

# **LAMPIRAN**

Lampiran 1

LAMPIRAN KUESIONER PENELITIAN

Yogyakarta, November 2018

*Bapak/Ibu Responden yang terhormat*

Dalam rangka penyelesaian tugas akhir sebagai mahasiswa Program Strata Satu (S1) Universitas Muhammadiyah Yogyakarta, saya:

**Nama : Shafira Cahyani**

**NIM : 20150420076**

**Fak/Jur : Ekonomi dan Bisnis/Akuntansi**

Bermaksud melakukan penelitian untuk penyusunan skripsi tentang “Faktor-faktor yang mempengaruhi kinerja (Studi Empiris Pada Perguruan Tinggi di Daerah Istimewa Yogyakarta)”. Maka kami mengharapkan kesediaan Bapak/Ibu untuk mengisi angket kuesioner ini. Hasil penelitian ini diharapkan akan memberikan informasi yang bermanfaat bagi perkembangan perguruan tinggi di Indonesia.

Kuesioner ini sudah kami uji coba dan rata-rata pengisiannya menyita waktu kurang lebih 15 menit. Kami berharap kesediaan Bapak/Ibu, karena tanpa partisipasi Bapak/Ibu penelitian ini tidak dapat terlaksana.

Data-data yang kami peroleh akan **kami jaga kerahasiaannya dan semata-mata akan kami gunakan untuk kepentingan akademis**. Atas kerjasama dan kesediaan **Bapak/Ibu** kami ucapkan banyak terimakasih.

**Mengetahui,**

**Dosen Pembimbing**

**Hormat saya,**

**Dr. Ietje Nazaruddin, M.Si., Ak., CA**

**NIK: 19650715199303 143 025**

**Shafira Cahyani**

**NIM:20150420076**

# KUESIONER

## Petunjuk Pengisian

Isilah dan berilah tanda check list (✓) pada pertanyaan di bawah ini, sesuai dengan pendapat Bapak/Ibu.

### A. IDENTITAS RESPONDEN

1. Nama :

.....  
(tidak wajib diisi)

2. Jenis Kelamin :  Laki-laki  Perempuan

3. Umur :  < 41 tahun  > 41 tahun

4. Latar belakang pendidikan :

- Akuntansi
- Manajemen
- Ilmu Ekonomi

5. Status Institusi :  Negeri  Swasta

6. Jabatan Fungsional :  Asisten Ahli  Lektor  
 Lektor Kepala  Profesor  
 Lain-lain

.....(sebutkan)

7. Pendidikan Terakhir:  S2  S3

8. Pengalaman Kerja :  < 12 tahun  > 12 tahun

9. Apakah Bapak/Ibu menginginkan ringkasan hasil penelitian:

Ya, dialamatkan ke e- mail

.....

Tidak

## B. BAGIAN I

Di bawah ini ada serangkaian pernyataan, Mohon Bapak/Ibu baca secara cermat, kemudian silanglah (X) pada salah satu pilihan jawaban berdasarkan **persepsi yang mewakili keadaan di institusi Bapak/Ibu**

***Pilihan jawaban sebagai berikut:***

STS = Sangat Tidak Setuju, TS = Tidak Setuju, N = Netral, S = Setuju, SS = Sangat Setuju

| No  | Pernyataan   | STS | TS | N | S | SS |
|-----|--|-----|----|---|---|----|
| 1.  | Pimpinan saya mendengarkan saran/pendapat para dosen.  |     |    |   |   |    |
| 2.  | Pimpinan saya mendisiplinkan dosen yang melanggar etika.   |     |    |   |   |    |
| 3.  | Pimpinan saya melakukan kehidupan pribadinya dengan cara yang etis.  |     |    |   |   |    |
| 4.  | Pimpinan saya memikirkan yang terbaik untuk kepentingan dosen.   |     |    |   |   |    |
| 5.  | Pimpinan saya membuat keputusan yang adil dan seimbang.  |     |    |   |   |    |
| 6.  | Pimpinan saya bisa dipercaya.  |     |    |   |   |    |
| 7.  | Pimpinan saya membahas nilai-nilai etika dengan para dosen.  |     |    |   |   |    |
| 8.  | Pimpinan saya memberikan contoh bagaimana melakukan sesuatu dengan cara yang benar dan etis.                   |     |    |   |   |    |
| 9.  | Pimpinan saya mendefinisikan kesuksesan tidak hanya berdasarkan hasil, tetapi juga cara memperoleh kesuksesan. |     |    |   |   |    |
| 10. | Ketika membuat keputusan, Pimpinan bertanya, “apa hal yang benar untuk dilakukan?”.                            |     |    |   |   |    |

|    |  |  |  |  |  |  |
|----|--|--|--|--|--|--|
| 11 | Integritas adalah kata yang saya gunakan saat mendeskripsikan pimpinan institusi saya. |  |  |  |  |  |
| 12 | Saya yakin bahwa pimpinan saya selalu bertindak demi kepentingan terbaik.              |  |  |  |  |  |
| 13 | Saya mempercayai pimpinan saya sepenuhnya.   |  |  |  |  |  |
| 14 | Pimpinan institusi saya selalu menepati janji mereka.                                  |  |  |  |  |  |

### C. BAGIAN II

Di bawah ini ada serangkaian pernyataan, Mohon Bapak/Ibu baca secara cermat, kemudian silanglah (X) pada salah satu pilihan jawaban berdasarkan **persepsi sesuai dengan yang Bapak/Ibu rasakan**

*Pilihan jawaban sebagai berikut:*

STS = Sangat Tidak Setuju, TS = Tidak Setuju, N = Netral, S = Setuju, SS = Sangat Setuju

| No | Pernyataan   | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 1. | Institusi membantu saya didalam proses penilaian kinerja.                                  |     |    |   |   |    |
| 2  | Saya merasa puas dengan proses penilaian kinerja.  |     |    |   |   |    |
| 3  | Secara keseluruhan, saya merasa proses penilaian kinerja sangat bernilai.                  |     |    |   |   |    |
| 4  | Saya memiliki ekspektasi positif untuk masa yang akan datang dari hasil penilaian kinerja. |     |    |   |   |    |
| 5  | Saya setuju dengan hasil penilaian kinerja saya.   |     |    |   |   |    |

#### D. BAGIAN III

Mohon ukur kinerja Bapak/Ibu dibandingkan dengan rerata kinerja rekan kerja Bapak/Ibu sesuai dengan pernyataan di bawah ini, kemudian silanglah (X) pada salah satu angka antara 1 sampai dengan 5 berdasarkan persepsi Bapak/Ibu

*Pilihan jawaban sebagai berikut*

**1**                      **2**                      **3**                      **4**                      **5**

Sangat Jauh di      Di bawah rata-      Rata-rata              Di atas rata-rata      Sangat jauh di atas  
bawah rata-rata      rata                                                                                rata-rata

| No | Pernyataan  | 1 | 2 | 3 | 4 | 5 |
|----|---|---|---|---|---|---|
| 1  | Kinerja Pengajaran (pembimbingan dosen, orasi ilmiah, pengujian mahasiswa, pembimbing tugas akhir, pembimbing akademik, pengajaran, penulisan buku teks/modul, penyusunan buku teks/modul, penyusunan buku praktikum, pengembangan media pengajaran seperti e-learning, dll). |   |   |   |   |   |
| 2  | Kinerja Penelitian (individu dan kelompok).   |   |   |   |   |   |
| 3  | Kinerja Publikasi (penulisan artikel ilmiah, penulis monograf, memegang hak paten, dll).  |   |   |   |   |   |
| 4  | Kinerja pengabdian masyarakat (memeberikan pelatihan/penyuluhan masyarakat, memberikan pelayanan, menyebarluaskan gagasan, menduduki jabatan publik).   |   |   |   |   |   |
| 5  | Kinerja penunjang (peserta seminar, prestasi penghargaan, anggota organisasi profesi, keterwakilan organisasi dalam setiap acara, anggota dari institusi, dll).   |   |   |   |   |   |

