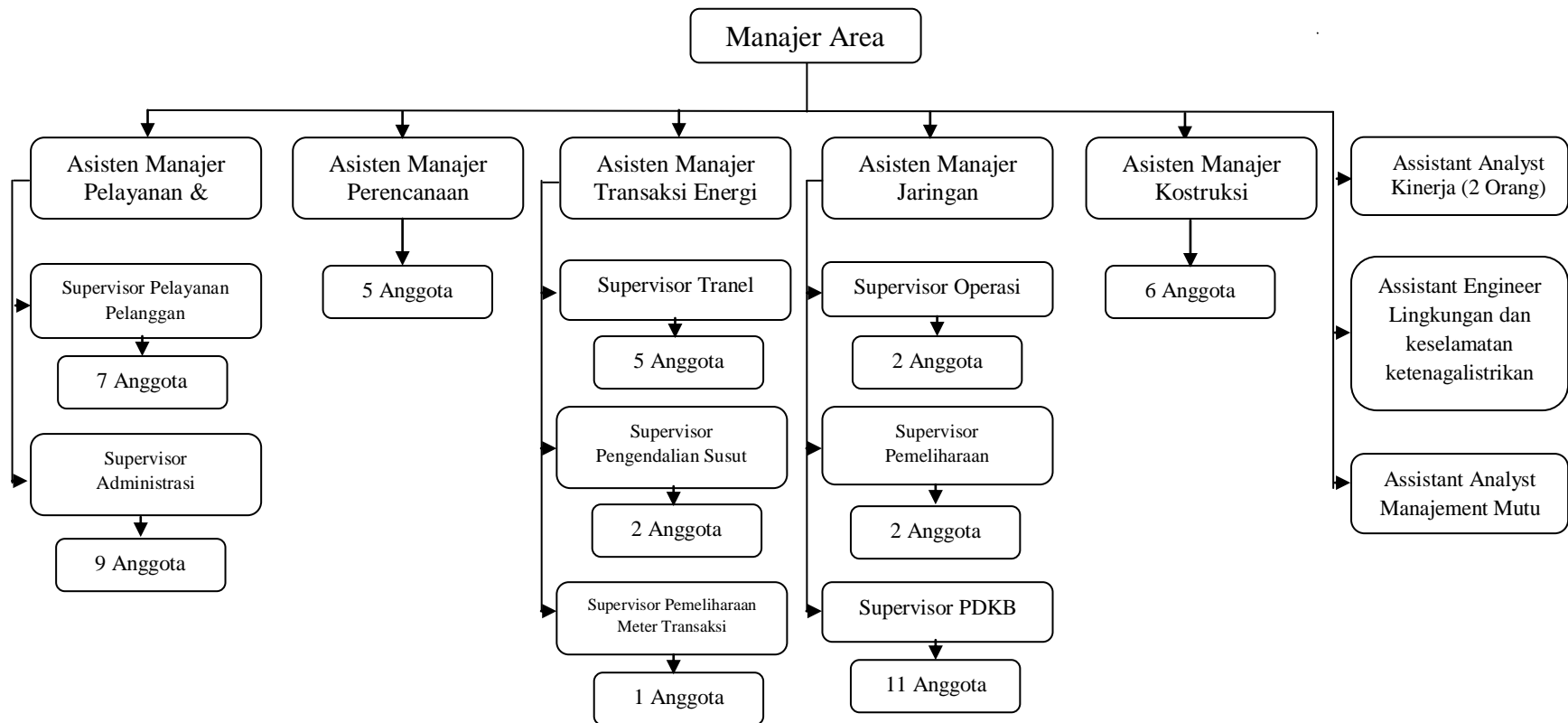


Lampiran 1

Bagan Susunan Jabatan PT. PLN (Persero) Area Gresik



Sumber : Data Perusahaan PT. PLN (Persero) Area Gresik

Lampiran 2

Tabel 2
Krejcie dan Morgan

Jumlah Populasi	Taraf Kepercayaan (Confidence Level)			
	90%	95%	97,50%	99%
30	27	27	28	28
35	31	32	32	33
40	34	36	37	37
45	38	40	41	42
50	42	44	45	46
55	45	48	49	50
60	49	52	53	55
65	52	55	57	59
70	55	59	61	63
75	58	63	65	67
80	61	66	69	71
85	64	69	72	75
90	67	73	76	79
95	70	76	80	83
100	73	79	83	87
105	76	83	88	91
110	78	86	90	94
115	81	89	95	98
120	83	92	97	101
125	86	95	101	105
130	88	97	103	108
135	90	100	108	112
140	92	103	109	115
145	94	106	114	119
150	96	108	115	122
155	98	111	120	124
160	100	113	121	129
165	102	116	126	132
170	104	118	127	135
175	106	120	132	138
180	108	123	135	141
185	110	125	138	145
190	112	127	140	147
195	113	129	142	150
200	115	132	143	153

Lampiran 3

KUESIONER

Responden yang terhormat,

Dalam rangka penyelesaian tugas akhir program manajemen Universitas Muhammadiyah Gresik, peneliti melakukan penelitian dalam bentuk skripsi yang berjudul Pengaruh *Knowledge Management* Terhadap Kinerja Pegawai Pada PT. PLN (Persero) Area Gresik.

Penulis mohon kesediaan bapak / ibu / saudara / i untuk berpartisipasi sebagai salah satu responden yang mendukung penelitian ini. Jawaban bapak / ibu / saudara / i di harapkan nantinya akan menjadi masukan bagi penelitian ini juga. Atas waktu dan kesediannya , penulis mengucapkan banyak terima kasih.

I. Lingkari (O) dan jawablah pertanyaan di bawah ini :

1. Nama :
2. Jenis Kelamin : 1. Laki – Laki 2. Perempuan
3. Usia : Tahun
4. Latar Belakang Pendidikan Anda :
 1. SMU 2. SMK 3. Diploma 4. S-1
5. Sudah berapa lama anda menekuni bidang pekerjaan anda saat ini :.....
Tahun Bulan

II. Petunjuk Pengisian Kuesioner

Kuesioner di bawah memuat sejumlah pernyataan. Silakan tunjukkan seberapa tingkat persetujuan/ketidaksetujuan Anda terhadap setiap pernyataan dengan memberi tanda *checklist* (√) pada kotak jawaban yang Anda pilih. Tidak ada jawaban benar atau salah. Beberapa pernyataan tampak memiliki arti yang hampir sama; hal itu tidak perlu Anda hiraukan. Anda cukup menjawab langsung sesuai apa yang muncul pertama kali dalam pikiran Anda. Selamat mengisi kuesioner berikut!

•	SANGAT SETUJU	(SS)	5
•	SETUJU	(S)	4
•	RAGU – RAGU	(RR)	3
•	TIDAK SETUJU	(TS)	2
•	SANGAT TIDAK SETUJU	(STS)	1

1. *Personal Knowledge - X₁*

No.	Pernyataan	Penilaian				
		STS	TS	R	S	SS
1.	Pengalaman yang saya miliki selalu membantu saya dalam menyelesaikan permasalahan dalam pekerjaan.					
2.	Saya selalu mengkomunikasikan pengalaman kerja kepada rekan kerja, agar kelancaran kerja dalam team dapat tercapai.					
3.	Dengan pengalaman keprofesionalisme saya meningkat					
4.	Pengalaman yang saya peroleh selalu dapat dijadikan landasan pengetahuan					
5.	Pengetahuan yang saya perlukan untuk keputusan penting saat ini selalu tersedia dan mudah diakses.					

