

## LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

#### KUESIONER PENELITIAN

Para responden yang terhormat, bersama dengan ini saya mengharapkan kesediaan Bapak/Ibu/Saudara untuk mengisi daftar pernyataan dibawah ini dengan tujuan sebagai data penelitian saya mengenai: "Pengaruh Gaya Kepemimpinan terhadap Komitmen Organisasi dengan Kepuasan Kerja sebagai variabel intervening". Atas kesediaan Bapak/Ibu/Saudara untuk menjawab dengan baik dan sejujur-jujurnya saya mengucapkan terima kasih.

#### Identitas Responden

Jenis Kelamin : P / L

Usia : tahun

Pendidikan terakhir :

Lama Bekerja :

Keterangan: 1. STS: Sangat Tidak Setuju

2. TS: Tidak Setuju

3. CS: Cukup Setuju

4. S: Setuju

5. SS: Sangat Setuju

Mohon Bapak/Ibu/Saudara memberikan tanda centang (✓) pada salah satu skala dari 1 sampai 5 yang tersedia di samping kolom pernyataan yang sesuai dengan pendapat Bapak/Ibu/Saudara mengenai hal-hal sebagai berikut:

#### Gaya Kepemimpinan

No	Pernyataan	STS	TS	CS	S	SS
1.	Atasan saya mempunyai pribadi yang menyenangkan.					
2.	Atasan saya adalah pribadi yang dapat dipercaya.					
3.	Atasan saya membuat saya kagum karena memperlakukan orang lain dengan adil.					
4.	Atasan saya adalah orang yang saya hormati.					

5.	Atasan saya mampu membangkitkan semangat kerja karyawan.					
6.	Atasan saya memiliki antusiasme yang baik terhadap pekerjaan.					
7.	Atasan saya mampu menciptakan optimisme terhadap karyawan.					
8.	Atasan saya mampu membangkitkan rasa percaya diri karyawan.					
9.	Atasan saya mampu untuk memberikan masukan yang inovatif untuk keberhasilan pekerjaan.					
10.	Atasan saya memiliki kreativitas yang tinggi dalam mencari cara untuk pencapaian tujuan.					
11.	Atasan saya mampu memberikan ide baru yang baik untuk kemajuan perusahaan.					
12.	Atasan saya mampu mendorong karyawan untuk menyampaikan ide yang baik untuk perusahaan.					
13.	Atasan saya bisa menjadi pelatih bagi karyawan agar dapat bekerja lebih terampil.					
14.	Atasan saya menjadi penasihat apabila karyawan mendapat masalah.					
15.	Atasan saya merupakan guru fasilitator antara karyawan dengan perusahaan.					
16.	Atasan saya adalah orang yang dapat dipercaya dan peduli terhadap karyawan.					

Sumber: Bass & Avolio (1990) dalam Winarto (2015)

#### Kepuasan Kerja

No	Pernyataan	STS	TS	CS	S	SS
1.	Pekerjaan yang saya lakukan sesuai dengan kemampuan/keterampilan saya.					
2.	Saya menyukai pekerjaan saya karena bisa mendapatkan hal baru.					

3.	Saya merasa apa yang sudah saya lakukan sesuai dengan pekerjaan saya.					
4.	Saya merasa puas dengan gaji yang saya terima untuk pekerjaan yang sudah dilakukan.					
5.	Saya merasa puas dengan tunjangan yang diberikan oleh perusahaan saya.					
6.	Saya merasa usaha saya sudah diberikan imbalan yang seharusnya saya terima.					
7.	Saya merasa puas dengan standar untuk promosi yang ditetapkan oleh perusahaan.					
8.	Saya merasa puas dengan kesempatan untuk mendapatkan promosi kenaikan jabatan.					
9.	Saya merasa senang karena pemimpin saya memberikan dukungan kepada saya.					
10.	Saya merasa senang karena pemimpin saya memberikan kebebasan bagi saya dalam pengambilan keputusan.					
11.	Saya merasa senang karena pemimpin saya mau mendengarkan saya.					
12.	Saya merasa senang bekerja dengan sesama rekan kerja yang menyenangkan.					
13.	Rekan kerja selalu membantu dalam pekerjaan saya.					
14.	Saya selalu bersama dengan rekan kerja saya.					

Sumber: Luthans (2006) dalam Alfresia (2016)

#### Komitmen Organisasi

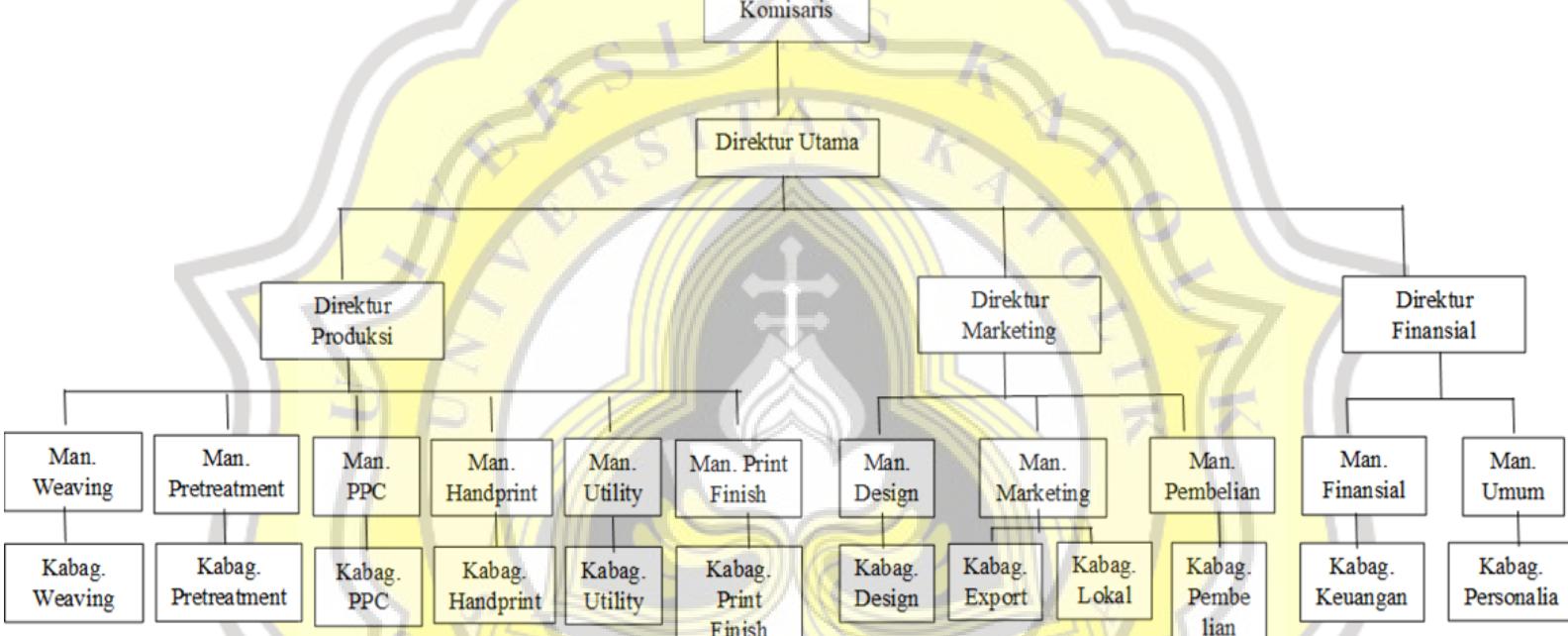
No	Pernyataan	STS	TS	CS	S	SS
1.	Saya senang menghabiskan karir di perusahaan.					
2.	Saya senang membahas hal yang berhubungan dengan perusahaan dengan rekan kerja saat waktu senggang.					
3.	Saya merasa masalah yang dihadapi perusahaan adalah masalah saya juga.					
4.	Saya merasa mudah menyesuaikan diri saat bekerja di perusahaan.					

5.	Saya merasa perusahaan dan anggota di dalamnya seperti bagian dari keluarga saya sendiri.				
6.	Saya merasa menjadi bagian di perusahaan.				
7.	Perusahaan saya berarti dalam kehidupan saya.				
8.	Saya merasa menjadi bagian dari perusahaan tempat saya bekerja.				
9.	Saya khawatir apabila berhenti dari perusahaan karena belum memiliki tempat kerja pengganti.				
10.	Akan sangat sulit bagi saya untuk meninggalkan perusahaan walaupun saya menginginkan.				
11.	Kehidupan saya akan kacau apabila saya memutuskan untuk meninggalkan perusahaan sekarang.				
12.	Tidak akan dampak yang buruk bagi saya apabila dalam waktu dekat saya meninggalkan perusahaan.				
13.	Saat ini, saya merasa butuh untuk bekerja di perusahaan.				
14.	Saya tidak memiliki banyak pilihan perusahaan pengganti sehingga tidak berpikir untuk meninggalkan perusahaan.				
15.	Salah satu akibat negatif meninggalkan perusahaan saya adalah alternatif pekerjaan yang sangat jarang tersedia.				
16.	Salah satu alasan terbesar saya tetap bekerja di perusahaan saat ini adalah karena tempat lain tidak memberikan keuntungan sebesar di perusahaan saya.				
17.	Saya sudah memberikan upaya yang optimal saat bekerja di perusahaan, sehingga saya tetap mau bekerja di perusahaan.				
18.	Saya memiliki kewajiban kepada perusahaan.				
19.	Saya mendapat banyak keuntungan dari perusahaan.				
20.	Saya akan merasa bersalah apabila meninggalkan perusahaan.				
21.	Perusahaan saya layak untuk mendapat loyalitas karyawan.				
22.	Saya tidak akan meninggalkan perusahaan karena masih memiliki kewajiban.				

