





Lampiran A

Skala Uji Coba

**Kepada Yth
Responden
Di Tempat**

Di tengah aktivitas saudara saat ini, perkenankanlah saya mohon bantuan untuk meluangkan waktu sejenak guna mengisi skala yang saya lampirkan untuk keperluan penyelesaian tugas akhir .

Pilihlah satu jawaban yang sesuai dengan keadaan saudara dengan memberi tanda silang (X) pada :

- SS** = bila pernyataan tersebut **sangat sesuai** keadaan saudara
S = bila pernyataan tersebut **sesuai** dengan keadaan saudara
TS = bila pernyataan tersebut **tidak sesuai** dengan keadaan saudara
STS = bila pernyataan tersebut **sangat tidak sesuai** dengan keadaan saudara

Contoh :

| No. | Pernyataan | Alternatif Jawaban | | | |
|-----|---|--------------------|---|----|-----|
| 1 | Kesuksesan saya dalam pekerjaan hasil kerja keras saya selama ini | SS | X | TS | STS |

Artinya : bila anda memilih (**S**) berarti pernyataan "Kesuksesan saya dalam pekerjaan hasil kerja keras saya selama ini." sesuai dengan keadaan diri anda.

Bila Anda melakukan kekeliruan dalam memilih jawaban, anda harus memberi tanda 2 garis (=) pada pilihan jawaban yang ingin dikoreksi, kemudian memberi tanda (X) pada pilihan baru yang anda anggap sesuai.

Tidak ada jawaban yang dianggap salah. Semua jawaban dapat diterima sepanjang jawaban tersebut diberikan secara jujur dan bersungguh-sungguh.

Peneliti menjamin kerahasiaan jawaban. Mohon Semua Pernyataan di isi!
Jangan ada yang dikosongi

Terima Kasih
Roosdiana Susanti

Identitas

Lingkari sesuai dengan keadaan saudara/i



The form is set against a background featuring the university's logo, which consists of a shield-shaped emblem with the text "UNIVERSITAS NEGERI MADIUN" around the top and "OEGIJA PRABO" at the bottom. Inside the shield is a stylized figure holding a cross.

| | | |
|------------------|---|--|
| Nama | : | (boleh inisial saja) |
| Jenis Kelamin | : | a. Wanita b. Pria |
| Usia | : | a. < 20 tahun, b. ≥ 20 s/d < 30 tahun c. ≥ 30 s/d < 40 tahun d. ≥ 40 s/d < 50 tahun e. > 50 tahun |
| Bidang usaha | : | a. Kuliner, b. Fashion, c. Handmade (craft), d. Jasa e. Lainnya |
| Lokasi usaha | : | a. Kecamatan Banjarsari b. Kecamatan Jebres c. Kecamatan Laweyan d. Kecamatan Serengan e. Kecamatan Pasar Kliwon |
| Pendidikan akhir | : | a. SD b. SMP c. SMA d. Sarjana S1 e. Sarjana S2 |

Skala Psychological Capital

| No | Pernyataan | Alternatif Jawaban | | | |
|-----|---|--------------------|---|----|-----|
| | | SS | S | TS | STS |
| 1. | Saya yakin keberhasilan berwirausaha ditentukan oleh keyakinan akan kemampuan terhadap diri sendiri | | | | |
| 2. | Banyak saingan dalam usaha, memotivasi saya lebih giat dan disiplin meningkatkan kualitas produk | | | | |
| 3. | Saya percaya mampu menghasilkan produk yang lebih berkualitas dibandingkan dengan orang lain dengan jenis usaha yang sama | | | | |
| 4. | Saya menggunakan prinsip hari ini harus lebih baik dari hari kemarin. | | | | |
| 5. | Saya sering ragu mengambil keputusan yang berkaitan dengan usaha yang sedang saya jalankan | | | | |
| 6. | Saya merasa perasaan takut gagal lebih kuat dari pada pengharapan untuk sukses. | | | | |
| 7. | Selama ini saya merasa rencana usaha (bisnis) saya sering mengalami kegagalan | | | | |
| 8. | Saya merasa rendah diri melihat teman yang usahanya lebih berkembang di bandingkan saya | | | | |
| 9. | Saya yakin kesulitan usaha yang terjadi dapat dipecahkan dengan cara yang tepat | | | | |
| 10. | Saya pengalaman dari kegagalan usaha sebelumnya agar tidak terjadi di masa mendatang | | | | |
| 11. | Bagi saya kegagalan bukanlah hasil akhir, tapi hanya kesuksesan yang tertunda | | | | |
| 12. | Ketika terjadi konflik atau perselisihan dengan rekan bisnis, saya yakin dapat menyelesaiannya dengan baik | | | | |

| | | | | | |
|-----|---|----|---|----|-----|
| 13. | Saya lebih memilih memberikan modal orang lain untuk menjalankan usaha dari pada menjalankan sendiri | SS | S | TS | STS |
| 14. | Ketika mengalami kegagalan usaha saya merasa sulit untuk bangkit kembali. | SS | S | TS | STS |
| 15. | Saya merasa tidak berbakat menjadi pengusaha sukses. | SS | S | TS | STS |
| 16. | Tantangan usaha yang semakin berat terkadang membuat saya merasa pesimis usaha yang saya jalankan dapat berkembang dengan lancar. | SS | S | TS | STS |

Skala Entrepreneurship

| No | Pernyataan | Alternatif Jawaban | | | |
|----|---|--------------------|---|----|-----|
| 1. | Apabila merencanakan usaha, saya yakin mampu mewujudkannya dengan kemampuan yang saya miliki. | SS | S | TS | STS |
| 2. | Saya akan berusaha meningkatkan omzet penjualan produk setiap bulannya. | SS | S | TS | STS |
| 3. | Jika memperoleh keberhasilan dalam usaha, hal itu terjadi karena saya bekerja keras untuk memperolehnya. | SS | S | TS | STS |
| 4. | Saya yakin dapat memasarkan produk saya ke tempat yang menurut orang lain sulit ditembus. | SS | S | TS | STS |
| 5. | Kesuksesan menurut saya lebih ditentukan oleh keberuntungan dibandingkan kemampuan pribadi. | SS | S | TS | STS |
| 6. | Saya tidak punya target khusus yang harus dicapai dalam bisnis saya | SS | S | TS | STS |
| 7. | Saya mudah terpengaruh orang lain ketika menjalankan usaha. | SS | S | TS | STS |
| 8. | Saya akan menolak jika ada pesanan produk yang terlalu banyak meskipun sebenarnya saya bisa mengerjakannya. | SS | S | TS | STS |
| 9. | Dalam berwirausaha saya akan menggunakan strategi bisnis yang lebih matang dibandingkan | SS | S | TS | STS |

| | | | | | |
|-----|---|----|---|----|-----|
| | orang lain | | | | |
| 10. | Saya menyadari usaha yang saya jalani rentan dengan berbagai risiko kegagalan | SS | S | TS | STS |
| 11. | Saya selalu siap untuk menambah jam kerja (lembur) demi terselesaikanya orderan dari pelanggan. | SS | S | TS | STS |
| 12. | Saya yakin dapat membedakan akses pasar yang prospeknya bagus dan kurang bagus | SS | S | TS | STS |
| 13. | Saya terlalu khawatir persaingan usaha dapat menyebabkan penjualan produk menurun | SS | S | TS | STS |
| 14. | Saya seringkali tidak dapat mengikuti perkembangan perubahan teknologi yang sedemikian cepat | SS | S | TS | STS |
| 15. | Saya orang lain mengeluarkan lebih banyak energi dibandingkan usaha yang selama ini saya keluarkan | SS | S | TS | STS |
| 16. | Saya merasa sulit mengambil kebutusan ketika dihadapkan pada berbagai permasalahan usaha yang saya hadapi | SS | S | TS | STS |

