTOSA	25 - 30 Tahun	Laki - Laki	S1	< 5 Tahun
SUMLATI	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
RAINA PANGESTIKA	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
DIMAS PANDU R	25 - 30 Tahun	Laki - Laki	S1	> 5 Tahun
MIRA NUR AIDA	31 - 35 Tahun	Perempuan	S1	> 5 Tahun
AGUNG DERMAWAN	25 - 30 Tahun	Laki - Laki	S1	< 5 Tahun
ALVERINA CENDRAKASIH	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
ERLIN RETNO W	36 - 40 Tahun	Perempuan	S1	> 5 Tahun
THERESIA WAHYU DIANTI	25 - 30 Tahun	Perempuan	S1	> 5 Tahun
AHMAR FAHRUR R	25 - 30 Tahun	Laki - Laki	S1	< 5 Tahun
YONO	31 - 35 Tahun	Laki - Laki	S1	< 5 Tahun
NURHAYATI	31 - 35 Tahun	Perempuan	S1	> 5 Tahun
ANITA ARDHIANA	31 - 35 Tahun	Perempuan	S1	> 5 Tahun
SURYANINGSIH	31 - 35 Tahun	Perempuan	S1	> 5 Tahun
ALI ATHONTHOWI	25 - 30 Tahun	Laki - Laki	S1	< 5 Tahun
ANSORI	25 - 30 Tahun	Laki - Laki	S1	> 5 Tahun
RINDA ARDILA M	25 - 30 Tahun	Perempuan	S1	> 5 Tahun
FADHILAH ROVIYANTI	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
PUJI HERMAWAN	36 - 40 Tahun	Laki - Laki	S1	< 5 Tahun
ANNABEL SHANAZ H	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
NANANG	25 - 30 Tahun	Laki - Laki	S1	< 5 Tahun
ANISA	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
MUIN	25 - 30 Tahun	Perempuan	S1	< 5 Tahun
SURAHMAT	31 - 35 Tahun	Laki - Laki	S1	> 5 Tahun
ARIE SETYONO	>40 Tahun	Laki - Laki	S1	> 5 Tahun
ERWANTO	25 - 30 Tahun	Laki - Laki	S1	< 5 Tahun
WEBIA YUNG	25 - 30 Tahun	Perempuan	S1	< 5 Tahun

Lampiran 2
Kuesioner Penelitian diisi oleh Karyawan

KUESIONER PENELITIAN

PENGARUH BUDAYA ORGANISASI, KUALITAS KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA KARYAWAN BPJS KETENAGAKERJAAN CABANG SURABAYA TANJUNG PERAK

Pernyataan yang ada didalam kuesioner ini hanya untuk data penelitian dalam rangka menyusun skripsi. Oleh karena itu saya mengharapkan Bapak/Ibu agar mengisi kuesioner ini sesuai dengan keadaan yang sebenarnya.

Keberhasilan saya dalam melakukan penelitian ini tidak lepas dari partisipasi Bapak/Ibu semua. Jawaban yang Bapak/Ibu berikan akan saya jamin kerahasiaannya, karena semata-mata hanya untuk kepentingan akademik.

Identitas Responden

1. Nama :
2. Usia :
3. Jenis kelamin :
4. Pendidikan :
5. Masa kerja :

Petunjuk Pengisian

1. Isilah data diri anda sebelum melakukan pengisian kuesioner
2. Beri tanda (\surd) pada salah satu pilihan jawaban yang sesuai dengan pendapat anda
3. Pilih hanya satu jawaban untuk setiap pertanyaan
4. Keterangan :

Sangat Setuju	5
Setuju	4
Netral	3
Tidak Setuju	2
Sangat Tidak Setuju	1

A. Variabel Budaya Organisasi (X₁)

No	Indikator Variabel	SS	S	N	TS	STS
Norma						
1	Karyawan mampu untuk menjalankan norma – norma yang sudah di berikan oleh atasan (norma perintah dan larangan)					
2	Norma yang ada pada perusahaan wajib ditaati semua karyawan					
Aturan						
1	Pemimpin saya memberikan aturan SOP yang ada di dalam perusahaan saya dengan jelas dan mudah dimengerti					
2	Karyawan mampu menjalankan aturan SOP yang ada di dalam perusahaan					
Nilai Dominan						
1	Nilai dominan sangat penting diberikan kepada karyawan yang memiliki skill dan attitude yang baik					
2	Jika ingin memiliki nilai dominan, karyawan seharusnya bekerja dengan baik					
Iklm Organisasi						
1	Iklm organisasi dalam perusahaan saya menggambarkan suasana lingkungan organisasi yang tenang dan nyaman					
2	Iklm organisasi kerja saya sudah mendukung suasana dalam bekerja					

B. Variabel Kualitas Kerja (X₂)

No	Pernyataan	SS	S	N	TS	STS
Kemampuan Karyawan						
1	Perusahaan memberikan kesempatan untuk mengeluarkan kemampuan terbaik saya					
2	Perusahaan memberikan kesempatan untuk mengembangkan kemampuan terbaik saya					
Keterampilan Karyawan						
1	Perusahaan menciptakan pengembangan keterampilan setiap karyawan					
2	Perusahaan mengapresiasi setiap keterampilan karyawan					
Kedisiplinan Karyawan						
1	Perusahaan menciptakan keadaan yang sesuai dengan kondisi kerja karyawan					
2	Perusahaan menciptakan peraturan yang harus dipatuhi					

C. Variabel Lingkungan Kerja (X₃)

No	Pernyataan	SS	S	N	TS	STS
Penerangan Cahaya						
1	Cahaya di ruangan kerja saya tersedia cukup baik					
2	Penerangan yang ada (sinar matahari dan listrik) di ruang kerja telah sesuai dengan kebutuhan					
Suhu Udara						
1	Suhu ditempat kerja saya membuat saya merasa nyaman dalam bekerja					
2	Kelembapan ditempat kerja tidak memengaruhi saya dalam bekerja					
Sirkulasi Udara						
1	Sirkulasi udara di ruang kerja memberikan kenyamanan pada saya selama bekerja					
2	Ventilasi udara ditempat kerja sudah cukup baik					
Ukuran Ruang Kerja						
1	Ukuran ruang kerja saya sudah mendukung suasana dalam bekerja					
2	Ukuran ruang kerja saya cukup besar, sehingga					

	saya bisa menyimpan berkas – berkas penting.					
Tata Letak Ruang Kerja						
1	Tata letak ruang kerja saya sudah mendukung suasana dalam bekerja					
2	Tata letak peralatan kerja seperti meja, kursi dll tersusun rapi di ruang kerja					
Fasilitas						
1	Fasilitas yang disediakan perusahaan telah sesuai dengan yang saya lakukan					
2	Fasilitas (kipas/AC) ditempat kerja saya sudah mendukung untuk menjaga temperature ditempat saya bekerja					
Kebersihan						
1	Saya ikut serta menjaga kebersihan di tempat kerja					
2	Tempat kerja saya tidak terdapat bau-bauan yang tidak sedap					
Keamanan						
1	Keamanan di tempat kerja sudah mampu membuat saya bekerja dengan tenang					
2	Satuan keamanan tempat kerja saya sudah bekerja dengan baik sehingga saya merasa aman					
Suara Bising						
1	Tidak ada suara bising di tempat kerja yang mengganggu konsentrasi saya dalam bekerja					
2	Saya dapat berkonsentrasi dengan baik karena jauh dari kebisingan					
Penggunaan Warna						
1	Warna dinding ruangan kerja saya mendukung suasana dalam bekerja					
2	Tata warna di tempat kerja sudah dirasa cocok					
Musik ditempat kerja						
1	Musik yang nadanya lembut membuat saya nyaman dalam bekerja					
2	Saya diberi kebebasan menyetel music saat bekerja					
Peralatan Kerja yang Memadai						

1	Peralatan yang ada di ruangan kerja saya sudah memadai					
2	Peralatan yang ada di ruangan kerja selalu terjaga dengan bersih					
Privasi Ruang Kerja						
1	Privasi ruang kerja saya sangat mendukung suasana dalam bekerja					
2	Privasi ruang kerja sudah memadai di tempat kerja					
Hubungan kerja antara bawahan dan atasan						
1	Hubungan atasan dan bawah berlangsung baik					
2	Pimpinan saya selalu memberi arahan sebelum melakukan pekerjaan					
Hubungan kerja antar rekan kerja						
1	Saya menjalin hubungan baik dengan karyawan lain					
2	Saya tidak mempunyai konflik dengan sesama karyawan					

Lampiran 3**Kuesioner Penelitian diisi oleh Kepala Bagian****KUESIONER PENELITIAN**

**PENGARUH BUDAYA ORGANISASI, KUALITAS KERJA DAN
LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA
KARYAWAN BPJS KETENAGAKERJAAN CABANG SURABAYA
TANJUNG PERAK**

Pernyataan yang ada didalam kuesioner ini hanya untuk data penelitian dalam rangka menyusun skripsi. Oleh karena itu saya mengharapkan Bapak/Ibu agar mengisi kuesioner ini sesuai dengan keadaan yang sebenarnya.

