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**KUESIONER PENELITIAN**

**IDENTITAS RESPONDEN**

1. KAP : (harus diisi)
2. Nama responden : (harus diisi)
3. Nomer telp. / HP : (harus diisi)
4. Jenis Kelamin :
   a. Pria
   b. Wanita
5. Pendidikan terakhir :
   a. D3
   b. S1
   c. S2
6. Jabatan :
   a. Auditor Junior
   b. Auditor Senior
   c. Supervisor
   d. Manajer
   e. Partner
7. Lama bekerja : ..... tahun ..... bulan

**PETUNJUK PENGISIAN**

**Mohon Bapak/Ibu/Saudara menjawab setiap pernyataan di bawah ini dengan tanda (√ ) atau (x) pada salah satu jawaban yang paling sesuai dengan diri Bapak/Ibu/Saudara.**

**Pernyataan berikut berhubungan dengan *locus of control***

**Sumber: Spector (1988) yang diadaptasi oleh Silaban (2009)**

| No | Pernyataan | Sangat Tidak Setuju | Tidak Setuju | Ragu-ragu | Setuju | Sangat Setuju |
|---|---|---|---|---|---|---|
| 1 | Suatu pekerjaan merupakan kegiatan yang dilakukan untuk memperoleh hasil. | | | | | |
| 2 | Hasil dari suatu pekerjaan yang dilakukan dengan baik akan sesuai dengan yang diharapkan. | | | | | |
| 3 | Pekerjaan dapat terlaksana dengan baik jika ada perencanaan yang baik. | | | | | |
| 4 | Untuk memperoleh pekerjaan yang sesuai memerlukan suatu keberuntungan. | | | | | |
| 5 | Untuk memperoleh penghargaan memerlukan suatu keberuntungan. | | | | | |
| 6 | Suatu pekerjaan dapat dilaksanakan dengan baik jika dilakukan secara sungguh-sungguh. | | | | | |
| 7 | Untuk memperoleh pekerjaan yang sesuai, seseorang harus memiliki teman atau kenalan yang membantu. | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 8 | Promosi diberikan kepada karyawan yang kinerjanya baik. | | | | | |
| 9 | Untuk dapat berprestasi diperlukan keberuntungan. | | | | | |
| 10 | Karyawan yang bekerja dengan baik akan mendapat imbalan yang sepadan. | | | | | |
| 11 | Keberuntungan merupakan faktor yang membedakan orang yang berhasil dan gagal | | | | | |

**Pernyataan berikut berhubungan dengan kinerja auditor**
**Sumber: Satiani (2007) dalam Febriana (2011)**

| No | Pernyataan | Sangat Tidak Setuju | Tidak Setuju | Ragu-ragu | Setuju | Sangat Setuju |
|---|---|---|---|---|---|---|
| 1 | Dalam menyelesaikan pekerjaan, saya menyelesaikannya dengan kurang teliti. | | | | | |
| 2 | Dalam melaksanakan pemeriksaan, saya tidak mempunyai inisiatif untuk mencari langkah yang terbaik agar hasilnya dapat optimal. | | | | | |
| 3 | Saya dalam melaksanakan pemeriksaan sesuai dengan prosedur dan kebijakan yang ditetapkan profesi. | | | | | |
| 4 | Berkaitan dengan tanggung jawab pekerjaan, saya menggunakan segenap pengetahuan agar dapat memperoleh hasil yang optimal. | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 5 | Saya mampu membuat perencanaan dan jadwal pekerjaan karena dapat mempengaruhi ketepatan waktu serta hasil pekerjaan yang menjadi tanggung jawab. | | | | | |
| 6 | Dalam bekerja saya bisa menghasilkan kinerja yang optimal dengan disertai penghematan biaya dan waktu. | | | | | |

**Pernyataan berikut berhubungan dengan tekanan anggaran waktu Sumber: Kelley dan Seiler ; Pierce dan Sweeney yang diadaptasi dalam Silaban (2009)**

| No | Pernyataan | Hampir Tidak Pernah | Jarang | Kadang-kadang | Sering | Hampir Selalu |
|---|---|---|---|---|---|---|
| 1 | Saya merasa terdapat suatu kewajiban untuk melaksanakan prosedur audit tertentu pada batas anggaran waktu yang ditetapkan. | | | | | |
| 2 | Saya merasa anggaran waktu audit yang dialokasikan sebagai kendala untuk pelaksanaan atau penyelesaian prosedur audit tertentu. | | | | | |
| 3 | Saya merasa pelaksanaan atau penyelesaian prosedur audit tertentu dalam batas anggaran waktu audit sulit untuk dipenuhi. | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 4 | Saya merasa anggaran waktu audit untuk pelaksanaan suatu prosedur audit tertentu tidak mencukupi. | | | | | |
| 5 | Saya merasa anggaran waktu audit untuk pelaksanaan prosedur audit tertentu sangat ketat. | | | | | |