## Lampiran 2

### Hasil Kuesioner Ethical Leadership

| RESPONDEN | ETHICAL LEADERSHIP |     |     |     |     |     |     |     |     |      | EL |
|-----------|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|----|
|           | EL1                | EL2 | EL3 | EL4 | EL5 | EL6 | EL7 | EL8 | EL9 | EL10 |    |
| RESP 1    | 4                  | 5   | 3   | 4   | 5   | 4   | 4   | 3   | 4   | 5    | 41 |
| RESP 2    | 4                  | 4   | 3   | 4   | 5   | 4   | 4   | 3   | 4   | 5    | 40 |
| RESP 3    | 4                  | 3   | 4   | 3   | 4   | 5   | 4   | 4   | 4   | 3    | 38 |
| RESP 4    | 4                  | 5   | 4   | 4   | 5   | 4   | 3   | 4   | 4   | 5    | 42 |
| RESP 5    | 5                  | 4   | 5   | 3   | 4   | 4   | 5   | 4   | 4   | 3    | 41 |
| RESP 6    | 4                  | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 4    | 37 |
| RESP 7    | 5                  | 5   | 4   | 3   | 5   | 4   | 4   | 4   | 5   | 3    | 42 |
| RESP 8    | 3                  | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 3    | 35 |
| RESP 9    | 4                  | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 4   | 3    | 35 |
| RESP 10   | 4                  | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 3    | 36 |
| RESP 11   | 4                  | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 3    | 36 |
| RESP 12   | 4                  | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 38 |
| RESP 13   | 3                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3    | 37 |
| RESP 14   | 4                  | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 5    | 43 |
| RESP 15   | 3                  | 2   | 3   | 3   | 2   | 4   | 3   | 3   | 3   | 3    | 29 |
| RESP 16   | 3                  | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3    | 37 |
| RESP 17   | 4                  | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 3    | 36 |
| RESP 18   | 4                  | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 5    | 45 |
| RESP 19   | 5                  | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5    | 43 |
| RESP 20   | 4                  | 5   | 4   | 4   | 4   | 3   | 4   | 4   | 5   | 5    | 42 |
| RESP 21   | 3                  | 5   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 2    | 32 |
| RESP 22   | 4                  | 5   | 3   | 3   | 4   | 3   | 2   | 3   | 4   | 4    | 35 |
| RESP 23   | 4                  | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 4    | 37 |
| RESP 24   | 2                  | 4   | 4   | 3   | 3   | 3   | 2   | 3   | 3   | 3    | 30 |
| RESP 25   | 3                  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4    | 32 |
| RESP 26   | 4                  | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 3    | 39 |
| RESP 27   | 4                  | 3   | 4   | 4   | 5   | 4   | 3   | 4   | 4   | 3    | 38 |
| RESP 28   | 4                  | 4   | 4   | 4   | 3   | 5   | 3   | 3   | 4   | 4    | 38 |
| RESP 29   | 3                  | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4    | 38 |
| RESP 30   | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 3    | 40 |
| RESP 31   | 5                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50 |
| RESP 32   | 4                  | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3    | 38 |
| RESP 33   | 4                  | 3   | 3   | 4   | 4   | 3   | 2   | 2   | 2   | 2    | 29 |

|         |   |   |   |   |   |   |   |   |   |   |    |
|---------|---|---|---|---|---|---|---|---|---|---|----|
| RESP 34 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| RESP 35 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 35 |
| RESP 36 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 35 |
| RESP 37 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 36 |
| RESP 38 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| RESP 39 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| RESP 40 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 43 |
| RESP 41 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |
| RESP 42 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| RESP 43 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| RESP 44 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| RESP 45 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |
| RESP 46 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| RESP 47 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 44 |
| RESP 48 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| RESP 49 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| RESP 50 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| RESP 51 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| RESP 52 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 35 |
| RESP 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| RESP 54 | 4 | 4 | 2 | 3 | 4 | 5 | 3 | 4 | 2 | 2 | 33 |
| RESP 55 | 5 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 40 |
| RESP 56 | 4 | 5 | 5 | 1 | 2 | 3 | 1 | 4 | 4 | 1 | 30 |
| RESP 57 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| RESP 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| RESP 59 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 2 | 34 |
| RESP 60 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 28 |
| RESP 61 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 2 | 30 |
| RESP 62 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 34 |
| RESP 63 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| RESP 64 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 3 | 2 | 36 |
| RESP 65 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 2 | 39 |
| RESP 66 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 41 |
| RESP 67 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 2 | 36 |
| RESP 68 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 36 |
| RESP 69 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 42 |
| RESP 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| RESP 71 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 36 |



|          |   |   |   |   |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|---|---|---|---|----|
| RESP 72  | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 35 |
| RESP 73  | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 35 |
| RESP 74  | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 42 |
| RESP 75  | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| RESP 76  | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 41 |
| RESP 77  | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 42 |
| RESP 78  | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 38 |
| RESP 79  | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 40 |
| RESP 80  | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 41 |
| RESP 81  | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| RESP 82  | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 42 |
| RESP 83  | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| RESP 84  | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 36 |
| RESP 85  | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 26 |
| RESP 86  | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 32 |
| RESP 87  | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 33 |
| RESP 88  | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| RESP 89  | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| RESP 90  | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 34 |
| RESP 91  | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| RESP 92  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 40 |
| RESP 93  | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| RESP 94  | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 38 |
| RESP 95  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| RESP 96  | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 47 |
| RESP 97  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| RESP 98  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| RESP 99  | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| RESP 100 | 4 | 5 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 35 |
| RESP 101 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 43 |
| RESP 102 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| RESP 103 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| RESP 104 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 36 |
| RESP 105 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 35 |
| RESP 106 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 35 |
| RESP 107 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| RESP 108 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 29 |
| RESP 109 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |

|          |   |   |   |   |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|---|---|---|---|----|
| RESP 110 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| RESP 111 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 40 |
| RESP 112 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| RESP 113 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 38 |
| RESP 114 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 38 |
| RESP 115 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 39 |
| RESP 116 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| RESP 117 | 2 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 30 |
| RESP 118 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| RESP 119 | 4 | 5 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 35 |
| RESP 120 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| RESP 121 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| RESP 122 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| RESP 123 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 44 |
| RESP 124 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| RESP 125 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |
| RESP 126 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| RESP 127 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| RESP 128 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| RESP 129 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |
| RESP 130 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 43 |
| RESP 131 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 28 |
| RESP 132 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 42 |
| RESP 133 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 36 |
| RESP 134 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 2 | 36 |
| RESP 135 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 41 |
| RESP 136 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 2 | 39 |
| RESP 137 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 3 | 2 | 36 |
| RESP 138 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| RESP 139 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 34 |
| RESP 140 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 2 | 30 |
| RESP 141 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 32 |
| RESP 142 | 4 | 5 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 35 |
| RESP 143 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| RESP 144 | 2 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 30 |
| RESP 145 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| RESP 146 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 39 |
| RESP 147 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 38 |

|          |   |   |   |   |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|---|---|---|---|----|
| RESP 148 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 38 |
| RESP 149 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| RESP 150 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 40 |
| RESP 151 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| RESP 152 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| RESP 153 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| RESP 154 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| RESP 155 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 29 |
| RESP 156 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 37 |
| RESP 157 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 36 |
| RESP 158 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| RESP 159 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| RESP 160 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 42 |
| RESP 161 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 41 |
| RESP 162 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 40 |
| RESP 163 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 38 |
| RESP 164 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 42 |
| RESP 165 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 41 |
| RESP 166 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| RESP 167 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 42 |
| RESP 168 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 35 |
| RESP 169 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 35 |
| RESP 170 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 36 |
| RESP 171 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| RESP 172 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 40 |
| RESP 173 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| RESP 174 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| RESP 175 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 29 |
| RESP 176 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| RESP 177 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 35 |
| RESP 178 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 35 |
| RESP 179 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 36 |
| RESP 180 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| RESP 181 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |
| RESP 182 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| RESP 183 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| RESP 184 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| RESP 185 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |

|          |   |   |   |   |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|---|---|---|---|----|
| RESP 186 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| RESP 187 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 44 |
| RESP 188 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| RESP 189 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| RESP 190 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| RESP 191 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 2 | 30 |
| RESP 192 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 34 |
| RESP 193 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| RESP 194 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 3 | 2 | 36 |
| RESP 195 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 2 | 39 |
| RESP 196 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 41 |
| RESP 197 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 2 | 36 |
| RESP 198 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 36 |
| RESP 199 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 42 |
| RESP 200 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 28 |
| RESP 201 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| RESP 202 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 42 |
| RESP 203 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 38 |
| RESP 204 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 40 |
| RESP 205 | 2 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 30 |
| RESP 206 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 32 |
| RESP 207 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| RESP 208 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 33 |
| RESP 209 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| RESP 210 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 39 |
| RESP 211 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |
| RESP 212 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| RESP 213 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| RESP 214 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| RESP 215 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |
| RESP 216 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| RESP 217 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 42 |
| RESP 218 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| RESP 219 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 36 |
| RESP 220 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 26 |
| RESP 221 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 41 |
| RESP 222 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| RESP 223 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 36 |

|          |   |   |   |   |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|---|---|---|---|----|
| RESP 224 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 29 |
| RESP 225 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 2 | 39 |
| RESP 226 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 34 |
| RESP 227 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 33 |
| RESP 228 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 32 |
| RESP 229 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 26 |
| RESP 230 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 39 |
| RESP 231 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| RESP 232 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 33 |
| RESP 233 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| RESP 234 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 47 |
| RESP 235 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 5 | 35 |
| RESP 236 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 35 |
| RESP 237 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 32 |