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Identitas yang dinilai

1. Nama :
2. Usia :
3. Jenis kelamin : Laki-laki/Perempuan
4. Pendidikan :
5. Masa kerja :

Petunjuk Pengisian

1. Isilah data diri anda sebelum melakukan pengisian kuesioner
2. Beri tanda (\surd) pada salah satu pilihan jawaban yang sesuai dengan pendapat anda
3. Pilih hanya satu jawaban untuk setiap pertanyaan
4. Keterangan :

Sangat Setuju	5
Setuju	4
Netral	3
Tidak Setuju	2
Sangat Tidak Setuju	1

A. Variabel Kinerja Karyawan (Y)

No	Indikator Variabel	SS	S	N	TS	STS
Kualitas Kerja						
1	Karyawan yang namanya tertera diatas memiliki kemampuan dan kualitas kerja yang cukup baik					
2	Karyawan yang namanya tertera diatas memiliki hasil kerja yang berkualitas sesuai dengan standar perusahaan					
Kuantitas Kerja						
1	Karyawan yang namanya tertera diatas mampu menyelesaikan tugas dengan tepat waktu					
2	Karyawan yang namanya tertera diatas mampu mengerjakan tugas sesuai dengan target yang ditentukan					
Tanggung Jawab						
1	Karyawan yang namanya tertera diatas menggunakan dan memelihara dengan baik barang milik perusahaan.					
2	Karyawan yang namanya tertera diatas mampu bekerja dengan penuh rasa tanggung jawab					
Disiplin Kerja						
1	Karyawan yang namanya tertera diatas selalu mematuhi peraturan perusahaan					
2	Karyawan yang namanya tertera diatas mampu bekerja dengan disiplin dan tepat waktu					
Prestasi Kerja						
1	Karyawan yang namanya tertera diatas memiliki prestasi kerja baik dan berhak mendapatkan reward					
2	Karyawan yang namanya tertera diatas memiliki komitmen kerja yang tinggi dan prestasi kerja baik sesuai standar perusahaan					

30	5	5	4	4	4	4	4	4	34
31	5	5	4	5	4	5	4	5	37

Kualitas Kerja (X2)

Responden	KUALITAS KERJA						TOTAL X2
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
1	5	5	4	4	5	5	28
2	5	5	5	4	4	5	28
3	4	4	4	4	4	4	24
4	4	4	4	4	4	4	24
5	4	5	2	4	3	3	21
6	4	4	4	4	4	4	24
7	4	5	5	5	5	5	29
8	5	5	5	4	4	4	27
9	4	5	4	5	5	4	27
10	5	4	5	5	5	5	29
11	4	4	4	3	3	3	21
12	5	4	3	2	1	5	20
13	5	5	2	3	4	2	21
14	4	5	4	4	4	5	26
15	4	4	5	5	4	4	26
16	5	5	5	5	5	5	30
17	5	5	5	5	5	5	30
18	3	3	3	3	3	3	18
19	4	5	4	4	4	5	26
20	5	5	5	5	4	4	28
21	4	4	4	4	4	4	24
22	5	5	5	5	4	5	29
23	5	3	2	2	5	3	20
24	5	5	5	5	4	5	29
25	4	4	4	5	5	4	26
26	4	5	4	5	4	5	27
27	4	5	4	5	4	5	27
28	5	5	4	5	4	5	28

12	5	4	4	5	5	3	3	4	4	3	40
13	5	4	5	3	2	5	2	4	5	2	37
14	5	4	4	4	4	5	4	4	4	5	43
15	4	5	5	5	4	5	3	3	3	4	41
16	5	5	4	5	5	4	5	5	4	5	47
17	4	4	5	5	5	5	5	5	5	5	48
18	4	4	4	4	4	4	4	4	4	4	40
19	5	5	5	5	5	5	5	5	5	5	50
20	5	5	3	5	4	5	4	4	5	4	44
21	4	4	4	4	4	4	4	4	4	4	40
22	5	5	5	5	5	5	5	5	5	5	50
23	5	3	2	3	5	5	5	5	5	5	43
24	5	5	5	4	4	4	4	5	5	4	45
25	4	4	4	5	5	5	5	5	5	5	47
26	4	5	4	4	4	5	4	5	4	5	44
27	4	4	5	5	4	5	5	4	5	4	45
28	4	4	5	5	4	4	5	5	5	4	45
29	5	5	5	5	5	5	5	5	5	5	50
30	4	4	4	4	4	4	4	4	4	4	40
31	5	4	4	4	4	5	4	4	5	4	43

Lampiran 5
Uji Validitas

Budaya Organisasi (X1)

		X1.1	X 1. 2	X 1. 3	X 1. 4	X 1. 5	X 1. 6	X1.7	X 1. 8	TOTAL _X1
X1 .1	Pearson Correlati on	1	.340	.224	.337	.298	.468 **	.58 0**	.102	.205
	Si g. (2- tai le d)		.061	.226	.064	.104	.008	.001	.584	.268
	N	31	31	31	31	31	31	31	31	31
X1 .2	Pearson Correlati on	.340	1	.479 **	.223	.008	.207	.53 0**	.364 *	.411 [*]
	Sig. (2- tailed)	.061		.006	.228	.965	.263	.002	.044	.022
	N	31	31	31	31	31	31	31	31	31
X1 .3	Pearson Correlati on	.224	.479 **	1	.383 *	.375 *	.507 **	.72 7**	.688 **	.365 [*]
	Sig. (2- tailed)	.226	.006		.033	.038	.004	.000	.000	.044
	N	31	31	31	31	31	31	31	31	31
X1 .4	Pearson Correlati on	.337	.223	.383 *	1	.602 **	.764 **	.78 0**	.674 **	.025
	Sig. (2- tailed)	.064	.228	.033		.000	.000	.000	.000	.893

	N	31	31	31	31	31	31	31	31	31
X1 .5	Pearson Correlation	.102	.364 *	.688 **	.674 **	.493 **	.644 **	.793 **	1	.229
	Sig. (2- tailed)	.584	.044	.000	.000	.005	.000	.000		.216
	N	31	31	31	31	31	31	31	31	31
X1 .6	Pearson Correlation	.205	.411 *	.365 *	.025	.030	.189	.427 *	.229	1
	Sig. (2- tailed)	.268	.022	.044	.893	.873	.308	.017	.216	
	N	31	31	31	31	31	31	31	31	31
X1 .7	Pearson Correlation	.298	.008	.375 *	.602 **	1	.530 **	.641 **	.493 **	.030
	Sig. (2- tailed)	.104	.965	.038	.000		.002	.000	.005	.873
	N	31	31	31	31	31	31	31	31	31
X1 .8	Pearson Correlation	.468 **	.207	.507 **	.764 **	.530 **	1	.832 **	.644 **	.189
	Sig. (2- tailed)	.008	.263	.004	.000	.002		.000	.000	.308
	N	31	31	31	31	31	31	31	31	31

X1.1		X 1. 2	X 1. 3	X 1. 4	X 1. 5	X 1. 6	X 1. 7	X 1. 8	TOTAL _X1	
TOTAL _X1	Pearson Correlation	.580 **	.530 **	.727 **	.780 **	.641 **	.832 **	1	.793 **	.427*

	Sig. (2-tailed)	.001	.002	.000	.000	.000	.000		.000	.017
	N	31	31	31	31	31	31	31	31	31

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

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

Kualitas Kerja

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTAL_X2
X2.1	Pearson Correlation	1	.367*	.234	.031	.422*	.157	.284
	Sig. (2-tailed)		.043	.205	.867	.018	.399	.121
	N	31	31	31	31	31	31	31
X2.2	Pearson Correlation	.367*	1	.416*	.570*	.682*	.191	.453*
	Sig. (2-tailed)	.043		.020	.001	.000	.304	.011
	N	31	31	31	31	31	31	31
X2.3	Pearson Correlation	.234	.416*	1	.715*	.838*	.339	.641**
	Sig. (2-tailed)	.205	.020		.000	.000	.062	.000
	N	31	31	31	31	31	31	31
X2.4	Pearson Correlation	.031	.570*	.715*	1	.851*	.523*	.548**
	Sig. (2-tailed)	.867	.001	.000		.000	.003	.001
	N	31	31	31	31	31	31	31

X2.5	Pearson Correlation	.157	.191	.339	.523*	.587*	1	.172
	Sig. (2-tailed)	.399	.304	.062	.003	.001		.355
	N	31	31	31	31	31	31	31
X2.6	Pearson Correlation	.284	.453*	.641*	.548*	.757*	.172	1
	Sig. (2-tailed)	.121	.011	.000	.001	.000	.355	
	N	31	31	31	31	31	31	31

