



# LAMPIRAN A

## SURAT IJIN PENELITIAN

A-1 Surat Pengantar Ijin Penelitian

A-2 Surat Ijin Penelitian dan Permohonan Data

A-3 Surat Persetujuan Ijin Penelitian



## LAMPIRAN A-1

## Surat Pengantar Ijin Penelitian

020/Unika/FP/R-QSR/I/07

**FAKULTAS PSIKOLOGI**  
 Jl. Pawiyatan Luhur IV/1 Bendan Duwur Semarang 50234  
 Telp. (024) 8441555, 8505003 (hunting) Fax. (024) 8415429 - 8445265  
 e-mail: unika@unika.ac.id http://www.unika.ac.id

**Unika**  
**SOEGIJAPRANATA**

Nomor : 0067/B.7.3/FP/IX/2021 Semarang, 09 September 2021  
 Lamp. : -  
 Hal : **Ijin Penelitian**

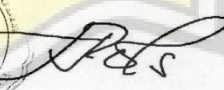
**Kepada Yth.**  
**Wakil Rektor I**  
**Unika Soegijapranata Semarang**  
**Jl. Pawiyatan Luhur IV/1**

Dengan hormat,  
 Kami mohon bantuan Bapak/Ibu/Saudara/i, untuk berkenan memberikan ijin kepada mahasiswa/i Fakultas Psikologi Unika Soegijapranata Semarang tersebut di bawah ini :

Nama : **Rindang Istiqomah**  
 NIM / NIRM : **16.E1.0186**  
 Tempat /Tgl/Lahir : Semarang, 22 Mei 1998  
 Alamat : Jl Genuk Krajan III No. 25, Semarang

untuk mengadakan penelitian (permohonan data tenaga kependidikan) di Unika Soegijapranata Semarang dalam rangka penyusunan tugas Skripsi dengan judul **"Hubungan Antara Motivasi Kerja dan Komunikasi Interpersonal Dengan Kepuasan Kerja Pada Tenaga Kependidikan Di Universitas Katolik Soegijapranata Semarang"**, di bawah bimbingan Dosen Pembimbing Dr. Ferdinand Hindarto, MSi.

Demikian atas bantuan serta kerja sama Bapak/Ibu, kami ucapkan terima kasih.

**Ka. Progd. Sarjana Psikologi,**  
  
**Dr. Suparmi, M.Si.**  
 NIP:058.1.1992.105

**Tembusan :**  
 - Ka. LPSDM Unika

*Doc. by D/srt penelitian*

## LAMPIRAN A-2

## Surat Ijin Penelitian dan Permohonan Data

Jl. Pawiyatan Luhur IV/1 Béndan Duwur Semarang 50234  
Telp. (024) 8441555,8505003(hunting) Fax. (024) 8415429 - 8445265  
e-mail:unika@unika.ac.id http://www.unika.ac.id



Nomor : 0228/B.7.3/WR.AKA/X/2021  
Lampiran : -  
Hal : Ijin Penelitian dan Permohonan Data

29 Oktober 2021

Kepada Yth :  
RINDANG ISTIQOMAH  
Fakultas Psikologi  
Di tempat

Dengan hormat,  
Berdasarkan surat dari Ka. Progdil Fakultas Psikologi dengan Nomor: 00067/B.7.3/FP/IX/2021 tanggal 09 September 2021, dengan ini kami akan memberikan ijin kepada Saudara untuk melakukan Penelitian dan Pengambilan Data di Lingkungan Unika Soegijapranata, dengan judul TA / Skripsi:

**HUBUNGAN ANTARA MOTIVASI KERJA DAN KOMUNIKASI INTERPERSONAL  
DENGAN KEPUASAN KERJA PADA TENAGA KEPENDIDIKAN DI UNIVERSITAS  
KATOLIK SOEGIJAPRANATA SEMARANG**

Apabila Anda melengkapi syarat dan ketentuan yang harus dipenuhi yaitu:

1. Surat pernyataan bahwa Anda akan menjaga kerahasiaan informasi dalam penulisan Laporan Penelitian (nama responden dan Universitas tidak disebutkan);
2. Memberikan data pribadi lengkap ke BAA Unika Soegijapranata;
3. Lampiran data penelitian seperti kuesioner yang akan dibagikan ke narasumber, ringkasan informasi penelitian;
4. Tidak mengganggu aktivitas para Narasumber;
5. Menitipkan kuesioner untuk pengumpulan data di Pos Satpam dengan memasukkan ke dalam amplop secara terpisah dan menuliskan keterangan untuk Tenaga Kependidikan Fakultas atau Unit yang di tuju;
6. Setelah selesai penelitian harap memberikan laporan.

Harap syarat poin 1 sampai 3 dapat dikumpulkan paling lambat Rabu, 3 November 2021. Demikian, atas perhatian dan kerjasamanya, kami ucapkan terima kasih.

a.n Rektor,

Wakil Rektor Bidang Akademik,  
Kemahasiswaan, dan Alumni (AKA)



Dr. Lerta Bekti Retnawati, S.E., M.Si  
NPP: 058.1.1998.219

Tembusan :

1. Dekan Fakultas Psikologi
2. Ka. Progdil Fakultas Psikologi
3. Para Tenaga Kependidikan UNIKA
4. Ka. BAA
5. UPT MSI
6. Ka. BAU
7. Kepala Satpam

## LAMPIRAN A-3

### Surat Persetujuan Ijin Penelitian

  
**Unika**  
**SOEGIJAPRANATA**

Jl. Pawiyatan Luhur IV/1 Bendan Duwur Semarang 50234  
 Telp. (024) 8441555, 8505003(hunting) Fax: (024) 8415429 - 8445265  
 e-mail: unika@unika.ac.id http://www.unika.ac.id

Nomor : 0242/B.7.3/WR.AKA/XI/2021  
 Lampiran : -  
 Hal : Persetujuan Ijin Penelitian

3 November 2021

Kepada Yth :  
**RINDANG ISTIQOMAH**  
 Fakultas Psikologi  
 Di tempat

Dengan hormat,  
 Berdasarkan surat dari Ka. Progdi Fakultas Psikologi dengan Nomor:  
 00067/B.7.3/FP/IX/2021 tanggal 09 September 2021 mengenai Ijin Penelitian-  
 Tugas Akhir Rindang Istiqomah dengan judul TA / Skripsi:

**HUBUNGAN ANTARA MOTIVASI KERJA DAN KOMUNIKASI INTERPERSONAL  
 DENGAN KEPUASAN KERJA PADA TENAGA KEPENDIDIKAN DI UNIVERSITAS  
 KATOLIK SOEGIJAPRANATA SEMARANG**

Dan Anda telah menindaklanjuti surat kami dengan nomor:  
 0228/B.7.3/WR.AKA/X/2021 tanggal 29 Oktober 2021 mengenai kelengkapan  
 berkas lampiran Anda yang telah kami periksa sudah lengkap, maka bersama ini  
 kami memberikan ijin kepada Anda untuk melakukan Penelitian dan Pengambilan  
 Data di Lingkungan Unika Soegijapranata.

Demikian, atas perhatian dan kerjasamanya, kami ucapkan terima kasih.

a.n Rektor,  
 Wakil Rektor Bidang Akademik,  
 Kemahasiswaan, dan Alumni (AKA)

  
 Dr. Marta Ekti Retnawati, S.E., M.Si  
 NPP: 058-1-1998.219

Tembusan :

1. Dekan Fakultas Psikologi
2. Ka. Progdi Fakultas Psikologi
3. Para Tenaga Kependidikan UNIKA
4. Ka.BAA
5. UPT MSI
6. Ka. BAU
7. Kepala Satpam

# LAMPIRAN B

## SKALA PENELITIAN

B-1 Skala Kepuasan Kerja

B-2 Skala Motivasi Kerja

B-3 Skala Komunikasi Interpersonal



## LAMPIRAN B-1

### Skala Kepuasan Kerja

#### IDENTITAS DIRI

Nama (inisial) :  
 Jenis kelamin : L / P  
 Status karyawan :  
 Fakultas/Unit :

#### PETUNJUK PENGISIAN

- Bacalah pernyataan berikut ini dengan seksama.
- Berilah tanda (X) pada jawaban yang **paling sesuai** dengan keadaan anda.  
 SS : Sangat Setuju  
 S : Setuju  
 TS : Tidak Setuju  
 STS : Sangat Tidak Setuju
- Apabila anda ingin mengganti jawaban, berilah tanda (=) pada jawaban yang salah, kemudian pilihlah jawaban yang menurut anda **paling benar**.

Contoh :

| No | Pernyataan                          | SS | S              | TS | STS |
|----|-------------------------------------|----|----------------|----|-----|
| 1  | Saya melaksanakan tugas dengan baik |    | <del>X</del> = | X  |     |

- Semua jawaban adalah benar apabila sesuai dengan keadaan yang anda alami.
- Pastikan tidak ada pernyataan yang terlewat.

**Selamat mengerjakan😊**

| No | Pernyataan   | SS | S | TS | STS |
|----|--|----|---|----|-----|
| 1  | Pekerjaan yang saya lakukan saat ini sesuai dengan keinginan dan kemampuan saya                  |    |   |    |     |
| 2  | Beban kerja yang saya terima lebih banyak dari gaji yang saya terima                             |    |   |    |     |
| 3  | Kenaikan jabatan dilakukan berdasarkan penilaian hasil kinerja karyawan                          |    |   |    |     |
| 4  | Saya melakukan pekerjaan secara mandiri tanpa adanya pengarahan dari atasan                      |    |   |    |     |
| 5  | Saya mendapat dukungan dari rekan kerja apabila mendapat kesulitan dalam bekerja                 |    |   |    |     |
| 6  | Pekerjaan yang saya lakukan kurang menantang   |    |   |    |     |
| 7  | Gaji yang saya terima sesuai dengan pekerjaan yang saya lakukan                                  |    |   |    |     |
| 8  | Kenaikan jabatan dilakukan berdasarkan rekomendasi dari atasan                                   |    |   |    |     |
| 9  | Atasan memberikan saran apabila saya kesulitan dalam melakukan pekerjaan                         |    |   |    |     |
| 10 | Saya merasa kesulitan apabila bekerjasama dengan rekan kerja                                     |    |   |    |     |
| 11 | Pekerjaan yang saya lakukan memberi kesempatan untuk mempelajari hal baru                        |    |   |    |     |
| 12 | Kebutuhan saya lebih besar dari gaji yang saya terima  |    |   |    |     |
| 13 | Setiap karyawan memiliki kesempatan yang sama untuk kenaikan jabatan                             |    |   |    |     |
| 14 | Saya merasa atasan kurang memberikan <i>feedback</i> terhadap pekerjaan saya                     |    |   |    |     |
| 15 | Setiap rekan kerja bertanggung jawab terhadap hasil pekerjaan                                    |    |   |    |     |
| 16 | Saya merasa pekerjaan yang dilakukan rekan kerja saya sesuai dengan keinginan dan kemampuan saya |    |   |    |     |
| 17 | Gaji yang diberikan dapat mencukupi kebutuhan saya   |    |   |    |     |
| 18 | Posisi jabatan saya belum pernah berubah sejak awal bekerja                                      |    |   |    |     |
| 19 | Atasan memberikan <i>feedback</i> terhadap pekerjaan saya  |    |   |    |     |
| 20 | Saya kurang mendapat dukungan dari rekan kerja apabila mendapat kesulitan dalam bekerja          |    |   |    |     |



## LAMPIRAN B-2

### Skala Motivasi Kerja

#### IDENTITAS DIRI

Nama (inisial) :  
 Jenis kelamin : L / P  
 Status karyawan :  
 Fakultas/Unit :

#### PETUNJUK PENGISIAN

- Bacalah pernyataan berikut ini dengan seksama.
- Berilah tanda (X) pada jawaban yang **paling sesuai** dengan keadaan anda.  
 SS : Sangat Setuju  
 S : Setuju  
 TS : Tidak Setuju  
 STS : Sangat Tidak Setuju
- Apabila anda ingin mengganti jawaban, berilah tanda (=) pada jawaban yang salah, kemudian pilihlah jawaban yang menurut anda **paling benar**.

