

LAMPIRAN



Lampiran 1 : Kuesioner

KUISIONER PENELITIAN

Responden yang terhormat :

Perkenalkan saya mahasiswi Universitas Muhammadiyah Ponorogo Fakultas Ekonomi yang sedang mengadakan penelitian tentang “PENGARUH PENGENDALIAN INTERN, KOMPENSASI DAN PUNISHMENT TERHADAP PERILAKU ETIS PEGAWAI PT BPR ARTHAYA ADITAMA UTAMA PONOROGO”. Kali ini, saya selaku peneliti meminta kesediaan Bapak/Ibu/Saudara/i untuk membantu penelitian ini dengan mengisi kuisisioner. Berikut kuisisioner yang saya ajukan, mohon kepada Bapak/Ibu/Saudara/i untuk memberikan jawaban yang sejujur-jujurnya dan sesuai dengan keadaan yang sebenarnya. Adapun jawaban yang Bapak/Ibu/Saudara/i berikan tidak akan berpengaruh pada diri Bapak/Ibu/Saudara/i karena penelitian ini dilakukan semata-mata untuk pengembangan ilmu pengetahuan. Atas kesediaannya saya ucapkan terima kasih.

A. DATA RESPONDEN

Sebelum menjawab pertanyaan dalam kuesioner ini, mohon Saudara mengisi data berikut terlebih dahulu. (Jawaban yang saudara berikan akan diperlakukan secara rahasia). Lingkari untuk jawaban pilihan saudara.

a. Jenis kelamin

1. Laki laki	2. perempuan
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b. Berapa lama saudara telah bekerja di PT BPR ARTHAYA ADITAMA UTAMA PONOROGO?

1. 3-6 bulan	2. 1-3 tahun
3. 3-5 tahun	4. Di atas 5 tahun

c. Berapa usia anda saat ini?

1. 18 - 22 tahun	2. 22 – 27tahun
3. 27 – 32 tahun	4. > 32 tahun

d. Apa pendidikan terakhir anda?

1. SMP	2. SMA	3. SMK	4. S1	5. Lainnya..
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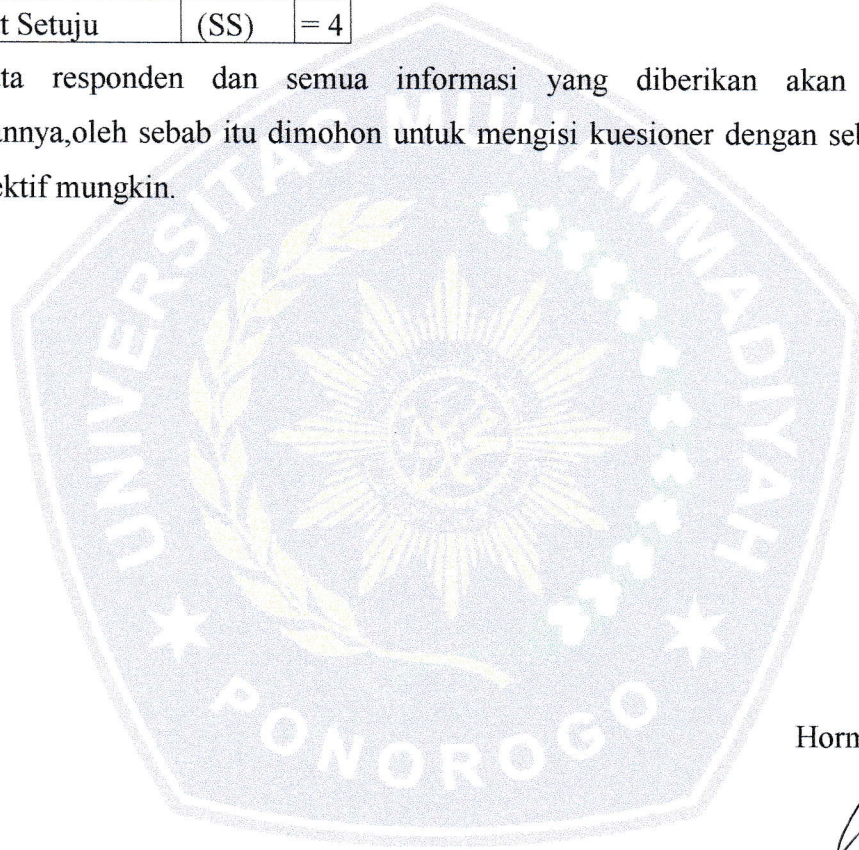
B. PETUNJUK PENGISIAN KUESIONER

Responden dapat memberikan jawaban dengan memberikan tanda silang (X) pada salah satu pilihan jawaban yang tersedia. Hanya satu jawaban saja yang dimungkinkan untuk setiap pertanyaan.

Pada masing-masing pertanyaan terdapat lima alternatif jawaban yang mengacu pada teknik skala Likert, yaitu:

Sangat Tidak Setuju	(STS)	= 1
Tidak Setuju	(TS)	= 2
Setuju	(S)	= 3
Sangat Setuju	(SS)	= 4

Data responden dan semua informasi yang diberikan akan dijamin kerahasiaannya, oleh sebab itu dimohon untuk mengisi kuesioner dengan sebenarnya dan seobjektif mungkin.



Hormat saya,

A handwritten signature in black ink, appearing to read 'Eka Lutfiana'.

Eka Lutfiana
NIM. 16413972

Lampiran 1. Tabulasi angket uji instrumen penelitian
A. pengendalian Intern

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

30	3	3	3	3	3	3	3	3	3	3	30
31	4	4	4	4	4	4	4	4	4	4	40
32	4	4	4	4	4	4	4	4	4	4	40
33	2	2	2	2	2	2	2	2	2	2	20
34	2	2	2	2	2	2	2	2	2	2	20
35	2	4	4	2	4	2	2	4	4	2	30
36	3	4	4	2	3	2	3	4	4	2	31
37	3	4	4	4	2	2	3	4	4	4	34
38	2	4	4	2	2	2	2	4	4	2	28
39	2	2	2	2	2	2	2	2	2	2	20
40	2	2	2	2	3	2	2	2	2	2	21
41	2	2	2	2	2	2	2	2	2	2	20
42	2	2	3	2	2	2	2	2	3	2	22
43	2	4	2	3	2	2	2	4	2	3	26
44	3	3	3	3	3	3	3	3	3	3	30
45	3	3	3	3	3	3	3	3	3	3	30
46	3	3	3	3	3	3	3	3	3	3	30
47	4	4	4	4	4	4	4	4	4	4	40
48	4	4	4	4	4	4	4	4	4	4	40
49	4	4	4	4	4	4	4	4	4	4	40
50	4	4	4	4	4	4	4	4	4	4	40
51	2	2	2	2	2	2	2	2	2	2	20

C. Punishment

NO.RESP	JAWABAN ANGKET NOMOR									skor
	1	2	3	4	5	6	7	8	9	
1	2	2	2	2	2	2	2	2	2	18
2	2	2	2	2	2	2	2	2	2	18
3	2	3	2	3	3	2	2	2	2	21
4	4	2	2	4	4	2	2	3	2	25
5	3	3	3	3	3	3	3	3	3	27
6	3	3	3	3	3	2	3	3	2	25
7	4	4	4	4	2	2	2	2	4	28
8	4	4	4	4	2	2	2	2	3	27
9	4	4	4	4	3	2	3	4	2	30
10	4	4	4	4	2	2	2	2	2	26
11	2	2	2	2	2	3	2	2	2	19
12	2	2	2	2	2	4	2	2	3	21
13	2	2	2	2	3	3	3	3	3	23
14	2	2	2	2	3	3	3	3	3	23
15	2	2	2	2	2	2	2	2	2	18
16	2	2	3	2	2	3	3	2	2	21
17	4	2	2	2	2	4	2	2	4	24
18	4	2	2	2	2	3	2	3	4	24

Lampiran 2. Hasil Uji Validitas Reliabilitas *Statistic Program Social Science (SPSS)*

No	Variabel + Reliabilitas	Item Pertanyaan	Total Score Correlation Validitas	Keterangan
1	Pengendalian Intern (0,927)	Pengendalian Intern_1	0,705	Valid
		Pengendalian Intern_2	0,589	Valid
		Pengendalian Intern_3	0,773	Valid
		Pengendalian Intern_4	0,759	Valid
		Pengendalian Intern_5	0,827	Valid
		Pengendalian Intern_6	0,759	Valid
		Pengendalian Intern_7	0,824	Valid
		Pengendalian Intern_8	0,744	Valid
		Pengendalian Intern_9	0,638	Valid
		Pengendalian Intern_10	0,59	Valid
2	Kompensasi (0,933)	Kompensasi_1	0,843	Valid
		Kompensasi_2	0,769	Valid
		Kompensasi_3	0,745	Valid
		Kompensasi_4	0,732	Valid
		Kompensasi_5	0,622	Valid
		Kompensasi_6	0,624	Valid
		Kompensasi_7	0,845	Valid
		Kompensasi_8	0,756	Valid
		Kompensasi_9	0,728	Valid
		Kompensasi_10	0,729	Valid
3	Punishment (0,86)	Punishment_1	0,699	Valid
		Punishment_2	0,723	Valid
		Punishment_3	0,66	Valid
		Punishment_4	0,629	Valid
		Punishment_5	0,558	Valid
		Punishment_6	0,35	Valid
		Punishment_7	0,54	Valid
		Punishment_8	0,659	Valid
		Punishment_9	0,481	Valid
4	Perilaku Etis (0,932)	Perilaku Etis_1	0,662	Valid
		Perilaku Etis_2	0,648	Valid
		Perilaku Etis_3	0,752	Valid
		Perilaku Etis_4	0,86	Valid
		Perilaku Etis_5	0,884	Valid
		Perilaku Etis_6	0,825	Valid
		Perilaku Etis_7	0,836	Valid

Lampiran 3. Tabulasi Angket Penelitian
A. Pengendalian Intern

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

41	2	3	3	3	3	2	2	2	2	2	24
42	2	2	2	3	3	2	2	2	2	2	22
43	2	2	2	4	4	2	2	2	2	2	24
44	2	2	3	4	4	4	4	4	2	2	31
45	3	2	3	4	4	4	4	4	3	2	33
46	3	2	2	2	2	2	2	3	3	3	24
47	4	2	2	2	2	2	2	4	4	4	28
48	4	2	2	2	2	3	2	4	4	4	29
49	4	4	4	4	4	4	4	4	4	4	40
50	4	4	4	4	4	4	4	4	4	4	40
51	2	2	2	2	2	2	2	2	2	2	20

B. Kompensasi

NO.RESP	JAWABAN ANGKET NOMOR										skor
	1	2	3	4	5	6	7	8	9	10	
1	3	3	3	3	3	2	2	2	4	2	27
2	2	2	3	2	2	2	2	2	3	2	22
3	2	4	2	2	2	3	3	4	2	3	27
4	3	3	3	3	2	4	4	3	3	3	31
5	2	3	3	3	3	4	4	3	3	3	31
6	2	2	4	4	4	3	2	4	4	2	31
7	3	2	4	4	4	3	3	4	4	2	33
8	3	2	3	3	2	4	4	4	4	4	33
9	2	4	4	4	3	4	4	4	4	2	35
10	2	4	4	2	4	4	4	2	2	2	30
11	2	4	4	2	4	4	4	2	2	2	30
12	2	3	2	2	4	3	2	2	3	2	25
13	2	3	3	4	4	4	3	4	2	3	32
14	3	4	4	4	4	2	4	3	3	3	34
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16	2	4	4	3	2	2	4	4	4	2	31
17	3	4	4	3	4	4	4	4	4	2	36
18	3	4	4	4	4	4	2	4	4	4	37
19	3	4	4	4	4	4	2	4	4	4	37
20	2	4	4	2	3	2	2	4	4	2	29
21	2	2	2	2	4	3	4	4	4	2	29
22	2	2	2	2	2	4	4	4	2	2	26
23	3	2	2	3	2	4	4	4	2	3	29
24	2	2	2	2	2	3	3	2	2	2	22
25	2	2	2	3	2	4	4	3	4	2	28
26	3	3	2	3	3	4	2	4	3	3	30
27	3	3	2	4	4	3	2	4	3	3	31
28	4	4	4	4	4	3	3	3	3	2	34
29	4	4	2	3	2	4	4	4	4	3	34