Skala Kreativitas Berwirausaha

| No | Pernyataan | Alternatif Jawaban | | | |
|----|---|--------------------|---|----|-----|
| 1. | Saya memiliki banyak gagasan bagaimana strategi mengembangkan usaha | SS | S | TS | STS |
| 2. | Terkadang saya memikirkan jenis usaha baru yang belum pernah dilakukan orang lain | SS | S | TS | STS |
| 3. | Saya menggunakan metode pemasaran melalui berbagai cara agar banyak produk yang terjual. | SS | S | TS | STS |
| 4. | Saya berpikir memodifikasi produk (dari bentuk,bahan baku, rasa maupun warna) sehingga menghasilkan produk baru yang belum ada di pasaran | SS | S | TS | STS |
| 5. | Selama ini saya sulit menemukan cara tepat agar produk saya bisa menguasai pasar | SS | S | TS | STS |
| 6. | Saya lebih memilih meniru produk yang suda ada dipasar dibandingkan menciptakan | SS | S | TS | STS |

| | | | | | |
|-----|---|----|---|----|-----|
| | produk baru | | | | |
| 7. | Saya kurang percaya diri melakukan inovasi produk karena takut tidak laku di pasar | SS | S | TS | STS |
| 8. | Saya tidak perlu repot melakukan inovasi produk, karena menyita banyak waktu dan tenaga | SS | S | TS | STS |
| 9. | Saya mencoba berbagai cara agar biaya produksi bisa lebih rendah. | SS | S | TS | STS |
| 10. | Saya sering berpikir secara detil bagaimana proses membuat produk yang berkualitas | SS | S | TS | STS |
| 11. | Saya mencermati setiap masalah yang muncul dan selanjutnya mencoba mencari jalan keluarnya | SS | S | TS | STS |
| 12. | Saya memikirkan perubahan apa yang perlu saya lakukan agar usaha saya lebih berkembang. | SS | S | TS | STS |
| 13. | Saya merasa tidak perlu berpikir pengembangan produk kecuali produk saya sudah tidak ada yang beli | SS | S | TS | STS |
| 14. | Saya terkadang bingung mengapa produk sulit laku | SS | S | TS | STS |
| 15. | Saya merasa tersinggung jika ada orang yang mengkritik produk saya. | SS | S | TS | STS |
| 16. | Ketika mendapatkan ide saya sulit menuangkan gagasan tersebut dalam sebuah perencanaan usaha secara detil | SS | S | TS | STS |



Lampiran B

Skala Penelitian

The logo of Universitas Katolik Soegijapranata is a shield-shaped emblem. The outer ring is yellow with the text "UNIVERSITAS KATOLIK" at the top and "SOEGIJAPRANATA" at the bottom, separated by a horizontal line. Inside this is a grey inner circle containing a stylized cross and a book. The entire logo is set against a white background.

Halo pelaku usaha di Surakarta.

Perkenalkan saya Santi, Mahasiswa Profesi Psikologi UNIKA semarang, Saat ini saya sedang menyelesaikan tugas akhir yang berkaitan dengan entrpreneurship, modal psikologis dan kreativitas berwirausaha pada pelaku usaha di Surakarta.

Dan di tengah kesibukan teman-teman saat ini, perkenankanlah saya mohon bantuan teman-teman meluangkan waktu sejenak guna mengisi sejumlah pernyataan yang berkaitan dengan entrepreneurship, modal psikologis dan kreativitas berwirausaha

Pilihlah satu jawaban yang sesuai dengan keadaan saudara dengan memilih satu dari empat jawaban sebagai berikut :

- SS** = bila pernyataan tersebut **sangat sesuai** keadaan saudara
- S** = bila pernyataan tersebut **sesuai** dengan keadaan saudara
- TS** = bila pernyataan tersebut **tidak sesuai** dengan keadaan saudara
- STS** = bila pernyataan tersebut **sangat tidak sesuai** dengan keadaan saudara

Tidak ada jawaban yang dianggap salah. Semua jawaban dapat diterima sepanjang jawaban tersebut diberikan secara jujur dan bersungguh-sungguh.

Peneliti menjamin kerahasiaan jawaban. Mohon Semua Pernyataan di isi!
Jangan ada yang dikosongi.

Terima kasih atas kerja samanya

Sukses selalu UMKM Surakarta

Salam Hormat

Roosdiana Susanti

Identitas

Lingkari sesuai dengan keadaan saudara/i



The form is set against a background featuring the university's logo, which consists of a shield-shaped emblem with the text "UNIVERSITAS NEGERI MADIUN" around the top and "OEGIJA PRABO" at the bottom. Inside the shield is a stylized figure holding a cross.

| | | |
|------------------|---|--|
| Nama | : | (boleh inisial saja) |
| Jenis Kelamin | : | a. Wanita b. Pria |
| Usia | : | a. < 20 tahun, b. ≥ 20 s/d < 30 tahun c. ≥ 30 s/d < 40 tahun d. ≥ 40 s/d < 50 tahun e. > 50 tahun |
| Bidang usaha | : | a. Kuliner, b. Fashion, c. Handmade (craft), d. Jasa e. Lainnya |
| Lokasi usaha | : | a. Kecamatan Banjarsari b. Kecamatan Jebres c. Kecamatan Laweyan d. Kecamatan Serengan e. Kecamatan Pasar Kliwon |
| Pendidikan akhir | : | a. SD b. SMP c. SMA d. Sarjana S1 e. Sarjana S2 |

Skala *Psychological Capital*

| No | Pernyataan | Alternatif Jawaban | | | |
|-----|---|--------------------|---|----|-----|
| 1. | Saya yakin keberhasilan berwirausaha ditentukan oleh keyakinan akan kemampuan terhadap diri sendiri | SS | S | TS | STS |
| 2. | Banyak saingan dalam usaha, memotivasi saya lebih giat dan disiplin meningkatkan kualitas produk | SS | S | TS | STS |
| 3. | Saya percaya mampu menghasilkan produk yang lebih berkualitas dibandingkan dengan orang lain dengan jenis usaha yang sama | SS | S | TS | STS |
| 4. | Saya menggunakan prinsip hari ini harus lebih baik dari hari kemarin. | SS | S | TS | STS |
| 5. | Saya sering ragu mengambil keputusan yang berkaitan dengan usaha yang sedang saya jalankan | SS | S | TS | STS |
| 6. | Selama ini saya merasa rencana usaha (bisnis) saya sering mengalami kegagalan | SS | S | TS | STS |
| 7. | Saya merasa rendah diri melihat teman yang usahanya lebih berkembang di bandingkan saya | SS | S | TS | STS |
| 8. | Saya pengalaman dari kegagalan usaha sebelumnya agar tidak terjadi di masa mendatang | SS | S | TS | STS |
| 9. | Bagi saya kegagalan bukanlah hasil akhir, tapi hanya kesuksesan yang tertunda | SS | S | TS | STS |
| 10. | Ketika terjadi konflik atau perselisihan dengan rekan bisnis , saya yakin dapat menyelesaiannya dengan baik | SS | S | TS | STS |
| 11. | Saya lebih memilih memberikan modal orang lain untuk menjalankan usaha dari pada menjalankan sendiri | SS | S | TS | STS |
| 12. | Ketika mengalami kegagalan usaha saya merasa sulit untuk bangkit kembali. | SS | S | TS | STS |

| | | | | | |
|-----|--|----|---|----|-----|
| 13. | Saya merasa tidak berbakat menjadi pengusaha sukses. | SS | S | TS | STS |
|-----|--|----|---|----|-----|



