

LAMPIRAN

Lampiran 1. *Locus of Control*

NO	PERNYATAAN	STS	TS	S	SS
1.	Untuk mendapatkan pekerjaan yang sesuai, koneksi lebih penting dibandingkan keahlian yang dimiliki.				
2.	Bekerja merupakan karakteristik saya.				
3.	Bila saya tahu apa yang diinginkan dari pekerjaan, maka saya bisa mendapatkan pekerjaan sesuai keinginan.				
4.	Umumnya saya dapat menyelesaikan pekerjaan bila mempunyai kemauan.				
5.	Apabila saya merasa kurang senang terhadap keputusan yang dibuat oleh atasan, lebih baik memberikan masukan.				
6.	Umumnya mendapatkan pekerjaan yang diinginkan tergantung pada nasib.				
7.	Besar kecilnya penghasilan tergantung pada nasib.				
8.	Umumnya saya dapat melakukan pekerjaan dengan baik jika mau berusaha.				
9.	Untuk mendapatkan pekerjaan yang bagus, harus mempunyai koneksi.				
10.	Kenaikan jabatan merupakan masalah nasib.				
11.	Kenaikan jabatan akan diberikan pada pegawai yang menunjukkan kinerja yang baik.				
12.	Untuk mendapatkan penghasilan yang banyak, harus mempunyai koneksi.				
13.	Untuk menjadi pegawai yang menonjol sangat tergantung pada nasib.				
14.	Saya akan mendapatkan imbalan yang sesuai jika bekerja dengan baik.				
15.	Karyawan mempunyai pengaruh lebih besar terhadap atasan, daripada yang dibayangkan selama ini.				
16.	Pembeda antara individu yang mendapatkan penghasilan banyak dan sedikit adalah keberuntungan saya.				

Lampiran 2. Kecerdasan Emosional

NO	PERNYATAAN	STS	TS	S	SS
1.	Saya menyukai diri saya apa adanya.				
2.	Saya meragukan kemampuan saya.				
3.	Saya kurang sabar saat menghadapi orang lain.				
4.	Saya berusaha untuk tidak mengambil keputusan saat emosi.				

5.	Saya mampu memahami perspektif orang lain.				
6.	Saya mudah terharu apabila melihat orang lain menderita.				
7.	Saya lebih banyak dipengaruhi perasaan takut gagal dibandingkan rasa optimis.				
8.	Saya senang menghadapi tantangan baru.				
9.	Saya dapat mempengaruhi orang lain dengan ide pemikiran saya.				
10.	Saya tidak mampu mengatur sebuah organisasi				

Lampiran 3. Kecerdasan Intelektual

NO	PERNYATAAN	STS	TS	S	SS
1.	Saya dapat memilah masalah mana yang harus diselesaikan terlebih dahulu.				
2.	Saya dapat mengambil pelajaran dari masa lalu sebagai pembelajaran di masa depan.				
3.	Saya tidak mengerti dengan masalah yang sedang saya hadapi.				
4.	Saya memahami apa yang saya baca.				
5.	Saya tidak paham dengan maksud lawan bicara saya.				
6.	Saya mampu berkomunikasi baik dengan orang baru.				
7.	Saya menggunakan bahasa yang baik ketika berbicara maupun menulis.				
8.	Saya mampu berhitung dengan akurat.				
9.	Saya selalu menggunakan kalkulator di setiap tugas mata kuliah yang ada perhitungannya.				
10.	Saya mampu menjawab soal perkalian, pembagian, pengurangan dan penjumlahan dengan benar.				

Lampiran 4. Kecerdasan Spiritual

NO	PERNYATAAN	STS	TS	S	SS
1.	Saya sangat fleksibel dalam berbagai kondisi.				
2.	Saya mempunyai tingkat kesadaran diri yang tinggi.				
3.	Saya mampu menghadapi masalah dan mengambil hikmahnya.				
4.	Saya mampu menghadapi dan melewati segala masalah meskipun yang berat sekalipun.				
5.	Dalam menjalani hidup saya mempunyai nilai tertentu yang harus dianut.				

6.	Saya enggan melakukan perbuatan yang merugikan orang lain.				
7.	Saya mempunyai kecenderungan untuk melihat segala sesuatu secara menyeluruh.				

Lampiran 5. Equity of Sensitivity

EQUITY SENSITIVITY INSTRUMENT

Berikan skor untuk setiap pilihan jawaban dalam pernyataan di bawah ini. Setiap pernyataan mempunyai 2 pilihan jawaban dengan total nilai skor 10. Bagilah nilai skor 10 tersebut kedalam masing-masing pilihan jawaban yang dirasa paling sesuai dengan saudara. Berilah skor untuk setiap pilihan jawaban dalam pernyataan-pernyataan dibawah ini yang dirasa sesuai dengan saudara!!