30	4	4	2	4	3	4	4	4	4	3	36
31	3	2	2	4	4	4	4	4	4	4	35
32	4	3	4	2	4	4	4	4	4	4	37
33	2	4	3	3	2	2	2	2	2	2	24
34	2	4	3	4	2	2	2	2	2	2	25
35	3	3	4	4	4	2	2	4	4	2	32
36	4	4	4	4	3	2	3	4	4	2	34
37	4	4	2	2	3	3	3	4	4	4	33
38	2	4	3	2	4	4	2	4	4	2	31
39	2	2	3	3	4	4	2	2	2	2	26
40	2	2	4	4	3	2	2	3	3	2	27
41	2	2	4	4	3	3	2	4	4	2	30
42	2	2	3	2	4	4	3	4	4	2	30
43	2	4	4	3	4	4	4	3	2	3	33
44	3	3	4	4	4	4	4	3	3	3	35
45	3	3	2	4	4	4	2	4	4	3	33
46	3	3	3	3	3	4	3	4	4	3	33
47	4	4	4	4	4	4	4	4	4	4	40
48	4	4	4	4	4	2	4	4	4	4	38
49	4	4	4	4	4	4	4	4	4	4	40
50	4	4	4	4	4	4	4	4	4	4	40
51	2	2	2	2	2	2	2	2	2	2	20

C. punishment

NO.RESP	JAWABAN ANGKET NOMOR									skor
	1	2	3	4	5	6	7	8	9	
1	2	2	2	2	2	2	2	2	2	18
2	2	2	2	2	2	2	2	2	2	18
3	2	2	2	3	3	2	2	2	2	20
4	4	2	2	2	2	3	2	3	2	22
5	3	2	2	2	2	3	2	2	3	21
6	3	2	2	2	2	4	2	2	3	22
7	4	2	2	2	2	4	2	2	3	23
8	4	3	3	2	2	2	2	2	4	24
9	4	2	2	3	3	2	2	2	4	24
10	4	2	2	2	2	2	2	2	2	20
11	2	2	3	2	2	3	3	3	2	22
12	2	2	4	4	4	4	2	2	2	26
13	2	2	4	2	2	2	2	2	3	21
14	2	2	4	2	2	2	3	3	3	23
15	2	2	4	2	2	2	4	4	2	24
16	2	2	2	2	2	2	4	4	2	22
17	4	2	2	2	2	2	2	2	4	22
18	4	2	2	3	3	3	2	3	4	26

19	4	2	2	2	2	2	2	3	4	23
20	4	2	2	4	2	2	3	2	4	25
21	2	2	2	3	2	3	3	2	2	21
22	2	3	3	3	2	2	2	2	2	21
23	2	2	2	2	2	2	2	3	2	19
24	2	4	2	2	3	3	3	3	2	24
25	2	3	2	3	3	3	3	2	2	23
26	4	3	3	3	4	4	4	2	2	29
27	3	3	3	3	4	4	4	3	3	30
28	3	2	2	2	2	3	3	3	3	23
29	4	2	2	2	3	2	2	4	4	25
30	4	2	2	3	2	2	2	4	4	25
31	4	2	2	2	2	2	2	4	4	24
32	4	2	2	2	2	2	2	4	4	24
33	2	2	3	2	2	2	2	2	2	19
34	2	3	2	3	2	3	3	2	2	22
35	2	2	2	3	2	3	2	2	2	20
36	2	2	2	2	2	3	2	2	2	19
37	2	2	2	2	2	2	2	2	2	18
38	3	2	3	2	2	2	2	2	2	20
39	2	2	2	2	2	4	2	2	2	20
40	4	2	2	2	2	2	2	3	2	21
41	2	2	2	2	2	2	2	2	2	18
42	2	3	3	3	2	2	2	2	3	22
43	2	2	2	2	2	2	2	2	4	20
44	2	4	2	2	2	2	2	2	3	21
45	3	3	2	3	2	3	3	3	3	25
46	3	3	3	3	3	2	2	2	2	23
47	4	4	2	2	2	4	2	2	2	24
48	4	4	4	2	2	3	2	3	3	27
49	4	4	3	2	3	2	2	3	2	25
50	4	4	4	4	2	2	2	2	2	26
51	2	2	2	2	2	2	2	2	2	18

D. Perilaku Etis

NO.RESP	JAWABAN ANGKET NOMOR							skor
	1	2	3	4	5	6	7	
1	2	2	2	3	3	3	3	18
2	2	2	2	2	2	4	4	18
3	2	2	2	2	3	4	4	19
4	2	2	4	2	3	2	4	19
5	2	2	3	3	2	2	4	18
6	2	4	2	2	2	2	2	16
7	2	3	2	2	2	2	2	15

Lampiran 4. Total Score variabel

Responden	Variabel			
	X1	X2	X3	Y
1	20	27	18	18
2	22	22	18	18
3	25	27	20	19
4	30	31	22	19
5	26	31	21	18
6	30	31	22	16
7	32	33	23	15
8	33	33	24	17
9	26	35	24	16
10	21	30	20	19
11	23	30	22	14
12	26	25	26	16
13	27	32	21	19
14	28	34	23	18
15	32	33	24	18
16	31	31	22	19
17	26	36	22	21
18	24	37	26	19
19	23	37	23	15
20	25	29	25	16
21	30	29	21	20
22	29	26	21	19
23	22	29	19	18
24	22	22	24	15
25	30	28	23	18
26	31	30	29	19
27	31	31	30	22
28	40	34	23	28
29	36	34	25	28
30	34	36	25	28
31	34	35	24	28
32	25	37	24	15
33	31	24	19	14
34	28	25	22	14
35	29	32	20	18
36	30	34	19	18
37	32	33	18	21
38	33	31	20	19
39	35	26	20	22
40	28	27	21	23
41	24	30	18	19

42	22	30	22	17
43	24	33	20	19
44	31	35	21	19
45	33	33	25	19
46	24	33	23	20
47	28	40	24	23
48	29	38	27	28
49	40	40	25	28
50	40	40	26	28
51	20	20	18	14



Lampiran 5. Uji Regresi Berganda

Regression

[DataSet0]

Descriptive Statistics

	Mean	Std. Deviation	N
PERILAKU_ETIS	19,4314	4,08536	51
PENGENDALIAN_INTERN	28,5294	5,04521	51
KOMPENSASI	31,3529	4,65971	51
PUNISHMENT	22,3922	2,80769	51

Correlations

		PERILAKU_ETIS	PENGENDALIAN_INTERN	KOMPENSASI	PUNISHMENT
Pearson Correlation	PERILAKU_ETIS	1,000	,634	,520	,327
	PENGENDALIAN_INTERN	,634	1,000	,427	,359
	KOMPENSASI	,520	,427	1,000	,439
	PUNISHMENT	,327	,359	,439	1,000
Sig. (1-tailed)	PERILAKU_ETIS	.	,000	,000	,005
	PENGENDALIAN_INTERN	,000	.	,001	,005
	KOMPENSASI	,000	,001	.	,001
	PUNISHMENT	,005	,005	,001	.

N	PERILAKU_ETIS	51	51	51	51
	PENGENDALIAN_INTERN	51	51	51	51
	KOMPENSASI	51	51	51	51
	PUNISHMENT	51	51	51	51

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	PUNISHMENT, PENGENDALIA N_INTERN, KOMPENSASI ^b		Enter

a. Dependent Variable: PERILAKU_ETIS

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,692 ^a	,478	,445	3,04323

a. Predictors: (Constant), PUNISHMENT, PENGENDALIAN_INTERN, KOMPENSASI

b. Dependent Variable: PERILAKU_ETIS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	399,232	3	133,077	14,369	,000 ^b
	Residual	435,277	47	9,261		
	Total	834,510	50			

a. Dependent Variable: PERILAKU_ETIS

b. Predictors: (Constant), PUNISHMENT, PENGENDALIAN_INTERN, KOMPENSASI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,878	3,880		,226	,004
	PENGENDALIAN_INTERN	,405	,097	,500	4,199	,000
	KOMPENSASI	,263	,109	,300	2,425	,002
	PUNISHMENT	,022	,175	,015	,128	,001

a. Dependent Variable: PERILAKU_ETIS

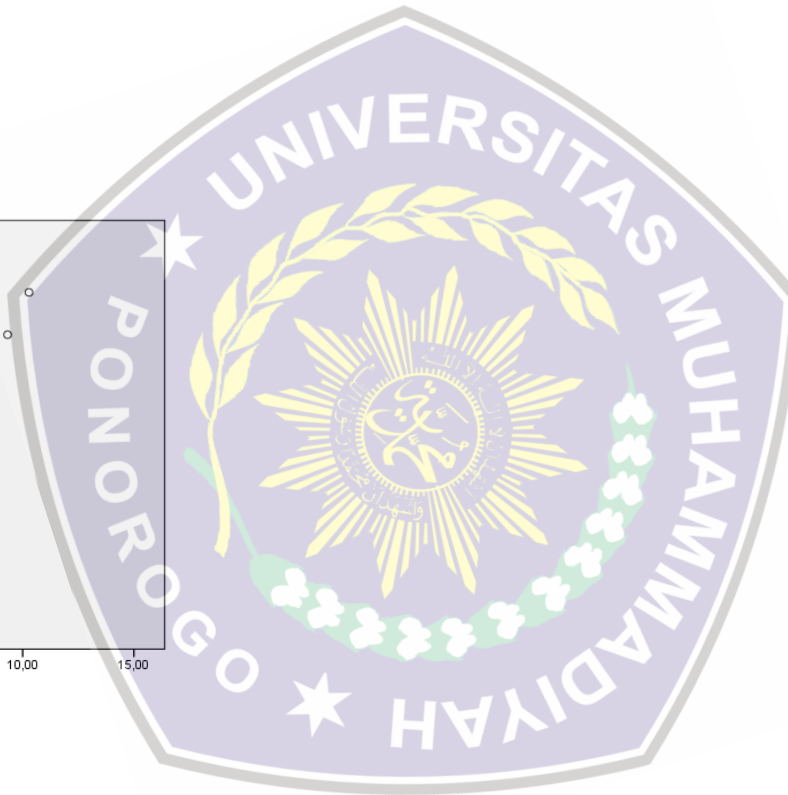
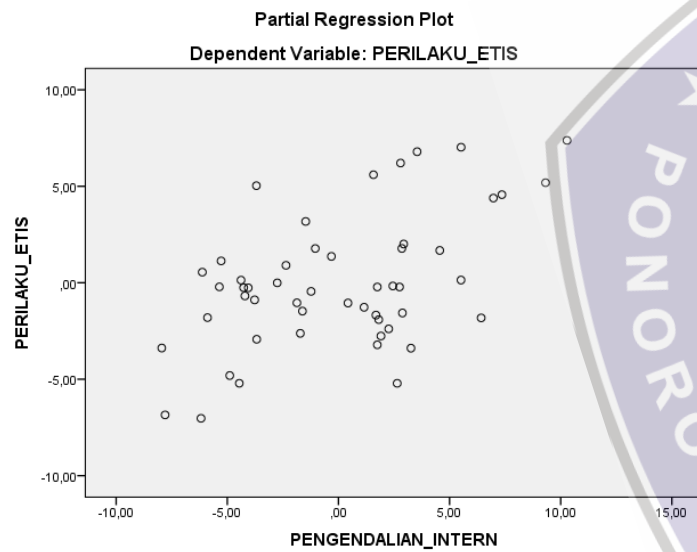
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12,8902	26,4351	19,4314	2,82571	51
Residual	6,28467	6,52646	,00000	2,95052	51

Std. Predicted Value	2,315	2,479	,000	1,000	51
Std. Residual	2,065	2,145	,000	,970	51

