

# LAMPIRAN

## Lampiran 1 Kuisisioner Penelitian

### KUESIONER PENELITIAN

Dengan hormat,

Saya mahasiswa Universitas Muhammadiyah Ponorogo sedang menyusun skripsi “Pengaruh Komunikasi, Komitmen Organisasi, dan Kompetensi Terhadap Kepuasan Kerja (Studi Kasus Pada Karyawan KUD ADITAMA Jetis Ponorogo)”

Saya berharap /bapak/ibu/saudara untuk meluangkan waktu untuk menjawab pertanyaan berikut ini. Keberhasilan saya dalam melakukan penelitian ini tidak lepas dari partisipasi bapak/ibu/saudara. Jawaban terjamin kerahasiaannya karena semata untuk kepentingan penelitian akademik.

Identitas responden sebagai berikut :

1. Nama : .....
2. Jenis kelamin a. laki-laki b. perempuan
3. Pendidikan terakhir a. Sma b. S1 c. S2 d. S3
4. usia saat ini a. <20 th b. 21-30 th c. 31-40 th d. >41 th
5. Masa kerja : a. <5 th b. 5-10 th c. 11-15 th

Petunjuk pengisian kuisisioner penelitian ini sebagai berikut :

1. Jawab masing-masing pertanyaan dengan cara di lingkari atau di silang
2. Keterangan jawaban sebagai berikut:

SS	:	Sangat setuju
S	:	Setuju
KS	:	Kurang Setuju
TS	:	Tidak Setuju
STS	:	Sangat Tidak Setuju

3. Adapun pernyataan kuisioner sebagai berikut:

### Komunikasi

Indikator	Pernyataan Angket						
	No	Pernyataan	Jawaban				
Pemahaman	1	Saya mampu memahami dengan baik prosedur kerja yang saya lakukan	SS	S	KS	TS	STS
	2	Saya mampu melayani dan berkomunikasi dengan masyarakat umum.	SS	S	KS	TS	STS
Kesenangan	3	Saya merasa senang dengan komunikasi antar anggota yang ada pada saat ini	SS	S	KS	TS	STS
	4	dengan komunikasi yang baik saya merasa senang dan semangat dalam menjalankan tugas	SS	S	KS	TS	STS
Pengaruh pada sikap	5	Saya merasa senang dengan pekerjaan yang saya lakukan	SS	S	KS	TS	STS
	6	Komunikasi yang baik dapat membuat saya bekerja lebih giat, disiplin dan cepat	SS	S	KS	TS	STS
Hubungan yang semakin baik	7	Komunikasi yang efektif dapat membuat hubungan kerja antar karyawan menjadi lebih baik dan efektif	SS	S	KS	TS	STS
	8	Dengan komunikasi yang terjalin dengan baik akan mengurangi konflik kesalah pahaman di dalam organisasi	SS	S	KS	TS	STS

## Kompetensi

Indikator	Pernyataan Angket						
	No	Pernyataan	Jawaban				
Indikator	9	Pekerjaan yang saya tangani sesuai dengan pengetahuan yang saya miliki	SS	S	KS	TS	STS
	10	Pimpinan memberikan pemahaman terhadap tugas yang saya lakukan	SS	S	KS	TS	STS
Pemahaman	11	Saya dapat memahami dengan cepat apa di sampaikan atasan dan rekan kerja kepada saya	SS	S	KS	TS	STS
Nilai	12	Dengan kompetensi yang saya miliki membuat pekerjaan saya menjadi lebih mudah	SS	S	KS	TS	STS
	13	Dengan kompetensi yang saya miliki saya memiliki nilai lebih dalam hal bekerja	SS	S	KS	TS	STS
Kemampuan	14	Saya mendapat kesempatan untuk menerapkan metode kerja sendiri dalam melakukan pekerjaan	SS	S	KS	TS	STS
	15	Saya mampu menyelesaikan pekerjaan dengan cepat	SS	S	KS	TS	STS
Sikap	16	Saya merasa senang dengan pekerjaan yang saya lakukan	SS	S	KS	TS	STS
	17	Saya selalu mematuhi aturan dan norma yang berlaku	SS	S	KS	TS	STS
Minat	18	Kesempatan untuk melakukan pekerjaan di instansi tempat saya bekerja sesuai dengan hati nurani saya	SS	S	KS	TS	STS
	19	Saya memiliki minat semangat minat yang tinggi dalam bekerja karena terdapa kompetensi dalam diri saya	SS	S	KS	TS	STS

### Komitmen Organisasi

Indikator	Pernyataan Angket						
	No	Pernyataan	Jawaban				
Keinginan menetap di dalam organisasi	20	Organisasi tempat saya bekerja sangat berarti bagi saya	SS	S	KS	TS	STS
	21	Saya merasa terikat secara emosional dengan organisasi si tempat saya bekerja	SS	S	KS	TS	STS
Kebutuhan untuk bertahan	22	Saat ini saya tetap tinggal di perusahaan karena pekerjaan ini sangat berarti bagi saya	SS	S	KS	TS	STS
Loyalitas	23	Saya merasa menjadi bagian dari organisasi di tempat saya bekerja		S	KS	TS	STS
	24	Saya merasa ikut memiliki organisasi tempat saya bekerja	SS	S	KS	TS	STS



## Kepuasan Kerja

Indikator	Pernyataan Angket						
	No	Pernyataan	Jawaban				
Pekerjaan itu sendiri	25	Saya merasa puas dengan pekerjaan yang saya jalani saat ini	SS	S	KS	TS	STS
	26	Saya merasa puas dengan kenyamanan dan kebersihan tempat saya bekerja	SS	S	KS	TS	STS
Gaji/upah	27	Saya merasa puas dengan gaji yang saya terima saat ini dan dapat memenuhi kebutuhan sehari-hari	SS	S	KS	TS	STS
	28	gaji yang telah diberikan sesuai dengan tanggung jawab dan pekerjaan yang di bebaskan kepada saya	SS	S	KS	TS	STS
Promosi	29	Saya giat bekerja karena adanya kesempatan yang di berikan untuk menduduki posisi tertentu	SS	S	KS	TS	STS
	30	Saya giat berkerja karena adanya penilaian hasil kerja tahunan yang di gunakan sebagai dasar kenaikan jabatan	SS	S	KS	TS	STS
Pengawasan	31	Saya merasa kurang nyaman apabila diawasi dalam bekerja	SS	S	KS	TS	STS
	32	Anda akan lebih giat dalam bekerja apabila ada sedang diawasi	SS	S	KS	TS	STS
Rekan kerja	33	Saya senang bekerja disini karena rekan kerja saling membantu satu sama lain	SS	S	KS	TS	STS
	34	Bekerja disini membuat saya dapat menjalin kerja sama yang baik sesama rekan kerja, dan dapat berpartisipasi secara baik terhadap karyawan	SS	S	KS	TS	STS

## Lampiran 2 Tabulasi Penelitian

No	Komunikasi X1								
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1
1	5	4	5	5	5	5	4	4	37
2	5	3	4	5	3	5	4	5	34
3	4	5	4	4	4	4	4	4	33
4	5	5	5	5	4	5	5	5	39
5	5	5	4	4	5	3	4	5	35
6	5	4	4	5	4	4	4	5	35
7	5	4	4	5	5	5	4	4	36
8	4	5	4	4	4	4	3	5	33
9	5	5	4	5	5	5	4	5	38
10	4	3	4	4	4	4	5	4	32
11	5	5	4	4	5	5	4	5	37
12	5	5	5	5	5	5	5	5	40
13	5	4	4	5	3	5	5	5	36
14	5	5	4	4	5	4	4	4	35
15	5	4	5	5	5	5	5	5	39
16	5	5	5	4	5	5	5	5	39
17	5	4	4	5	3	5	5	5	36
18	5	5	5	5	5	5	5	5	40
19	4	4	5	4	4	4	4	4	33
20	5	5	5	5	5	5	5	5	40
21	5	5	5	5	5	5	5	5	40
22	5	3	5	4	5	4	5	5	36
23	5	5	5	4	5	5	4	4	37
24	5	5	4	5	5	5	4	4	37
25	4	5	5	5	4	4	5	5	37
26	5	5	5	5	5	5	5	5	40
27	5	4	4	5	5	5	5	5	38
28	4	5	4	5	4	5	3	5	35
29	5	5	5	5	5	5	5	5	40
30	4	5	5	4	3	4	4	5	34
31	5	5	5	4	5	5	5	5	39
32	5	4	4	4	5	4	4	4	34