Contoh :

| No | Pernyataan                          | SS | S              | TS | STS |
|----|-------------------------------------|----|----------------|----|-----|
| 1  | Saya melaksanakan tugas dengan baik |    | <del>X</del> = | X  |     |

- Semua jawaban adalah benar apabila sesuai dengan keadaan yang anda alami.
- Pastikan tidak ada pernyataan yang terlewat.

**Selamat mengerjakan😊**

| No | Pernyataan  | SS | S | TS | STS |
|----|---|----|---|----|-----|
| 1  | Saya datang ke tempat kerja sesuai dengan waktu yang ditetapkan                       |    |   |    |     |
| 2  | Saya senang menjalankan tugas sesuai arahan   |    |   |    |     |
| 3  | Saya yakin mampu menyelesaikan tugas dengan baik                                      |    |   |    |     |
| 4  | Saya merasa stres apabila menyelesaikan banyak pekerjaan dalam waktu singkat          |    |   |    |     |
| 5  | Saya berusaha menyelesaikan pekerjaan tepat waktu                                     |    |   |    |     |
| 6  | Saya datang ke tempat kerja lebih dari waktu yang ditetapkan                          |    |   |    |     |
| 7  | Saya senang memberikan ide apabila menjalankan tugas                                  |    |   |    |     |
| 8  | Saya ragu mampu menyelesaikan tugas dengan baik                                       |    |   |    |     |
| 9  | Saya mampu menyelesaikan banyak pekerjaan dalam waktu singkat dengan tenang           |    |   |    |     |
| 10 | Saya berusaha mencari alasan apabila pekerjaan yang saya lakukan melebihi batas waktu |    |   |    |     |
| 11 | Saya bersedia menerima konsekuensi apabila melanggar ketentuan dalam kontrak kerja    |    |   |    |     |
| 12 | Saya enggan memberikan masukan untuk perbaikan kinerja                                |    |   |    |     |
| 13 | Saya yakin mampu mencari jalan keluar apabila terdapat masalah saat bekerja           |    |   |    |     |
| 14 | Saya merasa kinerja menurun apabila rekan kerja sulit diajak kerja sama               |    |   |    |     |
| 15 | Saya bersedia menerima resiko apabila saya berbuat kesalahan                          |    |   |    |     |
| 16 | Saya merasa kesalahan yang saya lakukan dapat ditoleransi                             |    |   |    |     |
| 17 | Saya senang memberikan masukan untuk perbaikan kinerja                                |    |   |    |     |
| 18 | Saya ragu mampu mencari jalan keluar apabila terdapat masalah saat bekerja            |    |   |    |     |
| 19 | Saya tetap bekerja dengan baik meskipun rekan kerja sulit diajak kerja sama           |    |   |    |     |
| 20 | Saya gelisah apabila saya berbuat kesalahan   |    |   |    |     |

## LAMPIRAN B-3

### Skala Komunikasi Interpersonal

#### IDENTITAS DIRI

Nama (inisial) :  
 Jenis kelamin : L / P  
 Status karyawan :  
 Fakultas/Unit :

#### PETUNJUK PENGISIAN

- Bacalah pernyataan berikut ini dengan seksama.
- Berilah tanda (X) pada jawaban yang **paling sesuai** dengan keadaan anda.  
 SS : Sangat Setuju  
 S : Setuju  
 TS : Tidak Setuju  
 STS : Sangat Tidak Setuju
- Apabila anda ingin mengganti jawaban, berilah tanda (=) pada jawaban yang salah, kemudian pilihlah jawaban yang menurut anda **paling benar**.

Contoh :

| No | Pernyataan                          | SS | S              | TS | STS |
|----|-------------------------------------|----|----------------|----|-----|
| 1  | Saya melaksanakan tugas dengan baik |    | <del>X</del> = | X  |     |

- Semua jawaban adalah benar apabila sesuai dengan keadaan yang anda alami.
- Pastikan tidak ada pernyataan yang terlewat.

**Selamat mengerjakan😊**

| No | Pernyataan   | SS | S | TS | STS |
|----|--|----|---|----|-----|
| 1  | Saya berkata jujur saat berbicara dengan rekan kerja                                 |    |   |    |     |
| 2  | Saya kurang memahami perasaan dan perilaku rekan kerja saya                          |    |   |    |     |
| 3  | Saya berpikir dengan tenang apabila menghadapi masalah                               |    |   |    |     |
| 4  | Saya merasa kurang termotivasi saat bekerja  |    |   |    |     |
| 5  | Saya memerlukan bantuan rekan kerja dalam menyelesaikan pekerjaan                    |    |   |    |     |
| 6  | Saya adalah orang yang tertutup  |    |   |    |     |
| 7  | Saya memahami perasaan dan perilaku rekan kerja saya                                 |    |   |    |     |
| 8  | Saya memikirkan banyak kemungkinan buruk apabila menghadapi masalah                  |    |   |    |     |
| 9  | Saya mengatakan semangat kepada rekan kerja saya                                     |    |   |    |     |
| 10 | Saya bisa melakukan semua pekerjaan saya sendiri                                     |    |   |    |     |
| 11 | Saya bersedia memberikan semua informasi yang saya ketahui kepada rekan kerja        |    |   |    |     |
| 12 | Saya lebih berorientasi pada diri sendiri  |    |   |    |     |
| 13 | Saya memberikan pujian apabila rekan kerja saya melakukan pekerjaan dengan baik      |    |   |    |     |
| 14 | Saya lebih sering menjadi pendengar daripada memberi masukan kepada rekan kerja saya |    |   |    |     |
| 15 | Saya menghargai adanya perbedaan pendapat  |    |   |    |     |
| 16 | Saya memilah informasi yang saya ketahui untuk disampaikan kepada rekan kerja        |    |   |    |     |
| 17 | Saya adalah pendengar yang baik  |    |   |    |     |
| 18 | Saya kurang mendapat pujian dari rekan kerja apabila melakukan pekerjaan dengan baik |    |   |    |     |
| 19 | Saya memberikan masukan atau nasehat kepada rekan kerja                              |    |   |    |     |
| 20 | Saya menyukai rekan kerja yang sependapat dengan saya                                |    |   |    |     |

# LAMPIRAN C

## DATA UJI COBA

C-1 Data Uji Coba Kepuasan Kerja

C-2 Data Uji Coba Motivasi Kerja

C-3 Data Uji Coba Komunikasi Interpersonal



## LAMPIRAN C-1

## Data Uji Coba Kepuasan Kerja

| SJK | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 | Y20 | YTOT |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| 1   | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 2  | 3  | 4   | 4   | 1   | 3   | 3   | 4   | 2   | 3   | 2   | 3   | 3   | 59   |
| 2   | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 2  | 3  | 4   | 3   | 3   | 4   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 60   |
| 3   | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 2  | 3  | 4   | 3   | 3   | 4   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 60   |
| 4   | 3  | 3  | 2  | 2  | 4  | 3  | 3  | 2  | 4  | 3   | 4   | 2   | 4   | 3   | 3   | 2   | 4   | 2   | 3   | 3   | 59   |
| 5   | 3  | 3  | 2  | 2  | 4  | 3  | 3  | 2  | 4  | 3   | 4   | 2   | 4   | 3   | 3   | 2   | 4   | 2   | 3   | 3   | 59   |
| 6   | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 61   |
| 7   | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 58   |
| 8   | 4  | 1  | 3  | 2  | 3  | 3  | 1  | 2  | 3  | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 56   |
| 9   | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 54   |
| 10  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 4  | 4   | 4   | 3   | 3   | 3   | 4   | 2   | 3   | 4   | 4   | 4   | 65   |
| 11  | 3  | 2  | 1  | 2  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 2   | 4   | 2   | 3   | 2   | 2   | 2   | 2   | 3   | 50   |
| 12  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 58   |
| 13  | 4  | 2  | 4  | 3  | 4  | 3  | 3  | 1  | 4  | 4   | 4   | 2   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 61   |
| 14  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 2   | 3   | 4   | 3   | 2   | 3   | 4   | 3   | 3   | 61   |
| 15  | 3  | 2  | 1  | 2  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 4   | 2   | 3   | 2   | 2   | 2   | 2   | 3   | 51   |
| 16  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 2   | 4   | 4   | 3   | 3   | 2   | 3   | 3   | 3   | 59   |
| 17  | 3  | 2  | 1  | 2  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 4   | 2   | 3   | 2   | 2   | 2   | 2   | 3   | 51   |
| 18  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3   | 2   | 2   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 58   |
| 19  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 58   |
| 20  | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 2  | 4  | 4   | 4   | 3   | 3   | 3   | 4   | 2   | 3   | 2   | 3   | 4   | 64   |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 62 |
| 22 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 58 |
| 23 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 62 |
| 24 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 66 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 59 |
| 26 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 62 |
| 27 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 1 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 62 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 56 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 56 |
| 30 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 63 |
| 31 | 4 | 2 | 3 | 1 | 4 | 3 | 3 | 2 | 4 | 2 | 4 | 1 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 55 |
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## LAMPIRAN C-2