JIKA SAYA BEKERJA DI SUATU PERUSAHAAN, MAKA			
NO	PERNYATAAN	JAWABAN	SKOR
1	Saya akan lebih mementingkan untuk	1.1 Membantu orang lain.	.....
		1.2 Berhati-hati untuk kebaikan saya sendiri.	.....
TOTAL SKOR			10
2	Saya akan bekerja dengan giat untuk	2.1 Keuntungan perusahaan.	.....
		2.2 Keuntungan diri saya.	.....
TOTAL SKOR			10
3	Motto hidup saya adalah	3.1 Kamu harus memperhatikan dirimu sendiri.	.....

		3.2 Lebih baik memberi daripada menerima.	.....
TOTAL SKOR			10
4	Saya akan lebih mementingkan untuk	4.1 Mendapatkan sesuatu dari perusahaan.	.....
		4.2 Memberi sesuatu kepada perusahaan.	.....
TOTAL SKOR			10
5	Saya akan lebih peduli tentang	5.1 Apa yang saya dapat dari perusahaan.	.....
		5.2 Apa yang saya berikan kepada perusahaan.	.....
TOTAL SKOR			10

Lampiran 6. Budaya Etis Organisasi

NO	PERNYATAAN	STS	TS	S	SS
1.	Civitas akademika di universitas saya sering melakukan tindakan yang kurang etis.				
2.	Untuk mensukseskan organisasi, perilaku etis sering kali dikompromikan.				
3.	Saya tidak mentoleransi perilaku yang tidak etis di universitas.				
4.	Saya akan menegur jika ada perilaku yang tidak etis, yang menyebabkan kepentingan pribadi lebih diutamakan daripada kepentingan bersama.				

Lampiran 7. Perilaku Etis

NO	PERNYATAAN	STS	TS	S	SS
1.	Saya mengerjakan tugas dengan kemampuan sendiri merupakan perilaku etis.				
2.	Saya selalu berpartisipasi saat mengerjakan tugas kelompok.				
3.	Saat teman meminta jawaban saat ujian, saya tidak pernah memberitahunya karena hal tersebut melanggar aturan.				
4.	Saya mempersiapkan catatan untuk dicontek saat ujian, hal tersebut merupakan perbuatan yang melanggar aturan.				
5.	Saya mengunjungi dosen sesudah ujian dengan harapan agar dosen memberi kemudahan dalam penilaian.				
6.	Saya melaporkan kesalahan penilaian dosen yang menguntungkan mahasiswa, hal ini merupakan tindakan yang benar.				
7.	Dengan belajar kelompok saya lebih mudah dalam memahami materi kuliah.				
8.	Saya berlatih soal sebelum ujian, hal ini menjadi salah satu cara untuk mendapatkan nilai yang baik.				

Lampiran 8. Hasil Pengujian SPSS

Hasil Uji Validitas

Perilaku Etis

		Correlations							
		PE_1	PE_2	PE_3	PE_4	PE_6	PE_7	PE_8	TOTAL_PE
PE_1	Pearson Correlation	1	.342**	.274**	.137**	.164**	.041	.324**	.496**
	Sig. (2-tailed)		.000	.000	.006	.001	.415	.000	.000
	N	397	397	397	397	397	397	397	397
PE_2	Pearson Correlation	.342**	1	.242**	.197**	.180**	.140**	.240**	.512**
	Sig. (2-tailed)	.000		.000	.000	.000	.005	.000	.000
	N	397	397	397	397	397	397	397	397
PE_3	Pearson Correlation	.274**	.242**	1	.176**	.344**	.089	.214**	.629**
	Sig. (2-tailed)	.000	.000		.000	.000	.076	.000	.000
	N	397	397	397	397	397	397	397	397
PE_4	Pearson Correlation	.137**	.197**	.176**	1	.049	.134**	.196**	.510**
	Sig. (2-tailed)	.006	.000	.000		.326	.008	.000	.000
	N	397	397	397	397	397	397	397	397
PE_6	Pearson Correlation	.164**	.180**	.344**	.049	1	.190**	.319**	.621**
	Sig. (2-tailed)	.001	.000	.000	.326		.000	.000	.000
	N	397	397	397	397	397	397	397	397
PE_7	Pearson Correlation	.041	.140**	.089	.134**	.190**	1	.257**	.509**
	Sig. (2-tailed)	.415	.005	.076	.008	.000		.000	.000
	N	397	397	397	397	397	397	397	397
PE_8	Pearson Correlation	.324**	.240**	.214**	.196**	.319**	.257**	1	.616**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	397	397	397	397	397	397	397	397
TOTAL_PE	Pearson Correlation	.496**	.512**	.629**	.510**	.621**	.509**	.616**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	397	397	397	397	397	397	397	397

