

**LAMPIRAN 1 KUESIONER PENELITIAN**

**PENGARUH REWARD MANAGEMENT TERHADAP KOMITMEN ORGANISASI**

**Nama Perusahaan :**

**Jenis Kelamin :**  Laki-laki  Perempuan

**Umur :** .....tahun

**Lama bekerja (sebagai Manajer) :** .....tahun

**Pendidikan :**  D3  S1  S2

**Jabatan manajer :**  Atas  Menengah  Bawah

**REWARD MANAGEMENT**

Sumber: S. Gerald (2006).

Pilihlah salah satu jawaban di bawah ini dengan memberi tanda (√) untuk:

1. Sangat Setuju
2. Setuju
3. Netral
4. Tidak Setuju
5. Sangat Tidak Setuju

No	Pertanyaan	1	2	3	4	5
1	Saya mendapatkan gaji saya tepat waktu.					
2	Saya menerima gaji yang bagus					
3	Gaji yang saya terima dihitung dengan kualifikasi saya					
4	Saya selalu menerima bonus dari atasan saya					
5	Saya mendapat tunjangan kesehatan dari tempat saya bekerja setiap kali saya sakit.					
6	Saya menerima tunjangan transportasi setiap bulan.					
7	Saya selalu dipuji atas pekerjaan baik yang saya lakukan di tempat saya pekerjaan					
8	Atasan saya mengapresiasi hasil kerja dengan memberi hadiah atas pekerjaan baik yang sudah saya lakukan untuk organisasi					
9	Tanggung jawab yang saya pegang di organisasi ini dihargai					
10	Saya selalu dipuji atas pekerjaan baik yang saya lakukan di tempat saya pekerjaan					
11	Organisasi tempat saya bekerja memberi saya akomodasi					
12	Organisasi ini memberi saya sarana transportasi					
13	Saya bisa pergi kapanpun saat saya memiliki masalah serius.					
14	Saya mengharapkan promosi kapan saja tahun ini.					

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*Affective Commitment*

Sumber: Meyer dan Allen (1996).

Pilihlah salah satu jawaban di bawah ini dengan memberi tanda (√) untuk:

1. Sangat Setuju
2. Setuju
3. netral
4. Tidak Setuju
5. Sangat Tidak Setuju

no	Pertanyaan	1	2	3	4	5
1	Saya sangat senang menjadi anggota organisasi ini.					
2	Saya senang berdiskusi tentang organisasi saya dengan orang-orang di luarnya.					
3	Saya benar-benar merasa seolah-olah masalah organisasi ini adalah masalah saya sendiri.					
4	Saya berpikir bahwa saya dapat dengan mudah mendapatkan lampiran untuk perusahaan/ organisasi lainnya.					
5	Saya merasa seperti 'bagian keluarga' di organisasi saya					
6	Saya merasa 'terikat secara emosional' dengan organisasi ini					
7	Organisasi ini memiliki banyak makna pribadi bagi saya.					

### Continuance Commitment

Sumber: Meyer dan Allen (1996)

Pilihlah salah satu jawaban di bawah ini dengan memberi tanda (√) untuk:

1. Sangat Setuju
2. Setuju
3. netral
4. Tidak Setuju
5. Sangat Tidak Setuju

no	Pertanyaan	1	2	3	4	5
1	Saya khawatir dengan hilangnya investasi yang saya buat dalam organisasi ini.					
2	Jika saya bukan anggota organisasi ini, saya akan sedih karena hidup saya akan terganggu.					
3	Saya mempunyai kewajiban untuk perusahaan ini dikarenakan apa yang sudah diberikan perusahaan ini kepada saya.					
4	Saya setia pada organisasi ini karena saya telah banyak berinvestasi di dalamnya, secara emosional, sosial, dan ekonomi.					
5	Kadang kadang saya khawatir tentang apa yang mungkin terjadi pada perusahaan dan apabila saya tidak lagi menjadi anggota ditempat saya bekerja.					
6	Saya berdedikasi pada organisasi ini karena saya takut apa yang harus saya lakukan apabila saya kehilangan di dalamnya.					

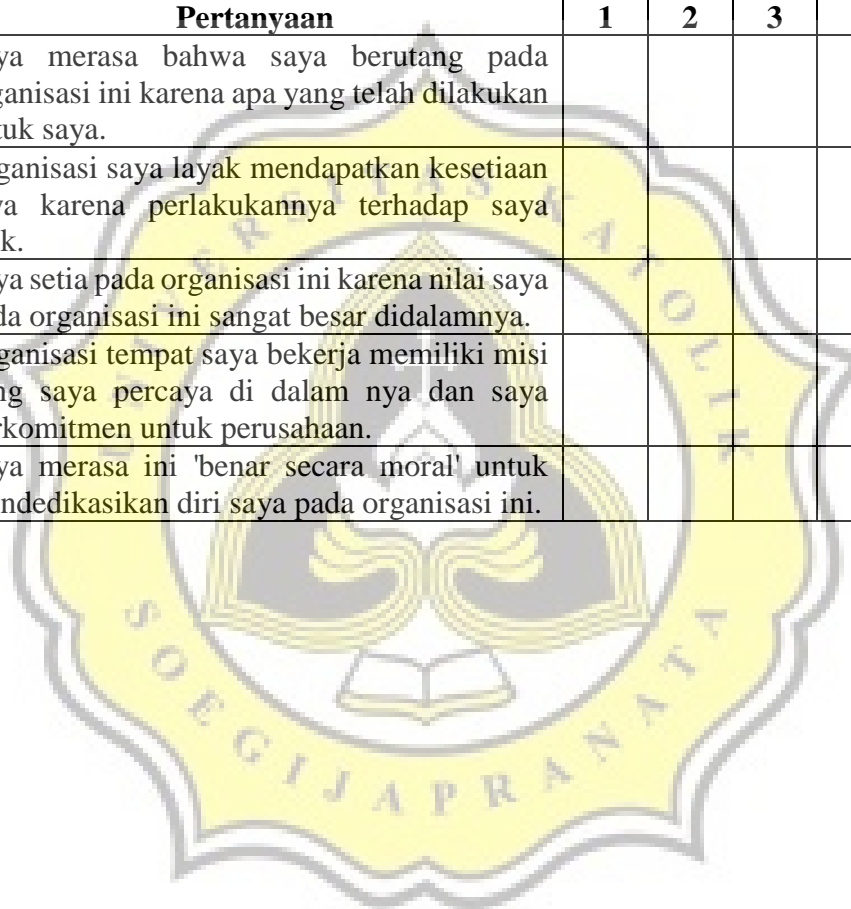
### Normative Commitment

Sumber: Meyer dan Allen (1996)

Pilihlah salah satu jawaban di bawah ini dengan memberi tanda (√) untuk:

1. Sangat Setuju
2. Setuju
3. netral
4. Tidak Setuju
5. Sangat Tidak Setuju

no	Pertanyaan	1	2	3	4	5
1	Saya merasa bahwa saya berutang pada organisasi ini karena apa yang telah dilakukan untuk saya.					
2	Organisasi saya layak mendapatkan kesetiaan saya karena perlakuan terhadap saya baik.					
3	Saya setia pada organisasi ini karena nilai saya pada organisasi ini sangat besar didalamnya.					
4	Organisasi tempat saya bekerja memiliki misi yang saya percaya di dalam nya dan saya berkomitmen untuk perusahaan.					
5	Saya merasa ini 'benar secara moral' untuk mendedikasikan diri saya pada organisasi ini.					