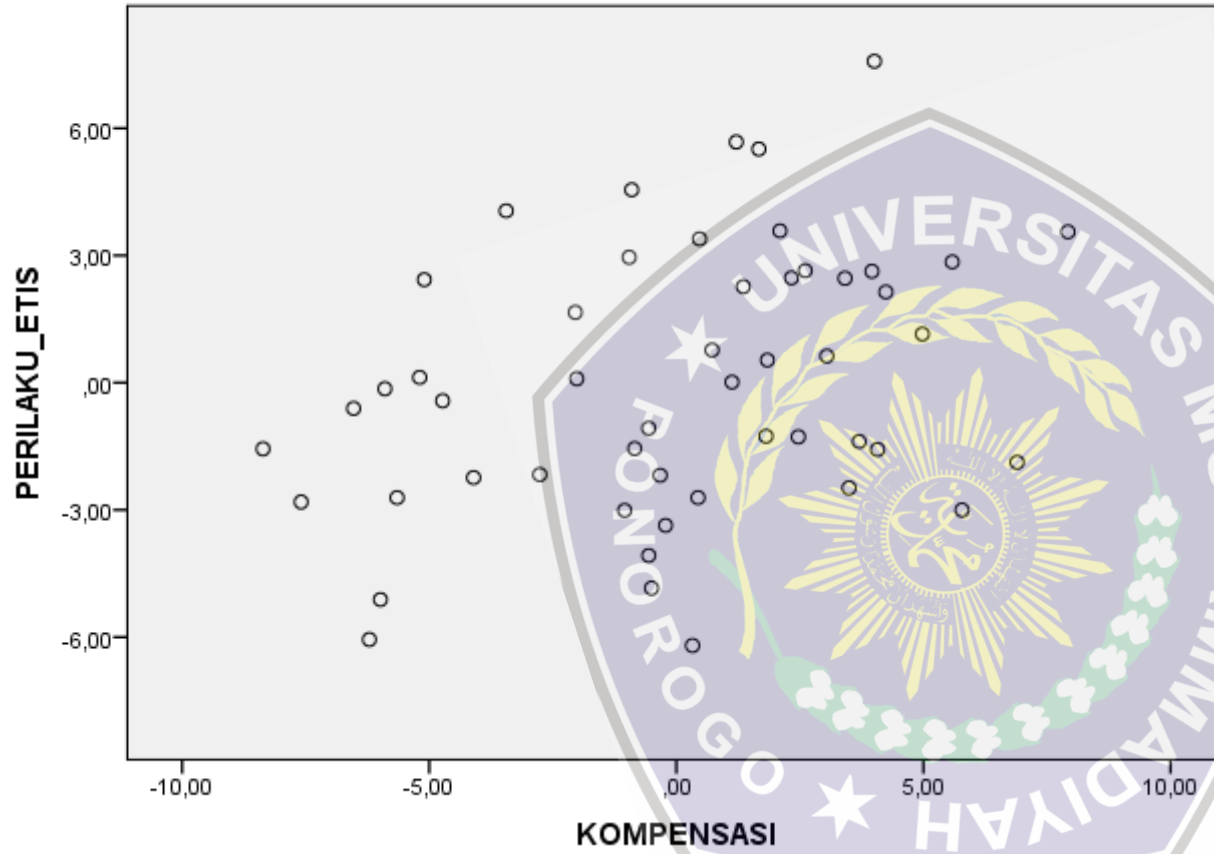
a. Dependent Variable: PERILAKU_ETIS

Charts



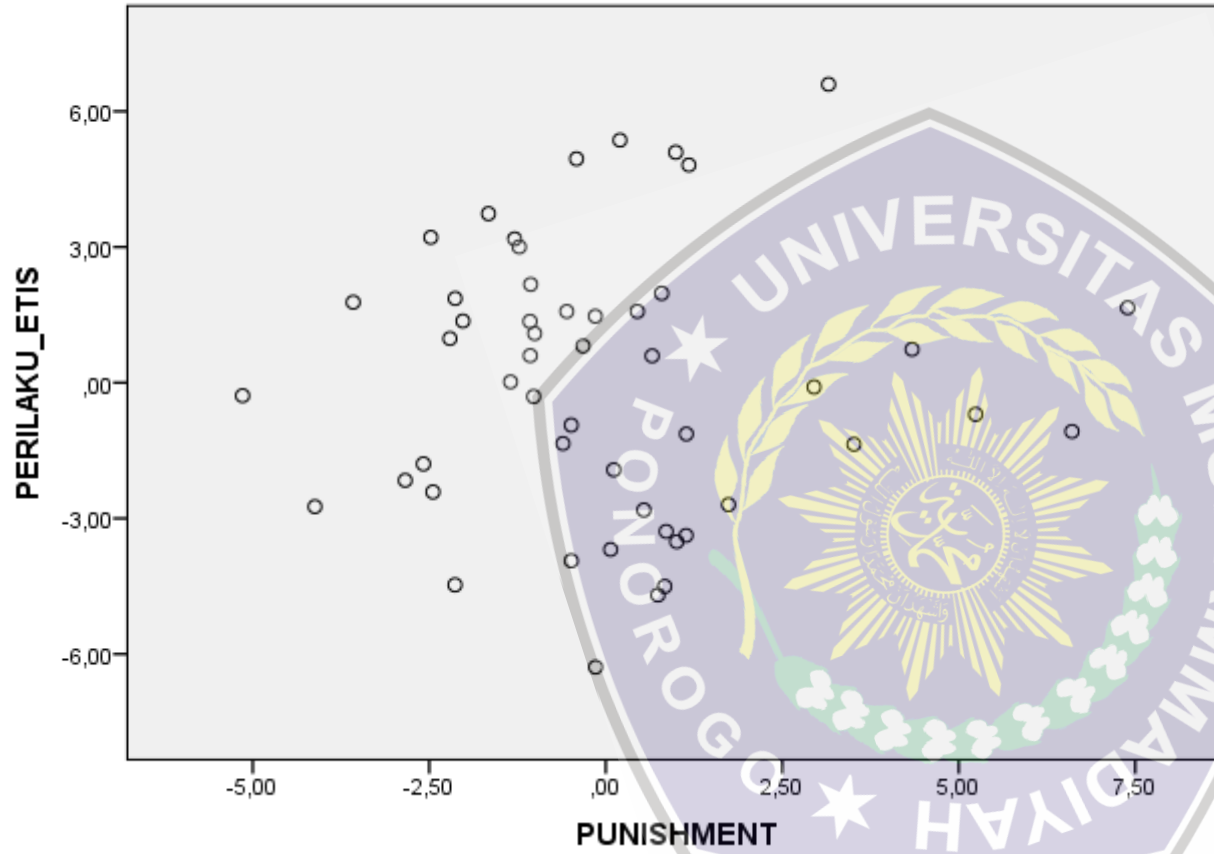
Partial Regression Plot

Dependent Variable: PERILAKU_ETIS



Partial Regression Plot

Dependent Variable: PERILAKU_ETIS



Lampiran 6. Pengendalian Intern VR

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	51	100,0
	Excluded ^a	0	,0
	Total	51	100,0

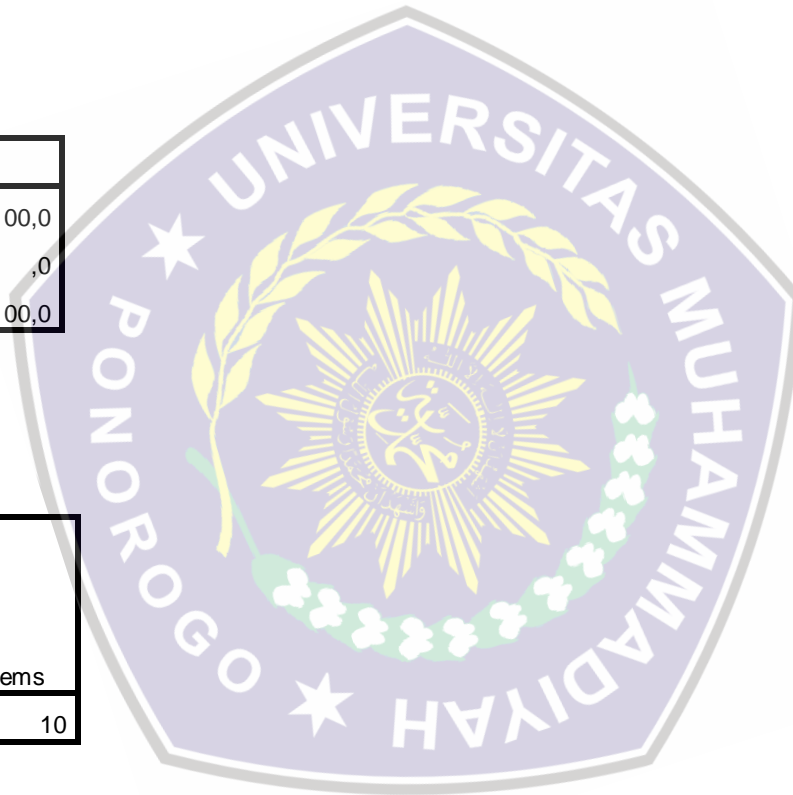
a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,927	,928	10

Item Statistics

	Mean	Std. Deviation	N
--	------	----------------	---



PENGENDALIAN_N1	2,6863	,81216	51
PENGENDALIAN_N2	2,7255	,80196	51
PENGENDALIAN_N3	2,5490	,75667	51
PENGENDALIAN_N4	2,6863	,78715	51
PENGENDALIAN_N5	2,6863	,86000	51
PENGENDALIAN_N6	2,6863	,88295	51
PENGENDALIAN_N7	2,7255	,85037	51
PENGENDALIAN_N8	2,8627	,91694	51
PENGENDALIAN_N9	2,8627	,91694	51
PENGENDALIAN_N10	2,8431	,90272	51

Inter-Item Correlation Matrix

	PENGENDALIAN _N1	PENGENDALI AN_N2	PENGENDALI AN_N3	PENGENDALI AN_N4	PENGENDALI AN_N5	PENGENDALI AN_N6	PENGENDALI AN_N7	PENGENDALI AN_N8	PENGENDALI AN_N9	PENGENDALI AN_N10
PENGENDALIAN_N1	1,000	,479	,774	,813	,543	,529	,539	,559	,398	,395
PENGENDALIAN_N2	,479	1,000	,715	,558	,627	,667	,532	,301	,247	,160
PENGENDALIAN_N3	,774	,715	1,000	,832	,608	,592	,612	,457	,457	,421
PENGENDALIAN_N4	,813	,558	,832	1,000	,561	,604	,705	,521	,383	,408
PENGENDALIAN_N5	,543	,627	,608	,561	1,000	,816	,837	,731	,528	,476
PENGENDALIAN_N6	,529	,667	,592	,604	,816	1,000	,789	,563	,465	,313
PENGENDALIAN_N7	,539	,532	,612	,705	,837	,789	1,000	,695	,515	,490
PENGENDALIAN_N8	,559	,301	,457	,521	,731	,563	,695	1,000	,667	,674
PENGENDALIAN_N9	,398	,247	,457	,383	,528	,465	,515	,667	1,000	,819
PENGENDALIAN_N10	,395	,160	,421	,408	,476	,313	,490	,674	,819	1,000

Inter-Item Covariance Matrix

	PENGENDALI AN_N1	PENGENDALI AN_N2	PENGENDALI AN_N3	PENGENDALI AN_N4	PENGENDALI AN_N5	PENGENDALI AN_N6	PENGENDALI AN_N7	PENGENDALI AN_N8	PENGENDALI AN_N9	PENGENDALI AN_N10
PENGENDALIAN_N1	,660	,312	,476	,520	,380	,380	,372	,416	,296	,290
PENGENDALIAN_N2	,312	,643	,434	,352	,432	,472	,363	,222	,182	,116
PENGENDALIAN_N3	,476	,434	,573	,496	,396	,396	,394	,317	,317	,288
PENGENDALIAN_N4	,520	,352	,496	,620	,380	,420	,472	,376	,276	,290
PENGENDALIAN_N5	,380	,432	,396	,380	,740	,620	,612	,576	,416	,370
PENGENDALIAN_N6	,380	,472	,396	,420	,620	,780	,592	,456	,376	,250
PENGENDALIAN_N7	,372	,363	,394	,472	,612	,592	,723	,542	,402	,376
PENGENDALIAN_N8	,416	,222	,317	,376	,576	,456	,542	,841	,561	,558
PENGENDALIAN_N9	,296	,182	,317	,276	,416	,376	,402	,561	,841	,678
PENGENDALIAN_N10	,290	,116	,288	,290	,370	,250	,376	,558	,678	,815

