





**LAMPIRAN A**  
**SKALA PENELITIAN**



**A-1**

**Skala Kepuasan Kerja**

No :  
 Nama :  
 Pendidikan terakhir :

### **Petunjuk Pengisian Skala**

Dihalaman selanjutnya ada beberapa pernyataan yang akan anda isi, sebelum mengisi pernyataan-pernyataan tersebut anda di mohon untuk memperhatikan beberapa hal sebagai berikut :

1. Bacalah setiap pernyataan dengan cermat, kemudian pilihlah salah satu dari empat alternatif jawaban yang tersedia dengan cara memberi tanda silang (X) pada tempat yang telah tersedia.

Adapun pilihan jawaban meliputi :

**SM** : Jika anda merasa bahwa pernyataan tersebut **Sangat Memuaskan** bagi diri anda

**CM** : Jika anda merasa bahwa pernyataan tersebut **Cukup Memuaskan** bagi diri anda

**KM** : Jika anda merasa bahwa pernyataan tersebut **Kurang Memuaskan** bagi diri anda

**STM** : Jika anda merasa bahwa pernyataan tersebut **Sangat Tidak Memuaskan** diri bagi anda

2. Apabila anda hendak mengganti jawaban yang tidak tepat, berilah tanda sama dengan (=) pada jawaban yang salah, kemudian berilah tanda silang (X) pada jawaban yang dikehendaki.

Contoh :

SM   CM   KM   STM

SM merupakan pilihan jawaban pertama kemudian ingin diganti dengan CM

**SELAMAT MENGERJAKAN DAN TERIMA KASIH ATAS  
 PARTISIPASINYA**

## I

| NO | Pernyataan  | SM | CM | KM | STM |
|----|---|----|----|----|-----|
| 1  | Gaji yang saya terima saat ini  | SM | CM | KM | STM |
| 2  | Cara pemimpin berinteraksi dengan bawahannya  | SM | CM | KM | STM |
| 3  | Perlengkapan kerja yang diberikan perusahaan untuk menyelesaikan pekerjaan-pekerjaan yang diberikan kepada saya | SM | CM | KM | STM |
| 4  | Dorongan yang diberikan oleh rekan-rekan kerja kepada saya  | SM | CM | KM | STM |
| 5  | Kesesuaian antara pekerjaan saya dengan minat saya  | SM | CM | KM | STM |
| 6  | Kesesuaian antara jumlah gaji yang saya terima dengan harapan saya  | SM | CM | KM | STM |
| 7  | Cara pimpinan mendengarkan pendapat dan keluhan bawahannya  | SM | CM | KM | STM |
| 8  | Kelengkapan peralatan yang diberikan perusahaan   | SM | CM | KM | STM |
| 9  | Perhatian yang diberikan oleh rekan-rekan kerja   | SM | CM | KM | STM |
| 10 | Kesesuaian antara pekerjaan saya dengan bakat yang saya miliki  | SM | CM | KM | STM |
| 11 | Kecukupan gaji dalam memenuhi kebutuhan hidup   | SM | CM | KM | STM |
| 12 | Cara pimpinan menghargai setiap pekerjaan yang saya lakukan   | SM | CM | KM | STM |
| 13 | Kesesuaian antara fasilitas yang diberikan perusahaan bagi karyawannya dengan harapan mereka                    | SM | CM | KM | STM |

|    |  |    |    |    |     |
|----|--|----|----|----|-----|
| 14 | Masukan-masukan yang berguna yang diberikan rekan kerja saya                                       | SM | CM | KM | STM |
| 15 | Kesempatan yang diberikan perusahaan kepada saya untuk lebih mengembangkan diri dalam bekerja      | SM | CM | KM | STM |
| 16 | Kesesuaian antara penghasilan dengan pekerjaan yang saya lakukan                                   | SM | CM | KM | STM |
| 17 | Cara pimpinan berkomunikasi dengan bawahannya  | SM | CM | KM | STM |
| 18 | Kenyamanan ruang tempat saya bekerja   | SM | CM | KM | STM |
| 19 | Bantuan yang diberikan oleh rekan-rekan kerja saya dalam menyelesaikan tugas saya yang sulit       | SM | CM | KM | STM |
| 20 | Kesesuaian antara pekerjaan saya dengan kepribadian yang saya miliki                               | SM | CM | KM | STM |
| 21 | Kesesuaian antara besarnya gaji yang saya terima dengan besarnya tanggung jawab yang saya tanggung | SM | CM | KM | STM |
| 22 | Kebijaksanaan pimpinan dalam mengambil setiap keputusan bagi bawahannya                            | SM | CM | KM | STM |
| 23 | Keamanan ruang tempat kerja saya   | SM | CM | KM | STM |
| 24 | Kepedulian rekan-rekan kerja saya dengan kesulitan yang saya hadapi                                | SM | CM | KM | STM |
| 25 | Kesadaran akan tanggung jawab terhadap pekerjaan   | SM | CM | KM | STM |
| 26 | Cara perusahaan dalam memberikan gaji kepada karyawannya   | SM | CM | KM | STM |
| 27 | Cara atasan merespon saran yang diberikan oleh bawahan   | SM | CM | KM | STM |
| 28 | Kebersihan perusahaan tempat saya bekerja  | SM | CM | KM | STM |

