

LAMPIRAN A**KUESIONER**

Informasi umum

Umur :

Jenis Kelamin : L/P (Pilih dengan melingkari)

Pendidikan terakhir : (pilih dan isi salah satu)

SMA

S1

S2

S3

Pendidikan lebih lanjut:

Sertifikasi _____ (sebutkan)

Lainnya _____ (sebutkan)

Kepegawaian

Lama bekerja di perusahaan sekarang _____ Tahun

Total lama bekerja _____ Tahun

Jabatan : Manajer/Kepala bagian _____ (sebutkan bagiannya)

Kuestioner Satisfaction (Job Description Index dalam Kartika (2012))

Mohon Bapak/Ibu ukur kepuasan kerja akhir-akhir ini untuk setiap bidang berikut ini dengan memberi skor antara 1 sampai dengan 5, sesuai dengan skor yang tepat menggambarkan kepuasan Bapak/Ibu, berikut ketentuan skor.

1	2	3	4	5
Sangat tidak setuju	Tidak setuju	netral	Setuju	Sangat setuju

Pekerjan itu sendiri						
1.	Saya merasa tertantang pada pekerjaan yang saya lakukan.	1	2	3	4	5
2.	Saya dapat mengembangkan potensi saya di perusahaan dengan leluasa.	1	2	3	4	5
3.	Pekerjaan saya memberikan tanggung jawab kepada saya.	1	2	3	4	5
Gaji						
4.	Gaji yang saya terima dapat memenuhi kehidupan hidup saya sehari – hari.	1	2	3	4	5
5.	Gaji yang diberikan sesuai dengan beban pekerjaan yang telah saya lakukan.	1	2	3	4	5
Promosi						
6.	Saya merasa promosi yang diberikan sesuai dengan yang diharapkan.	1	2	3	4	5
7.	Saya mempunyai kesempatan dalam memperluas keahlian yang saya miliki.	1	2	3	4	5
8.	Dengan bekerja di perusahaan ini dapat meningkatkan status sosial saya.	1	2	3	4	5
Pengawasan						

9.	Saya melakukan komunikasi dengan baik dengan atasan.	1	2	3	4	5
10.	Saya mendapat masukan dari atasan berkaitan dengan pekerjaan saya.	1	2	3	4	5
11.	Saya diikutsertakan dalam pengambilan keputusan.	1	2	3	4	5
Rekan Kerja						
12.	Saya menjalin hubungan baik dengan rekan kerja.	1	2	3	4	5
13.	Saya mendapat dukungan dari rekan kerja.	1	2	3	4	5
14.	Saya merasa adanya suasana yang menyenangkan di lingkungan kerja.	1	2	3	4	5

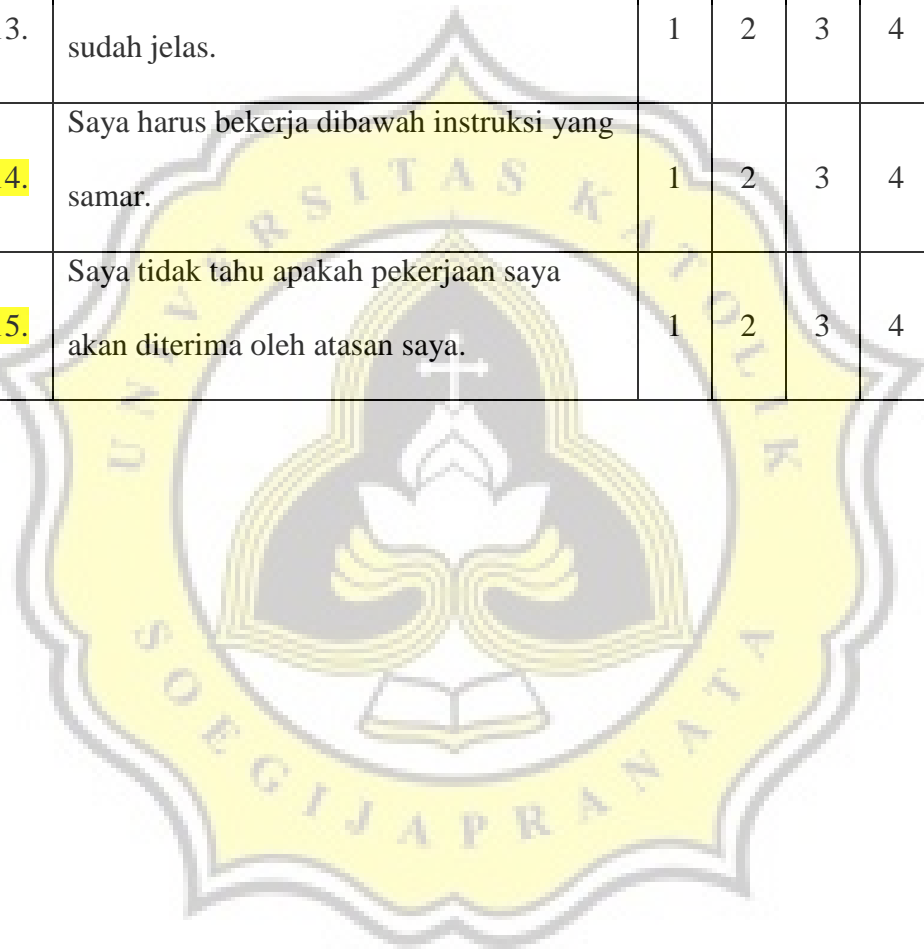
Kuesioner ambiguitas tugas (Model Rizzo et al dalam Alshery (2015))