Skala *Entrepeneuership*

| No | Pernyataan | Alternatif Jawaban | | | |
|-----|---|--------------------|---|----|-----|
| 1. | Apabila merencanakan usaha, saya yakin mampu mewujudkannya dengan kemampuan yang saya miliki. | SS | S | TS | STS |
| 2. | Saya akan berusaha meningkatkan omset penjualan produk setiap bulannya. | SS | S | TS | STS |
| 3. | Jika memperoleh keberhasilan dalam usaha, hal itu terjadi karena saya bekerja keras untuk memperolehnya. | SS | S | TS | STS |
| 4. | Saya yakin dapat memasarkan produk saya ke tempat yang menurut orang lain sulit ditembus | SS | S | TS | STS |
| 5. | Kesuksesan menurut saya lebih ditentukan oleh keberuntungan dibandingkan kemampuan pribadi. | SS | S | TS | STS |
| 6. | Saya tidak punya target khusus yang harus dicapai dalam bisnis saya | SS | S | TS | STS |
| 7. | Saya mudah terpengaruh orang lain ketika menjalankan usaha. | SS | S | TS | STS |
| 8. | Saya akan menolak jika ada pesanan produk yang terlalu banyak meskipun sebenarnya saya bisa mengerjakannya. | SS | S | TS | STS |
| 9. | Dalam berwirausaha saya akan menggunakan strategi bisnis yang lebih matang dibandingkan orang lain | SS | S | TS | STS |
| 10. | Saya selalu siap untuk menambah jam kerja (lembur) demi terselesaikannya orderan dari pelanggan. | SS | S | TS | STS |
| 11. | Saya yakin dapat membedakan akses pasar yang prospeknya bagus dan kurang bagus | SS | S | TS | STS |
| 12. | Saya terlalu khawatir persaingan usaha dapat menyebabkan penjualan produk menurun | SS | S | TS | STS |
| 13. | Saya orang lain mengeluarkan lebih banyak energi dibandingkan usaha yang selama ini saya keluarkan | SS | S | TS | STS |

| | | | | | |
|-----|---|----|---|----|-----|
| 14. | Saya merasa sulit mengambil kebutusan ketika dihadapkan pada berbagai permasalahan usaha yang saya hadapi | SS | S | TS | STS |
|-----|---|----|---|----|-----|



Skala Kreativitas Berwirausaha

| No | Pernyataan | Alternatif Jawaban | | | |
|-----|---|--------------------|---|----|-----|
| 1. | Terkadang saya memikirkan jenis usaha baru yang belum pernah dilakukan orang lain | SS | S | TS | STS |
| 2. | Saya menggunakan metode pemasaran melalui berbagai cara agar banyak produk yang terjual. | SS | S | TS | STS |
| 3. | Saya berpikir memodifikasi produk (dari bentuk,bahan baku, rasa maupun warna) sehingga menghasilkan produk baru yang belum ada di pasaran | SS | S | TS | STS |
| 4. | Selama ini saya sulit menemukan cara tepat agar produk saya bisa menguasai pasar | SS | S | TS | STS |
| 5. | Saya lebih memilih meniru produk yang sudah ada dipasar dibandingkan menciptakan produk baru | SS | S | TS | STS |
| 6. | Saya kurang percaya diri melakukan inovasi produk karena takut tidak laku di pasar | SS | S | TS | STS |
| 7. | Saya tidak perlu repot melakukan inovasi produk, karena menyita banyak waktu dan tenaga | SS | S | TS | STS |
| 8. | Saya mencoba berbagai cara agar biaya produksi bisa lebih rendah. | SS | S | TS | STS |
| 9. | Saya sering berpikir secara detil bagaimana proses membuat produk yang berkualitas | SS | S | TS | STS |
| 10. | Saya mencermati setiap masalah yang muncul dan selanjutnya mencoba mencari jalan keluarnya | SS | S | TS | STS |
| 11. | Saya memikirkan perubahan apa yang perlu saya lakukan agar usaha saya lebih berkembang. | SS | S | TS | STS |
| 12. | Saya terkadang bingung mengapa produk sulit laku | SS | S | TS | STS |
| 13. | Saya merasa tersinggung jika ada orang yang mengkritik produk saya. | SS | S | TS | STS |
| 14. | Ketika mendapatkan ide saya sulit menuangkan gagasan tersebut dalam sebuah perencanaan usaha secara detil | SS | S | TS | STS |



HASIL UJI COBA PERHITUNGAN VALIDITAS-RELIABILITAS SKALA

Variabel X1 = skala *psychological capital*

Case Processing Summary

| | N | % |
|-----------------------|----|-------|
| Cases Valid | 31 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .838 | 16 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| VAR00001 | 48.7742 | 22.181 | .493 | .828 |
| VAR00002 | 48.7742 | 21.714 | .512 | .827 |
| VAR00003 | 48.6452 | 20.703 | .664 | .817 |
| VAR00004 | 48.7097 | 21.746 | .468 | .828 |
| VAR00005 | 48.8710 | 21.783 | .426 | .831 |
| VAR00006 | 48.9032 | 22.424 | .214 | .846 |
| VAR00007 | 49.1613 | 20.873 | .401 | .835 |
| VAR00008 | 48.6774 | 21.892 | .425 | .831 |
| VAR00009 | 48.8387 | 23.140 | .152 | .846 |
| VAR00010 | 48.4194 | 21.118 | .643 | .820 |
| VAR00011 | 48.5484 | 20.856 | .697 | .817 |
| VAR00012 | 48.4516 | 20.989 | .666 | .819 |

| | | | | |
|-----------------|----------------|---------------|-------------|-------------|
| VAR00013 | 48.6129 | 21.178 | .553 | .824 |
| VAR00014 | 49.3226 | 20.692 | .453 | .831 |
| VAR00015 | 48.7419 | 21.865 | .546 | .826 |
| VAR00016 | 48.5484 | 22.723 | .238 | .841 |

Scale: Entrepreneurship (X2)

Case Processing Summary

| | N | % |
|-----------------------|----|-------|
| Cases Valid | 31 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .836 | 16 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| VAR00001 | 45.4194 | 26.052 | .512 | .824 |
| VAR00002 | 45.0645 | 24.396 | .780 | .809 |
| VAR00003 | 45.1935 | 26.228 | .454 | .827 |
| VAR00004 | 45.5484 | 24.923 | .481 | .825 |
| VAR00005 | 45.6129 | 25.712 | .357 | .834 |
| VAR00006 | 45.2581 | 25.598 | .557 | .821 |
| VAR00007 | 45.4516 | 24.923 | .519 | .822 |
| VAR00008 | 45.1290 | 26.449 | .505 | .825 |
| VAR00009 | 45.2581 | 25.865 | .453 | .827 |
| VAR00010 | 45.3871 | 29.645 | -.129 | .858 |
| VAR00011 | 44.9677 | 25.699 | .654 | .818 |
| VAR00012 | 45.2903 | 25.946 | .462 | .826 |
| VAR00013 | 45.5484 | 24.989 | .409 | .832 |
| VAR00014 | 45.3548 | 27.570 | .193 | .841 |
| VAR00015 | 45.0645 | 24.396 | .780 | .809 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| VAR00001 | 45.4194 | 26.052 | .512 | .824 |
| VAR00002 | 45.0645 | 24.396 | .780 | .809 |
| VAR00003 | 45.1935 | 26.228 | .454 | .827 |
| VAR00004 | 45.5484 | 24.923 | .481 | .825 |
| VAR00005 | 45.6129 | 25.712 | .357 | .834 |
| VAR00006 | 45.2581 | 25.598 | .557 | .821 |
| VAR00007 | 45.4516 | 24.923 | .519 | .822 |
| VAR00008 | 45.1290 | 26.449 | .505 | .825 |
| VAR00009 | 45.2581 | 25.865 | .453 | .827 |
| VAR00010 | 45.3871 | 29.645 | -.129 | .858 |
| VAR00011 | 44.9677 | 25.699 | .654 | .818 |
| VAR00012 | 45.2903 | 25.946 | .462 | .826 |
| VAR00013 | 45.5484 | 24.989 | .409 | .832 |
| VAR00014 | 45.3548 | 27.570 | .193 | .841 |
| VAR00015 | 45.0645 | 24.396 | .780 | .809 |
| VAR00016 | 45.2903 | 26.146 | .485 | .825 |