23.	Perusahaan sudah banyak memberi kebaikan kepada saya dan saya belum sepenuhnya membalas semua kebaikan tersebut.				
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Sumber: Allen Meyer (1990) dalam Sukamto et al., (2014)

### Lampiran 2 Struktur Organisasi PT. Sampangan Dupantex



### Lampiran 3 Tabulasi Jawaban Responden

Identitas Responden				Pernyataan (Gaya Kepemimpinan)																	
Jenis Kelamin	Usia (Th)	Pendidikan Terakhir	Lama Bekerja (Th)	X 1	X 2	X 3	X 4	X 5	X 6	X 7	X 8	X 9	X 0	X 1	X 1	X 1	X 1	X 1	X 1	Total Skor	
P	37	SLTP	10	2	2	2	5	4	4	4	4	3	3	3	4	3	4	2	2	51	
P	50	SMA	30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64	
P	45	SD	17	2	3	2	4	4	4	4	4	3	2	3	3	4	3	3	2	49	
P	35	SD	10	2	2	2	4	4	4	4	4	3	3	3	3	3	3	4	2	48	
P	36	SLTP	8	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64	
P	47	SMA	25	5	3	3	5	4	4	3	3	3	3	3	4	3	4	3	3	56	
P	48	SMP	12	4	4	3	4	3	4	3	3	4	3	3	4	4	4	4	4	58	
P	38	SD	8	4	4	4	4	4	4	4	4	4	5	3	3	3	3	2	4	58	
P	43	SD	17	2	3	4	4	4	4	4	4	4	5	4	3	4	3	4	2	57	
P	35	SLTP	15	2	1	2	5	4	4	4	3	2	3	3	2	3	4	2	2	46	
P	33	SMP	12	3	3	3	5	4	4	4	3	3	3	3	3	4	3	3	3	54	
P	56	SLTA	36	4	4	2	4	2	2	2	2	3	3	4	3	4	4	4	4	31	
P	23	SMK	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64	
P	36	SMA	10	2	3	2	4	4	4	4	3	3	3	3	3	3	3	4	2	50	
P	43	SMEA	13	3	3	4	5	4	4	4	3	3	3	3	4	3	4	3	3	56	
P	45	SD	15	2	2	2	4	4	4	4	3	3	3	3	4	3	4	2	2	49	
P	36	SLTP	15	3	3	3	4	3	3	3	3	3	2	3	3	2	2	3	3	46	
P	52	SD	1	5	5	5	5	2	4	4	4	4	4	4	3	4	4	5	5	67	
L	52	SMA	20	2	2	3	3	2	2	2	3	3	3	4	4	4	4	4	2	47	
P	24	SMK	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64	
P	48	SLTP	30	5	5	5	5	5	4	4	4	4	4	4	3	3	5	4	5	69	
P	32	SMK	8	2	3	2	4	4	4	4	3	3	3	3	4	3	4	2	3	51	
L	48	SMA	20	1	2	2	4	1	5	2	2	5	5	4	4	4	5	5	2	53	
P	45	MTS	16	3	3	3	5	4	4	4	3	3	3	3	2	3	4	2	3	52	
P	50	SMA	23	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	65	
P	50	SMA	27	1	2	2	5	2	3	2	2	3	4	4	5	5	5	5	2	52	

L	52	SMA	15	4	5	3	5	4	4	3	4	3	3	3	4	5	3	5	5	63
P	22	SMK	4	4	4	3	4	4	4	4	3	5	4	4	3	4	3	3	4	60
P	39	SLTP	7	5	5	4	5	5	5	4	5	5	5	5	4	5	5	4	5	76
P	48	SD	3,5	3	3	4	3	4	3	3	4	3	4	3	3	4	4	3	3	54
P	49	SMEA	8	1	5	2	5	2	2	2	2	2	2	2	2	4	3	5	5	46
P	40	SD	9	3	3	2	4	1	4	2	2	3	3	3	4	2	2	2	3	43

Identitas Responden				Pernyataan (Kepuasan Kerja)																	
Jenis Kelamin	Usia (Th)	Pendidikan Terakhir	Lama Bekerja (Th)	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y0	Y1	Y1	Y1	Y1	Y1	Y1	Tota I	
P	37	SLTP	10	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56	
P	50	SMA	30	3	4	4	3	3	3	3	4	3	3	3	3	3	4	3	4	47	
P	45	SD	17	4	4	4	3	3	3	3	4	3	3	5	4	5	4	4	4	53	
P	35	SD	10	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56	
P	36	SLTP	8	3	4	4	3	3	3	3	4	4	4	4	4	4	4	4	4	52	
P	47	SMA	25	5	5	5	3	3	3	4	3	3	3	5	4	5	5	5	5	58	
P	48	SMP	12	4	4	4	4	3	4	3	4	3	4	4	4	4	5	4	5	56	
P	38	SD	8	3	4	5	3	3	3	3	3	3	3	4	4	5	5	4	5	52	
P	43	SD	17	4	5	5	3	3	3	3	4	3	3	5	4	5	5	4	5	56	
P	35	SLTP	15	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56	
P	33	SMP	12	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56	
P	56	SLTA	36	4	4	5	4	4	4	3	3	4	4	4	4	4	4	4	4	55	
P	23	SMK	2	3	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	53	
P	36	SMA	10	4	4	5	3	4	4	4	3	4	4	4	4	4	4	4	4	55	
P	43	SMEA	13	3	4	4	3	3	3	4	3	3	3	5	4	5	5	5	5	54	
P	45	SD	15	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56	
P	36	SLTP	15	3	3	3	3	3	3	2	2	3	3	3	4	3	3	3	3	41	
P	52	SD	1	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	4	53	
L	52	SMA	20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56	
P	24	SMK	3	4	4	4	4	3	3	4	3	3	4	3	4	4	4	4	4	52	

P	48	SLTP	30	4	4	4	3	3	4	5	3	3	4	5	5	5	5	57
P	32	SMK	8	4	5	5	3	3	3	4	3	3	5	4	5	5	5	57
L	48	SMA	20	5	5	5	3	3	3	2	2	5	3	5	5	5	5	56
P	45	MTS	16	4	5	5	3	3	3	4	3	3	5	4	5	5	4	56
P	50	SMA	23	4	4	4	3	3	3	4	4	4	4	4	4	4	4	53
P	50	SMA	27	5	4	5	2	2	2	2	2	2	2	2	5	5	5	50
L	52	SMA	15	4	4	4	3	3	3	3	4	4	3	4	4	4	4	50
P	22	SMK	4	4	5	5	3	3	3	3	3	3	4	3	5	4	4	52
P	39	SLTP	7	4	5	5	4	4	4	5	4	5	5	5	5	5	5	65
P	48	SD	3,5	3	4	5	4	4	4	3	2	3	3	3	4	4	4	50
P	49	SMEA	8	4	4	5	2	2	2	3	2	4	2	4	5	5	5	49
P	40	SD	9	5	5	5	3	3	4	3	2	3	3	3	5	5	5	54

Identitas Responden				Pernyataan (Komitmen Organisasi)																							
Jenis Kelamin	Usia	Pendidikan Terakhir	Lama Bekerja	Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12	Z13	Z14	Z15	Z16	Z17	Z18	Z19	Z20	Z21	Z22	Z23	Total
P	37	SLTP	10	2	2	2	4	4	2	4	4	4	2	2	2	4	4	4	4	4	4	4	2	4	2	74	
P	50	SMA	30	4	4	2	4	3	3	3	3	3	4	3	2	4	4	4	4	4	4	4	4	4	4	82	
P	45	SD	17	2	3	2	4	5	4	3	3	2	2	2	2	3	3	2	2	3	5	4	2	4	2	67	
P	35	SD	10	2	2	2	4	4	2	4	4	4	2	2	2	4	4	4	4	4	4	4	2	4	2	74	
P	36	SLTP	8	3	3	3	4	4	4	4	4	4	4	2	2	3	3	2	2	3	5	4	2	4	2	74	
P	47	SMA	25	2	3	2	4	5	4	3	3	2	2	2	2	3	3	2	2	3	5	4	2	4	2	67	
P	48	SMP	12	4	1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	89	

P	38	SD	8	2	3	2	4	5	4	3	3	2	2	2	1	3	3	2	2	3	5	4	2	4	2	3	66
P	43	SD	17	2	3	2	4	5	4	3	3	2	2	2	2	3	3	2	2	3	5	4	2	4	2	3	67
P	35	SLTP	15	3	2	3	4	4	2	4	4	4	3	2	2	4	4	4	4	4	4	4	2	4	4	2	77
P	33	SMP	12	2	2	2	4	4	2	4	4	4	2	2	2	4	4	4	4	4	4	4	2	4	4	2	74
P	56	SLTA	36	3	3	2	3	2	2	3	3	5	2	4	2	4	4	4	5	4	3	4	3	5	3	4	77
P	23	SMK	2	3	3	2	3	3	3	3	3	4	3	2	4	4	3	4	4	4	4	4	2	3	4	2	74
P	36	SMA	10	2	2	2	4	4	2	4	4	4	2	2	2	4	4	4	4	4	4	4	2	4	4	2	74
P	43	SMEA	13	2	2	2	3	3	3	2	3	2	2	2	2	3	2	2	2	3	3	3	2	3	3	2	56
P	45	SD	15	2	2	1	3	3	2	4	4	5	4	4	1	4	4	5	1	4	3	1	4	5	3	1	70
P	36	SLTP	15	4	1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	89
P	52	SD	1	5	2	2	5	5	2	4	5	2	1	1	5	4	2	1	2	4	5	1	5	2	5	1	71
L	52	SMA	20	4	2	4	4	4	4	3	4	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	87
P	24	SMK	3	3	5	2	4	3	3	3	4	5	5	4	2	5	4	5	4	5	5	3	3	3	4	3	87
P	48	SLTP	30	4	5	3	4	3	4	3	4	5	5	4	2	5	4	5	4	5	5	4	4	4	3	93	
P	32	SMK	8	2	3	2	4	5	4	3	3	2	2	2	2	3	3	2	2	3	5	4	2	4	2	3	67
L	48	SMA	20	2	4	4	2	4	4	5	5	2	2	2	3	4	5	5	5	4	2	2	4	4	5	84	
P	45	MTS	16	3	3	4	4	4	4	3	4	3	3	3	3	4	4	3	3	4	4	4	4	4	3	82	
P	50	SMA	23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	90	
P	50	SMA	27	5	4	5	5	5	4	4	5	5	5	1	5	5	4	5	4	5	5	4	1	5	5	2	98