### Hasil Kuesioner Trust

| RESPONDEN | TRUST |    |    |    | T  |
|-----------|-------|----|----|----|----|
|           | T1    | T2 | T3 | T4 |    |
| RESP 1    | 4     | 4  | 5  | 4  | 17 |
| RESP 2    | 4     | 4  | 3  | 4  | 15 |
| RESP 3    | 4     | 5  | 4  | 4  | 17 |
| RESP 4    | 4     | 4  | 4  | 4  | 16 |
| RESP 5    | 4     | 4  | 5  | 4  | 17 |
| RESP 6    | 3     | 4  | 4  | 4  | 15 |
| RESP 7    | 4     | 5  | 4  | 4  | 17 |
| RESP 8    | 3     | 4  | 3  | 4  | 14 |
| RESP 9    | 4     | 4  | 3  | 3  | 14 |
| RESP 10   | 3     | 4  | 3  | 4  | 14 |
| RESP 11   | 4     | 4  | 3  | 4  | 15 |
| RESP 12   | 4     | 4  | 4  | 3  | 15 |
| RESP 13   | 3     | 3  | 4  | 3  | 13 |
| RESP 14   | 4     | 4  | 5  | 5  | 18 |
| RESP 15   | 3     | 3  | 3  | 3  | 12 |
| RESP 16   | 4     | 4  | 4  | 4  | 16 |

|         |   |   |   |   |    |
|---------|---|---|---|---|----|
| RESP 17 | 3 | 3 | 3 | 3 | 12 |
| RESP 18 | 5 | 4 | 4 | 4 | 17 |
| RESP 19 | 4 | 4 | 4 | 4 | 16 |
| RESP 20 | 3 | 4 | 3 | 4 | 14 |
| RESP 21 | 3 | 3 | 3 | 3 | 12 |
| RESP 22 | 4 | 3 | 3 | 3 | 13 |
| RESP 23 | 4 | 3 | 3 | 3 | 13 |
| RESP 24 | 3 | 3 | 3 | 3 | 12 |
| RESP 25 | 4 | 4 | 4 | 3 | 15 |
| RESP 26 | 4 | 4 | 4 | 3 | 15 |
| RESP 27 | 4 | 5 | 4 | 3 | 16 |
| RESP 28 | 3 | 5 | 5 | 4 | 17 |
| RESP 29 | 4 | 4 | 3 | 3 | 14 |
| RESP 30 | 4 | 4 | 4 | 3 | 15 |
| RESP 31 | 4 | 4 | 5 | 5 | 18 |
| RESP 32 | 4 | 4 | 4 | 4 | 16 |
| RESP 33 | 3 | 4 | 4 | 3 | 14 |
| RESP 34 | 3 | 4 | 4 | 4 | 15 |
| RESP 35 | 4 | 4 | 4 | 3 | 15 |
| RESP 36 | 4 | 4 | 5 | 5 | 18 |
| RESP 37 | 4 | 4 | 4 | 5 | 17 |
| RESP 38 | 3 | 5 | 5 | 5 | 18 |
| RESP 39 | 3 | 3 | 3 | 4 | 13 |
| RESP 40 | 3 | 3 | 3 | 3 | 12 |
| RESP 41 | 5 | 4 | 5 | 5 | 19 |
| RESP 42 | 5 | 4 | 4 | 5 | 18 |
| RESP 43 | 4 | 4 | 4 | 5 | 17 |
| RESP 44 | 4 | 4 | 4 | 4 | 16 |
| RESP 45 | 3 | 4 | 3 | 3 | 13 |
| RESP 46 | 4 | 4 | 4 | 4 | 16 |
| RESP 47 | 3 | 3 | 3 | 3 | 12 |
| RESP 48 | 4 | 4 | 4 | 4 | 16 |
| RESP 49 | 4 | 5 | 5 | 5 | 19 |
| RESP 50 | 4 | 4 | 4 | 4 | 16 |
| RESP 51 | 4 | 4 | 4 | 4 | 16 |
| RESP 52 | 3 | 3 | 3 | 3 | 12 |
| RESP 53 | 5 | 4 | 4 | 3 | 16 |
| RESP 54 | 4 | 3 | 4 | 4 | 15 |

|         |   |   |   |   |    |
|---------|---|---|---|---|----|
| RESP 55 | 3 | 5 | 5 | 4 | 17 |
| RESP 56 | 5 | 1 | 4 | 5 | 15 |
| RESP 57 | 4 | 3 | 4 | 4 | 15 |
| RESP 58 | 4 | 4 | 4 | 4 | 16 |
| RESP 59 | 3 | 2 | 4 | 4 | 13 |
| RESP 60 | 4 | 3 | 3 | 3 | 13 |
| RESP 61 | 3 | 4 | 4 | 5 | 16 |
| RESP 62 | 2 | 2 | 2 | 2 | 8  |
| RESP 63 | 4 | 2 | 3 | 4 | 13 |
| RESP 64 | 2 | 2 | 3 | 4 | 11 |
| RESP 65 | 2 | 2 | 3 | 3 | 10 |
| RESP 66 | 2 | 3 | 3 | 2 | 10 |
| RESP 67 | 2 | 3 | 3 | 2 | 10 |
| RESP 68 | 4 | 4 | 5 | 5 | 18 |
| RESP 69 | 3 | 3 | 4 | 2 | 12 |
| RESP 70 | 4 | 4 | 4 | 4 | 16 |
| RESP 71 | 3 | 4 | 3 | 4 | 14 |
| RESP 72 | 4 | 4 | 3 | 3 | 14 |
| RESP 73 | 3 | 4 | 3 | 4 | 14 |
| RESP 74 | 4 | 5 | 4 | 4 | 17 |
| RESP 75 | 3 | 4 | 4 | 4 | 15 |
| RESP 76 | 4 | 4 | 5 | 4 | 17 |
| RESP 77 | 4 | 4 | 4 | 4 | 16 |
| RESP 78 | 4 | 5 | 4 | 4 | 17 |
| RESP 79 | 4 | 4 | 3 | 4 | 15 |
| RESP 80 | 4 | 4 | 5 | 4 | 17 |
| RESP 81 | 4 | 4 | 4 | 4 | 16 |
| RESP 82 | 3 | 4 | 3 | 4 | 14 |
| RESP 83 | 5 | 4 | 4 | 4 | 17 |
| RESP 84 | 3 | 3 | 3 | 3 | 12 |
| RESP 85 | 3 | 2 | 3 | 2 | 10 |
| RESP 86 | 2 | 3 | 2 | 2 | 9  |
| RESP 87 | 2 | 4 | 2 | 2 | 10 |
| RESP 88 | 4 | 4 | 5 | 5 | 18 |
| RESP 89 | 3 | 3 | 4 | 3 | 13 |
| RESP 90 | 2 | 3 | 2 | 3 | 10 |
| RESP 91 | 4 | 4 | 3 | 4 | 15 |
| RESP 92 | 4 | 4 | 4 | 3 | 15 |

|          |   |   |   |   |    |
|----------|---|---|---|---|----|
| RESP 93  | 4 | 4 | 3 | 3 | 14 |
| RESP 94  | 3 | 5 | 5 | 4 | 17 |
| RESP 95  | 4 | 4 | 4 | 4 | 16 |
| RESP 96  | 4 | 5 | 4 | 5 | 18 |
| RESP 97  | 4 | 4 | 4 | 3 | 15 |
| RESP 98  | 4 | 4 | 4 | 4 | 16 |
| RESP 99  | 4 | 3 | 3 | 3 | 13 |
| RESP 100 | 4 | 3 | 3 | 3 | 13 |
| RESP 101 | 3 | 3 | 3 | 3 | 12 |
| RESP 102 | 3 | 3 | 3 | 4 | 13 |
| RESP 103 | 3 | 5 | 5 | 5 | 18 |
| RESP 104 | 4 | 4 | 4 | 5 | 17 |
| RESP 105 | 4 | 4 | 5 | 5 | 18 |
| RESP 106 | 4 | 4 | 4 | 3 | 15 |
| RESP 107 | 3 | 4 | 4 | 4 | 15 |
| RESP 108 | 3 | 4 | 4 | 3 | 14 |
| RESP 109 | 4 | 4 | 4 | 4 | 16 |
| RESP 110 | 4 | 4 | 5 | 5 | 18 |
| RESP 111 | 4 | 4 | 4 | 3 | 15 |
| RESP 112 | 4 | 4 | 3 | 3 | 14 |
| RESP 113 | 3 | 5 | 5 | 4 | 17 |
| RESP 114 | 4 | 5 | 4 | 3 | 16 |
| RESP 115 | 4 | 4 | 4 | 3 | 15 |
| RESP 116 | 4 | 4 | 4 | 3 | 15 |
| RESP 117 | 3 | 3 | 3 | 3 | 12 |
| RESP 118 | 4 | 3 | 3 | 3 | 13 |
| RESP 119 | 4 | 3 | 3 | 3 | 13 |
| RESP 120 | 4 | 4 | 4 | 4 | 16 |
| RESP 121 | 4 | 5 | 5 | 5 | 19 |
| RESP 122 | 4 | 4 | 4 | 4 | 16 |
| RESP 123 | 3 | 3 | 3 | 3 | 12 |
| RESP 124 | 4 | 4 | 4 | 4 | 16 |
| RESP 125 | 3 | 4 | 3 | 3 | 13 |
| RESP 126 | 4 | 4 | 4 | 4 | 16 |
| RESP 127 | 4 | 4 | 4 | 5 | 17 |
| RESP 128 | 5 | 4 | 4 | 5 | 18 |
| RESP 129 | 5 | 4 | 5 | 5 | 19 |
| RESP 130 | 3 | 3 | 3 | 3 | 12 |