## Data Uji Coba Motivasi Kerja

| SJK | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | X1.19 | X1.20 | X TOT |
|-----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
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| 6   | 3    | 2    | 3    | 2    | 3    | 2    | 3    | 3    | 2    | 2     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 54    |
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| 11  | 3    | 2    | 3    | 2    | 2    | 2    | 2    | 3    | 2    | 2     | 2     | 2     | 3     | 2     | 3     | 3     | 3     | 3     | 3     | 2     | 49    |
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| 14  | 3    | 2    | 3    | 1    | 3    | 2    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 1     | 54    |
| 15  | 3    | 2    | 3    | 2    | 3    | 3    | 3    | 3    | 2    | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 3     | 3     | 2     | 54    |
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| 17  | 3    | 2    | 3    | 2    | 2    | 2    | 2    | 3    | 2    | 2     | 2     | 2     | 3     | 2     | 3     | 3     | 3     | 3     | 3     | 2     | 49    |
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| 19  | 3    | 2    | 3    | 2    | 3    | 3    | 2    | 3    | 3    | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 3     | 3     | 3     | 2     | 55    |
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| 93  | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 56 |
| 94  | 4 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 4 | 3 | 3 | 2 | 55 |
| 95  | 4 | 1 | 4 | 1 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 58 |
| 96  | 3 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 57 |
| 97  | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 56 |
| 98  | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 59 |
| 99  | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 1 | 56 |
| 100 | 4 | 2 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 1 | 66 |
| 101 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 57 |
| 102 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 56 |
| 103 | 3 | 2 | 3 | 1 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 53 |
| 104 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 55 |
| 105 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 64 |
| 106 | 3 | 2 | 3 | 2 | 3 | 1 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 56 |
| 107 | 4 | 1 | 4 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 57 |
| 108 | 4 | 2 | 4 | 2 | 4 | 2 | 3 | 3 | 4 | 4 | 1 | 4 | 3 | 3 | 1 | 2 | 3 | 4 | 3 | 2 | 58 |
| 109 | 4 | 1 | 4 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 2 | 58 |
| 110 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 4 | 59 |

## LAMPIRAN C-3

## Data Uji Coba Komunikasi Interpersonal

| SJK | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2.16 | X2.17 | X2.18 | X2.19 | X2.20 | X2 TOT |
|-----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 1   | 3    | 2    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2     | 3     | 3     | 4     | 3     | 4     | 1     | 4     | 3     | 3     | 2     | 58     |
| 2   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3     | 3     | 4     | 3     | 3     | 4     | 1     | 3     | 3     | 3     | 3     | 59     |
| 3   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3     | 3     | 3     | 4     | 3     | 3     | 4     | 1     | 3     | 3     | 3     | 59     |
| 4   | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 3     | 3     | 2     | 57     |
| 5   | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 3     | 3     | 2     | 57     |
| 6   | 3    | 3    | 3    | 3    | 2    | 3    | 3    | 2    | 3    | 2     | 3     | 2     | 3     | 3     | 3     | 2     | 3     | 3     | 3     | 3     | 55     |
| 7   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 3     | 3     | 3     | 3     | 58     |
| 8   | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 2    | 3    | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 3     | 3     | 3     | 2     | 56     |
| 9   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 3     | 2     | 3     | 3     | 3     | 2     | 3     | 3     | 3     | 2     | 57     |
| 10  | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3     | 2     | 3     | 4     | 3     | 4     | 2     | 3     | 3     | 4     | 2     | 60     |
| 11  | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 2     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 57     |
| 12  | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 3     | 3     | 2     | 56     |
| 13  | 4    | 3    | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2     | 2     | 3     | 4     | 3     | 3     | 1     | 3     | 3     | 3     | 3     | 56     |
| 14  | 3    | 2    | 2    | 3    | 3    | 3    | 3    | 2    | 3    | 2     | 3     | 3     | 4     | 3     | 3     | 2     | 3     | 3     | 3     | 3     | 56     |
| 15  | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 2     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 57     |
| 16  | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 2     | 57     |
| 17  | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3     | 2     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 57     |
| 18  | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3     | 3     | 3     | 3     | 3     | 4     | 4     | 2     | 2     | 3     | 2     | 58     |
| 19  | 3    | 3    | 3    | 3    | 2    | 3    | 3    | 2    | 3    | 2     | 3     | 2     | 3     | 3     | 3     | 3     | 2     | 2     | 3     | 3     | 54     |
| 20  | 4    | 3    | 2    | 4    | 2    | 4    | 3    | 3    | 3    | 2     | 4     | 3     | 4     | 3     | 4     | 2     | 4     | 3     | 3     | 2     | 62     |



|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 4 | 1 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 2 | 61 |
| 22 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 1 | 2 | 4 | 3 | 59 |
| 23 | 4 | 3 | 2 | 4 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 3 | 2 | 62 |
| 24 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 57 |
| 25 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 61 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 60 |
| 27 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 58 |
| 28 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 56 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 56 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 55 |
| 31 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 1 | 2 | 4 | 3 | 2 | 59 |
| 32 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 64 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 57 |
| 34 | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 57 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 59 |
| 36 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 57 |
| 37 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 57 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 56 |
| 39 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 4 | 1 | 4 | 3 | 3 | 2 | 55 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 55 |
| 41 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 1 | 4 | 1 | 1 | 2 | 48 |
| 42 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 54 |
| 43 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 59 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 57 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 56 |
| 46 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 60 |
| 47 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 54 |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 56 |
| 49 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 56 |
| 50 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 1 | 3 | 2 | 3 | 1 | 54 |
| 51 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 55 |
| 52 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 53 |
| 53 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 58 |
| 54 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 57 |
| 55 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 4 | 2 | 4 | 1 | 4 | 3 | 3 | 2 | 58 |
| 56 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 59 |
| 57 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 57 |
| 58 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 52 |
| 59 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 59 |
| 60 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 55 |
| 61 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 53 |
| 62 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 59 |
| 63 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 56 |
| 64 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 56 |
| 65 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 2 | 3 | 2 | 3 | 2 | 51 |
| 66 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 1 | 3 | 2 | 3 | 3 | 60 |
| 67 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 54 |
| 68 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 61 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 69 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 63 |
| 70 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 2 | 55 |
| 71 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 4 | 2 | 3 | 3 | 3 | 2 | 4 | 1 | 4 | 3 | 3 | 2 | 55 |
| 72 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 57 |
| 73 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 58 |
| 74 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 60 |
| 75 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 66 |
| 76 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 2 | 4 | 1 | 60 |
| 77 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 57 |
| 78 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 1 | 3 | 3 | 2 | 53 |
| 79 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 57 |
| 80 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 56 |
| 81 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 59 |
| 82 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 1 | 4 | 2 | 4 | 2 | 64 |
| 83 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 54 |
| 84 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 1 | 4 | 3 | 4 | 3 | 64 |
| 85 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 55 |
| 86 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 1 | 58 |
| 87 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 2 | 3 | 2 | 59 |
| 88 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 58 |
| 89 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 55 |
| 90 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 55 |
| 91 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 61 |
| 92 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 56 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 93  | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 55 |
| 94  | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 56 |
| 95  | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 2 | 59 |
| 96  | 4 | 1 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 52 |
| 97  | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 55 |
| 98  | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 57 |
| 99  | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 2 | 64 |
| 100 | 4 | 4 | 1 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 1 | 3 | 3 | 3 | 61 |
| 101 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 58 |
| 102 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 57 |
| 103 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 52 |
| 104 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 56 |
| 105 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 1 | 4 | 3 | 2 | 58 |
| 106 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 55 |
| 107 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 1 | 4 | 3 | 2 | 62 |
| 108 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 1 | 3 | 3 | 2 | 60 |
| 109 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 61 |
| 110 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 62 |

# LAMPIRAN D

## UJI VALIDITAS DAN RELIABILITAS

D-1 Uji Validitas dan Reliabilitas Skala Kepuasan Kerja

D-2 Uji Validitas dan Reliabilitas Skala Motivasi Kerja

D-3 Uji Validitas dan Reliabilitas Skala Komunikasi Interpersonal



## LAMPIRAN D-1

### Uji Validitas dan Reliabilitas Skala Kepuasan Kerja

#### Putaran satu

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .581             | 20         |

#### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y1  | 55.4091                    | 12.629                         | .084                             | .583                             |
| Y2  | 56.0273                    | 11.862                         | .236                             | .561                             |
| Y3  | 55.6273                    | 11.667                         | .247                             | .559                             |
| Y4  | 55.9273                    | 11.499                         | .317                             | .547                             |
| Y5  | 55.3455                    | 11.476                         | .368                             | .541                             |
| Y6  | 55.8091                    | 12.174                         | .232                             | .563                             |
| Y7  | 55.7727                    | 12.104                         | .218                             | .564                             |
| Y8  | 56.3091                    | 13.849                         | -.232                            | .634                             |
| Y9  | 55.4455                    | 12.084                         | .232                             | .563                             |
| Y10 | 55.3545                    | 11.772                         | .317                             | .550                             |
| Y11 | 55.3545                    | 12.047                         | .237                             | .562                             |
| Y12 | 56.1273                    | 11.562                         | .218                             | .565                             |
| Y13 | 55.3636                    | 12.656                         | .075                             | .584                             |
| Y14 | 55.7182                    | 11.305                         | .464                             | .529                             |
| Y15 | 55.4818                    | 12.068                         | .289                             | .557                             |
| Y16 | 56.3364                    | 12.776                         | .031                             | .591                             |
| Y17 | 55.7545                    | 12.829                         | .042                             | .587                             |
| Y18 | 56.1182                    | 12.289                         | .074                             | .592                             |
| Y19 | 55.6545                    | 12.118                         | .405                             | .551                             |
| Y20 | 55.5000                    | 12.087                         | .244                             | .561                             |

## Uji Validitas dan Reliabilitas Skala Kepuasan Kerja Putaran dua

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .676                | 14         |

#### Item-Total Statistics

|            | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|------------|-------------------------------|-----------------------------------|---|--|
| Y2         | 39.3909                       | 9.525                             | .283                                    | .661                                   |
| Y3         | 38.9909                       | 9.422                             | .270                                    | .664                                   |
| Y4         | 39.2909                       | 9.309                             | .332                                    | .654                                   |
| Y5         | 38.7091                       | 9.272                             | .391                                    | .645                                   |
| Y6         | 39.1727                       | 10.071                            | .201                                    | .671                                   |
| Y7         | 39.1364                       | 9.825                             | .246                                    | .666                                   |
| Y9         | 38.8091                       | 9.881                             | .238                                    | .667                                   |
| Y10        | 38.7182                       | 9.525                             | .347                                    | .652                                   |
| Y11        | 38.7182                       | 9.782                             | .263                                    | .664                                   |
| <b>Y12</b> | <b>39.4909</b>                | <b>9.537</b>                      | <b>.186</b>                             | <b>.682</b>                            |
| Y14        | 39.0818                       | 9.177                             | .471                                    | .635                                   |
| Y15        | 38.8455                       | 9.857                             | .301                                    | .659                                   |
| Y19        | 39.0182                       | 9.945                             | .403                                    | .653                                   |
| Y20        | 38.8636                       | 9.715                             | .307                                    | .658                                   |

## Uji Validitas dan Reliabilitas Skala Kepuasan Kerja Putaran tiga

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .682                | 13         |