Variabel Y= Kreativitas berwirausaha**Case Processing Summary**

| | N | % |
|-----------------------|----|-------|
| Cases Valid | 31 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .874 | 16 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| VAR00001 | 47.0323 | 35.632 | .083 | .892 |
| VAR00002 | 46.8065 | 33.161 | .610 | .864 |
| VAR00003 | 46.7742 | 33.781 | .487 | .868 |
| VAR00004 | 46.7097 | 34.213 | .351 | .874 |
| VAR00005 | 47.2581 | 33.665 | .490 | .868 |
| VAR00006 | 46.8710 | 32.916 | .559 | .865 |
| VAR00007 | 47.1613 | 31.540 | .680 | .859 |
| VAR00008 | 47.0000 | 32.467 | .610 | .863 |
| VAR00009 | 46.6774 | 33.692 | .607 | .865 |
| VAR00010 | 46.8065 | 34.161 | .443 | .870 |
| VAR00011 | 46.7097 | 30.480 | .825 | .852 |
| VAR00012 | 46.7419 | 33.131 | .654 | .862 |
| VAR00013 | 46.7097 | 34.880 | .260 | .877 |
| VAR00014 | 46.9355 | 31.129 | .643 | .860 |
| VAR00015 | 46.7742 | 31.914 | .597 | .863 |
| VAR00016 | 47.0323 | 31.699 | .591 | .863 |

Kriteria dalam pemilihan item berdasarkan korelasi item total, dengan batasan koefisien item total ≥ 0.30 , dimana item yang memiliki koefisien korelasi item-total minimal 0.30 dianggap layak menjadi sebuah item, selanjutnya apabila jumlah item yang lolos ternyata masih tidak mencukupi jumlah yang diinginkan, maka dapat mempertimbangkan dengan menurunkan sedikit batas kriteria 0.30 menjadi 0.25 sehingga jumlah item yang diinginkan dapat tercapai. Adapun hasil perhitungan validitas dan reliabilitas skala dapat dilihat pada tabel 1:

RANGKUMAN HASIL VALIDITAS - RELIABILITAS

| Variabel | Nilai Koefisien | | Jumlah |
|--------------------------|----------------------------------|--------------------|---|
| | corrected item-total correlation | Reliabilitas Alpha | |
| psychological capital | = 0,401 s/d 0,697 | = 0,838 | Aitem = 16 Gugur = 3 (6,9,16) Valid = 13 |
| Entrepreneurship | = 0,357 s/d 0,780 | = 0,836 | Aitem = 16 Gugur = 2 (10,14) Valid = 14 |
| Kreativitas berwirausaha | = 0,351 s/d 0,825 | = 0,946 | Aitem = 16 Gugur = 2 (1,13) Valid = 14 |

DATA BUTIR TRYOUT

Skala Psychological Capital

| Subjek | ITEM | | | | | | | | | | | | | | | |
|--------|------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 1 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 2 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 3 | 3 | 4 | 2 | 3 | 3 |
| 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |
| 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 5 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 4 |
| 6 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 7 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 8 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 |
| 10 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 |
| 13 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 |
| 14 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 |
| 15 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 2 | 3 | 4 |
| 17 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 19 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 20 | 3 | 3 | 4 | 4 | 4 | 1 | 1 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 |
| 21 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 |

| | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 22 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 |
| 23 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 24 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 25 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 26 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 29 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 1 | 3 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| 31 | 3 | 3 | 4 | 4 | 4 | 3 | 1 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |

Skala Entrepreneurship

ITEM

| Subjek | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|--------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|
| 1 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 |
| 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 3 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 5 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 6 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 7 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 |
| 8 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 |
| 9 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 |
| 10 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 |
| 11 | 3 | 4 | 2 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |
| 12 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 3 |
| 13 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 3 | 4 | 4 |
| 14 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 4 | 3 | 2 | 1 | 4 | 2 | 2 |
| 15 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 |
| 16 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 |
| 17 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 19 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 20 | 3 | 4 | 3 | 4 | 1 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |
| 21 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 3 |
| 22 | 3 | 4 | 4 | 1 | 1 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 3 |
| 23 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 25 | 3 | 3 | 3 | 1 | 3 | 4 | 1 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 26 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 27 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 29 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 4 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 31 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 4 |

Skala Kreativitas Berwirausaha

| Subjek | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 6 | 3 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 3 | 3 | 1 | 3 | 1 | 2 | 3 | 2 |
| 7 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 8 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 2 |
| 11 | 1 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 12 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 |
| 13 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |
| 14 | 1 | 2 | 2 | 3 | 2 | 3 | 1 | 2 | 3 | 3 | 2 | 2 | 4 | 1 | 1 | 2 |
| 15 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 16 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 20 | 4 | 2 | 3 | 1 | 2 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 2 |
| 21 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 |
| 22 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 |
| 23 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 |
| 25 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 26 | 1 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 27 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 31 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |



Lampiran D

Hasil Penelitian

Hasil rangkuman analisis data penelitian

A. UJI NORMALITAS

Descriptive Statistics

| | N | Mean | Std. Deviation | Minimum | Maximum |
|--------------------------|-----|-------|----------------|---------|---------|
| psychological capital | 118 | 36.91 | 5.107 | 25 | 48 |
| Entrepreneurship | 118 | 38.58 | 5.034 | 28 | 50 |
| Kreativitas berwirausaha | 118 | 38.31 | 5.703 | 26 | 50 |

One-Sample Kolmogorov-Smirnov Test

| | psychological capital | Entrepreneurship | Kreativitas berwirausaha |
|--------------------------------|-----------------------|------------------|--------------------------|
| N | 118 | 118 | 118 |
| Normal Parameters ^a | | | |
| Mean | 36.91 | 38.58 | 38.31 |
| Std. Deviation | 5.107 | 5.034 | 5.703 |
| Most Extreme Differences | | | |
| Absolute | .101 | .101 | .105 |
| Positive | .086 | .101 | .078 |
| Negative | -.101 | -.101 | -.105 |
| Kolmogorov-Smirnov Z | 1.092 | 1.101 | 1.140 |
| Asymp. Sig. (2-tailed) | .184 | .177 | .149 |

a. Test distribution is Normal.