**Pernyataan berikut berhubungan dengan *turnover intention***
**Sumber : Krisnugroho (2010) dalam Hery (2011)**

| No | Pernyataan | Sangat Tidak Setuju | Tidak Setuju | Ragu-ragu | Setuju | Sangat Setuju |
|---|---|---|---|---|---|---|
| 1 | Anda merasa bahwa kebijakan sistem promosi yang berlaku di KAP ini tidak *fair*, sehingga anda ingin bekerja di tempat lain. | | | | | |
| 2 | Anda tidak yakin, bahwa karir anda dapat terus meningkat apabila anda masih bekerja di KAP ini. | | | | | |
| 3 | Kedudukan anda di KAP ini tidak jelas, sehingga anda merasa lebih baik mencari pekerjaan di KAP lain. | | | | | |
| 4 | Anda merasa bahwa di KAP ini memperhatikan kesejahteraan karyawan-nya, sehingga anda merasa betah dan tidak ingin pindah ke KAP lain. | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 5 | Anda berpikir untuk keluar atau melamar kerja di tempat lain yang menawarkan gaji yang lebih tinggi. | | | | | |
| 6 | Anda tertarik pindah kerja atau memutuskan keluar dari pekerjaan ini. | | | | | |

**Pernyataan berikut brhubungan dengan perilaku disfungsional auditor**
**Sumber: Pierce dan Sweeney (2004) direplikasi oleh Silaban (2009)**

| No | Pernyataan | Sangat Tidak Setuju | Tidak Setuju | Ragu-ragu | Setuju | Sangat Setuju |
|---|---|---|---|---|---|---|
| 1 | Saya melakukan pengujian hanya pada sebagian item sampel dari item sampel yang ditentukan pada program audit. | | | | | |
| 2 | Saya tidak memperluas *scope* pengujian ketika terdeteksi suatu pos atau akun yang meragukan. | | | | | |
| 3 | Saya menggunakan penjelasan klien sebagai pengganti bukti yang tidak dapat diperoleh selama pelaksanaan audit. | | | | | |
| 4 | Saya tidak melakukan investigasi lebih lanjut atas kesesuaian perlakuan akuntansi yang diterapkan *auditee* dengan prinsip akuntansi yang berlaku umum. | | | | | |
| 5 | Saya mengurangi pekerjaan audit dari yang seharusnya dilaksanakan sebagaimana yang ditetapkan pada program audit. | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 6 | Saya mengubah atau mengganti prosedur audit dari ketentuan yang ditetapkan pada program audit. | | | | | |
| 7 | Saya mengandalkan hasil pekerjaan *auditee* sebagai pengganti prosedur audit yang ditetapkan pada program audit. | | | | | |
| 8 | Saya tidak melakukan dokumentasi bukti audit atas pelaksanaan suatu prosedur audit yang disyaratkan suatu program audit. | | | | | |
| 9 | Saya melaporkan waktu audit yang lebih singkat dari waktu aktual yang digunakan atas pelaksanaan tugas audit agar bisa bersaing dengan auditor lain yang juga melakukan hal tersebut. | | | | | |

# Frequencies

**Statistics**

JenisKelamin

| | | |
|---|---|---|
| N | Valid | 40 |
| | Missing | 0 |

**JenisKelamin**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | pria | 21 | 52.5 | 52.5 | 52.5 |
| | wanita | 19 | 47.5 | 47.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

**Pendidikan**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | D3 | 9 | 22.5 | 22.5 | 22.5 |
| | S1 | 30 | 75.0 | 75.0 | 97.5 |
| | S2 | 1 | 2.5 | 2.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

**Jabatan**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | auditor junior | 27 | 67.5 | 67.5 | 67.5 |
| | auditor senior | 12 | 30.0 | 30.0 | 97.5 |
| | partner | 1 | 2.5 | 2.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

**Descriptive Statistics**

| | N | Minimum | Maximum | Mean | Std. Deviation |
|---|---|---|---|---|---|
| LamaKerja | 40 | 12.00 | 480.00 | 47.5750 | 88.81178 |
| Valid N (listwise) | 40 | | | | |

## Crosstabs

**Case Processing Summary**

| | Cases | | | | | |
|---|---|---|---|---|---|---|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| JenisKelamin * Pendidikan | 40 | 100.0% | 0 | .0% | 40 | 100.0% |

**JenisKelamin * Pendidikan Crosstabulation**

| | | | Pendidikan | | | Total |
|---|---|---|---|---|---|---|
| | | | D3 | S1 | S2 | |
| JenisKelamin | pria | Count | 3 | 17 | 1 | 21 |
| | | Expected Count | 4.7 | 15.8 | .5 | 21.0 |
| | | % within JenisKelamin | 14.3% | 81.0% | 4.8% | 100.0% |
| | | % within Pendidikan | 33.3% | 56.7% | 100.0% | 52.5% |
| | | % of Total | 7.5% | 42.5% | 2.5% | 52.5% |
| | wanita | Count | 6 | 13 | 0 | 19 |
| | | Expected Count | 4.3 | 14.3 | .5 | 19.0 |
| | | % within JenisKelamin | 31.6% | 68.4% | .0% | 100.0% |
| | | % within Pendidikan | 66.7% | 43.3% | .0% | 47.5% |
| | | % of Total | 15.0% | 32.5% | .0% | 47.5% |
| Total | | Count | 9 | 30 | 1 | 40 |
| | | Expected Count | 9.0 | 30.0 | 1.0 | 40.0 |
| | | % within JenisKelamin | 22.5% | 75.0% | 2.5% | 100.0% |
| | | % within Pendidikan | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 22.5% | 75.0% | 2.5% | 100.0% |