**TABULASI DATA RESPONDEN**

<b>no</b>	<b>Nama perusahaan</b>	<b>Jenis kelamin</b>	<b>umur</b>	<b>Lama bekerja</b>	<b>Pendidikan</b>	<b>Jabatan</b>	<b>Sektor perusahaan</b>
1	PT REBOUND	wanita	37	7	S1	Menengah	Tekstil & industri
2		Laki-laki	50	7	S1	Menengah	
3		Laki-laki	44	5	S2	Menengah	
4	PT DIAN MUSINDO	Wanita	45	8	S1	Menengah	Perbankan & finance
5		Laki-laki	45	4	S1	Menengah	
6		Wanita	41	9	S2	Menengah	
7	PT ARTA ABADI MANDIRI	Laki-laki	39	3	S1	Menengah	Perbankan & finance
8		Laki-laki	40	3	S1	Menengah	
9		Laki-laki	39	4	S2	Menengah	
10	PT MUTIKA ALAM SEJAHTERA	Laki-laki	45	4	S1	Menengah	Kontruksi & properti
11		Laki-laki	39	3	S1	Menengah	
12		Wanita	47	10	S1	Menengah	
13	STAR HOTEL SEMARANG	Wanita	38	5	S1	Menengah	Perhotelan & tour
14		Laki-laki	39	4	S1	Menengah	
15		Laki-laki	33	3	S2	Menengah	
16		Wanita	45	7	S1	Menengah	Perhotelan & tour
17		Wanita	40	6	S1	Menengah	

18	HOTEL GRAHA SANTIKA	Laki-laki	39	3	S1	Menengah	
19	PTAGIS AWECA SEMARANG	Wanita	38	4	S1	Menengah	transportasi
20		Laki-laki	45	5	S1	Menengah	
21		Wanita	45	10	S1	Menengah	
22	PT INDOMOBIL SUMBER BARU	Wanita	45	11	S2	Menengah	transportasi
23		Laki-laki	39	3	S1	Menengah	
24		Laki-laki	45	4	S2	Menengah	
25	PT MAC NELS	Laki-laki	39	3	S1	Menengah	transportasi
26	EXPRESS	Laki-laki	45	4	S1	Menengah	
27	PRODAMA	Laki-laki	39	3	S1	Menengah	
28	PTWIJAYA MAKMUR	Wanita	42	7	S1	Menengah	Tekstil & industri
29		Laki-laki	39	5	S1	Menengah	
30		Laki-laki	45	5	S1	Menengah	
31	PT PRO	Laki-laki	40	5	S1	Menengah	transportasi
32	KARGO	wanita	39	4	D3	Menengah	

33	UTAMA MANDIRI	Laki-laki	45	4	S1	Menengah	
34	PT TRITAMA NUSANTARA	Wanita	53	12	S1	Atas	transportasi
35		Laki-laki	50	8	S2	Atas	
36		Laki-laki	45	5	S1	Menengah	
37	PT GEBEU	Laki-laki	35	5	S1	Menengah	Kontruksi & properti
38		Wanita	52	12	S1	Menengah	
39		Laki-laki	44	6	S1	Menengah	
40	PT EKATAMA	Laki-laki	52	5	S1	Atas	Tekstil & industri
41	NUSANTARA	Wanita	48	4	S1	Menengah	
42	MANDIRI	Wanita	50	7	S1	Atas	
43	PT HUTAMA KARYA	Laki-laki	39	9	S1	Menengah	Kontruksi & properti
44		Laki-laki	33	6	S1	Bawah	
45		Laki-laki	45	9	S1	Menengah	
46	PT KARIS TOUR	Wanita	45	8	S1	Menengah	perhotelan & tour
47		Wanita	45	9	S1	Menengah	
48		Laki-laki	30	3	S1	Menengah	
49	BANK BTN	Wanita	40	3	S1	Menengah	Perbankan & finance
50		Wanita	40	5	S1	Menengah	
51		Laki-laki	43	7	S1	Menengah	
52		Wanita	45	8	D3	Menengah	Perbankan & finance



53	BANK BPR	Wanita	41	7	S1	Menengah	
54		Wanita	42	9	S1	Menengah	
55	PT	Wanita	41	5	S1	Menengah	Kontruksi & properti
56	KARYADEKA	Laki-laki	40	8	S1	Menengah	
57	ALAM LESTARI	Laki-laki	45	12	S1	Menengah	
58	PT TIARA	Wanita	42	9	S1	Menengah	transportasi
59	MEGA	Wanita	43	4	D3	Menengah	
60	SANJAYA	Wanita	45	7	S1	Menengah	
61	PT MANDALA	Laki-laki	38	7	S1	Menengah	Perhotelan & tour
62	SAMUDRA	Wanita	51	10	S1	Menengah	
63	TRANS	Laki-laki	33	4	S1	Bawah	
64	PT ANDALAN	Wanita	50	9	S1	Atas	Perbankan & finance
65	FINANCE INDONESIA	Wanita	45	8	S1	Menengah	