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTAL_X2
TOTAL_X2	Pearson Correlation	.422*	.682*	.838*	.851*	.427*	.587*	1
	Sig. (2-tailed)	.018	.000	.000	.000	.017	.001	
	N	31	31	31	31	31	31	31

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

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

Lingkungan Kerja

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6
X3.1	Pearson Correlation	1	.365*	.063	-.097	.203	.145
	Sig. (2-tailed)		.043	.738	.604	.274	.436
	N	31	31	31	31	31	31
X3.2	Pearson Correlation	.365*	1	.393*	.420*	.229	.478**

	Sig. (2-tailed)	.043		.029	.019	.214	.007
	N	31	31	31	31	31	31
X3.3	Pearson Correlation	.063	.393*	1	.445*	.270	.455*
	Sig. (2-tailed)	.738	.029		.012	.141	.010
	N	31	31	31	31	31	31
X3.4	Pearson Correlation	-.097	.420*	.445*	1	.443*	.200
	Sig. (2-tailed)	.604	.019	.012		.013	.282
	N	31	31	31	31	31	31
X3.5	Pearson Correlation	.203	.229	.270	.443*	1	.072
	Sig. (2-tailed)	.274	.214	.141	.013		.701
	N	31	31	31	31	31	31
X3.6	Pearson Correlation	.145	.478**	.455*	.200	.072	1
	Sig. (2-tailed)	.436	.007	.010	.282	.701	
	N	31	31	31	31	31	31
X3.7	Pearson Correlation	.096	.410*	.553**	.512**	.286	.697**
	Sig. (2-tailed)	.608	.022	.001	.003	.118	.000
	N	31	31	31	31	31	31
X3.8	Pearson Correlation	.127	.340	.688**	.624**	.442*	.451*
	Sig. (2-tailed)	.497	.062	.000	.000	.013	.011
	N	31	31	31	31	31	31
X3.9	Pearson Correlation	.068	.325	.313	.242	.590**	.141
	Sig. (2-tailed)	.718	.075	.087	.190	.000	.448
	N	31	31	31	31	31	31

		X3.7	X3.8	X3.9	X3.10	X3.11	X3.12
X3.1	Pearson Correlation	.096	.127	.068	.137	.284	.246
	Sig. (2-tailed)	.608	.497	.718	.462	.121	.183
	N	31	31	31	31	31	31
X3.2	Pearson Correlation	.410 [*]	.340	.325	.446 [*]	.476 ^{**}	.457 ^{**}
	Sig. (2-tailed)	.022	.062	.075	.012	.007	.010
	N	31	31	31	31	31	31
X3.3	Pearson Correlation	.553 ^{**}	.688 ^{**}	.313	.481 ^{**}	.690 ^{**}	.785 ^{**}
	Sig. (2-tailed)	.001	.000	.087	.006	.000	.000
	N	31	31	31	31	31	31
X3.4	Pearson Correlation	.512 ^{**}	.624 ^{**}	.242	.035	.341	.457 ^{**}
	Sig. (2-tailed)	.003	.000	.190	.853	.060	.010
	N	31	31	31	31	31	31
X3.5	Pearson Correlation	.286	.442 [*]	.590 ^{**}	-.198	.135	.556 ^{**}
	Sig. (2-tailed)	.118	.013	.000	.285	.468	.001
	N	31	31	31	31	31	31
X3.6	Pearson Correlation	.697 ^{**}	.451 [*]	.141	.575 ^{**}	.492 ^{**}	.318
	Sig. (2-tailed)	.000	.011	.448	.001	.005	.081
	N	31	31	31	31	31	31
X3.7	Pearson Correlation	1	.628 ^{**}	.215	.372 [*]	.564 ^{**}	.433 [*]
	Sig. (2-tailed)		.000	.247	.039	.001	.015
	N	31	31	31	31	31	31
X3.8	Pearson Correlation	.628 ^{**}	1	.218	.308	.648 ^{**}	.652 ^{**}

	Sig. (2-tailed)	.000		.239	.092	.000	.000
	N	31	31	31	31	31	31
X3.9	Pearson Correlation	.215	.218	1	.313	.329	.363*
	Sig. (2-tailed)	.247	.239		.087	.071	.045
	N	31	31	31	31	31	31

		X3.13	X3.14	X3.15	X3.16	X3.17	X3.18
X3.1	Pearson Correlation	.212	.560**	.222	.466**	.271	.154
	Sig. (2-tailed)	.253	.001	.230	.008	.140	.408
	N	31	31	31	31	31	31
X3.2	Pearson Correlation	.337	.180	.500**	.087	.427*	.404*
	Sig. (2-tailed)	.063	.331	.004	.644	.017	.024
	N	31	31	31	31	31	31
X3.3	Pearson Correlation	.609**	.017	.625**	.307	.342	.355
	Sig. (2-tailed)	.000	.926	.000	.093	.060	.050
	N	31	31	31	31	31	31
X3.4	Pearson Correlation	.400*	-.159	.212	.202	.333	.414*
	Sig. (2-tailed)	.026	.393	.252	.276	.067	.021
	N	31	31	31	31	31	31
X3.5	Pearson Correlation	.464**	.068	.021	.513**	.627**	.025
	Sig. (2-tailed)	.009	.717	.910	.003	.000	.895
	N	31	31	31	31	31	31
X3.6	Pearson Correlation	.262	.293	.524**	.035	.355	.467**

	Sig. (2-tailed)	.154	.110	.002	.850	.050	.008
	N	31	31	31	31	31	31
X3.7	Pearson Correlation	.599**	.078	.623**	.270	.402*	.562**
	Sig. (2-tailed)	.000	.675	.000	.141	.025	.001
	N	31	31	31	31	31	31
X3.8	Pearson Correlation	.587**	-.026	.345	.330	.204	.417*
	Sig. (2-tailed)	.001	.891	.057	.069	.272	.020
	N	31	31	31	31	31	31
X3.9	Pearson Correlation	.463**	.235	.299	.335	.750**	-.098
	Sig. (2-tailed)	.009	.204	.102	.065	.000	.600
	N	31	31	31	31	31	31

		X3.19	X3.20	X3.21	X3.22	X3.23	X3.24
X3.1	Pearson Correlation	.058	.102	.149	.311	.542**	.341
	Sig. (2-tailed)	.758	.584	.423	.089	.002	.060
	N	31	31	31	31	31	31
X3.2	Pearson Correlation	.417*	.513**	.077	.396*	.301	.072
	Sig. (2-tailed)	.020	.003	.682	.027	.100	.700
	N	31	31	31	31	31	31
X3.3	Pearson Correlation	.532**	.450*	.132	-.020	.150	.314
	Sig. (2-tailed)	.002	.011	.479	.915	.421	.085
	N	31	31	31	31	31	31
X3.4	Pearson Correlation	.400*	.269	.311	.182	.066	.260

	Sig. (2-tailed)	.026	.144	.088	.327	.725	.158
	N	31	31	31	31	31	31
X3.5	Pearson Correlation	.147	.292	.521**	.088	.374*	.554**
	Sig. (2-tailed)	.430	.111	.003	.636	.038	.001
	N	31	31	31	31	31	31
X3.6	Pearson Correlation	.545**	.517**	-.223	.098	-.052	-.101
	Sig. (2-tailed)	.002	.003	.227	.601	.783	.588
	N	31	31	31	31	31	31
X3.7	Pearson Correlation	.797**	.562**	.167	.102	.033	.210
	Sig. (2-tailed)	.000	.001	.370	.585	.858	.257
	N	31	31	31	31	31	31
X3.8	Pearson Correlation	.540**	.449*	.167	-.046	.116	.284
	Sig. (2-tailed)	.002	.011	.369	.804	.533	.122
	N	31	31	31	31	31	31
X3.9	Pearson Correlation	.167	.426*	.611**	.233	.342	.520**
	Sig. (2-tailed)	.369	.017	.000	.207	.060	.003
	N	31	31	31	31	31	31

		X3.25	X3.26	X3.27	X3.28	X3.29	X3.30
X3.1	Pearson Correlation	.012	.144	.494**	-.162	.120	.607**
	Sig. (2-tailed)	.948	.439	.005	.385	.522	.000
	N	31	31	31	31	31	31
X3.2	Pearson Correlation	.077	.035	.168	.408*	.560**	.461**