## Crosstabs

**Case Processing Summary**

| | Cases | | | | | |
|---|---|---|---|---|---|---|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| JenisKelamin * Jabatan | 40 | 100.0% | 0 | .0% | 40 | 100.0% |

**JenisKelamin * Jabatan Crosstabulation**

| | | | Jabatan | | | |
|---|---|---|---|---|---|---|
| | | | auditor junior | auditor senior | partner | Total |
| JenisKelamin | pria | Count | 12 | 8 | 1 | 21 |
| | | Expected Count | 14.2 | 6.3 | .5 | 21.0 |
| | | % within JenisKelamin | 57.1% | 38.1% | 4.8% | 100.0% |
| | | % within Jabatan | 44.4% | 66.7% | 100.0% | 52.5% |
| | | % of Total | 30.0% | 20.0% | 2.5% | 52.5% |
| | wanita | Count | 15 | 4 | 0 | 19 |
| | | Expected Count | 12.8 | 5.7 | .5 | 19.0 |
| | | % within JenisKelamin | 78.9% | 21.1% | .0% | 100.0% |
| | | % within Jabatan | 55.6% | 33.3% | .0% | 47.5% |
| | | % of Total | 37.5% | 10.0% | .0% | 47.5% |
| Total | | Count | 27 | 12 | 1 | 40 |
| | | Expected Count | 27.0 | 12.0 | 1.0 | 40.0 |
| | | % within JenisKelamin | 67.5% | 30.0% | 2.5% | 100.0% |
| | | % within Jabatan | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 67.5% | 30.0% | 2.5% | 100.0% |

## Crosstabs

**Case Processing Summary**

| | Cases | | | | | |
|---|---|---|---|---|---|---|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Pendidikan * Jabatan | 40 | 100.0% | 0 | .0% | 40 | 100.0% |

**Pendidikan * Jabatan Crosstabulation**

| | | | Jabatan | | | |
|---|---|---|---|---|---|---|
| | | | auditor junior | auditor senior | partner | Total |
| Pendidikan | D3 | Count | 9 | 0 | 0 | 9 |
| | | Expected Count | 6.1 | 2.7 | .2 | 9.0 |
| | | % within Pendidikan | 100.0% | .0% | .0% | 100.0% |
| | | % within Jabatan | 33.3% | .0% | .0% | 22.5% |
| | | % of Total | 22.5% | .0% | .0% | 22.5% |
| | S1 | Count | 18 | 12 | 0 | 30 |
| | | Expected Count | 20.3 | 9.0 | .8 | 30.0 |
| | | % within Pendidikan | 60.0% | 40.0% | .0% | 100.0% |
| | | % within Jabatan | 66.7% | 100.0% | .0% | 75.0% |
| | | % of Total | 45.0% | 30.0% | .0% | 75.0% |
| | S2 | Count | 0 | 0 | 1 | 1 |
| | | Expected Count | .7 | .3 | .0 | 1.0 |
| | | % within Pendidikan | .0% | .0% | 100.0% | 100.0% |
| | | % within Jabatan | .0% | .0% | 100.0% | 2.5% |
| | | % of Total | .0% | .0% | 2.5% | 2.5% |
| Total | | Count | 27 | 12 | 1 | 40 |
| | | Expected Count | 27.0 | 12.0 | 1.0 | 40.0 |
| | | % within Pendidikan | 67.5% | 30.0% | 2.5% | 100.0% |
| | | % within Jabatan | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 67.5% | 30.0% | 2.5% | 100.0% |