#### Item-Total Statistics

|           | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|-----------|-------------------------------|-----------------------------------|---|--|
| Y2        | 36.8636                       | 8.339                             | .251                                    | .674                                   |
| Y3        | 36.4636                       | 8.067                             | .290                                    | .669                                   |
| Y4        | 36.7636                       | 8.054                             | .326                                    | .662                                   |
| Y5        | 36.1818                       | 7.948                             | .410                                    | .649                                   |
| <b>Y6</b> | <b>36.6455</b>                | <b>8.818</b>                      | <b>.176</b>                             | <b>.682</b>                            |
| Y7        | 36.6091                       | 8.589                             | .222                                    | .677                                   |
| Y9        | 36.2818                       | 8.535                             | .250                                    | .673                                   |
| Y10       | 36.1909                       | 8.193                             | .364                                    | .656                                   |
| Y11       | 36.1909                       | 8.486                             | .260                                    | .671                                   |
| Y14       | 36.5545                       | 7.937                             | .464                                    | .642                                   |
| Y15       | 36.3182                       | 8.476                             | .331                                    | .662                                   |
| Y19       | 36.4909                       | 8.619                             | .414                                    | .658                                   |
| Y20       | 36.3364                       | 8.372                             | .324                                    | .662                                   |



**Uji Validitas dan Reliabilitas Skala Kepuasan Kerja  
Putaran empat**

**Reliability**

**Scale: ALL VARIABLES**

**Case Processing Summary**

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

**Reliability Statistics**

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| <b>.682</b>         | 12         |

**Item-Total Statistics**

|     | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|-----|-------------------------------|-----------------------------------|---|--|
| Y2  | 34.0182                       | 7.614                             | .264                                    | .672                                   |
| Y3  | 33.6182                       | 7.413                             | .284                                    | .670                                   |
| Y4  | 33.9182                       | 7.397                             | .321                                    | .663                                   |
| Y5  | 33.3364                       | 7.271                             | .415                                    | .646                                   |
| Y7  | 33.7636                       | 7.870                             | .232                                    | .676                                   |
| Y9  | 33.4364                       | 7.863                             | .244                                    | .674                                   |
| Y10 | 33.3455                       | 7.568                             | .346                                    | .658                                   |
| Y11 | 33.3455                       | 7.935                             | .212                                    | .679                                   |
| Y14 | 33.7091                       | 7.327                             | .443                                    | .643                                   |
| Y15 | 33.4727                       | 7.719                             | .363                                    | .657                                   |
| Y19 | 33.6455                       | 7.901                             | .433                                    | .655                                   |
| Y20 | 33.4909                       | 7.610                             | .356                                    | .657                                   |

## LAMPIRAN D-2

### Uji Validitas dan Reliabilitas Skala Motivasi Kerja

#### Putaran satu

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .643             | 20         |

#### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.1  | 54.2545                    | 12.100                         | .198                             | .635                             |
| X1.2  | 55.5909                    | 13.161                         | -.110                            | .675                             |
| X1.3  | 54.3727                    | 11.924                         | .234                             | .630                             |
| X1.4  | 55.0000                    | 11.303                         | .259                             | .629                             |
| X1.5  | 54.3273                    | 10.938                         | .526                             | .592                             |
| X1.6  | 55.0455                    | 11.714                         | .154                             | .647                             |
| X1.7  | 54.4818                    | 11.610                         | .405                             | .612                             |
| X1.8  | 54.5364                    | 12.343                         | .240                             | .632                             |
| X1.9  | 54.8000                    | 12.363                         | .138                             | .641                             |
| X1.10 | 54.6909                    | 11.793                         | .306                             | .622                             |
| X1.11 | 54.5455                    | 12.103                         | .235                             | .631                             |
| X1.12 | 54.5455                    | 11.406                         | .538                             | .601                             |
| X1.13 | 54.4909                    | 11.775                         | .411                             | .615                             |
| X1.14 | 55.0727                    | 12.637                         | .003                             | .664                             |
| X1.15 | 54.4364                    | 11.918                         | .267                             | .627                             |
| X1.16 | 55.2636                    | 12.196                         | .160                             | .639                             |
| X1.17 | 54.4273                    | 11.990                         | .315                             | .623                             |
| X1.18 | 54.5818                    | 11.952                         | .353                             | .621                             |
| X1.19 | 54.5091                    | 11.867                         | .369                             | .618                             |
| X1.20 | 55.4273                    | 12.541                         | .046                             | .655                             |

## Uji Validitas dan Reliabilitas Skala Motivasi Kerja Putaran dua

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .738                | 14         |

#### Item-Total Statistics

|              | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|--------------|-------------------------------|-----------------------------------|---|--|
| X1.1         | 39.8545                       | 8.401                             | .354                                    | .723                                   |
| X1.3         | 39.9727                       | 8.449                             | .315                                    | .728                                   |
| X1.4         | 40.6000                       | 8.334                             | .204                                    | .753                                   |
| X1.5         | 39.9273                       | 7.591                             | .625                                    | .688                                   |
| X1.7         | 40.0818                       | 8.406                             | .413                                    | .717                                   |
| X1.8         | 40.1364                       | 8.834                             | .355                                    | .725                                   |
| X1.10        | 40.2909                       | 8.593                             | .299                                    | .729                                   |
| <b>X1.11</b> | <b>40.1455</b>                | <b>8.969</b>                      | <b>.186</b>                             | <b>.740</b>                            |
| X1.12        | 40.1455                       | 8.272                             | .532                                    | .706                                   |
| X1.13        | 40.0909                       | 8.634                             | .382                                    | .721                                   |
| X1.15        | 40.0364                       | 8.439                             | .358                                    | .723                                   |
| X1.17        | 40.0273                       | 8.651                             | .360                                    | .723                                   |
| X1.18        | 40.1818                       | 8.884                             | .279                                    | .730                                   |
| X1.19        | 40.1091                       | 8.575                             | .403                                    | .719                                   |

## Uji Validitas dan Reliabilitas Skala Motivasi Kerja Putaran tiga

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .740                | 13         |

#### Item-Total Statistics

|       | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|-------|-------------------------------|-----------------------------------|---|--|
| X1.1  | 36.8000                       | 7.611                             | .406                                    | .719                                   |
| X1.3  | 36.9182                       | 7.672                             | .358                                    | .725                                   |
| X1.4  | 37.5455                       | 7.828                             | .162                                    | .764                                   |
| X1.5  | 36.8727                       | 6.956                             | .631                                    | .688                                   |
| X1.7  | 37.0273                       | 7.788                             | .397                                    | .720                                   |
| X1.8  | 37.0818                       | 8.131                             | .374                                    | .725                                   |
| X1.10 | 37.2364                       | 7.944                             | .294                                    | .732                                   |
| X1.12 | 37.0909                       | 7.625                             | .532                                    | .708                                   |
| X1.13 | 37.0364                       | 7.944                             | .396                                    | .722                                   |
| X1.15 | 36.9818                       | 7.890                             | .316                                    | .730                                   |
| X1.17 | 36.9727                       | 8.063                             | .325                                    | .728                                   |
| X1.18 | 37.1273                       | 8.149                             | .309                                    | .730                                   |
| X1.19 | 37.0545                       | 7.905                             | .408                                    | .720                                   |

## Uji Validitas dan Reliabilitas Skala Motivasi Kerja Putaran empat

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| <b>.764</b>         | 12         |

#### Item-Total Statistics

|       | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|-------|-------------------------------|-----------------------------------|---|--|
| X1.1  | 34.2000                       | 6.510                             | .423                                    | .746                                   |
| X1.3  | 34.3182                       | 6.457                             | .418                                    | .747                                   |
| X1.5  | 34.2727                       | 5.833                             | .681                                    | .710                                   |
| X1.7  | 34.4273                       | 6.687                             | .411                                    | .747                                   |
| X1.8  | 34.4818                       | 7.096                             | .341                                    | .755                                   |
| X1.10 | 34.6364                       | 6.857                             | .295                                    | .761                                   |
| X1.12 | 34.4909                       | 6.564                             | .534                                    | .735                                   |
| X1.13 | 34.4364                       | 6.817                             | .420                                    | .747                                   |
| X1.15 | 34.3818                       | 6.935                             | .263                                    | .765                                   |
| X1.17 | 34.3727                       | 7.007                             | .309                                    | .758                                   |
| X1.18 | 34.5273                       | 7.077                             | .297                                    | .759                                   |
| X1.19 | 34.4545                       | 6.782                             | .431                                    | .746                                   |

## LAMPIRAN D-3

### Uji Validitas dan Reliabilitas Skala Komunikasi Interpersonal

#### Putaran satu

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .494             | 20         |

#### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.1  | 54.0727                    | 7.756                          | .396                             | .434                             |
| X2.2  | 54.5182                    | 8.821                          | -.017                            | .512                             |
| X2.3  | 54.3000                    | 8.414                          | .132                             | .484                             |
| X2.4  | 54.2818                    | 8.424                          | .261                             | .469                             |
| X2.5  | 54.5182                    | 8.454                          | .121                             | .486                             |
| X2.6  | 54.3273                    | 8.277                          | .161                             | .479                             |
| X2.7  | 54.3636                    | 8.399                          | .251                             | .469                             |
| X2.8  | 54.9364                    | 8.592                          | .021                             | .511                             |
| X2.9  | 54.2455                    | 7.893                          | .358                             | .443                             |
| X2.10 | 54.7909                    | 8.699                          | .018                             | .507                             |
| X2.11 | 54.3727                    | 7.906                          | .285                             | .453                             |
| X2.12 | 54.5273                    | 8.233                          | .213                             | .470                             |
| X2.13 | 54.1273                    | 7.323                          | .534                             | .402                             |
| X2.14 | 54.5727                    | 8.302                          | .179                             | .476                             |
| X2.15 | 54.0818                    | 7.984                          | .244                             | .461                             |
| X2.16 | 55.3636                    | 9.683                          | -.279                            | .569                             |
| X2.17 | 54.3545                    | 8.561                          | .020                             | .513                             |
| X2.18 | 54.5182                    | 8.490                          | .146                             | .482                             |
| X2.19 | 54.3545                    | 8.066                          | .371                             | .448                             |
| X2.20 | 55.1091                    | 8.869                          | -.031                            | .514                             |

## Uji Validitas dan Reliabilitas Skala Komunikasi Interpersonal Putaran dua

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .695                | 9          |

#### Item-Total Statistics

|              | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|--------------|-------------------------------|-----------------------------------|---|--|
| X2.1         | 24.4818                       | 3.812                             | .419                                    | .659                                   |
| X2.4         | 24.6909                       | 4.234                             | .351                                    | .675                                   |
| X2.7         | 24.7727                       | 4.269                             | .293                                    | .683                                   |
| X2.9         | 24.6545                       | 3.825                             | .433                                    | .656                                   |
| X2.11        | 24.7818                       | 3.824                             | .345                                    | .676                                   |
| <b>X2.12</b> | <b>24.9364</b>                | <b>4.299</b>                      | <b>.150</b>                             | <b>.712</b>                            |
| X2.13        | 24.5364                       | 3.499                             | .564                                    | .625                                   |
| X2.15        | 24.4909                       | 3.683                             | .401                                    | .664                                   |
| X2.19        | 24.7636                       | 4.035                             | .405                                    | .664                                   |