L	52	SMA	15	3	2	4	3	4	4	4	4	5	5	4	5	5	5	4	4	5	5	4	1	5	5	2	92
P	22	SMK	4	3	3	2	3	4	3	4	5	4	2	2	2	4	3	3	3	4	4	4	3	3	3	2	73
P	39	SLTP	7	4	4	4	5	5	5	5	4	2	5	4	2	5	4	4	4	4	5	4	4	4	4	4	95
P	48	SD	3,5	2	3	3	3	4	3	3	3	3	1	3	3	3	3	4	3	3	3	3	2	2	3	2	65
P	49	SMEA	8	5	4	4	4	4	2	2	4	1	2	1	5	5	4	5	1	4	5	2	1	4	5	1	75
P	40	SD	9	4	2	2	5	5	4	4	5	1	2	2	3	4	4	5	4	4	4	2	4	4	5	1	80



## Lampiran 4 Karakteristik Responden

### Karakteristik Responden Berdasarkan Usia dan Jenis Kelamin

#### Usia \* Jenis Kelamin Crosstabulation

Usia		Jenis Kelamin		
		Laki-laki	Perempuan	Total
21-30 Tahun	Count	0	3	3
	% within Usia	0.0%	100.0%	100.0%
	% within Gender	0.0%	10.3%	9.4%
	% of Total	0.0%	9.4%	9.4%
31-40 Tahun	Count	0	11	11
	% within Usia	0.0%	100.0%	100.0%
	% within Gender	0.0%	37.9%	34.4%
	% of Total	0.0%	34.4%	34.4%
41-50 Tahun	Count	1	13	14
	% within Usia	7.1%	92.9%	100.0%
	% within Gender	33.3%	44.8%	43.8%
	% of Total	3.1%	40.6%	43.8%
>51 Tahun	Count	2	2	4
	% within Usia	50.0%	50.0%	100.0%
	% within Gender	66.7%	6.9%	12.5%
	% of Total	6.3%	6.3%	12.5%
Total	Count	3	29	32
	% within Usia	9.4%	90.6%	100.0%
	% within Gender	100.0%	100.0%	100.0%
	% of Total	9.4%	90.6%	100.0%

### Karakteristik Responden Berdasarkan Pendidikan Terakhir dan Jenis Kelamin

#### PendidikanTerakhir \* Jenis Kelamin Crosstabulation

PendidikanTerakhir		Jenis Kelamin		
		Laki-laki	Perempuan	Total
SD	Count	0	8	8
	% within PendidikanTerakhir	0.0%	100.0%	100.0%
	% within Gender	0.0%	27.6%	25.0%
	% of Total	0.0%	25.0%	25.0%
SMP	Count	0	2	2
	% within PendidikanTerakhir	0.0%	100.0%	100.0%
	% within Gender	0.0%	6.9%	6.3%
	% of Total	0.0%	6.3%	6.3%
MTS	Count	0	1	1
	% within PendidikanTerakhir	0.0%	100.0%	100.0%
	% within Gender	0.0%	3.4%	3.1%
	% of Total	0.0%	3.1%	3.1%
SLTP	Count	0	6	6
	% within PendidikanTerakhir	0.0%	100.0%	100.0%
	% within Gender	0.0%	20.7%	18.8%
	% of Total	0.0%	18.8%	18.8%

SMA	Count	3	5	8
	% within PendidikanTerakhir	37.5%	62.5%	100.0%
	% within Gender	100.0%	17.2%	25.0%
	% of Total	9.4%	15.6%	25.0%
SMK	Count	0	4	4
	% within PendidikanTerakhir	0.0%	100.0%	100.0%
	% within Gender	0.0%	13.8%	12.5%
	% of Total	0.0%	12.5%	12.5%
SLTA	Count	0	1	1
	% within PendidikanTerakhir	0.0%	100.0%	100.0%
	% within Gender	0.0%	3.4%	3.1%
	% of Total	0.0%	3.1%	3.1%
SMEA	Count	0	2	2
	% within PendidikanTerakhir	0.0%	100.0%	100.0%
	% within Gender	0.0%	6.9%	6.3%
	% of Total	0.0%	6.3%	6.3%
Total	Count	3	29	32
	% within PendidikanTerakhir	9.4%	90.6%	100.0%
	% within Gender	100.0%	100.0%	100.0%
	% of Total	9.4%	90.6%	100.0%

## Karakteristik Responden Berdasarkan Lama Bekerja dan Jenis Kelamin

LamaBekerja \* Jenis Kelamin Crosstabulation

LamaBekerja		Jenis Kelamin			Total
		Laki-laki	Perempuan		
1-5 Tahun	Count	0	5	5	5
	% within LamaBekerja	0.0%	100.0%	100.0%	
	% within Gender	0.0%	17.2%	15.6%	
	% of Total	0.0%	15.6%	15.6%	
6-10 Tahun	Count	0	9	9	9
	% within LamaBekerja	0.0%	100.0%	100.0%	
	% within Gender	0.0%	31.0%	28.1%	
	% of Total	0.0%	28.1%	28.1%	
11-15 Tahun	Count	1	6	7	7
	% within LamaBekerja	14.3%	85.7%	100.0%	
	% within Gender	33.3%	20.7%	21.9%	
	% of Total	3.1%	18.8%	21.9%	
16-20 Tahun	Count	2	3	5	5
	% within LamaBekerja	40.0%	60.0%	100.0%	
	% within Gender	66.7%	10.3%	15.6%	
	% of Total	6.3%	9.4%	15.6%	
21-25 Tahun	Count	0	2	2	2
	% within LamaBekerja	0.0%	100.0%	100.0%	
	% within Gender	0.0%	6.9%	6.3%	
	% of Total	0.0%	6.3%	6.3%	
26-30 Tahun	Count	0	3	3	3
	% within LamaBekerja	0.0%	100.0%	100.0%	
	% within Gender	0.0%	10.3%	9.4%	
	% of Total	0.0%	9.4%	9.4%	

	36-40 Tahun	Count	0	1	1
		% within LamaBekerja	0.0%	100.0%	100.0%
		% within Gender	0.0%	3.4%	3.1%
		% of Total	0.0%	3.1%	3.1%
Total		Count	3	29	32
		% within LamaBekerja	9.4%	90.6%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	9.4%	90.6%	100.0%

## Lampiran 5 Hasil Analisis Deskriptif

### Analisis Deskriptif Gaya Kepemimpinan

X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	9.4	9.4	9.4
	2	9	28.1	28.1	37.5
	3	6	18.8	18.8	56.3
	4	10	31.3	31.3	87.5
	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.1	3.1	3.1
	2	6	18.8	18.8	21.9
	3	11	34.4	34.4	56.3
	4	9	28.1	28.1	84.4
	5	5	15.6	15.6	100.0
	Total	32	100.0	100.0	

X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	37.5	37.5	37.5
	3	8	25.0	25.0	62.5
	4	10	31.3	31.3	93.8
	5	2	6.3	6.3	100.0
	Total	32	100.0	100.0	

X5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.3	6.3	6.3
	2	5	15.6	15.6	21.9

3	2	6.3	6.3	28.1
4	21	65.6	65.6	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

### X6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	9.4	9.4
	3	3	9.4	18.8
	4	24	75.0	93.8
	5	2	6.3	100.0
Total	32	100.0	100.0	

### X7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	18.8	18.8
	3	5	15.6	34.4
	4	21	65.6	100.0
Total	32	100.0	100.0	

### X8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	15.6	15.6
	3	14	43.8	43.8
	4	12	37.5	96.9
	5	1	3.1	3.1
Total	32	100.0	100.0	

### X9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	9.4	9.4
	3	16	50.0	50.0
	4	8	25.0	25.0
	5	5	15.6	15.6
Total	32	100.0	100.0	

### X10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.3	6.3
	3	17	53.1	53.1
	4	11	34.4	34.4
	5	2	6.3	6.3
Total	32	100.0	100.0	

Total	32	100.0	100.0	
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### X11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.1	3.1
	3	18	56.3	59.4
	4	12	37.5	96.9
	5	1	3.1	100.0
Total	32	100.0	100.0	

### X13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.3	6.3
	3	13	40.6	40.6
	4	14	43.8	90.6
	5	3	9.4	100.0
Total	32	100.0	100.0	

### X15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	34.4	34.4
	3	6	18.8	18.8
	4	10	31.3	31.3
	5	5	15.6	15.6
Total	32	100.0	100.0	

### X16

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	21.9	21.9
	3	11	34.4	56.3
	4	9	28.1	84.4
	5	5	15.6	100.0
Total	32	100.0	100.0	

## Analisis Deskriptif Kepuasan Kerja

### Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	21.9	21.9
	4	21	65.6	65.6
	5	4	12.5	100.0

Total	32	100.0	100.0	
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### Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1
	4	23	71.9	75.0
	5	8	25.0	100.0
Total	32	100.0	100.0	

### Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.3	6.3
	3	18	56.3	62.5
	4	12	37.5	100.0
Total	32	100.0	100.0	

### Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.3	6.3
	3	19	59.4	65.6
	4	11	34.4	100.0
Total	32	100.0	100.0	

### Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.3	6.3
	3	16	50.0	56.3
	4	14	43.8	100.0
Total	32	100.0	100.0	

### Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	9.4	9.4
	3	9	28.1	28.1
	4	18	56.3	56.3
	5	2	6.3	100.0
Total	32	100.0	100.0	

### Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	6	18.8	18.8	18.8
	3	15	46.9	46.9	65.6
	4	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

### Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.1	3.1
	3	14	43.8	43.8
	4	15	46.9	93.8
	5	2	6.3	6.3
	Total	32	100.0	100.0

### Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.3	6.3
	3	6	18.8	18.8
	4	17	53.1	53.1
	5	7	21.9	21.9
	Total	32	100.0	100.0

### Y11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.1	3.1
	3	6	18.8	18.8
	4	21	65.6	65.6
	5	4	12.5	12.5
	Total	32	100.0	100.0

### Y13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3
	4	18	56.3	56.3
	5	12	37.5	37.5
	Total	32	100.0	100.0

### Y14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1
	4	21	65.6	65.6
	5	10	31.3	100.0

Total	32	100.0	100.0	
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### Analisis Deskriptif Komitmen Organisasional

**Z1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	18.8	18.8
	3	13	40.6	59.4
	4	10	31.3	90.6
	5	3	9.4	100.0
	Total	32	100.0	100.0

**Z3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	25.0	25.0
	3	14	43.8	68.8
	4	10	31.3	100.0
	Total	32	100.0	100.0

