

LAMPIRAN**Lampiran 1.****KUESIONER PENELITIAN**

**Penelitian tentang: Manajemen Sumber Daya Manusia
Analisis Pengaruh Kemampuan Individu dan Lingkungan Kerja Terhadap
Kepuasan Kerja Dengan Motivasi Sebagai Variable Intervening (Studi Pada
Karyawan PT. Carrefour Indonesia Cabang Madiun)**

Kepada Yth, Karyawan/Karyawati
PT. Carrefour Indonesia Cabang Madiun

Dengan Hormat,

Bersama ini saya :

Nama : Dita Sherly Arfiana Sidik
Pekerjaan : Mahasiswa S1 Manajemen UNMUH Ponorogo
NIM : 11412720

Sedang mengadakan penelitian dengan judul Skripsi “**Analisis Pengaruh Kemampuan Individu dan Lingkungan Kerja Terhadap Kepuasan Kerja Dengan Motivasi Sebagai Variable Intervening (Studi Pada Karyawan PT. Carrefour Indonesia Cabang Madiun)**”.

Untuk keperluan tersebut, saya mohon bantuan Bpk/Ibu atau Saudara/i sebagai Karyawan/Karyawati PT. Carrefour Indonesia Cabang Madiun dengan hormat untuk memberikan penilaian melalui kuesioner ini dengan sebenar-benarnya berdasarkan atas apa yang ada. Semoga partisipasi yang Bpk/ Ibu/ Sdr/ i berikan dapat bermanfaat untuk kepentingan ilmu pengetahuan serta dapat membantu upaya meningkatkan kemampuan individu dan kepuasan kerja serta motivasi.

Atas kerjasama dan partisipasi yang diberikan, saya ucapkan terima kasih.

Hormat Saya

Dita Sherly Arfiana Sidik

Petunjuk pengisian :

Pada pertanyaan di bawah ini, Anda dimohon untuk mengisi pertanyaan-pertanyaan tersebut dengan keadaan/kondisi yang sebenarnya.

IDENTITAS RESPONDEN**1. Jenis Kelamin :**

- a. Pria
- b. Wanita

2. Usia saat ini : (Pilih salah satu dibawah ini)

- a. < 20 tahun
- b. 20 thn - 30 tahun
- c. 31 thn - 40 tahun
- d. > 30 tahun

3. Pendidikan terakhir : (Pilih salah satu dibawah ini)

- a. SD
- b. SMP
- c. SMU/SMA/MA
- d. Perguruan Tinggi

Petunjuk Pengisian :

Silahkan anda pilih jawaban yang menurut anda paling sesuai dengan kondisi yang ada dengan jalan memberikan tanda (√) pada pilihan jawaban yang tersedia.

Keterangan :

- SS = Sangat Setuju
 TS = Tidak Setuju
 ST = Setuju
 STS = Sangat Tidak Setuju
 RG = Ragu-ragu

1. KEMAMPUAN INDIVIDU

No	Indikator	Jawaban				
		SS	ST	RG	TS	STS
		5	4	3	2	1
1	Saya mampu melaksanakan dengan baik setiap pekerjaan yang membutuhkan perhitungan angka-angka					
2	Kemampuan saya untuk mengingat pekerjaan yang lalu sangat baik					
3	Kemampuan saya menggunakan logika dalam pemecahan masalah pekerjaan sangat baik					
4	Kemampuan saya untuk mengendalikan diri menahan emosi terhadap tekanan-tekanan masalah pekerjaan sangat baik					
5	Saya mampu menjalankan tugas di bank yang menggunakan kekuatan tangan secara berulang-ulang setiap hari					
6	Dalam melayani nasabah, kecepatan tubuh dalam bergerak wajib dimiliki setiap pegawai					
7	Saya mampu melakukan dengan baik setiap melaksanakan tugas yang membutuhkan seluruh bagian tubuh					
8	Kemampuan saya untuk mendorong diri menjadi lebih baik didalam bekerja sangat baik					

2. LINGKUNGAN KERJA

No	Indikator	Jawaban				
		SS	ST	RG	TS	STS
		5	4	3	2	1
1	Ukuran ruang kerja saya di Carrefour sudah memuaskan					
2	Penataan ruang kerja saya di Carrefour telah memenuhi standar					
3	Pada Carrefour perlengkapan kerja sudah sangat memuaskan					
4	Sirkulasi udara di ruang kerja saya sudah sangat memuaskan					
5	Penerangan ruang kerja saya di Carrefour sudah memuaskan pegawai					
6	Saya merasakan suasana kerja yang nyaman di Carrefour					
7	Hubungan saya dengan rekan kerja di Carrefour sangat harmonis					
8	Saya merasakan hubungan dengan atasan terjalin dengan baik					

3. KEPUASAN KERJA

No	Indikator	Jawaban				
		SS	ST	RG	TS	STS
		5	4	3	2	1
1	Saya puas, pekerjaan saya sangat menantang sehingga dapat mengembangkan potensi					
2	Saya puas, pekerjaan saya sesuai dengan latar belakang pendidikan saya					
3	Saya puas, Carrefour memberikan kesempatan promosi yang transparan kepada pegawai					
4	Saya puas, kebijakan promosi Carrefour dianggap adil sesuai dengan harapan pegawai					
5	Saya puas, gaji saya cukup dan sesuai dengan pekerjaan saya					
6	Saya puas, pembayaran gaji pada Carrefour sangat tepat waktu					
7	Saya puas, pengawas ketika mengawasi pekerjaan memberikan pengarahan bimbingan kerja yang baik					
8	Saya puas, dengan pengawasan yang dilakukan Carrefour.					
9	Saya puas, unit kerja yang ada di Carrefour memiliki koordinasi kerja yang baik didalam bekerja					
10	Saya puas, dengan dukungan yang diberikan unit kerja yang lain terhadap pekerjaan saya					