## Uji Validitas dan Reliabilitas Skala Komunikasi Interpersonal Putaran tiga

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 110 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 110 | 100.0 |

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

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| <b>.712</b>         | 8          |

#### Item-Total Statistics

|       | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|-------|-------------------------------|-----------------------------------|---|--|
| X2.1  | 21.6545                       | 3.329                             | .434                                    | .677                                   |
| X2.4  | 21.8636                       | 3.770                             | .337                                    | .698                                   |
| X2.7  | 21.9455                       | 3.777                             | .300                                    | .703                                   |
| X2.9  | 21.8273                       | 3.355                             | .440                                    | .676                                   |
| X2.11 | 21.9545                       | 3.328                             | .364                                    | .696                                   |
| X2.13 | 21.7091                       | 3.071                             | .557                                    | .647                                   |
| X2.15 | 21.6636                       | 3.198                             | .419                                    | .683                                   |
| X2.19 | 21.9364                       | 3.583                             | .392                                    | .687                                   |



# LAMPIRAN E

## DATA PENELITIAN

E-1 Data Penelitian Kepuasan Kerja

E-2 Data Penelitian Motivasi Kerja

E-3 Data Penelitian Komunikasi Interpersonal



## Lampiran E-1

## Data Penelitian Kepuasan Kerja

| SUBJE<br>K | Y2 | Y3 | Y4 | Y5 | Y7 | Y9 | Y10 | Y11 | Y14 | Y15 | Y19 | Y20 | TOTA<br>L |
|------------|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----------|
| 1          | 3  | 4  | 3  | 3  | 3  | 3  | 4   | 4   | 3   | 4   | 3   | 3   | 40        |
| 2          | 3  | 3  | 3  | 4  | 3  | 3  | 4   | 3   | 3   | 3   | 3   | 3   | 38        |
| 3          | 3  | 3  | 3  | 4  | 3  | 3  | 4   | 3   | 3   | 3   | 3   | 3   | 38        |
| 4          | 3  | 2  | 2  | 4  | 3  | 4  | 3   | 4   | 3   | 3   | 3   | 3   | 37        |
| 5          | 3  | 2  | 2  | 4  | 3  | 4  | 3   | 4   | 3   | 3   | 3   | 3   | 37        |
| 6          | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 4   | 3   | 3   | 37        |
| 7          | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 36        |
| 8          | 1  | 3  | 2  | 3  | 1  | 3  | 3   | 4   | 3   | 3   | 3   | 3   | 32        |
| 9          | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 36        |
| 10         | 3  | 3  | 3  | 3  | 3  | 4  | 4   | 4   | 3   | 4   | 4   | 4   | 42        |
| 11         | 2  | 1  | 2  | 3  | 2  | 3  | 3   | 3   | 2   | 3   | 2   | 3   | 29        |
| 12         | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 36        |
| 13         | 2  | 4  | 3  | 4  | 3  | 4  | 4   | 4   | 3   | 3   | 3   | 3   | 40        |
| 14         | 3  | 4  | 3  | 3  | 3  | 3  | 3   | 3   | 4   | 3   | 3   | 3   | 38        |
| 15         | 2  | 1  | 2  | 3  | 2  | 3  | 3   | 3   | 2   | 3   | 2   | 3   | 29        |
| 16         | 3  | 2  | 3  | 3  | 3  | 3  | 3   | 3   | 4   | 3   | 3   | 3   | 36        |
| 17         | 2  | 1  | 2  | 3  | 2  | 3  | 3   | 3   | 2   | 3   | 2   | 3   | 29        |
| 18         | 3  | 3  | 3  | 3  | 4  | 3  | 3   | 2   | 3   | 3   | 2   | 2   | 34        |
| 19         | 2  | 3  | 3  | 3  | 3  | 3  | 4   | 3   | 3   | 3   | 3   | 3   | 36        |
| 20         | 3  | 3  | 3  | 4  | 3  | 4  | 4   | 4   | 3   | 4   | 3   | 4   | 42        |
| 21         | 3  | 3  | 3  | 4  | 3  | 4  | 4   | 3   | 3   | 3   | 3   | 4   | 40        |
| 22         | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 2   | 3   | 3   | 2   | 33        |
| 23         | 3  | 3  | 3  | 4  | 3  | 4  | 4   | 3   | 3   | 3   | 3   | 4   | 40        |
| 24         | 2  | 4  | 4  | 4  | 2  | 4  | 4   | 4   | 4   | 4   | 3   | 3   | 42        |
| 25         | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 36        |
| 26         | 3  | 3  | 4  | 4  | 2  | 3  | 4   | 3   | 4   | 4   | 3   | 4   | 41        |
| 27         | 3  | 4  | 4  | 4  | 2  | 4  | 3   | 4   | 3   | 3   | 3   | 4   | 41        |
| 28         | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 36        |
| 29         | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 2   | 3   | 3   | 3   | 35        |
| 30         | 3  | 4  | 3  | 3  | 3  | 4  | 3   | 3   | 3   | 4   | 3   | 3   | 39        |
| 31         | 2  | 3  | 1  | 4  | 3  | 4  | 2   | 4   | 3   | 3   | 3   | 3   | 35        |
| 32         | 2  | 3  | 2  | 4  | 3  | 3  | 4   | 3   | 3   | 4   | 4   | 3   | 38        |
| 33         | 3  | 3  | 3  | 4  | 4  | 3  | 4   | 3   | 3   | 3   | 3   | 3   | 39        |
| 34         | 4  | 2  | 3  | 1  | 3  | 3  | 4   | 3   | 3   | 3   | 2   | 3   | 34        |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 35 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 36 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 37 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 38 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 38 |
| 39 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 36 |
| 40 | 1 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 32 |
| 41 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 37 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 43 | 2 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 38 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 45 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 46 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 39 |
| 47 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 48 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 34 |
| 49 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 50 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 35 |
| 51 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 33 |
| 52 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 53 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 40 |
| 54 | 1 | 4 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 33 |
| 55 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 42 |
| 56 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 38 |
| 57 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 58 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 59 | 3 | 4 | 2 | 4 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 37 |
| 60 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 32 |
| 61 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 39 |
| 62 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 36 |
| 63 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 64 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 37 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 35 |
| 66 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 39 |
| 67 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 68 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 69 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 37 |
| 70 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 37 |
| 71 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 37 |
| 72 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 39 |
| 73 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 38 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 74  | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 34 |
| 75  | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 36 |
| 76  | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 77  | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 37 |
| 78  | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 38 |
| 79  | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 35 |
| 80  | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 38 |
| 81  | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 42 |
| 82  | 2 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 3 | 2 | 37 |
| 83  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 84  | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 43 |
| 85  | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 39 |
| 86  | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 39 |
| 87  | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 35 |
| 88  | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 89  | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 90  | 2 | 3 | 1 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 35 |
| 91  | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 38 |
| 92  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 93  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 94  | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 37 |
| 95  | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 96  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 97  | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 98  | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 40 |
| 99  | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 40 |
| 100 | 3 | 4 | 3 | 4 | 3 | 1 | 4 | 4 | 3 | 4 | 3 | 4 | 40 |
| 101 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 102 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 103 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 35 |
| 104 | 1 | 3 | 2 | 3 | 1 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 32 |
| 105 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 40 |
| 106 | 1 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 32 |
| 107 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 35 |
| 108 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 42 |
| 109 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 42 |
| 110 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 43 |

## Lampiran E-2

## Data Penelitian Motivasi Kerja

| SBJK | X1.1 | X1.3 | X1.5 | X1.7 | X1.8 | X1.1<br>0 | X1.1<br>2 | X1.1<br>3 | X1.1<br>5 | X1.1<br>7 | X1.1<br>8 | X1.1<br>9 | TOTAL |
|------|------|------|------|------|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------|
| 1    | 4    | 4    | 4    | 4    | 3    | 3         | 3         | 4         | 4         | 3         | 3         | 4         | 43    |
| 2    | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 3    | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 4    | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 5    | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 6    | 3    | 3    | 3    | 3    | 3    | 2         | 3         | 3         | 3         | 3         | 3         | 3         | 35    |
| 7    | 3    | 3    | 3    | 3    | 3    | 2         | 3         | 3         | 3         | 3         | 3         | 3         | 35    |
| 8    | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 9    | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 10   | 4    | 3    | 4    | 4    | 4    | 4         | 4         | 4         | 4         | 3         | 3         | 3         | 44    |
| 11   | 3    | 3    | 2    | 2    | 3    | 2         | 2         | 3         | 3         | 3         | 3         | 3         | 32    |
| 12   | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 13   | 4    | 4    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 38    |
| 14   | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 15   | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 16   | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 17   | 3    | 3    | 2    | 2    | 3    | 2         | 2         | 3         | 3         | 3         | 3         | 3         | 32    |
| 18   | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 19   | 3    | 3    | 3    | 2    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 35    |
| 20   | 4    | 4    | 4    | 2    | 4    | 3         | 3         | 3         | 4         | 4         | 3         | 3         | 41    |
| 21   | 4    | 4    | 4    | 3    | 4    | 3         | 3         | 3         | 4         | 4         | 3         | 3         | 42    |
| 22   | 4    | 3    | 3    | 4    | 3    | 3         | 4         | 3         | 4         | 4         | 4         | 4         | 43    |
| 23   | 4    | 4    | 4    | 3    | 4    | 3         | 3         | 3         | 4         | 4         | 3         | 3         | 42    |
| 24   | 3    | 3    | 3    | 3    | 3    | 4         | 3         | 3         | 4         | 4         | 2         | 3         | 38    |
| 25   | 3    | 3    | 3    | 3    | 3    | 2         | 3         | 3         | 4         | 3         | 3         | 3         | 36    |
| 26   | 3    | 4    | 4    | 3    | 4    | 3         | 3         | 3         | 3         | 4         | 4         | 3         | 41    |
| 27   | 3    | 3    | 4    | 3    | 3    | 4         | 4         | 3         | 3         | 4         | 4         | 4         | 42    |
| 28   | 3    | 4    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 37    |
| 29   | 3    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 36    |
| 30   | 4    | 4    | 4    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 39    |
| 31   | 3    | 3    | 4    | 3    | 3    | 4         | 4         | 3         | 4         | 4         | 3         | 3         | 41    |
| 32   | 4    | 4    | 3    | 4    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 4         | 40    |
| 33   | 4    | 3    | 3    | 3    | 3    | 3         | 3         | 3         | 3         | 3         | 3         | 3         | 37    |
| 34   | 3    | 3    | 4    | 3    | 3    | 3         | 3         | 3         | 4         | 4         | 2         | 4         | 39    |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 35 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 36 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 37 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 38 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 39 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 40 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 41 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 33 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 43 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 40 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 45 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 33 |
| 46 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 37 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 48 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 49 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 50 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 38 |
| 51 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 52 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 53 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 54 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 41 |
| 55 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 56 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 42 |
| 57 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 58 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 35 |
| 59 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 40 |
| 60 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 35 |
| 61 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 40 |
| 62 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 36 |
| 63 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 32 |
| 64 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 65 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 66 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 34 |
| 67 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 68 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 37 |
| 69 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 41 |
| 70 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 71 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 40 |
| 72 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 36 |
| 73 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 38 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 74  | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 37 |
| 75  | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 44 |
| 76  | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 40 |
| 77  | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 78  | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 37 |
| 79  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 35 |
| 80  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 81  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 82  | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 42 |
| 83  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 84  | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 43 |
| 85  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 86  | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 42 |
| 87  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 88  | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 89  | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 38 |
| 90  | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 40 |
| 91  | 3 | 1 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 92  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 93  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 94  | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 36 |
| 95  | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 41 |
| 96  | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 35 |
| 97  | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 36 |
| 98  | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 38 |
| 99  | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 36 |
| 100 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 101 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 35 |
| 102 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 35 |
| 103 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 104 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 105 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 43 |
| 106 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 107 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 108 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 1 | 3 | 4 | 3 | 40 |
| 109 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 41 |
| 110 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 37 |

