

KUESIONER

Bapak/Ibu yang terhormat,

Saya peneliti memohon kesediaan Bapak/Ibu untuk meluangkan waktu sejenak guna mengisi lembar kuesioner penelitian ini.

Saya berharap Bapak/Ibu menjawab sesuai dengan apa yang Bapak/Ibu rasakan dan alami selama bekerja sebagai seorang barista.

Kesediaan Bapak/Ibu mengisi kuesioner ini adalah bantuan yang sangat berharga bagi saya untuk memperoleh data primer yang dibutuhkan dalam pembuatan skripsi guna meraih gelar sarjana di Fakultas Ekonomi dan Bisnis Universitas Katolik Soegijapranata.

I. Petunjuk Pengisian Kuesioner

1. Bapak/Ibu sebagai responden dalam penelitian ini, dimohon untuk membaca pernyataan-pernyataan yang ada dengan cermat kemudian jawablah dengan sungguh-sungguh sesuai dengan keadaan yang sebenarnya.
2. Beri tanda centang (√) yang menjadi jawaban pilihan Bapak/Ibu di salah satu kolom yang tersedia dengan kriteria:

STS : Sangat tidak setuju

TS : Tidak setuju

N : Netral

S : Setuju

SS : Sangat Setuju

JOB CHARACTERISTIC

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
1.	Saya diperbolehkan mengambil keputusan sendiri dalam pekerjaan ini.					
2.	Saya menggunakan keahlian dan talenta saya dalam pekerjaan ini.					
3.	Pekerjaan saya sangat berpengaruh terhadap kehidupan orang lain.					
4.	<i>store manager/supervisor</i> memberitahu seberapa baik saya bekerja.					
5.	Pekerjaan saya memberikan informasi tentang seberapa baik saya bekerja.					

PERCEIVED ORGANIZATIONAL AND SUPERVISOR SUPPORT

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
PERCEIVED ORGANIZATIONAL SUPPORT						
1.	Organisasi peduli tentang kesejahteraan saya.					
2.	Organisasi mempertimbangkan dengan seksama tujuan dan nilai saya.					
3.	Organisasi sangat memperhatikan saya.					
4.	Organisasi peduli tentang opini saya.					
5.	Organisasi mau membantu saya jika membutuhkan bantuan khusus.					
6.	Organisasi tidak akan mengambil keuntungan dari saya.					
PERCEIVED SUPERVISOR SUPPORT						
7.	<i>Store manager/supervisor</i> peduli tentang opini saya.					
8.	<i>Store manager/supervisor</i> peduli tentang kesejahteraan saya.					
9.	<i>Store manager/supervisor</i> mempertimbangkan dengan seksama tujuan dan nilai saya.					
10.	<i>Store manager/supervisor</i> sangat memperhatikan saya.					

REWARDS AND RECOGNITION

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
1.	Saya mendapat kenaikan gaji.					
2.	Saya merasa aman saat bekerja.					
3.	Saya mendapat promosi.					
4.	Saya mendapat lebih banyak kebebasan dan kesempatan.					
5.	Saya merasa dihargai oleh supervisor dan rekan kerja.					
6.	Saya mendapat pelatihan dan kesempatan berkembang.					
7.	Saya mendapat tugas pekerjaan yang lebih menantang.					
8.	Saya mendapat penghargaan dari publik (seperti karyawan teladan).					

PROCEDURAL DAN DISTRIBUTIVE JUSTICE

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
PROCEDURAL JUSTICE						
1.	Saya dapat mengekspresikan pandangan dan perasaan saya tentang prosedur.					
2.	Semua prosedur telah diterapkan secara konsisten.					
3.	Semua prosedur telah dijelaskan secara rinci sehingga tidak menimbulkan persepsi yang ambigu.					
4.	Semua prosedur didasarkan pada informasi akurat.					
5.	Semua prosedur didasarkan pada standar etis dan moral.					
DISTRIBUTIVE JUSTICE						
6.	Usaha yang saya lakukan mencerminkan usaha yang telah saya lakukan dalam bekerja.					
7.	Usaha yang saya lakukan merefleksikan apa yang saya telah kontribusikan pada organisasi.					
8.	Usaha yang saya lakukan menunjukkan kinerja saya yang sesungguhnya.					