Summary Item Statistics

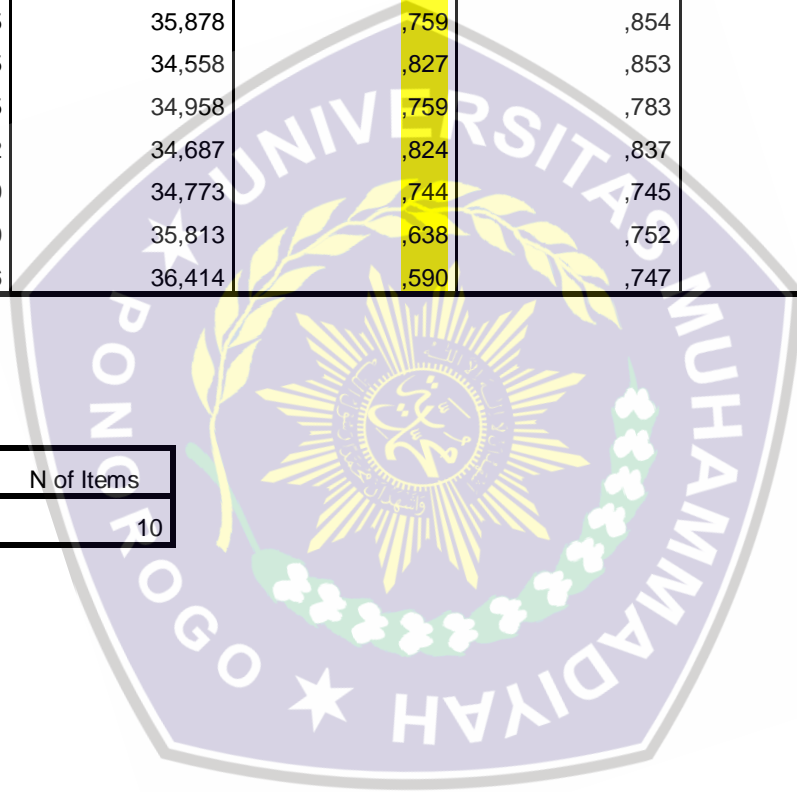
	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	,564	,160	,837	,677	5,220	,026	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
PENGENDALIAN_N1	24,6275	36,118	,705	,758	,920
PENGENDALIAN_N2	24,5882	37,247	,589	,687	,926
PENGENDALIAN_N3	24,7647	36,064	,773	,842	,917
PENGENDALIAN_N4	24,6275	35,878	,759	,854	,918
PENGENDALIAN_N5	24,6275	34,558	,827	,853	,914
PENGENDALIAN_N6	24,6275	34,958	,759	,783	,917
PENGENDALIAN_N7	24,5882	34,687	,824	,837	,914
PENGENDALIAN_N8	24,4510	34,773	,744	,745	,918
PENGENDALIAN_N9	24,4510	35,813	,638	,752	,924
PENGENDALIAN_N10	24,4706	36,414	,590	,747	,927

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27,3137	43,660	6,60754	10



RELIABILITY

```
/VARIABLES=KOMPENSASI_1 KOMPENSASI_2 KOMPENSASI_3 KOMPENSASI_4 KOMPENSASI_5 KOMPENSASI_6  
KOMPENSASI_7 KOMPENSASI_8 KOMPENSASI_9 KOMPENSASI_10  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/STATISTICS=DESCRIPTIVE SCALE CORR  
/SUMMARY=TOTAL CORR.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	51	100,0
	Excluded ^a	0	,0
	Total	51	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,933	,935	10



Item Statistics

	Mean	Std. Deviation	N
KOMPENSASI_1	2,5686	,70014	51
KOMPENSASI_2	3,0784	,89091	51
KOMPENSASI_3	2,9804	,88295	51
KOMPENSASI_4	2,7059	,78215	51
KOMPENSASI_5	2,6471	,77003	51
KOMPENSASI_6	2,4314	,70014	51
KOMPENSASI_7	2,5490	,70182	51
KOMPENSASI_8	3,0588	,90359	51
KOMPENSASI_9	3,0000	,89443	51
KOMPENSASI_10	2,6863	,78715	51

Inter-Item Correlation Matrix

	KOMPENSASI _1	KOMPENSASI _2	KOMPENSASI _3	KOMPENSASI _4	KOMPENSASI _5	KOMPENSASI _6	KOMPENSASI _7	KOMPENSASI _8	KOMPENSASI _9	KOMPENSASI _10
KOMPENSASI_1	1,000	,504	,536	,786	,676	,836	,980	,484	,543	,766
KOMPENSASI_2	,504	1,000	,790	,522	,449	,265	,506	,988	,778	,521
KOMPENSASI_3	,536	,790	1,000	,397	,490	,273	,534	,779	,988	,394
KOMPENSASI_4	,786	,522	,397	1,000	,356	,638	,774	,506	,400	,984
KOMPENSASI_5	,676	,449	,490	,356	1,000	,696	,662	,433	,494	,342
KOMPENSASI_6	,836	,265	,273	,638	,696	1,000	,852	,275	,255	,650
KOMPENSASI_7	,980	,506	,534	,774	,662	,852	1,000	,516	,510	,789
KOMPENSASI_8	,484	,988	,779	,506	,433	,275	,516	1,000	,742	,533
KOMPENSASI_9	,543	,778	,988	,400	,494	,255	,510	,742	1,000	,369
KOMPENSASI_10	,766	,521	,394	,984	,342	,650	,789	,533	,369	1,000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	,590	,255	,988	,732	3,867	,042	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KOMPENSASI_1	25,1373	33,161	,843	.	,922
KOMPENSASI_2	24,6275	31,918	,769	.	,924
KOMPENSASI_3	24,7255	32,203	,745	.	,926
KOMPENSASI_4	25,0000	33,240	,732	.	,926
KOMPENSASI_5	25,0588	34,256	,622	.	,931
KOMPENSASI_6	25,2745	34,803	,624	.	,931
KOMPENSASI_7	25,1569	33,135	,845	.	,921
KOMPENSASI_8	24,6471	31,913	,756	.	,925
KOMPENSASI_9	24,7059	32,252	,728	.	,927
KOMPENSASI_10	25,0196	33,220	,729	.	,926

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27,7059	40,452	6,36017	10

RELIABILITY

```
/VARIABLES=PUNISHMENT_1 PUNISHMENT_2 PUNISHMENT_3 PUNISHMENT_4 PUNISHMENT_5 PUNISHMENT_6  
PUNISHMENT_7 PUNISHMENT_8 PUNISHMENT_9  
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/STATISTICS=DESCRIPTIVE SCALE CORR  
/SUMMARY=TOTAL CORR.
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Reliability

Scale: ALL VARIABLES

Case Processing Summary

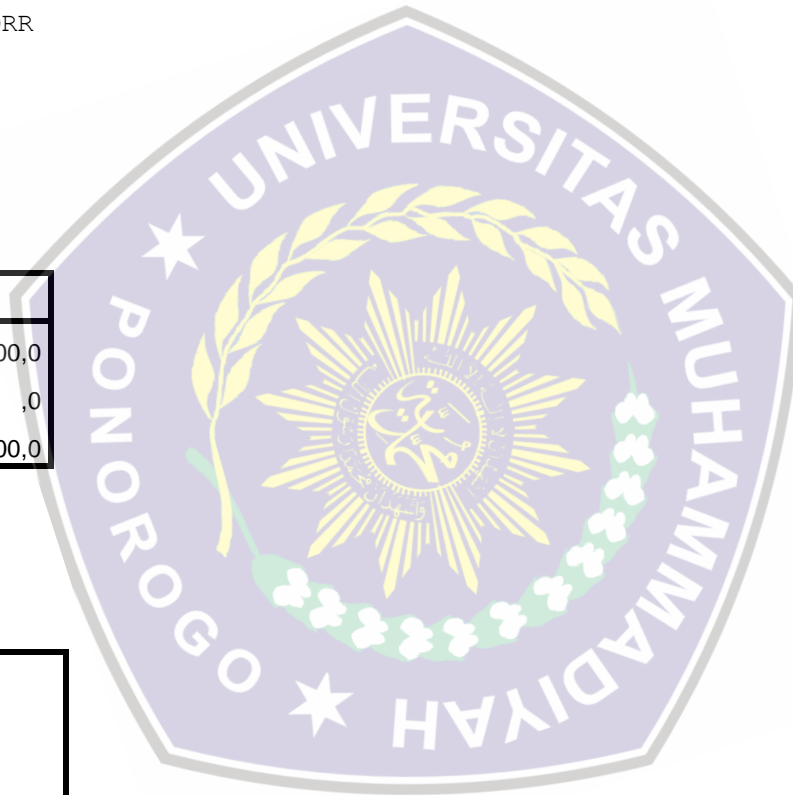
		N	%
Cases	Valid	51	100,0
	Excluded ^a	0	,0
	Total	51	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,860	,861	9

Item Statistics



	Mean	Std. Deviation	N
PUNISHMENT_1	2,8824	,93053	51
PUNISHMENT_2	2,8431	,90272	51
PUNISHMENT_3	2,8039	,91694	51
PUNISHMENT_4	2,9216	,91309	51
PUNISHMENT_5	2,5490	,72976	51
PUNISHMENT_6	2,5686	,75511	51
PUNISHMENT_7	2,3725	,63121	51
PUNISHMENT_8	2,4902	,67446	51
PUNISHMENT_9	2,6078	,80196	51

Inter-Item Correlation Matrix

	PUNISHMENT_1	PUNISHMENT_2	PUNISHMENT_3	PUNISHMENT_4	PUNISHMENT_5	PUNISHMENT_6	PUNISHMENT_7	PUNISHMENT_8	PUNISHMENT_9
PUNISHMENT_1	1,000	,668	,652	,672	,362	,183	,212	,476	,446
PUNISHMENT_2	,668	1,000	,880	,810	,285	,163	,245	,326	,328
PUNISHMENT_3	,652	,880	1,000	,865	,224	,078	,198	,256	,220
PUNISHMENT_4	,672	,810	,865	1,000	,336	,008	,086	,259	,176
PUNISHMENT_5	,362	,285	,224	,336	1,000	,293	,676	,783	,341
PUNISHMENT_6	,183	,163	,078	,008	,293	1,000	,596	,463	,442
PUNISHMENT_7	,212	,245	,198	,086	,676	,596	1,000	,831	,413
PUNISHMENT_8	,476	,326	,256	,259	,783	,463	,831	1,000	,436
PUNISHMENT_9	,446	,328	,220	,176	,341	,442	,413	,436	1,000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	,408	,008	,880	,872	110,547	,058	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
PUNISHMENT_1	21,1569	18,775	,699	,693	,833
PUNISHMENT_2	21,1961	18,801	,723	,809	,830
PUNISHMENT_3	21,2353	19,144	,660	,875	,838
PUNISHMENT_4	21,1176	19,386	,629	,843	,841
PUNISHMENT_5	21,4902	21,015	,558	,703	,848
PUNISHMENT_6	21,4706	22,214	,350	,447	,866
PUNISHMENT_7	21,6667	21,707	,540	,841	,850
PUNISHMENT_8	21,5490	20,773	,659	,847	,840
PUNISHMENT_9	21,4314	21,090	,481	,389	,855

