

# **LAMPIRAN 1.**

## **KUESIONER PENELITIAN**



# **LAMPIRAN 2.**

## **TABULASI KUESIONER**



# LAMPIRAN 3. UJI VALIDITAS DAN RELIABILITAS

## Reliability

### Scale: Kesesuaian Kompetensi

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 39 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 39 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,818             | 6          |

**Item Statistics**

|     | Mean   | Std. Deviation | N  |
|-----|--------|----------------|----|
| KK1 | 4,0513 | ,75911         | 39 |
| KK2 | 4,1795 | ,79046         | 39 |
| KK3 | 4,1026 | ,82062         | 39 |
| KK4 | 4,1026 | ,75376         | 39 |
| KK5 | 3,7949 | ,86388         | 39 |
| KK6 | 3,8718 | ,80064         | 39 |

### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KK1 | 20,0513                    | 9,524                          | ,414                             | ,823                             |
| KK2 | 19,9231                    | 8,283                          | ,689                             | ,766                             |
| KK3 | 20,0000                    | 8,421                          | ,619                             | ,781                             |
| KK4 | 20,0000                    | 9,105                          | ,521                             | ,802                             |
| KK5 | 20,3077                    | 8,061                          | ,659                             | ,772                             |
| KK6 | 20,2308                    | 8,603                          | ,596                             | ,787                             |

### Scale Statistics

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 24,1026 | 12,042   | 3,47013        | 6          |

## Reliability

### Scale: Kesesuaian Kompensasi

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 39 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 39 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,823             | 5          |

#### Item Statistics

|     | Mean   | Std. Deviation | N  |
|-----|--------|----------------|----|
| KK2 | 4,1795 | ,79046         | 39 |
| KK3 | 4,1026 | ,82062         | 39 |
| KK4 | 4,1026 | ,75376         | 39 |
| KK5 | 3,7949 | ,86388         | 39 |

|     |        |        |    |
|-----|--------|--------|----|
| KK6 | 3,8718 | ,80064 | 39 |
|-----|--------|--------|----|

#### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KK2 | 15,8718                    | 6,167                          | ,696                             | ,765                             |
| KK3 | 15,9487                    | 6,313                          | ,615                             | ,788                             |
| KK4 | 15,9487                    | 6,682                          | ,584                             | ,797                             |
| KK5 | 16,2564                    | 6,038                          | ,645                             | ,780                             |
| KK6 | 16,1795                    | 6,625                          | ,548                             | ,807                             |

#### Scale Statistics

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 20,0513 | 9,524    | 3,08604        | 5          |

## Reliability

### Scale: SPI

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 39 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 39 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,939             | 26         |

#### Item Statistics

|      | Mean   | Std. Deviation | N  |
|------|--------|----------------|----|
| SPI1 | 4,4103 | ,54858         | 39 |
| SPI2 | 4,1795 | ,72081         | 39 |
| SPI3 | 4,2051 | ,69508         | 39 |

|       |        |        |    |
|-------|--------|--------|----|
| SPI4  | 4,1538 | ,84413 | 39 |
| SPI5  | 4,0513 | ,82554 | 39 |
| SPI6  | 3,8205 | ,82308 | 39 |
| SPI7  | 3,9487 | ,82554 | 39 |
| SPI8  | 4,1538 | ,74475 | 39 |
| SPI9  | 4,0513 | ,64680 | 39 |
| SPI10 | 4,1795 | ,72081 | 39 |
| SPI11 | 4,1795 | ,82308 | 39 |
| SPI12 | 4,1026 | ,64051 | 39 |
| SPI13 | 4,1282 | ,83286 | 39 |
| SPI14 | 3,9744 | ,70663 | 39 |
| SPI15 | 4,0256 | ,70663 | 39 |
| SPI16 | 3,9744 | ,90284 | 39 |
| SPI17 | 4,0513 | ,75911 | 39 |
| SPI18 | 4,0256 | ,77755 | 39 |
| SPI19 | 3,9487 | ,82554 | 39 |
| SPI20 | 3,9487 | ,68628 | 39 |
| SPI21 | 4,2308 | ,62667 | 39 |
| SPI22 | 3,9487 | ,75911 | 39 |
| SPI23 | 3,9744 | ,58432 | 39 |
| SPI24 | 4,1538 | ,58663 | 39 |
| SPI25 | 4,0513 | ,68628 | 39 |
| SPI26 | 3,9487 | ,75911 | 39 |

#### Item-Total Statistics

|       | Scale Mean if<br>Item Deleted | Scale Variance if<br>Item Deleted | Corrected Item-<br>Total Correlation | Cronbach's Alpha<br>if Item Deleted |
|-------|-------------------------------|-----------------------------------|--------------------------------------|-------------------------------------|
| SPI1  | 101,4103                      | 139,459                           | ,432                                 | ,938                                |
| SPI2  | 101,6410                      | 135,026                           | ,586                                 | ,936                                |
| SPI3  | 101,6154                      | 134,401                           | ,650                                 | ,936                                |
| SPI4  | 101,6667                      | 130,439                           | ,737                                 | ,934                                |
| SPI5  | 101,7692                      | 130,235                           | ,767                                 | ,934                                |
| SPI6  | 102,0000                      | 134,105                           | ,555                                 | ,937                                |
| SPI7  | 101,8718                      | 133,273                           | ,598                                 | ,936                                |
| SPI8  | 101,6667                      | 134,702                           | ,585                                 | ,936                                |
| SPI9  | 101,7692                      | 135,603                           | ,620                                 | ,936                                |
| SPI10 | 101,6410                      | 134,131                           | ,642                                 | ,936                                |
| SPI11 | 101,6410                      | 133,236                           | ,602                                 | ,936                                |
| SPI12 | 101,7179                      | 134,787                           | ,683                                 | ,935                                |

|       |          |         |      |      |
|-------|----------|---------|------|------|
| SPI13 | 101,6923 | 133,482 | ,581 | ,936 |
| SPI14 | 101,8462 | 134,028 | ,662 | ,935 |
| SPI15 | 101,7949 | 134,273 | ,647 | ,936 |
| SPI16 | 101,8462 | 133,081 | ,550 | ,937 |
| SPI17 | 101,7692 | 131,656 | ,754 | ,934 |
| SPI18 | 101,7949 | 139,220 | ,302 | ,940 |
| SPI19 | 101,8718 | 133,536 | ,584 | ,936 |
| SPI20 | 101,8718 | 135,641 | ,579 | ,936 |
| SPI21 | 101,5897 | 136,617 | ,570 | ,937 |
| SPI22 | 101,8718 | 133,536 | ,641 | ,936 |
| SPI23 | 101,8462 | 136,397 | ,632 | ,936 |
| SPI24 | 101,6667 | 139,333 | ,410 | ,938 |
| SPI25 | 101,7692 | 135,287 | ,602 | ,936 |
| SPI26 | 101,8718 | 137,378 | ,416 | ,939 |