2. *Job Procedur / Standard Operational Procedures (SOP) – X₂*

No.	Pernyataan	Penilaian				
		STS	TS	R	S	SS
1.	Saya dapat meningkatkan produktivitas kerja dan mengefisienkan waktu jika bekerja sesuai dengan SOP.					
2.	SOP senantiasa menjamin saya untuk menciptakan hasil kerja yang standar (sama dengan orang lain) sesuai tujuan perusahaan.					
3.	Saya dapat memahami apa yang menjadi sasaran dan tujuan perusahaan dengan membaca SOP					
4.	SOP yang ada saat ini sudah memberikan hasil yang cukup efektif bagi kinerja saya.					

5.	Dengan menggunakan SOP pekerjaan saya menjadi sangat terarah dan terkoordinir.					
----	--	--	--	--	--	--

3. *Technology- X₃*

No.	Pernyataan	Penilaian				
		STS	TS	R	S	SS
1.	Sejauh ini pemahaman saya tentang intranet di PT. PLN (Persero) Area Gresik sudah sangat baik.					
2.	Pengetahuan akan intranet di PT. PLN (Persero) Area Gresik adalah wajib dipelajari pegawai untuk meningkatkan kinerja.					
3.	Dengan menggunakan intranet yang tersedia di PT. PLN (Persero) Area Gresik saya bisa mendapatkan dan menyebarkan informasi yang saya butuhkan setiap saat.					
4.	Fasilitas intranet di PT. PLN (Persero) Area Gresik yang ada saat ini sangat membantu proses kerja saya.					
5.	Kerja saya lebih efisien jika menggunakan intranet, baik segi biaya maupun waktu.					

4. *Kinerja Pegawai - Y*

No.	Pernyataan	Penilaian				
		STS	TS	R	S	SS
1.	Dengan <i>knowledge management</i> yang diterapkan PT. PLN (Persero) Area Gresik saat ini, saya mampu meminimalisir setiap kesalahan dalam menyelesaikan pekerjaan, dan hasil yang diperoleh sesuai dengan tujuan perusahaan					

2.	<i>Knowledge management</i> yang diterapkan PT. PLN (Persero) Area Gresik saat ini mampu meningkatkan jumlah pekerjaan yang saya selesaikan sesuai dengan target yang telah ditentukan					
3.	<i>Knowledge management</i> yang diterapkan PT. PLN (Persero) Area Gresik saat ini mampu membantu saya menyelesaikan tugas secara tepat waktu					
4.	Dengan <i>Knowledge management</i> yang diterapkan PT. PLN (Persero) Area Gresik saat ini saya mampu melakukan fungsi pekerjaan tanpa memerlukan pengawasan.					
5.	<i>Knowledge management</i> yang diterapkan PT. PLN (Persero) Area Gresik saat ini saya mampu berkerja sama sangat baik.					

III. Media *Knowledge Management*

Kuesioner dibawah ini adalah terkait dengan Hipotesis 4 (H4).

1. Paseban

No.	Pernyataan	Penilaian				
		STS	TS	R	S	SS
1.	Sejauh ini Paseban mampu menciptakan pengetahuan perusahaan yang saya butuhkan.					
2.	Pengetahuan perusahaan yang saya butuhkan dapat terkumpul melalui Paseban.					
3.	D engan Paseban pengetahuan saya terkait dengan perusahaan dapat terpelihara dengan baik.					

4.	Paseban mampu menyebar luaskan pengetahuan perusahaan.					
----	--	--	--	--	--	--

2. *Knowledge Sharing*

No.	Pernyataan	Penilaian				
		STS	TS	R	S	SS
1.	Sejauh ini <i>Knowledge Sharing</i> mampu menciptakan pengetahuan perusahaan yang saya butuhkan.					
2.	Pengetahuan perusahaan yang saya butuhkan dapat terkumpul melalui <i>Knowledge Sharing</i>					
3.	Dengan <i>Knowledge Sharing</i> , pengetahuan saya terkait dengan perusahaan dapat terpelihara dengan baik.					
4.	<i>Knowledge Sharing</i> mampu menyebar luaskan pengetahuan perusahaan.					

3. *Email Korporat*

No.	Pernyataan	Penilaian				
		STS	TS	R	S	SS
1.	Sejauh ini Email Korporat mampu menciptakan pengetahuan perusahaan yang saya butuhkan.					
2.	Pengetahuan perusahaan yang saya butuhkan dapat terkumpul melalui Email Korporat					
3.	Dengan Email Korporat, pengetahuan saya terkait dengan perusahaan dapat terpelihara dengan baik..					
4.	Email Korporat mampu menyebar luaskan pengetahuan perusahaan.					

4. **Portal Knowledge Management System (<http://kmdev>)**

No.	Pernyataan	Penilaian				
		STS	TS	R	S	SS
1.	Sejauh ini KMS mampu menciptakan pengetahuan perusahaan yang saya butuhkan.					
2.	Pengetahuan perusahaan yang saya butuhkan dapat terkumpul melalui KMS					
3.	Dengan KMS, pengetahuan saya terkait dengan perusahaan dapat terpelihara dengan baik..					
4.	KMS mampu menyebar luaskan)\ pengetahuan perusahaan.					

Lampiran 4

Tabel r

N	r	N	r
3	0.997	40	0.312
4	0.950	41	0.308
5	0.878	42	0.304
6	0.811	41	0.308
7	0.755	42	0.304
8	0.707	43	0.301
9	0.666	44	0.297
10	0.632	45	0.294
11	0.602	46	0.291
12	0.576	47	0.288
13	0.553	48	0.285
14	0.532	49	0.282
15	0.514	50	0.279
16	0.497	51	0.276
17	0.482	52	0.273
18	0.468	53	0.27
19	0.456	54	0.268
20	0.444	55	0.265
21	0.433	56	0.263
22	0.423	57	0.261
23	0.413	58	0.258
24	0.404	59	0.256
25	0.396	60	0.254
26	0.388	61	0.252
27	0.381	62	0.25
28	0.374	63	0.248
29	0.367	64	0.246
30	0.361	65	0.244
31	0.355	66	0.242
32	0.349	67	0.24
33	0.344	68	0.239
34	0.339	69	0.237
35	0.334	70	0.235
36	0.329	71	0.233
37	0.325	72	0.232
38	0.320	73	0.23
39	0.316	74	0.229

Lampiran 5

Tabel t

Df	Sugnifikasi		Df	Sugnifikasi	
	0,025	0,05		0,025	0,05
1	12,706	6,314	21	2,080	1,721
2	4,303	2,920	22	2,074	1,717
3	3,182	2,353	23	2,069	1,714
4	2,776	2,132	24	2,064	1,711
5	2,571	2,015	25	2,060	1,708
6	2,447	1,943	26	2,056	1,706
7	2,365	1,895	27	2,052	1,703
8	2,306	1,86	28	2,048	1,701
9	2,262	1,833	29	2,045	1,699
10	2,228	1,812	30	2,042	1,697
11	2,201	1,796	40	2,021	1,684
12	2,179	1,782	41	2,020	1,683
13	2,160	1,771	42	2,018	1,682
14	2,145	1,761	43	2,017	1,681
15	2,131	1,753	44	2,015	1,68
16	2,120	1,746	45	2,014	1,679
17	2,110	1,74	46	2,013	1,679
18	2,101	1,734	47	2,012	1,678
19	2,093	1,729	48	2,011	1,677
20	2,086	1,725			