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24,0392	25,278	5,02777	9

RELIABILITY

```
/VARIABLES=PERILAKUETIS_1 PERILAKUETIS_2 PERILAKUETIS_3 PERILAKUETIS_4 PERILAKUETIS_5  
PERILAKUETIS_6 PERILAKUETIS_7  
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/MODEL=ALPHA  
/STATISTICS=DESCRIPTIVE SCALE CORR  
/SUMMARY=TOTAL CORR.
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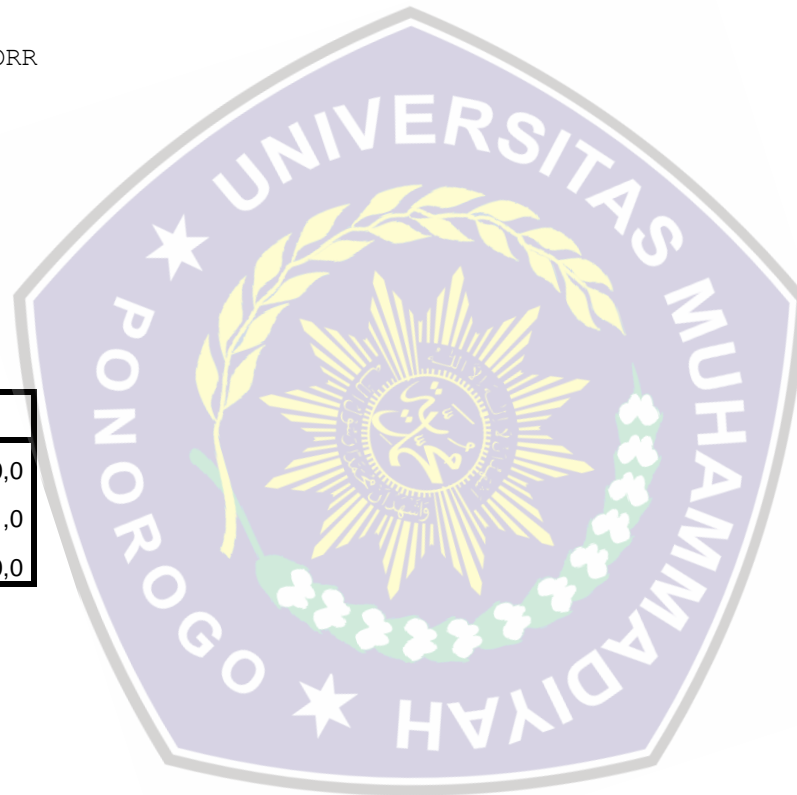
Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	51	100,0
	Excluded ^a	0	,0
	Total	51	100,0

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



Reliability Statistics

	Cronbach's Alpha Based on Standardized	
Cronbach's Alpha	Items	N of Items
,932	,931	7

Item Statistics

	Mean	Std. Deviation	N
PERILAKUETIS_1	2,6863	,81216	51
PERILAKUETIS_2	2,7255	,80196	51
PERILAKUETIS_3	2,5490	,75667	51
PERILAKUETIS_4	2,8431	,85726	51
PERILAKUETIS_5	2,7451	,89091	51
PERILAKUETIS_6	2,8039	,89487	51
PERILAKUETIS_7	2,7843	,87895	51

Inter-Item Correlation Matrix

	PERILAKUETIS_ 1	PERILAKUETIS_ 2	PERILAKUETIS_ 3	PERILAKUETIS_ 4	PERILAKUETIS_ 5	PERILAKUETIS_ 6	PERILAKUETIS_ 7
PERILAKUETIS_1	1,000	,479	,774	,589	,606	,492	,520
PERILAKUETIS_2	,479	1,000	,715	,518	,572	,620	,482
PERILAKUETIS_3	,774	,715	1,000	,598	,657	,546	,573
PERILAKUETIS_4	,589	,518	,598	1,000	,837	,819	,910
PERILAKUETIS_5	,606	,572	,657	,837	1,000	,839	,873

PERILAKUETIS_6	,492	,620	,546	,819	,839	1,000	,810
PERILAKUETIS_7	,520	,482	,573	,910	,873	,810	1,000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	,658	,479	,910	,430	1,898	,020	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