## Correlation

| | | LOC1 | LOC2 | LOC3 | LOC4 | LOC5 | LOC6 | LOC7 | LOC8 | LOC9 | LOC10 | LOC11 | LOC |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| LOC1 | Pearson Correlation | 1 | .560** | .560** | -.266 | -.147 | .412** | .245 | .232 | -.209 | .217 | -.101 | .197 |
| | Sig. (2-tailed) | | .000 | .000 | .097 | .365 | .008 | .128 | .150 | .196 | .179 | .535 | .223 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC2 | Pearson Correlation | .560** | 1 | .444** | -.277 | -.079 | .560** | -.129 | .125 | -.248 | .231 | -.258 | .059 |
| | Sig. (2-tailed) | .000 | | .004 | .084 | .628 | .000 | .426 | .444 | .122 | .151 | .107 | .719 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC3 | Pearson Correlation | .560** | .444** | 1 | -.277 | -.305 | .793** | .086 | -.053 | -.373* | .409** | .009 | .132 |
| | Sig. (2-tailed) | .000 | .004 | | .084 | .056 | .000 | .597 | .744 | .018 | .009 | .956 | .417 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC4 | Pearson Correlation | -.266 | -.277 | -.277 | 1 | .748** | -.100 | .368* | .089 | .575** | -.025 | .577** | .685** |
| | Sig. (2-tailed) | .097 | .084 | .084 | | .000 | .540 | .019 | .586 | .000 | .877 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC5 | Pearson Correlation | -.147 | -.079 | -.305 | .748** | 1 | -.052 | .445** | .197 | .833** | -.052 | .477** | .762** |
| | Sig. (2-tailed) | .365 | .628 | .056 | .000 | | .749 | .004 | .223 | .000 | .748 | .002 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC6 | Pearson Correlation | .412** | .560** | .793** | -.100 | -.052 | 1 | .063 | .082 | -.209 | .516** | -.101 | .259 |
| | Sig. (2-tailed) | .008 | .000 | .000 | .540 | .749 | | .698 | .614 | .196 | .001 | .535 | .107 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| LOC7 | Pearson Correlation | .245 | -.129 | .086 | .368* | .445** | .063 | 1 | .266 | .482** | .218 | .399* | .713** |
| | Sig. (2-tailed) | .128 | .426 | .597 | .019 | .004 | .698 | | .097 | .002 | .178 | .011 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC8 | Pearson Correlation | .232 | .125 | -.053 | .089 | .197 | .082 | .266 | 1 | .438** | .254 | .247 | .490** |
| | Sig. (2-tailed) | .150 | .444 | .744 | .586 | .223 | .614 | .097 | | .005 | .114 | .125 | .001 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC9 | Pearson Correlation | -.209 | -.248 | -.373* | .575** | .833** | -.209 | .482** | .438** | 1 | -.119 | .538** | .721** |
| | Sig. (2-tailed) | .196 | .122 | .018 | .000 | .000 | .196 | .002 | .005 | | .463 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC10 | Pearson Correlation | .217 | .231 | .409** | -.025 | -.052 | .516** | .218 | .254 | -.119 | 1 | -.076 | .293 |
| | Sig. (2-tailed) | .179 | .151 | .009 | .877 | .748 | .001 | .178 | .114 | .463 | | .643 | .067 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC11 | Pearson Correlation | -.101 | -.258 | .009 | .577** | .477** | -.101 | .399* | .247 | .538** | -.076 | 1 | .697** |
| | Sig. (2-tailed) | .535 | .107 | .956 | .000 | .002 | .535 | .011 | .125 | .000 | .643 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC | Pearson Correlation | .197 | .059 | .132 | .685** | .762** | .259 | .713** | .490** | .721** | .293 | .697** | 1 |
| | Sig. (2-tailed) | .223 | .719 | .417 | .000 | .000 | .107 | .000 | .001 | .000 | .067 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

## Correlations

| | | LOC4 | LOC5 | LOC7 | LOC8 | LOC9 | LOC11 | LOC |
|---|---|---|---|---|---|---|---|---|
| LOC4 | Pearson Correlation | 1 | .748** | .368* | .089 | .575** | .577** | .798** |
| | Sig. (2-tailed) | | .000 | .019 | .586 | .000 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC5 | Pearson Correlation | .748** | 1 | .445** | .197 | .833** | .477** | .847** |
| | Sig. (2-tailed) | .000 | | .004 | .223 | .000 | .002 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC7 | Pearson Correlation | .368* | .445** | 1 | .266 | .482** | .399* | .673** |
| | Sig. (2-tailed) | .019 | .004 | | .097 | .002 | .011 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC8 | Pearson Correlation | .089 | .197 | .266 | 1 | .438** | .247 | .428** |
| | Sig. (2-tailed) | .586 | .223 | .097 | | .005 | .125 | .006 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC9 | Pearson Correlation | .575** | .833** | .482** | .438** | 1 | .538** | .860** |
| | Sig. (2-tailed) | .000 | .000 | .002 | .005 | | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC11 | Pearson Correlation | .577** | .477** | .399* | .247 | .538** | 1 | .772** |
| | Sig. (2-tailed) | .000 | .002 | .011 | .125 | .000 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| LOC | Pearson Correlation | .798** | .847** | .673** | .428** | .860** | .772** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .006 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

## Reliability

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| .830 | .828 | 6 |

**Inter-Item Correlation Matrix**

| | LOC4 | LOC5 | LOC7 | LOC8 | LOC9 | LOC11 |
|---|---|---|---|---|---|---|
| LOC4 | 1.000 | .748 | .368 | .089 | .575 | .577 |
| LOC5 | .748 | 1.000 | .445 | .197 | .833 | .477 |
| LOC7 | .368 | .445 | 1.000 | .266 | .482 | .399 |
| LOC8 | .089 | .197 | .266 | 1.000 | .438 | .247 |
| LOC9 | .575 | .833 | .482 | .438 | 1.000 | .538 |
| LOC11 | .577 | .477 | .399 | .247 | .538 | 1.000 |

**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 |
|---|---|---|---|---|---|
| LOC4 | 17.2750 | 7.435 | .670 | .651 | .787 |
| LOC5 | 17.0500 | 7.587 | .762 | .825 | .768 |
| LOC7 | 17.4250 | 8.353 | .512 | .272 | .821 |
| LOC8 | 16.4000 | 10.144 | .302 | .294 | .849 |
| LOC9 | 16.9750 | 7.820 | .790 | .797 | .767 |
| LOC11 | 17.2500 | 7.269 | .610 | .444 | .805 |

