



**LEMBAR KUESIONER PENELITIAN****JUDUL PENELITIAN:**

**PENGARUH BUDAYA ORGANISASI, REMUNERASI DAN KOMITMEN  
ORGANISASI TERHADAP KINERJA PEGAWAI RSU.**

**MUHAMMADIYAH**

**PONOROGO**

Yth. Bapak/ ibu responden. Dalam rangka memenuhi tugas Akhir/ Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Muhammadiyah Ponorogo, saya Widiya Bella Pransiska memohon ketersediaan bapak/ ibu untuk mengisi kuesioner penelitian yang terlampir. Hasil penelitian ini akan diolah sebagai hasil penelitian akademis.

Seluruh data dan jawaban akan dirahasiakan, untuk itu dimohon untuk menjawab sesuai dengan keadaan yang sesungguhnya. Terimakasih atas partisipasi bapak/ibu dalam mendukung penelitian ini.

Ponorogo, April 2018

Hormat Saya

Widiya Bella Pransiska

**Data Responden**

Jenis kelamin : Laki-laki/Wanita

Usia : .....tahun

Pendidikan Terakhir : SMP/SMA/D3/S1

Bagian unit kerja : .....

Lama bekerja : .....

**PETUNJUK PENGISIAN ANGKET**

7. Bacalah setiap pertanyaan dengan seksama.
8. Isilah semua nomor dengan memilih satu diantara 4 alternatif jawaban dengan memberikan tanda cawang (  $\surd$  ) pada kolom yang sudah disediakan.
9. Alternatif jawaban adalah sebagai berikut :  
SS : Sangat Setuju  
S : Setuju  
N : Netral  
TS : Tidak Setuju  
STS : Sangat Tidak Setuju
10. Apabila ada kekeliruan dalam memilih alternative jawaban berikan tanda sama dengan ( = ) pada jawaban yang telah dibuat tadi kemudian beri tanda silang pada jawaban yang baru.
11. Jawablah semua pertanyaan yang ada tanpa ada yang terlewati.
12. Kami menjamin kerahasiaan identitas dan jawaban yang anda berikan

**Selamat mengerjakan dan sebelumnya saya ucapkan terimakasih atas waktu  
yang telah diberikan**

<b>KINERJA PEGAWAI</b>						
<b>1. Quality Of work (Kualitas kerja)</b>						
<b>No.</b>	<b>Pertanyaan</b>	<b>SS</b>	<b>S</b>	<b>N</b>	<b>TS</b>	<b>STS</b>
1.	Saya selalu menyelesaikan pekerjaan yang atasan berikan kepada saya					
2.	Saya selalu melaksanakan pekerjaan sesuai dengan prosedur.					
<b>2. Quantity Of work (Kuantitas kerja)</b>						
3.	Saya selalu menyelesaikan pekerjaan tepat waktu.					
4.	Saya selalu menyelesaikan pekerjaan sesuai dengan target yang ingin dicapai.					
<b>3. Job Knowledge (Pemahaman pekerjaan)</b>						
5.	Saya memahami pekerjaan yang saya kerjakan.					
6.	Saya memiliki keterampilan yang dibutuhkan dalam menyelesaikan pekerjaan saya.					
<b>4. Creativeness (Kreatifitas)</b>						
7.	Saya selalu memiliki ide-ide/gagasan yang baru dalam melakukan pekerjaan saya.					
8.	Saya selalu melakukan tindakan-tindakan yang kreatif dalam mendukung penyelesaian pekerjaan saya.					
<b>5. Cooperative (Kerja sama)</b>						
9.	Saya mampu bekerja sama dengan rekan saya dalam menyelesaikan pekerjaan yang harus dilakukan bersama.					
10.	Saya bersedia menerima masukan/kritikan dari rekan saya.					
<b>6. Dependability (Kesadaran dan kepercayaan diri)</b>						
11.	Saya memiliki kesadaran kehadiran yang tinggi dalam absensi pegawai.					
12.	Saya mampu menjelaskan pekerjaan yang saya lakukan kepada orang lain.					
<b>7. Initiative (Inisiatif)</b>						
13.	Saya selalu berinisiatif dalam menyelesaikan tugas.					
14.	Saya selalu bersemangat dalam menyelesaikan pekerjaan saya.					
<b>8. Personal Quality (Kualitas diri)</b>						
15.	Saya selalu jujur dalam melaksanakan pekerjaan saya.					
16.	Saya selalu berpenampilan baik di kantor.					

<b>BUDAYA ORGANISASI</b>						
<b>1. Inisiatif Individu</b>						
1.	Saya diberikan kesempatan untuk mengemukakan pendapat dalam setiap pekerjaan yang diberikan atasan.					
2.	Atasan memberikan kesempatan kepada pegawai untuk berinisiatif menyelesaikan masalah yang ada dalam pekerjaan tanpa menunggu lagi perintah dari atasan.					
<b>2. Toleransi Terhadap Tindakan Beresiko</b>						
3.	Saya diberikan kebebasan untuk dapat bertindak aktif dalam melaksanakan pekerjaan.					
4.	Saya diberikan kebebasan untuk berinovasi dalam menyelesaikan pekerjaan.					

<b>3. Pengarahan</b>						
5.	Standar kerja di RS sudah dirumuskan dengan jelas.					
6.	Saya memahami target/prestasi yang diharapkan RS dari pegawai.					
<b>4. Integrasi</b>						
7.	Koordinasi antar unit di RS sudah berjalan dengan baik.					
8.	Tingkat kerja sama antar unit berjalan dengan baik					
<b>5. Dukungan Manajemen</b>						
9.	Atasan memberikan kemudahan berkomunikasi kepada pegawai dalam melaksanakan pekerjaan.					
10.	Atasan memberikan dukungan yang positif terhadap pekerjaan yang anda lakukan.					
<b>6. Kontrol</b>						
11.	Atasan anda selalu melakukan pengawasan terhadap pekerjaan yang dapat anda lakukan.					
12.	Atasan memberikan sanksi terhadap pegawai yang melanggar aturan.					
<b>7. Identitas</b>						
13.	Saya memahami nilai-nilai yang menjadi pedoman perilaku pegawai yang ada di RS.					
14.	Saya bangga menjadi bagian dari RS saya.					
<b>8. Sistem imbalan</b>						
15.	Sistem imbalan memotivasi pegawai untuk meningkatkan prestasi dalam bekerja.					
16.	Imbalan yang diterima sesuai dengan prestasi pegawai.					
<b>9. Toleransi Terhadap Konflik</b>						
17.	Jika terjadi konflik, atasan anda akan menyelesaikan konflik sampai tuntas.					
18.	Atasan memberikan kebebasan kepada anda untuk menyampaikan kritik.					
<b>10. Pola Komunikasi</b>						
19.	Komunikasi antar unit yang ada di RS sudah kondusif.					
20.	Kebijakan yang diambil atasan selalu disosialisasikan kepada para pegawai.					

<b>REMUNERASI</b>						
<b>1. Remunerasi Finansial</b>						
Imbalan yang diberikan secara langsung						
<b>1. Gaji</b>						
1.	Gaji yang saya terima dapat memenuhi kebutuhan sehari-hari					
2.	Gaji yang diterima sesuai dengan golongan ruang sebagai pegawai RS.					
<b>2. Tunjangan</b>						
3.	Tunjangan kinerja yang saya terima sudah diberikan sesuai aturan yang ditetapkan dalam organisasi.					
4.	Tunjangan kinerja yang saya terima dapat membantu menambah penghasilan saya sebagai pegawai.					
5.	Tunjangan yang saya terima dapat meningkatkan motivasi dalam bekerja.					

Imbalan yang diberikan secara tidak langsung						
<b>3. Program kesehatan</b>						
6.	Program yang saya terima dalam bentuk jaminan kesehatan sudah memadai.					
7.	Program kesehatan yang telah didapatkan pegawai sudah sesuai dengan standarisasi pemerintah.					
<b>4. Program pensiun</b>						
8.	Program pensiun bagi para pegawai dirasakan sangat bermanfaat untuk persiapan memasuki masa pensiun.					
9.	Program pensiun yang telah didapatkan pegawai sudah sesuai dengan standar pemerintah.					
<b>2.Non Finansial</b>						
Imbalan yang diberikan berdasarkan kepuasan atas pekerjaan yang dilakukan.						
<b>5. Tugas-tugas yang menarik</b>						
10.	Tempat saya bekerja memberikan pekerjaan yang menarik minat pegawai.					
11.	Tugas-tugas yang saya terima tidak ada yang membebani pekerjaan saya					
12.	Pekerjaan yang saya lakukan dapat menambah pengalaman dan wawasan baru.					
<b>6. Tantangan pekerjaan</b>						
13.	Pekerjaan yang saya lakukan tergolong pekerjaan yang menantang.					
14.	Tantangan pekerjaan yang saya hadapi bersal dari dalam dan luar lingkungan RS.					
<b>7. Tanggung jawab</b>						
15.	Saya dapat menyelesaikan pekerjaan dengan baik, yang sudah menjadi tanggung jawab saya.					
16.	Tempat saya bekerja memberikan tanggung jawab penuh kepada saya atas pekerjaan yang dilakukan.					
<b>8. Peluang akan pengakuan</b>						
17.	Atasan selalu memuji hasil kerja saya, apabila pekerjaan yang dilakukan dapat diselesaikan dengan baik.					
18.	Saya merasa berharga dan dihargai oleh organisasi tempat saya bekerja.					
<b>9. Tercapainya tujuan</b>						
19.	Saya merasa bangga atas prestasi yang saya capai.					
20.	Tercapainya tujuan dengan baik, membuat motivasi kerja semakin meningkat.					
<b>10. Peluang adanya promosi jabatan</b>						
21.	Kesempatan promosi ditempat saya bekerja berlaku untuk semua pegawai.					
22.	Kebijakan promosi pegawai dilakukan atas dasar prestasi yang telah dicapai.					
Imbalan yang diperoleh berdasarkan kepuasan atas lingkungan kerja yang ada						
<b>11. Rekan kerja yang menyenangkan</b>						
23.	Saya memiliki komunikasi yang baik dengan rekan kerja.					
24.	Perlakuan dari sesame rekan kerja penuh dengan kekeluargaan					