#### Scale Statistics

| Mean     | Variance | Std. Deviation | N of Items |
|----------|----------|----------------|------------|
| 105,8205 | 145,362  | 12,05660       | 26         |

## Reliability

### Scale: SPI

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 39 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 39 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,940             | 25         |

**Item Statistics**

|       | Mean   | Std. Deviation | N  |
|-------|--------|----------------|----|
| SPI1  | 4,4103 | ,54858         | 39 |
| SPI2  | 4,1795 | ,72081         | 39 |
| SPI3  | 4,2051 | ,69508         | 39 |
| SPI4  | 4,1538 | ,84413         | 39 |
| SPI5  | 4,0513 | ,82554         | 39 |
| SPI6  | 3,8205 | ,82308         | 39 |
| SPI7  | 3,9487 | ,82554         | 39 |
| SPI8  | 4,1538 | ,74475         | 39 |
| SPI9  | 4,0513 | ,64680         | 39 |
| SPI10 | 4,1795 | ,72081         | 39 |
| SPI11 | 4,1795 | ,82308         | 39 |
| SPI12 | 4,1026 | ,64051         | 39 |
| SPI13 | 4,1282 | ,83286         | 39 |
| SPI14 | 3,9744 | ,70663         | 39 |
| SPI15 | 4,0256 | ,70663         | 39 |
| SPI16 | 3,9744 | ,90284         | 39 |
| SPI17 | 4,0513 | ,75911         | 39 |
| SPI19 | 3,9487 | ,82554         | 39 |
| SPI20 | 3,9487 | ,68628         | 39 |
| SPI21 | 4,2308 | ,62667         | 39 |
| SPI22 | 3,9487 | ,75911         | 39 |
| SPI23 | 3,9744 | ,58432         | 39 |
| SPI24 | 4,1538 | ,58663         | 39 |
| SPI25 | 4,0513 | ,68628         | 39 |
| SPI26 | 3,9487 | ,75911         | 39 |

**Item-Total Statistics**

|      | Scale Mean if<br>Item Deleted | Scale Variance if<br>Item Deleted | Corrected Item-<br>Total Correlation | Cronbach's Alpha<br>if Item Deleted |
|------|-------------------------------|-----------------------------------|--------------------------------------|-------------------------------------|
| SPI1 | 97,3846                       | 133,190                           | ,452                                 | ,939                                |
| SPI2 | 97,6154                       | 128,874                           | ,600                                 | ,938                                |
| SPI3 | 97,5897                       | 128,564                           | ,645                                 | ,937                                |
| SPI4 | 97,6410                       | 124,552                           | ,741                                 | ,936                                |
| SPI5 | 97,7436                       | 124,301                           | ,773                                 | ,935                                |
| SPI6 | 97,9744                       | 128,289                           | ,550                                 | ,939                                |
| SPI7 | 97,8462                       | 127,397                           | ,598                                 | ,938                                |
| SPI8 | 97,6410                       | 129,131                           | ,563                                 | ,938                                |



|       |         |         |      |      |
|-------|---------|---------|------|------|
| SPI9  | 97,7436 | 129,775 | ,613 | ,938 |
| SPI10 | 97,6154 | 128,085 | ,651 | ,937 |
| SPI11 | 97,6154 | 127,453 | ,597 | ,938 |
| SPI12 | 97,6923 | 128,903 | ,681 | ,937 |
| SPI13 | 97,6667 | 127,754 | ,572 | ,938 |
| SPI14 | 97,8205 | 128,256 | ,654 | ,937 |
| SPI15 | 97,7692 | 128,551 | ,635 | ,937 |
| SPI16 | 97,8205 | 127,151 | ,553 | ,939 |
| SPI17 | 97,7436 | 125,669 | ,762 | ,936 |
| SPI19 | 97,8462 | 127,555 | ,589 | ,938 |
| SPI20 | 97,8462 | 129,870 | ,568 | ,938 |
| SPI21 | 97,5641 | 130,621 | ,573 | ,938 |
| SPI22 | 97,8462 | 127,134 | ,672 | ,937 |
| SPI23 | 97,8205 | 130,572 | ,622 | ,938 |
| SPI24 | 97,6410 | 133,552 | ,393 | ,940 |
| SPI25 | 97,7436 | 129,196 | ,612 | ,938 |
| SPI26 | 97,8462 | 131,239 | ,426 | ,940 |

#### Scale Statistics

| Mean     | Variance | Std. Deviation | N of Items |
|----------|----------|----------------|------------|
| 101,7949 | 139,220  | 11,79915       | 25         |

## Reliability

### Scale: Penalaran Moral

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 39 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 39 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,912             | 12         |

**Item Statistics**

|      | Mean   | Std. Deviation | N  |
|------|--------|----------------|----|
| PM1  | 5,0769 | 1,40272        | 39 |
| PM2  | 4,8205 | 1,51955        | 39 |
| PM3  | 5,3333 | 1,38285        | 39 |
| PM4  | 4,6667 | 1,38285        | 39 |
| PM5  | 4,2564 | 1,44583        | 39 |
| PM6  | 4,5385 | 1,37355        | 39 |
| PM7  | 3,9487 | 1,41326        | 39 |
| PM8  | 4,1795 | 1,44863        | 39 |
| PM9  | 4,5897 | 1,29204        | 39 |
| PM10 | 4,4615 | 1,29465        | 39 |
| PM11 | 4,8718 | 1,60885        | 39 |
| PM12 | 5,2308 | 1,42278        | 39 |

**Item-Total Statistics**

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| PM1  | 50,8974                    | 132,200                        | ,404                             | ,916                             |
| PM2  | 51,1538                    | 119,765                        | ,755                             | ,900                             |
| PM3  | 50,6410                    | 123,815                        | ,697                             | ,903                             |
| PM4  | 51,3077                    | 122,850                        | ,731                             | ,901                             |
| PM5  | 51,7179                    | 129,576                        | ,471                             | ,913                             |
| PM6  | 51,4359                    | 126,726                        | ,601                             | ,907                             |
| PM7  | 52,0256                    | 127,815                        | ,544                             | ,910                             |
| PM8  | 51,7949                    | 127,536                        | ,536                             | ,910                             |
| PM9  | 51,3846                    | 125,243                        | ,701                             | ,903                             |
| PM10 | 51,5128                    | 125,414                        | ,693                             | ,903                             |
| PM11 | 51,1026                    | 115,094                        | ,855                             | ,894                             |
| PM12 | 50,7436                    | 119,933                        | ,810                             | ,897                             |