Mohon Bapak/Ibu ukur kejelasan job desc akhir-akhir ini untuk setiap bidang berikut ini dengan memberi skor antara 1 sampai dengan 5, sesuai dengan skor yang tepat menggambarkan kejelasan tugas Bapak/Ibu, berikut ketentuan skor.

1	2	3	4	5
Sangat tidak setuju	Tidak setuju	Netral	Setuju	Sangat setuju

1.	Saya merasa jelas akan otoritas saya.	1	2	3	4	5
2.	Tujuan pekerjaan saya jelas.	1	2	3	4	5
3.	Kurang adanya panduan untuk pekerjaan saya.	1	2	3	4	5
4.	Saya dikoreksi atau diberi reward pada saat yang tidak saya duga.	1	2	3	4	5
5.	Saya merasa telah membagi waktu secara layak.	1	2	3	4	5
6.	Saya tahu apa tanggung jawab saya.	1	2	3	4	5
7.	Saya harus menjadi diri sendiri dalam menyelesaikan pekerjaan saya.	1	2	3	4	5
8.	Saya merasa yakin bagaimana saya dievaluasi untuk kenaikan pangkat.	1	2	3	4	5
9.	Saya merasa saya membagi waktu saya secara layak.	1	2	3	4	5
10.	Saya tahu secara pasti apa yang diharapkan dari saya.	1	2	3	4	5

11.	Saya bingung dengan bagaimana pekerjaan saya dihubungkan.	1	2	3	4	5
12.	Saya diberitahu seberapa bagus saya mengerjakan pekerjaan saya.	1	2	3	4	5
13.	Penjelasan apa yang harus dikerjakan sudah jelas.	1	2	3	4	5
14.	Saya harus bekerja dibawah instruksi yang samar.	1	2	3	4	5
15.	Saya tidak tahu apakah pekerjaan saya akan diterima oleh atasan saya.	1	2	3	4	5



Kuesioner Kinerja (Model Mahoney dalam Hafiz (2007))

Mohon Bapak/Ibu ukur kinerja akhir-akhir ini untuk setiap bidang berikut ini dengan memberi skor antara 1 sampai dengan 5, sesuai dengan skor yang tepat menggambarkan kinerja Bapak/Ibu, berikut ketentuan skor.

Sangat rendah	Rendah	Netral	Tinggi	Sangat Tinggi
1	2	3	4	5

BIDANG	SKALA (1 s/d 5)				
1. Kinerja saya dalam bidang perencanaan Misal : Menentukan tujuan, kebijakan dan tindakan, penjadwalan kerja, penganggaran, merancang prosedur, pemrograman.					
2. Kinerja saya dalam bidang investigasi Misal : Mengumpulkan dan mempersiapkan informasi untuk catatan, laporan dan rekening, mengukur hasil, menentukan persediaan, analisa pekerjaan.					
3. Kinerja saya dalam bidang pengkoordinasian Misal : Tukar menukar informasi dengan bagian organisasi yang lain untuk mengaitkan dan menyesuaikan program, komunikasi dengan manajer/ kepala bagian departemen lain.					
4. Kinerja saya dalam bidang evaluasi					

<p>Misal : Menilai dan mengukur proposal, mengamati kinerja anggota dan melaporkan, melakukan penilaian terhadap catatan, penilaian laporan keuangan, pemeriksaan produk/jasa.</p>					
<p>5. Kinerja saya dalam bidang pengawasan</p> <p>Misal : Mengarahkan, memimpin dan mengembangkan anggota.</p> <p>Membimbing, melatih dan menjelaskan peraturan kerja.</p> <p>Memberikan tugas, dan menangani keluhan</p>					
<p>6. Kinerja saya dalam bidang pengaturan staff</p> <p>Misal : Mempertahankan anggota anda yang berkualitas.</p> <p>Merekrut, mewawancarai dan memilih pegawai baru.</p> <p>Menempatkan, mempromosikan dan memutasi anggota.</p>					
<p>7. Kinerja saya dalam bidang negosiasi</p> <p>Misal : Melakukan pembelian/penjualan.</p> <p>Melakukan kontrak barang/jasa</p> <p>Menghubungi pemasok, tawar menawar dengan pemasok.</p>					