<b>12. Kondisi lingkungan kerja yang nyaman</b>						
25.	Saya merasa nyaman di ruang kerja.					
26.	Saya merasa ruang kerja tempat saya bekerja dalam keadaan bersih					
<b>13. Pembagian kerja</b>						
27.	Saya merasa nyaman dengan pembagian kerja saat ini.					
28.	Pembagian kerja disesuaikan dengan tingkat kemampuan masing-masing pegawai.					
29.	Pemberian tugas pekerjaan sesuai dengan porsi masing-masing pegawai.					
<b>14. Kebijakan-kebijakan yang sehat</b>						
30.	Saya merasa segala bentuk kebijakan yang berlaku bagi setiap pegawai sudah tepat.					
31.	Kebijakan yang berlaku dirasakan adil bagi seluruh pegawai.					
<b>15. Supervisi kompeten</b>						
32.	Supervisi yang dilakukan oleh pihak yang berkompeten agar kualitas pekerjaan sesuai dengan tujuan organisasi					
33.	Pimpinan mengawasi setiap tahapan dalam proses pekerjaan yang saya lakukan.					
<b>16. Pengakuan symbol status</b>						
34.	Saya merasa bahwa lingkungan tempat bekerja memberikan kedudukan/status, apabila saya mampu menyelesaikan pekerjaan yang menantang.					
35.	Saya mendapatkan pengakuan atas tugas yang saya selesaikan dengan baik dari semua pihak dalam organisasi.					
<b>17. Waktu kerja yang fleksible</b>						
36.	Saya memiliki waktu yang cukup untuk melaksanakan hal-hal diluar pelaksanaan pekerjaan (ibadah, istirahat, dan berelasi sosial dengan rekan kerja)					
37.	Saya diberikan kebebasan memanfaatkan waktu kerja untuk melaksanakan tugas sesuai dengan kewajiban.					
<b>KOMITMEN ORGANISASI</b>						
<b>1. Komitmen Afektif (Affective Commitment)</b>						
1.	Saya merasa senang menghabiskan karir saya dalam rumah sakit ini.					
2.	Saya senang membicarakan tempat kerja saya pada orang lain.					
3.	Saya merasa masalah yang dialami rumah sakit adalah masalah saya juga.					
4.	Saya merasa “bagian dari keluarga” dalam rumah sakit.					
5.	Saya merassa terdapat kedekatan emosional antara saya dan organisasi.					
6.	Perusahaan ini sangat berarti bagi saya.					
<b>2. Komitmen Berkelanjutan (Continuance Commitment)</b>						
7.	Sangat sulit bagi saya untuk meninggalkan rumah sakit saat ini meskipun saya ingin.					
8.	Hidup saya akan terganggu jika meninggalkan perusahaan.					
9.	Saat ini, tetap bekerja pada perusahaan adalah suatu keharusan daripada keinginan saya.					

10.	Saya merasa hanya memiliki sedikit alasan untuk meninggalkan perusahaan.					
11.	Salah satu akibat buruk meninggalkan rumah sakit adalah langkah alternative tempat kerja lain yang tersedia.					
12.	Saya belum menemukan rumah sakit lain yang memberikan bayaran lebih tinggi disbanding tempat saya bekerja sekarang.					
<b>3. Komitmen Normative (Normative Commitment)</b>						
13.	Bagi saya loyalitas itu penting, maka saya memiliki kewajiban untuk tetap bekerja pada rumah sakit.					
14.	Apabila saya mendapatkan tawaran bekerja di rumah sakit lain, saya merasa tidak baik bagi saya jika meninggalkan rumah sakit.					
15.	Lompat dari satu rumah sakit ke rumah sakit lainnya menurut saya tidak etis.					
16.	Saya selalu diajarkan untuk tetap setia pada satu perusahaan.					







**TABULASI DATA  
PENELITIAN**

Res	BUDAYA ORGANISASI X1																				TOTAL
	X1.1		X1.2		X1.3		X1.4		X1.5		X1.6		X1.7		X1.8		X1.9		X1.10		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	79
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76	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	3	4	80
77	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	5	3	4	81
78	4	4	4	4	4	4	4	4	4	4	5	4	4	4	5	4	5	4	4	4	83
79	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
80	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3	4	4	78
81	4	3	3	4	4	4	4	4	4	4	4	4	3	4	4	3	4	3	3	4	74
82	4	4	4	3	4	4	4	4	4	4	4	3	3	4	4	4	4	4	3	4	76
83	4	3	4	4	4	4	4	4	4	4	4	3	4	5	4	4	4	3	3	77	
84	5	4	4	4	4	4	4	4	4	4	4	4	3	4	5	4	4	4	4	4	81
85	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	79
86	4	3	4	4	4	4	4	4	4	4	4	3	3	3	4	4	4	4	4	4	76
87	4	3	4	4	4	4	4	4	5	4	4	3	3	4	5	4	4	4	3	3	77

88	5	4	5	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	81
89	4	3	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	3	4	4	79
90	5	3	4	4	4	4	4	4	4	4	5	4	4	4	5	4	5	4	4	4	83
91	4	4	4	4	4	4	3	3	3	4	3	4	3	4	4	4	4	4	3	4	74
92	4	4	4	4	4	5	4	4	4	4	4	4	4	4	5	4	4	4	3	4	81
93	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	79
94	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	3	4	77
95	4	4	4	3	4	4	4	3	4	4	4	4	4	4	4	4	4	5	3	4	78
96	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	75
97	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
98	4	3	4	4	4	4	3	3	3	4	3	4	3	4	4	4	4	4	3	3	72
99	4	4	4	4	4	4	4	4	4	4	5	4	3	4	4	4	4	4	3	4	79
100	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
101	4	4	4	4	4	4	3	4	4	4	4	3	3	3	4	4	4	4	3	4	75
102	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	79
103	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	80
104	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	79
105	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	81
	3.91	3.79	3.97	3.79	3.88	3.98	3.86	3.91	3.95	3.97	4.02	3.78	3.50	3.93	4.18	3.96	4.04	3.87	3.47	3.83	77.60





Res	KOMITMEN ORGANISASI X3																TOTAL
	X3.1					X3.2						X3.3					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	4	4	4	4	4	4	4	3	3	4	4	3	4	3	4	4	60
2	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
3	4	4	4	4	4	4	3	3	4	4	3	3	3	3	3	3	56
4	3	3	3	4	4	4	4	3	3	3	2	3	3	2	4	4	52
5	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
6	4	4	4	4	4	4	4	3	3	4	4	3	4	3	4	4	60
7	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
8	4	4	4	4	4	4	3	3	4	4	3	3	3	3	3	3	56
9	3	3	3	4	4	4	4	3	3	3	2	3	3	2	4	4	52
10	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
11	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	63
12	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
13	4	3	3	3	3	4	4	3	3	3	3	3	4	3	4	4	54
14	4	4	4	4	4	4	3	3	4	4	3	3	3	3	3	3	56
15	3	3	3	4	4	4	4	3	3	3	2	3	3	2	4	4	52
16	4	3	4	4	3	4	3	4	3	3	3	3	4	3	4	3	55
17	4	4	4	4	4	4	3	3	4	3	3	3	4	3	4	4	58
18	4	3	4	4	3	4	3	3	3	3	3	3	4	3	4	3	54
19	4	4	5	4	4	4	4	3	3	4	4	4	4	4	4	4	63
20	4	4	4	4	4	4	4	3	3	5	4	3	4	3	4	4	61
21	4	4	4	5	4	4	4	3	3	4	4	3	3	3	4	4	60
22	4	4	5	4	4	4	4	3	4	5	4	3	4	3	4	4	63
23	4	4	4	4	4	4	4	3	3	4	4	3	4	4	4	4	61
24	4	4	5	4	4	4	4	3	4	3	4	4	4	3	4	4	62
25	4	4	4	4	4	4	4	3	4	5	4	3	4	3	4	4	62
26	4	4	5	4	4	4	4	3	3	4	4	3	3	3	4	4	60
27	4	4	4	4	4	4	4	3	4	5	4	3	4	3	4	4	62
28	4	4	5	4	4	4	4	3	3	4	4	3	4	4	4	4	62
29	4	4	5	4	4	4	3	4	4	4	3	4	4	4	4	4	63
30	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	63