**Z6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5
	4	23	71.9	84.4
	5	5	15.6	100.0
	Total	32	100.0	100.0

**Z8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	21.9	21.9
	4	19	59.4	81.3
	5	6	18.8	100.0
	Total	32	100.0	100.0

**Z9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	9.4	9.4
	3	9	28.1	37.5
	4	15	46.9	84.4
	5	5	15.6	100.0
	Total	32	100.0	100.0

**Z10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	37.5	37.5
	3	8	25.0	62.5
	4	8	25.0	87.5
	5	4	12.5	100.0
Total	32	100.0	100.0	

**Z11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.1	3.1
	2	10	31.3	31.3
	3	11	34.4	68.8
	4	10	31.3	100.0
Total	32	100.0	100.0	

**Z13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	31.3	31.3
	4	14	43.8	75.0
	5	8	25.0	100.0
Total	32	100.0	100.0	

**Z14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.3	6.3
	3	9	28.1	28.1
	4	19	59.4	93.8
	5	2	6.3	100.0
Total	32	100.0	100.0	

**Z15**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.1	3.1
	3	9	28.1	28.1
	4	16	50.0	50.0
	5	6	18.8	100.0
Total	32	100.0	100.0	

**Z17**

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	3	8	25.0	25.0	25.0
	4	18	56.3	56.3	81.3
	5	6	18.8	18.8	100.0
Total		32	100.0	100.0	

### Z18

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.4	9.4
	4	13	40.6	40.6
	5	16	50.0	50.0
Total		32	100.0	100.0

### Z23

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5
	4	20	62.5	62.5
	5	8	25.0	25.0
Total		32	100.0	100.0

## Lampiran 6 Uji Validitas Reliabilitas

### Analisis Uji Validitas dan Reliabilitas Gaya Kepemimpinan

Correlations																		
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	TOTAL	
X1	Pearson Correlation	1	.690**	.718**	.173	.364*	.248	.314	.584**	.436*	.287	.461**	.015	.184	.020	.240	.701**	.614**
	Sig. (2-tailed)		.000	.000	.343	.041	.172	.080	.000	.013	.111	.008	.936	.314	.913	.187	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
X2	Pearson Correlation	.690**	1	.595**	.212	.159	.017	.107	.428*	.373*	.193	.272	-.078	.391*	-.079	.514**	.987**	.574**
	Sig. (2-tailed)	.000		.000	.244	.385	.925	.559	.015	.035	.291	.132	.672	.027	.665	.003	.000	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
X3	Pearson Correlation	.718**	.595**	1	.072	.377*	.206	.412*	.742**	.563**	.470**	.438*	.043	.211	.195	.308	.595**	.779**
	Sig. (2-tailed)	.000	.000		.697	.034	.257	.019	.000	.001	.007	.012	.816	.246	.285	.086	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
X4	Pearson Correlation	.173	.212	.072	1	.179	.259	.190	.063	-.131	-.035	-.041	-.138	.128	.150	.188	.259	.272
	Sig. (2-tailed)	.343	.244	.697		.326	.153	.298	.732	.473	.848	.824	.452	.485	.413	.303	.152	.132
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
X5	Pearson Correlation	.364*	.159	.377*	.179	1	.414*	.825**	.698**	.123	.108	.025	-.064	-.041	.167	-.373*	.183	.505**
	Sig. (2-tailed)	.041	.385	.034	.326		.018	.000	.000	.504	.556	.892	.726	.826	.361	.035	.315	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
X6	Pearson Correlation	.248	.017	.206	.259	.414*	1	.585**	.412*	.482**	.503**	.211	.237	-.064	.228	-.206	.028	.578**
	Sig. (2-tailed)	.172	.925	.257	.153	.018		.000	.019	.005	.003	.246	.192	.728	.209	.257	.878	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
X7	Pearson Correlation	.314	.107	.412*	.190	.825**	.585**	1	.666**	.227	.164	.059	-.110	-.182	.099	-.441*	.135	.513**
	Sig. (2-tailed)	.080	.559	.019	.298	.000	.000		.000	.211	.370	.747	.548	.319	.591	.012	.463	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	

X8	Pearson Correlation	.584**	.428*	.742**	.063	.698**	.412*	.666**	1	.465**	.431*	.363*	.129	.217	.209	.018	.441*	.789**
	Sig. (2-tailed)	.000	.015	.000	.732	.000	.019	.000		.007	.014	.041	.481	.234	.251	.924	.012	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X9	Pearson Correlation	.436*	.373*	.563**	-.131	.123	.482**	.227	.465**	1	.716**	.591**	.257	.269	.289	.223	.341	.630**
	Sig. (2-tailed)	.013	.035	.001	.473	.504	.005	.211	.007		.000	.000	.155	.137	.109	.219	.056	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X10	Pearson Correlation	.287	.193	.470**	-.035	.108	.503**	.164	.431*	.716**	1	.790**	.385*	.518**	.641**	.380*	.185	.649**
	Sig. (2-tailed)	.111	.291	.007	.848	.556	.003	.370	.014	.000		.000	.030	.002	.000	.032	.310	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X11	Pearson Correlation	.461**	.272	.438*	-.041	.025	.211	.059	.363*	.591**	.790**	1	.372*	.531**	.529**	.487**	.267	.520**
	Sig. (2-tailed)	.008	.132	.012	.824	.892	.246	.747	.041	.000	.000		.036	.002	.002	.005	.140	.002
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X12	Pearson Correlation	.015	-.078	.043	-.138	-.064	.237	-.110	.129	.257	.385*	.372*	1	.263	.255	.211	-.150	.265
	Sig. (2-tailed)	.936	.672	.816	.452	.726	.192	.548	.481	.155	.030	.036		.146	.159	.247	.411	.143
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X13	Pearson Correlation	.184	.391*	.211	.128	-.041	-.064	-.182	.217	.269	.518**	.531**	.263	1	.425*	.760**	.390*	.433*
	Sig. (2-tailed)	.314	.027	.246	.485	.826	.728	.319	.234	.137	.002	.002	.146		.015	.000	.027	.013
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X14	Pearson Correlation	.020	-.079	.195	.150	.167	.228	.099	.209	.289	.641**	.529**	.255	.425*	1	.302	-.076	.350*
	Sig. (2-tailed)	.913	.665	.285	.413	.361	.209	.591	.251	.109	.000	.002	.159	.015		.093	.680	.050
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X15	Pearson Correlation	.240	.514**	.308	.188	-.373*	-.206	-.441*	.018	.223	.380*	.487*	.211	.760**	.302	1	.506**	.365*
	Sig. (2-tailed)	.187	.003	.086	.303	.035	.257	.012	.924	.219	.032	.005	.247	.000	.093		.003	.040
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X16	Pearson Correlation	.701**	.987**	.595**	.259	.183	.028	.135	.441*	.341	.185	.267	-.150	.390*	-.076	.506**	1	.575**

	Sig. (2-tailed)	.000	.000	.000	.152	.315	.878	.463	.012	.056	.310	.140	.411	.027	.680	.003		.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
TOTAL	Pearson Correlation	.614**	.574**	.779**	.272	.505**	.578**	.513**	.789**	.630**	.649**	.520**	.265	.433*	.350*	.365*	.575**	1
	Sig. (2-tailed)	.000	.001	.000	.132	.003	.001	.003	.000	.000	.000	.002	.143	.013	.050	.040	.001	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

Correlations																		
	X1	X2	X3	X5	X6	X7	X8	X9	X10	X11	X13	X14	X15	X16	TOTAL			
X1	Pearson Correlation	1	.690**	.718**	.364*	.248	.314	.584**	.436*	.287	.461**	.184	.020	.240	.701**	.658**		
	Sig. (2-tailed)		.000	.000	.041	.172	.080	.000	.013	.111	.008	.314	.913	.187	.000	.000		
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X2	Pearson Correlation	.690**	1	.595**	.159	.017	.107	.428*	.373*	.193	.272	.391*	-.079	.514**	.987**	.619**		
	Sig. (2-tailed)	.000		.000	.385	.925	.559	.015	.035	.291	.132	.027	.665	.003	.000	.000		
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X3	Pearson Correlation	.718**	.595**	1	.377*	.206	.412*	.742**	.563**	.470**	.438*	.211	.195	.308	.595**	.812**		
	Sig. (2-tailed)	.000	.000		.034	.257	.019	.000	.001	.007	.012	.246	.285	.086	.000	.000		
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X5	Pearson Correlation	.364*	.159	.377*	1	.414*	.825**	.698**	.123	.108	.025	-.041	.167	-.373*	.183	.514**		
	Sig. (2-tailed)	.041	.385	.034		.018	.000	.000	.504	.556	.892	.826	.361	.035	.315	.003		
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X6	Pearson Correlation	.248	.017	.206	.414*	1	.585**	.412*	.482**	.503**	.211	-.064	.228	-.206	.028	.544**		
	Sig. (2-tailed)	.172	.925	.257	.018		.000	.019	.005	.003	.246	.728	.209	.257	.878	.001		
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X7	Pearson Correlation	.314	.107	.412*	.825**	.585**	1	.666**	.227	.164	.059	-.182	.099	-.441*	.135	.519**		