<p>8. Kinerja saya dalam bidang perwakilan</p> <p>Misal : Menghadiri pertemuan dengan organisasi lain.</p> <p>Mengikuti pertemuan perkumpulan, menyajikan pidato untuk acara-acara sosial kemasyarakatan.</p> <p>Mempromosikan tujuan umum organisasi Bapak/Ibu.</p>					
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LAMPIRAN B

Kepuasan Kerja

No	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14
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RELIABILITY

```

/VARIABLES=KK1 KK2 KK3 KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12
KK13 KK14
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	111	100.0
	Excluded ^a	0	.0
	Total	111	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.926	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	48.27	108.781	.750	.918
KK2	48.34	111.754	.673	.920
KK3	48.11	107.661	.779	.917
KK4	48.99	115.464	.336	.933
KK5	48.21	108.493	.739	.918
KK6	48.79	123.257	.082	.940
KK7	48.26	108.067	.747	.918
KK8	48.25	111.027	.698	.920
KK9	48.19	106.028	.838	.915
KK10	48.33	109.097	.724	.919
KK11	48.20	107.179	.789	.916
KK12	48.25	112.409	.671	.921
KK13	48.23	105.817	.806	.915
KK14	48.15	107.531	.804	.916

RELIABILITY

```

/VARIABLES=KK1 KK2 KK3 KK5 KK7 KK8 KK9 KK10 KK11 KK12 KK13 KK14
/SCALE('ALL VARIABLES') ALL
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Reliability

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Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	111	100.0
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Reliability Statistics

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Item-Total Statistics

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KK2	42.04	97.362	.659	.948
KK3	41.80	93.269	.781	.944
KK5	41.90	94.417	.722	.946
KK7	41.95	93.516	.755	.945
KK8	41.95	96.779	.680	.948
KK9	41.88	91.668	.844	.942
KK10	42.03	93.954	.758	.945
KK11	41.89	92.588	.802	.944
KK12	41.95	97.433	.688	.947
KK13	41.93	91.231	.823	.943
KK14	41.85	92.767	.826	.943

Ambiguitas Tugas

No	AT1	AT2	AT3	AT4	AT5	AT6	AT7	AT8	AT9	AT10	AT11	AT12	AT13	AT14	AT15
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RELIABILITY

```

/VARIABLES=AT1 AT2 AT3 AT4 AT5 AT6 AT7 AT8 AT9 AT10 AT11 AT12
AT13 AT14 AT15
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100.0
	Excluded ^a	0	.0
	Total	111	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.712	15

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AT1	54.0450	23.680	.335	.696
AT2	54.0270	22.317	.550	.673
AT3	54.5946	25.371	.031	.735
AT4	55.1171	27.377	-.183	.753
AT5	54.2432	23.349	.335	.696
AT6	53.9910	23.645	.318	.698
AT7	54.0991	22.126	.466	.679
AT8	54.1081	23.497	.351	.694
AT9	54.1261	21.857	.501	.674
AT10	54.0360	23.035	.452	.684
AT11	54.2973	23.411	.295	.701
AT12	53.9099	24.155	.312	.699
AT13	54.1351	22.409	.493	.678
AT14	54.1081	22.606	.376	.690
AT15	53.9189	24.384	.260	.704

RELIABILITY

```

/VARIABLES=AT1 AT2 AT5 AT6 AT7 AT8 AT9 AT10 AT11 AT12 AT13 AT14
AT15
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	111	100.0
	Excluded ^a	0	.0
	Total	111	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.780	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AT1	47.6486	23.503	.351	.770
AT2	47.6306	22.617	.490	.758
AT5	47.8468	22.822	.399	.766
AT6	47.5946	23.407	.341	.772
AT7	47.7027	22.174	.449	.761
AT8	47.7117	23.243	.378	.768
AT9	47.7297	21.563	.532	.752
AT10	47.6396	22.869	.467	.760
AT11	47.9009	23.163	.318	.775
AT12	47.5135	23.925	.338	.771
AT13	47.7387	21.940	.554	.751
AT14	47.7117	22.316	.404	.766
AT15	47.5225	24.361	.251	.778

Kinerja

No	K1	K2	K3	K4	K5	K6	K7	K8
1	3	3	4	4	4	4	3	1
2	3	3	3	4	4	3	5	3
3	2	4	3	5	3	3	3	3
4	3	3	4	3	4	4	3	4
5	3	4	4	3	3	4	4	1
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13	2	4	3	2	5	3	4	4
14	2	4	5	2	4	3	3	5
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96	1	2	2	2	1	2	1	2
97	2	1	3	2	2	2	2	2
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100	3	4	2	3	1	3	3	4
101	1	1	2	1	2	3	4	2
102	3	1	3	2	2	2	3	5
103	4	3	5	4	5	5	4	5
104	5	3	4	3	4	3	4	4
105	4	3	4	3	4	3	3	4
106	2	2	3	4	4	5	3	2
107	4	5	4	4	5	4	5	3
108	3	4	4	4	4	3	4	5
109	4	5	3	4	5	4	4	3
110	4	3	4	2	1	3	4	4
111	3	4	4	5	3	4	2	3