|          |   |   |   |   |    |
|----------|---|---|---|---|----|
| RESP 131 | 4 | 2 | 4 | 4 | 14 |
| RESP 132 | 3 | 3 | 4 | 2 | 12 |
| RESP 133 | 4 | 4 | 5 | 5 | 18 |
| RESP 134 | 2 | 3 | 3 | 2 | 10 |
| RESP 135 | 2 | 3 | 3 | 2 | 10 |
| RESP 136 | 2 | 2 | 3 | 3 | 10 |
| RESP 137 | 2 | 2 | 3 | 4 | 11 |
| RESP 138 | 4 | 2 | 3 | 4 | 13 |
| RESP 139 | 2 | 2 | 2 | 2 | 8  |
| RESP 140 | 3 | 4 | 4 | 5 | 16 |
| RESP 141 | 3 | 3 | 3 | 3 | 12 |
| RESP 142 | 4 | 3 | 3 | 3 | 13 |
| RESP 143 | 4 | 3 | 3 | 3 | 13 |
| RESP 144 | 3 | 3 | 3 | 3 | 12 |
| RESP 145 | 4 | 4 | 4 | 3 | 15 |
| RESP 146 | 4 | 4 | 4 | 3 | 15 |
| RESP 147 | 4 | 5 | 4 | 3 | 16 |
| RESP 148 | 3 | 5 | 5 | 4 | 17 |
| RESP 149 | 4 | 4 | 3 | 3 | 14 |
| RESP 150 | 4 | 4 | 4 | 3 | 15 |
| RESP 151 | 4 | 4 | 3 | 4 | 15 |
| RESP 152 | 4 | 4 | 4 | 3 | 15 |
| RESP 153 | 3 | 3 | 4 | 3 | 13 |
| RESP 154 | 4 | 4 | 5 | 5 | 18 |
| RESP 155 | 3 | 3 | 3 | 3 | 12 |
| RESP 156 | 4 | 4 | 4 | 4 | 16 |
| RESP 157 | 3 | 3 | 3 | 3 | 12 |
| RESP 158 | 5 | 4 | 4 | 4 | 17 |
| RESP 159 | 4 | 4 | 4 | 4 | 16 |
| RESP 160 | 3 | 4 | 3 | 4 | 14 |
| RESP 161 | 4 | 4 | 5 | 4 | 17 |
| RESP 162 | 4 | 4 | 3 | 4 | 15 |
| RESP 163 | 4 | 5 | 4 | 4 | 17 |
| RESP 164 | 4 | 4 | 4 | 4 | 16 |
| RESP 165 | 4 | 4 | 5 | 4 | 17 |
| RESP 166 | 3 | 4 | 4 | 4 | 15 |
| RESP 167 | 4 | 5 | 4 | 4 | 17 |
| RESP 168 | 3 | 4 | 3 | 4 | 14 |

|          |   |   |   |   |    |
|----------|---|---|---|---|----|
| RESP 169 | 4 | 4 | 3 | 3 | 14 |
| RESP 170 | 3 | 4 | 3 | 4 | 14 |
| RESP 171 | 4 | 4 | 3 | 3 | 14 |
| RESP 172 | 4 | 4 | 4 | 3 | 15 |
| RESP 173 | 4 | 4 | 5 | 5 | 18 |
| RESP 174 | 4 | 4 | 4 | 4 | 16 |
| RESP 175 | 3 | 4 | 4 | 3 | 14 |
| RESP 176 | 3 | 4 | 4 | 4 | 15 |
| RESP 177 | 4 | 4 | 4 | 3 | 15 |
| RESP 178 | 4 | 4 | 5 | 5 | 18 |
| RESP 179 | 4 | 4 | 4 | 5 | 17 |
| RESP 180 | 3 | 5 | 5 | 5 | 18 |
| RESP 181 | 5 | 4 | 5 | 5 | 19 |
| RESP 182 | 5 | 4 | 4 | 5 | 18 |
| RESP 183 | 4 | 4 | 4 | 5 | 17 |
| RESP 184 | 4 | 4 | 4 | 4 | 16 |
| RESP 185 | 3 | 4 | 3 | 3 | 13 |
| RESP 186 | 4 | 4 | 4 | 4 | 16 |
| RESP 187 | 3 | 3 | 3 | 3 | 12 |
| RESP 188 | 4 | 4 | 4 | 4 | 16 |
| RESP 189 | 4 | 5 | 5 | 5 | 19 |
| RESP 190 | 4 | 4 | 4 | 4 | 16 |
| RESP 191 | 3 | 4 | 4 | 5 | 16 |
| RESP 192 | 2 | 2 | 2 | 2 | 8  |
| RESP 193 | 4 | 2 | 3 | 4 | 13 |
| RESP 194 | 2 | 2 | 3 | 4 | 11 |
| RESP 195 | 2 | 2 | 3 | 3 | 10 |
| RESP 196 | 2 | 3 | 3 | 2 | 10 |
| RESP 197 | 2 | 3 | 3 | 2 | 10 |
| RESP 198 | 4 | 4 | 5 | 5 | 18 |
| RESP 199 | 3 | 3 | 4 | 2 | 12 |
| RESP 200 | 4 | 2 | 4 | 4 | 14 |
| RESP 201 | 3 | 4 | 4 | 4 | 15 |
| RESP 202 | 4 | 5 | 4 | 4 | 17 |
| RESP 203 | 3 | 5 | 5 | 4 | 17 |
| RESP 204 | 4 | 4 | 4 | 3 | 15 |
| RESP 205 | 3 | 3 | 3 | 3 | 12 |
| RESP 206 | 3 | 3 | 3 | 3 | 12 |

|          |   |   |   |   |    |
|----------|---|---|---|---|----|
| RESP 207 | 4 | 4 | 5 | 5 | 18 |
| RESP 208 | 3 | 4 | 3 | 3 | 13 |
| RESP 209 | 4 | 4 | 4 | 3 | 15 |
| RESP 210 | 4 | 4 | 4 | 3 | 15 |
| RESP 211 | 3 | 4 | 3 | 3 | 13 |
| RESP 212 | 4 | 4 | 4 | 4 | 16 |
| RESP 213 | 4 | 4 | 4 | 5 | 17 |
| RESP 214 | 5 | 4 | 4 | 5 | 18 |
| RESP 215 | 5 | 4 | 5 | 5 | 19 |
| RESP 216 | 4 | 4 | 4 | 4 | 16 |
| RESP 217 | 3 | 4 | 3 | 4 | 14 |
| RESP 218 | 5 | 4 | 4 | 4 | 17 |
| RESP 219 | 3 | 3 | 3 | 3 | 12 |
| RESP 220 | 3 | 2 | 3 | 2 | 10 |
| RESP 221 | 4 | 4 | 5 | 4 | 17 |
| RESP 222 | 3 | 4 | 4 | 4 | 15 |
| RESP 223 | 3 | 4 | 3 | 4 | 14 |
| RESP 224 | 3 | 3 | 3 | 3 | 12 |
| RESP 225 | 2 | 2 | 3 | 3 | 10 |
| RESP 226 | 2 | 3 | 2 | 3 | 10 |
| RESP 227 | 2 | 4 | 2 | 2 | 10 |
| RESP 228 | 2 | 3 | 2 | 2 | 9  |
| RESP 229 | 3 | 2 | 4 | 3 | 12 |
| RESP 230 | 4 | 4 | 4 | 3 | 15 |
| RESP 231 | 4 | 4 | 4 | 3 | 15 |
| RESP 232 | 3 | 4 | 3 | 3 | 13 |
| RESP 233 | 4 | 2 | 3 | 3 | 12 |
| RESP 234 | 4 | 5 | 4 | 5 | 18 |
| RESP 235 | 5 | 4 | 5 | 3 | 17 |
| RESP 236 | 4 | 3 | 3 | 3 | 13 |
| RESP 237 | 4 | 4 | 4 | 4 | 16 |