66	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	63
67	4	4	4	4	4	4	4	3	4	5	4	3	4	3	4	4	62
68	4	4	5	4	4	4	4	3	3	4	4	3	4	4	4	4	62
69	4	4	5	4	4	4	4	3	4	4	4	3	4	4	4	4	63
70	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	63
71	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
72	4	4	4	4	4	4	4	3	3	4	4	3	4	3	4	4	60
73	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
74	4	4	4	4	4	4	3	3	4	4	3	3	3	3	3	3	56
75	3	3	3	4	4	4	4	3	3	3	3	2	3	3	2	4	52
76	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
77	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	63
78	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
79	4	4	4	4	4	4	4	3	3	4	4	3	4	4	4	4	61
80	4	4	5	4	4	4	4	3	4	3	4	3	4	3	4	4	61
81	4	4	4	4	4	4	4	3	4	5	4	4	4	3	4	4	63
82	4	4	5	4	4	4	4	3	3	4	4	3	3	3	3	4	60
83	4	4	5	4	4	4	4	3	4	5	4	3	4	3	4	4	63
84	4	4	4	4	4	4	4	3	3	4	4	3	4	3	4	4	60
85	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
86	4	4	4	4	4	4	4	3	3	4	4	3	3	3	3	3	56
87	3	3	3	4	4	4	4	3	3	3	3	3	3	3	3	4	54
88	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
89	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	63
90	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
91	4	3	4	4	3	4	3	3	3	3	3	3	4	3	4	3	54
92	4	4	5	4	4	4	4	3	3	4	4	4	4	4	4	4	63
93	4	4	4	4	4	4	4	3	3	5	4	3	4	3	4	4	61
94	4	4	4	5	4	4	4	3	3	4	4	3	3	3	4	4	60
95	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
96	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	63
97	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
98	4	3	4	4	3	4	3	3	3	3	3	3	4	3	4	3	54
99	4	4	4	4	4	4	4	3	3	4	4	3	4	3	4	4	60
100	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
101	4	4	4	4	4	4	3	3	4	4	3	3	3	3	3	3	56
102	3	3	3	4	4	4	4	3	3	3	2	3	3	2	4	4	52
103	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65
104	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	63
105	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
	3.91	3.86	4.10	4.18	3.94	4.00	3.84	3.37	3.60	3.94	3.67	3.30	3.76	3.37	3.91	3.87	60.63

Res	KINERJA PEGAWAI Y																TOTAL
	Y1.1	Y1.2		Y1.3		Y1.4		Y1.5		Y1.6		Y1.7		Y1.8			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	5	4	4	4	4	4	4	3	4	5	5	4	5	5	5	5	70
2	5	5	5	4	4	4	4	4	4	4	5	4	4	5	4	5	70
3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
4	4	4	4	3	3	4	3	3	4	4	4	4	4	4	4	5	61
5	5	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	66
6	5	4	4	4	4	4	4	3	4	5	5	4	5	5	5	5	70
7	5	5	5	4	4	4	4	4	4	4	5	4	4	5	4	5	70
8	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
9	4	4	4	3	3	4	3	3	4	4	4	4	4	4	4	5	61
10	5	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	66
11	5	4	4	4	5	4	4	4	5	4	4	5	4	4	4	4	68
12	5	5	4	4	4	4	4	4	5	5	4	5	4	4	4	4	69
13	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	66
14	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
15	4	4	4	3	3	4	3	3	4	4	4	4	4	4	4	5	61
16	5	4	4	4	4	4	3	3	4	5	5	5	5	5	4	4	68
17	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	65
18	4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4	61
19	4	4	5	4	4	4	4	4	4	4	5	4	4	4	4	4	66
20	5	5	5	4	4	4	4	4	4	4	5	4	4	4	4	4	68
21	4	4	5	4	4	4	4	4	4	4	5	4	4	4	4	5	67
22	5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	64
23	4	4	5	4	4	5	4	4	4	4	4	4	4	4	4	4	66
24	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
25	4	4	4	4	4	4	4	3	4	4	4	4	4	4	3	4	62
26	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	66
27	4	4	5	5	4	4	4	4	4	4	4	4	4	4	4	5	67
28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
29	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	65
30	5	4	4	4	5	4	4	4	4	4	4	5	4	4	4	4	67



66	5	4	4	4	5	4	4	3	5	4	4	5	4	4	4	4	67
67	4	4	5	5	4	4	4	4	4	4	4	4	4	4	4	5	67
68	4	4	4	4	4	4	4	3	5	4	4	4	4	4	4	4	64
69	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	65
70	5	4	4	4	5	4	4	3	5	4	4	5	4	4	4	4	67
71	5	5	4	4	4	4	4	4	5	5	4	5	4	4	4	4	69
72	5	4	4	4	4	4	3	3	4	5	5	5	5	5	5	5	70
73	5	5	5	4	4	4	4	4	4	4	5	4	4	5	4	5	70
74	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
75	4	4	4	4	3	3	3	3	4	4	4	4	4	5	4	4	61
76	5	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	66
77	5	4	4	4	5	4	4	4	5	4	4	5	4	4	4	4	68
78	5	5	5	4	4	4	4	4	5	4	4	5	4	4	4	4	69
79	4	4	4	4	4	5	4	4	4	4	5	4	4	4	4	4	66
80	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
81	4	4	4	4	5	4	4	4	4	4	4	4	4	4	3	3	63
82	5	4	4	4	4	4	4	3	4	4	4	5	4	4	4	4	65
83	4	4	4	5	4	4	4	4	4	4	4	5	4	4	4	4	66
84	4	4	4	4	4	4	3	4	4	4	5	5	5	5	5	5	69
85	5	5	5	4	4	4	4	4	4	4	5	4	4	5	4	5	70
86	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
87	4	4	4	3	3	4	3	3	4	4	4	4	4	5	4	4	61
88	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	65
89	5	4	4	4	5	4	4	4	5	4	4	5	4	4	4	4	68
90	5	5	4	4	4	4	4	4	5	5	4	5	4	4	4	4	69
91	4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4	61
92	4	4	4	4	4	5	4	4	4	4	5	4	4	4	4	4	66
93	5	5	5	4	4	5	4	4	4	4	4	4	4	4	4	4	68
94	4	4	4	4	4	5	4	4	4	4	5	5	4	4	4	4	67
95	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	65
96	5	4	4	4	5	4	4	4	5	4	4	5	4	4	4	4	68
97	5	5	4	4	4	4	4	4	5	5	4	5	4	4	4	4	69
98	4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4	61
99	5	4	4	4	4	4	3	3	4	5	5	5	5	5	5	5	70
100	5	5	5	4	4	4	4	4	4	4	5	4	4	4	5	4	70
101	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
102	4	4	4	3	3	4	3	3	4	4	4	4	4	5	4	4	61
103	5	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	66
104	5	4	4	4	5	4	4	4	5	4	4	5	4	4	4	4	68
105	5	5	4	4	4	4	4	4	5	5	4	5	4	4	4	4	69
	4.49	4.20	4.23	3.99	4.04	4.00	3.81	3.72	4.18	4.21	4.25	4.30	4.09	4.20	4.04	4.26	65.99



Lampiran

**UJI VALIDITAS & RELIABILITAS X1**

CORRELATIONS

/VARIABLES=P1 P2 P3 P4 P5 P6 P7 P8 P9 P10 P11 P12 P13 P14 P15 P16 P17 P18 P19 P20 TotalX1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations****Correlations**

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	X1
P1 Pearson Correlation	1	.245*	.311**	.483**	.359**	.400**	-.089	-.126	-.032	-.029	.069	.002	.075	-.058	.102	.210*	.138	.081	-.039	.269**	.428**
Sig. (2-tailed)		.012	.001	.000	.000	.000	.367	.201	.743	.771	.487	.986	.449	.555	.298	.032	.161	.409	.694	.006	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P2 Pearson Correlation	.245*	1	.431**	.310**	.091	.259**	.124	-.061	-.077	-.068	.024	.237*	.192*	.331*	-.123	.264**	-.016	-.041	.153	.363**	.459**
Sig. (2-tailed)	.012		.000	.001	.358	.008	.207	.538	.437	.491	.810	.015	.050	.001	.212	.006	.871	.680	.119	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P3 Pearson Correlation	.311**	.431**	1	.271**	-.037	.233*	.053	-.216*	-.015	-.013	-.075	-.052	.034	-.026	-.124	.493**	.016	.037	.092	.121	.284**
Sig. (2-tailed)	.001	.000		.005	.709	.017	.589	.027	.883	.896	.450	.599	.733	.791	.209	.000	.873	.711	.352	.219	.003
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P4 Pearson Correlation	.483**	.310**	.271**	1	.517**	.372**	.057	.076	.143	.148	.080	-.046	.005	-.044	.060	.142	.083	.134	.106	.013	.491**