	Sig. (2-tailed)	.080	.559	.019	.000	.000		.000	.211	.370	.747	.319	.591	.012	.463	.002
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32
X8	Pearson Correlation	.584**	.428*	.742**	.698**	.412*	.666**	1	.465**	.431*	.363*	.217	.209	.018	.441*	.808**
	Sig. (2-tailed)	.000	.015	.000	.000	.019	.000		.007	.014	.041	.234	.251	.924	.012	.000
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32
X9	Pearson Correlation	.436*	.373*	.563**	.123	.482**	.227	.465**	1	.716**	.591**	.269	.289	.223	.341	.657**
	Sig. (2-tailed)	.013	.035	.001	.504	.005	.211	.007		.000	.000	.137	.109	.219	.056	.000
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32
X10	Pearson Correlation	.287	.193	.470**	.108	.503**	.164	.431*	.716**	1	.790**	.518**	.641**	.380*	.185	.659**
	Sig. (2-tailed)	.111	.291	.007	.556	.003	.370	.014	.000		.000	.002	.000	.032	.310	.000
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32
X11	Pearson Correlation	.461**	.272	.438*	.025	.211	.059	.363*	.591**	.790**	1	.531**	.529**	.487**	.267	.545**
	Sig. (2-tailed)	.008	.132	.012	.892	.246	.747	.041	.000	.000		.002	.002	.005	.140	.001
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32
X13	Pearson Correlation	.184	.391*	.211	-.041	-.064	-.182	.217	.269	.518**	.531**	1	.425*	.760**	.390*	.443*
	Sig. (2-tailed)	.314	.027	.246	.826	.728	.319	.234	.137	.002	.002		.015	.000	.027	.011
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32
X14	Pearson Correlation	.020	-.079	.195	.167	.228	.099	.209	.289	.641**	.529**	.425*	1	.302	-.076	.348
	Sig. (2-tailed)	.913	.665	.285	.361	.209	.591	.251	.109	.000	.002	.015		.093	.680	.051
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32
X15	Pearson Correlation	.240	.514**	.308	-.373*	-.206	-.441*	.018	.223	.380*	.487**	.760**	.302	1	.506**	.371*
	Sig. (2-tailed)	.187	.003	.086	.035	.257	.012	.924	.219	.032	.005	.000	.093		.003	.037
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32
X16	Pearson Correlation	.701**	.987**	.595**	.183	.028	.135	.441*	.341	.185	.267	.390*	-.076	.506**	1	.622**
	Sig. (2-tailed)	.000	.000	.000	.315	.878	.463	.012	.056	.310	.140	.027	.680	.003		.000
	N	32	32	32	32	32		32	32	32	32	32	32	32	32	32

TOTAL	Pearson Correlation	.658**	.619**	.812**	.514**	.544**	.519**	.808**	.657**	.659**	.545**	.443*	.348	.371*	.622**	1
	Sig. (2-tailed)	.000	.000	.000	.003	.001	.002	.000	.000	.000	.001	.011	.051	.037	.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

### Correlations

	X1	X2	X3	X5	X6	X7	X8	X9	X10	X11	X13	X15	X16	TOTAL	
X1	Pearson Correlation	1	.690**	.718**	.364*	.248	.314	.584**	.436*	.287	.461**	.184	.240	.701**	.674**
	Sig. (2-tailed)		.000	.000	.041	.172	.080	.000	.013	.111	.008	.314	.187	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X2	Pearson Correlation	.690**	1	.595**	.159	.017	.107	.428*	.373*	.193	.272	.391*	.514**	.987**	.643**
	Sig. (2-tailed)	.000		.000	.385	.925	.559	.015	.035	.291	.132	.027	.003	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X3	Pearson Correlation	.718**	.595**	1	.377*	.206	.412*	.742**	.563**	.470**	.438*	.211	.308	.595**	.817**
	Sig. (2-tailed)	.000	.000		.034	.257	.019	.000	.001	.007	.012	.246	.086	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X5	Pearson Correlation	.364*	.159	.377*	1	.414*	.825**	.698**	.123	.108	.025	-.041	-.373*	.183	.513**
	Sig. (2-tailed)	.041	.385	.034		.018	.000	.000	.504	.556	.892	.826	.035	.315	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X6	Pearson Correlation	.248	.017	.206	.414*	1	.585**	.412*	.482**	.503**	.211	-.064	-.206	.028	.539**
	Sig. (2-tailed)	.172	.925	.257	.018		.000	.019	.005	.003	.246	.728	.257	.878	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X7	Pearson Correlation	.314	.107	.412*	.825**	.585**	1	.666**	.227	.164	.059	-.182	-.441*	.135	.525**
	Sig. (2-tailed)	.080	.559	.019	.000	.000		.000	.211	.370	.747	.319	.012	.463	.002
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32

X8	Pearson Correlation	.584**	.428*	.742**	.698**	.412*	.666**	1	.465**	.431*	.363*	.217	.018	.441*	.812**
	Sig. (2-tailed)	.000	.015	.000	.000	.019	.000		.007	.014	.041	.234	.924	.012	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X9	Pearson Correlation	.436*	.373*	.563**	.123	.482**	.227	.465**	1	.716**	.591**	.269	.223	.341	.649**
	Sig. (2-tailed)	.013	.035	.001	.504	.005	.211	.007		.000	.000	.137	.219	.056	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X10	Pearson Correlation	.287	.193	.470**	.108	.503**	.164	.431*	.716**	1	.790**	.518**	.380*	.185	.619**
	Sig. (2-tailed)	.111	.291	.007	.556	.003	.370	.014	.000		.000	.002	.032	.310	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X11	Pearson Correlation	.461**	.272	.438*	.025	.211	.059	.363*	.591**	.790**	1	.531**	.487**	.267	.513**
	Sig. (2-tailed)	.008	.132	.012	.892	.246	.747	.041	.000	.000		.002	.005	.140	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X13	Pearson Correlation	.184	.391*	.211	-.041	-.064	-.182	.217	.269	.518**	.531**	1	.760**	.390*	.417*
	Sig. (2-tailed)	.314	.027	.246	.826	.728	.319	.234	.137	.002	.002		.000	.027	.018
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X15	Pearson Correlation	.240	.514**	.308	-.373*	-.206	-.441*	.018	.223	.380*	.487**	.760**	1	.506**	.354*
	Sig. (2-tailed)	.187	.003	.086	.035	.257	.012	.924	.219	.032	.005	.000		.003	.047
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X16	Pearson Correlation	.701**	.987**	.595**	.183	.028	.135	.441*	.341	.185	.267	.390*	.506**	1	.646**
	Sig. (2-tailed)	.000	.000	.000	.315	.878	.463	.012	.056	.310	.140	.027	.003		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
TOTAL	Pearson Correlation	.674**	.643**	.817**	.513**	.539**	.525**	.812**	.649**	.619**	.513**	.417*	.354*	.646**	1
	Sig. (2-tailed)	.000	.000	.000	.003	.001	.002	.000	.000	.000	.003	.018	.047	.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

### Case Processing Summary

	N	%
Cases	Valid	32 100.0
	Excluded <sup>a</sup>	0 .0
	Total	32 100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.868	13

### Analisis Uji Validitas dan Reliabilitas Kepuasan Kerja

#### Correlations

	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	TOTAL
Y1	Pearson Correlation	1	.520**	.413*	-.191	-.204	-.079	-.088	-.116	.056	-.086	.052	.369*	.457**	.508**
	Sig. (2-tailed)		.002	.019	.295	.264	.668	.630	.527	.759	.640	.778	.038	.008	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y2	Pearson Correlation	.520**	1	.723**	-.132	-.110	-.067	.160	-.099	.006	.374*	.187	.612**	.645**	.507**
	Sig. (2-tailed)	.002		.000	.472	.551	.714	.381	.588	.973	.035	.306	.000	.000	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y3	Pearson Correlation	.413*	.723**	1	-.298	-.164	-.177	-.131	-.401*	-.113	.015	-.033	.558**	.675**	.479**
	Sig. (2-tailed)	.019	.000		.098	.369	.332	.475	.023	.538	.933	.859	.001	.000	.006
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y4	Pearson Correlation	-.191	-.132	-.298	1	.861**	.827**	.293	.560**	.438*	.329	.268	-.504**	-.379*	-.293
															.402*

	Sig. (2-tailed)	.295	.472	.098		.000	.000	.104	.001	.012	.066	.138	.003	.032	.104	.022
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y5	Pearson Correlation	-.204	-.110	-.164	.861**	1	.877**	.342	.506**	.493**	.329	.263	-.571**	-.357*	-.375*	.421*
	Sig. (2-tailed)	.264	.551	.369	.000		.000	.055	.003	.004	.066	.146	.001	.045	.034	.016
Y6	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	-.079	-.067	-.177	.827**	.877**	1	.342	.448*	.416*	.267	.281	-.379*	-.246	-.139	.475**
Y7	Sig. (2-tailed)	.668	.714	.332	.000	.000		.056	.010	.018	.139	.119	.033	.175	.447	.006
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y8	Pearson Correlation	-.088	.160	-.131	.293	.342	.342	1	.651**	.147	.615**	.542**	-.076	.077	.054	.597**
	Sig. (2-tailed)	.630	.381	.475	.104	.055	.056		.000	.421	.000	.001	.678	.677	.771	.000
Y9	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.056	.006	-.113	.438*	.493**	.416*	.147	.479**	1	.041	.603**	-.327	-.132	-.006	.422*
Y10	Sig. (2-tailed)	.759	.973	.538	.012	.004	.018	.421	.006		.826	.000	.068	.470	.975	.016
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y11	Pearson Correlation	-.086	.374*	.015	.329	.329	.267	.615**	.462**	.041	1	.396*	.187	.196	-.012	.600**
	Sig. (2-tailed)	.640	.035	.933	.066	.066	.139	.000	.008	.826		.025	.305	.283	.949	.000
Y12	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.052	.187	-.033	.268	.263	.281	.542**	.448*	.603**	.396*	1	.084	.268	.199	.632**
Y12	Sig. (2-tailed)	.778	.306	.859	.138	.146	.119	.001	.010	.000	.025		.646	.138	.276	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

Y13	Pearson Correlation	.457**	.645**	.675**	-.379*	-.357*	-.246	.077	-.268	-.132	.196	.268	.786**	1	.749**	.510**
	Sig. (2-tailed)	.008	.000	.000	.032	.045	.175	.677	.138	.470	.283	.138	.000		.000	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y14	Pearson Correlation	.508**	.507**	.479**	-.293	-.375*	-.139	.054	-.205	-.006	-.012	.199	.704**	.749**	1	.468**
	Sig. (2-tailed)	.003	.003	.006	.104	.034	.447	.771	.260	.975	.949	.276	.000	.000		.007
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
TOTAL	Pearson Correlation	.413*	.590**	.348	.402*	.421*	.475**	.597**	.507**	.422*	.600**	.632**	.280	.510**	.468**	1
	Sig. (2-tailed)	.019	.000	.051	.022	.016	.006	.000	.003	.016	.000	.000	.120	.003	.007	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