4. MOTIVASI

No	Indikator	Jawaban				
		SS	ST	RG	TS	STS
		5	4	3	2	1
1	Saya merasa dengan bekerja di Carrefour kebutuhan dasar pokok saya dapat terpenuhi					
2	Menurut saya pelaksanaan pelayanan jaminan kesehatan pada Carrefour sudah sangat baik					
3	Menurut saya keselamatan kerja dan keamanan kerja di Carrefour sudah sangat baik					
4	Menurut saya Carrefour telah memberikan fasilitas atau tempat pegawai berinteraksi dengan baik					
5	Saya merasa kehadiran saya di Carrefour selalu mendapat sambutan yang baik dari tempat kerja					
6	Ketika pegawai memiliki prestasi kerja, pimpinan di Carrefour akan memberikan penghargaan					
7	Saya merasa memiliki kepercayaan diri didalam bekerja					
8	Saya merasa ikut berpartisipasi didalam menentukan tujuan yang ingin dicapai oleh atasan					

Lampiran 2
TABULASI JAWABAB RESPONDEN

No	JK	USIA	PDD	KEMAMPUAN INDIVIDU								X1	LINGKUNGAN KERJA								X2	MOTIVASI								X3	KESPUASKEKEPUASAN KERJA										Y
				1	2	3	4	5	6	7	8		1	2	3	4	5	6	7	8		1	2	3	4	5	6	7	8		1	2	3	4	5	6	7	8	9	10	
1	1	1	3	4	4	4	4	4	1	5	5	31	5	5	5	5	2	5	2	1	30	3	3	3	3	3	2	4	5	26	1	4	1	6	1	1	5	5	5	3	32
2	1	3	3	3	3	3	3	3	2	4	5	26	4	5	5	5	5	5	1	5	35	4	4	4	4	4	4	3	2	29	5	5	5	5	5	5	5	1	5	5	46
3	0	3	3	4	4	4	4	4	4	3	2	29	4	4	4	4	4	1	5	5	31	4	4	4	3	4	4	5	5	33	5	1	4	1	1	4	1	5	1	1	78
4	0	1	3	4	4	4	3	4	4	5	5	33	3	3	3	3	3	2	4	5	26	3	3	3	3	3	4	5	4	28	5	4	3	1	5	5	5	1	5	5	39
5	1	3	3	3	3	3	3	3	4	5	4	28	4	4	4	4	4	4	3	2	29	3	3	4	3	3	4	5	5	30	5	3	5	5	5	1	4	5	4	5	42
6	1	3	3	3	3	4	3	3	4	5	5	30	4	4	4	3	4	4	5	5	33	4	4	4	4	4	3	4	5	32	5	5	5	1	5	4	3	5	3	2	81
7	1	1	3	4	4	4	4	4	3	4	5	32	3	3	3	3	3	4	5	4	28	5	4	4	4	4	5	4	5	35	5	1	2	5	5	3	5	5	5	5	41
8	1	3	3	5	4	4	4	4	5	4	5	35	3	3	4	3	3	4	5	5	30	3	4	3	3	4	4	4	5	30	5	5	5	1	5	5	5	5	5	4	45
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16	0	3	4	3	3	3	3	3	3	5	4	27	4	4	4	4	4	4	3	5	32	4	4	4	4	4	5	4	5	34	5	5	5	2	3	1	5	5	4	5	40
17	0	3	4	4	4	4	4	4	5	4	5	34	3	3	3	4	3	4	4	5	29	3	3	3	3	3	4	3	5	27	5	3	5	5	5	5	5	3	3	5	44
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22	0	2	4	4	4	4	4	4	5	3	2	30	4	3	4	3	3	4	4	4	29	3	3	4	4	3	1	5	3	26	5	1	2	2	4	1	4	4	4	5	32

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59	0	2	2	4	3	3	4	4	4	1	4	27	4	5	3	4	5	5	1	5	32	5	3	5	1	4	4	1	3	26	3	4	2	3	1	1	1	4	1	5	25	
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61	1	2	3	2	4	4	5	4	5	5	1	30	4	3	3	4	4	4	1	4	27	1	3	3	4	4	2	1	3	21	5	5	5	5	3	4	2	2	1	3	35	
62	0	1	3	4	5	1	1	2	2	2	5	22	5	3	5	1	4	4	1	3	26	4	3	3	4	4	4	1	4	27	4	5	5	5	4	2	1	3	1	4	34	
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Lampiran 3

FREKUENSI KARAKTERISTIK RESPONDEN

Frequencies

		Notes
Output Created		26-JUL-2016 03:18:56
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	63
	File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=JENIS_KELAMIN USIA PENDIDIKAN /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01

Statistics

		JENIS_KELAMI	USIA	PENDIDIKAN
		N		
N	Valid	63	63	63
	Missing	0	0	0

Frequency Table

JENIS_KELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	30	47,6	47,6	47,6
	Sangat Tidak Setuju	33	52,4	52,4	100,0
	Total	63	100,0	100,0	

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 Tahun	8	12,7	12,7	12,7
	31-40 Tahun	29	46,0	46,0	58,7
	> 40 Tahun	26	41,3	41,3	100,0
	Total	63	100,0	100,0	

PENDIDIKAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	3	4,8	4,8	4,8
	SMA	23	36,5	36,5	41,3
	Perguruan Tinggi	37	58,7	58,7	100,0
	Total	63	100,0	100,0	