	Sig. (2-tailed)	.000	.001	.005		.000	.000	.561	.438	.146	.131	.416	.639	.960	.657	.546	.148	.399	.173	.280	.893	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P5	Pearson Correlation	.359**	.091	-.037	.517**	1	.262**	.012	-.010	.034	.084	.157	.011	.090	.015	.102	.076	.061	.338**	.004	.272**	.447**
	Sig. (2-tailed)	.000	.358	.709	.000		.007	.905	.922	.727	.394	.109	.914	.359	.876	.303	.439	.539	.000	.969	.005	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P6	Pearson Correlation	.400**	.259**	.233*	.372**	.262**	1	.047	.123	.065	.100	.002	.031	.185	-.012	.022	.231*	.105	.246*	.043	.210*	.506**
	Sig. (2-tailed)	.000	.008	.017	.000	.007		.634	.210	.510	.308	.983	.751	.059	.901	.827	.018	.286	.011	.663	.032	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P7	Pearson Correlation	-.089	.124	.053	.057	.012	.047	1	.376**	.449**	.323**	.282**	.244*	.249*	.436*	.192*	.061	.066	.102	.273**	.029	.514**
	Sig. (2-tailed)	.367	.207	.589	.561	.905	.634		.000	.000	.001	.004	.012	.010	.000	.050	.537	.504	.302	.005	.769	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P8	Pearson Correlation	-.126	-.061	-.216*	.076	-.010	.123	.376**	1	.486**	.483**	.214*	-.200*	.030	-.067	.118	-.050	.159	.042	.123	.032	.286**
	Sig. (2-tailed)	.201	.538	.027	.438	.922	.210	.000		.000	.000	.028	.040	.759	.496	.230	.613	.106	.673	.211	.748	.003
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P9	Pearson Correlation	-.032	-.077	-.015	.143	.034	.065	.449**	.486**	1	.393**	.223*	-.295**	-.028	-.040	.224*	-.030	.024	.130	.139	-.064	.311**
	Sig. (2-tailed)	.743	.437	.883	.146	.727	.510	.000	.000		.000	.022	.002	.774	.687	.021	.764	.808	.188	.157	.520	.001
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P10	Pearson Correlation	-.029	-.068	-.013	.148	.084	.100	.323**	.483**	.393**	1	.113	-.070	.133	-.035	.062	-.026	.208*	.214*	.124	-.056	.338**



Sig. (2-tailed)	.771	.491	.896	.131	.394	.308	.001	.000	.000		.253	.478	.175	.721	.529	.790	.033	.029	.209	.568	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P11 Pearson Correlation	.069	.024	-.075	.080	.157	.002	.282**	.214*	.223*	.113	1	.247*	.138	.012	.158	-.111	.480**	.054	.188	.020	.418**
Sig. (2-tailed)	.487	.810	.450	.416	.109	.983	.004	.028	.022	.253		.011	.161	.901	.108	.259	.000	.581	.055	.842	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P12 Pearson Correlation	.002	.237*	-.052	-.046	.011	.031	.244*	-.200*	-.295**	-.070	.247*	1	.443**	.505*	.069	-.105	.085	-.089	.218*	.118	.332**
Sig. (2-tailed)	.986	.015	.599	.639	.914	.751	.012	.040	.002	.478	.011		.000	.000	.481	.285	.386	.368	.025	.230	.001
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P13 Pearson Correlation	.075	.192*	.034	.005	.090	.185	.249*	.030	-.028	.133	.138	.443**	1	.270*	.070	.101	.241*	.109	.163	.289**	.509**
Sig. (2-tailed)	.449	.050	.733	.960	.359	.059	.010	.759	.774	.175	.161	.000		.005	.480	.303	.013	.268	.097	.003	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P14 Pearson Correlation	-.058	.331**	-.026	-.044	.015	-.012	.436**	-.067	-.040	-.035	.012	.505**	.270**	1	.126	-.053	.043	.005	.173	.076	.324**
Sig. (2-tailed)	.555	.001	.791	.657	.876	.901	.000	.496	.687	.721	.901	.000	.005		.202	.590	.662	.962	.077	.440	.001
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P15 Pearson Correlation	.102	-.123	-.124	.060	.102	.022	.192*	.118	.224*	.062	.158	.069	.070	.126	1	-.036	.239*	.163	.106	.016	.322**
Sig. (2-tailed)	.298	.212	.209	.546	.303	.827	.050	.230	.021	.529	.108	.481	.480	.202		.718	.014	.096	.283	.873	.001
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P16 Pearson Correlation	.210*	.264**	.493**	.142	.076	.231*	.061	-.050	-.030	-.026	-.111	-.105	.101	-.053	-.036	1	.032	.136	.086	.163	.275**

Sig. (2-tailed)	.032	.006	.000	.148	.439	.018	.537	.613	.764	.790	.259	.285	.303	.590	.718		.745	.166	.381	.097	.004
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P17 Pearson Correlation	.138	-.016	.016	.083	.061	.105	.066	.159	.024	.208*	.480**	.085	.241*	.043	.239*	.032	1	.116	.173	.069	.389**
Sig. (2-tailed)	.161	.871	.873	.399	.539	.286	.504	.106	.808	.033	.000	.386	.013	.662	.014	.745		.241	.078	.485	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P18 Pearson Correlation	.081	-.041	.037	.134	.338**	.246*	.102	.042	.130	.214*	.054	-.089	.109	.005	.163	.136	.116	1	-.017	.204*	.404**
Sig. (2-tailed)	.409	.680	.711	.173	.000	.011	.302	.673	.188	.029	.581	.368	.268	.962	.096	.166	.241		.866	.037	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P19 Pearson Correlation	-.039	.153	.092	.106	.004	.043	.273**	.123	.139	.124	.188	.218*	.163	.173	.106	.086	.173	-.017	1	.114	.429**
Sig. (2-tailed)	.694	.119	.352	.280	.969	.663	.005	.211	.157	.209	.055	.025	.097	.077	.283	.381	.078	.866		.246	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P20 Pearson Correlation	.269**	.363**	.121	.013	.272**	.210*	.029	.032	-.064	-.056	.020	.118	.289**	.076	.016	.163	.069	.204*	.114	1	.439**
Sig. (2-tailed)	.006	.000	.219	.893	.005	.032	.769	.748	.520	.568	.842	.230	.003	.440	.873	.097	.485	.037	.246		.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
X1 Pearson Correlation	.428**	.459**	.284**	.491**	.447**	.506**	.514**	.286**	.311**	.338**	.418**	.332**	.509**	.324*	.322**	.275**	.389**	.404**	.429**	.439**	1
Sig. (2-tailed)	.000	.000	.003	.000	.000	.000	.000	.003	.001	.000	.000	.001	.000	.001	.001	.004	.000	.000	.000	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105

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

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

## RELIABILITY

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/VARIABLES=P1 P2 P3 P4 P5 P6 P7 P8 P9 P10 P11 P12 P13 P14 P15 P16 P17 P18 P19 P20
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

**Reliability****Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	105	100.0
	Excluded <sup>a</sup>	0	.0
	Total	105	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.714	20

**UJI VALIDITAS & RELIABILITAS X2**

## CORRELATIONS

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/VARIABLES=P1 P2 P3 P4 P5 P6 P7 P8 P9 P10 P11 P12 P13 P14 P15 P16 P17 P18 P19 P20 P21 P22 P23 P24 P25 P26 P27 P28 P29
P30 P31 P32
P33 P34 P35 P36 P37 TotalX2
/PRINT=TWOTAIL NOSIG

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N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P5 Pearson Correlation	.213*	.013	.095	.181	1	-.031	.026	.165	.466**	.425**	.071	.034	.183	.119	-.058	-.056	.154	.141	.157	.083	.115	.311**	
Sig. (2-tailed)	.029	.896	.334	.065		.752	.790	.092	.000	.000	.470	.733	.061	.226	.556	.570	.116	.152	.110	.398	.242	.001	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P6 Pearson Correlation	.282**	-.179	.094	.257**	-.031	1	.355**	-.038	.023	-.241*	.164	.126	.328**	.577**	-.104	.174	.350**	.251**	.084	.004	.124	.438**	
Sig. (2-tailed)	.004	.067	.341	.008	.752		.000	.700	.815	.013	.094	.201	.001	.000	.292	.077	.000	.010	.393	.967	.208	.000	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P7 Pearson Correlation	.037	-.020	-.015	.282**	.026	.355**	1	.032	-.020	-.038	-.013	-.051	-.075	.319**	.087	.084	.081	.167	.053	-.003	.172	.297**	
Sig. (2-tailed)	.709	.843	.882	.004	.790	.000		.745	.843	.701	.892	.607	.448	.001	.375	.392	.414	.089	.590	.972	.080	.002	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P8 Pearson Correlation	.171	.016	.325**	-.094	.165	-.038	.032	1	.431**	.104	.087	.041	.183	.115	.477**	.493**	.392**	.141	.158	.226*	.113	.390**	
Sig. (2-tailed)	.082	.873	.001	.341	.092	.700	.745		.000	.291	.377	.677	.061	.244	.000	.000	.000	.150	.107	.021	.252	.000	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P9 Pearson Correlation	.059	-.010	.183	.303**	.466**	.023	-.020	.431**	1	.159	-.053	-.025	.261**	.214*	.043	.042	.132	.194*	.210*	.179	.187	.316**	
Sig. (2-tailed)	.551	.922	.061	.002	.000	.815	.843	.000		.104	.592	.800	.007	.029	.662	.674	.179	.047	.032	.068	.057	.001	

