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

No	Jenis	Pendidikan	Lama Kerja	Jabatan	LOC												KI							TAW						TI							PDA								
	Kelamin				1	2	3	4	5	6	7	8	9	10	11	∑	1	2	3	4	5	6	∑	1	2	3	4	5	∑	1	2	3	4	5	6	∑	1	2	3	4	5	6	7	8	9	∑
1	Wanita	D3	12	1	4	4	4	4	4	4	2	4	4	3	4	41	4	4	4	4	4	4	24	4	3	3	3	3	16	2	2	2	2	4	3	15	3	3	4	3	3	3	3	3	4	29
2	Wanita	D3	12	1	4	4	4	4	4	4	2	4	4	3	4	41	4	4	4	4	4	4	24	4	3	3	3	3	16	2	2	2	2	4	3	15	3	3	4	2	2	2	2	2	3	23
3	Wanita	D3	12	1	4	4	4	4	4	4	2	4	4	3	4	41	4	4	4	4	4	4	24	4	3	3	3	3	16	2	2	2	2	4	3	15	3	3	4	2	2	2	2	2	3	23
4	Wanita	D3	12	1	4	4	4	2	2	4	3	4	3	3	2	35	3	3	4	4	3	3	20	3	3	3	3	3	15	3	2	3	3	3	3	17	3	3	3	3	3	3	3	3	3	27
5	Pria	S1	36	1	4	4	4	2	3	4	3	4	4	3	3	38	3	3	4	4	3	3	20	3	3	3	3	3	15	3	2	3	3	3	3	17	3	3	3	3	3	3	3	3	3	27
6	Pria	D3	12	1	4	4	4	2	3	4	2	4	3	4	2	36	4	4	4	4	4	4	24	4	4	4	4	4	20	2	2	2	2	3	2	13	3	3	3	2	2	2	2	2	2	21
7	Wanita	D3	12	1	4	4	5	2	2	5	3	4	3	5	4	41	4	4	4	5	4	3	24	4	3	3	3	3	16	3	3	3	3	3	3	18	4	2	4	3	2	2	3	2	4	26
8	Pria	S1	60	2	5	5	5	2	2	5	2	2	1	4	1	34	4	4	4	4	4	4	24	3	2	2	2	2	11	2	2	2	2	2	2	12	4	2	4	3	2	3	3	3	4	28
9	Pria	S1	36	2	5	5	4	3	3	4	3	5	3	4	4	43	3	4	4	4	4	4	23	4	3	3	3	3	16	2	3	2	2	3	3	15	2	2	3	3	2	2	2	2	3	21
10	Pria	S1	30	2	5	4	4	2	4	4	4	4	4	4	2	41	5	4	4	4	4	4	25	3	3	4	4	4	18	2	2	2	3	3	3	15	2	2	3	2	2	2	3	3	2	21
11	Pria	S1	21	1	4	4	4	3	3	4	3	4	3	4	2	38	5	5	4	4	4	4	26	3	3	3	3	3	15	3	3	3	3	3	3	18	3	2	1	1	1	1	3	2	3	17
12	Wanita	S1	12	1	4	4	4	5	5	5	4	4	4	4	4	47	4	4	3	4	4	3	22	3	3	3	3	3	15	2	2	2	3	3	3	15	3	3	3	3	3	3	3	3	3	27