B. Uji linieritas

Case Processing Summary

| | Cases | | | | | |
|----------------------------|----------|---------|----------|---------|-------|---------|
| | Included | | Excluded | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Kreativitas berwirausaha * | 118 | 100.0% | 0 | .0% | 118 | 100.0% |
| psychologycal capital | | | | | | |
| Kreativitas berwirausaha * | 118 | 100.0% | 0 | .0% | 118 | 100.0% |
| Entrepreneurship | | | | | | |

Kreativitas berwirausaha * Entrepreneurship

Report

Kreativitas berwirausaha

| Entrepreneurship | Mean | N | Std. Deviation |
|------------------|-------|----|----------------|
| 28 | 31.00 | 1 | |
| 29 | 32.00 | 1 | |
| 30 | 32.50 | 8 | 5.855 |
| 31 | 35.33 | 3 | 6.429 |
| 32 | 37.00 | 2 | 8.485 |
| 33 | 30.86 | 7 | 1.952 |
| 34 | 36.60 | 5 | 7.956 |
| 35 | 35.25 | 4 | 4.500 |
| 36 | 33.86 | 7 | 3.532 |
| 37 | 40.50 | 6 | 6.473 |
| 38 | 38.86 | 7 | 4.413 |
| 39 | 39.86 | 14 | 5.201 |

| | | | |
|-------|-------|-----|--------|
| 40 | 39.95 | 19 | 4.156 |
| 41 | 41.17 | 6 | 4.875 |
| 42 | 40.67 | 6 | 4.033 |
| 43 | 42.40 | 5 | 2.510 |
| 45 | 42.00 | 4 | 4.243 |
| 46 | 36.33 | 3 | 2.309 |
| 47 | 42.60 | 5 | 1.817 |
| 48 | 44.00 | 2 | 5.657 |
| 49 | 47.00 | 1 | |
| 50 | 40.50 | 2 | 10.607 |
| Total | 38.31 | 118 | 5.703 |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| Kreativitas berwirausaha * | Between Groups | (Combined) | 1562.315 | 21 | 74.396 | 3.184 | .000 |
| Entrepreneurship | | Linearity | 1051.540 | 1 | 1051.540 | 45.004 | .000 |
| | | Deviation from Linearity | 510.776 | 20 | 25.539 | 1.093 | .370 |
| | Within Groups | | 2243.083 | 96 | 23.365 | | |
| | Total | | 3805.398 | 117 | | | |

Measures of Association

| | R | R Squared | Eta | Eta Squared |
|----------------------------|------|-----------|------|-------------|
| Kreativitas berwirausaha * | .526 | .276 | .641 | .411 |
| Entrepreneurship | | | | |

Kreativitas berwirausaha * psychological capital

Report

Kreativitas berwirausaha

| psycholo gical capital | Mean | N | Std. Deviation |
|------------------------------|-------|----|----------------|
| 25 | 33.00 | 1 | . |
| 26 | 30.00 | 2 | 2.828 |
| 27 | 37.50 | 2 | 7.778 |
| 28 | 41.00 | 3 | 2.646 |
| 29 | 35.60 | 5 | 7.092 |
| 30 | 36.00 | 2 | 7.071 |
| 31 | 33.00 | 3 | 7.550 |
| 32 | 34.67 | 6 | 3.724 |
| 33 | 35.60 | 5 | 5.857 |
| 34 | 36.00 | 4 | 6.481 |
| 35 | 38.22 | 9 | 3.598 |
| 36 | 39.67 | 6 | 5.888 |
| 37 | 35.64 | 14 | 5.943 |
| 38 | 37.00 | 4 | 4.243 |
| 39 | 38.29 | 21 | 5.632 |
| 40 | 40.78 | 9 | 4.295 |
| 41 | 44.00 | 4 | 2.944 |
| 42 | 43.00 | 4 | 2.160 |
| 43 | 44.00 | 3 | 4.359 |
| 44 | 38.00 | 2 | 8.485 |
| 45 | 43.00 | 1 | . |
| 46 | 44.00 | 4 | 4.082 |
| 47 | 44.00 | 1 | . |

| | | | |
|-------|-------|-----|-------|
| 48 | 44.00 | 3 | 3.606 |
| Total | 38.31 | 118 | 5.703 |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------------|--------------------------|------------|----------------|-----|-------------|--------|------|
| Kreativitas berwirausaha * | Between Groups | (Combined) | 1227.221 | 23 | 53.357 | 1.945 | .014 |
| psychological capital | Linearity | | 680.797 | 1 | 680.797 | 24.822 | .000 |
| | Deviation from Linearity | | 546.423 | 22 | 24.837 | .906 | .588 |
| | Within Groups | | 2578.178 | 94 | 27.427 | | |
| | Total | | 3805.398 | 117 | | | |

Measures of Association

| | R | R Squared | Eta | Eta Squared |
|----------------------------|------|-----------|------|-------------|
| Kreativitas berwirausaha * | .423 | .179 | .568 | .322 |
| psychological capital | | | | |

C. Uji multikolinieritas

| Model | Unstandardized Coefficients | | Standardized Coefficients | Collinearity Statistics | |
|-------|-----------------------------|------------|---------------------------|-------------------------|-------|
| | B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 8.162 | 3.942 | | |
| | psychological capital | .306 | .090 | .274 | .881 |
| | Entrepreneurship | .488 | .091 | .431 | .881 |
| | | | | | 1.135 |

Dependent Variable: Kreativitas berwirausaha

D. Analisis Regresi

Descriptive Statistics

| | Mean | Std. Deviation | N |
|--------------------------|-------|----------------|-----|
| Kreativitas berwirausaha | 38.31 | 5.703 | 118 |
| psychological capital | 36.91 | 5.107 | 118 |
| Entrepreneurship | 38.58 | 5.034 | 118 |

Correlations

| | | Kreativitas berwirausaha | psychological capital | Entrepreneurship |
|------------------------|--------------------------|-----------------------------|--------------------------|------------------|
| Pearson Correlation | Kreativitas berwirausaha | 1.000 | .423 | .526 |
| | psychological capital | .423 | 1.000 | .345 |
| | Entrepreneurship | .526 | .345 | 1.000 |
| Sig. (1-tailed) | Kreativitas berwirausaha | . | .000 | .000 |
| | psychological capital | .000 | . | .000 |
| | Entrepreneurship | .000 | .000 | . |
| N | Kreativitas berwirausaha | 118 | 118 | 118 |
| | psychological capital | 118 | 118 | 118 |
| | Entrepreneurship | 118 | 118 | 118 |

Variables Entered/Removed^b

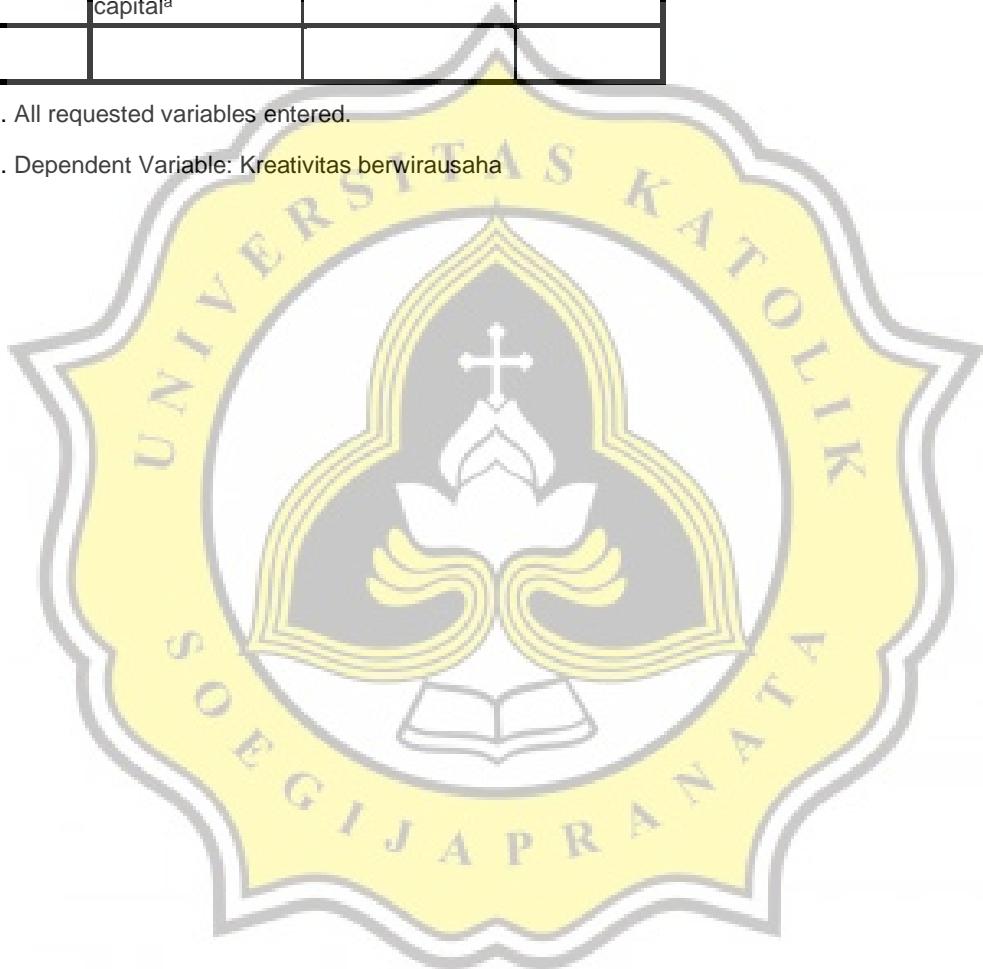
| Model | Variables Entered | Variables Removed | Method |
|-------|--|----------------------|---------|
| 1 | Entrepreneurship, psychological capital ^a | | . Enter |
| | | | |