N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P10 Pearson Correlation	.028	-.019	.322**	.009	.425**	-.241*	-.038	.104	.159	1	.322**	.472**	-.019	-.265**	.084	-.112	.224*	.337**	.364**	.538**	-.142	.308**
Sig. (2-tailed)	.776	.850	.001	.924	.000	.013	.701	.291	.104		.001	.000	.847	.006	.396	.256	.022	.000	.000	.000	.149	.001
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P11 Pearson Correlation	.204*	-.053	-.005	-.198*	.071	.164	-.013	.087	-.053	.322**	1	.404**	.289**	.220*	-.056	.229*	.218*	.329**	.391**	.487**	.465**	.505**
Sig. (2-tailed)	.036	.592	.960	.043	.470	.094	.892	.377	.592	.001		.000	.003	.024	.572	.019	.025	.001	.000	.000	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P12 Pearson Correlation	.153	.353**	.476**	-.171	.034	.126	-.051	.041	-.025	.472**	.404**	1	-.096	-.034	.112	.108	.344**	.504**	.545**	.523**	-.045	.317**
Sig. (2-tailed)	.120	.000	.000	.080	.733	.201	.607	.677	.800	.000	.000		.331	.733	.255	.273	.000	.000	.000	.000	.645	.001
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P13 Pearson Correlation	.082	-.037	-.084	.194*	.183	.328**	-.075	.183	.261**	-.019	.289**	-.096	1	.485**	.165	.159	.289**	.018	.155	.047	.535**	.501**
Sig. (2-tailed)	.408	.709	.394	.047	.061	.001	.448	.061	.007	.847	.003	.331		.000	.092	.104	.003	.858	.115	.637	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P14 Pearson Correlation	.189	-.013	.118	.408**	.119	.577**	.319**	.115	.214*	-.265**	.220*	-.034	.485**	1	.058	.301**	.220*	.161	.063	.038	.343**	.490**
Sig. (2-tailed)	.054	.896	.229	.000	.226	.000	.001	.244	.029	.006	.024	.733	.000		.556	.002	.024	.101	.525	.699	.000	.000

N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P15 Pearson Correlation	.036	.043	.183	-.061	-.058	-.104	.087	.477**	.043	.084	-.056	.112	.165	.058	1	.605**	.384**	.134	.157	.103	.078	.277**
Sig. (2-tailed)	.713	.662	.062	.537	.556	.292	.375	.000	.662	.396	.572	.255	.092	.556	.000	.000	.173	.110	.296	.426	.004	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P16 Pearson Correlation	.185	.042	.186	-.069	-.056	.174	.084	.493**	.042	-.112	.229*	.108	.159	.301**	.605**	1	.379**	.129	.151	.398**	.076	.374**
Sig. (2-tailed)	.059	.674	.058	.483	.570	.077	.392	.000	.674	.256	.019	.273	.104	.002	.000	.000	.000	.189	.124	.000	.443	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P17 Pearson Correlation	.026	.132	.379**	.223*	.154	.350**	.081	.392**	.132	.224*	.218*	.344**	.289**	.220*	.384**	.379**	1	.493**	.391**	.322**	.203*	.725**
Sig. (2-tailed)	.796	.179	.000	.022	.116	.000	.414	.000	.179	.022	.025	.000	.003	.024	.000	.000	.000	.000	.000	.001	.038	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P18 Pearson Correlation	.255**	.194*	.315**	.068	.141	.251**	.167	.141	.194*	.337**	.329**	.504**	.018	.161	.134	.129	.493**	1	.434**	.395**	.172	.613**
Sig. (2-tailed)	.009	.047	.001	.491	.152	.010	.089	.150	.047	.000	.001	.000	.858	.101	.173	.189	.000	.000	.000	.079	.000	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P19 Pearson Correlation	.214*	.210*	.297**	-.011	.157	.084	.053	.158	.210*	.364**	.391**	.545**	.155	.063	.157	.151	.391**	.434**	1	.431**	.184	.595**
Sig. (2-tailed)	.029	.032	.002	.908	.110	.393	.590	.107	.032	.000	.000	.000	.115	.525	.110	.124	.000	.000	.000	.061	.000	

N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P20 Pearson Correlation	.011	-.002	.339**	-.063	.083	.004	-.003	.226*	.179	.538**	.487**	.523**	.047	.038	.103	.398**	.322**	.395**	.431**	1	.033	.455**	
Sig. (2-tailed)	.915	.986	.000	.523	.398	.967	.972	.021	.068	.000	.000	.000	.637	.699	.296	.000	.001	.000	.000		.735	.000	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P21 Pearson Correlation	.041	-.017	-.321**	-.045	.115	.124	.172	.113	.187	-.142	.465**	-.045	.535**	.343**	.078	.076	.203*	.172	.184	.033	1	.470**	
Sig. (2-tailed)	.676	.859	.001	.645	.242	.208	.080	.252	.057	.149	.000	.645	.000	.000	.426	.443	.038	.079	.061	.735		.000	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
Tota IX2 Pearson Correlation	.390**	.262**	.302**	.300**	.311**	.438**	.297**	.390**	.316**	.308**	.505**	.317**	.501**	.490**	.277**	.374**	.725**	.613**	.595**	.455**	.470**	1	
Sig. (2-tailed)	.000	.007	.002	.002	.001	.000	.002	.000	.001	.001	.000	.001	.000	.000	.004	.000	.000	.000	.000	.000	.000	.000	
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	

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

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

**Correlations**

	P22	P23	P24	P25	P26	P27	P28	P29	P30	P31	P32	P33	P34	P35	P36	P37	TotalX2
P22 Pearson Correlation	1	-.005	-.105	-.030	-.072	.413**	-.026	.285**	.131	.111	.276**	.084	-.094	.048	.157	.271**	.323**



	Sig. (2-tailed)		.959	.288	.759	.465	.000	.793	.003	.182	.260	.004	.393	.338	.629	.109	.005	.001
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P23	Pearson Correlation	-.005	1	-.099	-.029	-.068	-.014	-.025	.074	.125	.105	.000	.080	.065	.045	.296**	-.007	.265**
	Sig. (2-tailed)	.959		.313	.771	.489	.886	.803	.451	.205	.285	1.000	.418	.513	.647	.002	.944	.006
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P24	Pearson Correlation	-.105	-.099	1	.712**	.902**	-.013	-.023	.000	.118	.099	.000	.075	.061	.043	-.155	-.007	.294**
	Sig. (2-tailed)	.288	.313		.000	.000	.892	.814	1.000	.232	.313	1.000	.445	.537	.666	.114	.947	.002
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P25	Pearson Correlation	-.030	-.029	.712**	1	.634**	-.004	-.007	.000	.034	.029	.000	.022	.018	.012	-.045	-.266**	.279**
	Sig. (2-tailed)	.759	.771	.000		.000	.969	.946	1.000	.730	.771	1.000	.825	.858	.901	.649	.006	.004
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P26	Pearson Correlation	-.072	-.068	.902**	.634**	1	.267**	.064	.069	.216*	.171	.089	.181	.356**	.469**	-.107	.063	.438**
	Sig. (2-tailed)	.465	.489	.000	.000		.006	.518	.485	.027	.082	.367	.064	.000	.000	.279	.525	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P27	Pearson Correlation	.413**	-.014	-.013	-.004	.267**	1	.113	.100	.213*	.163	.517**	.199*	.465**	.645**	-.022	.097	.479**
	Sig. (2-tailed)	.000	.886	.892	.969	.006		.253	.310	.029	.097	.000	.042	.000	.000	.823	.326	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P28	Pearson Correlation	-.026	-.025	-.023	-.007	.064	.113	1	.232*	.425**	.369**	.075	.128	.147	.195*	.141	.394**	.303**
	Sig. (2-tailed)	.793	.803	.814	.946	.518	.253		.017	.000	.000	.449	.195	.134	.046	.152	.000	.002



P35	Pearson Correlation	.048	.045	.043	.012	.469**	.645**	.195*	.160	.259**	.192*	.206*	.266**	.700**	1	.071	.159	.411**
	Sig. (2-tailed)	.629	.647	.666	.901	.000	.000	.046	.104	.008	.050	.035	.006	.000		.474	.106	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P36	Pearson Correlation	.157	.296**	-.155	-.045	-.107	-.022	.141	.309**	.005	.452**	.150	.125	.013	.071	1	.291**	.468**
	Sig. (2-tailed)	.109	.002	.114	.649	.279	.823	.152	.001	.956	.000	.127	.205	.899	.474		.003	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P37	Pearson Correlation	.271**	-.007	-.007	-.266**	.063	.097	.394**	.488**	.629**	.733**	.063	.097	.116	.159	.291**	1	.350**
	Sig. (2-tailed)	.005	.944	.947	.006	.525	.326	.000	.000	.000	.000	.523	.325	.241	.106	.003		.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
Total X2	Pearson Correlation	.323**	.265**	.294**	.279**	.438**	.479**	.303**	.453**	.438**	.532**	.456**	.375**	.261**	.411**	.468**	.350**	1
	Sig. (2-tailed)	.001	.006	.002	.004	.000	.000	.002	.000	.000	.000	.000	.000	.007	.000	.000	.000	
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105