## Correlations

**Correlations**

| | | KI1 | KI2 | KI3 | KI4 | KI5 | KI6 | KI |
|---|---|---|---|---|---|---|---|---|
| KI1 | Pearson Correlation | 1 | .348* | -.009 | .023 | .353* | -.050 | .632** |
| | Sig. (2-tailed) | | .028 | .955 | .888 | .025 | .758 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| KI2 | Pearson Correlation | .348* | 1 | -.017 | .042 | .409** | .213 | .690** |
| | Sig. (2-tailed) | .028 | | .919 | .798 | .009 | .188 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| KI3 | Pearson Correlation | -.009 | -.017 | 1 | .442** | -.026 | .183 | .374* |
| | Sig. (2-tailed) | .955 | .919 | | .004 | .873 | .257 | .017 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| KI4 | Pearson Correlation | .023 | .042 | .442** | 1 | .065 | -.172 | .278 |
| | Sig. (2-tailed) | .888 | .798 | .004 | | .689 | .288 | .082 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| KI5 | Pearson Correlation | .353* | .409** | -.026 | .065 | 1 | .332* | .660** |
| | Sig. (2-tailed) | .025 | .009 | .873 | .689 | | .036 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| KI6 | Pearson Correlation | -.050 | .213 | .183 | -.172 | .332* | 1 | .496** |
| | Sig. (2-tailed) | .758 | .188 | .257 | .288 | .036 | | .001 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| KI | Pearson Correlation | .632** | .690** | .374* | .278 | .660** | .496** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .017 | .082 | .000 | .001 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

## Correlations

| | | KI1 | KI2 | KI3 | KI5 | KI6 | KI |
|---|---|---|---|---|---|---|---|
| KI1 | Pearson Correlation | 1 | .348* | -.009 | .353* | -.050 | .651** |
| | Sig. (2-tailed) | | .028 | .955 | .025 | .758 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| KI2 | Pearson Correlation | .348* | 1 | -.017 | .409** | .213 | .707** |
| | Sig. (2-tailed) | .028 | | .919 | .009 | .188 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| KI3 | Pearson Correlation | -.009 | -.017 | 1 | -.026 | .183 | .300 |
| | Sig. (2-tailed) | .955 | .919 | | .873 | .257 | .060 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| KI5 | Pearson Correlation | .353* | .409** | -.026 | 1 | .332* | .671** |
| | Sig. (2-tailed) | .025 | .009 | .873 | | .036 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| KI6 | Pearson Correlation | -.050 | .213 | .183 | .332* | 1 | .549** |
| | Sig. (2-tailed) | .758 | .188 | .257 | .036 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| KI | Pearson Correlation | .651** | .707** | .300 | .671** | .549** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .060 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

## Correlations

| | | KI1 | KI2 | KI5 | KI6 | KI |
|---|---|---|---|---|---|---|
| KI1 | Pearson Correlation | 1 | .348* | .353* | -.050 | .683** |
| | Sig. (2-tailed) | | .028 | .025 | .758 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| KI2 | Pearson Correlation | .348* | 1 | .409** | .213 | .745** |
| | Sig. (2-tailed) | .028 | | .009 | .188 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| KI5 | Pearson Correlation | .353* | .409** | 1 | .332* | .709** |
| | Sig. (2-tailed) | .025 | .009 | | .036 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| KI6 | Pearson Correlation | -.050 | .213 | .332* | 1 | .527** |
| | Sig. (2-tailed) | .758 | .188 | .036 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| KI | Pearson Correlation | .683** | .745** | .709** | .527** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 |

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

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

## Reliability

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| .645 | .666 | 4 |

**Inter-Item Correlation Matrix**

| | KI1 | KI2 | KI5 | KI6 |
|---|---|---|---|---|
| KI1 | 1.000 | .262 | .412 | .216 |
| KI2 | .262 | 1.000 | .431 | .262 |
| KI5 | .412 | .431 | 1.000 | .412 |
| KI6 | .216 | .262 | .412 | 1.000 |

**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 |
|---|---|---|---|---|---|
| KI1 | 11.6750 | .584 | .376 | .180 | .613 |
| KI2 | 11.6250 | .548 | .411 | .202 | .589 |
| KI5 | 11.6000 | .605 | .593 | .352 | .496 |
| KI6 | 11.6750 | .584 | .376 | .180 | .613 |

## Correlations

| | | TAW1 | TAW2 | TAW3 | TAW4 | TAW5 | TAW |
|---|---|---|---|---|---|---|---|
| TAW1 | Pearson Correlation | 1 | -.324* | -.349* | -.355* | .355* | .091 |
| | Sig. (2-tailed) | | .041 | .027 | .025 | .025 | .576 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TAW2 | Pearson Correlation | -.324* | 1 | .749** | .671** | -.305 | .669** |
| | Sig. (2-tailed) | .041 | | .000 | .000 | .056 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TAW3 | Pearson Correlation | -.349* | .749** | 1 | .820** | -.104 | .786** |
| | Sig. (2-tailed) | .027 | .000 | | .000 | .523 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TAW4 | Pearson Correlation | -.355* | .671** | .820** | 1 | .037 | .812** |
| | Sig. (2-tailed) | .025 | .000 | .000 | | .823 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| TAW5 | Pearson Correlation | .355* | -.305 | -.104 | .037 | 1 | .358* |
| | Sig. (2-tailed) | .025 | .056 | .523 | .823 | | .023 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TAW | Pearson Correlation | .091 | .669** | .786** | .812** | .358* | 1 |
| | Sig. (2-tailed) | .576 | .000 | .000 | .000 | .023 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