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|---------|
| 1 | Entrepreneurship, psychological capital ^a | | . Enter |
| | | | |

a. All requested variables entered.

b. Dependent Variable: Kreativitas berwirausaha



Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|--|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change | |
| 1 | .585 ^a | .343 | .331 | 4.664 | .343 | 29.980 | 2 | 115 | .000 | |

a. Predictors: (Constant), Entrepreneurship, psychological capital

ANOVA

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|-------|----------------|----------|-------------|--------|-------------------|
| 1 | Regression | 1304.134 | 652.067 | 29.980 | .000 ^a |
| | Residual | 2501.264 | | | |
| | Total | 3805.398 | | | |

a. Predictors: (Constant), Entrepreneurship, psychological capital

b. Dependent Variable: Kreativitas berwirausaha

Coefficients^a

| Model | Unstandardized Coefficients | | Beta | t | Sig. |
|-------|-----------------------------|------------|-------|-------|------|
| | B | Std. Error | | | |
| 1 | (Constant) | 8.162 | 3.942 | 2.071 | .041 |
| | psychological capital | .306 | .090 | | |
| | Entrepreneurship | .488 | .091 | | |

a. Dependent Variable: Kreativitas berwirausaha

F. Frekuensi dan Prosentase

psychologycal capital

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid sangat tinggi | 2 | 1.7 | 1.7 | 1.7 |

| | | | | |
|--------|-----|-------|-------|-------|
| sedang | 42 | 35.6 | 35.6 | 37.3 |
| tinggi | 74 | 62.7 | 62.7 | 100.0 |
| Total | 118 | 100.0 | 100.0 | |

| | | Entrepreneurship | | | |
|-------|---------------|------------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | sangat tinggi | 2 | 1.7 | 1.7 | 1.7 |
| | sedang | 90 | 76.3 | 76.3 | 78.0 |
| | tinggi | 26 | 22.0 | 22.0 | 100.0 |
| | Total | 118 | 100.0 | 100.0 | |

| | | Kreativitas berwirausaha | | | |
|-------|---------------|--------------------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | rendah | 4 | 3.4 | 3.4 | 3.4 |
| | sangat tinggi | 1 | .8 | .8 | 4.2 |
| | sedang | 74 | 62.7 | 62.7 | 66.9 |
| | tinggi | 39 | 33.1 | 33.1 | 100.0 |
| | Total | 118 | 100.0 | 100.0 | |

Data Penelitian

Skala Psychological Capital

| Subjek | ITEM | | | | | | | | | | | | | Total |
|--------|------|---|---|---|---|---|---|---|---|----|----|----|----|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | |
| 1 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 1 | 4 | 3 | 2 | 3 | 4 | 40 |
| 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 37 |
| 3 | 3 | 2 | 2 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 2 | 36 |
| 4 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 2 | 35 |

| | | | | | | | | | | | | | | |
|------------|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
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Skala *Entrepreneurship*

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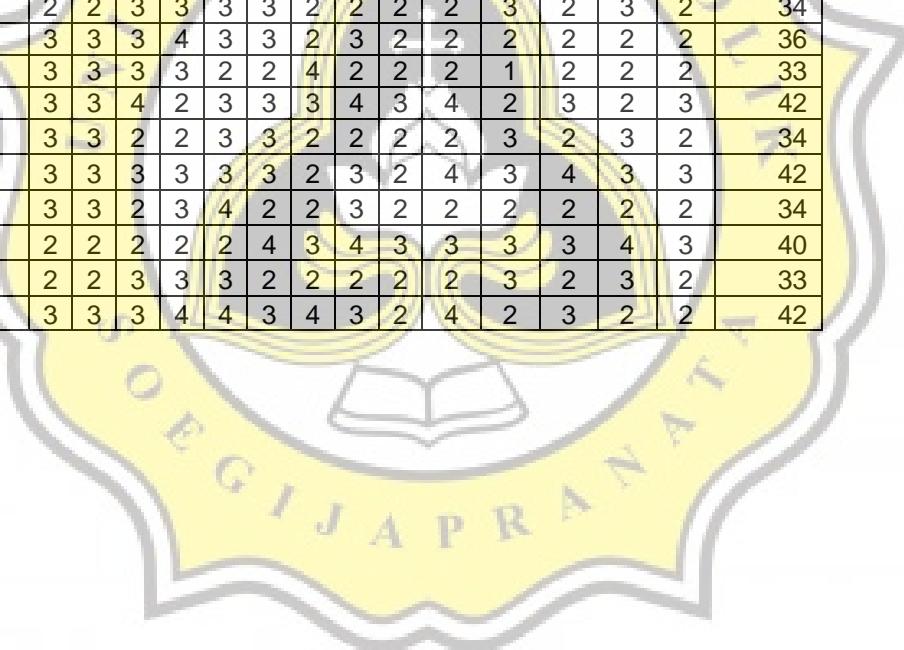
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| 86 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 |
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Skala Kreativitas Berwirausaha

| Subjek | ITEM | | | | | | | | | | | | | | Total |
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| 82 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 2 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 44 |
| 83 | 2 | 2 | 2 | 4 | 4 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 41 |
| 84 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 41 |
| 85 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 39 |
| 86 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 38 |
| 87 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 31 |
| 88 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 38 |
| 89 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 41 |
| 90 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 35 |

| | | | | | | | | | | | | | | | |
|------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 91 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 3 | 3 | 42 |
| 92 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 1 | 3 | 4 | 4 | 40 |
| 93 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 32 |
| 94 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 33 |
| 95 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 1 | 2 | 3 | 2 | 3 | 4 | 40 |
| 96 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 36 |
| 97 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 43 |
| 98 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 31 |
| 99 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 43 |
| 100 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 32 |
| 101 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 48 |
| 102 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 41 |
| 103 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 43 |
| 104 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| 105 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 39 |
| 106 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 32 |
| 107 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 33 |
| 108 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | 1 | 3 | 4 | 3 | 33 |
| 109 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 34 |
| 110 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 36 |
| 111 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 33 |
| 112 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 2 | 3 | 42 |
| 113 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 34 |
| 114 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 42 |
| 115 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 34 |
| 116 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 40 |
| 117 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 33 |
| 118 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 2 | 3 | 2 | 2 | 42 |