PERILAKUETIS_1	16,4510	19,333	,662	,658	,932
PERILAKUETIS_2	16,4118	19,487	,648	,632	,933
PERILAKUETIS_3	16,5882	19,167	,752	,774	,924
PERILAKUETIS_4	16,2941	17,772	,860	,862	,914
PERILAKUETIS_5	16,3922	17,363	,884	,841	,911
PERILAKUETIS_6	16,3333	17,707	,825	,793	,917
PERILAKUETIS_7	16,3529	17,753	,836	,878	,916

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19,1373	24,721	4,97200	7

NPAR TESTS

/K-S (NORMAL) =RES_2

/MISSING ANALYSIS.

NPar Tests

One-Sample Kolmogorov-Smirnov Test

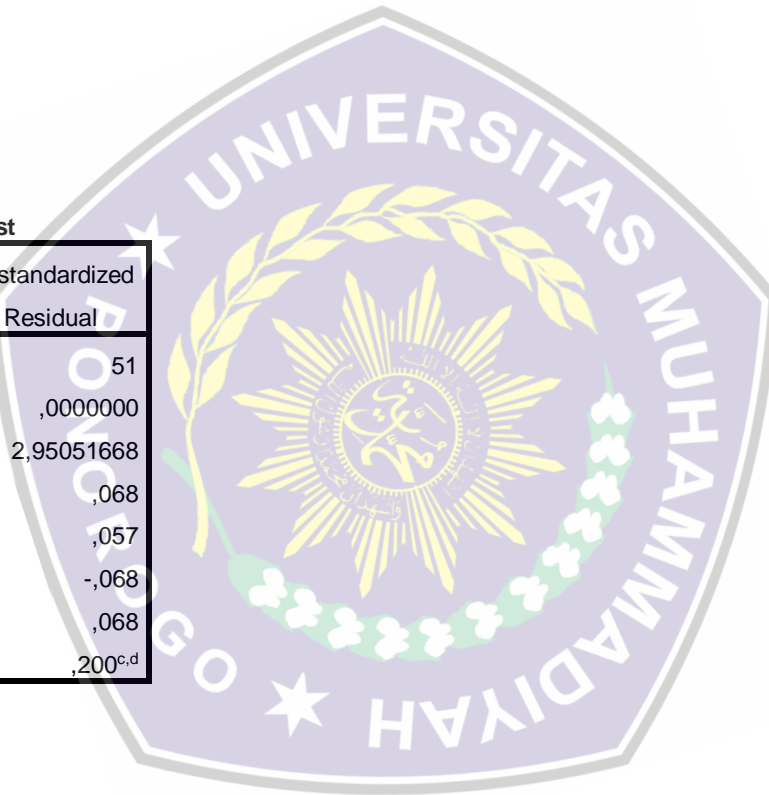
		Unstandardized Residual
N		51
Normal Parameters ^{a,b}	Mean	,000000
	Std. Deviation	2,95051668
Most Extreme Differences	Absolute	,068
	Positive	,057
	Negative	-,068
Test Statistic		,068
Asymp. Sig. (2-tailed)		,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.



REGRESSION

/DESCRIPTIVES MEAN STDDEV CORR SIG N
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT PERILAKU_ETIS
 /METHOD=ENTER PENGENDALIAN_INTERN KOMPENSASI PUNISHMENT
 /PARTIALPLOT ALL.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
		B	Std. Error	Beta	t		Tolerance	VIF
1	(Constant)	,878	3,880		,226	,822		
	PENGENDALIAN_INTERN	,405	,097	,500	4,199	,000	,781	1,280
	KOMPENSASI	,263	,109	,300	2,425	,019	,724	1,380
	PUNISHMENT	,022	,175	,015	,128	,899	,771	1,296

a. Dependent Variable: PERILAKU_ETIS

Coefficient Correlations^a

Model		PUNISHMENT	PENGENDALIAN _INTERN	KOMPENSASI
1	Correlations	PUNISHMENT		
		1,000	,212	,338

	PENGENDALIAN_INTERN	,212	1,000	,321
	KOMPENSASI	,338	,321	1,000