Correlations															
	Y1	Y2	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y13	Y14	TOTAL		
Y1	Pearson Correlation		1	.520**	-.191	-.204	-.079	-.088	-.116	.056	-.086	.052	.457**	.508**	.367*
	Sig. (2-tailed)			.002	.295	.264	.668	.630	.527	.759	.640	.778	.008	.003	.039
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y2	Pearson Correlation		.520**	1	-.132	-.110	-.067	.160	-.099	.006	.374*	.187	.645**	.507**	.439*
	Sig. (2-tailed)			.002		.472	.551	.714	.381	.588	.973	.035	.306	.000	.012
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y4	Pearson Correlation		-.191	-.132	1	.861**	.827**	.293	.560**	.438*	.329	.268	-.379*	-.293	.509**
	Sig. (2-tailed)			.295	.472		.000	.000	.104	.001	.012	.066	.138	.032	.104
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y5	Pearson Correlation		-.204	-.110	.861**	1	.877**	.342	.506**	.493**	.329	.263	-.357*	-.375*	.519**
	Sig. (2-tailed)			.264	.551	.000		.000	.055	.003	.004	.066	.146	.045	.034
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32

Y6	Pearson Correlation	-.079	-.067	.827**	.877**	1	.342	.448*	.416*	.267	.281	-.246	-.139	.552**
	Sig. (2-tailed)	.668	.714	.000	.000		.056	.010	.018	.139	.119	.175	.447	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
Y7	Pearson Correlation	-.088	.160	.293	.342	.342	1	.651**	.147	.615**	.542**	.077	.054	.639**
	Sig. (2-tailed)	.630	.381	.104	.055	.056		.000	.421	.000	.001	.677	.771	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
Y8	Pearson Correlation	-.116	-.099	.560**	.506**	.448*	.651**	1	.479**	.462**	.448*	-.268	-.205	.632**
	Sig. (2-tailed)	.527	.588	.001	.003	.010	.000		.006	.008	.010	.138	.260	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
Y9	Pearson Correlation	.056	.006	.438*	.493**	.416*	.147	.479**	1	.041	.603**	-.132	-.006	.477**
	Sig. (2-tailed)	.759	.973	.012	.004	.018	.421	.006		.826	.000	.470	.975	.006
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
Y10	Pearson Correlation	-.086	.374*	.329	.329	.267	.615**	.462**	.041	1	.396*	.196	-.012	.580**
	Sig. (2-tailed)	.640	.035	.066	.066	.139	.000	.008	.826		.025	.283	.949	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
Y11	Pearson Correlation	.052	.187	.268	.263	.281	.542**	.448*	.603**	.396*	1	.268	.199	.627**
	Sig. (2-tailed)	.778	.306	.138	.146	.119	.001	.010	.000	.025		.138	.276	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
Y13	Pearson Correlation	.457**	.645**	-.379*	-.357*	-.246	.077	-.268	-.132	.196	.268	1	.749**	.364*
	Sig. (2-tailed)	.008	.000	.032	.045	.175	.677	.138	.470	.283	.138		.000	.041
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
Y14	Pearson Correlation	.508**	.507**	-.293	-.375*	-.139	.054	-.205	-.006	-.012	.199	.749**	1	.363*
	Sig. (2-tailed)	.003	.003	.104	.034	.447	.771	.260	.975	.949	.276	.000		.041
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
TOTAL	Pearson Correlation	.367*	.439*	.509**	.519**	.552**	.639**	.632**	.477**	.580**	.627**	.364*	.363*	1

Sig. (2-tailed)	.039	.012	.003	.002	.001	.000	.000	.006	.001	.000	.041	.041
N	32	32	32	32	32	32	32	32	32	32	32	32

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

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

### Case Processing Summary

	N	%
Cases	Valid	32 100.0
	Excluded <sup>a</sup>	0 .0
	Total	32 100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.773	12

### Analisis Uji Validitas dan Reliabilitas Komitmen Organisasional

		Correlations																						TOT AL	
		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12	Z13	Z14	Z15	Z16	Z17	Z18	Z19	Z20	Z21	Z22	Z23	
Z1	Pearson Correlation	1	.38	.44	.61	.29	.31	-	.12	.13	.42	.31	-	.31	.02	.16	-	.19	.26	.05	.49	.45	.42	.22	.439*
			1*	5*	5**	5	4	.02	9	1	9*	3	.45	4	2	7	.07	5	7	6	2**	5**	7*	2	
	Sig. (2-tailed)		.03	.01	.00	.10	.08	.89	.48	.47	.01	.08	.00	.08	.90	.36	.68	.28	.13	.76	.00	.00	.01	.22	.012
Z2	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.38	1	.33	.19	-	.13	-	.12	.12	.44	.26	-	.40	.16	.41	-	.34	.32	.06	.23	-	.15	.34	.333
			1*	8	3	.11	4	.03	2	9	5*	6	.17	6*	3	6*	.01	9	7	1	6	.08	2	8	

	Sig. (2-tailed)	.03		.05	.29	.53	.46	.86	.50	.48	.01	.14	.32	.02	.37	.01	.95	.05	.06	.74	.19	.64	.40	.05	.062	
	N	1		8	0	6	6	2	6	2	1	2	9	1	3	8	6	1	7	1	3	3	7	1		
Z3	Pearson Correlation	.44	.33	1	.20	.30	.15	.15	.26	.08	.46	.39	.39	-	.39	.28	.29	.11	.26	.33	.04	.16	.02	.25	.40	.640**
		5*	8		8	2	3	6	7	0	6**	3*	.36	9*	4	4	4	2	1	6	0	0	0	1*		
	Sig. (2-tailed)	.01	.05		.25	.09	.40	.39	.14	.66	.00	.02	.04	.02	.11	.10	.53	.14	.06	.80	.38	.91	.16	.02	.000	
	N	1	8		4	3	3	2	0	2	7	6	0	4	5	2	4	8	4	4	3	5	8	3		
Z4	Pearson Correlation	.61	.19	.20	1	.49	.45	.01	.20	.02	.25	.14	-	.04	-	-	-	.36	.05	.37	.43	.43	.28	.368*		
		5**	3	8		1**	7**	7	9	4	0	6	.25	3	.25	.04	.11	.02	0*	4	5*	7*	9*	3		
	Sig. (2-tailed)	.00	.29	.25		.00	.00	.92	.25	.89	.16	.42	.16	.81	.16	.79	.53	.90	.04	.76	.03	.01	.01	.11	.038	
	N	0	0	4		4	9	8	0	5	7	6	2	5	3	2	0	4	3	9	5	2	2	6		
Z5	Pearson Correlation	.29	-	.30	.49	1	.51	.60	.43	-	-	-	.01	-	-	-	-	.39	-	-	.01	.28	.14	.324		
		5	.11	2	1**		5**	3**	3*	.30	.17	.15	7	.11	.17	.23	.05	.20	0*	.15	.12	1	4	3		
	Sig. (2-tailed)	.10	.53	.09	.00		.00	.00	.01	.08	.32	.39	.92	.51	.33	.20	.75	.26	.02	.40	.51	.95	.11	.43	.070	
	N	2	6	3	4		3	0	3	7	7	6	7	8	5	0	5	3	7	4	1	4	5	5		
Z6	Pearson Correlation	.31	.13	.15	.45	.51	1	.49	.83	-	.16	.14	-	.16	.02	-	.02	.18	.41	.03	.15	.10	.27	.28	.419*	
		4	4	3	7**	5**		3**	7**	.04	1	1	.11	3	9	.14	9	5	4*	2	1	2	2	3		
	Sig. (2-tailed)	.08	.46	.40	.00	.00		.00	.00	.79	.37	.44	.52	.37	.87	.43	.87	.31	.01	.86	.41	.57	.13	.11	.017	
	N	0	6	3	9	3		4	0	4	8	2	1	3	3	1	5	1	8	1	0	7	3	6		
Z7	Pearson Correlation	-	-	.15	.01	.60	.49	1	.46	-	-	.04	-	.04	.16	-	.22	-	.15	.05	-	-	-	.05	.141	
		.02	.03	6	7	3**	3**		4**	.21	.01	0	.09	7	7	.05	9	.10	7	8	.12	.21	.10	3		
	Sig. (2-tailed)	.89	.86	.39	.92	.00	.00		.00	.24	.92	.82	.61	.80	.36	.77	.20	.58	.39	.75	.50	.24	.58	.77	.443	
	N	2	2	2	8	0	4		7	2	2	7	1	0	0	6	7	3	1	1	9	6	7	4		
Z8	Pearson Correlation	.12	.12	.26	.20	.43	.83	.46	1	-	.09	.11	-	.32	.18	-	.14	.36	.33	.06	.13	-	.25	.25	.560**	
		9	2	7	9	3*	7**	4**		.01	9	0	.07	4	9	.01	8	8*	0	9	0	.08	1	6		