No	Kompetensi X2											
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.0	X2.1	X2
1	4	4	4	4	4	5	4	4	4	5	4	46
2	5	5	5	4	4	5	4	5	4	4	5	50
3	4	5	4	5	3	4	3	4	4	4	4	44
4	5	4	4	4	5	5	5	4	4	4	4	48
5	4	4	4	4	4	5	4	5	4	4	4	46
6	5	5	4	4	5	5	5	5	5	5	4	52
7	4	4	4	4	4	4	4	4	4	4	4	44
8	4	4	4	4	4	5	5	4	4	4	4	46
9	3	4	4	4	4	4	3	3	3	4	4	40
10	4	5	4	4	4	5	4	4	4	4	4	46
11	4	5	4	5	4	4	4	5	4	4	4	47
12	4	4	4	4	3	4	3	3	3	3	4	39
13	5	5	5	4	5	5	4	4	4	4	4	49
14	4	4	4	4	4	4	4	4	4	4	4	44
15	5	5	5	5	5	5	4	4	4	4	5	51
16	4	5	4	5	4	5	5	4	4	4	4	48
17	5	5	5	5	5	5	5	5	5	4	5	54
18	5	5	5	5	5	5	5	4	4	4	4	51
19	4	4	3	4	4	4	4	3	3	4	3	40
20	5	5	5	5	5	5	4	5	5	4	5	53
21	5	5	4	5	5	5	4	5	5	4	4	51
22	5	4	5	4	5	5	5	4	4	5	5	51
23	5	5	5	5	5	5	5	5	5	5	5	55
24	4	4	4	4	4	5	4	4	4	4	4	45
25	5	5	5	5	5	5	4	4	4	3	5	50
26	4	5	4	5	4	5	4	5	5	4	4	49
27	4	4	4	4	4	5	4	4	4	4	4	45
28	3	4	4	4	3	4	4	4	4	3	4	41
29	5	5	5	5	5	5	5	5	5	4	5	54
30	5	4	4	4	5	4	4	4	4	5	4	47
31	4	4	4	4	4	5	4	4	4	4	4	45
32	3	4	4	4	3	4	3	4	4	3	4	40

No	Komitmen Organisasi X3					
	X3.1	X3.2	X3.3	X3.4	X3.5	X3
1	5	5	4	4	5	23
2	4	5	3	5	5	22
3	5	4	4	4	5	22
4	5	5	5	5	5	25
5	4	4	4	5	4	21
6	5	4	4	5	5	23
7	4	4	5	4	5	22
8	4	5	4	5	4	22
9	5	5	3	5	5	23
10	4	4	4	4	4	20
11	3	5	4	5	4	21
12	5	5	5	5	5	25
13	4	5	4	5	5	23
14	4	4	4	3	4	19
15	5	5	5	5	5	25
16	4	5	5	5	5	24
17	4	5	4	5	5	23
18	5	5	4	5	5	24
19	4	3	4	4	4	19
20	5	5	4	5	5	24
21	5	5	4	5	5	24
22	5	4	5	5	5	24
23	4	5	5	4	4	22
24	5	5	4	4	5	23
25	4	4	4	5	5	22
26	5	5	4	5	5	24
27	4	4	4	5	5	22
28	5	5	4	5	5	24
29	4	4	4	5	5	22
30	4	4	5	5	5	23
31	3	5	4	5	4	21
32	4	4	3	4	4	19





No	Kepuasan Kerja Y1										
	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1
1	5	5	5	5	5	4	5	5	5	5	49
2	4	5	5	5	4	5	5	4	5	5	47
3	5	5	5	5	5	4	4	4	5	4	46
4	5	4	5	5	5	5	5	5	5	5	49
5	4	5	5	4	5	5	5	4	4	5	46
6	4	4	5	4	5	5	4	5	5	5	46
7	5	4	4	5	5	4	4	4	5	5	45
8	5	5	5	4	5	5	5	4	4	4	46
9	4	4	4	5	4	5	4	4	5	5	44
10	4	5	5	4	5	4	5	4	4	4	44
11	4	4	4	5	5	5	4	4	4	5	44
12	5	5	5	5	5	5	5	5	5	5	50
13	5	4	5	5	5	5	5	5	5	5	49
14	4	5	4	4	5	4	5	4	4	5	44
15	5	5	5	5	5	5	5	5	5	5	50
16	5	5	5	5	5	5	4	5	5	5	49
17	5	5	5	5	5	5	5	5	5	5	50
18	5	5	5	5	5	5	5	5	5	5	50
19	4	4	4	4	4	4	4	5	4	4	41
20	5	5	5	5	5	5	5	5	5	5	50
21	5	4	5	5	4	5	5	5	5	5	48
22	5	5	5	4	5	5	5	5	5	5	49
23	4	5	5	5	5	4	4	5	4	5	46
24	5	5	5	5	5	4	4	4	5	5	47
25	5	4	5	4	4	5	5	5	5	4	46
26	5	5	5	5	5	5	5	5	5	5	50
27	5	5	5	5	5	5	5	4	5	5	49
28	5	4	4	5	4	5	5	4	5	4	45
29	5	5	5	5	5	5	5	5	5	5	50
30	5	5	4	4	5	5	5	5	5	4	47
31	4	5	5	5	5	5	5	5	4	5	48
32	5	5	5	4	5	4	4	4	4	5	45

### Lampiran 3 Gambaran Umum Responden

FREQUENCIES VARIABLES=Kelamin Pendidikan Usia Kerja

/ORDER=ANALYSIS.

### Frequencies

#### Notes

Output Created		10-May-2020 00:07:49
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	32
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=Kelamin Pendidikan Usia Kerja  /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.001

[DataSet0]

### Statistics

		Jenis Kelamin Responden	Pendidikan Terakhir Responden	Usia Responden	Masa Kerja Responden
N	Valid	32	32	32	32
	Missing	0	0	0	0

### Frequency Table

#### Jenis Kelamin Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	15	46.9	46.9	46.9
	Perempuan	17	53.1	53.1	100.0
Total		32	100.0	100.0	

#### Pendidikan Terakhir Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	14	43.8	43.8	43.8
	S2	4	12.5	12.5	56.3
	SMA	14	43.8	43.8	100.0
	Total	32	100.0	100.0	

### Usia Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid >41 th	15	46.9	46.9	46.9
21-30 th	10	31.3	31.3	78.1
31-40 th	7	21.9	21.9	100.0
Total	32	100.0	100.0	

### Masa Kerja Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 5 Tahun	8	25.0	25.0	25.0
11 - 15 Tahun	10	31.3	31.3	56.3
5 - 10 Tahun	14	43.8	43.8	100.0
Total	32	100.0	100.0	

## Lampiran 4 Deskripsi Variable

FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8

/STATISTICS=MEAN

/ORDER=ANALYSIS.

### Frequencies

#### Notes

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Comments		
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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  /STATISTICS=MEAN  /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.016
	Elapsed Time	00:00:00.016

[DataSet0]

**Statistics**

		Komunikasi 1	Komunikasi 2	Komunikasi 3	Komunikasi 4	Komunikasi 5
N	Valid	32	32	32	32	32
	Missing	0	0	0	0	0
Mean		4.7813	4.5313	4.5000	4.5938	4.5000

**Statistics**

		Komunikasi 6	Komunikasi 7	Komunikasi 8
N	Valid	32	32	32
	Missing	0	0	0
Mean		4.6250	4.4375	4.7188

**Frequency Table**

**Komunikasi 1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	7	21.9	21.9	21.9
	5.00	25	78.1	78.1	100.0
Total		32	100.0	100.0	

**Komunikasi 2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	9.4	9.4	9.4
	4.00	9	28.1	28.1	37.5
	5.00	20	62.5	62.5	100.0
Total		32	100.0	100.0	

### Komunikasi 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	16	50.0	50.0	50.0
	5.00	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

### Komunikasi 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	13	40.6	40.6	40.6
	5.00	19	59.4	59.4	100.0
	Total	32	100.0	100.0	

### Komunikasi 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	12.5	12.5	12.5
	4.00	8	25.0	25.0	37.5
	5.00	20	62.5	62.5	100.0
	Total	32	100.0	100.0	

**Komunikasi 6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	3.1	3.1	3.1
	4.00	10	31.3	31.3	34.4
	5.00	21	65.6	65.6	100.0
Total		32	100.0	100.0	

**Komunikasi 7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	6.3	6.3	6.3
	4.00	14	43.8	43.8	50.0
	5.00	16	50.0	50.0	100.0
Total		32	100.0	100.0	

**Komunikasi 8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	9	28.1	28.1	28.1
	5.00	23	71.9	71.9	100.0
Total		32	100.0	100.0	



FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 X2.10 X2.11

/STATISTICS=MEAN

/ORDER=ANALYSIS.

## Frequencies

### Notes

Output Created		10-May-2020 00:08:49
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
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	N of Rows in Working Data File	32
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=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 X2.10 X2.11  /STATISTICS=MEAN  /ORDER=ANALYSIS.
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	Elapsed Time	00:00:00.007

[DataSet0]