	Sig. (2-tailed)	.681	.851	.366	.023	.001	.009
	N	31	31	31	31	31	31
X3.3	Pearson Correlation	.280	-.073	.027	.558**	.470**	-.049
	Sig. (2-tailed)	.127	.697	.884	.001	.008	.792
	N	31	31	31	31	31	31
X3.4	Pearson Correlation	.407*	-.016	.012	.420*	.306	-.156
	Sig. (2-tailed)	.023	.931	.949	.019	.094	.401
	N	31	31	31	31	31	31
X3.5	Pearson Correlation	.616**	.140	.445*	.266	.561**	.274
	Sig. (2-tailed)	.000	.451	.012	.148	.001	.135
	N	31	31	31	31	31	31
X3.6	Pearson Correlation	-.217	.293	-.068	.403*	.148	.079
	Sig. (2-tailed)	.240	.110	.718	.025	.425	.671
	N	31	31	31	31	31	31
X3.7	Pearson Correlation	.100	.246	.166	.718**	.261	-.006
	Sig. (2-tailed)	.592	.182	.373	.000	.157	.973
	N	31	31	31	31	31	31
X3.8	Pearson Correlation	.073	-.114	.098	.554**	.361*	.072
	Sig. (2-tailed)	.698	.542	.602	.001	.046	.699
	N	31	31	31	31	31	31
X3.9	Pearson Correlation	.578**	.147	.229	.317	.379*	.102
	Sig. (2-tailed)	.001	.430	.215	.082	.035	.583
	N	31	31	31	31	31	31
		TOTAL_X3					

X3.1	Pearson Correlation	.403 [*]
	Sig. (2-tailed)	.025
	N	31
X3.2	Pearson Correlation	.657 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.3	Pearson Correlation	.688 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.4	Pearson Correlation	.545 ^{**}
	Sig. (2-tailed)	.002
	N	31
X3.5	Pearson Correlation	.615 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.6	Pearson Correlation	.509 ^{**}
	Sig. (2-tailed)	.003
	N	31
X3.7	Pearson Correlation	.711 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.8	Pearson Correlation	.649 ^{**}
	Sig. (2-tailed)	.000

	N	31
X3.9	Pearson Correlation	.620**
	Sig. (2-tailed)	.000
	N	31

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6
X3.10	Pearson Correlation	.137	.446*	.481**	.035	-.198	.575**
	Sig. (2-tailed)	.462	.012	.006	.853	.285	.001
	N	31	31	31	31	31	31
X3.11	Pearson Correlation	.284	.476**	.690**	.341	.135	.492**
	Sig. (2-tailed)	.121	.007	.000	.060	.468	.005
	N	31	31	31	31	31	31
X3.12	Pearson Correlation	.246	.457**	.785**	.457**	.556**	.318
	Sig. (2-tailed)	.183	.010	.000	.010	.001	.081
	N	31	31	31	31	31	31
X3.13	Pearson Correlation	.212	.337	.609**	.400*	.464**	.262
	Sig. (2-tailed)	.253	.063	.000	.026	.009	.154
	N	31	31	31	31	31	31
X3.14	Pearson Correlation	.560**	.180	.017	-.159	.068	.293
	Sig. (2-tailed)	.001	.331	.926	.393	.717	.110
	N	31	31	31	31	31	31
X3.15	Pearson Correlation	.222	.500**	.625**	.212	.021	.524**
	Sig. (2-tailed)	.230	.004	.000	.252	.910	.002

	N	31	31	31	31	31	31
X3.16	Pearson Correlation	.466**	.087	.307	.202	.513**	.035
	Sig. (2-tailed)	.008	.644	.093	.276	.003	.850
	N	31	31	31	31	31	31
X3.17	Pearson Correlation	.271	.427*	.342	.333	.627**	.355
	Sig. (2-tailed)	.140	.017	.060	.067	.000	.050
	N	31	31	31	31	31	31
X3.18	Pearson Correlation	.154	.404*	.355	.414*	.025	.467**
	Sig. (2-tailed)	.408	.024	.050	.021	.895	.008
	N	31	31	31	31	31	31
X3.19	Pearson Correlation	.058	.417*	.532**	.400*	.147	.545**
	Sig. (2-tailed)	.758	.020	.002	.026	.430	.002
	N	31	31	31	31	31	31
X3.20	Pearson Correlation	.102	.513**	.450*	.269	.292	.517**
	Sig. (2-tailed)	.584	.003	.011	.144	.111	.003
	N	31	31	31	31	31	31

		X3.7	X3.8	X3.9	X3.10	X3.11	X3.12
X3.10	Pearson Correlation	.372*	.308	.313	1	.564**	.182
	Sig. (2-tailed)	.039	.092	.087		.001	.326
	N	31	31	31	31	31	31
X3.11	Pearson Correlation	.564**	.648**	.329	.564**	1	.509**
	Sig. (2-tailed)	.001	.000	.071	.001		.003

	N	31	31	31	31	31	31
X3.12	Pearson Correlation	.433 [*]	.652 ^{**}	.363 [*]	.182	.509 ^{**}	1
	Sig. (2-tailed)	.015	.000	.045	.326	.003	
	N	31	31	31	31	31	31
X3.13	Pearson Correlation	.599 ^{**}	.587 ^{**}	.463 ^{**}	.264	.664 ^{**}	.627 ^{**}
	Sig. (2-tailed)	.000	.001	.009	.151	.000	.000
	N	31	31	31	31	31	31
X3.14	Pearson Correlation	.078	-.026	.235	.198	.147	.125
	Sig. (2-tailed)	.675	.891	.204	.285	.430	.502
	N	31	31	31	31	31	31
X3.15	Pearson Correlation	.623 ^{**}	.345	.299	.625 ^{**}	.584 ^{**}	.385 [*]
	Sig. (2-tailed)	.000	.057	.102	.000	.001	.033
	N	31	31	31	31	31	31
X3.16	Pearson Correlation	.270	.330	.335	-.040	.133	.438 [*]
	Sig. (2-tailed)	.141	.069	.065	.829	.477	.014
	N	31	31	31	31	31	31
X3.17	Pearson Correlation	.402 [*]	.204	.750 ^{**}	.292	.316	.339
	Sig. (2-tailed)	.025	.272	.000	.111	.083	.062
	N	31	31	31	31	31	31
X3.18	Pearson Correlation	.562 ^{**}	.417 [*]	-.098	.099	.336	.412 [*]
	Sig. (2-tailed)	.001	.020	.600	.596	.065	.021
	N	31	31	31	31	31	31
X3.19	Pearson Correlation	.797 ^{**}	.540 ^{**}	.167	.329	.561 ^{**}	.304

	Sig. (2-tailed)	.000	.002	.369	.070	.001	.096
	N	31	31	31	31	31	31
X3.20	Pearson Correlation	.562**	.449*	.426*	.369*	.505**	.334
	Sig. (2-tailed)	.001	.011	.017	.041	.004	.066
	N	31	31	31	31	31	31

		X3.13	X3.14	X3.15	X3.16	X3.17	X3.18
X3.10	Pearson Correlation	.264	.198	.625**	-.040	.292	.099
	Sig. (2-tailed)	.151	.285	.000	.829	.111	.596
	N	31	31	31	31	31	31
X3.11	Pearson Correlation	.664**	.147	.584**	.133	.316	.336
	Sig. (2-tailed)	.000	.430	.001	.477	.083	.065
	N	31	31	31	31	31	31
X3.12	Pearson Correlation	.627**	.125	.385*	.438*	.339	.412*
	Sig. (2-tailed)	.000	.502	.033	.014	.062	.021
	N	31	31	31	31	31	31
X3.13	Pearson Correlation	1	.229	.641**	.505**	.356*	.278
	Sig. (2-tailed)		.215	.000	.004	.049	.130
	N	31	31	31	31	31	31
X3.14	Pearson Correlation	.229	1	.282	.503**	.327	.132
	Sig. (2-tailed)	.215		.124	.004	.073	.478
	N	31	31	31	31	31	31
X3.15	Pearson Correlation	.641**	.282	1	.418*	.407*	.440*

	Sig. (2-tailed)	.000	.124		.019	.023	.013
	N	31	31	31	31	31	31
X3.16	Pearson Correlation	.505**	.503**	.418*	1	.473**	.243
	Sig. (2-tailed)	.004	.004	.019		.007	.187
	N	31	31	31	31	31	31
X3.17	Pearson Correlation	.356*	.327	.407*	.473**	1	.082
	Sig. (2-tailed)	.049	.073	.023	.007		.660
	N	31	31	31	31	31	31
X3.18	Pearson Correlation	.278	.132	.440*	.243	.082	1
	Sig. (2-tailed)	.130	.478	.013	.187	.660	
	N	31	31	31	31	31	31
X3.19	Pearson Correlation	.484**	-.027	.552**	.063	.269	.578**
	Sig. (2-tailed)	.006	.884	.001	.736	.143	.001
	N	31	31	31	31	31	31
X3.20	Pearson Correlation	.439*	.055	.412*	.221	.477**	.229
	Sig. (2-tailed)	.014	.770	.021	.231	.007	.215
	N	31	31	31	31	31	31

		X3.13	X3.14	X3.15	X3.16	X3.17	X3.18
X3.10	Pearson Correlation	.264	.198	.625**	-.040	.292	.099
	Sig. (2-tailed)	.151	.285	.000	.829	.111	.596
	N	31	31	31	31	31	31
X3.11	Pearson Correlation	.664**	.147	.584**	.133	.316	.336