GET

```

FILE='C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
RELIABILITY
/VARIABLES=K1 K2 K3 K4 K5 K6 K7 K8
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100.0
	Excluded ^a	0	.0
	Total	111	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.845	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	25.25	30.281	.432	.848
K2	24.60	28.205	.725	.809
K3	24.50	29.816	.645	.820
K4	25.23	31.163	.374	.855
K5	24.37	27.781	.713	.809
K6	24.51	29.525	.714	.813
K7	24.70	30.647	.560	.830
K8	24.59	29.845	.571	.828

```
RELIABILITY
/VARIABLES=K2 K3 K5 K6 K7 K8
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.
```

Reliability

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100.0
	Excluded ^a	0	.0
	Total	111	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.868	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K2	18.59	16.627	.719	.836
K3	18.49	17.416	.700	.840
K5	18.35	16.085	.732	.833
K6	18.50	17.780	.690	.842
K7	18.68	18.200	.591	.858
K8	18.57	17.775	.573	.862

Lampiran C

No	Pend	Gend
1	2	1
2	1	1
3	1	1
4	2	2
5	2	1
6	1	1
7	2	1
8	2	2
9	1	2
10	3	1
11	1	1
12	1	2
13	1	2
14	1	2
15	2	1
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18	2	1
19	1	1
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104	3	2
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107	2	1
108	1	2
109	1	1
110	2	1
111	3	1


```

GET
  FILE='C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
CROSSTABS
  /TABLES=Pendidikan BY Gender
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT
  /COUNT ROUND CELL.

```

Crosstabs

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Pendidikan * Gender	111	100.0%	0	0.0%	111	100.0%

Pendidikan * Gender Crosstabulation

Count

		Gender		Total
		LAKI-LAKI	PEREMPUAN	
Pendidikan	SMA	32	11	43
	S1	34	24	58
	S2	6	4	10
Total		72	39	111

```

GET
  FILE='C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
MEANS TABLES=Pendidikan Gender BY KK AT K
  /CELLS MEAN COUNT STDDEV.
MEANS TABLES=KK AT K BY Gender Pendidikan
  /CELLS MEAN COUNT STDDEV.

```

Means

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Gender	111	100.0%	0	0.0%	111	100.0%

AT * Gender	111	100.0%	0	0.0%	111	100.0%
K * Gender	111	100.0%	0	0.0%	111	100.0%
KK * Pendidikan	111	100.0%	0	0.0%	111	100.0%
AT * Pendidikan	111	100.0%	0	0.0%	111	100.0%
K * Pendidikan	111	100.0%	0	0.0%	111	100.0%

KK AT K * Gender

Gender		KK	AT	K
	Mean	3.7558	4.0032	3.6551
LAKI-LAKI	N	72	72	72
	Std. Deviation	.91291	.38482	.88206
	Mean	3.9145	3.9191	3.7991
PEREMPUAN	N	39	39	39
	Std. Deviation	.81638	.41347	.69688
	Mean	3.8116	3.9737	3.7057
Total	N	111	111	111
	Std. Deviation	.87975	.39531	.82142

KK AT K * Pendidikan

Pendidikan		KK	AT	K
	Mean	3.7829	4.0179	3.7519
SMA	N	43	43	43
	Std. Deviation	.78788	.40802	.73045
	Mean	3.8491	3.9602	3.6494
S1	N	58	58	58
	Std. Deviation	.91918	.37442	.87898
	Mean	3.7167	3.8615	3.8333
S2	N	10	10	10
	Std. Deviation	1.09022	.46973	.90267
	Mean	3.8116	3.9737	3.7057
Total	N	111	111	111
	Std. Deviation	.87975	.39531	.82142

GET

```
FILE='C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
DESCRIPTIVES VARIABLES=K KK AT
/STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
K	111	1.17	5.00	3.7057	.82142
KK	111	1.25	4.92	3.8116	.87975
AT	111	3.00	4.77	3.9737	.39531
Valid N (listwise)	111				

DESCRIPTIVES VARIABLES=K2 K3 K5 K6 K7 K8
/STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
K2	111	1	5	3.65	1.101
K3	111	1	5	3.75	1.004
K5	111	1	5	3.88	1.166
K6	111	1	5	3.74	.960
K7	111	1	5	3.55	1.007
K8	111	1	5	3.67	1.098
Valid N (listwise)	111				