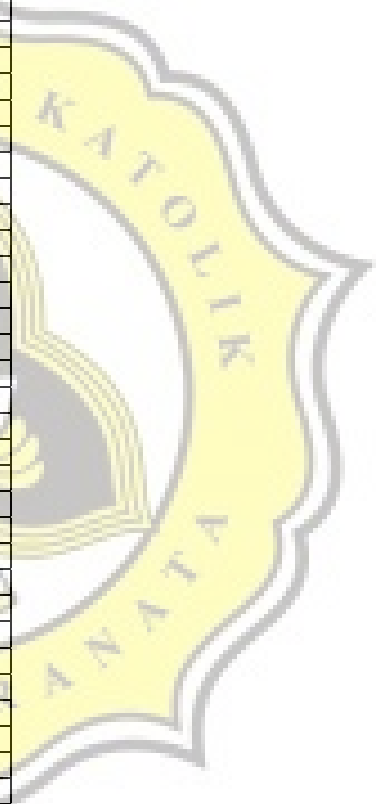
NO	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	R13	R14	TOTAL
1	2	5	4	4	4	3	4	3	2	4	4	4	4	4	3.64
2	2	5	5	3	3	2	4	5	4	5	4	5	5	5	4.07
3	3	5	3	5	4	3	3	3	3	5	5	3	3	5	3.79
4	5	4	5	3	3	5	4	5	2	5	3	3	3	3	3.79
5	4	5	4	4	4	4	4	5	3	5	5	4	4	4	4.21
6	4	5	3	3	3	5	5	5	5	5	4	2	2	2	3.79
7	4	5	3	5	5	3	4	4	3	4	5	4	4	4	4.07
8	3	2	3	5	3	3	3	3	3	3	3	3	3	3	3.07
9	3	5	3	5	5	5	5	5	5	3	5	4	5	5	4.50
10	4	3	5	4	4	3	2	2	3	5	4	3	4	4	3.57
11	4	5	5	3	5	5	4	5	4	5	5	5	5	5	4.64
12	5	5	5	5	5	5	3	5	5	5	5	5	5	5	4.86
13	5	5	5	5	5	3	4	2	4	5	5	4	4	4	4.29
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15	5	2	5	5	5	5	5	5	5	5	5	5	5	5	4.79
16	3	4	3	5	4	3	3	3	3	4	3	4	3	3	3.43
17	5	5	5	5	3	5	5	4	2	5	5	5	5	5	4.57
18	3	4	5	4	4	3	4	4	2	5	4	4	4	4	3.86
19	5	4	5	5	5	4	5	5	5	3	5	3	5	3	4.43
20	3	4	4	3	4	3	5	3	3	4	4	3	4	3	3.57
21	3	5	5	5	5	3	3	4	3	5	5	3	4	5	4.14
22	2	5	5	5	3	3	4	2	4	4	5	3	4	5	3.86
23	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2.93
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25	1	3	4	4	3	4	4	5	2	5	5	2	5	3	3.57
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36	3	4	5	5	3	3	3	5	2	4	4	3	4	3	3.64
37	3	4	5	2	2	5	5	5	5	5	4	5	5	5	4.29
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40	2	5	4	4	4	4	5	2	4	5	4	4	3	5	3.93
41	1	3	3	3	3	4	3	3	3	3	4	3	3	2	2.93
42	3	2	3	3	3	2	3	3	2	2	2	5	3	2	2.71
43	5	5	5	5	5	5	5	3	5	5	5	5	5	3	4.71
44	5	5	5	5	5	5	5	3	5	4	5	5	5	4	4.71
45	3	5	2	3	3	3	3	4	3	5	4	3	4	4	3.50
46	5	5	3	4	3	4	3	4	2	4	3	3	5	5	3.79
47	5	5	5	5	5	3	5	2	5	4	5	5	5	5	4.57
48	5	2	3	5	5	5	5	5	3	5	5	3	5	3	4.21
49	3	5	5	3	5	4	4	5	5	4	5	5	4	4	4.36
50	2	4	3	4	2	4	3	3	4	5	3	4	3	2	3.29
51	5	5	5	4	3	5	3	5	4	3	5	5	5	4	4.36
52	3	5	5	4	5	3	5	4	3	4	4	3	5	3	4.00
53	2	5	5	3	2	5	4	5	5	3	5	5	5	3	4.07
54	3	4	5	5	3	3	3	4	3	4	2	4	4	4	3.64
55	5	5	5	5	4	4	4	5	5	5	5	5	5	5	4.79
56	2	5	5	5	3	3	4	2	4	4	5	3	4	5	3.86
57	4	5	5	3	4	2	3	4	2	5	5	3	4	3	3.71
58	5	5	5	5	4	5	5	5	2	4	5	2	4	4	4.29
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64	3	3	4	4	4	4	3	4	4	4	5	3	3	4	3.71
65	5	5	4	3	3	4	4	5	4	4	3	4	4	4	4.00

**AFFECTIVE COMMITMENT**

NO	A1	A2	A3	A4	A5	A6	A7	TOTAL
1	5	5	5	5	5	4	3	4.57
2	4	4	5	5	5	5	4	4.57
3	4	3	3	4	3	3	4	3.43
4	5	4	5	4	4	4	4	4.29
5	4	5	5	5	5	4	4	4.57
6	5	5	5	5	5	5	5	5.00
7	4	4	3	3	3	4	3	3.43
8	3	5	3	5	5	5	3	4.14
9	5	5	5	5	5	5	5	5.00
10	4	4	4	4	4	5	5	4.29
11	5	5	5	5	5	5	5	5.00
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15	5	5	5	5	5	5	5	5.00
16	4	3	4	4	4	4	4	3.86
17	5	5	5	5	5	5	5	5.00
18	3	5	5	5	5	5	2	4.29
19	5	5	5	5	5	5	5	5.00
20	3	5	4	5	5	5	5	4.57
21	4	4	4	4	5	5	4	4.29
22	5	4	5	4	4	5	4	4.43
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43	5	5	5	5	5	5	5	5.00
44	5	5	5	5	5	5	5	5.00
45	4	4	4	4	4	4	4	4.00
46	4	4	5	5	4	4	4	4.29
47	5	5	5	5	5	5	5	5.00
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62	4	3	3	4	4	5	4	3.86
63	4	5	5	4	4	4	4	4.29
64	3	4	4	3	4	4	4	3.71
65	4	5	5	4	5	5	5	4.71

**CONTINUANCE COMMITMENT**

NO	C1	C2	C3	C4	C5	C6	TOTAL
1	4	4	4	4	2	2	3.33
2	4	3	3	4	3	3	3.33
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6	5	5	5	5	5	5	5.00
7	2	3	2	2	2	5	2.67
8	5	5	5	5	5	5	5.00
9	5	5	5	5	5	5	5.00
10	4	5	4	5	5	4	4.50
11	5	5	5	5	5	5	5.00
12	5	5	5	5	5	5	5.00
13	5	5	5	5	5	5	5.00
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15	5	5	5	5	5	5	5.00
16	5	5	5	5	5	5	5.00
17	5	5	5	5	5	5	5.00
18	3	2	4	4	4	4	3.50
19	3	4	3	2	3	4	3.17
20	3	3	2	3	3	4	3.00
21	3	2	3	3	2	3	2.67
22	3	3	3	3	2	4	3.00
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24	4	4	4	3	3	4	3.67
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26	3	3	4	3	5	3	3.50
27	4	5	5	3	5	3	4.17
28	5	5	3	3	3	3	3.67
29	2	3	3	4	3	4	3.17
30	5	3	2	2	2	4	3.00
31	5	5	5	4	5	4	4.67
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35	4	4	4	4	4	4	4.00
36	3	3	2	3	2	2	2.50
37	5	5	5	5	5	5	5.00
38	5	5	4	3	4	4	4.17
39	4	5	5	5	5	5	4.83
40	4	4	3	3	3	3	3.33
41	3	3	3	3	2	3	2.83
42	3	3	2	3	2	3	2.67
43	5	5	5	5	5	5	5.00
44	5	5	5	5	5	5	5.00
45	4	4	3	4	4	4	3.83
46	4	4	4	3	4	4	3.83
47	5	5	5	5	5	5	5.00
48	5	5	5	4	5	5	4.83
49	5	5	5	5	5	5	5.00
50	4	4	4	4	4	4	4.00
51	5	5	5	5	5	5	5.00
52	4	3	4	4	4	4	3.83
53	3	2	2	2	2	2	2.17
54	4	4	4	4	4	4	4.00
55	4	2	4	2	4	4	3.33
56	4	4	4	4	1	4	3.50
57	3	4	2	4	4	4	3.50
58	5	5	5	5	5	5	5.00
59	3	4	2	4	4	4	3.50
60	5	5	5	5	5	5	5.00
61	4	4	4	4	4	4	4.00
62	3	3	3	3	3	4	3.17
63	4	4	4	4	4	2	3.67
64	4	4	2	4	3	4	3.50
65	4	4	4	4	4	4	4.00