## Correlations

| | | TAW2 | TAW3 | TAW4 | TAW5 | TAW |
|---|---|---|---|---|---|---|
| TAW2 | Pearson Correlation | 1 | .749** | .671** | -.305 | .759** |
| | Sig. (2-tailed) | | .000 | .000 | .056 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| TAW3 | Pearson Correlation | .749** | 1 | .820** | -.104 | .881** |
| | Sig. (2-tailed) | .000 | | .000 | .523 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| TAW4 | Pearson Correlation | .671** | .820** | 1 | .037 | .909** |
| | Sig. (2-tailed) | .000 | .000 | | .823 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| TAW5 | Pearson Correlation | -.305 | -.104 | .037 | 1 | .233 |
| | Sig. (2-tailed) | .056 | .523 | .823 | | .148 |
| | N | 40 | 40 | 40 | 40 | 40 |
| TAW | Pearson Correlation | .759** | .881** | .909** | .233 | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .148 | |
| | N | 40 | 40 | 40 | 40 | 40 |

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

## Correlations

| | | TAW2 | TAW3 | TAW4 | TAW |
|---|---|---|---|---|---|
| TAW2 | Pearson Correlation | 1 | .749** | .671** | .887** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 |
| TAW3 | Pearson Correlation | .749** | 1 | .820** | .936** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 40 | 40 | 40 | 40 |
| TAW4 | Pearson Correlation | .671** | .820** | 1 | .912** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 40 | 40 | 40 | 40 |
| TAW | Pearson Correlation | .887** | .936** | .912** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 |

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

## Reliability

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| .897 | .898 | 3 |

**Inter-Item Correlation Matrix**

| | taw2 | taw3 | taw4 |
|---|---|---|---|
| taw2 | 1.000 | .749 | .671 |
| taw3 | .749 | 1.000 | .820 |
| taw4 | .671 | .820 | 1.000 |

**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 |
|---|---|---|---|---|---|
| taw2 | 5.5000 | 1.436 | .743 | .571 | .900 |
| taw3 | 5.6750 | 1.404 | .858 | .744 | .803 |
| taw4 | 5.5750 | 1.379 | .795 | .680 | .855 |

## Correlations

| | | TI1 | TI2 | TI3 | TI4 | TI5 | TI6 | TI |
|---|---|---|---|---|---|---|---|---|
| TI1 | Pearson Correlation | 1 | .393* | .615** | .423** | .218 | .357* | .723** |
| | Sig. (2-tailed) | | .012 | .000 | .007 | .177 | .024 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TI2 | Pearson Correlation | .393* | 1 | .666** | .004 | .407** | .554** | .780** |
| | Sig. (2-tailed) | .012 | | .000 | .978 | .009 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TI3 | Pearson Correlation | .615** | .666** | 1 | .167 | .402* | .591** | .864** |
| | Sig. (2-tailed) | .000 | .000 | | .303 | .010 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TI4 | Pearson Correlation | .423** | .004 | .167 | 1 | -.311 | -.079 | .293 |
| | Sig. (2-tailed) | .007 | .978 | .303 | | .051 | .626 | .066 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TI5 | Pearson Correlation | .218 | .407** | .402* | -.311 | 1 | .506** | .573** |
| | Sig. (2-tailed) | .177 | .009 | .010 | .051 | | .001 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TI6 | Pearson Correlation | .357* | .554** | .591** | -.079 | .506** | 1 | .740** |
| | Sig. (2-tailed) | .024 | .000 | .000 | .626 | .001 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TI | Pearson Correlation | .723** | .780** | .864** | .293 | .573** | .740** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .066 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

## Correlation

| | | TI1 | TI2 | TI3 | TI5 | TI6 | TI |
|---|---|---|---|---|---|---|---|
| TI1 | Pearson Correlation | 1 | .393* | .615** | .218 | .357* | .636** |
| | Sig. (2-tailed) | | .012 | .000 | .177 | .024 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TI2 | Pearson Correlation | .393* | 1 | .666** | .407** | .554** | .814** |
| | Sig. (2-tailed) | .012 | | .000 | .009 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TI3 | Pearson Correlation | .615** | .666** | 1 | .402* | .591** | .856** |
| | Sig. (2-tailed) | .000 | .000 | | .010 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TI5 | Pearson Correlation | .218 | .407** | .402* | 1 | .506** | .687** |
| | Sig. (2-tailed) | .177 | .009 | .010 | | .001 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TI6 | Pearson Correlation | .357* | .554** | .591** | .506** | 1 | .796** |
| | Sig. (2-tailed) | .024 | .000 | .000 | .001 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| TI | Pearson Correlation | .636** | .814** | .856** | .687** | .796** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