	Sig. (2-tailed)	.000	.430	.001	.477	.083	.065
	N	31	31	31	31	31	31
X3.12	Pearson Correlation	.627**	.125	.385*	.438*	.339	.412*
	Sig. (2-tailed)	.000	.502	.033	.014	.062	.021
	N	31	31	31	31	31	31
X3.13	Pearson Correlation	1	.229	.641**	.505**	.356*	.278
	Sig. (2-tailed)		.215	.000	.004	.049	.130
	N	31	31	31	31	31	31
X3.14	Pearson Correlation	.229	1	.282	.503**	.327	.132
	Sig. (2-tailed)	.215		.124	.004	.073	.478
	N	31	31	31	31	31	31
X3.15	Pearson Correlation	.641**	.282	1	.418*	.407*	.440*
	Sig. (2-tailed)	.000	.124		.019	.023	.013
	N	31	31	31	31	31	31
X3.16	Pearson Correlation	.505**	.503**	.418*	1	.473**	.243
	Sig. (2-tailed)	.004	.004	.019		.007	.187
	N	31	31	31	31	31	31
X3.17	Pearson Correlation	.356*	.327	.407*	.473**	1	.082
	Sig. (2-tailed)	.049	.073	.023	.007		.660
	N	31	31	31	31	31	31
X3.18	Pearson Correlation	.278	.132	.440*	.243	.082	1
	Sig. (2-tailed)	.130	.478	.013	.187	.660	
	N	31	31	31	31	31	31

X3.19	Pearson Correlation	.484**	-.027	.552**	.063	.269	.578**
	Sig. (2-tailed)	.006	.884	.001	.736	.143	.001
	N	31	31	31	31	31	31
X3.20	Pearson Correlation	.439*	.055	.412*	.221	.477**	.229
	Sig. (2-tailed)	.014	.770	.021	.231	.007	.215
	N	31	31	31	31	31	31

		X3.19	X3.20	X3.21	X3.22	X3.23	X3.24
X3.10	Pearson Correlation	.329	.369*	-.136	.135	.064	-.017
	Sig. (2-tailed)	.070	.041	.464	.469	.733	.927
	N	31	31	31	31	31	31
X3.11	Pearson Correlation	.561**	.505**	.221	.233	.175	.263
	Sig. (2-tailed)	.001	.004	.233	.207	.347	.152
	N	31	31	31	31	31	31
X3.12	Pearson Correlation	.304	.334	.232	.067	.374*	.365*
	Sig. (2-tailed)	.096	.066	.210	.721	.038	.043
	N	31	31	31	31	31	31
X3.13	Pearson Correlation	.484**	.439*	.494**	.122	.227	.526**
	Sig. (2-tailed)	.006	.014	.005	.512	.220	.002
	N	31	31	31	31	31	31
X3.14	Pearson Correlation	-.027	.055	.157	.586**	.410*	.223
	Sig. (2-tailed)	.884	.770	.399	.001	.022	.227
	N	31	31	31	31	31	31
X3.15	Pearson Correlation	.552**	.412*	.076	.075	.005	.124
	Sig. (2-tailed)	.001	.021	.683	.690	.979	.507
	N	31	31	31	31	31	31
X3.16	Pearson Correlation	.063	.221	.358*	.145	.253	.479**
	Sig. (2-tailed)	.736	.231	.048	.437	.170	.006
	N	31	31	31	31	31	31

X3.17	Pearson Correlation	.269	.477**	.492**	.440*	.355*	.477**
	Sig. (2-tailed)	.143	.007	.005	.013	.050	.007
	N	31	31	31	31	31	31
X3.18	Pearson Correlation	.578**	.229	-.038	.104	.115	-.107
	Sig. (2-tailed)	.001	.215	.837	.579	.539	.565
	N	31	31	31	31	31	31
X3.19	Pearson Correlation	1	.564**	.248	.112	.124	.234
	Sig. (2-tailed)		.001	.178	.548	.505	.205
	N	31	31	31	31	31	31
X3.20	Pearson Correlation	.564**	1	.371*	.131	.038	.361*
	Sig. (2-tailed)	.001		.040	.481	.839	.046
	N	31	31	31	31	31	31

		X3.25	X3.26	X3.27	X3.28	X3.29	X3.30
X3.10	Pearson Correlation	-.214	-.073	-.067	.188	-.008	.020
	Sig. (2-tailed)	.247	.697	.722	.310	.967	.914
	N	31	31	31	31	31	31
X3.11	Pearson Correlation	.151	-.028	.138	.532**	.148	-.033
	Sig. (2-tailed)	.417	.880	.459	.002	.428	.861
	N	31	31	31	31	31	31
X3.12	Pearson Correlation	.453*	.020	.141	.391*	.546**	.266
	Sig. (2-tailed)	.010	.914	.450	.030	.001	.147
	N	31	31	31	31	31	31

X3.13	Pearson Correlation	.420*	-.059	.257	.557**	.301	.043
	Sig. (2-tailed)	.019	.753	.162	.001	.100	.818
	N	31	31	31	31	31	31
X3.14	Pearson Correlation	.074	.496**	.380*	-.053	-.107	.476**
	Sig. (2-tailed)	.692	.005	.035	.776	.565	.007
	N	31	31	31	31	31	31
X3.15	Pearson Correlation	.061	-.127	.058	.509**	.272	-.020
	Sig. (2-tailed)	.745	.497	.758	.003	.139	.914
	N	31	31	31	31	31	31
X3.16	Pearson Correlation	.359*	.116	.331	.123	.312	.246
	Sig. (2-tailed)	.047	.536	.069	.511	.088	.183
	N	31	31	31	31	31	31
X3.17	Pearson Correlation	.521**	.396*	.365*	.322	.467**	.110
	Sig. (2-tailed)	.003	.027	.044	.077	.008	.554
	N	31	31	31	31	31	31
X3.18	Pearson Correlation	-.014	.132	-.164	.355	.158	.016
	Sig. (2-tailed)	.941	.478	.377	.050	.397	.934
	N	31	31	31	31	31	31
X3.19	Pearson Correlation	.078	.067	.104	.746**	.261	-.068
	Sig. (2-tailed)	.678	.721	.577	.000	.156	.716
	N	31	31	31	31	31	31
X3.20	Pearson Correlation	.188	.168	.144	.635**	.498**	.020
	Sig. (2-tailed)	.310	.367	.440	.000	.004	.916

	N	31	31	31	31	31	31
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		TOTAL_X 3
X3.10	Pearson Correlation	.380 [*]
	Sig. (2-tailed)	.035
	N	31
X3.11	Pearson Correlation	.670 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.12	Pearson Correlation	.717 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.13	Pearson Correlation	.744 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.14	Pearson Correlation	.368 [*]
	Sig. (2-tailed)	.041
	N	31
X3.15	Pearson Correlation	.621 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.16	Pearson Correlation	.545 ^{**}
	Sig. (2-tailed)	.002
	N	31
X3.17	Pearson Correlation	.729 ^{**}
	Sig. (2-tailed)	.000
	N	31

X3.18	Pearson Correlation	.433 [*]
	Sig. (2-tailed)	.015
	N	31
X3.19	Pearson Correlation	.620 ^{**}
	Sig. (2-tailed)	.000
	N	31
X3.20	Pearson Correlation	.651 ^{**}
	Sig. (2-tailed)	.000
	N	31

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6
X3.21	Pearson Correlation	.149	.077	.132	.311	.521 ^{**}	-.223
	Sig. (2-tailed)	.423	.682	.479	.088	.003	.227
	N	31	31	31	31	31	31
X3.22	Pearson Correlation	.311	.396 [*]	-.020	.182	.088	.098
	Sig. (2-tailed)	.089	.027	.915	.327	.636	.601
	N	31	31	31	31	31	31
X3.23	Pearson Correlation	.542 ^{**}	.301	.150	.066	.374 [*]	-.052
	Sig. (2-tailed)	.002	.100	.421	.725	.038	.783
	N	31	31	31	31	31	31
X3.24	Pearson Correlation	.341	.072	.314	.260	.554 ^{**}	-.101
	Sig. (2-tailed)	.060	.700	.085	.158	.001	.588
	N	31	31	31	31	31	31
X3.25	Pearson Correlation	.012	.077	.280	.407 [*]	.616 ^{**}	-.217
	Sig. (2-tailed)	.948	.681	.127	.023	.000	.240