**Statistics**

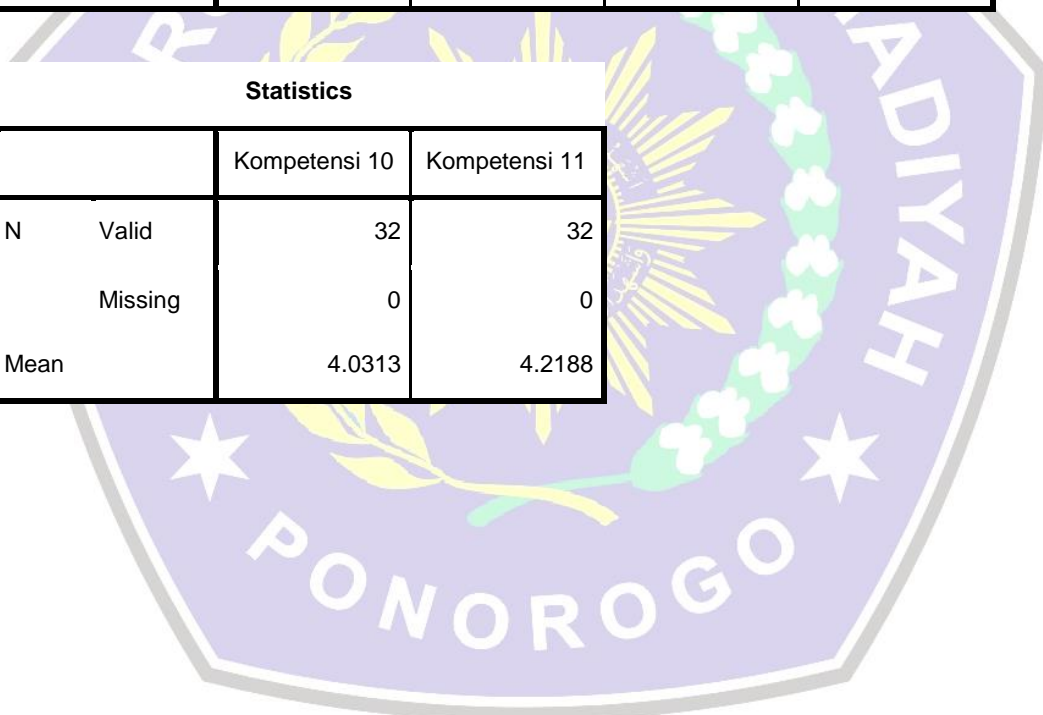
		Kompetensi 1	Kompetensi 2	Kompetensi 3	Kompetensi 4	Kompetensi 5
N	Valid	32	32	32	32	32
	Missing	0	0	0	0	0
Mean		4.3438	4.5000	4.2813	4.3750	4.2813

**Statistics**

		Kompetensi 6	Kompetensi 7	Kompetensi 8	Kompetensi 9
N	Valid	32	32	32	32
	Missing	0	0	0	0
Mean		4.6875	4.1563	4.2188	4.1250

**Statistics**

		Kompetensi 10	Kompetensi 11
N	Valid	32	32
	Missing	0	0
Mean		4.0313	4.2188



## Frequency Table

### Kompetensi 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	9.4	9.4	9.4
	4.00	15	46.9	46.9	56.3
	5.00	14	43.8	43.8	100.0
	Total	32	100.0	100.0	

### Kompetensi 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	16	50.0	50.0	50.0
	5.00	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

### Kompetensi 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	3.1	3.1	3.1
	4.00	21	65.6	65.6	68.8
	5.00	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

**Kompetensi 4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	20	62.5	62.5	62.5
	5.00	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

**Kompetensi 5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	12.5	12.5	12.5
	4.00	15	46.9	46.9	59.4
	5.00	13	40.6	40.6	100.0
	Total	32	100.0	100.0	

**Kompetensi 6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	10	31.3	31.3	31.3
	5.00	22	68.8	68.8	100.0
	Total	32	100.0	100.0	

**Kompetensi 7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	12.5	12.5	12.5
	4.00	19	59.4	59.4	71.9
	5.00	9	28.1	28.1	100.0
	Total	32	100.0	100.0	

**Kompetensi 8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	9.4	9.4	9.4
	4.00	19	59.4	59.4	68.8
	5.00	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

**Kompetensi 9**

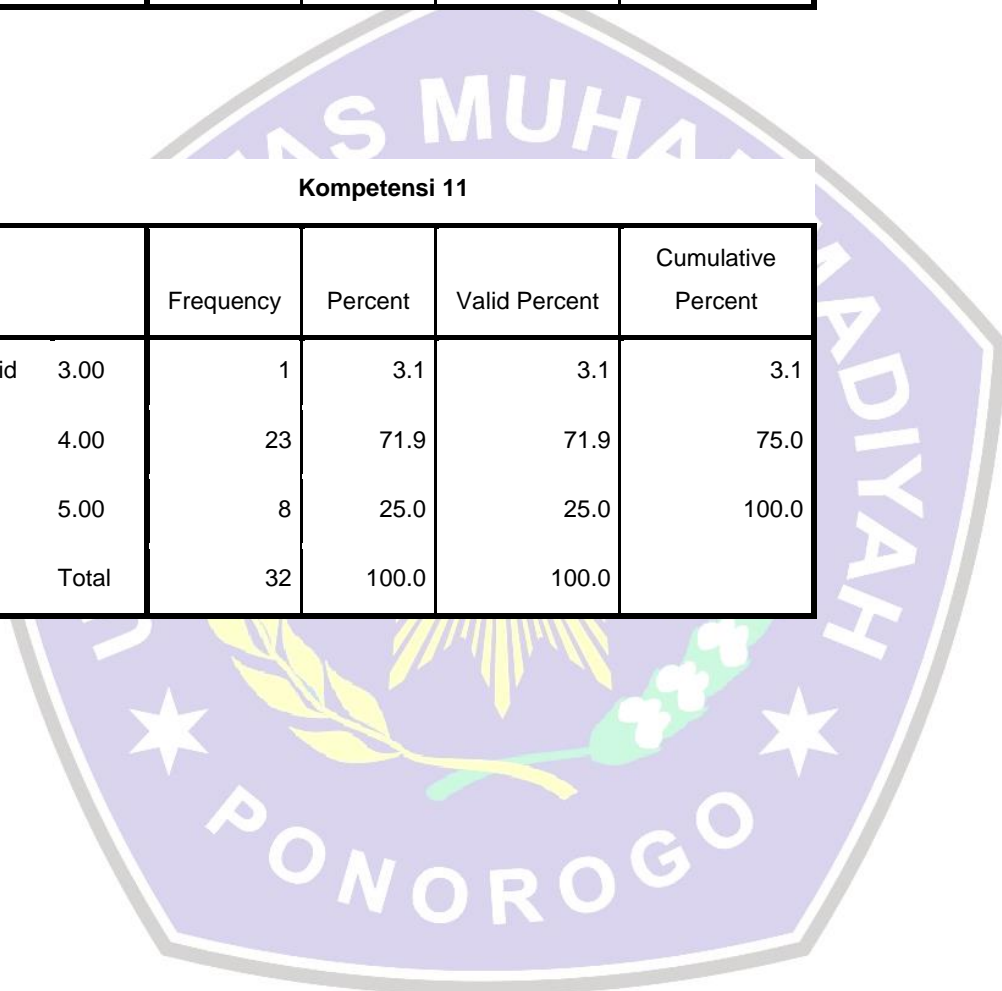
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	9.4	9.4	9.4
	4.00	22	68.8	68.8	78.1
	5.00	7	21.9	21.9	100.0
	Total	32	100.0	100.0	

**Kompetensi 10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	12.5	12.5	12.5
	4.00	23	71.9	71.9	84.4
	5.00	5	15.6	15.6	100.0
Total		32	100.0	100.0	

**Kompetensi 11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	3.1	3.1	3.1
	4.00	23	71.9	71.9	75.0
	5.00	8	25.0	25.0	100.0
Total		32	100.0	100.0	



FREQUENCIES VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5

/STATISTICS=MEAN

/ORDER=ANALYSIS.

## Frequencies

### Notes

Output Created		10-May-2020 00:09:08
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	Filter	<none>
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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=X3.1 X3.2 X3.3 X3.4 X3.5  /STATISTICS=MEAN  /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.011

[DataSet0]

### Statistics

		Komitmen Organisasi 1	Komitmen Organisasi 2	Komitmen Organisasi 3	Komitmen Organisasi 4	Komitmen Organisasi 5
N	Valid	32	32	32	32	32
	Missing	0	0	0	0	0
Mean		4.3750	4.5625	4.1563	4.6875	4.7188

### Frequency Table

#### Komitmen Organisasi 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	6.3	6.3	6.3
	4.00	16	50.0	50.0	56.3
	5.00	14	43.8	43.8	100.0
Total		32	100.0	100.0	

#### Komitmen Organisasi 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	3.1	3.1	3.1
	4.00	12	37.5	37.5	40.6
	5.00	19	59.4	59.4	100.0
Total		32	100.0	100.0	



**Komitmen Organisasi 3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	9.4	9.4	9.4
	4.00	21	65.6	65.6	75.0
	5.00	8	25.0	25.0	100.0
	Total	32	100.0	100.0	

**Komitmen Organisasi 4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	3.1	3.1	3.1
	4.00	8	25.0	25.0	28.1
	5.00	23	71.9	71.9	100.0
	Total	32	100.0	100.0	

**Komitmen Organisasi 5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	9	28.1	28.1	28.1
	5.00	23	71.9	71.9	100.0
	Total	32	100.0	100.0	

FREQUENCIES VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10

/STATISTICS=MEAN

/ORDER=ANALYSIS.