Lampiran 4
STATISTIK JAWABAN RESPONDEN

Frequencies

		Notes
Output Created		26-JUL-2016 03:19:45
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 KEMAMPUAN_INDIVIDU X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 LINGKUNGAN_KERJA X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 MOTIVASI Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10 KEPUASAN_KERJA RES_1 Abs_Res /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00,05
	Elapsed Time	00:00:00,05

Frequency Table**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	3,2	3,2	3,2
	Tidak Setuju	8	12,7	12,7	15,9
	Ragu-Ragu	19	30,2	30,2	46,0
	Setuju	26	41,3	41,3	87,3
	Sangat Setuju	8	12,7	12,7	100,0
	Total	63	100,0	100,0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	1	1,6	1,6	3,2
	Ragu-Ragu	25	39,7	39,7	42,9
	Setuju	33	52,4	52,4	95,2
	Sangat Setuju	3	4,8	4,8	100,0
	Total	63	100,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	3,2	3,2	3,2
	Tidak Setuju	1	1,6	1,6	4,8
	Ragu-Ragu	23	36,5	36,5	41,3
	Setuju	35	55,6	55,6	96,8
	Sangat Setuju	2	3,2	3,2	100,0
	Total	63	100,0	100,0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	3,2	3,2	3,2
	Tidak Setuju	1	1,6	1,6	4,8
	Ragu-Ragu	22	34,9	34,9	39,7
	Setuju	37	58,7	58,7	98,4
	Sangat Setuju	1	1,6	1,6	100,0
	Total	63	100,0	100,0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	2	3,2	3,2	4,8
	Ragu-Ragu	25	39,7	39,7	44,4
	Setuju	34	54,0	54,0	98,4
	Sangat Setuju	1	1,6	1,6	100,0
	Total	63	100,0	100,0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	3	4,8	4,8	4,8
	Tidak Setuju	9	14,3	14,3	19,0
	Ragu-Ragu	16	25,4	25,4	44,4
	Setuju	29	46,0	46,0	90,5
	Sangat Setuju	6	9,5	9,5	100,0
	Total	63	100,0	100,0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	18	28,6	28,6	28,6
	Tidak Setuju	9	14,3	14,3	42,9
	Ragu-Ragu	6	9,5	9,5	52,4
	Setuju	14	22,2	22,2	74,6
	Sangat Setuju	16	25,4	25,4	100,0
	Total	63	100,0	100,0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	6,3	6,3	6,3
	Tidak Setuju	8	12,7	12,7	19,0
	Ragu-Ragu	13	20,6	20,6	39,7
	Setuju	11	17,5	17,5	57,1
	Sangat Setuju	27	42,9	42,9	100,0
	Total	63	100,0	100,0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	3,2	3,2	3,2
	Tidak Setuju	7	11,1	11,1	14,3
	Ragu-Ragu	20	31,7	31,7	46,0
	Setuju	26	41,3	41,3	87,3
	Sangat Setuju	8	12,7	12,7	100,0
	Total	63	100,0	100,0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	1	1,6	1,6	3,2
	Ragu-Ragu	25	39,7	39,7	42,9
	Setuju	32	50,8	50,8	93,7
	Sangat Setuju	4	6,3	6,3	100,0
	Total	63	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	1	1,6	1,6	3,2
	Ragu-Ragu	23	36,5	36,5	39,7
	Setuju	34	54,0	54,0	93,7
	Sangat Setuju	4	6,3	6,3	100,0
	Total	63	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	1	1,6	1,6	3,2
	Ragu-Ragu	22	34,9	34,9	38,1
	Setuju	37	58,7	58,7	96,8
	Sangat Setuju	2	3,2	3,2	100,0
	Total	63	100,0	100,0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	2	3,2	3,2	4,8
	Ragu-Ragu	25	39,7	39,7	44,4
	Setuju	33	52,4	52,4	96,8
	Sangat Setuju	2	3,2	3,2	100,0
	Total	63	100,0	100,0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	3	4,8	4,8	4,8
	Tidak Setuju	7	11,1	11,1	15,9
	Ragu-Ragu	16	25,4	25,4	41,3
	Setuju	30	47,6	47,6	88,9
	Sangat Setuju	7	11,1	11,1	100,0
	Total	63	100,0	100,0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	19	30,2	30,2	30,2
	Tidak Setuju	9	14,3	14,3	44,4
	Ragu-Ragu	6	9,5	9,5	54,0
	Setuju	14	22,2	22,2	76,2
	Sangat Setuju	15	23,8	23,8	100,0
	Total	63	100,0	100,0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	6,3	6,3	6,3
	Tidak Setuju	8	12,7	12,7	19,0
	Ragu-Ragu	13	20,6	20,6	39,7
	Setuju	11	17,5	17,5	57,1
	Sangat Setuju	27	42,9	42,9	100,0
	Total	63	100,0	100,0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	3,2	3,2	3,2
	Tidak Setuju	7	11,1	11,1	14,3
	Ragu-Ragu	21	33,3	33,3	47,6
	Setuju	27	42,9	42,9	90,5
	Sangat Setuju	6	9,5	9,5	100,0
	Total	63	100,0	100,0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	1	1,6	1,6	3,2
	Ragu-Ragu	25	39,7	39,7	42,9
	Setuju	34	54,0	54,0	96,8
	Sangat Setuju	2	3,2	3,2	100,0
	Total	63	100,0	100,0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	1	1,6	1,6	3,2
	Ragu-Ragu	24	38,1	38,1	41,3
	Setuju	36	57,1	57,1	98,4
	Sangat Setuju	1	1,6	1,6	100,0
	Total	63	100,0	100,0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1,6	1,6	1,6
	Ragu-Ragu	23	36,5	36,5	38,1
	Setuju	39	61,9	61,9	100,0
	Total	63	100,0	100,0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,6	1,6	1,6
	Tidak Setuju	1	1,6	1,6	3,2
	Ragu-Ragu	26	41,3	41,3	44,4
	Setuju	34	54,0	54,0	98,4
	Sangat Setuju	1	1,6	1,6	100,0
	Total	63	100,0	100,0	