**NORMATIVE COMMITMENT**

NO	N1	N2	N3	N4	N5	TOTAL
1	5	5	5	5	5	5.00
2	5	5	5	5	5	5.00
3	3	4	3	4	3	3.40
4	5	4	4	4	5	4.40
5	5	5	4	5	5	4.80
6	4	4	4	4	3	3.80
7	5	5	5	2	3	4.00
8	4	4	5	5	2	4.00
9	5	5	5	5	4	4.80
10	5	4	4	4	4	4.20
11	5	5	4	4	5	4.60
12	4	4	4	4	4	4.00
13	5	5	5	4	4	4.60
14	4	5	5	5	5	4.80
15	5	5	5	5	5	5.00
16	5	5	5	5	5	5.00
17	5	5	5	4	4	4.60
18	5	5	5	4	4	4.60
19	4	4	4	4	5	4.20
20	5	5	5	4	4	4.60
21	5	5	5	5	5	5.00
22	3	4	4	5	5	4.20
23	5	5	5	5	5	5.00
24	5	5	5	5	5	5.00
25	3	3	3	3	3	3.00
26	3	3	3	2	2	2.60
27	4	4	3	3	3	3.40
28	4	4	4	4	5	4.20
29	3	3	3	3	2	2.80
30	4	4	3	3	4	3.60
31	3	4	4	4	4	3.80
32	4	4	4	4	4	4.00
33	4	4	4	4	4	4.00
34	5	5	5	5	4	4.80
35	5	5	5	5	5	5.00
36	5	5	5	5	5	5.00
37	5	5	5	5	5	5.00
38	3	4	3	3	3	3.20
39	1	4	3	3	2	2.60
40	5	4	4	5	5	4.60
41	4	4	4	4	4	4.00
42	5	5	5	5	5	5.00
43	5	5	5	5	5	5.00
44	5	5	5	4	5	4.80
45	4	4	4	4	4	4.00
46	4	5	5	4	4	4.40
47	5	5	5	5	5	5.00
48	4	4	4	4	4	4.00
49	5	5	5	5	5	5.00
50	4	4	5	4	4	4.20
51	4	4	4	5	5	4.40
52	4	4	4	5	4	4.20
53	4	5	4	4	4	4.20
54	5	5	5	4	4	4.60
55	4	4	4	4	4	4.00
56	4	4	4	4	4	4.00
57	5	5	5	5	5	5.00
58	5	5	5	5	5	5.00
59	5	5	5	4	5	4.80
60	5	5	4	5	4	4.60
61	4	4	4	4	4	4.00
62	4	4	4	4	4	4.00
63	5	5	5	5	5	5.00
64	4	5	5	5	5	4.80
65	5	5	5	5	5	5.00



**LAMPIRAN 2: OUTPUT SPSS**

**GAMBARAN UMUM RESPONDEN**

**USIA**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 25-35	3	4.6	4.6	4.6
Valid 36-45	52	80.0	80.0	84.6
Valid 46-55	10	15.4	15.4	100.0
Total	65	100.0	100.0	

**jenis\_kelamin**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	35	53.8	53.8	53.8
Valid perempuan	30	46.2	46.2	100.0
Total	65	100.0	100.0	

**pendidikan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid D3	3	4.6	4.6	4.6
Valid S1	55	84.6	84.6	89.2
Valid S2	7	10.8	10.8	100.0
Total	65	100.0	100.0	

**lamabekerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
1-6	41	63.1	63.1	63.1
Valid 7-12	24	36.9	36.9	100.0
Total	65	100.0	100.0	

**Jabatan**

**jabatan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Atas	5	7.7	7.7	7.7
Valid Bawah	2	3.1	3.1	10.8
Menengah	58	89.2	89.2	100.0
Total	65	100.0	100.0	

**Gambaran umum responden dengan rata-rata**

**Report**

JK	R	affective_commitment	continuance_commitment	normative_commitment
Mean	3.8429	4.2531	3.8762	4.2686
Laki-laki N	35	35	35	35
Std. Deviation	.52139	.59518	.86823	.74667
Mean	3.9262	4.3524	3.9111	4.4600
perempuan N	30	30	30	30
Std. Deviation	.54122	.63082	.85627	.46431
Mean	3.8813	4.2989	3.8923	4.3569
Total N	65	65	65	65
Std. Deviation	.52811	.60910	.85616	.63491

Report

USIA	R	affective_commitment	continuance_commitment	normative_commitment
Mean	4.3095	4.7619	4.5556	4.9333
25-35 N	3	3	3	3
Std. Deviation	.39340	.41239	.76980	.11547
Mean	3.8681	4.2830	3.9103	4.3077
36-45 N	52	52	52	52
Std. Deviation	.50476	.59643	.87601	.64530
Mean	3.8214	4.2429	3.6000	4.4400
46-55 N	10	10	10	10
Std. Deviation	.66262	.71286	.69921	.60955
Mean	3.8813	4.2989	3.8923	4.3569
Total N	65	65	65	65
Std. Deviation	.52811	.60910	.85616	.63491

Report

Pendidikan	R	affective_commitment	continuance_commitment	normative_commitment
Mean	3.7857	4.1905	3.7778	4.3333
D3 N	3	3	3	3
Std. Deviation	.50000	.43644	.25459	.41633
Mean	3.8636	4.2779	3.8667	4.3455
S1 N	55	55	55	55
Std. Deviation	.53457	.61194	.88040	.64916
Mean	4.0612	4.5102	4.1429	4.4571
S2 N	7	7	7	7
Std. Deviation	.52396	.67942	.85758	.66045
Mean	3.8813	4.2989	3.8923	4.3569
Total N	65	65	65	65
Std. Deviation	.52811	.60910	.85616	.63491