## Frequencies

### Notes

Output Created		10-May-2020 00:09:24
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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=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10  /STATISTICS=MEAN  /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.008

[DataSet0]

**Statistics**

		Kepuasan Kerja 1	Kepuasan Kerja 2	Kepuasan Kerja 3	Kepuasan Kerja 4	Kepuasan Kerja 5
N	Valid	32	32	32	32	32
	Missing	0	0	0	0	0
Mean		4.6875	4.6875	4.7813	4.6875	4.8125

**Statistics**

		Kepuasan Kerja 6	Kepuasan Kerja 7	Kepuasan Kerja 8	Kepuasan Kerja 9	Kepuasan Kerja 10
N	Valid	32	32	32	32	32
	Missing	0	0	0	0	0
Mean		4.7188	4.6875	4.5938	4.7188	4.7813

**Frequency Table**

**Kepuasan Kerja 1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	10	31.3	31.3	31.3
	5.00	22	68.8	68.8	100.0
Total		32	100.0	100.0	

### Kepuasan Kerja 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	10	31.3	31.3	31.3
	5.00	22	68.8	68.8	100.0
	Total	32	100.0	100.0	

### Kepuasan Kerja 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	7	21.9	21.9	21.9
	5.00	25	78.1	78.1	100.0
	Total	32	100.0	100.0	

### Kepuasan Kerja 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	10	31.3	31.3	31.3
	5.00	22	68.8	68.8	100.0
	Total	32	100.0	100.0	

### Kepuasan Kerja 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	6	18.8	18.8	18.8
	5.00	26	81.3	81.3	100.0
	Total	32	100.0	100.0	

### Kepuasan Kerja 6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	9	28.1	28.1	28.1
	5.00	23	71.9	71.9	100.0
	Total	32	100.0	100.0	

### Kepuasan Kerja 7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	10	31.3	31.3	31.3
	5.00	22	68.8	68.8	100.0
	Total	32	100.0	100.0	

**Kepuasan Kerja 8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	13	40.6	40.6	40.6
	5.00	19	59.4	59.4	100.0
	Total	32	100.0	100.0	

**Kepuasan Kerja 9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	9	28.1	28.1	28.1
	5.00	23	71.9	71.9	100.0
	Total	32	100.0	100.0	

**Kepuasan Kerja 10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	7	21.9	21.9	21.9
	5.00	25	78.1	78.1	100.0
	Total	32	100.0	100.0	

## Lampiran 5 Hasil Pengujian Validitas

### CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

### Correlations

#### Notes

Output Created		10-May-2020 00:10:05
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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		<p>CORRELATIONS</p> <p>/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1</p> <p>/PRINT=TWOTAIL NOSIG</p> <p>/MISSING=PAIRWISE.</p>
Resources	Processor Time	00:00:00.016
	Elapsed Time	00:00:00.018

[DataSet0]

### Correlations

		Komunikasi 1	Komunikasi 2	Komunikasi 3
Komunikasi 1	Pearson Correlation	1	-.032	.076
	Sig. (2-tailed)		.861	.681
	N	32	32	32
Komunikasi 2	Pearson Correlation	-.032	1	.236
	Sig. (2-tailed)	.861		.193
	N	32	32	32
Komunikasi 3	Pearson Correlation	.076	.236	1
	Sig. (2-tailed)	.681	.193	
	N	32	32	32
Komunikasi 4	Pearson Correlation	.332	-.009	.064
	Sig. (2-tailed)	.063	.961	.729
	N	32	32	32
Komunikasi 5	Pearson Correlation	.481**	.301	.265
	Sig. (2-tailed)	.005	.094	.142
	N	32	32	32
Komunikasi 6	Pearson Correlation	.468**	.119	.229
	Sig. (2-tailed)	.007	.515	.207
	N	32	32	32
Komunikasi 7	Pearson Correlation	.380*	-.112	.513**
	Sig. (2-tailed)	.032	.543	.003
	N	32	32	32
Komunikasi 8	Pearson Correlation	.173	.187	.209
	Sig. (2-tailed)	.343	.304	.252
	N	32	32	32
Komunikasi	Pearson Correlation	.616**	.434*	.592**



Sig. (2-tailed)	.000	.013	.000
N	32	32	32

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

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

### Correlations

		Komunikasi 4	Komunikasi 5	Komunikasi 6
Komunikasi 1	Pearson Correlation	.332	.481**	.468**
	Sig. (2-tailed)	.063	.005	.007
	N	32	32	32
Komunikasi 2	Pearson Correlation	-.009	.301	.119
	Sig. (2-tailed)	.961	.094	.515
	N	32	32	32
Komunikasi 3	Pearson Correlation	.064	.265	.229
	Sig. (2-tailed)	.729	.142	.207
	N	32	32	32
Komunikasi 4	Pearson Correlation	1	-.045	.598**
	Sig. (2-tailed)		.807	.000
	N	32	32	32
Komunikasi 5	Pearson Correlation	-.045	1	.162
	Sig. (2-tailed)	.807		.375
	N	32	32	32
Komunikasi 6	Pearson Correlation	.598**	.162	1
	Sig. (2-tailed)	.000	.375	
	N	32	32	32
Komunikasi 7	Pearson Correlation	.281	.145	.306
	Sig. (2-tailed)	.120	.428	.089

	N	32	32	32
Komunikasi 8	Pearson Correlation	.332	-.147	.207
	Sig. (2-tailed)	.064	.421	.255
	N	32	32	32
Komunikasi	Pearson Correlation	.522**	.546**	.667**
	Sig. (2-tailed)	.002	.001	.000
	N	32	32	32

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

### Correlations

		Komunikasi 7	Komunikasi 8	Komunikasi
Komunikasi 1	Pearson Correlation	.380*	.173	.616**
	Sig. (2-tailed)	.032	.343	.000
	N	32	32	32
Komunikasi 2	Pearson Correlation	-.112	.187	.434*
	Sig. (2-tailed)	.543	.304	.013
	N	32	32	32
Komunikasi 3	Pearson Correlation	.513**	.209	.592**
	Sig. (2-tailed)	.003	.252	.000
	N	32	32	32
Komunikasi 4	Pearson Correlation	.281	.332	.522**
	Sig. (2-tailed)	.120	.064	.002
	N	32	32	32
Komunikasi 5	Pearson Correlation	.145	-.147	.546**
	Sig. (2-tailed)	.428	.421	.001
	N	32	32	32

Komunikasi 6	Pearson Correlation	.306	.207	.667**
	Sig. (2-tailed)	.089	.255	.000
	N	32	32	32
Komunikasi 7	Pearson Correlation	1	.335	.620**
	Sig. (2-tailed)		.061	.000
	N	32	32	32
Komunikasi 8	Pearson Correlation	.335	1	.463**
	Sig. (2-tailed)	.061		.008
	N	32	32	32
Komunikasi	Pearson Correlation	.620**	.463**	1
	Sig. (2-tailed)	.000	.008	
	N	32	32	32

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

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



CORRELATIONS

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 X2.10 X2.11 X2

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

**Notes**

Output Created		10-May-2020 00:10:24
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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=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 X2.10 X2.11 X2  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.031
	Elapsed Time	00:00:00.039

[DataSet0]

### Correlations

		Kompetensi 1	Kompetensi 2	Kompetensi 3
Kompetensi 1	Pearson Correlation	1	.535**	.653**
	Sig. (2-tailed)		.002	.000
	N	32	32	32
Kompetensi 2	Pearson Correlation	.535**	1	.547**
	Sig. (2-tailed)	.002		.001
	N	32	32	32
Kompetensi 3	Pearson Correlation	.653**	.547**	1
	Sig. (2-tailed)	.000	.001	
	N	32	32	32
Kompetensi 4	Pearson Correlation	.389*	.775**	.455**
	Sig. (2-tailed)	.028	.000	.009
	N	32	32	32
Kompetensi 5	Pearson Correlation	.861**	.418*	.584**
	Sig. (2-tailed)	.000	.017	.000
	N	32	32	32
Kompetensi 6	Pearson Correlation	.570**	.405*	.500**
	Sig. (2-tailed)	.001	.022	.004
	N	32	32	32
Kompetensi 7	Pearson Correlation	.573**	.253	.353*
	Sig. (2-tailed)	.001	.163	.047
	N	32	32	32
Kompetensi 8	Pearson Correlation	.454**	.574**	.409*
	Sig. (2-tailed)	.009	.001	.020
	N	32	32	32
Kompetensi 9	Pearson Correlation	.502**	.574**	.432*
	Sig. (2-tailed)			
	N			

	Sig. (2-tailed)	.003	.001	.014
	N	32	32	32
Kompetensi 10	Pearson Correlation	.428*	.059	.082
	Sig. (2-tailed)	.015	.748	.654
	N	32	32	32
Kompetensi 11	Pearson Correlation	.563**	.453**	.884**
	Sig. (2-tailed)	.001	.009	.000
	N	32	32	32
Kompetensi	Pearson Correlation	.846**	.698**	.742**
	Sig. (2-tailed)	.000	.000	.000
	N	32	32	32

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

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



### Correlations

		Kompetensi 4	Kompetensi 5	Kompetensi 6
Kompetensi 1	Pearson Correlation	.389*	.861**	.570**
	Sig. (2-tailed)	.028	.000	.001
	N	32	32	32
Kompetensi 2	Pearson Correlation	.775**	.418*	.405*
	Sig. (2-tailed)	.000	.017	.022
	N	32	32	32
Kompetensi 3	Pearson Correlation	.455**	.584**	.500**
	Sig. (2-tailed)	.009	.000	.004
	N	32	32	32
Kompetensi 4	Pearson Correlation	1	.348	.244
	Sig. (2-tailed)		.051	.179