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	5	7,9	7,9	7,9
	Tidak Setuju	8	12,7	12,7	20,6
	Ragu-Ragu	16	25,4	25,4	46,0
	Setuju	29	46,0	46,0	92,1
	Sangat Setuju	5	7,9	7,9	100,0
	Total	63	100,0	100,0	

X3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	17	27,0	27,0	27,0
	Tidak Setuju	8	12,7	12,7	39,7
	Ragu-Ragu	6	9,5	9,5	49,2
	Setuju	15	23,8	23,8	73,0
	Sangat Setuju	17	27,0	27,0	100,0
	Total	63	100,0	100,0	

X3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	3	4,8	4,8	4,8
	Tidak Setuju	9	14,3	14,3	19,0
	Ragu-Ragu	11	17,5	17,5	36,5
	Setuju	11	17,5	17,5	54,0
	Sangat Setuju	29	46,0	46,0	100,0
	Total	63	100,0	100,0	

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	8	12,7	12,7	12,7
	Tidak Setuju	7	11,1	11,1	23,8
	Ragu-Ragu	8	12,7	12,7	36,5
	Setuju	22	34,9	34,9	71,4
	Sangat Setuju	18	28,6	28,6	100,0
	Total	63	100,0	100,0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	22	34,9	34,9	34,9
	Tidak Setuju	15	23,8	23,8	58,7
	Ragu-Ragu	3	4,8	4,8	63,5
	Setuju	9	14,3	14,3	77,8
	Sangat Setuju	14	22,2	22,2	100,0
	Total	63	100,0	100,0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	16	25,4	25,4	25,4
	Tidak Setuju	9	14,3	14,3	39,7
	Ragu-Ragu	2	3,2	3,2	42,9
	Setuju	5	7,9	7,9	50,8
	Sangat Setuju	31	49,2	49,2	100,0
	Total	63	100,0	100,0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	22	34,9	34,9	34,9
	Tidak Setuju	8	12,7	12,7	47,6
	Ragu-Ragu	6	9,5	9,5	57,1
	Setuju	14	22,2	22,2	79,4
	Sangat Setuju	12	19,0	19,0	98,4
	6	1	1,6	1,6	100,0
	Total	63	100,0	100,0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	10	15,9	15,9	15,9
	Tidak Setuju	7	11,1	11,1	27,0
	Ragu-Ragu	8	12,7	12,7	39,7
	Setuju	20	31,7	31,7	71,4
	Sangat Setuju	18	28,6	28,6	100,0
	Total	63	100,0	100,0	

Y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	23	36,5	36,5	36,5
	Tidak Setuju	16	25,4	25,4	61,9
	Ragu-Ragu	3	4,8	4,8	66,7
	Setuju	8	12,7	12,7	79,4
	Sangat Setuju	13	20,6	20,6	100,0
	Total	63	100,0	100,0	

Y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	16	25,4	25,4	25,4
	Tidak Setuju	9	14,3	14,3	39,7
	Ragu-Ragu	2	3,2	3,2	42,9
	Setuju	5	7,9	7,9	50,8
	Sangat Setuju	31	49,2	49,2	100,0
	Total	63	100,0	100,0	

Y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	9	14,3	14,3	14,3
	Tidak Setuju	8	12,7	12,7	27,0
	Ragu-Ragu	8	12,7	12,7	39,7
	Setuju	19	30,2	30,2	69,8
	Sangat Setuju	19	30,2	30,2	100,0
	Total	63	100,0	100,0	

Y1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	21	33,3	33,3	33,3
	Tidak Setuju	6	9,5	9,5	42,9
	Ragu-Ragu	6	9,5	9,5	52,4
	Setuju	14	22,2	22,2	74,6
	Sangat Setuju	16	25,4	25,4	100,0
	Total	63	100,0	100,0	

Y1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	6,3	6,3	6,3
	Tidak Setuju	9	14,3	14,3	20,6
	Ragu-Ragu	12	19,0	19,0	39,7
	Setuju	11	17,5	17,5	57,1
	Sangat Setuju	27	42,9	42,9	100,0
	Total	63	100,0	100,0	