**Scale Statistics**

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 55,9744 | 147,184  | 12,13192       | 12         |

## Reliability

### Scale: Penalaran Moral

Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 39 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 39 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,917             | 10         |

Item Statistics

|      | Mean   | Std. Deviation | N  |
|------|--------|----------------|----|
| PM2  | 4,8205 | 1,51955        | 39 |
| PM3  | 5,3333 | 1,38285        | 39 |
| PM4  | 4,6667 | 1,38285        | 39 |
| PM6  | 4,5385 | 1,37355        | 39 |
| PM7  | 3,9487 | 1,41326        | 39 |
| PM8  | 4,1795 | 1,44863        | 39 |
| PM9  | 4,5897 | 1,29204        | 39 |
| PM10 | 4,4615 | 1,29465        | 39 |
| PM11 | 4,8718 | 1,60885        | 39 |
| PM12 | 5,2308 | 1,42278        | 39 |

Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| PM2 | 41,8205                    | 90,625                         | ,764                             | ,904                             |
| PM3 | 41,3077                    | 94,482                         | ,693                             | ,909                             |
| PM4 | 41,9744                    | 93,078                         | ,751                             | ,905                             |
| PM6 | 42,1026                    | 98,568                         | ,534                             | ,917                             |
| PM7 | 42,6923                    | 96,955                         | ,578                             | ,915                             |

|      |         |        |      |      |
|------|---------|--------|------|------|
| PM8  | 42,4615 | 97,571 | ,537 | ,918 |
| PM9  | 42,0513 | 95,208 | ,720 | ,908 |
| PM10 | 42,1795 | 95,362 | ,711 | ,908 |
| PM11 | 41,7692 | 87,340 | ,835 | ,900 |
| PM12 | 41,4103 | 91,090 | ,807 | ,902 |

#### Scale Statistics

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 46,6410 | 115,026  | 10,72500       | 10         |

### Reliability

#### Scale: Penalaran Moral

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 39 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 39 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,918             | 9          |

#### Item Statistics

|     | Mean   | Std. Deviation | N  |
|-----|--------|----------------|----|
| PM2 | 4,8205 | 1,51955        | 39 |
| PM3 | 5,3333 | 1,38285        | 39 |
| PM4 | 4,6667 | 1,38285        | 39 |
| PM6 | 4,5385 | 1,37355        | 39 |
| PM7 | 3,9487 | 1,41326        | 39 |
| PM9 | 4,5897 | 1,29204        | 39 |

|      |        |         |    |
|------|--------|---------|----|
| PM10 | 4,4615 | 1,29465 | 39 |
| PM11 | 4,8718 | 1,60885 | 39 |
| PM12 | 5,2308 | 1,42278 | 39 |

#### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| PM2  | 37,6410                    | 75,499                         | ,748                             | ,906                             |
| PM3  | 37,1282                    | 78,273                         | ,711                             | ,908                             |
| PM4  | 37,7949                    | 77,115                         | ,764                             | ,905                             |
| PM6  | 37,9231                    | 81,757                         | ,561                             | ,918                             |
| PM7  | 38,5128                    | 80,730                         | ,584                             | ,917                             |
| PM9  | 37,8718                    | 80,062                         | ,685                             | ,910                             |
| PM10 | 38,0000                    | 80,211                         | ,676                             | ,911                             |
| PM11 | 37,5897                    | 71,827                         | ,849                             | ,898                             |
| PM12 | 37,2308                    | 75,498                         | ,811                             | ,901                             |

#### Scale Statistics

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 42,4615 | 97,571   | 9,87780        | 9          |

### Reliability

#### Scale: Kecurangan

#### Case Processing Summary

|       |                       | N | %     |
|-------|-----------------------|---|-------|
| Cases | Valid                 | 9 | 100,0 |
|       | Excluded <sup>a</sup> | 0 | ,0    |
|       | Total                 | 9 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,889             | 14         |

**Item Statistics**

|     | Mean   | Std. Deviation | N |
|-----|--------|----------------|---|
| K1  | 2,5556 | 1,42400        | 9 |
| K2  | 2,6667 | 1,58114        | 9 |
| K3  | 1,8889 | 1,16667        | 9 |
| K4  | 4,0000 | 1,00000        | 9 |
| K5  | 3,7778 | 1,20185        | 9 |
| K6  | 3,2222 | 1,48137        | 9 |
| K7  | 2,1111 | 1,16667        | 9 |
| K8  | 2,1111 | 1,26930        | 9 |
| K9  | 1,7778 | 1,09291        | 9 |
| K10 | 1,7778 | 1,30171        | 9 |
| K11 | 1,6667 | 1,00000        | 9 |
| K12 | 1,7778 | ,97183         | 9 |
| K13 | 1,4444 | ,72648         | 9 |
| K14 | 1,7778 | 1,09291        | 9 |

**Item-Total Statistics**

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| K1  | 30,0000                    | 103,250                        | ,328                             | ,894                             |
| K2  | 29,8889                    | 95,361                         | ,548                             | ,884                             |
| K3  | 30,6667                    | 96,500                         | ,738                             | ,873                             |
| K4  | 28,5556                    | 108,778                        | ,240                             | ,894                             |
| K5  | 28,7778                    | 113,944                        | -,024                            | ,906                             |
| K6  | 29,3333                    | 103,750                        | ,293                             | ,897                             |
| K7  | 30,4444                    | 101,528                        | ,506                             | ,884                             |
| K8  | 30,4444                    | 93,278                         | ,811                             | ,869                             |
| K9  | 30,7778                    | 95,444                         | ,849                             | ,869                             |
| K10 | 30,7778                    | 92,444                         | ,825                             | ,868                             |
| K11 | 30,8889                    | 97,361                         | ,832                             | ,871                             |
| K12 | 30,7778                    | 98,194                         | ,812                             | ,872                             |
| K13 | 31,1111                    | 100,361                        | ,954                             | ,873                             |
| K14 | 30,7778                    | 97,194                         | ,761                             | ,873                             |

**Scale Statistics**

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 32,5556 | 114,778  | 10,71344       | 14         |