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

Hasil Uji Reliabilitas

Perilaku Etis

Reliability Statistics	
Cronbach's Alpha	N of Items
.609	7

Hasil Uji Validitas Locus of Control

Correlations																
		LOC_1	LOC_2	LOC_3	LOC_5	LOC_6	LOC_7	LOC_8	LOC_9	LOC_10	LOC_11	LOC_12	LOC_13	LOC_14	LOC_16	TOTAL_LOC
LOC_1	Pearson Correlation	1	-.075	-.193**	-.109	.338**	.343**	-.026	.558**	.280**	.087	.435**	.310**	.102	.369**	.588**
	Sig. (2-tailed)		.137	.000	.030	.000	.000	.605	.000	.000	.082	.000	.000	.043	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_2	Pearson Correlation	-.075	1	.365**	.210**	-.065	-.011	.227**	-.111*	-.098	.247**	-.071	-.109	.269**	-.081	.152**
	Sig. (2-tailed)	.137		.000	.000	.198	.827	.000	.027	.051	.000	.158	.030	.000	.108	.002
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_3	Pearson Correlation	-.193**	.365**	1	.297**	-.098*	-.079	.306**	-.114*	-.035	.223**	-.102	-.109	.250**	-.079	.133**
	Sig. (2-tailed)	.000	.000		.000	.050	.114	.000	.023	.481	.000	.042	.030	.000	.115	.008
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_5	Pearson Correlation	-.109*	.210**	.297**	1	-.074	-.049	.218**	-.058	-.142**	.237**	-.097	-.085	.220**	-.114*	.127**
	Sig. (2-tailed)	.030	.000	.000		.138	.328	.000	.248	.004	.000	.054	.089	.000	.024	.011
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_6	Pearson Correlation	.338**	-.065	-.098*	-.074	1	.560**	-.052	.312**	.381**	.046	.249**	.381**	.095	.349**	.592**
	Sig. (2-tailed)	.000	.198	.050	.138		.000	.300	.000	.000	.359	.000	.000	.059	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_7	Pearson Correlation	.343**	-.011	-.079	-.049	.560**	1	.007	.283**	.650**	.118*	.319**	.649**	.095	.457**	.727**
	Sig. (2-tailed)	.000	.827	.114	.328	.000		.882	.000	.000	.019	.000	.000	.059	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_8	Pearson Correlation	-.026	.227**	.306**	.218**	-.052	.007	1	-.113*	-.028	.364**	-.024	.044	.256**	-.033	.215**
	Sig. (2-tailed)	.605	.000	.000	.000	.300	.882		.024	.572	.000	.631	.385	.000	.508	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_9	Pearson Correlation	.558**	-.111*	-.114*	-.058	.312**	.283**	-.113*	1	.275**	-.004	.523**	.275**	.043	.317**	.557**
	Sig. (2-tailed)	.000	.027	.023	.248	.000	.000	.024		.000	.934	.000	.000	.398	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_10	Pearson Correlation	.280**	-.098	-.035	-.142**	.381**	.650**	-.028	.275**	1	.071	.347**	.642**	.074	.465**	.659**
	Sig. (2-tailed)	.000	.051	.481	.004	.000	.000	.572	.000		.156	.000	.000	.141	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_11	Pearson Correlation	.087	.247**	.223**	.237**	.046	.118*	.364**	-.004	.071	1	-.049	.110*	.404**	.078	.332**
	Sig. (2-tailed)	.082	.000	.000	.000	.359	.019	.000	.934	.156		.329	.029	.000	.120	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_12	Pearson Correlation	.435**	-.071	-.102	-.097	.249**	.319**	-.024	.523**	.347**	-.049	1	.440**	-.001	.387**	.592**
	Sig. (2-tailed)	.000	.158	.042	.054	.000	.000	.631	.000	.000	.329		.000	.987	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_13	Pearson Correlation	.310**	-.109*	-.109*	-.085	.381**	.649**	.044	.275**	.642**	.110*	.440**	1	.051	.582**	.709**
	Sig. (2-tailed)	.000	.030	.030	.089	.000	.000	.385	.000	.000	.029	.000		.313	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_14	Pearson Correlation	.102	.269**	.250**	.220**	.095	.095	.256**	.043	.074	.404**	-.001	.051	1	.086	.353**
	Sig. (2-tailed)	.043	.000	.000	.000	.059	.059	.000	.398	.141	.000	.987	.313		.087	.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
LOC_16	Pearson Correlation	.369**	-.081	-.079	-.114*	.349**	.457**	-.033	.317**	.465**	.078	.387**	.582**	.086	1	.650**
	Sig. (2-tailed)	.000	.108	.115	.024	.000	.000	.508	.000	.000	.120	.000	.000	.087		.000
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397
TOTAL_LOC	Pearson Correlation	.588**	.152**	.133**	.127**	.592**	.727**	.215**	.557**	.659**	.332**	.592**	.709**	.353**	.650**	1
	Sig. (2-tailed)	.000	.002	.008	.011	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397	397

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

* . Correlation is significant at the 0.05 level (2-tailed).