Lampiran 5 UJI VALIDITAS X1

CORRELATIONS

```

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 KEMAMPUAN_INDIVIDU
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

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Correlations

		Notes
Output Created		26-JUL-2016 04:06:59
Comments		
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	Active Dataset	DataSet1
	Filter	<none>
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	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 KEMAMPUAN_INDIVIDU /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,03

Correlations

		X1.1	X1.2	X1.3	X1.4
X1.1	Pearson Correlation	1	,140	,197	-,050
	Sig. (2-tailed)		,275	,123	,695
	N	63	63	63	63
X1.2	Pearson Correlation	,140	1	,463**	,412**
	Sig. (2-tailed)	,275		,000	,001
	N	63	63	63	63

X1.3	Pearson Correlation	,197	,463**	1	,449**
	Sig. (2-tailed)	,123	,000		,000
	N	63	63	63	63
X1.4	Pearson Correlation	-,050	,412**	,449**	1
	Sig. (2-tailed)	,695	,001	,000	
	N	63	63	63	63
X1.5	Pearson Correlation	,117	,655**	,613**	,565**
	Sig. (2-tailed)	,361	,000	,000	,000
	N	63	63	63	63
X1.6	Pearson Correlation	-,006	,258*	,259*	,133
	Sig. (2-tailed)	,962	,041	,040	,297
	N	63	63	63	63
X1.7	Pearson Correlation	,026	,050	,198	,077
	Sig. (2-tailed)	,840	,696	,120	,549
	N	63	63	63	63
X1.8	Pearson Correlation	,173	-,072	-,142	-,268*
	Sig. (2-tailed)	,176	,575	,266	,034
	N	63	63	63	63
KEMAMPUAN_INDIVIDU	Pearson Correlation	,402**	,567**	,626**	,413**
	Sig. (2-tailed)	,001	,000	,000	,001
	N	63	63	63	63

Correlations

		X1.5	X1.6	X1.7	X1.8
X1.1	Pearson Correlation	,117	-,006	,026	,173
	Sig. (2-tailed)	,361	,962	,840	,176
	N	63	63	63	63
X1.2	Pearson Correlation	,655**	,258*	,050	-,072
	Sig. (2-tailed)	,000	,041	,696	,575
	N	63	63	63	63
X1.3	Pearson Correlation	,613**	,259*	,198	-,142
	Sig. (2-tailed)	,000	,040	,120	,266
	N	63	63	63	63
X1.4	Pearson Correlation	,565**	,133	,077	-,268*
	Sig. (2-tailed)	,000	,297	,549	,034
	N	63	63	63	63
X1.5	Pearson Correlation	1	,329**	,007	-,128
	Sig. (2-tailed)		,008	,954	,319
	N	63	63	63	63
X1.6	Pearson Correlation	,329**	1	,135	-,040

	Sig. (2-tailed)	,008		,290	,758
	N	63	63	63	63
X1.7	Pearson Correlation	,007	,135	1	,149
	Sig. (2-tailed)	,954	,290		,244
	N	63	63	63	63
X1.8	Pearson Correlation	-,128	-,040	,149	1
	Sig. (2-tailed)	,319	,758	,244	
	N	63	63	63	63
KEMAMPUAN_INDIVIDU	Pearson Correlation	,599**	,489**	,580**	,326**
	Sig. (2-tailed)	,000	,000	,000	,009
	N	63	63	63	63

Correlations

		KEMAMPUAN_INDIVIDU
X1.1	Pearson Correlation	,402**
	Sig. (2-tailed)	,001
	N	63
X1.2	Pearson Correlation	,567**
	Sig. (2-tailed)	,000
	N	63
X1.3	Pearson Correlation	,626**
	Sig. (2-tailed)	,000
	N	63
X1.4	Pearson Correlation	,413**
	Sig. (2-tailed)	,001
	N	63
X1.5	Pearson Correlation	,599**
	Sig. (2-tailed)	,000
	N	63
X1.6	Pearson Correlation	,489**
	Sig. (2-tailed)	,000
	N	63
X1.7	Pearson Correlation	,580**
	Sig. (2-tailed)	,000
	N	63
X1.8	Pearson Correlation	,326**
	Sig. (2-tailed)	,009
	N	63
KEMAMPUAN_INDIVIDU	Pearson Correlation	1
	Sig. (2-tailed)	
	N	63

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

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

Lampiran 6
UJI VALIDITAS X2

Correlations

		Notes
Output Created		26-JUL-2016 17:21:01
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
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	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 LINGKUNGAN_KERJA /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,03

[DataSet1] C:\Users\KA'BAH\Documents\ASLI DITA.sav

Correlations

		X2.1	X2.2	X2.3	X2.4
X2.1	Pearson Correlation	1	,183	,303*	,083
	Sig. (2-tailed)		,150	,016	,515
	N	63	63	63	63
X2.2	Pearson Correlation	,183	1	,711**	,676**
	Sig. (2-tailed)	,150	,000	,000	,000
	N	63	63	63	63
X2.3	Pearson Correlation	,303*	,711**	1	,397**
	Sig. (2-tailed)	,016	,000		,001
	N	63	63	63	63
X2.4	Pearson Correlation	,083	,676**	,397**	1
	Sig. (2-tailed)	,515	,000	,001	
	N	63	63	63	63
X2.5	Pearson Correlation	,091	,676**	,481**	,426**
	Sig. (2-tailed)	,479	,000	,000	,000
	N	63	63	63	63
X2.6	Pearson Correlation	,130	,405**	,293*	,130
	Sig. (2-tailed)	,311	,001	,020	,311
	N	63	63	63	63
X2.7	Pearson Correlation	,078	-,003	,098	-,064
	Sig. (2-tailed)	,543	,979	,445	,619
	N	63	63	63	63
X2.8	Pearson Correlation	,089	-,118	-,111	-,198
	Sig. (2-tailed)	,490	,356	,385	,120
	N	63	63	63	63
LINGKUNGAN_KERJA	Pearson Correlation	,470**	,667**	,629**	,410**
	Sig. (2-tailed)	,000	,000	,000	,001
	N	63	63	63	63

		X2.5	X2.6	X2.7	X2.8
X2.1	Pearson Correlation	,091	,130	,078	,089
	Sig. (2-tailed)	,479	,311	,543	,490
	N	63	63	63	63
X2.2	Pearson Correlation	,676**	,405**	-,003	-,118