## Reliability

### Scale: Kecurangan

#### Case Processing Summary

|       |                       | N | %     |
|-------|-----------------------|---|-------|
| Cases | Valid                 | 9 | 100,0 |
|       | Excluded <sup>a</sup> | 0 | ,0    |
|       | Total                 | 9 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,941             | 10         |

#### Item Statistics

|     | Mean   | Std. Deviation | N |
|-----|--------|----------------|---|
| K2  | 2,6667 | 1,58114        | 9 |
| K3  | 1,8889 | 1,16667        | 9 |
| K7  | 2,1111 | 1,16667        | 9 |
| K8  | 2,1111 | 1,26930        | 9 |
| K9  | 1,7778 | 1,09291        | 9 |
| K10 | 1,7778 | 1,30171        | 9 |
| K11 | 1,6667 | 1,00000        | 9 |
| K12 | 1,7778 | ,97183         | 9 |
| K13 | 1,4444 | ,72648         | 9 |
| K14 | 1,7778 | 1,09291        | 9 |

#### Item-Total Statistics

|    | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| K2 | 16,3333                    | 73,250                         | ,425                             | ,958                             |
| K3 | 17,1111                    | 69,611                         | ,836                             | ,931                             |
| K7 | 16,8889                    | 72,861                         | ,654                             | ,939                             |
| K8 | 16,8889                    | 67,861                         | ,850                             | ,930                             |

|     |         |        |      |      |
|-----|---------|--------|------|------|
| K9  | 17,2222 | 69,694 | ,897 | ,928 |
| K10 | 17,2222 | 69,444 | ,743 | ,936 |
| K11 | 17,3333 | 71,750 | ,856 | ,931 |
| K12 | 17,2222 | 71,444 | ,905 | ,929 |
| K13 | 17,5556 | 75,028 | ,929 | ,932 |
| K14 | 17,2222 | 70,444 | ,851 | ,930 |

#### Scale Statistics

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 19,0000 | 87,250   | 9,34077        | 10         |

### Reliability

#### Scale: Kecurangan

#### Case Processing Summary

|       |                       | N | %     |
|-------|-----------------------|---|-------|
| Cases | Valid                 | 9 | 100,0 |
|       | Excluded <sup>a</sup> | 0 | ,0    |
|       | Total                 | 9 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,958             | 9          |

#### Item Statistics

|     | Mean   | Std. Deviation | N |
|-----|--------|----------------|---|
| K3  | 1,8889 | 1,16667        | 9 |
| K7  | 2,1111 | 1,16667        | 9 |
| K8  | 2,1111 | 1,26930        | 9 |
| K9  | 1,7778 | 1,09291        | 9 |
| K10 | 1,7778 | 1,30171        | 9 |
| K11 | 1,6667 | 1,00000        | 9 |
| K12 | 1,7778 | ,97183         | 9 |



|     |        |         |   |
|-----|--------|---------|---|
| K13 | 1,4444 | ,72648  | 9 |
| K14 | 1,7778 | 1,09291 | 9 |

#### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| K3  | 14,4444                    | 56,778                         | ,859                             | ,951                             |
| K7  | 14,2222                    | 59,694                         | ,676                             | ,960                             |
| K8  | 14,2222                    | 55,194                         | ,872                             | ,951                             |
| K9  | 14,5556                    | 57,278                         | ,893                             | ,949                             |
| K10 | 14,5556                    | 57,278                         | ,725                             | ,959                             |
| K11 | 14,6667                    | 59,250                         | ,844                             | ,952                             |
| K12 | 14,5556                    | 58,528                         | ,927                             | ,949                             |
| K13 | 14,8889                    | 62,361                         | ,903                             | ,953                             |
| K14 | 14,5556                    | 57,278                         | ,893                             | ,949                             |

#### Scale Statistics

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16,3333 | 73,250   | 8,55862        | 9          |

## Reliability

### Scale: Kecurangan

#### Case Processing Summary

|       |                       | N | %     |
|-------|-----------------------|---|-------|
| Cases | Valid                 | 9 | 100,0 |
|       | Excluded <sup>a</sup> | 0 | ,0    |
|       | Total                 | 9 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,966             | 7          |

### Item Statistics

|     | Mean   | Std. Deviation | N |
|-----|--------|----------------|---|
| K3  | 1,8889 | 1,16667        | 9 |
| K8  | 2,1111 | 1,26930        | 9 |
| K9  | 1,7778 | 1,09291        | 9 |
| K11 | 1,6667 | 1,00000        | 9 |
| K12 | 1,7778 | ,97183         | 9 |
| K13 | 1,4444 | ,72648         | 9 |
| K14 | 1,7778 | 1,09291        | 9 |

### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| K3  | 10,5556                    | 32,028                         | ,919                             | ,958                             |
| K8  | 10,3333                    | 32,500                         | ,789                             | ,970                             |
| K9  | 10,6667                    | 32,500                         | ,950                             | ,955                             |
| K11 | 10,7778                    | 34,694                         | ,835                             | ,964                             |
| K12 | 10,6667                    | 34,000                         | ,934                             | ,957                             |
| K13 | 11,0000                    | 37,000                         | ,905                             | ,963                             |
| K14 | 10,6667                    | 32,750                         | ,926                             | ,957                             |

### Scale Statistics

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 12,4444 | 45,528   | 6,74743        | 7          |

## Reliability

### Scale: Kecurangan

#### Case Processing Summary

|       |                       | N | %     |
|-------|-----------------------|---|-------|
| Cases | Valid                 | 9 | 100,0 |
|       | Excluded <sup>a</sup> | 0 | ,0    |
|       | Total                 | 9 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,970             | 6          |

**Item Statistics**

|     | Mean   | Std. Deviation | N |
|-----|--------|----------------|---|
| K3  | 1,8889 | 1,16667        | 9 |
| K9  | 1,7778 | 1,09291        | 9 |
| K11 | 1,6667 | 1,00000        | 9 |
| K12 | 1,7778 | ,97183         | 9 |
| K13 | 1,4444 | ,72648         | 9 |
| K14 | 1,7778 | 1,09291        | 9 |

**Item-Total Statistics**

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| K3  | 8,4444                     | 21,278                         | ,916                             | ,964                             |
| K9  | 8,5556                     | 21,528                         | ,964                             | ,958                             |
| K11 | 8,6667                     | 23,250                         | ,855                             | ,969                             |
| K12 | 8,5556                     | 22,778                         | ,946                             | ,960                             |
| K13 | 8,8889                     | 25,361                         | ,904                             | ,969                             |
| K14 | 8,5556                     | 22,028                         | ,904                             | ,965                             |