Report

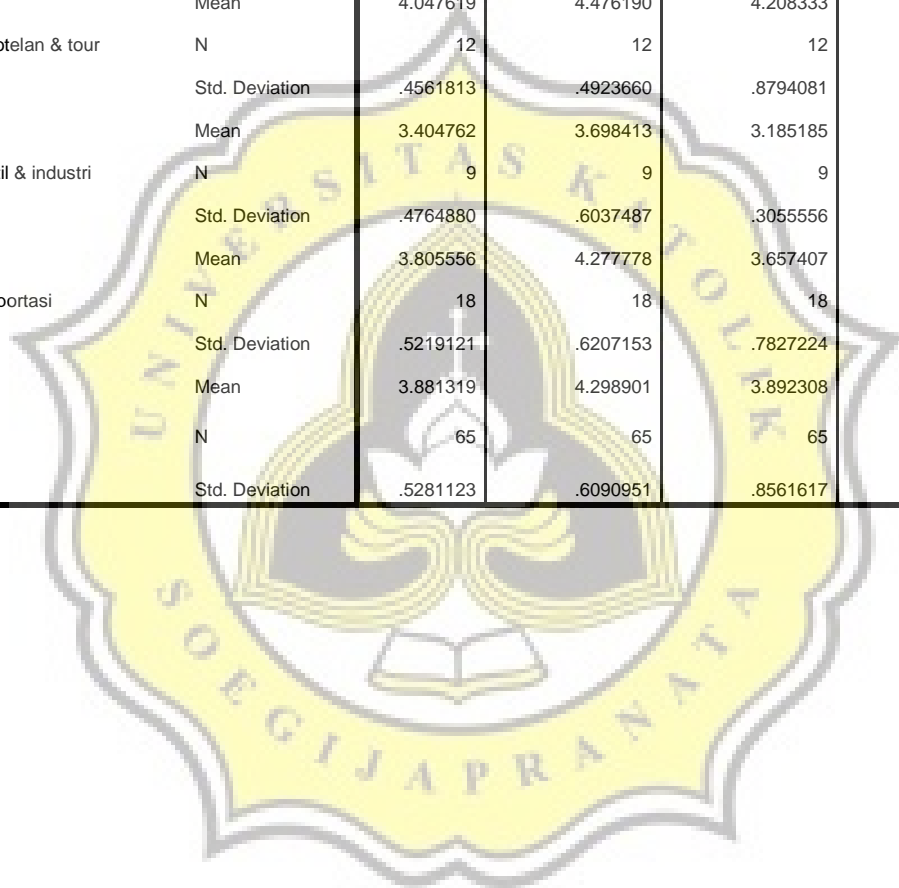
jabatan		R	affective_commitment	continuance_commitment	normative_commitment
Atas	Mean	3.8286	4.2857	3.5000	4.8400
	N	5	5	5	5
	Std. Deviation	.68994	.72139	.55277	.16733
Bawah	Mean	4.3214	4.6429	4.3333	4.9000
	N	2	2	2	2
	Std. Deviation	.55558	.50508	.94281	.14142
Menengah	Mean	3.8707	4.2882	3.9109	4.2966
	N	58	58	58	58
	Std. Deviation	.51689	.60933	.87482	.64481
Total	Mean	3.8813	4.2989	3.8923	4.3569
	N	65	65	65	65
	Std. Deviation	.52811	.60910	.85616	.63491

Report

lamabekerja		R	affective_commitment	continuance_commitment	normative_commitment
1-6	Mean	3.8641	4.2300	3.8740	4.2829
	N	41	41	41	41
	Std. Deviation	.54417	.62505	.86665	.69710
7-12	Mean	3.9107	4.4167	3.9236	4.4833
	N	24	24	24	24
	Std. Deviation	.50956	.57440	.85547	.50014
Total	Mean	3.8813	4.2989	3.8923	4.3569
	N	65	65	65	65
	Std. Deviation	.52811	.60910	.85616	.63491

Report

sektor_perusahaan		R	affective_commitment	continuance_commitment	normative_commitment
Kontruksi & properti	Mean	4.142857	4.500000	4.388889	4.200000
	N	12	12	12	12
	Std. Deviation	.5762781	.4929936	.6828836	.7483315
Perbankan & finance	Mean	3.918367	4.387755	3.952381	4.442857
	N	14	14	14	14
	Std. Deviation	.4058609	.6020076	.9771504	.3936306
Perhotelan & tour	Mean	4.047619	4.476190	4.208333	4.583333
	N	12	12	12	12
	Std. Deviation	.4561813	.4923660	.8794081	.4041452
Tekstil & industri	Mean	3.404762	3.698413	3.185185	4.177778
	N	9	9	9	9
	Std. Deviation	.4764880	.6037487	.3055556	.7965202
transportasi	Mean	3.805556	4.277778	3.657407	4.333333
	N	18	18	18	18
	Std. Deviation	.5219121	.6207153	.7827224	.7451806
Total	Mean	3.881319	4.298901	3.892308	4.356923
	N	65	65	65	65
	Std. Deviation	.5281123	.6090951	.8561617	.6349137



ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
affective_commitment * sektor_perusahaan	Between Groups (Combined)	4.226	4	1.057	3.248	.018
	Within Groups	19.517	60	.325		
	Total	23.744	64			
continuance_commitmen t * sektor_perusahaan	Between Groups (Combined)	9.702	4	2.425	3.911	.007
	Within Groups	37.211	60	.620		
	Total	46.913	64			
normative_commitment * sektor_perusahaan	Between Groups (Combined)	1.313	4	.328	.804	.527
	Within Groups	24.487	60	.408		
	Total	25.799	64			
R * sektor_perusahaan	Between Groups (Combined)	3.319	4	.830	3.426	.014
	Within Groups	14.531	60	.242		
	Total	17.850	64			

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
affective_commitment * JK	Between Groups (Combined)	.159	1	.159	.426	.517
	Within Groups	23.584	63	.374		
	Total	23.744	64			
continuance_commitment * JK	Between Groups (Combined)	.020	1	.020	.026	.871
	Within Groups	46.893	63	.744		
	Total	46.913	64			
normative_commitment * JK	Between Groups (Combined)	.592	1	.592	1.479	.228
	Within Groups	25.207	63	.400		
	Total	25.799	64			
R * JK	Between Groups (Combined)	.112	1	.112	.398	.530
	Within Groups	17.738	63	.282		
	Total	17.850	64			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
affective_commitment *	Between Groups	(Combined)	.688	2	.344	.925	.402
	Within Groups		23.056	62	.372		
	Total		23.744	64			
USIA	Between Groups	(Combined)	2.191	2	1.095	1.519	.227
	Within Groups		44.722	62	.721		
	Total		46.913	64			
normative_commitment *	Between Groups	(Combined)	1.192	2	.596	1.501	.231
	Within Groups		24.608	62	.397		
	Total		25.799	64			
R * USIA	Between Groups	(Combined)	.595	2	.297	1.069	.350
	Within Groups		17.255	62	.278		
	Total		17.850	64			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
affective_commitment *	Between Groups	(Combined)	.372	2	.186	.493	.613
	Within Groups		23.372	62	.377		
	Total		23.744	64			
Pendidikan	Between Groups	(Combined)	.515	2	.257	.344	.710
	Within Groups		46.398	62	.748		
	Total		46.913	64			
continuanace_commitment *	Between Groups	(Combined)	.079	2	.040	.095	.909
	Within Groups		25.720	62	.415		
	Total		25.799	64			
Pendidikan	Between Groups	(Combined)	.079	2	.040	.095	.909
	Within Groups		25.720	62	.415		
	Total		25.799	64			