Lampiran 6

Tabel F

Df 2	Df 1			Df 2	Df 1		
	1	2	3		1	2	3
1	161,448	199,500	215,707	26	4,225	3,369	2,975
2	18,513	19,000	19,164	27	4,210	3,354	2,960
3	10,128	9,552	9,277	28	2,714	3,340	2,947
4	5,964	6,944	6,591	29	4,183	3,328	2,934
5	6,608	5,786	5,409	30	4,171	3,316	2,922
6	5,987	5,143	4,757	31	2,679	3,305	2,911
7	3,972	4,737	4,347	32	4,149	3,295	2,901
8	5,318	4,459	4,066	33	4,139	3,285	2,892
9	5,117	4,256	3,863	34	2,650	3,276	2,883
10	3,326	4,103	3,708	35	4,121	3,267	2,874
11	4,844	3,982	3,587	36	4,113	3,259	2,866
12	4,747	3,885	3,490	37	2,626	3,252	2,859
13	3,179	3,806	3,411	38	4,098	3,245	2,852
14	4,600	3,739	3,344	39	4,091	3,238	2,845
15	4,543	3,682	3,287	40	2,606	3,232	2,839
16	3,007	3,634	3,239	41	4,079	3,226	2,833
17	4,451	3,592	3,197	42	4,073	3,220	2,827
18	4,414	3,555	3,160	43	2,589	3,214	2,822
19	2,895	3,522	3,127	44	4,062	3,209	2,816
20	4,351	3,493	3,098	45	4,057	3,204	2,812
21	4,325	3,467	3,072	46	2,574	3,200	2,807
22	2,817	3,443	3,049	47	4,047	3,195	2,802
23	4,279	3,422	3,028	48	4,043	3,191	2,798
24	4,260	3,403	3,009	49	2,561	3,187	2,794
25	2,759	3,385	2,991	50	4,034	3,183	2,790

Lampiran 7

Tabel Durbin Watson, signifikansi 5%

n	k = 1		k = 2		k = 3		k = 4	
	dL	dU	dL	dU	dL	dU	dL	dU
6	0.6102	14.002						
7	0.6996	13.564	0.4672	18.964				
8	0.7629	13.324	0.5591	17.771	0.3674	2.2866		
9	0.8243	13.199	0.6291	16.993	0.4548	2.1282	0.2957	2.5881
10	0.8791	13.197	0.6972	16.413	0.5253	2.0163	0.3760	2.4137
11	0.9273	13.241	0.7580	16.044	0.5948	1.9280	0.4441	2.2833
12	0.9708	13.314	0.8122	15.794	0.6577	1.8640	0.5120	2.1766
13	10.097	13.404	0.8612	15.621	0.7147	1.8159	0.5745	2.0943
14	10.450	13.503	0.9054	15.507	0.7667	1.7788	0.6321	2.0296
15	10.770	13.605	0.9455	15.432	0.8140	1.7501	0.6852	1.9774
16	11.062	13.709	0.9820	15.386	0.8572	1.7277	0.7340	1.9351
17	11.330	13.812	10.154	15.361	0.8968	1.7101	0.7790	1.9005
18	11.576	13.913	10.461	15.353	0.9331	1.6961	0.8204	1.8719
19	11.804	14.012	10.743	15.355	0.9666	1.6851	0.8588	1.8482
20	12.015	14.107	11.004	15.367	0.9976	1.6763	0.8943	1.8283
21	12.212	14.200	11.246	15.385	1.0262	1.6694	0.9272	1.8116
22	12.395	14.289	11.471	15.408	1.0529	1.6640	0.9578	1.7974
23	12.567	14.375	11.682	15.435	1.0778	1.6597	0.9864	1.7855
24	12.728	14.458	11.878	15.464	1.1010	1.6565	1.0131	1.7753
25	12.879	14.537	12.063	15.495	1.1228	1.6540	1.0381	1.7666
26	13.022	14.614	12.236	15.528	1.1432	1.6523	1.0616	1.7591
27	13.157	14.688	12.399	15.562	1.1624	1.6510	1.0836	1.7527
28	13.284	14.759	12.553	15.596	1.1805	1.6503	1.1044	1.7473
29	13.405	14.828	12.699	15.631	1.1976	1.6499	1.1241	1.7426
30	13.520	14.894	12.837	15.666	1.2138	1.6498	1.1426	1.7386
31	13.630	14.957	12.969	15.701	1.2292	1.6500	1.1602	1.7352
32	13.734	15.019	13.093	15.736	1.2437	1.6505	1.1769	1.7323
33	13.834	15.078	13.212	15.770	1.2576	1.6511	1.1927	1.7298
34	13.929	15.136	13.325	15.805	1.2707	1.6519	1.2078	1.7277
35	14.019	15.191	13.433	15.838	1.2833	1.6528	1.2221	1.7259
36	14.107	15.245	13.537	15.872	1.2953	1.6539	1.2358	1.7245
37	14.190	15.297	13.635	15.904	1.3068	1.6550	1.2489	1.7233
38	14.270	15.348	13.730	15.937	1.3177	1.6563	1.2614	1.7223
39	14.347	15.396	13.821	15.969	1.3283	1.6575	1.2734	1.7215
40	14.421	15.444	13.908	16.000	1.3384	1.6589	1.2848	1.7209
41	14.493	15.490	13.992	16.031	1.3480	1.6603	1.2958	1.7205

42	14.562	15.534	14.073	16.061	1.3573	1.6617	1.3064	1.7202
43	14.628	15.577	14.151	16.091	1.3663	1.6632	1.3166	1.7200
44	14.692	15.619	14.226	16.120	1.3749	1.6647	1.3263	1.7200
45	14.754	15.660	14.298	16.148	1.3832	1.6662	1.3357	1.7200
46	14.814	15.700	14.368	16.176	1.3912	1.6677	1.3448	1.7201
47	14.872	15.739	14.435	16.204	1.3989	1.6692	1.3535	1.7203
48	14.928	15.776	14.500	16.231	1.4064	1.6708	1.3619	1.7206
49	14.982	15.813	14.564	16.257	1.4136	1.6723	1.3701	1.7210
50	15.035	15.849	14.625	16.283	1.4206	1.6739	1.3779	1.7214
51	15.086	15.884	14.684	16.309	1.4273	1.6754	1.3855	1.7218
52	15.135	15.917	14.741	16.334	1.4339	1.6769	1.3929	1.7223
53	15.183	15.951	14.797	16.359	1.4402	1.6785	1.4000	1.7228
54	15.230	15.983	14.851	16.383	1.4464	1.6800	1.4069	1.7234
55	15.276	16.014	14.903	16.406	1.4523	1.6815	1.4136	1.7240
56	15.320	16.045	14.954	16.430	1.4581	1.6830	1.4201	1.7246
57	15.363	16.075	15.004	16.452	1.4637	1.6845	1.4264	1.7253
58	15.405	16.105	15.052	16.475	1.4692	1.6860	1.4325	1.7259
59	15.446	16.134	15.099	16.497	1.4745	1.6875	1.4385	1.7266
60	15.485	16.162	15.144	16.518	1.4797	1.6889	1.4443	1.7274
61	15.524	16.189	15.189	16.540	1.4847	1.6904	1.4499	1.7281
62	15.562	16.216	15.232	16.561	1.4896	1.6918	1.4554	1.7288
63	15.599	16.243	15.274	16.581	1.4943	1.6932	1.4607	1.7296
64	15.635	16.268	15.315	16.601	1.4990	1.6946	1.4659	1.7303
65	15.670	16.294	15.355	16.621	1.5035	1.6960	1.4709	1.7311
66	15.704	16.318	15.395	16.640	1.5079	1.6974	1.4758	1.7319
67	15.738	16.343	15.433	16.660	1.5122	1.6988	1.4806	1.7327
68	15.771	16.367	15.470	16.678	1.5164	1.7001	1.4853	1.7335
69	15.803	16.390	15.507	16.697	1.5205	1.7015	1.4899	1.7343
70	15.834	16.413	15.542	16.715	1.5245	1.7028	1.4943	1.7351