	Sig. (2-tailed)	,000	,001	,979	,356
	N	63	63	63	63
X2.3	Pearson Correlation	,481**	,293*	,098	-,111
	Sig. (2-tailed)	,000	,020	,445	,385
	N	63	63	63	63
X2.4	Pearson Correlation	,426**	,130	-,064	-,198
	Sig. (2-tailed)	,000	,311	,619	,120
	N	63	63	63	63
X2.5	Pearson Correlation	1	,275*	-,050	,042
	Sig. (2-tailed)		,029	,698	,745
	N	63	63	63	63
X2.6	Pearson Correlation	,275*	1	,005	-,014
	Sig. (2-tailed)	,029		,970	,914
	N	63	63	63	63
X2.7	Pearson Correlation	-,050	,005	1	,204
	Sig. (2-tailed)	,698	,970		,109
	N	63	63	63	63
X2.8	Pearson Correlation	,042	-,014	,204	1
	Sig. (2-tailed)	,745	,914	,109	
	N	63	63	63	63
LINGKUNGAN_KERJA	Pearson Correlation	,558**	,493**	,507**	,375**
	Sig. (2-tailed)	,000	,000	,000	,002
	N	63	63	63	63

Correlations

		LINGKUNGAN_KERJA
X2.1	Pearson Correlation	,470**
	Sig. (2-tailed)	,000
	N	63
X2.2	Pearson Correlation	,667**
	Sig. (2-tailed)	,000
	N	63
X2.3	Pearson Correlation	,629**
	Sig. (2-tailed)	,000
	N	63
X2.4	Pearson Correlation	,410**
	Sig. (2-tailed)	,001
	N	63
X2.5	Pearson Correlation	,558**
	Sig. (2-tailed)	,000
	N	63
X2.6	Pearson Correlation	,493**
	Sig. (2-tailed)	,000
	N	63
X2.7	Pearson Correlation	,507**
	Sig. (2-tailed)	,000
	N	63
X2.8	Pearson Correlation	,375**
	Sig. (2-tailed)	,002
	N	63
LINGKUNGAN_KERJA	Pearson Correlation	1
	Sig. (2-tailed)	
	N	63

Lampiran 7
Uji Validitas Z

Correlations

Notes

Output Created		26-JUL-2016 18:11:36
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 MOTIVASI /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,06
	Elapsed Time	00:00:00,08

Correlations

		X3.6	X3.7	X3.8	MOTIVASI
X3.1	Pearson Correlation	,183	,115	,167	,499**
	Sig. (2-tailed)	,151	,370	,191	,000
	N	63	63	63	63
X3.2	Pearson Correlation	,425**	,034	-,064	,655**
	Sig. (2-tailed)	,001	,794	,620	,000
	N	63	63	63	63
X3.3	Pearson Correlation	,236	,200	-,104	,584**
	Sig. (2-tailed)	,062	,117	,417	,000
	N	63	63	63	63
X3.4	Pearson Correlation	,063	-,056	-,187	,329**
	Sig. (2-tailed)	,622	,664	,142	,008

	N	63	63	63	63
X3.5	Pearson Correlation	,377**	-,113	-,062	,536**
	Sig. (2-tailed)	,002	,376	,631	,000
	N	63	63	63	63
X3.6	Pearson Correlation	1	,094	,093	,559**
	Sig. (2-tailed)		,462	,470	,000
	N	63	63	63	63
X3.7	Pearson Correlation	,094	1	,192	,550**
	Sig. (2-tailed)	,462		,132	,000
	N	63	63	63	63
X3.8	Pearson Correlation	,093	,192	1	,407**
	Sig. (2-tailed)	,470	,132		,001
	N	63	63	63	63
MOTIVASI	Pearson Correlation	,559**	,550**	,407**	1
	Sig. (2-tailed)	,000	,000	,001	
	N	63	63	63	63

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

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

Lampiran
Validitas Y

Correlations

Notes	
Output Created	26-JUL-2016 17:27:43
Comments	
Input	C:\Users\KA'BAH\Documents\ASLI DITA.sav
Data	DataSet1
Active Dataset	<none>
Filter	<none>
Weight	<none>
Split File	<none>
N of Rows in Working Data File	63
Missing Value Handling	User-defined missing values are treated as missing.
Definition of Missing	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Cases Used	CORRELATIONS /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10 KEPUASAN_KERJA /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Syntax	
Resources	
Processor Time	00:00:01,64
Elapsed Time	00:00:02,37

Correlations

		KEPUASAN_KERJA
Y1.1	Pearson Correlation	,504**
	Sig. (2-tailed)	,000
	N	63
Y1.2	Pearson Correlation	,357**
	Sig. (2-tailed)	,004
	N	63
Y1.3	Pearson Correlation	,685**
	Sig. (2-tailed)	,000
	N	63
Y1.4	Pearson Correlation	,428**
	Sig. (2-tailed)	,000
	N	63
Y1.5	Pearson Correlation	,703**
	Sig. (2-tailed)	,000
	N	63
Y1.6	Pearson Correlation	,409**

	Sig. (2-tailed)	,001
	N	63
Y1.7	Pearson Correlation	,595**
	Sig. (2-tailed)	,000
	N	63
Y1.8	Pearson Correlation	,511**
	Sig. (2-tailed)	,000
	N	63
Y1.9	Pearson Correlation	,643**
	Sig. (2-tailed)	,000
	N	63
Y1.10	Pearson Correlation	,665**
	Sig. (2-tailed)	,000
	N	63
KEPUASAN_KERJA	Pearson Correlation	1
	Sig. (2-tailed)	
	N	63

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

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

Lampiran 9
Statistik Deskriptif

Descriptives

Notes

Output Created		26-JUL-2016 03:26:27
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=KEMAMPUAN _INDIVIDU LINGKUNGAN_KERJA MOTIVASI KEPUASAN_KERJA /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

Descriptive Statistics

	N	Minimu m	Maximu m	Mean	Std. Deviation
KEMAMPUAN_IND IVIDU	63	18	35	27,84	3,790
LINGKUNGAN_KE RJA	63	18	35	28,05	3,820
MOTIVASI	63	18	35	27,98	3,752
KEPUASAN_KERJA	63	16	47	32,10	8,508
Valid N (listwise)	63				

Lampiran 10
Uji Reliabilitas X1

Reliability

Notes