**Scale Statistics**

| Mean    | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 10,3333 | 32,500   | 5,70088        | 6          |

# LAMPIRAN 4.

## UJI HIPOTESIS

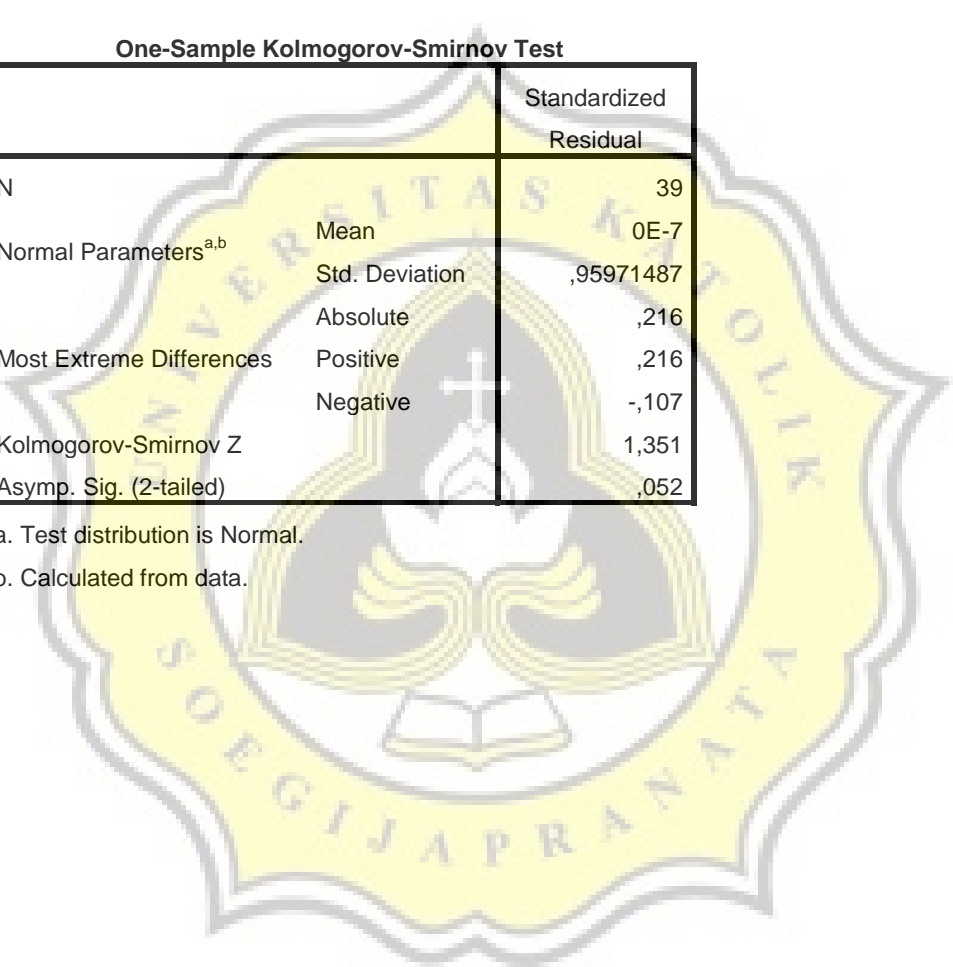
### NPar Tests

One-Sample Kolmogorov-Smirnov Test

|                                  |                | Standardized Residual |
|----------------------------------|----------------|-----------------------|
| N                                |                | 39                    |
| Normal Parameters <sup>a,b</sup> | Mean           | 0E-7                  |
|                                  | Std. Deviation | ,95971487             |
|                                  | Absolute       | ,216                  |
| Most Extreme Differences         | Positive       | ,216                  |
|                                  | Negative       | -,107                 |
| Kolmogorov-Smirnov Z             |                | 1,351                 |
| Asymp. Sig. (2-tailed)           |                | ,052                  |

a. Test distribution is Normal.

b. Calculated from data.



## Regression

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

| Model | Variables Entered        | Variables Removed | Method |
|-------|--------------------------|-------------------|--------|
| 1     | PM, KK, SPI <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: K

b. All requested variables entered.

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,321 <sup>a</sup> | ,103     | ,026              | ,91883                     |

a. Predictors: (Constant), PM, KK, SPI

b. Dependent Variable: K

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 3,384          | 3  | 1,128       | 1,336 | ,278 <sup>b</sup> |
|       | Residual   | 29,549         | 35 | ,844        |       |                   |
|       | Total      | 32,933         | 38 |             |       |                   |

a. Dependent Variable: K

b. Predictors: (Constant), PM, KK, SPI

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1     | (Constant) | 3,700                       | 1,473      |                           | 2,512  | ,017 |                         |       |
|       | KK         | ,058                        | ,252       | ,038                      | ,228   | ,821 | ,917                    | 1,091 |
|       | SPI        | -,654                       | ,341       | -,332                     | -1,919 | ,063 | ,858                    | 1,166 |
|       | PM         | ,136                        | ,141       | ,160                      | ,963   | ,342 | ,931                    | 1,074 |