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

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



```

RELIABILITY
/VARIABLES=P1 P2 P3 P4 P5 P6 P7 P8 P9 P10 P11 P12 P13 P14 P15 P16 P17 P18 P19 P20 P21 P22 P23 P24 P25 P26 P27 P28 P29
P30 P31 P32
P33 P34 P35 P36 P37
/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

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## Reliability

Scale: ALL VARIABLES

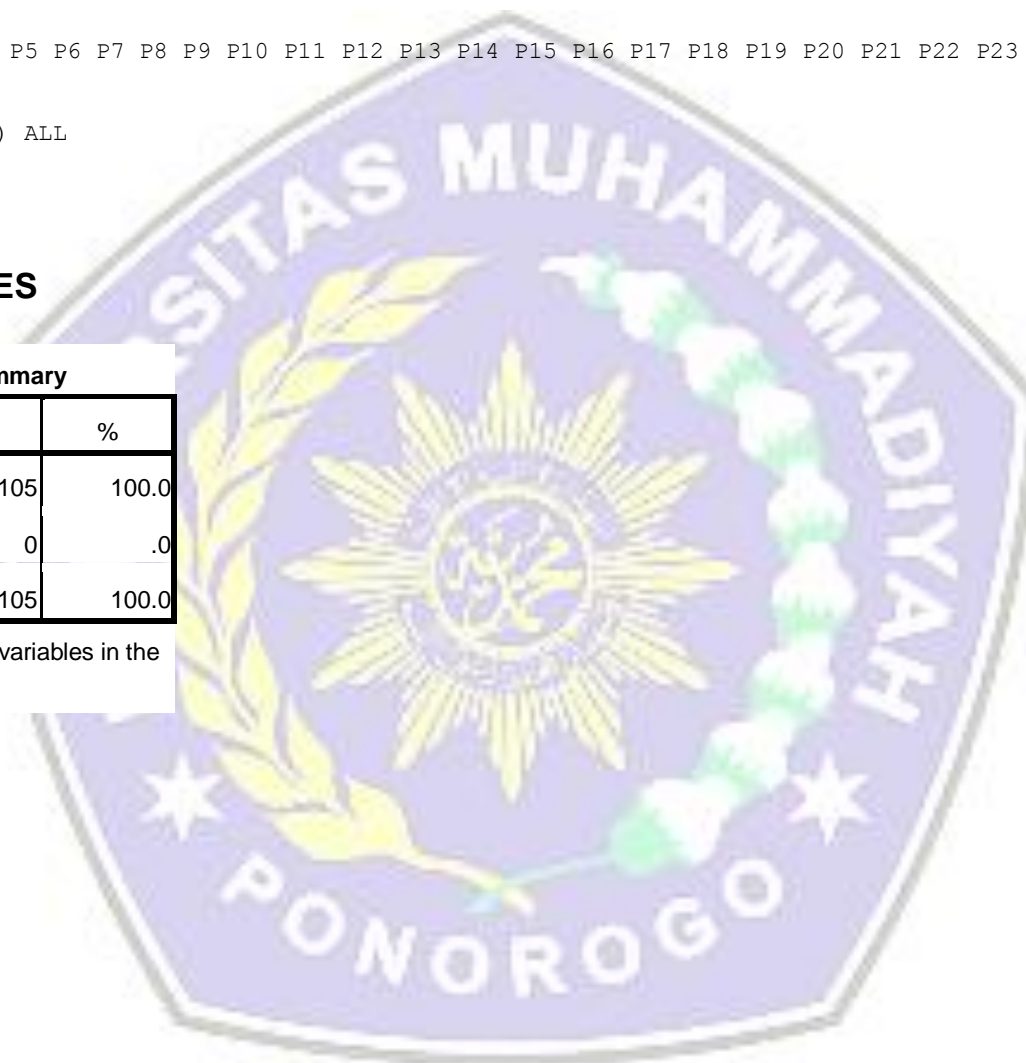
**Case Processing Summary**

		N	%
Cases	Valid	105	100.0
	Excluded <sup>a</sup>	0	.0
	Total	105	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.845	37



## UJI VALIDITAS & RELIABILITAS X3

### CORRELATIONS

/VARIABLES=P1 P2 P3 P4 P5 P6 P7 P8 P9 P10 P11 P12 P13 P14 P15 P16 TotalX3  
/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

### Correlations

Correlations

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	X3
P1 Pearson Correlation	1	.750**	.638**	.135	-.075	.206*	-.135	.235*	.375**	.510**	.786**	.194*	.548**	.584**	-.094	-.120	.648**
Sig. (2-tailed)		.000	.000	.168	.445	.035	.171	.016	.000	.000	.000	.047	.000	.000	.341	.222	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P2 Pearson Correlation	.750**	1	.591**	.247*	.603**	.341**	.190	.257**	.500**	.680**	.766**	.259**	.347**	.570**	-.125	.240*	.784**
Sig. (2-tailed)	.000		.000	.011	.000	.000	.052	.008	.000	.000	.000	.008	.000	.000	.204	.014	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P3 Pearson Correlation	.638**	.591**	1	-.036	.123	.290**	-.019	-.064	.185	.370**	.542**	.111	.314**	.304**	.055	.071	.495**
Sig. (2-tailed)	.000	.000		.717	.213	.003	.850	.515	.059	.000	.000	.259	.001	.002	.574	.472	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P4 Pearson Correlation	.135	.247*	-.036	1	.209*	.232*	.194*	.479**	.266**	.086	.235*	.543**	.083	.374**	.135	.174	.463**
Sig. (2-tailed)	.168	.011	.717		.032	.017	.047	.000	.006	.384	.016	.000	.398	.000	.168	.077	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P5 Pearson Correlation	-.075	.603**	.123	.209*	1	.266**	.449**	.104	.302**	.410**	.206*	.156	-.138	.154	-.075	.507**	.400**

	Sig. (2-tailed)	.445	.000	.213	.032		.006	.000	.290	.002	.000	.035	.112	.162	.116	.445	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P6	Pearson Correlation	.206*	.341**	.290**	.232*	.266**	1	-.061	.107	.171	.232*	.155	.088	.086	.087	-.043	-.055	.267**
	Sig. (2-tailed)	.035	.000	.003	.017	.006		.535	.277	.082	.017	.115	.370	.385	.375	.666	.580	.006
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P7	Pearson Correlation	-.135	.190	-.019	.194*	.449**	-.061	1	.177	-.095	.230*	.488**	.171	.301**	.190	.697**	.892**	.466**
	Sig. (2-tailed)	.171	.052	.850	.047	.000	.535		.070	.335	.018	.000	.081	.002	.052	.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P8	Pearson Correlation	.235*	.257**	-.064	.479**	.104	.107	.177	1	.587**	.043	.311**	.661**	.430**	.751**	.235*	.244*	.632**
	Sig. (2-tailed)	.016	.008	.515	.000	.290	.277	.070		.000	.665	.001	.000	.000	.000	.016	.012	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P9	Pearson Correlation	.375**	.500**	.185	.266**	.302**	.171	-.095	.587**	1	.330**	.268**	.437**	.274**	.448**	-.250*	-.034	.550**
	Sig. (2-tailed)	.000	.000	.059	.006	.002	.082	.335	.000		.001	.006	.000	.005	.000	.010	.728	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P10	Pearson Correlation	.510**	.680**	.370**	.086	.410**	.232*	.230*	.043	.330**	1	.581**	.064	.299**	.257**	-.031	.208*	.579**
	Sig. (2-tailed)	.000	.000	.000	.384	.000	.017	.018	.665	.001		.000	.517	.002	.008	.754	.033	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P11	Pearson Correlation	.786**	.766**	.542**	.235*	.206*	.155	.488**	.311**	.268**	.581**	1	.272**	.657**	.642**	.340**	.435**	.851**
	Sig. (2-tailed)	.000	.000	.000	.016	.035	.115	.000	.001	.006	.000		.005	.000	.000	.000	.000	.000

N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P12 Pearson Correlation	.194 <sup>*</sup>	.259 <sup>**</sup>	.111	.543 <sup>**</sup>	.156	.088	.171	.661 <sup>**</sup>	.437 <sup>**</sup>	.064	.272 <sup>**</sup>	1	.355 <sup>**</sup>	.581 <sup>**</sup>	.194 <sup>*</sup>	.249 <sup>*</sup>	.603 <sup>**</sup>
Sig. (2-tailed)	.047	.008	.259	.000	.112	.370	.081	.000	.000	.517	.005		.000	.000	.047	.011	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P13 Pearson Correlation	.548 <sup>**</sup>	.347 <sup>**</sup>	.314 <sup>**</sup>	.083	-.138	.086	.301 <sup>**</sup>	.430 <sup>**</sup>	.274 <sup>**</sup>	.299 <sup>**</sup>	.657 <sup>**</sup>	.355 <sup>**</sup>	1	.608 <sup>**</sup>	.548 <sup>**</sup>	.373 <sup>**</sup>	.685 <sup>**</sup>
Sig. (2-tailed)	.000	.000	.001	.398	.162	.385	.002	.000	.005	.002	.000	.000		.000	.000	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P14 Pearson Correlation	.584 <sup>**</sup>	.570 <sup>**</sup>	.304 <sup>**</sup>	.374 <sup>**</sup>	.154	.087	.190	.751 <sup>**</sup>	.448 <sup>**</sup>	.257 <sup>**</sup>	.642 <sup>**</sup>	.581 <sup>**</sup>	.608 <sup>**</sup>	1	.192 <sup>*</sup>	.246 <sup>*</sup>	.804 <sup>**</sup>
Sig. (2-tailed)	.000	.000	.002	.000	.116	.375	.052	.000	.000	.008	.000	.000	.000		.050	.011	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P15 Pearson Correlation	-.094	-.125	.055	.135	-.075	-.043	.697 <sup>**</sup>	.235 <sup>*</sup>	-.250 <sup>*</sup>	-.031	.340 <sup>**</sup>	.194 <sup>*</sup>	.548 <sup>**</sup>	.192 <sup>*</sup>	1	.781 <sup>**</sup>	.357 <sup>**</sup>
Sig. (2-tailed)	.341	.204	.574	.168	.445	.666	.000	.016	.010	.754	.000	.047	.000	.050		.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P16 Pearson Correlation	-.120	.240 <sup>*</sup>	.071	.174	.507 <sup>**</sup>	-.055	.892 <sup>**</sup>	.244 <sup>*</sup>	-.034	.208 <sup>*</sup>	.435 <sup>**</sup>	.249 <sup>*</sup>	.373 <sup>**</sup>	.246 <sup>*</sup>	.781 <sup>**</sup>	1	.520 <sup>**</sup>
Sig. (2-tailed)	.222	.014	.472	.077	.000	.580	.000	.012	.728	.033	.000	.011	.000	.011	.000		.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
X3 Pearson Correlation	.648 <sup>**</sup>	.784 <sup>**</sup>	.495 <sup>**</sup>	.463 <sup>**</sup>	.400 <sup>**</sup>	.267 <sup>**</sup>	.466 <sup>**</sup>	.632 <sup>**</sup>	.550 <sup>**</sup>	.579 <sup>**</sup>	.851 <sup>**</sup>	.603 <sup>**</sup>	.685 <sup>**</sup>	.804 <sup>**</sup>	.357 <sup>**</sup>	.520 <sup>**</sup>	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.006	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105

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

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

#### RELIABILITY