JOB ENGAGEMENT

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
1.	Saya bekerja dengan sungguh-sungguh dalam pekerjaan saya.					
2.	Kadang-kadang saya begitu serius bekerja sehingga lupa waktu.					
3.	Pekerjaan ini menghabiskan waktu saya.					
4.	Saya tidak pernah memikirkan hal lain ketika melakukan pekerjaan saya.					
5.	Saya sangat terikat pada pekerjaan ini.					

ORGANIZATION ENGAGEMENT

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
1.	Saya sangat senang menjadi karyawan di organisasi ini.					
2.	Salah satu hal yang paling menarik bagi saya adalah terlibat dengan hal-hal yang terjadi dalam organisasi ini.					
3.	Saya sangat terlibat dalam pekerjaan dan organisasi ini.					
4.	Menjadi anggota organisasi ini membuat saya merasa bahagia.					
5.	Menjadi anggota organisasi ini sangat menyenangkan bagi saya					
6.	Saya sangat terikat pada organisasi ini.					

JOB SATISFACTION

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
1.	Secara keseluruhan saya puas dengan pekerjaan saya.					
2.	Secara keseluruhan saya tidak suka dengan pekerjaan saya.					
3.	Secara keseluruhan saya suka bekerja di sini.					



ORGANIZATIONAL COMMITMENT

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
1.	Saya senang bekerja di organisasi ini sampai saya pensiun.					
2.	Bekerja di organisasi ini memiliki banyak makna pribadi.					
3.	Saya merasa masalah yang dihadapi oleh organisasi ini juga masalah saya.					
4.	Saya merasa secara pribadi terikat pada organisasi ini.					
5.	Saya bangga memberitahu orang lain bahwa saya bekerja di organisasi ini.					
6.	Saya memiliki rasa ikut memiliki yang kuat terhadap organisasi ini.					

INTENTION TO QUIT

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
1.	Saya sering berpikir untuk berhenti dari pekerjaan saya.					
2.	Saya berencana untuk mencari pekerjaan baru selama 12 bulan ke depan.					
3.	Jika saya memiliki cara saya sendiri, saya akan bekerja untuk organisasi ini satu tahun dari sekarang					

ORGANIZATIONAL CITIZENSHIP BEHAVIOR

Saks (2006)

NO	PERNYATAAN	STS	TS	N	S	SS
ORGANIZATIONAL CITIZENSHIP BEHAVIOR INDIVIDUAL						
1.	Saya rela memberikan waktu saya untuk membantu orang lain yang memiliki masalah yang berhubungan dengan pekerjaan.					
2.	Saya menyesuaikan jadwal kerja saya untuk mengakomodasi permintaan karyawan lain untuk cuti.					
3.	Saya memberikan waktu saya untuk membantu orang lain yang memiliki masalah tentang pekerjaan ataupun tidak tentang pekerjaan.					
4.	Saya membantu orang lain dengan tugas-tugas mereka.					
ORGANIZATIONAL CITIZENSHIP BEHAVIOR ORGANIZATION						
5.	Saya menawarkan ide-ide untuk meningkatkan fungsi organisasi.					
6.	Saya mengambil tindakan untuk melindungi organisasi dari potensi masalah.					
7.	Saya membela organisasi ketika karyawan lain mengkritiknya.					

II. Informasi Umum

Beri tanda centang (✓) yang menjadi jawaban pilihan Bapak/Ibu.