13	Pria	S1	14	1	5	4	5	4	3	5	4	5	3	5	4	47	5	4	4	4	4	3	24	3	3	3	4	4	17	2	3	3	2	4	2	16	2	2	4	3	2	2	2	2	3	22
14	Pria	D3	14	1	4	4	4	3	4	4	3	4	4	4	4	42	4	4	3	4	4	4	23	4	3	3	4	4	18	2	3	2	2	4	2	15	3	2	4	2	2	2	2	2	3	22
15	Wanita	D3	12	1	4	4	4	4	4	4	3	4	4	4	4	43	4	4	4	4	4	4	24	4	2	2	2	4	14	2	4	4	2	4	4	20	2	2	3	2	2	3	4	2	3	23
16	Pria	D3	60	1	4	4	4	4	4	4	3	4	4	4	4	43	4	4	4	4	4	4	24	4	2	2	2	4	14	2	2	2	4	2	2	14	2	2	3	2	2	3	4	2	3	23
17	Pria	S1	36	1	4	4	4	4	4	4	3	4	4	4	4	43	4	4	4	4	4	4	24	4	2	2	2	4	14	2	2	2	4	2	2	14	2	2	3	2	2	3	4	2	3	23
18	Wanita	S1	39	1	4	4	4	4	4	4	3	4	4	4	4	43	4	4	4	4	4	4	24	4	2	2	2	4	14	2	2	2	4	2	2	14	2	2	3	2	2	3	4	2	3	23
19	Wanita	S1	45	1	4	4	4	4	4	4	4	4	4	4	3	43	4	2	4	4	4	4	22	4	3	3	3	3	16	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	27
20	Pria	S1	26	2	4	4	4	2	2	4	2	4	2	4	2	34	4	4	4	4	4	4	24	3	3	3	3	3	15	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	27
21	Wanita	S1	60	2	4	4	4	3	3	4	3	4	3	4	3	39	3	4	4	4	4	4	23	4	4	3	4	3	18	3	3	3	3	3	3	18	4	3	4	3	3	3	4	2	3	29
22	Wanita	S1	30	2	4	4	4	3	3	4	3	4	3	3	3	38	4	4	4	4	3	4	23	4	3	3	3	3	16	3	3	3	3	3	3	18	3	3	2	2	2	2	3	2	3	22
23	Wanita	S1	12	1	4	4	4	3	3	4	2	4	3	4	4	39	4	4	4	4	4	3	23	3	4	3	3	3	16	3	3	3	2	4	3	18	2	2	2	2	2	2	2	2	3	19
24	Pria	S2	480	5	4	4	4	4	4	4	4	4	4	4	4	44	4	4	4	4	4	4	24	5	2	2	2	4	15	2	2	2	2	3	3	14	2	2	2	2	2	2	2	2	2	18
25	Pria	S1	360	2	4	4	4	4	4	4	4	4	4	4	4	44	4	4	4	4	4	4	24	5	2	2	2	4	15	2	2	2	2	3	3	14	2	2	2	2	2	2	2	2	2	18
26	Pria	S1	36	2	5	4	4	3	3	4	4	5	4	4	3	43	5	4	4	4	4	3	24	4	3	2	3	4	16	2	2	3	2	3	3	15	2	2	3	3	2	2	2	2	2	20
27	Pria	S1	36	2	4	4	4	4	4	4	4	4	4	4	4	44	4	4	4	4	4	4	24	5	2	2	2	4	15	2	2	2	2	3	3	14	2	2	2	2	2	2	2	2	2	18

28	Pria	S1	26	1	4	4	4	3	3	4	3	4	3	4	3	39	4	4	4	4	4	4	24	4	3	3	3	3	16	2	2	2	2	3	2	13	2	2	3	3	2	2	3	3	3	23
29	Pria	S1	24	1	4	4	4	4	4	4	4	4	4	4	4	44	4	4	4	4	4	4	24	4	3	3	3	3	16	2	3	3	2	3	3	16	2	2	3	2	3	2	2	2	3	21
30	Pria	S1	30	1	4	4	4	3	3	4	3	4	3	4	2	38	4	4	4	4	4	4	24	4	3	2	2	3	14	2	2	2	2	2	2	12	2	2	2	2	2	2	2	2	2	18
31	Pria	S1	24	1	4	5	4	3	4	5	2	5	4	5	1	42	4	4	5	5	4	4	26	3	3	2	2	2	12	2	3	3	2	3	4	17	2	2	3	2	2	2	3	4	4	24
32	Pria	S1	42	1	4	4	4	2	3	4	2	4	3	4	2	36	3	4	4	4	4	4	23	4	3	3	3	3	16	3	4	4	3	4	4	22	4	4	4	3	3	3	3	3	3	30
33	Wanita	S1	29	1	5	5	5	2	4	5	4	5	4	4	4	47	4	4	4	4	4	4	24	4	3	2	2	2	13	2	4	2	2	3	3	16	2	2	4	4	1	1	2	2	2	20
34	Wanita	S1	24	1	4	4	4	2	2	4	2	4	3	4	3	36	4	4	4	4	4	4	24	4	3	2	3	3	15	2	3	3	3	3	3	17	2	2	4	3	3	2	3	1	3	23
35	Wanita	S1	13	1	4	4	4	4	4	4	4	4	4	4	4	44	3	4	4	4	4	4	23	4	3	3	3	3	16	3	4	3	3	4	4	21	2	2	3	2	2	2	2	2	2	19
36	Pria	S1	32	2	4	4	4	3	3	4	2	4	3	4	3	38	4	4	4	4	4	4	24	4	2	2	2	3	13	2	2	2	2	2	2	12	3	2	2	2	2	2	2	2	2	19
37	Wanita	S1	36	2	4	4	4	4	4	4	3	4	4	4	2	41	4	4	4	4	4	4	24	4	5	4	3	3	19	2	3	2	2	2	3	14	3	3	2	3	3	2	2	3	2	23
38	Wanita	S1	60	2	4	4	4	4	4	4	4	4	4	4	4	44	4	4	4	4	4	4	24	5	2	2	2	4	15	2	2	2	2	3	3	14	2	2	2	2	2	2	2	2	3	19
39	Wanita	S1	12	1	4	4	4	3	3	4	3	4	3	4	3	39	4	4	4	4	4	4	24	4	3	3	3	2	15	2	3	3	2	3	3	16	2	2	3	2	2	2	3	3	3	22
40	Wanita	S1	24	1	4	4	4	3	4	4	4	4	4	4	4	43	4	4	4	4	4	3	23	4	3	3	3	2	15	2	2	2	2	3	3	14	2	3	3	2	2	2	3	3	3	23