## Lampiran E-3

## Data Penelitian Komunikasi Interpersonal

| SUBJEK | X2.1 | X2.4 | X2.7 | X2.9 | X2.11 | X2.13 | X2.15 | X2.19 | TOTAL |
|--------|------|------|------|------|-------|-------|-------|-------|-------|
| 1      | 3    | 3    | 3    | 3    | 3     | 4     | 4     | 3     | 26    |
| 2      | 3    | 3    | 3    | 3    | 3     | 3     | 4     | 3     | 25    |
| 3      | 3    | 3    | 3    | 2    | 3     | 4     | 3     | 3     | 24    |
| 4      | 4    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 25    |
| 5      | 4    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 25    |
| 6      | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 7      | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 8      | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 9      | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 10     | 4    | 3    | 3    | 3    | 2     | 4     | 4     | 4     | 27    |
| 11     | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 12     | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 13     | 4    | 3    | 2    | 3    | 2     | 4     | 3     | 3     | 24    |
| 14     | 3    | 3    | 3    | 3    | 3     | 4     | 3     | 3     | 25    |
| 15     | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 16     | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 17     | 3    | 3    | 3    | 2    | 2     | 3     | 3     | 3     | 22    |
| 18     | 3    | 3    | 3    | 3    | 3     | 3     | 4     | 3     | 25    |
| 19     | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 20     | 4    | 4    | 3    | 3    | 4     | 4     | 4     | 3     | 29    |
| 21     | 4    | 3    | 3    | 3    | 3     | 3     | 4     | 3     | 26    |
| 22     | 3    | 3    | 3    | 4    | 3     | 3     | 4     | 4     | 27    |
| 23     | 4    | 4    | 3    | 3    | 4     | 4     | 4     | 3     | 29    |
| 24     | 4    | 3    | 3    | 4    | 2     | 3     | 3     | 3     | 25    |
| 25     | 4    | 3    | 3    | 3    | 4     | 3     | 4     | 3     | 27    |
| 26     | 3    | 3    | 3    | 3    | 3     | 4     | 3     | 4     | 26    |
| 27     | 3    | 3    | 3    | 3    | 2     | 3     | 3     | 2     | 22    |
| 28     | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 29     | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 30     | 3    | 3    | 3    | 3    | 3     | 3     | 4     | 2     | 24    |
| 31     | 3    | 3    | 2    | 3    | 3     | 4     | 3     | 3     | 24    |
| 32     | 4    | 4    | 4    | 4    | 3     | 4     | 3     | 3     | 29    |
| 33     | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 24    |
| 34     | 3    | 3    | 3    | 4    | 3     | 4     | 3     | 3     | 26    |
| 35     | 3    | 3    | 4    | 3    | 3     | 4     | 4     | 3     | 27    |



|    |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|----|
| 36 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 37 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 38 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 25 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 25 |
| 40 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 41 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 21 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 46 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 28 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 49 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 50 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 26 |
| 51 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 22 |
| 52 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 53 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 54 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 55 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 27 |
| 56 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 26 |
| 57 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 58 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 22 |
| 59 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |
| 60 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 61 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 24 |
| 62 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 25 |
| 63 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 64 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 65 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 21 |
| 66 | 4 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 23 |
| 67 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 68 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 27 |
| 69 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 27 |
| 70 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 25 |
| 71 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 26 |
| 72 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 73 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 25 |
| 74 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |

|     |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|----|
| 75  | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 28 |
| 76  | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 77  | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 78  | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 79  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 80  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 81  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 82  | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 30 |
| 83  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 84  | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 85  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 86  | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 28 |
| 87  | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 27 |
| 88  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 89  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 90  | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 91  | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 28 |
| 92  | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 93  | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 94  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 95  | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 27 |
| 96  | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 21 |
| 97  | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 98  | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 25 |
| 99  | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 29 |
| 100 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 28 |
| 101 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 |
| 102 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 103 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 19 |
| 104 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 105 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 26 |
| 106 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 107 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 108 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 27 |
| 109 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 27 |
| 110 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 28 |

# LAMPIRAN F

UJI ASUMSI

F-1 Uji Normalitas

F-2 Uji Linieritas



## LAMPIRAN F-1

### Uji Normalitas

#### NPar Tests

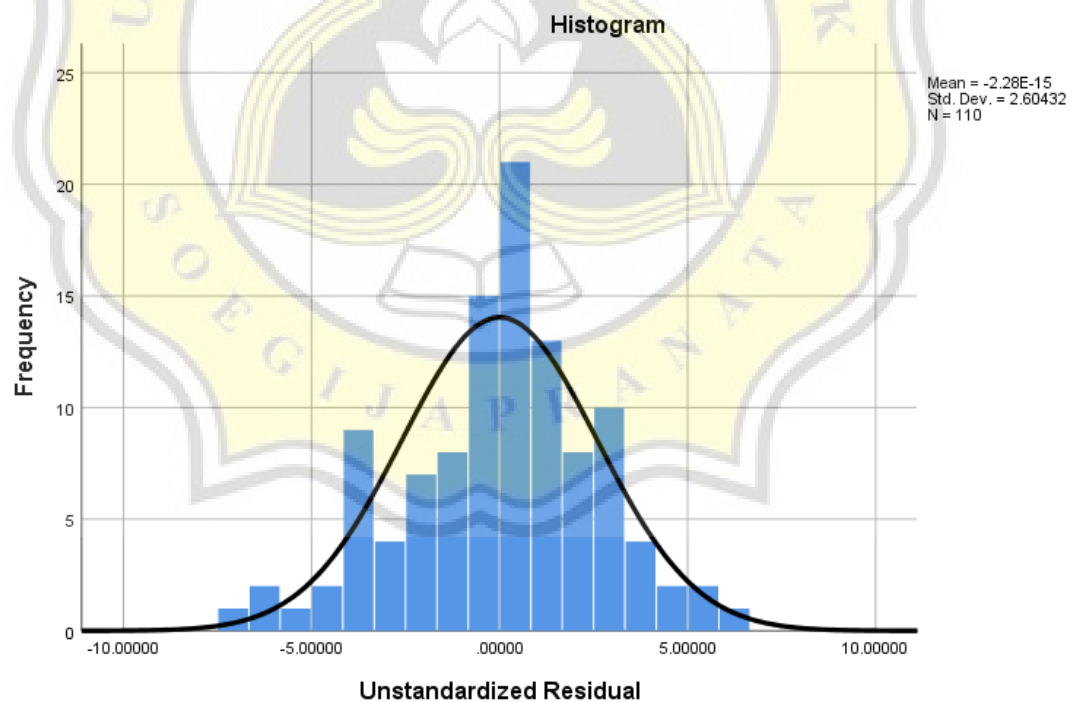
##### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized<br>Residual |
|----------------------------------|----------------|----------------------------|
| N                                |                | 110                        |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                   |
|                                  | Std. Deviation | 2.60431644                 |
| Most Extreme Differences         | Absolute       | .082                       |
|                                  | Positive       | .042                       |
|                                  | Negative       | -.082                      |
| Test Statistic                   |                | .082                       |
| Asymp. Sig. (2-tailed)           |                | .065 <sup>c</sup>          |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.



## LAMPIRAN F-2

### Uji Linieritas

#### Curve Fit

##### Model Description

|   |   |                |
|---|---|----------------|
| Model Name  |   | MOD_1          |
| Dependent Variable                                | 1 | Kepuasan Kerja |
| Equation  | 1 | Linear         |
| Independent Variable                              |   | Motivasi Kerja |
| Constant  |   | Included       |
| Variable Whose Values Label Observations in Plots |   | Unspecified    |

##### Case Processing Summary

|                             | N   |
|-----------------------------|-----|
| Total Cases                 | 110 |
| Excluded Cases <sup>a</sup> | 0   |
| Forecasted Cases            | 0   |
| Newly Created Cases         | 0   |

a. Cases with a missing value in any variable are excluded from the analysis.