Covariances	PUNISHMENT	,030	,004	,006
	PENGENDALIAN_INTERN	,004	,009	,003
	KOMPENSASI	,006	,003	,012

a. Dependent Variable: PERILAKU_ETIS

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	PENGENDALIAN _INTERN	KOMPENSASI	PUNISHMENT
1	1	3,963	1,000	,00	,00	,00	,00
	2	,018	14,992	,08	,97	,03	,07
	3	,011	18,682	,17	,02	,97	,11
	4	,008	22,822	,75	,00	,00	,81

a. Dependent Variable: PERILAKU_ETIS

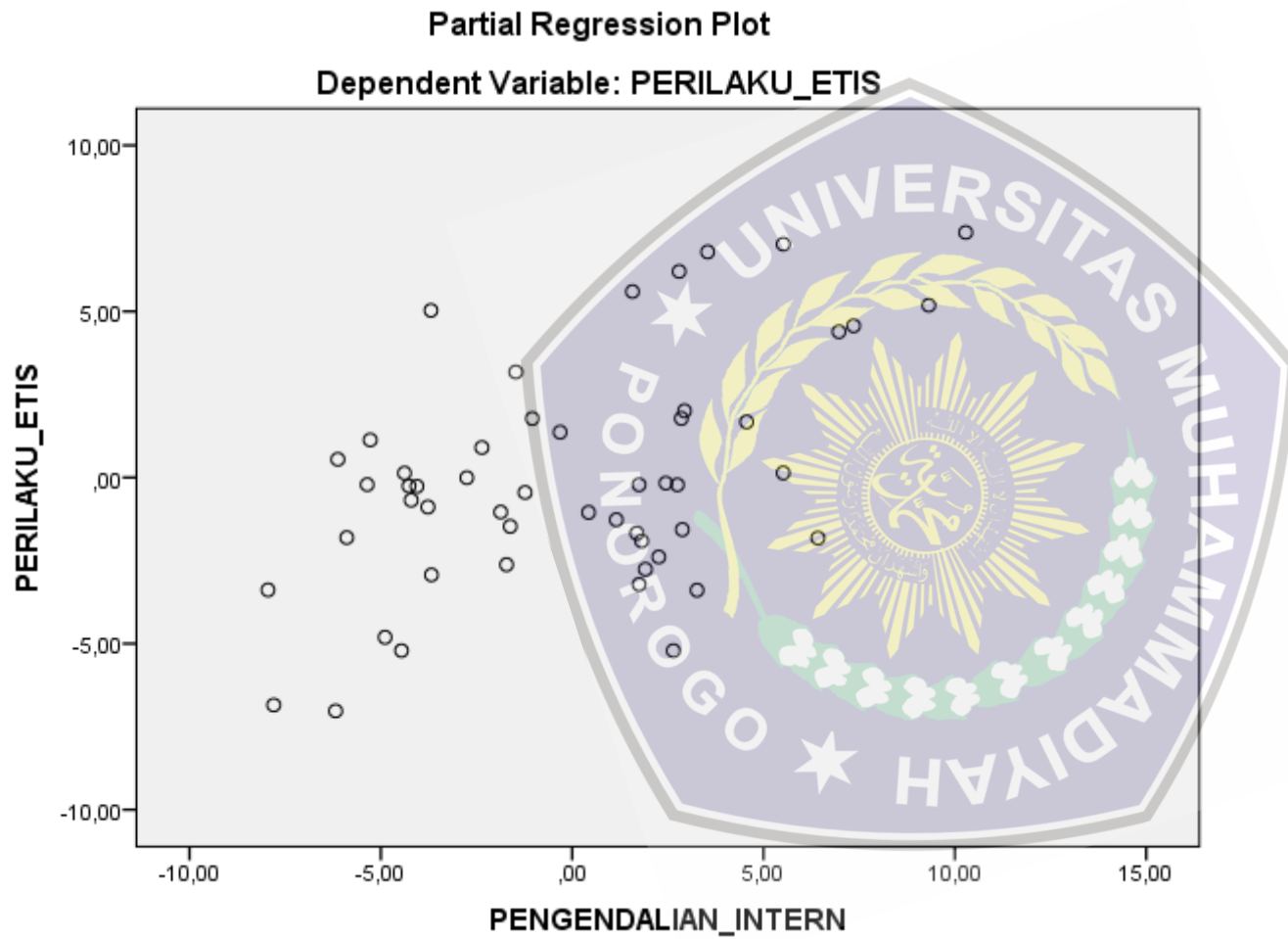
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12,8902	26,4351	19,4314	2,82571	51
Residual	6,28467	6,52646	,00000	2,95052	51
Std. Predicted Value	2,315	2,479	,000	1,000	51
Std. Residual	2,065133	2,145	,000	,970	51

a. Dependent Variable: PERILAKU_ETIS

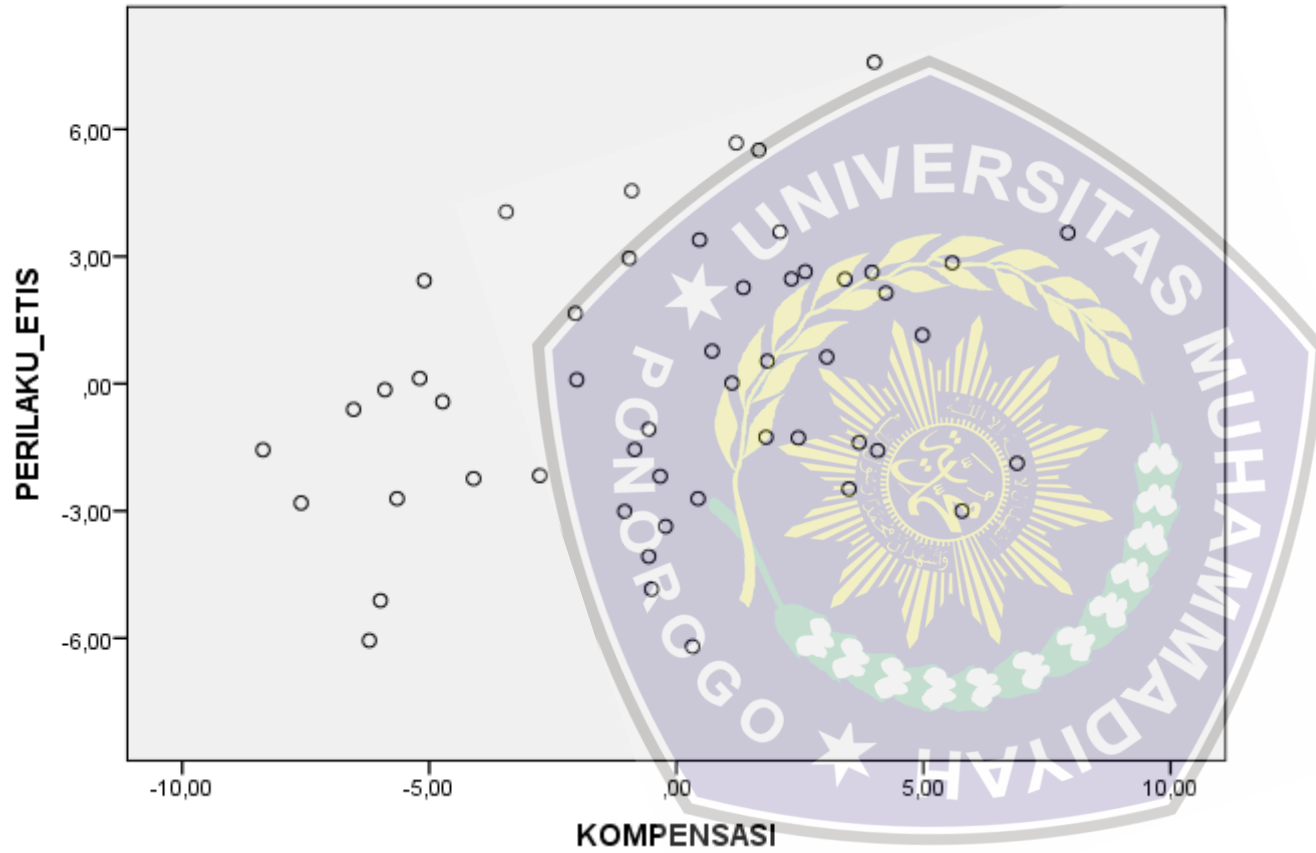


Charts



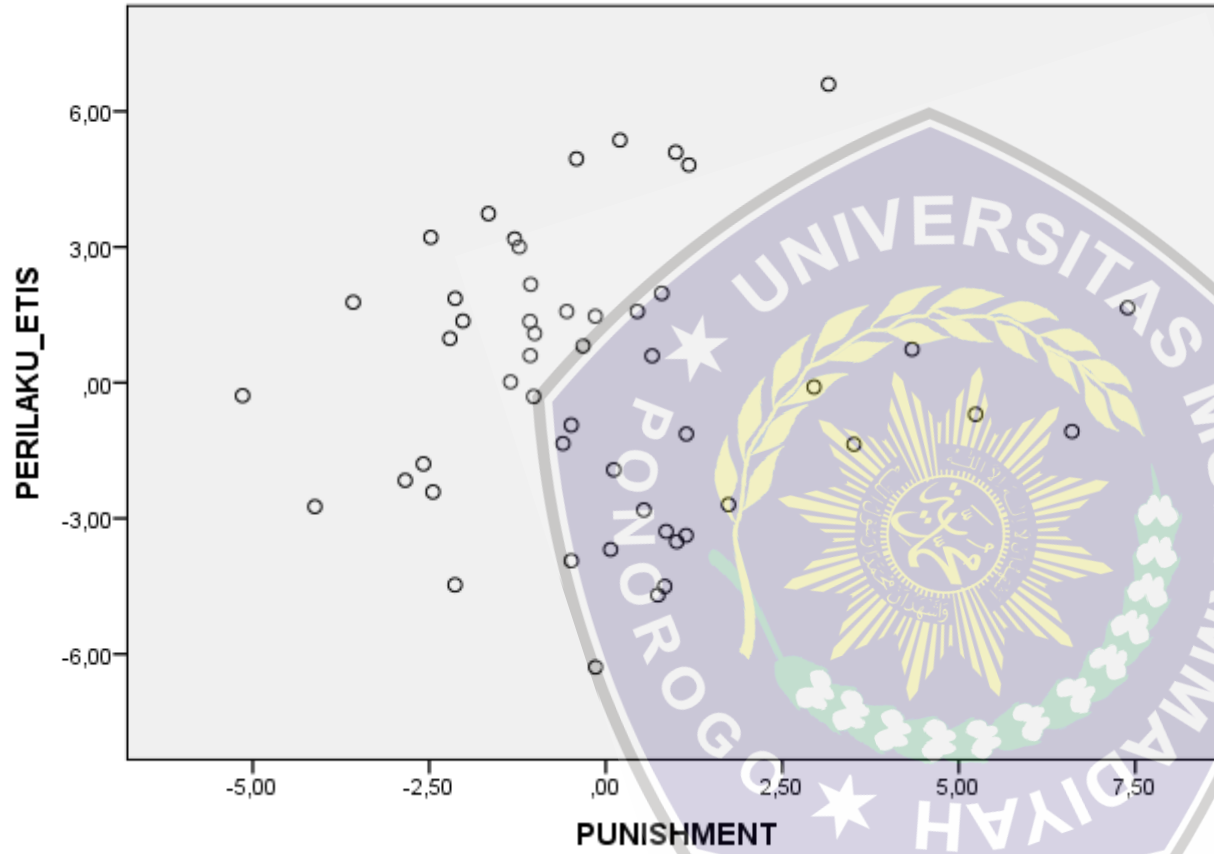
Partial Regression Plot

Dependent Variable: PERILAKU_ETIS

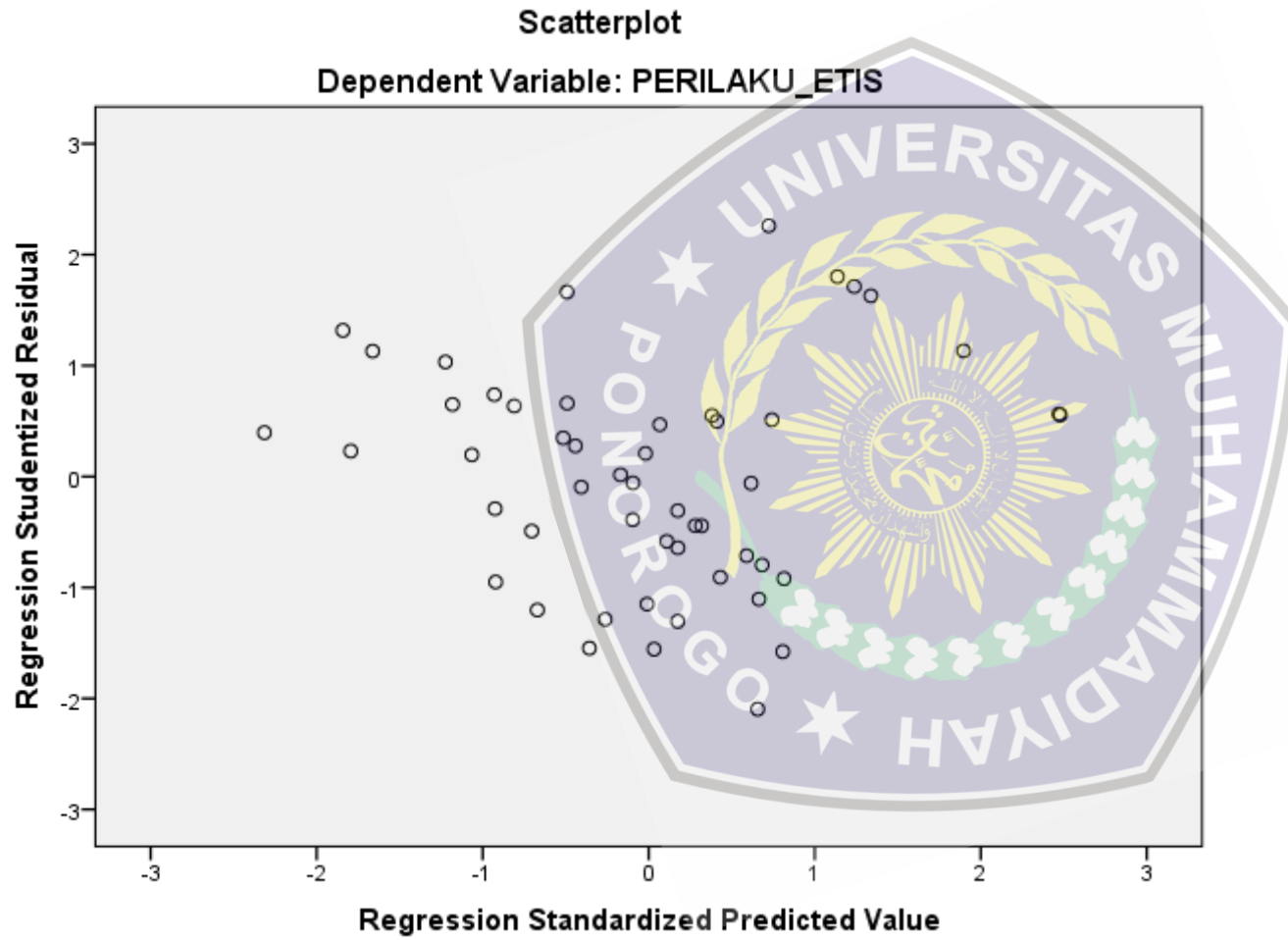


Partial Regression Plot

Dependent Variable: PERILAKU_ETIS

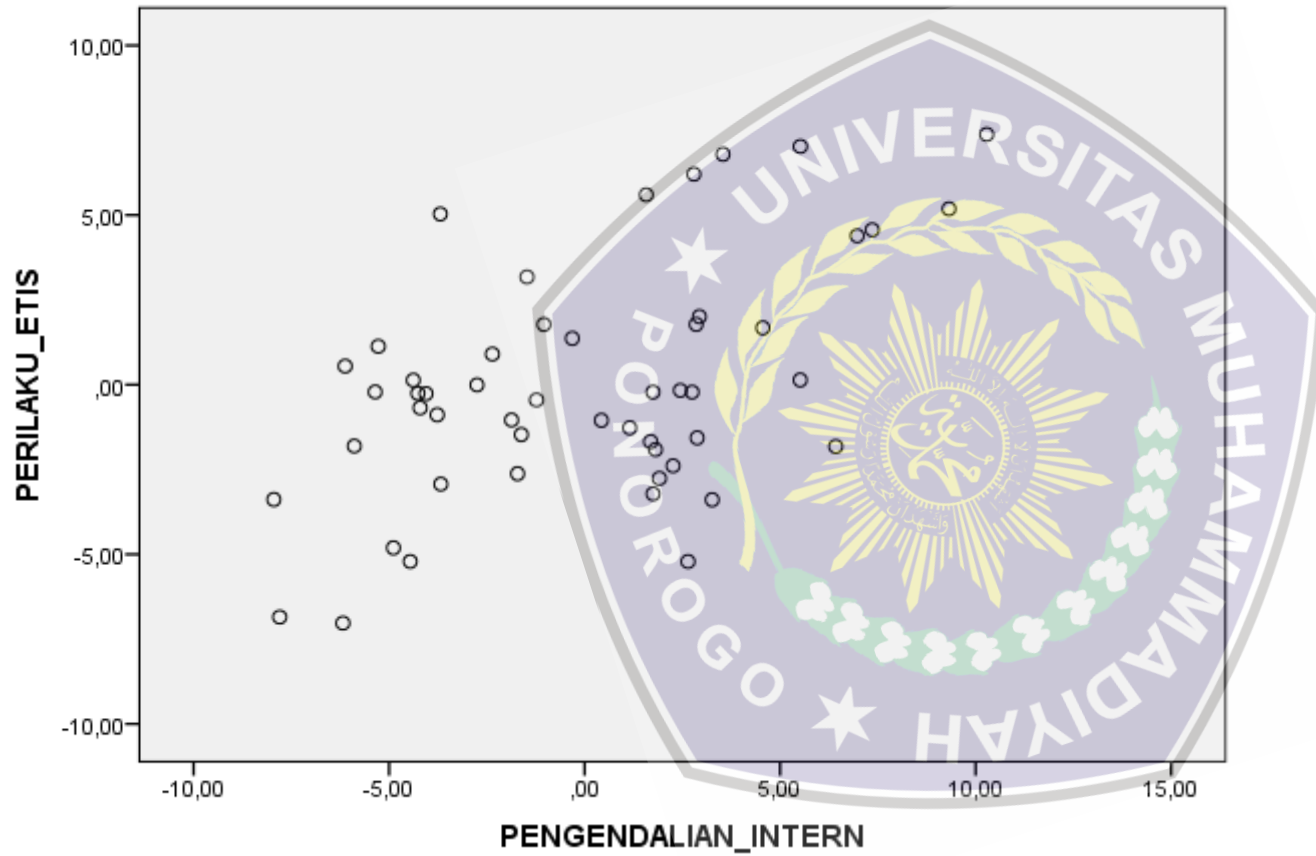


Charts



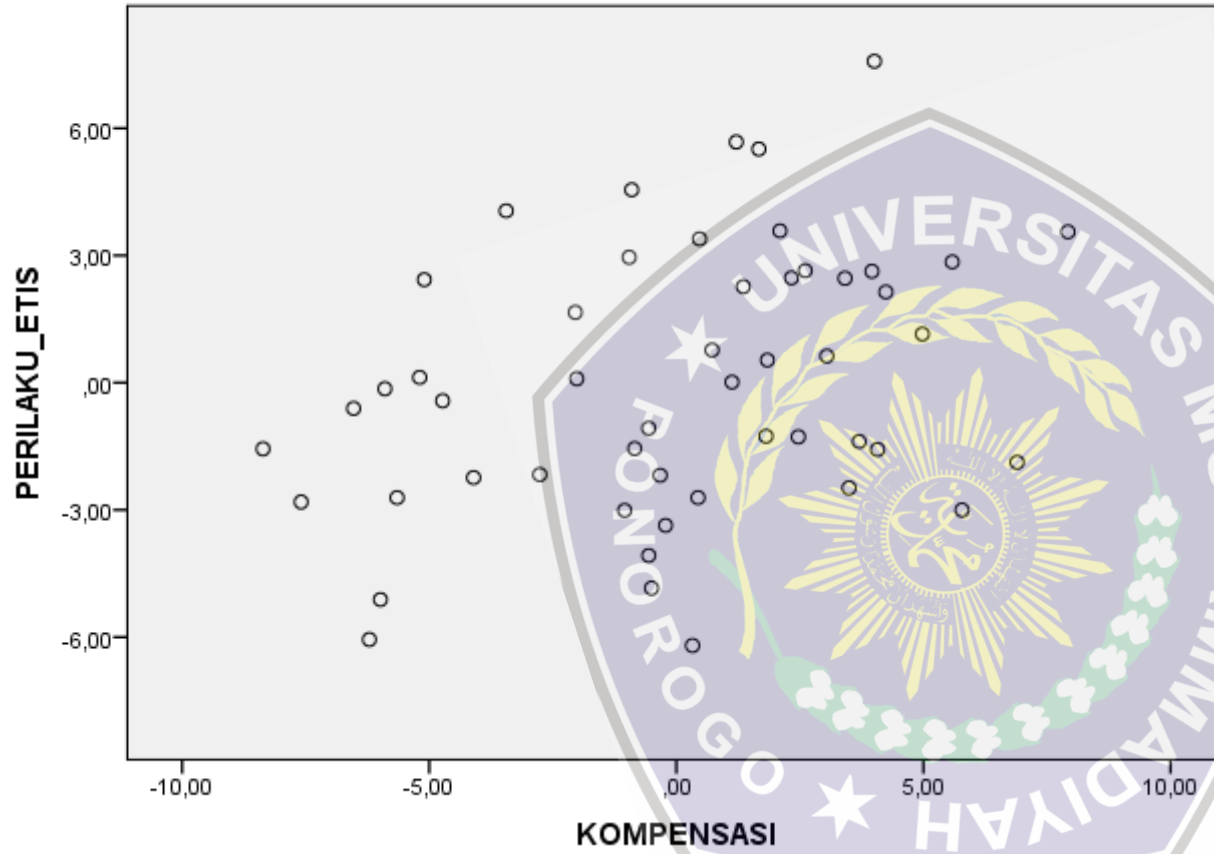
Partial Regression Plot

Dependent Variable: PERILAKU_ETIS



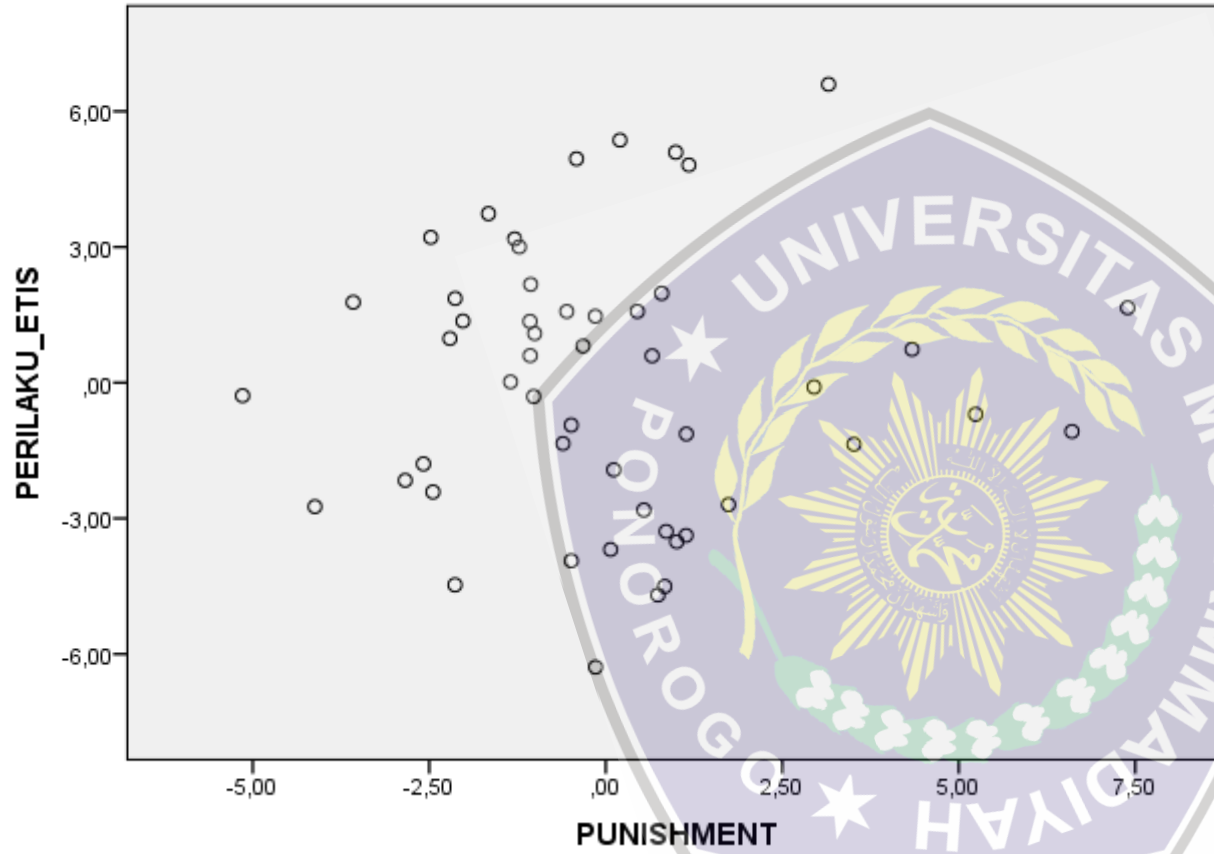
Partial Regression Plot

Dependent Variable: PERILAKU_ETIS



Partial Regression Plot

Dependent Variable: PERILAKU_ETIS



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REGRESSION
/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT abs_RES
/METHOD=ENTER PENGENDALIAN_INTERN KOMPENSASI PUNISHMENT
/PARTIALPLOT ALL
/SCATTERPLOT=(*SRESID ,*ZPRED) .

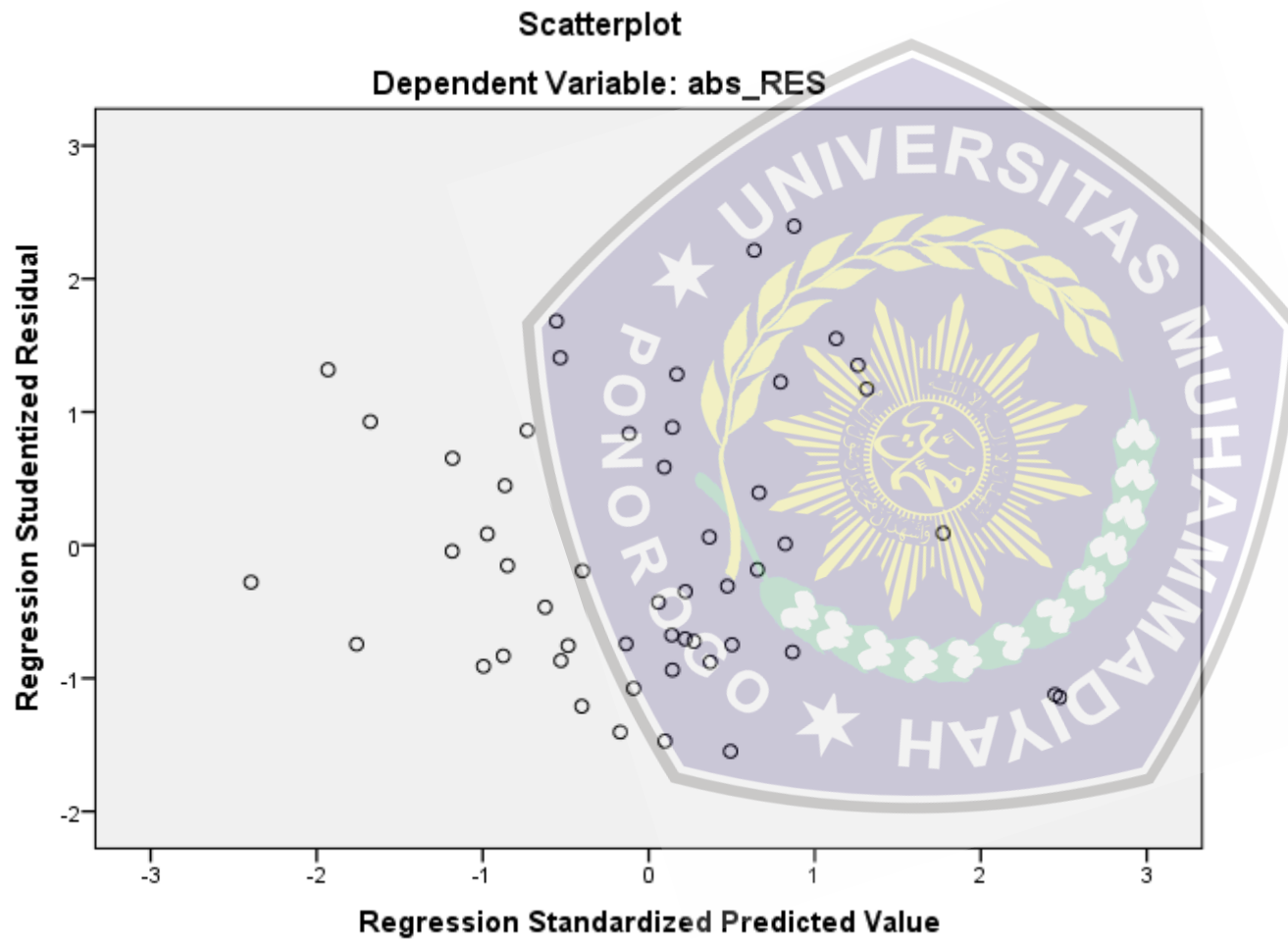
```