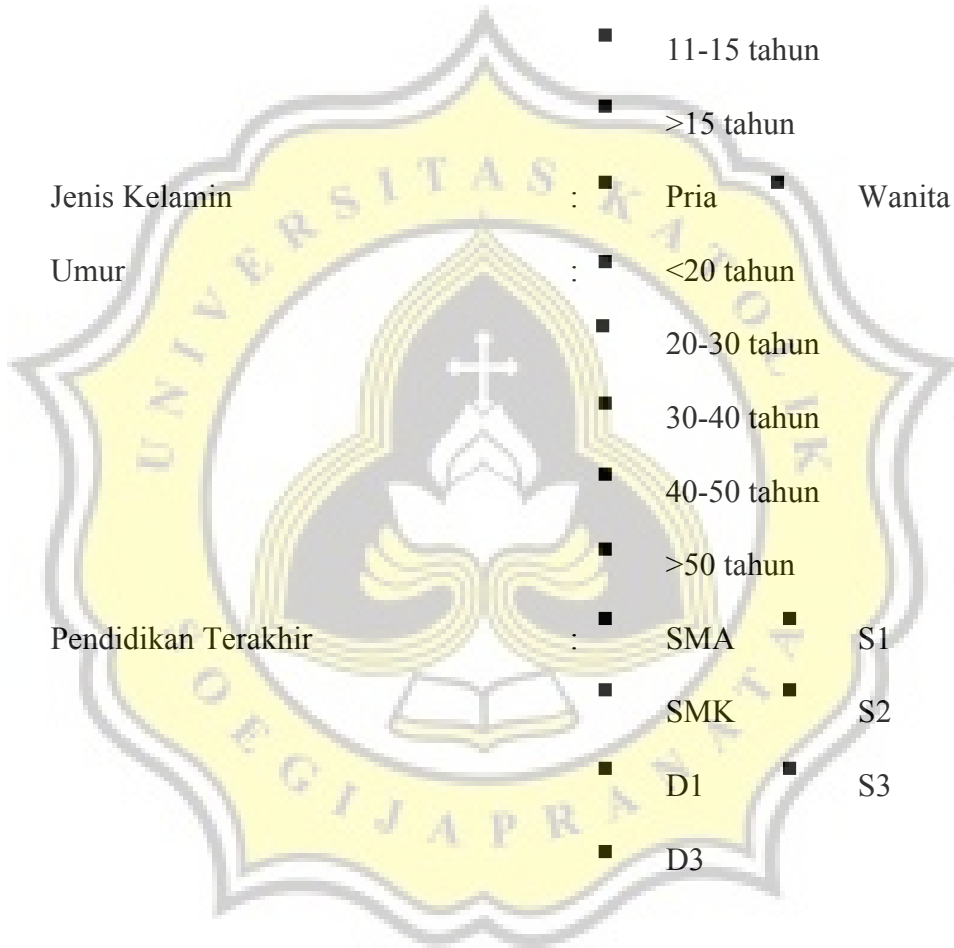
Nama (boleh tidak diisi) :

Lama bekerja di organisasi sekarang : <5 tahun
 6-10 tahun
 11-15 tahun
 >15 tahun

Jenis Kelamin : Pria Wanita

Umur : <20 tahun
 20-30 tahun
 30-40 tahun
 40-50 tahun
 >50 tahun

Pendidikan Terakhir : SMA S1
 SMK S2
 D1 S3
 D3



Reliability

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.853	.860	5

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
JC1	15.7077	9.741	.664	.462	.830
JC2	15.3538	9.920	.756	.582	.797
JC3	15.7692	11.180	.631	.439	.832
JC4	14.9692	11.812	.675	.518	.825
JC5	15.1846	11.778	.655	.489	.828

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.920	.921	6

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
POS1	18.8769	18.110	.843	.743	.895
POS2	19.0154	18.609	.826	.706	.898
POS3	18.8462	17.913	.851	.757	.894
POS4	18.9385	18.559	.717	.572	.913
POS5	18.9385	19.184	.720	.568	.912
POS6	19.2308	18.993	.681	.509	.918