### Hasil Kuesioner Keadilan Organisasional

| RESPONDEN | KEADILAN ORGANISASIONAL |     |     |     |     | KO |
|-----------|-------------------------|-----|-----|-----|-----|----|
|           | KO1                     | KO2 | KO3 | KO4 | KO5 |    |
| RESP 1    | 4                       | 3   | 4   | 5   | 4   | 20 |
| RESP 2    | 4                       | 4   | 5   | 4   | 4   | 21 |
| RESP 3    | 4                       | 3   | 3   | 4   | 3   | 17 |
| RESP 4    | 4                       | 5   | 4   | 3   | 4   | 20 |
| RESP 5    | 3                       | 3   | 4   | 3   | 3   | 16 |
| RESP 6    | 3                       | 4   | 5   | 4   | 3   | 19 |
| RESP 7    | 4                       | 4   | 4   | 4   | 4   | 20 |
| RESP 8    | 4                       | 4   | 3   | 4   | 3   | 18 |
| RESP 9    | 3                       | 4   | 3   | 4   | 3   | 17 |
| RESP 10   | 3                       | 4   | 3   | 4   | 4   | 18 |
| RESP 11   | 4                       | 3   | 4   | 4   | 4   | 19 |
| RESP 12   | 4                       | 3   | 4   | 4   | 3   | 18 |
| RESP 13   | 5                       | 5   | 3   | 3   | 4   | 20 |
| RESP 14   | 5                       | 4   | 4   | 4   | 5   | 22 |
| RESP 15   | 3                       | 3   | 3   | 3   | 3   | 15 |
| RESP 16   | 4                       | 4   | 4   | 4   | 4   | 20 |
| RESP 17   | 3                       | 3   | 3   | 3   | 3   | 15 |
| RESP 18   | 3                       | 4   | 4   | 4   | 5   | 20 |
| RESP 19   | 4                       | 5   | 4   | 4   | 4   | 21 |
| RESP 20   | 4                       | 5   | 4   | 5   | 4   | 22 |
| RESP 21   | 4                       | 3   | 5   | 5   | 5   | 22 |
| RESP 22   | 4                       | 5   | 3   | 3   | 3   | 18 |
| RESP 23   | 2                       | 2   | 4   | 4   | 4   | 16 |
| RESP 24   | 3                       | 4   | 4   | 3   | 3   | 17 |
| RESP 25   | 3                       | 4   | 4   | 4   | 4   | 19 |
| RESP 26   | 4                       | 3   | 3   | 4   | 3   | 17 |
| RESP 27   | 4                       | 3   | 4   | 4   | 3   | 18 |
| RESP 28   | 5                       | 4   | 5   | 4   | 3   | 21 |
| RESP 29   | 4                       | 4   | 4   | 4   | 4   | 20 |
| RESP 30   | 4                       | 4   | 4   | 4   | 4   | 20 |
| RESP 31   | 5                       | 5   | 5   | 5   | 5   | 25 |
| RESP 32   | 4                       | 4   | 4   | 4   | 4   | 20 |
| RESP 33   | 4                       | 4   | 4   | 2   | 4   | 18 |
| RESP 34   | 4                       | 4   | 5   | 4   | 4   | 21 |

|         |   |   |   |   |   |    |
|---------|---|---|---|---|---|----|
| RESP 35 | 3 | 3 | 4 | 3 | 3 | 16 |
| RESP 36 | 3 | 4 | 5 | 4 | 4 | 20 |
| RESP 37 | 4 | 4 | 3 | 5 | 5 | 21 |
| RESP 38 | 4 | 4 | 3 | 4 | 4 | 19 |
| RESP 39 | 4 | 4 | 4 | 3 | 5 | 20 |
| RESP 40 | 5 | 4 | 4 | 5 | 5 | 23 |
| RESP 41 | 5 | 4 | 4 | 5 | 5 | 23 |
| RESP 42 | 5 | 5 | 3 | 3 | 5 | 21 |
| RESP 43 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 44 | 3 | 3 | 3 | 3 | 3 | 15 |
| RESP 45 | 4 | 4 | 4 | 5 | 5 | 22 |
| RESP 46 | 5 | 5 | 4 | 4 | 4 | 22 |
| RESP 47 | 4 | 3 | 3 | 4 | 4 | 18 |
| RESP 48 | 5 | 5 | 4 | 3 | 5 | 22 |
| RESP 49 | 4 | 4 | 4 | 5 | 5 | 22 |
| RESP 50 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 51 | 4 | 4 | 5 | 4 | 5 | 22 |
| RESP 52 | 3 | 4 | 4 | 4 | 4 | 19 |
| RESP 53 | 3 | 4 | 4 | 5 | 4 | 20 |
| RESP 54 | 4 | 5 | 4 | 3 | 5 | 21 |
| RESP 55 | 5 | 4 | 5 | 4 | 4 | 22 |
| RESP 56 | 4 | 4 | 4 | 3 | 4 | 19 |
| RESP 57 | 2 | 3 | 3 | 4 | 4 | 16 |
| RESP 58 | 3 | 4 | 4 | 3 | 4 | 18 |
| RESP 59 | 5 | 5 | 3 | 3 | 4 | 20 |
| RESP 60 | 4 | 4 | 4 | 3 | 3 | 18 |
| RESP 61 | 4 | 3 | 2 | 3 | 4 | 16 |
| RESP 62 | 5 | 4 | 4 | 4 | 3 | 20 |
| RESP 63 | 5 | 4 | 3 | 3 | 3 | 18 |
| RESP 64 | 4 | 4 | 5 | 5 | 5 | 23 |
| RESP 65 | 4 | 3 | 3 | 3 | 3 | 16 |
| RESP 66 | 3 | 1 | 3 | 4 | 4 | 15 |
| RESP 67 | 4 | 2 | 3 | 4 | 3 | 16 |
| RESP 68 | 4 | 3 | 4 | 3 | 4 | 18 |
| RESP 69 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 70 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 71 | 3 | 4 | 3 | 4 | 4 | 18 |
| RESP 72 | 3 | 4 | 3 | 4 | 3 | 17 |

|          |   |   |   |   |   |    |
|----------|---|---|---|---|---|----|
| RESP 73  | 4 | 4 | 3 | 4 | 3 | 18 |
| RESP 74  | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 75  | 3 | 4 | 5 | 4 | 3 | 19 |
| RESP 76  | 3 | 3 | 4 | 3 | 3 | 16 |
| RESP 77  | 4 | 5 | 4 | 3 | 4 | 20 |
| RESP 78  | 4 | 3 | 3 | 4 | 3 | 17 |
| RESP 79  | 4 | 4 | 5 | 4 | 4 | 21 |
| RESP 80  | 4 | 3 | 4 | 5 | 4 | 20 |
| RESP 81  | 4 | 5 | 4 | 4 | 4 | 21 |
| RESP 82  | 4 | 5 | 4 | 5 | 4 | 22 |
| RESP 83  | 3 | 4 | 4 | 4 | 5 | 20 |
| RESP 84  | 3 | 3 | 3 | 3 | 3 | 15 |
| RESP 85  | 2 | 2 | 4 | 4 | 3 | 15 |
| RESP 86  | 4 | 3 | 5 | 4 | 4 | 20 |
| RESP 87  | 4 | 4 | 4 | 3 | 5 | 20 |
| RESP 88  | 5 | 4 | 4 | 4 | 5 | 22 |
| RESP 89  | 5 | 5 | 3 | 3 | 4 | 20 |
| RESP 90  | 4 | 4 | 4 | 3 | 5 | 20 |
| RESP 91  | 4 | 3 | 4 | 4 | 4 | 19 |
| RESP 92  | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 93  | 4 | 5 | 5 | 3 | 2 | 19 |
| RESP 94  | 5 | 4 | 5 | 4 | 3 | 21 |
| RESP 95  | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 96  | 5 | 5 | 5 | 5 | 5 | 25 |
| RESP 97  | 3 | 4 | 4 | 4 | 4 | 19 |
| RESP 98  | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 99  | 2 | 2 | 4 | 4 | 4 | 16 |
| RESP 100 | 4 | 5 | 3 | 3 | 3 | 18 |
| RESP 101 | 5 | 4 | 4 | 5 | 5 | 23 |
| RESP 102 | 4 | 4 | 4 | 3 | 5 | 20 |
| RESP 103 | 4 | 4 | 3 | 4 | 4 | 19 |
| RESP 104 | 4 | 4 | 3 | 5 | 5 | 21 |
| RESP 105 | 3 | 4 | 5 | 4 | 4 | 20 |
| RESP 106 | 3 | 3 | 4 | 3 | 3 | 16 |
| RESP 107 | 4 | 4 | 5 | 4 | 4 | 21 |
| RESP 108 | 4 | 4 | 4 | 2 | 4 | 18 |
| RESP 109 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 110 | 5 | 5 | 5 | 5 | 5 | 25 |