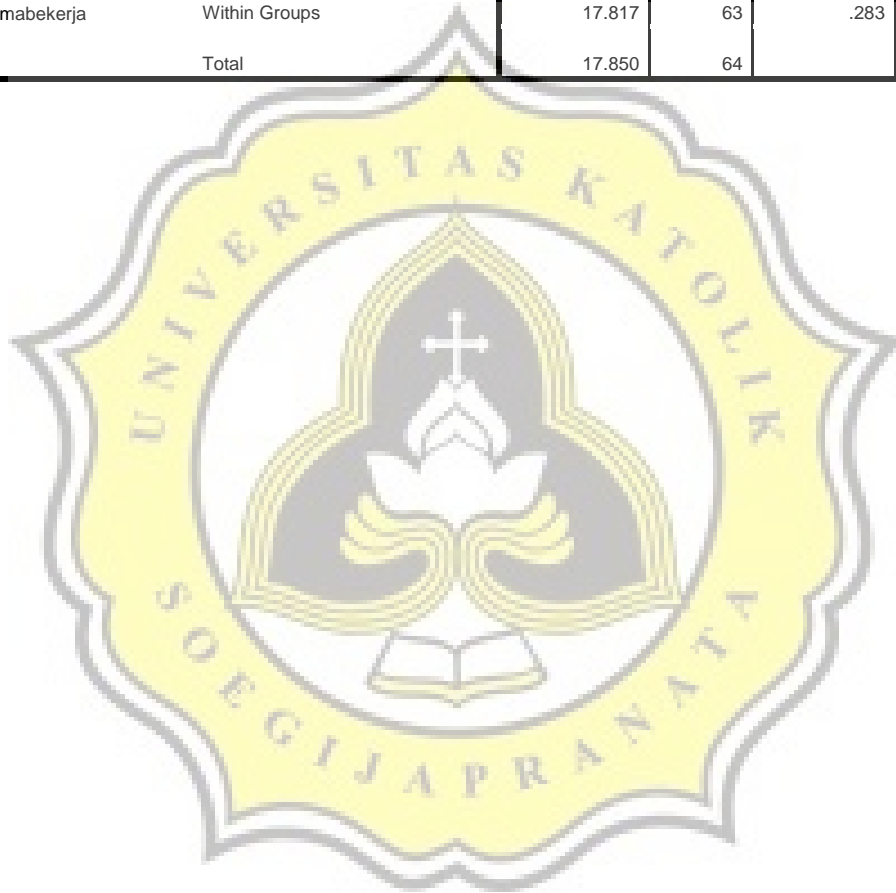
	Between Groups (Combined)	.271	2	.136	.478	.622
R * Pendidikan	Within Groups	17.579	62	.284		
	Total	17.850	64			

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
affective_commitment * jabatan	Between Groups (Combined)	.244	2	.122	.322	.726
	Within Groups	23.500	62	.379		
	Total	23.744	64			
continuance_commitment * jabatan	Between Groups (Combined)	1.179	2	.589	.799	.454
	Within Groups	45.734	62	.738		
	Total	46.913	64			
normative_commitment * jabatan	Between Groups (Combined)	1.968	2	.984	2.560	.085
	Within Groups	23.831	62	.384		
	Total	25.799	64			
R * jabatan	Between Groups (Combined)	.408	2	.204	.725	.488
	Within Groups	17.442	62	.281		
	Total	17.850	64			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
affective_commitment * lamabekerja	Between Groups (Combined)		.528	1	.528	1.432	.236
	Within Groups		23.216	63	.369		
	Total		23.744	64			
continuance_commitment * lamabekerja	Between Groups (Combined)		.037	1	.037	.050	.824
	Within Groups		46.876	63	.744		
	Total		46.913	64			
normative_commitment * lamabekerja	Between Groups (Combined)		.608	1	.608	1.521	.222
	Within Groups		25.191	63	.400		
	Total		25.799	64			
R * lamabekerja	Between Groups (Combined)		.033	1	.033	.116	.734
	Within Groups		17.817	63	.283		
	Total		17.850	64			





**Descriptive Statistics**

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
R1	65	1	5	3.42	.150	1.211
R2	65	2	5	4.26	.126	1.020
R3	65	2	5	4.06	.126	1.014
R4	65	2	5	4.00	.114	.919
R5	65	2	5	3.75	.118	.952
R6	65	2	5	3.77	.109	.880
R7	65	1	5	3.85	.117	.939
R8	65	2	5	3.80	.139	1.121
R9	65	2	5	3.57	.130	1.045
R10	65	2	5	4.22	.109	.875
R11	65	2	5	4.23	.111	.897
R12	65	2	5	3.66	.119	.957
R13	65	2	5	4.02	.097	.780
R14	65	2	5	3.74	.119	.957
R	65	2.7143	4.8571	3.881319	.0655043	.5281123
A1	65	2	5	4.25	.101	.811
A2	65	2	5	4.38	.095	.764
A3	65	2	5	4.42	.093	.748
A4	65	3	5	4.23	.100	.806
A5	65	2	5	4.31	.103	.828
A6	65	2	5	4.35	.108	.874
A7	65	2	5	4.15	.099	.795
affective_commitment	65	2.8571	5.0000	4.298901	.0755490	.6090951
C1	65	1	5	3.95	.123	.991
C2	65	2	5	3.91	.129	1.042
C3	65	2	5	3.82	.133	1.074
C4	65	2	5	3.82	.126	1.014
C5	65	1	5	3.85	.139	1.121
C6	65	2	5	4.02	.106	.857
continuance_commitment	65	2.1667	5.0000	3.892308	.1061938	.8561617
N1	65	1	5	4.37	.099	.802
N2	65	3	5	4.49	.073	.590
N3	65	3	5	4.38	.087	.700
N4	65	2	5	4.29	.095	.765
N5	65	2	5	4.25	.107	.867
normative_commitment	65	2.6000	5.0000	4.356923	.0787514	.6349137
Valid N (listwise)	65					



