|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Lampiran 2. Data Hasil Penelitian | | | | | | | | | | | | | |  |  |  |  | |  | |  | |  | |  | | |  | |
|  |  |  | |  | |  | |  | |  | |  | |  |  |  |  | |  | |  | |  | |  | | |  | |
| TABEL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| DATA HASIL PENELITIAN VARIABEL KOMUNIKASI HORISONTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  |  | |  | |  | |  | |  | |  | |  |  |  |  | |  | |  | |  | |  | |  | | |
| No Resp. | Skor Untuk Butir No : | | | | | | | | | | | | | | | | | | | | | | | | | | **Skor Total** | | |
| 1 | 2 | | 3 | | 4 | | 5 | | 6 | | 7 | | **8** | **9** | **10** | **11** | | **12** | | **13** | | **14** | | **15** | |
| 1 | 4 | 3 | | 3 | | 4 | | 3 | | 5 | | 2 | | 3 | 3 | 4 | 3 | | 4 | | 3 | | 4 | | 2 | | 39 | | |
| 2 | 5 | 5 | | 3 | | 4 | | 2 | | 5 | | 2 | | 4 | 4 | 2 | 4 | | 5 | | 3 | | 4 | | 3 | | 42 | | |
| 3 | 4 | 4 | | 3 | | 4 | | 3 | | 3 | | 2 | | 3 | 4 | 3 | 3 | | 3 | | 3 | | 3 | | 3 | | 36 | | |
| 4 | 5 | 5 | | 3 | | 5 | | 3 | | 4 | | 2 | | 4 | 3 | 4 | 3 | | 5 | | 4 | | 4 | | 3 | | 44 | | |
| 5 | 5 | 5 | | 3 | | 4 | | 3 | | 5 | | 2 | | 4 | 4 | 2 | 3 | | 5 | | 4 | | 3 | | 2 | | 42 | | |
| 6 | 4 | 3 | | 3 | | 3 | | 3 | | 4 | | 3 | | 5 | 4 | 4 | 3 | | 3 | | 4 | | 4 | | 3 | | 40 | | |
| 7 | 4 | 3 | | 3 | | 4 | | 3 | | 5 | | 2 | | 3 | 3 | 4 | 4 | | 4 | | 4 | | 4 | | 2 | | 39 | | |
| 8 | 4 | 3 | | 3 | | 4 | | 3 | | 5 | | 2 | | 3 | 3 | 4 | 3 | | 4 | | 2 | | 4 | | 3 | | 39 | | |
| 9 | 4 | 3 | | 3 | | 4 | | 3 | | 5 | | 2 | | 3 | 3 | 4 | 3 | | 4 | | 2 | | 4 | | 3 | | 39 | | |
| 10 | 5 | 5 | | 3 | | 5 | | 4 | | 5 | | 3 | | 5 | 4 | 5 | 3 | | 5 | | 2 | | 4 | | 4 | | 50 | | |
| 11 | 5 | 5 | | 3 | | 5 | | 4 | | 5 | | 3 | | 5 | 4 | 5 | 4 | | 5 | | 2 | | 4 | | 3 | | 50 | | |
| 12 | 5 | 5 | | 3 | | 5 | | 4 | | 5 | | 3 | | 5 | 4 | 5 | 4 | | 5 | | 2 | | 4 | | 3 | | 50 | | |
| 13 | 5 | 4 | | 3 | | 4 | | 4 | | 5 | | 3 | | 4 | 4 | 5 | 3 | | 4 | | 3 | | 4 | | 3 | | 46 | | |
| 14 | 5 | 5 | | 3 | | 5 | | 5 | | 4 | | 2 | | 5 | 5 | 5 | 3 | | 5 | | 3 | | 5 | | 3 | | 50 | | |
| 15 | 5 | 4 | | 3 | | 4 | | 5 | | 4 | | 4 | | 3 | 4 | 4 | 3 | | 3 | | 3 | | 4 | | 3 | | 46 | | |
| 16 | 4 | 5 | | 4 | | 5 | | 4 | | 4 | | 3 | | 4 | 4 | 4 | 3 | | 4 | | 3 | | 4 | | 3 | | 45 | | |
| 17 | 4 | 5 | | 3 | | 4 | | 3 | | 2 | | 2 | | 1 | 4 | 3 | 3 | | 4 | | 3 | | 5 | | 3 | | 37 | | |
| 18 | 4 | 5 | | 3 | | 5 | | 4 | | 4 | | 3 | | 4 | 4 | 4 | 3 | | 4 | | 3 | | 4 | | 3 | | 45 | | |
| 19 | 5 | 2 | | 2 | | 3 | | 4 | | 4 | | 2 | | 3 | 4 | 5 | 3 | | 5 | | 3 | | 4 | | 3 | | 41 | | |
| 20 | 4 | 5 | | 2 | | 4 | | 5 | | 5 | | 4 | | 4 | 4 | 5 | 3 | | 3 | | 4 | | 5 | | 3 | | 48 | | |
| 21 | 4 | 5 | | 2 | | 4 | | 4 | | 5 | | 4 | | 5 | 4 | 5 | 3 | | 5 | | 4 | | 4 | | 3 | | 49 | | |
| 22 | 4 | 3 | | 2 | | 4 | | 5 | | 5 | | 4 | | 4 | 4 | 4 | 3 | | 5 | | 4 | | 5 | | 3 | | 47 | | |
| 23 | 5 | 4 | | 2 | | 4 | | 4 | | 4 | | 4 | | 4 | 4 | 3 | 3 | | 4 | | 3 | | 5 | | 3 | | 45 | | |
| 24 | 4 | 4 | | 3 | | 4 | | 4 | | 4 | | 4 | | 4 | 4 | 4 | 3 | | 4 | | 3 | | 4 | | 3 | | 44 | | |
| 25 | 5 | 5 | | 3 | | 5 | | 4 | | 4 | | 3 | | 5 | 4 | 5 | 3 | | 5 | | 3 | | 4 | | 3 | | 50 | | |
| 26 | 4 | 4 | | 3 | | 4 | | 3 | | 3 | | 2 | | 4 | 3 | 4 | 3 | | 4 | | 3 | | 3 | | 3 | | 39 | | |