DESCRIPTIVES VARIABLES=KK1 KK2 KK3 KK5 KK7 KK8 KK9 KK10 KK11 KK12
KK13 KK14
/STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KK1	111	1	5	3.77	1.093
KK2	111	1	5	3.70	1.005
KK3	111	1	5	3.94	1.122
KK5	111	1	5	3.84	1.124
KK7	111	1	5	3.78	1.139
KK8	111	1	5	3.79	1.019
KK9	111	1	5	3.86	1.143

KK10	111	1	5	3.71	1.107
KK11	111	1	5	3.85	1.138
KK12	111	1	5	3.79	.964
KK13	111	1	5	3.81	1.195
KK14	111	1	5	3.89	1.098
Valid N (listwise)	111				

DESCRIPTIVES VARIABLES=AT1 AT2 AT5 AT6 AT7 AT8 AT9 AT10 AT11 AT12
AT13 AT14 AT15
/STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
AT1	111	3.00	5.00	4.0090	.70705
AT2	111	2.00	5.00	4.0270	.70659
AT5	111	2.00	5.00	3.8108	.78060
AT6	111	3.00	5.00	4.0631	.74198
AT7	111	2.00	5.00	3.9550	.83544
AT8	111	2.00	5.00	3.9459	.72410
AT9	111	2.00	5.00	3.9279	.83896
AT10	111	3.00	5.00	4.0180	.68731
AT11	111	2.00	5.00	3.7568	.83357
AT12	111	3.00	5.00	4.1441	.63025
AT13	111	2.00	5.00	3.9189	.75239
AT14	111	1.00	5.00	3.9459	.87217
AT15	111	3.00	5.00	4.1351	.65347
Valid N (listwise)	111				

Lampiran D

No	K	KK	AT	KKAT	ABS_K	ABS_KK	ABS_AT	ABS_KK_AT
1	3.17	3.67	3.92	14.38	0.54	0.14	0.05	0.85
2	3.5	3.75	3.54	13.27	0.21	0.06	0.44	1.97
3	3.17	3.83	3.69	14.15	0.54	0.02	0.28	1.08
4	3.67	4	3.92	15.69	0.04	0.19	0.05	0.46
5	3.33	3.92	3.54	13.86	0.37	0.11	0.44	1.38
6	4	3.67	3.62	13.26	0.29	0.14	0.36	1.98
7	4	4.5	3.69	16.62	0.29	0.69	0.28	1.38
8	4.17	4.58	3.46	15.87	0.46	0.77	0.51	0.63
9	4	4.08	3.77	15.39	0.29	0.27	0.2	0.15
10	4.33	4.75	3.69	17.54	0.63	0.94	0.28	2.3
11	3.67	4	3.54	14.15	0.04	0.19	0.44	1.08
12	3.5	3.92	3.46	13.56	0.21	0.11	0.51	1.68
13	3.83	4.58	3.54	16.22	0.13	0.77	0.44	0.98
14	4	4.5	4.15	18.69	0.29	0.69	0.18	3.46
15	3.33	3.75	3.92	14.71	0.37	0.06	0.05	0.52
16	3.83	3.25	4.77	15.5	0.13	0.56	0.8	0.26
17	3.67	4.5	4.23	19.04	0.04	0.69	0.26	3.8
18	3.83	4.83	4.15	20.08	0.13	1.02	0.18	4.84
19	4.17	3.92	4.54	17.78	0.46	0.11	0.56	2.54
20	4	3.75	3.85	14.42	0.29	0.06	0.13	0.81
21	3.5	4.75	3.77	17.9	0.21	0.94	0.2	2.67
22	4.17	4.58	4	18.33	0.46	0.77	0.03	3.1
23	4	4.58	3.46	15.87	0.29	0.77	0.51	0.63
24	4	4.08	3.54	14.45	0.29	0.27	0.44	0.79
25	4	4.75	3.46	16.44	0.29	0.94	0.51	1.21
26	4	4.58	3.85	17.63	0.29	0.77	0.13	2.39
27	3.83	3.25	3.54	11.5	0.13	0.56	0.44	3.74
28	4	3.83	3.62	13.86	0.29	0.02	0.36	1.38
29	4.33	3.92	3.85	15.06	0.63	0.11	0.13	0.17
30	4.17	4	3.77	15.08	0.46	0.19	0.2	0.16
31	4.17	3.58	3.77	13.51	0.46	0.23	0.2	1.73
32	4.33	3.75	3.85	14.42	0.63	0.06	0.13	0.81
33	4.5	4	4	16	0.79	0.19	0.03	0.76
34	4.33	4.08	3.46	14.13	0.63	0.27	0.51	1.1
35	4.33	4.17	3.77	15.71	0.63	0.36	0.2	0.47