##### Variable Processing Summary

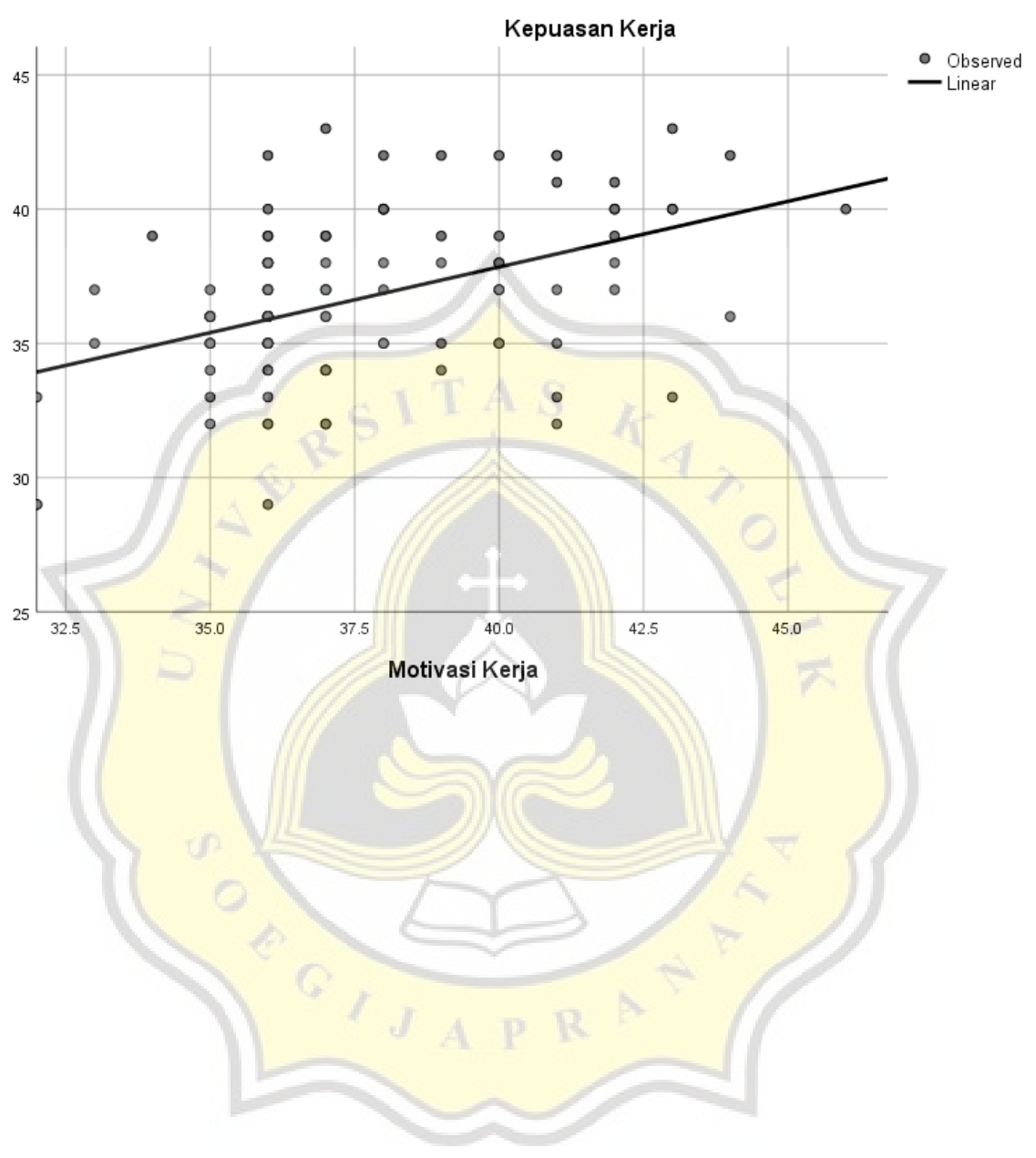
|                           | Variables                   |                               |
|---------------------------|-----------------------------|-------------------------------|
|                           | Dependent<br>Kepuasan Kerja | Independent<br>Motivasi Kerja |
| Number of Positive Values | 110                         | 110                           |
| Number of Zeros           | 0                           | 0                             |
| Number of Negative Values | 0                           | 0                             |
| Number of Missing Values  | User-Missing                | 0                             |
|                           | System-Missing              | 0                             |

##### Model Summary and Parameter Estimates

Dependent Variable: Kepuasan Kerja

| Equation | R Square | F      | Model Summary |     |      | Parameter Estimates |      |
|----------|----------|--------|---------------|-----|------|---------------------|------|
|          |          |        | df1           | df2 | Sig. | Constant            | b1   |
| Linear   | .212     | 29.108 | 1             | 108 | .000 | 18.285              | .489 |

The independent variable is Motivasi Kerja.



## Curve Fit

### Model Description

|   |   |                          |
|---|---|--------------------------|
| Model Name  |   | MOD_2                    |
| Dependent Variable                                | 1 | Kepuasan Kerja           |
| Equation  | 1 | Linear                   |
| Independent Variable                              |   | Komunikasi Interpersonal |
| Constant  |   | Included                 |
| Variable Whose Values Label Observations in Plots |   | Unspecified              |

### Case Processing Summary

|                             | N   |
|-----------------------------|-----|
| Total Cases                 | 110 |
| Excluded Cases <sup>a</sup> | 0   |
| Forecasted Cases            | 0   |
| Newly Created Cases         | 0   |

a. Cases with a missing value in any variable are excluded from the analysis.

### Variable Processing Summary

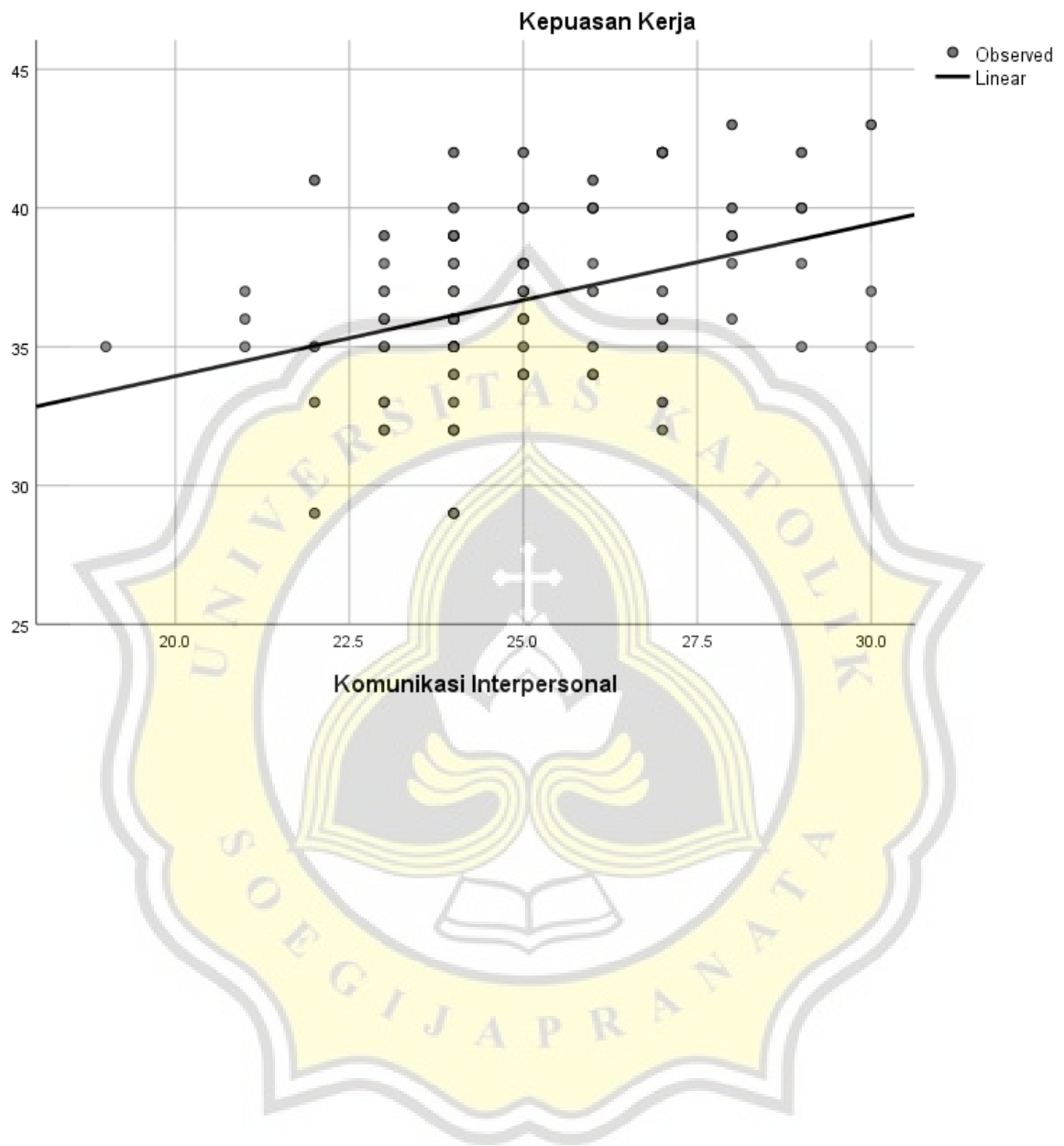
|                           | Variables                      |   |
|---------------------------|--------------------------------|---|
|                           | Dependent<br>Kepuasan Kerja    | Independent<br>Komunikasi Interpersonal |
| Number of Positive Values | 110                            | 110                                     |
| Number of Zeros           | 0                              | 0                                       |
| Number of Negative Values | 0                              | 0                                       |
| Number of Missing Values  | User-Missing<br>System-Missing | 0<br>0                                  |

### Model Summary and Parameter Estimates

Dependent Variable: Kepuasan Kerja

| Equation | R Square | F      | Model Summary |     |      | Sig.   | Parameter Estimates |    |
|----------|----------|--------|---------------|-----|------|--------|---------------------|----|
|          |          |        | df1           | df2 |      |        | Constant            | b1 |
| Linear   | .146     | 18.480 | 1             | 108 | .000 | 22.994 | .547                |    |

The independent variable is Komunikasi Interpersonal.





# LAMPIRAN G

## UJI HIPOTESIS

G-1 Uji Analisis Korelasi *Pearson Product Moment*

G-2 Uji Analisis Korelasi Ganda



## LAMPIRAN G-1

### Uji Analisis Korelasi *Pearson Product Moment*

#### Correlations

|                |                     | Kepuasan Kerja | Motivasi Kerja |
|----------------|---------------------|----------------|----------------|
| Kepuasan Kerja | Pearson Correlation | 1              | .461**         |
|                | Sig. (2-tailed)     |                | .000           |
|                | N                   | 110            | 110            |
| Motivasi Kerja | Pearson Correlation | .461**         | 1              |
|                | Sig. (2-tailed)     | .000           |                |
|                | N                   | 110            | 110            |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

#### Correlations

|                          |                     | Kepuasan Kerja | Komunikasi Interpersonal |
|--------------------------|---------------------|----------------|--------------------------|
| Kepuasan Kerja           | Pearson Correlation | 1              | .382**                   |
|                          | Sig. (2-tailed)     |                | .000                     |
|                          | N                   | 110            | 110                      |
| Komunikasi Interpersonal | Pearson Correlation | .382**         | 1                        |
|                          | Sig. (2-tailed)     | .000           |                          |
|                          | N                   | 110            | 110                      |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

## LAMPIRAN G-2

### Uji Analisis Korelasi Ganda

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics |     |     | Sig. F Change |
|-------|-------------------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|
|       |                   |          |                   |                            |                 | F Change          | df1 | df2 |               |
| 1     | .480 <sup>a</sup> | .231     | .216              | 2.629                      | .231            | 16.057            | 2   | 107 | .000          |

a. Predictors: (Constant), Komunikasi Interpersonal, Motivasi Kerja

b. Dependent Variable: Kepuasan Kerja



# LAMPIRAN H

## KATEGORISASI

H-1 Kategorisasi Kepuasan Kerja

H-2 Kategorisasi Motivasi Kerja

H-3 Kategorisasi Komunikasi Interpersonal



## LAMPIRAN H-1

### Descriptive Statistics

|                          | N   | Minimum | Maximum | Mean  | Std. Deviation |
|--------------------------|-----|---------|---------|-------|----------------|
| Kepuasan Kerja           | 110 | 29      | 43      | 36.65 | 2.970          |
| Motivasi Kerja           | 110 | 32      | 46      | 37.55 | 2.798          |
| Komunikasi Interpersonal | 110 | 19      | 30      | 24.94 | 2.073          |
| Valid N (listwise)       | 110 |         |         |       |                |