Lampiran 8

Validitas

Personal Knowledge

Correlations

	x1.1	x1.2	x1.3	x1.4	x1.5	x1.Total
x1.1 Pearson Correlation	1	.360**	.312*	.200	.160	.644**
Sig. (2-tailed)		.009	.025	.155	.256	.000
N	52	52	52	52	52	52
x1.2 Pearson Correlation	.360**	1	.393**	.271	.209	.701**
Sig. (2-tailed)	.009		.004	.052	.137	.000
N	52	52	52	52	52	52
x1.3 Pearson Correlation	.312*	.393**	1	.153	.251	.614**
Sig. (2-tailed)	.025	.004		.278	.073	.000
N	52	52	52	52	52	52
x1.4 Pearson Correlation	.200	.271	.153	1	.153	.614**
Sig. (2-tailed)	.155	.052	.278		.279	.000
N	52	52	52	52	52	52
x1.5 Pearson Correlation	.160	.209	.251	.153	1	.568**
Sig. (2-tailed)	.256	.137	.073	.279		.000
N	52	52	52	52	52	52
x1.Total Pearson Correlation	.644**	.701**	.614**	.614**	.568**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	52	52	52	52	52	52

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

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

Job Procedure

Correlations

	x2.1	x2.2	x2.3	x2.4	x2.5	x2.Total
x2.1 Pearson Correlation	1	.684**	.451**	.683**	.592**	.855**
Sig. (2-tailed)		.000	.001	.000	.000	.000
N	52	52	52	52	52	52
x2.2 Pearson Correlation	.684**	1	.502**	.537**	.674**	.846**
Sig. (2-tailed)	.000		.000	.000	.000	.000
N	52	52	52	52	52	52
x2.3 Pearson Correlation	.451**	.502**	1	.533**	.521**	.703**
Sig. (2-tailed)	.001	.000		.000	.000	.000
N	52	52	52	52	52	52
x2.4 Pearson Correlation	.683**	.537**	.533**	1	.532**	.828**
Sig. (2-tailed)	.000	.000	.000		.000	.000
N	52	52	52	52	52	52
x2.5 Pearson Correlation	.592**	.674**	.521**	.532**	1	.811**
Sig. (2-tailed)	.000	.000	.000	.000		.000
N	52	52	52	52	52	52
x2.Total Pearson Correlation	.855**	.846**	.703**	.828**	.811**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	52	52	52	52	52	52

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

Technology

Correlations

	x3.1	x3.2	x3.3	x3.4	x3.5	x3.Total
x3.1 Pearson Correlation	1	.182	.499**	.256	.202	.672**
Sig. (2-tailed)		.197	.000	.067	.152	.000
N	52	52	52	52	52	52
x3.2 Pearson Correlation	.182	1	.326*	.360**	.375**	.643**
Sig. (2-tailed)	.197		.018	.009	.006	.000
N	52	52	52	52	52	52
x3.3 Pearson Correlation	.499**	.326*	1	.221	.124	.618**
Sig. (2-tailed)	.000	.018		.115	.383	.000
N	52	52	52	52	52	52
x3.4 Pearson Correlation	.256	.360**	.221	1	.589**	.726**
Sig. (2-tailed)	.067	.009	.115		.000	.000
N	52	52	52	52	52	52
x3.5 Pearson Correlation	.202	.375**	.124	.589**	1	.690**
Sig. (2-tailed)	.152	.006	.383	.000		.000
N	52	52	52	52	52	52
x3.Total Pearson Correlation	.672**	.643**	.618**	.726**	.690**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	52	52	52	52	52	52

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

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

Kinerja Pegawai

Correlations

	y.1	y.2	y.3	y.4	y.5	y.Total
y.1 Pearson Correlation	1	.666**	.685**	.249	.636**	.814**
Sig. (2-tailed)		.000	.000	.075	.000	.000
N	52	52	52	52	52	52
y.2 Pearson Correlation	.666**	1	.662**	.401**	.627**	.853**
Sig. (2-tailed)	.000		.000	.003	.000	.000
N	52	52	52	52	52	52
y.3 Pearson Correlation	.685**	.662**	1	.345*	.579**	.827**
Sig. (2-tailed)	.000	.000		.012	.000	.000
N	52	52	52	52	52	52
y.4 Pearson Correlation	.249	.401**	.345*	1	.284*	.632**
Sig. (2-tailed)	.075	.003	.012		.041	.000
N	52	52	52	52	52	52
y.5 Pearson Correlation	.636**	.627**	.579**	.284*	1	.774**
Sig. (2-tailed)	.000	.000	.000	.041		.000
N	52	52	52	52	52	52
y.Total Pearson Correlation	.814**	.853**	.827**	.632**	.774**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	52	52	52	52	52	52

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

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

Validitas Media *Knowledge Management*

Paseban

Correlations

		x1.1	x1.2	x1.3	x1.4	x1.Total
x1.1	Pearson Correlation	1	.701**	.723**	.614**	.894**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	52	52	52	52	52
x1.2	Pearson Correlation	.701**	1	.617**	.589**	.840**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	52	52	52	52	52
x1.3	Pearson Correlation	.723**	.617**	1	.676**	.877**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	52	52	52	52	52
x1.4	Pearson Correlation	.614**	.589**	.676**	1	.829**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	52	52	52	52	52
x1.Total	Pearson Correlation	.894**	.840**	.877**	.829**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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

Knowledge Sharing

Correlations

		x2.1	x2.2	x2.3	x2.4	x2.Total
x2.1	Pearson Correlation	1	.753**	.658**	.601**	.885**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	52	52	52	52	52
x2.2	Pearson Correlation	.753**	1	.722**	.582**	.895**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	52	52	52	52	52
x2.3	Pearson Correlation	.658**	.722**	1	.581**	.856**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	52	52	52	52	52
x2.4	Pearson Correlation	.601**	.582**	.581**	1	.797**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	52	52	52	52	52
x2.Total	Pearson Correlation	.885**	.895**	.856**	.797**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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

Email Korporat

Correlations

		x3.1	x3.2	x3.3	x3.4	x3.Total
x3.1	Pearson Correlation	1	.780**	.842**	.688**	.926**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	52	52	52	52	52
x3.2	Pearson Correlation	.780**	1	.748**	.646**	.892**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	52	52	52	52	52
x3.3	Pearson Correlation	.842**	.748**	1	.703**	.923**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	52	52	52	52	52
x3.4	Pearson Correlation	.688**	.646**	.703**	1	.838**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	52	52	52	52	52
x3.Total	Pearson Correlation	.926**	.892**	.923**	.838**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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