	N	32	32	32
Kompetensi 5	Pearson Correlation	.348	1	.583**
	Sig. (2-tailed)	.051		.000
	N	32	32	32
Kompetensi 6	Pearson Correlation	.244	.583**	1
	Sig. (2-tailed)	.179	.000	
	N	32	32	32
Kompetensi 7	Pearson Correlation	.222	.646**	.607**
	Sig. (2-tailed)	.222	.000	.000
	N	32	32	32
Kompetensi 8	Pearson Correlation	.472**	.391*	.472**
	Sig. (2-tailed)	.006	.027	.006
	N	32	32	32
Kompetensi 9	Pearson Correlation	.533**	.501**	.526**
	Sig. (2-tailed)	.002	.003	.002
	N	32	32	32
Kompetensi 10	Pearson Correlation	-.046	.502**	.294
	Sig. (2-tailed)	.804	.003	.102
	N	32	32	32
Kompetensi 11	Pearson Correlation	.451**	.484**	.445*
	Sig. (2-tailed)	.010	.005	.011
	N	32	32	32
Kompetensi	Pearson Correlation	.600**	.824**	.717**
	Sig. (2-tailed)	.000	.000	.000
	N	32	32	32

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

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

### Correlations

		Kompetensi 7	Kompetensi 8	Kompetensi 9
Kompetensi 1	Pearson Correlation	.573**	.454**	.502**
	Sig. (2-tailed)	.001	.009	.003
	N	32	32	32
Kompetensi 2	Pearson Correlation	.253	.574**	.574**
	Sig. (2-tailed)	.163	.001	.001
	N	32	32	32
Kompetensi 3	Pearson Correlation	.353*	.409*	.432*
	Sig. (2-tailed)	.047	.020	.014
	N	32	32	32
Kompetensi 4	Pearson Correlation	.222	.472**	.533**
	Sig. (2-tailed)	.222	.006	.002
	N	32	32	32
Kompetensi 5	Pearson Correlation	.646**	.391*	.501**
	Sig. (2-tailed)	.000	.027	.003
	N	32	32	32
Kompetensi 6	Pearson Correlation	.607**	.472**	.526**
	Sig. (2-tailed)	.000	.006	.002
	N	32	32	32
Kompetensi 7	Pearson Correlation	1	.414*	.499**
	Sig. (2-tailed)		.018	.004
	N	32	32	32
Kompetensi 8	Pearson Correlation	.414*	1	.874**
	Sig. (2-tailed)	.018		.000
	N	32	32	32
Kompetensi 9	Pearson Correlation	.499**	.874**	1



	Sig. (2-tailed)	.004	.000	
	N	32	32	32
Kompetensi 10	Pearson Correlation	.463**	.274	.311
	Sig. (2-tailed)	.008	.129	.083
	N	32	32	32
Kompetensi 11	Pearson Correlation	.304	.483**	.490**
	Sig. (2-tailed)	.090	.005	.004
	N	32	32	32
Kompetensi	Pearson Correlation	.698**	.739**	.794**
	Sig. (2-tailed)	.000	.000	.000
	N	32	32	32

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

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



### Correlations

		Kompetensi 10	Kompetensi 11	Kompetensi
Kompetensi 1	Pearson Correlation	.428*	.563**	.846**
	Sig. (2-tailed)	.015	.001	.000
	N	32	32	32
Kompetensi 2	Pearson Correlation	.059	.453**	.698**
	Sig. (2-tailed)	.748	.009	.000
	N	32	32	32
Kompetensi 3	Pearson Correlation	.082	.884**	.742**
	Sig. (2-tailed)	.654	.000	.000
	N	32	32	32
Kompetensi 4	Pearson Correlation	-.046	.451**	.600**
	Sig. (2-tailed)	.804	.010	.000

	N	32	32	32
Kompetensi 5	Pearson Correlation	.502**	.484**	.824**
	Sig. (2-tailed)	.003	.005	.000
	N	32	32	32
Kompetensi 6	Pearson Correlation	.294	.445*	.717**
	Sig. (2-tailed)	.102	.011	.000
	N	32	32	32
Kompetensi 7	Pearson Correlation	.463**	.304	.698**
	Sig. (2-tailed)	.008	.090	.000
	N	32	32	32
Kompetensi 8	Pearson Correlation	.274	.483**	.739**
	Sig. (2-tailed)	.129	.005	.000
	N	32	32	32
Kompetensi 9	Pearson Correlation	.311	.490**	.794**
	Sig. (2-tailed)	.083	.004	.000
	N	32	32	32
Kompetensi 10	Pearson Correlation	1	.095	.459**
	Sig. (2-tailed)		.603	.008
	N	32	32	32
Kompetensi 11	Pearson Correlation	.095	1	.707**
	Sig. (2-tailed)	.603		.000
	N	32	32	32
Kompetensi	Pearson Correlation	.459**	.707**	1
	Sig. (2-tailed)	.008	.000	
	N	32	32	32

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

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

## CORRELATIONS

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

## Correlations

### Notes

Output Created		10-May-2020 00:10:40
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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  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.016
	Elapsed Time	00:00:00.032

[DataSet0]

### Correlations

		Komitmen Organisasi 1	Komitmen Organisasi 2	Komitmen Organisasi 3
Komitmen Organisasi 1	Pearson Correlation	1	.211	.104
	Sig. (2-tailed)		.246	.572
	N	32	32	32
Komitmen Organisasi 2	Pearson Correlation	.211	1	.019
	Sig. (2-tailed)	.246		.919
	N	32	32	32
Komitmen Organisasi 3	Pearson Correlation	.104	.019	1
	Sig. (2-tailed)	.572	.919	
	N	32	32	32
Komitmen Organisasi 4	Pearson Correlation	.074	.387*	.059
	Sig. (2-tailed)	.686	.029	.748
	N	32	32	32
Komitmen Organisasi 5	Pearson Correlation	.623**	.258	.173
	Sig. (2-tailed)	.000	.154	.344
	N	32	32	32
Komitmen Organisasi	Pearson Correlation	.660**	.611**	.450**
	Sig. (2-tailed)	.000	.000	.010
	N	32	32	32

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

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

**Correlations**

		Komitmen Organisasi 4	Komitmen Organisasi 5	Komitmen Organisasi
Komitmen Organisasi 1	Pearson Correlation	.074	.623**	.660**
	Sig. (2-tailed)	.686	.000	.000
	N	32	32	32
Komitmen Organisasi 2	Pearson Correlation	.387*	.258	.611**
	Sig. (2-tailed)	.029	.154	.000
	N	32	32	32
Komitmen Organisasi 3	Pearson Correlation	.059	.173	.450**
	Sig. (2-tailed)	.748	.344	.010
	N	32	32	32
Komitmen Organisasi 4	Pearson Correlation	1	.421*	.608**
	Sig. (2-tailed)		.017	.000
	N	32	32	32
Komitmen Organisasi 5	Pearson Correlation	.421*	1	.775**
	Sig. (2-tailed)	.017		.000
	N	32	32	32
Komitmen Organisasi	Pearson Correlation	.608**	.775**	1
	Sig. (2-tailed)	.000	.000	
	N	32	32	32

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

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

## CORRELATIONS

/VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10 Y

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

## Correlations

### Notes

Output Created		10-May-2020 00:10:55
Comments		
Input	Active Dataset	DataSet0
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	Split File	<none>
	N of Rows in Working Data File	32
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=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10 Y  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.033

[DataSet0]

**Correlations**

		Kepuasan Kerja 1	Kepuasan Kerja 2	Kepuasan Kerja 3
Kepuasan Kerja 1	Pearson Correlation	1	.127	.296
	Sig. (2-tailed)		.488	.100
	N	32	32	32
Kepuasan Kerja 2	Pearson Correlation	.127	1	.459**
	Sig. (2-tailed)	.488		.008
	N	32	32	32
Kepuasan Kerja 3	Pearson Correlation	.296	.459**	1
	Sig. (2-tailed)	.100	.008	
	N	32	32	32
Kepuasan Kerja 4	Pearson Correlation	.273	-.018	.133
	Sig. (2-tailed)	.131	.921	.470
	N	32	32	32
Kepuasan Kerja 5	Pearson Correlation	.194	.540**	.327
	Sig. (2-tailed)	.287	.001	.068
	N	32	32	32
Kepuasan Kerja 6	Pearson Correlation	.178	-.122	.173
	Sig. (2-tailed)	.330	.507	.343
	N	32	32	32
Kepuasan Kerja 7	Pearson Correlation	.273	.273	.296
	Sig. (2-tailed)	.131	.131	.100
	N	32	32	32
Kepuasan Kerja 8	Pearson Correlation	.266	-.009	.332
	Sig. (2-tailed)	.141	.963	.063
	N	32	32	32

Kepuasan Kerja 9	Pearson Correlation	.628**	-.122	.173
	Sig. (2-tailed)	.000	.507	.343
	N	32	32	32
Kepuasan Kerja 10	Pearson Correlation	-.031	.133	.269
	Sig. (2-tailed)	.868	.470	.137
	N	32	32	32
Kepuasan Kerja	Pearson Correlation	.616**	.416*	.644**
	Sig. (2-tailed)	.000	.018	.000
	N	32	32	32

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

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



#### Correlations

		Kepuasan Kerja 4	Kepuasan Kerja 5	Kepuasan Kerja 6
Kepuasan Kerja 1	Pearson Correlation	.273	.194	.178
	Sig. (2-tailed)	.131	.287	.330
	N	32	32	32
Kepuasan Kerja 2	Pearson Correlation	-.018	.540**	-.122
	Sig. (2-tailed)	.921	.001	.507
	N	32	32	32
Kepuasan Kerja 3	Pearson Correlation	.133	.327	.173
	Sig. (2-tailed)	.470	.068	.343
	N	32	32	32
Kepuasan Kerja 4	Pearson Correlation	1	.022	.178
	Sig. (2-tailed)		.907	.330
	N	32	32	32
Kepuasan Kerja 5	Pearson Correlation	.022	1	-.122
	Sig. (2-tailed)			