36	4.33	4.33	3.77	16.33	0.63	0.52	0.2	1.1
37	4	4.58	3.23	14.81	0.29	0.77	0.74	0.43
38	4.67	4.58	3.85	17.63	0.96	0.77	0.13	2.39
39	4.17	3.92	3.54	13.86	0.46	0.11	0.44	1.38
40	4.17	4.33	3.62	15.67	0.46	0.52	0.36	0.43
41	4.33	3.83	3.69	14.15	0.63	0.02	0.28	1.08
42	4.5	4.42	3.62	15.97	0.79	0.61	0.36	0.73
43	4.33	4	3.85	15.38	0.63	0.19	0.13	0.15
44	4.5	4.42	4.46	19.71	0.79	0.61	0.49	4.47
45	4.5	3.92	3.62	14.16	0.79	0.11	0.36	1.08
46	4.5	4.25	3.54	15.04	0.79	0.44	0.44	0.2
47	4.17	4.58	3.69	16.92	0.46	0.77	0.28	1.69
48	4.67	4.92	4.46	21.94	0.96	1.11	0.49	6.7
49	4.17	3.75	3.85	14.42	0.46	0.06	0.13	0.81
50	4.33	4.58	3.92	17.98	0.63	0.77	0.05	2.74
51	4.33	4.75	4.31	20.46	0.63	0.94	0.33	5.23
52	4.67	3.42	3.92	13.4	0.96	0.39	0.05	1.83
53	4.67	3.5	4.08	14.27	0.96	0.31	0.1	0.97
54	4.83	4.75	4.69	22.29	1.13	0.94	0.72	7.05
55	5	4.67	4.62	21.54	1.29	0.86	0.64	6.3
56	3.17	3.58	3.92	14.06	0.54	0.23	0.05	1.18
57	4.17	4.08	4.08	16.65	0.46	0.27	0.1	1.41
58	3	3.83	3.77	14.45	0.71	0.02	0.2	0.79
59	3.67	3.83	4.31	16.51	0.04	0.02	0.33	1.28
60	3.67	4.08	4.38	17.9	0.04	0.27	0.41	2.67
61	3.33	3.83	4.23	16.22	0.37	0.02	0.26	0.98
62	3.83	4	4.77	19.08	0.13	0.19	0.8	3.84
63	3.33	3.67	4.38	16.08	0.37	0.14	0.41	0.84
64	3.83	4.08	3.85	15.71	0.13	0.27	0.13	0.47
65	3.67	4.5	4.15	18.69	0.04	0.69	0.18	3.46
66	4.33	4	4.54	18.15	0.63	0.19	0.56	2.92
67	3.67	3.83	4.31	16.51	0.04	0.02	0.33	1.28
68	4	3.75	4.54	17.02	0.29	0.06	0.56	1.78
69	4.17	3.67	4.54	16.64	0.46	0.14	0.56	1.4
70	3.83	3.83	4.31	16.51	0.13	0.02	0.33	1.28
71	3.67	3.92	4.15	16.27	0.04	0.11	0.18	1.03
72	4	3.75	4.54	17.02	0.29	0.06	0.56	1.78
73	3.67	4.25	4.15	17.65	0.04	0.44	0.18	2.42
74	3.83	4.42	4.38	19.37	0.13	0.61	0.41	4.13
75	3.67	4.25	4.15	17.65	0.04	0.44	0.18	2.42
76	4	4.75	4.54	21.56	0.29	0.94	0.56	6.32