a. Dependent Variable: K

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

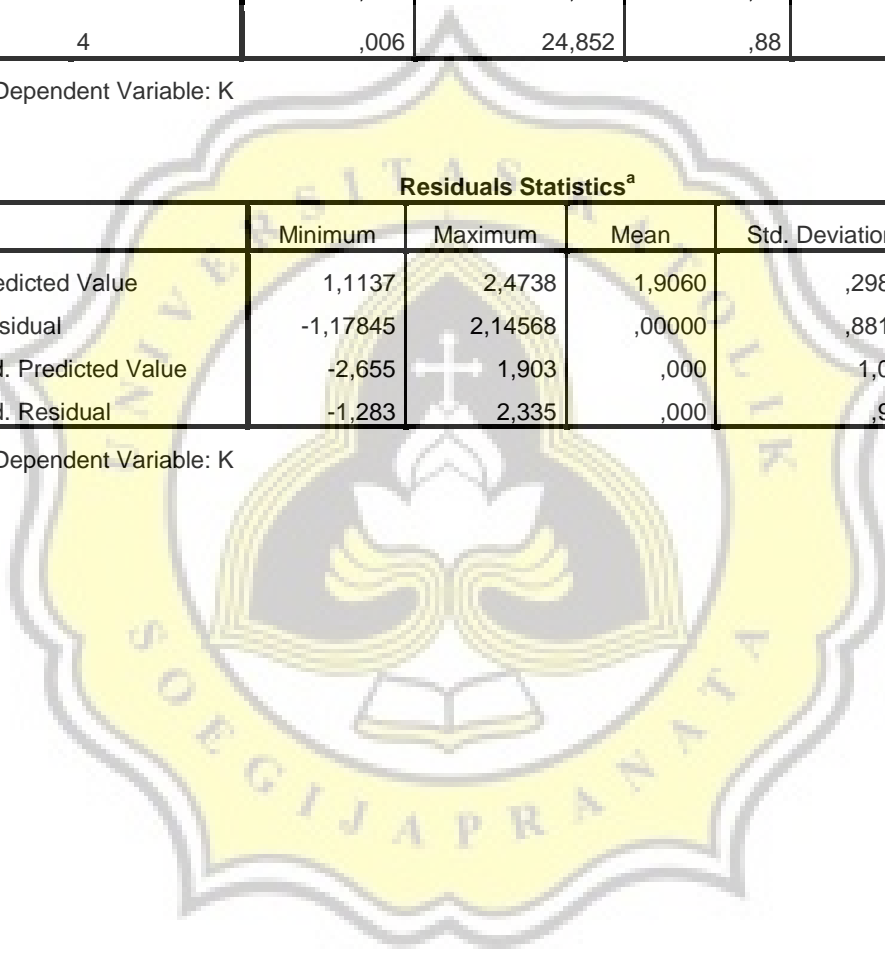
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |     |     |     |
|-------|-----------|------------|-----------------|----------------------|-----|-----|-----|
|       |           |            |                 | (Constant)           | KK  | SPI | PM  |
| 1     | 1         | 3,942      | 1,000           | ,00                  | ,00 | ,00 | ,00 |
|       | 2         | ,038       | 10,152          | ,01                  | ,11 | ,01 | ,88 |
|       | 3         | ,013       | 17,444          | ,11                  | ,86 | ,25 | ,12 |
|       | 4         | ,006       | 24,852          | ,88                  | ,03 | ,74 | ,00 |

a. Dependent Variable: K

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

|                      | Minimum  | Maximum | Mean   | Std. Deviation | N  |
|----------------------|----------|---------|--------|----------------|----|
| Predicted Value      | 1,1137   | 2,4738  | 1,9060 | ,29844         | 39 |
| Residual             | -1,17845 | 2,14568 | ,00000 | ,88181         | 39 |
| Std. Predicted Value | -2,655   | 1,903   | ,000   | 1,000          | 39 |
| Std. Residual        | -1,283   | 2,335   | ,000   | ,960           | 39 |

a. Dependent Variable: K



## Regression

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

| Model | Variables Entered        | Variables Removed | Method |
|-------|--------------------------|-------------------|--------|
| 1     | PM, KK, SPI <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: absres

b. All requested variables entered.

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,224 <sup>a</sup> | ,050     | -,031             | ,67861                     |

a. Predictors: (Constant), PM, KK, SPI

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F    | Sig.              |
|-------|------------|----------------|----|-------------|------|-------------------|
| 1     | Regression | ,851           | 3  | ,284        | ,616 | ,609 <sup>b</sup> |
|       | Residual   | 16,118         | 35 | ,461        |      |                   |
|       | Total      | 16,969         | 38 |             |      |                   |

a. Dependent Variable: absres

b. Predictors: (Constant), PM, KK, SPI

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | -,076                       | 1,088      |                           | -,070 | ,945 |
|       | KK         | -,033                       | ,186       | -,031                     | -,178 | ,860 |
|       | SPI        | ,072                        | ,252       | ,051                      | ,287  | ,776 |
|       | PM         | ,126                        | ,104       | ,207                      | 1,211 | ,234 |

a. Dependent Variable: absres

# LAMPIRAN 5.

## UJI STATISTIK DESKRIPTIF

### Means

| Case Processing Summary |          |         |          |         |       |         |
|-------------------------|----------|---------|----------|---------|-------|---------|
|                         | Cases    |         |          |         |       |         |
|                         | Included |         | Excluded |         | Total |         |
|                         | N        | Percent | N        | Percent | N     | Percent |
| KK * Jenis_kelamin      | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| SPI * Jenis_kelamin     | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| PM * Jenis_kelamin      | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| K * Jenis_kelamin       | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| KK * Umur               | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| SPI * Umur              | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| PM * Umur               | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| K * Umur                | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| KK * Jabatan            | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| SPI * Jabatan           | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| PM * Jabatan            | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| K * Jabatan             | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| KK * Pendidikan         | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| SPI * Pendidikan        | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| PM * Pendidikan         | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| K * Pendidikan          | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| KK * Massa_kerja        | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| SPI * Massa_kerja       | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| PM * Massa_kerja        | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| K * Massa_kerja         | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| KK * Gaji               | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| SPI * Gaji              | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| PM * Gaji               | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |
| K * Gaji                | 39       | 100,0%  | 0        | 0,0%    | 39    | 100,0%  |



**KK SPI PM K \* Jenis\_kelamin**

| Jenis_kelamin |                | KK     | SPI    | PM      | K       |
|---------------|----------------|--------|--------|---------|---------|
| Perempuan     | Mean           | 3,9200 | 4,0627 | 4,7741  | 2,0000  |
|               | N              | 30     | 30     | 30      | 30      |
|               | Std. Deviation | ,61834 | ,50506 | 1,01016 | 1,01427 |
| Laki-laki     | Mean           | 4,3111 | 4,1022 | 4,5309  | 1,5926  |
|               | N              | 9      | 9      | 9       | 9       |
|               | Std. Deviation | ,53955 | ,36338 | 1,40411 | ,49379  |
| Total         | Mean           | 4,0103 | 4,0718 | 4,7179  | 1,9060  |
|               | N              | 39     | 39     | 39      | 39      |
|               | Std. Deviation | ,61721 | ,47197 | 1,09753 | ,93095  |

**KK SPI PM K \* Umur**

| Umur    |                | KK     | SPI    | PM      | K      |
|---------|----------------|--------|--------|---------|--------|
| < 30 th | Mean           | 4,0222 | 4,0711 | 4,7099  | 1,9167 |
|         | N              | 36     | 36     | 36      | 36     |
|         | Std. Deviation | ,63925 | ,49140 | 1,01845 | ,96486 |
| >30 th  | Mean           | 3,8667 | 4,0800 | 4,8148  | 1,7778 |
|         | N              | 3      | 3      | 3       | 3      |
|         | Std. Deviation | ,23094 | ,08000 | 2,17259 | ,38490 |
| Total   | Mean           | 4,0103 | 4,0718 | 4,7179  | 1,9060 |
|         | N              | 39     | 39     | 39      | 39     |
|         | Std. Deviation | ,61721 | ,47197 | 1,09753 | ,93095 |