Portal Knowledge Management System**Correlations**

		x4.1	x4.2	x4.3	x4.4	x4.Total
x4.1	Pearson Correlation	1	.924**	.934**	.865**	.964**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	52	52	52	52	52
x4.2	Pearson Correlation	.924**	1	.942**	.868**	.968**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	52	52	52	52	52
x4.3	Pearson Correlation	.934**	.942**	1	.889**	.976**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	52	52	52	52	52
x4.4	Pearson Correlation	.865**	.868**	.889**	1	.944**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	52	52	52	52	52
x4.Total	Pearson Correlation	.964**	.968**	.976**	.944**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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

Lampiran 9

Knowledge Management

Reliability

Scale: Personal Knowledge

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.605	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	16.0577	3.624	.385	.537
x1.2	16.2885	3.464	.475	.489
x1.3	16.2308	3.985	.420	.533
x1.4	16.5192	3.588	.290	.598
x1.5	16.6731	3.871	.277	.594

Reliability

Scale: Job Procedure

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.865	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	16.7692	5.357	.758	.818
x2.2	16.4615	5.195	.733	.825
x2.3	16.5192	6.647	.595	.862
x2.4	17.0769	5.092	.691	.840
x2.5	16.5577	5.781	.705	.833

Reliability

Scale: Technology

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.688	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x3.1	17.1154	3.555	.387	.673
x3.2	16.4615	3.979	.434	.642
x3.3	16.5385	4.175	.430	.646
x3.4	16.3846	3.614	.527	.600
x3.5	16.2692	3.691	.467	.627

Reliability

Scale: Kinerja Pegawai

Case Processing Summary

		N	%
Cases	Valid	53	100.0
	Excluded ^a	0	.0
	Total	53	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.802	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y.1	13.9057	7.049	.633	.748
y.2	13.9434	6.901	.741	.715
y.3	13.9245	7.187	.721	.724
y.4	14.5660	7.866	.340	.855
y.5	13.6981	8.022	.591	.766

Media Knowledge Management

Reliability

Scale: Paseban

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.882	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	11.7308	3.573	.784	.835
x1.2	11.7308	4.240	.723	.856
x1.3	11.7500	3.995	.775	.836
x1.4	11.4038	4.285	.705	.863

Reliability

Scale: Knowledge Sharing

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.881	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	11.7885	3.190	.775	.835
x2.2	11.7885	3.229	.798	.825
x2.3	11.8269	3.558	.749	.846
x2.4	11.2692	3.730	.654	.879

Reliability

Scale: Email Korporat

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.917	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x3.1	12.1731	4.264	.865	.873
x3.2	12.2500	4.230	.797	.897
x3.3	12.3077	4.060	.853	.877
x3.4	11.9615	4.822	.732	.918

Reliability

Scale: Portal Knowledge Mangement System

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.972	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x4.1	10.0385	10.665	.939	.962
x4.2	10.0962	10.324	.943	.960
x4.3	10.1154	10.261	.958	.956
x4.4	10.1923	9.845	.894	.977

Lampiran 10

Regression

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Technology, Job_Procedure, Personal_Knowled ge ^a		Enter

a. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.532 ^a	.283	.238	2.909611	.283	6.318	3	48	.001

a. Predictors: (Constant), Technology, Job_Procedure, Personal_Knowledge

b. Dependent Variable: Kinerja_Pegawai

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	160.467	3	53.489	6.318	.001 ^a
	Residual	406.360	48	8.466		
	Total	566.827	51			

a. Predictors: (Constant), Technology, Job_Procedure, Personal_Knowledge

b. Dependent Variable: Kinerja_Pegawai

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	2.954	4.627		.638	.526					
	Personal_Knowledge	.694	.202	.478	3.428	.001	.508	.443	.419	.769	1.300
	Job_Procedure	.172	.156	.150	1.101	.276	.328	.157	.135	.806	1.241
	Technology	-.152	.184	-.107	-.826	.413	.080	-.118	-.101	.886	1.128

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	2.954	4.627		.638	.526					
Personal_Knowledge	.694	.202	.478	3.428	.001	.508	.443	.419	.769	1.300
Job_Procedure	.172	.156	.150	1.101	.276	.328	.157	.135	.806	1.241
Technology	-.152	.184	-.107	-.826	.413	.080	-.118	-.101	.886	1.128

a. Dependent Variable: Kinerja_Pegawai

Collinearity Diagnostics^a

Model Dimension		Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Personal_Knowledge	Job_Procedure	Technology
1	1	3.974	1.000	.00	.00	.00	.00
	2	.013	17.812	.03	.00	.76	.28
	3	.008	22.762	.01	.72	.23	.41
	4	.005	27.042	.95	.28	.00	.32

a. Dependent Variable: Kinerja_Pegawai

Casewise Diagnostics^a

Case Number	Std. Residual	Kinerja_Pegawai	Predicted Value	Residual
1	.880	20.000	17.44041	2.559590
2	.589	20.000	18.28635	1.713650
3	.860	20.000	17.49654	2.503459
4	1.452	25.000	20.77557	4.224425
5	-.648	16.000	17.88560	-1.885596
6	.294	18.000	17.14335	.856646
7	-1.573	15.000	19.57748	-4.577477
8	-.478	16.000	17.39025	-1.390246
9	-.470	19.000	20.36729	-1.367287
10	-.469	16.000	17.36348	-1.363479
11	.958	20.000	17.21118	2.788816
12	.101	19.000	18.70477	.295230
13	-.060	16.000	16.17448	-.174483
14	1.605	24.000	19.33059	4.669414
15	-.055	14.000	14.16138	-.161376
16	1.033	18.000	14.99302	3.006979
17	.635	21.000	19.15152	1.848477
18	-1.033	16.000	19.00676	-3.006763
19	1.142	20.000	16.67737	3.322632
20	.217	21.000	20.36729	.632713
21	.860	19.000	16.49831	2.501695
22	.854	20.000	17.51577	2.484226
23	-.355	16.000	17.03212	-1.032122
24	1.256	20.000	16.34601	3.653989
25	.958	20.000	17.21118	2.788816
26	-.100	19.000	19.29212	-.292120
27	-.472	14.000	15.37454	-1.374542
28	-2.101	10.000	16.11419	-6.114188

29	-2.275	11.000	17.61947	-6.619472
30	.131	14.000	13.61743	.382571
31	-.063	17.000	17.18442	-.184416
32	-.460	15.000	16.33848	-1.338476
33	-.178	16.000	16.51754	-.517538
34	.958	20.000	17.21118	2.788816
35	-.707	16.000	18.05712	-2.057124
36	.159	17.000	16.53677	.463229
37	.108	19.000	18.68554	.314463
38	-1.559	17.000	21.53705	-4.537050
39	.927	18.000	15.30178	2.698225
40	.958	20.000	17.21118	2.788816
41	-.949	16.000	18.76247	-2.762468
42	1.452	25.000	20.77557	4.224425
43	-.641	13.000	14.86412	-1.864123
44	.002	16.000	15.99542	.004579
45	-.910	12.000	14.64660	-2.646595
46	-.844	17.000	19.45611	-2.456113
47	.958	20.000	17.21118	2.788816
48	-.727	15.000	17.11659	-2.116587
49	-1.012	15.000	17.94329	-2.943295
50	-2.246	11.000	17.53501	-6.535006
51	.271	18.000	17.21118	.788816
52	.765	23.000	20.77557	2.224425

a. Dependent Variable: Kinerja_Pegawai

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	13.61743	21.53705	17.55769	1.773812	52
Residual	-6.619472	4.669415	.000000	2.822737	52
Std. Predicted Value	-2.221	2.243	.000	1.000	52
Std. Residual	-2.275	1.605	.000	.970	52

a. Dependent Variable: Kinerja_Pegawai

Lampiran 11

Distribusi Frekuensi

Paseban

Frequencies

Statistics

		x1.1	x1.2	x1.3	x1.4
N	Valid	52	52	52	52
	Missing	0	0	0	0
Mean		3.8077	3.8077	3.7885	4.1346
Median		4.0000	4.0000	4.0000	4.0000
Std. Deviation		.86406	.71506	.74981	.71480