Output Created		26-JUL-2016 17:31:30
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 KEMAMPUAN_INDIVIDU /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,05

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	63	100,0
	Excluded ^a	0	,0
	Total	63	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,683	9

Lampiran 11
Reliabilitas X2

Reliability

Notes

Output Created		26-JUL-2016 17:32:46
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 LINGKUNGAN_KERJA /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	63	100,0
	Excluded ^a	0	,0
	Total	63	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,688	9

Lampiran 12
Reliabilitas Z

Reliability

Notes

Output Created		26-JUL-2016 18:12:45
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 MOTIVASI /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	63	100,0
	Excluded ^a	0	,0
	Total	63	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,694	9

Lampiran 13
Reliabilitas Y

Reliability

Notes

Output Created		26-JUL-2016 17:34:57
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10 KEPUASAN_KERJA /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,06

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	63	100,0
	Excluded ^a	0	,0
	Total	63	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,733	11

Lampiran 14
Uji Heteroskedastisitas

Regression

Notes

Output Created		26-JUL-2016 18:16:44
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT ABS_RES1 /METHOD=ENTER KEMAMPUAN_INDIVIDU LINGKUNGAN_KERJA MOTIVASI.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,06
	Memory Required	2732 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MOTIVASI, KEMAMPU AN_INDIVI DU, LINGKUNG AN_KERJA ^b		Enter

a. Dependent Variable: ABS_RES1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,129 ^a	,017	-,033	4,12450

a. Predictors: (Constant), MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17,085	3	5,695	,335	,800 ^b
	Residual	1003,680	59	17,012		
	Total	1020,765	62			

a. Dependent Variable: ABS_RES1

b. Predictors: (Constant), MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	
		B	Std. Error	Beta		
1	(Constant)	7,586	5,406		1,403	
	KEMAMPUAN_INDIVIDU	-,034	,144	-,032	-,239	
	LINGKUNGAN_KERJA	,097	,154	,092	,633	
	MOTIVASI	-,139	,149	-,131	-,934	

Coefficients^a

Model		Sig.
1	(Constant)	,166
	KEMAMPUAN_INDIVIDU	,812
	LINGKUNGAN_KERJA	,529
	MOTIVASI	,354

a. Dependent Variable: ABS_RES1

Lampiran 15
Uji Multikolinieritas

Regression

Notes

Output Created		26-JUL-2016 19:57:35
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KEPUASAN_KERJA /METHOD=ENTER KEMAMPUAN_INDIVIDU LINGKUNGAN_KERJA MOTIVASI.
Resources	Processor Time	00:00:00,08
	Elapsed Time	00:00:00,08
	Memory Required	2732 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA ^b		Enter

a. Dependent Variable: KEPUASAN_KERJA

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,590 ^a	,348	,315	7,040

a. Predictors: (Constant), MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1563,427	3	521,142	10,516	,000 ^b
	Residual	2924,001	59	49,559		
	Total	4487,429	62			

a. Dependent Variable: KEPUASAN_KERJA

b. Predictors: (Constant), MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	-19,178	9,228		-2,078
	KEMAMPUAN_INDIVIDU	,652	,245	,290	2,654
	LINGKUNGAN_KERJA	,643	,262	,289	2,452
	MOTIVASI	,544	,254	,245	2,140

Coefficients^a

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	,042		
	KEMAMPUAN_INDIVIDU	,010	,924	1,083
	LINGKUNGAN_KERJA	,017	,797	1,255
	MOTIVASI	,037	,845	1,183

a. Dependent Variable: KEPUASAN_KERJA

Coefficient Correlations^a

Model			MOTIVASI	KEMAMPUAN_INDIVIDU	LINGKUNGAN_KERJA
1	Correlations	MOTIVASI	1,000	-,034	-,372
		KEMAMPUAN_INDIVIDU	-,034	1,000	-,242
		LINGKUNGAN_KERJA	-,372	-,242	1,000
	Covariances	MOTIVASI	,065	-,002	-,025
		KEMAMPUAN_INDIVIDU	-,002	,060	-,016
		LINGKUNGAN_KERJA	-,025	-,016	,069

a. Dependent Variable: KEPUASAN_KERJA

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	KEMAMPUAN_INDIVIDU	LINGKUNGAN_KERJA
1	1	3,967	1,000	,00	,00	,00
	2	,016	15,772	,00	,59	,04
	3	,011	19,288	,02	,05	,92
	4	,007	24,100	,98	,36	,04

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions
		MOTIVASI
1	1	,00
	2	,37
	3	,38
	4	,25

a. Dependent Variable: KEPUASAN_KERJA

Lampiran 16
Uji Autokorelasi

Regression

Notes

Output Created		26-JUL-2016 20:07:47
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KEPUASAN_KERJA /METHOD=ENTER KEMAMPUAN_INDIVIDU LINGKUNGAN_KERJA MOTIVASI /RESIDUALS DURBIN.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,08
	Memory Required	2740 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA ^b	.	Enter