```
/VARIABLES=P1 P2 P3 P4 P5 P6 P7 P8 P9 P10 P11 P12 P13 P14 P15 P16
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/SCALE('ALL VARIABLES') ALL
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/MODEL=ALPHA.
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**Scale: ALL VARIABLES**

#### Reliability

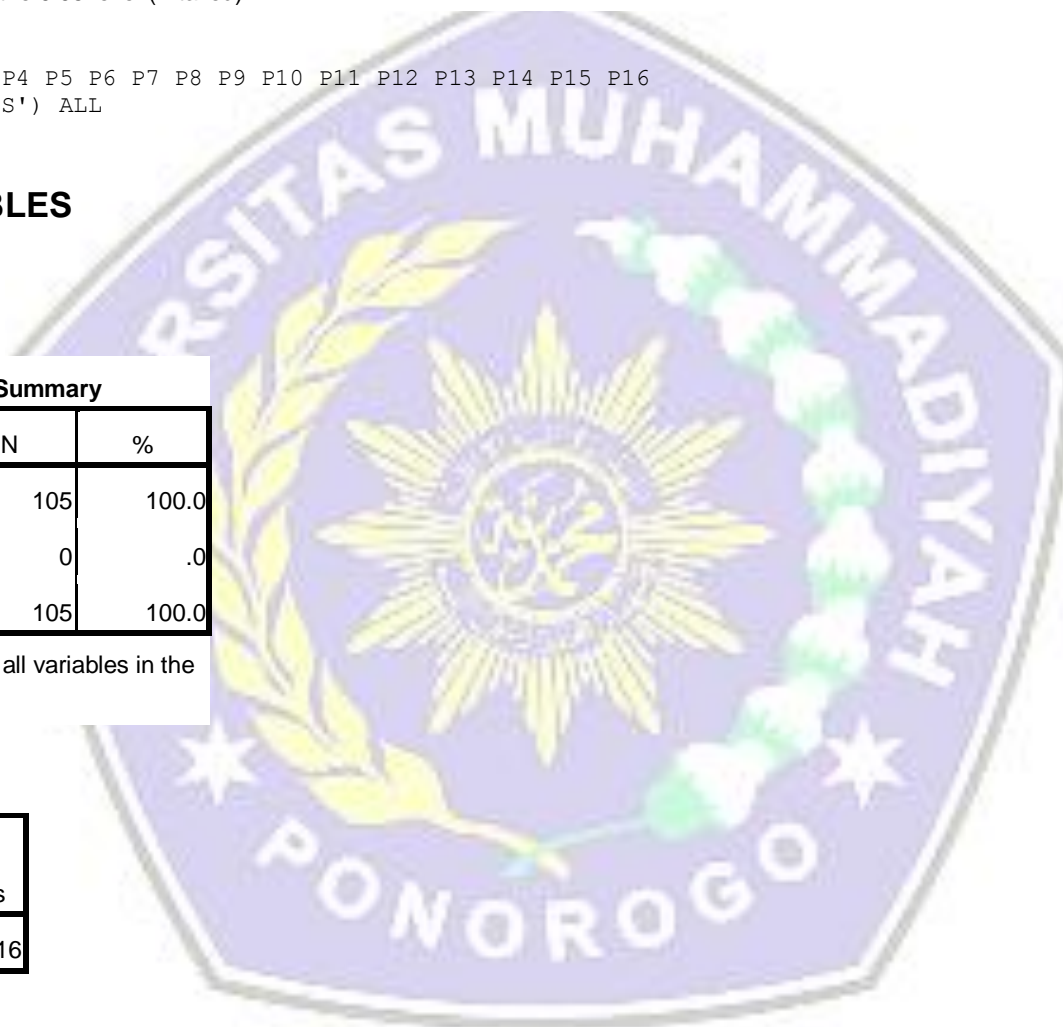
**Case Processing Summary**

		N	%
Cases	Valid	105	100.0
	Excluded <sup>a</sup>	0	.0
	Total	105	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.864	16





## UJI VALIDITAS & RELIABILITAS Y

### CORRELATIONS

/VARIABLES=P1 P2 P3 P4 P5 P6 P7 P8 P9 P10 P11 P12 P13 P14 P15 P16 TotalY  
/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

### Correlation

Correlations

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	Y
P1 Pearson Correlation	1	.467**	.152	-.028	.295**	.056	.229*	.132	.434**	.342**	.193*	.415**	.111	.229*	.108	.078	.659**
Sig. (2-tailed)		.000	.122	.778	.002	.568	.019	.181	.000	.000	.049	.000	.260	.019	.273	.427	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P2 Pearson Correlation	.467**	1	.408**	.014	.010	.141	.243*	.309**	.322**	.152	.210*	.146	-.153	.226*	-.052	.135	.553**
Sig. (2-tailed)	.000		.000	.891	.916	.152	.013	.001	.001	.121	.032	.137	.119	.020	.595	.170	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P3 Pearson Correlation	.152	.408**	1	.273**	-.045	.134	.264**	.286**	-.138	-.280**	.318**	-.253**	-.167	.181	-.057	.288**	.363**
Sig. (2-tailed)	.122	.000		.005	.645	.172	.006	.003	.160	.004	.001	.009	.089	.064	.563	.003	.000
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P4 Pearson Correlation	-.028	.014	.273**	1	.418**	.080	.470**	.347**	.013	.014	-.047	.136	.008	-.190	.003	-.044	.353**
Sig. (2-tailed)	.778	.891	.005		.000	.417	.000	.000	.897	.888	.633	.166	.933	.053	.977	.657	.000