	Sig. (2-tailed)	.907		.504
	N	32	32	32
Kepuasan Kerja 6	Pearson Correlation	.178	-.122	1
	Sig. (2-tailed)	.330	.504	
	N	32	32	32
Kepuasan Kerja 7	Pearson Correlation	-.018	.022	.478**
	Sig. (2-tailed)	.921	.907	.006
	N	32	32	32
Kepuasan Kerja 8	Pearson Correlation	.129	.092	.332
	Sig. (2-tailed)	.483	.618	.064
	N	32	32	32
Kepuasan Kerja 9	Pearson Correlation	.478**	-.122	.382*
	Sig. (2-tailed)	.006	.504	.031
	N	32	32	32
Kepuasan Kerja 10	Pearson Correlation	.459**	.327	.173
	Sig. (2-tailed)	.008	.068	.343
	N	32	32	32
Kepuasan Kerja	Pearson Correlation	.502**	.405*	.513**
	Sig. (2-tailed)	.003	.021	.003
	N	32	32	32

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

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

**Correlations**

		Kepuasan Kerja 7	Kepuasan Kerja 8	Kepuasan Kerja 9
Kepuasan Kerja 1	Pearson Correlation	.273	.266	.628**
	Sig. (2-tailed)	.131	.141	.000
	N	32	32	32
Kepuasan Kerja 2	Pearson Correlation	.273	-.009	-.122
	Sig. (2-tailed)	.131	.963	.507
	N	32	32	32
Kepuasan Kerja 3	Pearson Correlation	.296	.332	.173
	Sig. (2-tailed)	.100	.063	.343
	N	32	32	32
Kepuasan Kerja 4	Pearson Correlation	-.018	.129	.478**
	Sig. (2-tailed)	.921	.483	.006
	N	32	32	32
Kepuasan Kerja 5	Pearson Correlation	.022	.092	-.122
	Sig. (2-tailed)	.907	.618	.504
	N	32	32	32
Kepuasan Kerja 6	Pearson Correlation	.478**	.332	.382*
	Sig. (2-tailed)	.006	.064	.031
	N	32	32	32
Kepuasan Kerja 7	Pearson Correlation	1	.266	.178
	Sig. (2-tailed)		.141	.330
	N	32	32	32
Kepuasan Kerja 8	Pearson Correlation	.266	1	.332
	Sig. (2-tailed)	.141		.064
	N	32	32	32

Kepuasan Kerja 9	Pearson Correlation	.178	.332	1
	Sig. (2-tailed)	.330	.064	
	N	32	32	32
Kepuasan Kerja 10	Pearson Correlation	-.031	.178	.173
	Sig. (2-tailed)	.868	.330	.343
	N	32	32	32
Kepuasan Kerja	Pearson Correlation	.530**	.567**	.601**
	Sig. (2-tailed)	.002	.001	.000
	N	32	32	32

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

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

#### Correlations

		Kepuasan Kerja 10	Kepuasan Kerja
Kepuasan Kerja 1	Pearson Correlation	-.031	.616**
	Sig. (2-tailed)	.868	.000
	N	32	32
Kepuasan Kerja 2	Pearson Correlation	.133	.416*
	Sig. (2-tailed)	.470	.018
	N	32	32
Kepuasan Kerja 3	Pearson Correlation	.269	.644**
	Sig. (2-tailed)	.137	.000
	N	32	32
Kepuasan Kerja 4	Pearson Correlation	.459**	.502**
	Sig. (2-tailed)	.008	.003
	N	32	32
Kepuasan Kerja 5	Pearson Correlation	.327	.405*

	Sig. (2-tailed)	.068	.021
	N	32	32
Kepuasan Kerja 6	Pearson Correlation	.173	.513**
	Sig. (2-tailed)	.343	.003
	N	32	32
Kepuasan Kerja 7	Pearson Correlation	-.031	.530**
	Sig. (2-tailed)	.868	.002
	N	32	32
Kepuasan Kerja 8	Pearson Correlation	.178	.567**
	Sig. (2-tailed)	.330	.001
	N	32	32
Kepuasan Kerja 9	Pearson Correlation	.173	.601**
	Sig. (2-tailed)	.343	.000
	N	32	32
Kepuasan Kerja 10	Pearson Correlation	1	.483**
	Sig. (2-tailed)		.005
	N	32	32
Kepuasan Kerja	Pearson Correlation	.483**	1
	Sig. (2-tailed)	.005	
	N	32	32

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

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

## Lampiran 6 Hasil Pengujian Reabilitas

RELIABILITY

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

### Reliability

#### Notes

Output Created		10-May-2020 00:11:17
Comments		
Input	Active Dataset	DataSet0
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	32
	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  /SCALE('ALL VARIABLES') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

[DataSet0]

## Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.665	8

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Komunikasi 1	31.9063	4.991	.493	.612
Komunikasi 2	32.1563	5.104	.177	.687
Komunikasi 3	32.1875	4.867	.432	.618
Komunikasi 4	32.0938	5.055	.351	.636
Komunikasi 5	32.1875	4.673	.291	.659
Komunikasi 6	32.0625	4.577	.511	.695
Komunikasi 7	32.2500	4.581	.426	.615
Komunikasi 8	31.9688	5.257	.299	.647

RELIABILITY

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 X2.10 X2.11

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

## Reliability

### Notes

Output Created		10-May-2020 00:11:57
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	32
	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 X2.9 X2.10 X2.11  /SCALE('ALL VARIABLES') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.010

[DataSet0]

## Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.903	11

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Kompetensi 1	42.8750	15.016	.795	.885
Kompetensi 2	42.7188	16.596	.631	.895
Kompetensi 3	42.9375	16.319	.681	.892
Kompetensi 4	42.8438	17.104	.521	.900
Kompetensi 5	42.9375	14.964	.764	.887
Kompetensi 6	42.5313	16.709	.659	.894
Kompetensi 7	43.0625	15.996	.613	.896
Kompetensi 8	43.0000	15.871	.666	.893
Kompetensi 9	43.0938	15.894	.740	.889
Kompetensi 10	43.1875	17.577	.355	.909



### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Kompetensi 1	42.8750	15.016	.795	.885
Kompetensi 2	42.7188	16.596	.631	.895
Kompetensi 3	42.9375	16.319	.681	.892
Kompetensi 4	42.8438	17.104	.521	.900
Kompetensi 5	42.9375	14.964	.764	.887
Kompetensi 6	42.5313	16.709	.659	.894
Kompetensi 7	43.0625	15.996	.613	.896
Kompetensi 8	43.0000	15.871	.666	.893
Kompetensi 9	43.0938	15.894	.740	.889
Kompetensi 10	43.1875	17.577	.355	.909
Kompetensi 11	43.0000	16.645	.644	.894

#### RELIABILITY

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

#### Reliability

#### Notes

Output Created	10-May-2020 00:12:11	
Comments		
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	Weight	<none>

	Split File	<none>	
	N of Rows in Working Data File		32
	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  /SCALE('ALL VARIABLES') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL.	
Resources	Processor Time		00:00:00.000
	Elapsed Time		00:00:00.019

[DataSet0]

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.683	5

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Komitmen Organisasi 1	18.1250	1.855	.369	.612
Komitmen Organisasi 2	17.9375	1.996	.329	.635
Komitmen Organisasi 3	18.3438	2.297	.122	.646
Komitmen Organisasi 4	17.8125	2.028	.344	.626
Komitmen Organisasi 5	17.7813	1.854	.624	.694

RELIABILITY

/VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

### Reliability

### Notes

Output Created		10-May-2020 00:12:52
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>

	N of Rows in Working Data File	32
	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 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.015
	Elapsed Time	00:00:00.003

[DataSet0]

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.712	10

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Kepuasan Kerja 1	42.4688	4.580	.470	.673
Kepuasan Kerja 2	42.4688	5.031	.235	.713
Kepuasan Kerja 3	42.3750	4.629	.522	.666
Kepuasan Kerja 4	42.4688	4.838	.333	.697
Kepuasan Kerja 5	42.3438	5.136	.253	.707
Kepuasan Kerja 6	42.4375	4.835	.351	.693
Kepuasan Kerja 7	42.4688	4.773	.366	.691
Kepuasan Kerja 8	42.5625	4.641	.399	.685
Kepuasan Kerja 9	42.4375	4.641	.457	.675
Kepuasan Kerja 10	42.3750	4.952	.332	.696



## Lampiran 7 Hasil Uji Regresi Linier Berganda

### REGRESSION

```

/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 X2 X3
/SCATTERPLOT=(*ZPRED,*SRESID)
/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)
/SAVE RESID.
  