|          |   |   |   |   |   |    |
|----------|---|---|---|---|---|----|
| RESP 111 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 112 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 113 | 5 | 4 | 5 | 4 | 3 | 21 |
| RESP 114 | 4 | 3 | 4 | 4 | 3 | 18 |
| RESP 115 | 4 | 3 | 3 | 4 | 3 | 17 |
| RESP 116 | 3 | 4 | 4 | 4 | 4 | 19 |
| RESP 117 | 3 | 4 | 4 | 3 | 3 | 17 |
| RESP 118 | 2 | 2 | 4 | 4 | 4 | 16 |
| RESP 119 | 4 | 5 | 3 | 3 | 3 | 18 |
| RESP 120 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 121 | 4 | 4 | 4 | 5 | 5 | 22 |
| RESP 122 | 5 | 5 | 4 | 3 | 5 | 22 |
| RESP 123 | 4 | 3 | 3 | 4 | 4 | 18 |
| RESP 124 | 5 | 5 | 4 | 4 | 4 | 22 |
| RESP 125 | 4 | 4 | 4 | 5 | 5 | 22 |
| RESP 126 | 3 | 3 | 3 | 3 | 3 | 15 |
| RESP 127 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 128 | 5 | 5 | 3 | 3 | 5 | 21 |
| RESP 129 | 5 | 4 | 4 | 5 | 5 | 23 |
| RESP 130 | 5 | 4 | 4 | 5 | 5 | 23 |
| RESP 131 | 4 | 4 | 5 | 2 | 2 | 17 |
| RESP 132 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 133 | 4 | 3 | 4 | 3 | 4 | 18 |
| RESP 134 | 4 | 2 | 3 | 4 | 3 | 16 |
| RESP 135 | 3 | 1 | 3 | 4 | 4 | 15 |
| RESP 136 | 4 | 3 | 3 | 3 | 3 | 16 |
| RESP 137 | 4 | 4 | 5 | 5 | 5 | 23 |
| RESP 138 | 5 | 4 | 3 | 3 | 3 | 18 |
| RESP 139 | 5 | 4 | 4 | 4 | 3 | 20 |
| RESP 140 | 4 | 3 | 2 | 3 | 4 | 16 |
| RESP 141 | 4 | 3 | 5 | 5 | 5 | 22 |
| RESP 142 | 4 | 5 | 3 | 3 | 3 | 18 |
| RESP 143 | 2 | 2 | 4 | 4 | 4 | 16 |
| RESP 144 | 3 | 4 | 4 | 3 | 3 | 17 |
| RESP 145 | 3 | 4 | 4 | 4 | 4 | 19 |
| RESP 146 | 4 | 3 | 3 | 4 | 3 | 17 |
| RESP 147 | 4 | 3 | 4 | 4 | 3 | 18 |
| RESP 148 | 5 | 4 | 5 | 4 | 3 | 21 |

|          |   |   |   |   |   |    |
|----------|---|---|---|---|---|----|
| RESP 149 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 150 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 151 | 4 | 3 | 4 | 4 | 4 | 19 |
| RESP 152 | 4 | 3 | 4 | 4 | 3 | 18 |
| RESP 153 | 5 | 5 | 3 | 3 | 4 | 20 |
| RESP 154 | 5 | 4 | 4 | 4 | 5 | 22 |
| RESP 155 | 3 | 3 | 3 | 3 | 3 | 15 |
| RESP 156 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 157 | 3 | 3 | 3 | 3 | 3 | 15 |
| RESP 158 | 3 | 4 | 4 | 4 | 5 | 20 |
| RESP 159 | 4 | 5 | 4 | 4 | 4 | 21 |
| RESP 160 | 4 | 5 | 4 | 5 | 4 | 22 |
| RESP 161 | 4 | 3 | 4 | 5 | 4 | 20 |
| RESP 162 | 4 | 4 | 5 | 4 | 4 | 21 |
| RESP 163 | 4 | 3 | 3 | 4 | 3 | 17 |
| RESP 164 | 4 | 5 | 4 | 3 | 4 | 20 |
| RESP 165 | 3 | 3 | 4 | 3 | 3 | 16 |
| RESP 166 | 3 | 4 | 5 | 4 | 3 | 19 |
| RESP 167 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 168 | 4 | 4 | 3 | 4 | 3 | 18 |
| RESP 169 | 3 | 4 | 3 | 4 | 3 | 17 |
| RESP 170 | 3 | 4 | 3 | 4 | 4 | 18 |
| RESP 171 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 172 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 173 | 5 | 5 | 5 | 5 | 5 | 25 |
| RESP 174 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 175 | 4 | 4 | 4 | 2 | 4 | 18 |
| RESP 176 | 4 | 4 | 5 | 4 | 4 | 21 |
| RESP 177 | 3 | 3 | 4 | 3 | 3 | 16 |
| RESP 178 | 3 | 4 | 5 | 4 | 4 | 20 |
| RESP 179 | 4 | 4 | 3 | 5 | 5 | 21 |
| RESP 180 | 4 | 4 | 3 | 4 | 4 | 19 |
| RESP 181 | 5 | 4 | 4 | 5 | 5 | 23 |
| RESP 182 | 5 | 5 | 3 | 3 | 5 | 21 |
| RESP 183 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 184 | 3 | 3 | 3 | 3 | 3 | 15 |
| RESP 185 | 4 | 4 | 4 | 5 | 5 | 22 |
| RESP 186 | 5 | 5 | 4 | 4 | 4 | 22 |



|          |   |   |   |   |   |    |
|----------|---|---|---|---|---|----|
| RESP 187 | 4 | 3 | 3 | 4 | 4 | 18 |
| RESP 188 | 5 | 5 | 4 | 3 | 5 | 22 |
| RESP 189 | 4 | 4 | 4 | 5 | 5 | 22 |
| RESP 190 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 191 | 4 | 3 | 2 | 3 | 4 | 16 |
| RESP 192 | 5 | 4 | 4 | 4 | 3 | 20 |
| RESP 193 | 5 | 4 | 3 | 3 | 3 | 18 |
| RESP 194 | 4 | 4 | 5 | 5 | 5 | 23 |
| RESP 195 | 4 | 3 | 3 | 3 | 3 | 16 |
| RESP 196 | 3 | 1 | 3 | 4 | 4 | 15 |
| RESP 197 | 4 | 2 | 3 | 4 | 3 | 16 |
| RESP 198 | 4 | 3 | 4 | 3 | 4 | 18 |
| RESP 199 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 200 | 4 | 4 | 5 | 2 | 2 | 17 |
| RESP 201 | 4 | 4 | 5 | 4 | 4 | 21 |
| RESP 202 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 203 | 5 | 4 | 5 | 4 | 3 | 21 |
| RESP 204 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 205 | 3 | 4 | 4 | 3 | 3 | 17 |
| RESP 206 | 4 | 3 | 5 | 5 | 5 | 22 |
| RESP 207 | 5 | 4 | 4 | 4 | 5 | 22 |
| RESP 208 | 4 | 3 | 3 | 3 | 3 | 16 |
| RESP 209 | 3 | 3 | 3 | 4 | 4 | 17 |
| RESP 210 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 211 | 4 | 4 | 4 | 5 | 5 | 22 |
| RESP 212 | 3 | 3 | 3 | 3 | 3 | 15 |
| RESP 213 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 214 | 5 | 5 | 3 | 3 | 5 | 21 |
| RESP 215 | 5 | 4 | 4 | 5 | 5 | 23 |
| RESP 216 | 4 | 5 | 4 | 4 | 4 | 21 |
| RESP 217 | 4 | 5 | 4 | 5 | 4 | 22 |
| RESP 218 | 3 | 4 | 4 | 4 | 5 | 20 |
| RESP 219 | 3 | 3 | 3 | 3 | 3 | 15 |
| RESP 220 | 2 | 2 | 4 | 4 | 3 | 15 |
| RESP 221 | 4 | 3 | 4 | 5 | 4 | 20 |
| RESP 222 | 3 | 4 | 5 | 4 | 3 | 19 |
| RESP 223 | 3 | 4 | 3 | 4 | 4 | 18 |
| RESP 224 | 3 | 3 | 3 | 3 | 3 | 15 |

|          |   |   |   |   |   |    |
|----------|---|---|---|---|---|----|
| RESP 225 | 4 | 3 | 3 | 3 | 3 | 16 |
| RESP 226 | 4 | 4 | 4 | 3 | 5 | 20 |
| RESP 227 | 4 | 4 | 4 | 3 | 5 | 20 |
| RESP 228 | 4 | 3 | 5 | 4 | 4 | 20 |
| RESP 229 | 2 | 2 | 4 | 4 | 3 | 15 |
| RESP 230 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 231 | 4 | 4 | 3 | 3 | 4 | 18 |
| RESP 232 | 4 | 3 | 3 | 3 | 3 | 16 |
| RESP 233 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 234 | 5 | 5 | 5 | 5 | 5 | 25 |
| RESP 235 | 3 | 3 | 4 | 4 | 3 | 17 |
| RESP 236 | 4 | 4 | 4 | 4 | 4 | 20 |
| RESP 237 | 3 | 3 | 4 | 4 | 3 | 17 |