**LAMPIRAN 3: OUTPUT SPSS**

**VALIDITAS DAN RELIABILITAS (*Affective Commitment*)**

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.876	.876	7

**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
A1	25.85	14.007	.579	.511	.868
A2	25.71	14.210	.587	.440	.867
A3	25.68	13.910	.665	.597	.857
A4	25.86	13.246	.730	.604	.848
A5	25.78	12.922	.768	.748	.843
A6	25.74	13.321	.642	.623	.861
A7	25.94	13.809	.633	.484	.861

## VALIDITAS DAN RELIABILITAS (*Continuance Commitment*)

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.916	.916	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
C1	19.40	19.150	.721	.689	.907
C2	19.45	18.220	.797	.727	.896
C3	19.54	17.721	.831	.737	.891
C4	19.54	18.627	.769	.641	.900
C5	19.51	17.754	.781	.683	.899
C6	19.34	20.321	.690	.489	.911

## VALIDITAS DAN RELIABILITAS (*Normative Commitment*)

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.901	.907	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
N1	17.42	6.340	.766	.652	.876
N2	17.29	7.210	.796	.717	.877
N3	17.40	6.681	.803	.747	.869
N4	17.49	6.691	.708	.587	.889
N5	17.54	6.127	.746	.625	.884

## VALIDITAS DAN RELIABILITAS (*Reward Management*)

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.815	.820	14

**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	50.92	45.541	.469	.336	.802
R2	50.08	48.635	.351	.319	.810
R3	50.28	46.516	.515	.399	.798
R4	50.34	49.259	.354	.335	.809
R5	50.58	48.497	.397	.437	.807
R6	50.57	48.780	.416	.410	.805
R7	50.49	47.410	.493	.387	.800
R8	50.54	47.784	.363	.385	.810
R9	50.77	47.462	.424	.387	.805
R10	50.12	49.485	.359	.279	.809
R11	50.11	45.910	.654	.533	.789
R12	50.68	47.378	.484	.396	.800
R13	50.32	47.660	.594	.518	.795
R14	50.60	48.963	.358	.354	.809

**LAMPIRAN 4: UJI ASUMSI KLASIK**

**UJI NORMALITAS (*Affective Commitment*)**

**One-Sample Kolmogorov-Smirnov Test**

		Standardized Residual
N		65
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	.99215674
Most Extreme Differences	Absolute	.152
	Positive	.080
	Negative	-.152
Kolmogorov-Smirnov Z		1.225
Asymp. Sig. (2-tailed)		.099

a. Test distribution is Normal.

b. Calculated from data.

**UJI NORMALITAS (*Continuance Commitment*)**

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		65
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	.78668080
Most Extreme Differences	Absolute	.115
	Positive	.083
	Negative	-.115
Kolmogorov-Smirnov Z		.929
Asymp. Sig. (2-tailed)		.355

a. Test distribution is Normal.

b. Calculated from data.

## UJI NORMALITAS (*Normalitas Commitment*)

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		65
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	.60094831
	Absolute	.104
Most Extreme Differences	Positive	.049
	Negative	-.104
Kolmogorov-Smirnov Z		.842
Asymp. Sig. (2-tailed)		.478

a. Test distribution is Normal.

b. Calculated from data.

## UJI HETEROSKEDASTISITAS (*Affective Commitment*)

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.035	1	.035	.495	.484 <sup>b</sup>
	Residual	4.450	63	.071		
	Total	4.485	64			

a. Dependent Variable: abs\_res

b. Predictors: (Constant), R

**UJI HETEROSKEDASTISITAS (*Continuance Commitment*)**

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.139	1	.139	.806	.373 <sup>b</sup>
	Residual	10.838	63	.172		
	Total	10.976	64			

a. Dependent Variable: abs\_res2

b. Predictors: (Constant), R

**UJI HETEROSKEDASTISITAS (*Normalitas Commitment*)**

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.402	1	.402	2.759	.102 <sup>b</sup>
	Residual	9.173	63	.146		
	Total	9.575	64			

a. Dependent Variable: abs\_res3

b. Predictors: (Constant), R

## LAMPIRAN 5: UJI ASUMSI HIPOTESIS

### **UJI HIPOTESIS (*Affective Commitment*)**

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.781 <sup>a</sup>	.610	.604	.3832965

a. Predictors: (Constant), R

b. Dependent Variable: affective\_commitment

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.488	1	14.488	98.615	.000 <sup>b</sup>
	Residual	9.256	63	.147		
	Total	23.744	64			

a. Dependent Variable: affective\_commitment

b. Predictors: (Constant), R

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.802	.355		2.257	.027
	R	.901	.091	.781	9.930	.000

a. Dependent Variable: affective\_commitment



## UJI HIPOTESIS (*Continuance Commitment*)

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.395 <sup>a</sup>	.156	.142	.7928997

a. Predictors: (Constant), R

b. Dependent Variable: continuance\_commitment

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.305	1	7.305	11.620	.001 <sup>b</sup>
	Residual	39.607	63	.629		
	Total	46.913	64			

a. Dependent Variable: continuance\_commitment

b. Predictors: (Constant), R

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.409	.735		1.917	.060
	R	.640	.188	.395	3.409	.001

a. Dependent Variable: continuance\_commitment

## UJI HIPOTESIS (*Normative Commitment*)

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.323 <sup>a</sup>	.104	.090	.6056990

a. Predictors: (Constant), R

b. Dependent Variable: normative\_commitment

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.686	1	2.686	7.323	.009 <sup>b</sup>
	Residual	23.113	63	.367		
	Total	25.799	64			

a. Dependent Variable: normative\_commitment

b. Predictors: (Constant), R

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

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
				Beta		
1	(Constant)	2.851	.561		5.078	.000
	R	.388	.143	.323	2.706	.009

a. Dependent Variable: normative\_commitment

## REWARD MANAGEMENT

### Frequency Table

R1

	Frequency	Percent	Valid Percent	Cumulative Percent
Sangat Tidak Setuju	2	3.1	3.1	3.1
Tidak Setuju	14	21.5	21.5	24.6
Netral	23	35.4	35.4	60.0
Setuju	7	10.8	10.8	70.8
Sangat Setuju	19	29.2	29.2	100.0
Total	65	100.0	100.0	

R2

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	6	9.2	9.2	9.2
Netral	9	13.8	13.8	23.1
Setuju	12	18.5	18.5	41.5
Sangat Setuju	38	58.5	58.5	100.0
Total	65	100.0	100.0	

R3

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	4	6.2	6.2	6.2
Netral	19	29.2	29.2	35.4
Setuju	11	16.9	16.9	52.3
Sangat Setuju	31	47.7	47.7	100.0
Total	65	100.0	100.0	

**R4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	1.5	1.5	1.5
Netral	24	36.9	36.9	38.5
Valid Setuju	14	21.5	21.5	60.0
Sangat Setuju	26	40.0	40.0	100.0
Total	65	100.0	100.0	

**R5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	5	7.7	7.7	7.7
Netral	24	36.9	36.9	44.6
Valid Setuju	18	27.7	27.7	72.3
Sangat Setuju	18	27.7	27.7	100.0
Total	65	100.0	100.0	