77	4	3.42	4.54	15.51	0.29	0.39	0.56	0.27
78	4	3.83	3.77	14.45	0.29	0.02	0.2	0.79
79	4.83	4.33	4.31	18.67	1.13	0.52	0.33	3.43
80	3.83	4.58	4.15	19.04	0.13	0.77	0.18	3.8
81	3.67	4.08	4.08	16.65	0.04	0.27	0.1	1.41
82	4	3.42	4.38	14.98	0.29	0.39	0.41	0.26
83	4.33	4.25	4.46	18.96	0.63	0.44	0.49	3.73
84	4.17	4.5	4.54	20.42	0.46	0.69	0.56	5.19
85	4.17	3.92	4	15.67	0.46	0.11	0.03	0.43
86	4.17	3.58	3.69	13.23	0.46	0.23	0.28	2.01
87	3.33	4.58	4.08	18.69	0.37	0.77	0.1	3.45
88	1.17	1.83	3.69	6.77	2.54	1.98	0.28	8.47
89	1.83	1.67	3.46	5.77	1.87	2.14	0.51	9.47
90	2	1.75	3.69	6.46	1.71	2.06	0.28	8.77
91	1.83	1.58	3.46	5.48	1.87	2.23	0.51	9.76
92	1.5	1.33	3	4	2.21	2.48	0.97	11.24
93	1.67	2.25	4.46	10.04	2.04	1.56	0.49	5.2
94	2	2.08	4.23	8.81	1.71	1.73	0.26	6.42
95	1.67	1.42	4.15	5.88	2.04	2.39	0.18	9.35
96	1.67	1.92	4.38	8.4	2.04	1.89	0.41	6.83
97	2	1.25	3	3.75	1.71	2.56	0.97	11.49
98	1.83	1.42	3.46	4.9	1.87	2.39	0.51	10.33
99	2	1.25	3	3.75	1.71	2.56	0.97	11.49
100	2.83	4.58	4.23	19.39	0.87	0.77	0.26	4.15
101	2.33	4.42	4.46	19.71	1.37	0.61	0.49	4.47
102	2.67	3.92	3.85	15.06	1.04	0.11	0.13	0.17
103	4.5	4.17	4.15	17.31	0.79	0.36	0.18	2.07
104	3.67	4.08	4.15	16.96	0.04	0.27	0.18	1.73
105	3.5	3.83	4.23	16.22	0.21	0.02	0.26	0.98
106	3.17	4.08	4.15	16.96	0.54	0.27	0.18	1.73
107	4.33	4.33	4.46	19.33	0.63	0.52	0.49	4.1
108	4	4	4	16	0.29	0.19	0.03	0.76
109	4	3.08	4	12.33	0.29	0.73	0.03	2.9
110	3.17	3.08	4.15	12.81	0.54	0.73	0.18	2.43
111	3.33	2.17	4.23	9.17	0.37	1.64	0.26	6.07

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT K
/METHOD=ENTER KK AT
/METHOD=ENTER KK AT KK_AT.

```

Regression

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	AT, KK ^b	.	Enter
2	KK_AT ^b	.	Enter

a. Dependent Variable: K

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.773 ^a	.597	.590	.52625
2	.773 ^b	.597	.586	.52845

a. Predictors: (Constant), AT, KK

b. Predictors: (Constant), AT, KK, KK_AT

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44.310	2	22.155	80.000	.000 ^b
	Residual	29.909	108	.277		
	Total	74.220	110			
2	Regression	44.339	3	14.780	52.923	.000 ^c
	Residual	29.881	107	.279		
	Total	74.220	110			

a. Dependent Variable: K

b. Predictors: (Constant), AT, KK

c. Predictors: (Constant), AT, KK, KK_AT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta			Tolerance
1	(Constant)	.808	.514		1.572	.119	

	KK	.716	.059	.767	12.119	.000
	AT	.042	.132	.020	.320	.750
	(Constant)	.325	1.608		.202	.840
2	KK	.852	.433	.913	1.968	.052
	AT	.173	.432	.083	.400	.690
	KK_AT	-.036	.115	-.174	-.318	.751

a. Dependent Variable: K

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
					Tolerance	VIF	M
1	KK_AT	-.174 ^b	-.318	.751	-.031	.012	80.189

a. Dependent Variable: K

b. Predictors in the Model: (Constant), AT, KK

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	KK	AT	KK_AT
1	1	2.964	1.000	.00	.01	.00	
	2	.032	9.696	.05	.99	.04	
	3	.005	24.709	.95	.00	.96	
2	1	3.944	1.000	.00	.00	.00	.00
	2	.047	9.112	.01	.00	.00	.00
	3	.008	21.626	.02	.03	.03	.00
	4	.000	133.261	.97	.97	.97	.99

a. Dependent Variable: K

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT ABS_K
  /METHOD=ENTER ABS_KK ABS_AT
  /METHOD=ENTER ABS_KK ABS_AT ABS_KK_AT.

```

Regression

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	ABS_AT, ABS_KK ^b	.	Enter
2	ABS_KK_AT ^b	.	Enter

a. Dependent Variable: ABS_K

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.756 ^a	.572	.564	.36578
2	.766 ^b	.587	.576	.36081

a. Predictors: (Constant), ABS_AT, ABS_KK

b. Predictors: (Constant), ABS_AT, ABS_KK, ABS_KK_AT

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.299	2	9.649	72.120	.000 ^b
	Residual	14.450	108	.134		
	Total	33.749	110			
2	Regression	19.819	3	6.606	50.747	.000 ^c
	Residual	13.930	107	.130		
	Total	33.749	110			

a. Dependent Variable: ABS_K

b. Predictors: (Constant), ABS_AT, ABS_KK

c. Predictors: (Constant), ABS_AT, ABS_KK, ABS_KK_AT

Coefficients^a

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Co
-------	-----------------------------	---------------------------	---	------	----