Hasil Uji Reliabilitas Locus of Control

Reliability Statistics	
Cronbach's Alpha	N of Items
.750	14

Hasil Uji Validitas
Kecerdasan Emosional

		Correlations										
		KE_1	KE_2	KE_3	KE_4	KE_5	KE_6	KE_7	KE_8	KE_9	KE_10	TOTAL_KE
KE_1	Pearson Correlation	1	.189**	.087	.148**	.241**	.117*	.134**	.309**	.229**	.140**	.468**
	Sig. (2-tailed)		.000	.084	.003	.000	.020	.007	.000	.000	.005	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_2	Pearson Correlation	.189**	1	.352**	.002	.097	.019	.514**	.241**	-.008	.335**	.615**
	Sig. (2-tailed)	.000		.000	.966	.054	.707	.000	.000	.875	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_3	Pearson Correlation	.087	.352**	1	.041	.126*	-.012	.331**	.175**	-.024	.268**	.527**
	Sig. (2-tailed)	.084	.000		.415	.012	.812	.000	.000	.634	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_4	Pearson Correlation	.148**	.002	.041	1	.274**	.158**	-.006	.219**	.097	.088	.369**
	Sig. (2-tailed)	.003	.966	.415		.000	.002	.904	.000	.054	.080	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_5	Pearson Correlation	.241**	.097	.126*	.274**	1	.206**	.075	.322**	.354**	.145**	.521**
	Sig. (2-tailed)	.000	.054	.012	.000		.000	.136	.000	.000	.004	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_6	Pearson Correlation	.117*	.019	-.012	.158**	.206**	1	-.093	.136**	.082	-.064	.288**
	Sig. (2-tailed)	.020	.707	.812	.002	.000		.066	.007	.102	.205	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_7	Pearson Correlation	.134**	.514**	.331**	-.006	.075	-.093	1	.236**	.022	.365**	.594**
	Sig. (2-tailed)	.007	.000	.000	.904	.136	.066		.000	.660	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_8	Pearson Correlation	.309**	.241**	.175**	.219**	.322**	.136**	.236**	1	.226**	.121*	.574**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.007	.000		.000	.016	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_9	Pearson Correlation	.229**	-.008	-.024	.097	.354**	.082	.022	.226**	1	.068	.378**
	Sig. (2-tailed)	.000	.875	.634	.054	.000	.102	.660	.000		.179	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KE_10	Pearson Correlation	.140**	.335**	.268**	.088	.145**	-.064	.365**	.121*	.068	1	.545**
	Sig. (2-tailed)	.005	.000	.000	.080	.004	.205	.000	.016	.179		.000
	N	397	397	397	397	397	397	397	397	397	397	397
TOTAL_KE	Pearson Correlation	.468**	.615**	.527**	.369**	.521**	.288**	.594**	.574**	.378**	.545**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	397	397	397	397	397	397	397	397	397	397	397

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

* . Correlation is significant at the 0.05 level (2-tailed).

Hasil Uji Reliabilitas
Kecerdasan Emosional

Reliability Statistics	
Cronbach's Alpha	N of Items
.643	10

Hasil Uji Validitas
Kecerdasan Intelektual

Correlations												
		KI_1	KI_2	KI_3	KI_4	KI_5	KI_6	KI_7	KI_8	KI_9	KI_10	TOTAL_KI
KI_1	Pearson Correlation	1	.426**	.211**	.476**	.154**	.326**	.421**	.337**	-.106*	.284**	.614**
	Sig. (2-tailed)		.000	.000	.000	.002	.000	.000	.000	.035	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KI_2	Pearson Correlation	.426**	1	.134**	.360**	.138**	.249**	.377**	.237**	-.106*	.274**	.512**
	Sig. (2-tailed)	.000		.007	.000	.006	.000	.000	.000	.034	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KI_3	Pearson Correlation	.211**	.134**	1	.114*	.522**	.129*	.182**	.049	.091	.098	.537**
	Sig. (2-tailed)	.000	.007		.023	.000	.010	.000	.332	.072	.050	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KI_4	Pearson Correlation	.476**	.360**	.114*	1	.157**	.419**	.462**	.377**	-.170**	.338**	.605**
	Sig. (2-tailed)	.000	.000	.023		.002	.000	.000	.000	.001	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KI_5	Pearson Correlation	.154**	.138**	.522**	.157**	1	.179**	.198**	.060	.101*	.182**	.552**
	Sig. (2-tailed)	.002	.006	.000	.002		.000	.000	.230	.044	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KI_6	Pearson Correlation	.326**	.249**	.129*	.419**	.179**	1	.579**	.397**	-.106*	.323**	.634**
	Sig. (2-tailed)	.000	.000	.010	.000	.000		.000	.000	.035	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KI_7	Pearson Correlation	.421**	.377**	.182**	.462**	.198**	.579**	1	.413**	-.146**	.360**	.686**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.003	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KI_8	Pearson Correlation	.337**	.237**	.049	.377**	.060	.397**	.413**	1	-.023	.463**	.586**
	Sig. (2-tailed)	.000	.000	.332	.000	.230	.000	.000		.649	.000	.000
	N	397	397	397	397	397	397	397	397	397	397	397
KI_9	Pearson Correlation	-.106*	-.106*	.091	-.170**	.101*	-.106*	-.146**	-.023	1	-.103*	.124*
	Sig. (2-tailed)	.035	.034	.072	.001	.044	.035	.003	.649		.040	.013
	N	397	397	397	397	397	397	397	397	397	397	397
KI_10	Pearson Correlation	.284**	.274**	.098	.338**	.182**	.323**	.360**	.463**	-.103*	1	.563**
	Sig. (2-tailed)	.000	.000	.050	.000	.000	.000	.000	.000	.040		.000
	N	397	397	397	397	397	397	397	397	397	397	397
TOTAL_KI	Pearson Correlation	.614**	.512**	.537**	.605**	.552**	.634**	.686**	.586**	.124*	.563**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.013	.000	
	N	397	397	397	397	397	397	397	397	397	397	397