### Hasil Kuesioner Kinerja Dosen

| RESPONDEN | KINERJA DOSEN |    |    |    |    |    | K  |
|-----------|---------------|----|----|----|----|----|----|
|           | K1            | K2 | K3 | K4 | K5 | K6 |    |
| RESP 1    | 4             | 4  | 4  | 4  | 4  | 4  | 24 |
| RESP 2    | 4             | 3  | 4  | 4  | 4  | 3  | 22 |
| RESP 3    | 4             | 4  | 3  | 4  | 3  | 3  | 21 |
| RESP 4    | 4             | 4  | 4  | 4  | 4  | 4  | 24 |
| RESP 5    | 4             | 3  | 3  | 4  | 4  | 4  | 22 |
| RESP 6    | 4             | 4  | 3  | 3  | 3  | 3  | 20 |
| RESP 7    | 4             | 4  | 4  | 4  | 4  | 4  | 24 |
| RESP 8    | 4             | 4  | 4  | 3  | 4  | 3  | 22 |
| RESP 9    | 3             | 3  | 3  | 4  | 4  | 3  | 20 |
| RESP 10   | 4             | 3  | 3  | 4  | 3  | 3  | 20 |
| RESP 11   | 4             | 4  | 4  | 4  | 4  | 4  | 24 |
| RESP 12   | 4             | 3  | 2  | 3  | 4  | 3  | 19 |
| RESP 13   | 5             | 4  | 5  | 5  | 4  | 5  | 28 |
| RESP 14   | 5             | 4  | 4  | 5  | 5  | 5  | 28 |

|         |   |   |   |   |   |   |    |
|---------|---|---|---|---|---|---|----|
| RESP 15 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 16 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| RESP 17 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| RESP 18 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 19 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 20 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| RESP 21 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| RESP 22 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| RESP 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 24 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 25 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 26 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| RESP 27 | 3 | 4 | 3 | 5 | 4 | 4 | 23 |
| RESP 28 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| RESP 29 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| RESP 30 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| RESP 31 | 4 | 2 | 2 | 2 | 3 | 3 | 16 |
| RESP 32 | 4 | 4 | 3 | 3 | 4 | 4 | 22 |
| RESP 33 | 3 | 3 | 2 | 3 | 4 | 3 | 18 |
| RESP 34 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| RESP 35 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| RESP 36 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| RESP 37 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| RESP 38 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| RESP 39 | 3 | 2 | 3 | 4 | 3 | 3 | 18 |
| RESP 40 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| RESP 41 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| RESP 42 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| RESP 43 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 44 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| RESP 45 | 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| RESP 46 | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| RESP 47 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| RESP 48 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| RESP 49 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| RESP 50 | 4 | 3 | 4 | 4 | 4 | 5 | 24 |
| RESP 51 | 3 | 4 | 3 | 4 | 3 | 5 | 22 |
| RESP 52 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |

|         |   |   |   |   |   |   |    |
|---------|---|---|---|---|---|---|----|
| RESP 53 | 3 | 4 | 3 | 5 | 4 | 4 | 23 |
| RESP 54 | 3 | 4 | 2 | 4 | 3 | 4 | 20 |
| RESP 55 | 4 | 3 | 3 | 3 | 2 | 3 | 18 |
| RESP 56 | 3 | 2 | 2 | 3 | 3 | 3 | 16 |
| RESP 57 | 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| RESP 58 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| RESP 59 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| RESP 60 | 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| RESP 61 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| RESP 62 | 4 | 3 | 4 | 3 | 5 | 3 | 22 |
| RESP 63 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 64 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| RESP 65 | 4 | 2 | 3 | 3 | 3 | 3 | 18 |
| RESP 66 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| RESP 67 | 3 | 4 | 4 | 3 | 4 | 5 | 23 |
| RESP 68 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| RESP 69 | 4 | 4 | 4 | 3 | 5 | 3 | 23 |
| RESP 70 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| RESP 71 | 4 | 3 | 3 | 4 | 3 | 3 | 20 |
| RESP 72 | 3 | 3 | 3 | 4 | 4 | 3 | 20 |
| RESP 73 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| RESP 74 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 75 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| RESP 76 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| RESP 77 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 78 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 79 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| RESP 80 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 81 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 82 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| RESP 83 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 84 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| RESP 85 | 2 | 1 | 1 | 1 | 1 | 1 | 7  |
| RESP 86 | 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| RESP 87 | 5 | 5 | 5 | 3 | 4 | 5 | 27 |
| RESP 88 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| RESP 89 | 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| RESP 90 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |

|          |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|----|
| RESP 91  | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 92  | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| RESP 93  | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| RESP 94  | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| RESP 95  | 3 | 2 | 2 | 2 | 3 | 3 | 15 |
| RESP 96  | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| RESP 97  | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 98  | 4 | 3 | 2 | 3 | 5 | 3 | 20 |
| RESP 99  | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 100 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| RESP 101 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| RESP 102 | 3 | 2 | 3 | 4 | 3 | 3 | 18 |
| RESP 103 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| RESP 104 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| RESP 105 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| RESP 106 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| RESP 107 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| RESP 108 | 3 | 3 | 2 | 3 | 4 | 3 | 18 |
| RESP 109 | 4 | 4 | 3 | 3 | 4 | 4 | 22 |
| RESP 110 | 4 | 2 | 2 | 2 | 3 | 3 | 16 |
| RESP 111 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| RESP 112 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| RESP 113 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| RESP 114 | 3 | 4 | 3 | 5 | 4 | 4 | 23 |
| RESP 115 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| RESP 116 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 117 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 118 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 119 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| RESP 120 | 4 | 3 | 4 | 4 | 4 | 5 | 24 |
| RESP 121 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| RESP 122 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| RESP 123 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| RESP 124 | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| RESP 125 | 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| RESP 126 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| RESP 127 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 128 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |

|          |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|----|
| RESP 129 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| RESP 130 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| RESP 131 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| RESP 132 | 4 | 4 | 4 | 3 | 5 | 3 | 23 |
| RESP 133 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| RESP 134 | 3 | 4 | 4 | 3 | 4 | 5 | 23 |
| RESP 135 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| RESP 136 | 4 | 2 | 3 | 3 | 3 | 3 | 18 |
| RESP 137 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| RESP 138 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 139 | 4 | 3 | 4 | 3 | 5 | 3 | 22 |
| RESP 140 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| RESP 141 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| RESP 142 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| RESP 143 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 144 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 145 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 146 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| RESP 147 | 3 | 4 | 3 | 5 | 4 | 4 | 23 |
| RESP 148 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| RESP 149 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| RESP 150 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| RESP 151 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 152 | 4 | 3 | 2 | 3 | 4 | 3 | 19 |
| RESP 153 | 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| RESP 154 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| RESP 155 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 156 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| RESP 157 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| RESP 158 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 159 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 160 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| RESP 161 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 162 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| RESP 163 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 164 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 165 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| RESP 166 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |

|          |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|----|
| RESP 167 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 168 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| RESP 169 | 3 | 3 | 3 | 4 | 4 | 3 | 20 |
| RESP 170 | 4 | 3 | 3 | 4 | 3 | 3 | 20 |
| RESP 171 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| RESP 172 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| RESP 173 | 4 | 2 | 2 | 2 | 3 | 3 | 16 |
| RESP 174 | 4 | 4 | 3 | 3 | 4 | 4 | 22 |
| RESP 175 | 3 | 3 | 2 | 3 | 4 | 3 | 18 |
| RESP 176 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| RESP 177 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| RESP 178 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| RESP 179 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| RESP 180 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| RESP 181 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| RESP 182 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| RESP 183 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 184 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| RESP 185 | 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| RESP 186 | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| RESP 187 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| RESP 188 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| RESP 189 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| RESP 190 | 4 | 3 | 4 | 4 | 4 | 5 | 24 |
| RESP 191 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| RESP 192 | 4 | 3 | 4 | 3 | 5 | 3 | 22 |
| RESP 193 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 194 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| RESP 195 | 4 | 2 | 3 | 3 | 3 | 3 | 18 |
| RESP 196 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| RESP 197 | 3 | 4 | 4 | 3 | 4 | 5 | 23 |
| RESP 198 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| RESP 199 | 4 | 4 | 4 | 3 | 5 | 3 | 23 |
| RESP 200 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| RESP 201 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| RESP 202 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 203 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| RESP 204 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |

|          |   |   |   |   |   |   |    |
|----------|---|---|---|---|---|---|----|
| RESP 205 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| RESP 206 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| RESP 207 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| RESP 208 | 3 | 2 | 2 | 4 | 3 | 3 | 17 |
| RESP 209 | 2 | 1 | 1 | 1 | 1 | 1 | 7  |
| RESP 210 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 211 | 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| RESP 212 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| RESP 213 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 214 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| RESP 215 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| RESP 216 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 217 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| RESP 218 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 219 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| RESP 220 | 2 | 1 | 1 | 1 | 1 | 1 | 7  |
| RESP 221 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 222 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| RESP 223 | 4 | 3 | 3 | 4 | 3 | 3 | 20 |
| RESP 224 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| RESP 225 | 4 | 2 | 3 | 3 | 3 | 3 | 18 |
| RESP 226 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| RESP 227 | 5 | 5 | 5 | 3 | 4 | 5 | 27 |
| RESP 228 | 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| RESP 229 | 2 | 1 | 1 | 2 | 2 | 2 | 10 |
| RESP 230 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| RESP 231 | 2 | 1 | 1 | 1 | 1 | 1 | 7  |
| RESP 232 | 3 | 2 | 2 | 4 | 3 | 3 | 17 |
| RESP 233 | 4 | 3 | 2 | 3 | 5 | 3 | 20 |
| RESP 234 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| RESP 235 | 2 | 1 | 1 | 3 | 2 | 2 | 11 |
| RESP 236 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| RESP 237 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |



Lampiran 3

**UJI VALIDITAS  
ETHICAL LEADERSHIP**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | ,767               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 643,635            |
|  | df                 |
|  | 45                 |
|  | Sig.               |
|  | ,000               |

**Component Matrix<sup>a</sup>**

|      | Component |       |       |
|------|-----------|-------|-------|
|      | 1         | 2     | 3     |
| EL1  | ,576      | ,632  | -,178 |
| EL2  | ,467      | ,671  | ,140  |
| EL3  | ,562      | -,180 | ,531  |
| EL4  | ,529      | -,223 | ,590  |
| EL5  | ,717      | ,253  | ,135  |
| EL6  | ,719      | ,128  | -,205 |
| EL7  | ,754      | -,212 | -,150 |
| EL8  | ,679      | -,362 | -,035 |
| EL9  | ,612      | -,320 | -,276 |
| EL10 | ,520      | -,250 | -,419 |

Extraction Method: Principal Component

Analysis.

a. 3 components extracted.

## TRUST

### KMO and Bartlett's Test

|  |                    |         |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. |                    | ,730    |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square | 224,286 |
|  | df                 | 6       |
|  | Sig.               | ,000    |

### Component Matrix<sup>a</sup>

|    | Component |
|----|-----------|
|    | 1         |
| T1 | ,691      |
| T2 | ,734      |
| T3 | ,851      |
| T4 | ,776      |

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

## KEADILAN ORGANISASIONAL

### KMO and Bartlett's Test

|  |                    |         |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. |                    | ,541    |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square | 174,121 |
|  | df                 | 10      |
|  | Sig.               | ,000    |

### Component Matrix<sup>a</sup>

|     | Component |       |
|-----|-----------|-------|
|     | 1         | 2     |
| KO1 | ,625      | -,528 |
| KO2 | ,636      | -,589 |
| KO3 | ,521      | ,247  |
| KO4 | ,590      | ,668  |
| KO5 | ,757      | ,241  |

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

## KINERJA DOSEN

### KMO and Bartlett's Test

|  |                    |         |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. |                    | ,799    |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square | 357,733 |
|  | df                 | 10      |
|  | Sig.               | ,000    |

### Component Matrix<sup>a</sup>

|    | Component |
|----|-----------|
|    | 1         |
| K1 | ,738      |
| K2 | ,787      |
| K3 | ,835      |
| K4 | ,706      |
| K5 | ,711      |

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

## UJI RELIABILITAS

### ETHICAL LEADESHIP

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,808             | 10         |

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 219 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 219 | 100,0 |

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

## TRUST

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,760             | 4          |

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 219 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 219 | 100,0 |

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

## Keadilan Organisasional

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,617             | 5          |

### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 219 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 219 | 100,0 |

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

## KINERJA DOSEN

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,811             | 5          |

### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 219 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 219 | 100,0 |

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

**UJI STATISTIK DESKRIPTIF**  
**DESCRIPTIF STATISTICS**

**Descriptive Statistics**

|                         | N   | Minimum | Maximum | Mean    | Std. Deviation |
|-------------------------|-----|---------|---------|---------|----------------|
| Ethical Leadership      | 219 | 28,00   | 48,00   | 38,2100 | 4,55564        |
| Trust                   | 219 | 10,00   | 19,00   | 14,8767 | 2,23368        |
| Keadilan Organisasional | 219 | 15,00   | 25,00   | 19,1598 | 2,25589        |
| Kinerja Dosen           | 219 | 13,00   | 25,00   | 19,1096 | 2,50080        |

**UJI NORMALITAS**

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 219                     |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                |
|                                  | Std. Deviation | ,12107070               |
| Most Extreme Differences         | Absolute       | ,060                    |
|                                  | Positive       | ,045                    |
|                                  | Negative       | -,060                   |
| Test Statistic                   |                | ,060                    |
| Asymp. Sig. (2-tailed)           |                | ,052 <sup>c</sup>       |

a. Test distribution is Normal.

b. Calculated from data.

## UJI MULTIKOLINERITAS

### Coefficients<sup>a</sup>

| Model      | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|            | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| (Constant) | 1,362                       | ,267       |                           | 5,109 | ,000 |                         |       |
| LnX1       | ,242                        | ,079       | ,223                      | 3,050 | ,003 | ,731                    | 1,368 |
| LnX2       | ,160                        | ,059       | ,192                      | 2,724 | ,007 | ,790                    | 1,265 |
| LnX3       | ,091                        | ,080       | ,083                      | 1,139 | ,256 | ,733                    | 1,365 |

a. Dependent Variable: LnY

c. Lilliefors Significance Correction.



## UJI HETEROKEDASTISITAS

**Coefficients<sup>a</sup>**

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | .905                        | 5.311      |                           | .170   | .865 |
|       | LnX1       | -1.747                      | 1.583      | -.088                     | -1.104 | .271 |
|       | LnX2       | -.186                       | 1.173      | -.012                     | -.159  | .874 |
|       | LnX3       | .086                        | 1.588      | .004                      | .054   | .957 |

a. Dependent Variable: LnPark

## UJI KOEFISIEN DETERMINASI (*Adjusted Square*)

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .396 <sup>a</sup> | .157     | .145              | .12191                     |

a. Predictors: (Constant), LnX3, LnX2, LnX1

## UJI-F

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

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | .596           | 3   | .199        | 13,365 | .000 <sup>b</sup> |
|       | Residual   | 3,195          | 215 | .015        |        |                   |
|       | Total      | 3,791          | 218 |             |        |                   |

a. Dependent Variable: LnY

b. Predictors: (Constant), LnX3, LnX2, LnX1

### UJI T (t-test)

#### Coefficients<sup>a</sup>

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  |      |
|-------|-----------------------------|------------|---------------------------|------|-------|------|
|       | B                           | Std. Error | Beta                      |      |       |      |
| 1     | (Constant)                  | 1,362      | ,267                      |      | 5,109 | ,000 |
|       | LnX1                        | ,242       | ,079                      | ,223 | 3,050 | ,003 |
|       | LnX2                        | ,160       | ,059                      | ,192 | 2,724 | ,007 |
|       | LnX3                        | ,091       | ,080                      | ,083 | 1,139 | ,256 |

a. Dependent Variable: LnY