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.912	.913	4

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
PSS1	12.3231	4.597	.800	.646	.886
PSS2	12.4462	4.626	.782	.649	.892
PSS3	12.3846	4.397	.857	.744	.865
PSS4	12.4615	4.409	.764	.594	.900

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.889	.894	8

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
R1	27.5846	23.309	.541	.351	.888
R2	27.5538	24.282	.613	.519	.880
R3	27.8462	20.757	.730	.616	.869
R4	27.8923	21.879	.722	.637	.869
R5	27.5077	23.910	.658	.635	.876
R6	27.2769	24.422	.672	.562	.876
R7	27.3538	23.420	.735	.650	.870
R8	27.8615	21.777	.710	.559	.870

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.895	.900	5

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
PRO1	16.2615	8.009	.762	.638	.868
PRO2	16.2923	8.148	.750	.645	.871
PRO3	16.4154	7.840	.701	.586	.886
PRO4	16.0308	8.530	.839	.742	.856
PRO5	16.0462	8.857	.700	.578	.882

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.852	.852	3

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
DIS1	8.5385	1.721	.704	.503	.811
DIS2	8.5077	1.566	.763	.582	.754
DIS3	8.4615	1.815	.705	.505	.811

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.754	.756	5

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
JE1	13.1692	10.518	.657	.446	.663
JE2	13.0462	11.826	.424	.208	.743
JE3	12.8769	11.703	.452	.261	.733
JE4	12.9538	10.576	.563	.360	.694
JE5	13.0615	10.309	.522	.324	.712

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.554	.565	6

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
OE1	17.3231	8.253	.380	.193	.324
OE2	17.7077	8.179	.364	.167	.329
OE3	17.6000	9.181	.154	.059	.450
OE4	17.7538	9.720	.063	.102	.502
OE5	17.6769	9.472	.127	.117	.463
OE6	17.7846	8.422	.305	.115	.363

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.621	.690	3

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
JS1	7.6615	3.009	.456	.438	.513
JS2	8.0462	2.013	.337	.158	.595
JS3	7.4615	2.752	.623	.500	.334

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.875	.882	6

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
OC1	19.4308	16.562	.581	.428	.874
OC2	18.3231	17.566	.709	.525	.851
OC3	18.7385	16.009	.740	.594	.842
OC4	18.5846	16.309	.633	.423	.863
OC5	18.1077	17.160	.740	.690	.845
OC6	18.3538	16.888	.726	.704	.846

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.741	.741	3

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
IQ1	6.6615	4.227	.687	.590	.517
IQ2	6.4000	3.806	.670	.588	.523
IQ3	6.1385	5.277	.375	.141	.662

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.805	.812	4

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
OCBI1	11.6769	4.160	.749	.594	.691
OCBI2	11.8769	4.828	.490	.324	.718
OCBI3	11.7077	4.491	.756	.595	.699
OCBI4	11.8615	4.621	.525	.363	.805

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.839	.845	3

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
OCBO1	7.5846	2.653	.770	.626	.712
OCBO2	7.4615	2.815	.725	.587	.758
OCBO3	7.8154	2.590	.628	.400	.761

Frequency Table

LAMAKERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <5 tahun	60	92.3	92.3	92.3
Valid 6-10 tahun	5	7.7	7.7	100.0
Total	65	100.0	100.0	

JENISKELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid P	37	56.9	56.9	56.9
Valid W	28	43.1	43.1	100.0
Total	65	100.0	100.0	

UMUR

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <20 tahun	3	4.6	4.6	4.6
Valid 20-30 tahun	60	92.3	92.3	96.9
Valid 30-40 tahun	2	3.1	3.1	100.0
Total	65	100.0	100.0	

PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid D1	4	6.2	6.2	6.2
Valid D3	6	9.2	9.2	15.4
Valid S1	19	29.2	29.2	44.6
Valid SMA	31	47.7	47.7	92.3
Valid SMK	5	7.7	7.7	100.0
Total	65	100.0	100.0	