```

### Regression

#### Notes

Output Created		10-May-2020 00:13:14
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	32
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  /DESCRIPTIVES MEAN STDDEV CORR SIG N  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER X1 X2 X3  /SCATTERPLOT=(*ZPRED ,*SRESID)  /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)  /SAVE RESID.
Resources	Processor Time	00:00:00.515
	Elapsed Time	00:00:00.639
	Memory Required	2876 bytes
	Additional Memory Required for Residual Plots	896 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

[DataSet0]

**Descriptive Statistics**

	Mean	Std. Deviation	N
Kepuasan Kerja	47.1563	2.39771	32
Komunikasi	36.6875	2.46835	32
Kompetensi	47.2188	4.41211	32

### Descriptive Statistics

	Mean	Std. Deviation	N
Kepuasan Kerja	47.1563	2.39771	32
Komunikasi	36.6875	2.46835	32
Kompetensi	47.2188	4.41211	32
Komitmen Organisasi	22.5000	1.68485	32

### Correlations

		Kepuasan Kerja	Komunikasi
Pearson Correlation	Kepuasan Kerja	1.000	.690
	Komunikasi	.690	1.000
	Kompetensi	.527	.317
	Komitmen Organisasi	.723	.613
Sig. (1-tailed)	Kepuasan Kerja	.	.000
	Komunikasi	.000	.
	Kompetensi	.001	.038
	Komitmen Organisasi	.000	.000
N	Kepuasan Kerja	32	32
	Komunikasi	32	32
	Kompetensi	32	32
	Komitmen Organisasi	32	32



**Correlations**

		Kompetensi	Komitmen Organisasi
Pearson Correlation	Kepuasan Kerja	.527	.723
	Komunikasi	.317	.613
	Kompetensi	1.000	.336
	Komitmen Organisasi	.336	1.000
Sig. (1-tailed)	Kepuasan Kerja	.001	.000
	Komunikasi	.038	.000
	Kompetensi	.	.030
	Komitmen Organisasi	.030	.
N	Kepuasan Kerja	32	32
	Komunikasi	32	32
	Kompetensi	32	32
	Komitmen Organisasi	32	32

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Komitmen Organisasi, Kompetensi, Komunikasi <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.829 <sup>a</sup>	.686	.653	1.41273	2.037

a. Predictors: (Constant), Komitmen Organisasi, Kompetensi, Komunikasi

b. Dependent Variable: Kepuasan Kerja



### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	122.336	3	40.779	20.432	.000 <sup>a</sup>
	Residual	55.883	28	1.996		
	Total	178.219	31			

a. Predictors: (Constant), Komitmen Organisasi, Kompetensi, Komunikasi

b. Dependent Variable: Kepuasan Kerja



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

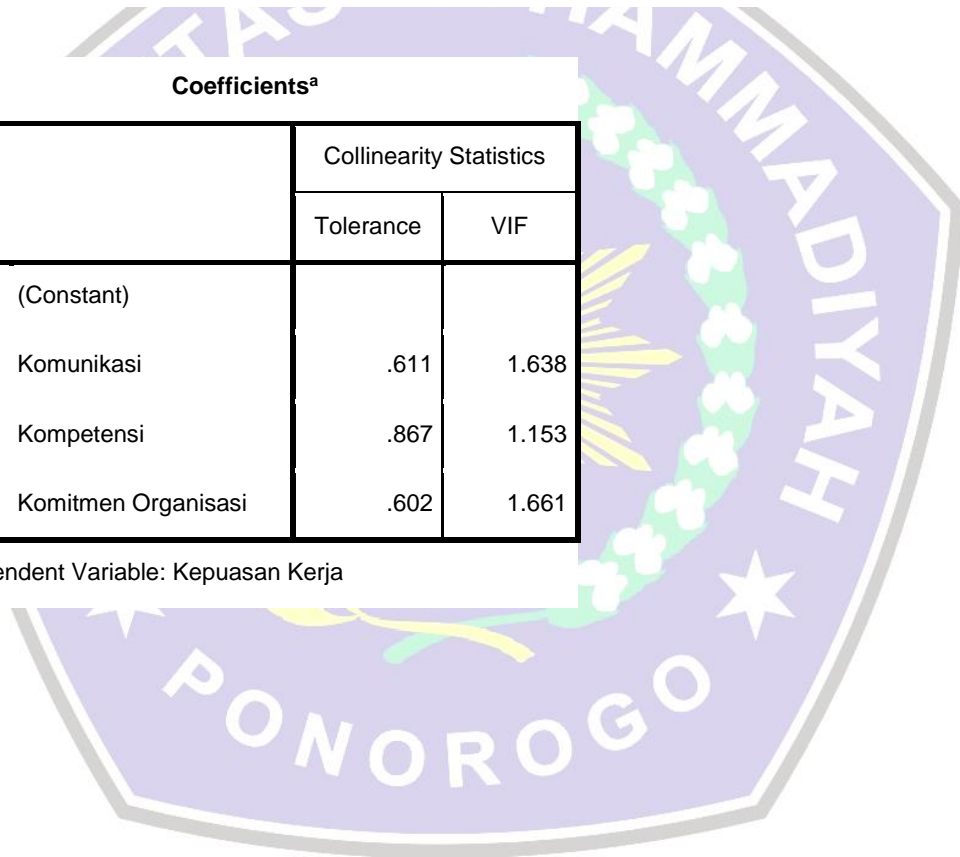
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.349	4.244		3.381	.002
	Komunikasi	.336	.132	.346	2.556	.016
	Kompetensi	.151	.062	.277	2.437	.021
	Komitmen Organisasi	.594	.194	.417	3.061	.005

a. Dependent Variable: Kepuasan Kerja

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Komunikasi	.611	1.638
	Kompetensi	.867	1.153
	Komitmen Organisasi	.602	1.661

a. Dependent Variable: Kepuasan Kerja



**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Komunikasi
1	1	3.990	1.000	.00	.00
	2	.006	26.791	.02	.05
	3	.003	38.507	.81	.01
	4	.002	47.148	.17	.94

a. Dependent Variable: Kepuasan Kerja

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Variance Proportions	
		Kompetensi	Komitmen Organisasi
1	1	.00	.00
	2	.97	.07
	3	.03	.43
	4	.00	.50