### KATEGORISASI KEPUASAN KERJA

Jumlah item : 12

Skor maksimal : jumlah item x skor maksimal  
:  $12 \times 4 = 48$

Skor minimal : jumlah item x skor minimal  
:  $12 \times 1 = 12$

Mean hipotetik :  $\frac{(\text{jumlah item} \times \text{skor maksimal}) + (\text{jumlah item} \times \text{skor minimal})}{2}$   
:  $\frac{48 + 12}{2} = 60/2 = 30$

Standar deviasi hipotetik :  $\frac{(\text{jumlah item} \times \text{skor maksimal}) - (\text{jumlah item} \times \text{skor minimal})}{6}$   
:  $\frac{48 - 12}{6} = 36/6 = 6$

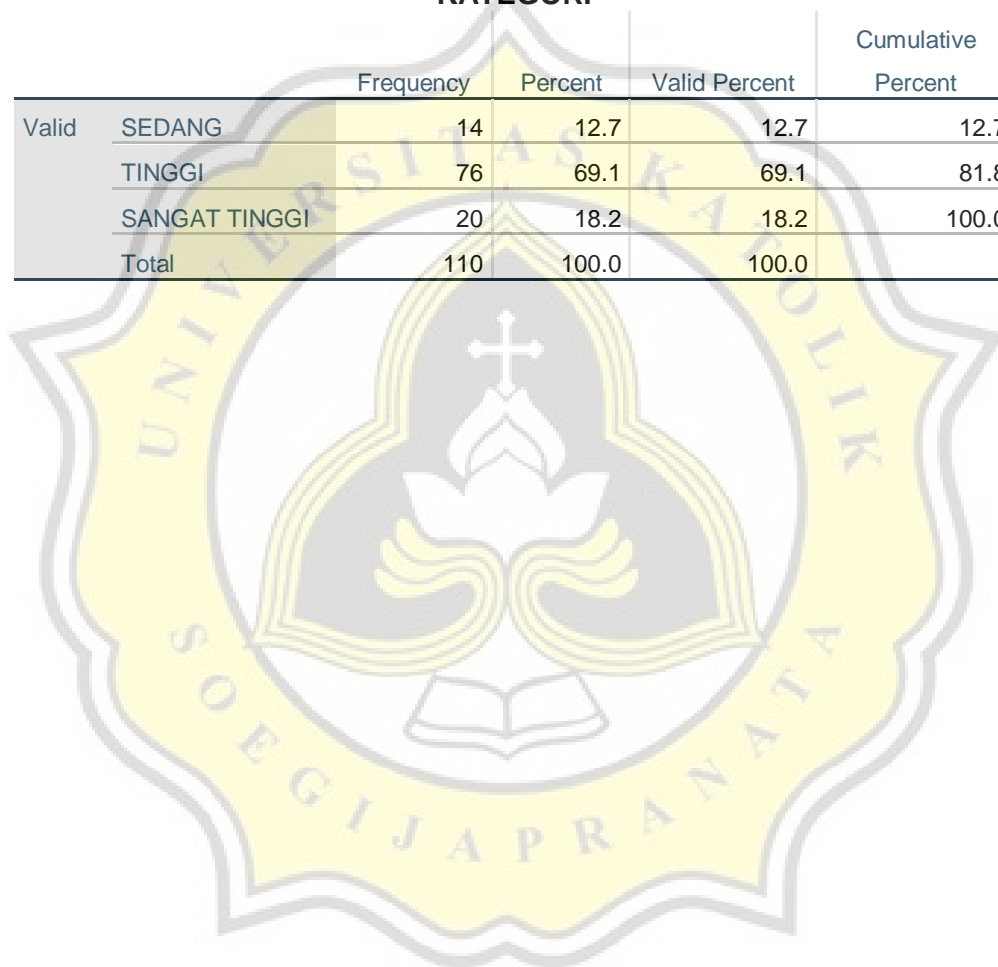
KATEGORISASI :

- Sangat Rendah =  $X < M - 1,5 \text{ SD}$   
 $X < 30 - 1,5 (6)$   
 $X < 21$
- Rendah =  $M - 1,5 \text{ SD} < X \leq M - 0,5 \text{ SD}$   
 $30 - 1,5 (6) < X \leq 30 - 0,5 (6)$   
 $21 < X \leq 27$
- Sedang =  $M - 0,5 \text{ SD} < X \leq M + 0,5 \text{ SD}$   
 $30 - 0,5 (6) < X \leq 30 + 0,5 (6)$   
 $27 < X \leq 33$

- Tinggi =  $M + 0,5 SD < X \leq M + 1,5 SD$   
 $30 + 0,5 (6) < X \leq 30 + 1,5 (6)$   
 $33 < X \leq 39$
- Sangat Tinggi =  $M + 1,5 SD < X$   
 $30 + 1,5 (6) < X$   
 $39 < X$

### KATEGORI

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | SEDANG        | 14        | 12.7    | 12.7          | 12.7               |
|       | TINGGI        | 76        | 69.1    | 69.1          | 81.8               |
|       | SANGAT TINGGI | 20        | 18.2    | 18.2          | 100.0              |
|       | Total         | 110       | 100.0   | 100.0         |                    |



## LAMPIRAN H-2

### KATEGORISASI MOTIVASI KERJA

Jumlah item : 12

Skor maksimal : jumlah item x skor maksimal

$$: 12 \times 4 = 48$$

Skor minimal : jumlah item x skor minimal

$$: 12 \times 1 = 12$$

Mean hipotetik :  $\frac{(\text{jumlah item} \times \text{skor maksimal}) + (\text{jumlah item} \times \text{skor minimal})}{2}$

$$: \frac{48 + 12}{2} = 60/2 = 30$$

Standar deviasi hipotetik :  $\frac{(\text{jumlah item} \times \text{skor maksimal}) - (\text{jumlah item} \times \text{skor minimal})}{6}$

$$: \frac{48 - 12}{6} = 36/6 = 6$$

KATEGORISASI :

- Sangat Rendah =  $X < M - 1,5 \text{ SD}$   
 $X < 30 - 1,5 (6)$   
 $X < 21$
- Rendah =  $M - 1,5 \text{ SD} < X \leq M - 0,5 \text{ SD}$   
 $30 - 1,5 (6) < X \leq 30 - 0,5 (6)$   
 $21 < X \leq 27$
- Sedang =  $M - 0,5 \text{ SD} < X \leq M + 0,5 \text{ SD}$   
 $30 - 0,5 (6) < X \leq 30 + 0,5 (6)$   
 $27 < X \leq 33$
- Tinggi =  $M + 0,5 \text{ SD} < X \leq M + 1,5 \text{ SD}$   
 $30 + 0,5 (6) < X \leq 30 + 1,5 (6)$   
 $33 < X \leq 39$
- Sangat Tinggi =  $M + 1,5 \text{ SD} < X$   
 $30 + 1,5 (6) < X$   
 $39 < X$

**KATEGORI**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | SEDANG        | 5         | 4.5     | 4.5           | 4.5                   |
|       | TINGGI        | 77        | 70.0    | 70.0          | 74.5                  |
|       | SANGAT TINGGI | 28        | 25.5    | 25.5          | 100.0                 |
|       | Total         | 110       | 100.0   | 100.0         |                       |





### LAMPIRAN H-3

#### KATEGORISASI KOMUNIKASI INTERPERSONAL

Jumlah item : 8

Skor maksimal : jumlah item x skor maksimal

$$: 8 \times 4 = 32$$

Skor minimal : jumlah item x skor minimal

$$: 8 \times 1 = 8$$

Mean hipotetik :  $\frac{(\text{jumlah item} \times \text{skor maksimal}) + (\text{jumlah item} \times \text{skor minimal})}{2}$

$$: \frac{32 + 8}{2} = 40/2 = 20$$

Standar deviasi hipotetik :  $\frac{(\text{jumlah item} \times \text{skor maksimal}) - (\text{jumlah item} \times \text{skor minimal})}{6}$

$$: \frac{32 - 8}{6} = 24/6 = 4$$

KATEGORISASI :

- Sangat Rendah =  $X < M - 1,5 \text{ SD}$   
 $X < 20 - 1,5 (4)$   
 $X < 14$
- Rendah =  $M - 1,5 \text{ SD} < X \leq M - 0,5 \text{ SD}$   
 $20 - 1,5 (4) < X \leq 20 - 0,5 (4)$   
 $14 < X \leq 18$
- Sedang =  $M - 0,5 \text{ SD} < X \leq M + 0,5 \text{ SD}$   
 $20 - 0,5 (4) < X \leq 20 + 0,5 (4)$   
 $18 < X \leq 22$
- Tinggi =  $M + 0,5 \text{ SD} < X \leq M + 1,5 \text{ SD}$   
 $20 + 0,5 (4) < X \leq 20 + 1,5 (4)$   
 $22 < X \leq 26$
- Sangat Tinggi =  $M + 1,5 \text{ SD} < X$   
 $20 + 1,5 (4) < X$   
 $26 < X$

**KATEGORISASI**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | SEDANG        | 8         | 7.3     | 7.3           | 7.3                   |
|       | TINGGI        | 77        | 70.0    | 70.0          | 77.3                  |
|       | SANGAT TINGGI | 25        | 22.7    | 22.7          | 100.0                 |
|       | Total         | 110       | 100.0   | 100.0         |                       |





**8.78%** PLAGIARISM  
APPROXIMATELY

**1.74%** IN QUOTES

## Report #14372539

BAB I PENDAHULUAN 1.1. Latar Belakang Masalah Di Indonesia memiliki berbagai organisasi yang bertujuan untuk melakukan suatu usaha, seperti lembaga yang bergerak dibidang pendidikan. Dalam UU No. 20 tahun 2003 Pasal 13 ayat 1 menyatakan bahwa jalur pendidikan terdiri atas pendidikan formal, nonformal dan informal yang dapat saling melengkapi dan memperkaya.

**148** Pendidikan formal adalah jalur pendidikan yang memiliki sistem terstruktur dan berjenjang, salah satunya yaitu universitas. Universitas Katolik

Soegijapranata atau yang biasa disebut UNIKA

Soegijapranata adalah salah satu universitas swasta yang ada di Kota Semarang. UNIKA Soegijapranata

memiliki dua jenis tenaga kerja yaitu tenaga pendidik (dosen) dan tenaga kependidikan (karyawan

administratif). Dalam UU No. **107** 20 tahun 2003 pasal

**39** tentang pendidik dan tenaga kependidikan,

menyatakan bahwa tenaga kependidikan bertugas