	N	31	31	31	31	31	31
X3.26	Pearson Correlation	.144	.035	-.073	-.016	.140	.293
	Sig. (2-tailed)	.439	.851	.697	.931	.451	.110
	N	31	31	31	31	31	31
X3.27	Pearson Correlation	.494**	.168	.027	.012	.445*	-.068
	Sig. (2-tailed)	.005	.366	.884	.949	.012	.718
	N	31	31	31	31	31	31
X3.28	Pearson Correlation	-.162	.408*	.558**	.420*	.266	.403*
	Sig. (2-tailed)	.385	.023	.001	.019	.148	.025
	N	31	31	31	31	31	31
X3.29	Pearson Correlation	.120	.560**	.470**	.306	.561**	.148
	Sig. (2-tailed)	.522	.001	.008	.094	.001	.425
	N	31	31	31	31	31	31
X3.30	Pearson Correlation	.607**	.461**	-.049	-.156	.274	.079
	Sig. (2-tailed)	.000	.009	.792	.401	.135	.671
	N	31	31	31	31	31	31
TOTAL_X3	Pearson Correlation	.403*	.657**	.688**	.545**	.615**	.509**
	Sig. (2-tailed)	.025	.000	.000	.002	.000	.003
	N	31	31	31	31	31	31

		X3.7	X3.8	X3.9	X3.10	X3.11	X3.12
X3.21	Pearson Correlation	.167	.167	.611**	-.136	.221	.232
	Sig. (2-tailed)	.370	.369	.000	.464	.233	.210

	N	31	31	31	31	31	31
X3.22	Pearson Correlation	.102	-.046	.233	.135	.233	.067
	Sig. (2-tailed)	.585	.804	.207	.469	.207	.721
	N	31	31	31	31	31	31
X3.23	Pearson Correlation	.033	.116	.342	.064	.175	.374 [*]
	Sig. (2-tailed)	.858	.533	.060	.733	.347	.038
	N	31	31	31	31	31	31
X3.24	Pearson Correlation	.210	.284	.520 ^{**}	-.017	.263	.365 [*]
	Sig. (2-tailed)	.257	.122	.003	.927	.152	.043
	N	31	31	31	31	31	31
X3.25	Pearson Correlation	.100	.073	.578 ^{**}	-.214	.151	.453 [*]
	Sig. (2-tailed)	.592	.698	.001	.247	.417	.010
	N	31	31	31	31	31	31
X3.26	Pearson Correlation	.246	-.114	.147	-.073	-.028	.020
	Sig. (2-tailed)	.182	.542	.430	.697	.880	.914
	N	31	31	31	31	31	31
X3.27	Pearson Correlation	.166	.098	.229	-.067	.138	.141
	Sig. (2-tailed)	.373	.602	.215	.722	.459	.450
	N	31	31	31	31	31	31
X3.28	Pearson Correlation	.718 ^{**}	.554 ^{**}	.317	.188	.532 ^{**}	.391 [*]
	Sig. (2-tailed)	.000	.001	.082	.310	.002	.030
	N	31	31	31	31	31	31
X3.29	Pearson Correlation	.261	.361 [*]	.379 [*]	-.008	.148	.546 ^{**}

	Sig. (2-tailed)	.157	.046	.035	.967	.428	.001
	N	31	31	31	31	31	31
X3.30	Pearson Correlation	-.006	.072	.102	.020	-.033	.266
	Sig. (2-tailed)	.973	.699	.583	.914	.861	.147
	N	31	31	31	31	31	31
TOTAL_X3	Pearson Correlation	.711**	.649**	.620**	.380*	.670**	.717**
	Sig. (2-tailed)	.000	.000	.000	.035	.000	.000
	N	31	31	31	31	31	31

		X3.13	X3.14	X3.15	X3.16	X3.17	X3.18
X3.21	Pearson Correlation	.494**	.157	.076	.358*	.492**	-.038
	Sig. (2-tailed)	.005	.399	.683	.048	.005	.837
	N	31	31	31	31	31	31
X3.22	Pearson Correlation	.122	.586**	.075	.145	.440*	.104
	Sig. (2-tailed)	.512	.001	.690	.437	.013	.579
	N	31	31	31	31	31	31
X3.23	Pearson Correlation	.227	.410*	.005	.253	.355*	.115
	Sig. (2-tailed)	.220	.022	.979	.170	.050	.539
	N	31	31	31	31	31	31
X3.24	Pearson Correlation	.526**	.223	.124	.479**	.477**	-.107
	Sig. (2-tailed)	.002	.227	.507	.006	.007	.565
	N	31	31	31	31	31	31
X3.25	Pearson Correlation	.420*	.074	.061	.359*	.521**	-.014

	Sig. (2-tailed)	.019	.692	.745	.047	.003	.941
	N	31	31	31	31	31	31
X3.26	Pearson Correlation	-.059	.496**	-.127	.116	.396*	.132
	Sig. (2-tailed)	.753	.005	.497	.536	.027	.478
	N	31	31	31	31	31	31
X3.27	Pearson Correlation	.257	.380*	.058	.331	.365*	-.164
	Sig. (2-tailed)	.162	.035	.758	.069	.044	.377
	N	31	31	31	31	31	31
X3.28	Pearson Correlation	.557**	-.053	.509**	.123	.322	.355
	Sig. (2-tailed)	.001	.776	.003	.511	.077	.050
	N	31	31	31	31	31	31
X3.29	Pearson Correlation	.301	-.107	.272	.312	.467**	.158
	Sig. (2-tailed)	.100	.565	.139	.088	.008	.397
	N	31	31	31	31	31	31
X3.30	Pearson Correlation	.043	.476**	-.020	.246	.110	.016
	Sig. (2-tailed)	.818	.007	.914	.183	.554	.934
	N	31	31	31	31	31	31
TOTAL_X3	Pearson Correlation	.744**	.368*	.621**	.545**	.729**	.433*
	Sig. (2-tailed)	.000	.041	.000	.002	.000	.015
	N	31	31	31	31	31	31

		X3.19	X3.20	X3.21	X3.22	X3.23	X3.24
X3.21	Pearson Correlation	.248	.371*	1	.249	.543**	.830**

	Sig. (2-tailed)	.178	.040		.177	.002	.000
	N	31	31	31	31	31	31
X3.22	Pearson Correlation	.112	.131	.249	1	.388*	.141
	Sig. (2-tailed)	.548	.481	.177		.031	.451
	N	31	31	31	31	31	31
X3.23	Pearson Correlation	.124	.038	.543**	.388*	1	.683**
	Sig. (2-tailed)	.505	.839	.002	.031		.000
	N	31	31	31	31	31	31
X3.24	Pearson Correlation	.234	.361*	.830**	.141	.683**	1
	Sig. (2-tailed)	.205	.046	.000	.451	.000	
	N	31	31	31	31	31	31
X3.25	Pearson Correlation	.078	.188	.730**	.244	.489**	.713**
	Sig. (2-tailed)	.678	.310	.000	.186	.005	.000
	N	31	31	31	31	31	31
X3.26	Pearson Correlation	.067	.168	.157	.586**	.290	.131
	Sig. (2-tailed)	.721	.367	.399	.001	.114	.482
	N	31	31	31	31	31	31
X3.27	Pearson Correlation	.104	.144	.536**	.352	.638**	.588**
	Sig. (2-tailed)	.577	.440	.002	.052	.000	.001
	N	31	31	31	31	31	31
X3.28	Pearson Correlation	.746**	.635**	.338	.120	.035	.253
	Sig. (2-tailed)	.000	.000	.063	.521	.853	.169
	N	31	31	31	31	31	31

X3.29	Pearson Correlation	.261	.498**	.219	.028	.189	.268
	Sig. (2-tailed)	.156	.004	.236	.883	.309	.146
	N	31	31	31	31	31	31
X3.30	Pearson Correlation	-.068	.020	-.035	.344	.566**	.152
	Sig. (2-tailed)	.716	.916	.852	.058	.001	.416
	N	31	31	31	31	31	31
TOTAL_X3	Pearson Correlation	.620**	.651**	.529**	.389*	.499**	.595**
	Sig. (2-tailed)	.000	.000	.002	.030	.004	.000
	N	31	31	31	31	31	31

		X3.25	X3.26	X3.27	X3.28	X3.29	X3.30
X3.21	Pearson Correlation	.730**	.157	.536**	.338	.219	-.035
	Sig. (2-tailed)	.000	.399	.002	.063	.236	.852
	N	31	31	31	31	31	31
X3.22	Pearson Correlation	.244	.586**	.352	.120	.028	.344
	Sig. (2-tailed)	.186	.001	.052	.521	.883	.058
	N	31	31	31	31	31	31
X3.23	Pearson Correlation	.489**	.290	.638**	.035	.189	.566**
	Sig. (2-tailed)	.005	.114	.000	.853	.309	.001
	N	31	31	31	31	31	31
X3.24	Pearson Correlation	.713**	.131	.588**	.253	.268	.152
	Sig. (2-tailed)	.000	.482	.001	.169	.146	.416
	N	31	31	31	31	31	31