Frequency Table

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	5.8	5.8	5.8
	3.00	16	30.8	30.8	36.5
	4.00	21	40.4	40.4	76.9
	5.00	12	23.1	23.1	100.0
Total		52	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	16	30.8	30.8	32.7

	4.00	27	51.9	51.9	84.6
	5.00	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.8	3.8	3.8
	3.00	15	28.8	28.8	32.7
	4.00	27	51.9	51.9	84.6
	5.00	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

x1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	7	13.5	13.5	15.4
	4.00	28	53.8	53.8	69.2
	5.00	16	30.8	30.8	100.0
	Total	52	100.0	100.0	

Knowledge Sharing

Frequencies

Statistics

		x2.1	x2.2	x2.3	x2.4
N	Valid	52	52	52	52
	Missing	0	0	0	0
Mean		3.7692	3.7692	3.7308	4.2885
Median		4.0000	4.0000	4.0000	4.0000
Std. Deviation		.75707	.73071	.66023	.66676

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.8	3.8	3.8
	3.00	16	30.8	30.8	34.6
	4.00	26	50.0	50.0	84.6
	5.00	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	18	34.6	34.6	36.5
	4.00	25	48.1	48.1	84.6
	5.00	8	15.4	15.4	100.0

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	18	34.6	34.6	36.5
	4.00	25	48.1	48.1	84.6
	5.00	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.8	3.8	3.8
	3.00	14	26.9	26.9	30.8
	4.00	32	61.5	61.5	92.3
	5.00	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	3	5.8	5.8	7.7
	4.00	28	53.8	53.8	61.5
	5.00	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

Email Korporat

Frequencies

Statistics

		x3.1	x3.2	x3.3	x3.4
N	Valid	52	52	52	52
	Missing	0	0	0	0
Mean		4.0577	3.9808	3.9231	4.2692
Median		4.0000	4.0000	4.0000	4.0000
Std. Deviation		.75182	.80417	.81279	.68928

x3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.9	1.9	1.9
	3.00	7	13.5	13.5	15.4
	4.00	31	59.6	59.6	75.0
	5.00	13	25.0	25.0	100.0
	Total	52	100.0	100.0	

x3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.9	1.9	1.9
	2.00	1	1.9	1.9	3.8
	3.00	8	15.4	15.4	19.2
	4.00	30	57.7	57.7	76.9
	5.00	12	23.1	23.1	100.0

x3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.9	1.9	1.9
	2.00	1	1.9	1.9	3.8
	3.00	8	15.4	15.4	19.2
	4.00	30	57.7	57.7	76.9
	5.00	12	23.1	23.1	100.0
	Total	52	100.0	100.0	

x3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.9	1.9	1.9
	2.00	1	1.9	1.9	3.8
	3.00	10	19.2	19.2	23.1
	4.00	29	55.8	55.8	78.8
	5.00	11	21.2	21.2	100.0
	Total	52	100.0	100.0	

x3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.9	1.9	1.9
	3.00	1	1.9	1.9	3.8
	4.00	32	61.5	61.5	65.4
	5.00	18	34.6	34.6	100.0
	Total	52	100.0	100.0	

Portal Knowledge Management System

Frequencies

		Statistics			
		x4.1	x4.2	x4.3	x4.4
N	Valid	52	52	52	52
	Missing	0	0	0	0
Mean		3.4423	3.3846	3.3654	3.2885
Median		4.0000	4.0000	4.0000	4.0000
Std. Deviation		1.03684	1.08743	1.08517	1.21003

Frequency Table

		x4.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	9.6	9.6	9.6
	2.00	1	1.9	1.9	11.5
	3.00	17	32.7	32.7	44.2
	4.00	24	46.2	46.2	90.4
	5.00	5	9.6	9.6	100.0
Total		52	100.0	100.0	

		x4.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	9.6	9.6	9.6

2.00	3	5.8	5.8	15.4
3.00	17	32.7	32.7	48.1
4.00	21	40.4	40.4	88.5
5.00	6	11.5	11.5	100.0
Total	52	100.0	100.0	

x4.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	5	9.6	9.6	9.6
2.00	4	7.7	7.7	17.3
3.00	15	28.8	28.8	46.2
4.00	23	44.2	44.2	90.4
5.00	5	9.6	9.6	100.0
Total	52	100.0	100.0	

x4.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	6	11.5	11.5	11.5
2.00	7	13.5	13.5	25.0
3.00	12	23.1	23.1	48.1
4.00	20	38.5	38.5	86.5
5.00	7	13.5	13.5	100.0
Total	52	100.0	100.0	

Lampiran 12

Distribusi Frekuensi dengan SPSS

Paseban

Item Pernyataan n	Sangat Tidak Setuju		Tidak Setuju		Ragu-Ragu		Setuju		Sangat Setuju		Skor Total
	Frequency	Skor	Frequency	Skor	Frequency	Skor	Frequency	Skor	Frequency	Skor	
x1.1	0	0	3	6	16	48	21	84	12	60	198
x1.2	0	0	1	2	16	48	27	108	8	40	198
x1.3	0	0	2	4	15	45	27	108	8	40	197
x1.4	0	0	1	2	7	21	28	112	16	80	215
Rata-Rata											202

Knowledge Sharing

Item Pernyataan n	Sangat Tidak Setuju		Tidak Setuju		Ragu-Ragu		Setuju		Sangat Setuju		Skor Total
	Frequency	Skor	Frequency	Skor	Frequency	Skor	Frequency	Skor	Frequency	Skor	
x2.1	0	0	2	4	16	48	26	104	8	40	196
x2.2	0	0	1	2	18	54	25	100	8	40	196
x2.3	0	0	2	4	14	42	32	128	4	20	194
x2.4	0	0	1	2	3	9	28	112	20	100	223
Rata-Rata											202

Email Korporat

Item Pernyataan	Sangat Tidak Setuju		Tidak Setuju		Ragu-Ragu		Setuju		Sangat Setuju		Skor Total
	Frequency	Skor	Frequency	Skor	Frequency	Skor	Frequency	Skor	Frequency	Skor	
x3.1	1	1	0	0	7	21	31	124	13	65	211
x3.2	1	1	1	2	8	24	30	120	12	60	207
x3.3	1	1	1	2	10	30	29	116	11	55	204
x3.4	1	1	0	0	1	3	32	128	18	90	222
Rata-Rata											211