**KK SPI PM K \* Jabatan**

| Jabatan    |                | KK     | SPI    | PM      | K       |
|------------|----------------|--------|--------|---------|---------|
| Teller     | Mean           | 4,0111 | 4,1889 | 4,7716  | 1,8889  |
|            | N              | 18     | 18     | 18      | 18      |
|            | Std. Deviation | ,43099 | ,49101 | 1,18663 | 1,12314 |
| Put        | Mean           | 2,8000 | 3,4400 | 5,6667  | 3,8333  |
|            | N              | 1      | 1      | 1       | 1       |
|            | Std. Deviation | .      | .      | .       | .       |
| Frontliner | Mean           | 4,0000 | 4,0000 | 4,0000  | 3,8333  |
|            | N              | 1      | 1      | 1       | 1       |

|           |                |         |        |         |        |
|-----------|----------------|---------|--------|---------|--------|
|           | Std. Deviation | .       | .      | .       | .      |
|           | Mean           | 4,1000  | 4,4600 | 6,5000  | 1,0000 |
| CSD       | N              | 2       | 2      | 2       | 2      |
|           | Std. Deviation | ,14142  | ,76368 | ,70711  | ,00000 |
|           | Mean           | 4,3429  | 3,9429 | 4,0794  | 1,5238 |
| CSO       | N              | 7       | 7      | 7       | 7      |
|           | Std. Deviation | ,74578  | ,51632 | ,72496  | ,46576 |
|           | Mean           | 3,2000  | 3,7600 | 3,9444  | 2,0000 |
| FE        | N              | 2       | 2      | 2       | 2      |
|           | Std. Deviation | 1,13137 | ,62225 | ,39284  | ,00000 |
|           | Mean           | 4,3200  | 3,9760 | 4,5111  | 2,0000 |
| Marketing | N              | 5       | 5      | 5       | 5      |
|           | Std. Deviation | ,54037  | ,33058 | ,53055  | ,00000 |
|           | Mean           | 3,4000  | 4,0200 | 5,7222  | 2,0000 |
| AO        | N              | 2       | 2      | 2       | 2      |
|           | Std. Deviation | ,84853  | ,19799 | 1,64992 | ,00000 |
|           | Mean           | 4,0000  | 4,0000 | 5,0000  | 2,0000 |
| RO        | N              | 1       | 1      | 1       | 1      |
|           | Std. Deviation | .       | .      | .       | .      |
|           | Mean           | 4,0103  | 4,0718 | 4,7179  | 1,9060 |
| Total     | N              | 39      | 39     | 39      | 39     |
|           | Std. Deviation | ,61721  | ,47197 | 1,09753 | ,93095 |

**KK SPI PM K \* Pendidikan**

| Pendidikan       |                | KK     | SPI    | PM      | K       |
|------------------|----------------|--------|--------|---------|---------|
|                  | Mean           | 5,0000 | 4,6400 | 6,2222  | 1,0000  |
| SMA masih kuliah | N              | 1      | 1      | 1       | 1       |
|                  | Std. Deviation | .      | .      | .       | .       |
|                  | Mean           | 4,2000 | 4,2267 | 4,7037  | 3,2222  |
| Diploma          | N              | 3      | 3      | 3       | 3       |
|                  | Std. Deviation | ,52915 | ,24440 | ,16973  | 1,05848 |
|                  | Mean           | 3,9657 | 4,0423 | 4,6762  | 1,8190  |
| Sarjana (S1)     | N              | 35     | 35     | 35      | 35      |
|                  | Std. Deviation | ,61259 | ,48263 | 1,12970 | ,84731  |
|                  | Mean           | 4,0103 | 4,0718 | 4,7179  | 1,9060  |
| Total            | N              | 39     | 39     | 39      | 39      |
|                  | Std. Deviation | ,61721 | ,47197 | 1,09753 | ,93095  |

**KK SPI PM K \* Massa\_kerja**

| Massa_kerja |                | KK     | SPI    | PM      | K      |
|-------------|----------------|--------|--------|---------|--------|
|             | Mean           | 4,0095 | 3,8629 | 4,8042  | 2,3016 |
| < 3 th      | N              | 21     | 21     | 21      | 21     |
|             | Std. Deviation | ,73885 | ,42644 | ,88325  | ,79166 |
|             | Mean           | 4,0000 | 4,3100 | 4,7639  | 1,4583 |
| 3-5 th      | N              | 16     | 16     | 16      | 16     |
|             | Std. Deviation | ,45019 | ,42269 | 1,29505 | ,93986 |
|             | Mean           | 4,1000 | 4,3600 | 3,4444  | 1,3333 |
| >5 th       | N              | 2      | 2      | 2       | 2      |
|             | Std. Deviation | ,70711 | ,39598 | 1,25708 | ,00000 |
|             | Mean           | 4,0103 | 4,0718 | 4,7179  | 1,9060 |
| Total       | N              | 39     | 39     | 39      | 39     |
|             | Std. Deviation | ,61721 | ,47197 | 1,09753 | ,93095 |

**KK SPI PM K \* Gaji**

| Gaji   |                | KK     | SPI    | PM      | K      |
|--------|----------------|--------|--------|---------|--------|
|        | Mean           | 2,8000 | 3,4400 | 5,6667  | 3,8333 |
| 1-3 jt | N              | 1      | 1      | 1       | 1      |
|        | Std. Deviation | .      | .      | .       | .      |
|        | Mean           | 4,1600 | 4,0192 | 4,9111  | 2,1267 |
| 3-5 jt | N              | 25     | 25     | 25      | 25     |
|        | Std. Deviation | ,54160 | ,44708 | ,94608  | ,96619 |
|        | Mean           | 3,8154 | 4,2215 | 4,2735  | 1,3333 |
| >5 jt  | N              | 13     | 13     | 13      | 13     |
|        | Std. Deviation | ,64011 | ,49224 | 1,28750 | ,33333 |
|        | Mean           | 4,0103 | 4,0718 | 4,7179  | 1,9060 |
| Total  | N              | 39     | 39     | 39      | 39     |
|        | Std. Deviation | ,61721 | ,47197 | 1,09753 | ,93095 |