**R6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	3	4.6	4.6	4.6
Netral	25	38.5	38.5	43.1
Valid Setuju	21	32.3	32.3	75.4
Sangat Setuju	16	24.6	24.6	100.0
Total	65	100.0	100.0	

**R7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Sangat Tidak Setuju	1	1.5	1.5	1.5
Tidak Setuju	2	3.1	3.1	4.6
Netral	22	33.8	33.8	38.5
Setuju	21	32.3	32.3	70.8
Sangat Setuju	19	29.2	29.2	100.0
Total	65	100.0	100.0	

**R8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	11	16.9	16.9	16.9
Netral	15	23.1	23.1	40.0
Setuju	15	23.1	23.1	63.1
Sangat Setuju	24	36.9	36.9	100.0
Total	65	100.0	100.0	

**R9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	11	16.9	16.9	16.9
Netral	22	33.8	33.8	50.8
Setuju	16	24.6	24.6	75.4
Sangat Setuju	16	24.6	24.6	100.0
Total	65	100.0	100.0	

**R10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	2	3.1	3.1	3.1
Netral	13	20.0	20.0	23.1
Setuju	19	29.2	29.2	52.3
Sangat Setuju	31	47.7	47.7	100.0
Total	65	100.0	100.0	

**R11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	3	4.6	4.6	4.6
Netral	11	16.9	16.9	21.5
Valid Setuju	19	29.2	29.2	50.8
Sangat Setuju	32	49.2	49.2	100.0
Total	65	100.0	100.0	

**R12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	5	7.7	7.7	7.7
Netral	29	44.6	44.6	52.3
Valid Setuju	14	21.5	21.5	73.8
Sangat Setuju	17	26.2	26.2	100.0
Total	65	100.0	100.0	

**R13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	1.5	1.5	1.5
Netral	16	24.6	24.6	26.2
Valid Setuju	29	44.6	44.6	70.8
Sangat Setuju	19	29.2	29.2	100.0
Total	65	100.0	100.0	

**R14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	6	9.2	9.2	9.2
Netral	22	33.8	33.8	43.1
Valid Setuju	20	30.8	30.8	73.8
Sangat Setuju	17	26.2	26.2	100.0
Total	65	100.0	100.0	

**AFFECTIVE MANAGEMENT**  
**Frequency Table**

**A1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	2	3.1	3.1	3.1
Netral	9	13.8	13.8	16.9
Valid Setuju	25	38.5	38.5	55.4
Sangat Setuju	29	44.6	44.6	100.0
Total	65	100.0	100.0	

**A2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	2	3.1	3.1	3.1
Netral	5	7.7	7.7	10.8
Valid Setuju	24	36.9	36.9	47.7
Sangat Setuju	34	52.3	52.3	100.0
Total	65	100.0	100.0	

**A3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	1.5	1.5	1.5
Netral	7	10.8	10.8	12.3
Valid Setuju	21	32.3	32.3	44.6
Sangat Setuju	36	55.4	55.4	100.0
Total	65	100.0	100.0	

**A4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Netral	15	23.1	23.1	23.1
Valid Setuju	20	30.8	30.8	53.8
Sangat Setuju	30	46.2	46.2	100.0
Total	65	100.0	100.0	

**A5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	1.5	1.5	1.5
Netral	12	18.5	18.5	20.0
Valid Setuju	18	27.7	27.7	47.7
Sangat Setuju	34	52.3	52.3	100.0
Total	65	100.0	100.0	

**A6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	3	4.6	4.6	4.6
Netral	8	12.3	12.3	16.9
Valid Setuju	17	26.2	26.2	43.1
Sangat Setuju	37	56.9	56.9	100.0
Total	65	100.0	100.0	

**A7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	2	3.1	3.1	3.1
Netral	10	15.4	15.4	18.5
Valid Setuju	29	44.6	44.6	63.1
Sangat Setuju	24	36.9	36.9	100.0
Total	65	100.0	100.0	



**CONTINUANCE COMMITMENT**  
**Frequency Table**

**C1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Sangat Tidak Setuju	1	1.5	1.5	1.5
Tidak Setuju	4	6.2	6.2	7.7
Netral	15	23.1	23.1	30.8
Setuju	22	33.8	33.8	64.6
Sangat Setuju	23	35.4	35.4	100.0
Total	65	100.0	100.0	

**C2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	8	12.3	12.3	12.3
Netral	14	21.5	21.5	33.8
Setuju	19	29.2	29.2	63.1
Sangat Setuju	24	36.9	36.9	100.0
Total	65	100.0	100.0	

**C3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	11	16.9	16.9	16.9
Netral	11	16.9	16.9	33.8
Setuju	22	33.8	33.8	67.7
Sangat Setuju	21	32.3	32.3	100.0
Total	65	100.0	100.0	

**C4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	8	12.3	12.3	12.3
Netral	16	24.6	24.6	36.9
Valid Setuju	21	32.3	32.3	69.2
Sangat Setuju	20	30.8	30.8	100.0
Total	65	100.0	100.0	

**C5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Sangat Tidak Setuju	1	1.5	1.5	1.5
Tidak Setuju	9	13.8	13.8	15.4
Valid Netral	13	20.0	20.0	35.4
Setuju	18	27.7	27.7	63.1
Sangat Setuju	24	36.9	36.9	100.0
Total	65	100.0	100.0	

**C6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	4	6.2	6.2	6.2
Netral	11	16.9	16.9	23.1
Valid Setuju	30	46.2	46.2	69.2
Sangat Setuju	20	30.8	30.8	100.0
Total	65	100.0	100.0	

**NORMATIVE COMMITMENT**  
**Frequency Table**

**N1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Sangat Tidak Setuju	1	1.5	1.5	1.5
Netral	7	10.8	10.8	12.3
Valid Setuju	23	35.4	35.4	47.7
Sangat Setuju	34	52.3	52.3	100.0
Total	65	100.0	100.0	

**N2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	3	4.6	4.6	4.6
Valid Setuju	27	41.5	41.5	46.2
Valid Sangat Setuju	35	53.8	53.8	100.0
Total	65	100.0	100.0	

**N3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	8	12.3	12.3	12.3
Valid Setuju	24	36.9	36.9	49.2
Valid Sangat Setuju	33	50.8	50.8	100.0
Total	65	100.0	100.0	

**N4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	2	3.1	3.1	3.1
Netral	6	9.2	9.2	12.3
Valid Setuju	28	43.1	43.1	55.4
Sangat Setuju	29	44.6	44.6	100.0
Total	65	100.0	100.0	

**N5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	4	6.2	6.2	6.2
Netral	6	9.2	9.2	15.4
Valid Setuju	25	38.5	38.5	53.8
Sangat Setuju	30	46.2	46.2	100.0
Total	65	100.0	100.0	