Descriptives**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
JC	65	6.00	25.00	19.2462	4.05058
POS	65	7.00	30.00	22.7692	5.12887
PSS	65	6.00	20.00	16.5385	2.78992
R	65	13.00	40.00	31.5538	5.43435
PRO	65	8.00	25.00	20.2615	3.54999
DIS	65	6.00	15.00	12.7538	1.88771
JE	65	8.00	22.00	16.5231	2.71056
OE	65	14.00	27.00	21.1692	3.39379
JS	65	5.00	15.00	11.5846	2.21425
OC	65	7.00	30.00	22.3077	4.85065
IQ	65	3.00	15.00	9.6000	2.97279
OCBI	65	6.00	20.00	15.7077	2.74843
OCBO	65	3.00	15.00	11.4308	2.36491
Valid N (listwise)	65				

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		65
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	.95197164
	Absolute	.083
Most Extreme Differences	Positive	.083
	Negative	-.077
Kolmogorov-Smirnov Z		.666
Asymp. Sig. (2-tailed)		.767

a. Test distribution is Normal.

b. Calculated from data.

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	DIS, JC, R, PRO, POS, PSS ^b		Enter

a. Dependent Variable: ABSRES1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.338 ^a	.114	.023	1.14517

a. Predictors: (Constant), DIS, JC, R, PRO, POS, PSS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.803	6	1.634	1.246	.297 ^b
	Residual	76.063	58	1.311		
	Total	85.866	64			

a. Dependent Variable: ABSRES1

b. Predictors: (Constant), DIS, JC, R, PRO, POS, PSS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.810	1.018		1.778	.081
	JC	-.048	.057	-.167	-.841	.404
	POS	-.047	.053	-.207	-.884	.380
	PSS	-.088	.102	-.213	-.865	.391
	R	.066	.055	.310	1.193	.238
	PRO	-.052	.069	-.160	-.757	.452
	DIS	.155	.123	.252	1.263	.212

a. Dependent Variable: ABSRES1

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	DIS, JC, R, PRO, POS, PSS ^b	.	Enter

a. Dependent Variable: JE

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.747 ^a	.558	.512	1.89386

a. Predictors: (Constant), DIS, JC, R, PRO, POS, PSS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	262.186	6	43.698	12.183	.000 ^b
	Residual	208.029	58	3.587		
	Total	470.215	64			

a. Dependent Variable: JE

b. Predictors: (Constant), DIS, JC, R, PRO, POS, PSS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.654	1.684		2.170	.034	
	JC	.226	.094	.338	2.406	.019	.387
	POS	.206	.088	.390	2.353	.022	.278
	PSS	.540	.169	.555	3.197	.002	.253
	R	.081	.092	.162	.879	.383	.226
	PRO	.064	.114	.084	.562	.576	.342
	DIS	.035	.203	.024	.172	.864	.383

a. Dependent Variable: JE

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		65
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	.95197164
	Absolute	.093
Most Extreme Differences	Positive	.093
	Negative	-.083
Kolmogorov-Smirnov Z		.751
Asymp. Sig. (2-tailed)		.625

a. Test distribution is Normal.

b. Calculated from data.

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	DIS, JC, R, PRO, POS, PSS ^b	.	Enter

a. Dependent Variable: ABSRES2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.449 ^a	.202	.119	1.00111

a. Predictors: (Constant), DIS, JC, R, PRO, POS, PSS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.687	6	2.448	2.442	.036 ^b
	Residual	58.128	58	1.002		
	Total	72.815	64			

a. Dependent Variable: ABSRES2

b. Predictors: (Constant), DIS, JC, R, PRO, POS, PSS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.236	.890		2.512	.015
	JC	-.052	.050	-.198	-1.049	.299
	POS	-.081	.046	-.390	-1.754	.085
	PSS	.148	.089	.388	1.662	.102
	R	-.024	.048	-.120	-.485	.629
	PRO	-.035	.060	-.115	-.573	.569
	DIS	.060	.107	.106	.557	.580