		B	Std. Error	Beta			Tolerance
1	(Constant)	.218	.066		3.319	.001	
	ABS_KK	.659	.059	.761	11.200	.000	
	ABS_AT	-.033	.176	-.013	-.187	.852	
2	(Constant)	.218	.065		3.373	.001	
	ABS_KK	.449	.120	.518	3.731	.000	
	ABS_AT	-.137	.181	-.053	-.754	.453	
	ABS_KK_AT	.058	.029	.289	1.999	.048	

a. Dependent Variable: ABS_K

Excluded Variables^a

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
					Tolerance	VIF	
1	ABS_KK_AT	.289 ^b	1.999	.048	.190	.185	5.407

a. Dependent Variable: ABS_K

b. Predictors in the Model: (Constant), ABS_AT, ABS_KK

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	ABS_KK	ABS_AT	ABS_KK_AT
1	1	2.505	1.000	.04	.06	.04	
	2	.339	2.716	.19	.91	.07	
	3	.156	4.008	.77	.03	.90	
2	1	3.341	1.000	.02	.01	.02	
	2	.451	2.722	.21	.07	.09	
	3	.156	4.625	.76	.02	.82	
	4	.052	8.042	.01	.91	.07	

a. Dependent Variable: ABS_K

NPART TESTS
 /K-S(NORMAL)=ZRE_1
 /MISSING ANALYSIS.

NPar Tests

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		111
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	.98626937
	Absolute	.044
Most Extreme Differences	Positive	.040
	Negative	-.044
Kolmogorov-Smirnov Z		.459
Asymp. Sig. (2-tailed)		.984

a. Test distribution is Normal.

b. Calculated from data.

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT ABS_HETERO
/METHOD=ENTER ABS_KK ABS_AT
/METHOD=ENTER ABS_KK ABS_AT ABS_KK_AT.

```

Regression

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	ABS_AT, ABS_KK ^b		. Enter
2	ABS_KK_AT ^b		. Enter

a. Dependent Variable: ABS_HETERO

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.089 ^a	.008	-.010	.52673

2	.153 ^b	.024	-.004	.52500
---	-------------------	------	-------	--------

a. Predictors: (Constant), ABS_AT, ABS_KK

b. Predictors: (Constant), ABS_AT, ABS_KK, ABS_KK_AT

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.239	2	.119	.430	.651 ^b
	Residual	29.964	108	.277		
	Total	30.202	110			
2	Regression	.710	3	.237	.859	.465 ^c
	Residual	29.492	107	.276		
	Total	30.202	110			

a. Dependent Variable: ABS_HETERO

b. Predictors: (Constant), ABS_AT, ABS_KK

c. Predictors: (Constant), ABS_AT, ABS_KK, ABS_KK_AT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.298	.094		3.150	.002
	ABS_KK	.077	.085	.094	.913	.363
	ABS_AT	-.048	.253	-.019	-.189	.851
2	(Constant)	.298	.094		3.166	.002
	ABS_KK	-.123	.175	-.150	-.703	.484
	ABS_AT	-.146	.264	-.060	-.556	.580
	ABS_KK_AT	.055	.042	.290	1.308	.194

a. Dependent Variable: ABS_HETERO

Excluded Variables^a

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
1	ABS_KK_AT	.290 ^b	1.308	.194	.125	.185

a. Dependent Variable: ABS_HETERO

b. Predictors in the Model: (Constant), ABS_AT, ABS_KK

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT ABS_K
  /METHOD=ENTER ABS_KK ABS_AT
  /METHOD=ENTER ABS_KK ABS_AT ABS_KK_AT.

```

Regression

[DataSet1] C:\Users\andy\Documents\skripsi\revisi\DATA ANDY.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	ABS_AT, ABS_KK ^b	.	Enter
2	ABS_KK_AT ^b	.	Enter

a. Dependent Variable: ABS_K

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.756 ^a	.572	.564	.36578
2	.766 ^b	.587	.576	.36081

a. Predictors: (Constant), ABS_AT, ABS_KK

b. Predictors: (Constant), ABS_AT, ABS_KK, ABS_KK_AT

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.299	2	9.649	72.120	.000 ^b
	Residual	14.450	108	.134		
	Total	33.749	110			

	Regression	19.819	3	6.606	50.747	.000 ^c
2	Residual	13.930	107	.130		
	Total	33.749	110			

a. Dependent Variable: ABS_K

b. Predictors: (Constant), ABS_AT, ABS_KK

c. Predictors: (Constant), ABS_AT, ABS_KK, ABS_KK_AT

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.218	.066		3.319	.001
	ABS_KK	.659	.059	.761	11.200	.000
	ABS_AT	-.033	.176	-.013	-.187	.852
2	(Constant)	.218	.065		3.373	.001
	ABS_KK	.449	.120	.518	3.731	.000
	ABS_AT	-.137	.181	-.053	-.754	.453
	ABS_KK_AT	.058	.029	.289	1.999	.048

a. Dependent Variable: ABS_K

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	ABS_KK_AT	.289 ^b	1.999	.048	.190	.185

a. Dependent Variable: ABS_K

b. Predictors in the Model: (Constant), ABS_AT, ABS_KK