## Reliability

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| .815 | .816 | 5 |

**Inter-Item Correlation Matrix**

| | TI1 | TI2 | TI3 | TI5 | TI6 |
|---|---|---|---|---|---|
| TI1 | 1.000 | .393 | .615 | .218 | .357 |
| TI2 | .393 | 1.000 | .666 | .407 | .554 |
| TI3 | .615 | .666 | 1.000 | .402 | .591 |
| TI5 | .218 | .407 | .402 | 1.000 | .506 |
| TI6 | .357 | .554 | .591 | .506 | 1.000 |

**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 |
|---|---|---|---|---|---|
| TI1 | 10.9750 | 3.974 | .491 | .380 | .810 |
| TI2 | 10.6750 | 3.046 | .663 | .490 | .761 |
| TI3 | 10.7500 | 3.115 | .752 | .633 | .733 |
| TI5 | 10.2000 | 3.497 | .485 | .284 | .817 |
| TI6 | 10.4000 | 3.323 | .665 | .460 | .761 |

## Correlation

| | | PDA1 | PDA2 | PDA3 | PDA4 | PDA5 | PDA6 | PDA7 | PDA8 | PDA9 | PDA |
|---|---|---|---|---|---|---|---|---|---|---|---|
| PDA1 | Pearson Correlation | 1 | .613** | .338* | .296 | .360* | .338* | .172 | .216 | .373* | .660** |
| | Sig. (2-tailed) | | .000 | .033 | .064 | .022 | .033 | .289 | .182 | .018 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| PDA2 | Pearson Correlation | .613** | 1 | .242 | .290 | .593** | .418** | .128 | .389* | .130 | .649** |
| | Sig. (2-tailed) | .000 | | .132 | .070 | .000 | .007 | .430 | .013 | .425 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| PDA3 | Pearson Correlation | .338* | .242 | 1 | .550** | .246 | .295 | .188 | .056 | .440** | .631** |
| | Sig. (2-tailed) | .033 | .132 | | .000 | .125 | .065 | .244 | .730 | .004 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| PDA4 | Pearson Correlation | .296 | .290 | .550** | 1 | .421** | .259 | .033 | .227 | .143 | .573** |
| | Sig. (2-tailed) | .064 | .070 | .000 | | .007 | .107 | .842 | .159 | .377 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| PDA5 | Pearson Correlation | .360* | .593** | .246 | .421** | 1 | .656** | .204 | .321* | .209 | .678** |
| | Sig. (2-tailed) | .022 | .000 | .125 | .007 | | .000 | .207 | .043 | .195 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| PDA6 | Pearson Correlation | .338* | .418** | .295 | .259 | .656** | 1 | .639** | .331* | .383* | .750** |
| | Sig. (2-tailed) | .033 | .007 | .065 | .107 | .000 | | .000 | .037 | .015 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| PDA7 | Pearson Correlation | .172 | .128 | .188 | .033 | .204 | .639** | 1 | .226 | .480** | .554** |
| | Sig. (2-tailed) | .289 | .430 | .244 | .842 | .207 | .000 | | .160 | .002 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| PDA8 | Pearson Correlation | .216 | .389* | .056 | .227 | .321* | .331* | .226 | 1 | .331* | .525** |
| | Sig. (2-tailed) | .182 | .013 | .730 | .159 | .043 | .037 | .160 | | .037 | .001 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| PDA9 | Pearson Correlation | .373* | .130 | .440** | .143 | .209 | .383* | .480** | .331* | 1 | .632** |
| | Sig. (2-tailed) | .018 | .425 | .004 | .377 | .195 | .015 | .002 | .037 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| PDA | Pearson Correlation | .660** | .649** | .631** | .573** | .678** | .750** | .554** | .525** | .632** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

## Reliability

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| .801 | .809 | 9 |

**Inter-Item Correlation Matrix**

| | PDA1 | PDA2 | PDA3 | PDA4 | PDA5 | PDA6 | PDA7 | PDA8 | PDA9 |
|---|---|---|---|---|---|---|---|---|---|
| PDA1 | 1.000 | .613 | .338 | .296 | .360 | .338 | .172 | .216 | .373 |
| PDA2 | .613 | 1.000 | .242 | .290 | .593 | .418 | .128 | .389 | .130 |
| PDA3 | .338 | .242 | 1.000 | .550 | .246 | .295 | .188 | .056 | .440 |
| PDA4 | .296 | .290 | .550 | 1.000 | .421 | .259 | .033 | .227 | .143 |
| PDA5 | .360 | .593 | .246 | .421 | 1.000 | .656 | .204 | .321 | .209 |
| PDA6 | .338 | .418 | .295 | .259 | .656 | 1.000 | .639 | .331 | .383 |
| PDA7 | .172 | .128 | .188 | .033 | .204 | .639 | 1.000 | .226 | .480 |
| PDA8 | .216 | .389 | .056 | .227 | .321 | .331 | .226 | 1.000 | .331 |
| PDA9 | .373 | .130 | .440 | .143 | .209 | .383 | .480 | .331 | 1.000 |