a. Dependent Variable: Kepuasan Kerja

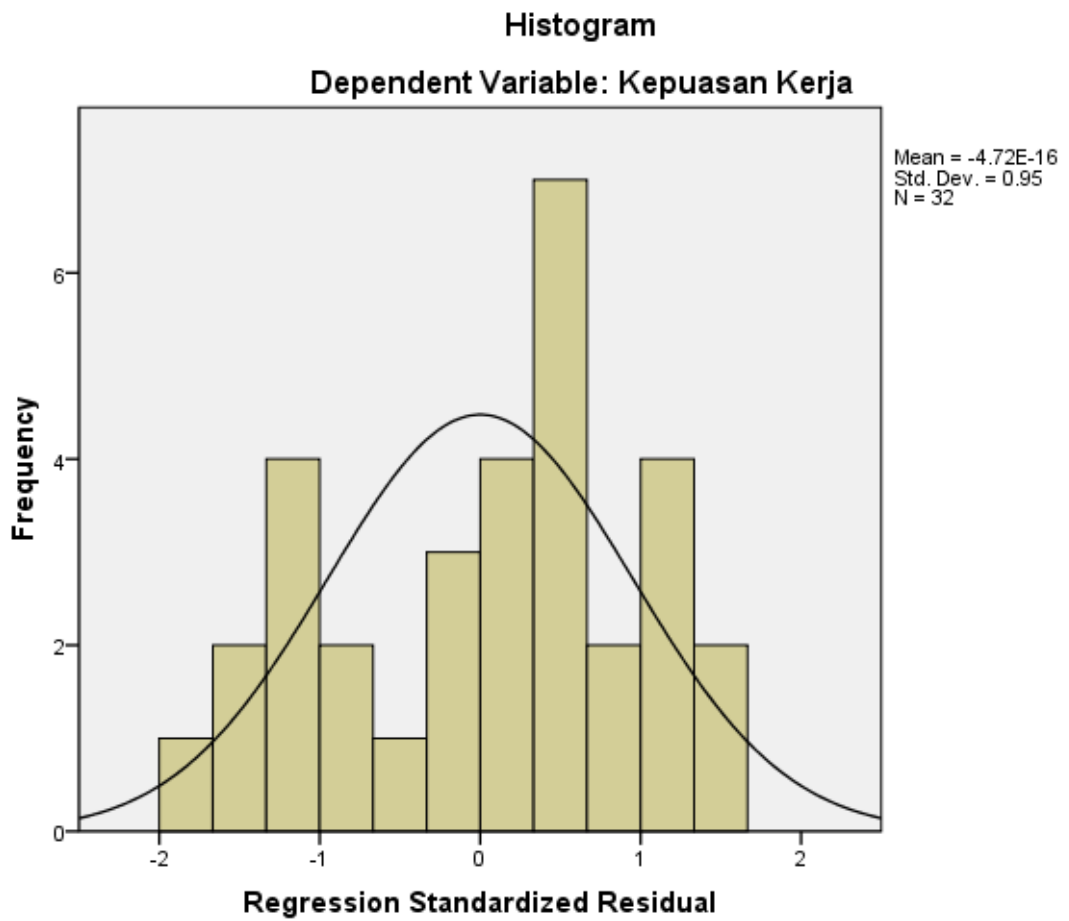
**Residuals Statistics<sup>a</sup>**

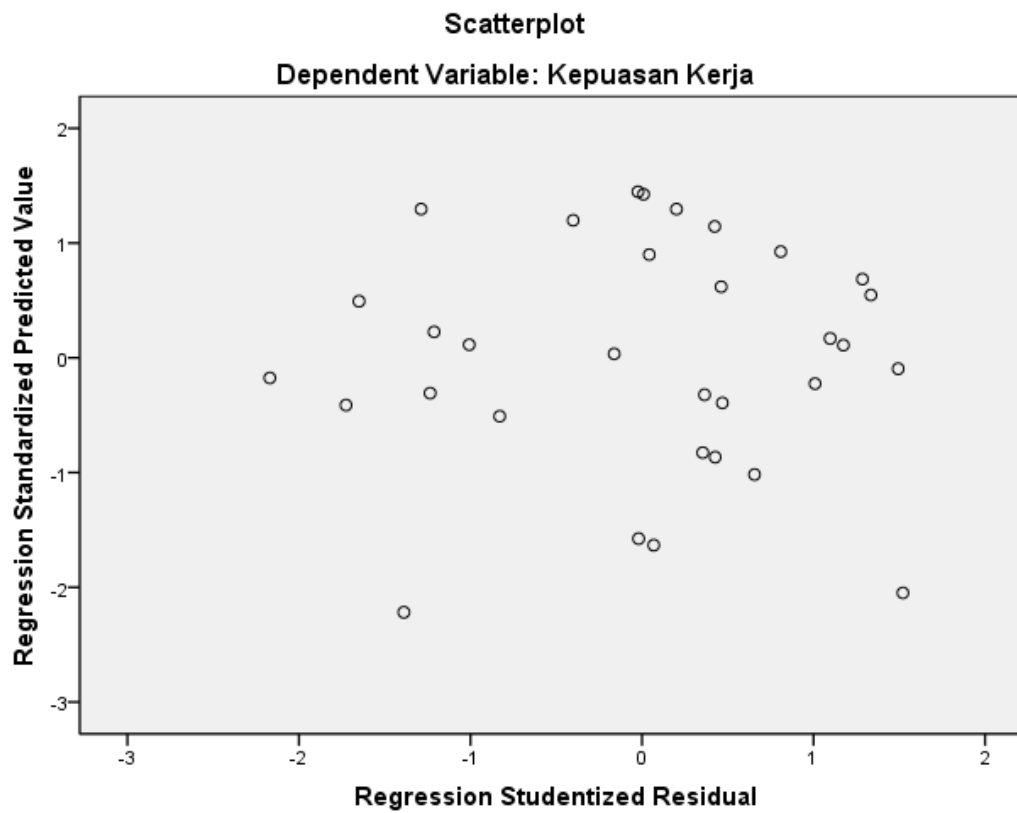
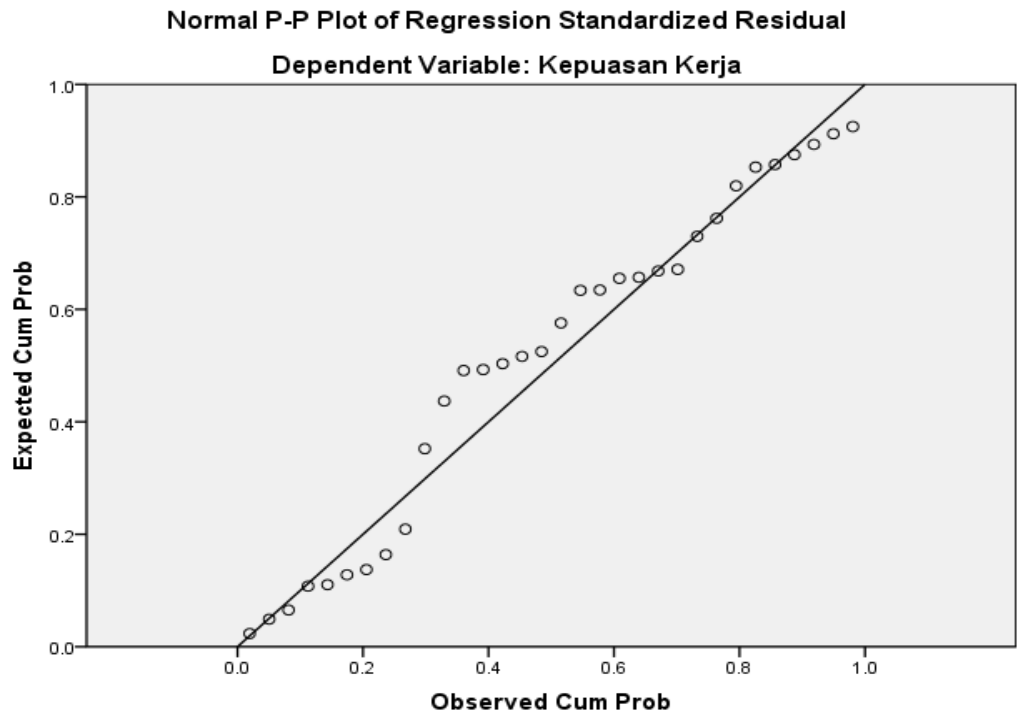
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	42.7508	50.0311	47.1562	1.98653	32
Std. Predicted Value	-2.218	1.447	.000	1.000	32
Standard Error of Predicted Value	.280	.816	.484	.126	32
Adjusted Predicted Value	42.5870	50.0353	47.1475	1.98896	32
Residual	-2.80799	2.03346	.00000	1.34264	32
Std. Residual	-1.988	1.439	.000	.950	32
Stud. Residual	-2.170	1.521	.003	1.026	32
Deleted Residual	-3.34579	2.41302	.00874	1.57057	32
Stud. Deleted Residual	-2.336	1.559	-.006	1.051	32
Mahal. Distance	.248	9.363	2.906	2.022	32
Cook's Distance	.000	.225	.044	.062	32
Centered Leverage Value	.008	.302	.094	.065	32

a. Dependent Variable: Kepuasan Kerja



## Charts





NPAR TESTS

/K-S(NORMAL)=RES\_1

/MISSING ANALYSIS.

**NPar Tests**

**Notes**

Output Created		10-May-2020 00:13:43
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	32
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS  /K-S(NORMAL)=RES_1  /MISSING ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.010
	Number of Cases Allowed <sup>a</sup>	196608

a. Based on availability of workspace memory.

[DataSet0]



### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		32
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.34263581
Most Extreme Differences Absolute		.147
	Positive	.098
	Negative	-.147
Kolmogorov-Smirnov Z		.832
Asymp. Sig. (2-tailed)		.494

a. Test distribution is Normal.

b. Calculated from data.



Lampiran 8

Tabel r untuk df = 51 - 100

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290
96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211

Lampiran 9 Tabel t

Titik Persentase Distribusi t (df = 81 -120)

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598
111	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528
112	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460
113	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392
114	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
115	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
116	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
117	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
118	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
119	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
120	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954

Lampiran 10

Lampiran 9 Tabel F

Titik Persentase Distribusi F untuk Probabilitas = 0,05															
df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
91	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.90	1.86	1.83	1.80	1.78
92	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.89	1.86	1.83	1.80	1.78
93	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.78
94	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.77
95	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.82	1.80	1.77
96	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
97	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
98	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
99	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
100	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93	1.89	1.85	1.82	1.79	1.77
101	3.94	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.93	1.88	1.85	1.82	1.79	1.77
102	3.93	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.77
103	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.76
104	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.76
105	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.81	1.79	1.76
106	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.79	1.76
107	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.79	1.76
108	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.78	1.76
109	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
110	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
111	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
112	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.96	1.92	1.88	1.84	1.81	1.78	1.76
113	3.93	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.92	1.87	1.84	1.81	1.78	1.76
114	3.92	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
115	3.92	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
116	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
117	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.80	1.78	1.75
118	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.80	1.78	1.75
119	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.78	1.75
120	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.78	1.75
121	3.92	3.07	2.68	2.45	2.29	2.17	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.77	1.75
122	3.92	3.07	2.68	2.45	2.29	2.17	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.77	1.75
123	3.92	3.07	2.68	2.45	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
124	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
125	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
126	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.87	1.83	1.80	1.77	1.75
127	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.86	1.83	1.80	1.77	1.75
128	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.86	1.83	1.80	1.77	1.75
129	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
130	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
131	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
132	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
133	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
134	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
135	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.82	1.79	1.77	1.74



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(SK Nomor 169/SK/Akred/PT/IV/2015)

**BERITA ACARA BIMBINGAN SKRIPSI**

1. Nama Mahasiswa : **ANDI PURWANTO**
2. NIM : 15413725
3. Jurusan : Manajemen
4. Bidang : MSDM
5. Alamat : Desa Broto Kecamatan Slahung Kabupaten Ponorogo
6. Judul Skripsi : Pengaruh Komunikasi, Komitmen Organisasi, dan Kompetensi terhadap Kepuasan Kerja Karyawan di KUD ADHITAMA Jetis Ponorogo
7. Masa Pembimbingan : September 2019 s/d Agustus 2020
8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
21-5-2019	Revisi proposal	[Signature]
25-10-2019	ACC proposal	[Signature]
20-11-2019	Revisi Bab I - III	[Signature]
19-12-2019	ACC Bab I - III	[Signature]
8/1/2020	Revisi Bab I - III	[Signature]
22/1/2020	ACC Bab I - III	[Signature]
12/6/2020	REVISI BAB IV - V	[Signature]
24/7/2020	ACC BAB IV - V	[Signature]
3/8/20	Revisi bab IV & V	[Signature]
15/8/20	Acc Bab IV & V	[Signature]
	Acc final	[Signature]

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

Pembimbing,

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Ponorogo, 17 Oktober 2019  
Dekan,

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