	Sig. (2-tailed)	.48	.50	.14	.25	.01	.00	.00		.92	.59	.54	.67	.07	.30	.95	.42	.03	.06	.70	.48	.64	.16	.15	.001	
	N	3	6	0	0	3	0	7		1	0	9	8	0	0	6	0	8	5	9	0	3	6	7		
Z9	Pearson Correlation	.13	.12	.08	.02	-	-	-	-	1	.53	.48	-	.51	.62	.56	.14	.47	-	.37	.30	.46	-	.01	.514**	
		1	9	0	4	.30	.04	.21	.01		5**	7*	.22	3**	0**	0**	1	0**	.10	3*	3	8**	.02	5		
	Sig. (2-tailed)	.47	.48	.66	.89	.08	.79	.24	.92		.00	.00	.21	.00	.00	.00	.44	.00	.55	.03	.09	.00	.88	.93	.003	
	N	5	2	2	5	7	4	2	1		2	5	8	3	0	1	0	7	1	6	2	7	7	3		
Z10	Pearson Correlation	.42	.44	.46	.25	-	.16	-	.09	.53	1	.86	-	.44	.31	.33	.05	.41	.10	.23	.45	.25	.11	.12	.474**	
		9*	5*	6**	0	.17	1	.01	9	5**		7**	.69	7*	7	9	8	7*	8	8	8**	0	4	4		
	Sig. (2-tailed)	.01	.01	.00	.16	.32	.37	.92	.59	.00		.00	.00	.01	.07	.05	.75	.01	.55	.19	.00	.16	.53	.50	.006	
	N	4	1	7	7	7	8	2	0	2		0	0	0	0	7	8	1	8	8	0	8	7	4	0	
Z11	Pearson Correlation	.31	.26	.39	.14	-	.14	.04	.11	.48	.86	1	-	.23	.22	.22	.21	.21	-	.38	.42	.25	-	.13	.442*	
		3	6	3*	6	.15	1	0	0	7**	7**		.71	6	6	5	7	3	.06	2*	6*	4	.09	6		
	Sig. (2-tailed)	.08	.14	.02	.42	.39	.44	.82	.54	.00	.00		.00	.19	.21	.21	.23	.24	.72	.03	.01	.16	.59	.45	.011	
	N	1	2	6	6	6	2	7	9	5	0		0	4	3	6	2	2	1	1	5	0	1	9		
Z12	Pearson Correlation	-	-	-	-	.01	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	.312	
		.45	.17	.36	.25	7	.11	.09	.07	.22	.69	.71		.22	.13	.07	.18	.14	.05	.27	.46	.47	.14	.29		
	Sig. (2-tailed)	.00	.32	.04	.16	.92	.52	.61	.67	.21	.00	.00		.20	.47	.67	.31	.42	.77	.12	.00	.00	.42	.10	.082	
	N	9	9	0	2	7	1	1	8	8	0	0		8	6	7	9	1	4	9	7	6	6	4		
Z13	Pearson Correlation	.31	.40	.39	.04	-	.16	.04	.32	.51	.44	.23	-	1	.74	.70	.32	.75	.05	.36	.32	.10	.08	.22	.591**	
		4	6*	9*	3	.11	3	7	4	3**	7*	6	.22		7**	3**	4	4**	2	1*	9	6	9	7		
	Sig. (2-tailed)	.08	.02	.02	.81	.51	.37	.80	.07	.00	.01	.19	.20		.00	.00	.07	.00	.77	.04	.06	.56	.62	.21	.000	
	N	0	1	4	5	8	3	0	0	3	0	4	8		0	0	0	0	8	3	6	4	9	2		
Z14	Pearson Correlation	.02	.16	.28	-	-	.02	.16	.18	.62	.31	.22	-	.74	1	.73	.54	.64	-	.52	.13	.08	-	.18	.437*	
		2	3	4	.25	.17	9	7	9	0**	7	6	.13	7**		8**	7*	1**	.03	0**	8	7	.02	0	1	

	Sig. (2-tailed)	.90	.37	.11	.16	.33	.87	.36	.30	.00	.07	.21	.47	.00	.00	.00	.84	.00	.45	.63	.91	.32	.012		
	N	3	3	5	3	5	3	0	0	0	7	3	6	0	0	1	0	2	2	5	1	6			
Z15	Pearson Correlation	.16	.41	.29	-	-	-	-	.56	.33	.22	-	.70	.73	1	.26	.54	.06	.28	.27	.07	-	.32	.466**	
		7	6*	4	.04	.23	.14	.05	.01	0*	9	5	.07	3**	8**	7	0	6**	5	9	7	6	.01	0	
	Sig. (2-tailed)	.36	.01	.10	.79	.20	.43	.77	.95	.00	.05	.21	.67	.00	.00	.15	.00	.72	.10	.12	.68	.93	.07	.007	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
Z16	Pearson Correlation	-	-	.11	-	-	.02	.22	.14	.14	.05	.21	-	.32	.54	.26	1	.36	-	.89	-	.04	-	.28	.229
		.07	.01	4	.11	.05	9	9	8	1	8	7	.18	4	7**	0	8*	.11	9**	.05	9	.14	5		
	Sig. (2-tailed)	.68	.95	.53	.53	.75	.87	.20	.42	.44	.75	.23	.31	.07	.00	.15	.03	.54	.00	.78	.79	.44	.11	.208	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
Z17	Pearson Correlation	.19	.34	.26	-	-	.18	-	.36	.47	.41	.21	-	.75	.64	.54	.36	1	.13	.40	.31	.12	.25	.17	.537**
		5	9	2	.02	.20	5	.10	8*	0**	7*	3	.14	4**	1**	6**	8*	1	9*	2	0	4	8		
	Sig. (2-tailed)	.28	.05	.14	.90	.26	.31	.58	.03	.00	.01	.24	.42	.00	.00	.00	.03	.47	.02	.08	.51	.16	.32	.002	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
Z18	Pearson Correlation	.26	.32	.33	.36	.39	.41	.15	.33	-	.10	-	-	.05	-	.06	-	.13	1	-	-	.00	.77	.50	.406*
		7	7	1	0*	0*	4*	7	0	.10	8	.06	.05	2	.03	5	.11	1	.12	.14	2	0**	8**		
	Sig. (2-tailed)	.13	.06	.06	.04	.02	.01	.39	.06	.55	.55	.72	.77	.77	.84	.72	.54	.47	.49	.41	.99	.00	.00	.021	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
Z19	Pearson Correlation	.05	.06	.04	.05	-	.03	.05	.06	.37	.23	.38	-	.36	.52	.28	.89	.40	-	1	.10	.23	-	.31	.316
		6	1	6	4	.15	2	8	9	3*	8	2*	.27	1*	0**	9	9**	9*	.12	5	1	6	.05	7	
	Sig. (2-tailed)	.76	.74	.80	.76	.40	.86	.75	.70	.03	.19	.03	.12	.04	.00	.10	.00	.02	.49	.58	.19	.75	.07	.078	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	
Z20	Pearson Correlation	.49	.23	.16	.37	-	.15	-	.13	.30	.45	.42	-	.32	.13	.27	-	.31	-	.10	1	.37	-	-	.256
		2**	6	0	5*	.12	1	.12	0	3	8**	6*	.46	9	8	7	.05	2	.14	1	5*	.01	.07	0	6

	Sig. (2-tailed)	.00	.19	.38	.03	.51	.41	.50	.48	.09	.00	.01	.00	.06	.45	.12	.78	.08	.41	.58		.03	.95	.67	.157
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z21	Pearson Correlation	.45 5**	- .08	.02 0	.43 7*	.01 1	.10 2	- .21	.46 .08	.25 8**	.25 0	.25 4	.10 .47	.08 6	.07 7	.04 6	.12 9	.00 0	.23 2	.37 6	1 5	.13 5	.20 5	.268	
	Sig. (2-tailed)	.00	.64	.91	.01	.95	.57	.24	.64	.00	.16	.16	.00	.56	.63	.68	.79	.51	.99	.19	.03		.46	.26	.138
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z22	Pearson Correlation	.42 7*	.15 2	.25 0	.43 9*	.28 4	.27 2	.25 10	.11 1	.02 0	.04 6	.09 9	.14 6	.02 9	.01 1	.14 5	.40 1	.00 2	.25 4	.77 0**	-. .05	.13 01	.1 5	.36 9*	.345
	Sig. (2-tailed)	.01	.40	.16	.01	.11	.13	.58	.16	.88	.53	.59	.42	.62	.91	.93	.44	.16	.00	.75	.95	.46		.03	.053
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z23	Pearson Correlation	.22 2	.34 8	.40 1*	.28 3	.14 3	.28 3	.05 3	.25 6	.01 5	.12 4	.13 6	-. 29	.22 7	.18 0	.32 0	.28 5	.17 8	.50 8**	.31 7	-. 07	.20 5	.36 9*	1 6	.432*
	Sig. (2-tailed)	.22	.05	.02	.11	.43	.11	.77	.15	.93	.50	.45	.10	.21	.32	.07	.11	.32	.00	.07	.67	.26	.03		.013
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
TOT AL	Pearson Correlation	.43 9*	.33 3	.64 0**	.36 8*	.32 4	.41 9*	.14 1	.56 0**	.51 4**	.47 4**	.44 2*	-. 59	.43 1**	.46 7*	.22 6**	.53 9	.40 7**	.31 6*	.25 6	.26 6	.34 8	.43 5	1 2*	
	Sig. (2-tailed)	.01	.06	.00	.03	.07	.01	.44	.00	.00	.00	.01	.08	.00	.01	.00	.20	.00	.02	.07	.15	.13	.05	.01	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

		Correlations																	
		Z1	Z3	Z4	Z6	Z8	Z9	Z10	Z11	Z13	Z14	Z15	Z17	Z18	Z23	TOTAL			
Z1	Pearson Correlation	1	.445*	.615**	.314	.129	.131	.429*	.313	.314	.022	.167	.195	.267	.222	.460**			
		Sig. (2-tailed)		.011	.000	.080	.483	.475	.014	.081	.080	.903	.360	.285	.139	.223	.008		
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

Z3	Pearson Correlation	.445*	1	.208	.153	.267	.080	.466**	.393*	.399*	.284	.294	.262	.331	.401*	.672**
	Sig. (2-tailed)	.011		.254	.403	.140	.662	.007	.026	.024	.115	.102	.148	.064	.023	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z4	Pearson Correlation	.615**	.208	1	.457**	.209	.024	.250	.146	.043	-.253	-.049	-.022	.360*	.283	.332
	Sig. (2-tailed)	.000	.254		.009	.250	.895	.167	.426	.815	.163	.792	.904	.043	.116	.064
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z6	Pearson Correlation	.314	.153	.457**	1	.837**	-.048	.161	.141	.163	.029	-.144	.185	.414*	.283	.391*
	Sig. (2-tailed)	.080	.403	.009		.000	.794	.378	.442	.373	.873	.431	.311	.018	.116	.027
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z8	Pearson Correlation	.129	.267	.209	.837**	1	-.018	.099	.110	.324	.189	-.010	.368*	.330	.256	.519**
	Sig. (2-tailed)	.483	.140	.250	.000		.921	.590	.549	.070	.300	.956	.038	.065	.157	.002
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z9	Pearson Correlation	.131	.080	.024	-.048	-.018	1	.535**	.487**	.513**	.620**	.560**	.470**	-.109	.015	.578**
	Sig. (2-tailed)	.475	.662	.895	.794	.921		.002	.005	.003	.000	.001	.007	.551	.933	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z10	Pearson Correlation	.429*	.466**	.250	.161	.099	.535**	1	.867**	.447*	.317	.339	.417*	.108	.124	.606**
	Sig. (2-tailed)	.014	.007	.167	.378	.590	.002		.000	.010	.077	.058	.018	.558	.500	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z11	Pearson Correlation	.313	.393*	.146	.141	.110	.487**	.867**	1	.236	.226	.225	.213	-.066	.136	.540**
	Sig. (2-tailed)	.081	.026	.426	.442	.549	.005	.000		.194	.213	.216	.242	.721	.459	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z13	Pearson Correlation	.314	.399*	.043	.163	.324	.513**	.447*	.236	1	.747**	.703**	.754**	.052	.227	.655**
	Sig. (2-tailed)	.080	.024	.815	.373	.070	.003	.010	.194		.000	.000	.000	.778	.212	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z14	Pearson Correlation	.022	.284	-.253	.029	.189	.620**	.317	.226	.747**	1	.738**	.641**	-.037	.180	.489**