**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 |
|---|---|---|---|---|---|
| PDA1 | 20.1500 | 9.413 | .527 | .500 | .776 |
| PDA2 | 20.3250 | 9.917 | .545 | .613 | .776 |
| PDA3 | 19.7000 | 9.241 | .462 | .504 | .789 |
| PDA4 | 20.2750 | 10.051 | .440 | .462 | .788 |
| PDA5 | 20.4750 | 9.846 | .581 | .644 | .772 |
| PDA6 | 20.4250 | 9.481 | .666 | .706 | .761 |
| PDA7 | 20.0250 | 9.871 | .392 | .555 | .796 |
| PDA8 | 20.3500 | 10.285 | .388 | .337 | .794 |
| PDA9 | 19.8750 | 9.804 | .512 | .515 | .779 |

## Descriptives

**Descriptive Statistics**

| | N | Range | Minimum | Maximum | Sum | Mean | Std. Deviation | Variance |
|---|---|---|---|---|---|---|---|---|
| LOC | 40 | 16.00 | 10.00 | 26.00 | 819.00 | 20.4750 | 3.35878 | 11.281 |
| KI | 40 | 4.00 | 12.00 | 16.00 | 621.00 | 15.5250 | .96044 | .922 |
| TAW | 40 | 6.00 | 6.00 | 12.00 | 335.00 | 8.3750 | 1.73482 | 3.010 |
| TI | 40 | 9.00 | 10.00 | 19.00 | 530.00 | 13.2500 | 2.25036 | 5.064 |
| PDA | 40 | 13.00 | 17.00 | 30.00 | 908.00 | 22.7000 | 3.47297 | 12.062 |
| Valid N (listwise) | 40 | | | | | | | |

## Uji Normalitas

**Descriptive Statistics**

| | N | Skewness | | Kurtosis | |
|---|---|---|---|---|---|
| | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| Unstandardized Residual | 40 | .221 | .374 | .147 | .733 |
| Valid N (listwise) | 40 | | | | |

**One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residual |
|---|---|---|
| N | | 40 |
| Normal Parameters[a,,b] | Mean | .0000000 |
| | Std. Deviation | 2.85545092 |
| Most Extreme Differences | Absolute | .070 |
| | Positive | .070 |
| | Negative | -.057 |
| Kolmogorov-Smirnov Z | | .441 |
| Asymp. Sig. (2-tailed) | | .990 |

a. Test distribution is Normal.

b. Calculated from data.

**One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residual |
|---|---|---|
| N | | 40 |
| Normal Parameters[a.,b] | Mean | .0000000 |
| | Std. Deviation | 2.85545092 |
| Most Extreme Differences | Absolute | .070 |
| | Positive | .070 |
| | Negative | -.057 |
| Kolmogorov-Smirnov Z | | .441 |
| Asymp. Sig. (2-tailed) | | .990 |

a. Test distribution is Normal.

## Uji Multikolonieritas

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 46.336 | 10.305 | | 4.496 | .000 | | |
| | LOC | -.293 | .149 | -.284 | -1.972 | .057 | .960 | 1.042 |
| | KI | -1.229 | .536 | -.340 | -2.292 | .028 | .904 | 1.106 |
| | TAW | .157 | .305 | .079 | .515 | .610 | .854 | 1.171 |
| | TI | .096 | .235 | .062 | .408 | .686 | .857 | 1.167 |
| | Jabatan | -.811 | .683 | -.174 | -1.187 | .243 | .929 | 1.077 |

a. Dependent Variable: PDA

## Uji Heterokesdastisitas

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.687 | 5.916 | | .623 | .537 |
| | LOC | -.134 | .088 | -.252 | -1.519 | .138 |
| | KI | .049 | .310 | .027 | .159 | .875 |
| | TAW | -.069 | .179 | -.067 | -.382 | .705 |
| | TI | .115 | .139 | .145 | .824 | .415 |
| | Jabatan | -.354 | .404 | -.148 | -.875 | .388 |

a. Dependent Variable: abs_res_2

## Regression

**Variables Entered/Removed**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Jabatan, LOC, KI, TAW, TI[a] | . | Enter |

a. All requested variables entered.

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .580[a] | .336 | .239 | 3.03031 |

a. Predictors: (Constant), Jabatan, LOC, KI, TAW, TI

**ANOVA**[b]

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 158.185 | 5 | 31.637 | 3.445 | .013[a] |
| | Residual | 312.215 | 34 | 9.183 | | |
| | Total | 470.400 | 39 | | | |

a. Predictors: (Constant), Jabatan, LOC, KI, TAW, TI

b. Dependent Variable: PDA

**Coefficients**[a]

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 46.738 | 9.941 | | 4.702 | .000 |
| | LOC | -.287 | .148 | -.278 | -1.944 | .060 |
| | TI | .080 | .234 | .052 | .340 | .736 |
| | KI | -1.272 | .520 | -.361 | -2.445 | .020 |
| | TAW | .193 | .301 | .097 | .641 | .526 |
| | Jabatan | -.725 | .679 | -.155 | -1.068 | .293 |

a. Dependent Variable: PDA