Portal Knowledge Management System

Item Pernyataan	Sangat Tidak Setuju		Tidak Setuju		Ragu-Ragu		Setuju		Sangat Setuju		Skor Total
	Frequency	Skor	Frequency	Skor	Frequency	Skor	Frequency	Skor	Frequency	Skor	
x4.1	5	5	1	2	17	51	24	96	5	25	179
x4.2	5	5	3	6	17	51	21	84	6	30	176
x4.3	5	5	4	8	15	45	23	92	5	25	175
x4.4	6	6	7	14	12	36	20	80	7	35	171
Rata-Rata											175

Lampiran 13

NO	KNOWLEDGE MANAGEMENT																			KINERJA								
	PERSONAL KNOWLEDGE							JOB PROCEDURE							TECHNOLOGY													
	1	2	3	4	5	Jumlah	Rata-Rata	1	2	3	4	5	Jumlah	Rata-Rata	1	2	3	4	5	Jumlah	Rata-Rata	1	2	3	4	5	Jumlah	Rata-Rata
1	4	4	4	4	4	20	4	5	5	5	4	5	24	4.8	4	5	4	5	5	23	4.6	5	4	4	3	4	20	4
2	5	5	4	4	3	21	4.2	5	5	5	4	5	24	4.8	4	4	4	5	5	22	4.4	4	4	5	3	4	20	4
3	5	4	4	4	3	20	4	4	4	4	3	4	19	3.8	3	4	4	4	2	17	3.4	4	4	4	4	4	20	4
4	5	5	5	5	5	25	5	5	5	5	5	5	25	5	5	5	5	5	5	25	5	5	5	5	5	5	25	5
5	5	4	5	4	3	21	4.2	4	4	4	3	4	19	3.8	3	4	4	4	4	19	3.8	3	3	3	4	3	16	3.2
6	5	4	4	4	4	21	4.2	4	4	4	4	4	20	4	5	5	5	5	5	25	5	4	4	4	2	4	18	3.6
7	5	4	5	5	4	23	4.6	4	4	4	3	4	19	3.8	3	4	4	3	3	17	3.4	3	3	3	3	3	15	3
8	4	5	4	4	4	21	4.2	3	4	4	3	3	17	3.4	3	4	4	5	4	20	4	4	3	3	3	3	16	3.2
9	5	5	5	5	4	24	4.8	5	5	4	5	5	24	4.8	4	4	4	5	5	22	4.4	4	4	4	3	4	19	3.8
10	5	4	4	4	3	20	4	4	4	4	4	4	20	4	3	4	4	4	4	19	3.8	4	3	3	3	3	16	3.2
11	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
12	4	5	4	4	4	21	4.2	4	5	4	4	5	22	4.4	4	4	3	3	3	17	3.4	5	4	4	3	3	19	3.8
13	4	4	4	4	3	19	3.8	4	4	4	3	3	18	3.6	3	4	4	5	4	20	4	3	4	3	3	3	16	3.2
14	5	4	5	4	5	23	4.6	4	5	4	4	5	22	4.4	4	4	5	4	5	22	4.4	5	5	5	4	5	24	4.8
15	2	2	4	4	3	15	3	4	4	4	3	3	18	3.6	3	2	4	3	3	15	3	2	3	3	3	3	14	2.8
16	5	4	5	3	2	19	3.8	2	1	4	2	3	12	2.4	5	2	4	5	5	21	4.2	3	4	2	5	4	18	3.6
17	5	5	4	4	4	22	4.4	5	5	5	5	5	25	5	5	4	4	5	4	22	4.4	5	4	5	2	5	21	4.2
18	5	4	5	5	4	23	4.6	4	5	4	4	4	21	4.2	4	4	5	5	5	23	4.6	3	3	3	4	3	16	3.2

19	5	4	3	4	4	20	4	3	4	4	2	3	16	3.2	4	4	4	3	4	19	3.8	3	4	4	5	4	20	4
20	4	5	5	5	5	24	4.8	5	5	5	5	4	24	4.8	4	5	5	4	4	22	4.4	4	5	5	3	4	21	4.2
21	4	4	4	4	3	19	3.8	4	4	4	3	4	19	3.8	3	4	4	4	4	19	3.8	4	4	4	3	4	19	3.8
22	4	4	4	4	4	20	4	4	4	4	3	5	20	4	4	4	5	2	3	18	3.6	4	4	4	4	4	20	4
23	4	4	4	4	3	19	3.8	5	5	5	4	4	23	4.6	4	4	4	4	4	20	4	3	4	3	2	4	16	3.2
24	4	4	4	4	3	19	3.8	4	4	4	3	4	19	3.8	4	4	4	4	4	20	4	4	4	4	4	4	20	4
25	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
26	5	5	4	5	4	23	4.6	4	4	4	4	4	20	4	3	4	5	4	4	20	4	3	4	4	4	4	19	3.8
27	4	4	4	5	2	19	3.8	3	4	3	2	4	16	3.2	4	5	4	5	5	23	4.6	3	3	4	2	2	14	2.8
28	5	4	4	4	4	21	4.2	2	2	4	3	3	14	2.8	5	5	5	5	5	25	5	2	2	2	2	2	10	2
29	5	4	5	4	3	21	4.2	4	5	4	4	4	21	4.2	4	5	4	5	5	23	4.6	2	2	3	2	2	11	2.2
30	3	4	4	2	3	16	3.2	3	3	4	3	4	17	3.4	3	5	5	5	4	22	4.4	3	3	3	2	3	14	2.8
31	4	4	3	5	3	19	3.8	4	5	5	4	5	23	4.6	3	4	4	4	4	19	3.8	3	4	3	3	4	17	3.4
32	3	4	3	4	4	18	3.6	3	5	5	5	5	23	4.6	3	4	4	4	5	20	4	4	2	3	2	4	15	3
33	4	4	4	4	3	19	3.8	4	4	4	4	4	20	4	3	4	4	4	5	20	4	3	2	4	3	4	16	3.2
34	4	4	4	4	4	20	4	4	4	4	4	4	20	4	3	4	4	4	5	20	4	4	4	4	3	5	20	4
35	5	5	4	4	3	21	4.2	4	5	4	2	5	20	4	2	4	4	5	4	19	3.8	4	4	3	1	4	16	3.2
36	5	4	4	3	3	19	3.8	4	5	5	3	4	21	4.2	3	4	4	5	5	21	4.2	4	5	3	1	4	17	3.4
37	4	4	4	4	5	21	4.2	4	4	5	4	4	21	4.2	1	4	3	4	4	16	3.2	4	4	4	3	4	19	3.8
38	5	5	5	5	5	25	5	5	5	5	5	5	25	5	3	4	4	4	5	20	4	4	4	3	2	4	17	3.4
39	4	3	4	3	3	17	3.4	4	5	4	4	4	21	4.2	3	4	4	4	5	20	4	5	3	3	3	4	18	3.6
40	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
41	5	5	4	3	4	21	4.2	5	5	5	5	5	25	5	2	5	4	4	5	20	4	4	3	3	2	4	16	3.2
42	5	5	5	5	5	25	5	5	5	5	5	5	25	5	5	5	5	5	5	25	5	5	5	5	5	5	25	5
43	5	3	3	2	4	17	3.4	4	5	5	3	5	22	4.4	4	5	5	5	5	24	4.8	3	3	3	1	3	13	2.6