| 27 | 5 | 5 | | 4 | | 5 | | 4 | | 4 | | 4 | | 5 | 5 | 5 | 3 | | 5 | | 3 | | 5 | | 3 | | 53 | | |
| VARIABEL | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| DATA HASIL PENELITIAN VARIABEL KINERJA PEGAWAI | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | |  | |  | |  | |  | |  | |  |  |  |  |  |  | |  | |  | |  | |  | | |
| No Resp. | Skor Untuk Butir No : | | | | | | | | | | | | | | | | | | | | | | | | | **Skor Total** | | |
| 16 | | 17 | | 18 | | 19 | | 20 | | 21 | | 22 | **23** | **24** | **25** | **26** | **27** | | **28** | | **29** | | **30** | |
| 1 | 5 | | 3 | | 5 | | 5 | | 5 | | 3 | | 3 | 4 | 4 | 4 | 5 | 3 | | 5 | | 4 | | 5 | | 46 | | |
| 2 | 5 | | 3 | | 4 | | 4 | | 5 | | 3 | | 3 | 4 | 4 | 4 | 4 | 4 | | 3 | | 4 | | 5 | | 42 | | |
| 3 | 3 | | 3 | | 3 | | 3 | | 3 | | 3 | | 3 | 3 | 3 | 4 | 3 | 3 | | 3 | | 4 | | 4 | | 32 | | |
| 4 | 4 | | 3 | | 4 | | 3 | | 4 | | 3 | | 3 | 3 | 4 | 4 | 3 | 3 | | 4 | | 4 | | 4 | | 37 | | |
| 5 | 5 | | 3 | | 4 | | 4 | | 5 | | 3 | | 3 | 4 | 4 | 4 | 4 | 4 | | 4 | | 4 | | 5 | | 43 | | |
| 6 | 3 | | 4 | | 3 | | 3 | | 3 | | 4 | | 3 | 4 | 4 | 4 | 4 | 3 | | 3 | | 4 | | 4 | | 34 | | |
| 7 | 5 | | 4 | | 5 | | 5 | | 5 | | 4 | | 4 | 4 | 4 | 4 | 5 | 4 | | 5 | | 4 | | 5 | | 47 | | |
| 8 | 5 | | 4 | | 5 | | 5 | | 5 | | 4 | | 4 | 3 | 4 | 4 | 5 | 4 | | 5 | | 4 | | 5 | | 47 | | |
| 9 | 5 | | 4 | | 5 | | 5 | | 5 | | 4 | | 4 | 4 | 4 | 3 | 5 | 4 | | 5 | | 4 | | 4 | | 46 | | |
| 10 | 4 | | 4 | | 5 | | 4 | | 5 | | 4 | | 4 | 3 | 4 | 3 | 4 | 4 | | 5 | | 5 | | 5 | | 45 | | |
| 11 | 4 | | 3 | | 5 | | 4 | | 5 | | 3 | | 4 | 4 | 4 | 3 | 4 | 4 | | 5 | | 5 | | 5 | | 46 | | |
| 12 | 4 | | 3 | | 5 | | 4 | | 5 | | 5 | | 4 | 4 | 5 | 3 | 5 | 4 | | 5 | | 5 | | 5 | | 46 | | |
| 13 | 5 | | 5 | | 4 | | 5 | | 4 | | 4 | | 4 | 4 | 4 | 4 | 4 | 4 | | 4 | | 4 | | 5 | | 43 | | |
| 14 | 5 | | 4 | | 5 | | 5 | | 5 | | 4 | | 4 | 5 | 4 | 4 | 5 | 3 | | 4 | | 5 | | 5 | | 47 | | |
| 15 | 5 | | 4 | | 5 | | 5 | | 4 | | 4 | | 3 | 4 | 5 | 4 | 5 | 4 | | 5 | | 5 | | 4 | | 47 | | |
| 16 | 4 | | 4 | | 5 | | 5 | | 5 | | 5 | | 3 | 4 | 5 | 4 | 4 | 4 | | 4 | | 4 | | 4 | | 43 | | |
| 17 | 3 | | 3 | | 3 | | 3 | | 5 | | 4 | | 3 | 3 | 4 | 4 | 1 | 4 | | 5 | | 4 | | 5 | | 37 | | |
| 18 | 4 | | 3 | | 5 | | 5 | | 5 | | 4 | | 4 | 3 | 4 | 4 | 5 | 4 | | 5 | | 4 | | 5 | | 45 | | |
| 19 | 5 | | 4 | | 5 | | 5 | | 4 | | 4 | | 4 | 3 | 4 | 4 | 3 | 5 | | 4 | | 4 | | 4 | | 44 | | |
| 20 | 4 | | 3 | | 5 | | 5 | | 4 | | 3 | | 4 | 3 | 5 | 4 | 4 | 4 | | 4 | | 5 | | 5 | | 45 | | |
| 21 | 4 | | 4 | | 5 | | 4 | | 5 | | 4 | | 4 | 4 | 5 | 4 | 5 | 3 | | 4 | | 5 | | 5 | | 45 | | |
| 22 | 5 | | 4 | | 5 | | 2 | | 5 | | 3 | | 4 | 4 | 4 | 4 | 5 | 4 | | 5 | | 5 | | 5 | | 45 | | |
| 23 | 5 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | 4 | 4 | 4 | 5 | 5 | | 5 | | 5 | | 5 | | 47 | | |
| 24 | 4 | | 3 | | 4 | | 4 | | 4 | | 5 | | 4 | 4 | 4 | 4 | 4 | 4 | | 5 | | 4 | | 4 | | 40 | | |
| 25 | 4 | | 3 | | 5 | | 4 | | 5 | | 4 | | 5 | 5 | 4 | 4 | 5 | 3 | | 5 | | 5 | | 5 | | 45 | | |
| 26 | 5 | | 3 | | 4 | | 4 | | 4 | | 4 | | 5 | 4 | 4 | 4 | 4 | 4 | | 4 | | 4 | | 4 | | 41 | | |
| 27 | 5 | | 3 | | 5 | | 5 | | 5 | | 4 | | 4 | 4 | 5 | 4 | 5 | 5 | | 5 | | 5 | | 5 | | 71 | | |