	Sig. (2-tailed)	.903	.115	.163	.873	.300	.000	.077	.213	.000		.000	.000	.842	.326	.005
	N	32	32	32	32	32	32	32	32	32		32	32	32	32	32
Z15	Pearson Correlation	.167	.294	-.049	-.144	-.010	.560**	.339	.225	.703**	.738**	1	.546**	.065	.320	.526**
	Sig. (2-tailed)	.360	.102	.792	.431	.956	.001	.058	.216	.000	.000		.001	.723	.075	.002
Z17	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.195	.262	-.022	.185	.368*	.470**	.417*	.213	.754**	.641**	.546**	1	.131	.178	.582**
Z18	Sig. (2-tailed)	.285	.148	.904	.311	.038	.007	.018	.242	.000	.000	.001		.474	.329	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z23	Pearson Correlation	.267	.331	.360*	.414*	.330	-.109	.108	-.066	.052	-.037	.065	.131	1	.508**	.379*
	Sig. (2-tailed)	.139	.064	.043	.018	.065	.551	.558	.721	.778	.842	.723	.474		.003	.032
TOTAL	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.222	.401*	.283	.283	.256	.015	.124	.136	.227	.180	.320	.178	.508**	1	.438*
TOTAL	Sig. (2-tailed)	.223	.023	.116	.116	.157	.933	.500	.459	.212	.326	.075	.329	.003		.012
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

Correlations																
	Z1	Z3	Z6	Z8	Z9	Z10	Z11	Z13	Z14	Z15	Z17	Z18	Z23	TOTAL		
Z1	Pearson Correlation	1	.445*	.314	.129	.131	.429*	.313	.314	.022	.167	.195	.267	.222	.447*	
	Sig. (2-tailed)		.011	.080	.483	.475	.014	.081	.080	.903	.360	.285	.139	.223	.010	
Z3	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.445*	1	.153	.267	.080	.466**	.393*	.399*	.284	.294	.262	.331	.401*	.674**	

	Sig. (2-tailed)	.011		.403	.140	.662	.007	.026	.024	.115	.102	.148	.064	.023	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z6	Pearson Correlation	.314	.153	1	.837**	-.048	.161	.141	.163	.029	-.144	.185	.414*	.283	.372*
	Sig. (2-tailed)	.080	.403		.000	.794	.378	.442	.373	.873	.431	.311	.018	.116	.036
Z8	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.129	.267	.837**	1	-.018	.099	.110	.324	.189	-.010	.368*	.330	.256	.508**
Z9	Sig. (2-tailed)	.483	.140	.000		.921	.590	.549	.070	.300	.956	.038	.065	.157	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z10	Pearson Correlation	.131	.080	-.048	-.018		1	.535**	.487**	.513**	.620**	.560**	.470**	-.109	.015
	Sig. (2-tailed)	.475	.662	.794	.921		.002	.005	.003	.000	.001	.007	.551	.933	.000
Z11	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.429*	.466**	.161	.099	.535**		1	.867**	.447*	.317	.339	.417*	.108	.124
Z13	Sig. (2-tailed)	.014	.007	.378	.590	.002		.000	.010	.077	.058	.018	.558	.500	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z14	Pearson Correlation	.313	.393*	.141	.110	.487**	.867**		1	.236	.226	.225	.213	-.066	.136
	Sig. (2-tailed)	.081	.026	.442	.549	.005	.000		.194	.213	.216	.242	.721	.459	.001
Z15	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.314	.399*	.163	.324	.513**	.447*	.236		1	.747**	.703**	.754**	.052	.227
Z15	Sig. (2-tailed)	.080	.024	.373	.070	.003	.010	.194		.000	.000	.000	.778	.212	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z15	Pearson Correlation	.022	.284	.029	.189	.620**	.317	.226	.747**		1	.738**	.641**	-.037	.180
	Sig. (2-tailed)	.903	.115	.873	.300	.000	.077	.213	.000		.000	.000	.842	.326	.001
Z15	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.167	.294	-.144	-.010	.560**	.339	.225	.703**	.738**		1	.546**	.065	.320
Z15	Sig. (2-tailed)	.360	.102	.431	.956	.001	.058	.216	.000	.000		.001	.723	.075	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32

Z17	Pearson Correlation	.195	.262	.185	.368*	.470**	.417*	.213	.754**	.641**	.546**	1	.131	.178	.632**
	Sig. (2-tailed)	.285	.148	.311	.038	.007	.018	.242	.000	.000	.001		.474	.329	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z18	Pearson Correlation	.267	.331	.414*	.330	-.109	.108	-.066	.052	-.037	.065	.131	1	.508**	.358*
	Sig. (2-tailed)	.139	.064	.018	.065	.551	.558	.721	.778	.842	.723	.474		.003	.044
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Z23	Pearson Correlation	.222	.401*	.283	.256	.015	.124	.136	.227	.180	.320	.178	.508**	1	.438*
	Sig. (2-tailed)	.223	.023	.116	.157	.933	.500	.459	.212	.326	.075	.329	.003		.012
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32
TOTAL	Pearson Correlation	.447*	.674**	.372*	.508**	.605**	.643**	.569**	.704**	.565**	.577**	.632**	.358*	.438*	1
	Sig. (2-tailed)	.010	.000	.036	.003	.000	.000	.001	.000	.001	.001	.000	.044	.012	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

### Case Processing Summary

	N	%
Cases	Valid	32 100.0
	Excluded <sup>a</sup>	0 .0
	Total	32 100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.841	13

## Lampiran 7 Analisis Inferensial

### Analisis Regresi Berganda Tahap Pertama

#### Variables Entered/Removed<sup>a</sup>

Model	Variables		Method
	Entered	Removed	
1	Gaya	Kepemimpinan <sup>b</sup>	. Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

#### Model Summary

Model	R	R Square	Adjusted R	Std. Error of the Estimate
			Square	
1	.116 <sup>a</sup>	.013	-.020	3.778

a. Predictors: (Constant), Gaya Kepemimpinan

#### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.806	1	5.806	.407	.528 <sup>b</sup>
	Residual	428.194	30	14.273		
	Total	434.000	31			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Gaya Kepemimpinan

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	42.702	3.664		11.655	.000
	Gaya Kepemimpinan	.053	.083	.116	.638	.528

a. Dependent Variable: Kepuasan Kerja

### Analisis Regresi Berganda Tahap Kedua

#### Variables Entered/Removed<sup>a</sup>

Model	Variables		Method
	Entered	Removed	
1	Kepuasan Kerja, Gaya Kepemimpinan <sup>b</sup>		. Enter

a. Dependent Variable: Komitmen Organisasional

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R	Std. Error of the
			Square	Estimate
1	.562 <sup>a</sup>	.316	.269	5.429

a. Predictors: (Constant), Kepuasan Kerja, Gaya Kepemimpinan

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	394.833	2	197.416	6.699	.004 <sup>b</sup>
	Residual	854.667	29	29.471		
	Total	1249.500	31			

a. Dependent Variable: Komitmen Organisasional

b. Predictors: (Constant), Kepuasan Kerja, Gaya Kepemimpinan

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	15.590	12.378		1.259	.218
	Gaya Kepemimpinan	.390	.120	.504	3.261	.003
	Kepuasan Kerja	.334	.262	.197	1.274	.213

a. Dependent Variable: Komitmen Organisasional

## Analisis Uji t

### Hipotesis Pertama

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	42.702	3.664		11.655	.000
	Gaya Kepemimpinan	.053	.083	.116	.638	.528

a. Dependent Variable: Kepuasan Kerja

### Hipotesis Kedua

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients	Standardized	t	Sig.
		Coefficients			

	B	Std. Error	Beta		
1	(Constant)	28.132	13.524	2.080	.046
	Kepuasan Kerja	.433	.300	.255	1.446

a. Dependent Variable: Komitmen Organisasional

### Hipotesis Ketiga

Model	Coefficients <sup>a</sup>			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1	(Constant)	29.862	5.319	5.614	.000
	Gaya Kepemimpinan	.408	.120	.527	3.396

a. Dependent Variable: Komitmen Organisasional

### Sobel test

<https://quantpsy.org/sobel/sobel.htm>

#### To conduct the Sobel test

Details can be found in Baron and Kenny (1986), Sobel (1982), Goodman (1960), and MacKinnon, Warsi, and Dwyer (1995). Insert the  $a$ ,  $b$ ,  $s_a$ , and  $s_b$  into the cells below and this program will calculate the critical ratio as a test of whether the indirect effect of the IV on the DV via the mediator is significantly different from zero.

Input:	Test statistic:	Std. Error:	p-value:
$a$ 0.053	Sobel test: 0.57093416	0.03100533	0.56804427
$b$ 0.334	Aroian test: 0.4674279	0.03787108	0.64019377
$s_a$ 0.083	Goodman test: 0.80096943	0.02210072	0.42314934
$s_b$ 0.262	Reset all	Calculate	

## HASIL PLAGIASI

### Halaman Ujian Tugas Akhir

NIM	17.D1.0004
Nama Mahasiswa	Ingrid Yosephine C J P
Judul Tugas Akhir	Pengaruh Gaya Kepemimpinan terhadap Komitmen Organisasional dengan Kepuasan Kerja sebagai variabel intervening pada Karyawan bagian Garment PT. Sampangan Dupantex
Pembimbing	Rudy Elyadi S.E., M.M.
Penguji 1	Penguji belum ditentukan.
Penguji 2	Penguji belum ditentukan.
Penguji 3	Penguji belum ditentukan.
Tanggal Ujian	Tanggal ujian belum ditentukan.
Laporan Antiplagiasi	<div style="background-color: #007bff; color: white; padding: 2px 10px; border-radius: 5px;">17.00 %</div>