44	5	2	4	2	5	18	3.6	3	5	5	3	5	21	4.2	3	5	3	4	5	20	4	3	3	3	3	4	16	3.2
45	2	3	4	3	4	16	3.2	5	5	4	4	5	23	4.6	4	5	4	4	5	22	4.4	2	2	2	2	4	12	2.4
46	5	5	5	3	4	22	4.4	5	5	5	5	5	25	5	3	4	3	5	5	20	4	4	3	4	2	4	17	3.4
47	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
48	4	5	5	2	4	20	4	4	5	5	4	5	23	4.6	4	5	5	5	5	24	4.8	3	3	3	2	4	15	3
49	5	3	4	5	4	21	4.2	5	4	4	4	5	22	4.4	3	5	4	5	5	22	4.4	3	3	4	1	4	15	3
50	4	5	5	2	4	20	4	4	5	4	4	4	21	4.2	3	4	3	4	5	19	3.8	2	2	2	2	3	11	2.2
51	4	4	4	4	4	20	4	4	4	4	4	4	20	4	3	4	4	4	5	20	4	4	4	4	2	4	18	3.6
52	5	5	5	5	5	25	5	5	5	5	5	5	25	5	5	5	5	5	5	25	5	5	5	5	3	5	23	4.6

MEDIA KNOWLEDGE MANAGEMENT																							
PASEBAN						KNOWLEDGE SHARING						EMAIL KORPORAT						KMDEV					
1	2	3	4	Jumlah	Rata-Rata	1	2	3	4	Jumlah	Rata-Rata	1	2	3	4	Jumlah	Rata-Rata	1	2	3	4	Jumlah	Rata-Rata
4	4	4	4	16	4.0	5	5	4	5	19	4.8	5	5	5	5	20	5.0	4	4	4	4	16	4.0
4	4	5	5	18	4.5	5	5	4	5	19	4.8	4	5	4	5	18	4.5	4	4	4	4	16	4.0
3	3	4	4	14	3.5	3	4	4	4	15	3.8	4	4	3	4	15	3.8	3	3	3	3	12	3.0
5	5	5	5	20	5.0	5	5	5	5	20	5.0	5	5	5	5	20	5.0	5	5	5	5	20	5.0
4	3	4	4	15	3.8	4	4	4	4	16	4.0	4	4	4	4	16	4.0	3	3	3	3	12	3.0
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
3	3	3	3	12	3.0	4	3	3	4	14	3.5	4	4	4	4	16	4.0	3	3	3	3	12	3.0
3	4	3	4	14	3.5	4	4	3	4	15	3.8	3	4	3	4	14	3.5	4	4	4	4	16	4.0
4	4	4	5	17	4.3	5	4	4	5	18	4.5	4	4	5	5	18	4.5	5	5	5	5	20	5.0
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	3	3	3	4	13	3.3
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
4	4	4	5	17	4.3	4	5	4	5	18	4.5	4	4	4	4	16	4.0	4	4	4	5	17	4.3
4	3	4	4	15	3.8	4	4	4	4	16	4.0	4	4	4	4	16	4.0	3	3	4	3	13	3.3
4	5	4	4	17	4.3	4	5	4	5	18	4.5	5	4	4	5	18	4.5	4	5	4	5	18	4.5
3	4	3	4	14	3.5	3	3	3	4	13	3.3	3	3	3	4	13	3.3	3	3	3	4	13	3.3
4	4	2	2	12	3.0	2	3	4	4	13	3.3	3	4	2	4	13	3.3	4	4	3	2	13	3.3
5	4	4	4	17	4.3	4	3	4	5	16	4.0	4	3	3	4	14	3.5	5	4	5	5	19	4.8
5	4	5	5	19	4.8	4	3	4	4	15	3.8	4	4	4	4	16	4.0	4	4	4	4	16	4.0
2	4	4	4	14	3.5	3	4	4	5	16	4.0	5	5	5	5	20	5.0	4	4	4	4	16	4.0
5	4	4	5	18	4.5	5	4	4	5	18	4.5	5	5	4	4	18	4.5	5	5	5	5	20	5.0

3	3	4	3	13	3.3	4	4	4	4	16	4.0	4	4	4	4	16	4.0	3	3	3	3	12	3.0
3	3	3	3	12	3.0	3	3	3	3	12	3.0	4	4	3	4	15	3.8	3	3	3	2	11	2.8
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
2	3	3	4	12	3.0	3	4	3	4	14	3.5	3	2	4	5	14	3.5	4	2	2	3	11	2.8
3	4	3	4	14	3.5	2	2	2	2	8	2.0	1	1	1	1	4	1.0	1	1	1	1	4	1.0
5	4	4	5	18	4.5	3	4	4	5	16	4.0	4	3	3	4	14	3.5	4	5	4	4	17	4.3
3	3	4	4	14	3.5	3	3	4	4	14	3.5	4	4	4	5	17	4.3	3	3	2	2	10	2.5
4	4	4	4	16	4.0	4	3	4	5	16	4.0	4	3	3	5	15	3.8	3	3	3	2	11	2.8
4	4	4	4	16	4.0	4	4	4	5	17	4.3	4	4	4	4	16	4.0	3	2	2	2	9	2.3
4	4	4	4	16	4.0	3	3	4	4	14	3.5	4	4	4	4	16	4.0	3	3	3	2	11	2.8
3	3	3	3	12	3.0	3	3	3	5	14	3.5	5	5	5	5	20	5.0	1	1	1	1	4	1.0
3	3	3	4	13	3.3	3	3	2	4	12	3.0	4	3	4	4	15	3.8	3	3	3	3	12	3.0
3	2	3	3	11	2.8	4	4	4	5	17	4.3	5	3	4	4	16	4.0	3	3	3	1	10	2.5
3	3	3	4	13	3.3	3	3	3	3	12	3.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
3	3	3	5	14	3.5	3	3	3	3	12	3.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
5	4	4	5	18	4.5	3	3	3	4	13	3.3	4	4	4	5	17	4.3	4	4	4	4	16	4.0
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
3	3	3	4	13	3.3	3	3	3	4	13	3.3	3	3	3	3	12	3.0	3	3	3	3	12	3.0
5	5	5	5	20	5.0	5	5	5	5	20	5.0	5	5	5	5	20	5.0	5	5	5	5	20	5.0
2	3	2	3	10	2.5	4	4	3	4	15	3.8	3	3	3	4	13	3.3	4	4	4	3	15	3.8
3	3	3	3	12	3.0	4	4	4	5	17	4.3	4	4	4	4	16	4.0	2	2	2	2	8	2.0
3	3	3	4	13	3.3	4	3	3	5	15	3.8	4	4	4	4	16	4.0	4	3	4	3	14	3.5

5	5	5	5	20	5.0	4	4	4	4	16	4.0	5	5	5	5	20	5.0	1	1	1	1	4	1.0
4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0	4	4	4	4	16	4.0
5	5	5	5	20	5.0	3	3	3	4	13	3.3	5	5	5	5	20	5.0	4	4	4	4	16	4.0
5	4	4	5	18	4.5	4	4	4	5	17	4.3	3	4	3	5	15	3.8	3	3	3	3	12	3.0
4	5	3	5	17	4.3	3	3	3	4	13	3.3	5	5	5	5	20	5.0	1	1	1	1	4	1.0
5	5	5	5	20	5.0	5	5	5	5	20	5.0	5	5	5	5	20	5.0	3	3	3	3	12	3.0
5	5	5	5	20	5.0	5	5	5	5	20	5.0	5	5	5	5	20	5.0	1	1	1	1	4	1.0