## Oneway (Kesesuaian Kompensasi)

### ANOVA

|               |                | Sum of Squares | df | Mean Square | F     | Sig. |
|---------------|----------------|----------------|----|-------------|-------|------|
| Jenis_kelamin | Between Groups | 1,156          | 10 | ,116        | ,561  | ,831 |
|               | Within Groups  | 5,767          | 28 | ,206        |       |      |
|               | Total          | 6,923          | 38 |             |       |      |
| Umur          | Between Groups | ,419           | 10 | ,042        | ,500  | ,876 |
|               | Within Groups  | 2,350          | 28 | ,084        |       |      |
|               | Total          | 2,769          | 38 |             |       |      |
| Jabatan       | Between Groups | 74,509         | 10 | 7,451       | 1,037 | ,440 |
|               | Within Groups  | 201,183        | 28 | 7,185       |       |      |
|               | Total          | 275,692        | 38 |             |       |      |
| Pendidikan    | Between Groups | 1,209          | 10 | ,121        | ,657  | ,753 |
|               | Within Groups  | 5,150          | 28 | ,184        |       |      |
|               | Total          | 6,359          | 38 |             |       |      |
| Massa_kerja   | Between Groups | 7,094          | 10 | ,709        | 2,987 | ,011 |
|               | Within Groups  | 6,650          | 28 | ,238        |       |      |
|               | Total          | 13,744         | 38 |             |       |      |
| Gaji          | Between Groups | 6,624          | 10 | ,662        | 5,036 | ,000 |
|               | Within Groups  | 3,683          | 28 | ,132        |       |      |
|               | Total          | 10,308         | 38 |             |       |      |

## Oneway (Sistem Pengendalian Internal)

ANOVA

|               |                | Sum of Squares | df | Mean Square | F     | Sig. |
|---------------|----------------|----------------|----|-------------|-------|------|
| Jenis_kelamin | Between Groups | 4,090          | 26 | ,157        | ,666  | ,813 |
|               | Within Groups  | 2,833          | 12 | ,236        |       |      |
|               | Total          | 6,923          | 38 |             |       |      |
| Umur          | Between Groups | 1,103          | 26 | ,042        | ,305  | ,995 |
|               | Within Groups  | 1,667          | 12 | ,139        |       |      |
|               | Total          | 2,769          | 38 |             |       |      |
| Jabatan       | Between Groups | 170,692        | 26 | 6,565       | ,750  | ,740 |
|               | Within Groups  | 105,000        | 12 | 8,750       |       |      |
|               | Total          | 275,692        | 38 |             |       |      |
| Pendidikan    | Between Groups | 2,692          | 26 | ,104        | ,339  | ,990 |
|               | Within Groups  | 3,667          | 12 | ,306        |       |      |
|               | Total          | 6,359          | 38 |             |       |      |
| Massa_kerja   | Between Groups | 9,077          | 26 | ,349        | ,898  | ,610 |
|               | Within Groups  | 4,667          | 12 | ,389        |       |      |
|               | Total          | 13,744         | 38 |             |       |      |
| Gaji          | Between Groups | 8,474          | 26 | ,326        | 2,133 | ,085 |
|               | Within Groups  | 1,833          | 12 | ,153        |       |      |
|               | Total          | 10,308         | 38 |             |       |      |

## Oneway (Penalaran Moral)

### ANOVA

|               |                | Sum of Squares | df | Mean Square | F     | Sig. |
|---------------|----------------|----------------|----|-------------|-------|------|
| Jenis_kelamin | Between Groups | 3,756          | 23 | ,163        | ,774  | ,718 |
|               | Within Groups  | 3,167          | 15 | ,211        |       |      |
|               | Total          | 6,923          | 38 |             |       |      |
| Umur          | Between Groups | 2,103          | 23 | ,091        | 2,057 | ,076 |
|               | Within Groups  | ,667           | 15 | ,044        |       |      |
|               | Total          | 2,769          | 38 |             |       |      |
| Jabatan       | Between Groups | 178,026        | 23 | 7,740       | 1,189 | ,371 |
|               | Within Groups  | 97,667         | 15 | 6,511       |       |      |
|               | Total          | 275,692        | 38 |             |       |      |
| Pendidikan    | Between Groups | 2,692          | 23 | ,117        | ,479  | ,946 |
|               | Within Groups  | 3,667          | 15 | ,244        |       |      |
|               | Total          | 6,359          | 38 |             |       |      |
| Massa_kerja   | Between Groups | 8,577          | 23 | ,373        | 1,083 | ,447 |
|               | Within Groups  | 5,167          | 15 | ,344        |       |      |
|               | Total          | 13,744         | 38 |             |       |      |
| Gaji          | Between Groups | 5,974          | 23 | ,260        | ,899  | ,602 |
|               | Within Groups  | 4,333          | 15 | ,289        |       |      |
|               | Total          | 10,308         | 38 |             |       |      |

## Oneway (Kecurangan)

### ANOVA

|               |                | Sum of Squares | df | Mean Square | F      | Sig. |
|---------------|----------------|----------------|----|-------------|--------|------|
| Jenis_kelamin | Between Groups | ,528           | 3  | ,176        | ,964   | ,421 |
|               | Within Groups  | 6,395          | 35 | ,183        |        |      |
|               | Total          | 6,923          | 38 |             |        |      |
| Umur          | Between Groups | ,162           | 3  | ,054        | ,725   | ,544 |
|               | Within Groups  | 2,607          | 35 | ,074        |        |      |
|               | Total          | 2,769          | 38 |             |        |      |
| Jabatan       | Between Groups | 121,185        | 3  | 40,395      | 9,151  | ,000 |
|               | Within Groups  | 154,507        | 35 | 4,414       |        |      |
|               | Total          | 275,692        | 38 |             |        |      |
| Pendidikan    | Between Groups | ,488           | 3  | ,163        | ,970   | ,418 |
|               | Within Groups  | 5,871          | 35 | ,168        |        |      |
|               | Total          | 6,359          | 38 |             |        |      |
| Massa_kerja   | Between Groups | 10,082         | 3  | 3,361       | 32,120 | ,000 |
|               | Within Groups  | 3,662          | 35 | ,105        |        |      |
|               | Total          | 13,744         | 38 |             |        |      |
| Gaji          | Between Groups | 5,324          | 3  | 1,775       | 12,465 | ,000 |
|               | Within Groups  | 4,983          | 35 | ,142        |        |      |
|               | Total          | 10,308         | 38 |             |        |      |