**lampiran3. Reliabilitas**

Komunikasi horisontalKinerja pegawai

**Reliability Statistics Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,913 | 15 |

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,913 | 15 |

**Regresi**

| **Variables Entered/Removedb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | Variables Entered | | Variables Removed | | Method | |
| 1 | komunikasi horisontala | | . | | Enter | |
| a. All requested variables entered. | | | | |  | |
| b. Dependent Variable: kinerja pegawai | | | | | | |
| **Model Summaryb** | | | | | | | |
| Model | R | R Square | | Adjusted R Square | | Std. Error of the Estimate | |
| 1 | .566a | .320 | | .293 | | 5.636 | |
| a. Predictors: (Constant), komunikasi horisontal | | | | | | | |
| b. Dependent Variable: kinerja pegawai | | | | | |  | |

| **ANOVAb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 373.538 | 1 | 373.538 | 11.760 | .002a |
| Residual | 794.091 | 25 | 31.764 |  |  |
| Total | 1167.630 | 26 |  |  |  |
| a. Predictors: (Constant), komunikasi horisontal | | | | |  |  |
| b. Dependent Variable: kinerja pegawai | | | |  |  |  |

| **Coefficientsa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9.115 | 10.316 |  | .884 | .385 |
| komunikasi horisontal | .795 | .232 | .566 | 3.429 | .002 |
| a. Dependent Variable: kinerja pegawai | | |  |  |  |  |

| **Residuals Statisticsa** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 37.73 | 51.24 | 44.30 | 3.790 | 27 |
| Residual | -7.090 | 19.756 | .000 | 5.526 | 27 |
| Std. Predicted Value | -1.732 | 1.833 | .000 | 1.000 | 27 |
| Std. Residual | -1.258 | 3.505 | .000 | .981 | 27 |
| a. Dependent Variable: kinerja pegawai  **Lampiran4. HasilAnalisis SPSS**   1. **Diskriptif** | | |  |  |  |

| **Descriptive Statistics** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| kinerja pegawai | 27 | 32 | 71 | 44.30 | 6.701 |
| komunikasi horisontal | 27 | 36 | 53 | 44.26 | 4.768 |
| Valid N (listwise) | 27 |  |  |  |  |