X3.25	Pearson Correlation	1	.151	.354	.234	.271	-.032
	Sig. (2-tailed)		.418	.051	.205	.141	.863
	N	31	31	31	31	31	31
X3.26	Pearson Correlation	.151	1	.380*	.153	.059	.282
	Sig. (2-tailed)	.418		.035	.412	.752	.124
	N	31	31	31	31	31	31
X3.27	Pearson Correlation	.354	.380*	1	.238	.265	.540**
	Sig. (2-tailed)	.051	.035		.197	.150	.002
	N	31	31	31	31	31	31
X3.28	Pearson Correlation	.234	.153	.238	1	.522**	.018
	Sig. (2-tailed)	.205	.412	.197		.003	.924
	N	31	31	31	31	31	31
X3.29	Pearson Correlation	.271	.059	.265	.522**	1	.389*
	Sig. (2-tailed)	.141	.752	.150	.003		.031
	N	31	31	31	31	31	31
X3.30	Pearson Correlation	-.032	.282	.540**	.018	.389*	1
	Sig. (2-tailed)	.863	.124	.002	.924	.031	
	N	31	31	31	31	31	31
TOTAL_X3	Pearson Correlation	.496**	.271	.453*	.651**	.569**	.307
	Sig. (2-tailed)	.005	.141	.011	.000	.001	.093
	N	31	31	31	31	31	31

	TOTAL_X 3
--	--------------

X3.21	Pearson Correlation	.529**
	Sig. (2-tailed)	.002
	N	31
X3.22	Pearson Correlation	.389*
	Sig. (2-tailed)	.030
	N	31
X3.23	Pearson Correlation	.499**
	Sig. (2-tailed)	.004
	N	31
X3.24	Pearson Correlation	.595**
	Sig. (2-tailed)	.000
	N	31
X3.25	Pearson Correlation	.496**
	Sig. (2-tailed)	.005
	N	31
X3.26	Pearson Correlation	.271
	Sig. (2-tailed)	.141
	N	31
X3.27	Pearson Correlation	.453*
	Sig. (2-tailed)	.011
	N	31
X3.28	Pearson Correlation	.651**
	Sig. (2-tailed)	.000
	N	31
X3.29	Pearson Correlation	.569**
	Sig. (2-tailed)	.001
	N	31
X3.30	Pearson Correlation	.307

	Sig. (2-tailed)	.093
	N	31
TOTAL_X 3	Pearson Correlation	1
	Sig. (2-tailed)	
	N	31

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

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

Kinerja Karyawan (Y)

		Correlations					
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6
Y.1	Pearson Correlation	1	.127	-.120	-.031	.067	.260
	Sig. (2-tailed)		.495	.519	.870	.719	.158
	N	31	31	31	31	31	31
Y.2	Pearson Correlation	.127	1	.459**	.341	.291	.179
	Sig. (2-tailed)	.495		.009	.060	.113	.334
	N	31	31	31	31	31	31
Y.3	Pearson Correlation	-.120	.459**	1	.380*	.055	.186
	Sig. (2-tailed)	.519	.009		.035	.769	.315
	N	31	31	31	31	31	31
Y.4	Pearson Correlation	-.031	.341	.380*	1	.519**	.027
	Sig. (2-tailed)	.870	.060	.035		.003	.884
	N	31	31	31	31	31	31
Y.5	Pearson Correlation	.067	.291	.055	.519**	1	.029
	Sig. (2-tailed)	.719	.113	.769	.003		.879
	N	31	31	31	31	31	31
Y.6	Pearson Correlation	.260	.179	.186	.027	.029	1
	Sig. (2-tailed)	.158	.334	.315	.884	.879	
	N	31	31	31	31	31	31
Y.7	Pearson Correlation	-.032	.083	.024	.453*	.669**	.266
	Sig. (2-tailed)	.866	.659	.900	.011	.000	.149
	N	31	31	31	31	31	31
Y.8	Pearson Correlation	.073	.407*	.134	.123	.506**	.127
	Sig. (2-tailed)	.696	.023	.472	.511	.004	.495
	N	31	31	31	31	31	31

		Y.7	Y.8	Y.9	Y.10	TOTAL_Y
Y.1	Pearson Correlation	-.032	.073	.315	.061	.254
	Sig. (2-tailed)	.866	.696	.084	.744	.168
	N	31	31	31	31	31
Y.2	Pearson Correlation	.083	.407*	-.019	.249	.552**
	Sig. (2-tailed)	.659	.023	.919	.177	.001
	N	31	31	31	31	31
Y.3	Pearson Correlation	.024	.134	.098	-.040	.406*
	Sig. (2-tailed)	.900	.472	.600	.831	.023
	N	31	31	31	31	31
Y.4	Pearson Correlation	.453*	.123	.052	.250	.575**
	Sig. (2-tailed)	.011	.511	.780	.175	.001
	N	31	31	31	31	31
Y.5	Pearson Correlation	.669**	.506**	.035	.642**	.701**
	Sig. (2-tailed)	.000	.004	.853	.000	.000
	N	31	31	31	31	31
Y.6	Pearson Correlation	.266	.127	.341	.368*	.475**
	Sig. (2-tailed)	.149	.495	.060	.042	.007
	N	31	31	31	31	31
Y.7	Pearson Correlation	1	.579**	.338	.676**	.746**
	Sig. (2-tailed)		.001	.063	.000	.000
	N	31	31	31	31	31
Y.8	Pearson Correlation	.579**	1	.523**	.460**	.700**

	Sig. (2-tailed)	.001		.003	.009	.000
	N	31	31	31	31	31

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6
Y.9	Pearson Correlation	.315	-.019	.098	.052	.035	.341
	Sig. (2-tailed)	.084	.919	.600	.780	.853	.060
	N	31	31	31	31	31	31
Y.10	Pearson Correlation	.061	.249	-.040	.250	.642**	.368*
	Sig. (2-tailed)	.744	.177	.831	.175	.000	.042
	N	31	31	31	31	31	31
TOTAL_Y	Pearson Correlation	.254	.552**	.406*	.575**	.701**	.475**
	Sig. (2-tailed)	.168	.001	.023	.001	.000	.007
	N	31	31	31	31	31	31

		Y.7	Y.8	Y.9	Y.10	TOTAL_Y
Y.9	Pearson Correlation	.338	.523**	1	.190	.484**
	Sig. (2-tailed)	.063	.003		.306	.006
	N	31	31	31	31	31
Y.10	Pearson Correlation	.676**	.460**	.190	1	.702**
	Sig. (2-tailed)	.000	.009	.306		.000
	N	31	31	31	31	31
TOTAL_Y	Pearson Correlation	.746**	.700**	.484**	.702**	1
	Sig. (2-tailed)	.000	.000	.006	.000	
	N	31	31	31	31	31

Lampiran 6

Uji Reliabilitas

Budaya Organisasi (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.815	9

Kualitas Kerja (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.792	6

Lingkungan Kerja (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.923	30

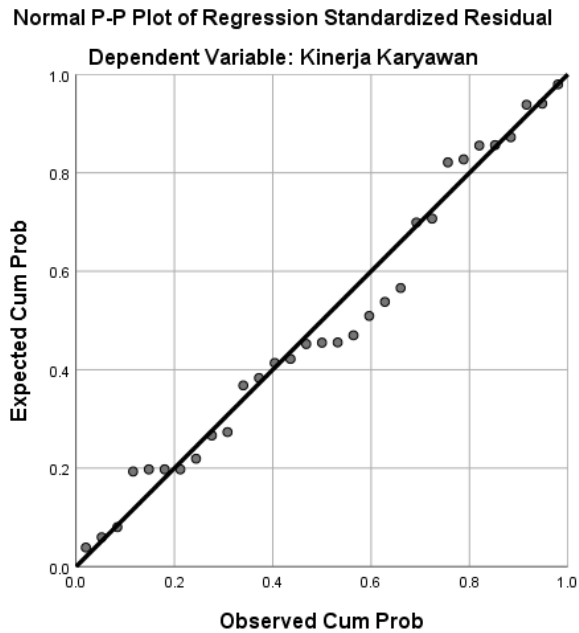
Kinerja Karyawan (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.764	10

Lampiran 7

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		31
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.53874234
Most Extreme Differences	Absolute	.101
	Positive	.101
	Negative	-.084
Test Statistic		.101
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