Lampiran E

Kategorisasi dan Frekuensi

Kategorisasi Psychological Capital

Aitem Valid : 13
 Mean empirik : 36,91
 Mean hipotetik : $13 \times 2,5 = 32,5$
 Standar Deviasi kurva : 6

$$\text{Skor tertinggi } 13 \times 4 = 52$$

$$\text{Skor terendah } 13 \times 1 = 13$$

$$\text{Rentang} = 52 - 13 = 39$$

$$SD = \frac{6}{\sqrt{6}} = 6,5$$

$$Rh + 3 SD = 32,5 + (3 \times 6,5) = 52$$

$$Rh + 2 SD = 32,5 + (2 \times 6,5) = 45,5$$

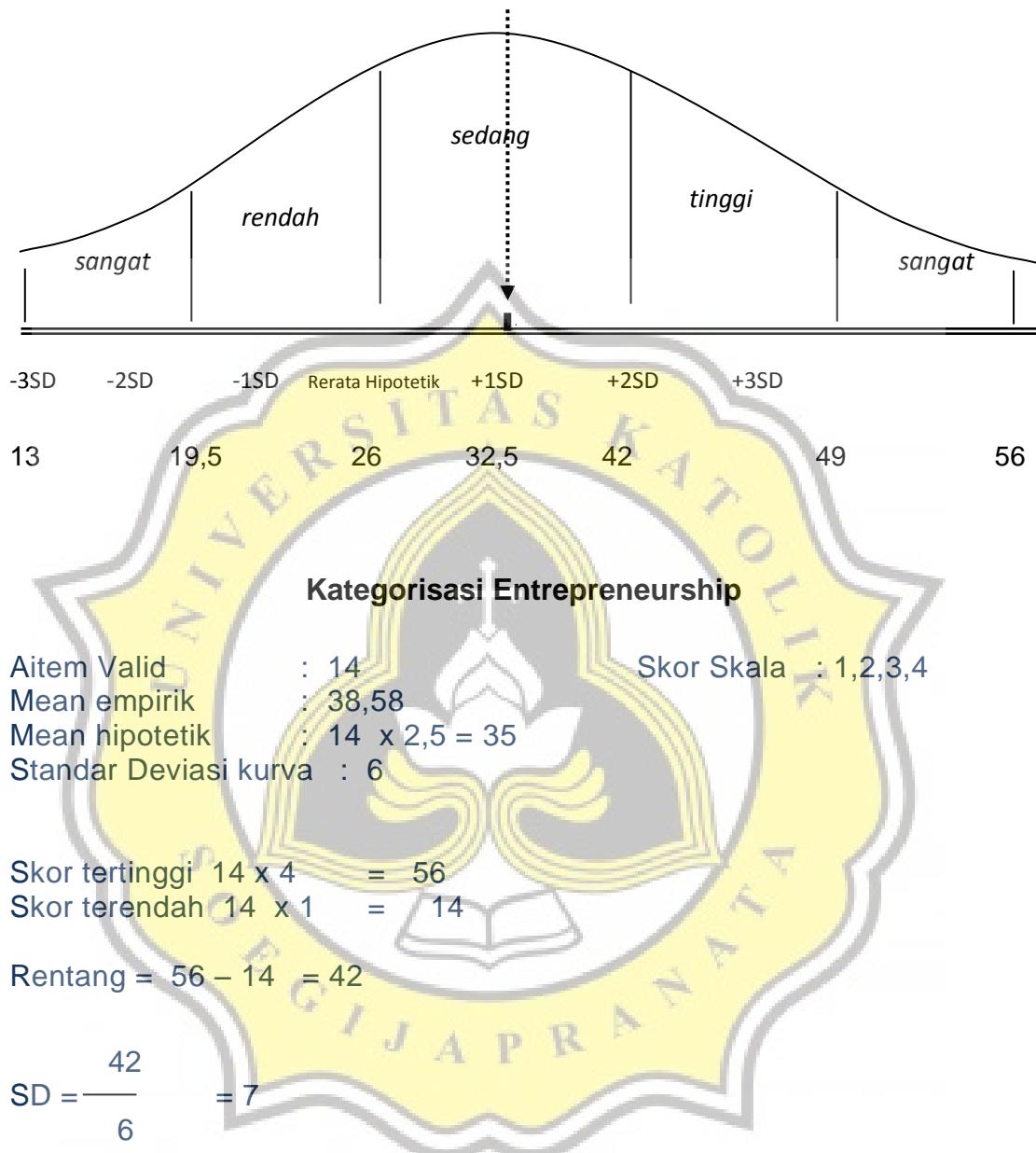
$$Rh + 1 SD = 32,5 + (1 \times 6,5) = 36$$

$$Rh - 1 SD = 32,5 - (1 \times 6,5) = 26$$

$$Rh - 2 SD = 32,5 - (2 \times 6,5) = 19,5$$

$$Rh - 3 SD = 32,5 - (3 \times 6,5) = 13$$

| Skor | Kriteria | Frekuensi (ΣN) | Prosentase (%) | RE |
|----------------------|---------------|--------------------------|----------------|-------|
| $45,5 \leq s/d < 52$ | Sangat tinggi | 2 | 1.7 | |
| $36 \leq s/d < 45,5$ | Tinggi | 74 | 62.7 | 36,91 |
| $26 \leq s/d < 36$ | Sedang | 42 | 35.6 | |
| $19,5 \leq s/d < 26$ | Rendah | | | |
| $13 \leq s/d < 19,5$ | Sangat rendah | | | |
| Jumlah | | 118 | 100.0 | |



$$Rh + 3 SD = 35 + (3 \times 7) = 56$$

$$Rh + 2 SD = 35 + (2 \times 7) = 49$$

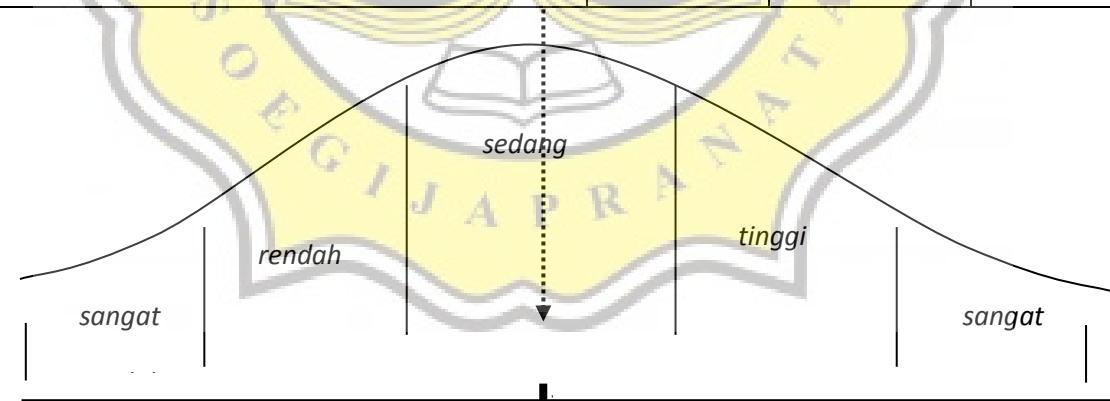
$$Rh + 1 SD = 35 + (1 \times 7) = 42$$

$$Rh - 1 \text{ SD} = 35 - (1 \times 7) = 28$$

$$Rh - 2 \text{ SD} = 35 - (2 \times 7) = 21$$

$$Rh - 3 \text{ SD} = 35 - (3 \times 7) = 14$$

| Skor | Kriteria | Frekuensi (ΣN) | Prosentase (%) | RE |
|--------------------|---------------|--------------------------|----------------|-------|
| $49 \leq s/d < 56$ | Sangat tinggi | 2 | 1.7 | |
| $42 \leq s/d < 49$ | Tinggi | 26 | 22.0 | |
| $28 \leq s/d < 42$ | Sedang | 90 | 76.3 | 38,58 |
| $21 \leq s/d < 28$ | Rendah | | | |
| $14 \leq s/d < 21$ | Sangat rendah | | | |
| Jumlah | | 118 | 100 | |