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

* . Correlation is significant at the 0.05 level (2-tailed).

Hasil Uji Reliabilitas
Kecerdasan Intelektual

Reliability Statistics	
Cronbach's Alpha	N of Items
.713	10

Hasil Uji Validitas
Kecerdasan Spiritual

Correlations								
		KS_1	KS_2	KS_3	KS_5	KS_6	KS_7	TOTAL_KS
KS_1	Pearson Correlation	1	.488**	.451**	.428**	.298**	.429**	.720**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	397	397	397	397	397	397	397
KS_2	Pearson Correlation	.488**	1	.616**	.410**	.307**	.463**	.757**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	397	397	397	397	397	397	397
KS_3	Pearson Correlation	.451**	.616**	1	.508**	.285**	.471**	.762**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	397	397	397	397	397	397	397
KS_5	Pearson Correlation	.428**	.410**	.508**	1	.346**	.455**	.727**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	397	397	397	397	397	397	397
KS_6	Pearson Correlation	.298**	.307**	.285**	.346**	1	.380**	.615**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	397	397	397	397	397	397	397
KS_7	Pearson Correlation	.429**	.463**	.471**	.455**	.380**	1	.739**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	397	397	397	397	397	397	397
TOTAL_KS	Pearson Correlation	.720**	.757**	.762**	.727**	.615**	.739**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	397	397	397	397	397	397	397

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

Hasil Uji Reliabilitas
Kecerdasan Spiritual

Reliability Statistics	
Cronbach's Alpha	N of Items
.812	6

Hasil Uji Validitas
Equity of Sensitivity

Correlations							
		EOS_1	EOS_2	EOS_3	EOS_4	EOS_5	Dummy_EOS
EOS_1	Pearson Correlation	1	.312**	.333**	.160**	.243**	.418**
	Sig. (2-tailed)		.000	.000	.001	.000	.000
	N	397	397	397	397	397	397
EOS_2	Pearson Correlation	.312**	1	.333**	.446**	.372**	.463**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	397	397	397	397	397	397
EOS_3	Pearson Correlation	.333**	.333**	1	.398**	.379**	.522**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	397	397	397	397	397	397
EOS_4	Pearson Correlation	.160**	.446**	.398**	1	.591**	.540**
	Sig. (2-tailed)	.001	.000	.000		.000	.000
	N	397	397	397	397	397	397
EOS_5	Pearson Correlation	.243**	.372**	.379**	.591**	1	.439**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	397	397	397	397	397	397
Dummy_EOS	Pearson Correlation	.418**	.463**	.522**	.540**	.439**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	397	397	397	397	397	397

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

Hasil Uji Reliabilitas
Equity of Sensitivity

Reliability Statistics	
Cronbach's Alpha	N of Items
.732	5

Hasil Uji Validitas
Budaya Etis Organisasi

Correlations						
		BEO_1	BEO_2	BEO_3	BEO_4	TOTAL_BEO
BEO_1	Pearson Correlation	1	.438**	.201**	.264**	.705**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	397	397	397	397	397
BEO_2	Pearson Correlation	.438**	1	.219**	.164**	.717**
	Sig. (2-tailed)	.000		.000	.001	.000
	N	397	397	397	397	397
BEO_3	Pearson Correlation	.201**	.219**	1	.396**	.662**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	397	397	397	397	397
BEO_4	Pearson Correlation	.264**	.164**	.396**	1	.622**
	Sig. (2-tailed)	.000	.001	.000		.000
	N	397	397	397	397	397
TOTAL_BEO	Pearson Correlation	.705**	.717**	.662**	.622**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	397	397	397	397	397