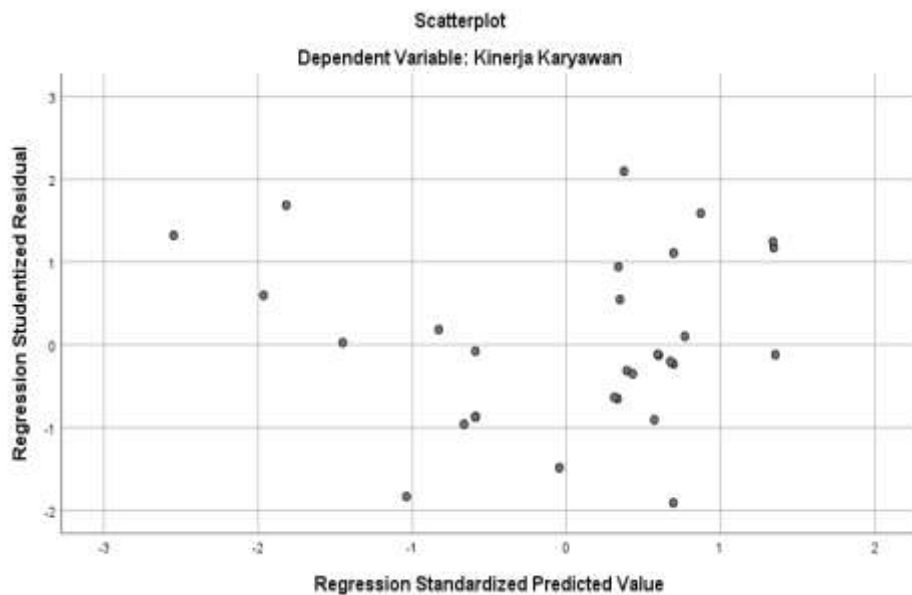


Lampiran 8
Uji Multikolinieritas

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Budaya Organisasi	.161	6.212
	Kualitas Kerja	.155	6.446
	Lingkungan Kerja	.244	4.105

a. Dependent Variable: Kinerja Karyawan

Lampiran 9
Uji Heteroskedastisitas



Lampiran 10
Regresi Linear Berganda

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.212	5.216		3.492	.002
	Budaya Organisasi	.323	.293	.362	4.104	.001
	Kualitas Kerja	.089	.358	.083	3.248	.003
	Lingkungan Kerja	.096	.080	.319	4.200	.004

a. Dependent Variable: Kinerja Karyawan

Lampiran 11
Koefisien Determinasi (R²)

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.731 ^a	.534	.482	2.581

a. Predictors: (Constant), Lingkungan Kerja , Budaya Organisasi, Kualitas Kerja
b. Dependent Variable: Kinerja Karyawan

Lampiran 12
Uji t (Parsial)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.212	5.216		3.492	.002
	Budaya Organisasi	.323	.293	.362	4.104	.001
	Kualitas Kerja	.089	.358	.083	3.248	.003
	Lingkungan Kerja	.096	.080	.319	4.200	.004

a. Dependent Variable: Kinerja Karyawan

Lampiran 13
Uji F (Simultan)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	206.043	3	68.681	10.308	.000 ^b
	Residual	179.892	27	6.663		
	Total	385.935	30			
a. Dependent Variable: Kinerja Karyawan						
b. Predictors: (Constant), Lingkungan Kerja , Budaya Organisasi, Kualitas Kerja						

Lampiran 14

Surat Permohonan Ijin Untuk Mengadakan Riset Pendahuluan

	YAYASAN PERGURUAN 17 AGUSTUS 1945 SURABAYA	
	UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA	
	FAKULTAS EKONOMI DAN BISNIS	
	PROGRAM STUDI EKONOMI BISNIS (S1)	TERAKREDITASI
PROGRAM STUDI MANAJEMEN (S1)	TERAKREDITASI	
PROGRAM STUDI AKUNTANSI (S1)	TERAKREDITASI	
PROGRAM STUDI MAGISTER MANAJEMEN (S2)	TERAKREDITASI	
PROGRAM STUDI DOKTOR ILMU EKONOMI (S3)	TERAKREDITASI	
Kampus: Jl. Semolowuru 45 Surabaya 60118, Telp (031) 5925289, 082233788126 E-mail: fe@untag-sby.ac.id		
Nomor	: 1104/K/FEB/III/2022	
Lampiran	: -	
Perihal	: Permohonan Ijin Untuk Mengadakan Riset Pendahuluan	
Kepada	: Yth. Bapak/Ibu Pimpinan BPJS Ketenaga kerjaan Cabang Surabaya Tanjung Perak Jl. Tanjung Perak Timur No. 82 Surabaya	
<p>Dengan hormat, Sebagai salah satu persyaratan untuk menyelesaikan studi pada Program Strata 1, maka mahasiswa diwajibkan untuk menyusun dan mempertahankan skripsi sebagai hasil penerapan pelajaran teori serta praktek yang diperoleh berdasarkan penelitian. Sehubungan dengan hal tersebut, maka dengan ini kami mohon perkenan Bapak / Ibu untuk memberikan ijin kepada mahasiswa :</p>		
Nama	: Uswatun Hasanah	
N.P.M	: 1211800325	
Fakultas / Program Studi	: Ekonomi dan Bisnis / Manajemen	
Alamat	: Kedinding Lor Palem IV Surabaya Telp/HP. 082235308282	
<p>Guna melakukan penelitian pendahuluan pada : “ BPJS Ketenaga kerjaan Cabang Surabaya Tanjung Perak ” untuk memperoleh data sesuai dengan Skripsi yang sedang disusunnya.</p>		
Demikian permohonan ini atas perhatian dan kerjasamanya kami sampaikan terima kasih.		
Surabaya, 25 Maret 2022		
		
Dr. H. Slamet Riyadi, MSi., Ak. CA		
NPP. 20220.93.0319		

Lampiran 15

Surat Balasan Permohonan Riset Pendahuluan



 Nomor : B/ 5489 /072022 6 Juli 2022

Yth.
 Dekan Fakultas Ekonomi dan Bisnis
 Universitas 17 Agustus 1945 (UNTAG) Surabaya
 di
 Jl. Semolowaru 45
 Surabaya

Perihal : Jawaban Surat Permohonan Riset Pendahuluan

Dengan hormat,
 Menindaklanjuti surat Dekan Fakultas Ekonomi dan Bisnis UNTAG Surabaya nomor: 1104/K/FEB/III/2022 perihal Permohonan Ijin untuk Mengadakan Riset Pendahuluan tanggal 25 Maret 2022, maka disampaikan sebagai berikut:

Menerangkan bahwa,
 Nama : Uswatun Hasanah
 NIM : 1211800325
 Fakultas/Prodi : Ekonomi dan Bisnis / Manajemen

Telah melakukan riset pendahuluan dengan baik dan lancar di kantor cabang kami sebagai syarat penyusunan skripsi dengan judul:

"Pengaruh Budaya Organisasi, Kualitas Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan pada BPJS Ketenagakerjaan Surabaya Tanjung Perak"

Demikian surat ini disampaikan, atas perhatian Bapak/Ibu diucapkan terima kasih.




BPJS Ketenagakerjaan
 SURABAYA TANJUNG PERAK

Theresia Wahyu Dianti
 Kepala

AR/FA/HL 03.00

BPJS Ketenagakerjaan Cabang Surabaya Tanjung Perak Jl. Perak Timur No. 82 Surabaya
 T (031) 352 4460, 353 0985 F (031) 337 3022 E-mail : kacab.tanjungperak@bpjsketenagakerjaan.go.id

Lampiran 16
Kartu Bimbingan Skripsi




IUNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA
FAKULTAS EKONOMI DAN BISNIS

Kampus: Jl. Setokolowatu 45 Surabaya 60118, Telp (031) 5925289, E-mail: febr@untag-sby.ac.id

SEMESTER
Gasal / Genap
2021, 2022

KARTU BIMBINGAN SKRIPSI

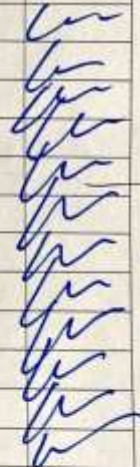


Nama Mahasiswa / NBI : Uswatun Hasanah / 1211800335

Nama Pembimbing : Dr. Kridho HG, MM

Judul Skripsi : Pengaruh Budaya Organisasi, Kualitas Kerja dan Lingkungan Kerja terhadap Kinerja Keuangan Pada BPJS Ketenagakerjaan Cabang Surabaya Tanjung Perak

Mulai Program Skripsi : Semester 8 Thn. Ak. **Selesai Bimbingan Tanggal**

No.	HARI / TANGGAL	KONSENTRASI		PARAF
		BAB / HAL	KETERANGAN REVISI	
1.	Senin, 29/3/22	Proposal	Proposal Revisi	
2.	Kamis, 19/4/22	Proposal	Proposal Acc	
3.	17 Mei 2022	BAB I	Revisi	
4.	23 Mei 2022	BAB I	Acc	
5.	01 Juni 2022	BAB II	Revisi	
6.	04 Juni 2022	BAB II	Acc	
7.	08 Juni 2022	BAB III	Revisi	
8.	08 Juni 2022	BAB III	Acc	
9.	06 Juli 2022	BAB IV	Revisi	
10.	06 Juli 2022	BAB IV	Acc	
11.	06 Juli 2022	BAB V	Acc	
12.	06 Juli 2022	Semua BAB	Acc	

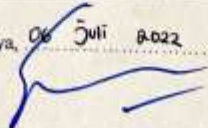
Perpanjangan I _____

Semester _____

Th. Ak. _____

Paraf Kajar _____

Surabaya, 06 Juli 2022



(Nama dan tanda tangan Pembimbing)

Lampiran 17
Hasil Cek Turnitin Jurnal Skripsi