P11	Pearson Correlation	.193 <sup>*</sup>	.210 <sup>*</sup>	.318 <sup>**</sup>	-.047	-.096	.131	-.171	-.040	-.212 <sup>*</sup>	.084	1	.064	.534 <sup>**</sup>	.706 <sup>**</sup>	.426 <sup>**</sup>	.497 <sup>**</sup>	.521 <sup>**</sup>
	Sig. (2-tailed)	.049	.032	.001	.633	.329	.184	.081	.682	.030	.393		.516	.000	.000	.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P12	Pearson Correlation	.415 <sup>**</sup>	.146	-.253 <sup>**</sup>	.136	.358 <sup>**</sup>	.062	-.058	-.020	.672 <sup>**</sup>	.282 <sup>**</sup>	.064	1	.324 <sup>**</sup>	.042	.277 <sup>**</sup>	-.090	.501 <sup>**</sup>
	Sig. (2-tailed)	.000	.137	.009	.166	.000	.531	.555	.836	.000	.004	.516		.001	.672	.004	.362	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P13	Pearson Correlation	.111	-.153	-.167	.008	-.026	.000	-.458 <sup>**</sup>	-.343 <sup>**</sup>	-.144	.428 <sup>**</sup>	.534 <sup>**</sup>	.324 <sup>**</sup>	1	.612 <sup>**</sup>	.717 <sup>**</sup>	.422 <sup>**</sup>	.383 <sup>**</sup>
	Sig. (2-tailed)	.260	.119	.089	.933	.796	1.000	.000	.000	.143	.000	.000	.001		.000	.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P14	Pearson Correlation	.229 <sup>*</sup>	.226 <sup>*</sup>	.181	-.190	-.251 <sup>**</sup>	-.141	-.424 <sup>**</sup>	-.277 <sup>**</sup>	-.235 <sup>*</sup>	.152	.706 <sup>**</sup>	.042	.612 <sup>**</sup>	1	.472 <sup>**</sup>	.551 <sup>**</sup>	.381 <sup>**</sup>
	Sig. (2-tailed)	.019	.020	.064	.053	.010	.152	.000	.004	.016	.121	.000	.672	.000		.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P15	Pearson Correlation	.108	-.052	-.057	.003	-.181	.000	-.350 <sup>**</sup>	-.111	-.049	.333 <sup>**</sup>	.426 <sup>**</sup>	.277 <sup>**</sup>	.717 <sup>**</sup>	.472 <sup>**</sup>	1	.513 <sup>**</sup>	.418 <sup>**</sup>
	Sig. (2-tailed)	.273	.595	.563	.977	.064	1.000	.000	.259	.617	.001	.000	.004	.000	.000		.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
P16	Pearson Correlation	.078	.135	.288 <sup>**</sup>	-.044	-.229 <sup>*</sup>	.000	-.204 <sup>*</sup>	-.118	-.264 <sup>**</sup>	.018	.497 <sup>**</sup>	-.090	.422 <sup>**</sup>	.551 <sup>**</sup>	.513 <sup>**</sup>	1	.371 <sup>**</sup>
	Sig. (2-tailed)	.427	.170	.003	.657	.019	1.000	.037	.230	.007	.859	.000	.362	.000	.000	.000		.000
	N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
Y	Pearson Correlation	.659 <sup>**</sup>	.553 <sup>**</sup>	.363 <sup>**</sup>	.353 <sup>**</sup>	.393 <sup>**</sup>	.347 <sup>**</sup>	.358 <sup>**</sup>	.383 <sup>**</sup>	.369 <sup>**</sup>	.366 <sup>**</sup>	.521 <sup>**</sup>	.501 <sup>**</sup>	.383 <sup>**</sup>	.381 <sup>**</sup>	.418 <sup>**</sup>	.371 <sup>**</sup>	1

Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
N	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105

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

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

#### RELIABILITY

```
/VARIABLES=P1 P2 P3 P4 P5 P6 P7 P8 P9 P10 P11 P12 P13 P14 P15 P16
/SCALE('ALL VARIABLES') ALL
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/MODEL=ALPHA.
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## Reliability

Scale: ALL VARIABLES

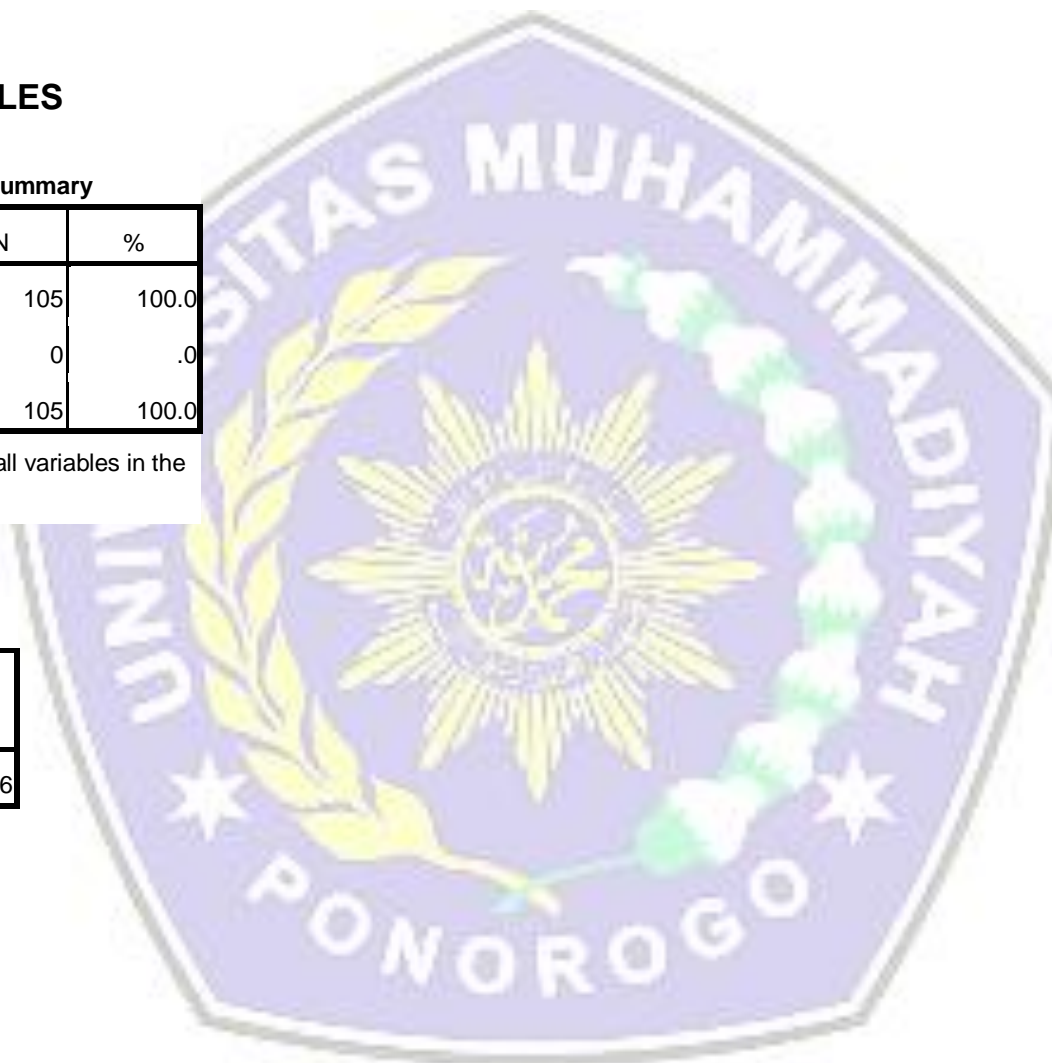
Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded <sup>a</sup>	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.693	16



## ANALISIS REGRESI BERGANDA

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REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y

/METHOD=ENTER X1 X2 X3.
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### Regression

Model	Variables Entered	Variables Removed	Method
1	Komitmen Organisasi, Remunerasi, Budaya Organisasi <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Pegawai

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.765 <sup>a</sup>	.585	.573	1.81324

a. Predictors: (Constant), Komitmen Organisasi, Remunerasi, Budaya Organisasi

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	468.919	3	156.306	47.541	.000 <sup>a</sup>
	Residual	332.072	101	3.288		
	Total	800.990	104			

a. Predictors: (Constant), Komitmen Organisasi, Remunerasi, Budaya Organisasi

b. Dependent Variable: Kinerja Pegawai

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.073	5.888		1.541	.127
	Budaya Organisasi	.169	.068	.181	2.489	.014
	Remunerasi	.176	.037	.351	4.832	.000
	Komitmen Organisasi	.296	.055	.426	5.410	.000

a. Dependent Variable: Kinerja Pegawai

## HASIL UJI KARAKTERISTIK RESPONDEN

FREQUENCIES VARIABLES=Usia JenisKelamin Pendidikan LamaKerja  
/ORDER=ANALYSIS.

### Frequencies

#### Statistics

		Usia	JenisKelamin	Pendidikan	LamaKerja
N	Valid	105	105	105	105
	Missing	0	0	0	0

#### Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 30 Tahun	69	65.7	65.7	65.7
	30 - 40 tahun	33	31.4	31.4	97.1
	> 40 tahun	3	2.9	2.9	100.0
Total		105	100.0	100.0	

**JenisKelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Perempuan	76	72.4	72.4	72.4
	Laki-laki	29	27.6	27.6	100.0
	Total	105	100.0	100.0	

**Pendidikan**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	19	18.1	18.1	18.1
	D3	74	70.5	70.5	88.6
	S1	12	11.4	11.4	100.0
	Total	105	100.0	100.0	

**LamaKerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 5 Tahun	84	80.0	80.0	80.0
	> 5 Tahun	21	20.0	20.0	100.0
	Total	105	100.0	100.0	





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1. Nama Mahasiswa : **WIDIYA BELLA PRANSISKA**
2. NIM : 14413369
3. Jurusan : Manajemen
4. Bidang : MSDM
5. Alamat : Jl. Arjuna No. 17 Ds. Maguwan, Sambit Ponorogo
6. Judul Skripsi : Pengaruh Budaya Organisasi, Remunerasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada Rumah Sakit Umum Muhammadiyah Ponorogo
7. Masa Pembimbingan : September 2017 s/d Agustus 2018
8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
	Proposal	
	Proposal ACC	
24/2-2018	Revisi proposal	
8/3-2018	Revisi proposal II	
7/5-2018	ACC proposal	
	Bab I - III	
	Bab I - IV	
19/7-2018	Revisi Bab I - V	
6/7-2018	ACC Bab IV - V	

10. Tanggal Selesai Penulisan Skripsi : \_\_\_\_\_
11. Keterangan Bimbingan Telah selesai : \_\_\_\_\_
12. Telah Di Evaluasi/Di Uji Dengan Nilai : \_\_\_\_\_ (angka)  
\_\_\_\_\_ (huruf)

Pembimbing,

**Dra. UMI FARIDA, MM**  
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Ponorogo, 5 Desember 2017



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