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

Hasil Uji Reliabilitas
Budaya Etis Organisasi

Reliability Statistics	
Cronbach's Alpha	N of Items
.603	4

Hasil Statistik Deskriptif

Perilaku Etis, Locus of Control, Kecerdasan Mahasiswa, Budaya Etis Organisasi

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
RATA_PE	397	1.86	4.00	3.3401	.38516
RATA_LOC	397	2.14	4.00	2.9741	.36989
RATA_KE	397	2.10	4.00	3.1078	.36916
RATA_KI	397	2.20	3.90	3.1723	.35857
RATA_KS	397	2.17	4.00	3.4544	.42927
RATA_BEO	397	1.50	4.00	3.0353	.53272
Valid N (listwise)	397				

Hasil Statistik Deskriptif

Equity of Sensitivity

Statistics		
Dummy_EOS		
N	Valid	397
	Missing	0
Mean		.75
Median		1.00
Std. Deviation		.436
Minimum		0
Maximum		1

Dummy_EOS					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	101	25.4	25.4	25.4
	1	296	74.6	74.6	100.0
	Total	397	100.0	100.0	

Hasil Uji Compare Mean Jenis Kelamin

Report								
JENIS_KELAMIN		TOTAL_PE	TOTAL_LOC	TOTAL_KE	TOTAL_KI	TOTAL_KS	Dummy_EOS	TOTAL_BEO
LAKI - LAKI	Mean	22.83	40.50	31.40	31.26	21.28	.72	12.29
	N	82	82	82	82	82	82	82
	Std. Deviation	3.118	5.821	3.721	3.509	2.654	.452	2.105
PEREMPUAN	Mean	23.52	41.92	30.99	31.84	20.58	.75	12.10
	N	315	315	315	315	315	315	315
	Std. Deviation	2.563	4.971	3.685	3.601	2.540	.432	2.139
Total	Mean	23.38	41.63	31.08	31.72	20.73	.75	12.14
	N	397	397	397	397	397	397	397
	Std. Deviation	2.698	5.182	3.692	3.586	2.576	.436	2.131

ANOVA Table							
		Sum of Squares	df	Mean Square	F	Sig.	
TOTAL_PE * JENIS_KELAMIN	Between Groups (Combined)	31.386	1	31.386	4.350	.038	
	Within Groups	2850.181	395	7.216			
	Total	2881.567	396				
TOTAL_LOC * JENIS_KELAMIN	Between Groups (Combined)	131.898	1	131.898	4.961	.026	
	Within Groups	10502.671	395	26.589			
	Total	10634.569	396				
TOTAL_KE * JENIS_KELAMIN	Between Groups (Combined)	10.873	1	10.873	.797	.372	
	Within Groups	5385.707	395	13.635			
	Total	5396.579	396				
TOTAL_KI * JENIS_KELAMIN	Between Groups (Combined)	22.522	1	22.522	1.755	.186	
	Within Groups	5069.000	395	12.833			
	Total	5091.521	396				
TOTAL_KS * JENIS_KELAMIN	Between Groups (Combined)	31.550	1	31.550	4.799	.029	
	Within Groups	2597.069	395	6.575			
	Total	2628.620	396				
Dummy_EOS * JENIS_KELAMIN	Between Groups (Combined)	.070	1	.070	.369	.544	
	Within Groups	75.234	395	.190			
	Total	75.305	396				
TOTAL_BEO * JENIS_KELAMIN	Between Groups (Combined)	2.376	1	2.376	.523	.470	
	Within Groups	1795.725	395	4.546			
	Total	1798.101	396				

Hasil Uji Compare Mean

Umur

Report								
UMUR		TOTAL_PE	TOTAL_LOC	TOTAL_KE	TOTAL_KI	TOTAL_KS	Dummy_EOS	TOTAL_BEO
18 - 21 TAHUN	Mean	23.27	41.81	30.89	31.57	20.56	.76	12.03
	N	317	317	317	317	317	317	317
	Std. Deviation	2.658	5.160	3.602	3.546	2.596	.428	2.048
22 - 25 TAHUN	Mean	23.81	40.93	31.81	32.33	21.39	.69	12.58
	N	80	80	80	80	80	80	80
	Std. Deviation	2.824	5.240	3.965	3.700	2.400	.466	2.396
Total	Mean	23.38	41.63	31.08	31.72	20.73	.75	12.14
	N	397	397	397	397	397	397	397
	Std. Deviation	2.698	5.182	3.692	3.586	2.576	.436	2.131