a. Dependent Variable: ABSRES2

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	DIS, JC, R, PRO, POS, PSS ^b		Enter

a. Dependent Variable: OE

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.885 ^a	.783	.761	1.66063

a. Predictors: (Constant), DIS, JC, R, PRO, POS, PSS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	577.191	6	96.199	34.884	.000 ^b
	Residual	159.947	58	2.758		
	Total	737.138	64			

a. Dependent Variable: OE

b. Predictors: (Constant), DIS, JC, R, PRO, POS, PSS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.039	1.477		4.767	.000		
	JC	-.102	.082	-.121	-1.235	.222	.387	2.585
	POS	.592	.077	.895	7.714	.000	.278	3.600
	PSS	.153	.148	.126	1.835	.065	.253	3.958
	R	-.008	.080	-.013	-.103	.919	.226	4.431
	PRO	.181	.100	.190	1.813	.075	.342	2.921
	DIS	.314	.178	.174	1.763	.083	.383	2.614

a. Dependent Variable: OE

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		65
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	.98425098
	Absolute	.105
Most Extreme Differences	Positive	.069
	Negative	-.105
Kolmogorov-Smirnov Z		.850
Asymp. Sig. (2-tailed)		.465

- a. Test distribution is Normal.
- b. Calculated from data.

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

- a. Dependent Variable: ABSRES3
- b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.267 ^a	.072	.042	1.07555

- a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.527	2	2.763	2.389	.100 ^b
	Residual	71.722	62	1.157		
	Total	77.249	64			

- a. Dependent Variable: ABSRES3
- b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.249	.972		1.285	.203
	JE	-.106	.057	-.262	-1.876	.065
	OE	.086	.045	.264	1.890	.063

- a. Dependent Variable: ABSRES3

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

- a. Dependent Variable: JS

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.634 ^a	.402	.382	1.74018

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	126.034	2	63.017	20.810	.000 ^b
	Residual	187.750	62	3.028		
	Total	313.785	64			

a. Dependent Variable: JS

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.837	1.572		2.441	.018		
	JE	.552	.092	.676	6.020	.000	.765	1.307
	OE	.065	.073	.100	2.888	.078	.765	1.307

a. Dependent Variable: JS

NPar Tests

One-Sample Kolmogorov-Smirnov Test

	Standardized Residual
N	65
Normal Parameters ^{a,b}	
Mean	0E-7
Std. Deviation	.98425098
Most Extreme Differences	
Absolute	.068
Positive	.061
Negative	-.068
Kolmogorov-Smirnov Z	.545
Asymp. Sig. (2-tailed)	.928

a. Test distribution is Normal.

b. Calculated from data.

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

a. Dependent Variable: ABSRES4

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.292 ^a	.085	.056	1.52484

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.415	2	6.707	2.885	.063 ^b
	Residual	144.159	62	2.325		
	Total	157.574	64			

a. Dependent Variable: ABSRES4

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.011	1.378		1.460	.149
	JE	-.170	.080	-.294	-2.117	.058
	OE	.130	.064	.280	2.019	.058

a. Dependent Variable: ABSRES4

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

a. Dependent Variable: OC

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.856 ^a	.732	.724	2.54967

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1102.794	2	551.397	84.819	.000 ^b
	Residual	403.052	62	6.501		
	Total	1505.846	64			

a. Dependent Variable: OC

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-5.372	2.304		-2.332	.023		
	JE	1.355	.134	.757	10.084	.000	.765	1.307
	OE	.250	.107	.175	2.325	.023	.765	1.307

a. Dependent Variable: OC

NPar Tests

One-Sample Kolmogorov-Smirnov Test

	Standardized Residual
N	65
Normal Parameters ^{a,b}	Mean 0E-7
	Std. Deviation .98425098
Most Extreme Differences	Absolute .078
	Positive .078
	Negative -.060
Kolmogorov-Smirnov Z	.625
Asymp. Sig. (2-tailed)	.830

a. Test distribution is Normal.

b. Calculated from data.