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-,361	2,124		-,170	,866		
	PENGENDALIAN_INTERN	,048	,053	,145	,901	,372	,781	1,280
	KOMPENSASI	,038	,059	,106	,636	,528	,724	1,380
	PUNISHMENT	,011	,096	,018	,110	,913	,771	1,296

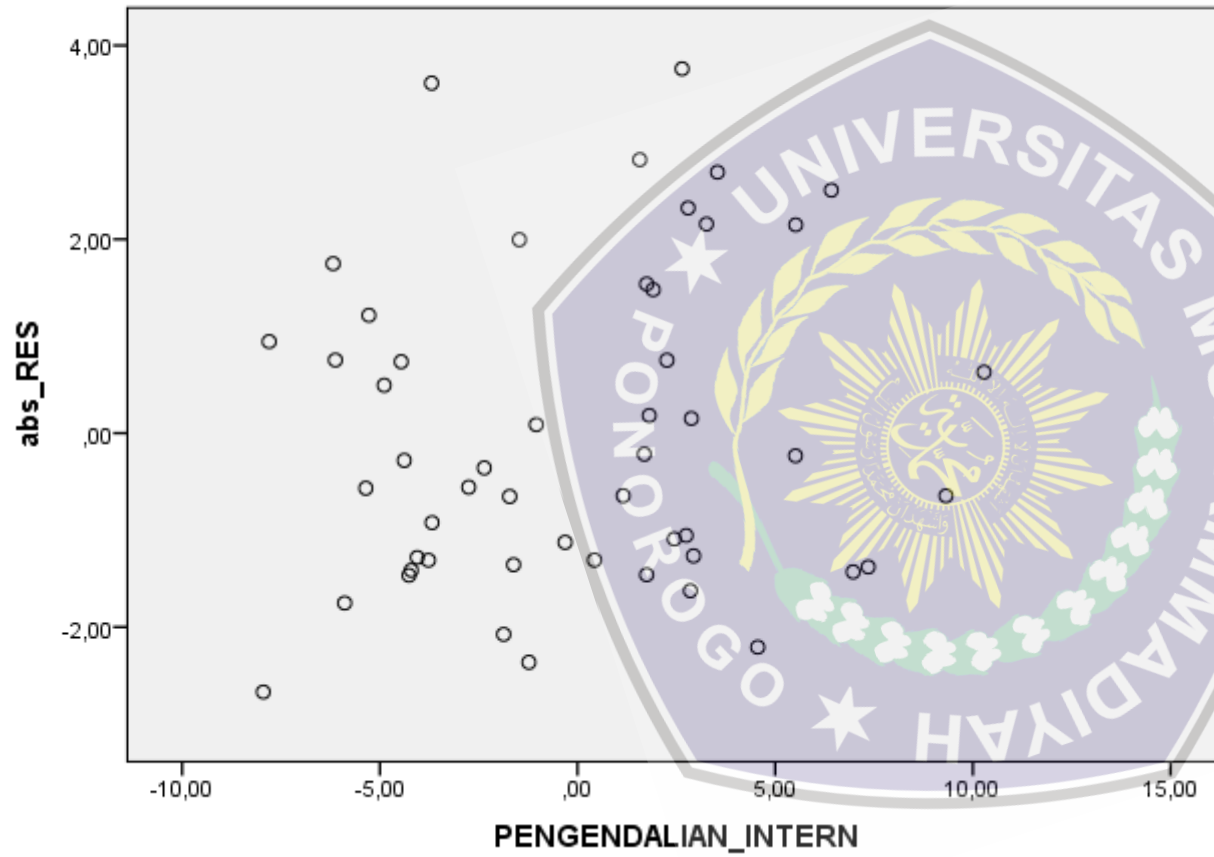
a. Dependent Variable: abs_RES

Charts

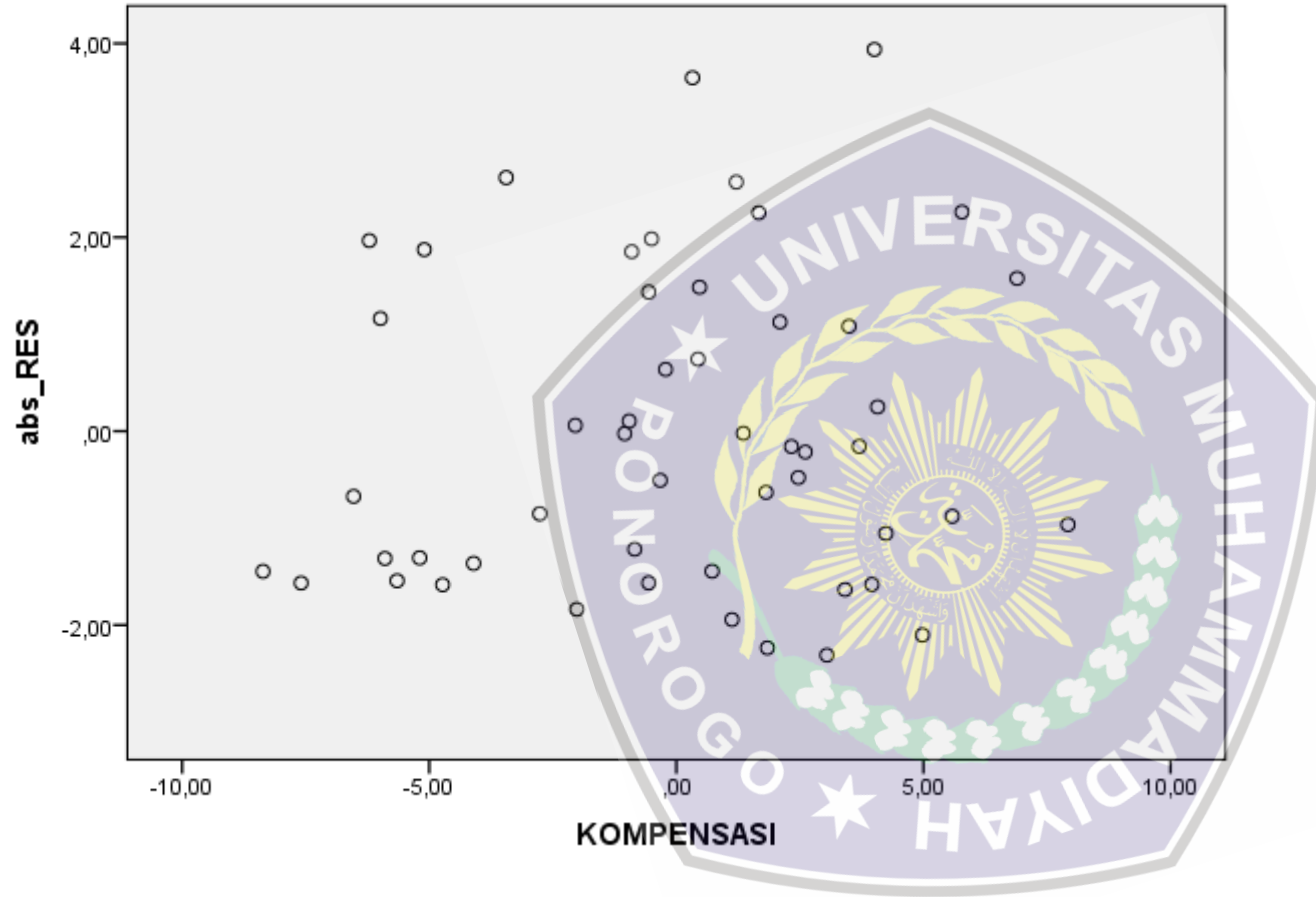


Partial Regression Plot

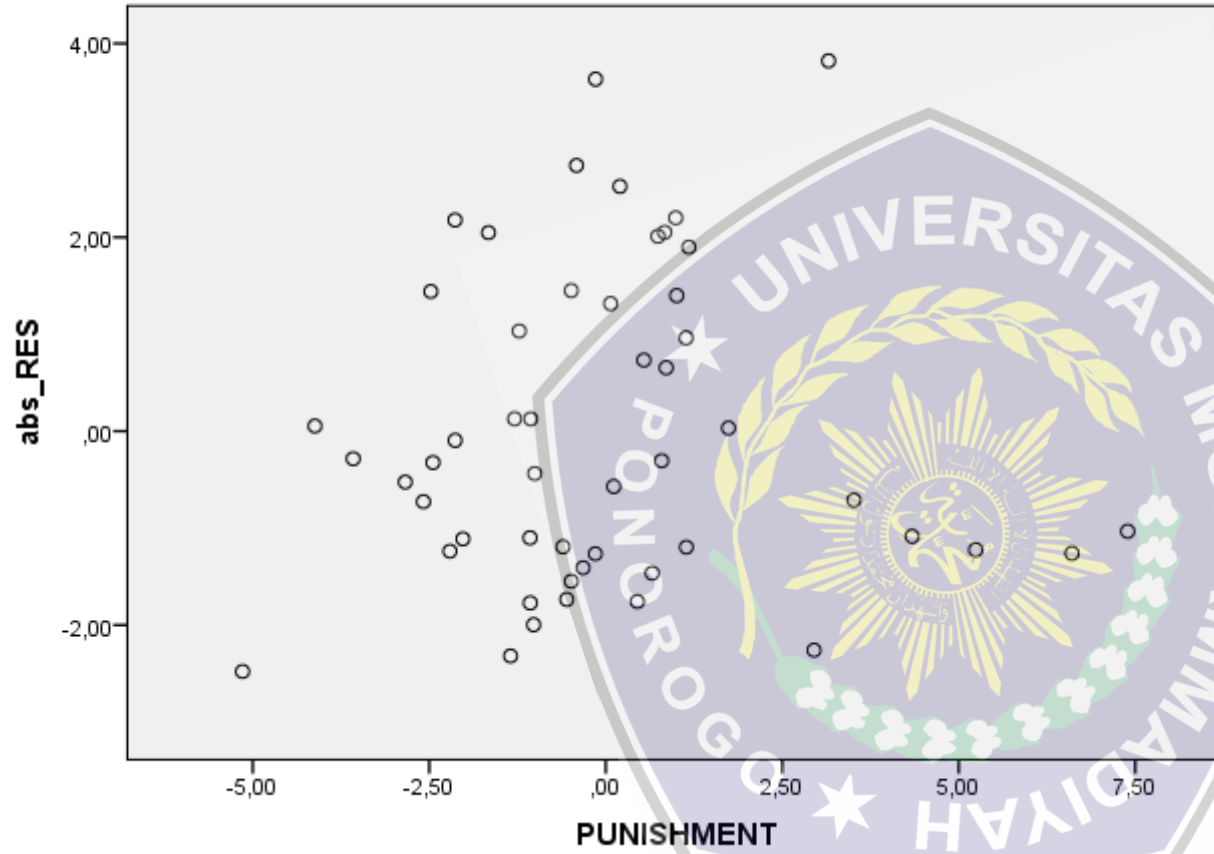
Dependent Variable: abs_RES



Partial Regression Plot
Dependent Variable: abs_RES



Partial Regression Plot
Dependent Variable: abs_RES



Lampiran 14. Uji F

Tabel 4.12 Hasil Uji F (ANOVA^a)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	399,232	3	133,077	14,369	,000 ^b
	Residual	435,277	47	9,261		
	Total	834,510	50			

a. Dependent Variabel: PERILAKU_ETIS

b. Predictors: (Constant), PUNISHMENT, PENGENDALIAN_INTERN, KOMPENSASI