-3SD -2SD -1SD Rerata Hipotetik +1SD +2SD +3SD

14 21 28 35 42 49
56

Kategorisasi Kreativitas Berwirausaha

Aitem Valid

: 14

Skor Skala : 1,2,3,4

Mean empirik

: 38,31

Mean hipotetik

: $14 \times 2,5 = 35$

Standar Deviasi kurva : 6

$$\text{Skor tertinggi } 14 \times 4 = 56$$

$$\text{Skor terendah } 14 \times 1 = 14$$

$$\text{Rentang} = 56 - 14 = 42$$

$$SD = \frac{42}{6} = 7$$

$$Rh + 3 SD$$

$$= 35 + (3 \times 7) = 56$$

$$Rh + 2 SD$$

$$= 35 + (2 \times 7) = 49$$

$$Rh + 1 SD$$

$$= 35 + (1 \times 7) = 42$$

$$Rh - 1 SD$$

$$= 35 - (1 \times 7) = 28$$

$$Rh - 2 SD$$

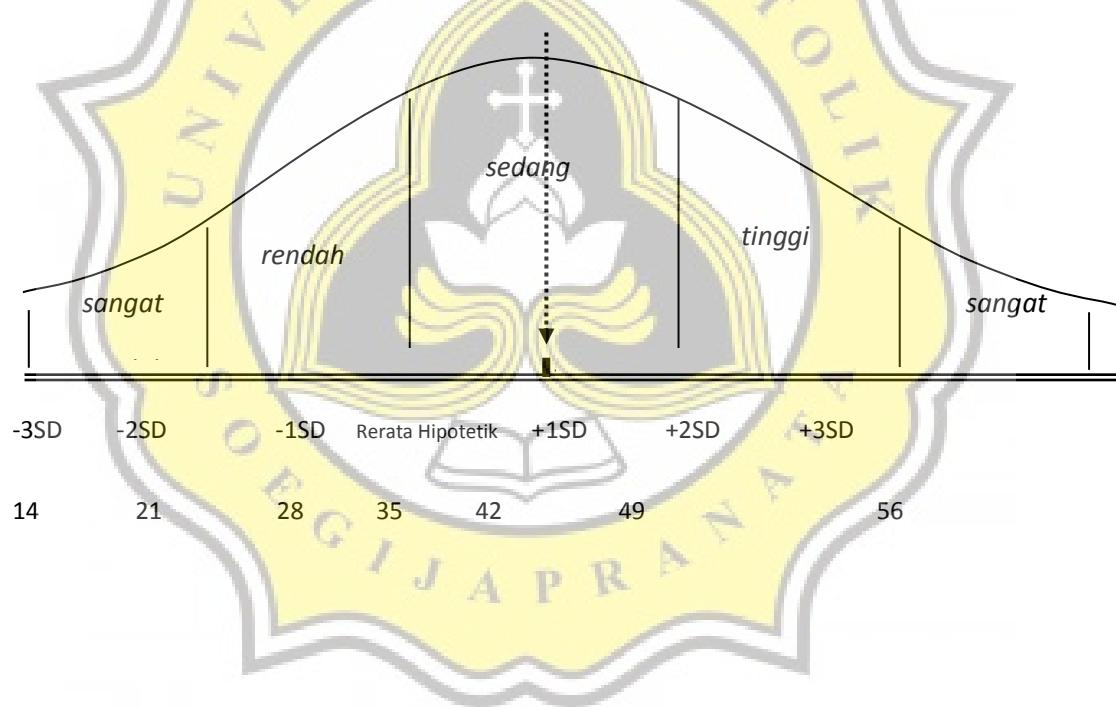
$$= 35 - (2 \times 7) = 21$$

$$Rh - 3 SD$$

$$= 35 - (3 \times 7) = 14$$

| Skor | Kriteria | Frekuensi (ΣN) | Prosentase (%) | RE |
|--------------------|---------------|-----------------------------|-------------------|----|
| $49 \leq s/d < 56$ | Sangat tinggi | 1 | .8 | |

| | | | | |
|--------------------|---------------|-----|------|-------|
| $42 \leq s/d < 49$ | Tinggi | 39 | 33.1 | |
| $28 \leq s/d < 42$ | Sedang | 74 | 62.7 | 38,31 |
| $21 \leq s/d < 28$ | Rendah | 4 | 3.4 | |
| $14 \leq s/d < 21$ | Sangat rendah | | | |
| Jumlah | | 118 | 100 | |





Lampiran F

**Surat Ijin dan Surat
Keterangan Pelitian**



PUSAT LAYANAN USAHA TERPADU KOPERASI DAN USAHA
MIKRO DAN KECIL KOTA SURAKARTA

Jl. Kihajar Dewantara No.5 Kentingen, Jebres, Telp. (0271) 651465
Surakarta 572126
Email. plutska@gmail.com

SURAT KETERANGAN PENELITIAN

Yang bertanda tangan di bawah ini, Konsultan SDM Pusat Layanan Usaha Terpadu (PLUT) KUMKM Kota Surakarta, menerangkan bahwa mahasiswa Program Magister Psikologi UNIKA Soegijapranata yang bernama :

ROOSDIANA SUSANTI, S.Psi, NIM : 18.E3.0021

Mahasiswa tersebut telah melakukan uji coba kuesioner 20 Maret 2019 dan penelitian pada 12-20 April 2019 dengan responden Pelaku Usaha Mikro Kecil Binaan Konsultan PLUT KUMKM Surakarta.

Demikian Surat Keterangan ini kami buat, untuk dipergunakan sebagaimana mestinya.

Surakarta, 15 Mei 2019

Konsultan Bidang SDM



(Teguh Wiji Setyahadi, S.Psi)



9.86% PLAGIARISM APPROXIMATELY

Report #9659900

BAB I PENDAHULUAN A. Latar Belakang Masalah Peran usaha mikro, kecil dan menengah (UMKM) dalam perekonomian Indonesia cukup penting. Hal itu ditunjukkan oleh populasinya sebagai pelaku usaha terbesar, serta kontribusinya dalam penyerapan tenaga kerja, pembentukan produk domestik bruto (PDB), ekspor dan penciptaan modal tetap/investasi. Menurut data dari Bappenas (2016:2), jumlah UMKM di Indonesia mencapai 60,7 juta unit dan sebagian besar merupakan usaha berskala mikro (98,73%). Adapun kontribusi PDB menurut Kementerian Koperasi dan UKM (2015:6) mengalami tren penurunan dari 58,6 persen pada tahun 2008 menjadi 57,5 pada tahun 2012. Hal tersebut karena pertumbuhan output usaha mikro kecil masih lebih kecil dibanding output usaha menengah atau usaha besar. Variasi pertumbuhan produk domestik bruto UMKM juga terjadi antar sektor. Akibatnya timbul ketimpangan produktivitas usaha kecil mikro kecil dengan usaha menengah dan besar. Kondisi yang sama juga terjadi di sektor-sektor yang dominan seperti sektor pertanian dan perdagangan. Rendahnya produktivitas menjadi kendala bagi UMKM untuk berkembang dan mencapai tingkat ekonomi yang besar. Kondisi ini menyebabkan fenomena missing middle, perekonomian mengalami kekurangan jumlah usaha mikro kecil dan menengah yang sebenarnya dibutuhkan untuk menopang industrialisasi dan