ANOVA Table						
		Sum of Squares	df	Mean Square	F	Sig.
TOTAL_PE * UMUR	Between Groups (Combined)	18.710	1	18.710	2.582	.109
	Within Groups	2862.856	395	7.248		
	Total	2881.567	396			
TOTAL_LOC * UMUR	Between Groups (Combined)	49.757	1	49.757	1.857	.174
	Within Groups	10584.812	395	26.797		
	Total	10634.569	396			
TOTAL_KE * UMUR	Between Groups (Combined)	54.039	1	54.039	3.995	.046
	Within Groups	5342.541	395	13.525		
	Total	5396.579	396			
TOTAL_KI * UMUR	Between Groups (Combined)	36.318	1	36.318	2.838	.093
	Within Groups	5055.203	395	12.798		
	Total	5091.521	396			
TOTAL_KS * UMUR	Between Groups (Combined)	43.582	1	43.582	6.659	.010
	Within Groups	2585.038	395	6.544		
	Total	2628.620	396			
Dummy_EOS * UMUR	Between Groups (Combined)	.338	1	.338	1.781	.183
	Within Groups	74.967	395	.190		
	Total	75.305	396			
TOTAL_BEO * UMUR	Between Groups (Combined)	18.866	1	18.866	4.188	.041
	Within Groups	1779.235	395	4.504		
	Total	1798.101	396			

Hasil Uji Compare Mean

Asal Universitas

Report								
ASAL_UNIVERSITAS		TOTAL_PE	TOTAL_LOC	TOTAL_KE	TOTAL_KI	TOTAL_KS	Dummy_EOS	TOTAL_BEO
UNIVERSITAS NEGERI	Mean	23.52	42.41	31.75	32.60	21.00	.73	12.59
	N	93	93	93	93	93	93	93
	Std. Deviation	2.777	5.378	3.412	3.430	2.743	.446	2.055
UNIVERSITAS SWASTA	Mean	23.34	41.39	30.87	31.45	20.64	.75	12.00
	N	304	304	304	304	304	304	304
	Std. Deviation	2.676	5.106	3.754	3.595	2.522	.434	2.138
Total	Mean	23.38	41.63	31.08	31.72	20.73	.75	12.14
	N	397	397	397	397	397	397	397
	Std. Deviation	2.698	5.182	3.692	3.586	2.576	.436	2.131

ANOVA Table							
		Sum of Squares	df	Mean Square	F	Sig.	
TOTAL_PE * ASAL_UNIVERSITAS	Between Groups (Combined)	2.239	1	2.239	.307	.580	
	Within Groups	2879.328	395	7.289			
	Total	2881.567	396				
TOTAL_LOC * ASAL_UNIVERSITAS	Between Groups (Combined)	73.678	1	73.678	2.756	.098	
	Within Groups	10560.891	395	26.736			
	Total	10634.569	396				
TOTAL_KE * ASAL_UNIVERSITAS	Between Groups (Combined)	55.271	1	55.271	4.087	.044	
	Within Groups	5341.309	395	13.522			
	Total	5396.579	396				
TOTAL_KI * ASAL_UNIVERSITAS	Between Groups (Combined)	93.887	1	93.887	7.421	.007	
	Within Groups	4997.635	395	12.652			
	Total	5091.521	396				
TOTAL_KS * ASAL_UNIVERSITAS	Between Groups (Combined)	8.988	1	8.988	1.355	.245	
	Within Groups	2619.632	395	6.632			
	Total	2628.620	396				
Dummy_EOS * ASAL_UNIVERSITAS	Between Groups (Combined)	.025	1	.025	.132	.716	
	Within Groups	75.280	395	.191			
	Total	75.305	396				
TOTAL_BEO * ASAL_UNIVERSITAS	Between Groups (Combined)	24.631	1	24.631	5.486	.020	
	Within Groups	1773.470	395	4.490			
	Total	1798.101	396				

Hasil Uji Compare Mean

Angkatan

Report								
ANGKATAN		TOTAL_PE	TOTAL_LOC	TOTAL_KE	TOTAL_KI	TOTAL_KS	Dummy_EO S	TOTAL_BEO
2017 - 2018	Mean	23.60	41.08	31.10	31.61	20.93	.70	12.11
	N	218	218	218	218	218	218	218
	Std. Deviation	2.688	5.234	3.773	3.465	2.600	.459	2.107
2019 - 2021	Mean	23.11	42.30	31.06	31.86	20.49	.80	12.18
	N	179	179	179	179	179	179	179
	Std. Deviation	2.692	5.051	3.600	3.732	2.534	.402	2.165
Total	Mean	23.38	41.63	31.08	31.72	20.73	.75	12.14
	N	397	397	397	397	397	397	397
	Std. Deviation	2.698	5.182	3.692	3.586	2.576	.436	2.131

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_PE * ANGKATAN	Between Groups	(Combined)	23.522	1	23.522	3.251	.072
	Within Groups		2858.045	395	7.236		
	Total		2881.567	396			
TOTAL_LOC * ANGKATAN	Between Groups	(Combined)	147.185	1	147.185	5.544	.019
	Within Groups		10487.384	395	26.550		
	Total		10634.569	396			
TOTAL_KE * ANGKATAN	Between Groups	(Combined)	.161	1	.161	.012	.914
	Within Groups		5396.418	395	13.662		
	Total		5396.579	396			
TOTAL_KI * ANGKATAN	Between Groups	(Combined)	6.155	1	6.155	.478	.490
	Within Groups		5085.366	395	12.874		
	Total		5091.521	396			
TOTAL_KS * ANGKATAN	Between Groups	(Combined)	19.079	1	19.079	2.888	.090
	Within Groups		2609.541	395	6.606		
	Total		2628.620	396			
Dummy_EOS * ANGKATAN	Between Groups	(Combined)	.926	1	.926	4.916	.027
	Within Groups		74.379	395	.188		
	Total		75.305	396			
TOTAL_BEO * ANGKATAN	Between Groups	(Combined)	.464	1	.464	.102	.750
	Within Groups		1797.637	395	4.551		
	Total		1798.101	396			