a. Dependent Variable: KEPUASAN_KERJA

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,590 ^a	,348	,315	7,040	1,812

a. Predictors: (Constant), MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA

b. Dependent Variable: KEPUASAN_KERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1563,427	3	521,142	10,516	,000 ^b
	Residual	2924,001	59	49,559		
	Total	4487,429	62			

a. Dependent Variable: KEPUASAN_KERJA

b. Predictors: (Constant), MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	-19,178	9,228		-2,078
	KEMAMPUAN_INDIVIDU	,652	,245	,290	2,654
	LINGKUNGAN_KERJA	,643	,262	,289	2,452
	MOTIVASI	,544	,254	,245	2,140

Coefficients^a

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	,042		
	KEMAMPUAN_INDIVIDU	,010	,924	1,083
	LINGKUNGAN_KERJA	,017	,797	1,255
	MOTIVASI	,037	,845	1,183

a. Dependent Variable: KEPUASAN_KERJA

Lampiran 17
Uji Regresi Tahap I

Regression

Notes

Output Created		26-JUL-2016 20:22:30
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT MOTIVASI /METHOD=ENTER KEMAMPUAN_INDIVIDU LINGKUNGAN_KERJA.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,05
	Memory Required	2436 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	LINGKUNGAN_KERJA, KEMAMPUAN_INDIVIDU ^b		Enter

a. Dependent Variable: MOTIVASI

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,393 ^a	,155	,127	3,578

a. Predictors: (Constant), LINGKUNGAN_KERJA, KEMAMPUAN_INDIVIDU

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	140,678	2	70,339	5,494	,006 ^b
	Residual	768,210	60	12,804		
	Total	908,889	62			

a. Dependent Variable: MOTIVASI

b. Predictors: (Constant), LINGKUNGAN_KERJA, KEMAMPUAN_INDIVIDU

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t		
		B	Std. Error	Beta			
1	(Constant)	16,093	4,205		3,827		
	KEMAMPUAN_INDIVIDU	,033	,125	,032	,262		
	LINGKUNGAN_KERJA	,384	,124	,383	3,105		

Coefficients^a

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	,000		
	KEMAMPUAN_INDIVIDU	,794	,925	1,082
	LINGKUNGAN_KERJA	,003	,925	1,082

a. Dependent Variable: MOTIVASI

Coefficient Correlations^a

Model			LINGKUNGAN_KERJA	KEMAMPUAN_INDIVIDU
1	Correlations	LINGKUNGAN_KERJA	1,000	-,275
		KEMAMPUAN_INDIVIDU	-,275	1,000
1	Covariances	LINGKUNGAN_KERJA	,015	-,004
		KEMAMPUAN_INDIVIDU	-,004	,016

a. Dependent Variable: MOTIVASI

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	KEMAMPUAN_INDIVIDU	LINGKUNGAN_KERJA
1	1	2,979	1,000	,00	,00	,00
	2	,013	15,140	,00	,64	,64
	3	,008	19,714	1,00	,36	,36

a. Dependent Variable: MOTIVASI

Lampiran 18
Uji Regresi tahap II

Regression**Notes**

Output Created		26-JUL-2016 20:23:15
Comments		
Input	Data	C:\Users\KA'BAH\Documents\ASLI DITA.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	63
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KEPUASAN_KERJA /METHOD=ENTER KEMAMPUAN_INDIVIDU LINGKUNGAN_KERJA MOTIVASI.
Resources	Processor Time	00:00:00,19
	Elapsed Time	00:00:00,22
	Memory Required	2732 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MOTIVASI, KEMAMPUAN _INDIVIDU, LINGKUNGA N_KERJA ^b		. Enter

a. Dependent Variable: KEPUASAN_KERJA

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,590 ^a	,348	,315	7,040

a. Predictors: (Constant), MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1563,427	3	521,142	10,516	,000 ^b
	Residual	2924,001	59	49,559		
	Total	4487,429	62			

a. Dependent Variable: KEPUASAN_KERJA

b. Predictors: (Constant), MOTIVASI, KEMAMPUAN_INDIVIDU, LINGKUNGAN_KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t			
		B	Std. Error	Beta				
1	(Constant)	-19,178	9,228		-2,078			
	KEMAMPUAN_INDIVIDU	,652	,245	,290	2,654			
	LINGKUNGAN_KERJA	,643	,262	,289	2,452			
	MOTIVASI	,544	,254	,245	2,140			

Coefficients^a

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	,042		
	KEMAMPUAN_INDIVIDU	,010	,924	1,083
	LINGKUNGAN_KERJA	,017	,797	1,255
	MOTIVASI	,037	,845	1,183

a. Dependent Variable: KEPUASAN_KERJA

Coefficient Correlations^a

Model			MOTIVASI	KEMAMPUAN_INDIVIDU	LINGKUNGAN_KERJA
1	Correlations	MOTIVASI	1,000	-,034	-,372
		KEMAMPUAN_INDIVIDU	-,034	1,000	-,242
		LINGKUNGAN_KERJA	-,372	-,242	1,000
	Covariances	MOTIVASI	,065	-,002	-,025
		KEMAMPUAN_INDIVIDU	-,002	,060	-,016
		LINGKUNGAN_KERJA	-,025	-,016	,069

a. Dependent Variable: KEPUASAN_KERJA

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	KEMAMPUAN_INDIVIDU	LINGKUNGAN_KERJA
1	1	3,967	1,000	,00	,00	,00
	2	,016	15,772	,00	,59	,04
	3	,011	19,288	,02	,05	,92
	4	,007	24,100	,98	,36	,04

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions
		MOTIVASI
1	1	,00
	2	,37
	3	,38
	4	,25

a. Dependent Variable: KEPUASAN_KERJA