**Lampiran5. Tabel Nilai-nilai Dalam Distribusi t dan Nilai-nilai r Dalam Product Moment**

**NILAI-NILAI DALAM DISTRIBUSI t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| α untuk uji dua fihak (two tail test) | | | | | | |
|  | 0,50 | 0,20 | 0,10 | 0,05 | 0,02 | 0,01 |
| α untuk uji satu fihak (one tail test) | | | | | | |
| Dk | 0,25 | 0,10 | 0,05 | 0,025 | 0,01 | 0,005 |
| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  40  60  120  ∞ | 1,000  0,816  0,765  0,741  0,727  0,718  0,711  0,706  0,703  0,700  0,697  0,695  0,692  0,691  0,690  0,689  0,688  0,688  0,687  0,687  0,686  0,686  0,685  0,685  0,684  0,684  0,684  0,683  0,683  0,683  0,681  0,679  0,677  0,674 | 3,078  1,886  1,638  1,533  1,476  1,440  1,415  1,397  1,383  1,372  1,363  1,356  1,350  1,345  1,341  1,337  1,333  1,330  1,328  1,325  1,323  1,321  1,319  1,318  1,316  1,315  1,314  1,313  1,311  1.310  1,303  1,296  1,289  1,282 | 6,314  2,920  2,353  2,132  2,015  1,943  1,895  1,860  1,833  1,812  1,796  1,782  1,771  1,761  1,753  1,746  1,740  1,734  1,729  1,725  1,721  1,717  1,714  1,711  1,708  1,706  1,703  1,701  1,699  1,697  1,684  1,671  1,658  1,645 | 12,706  4,303  3,182  2,776  2,571  2,447  2,365  2,306  2,262  2,228  2,201  2,179  2,160  2,145  2,131  2,120  2,110  2,101  2,093  2,086  2,080  2,074  2,069  2,064  2,060  2,056  2,052  2,048  2,045  2,042  2,021  2,000  1,980  1,960 | 31,821  6,965  4,541  3,747  3,365  3,143  2,998  2,896  2,821  2,764  2,718  2,681  2,650  2,624  2,602  2,583  2,567  2,552  2,539  2,528  2,518  2,508  2,500  2,492  2,485  2,479  2,473  2,467  2,462  2,457  2,423  2,390  2,358  2,326 | 63,657  9,925  5,841  4,604  4,032  3,707  3,499  3,355  3,250  3,169  3,106  3,055  3,012  2,977  2,947  2,921  2,898  2,878  2,861  2,845  2,831  2,819  2,807  2,797  2,787  2,779  2,771  2,763  2,756  2,750  2,704  2,660  2,617  2,576 |

**NILAI-NILAI r PRODUCT MOMENT**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **N** | Taraf signifikan | | **N** | Taraf signifikan | | **N** | Taraf signifikan | |
| 5% | 1% | 5% | 1% | 5% | 1% |
| 3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26 | 0,997  0,950  0,878  0,811  0,754  0,707  0,666  0,632  0,602  0,576  0,553  0,532  0,514  0,497  0,482  0,468  0,456  0,444  0,433  0,423  0,413  0,404  0,396  0,388 | 0,999  0,990  0,959  0,917  0,874  0,834  0,798  0,765  0,735  0,708  0,684  0,661  0,641  0,623  0,606  0,590  0,575  0,561  0,549  0,537  0,526  0,515  0,505  0,496 | 27  28  29  30  31  32  33  34  35  36  37  38  39  40  41  42  43  44  45  46  47  48  49  50 | 0,381  0,374  0,367  0,361  0,355  0,349  0,344  0,339  0,334  0,329  0,325  0,320  0,316  0,312  0,308  0,304  0,301  0,297  0,294  0,291  0,288  0,284  0,281  0,279 | 0,487  0,478  0,470  0,463  0,456  0,449  0,442  0,436  0,430  0,424  0,418  0,413  0,408  0,403  0,398  0,393  0,389  0,384  0,380  0,376  0,372  0,368  0,364  0,361 | 55  60  65  70  75  80  85  90  95  100  125  150  175  200  300  400  500  600  700  800  900  1000 | 0,266  0,254  0,244  0,235  0,227  0,220  0,213  0,207  0,202  0,195  0,176  0,159  0,148  0,138  0,113  0,098  0,088  0,080  0,074  0,070  0,065  0,062 | 0,345  0,330  0,317  0,306  0,296  0,286  0,278  0,270  0,263  0,256  0,230  0,210  0,194  0,181  0,148  0,128  0,115  0,105  0,097  0,091  0,086  0,081 |