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

a. Dependent Variable: ABSRES5

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.323 ^a	.104	.075	1.65101

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.632	2	9.816	3.601	.033 ^b
	Residual	169.002	62	2.726		
	Total	188.634	64			

a. Dependent Variable: ABSRES5

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.591	1.492		-1.067	.290
	JE	.011	.087	.018	.131	.896
	OE	.159	.070	.313	2.281	.056

a. Dependent Variable: ABSRES5

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

a. Dependent Variable: IQ

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.477 ^a	.227	.203	2.65478

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	128.634	2	64.317	9.126	.000 ^b
	Residual	436.966	62	7.048		
	Total	565.600	64			

a. Dependent Variable: IQ

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19.697	2.398		8.213	.000		
	JE	-.345	.140	-.314	-2.463	.017	.765	1.307
	OE	-.208	.112	-.237	-1.860	.068	.765	1.307

a. Dependent Variable: IQ

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		65
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	.98425098
	Absolute Differences	
Most Extreme Differences	Positive	.135
	Negative	.068
Kolmogorov-Smirnov Z		-.135
		1.088
Asymp. Sig. (2-tailed)		.188

a. Test distribution is Normal.

b. Calculated from data.

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

a. Dependent Variable: ABSRES6

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.311 ^a	.097	.068	1.23571

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.157	2	5.078	3.326	.042 ^b
	Residual	94.673	62	1.527		
	Total	104.829	64			

a. Dependent Variable: ABSRES6

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.013	1.116		3.594	.001
	JE	-.003	.065	-.007	-.047	.962
	OE	-.116	.052	-.308	-2.233	.059

a. Dependent Variable: ABSRES6

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

a. Dependent Variable: OCBI

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.693 ^a	.480	.463	2.01436

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	231.872	2	115.936	28.572	.000 ^b
	Residual	251.574	62	4.058		
	Total	483.446	64			

a. Dependent Variable: OCBI

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.217	1.820		1.218	.228		
	JE	.291	.106	.287	2.745	.008	.765	1.307
	OE	.410	.085	.506	4.832	.000	.765	1.307

a. Dependent Variable: OCBI

NPar Tests

One-Sample Kolmogorov-Smirnov Test

	Standardized Residual
N	65
Normal Parameters ^{a,b}	Mean 0E-7
	Std. Deviation .98425098
Most Extreme Differences	Absolute .073
	Positive .057
	Negative -.073
Kolmogorov-Smirnov Z	.587
Asymp. Sig. (2-tailed)	.881

a. Test distribution is Normal.

b. Calculated from data.

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

a. Dependent Variable: ABSRES7

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.188 ^a	.035	.004	1.08603

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.668	2	1.334	1.131	.329 ^b
	Residual	73.127	62	1.179		
	Total	75.795	64			

a. Dependent Variable: ABSRES7

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.587	.981		2.637	.011
	JE	-.011	.057	-.027	-.189	.850
	OE	-.055	.046	-.173	-1.213	.230

a. Dependent Variable: ABSRES7

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OE, JE ^b	.	Enter

a. Dependent Variable: OCBO

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.716 ^a	.512	.496	1.67858

a. Predictors: (Constant), OE, JE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	183.245	2	91.623	32.518	.000 ^b
	Residual	174.693	62	2.818		
	Total	357.938	64			

a. Dependent Variable: OCBO

b. Predictors: (Constant), OE, JE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.680	1.517		-.448	.655		
	JE	.336	.088	.385	3.796	.000	.765	1.307
	OE	.310	.071	.445	4.385	.000	.765	1.307

a. Dependent Variable: OCBO