Hasil Uji Compare Mean

IPK

Report								
IPK		TOTAL_PE	TOTAL_LOC	TOTAL_KE	TOTAL_KI	TOTAL_KS	Dummy_EOS	TOTAL_BEO
< 3.00	Mean	21.88	40.92	29.83	30.21	19.67	.63	11.46
	N	24	24	24	24	24	24	24
	Std. Deviation	2.802	5.610	3.279	3.362	2.180	.495	2.303
> 3.00	Mean	23.48	41.68	31.16	31.82	20.80	.75	12.18
	N	373	373	373	373	373	373	373
	Std. Deviation	2.666	5.158	3.706	3.582	2.587	.432	2.115
Total	Mean	23.38	41.63	31.08	31.72	20.73	.75	12.14
	N	397	397	397	397	397	397	397
	Std. Deviation	2.698	5.182	3.692	3.586	2.576	.436	2.131

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_PE * IPK	Between Groups (Combined)		57.885	1	57.885	8.097	.005
	Within Groups		2823.681	395	7.149		
	Total		2881.567	396			
TOTAL_LOC * IPK	Between Groups (Combined)		12.988	1	12.988	.483	.487
	Within Groups		10621.581	395	26.890		
	Total		10634.569	396			
TOTAL_KE * IPK	Between Groups (Combined)		39.578	1	39.578	2.918	.088
	Within Groups		5357.001	395	13.562		
	Total		5396.579	396			
TOTAL_KI * IPK	Between Groups (Combined)		58.598	1	58.598	4.599	.033
	Within Groups		5032.923	395	12.742		
	Total		5091.521	396			
TOTAL_KS * IPK	Between Groups (Combined)		28.772	1	28.772	4.371	.037
	Within Groups		2599.848	395	6.582		
	Total		2628.620	396			
Dummy_EOS * IPK	Between Groups (Combined)		.371	1	.371	1.958	.162
	Within Groups		74.933	395	.190		
	Total		75.305	396			
TOTAL_BEO * IPK	Between Groups (Combined)		11.906	1	11.906	2.633	.105
	Within Groups		1786.194	395	4.522		
	Total		1798.101	396			

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		397
Normal Parameters ^{ab}	Mean	.0000000
	Std. Deviation	2.44958046
Most Extreme Differences	Absolute	.025
	Positive	.025
	Negative	-.023
Test Statistic		.025
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Hasil Uji Multikolinearitas

Coefficients ^a								
Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1 (Constant)	12.593	1.419			8.876	.000		
TOTAL_LOC	.000	.026	.001	.018	.986		.826	1.210
TOTAL_KE	.055	.045	.076	1.237	.217		.565	1.769
TOTAL_KI	.163	.051	.216	3.198	.001		.462	2.163
TOTAL_KS	.092	.064	.088	1.449	.148		.570	1.754
Dummy_EOS	-.330	.289	-.053	-1.140	.255		.966	1.036
TOTAL_BEO	.183	.066	.144	2.769	.006		.777	1.287

a. Dependent Variable: TOTAL_PE

Hasil Uji Heterokedasitas

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.668	.862		1.933	.054
TOTAL_LOC	-.017	.016	-.059	-1.059	.290
TOTAL_KE	.030	.027	.073	1.093	.275
TOTAL_KI	-.023	.031	-.055	-.741	.459
TOTAL_KS	.051	.039	.087	1.306	.192
Dummy_EOS	-.087	.176	-.025	-.494	.621
TOTAL_BEO	-.017	.040	-.024	-.425	.671

a. Dependent Variable: RES2

Hasil Uji Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.419 ^a	.175	.163	2.468

a. Predictors: (Constant), TOTAL_BEO, Dummy_EOS, TOTAL_LOC, TOTAL_KS, TOTAL_KE, TOTAL_KI

Hasil Uji T

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.593	1.419		8.876	.000
TOTAL_LOC	.000	.026	.001	.018	.986
TOTAL_KE	.055	.045	.076	1.237	.217
TOTAL_KI	.163	.051	.216	3.198	.001
TOTAL_KS	.092	.064	.088	1.449	.148
Dummy_EOS	-.330	.289	-.053	-1.140	.255
TOTAL_BEO	.183	.066	.144	2.769	.006

a. Dependent Variable: TOTAL_PE

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