|    |   |    |    |    |     |
|----|---|----|----|----|-----|
| 29 | Sikap dan cara rekan-rekan kerja saya berkomunikasi dengan saya                   | SM | CM | KM | STM |
| 30 | Kesesuaian antara pekerjaan dengan keinginan saya                                 | SM | CM | KM | STM |
| 31 | Kecukupan gaji untuk menjamin masa depan saya                                     | SM | CM | KM | STM |
| 32 | Pujian yang diberikan atasan terhadap kinerja yang baik dari karyawannya          | SM | CM | KM | STM |
| 33 | Suhu dan pencahayaan ruang kerja saya   | SM | CM | KM | STM |
| 34 | Sikap saling pengertian diantara teman-teman sekerja                              | SM | CM | KM | STM |
| 35 | Kesesuaian antara pekerjaan dengan kemampuan saya                                 | SM | CM | KM | STM |
| 36 | Kesesuaian antara jumlah gaji yang saya terima dengan beban kerja                 | SM | CM | KM | STM |
| 37 | Sikap bersahabat dan penuh pengertian yang ditunjukkan pimpinan kepada bawahannya | SM | CM | KM | STM |
| 38 | Tata letak antara ruang karyawan yang satu dengan yang lainnya                    | SM | CM | KM | STM |
| 39 | Sikap bersahabat dan suportif rekan-rekan sekerja                                 | SM | CM | KM | STM |
| 40 | Kesesuaian sikap dan perilaku karyawan terhadap pekerjaan                         | SM | CM | KM | STM |





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**Petunjuk Pengisian Skala**

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1. Bacalah setiap pernyataan dengan cermat, kemudian pilihlah salah satu dari empat alternatif jawaban yang tersedia dengan cara memberi tanda silang (X) pada tempat yang telah tersedia.

Adapun pilihan jawaban meliputi :

SS : Jika jawaban **Sangat Sesuai** dengan keadaan diri sodari

S : Jika jawaban **Sesuai** dengan keadaan diri sodari

TS : Jika jawaban **Tidak Sesuai** dengan keadaan diri sodari

STS : Jika jawaban **Sangat Tidak Sesuai** dengan keadaan diri sodari

2. Apabila anda hendak mengganti jawaban yang tidak tepat, berilah tanda sama dengan (=) pada jawaban yang salah, kemudian berilah tanda silang pada jawaban yang dikehendaki.

Contoh :

SS   S   TS   STS

SS merupakan pilihan jawaban pertama kemudian ingin diganti dengan S

**SELAMAT MENERJAKAN DAN TERIMA KASIH ATAS  
PARTISIPASINYA**

## II

| NO | Pernyataan   | SS | S | TS | STS |
|----|--|----|---|----|-----|
| 1  | Saya tertarik melakukan banyak aktivitas dalam waktu bersamaan   | SS | S | TS | STS |
| 2  | Saya mudah menyesuaikan diri dengan lingkungan baru  | SS | S | TS | STS |
| 3  | Saya tertarik pada hal-hal yang berbahaya  | SS | S | TS | STS |
| 4  | Saya terburu-buru ketika makan atau bangun dari tempat tidur   | SS | S | TS | STS |
| 5  | Saya tertawa lebih keras dibandingkan orang lain yang berada di sekitar saya   | SS | S | TS | STS |
| 6  | Saya cepat berubah pikiran   | SS | S | TS | STS |
| 7  | Saya tidak datang tepat waktu dalam memenuhi janji   | SS | S | TS | STS |
| 8  | Saya lebih suka beraktivitas dari pada harus berdiam diri  | SS | S | TS | STS |
| 9  | Saya mampu bergaul di lingkungan yang belum saya kenal sebelumnya  | SS | S | TS | STS |
| 10 | Saya suka permainan yang penuh tantangan   | SS | S | TS | STS |
| 11 | Jika ada teman yang mengajak saya bermain saya akan langsung ikut walaupun saya memiliki banyak tugas yang harus saya kerjakan | SS | S | TS | STS |
| 12 | Bila saya tidak suka dengan sesuatu hal maka saya akan berusaha berterus terang  | SS | S | TS | STS |
| 13 | Saya akan melakukan apapun yang terlintas di pikiran saat itu juga   | SS | S | TS | STS |
| 14 | Jika bekerja saya sering datang terlambat  | SS | S | TS | STS |
| 15 | Saya suka mengikuti kegiatan-kegiatan di   | SS | S | TS | STS |

|    |   |    |   |    |     |
|----|---|----|---|----|-----|
|    | sekolah maupun di luar sekolah  |    |   |    |     |
| 16 | Bila ada teman yang belum saya kenal maka saya akan segera memperkenalkan dir                                   | SS | S | TS | STS |
| 17 | Saya berani membuat keputusan baru walaupun mengandung resiko   | SS | S | TS | STS |
| 18 | Saya biasa melakukan sesuatu tanpa rencana  | SS | S | TS | STS |
| 19 | Mudah bagi saya untuk mengekspresikan rasa tidak suka saya kepada teman   | SS | S | TS | STS |
| 20 | Bila di ajak teman untuk membolos sekolah, saya akan langsung mengiyakan tanpa memikirkannya terlebih dahulu    | SS | S | TS | STS |
| 21 | Jika teman saya meminta saya untuk menyimpan rahasia, terkadang saya memberitahukan rahasia itu pada orang lain | SS | S | TS | STS |
| 1  | Jika bekerja saya selalu datang tepat waktu   | SS | S | TS | STS |
| 2  | Saya perlu banyak berpikir untuk memutuskan sesuatu   | SS | S | TS | STS |
| 3  | Saya lebih suka menyimpan perasaan marah dari pada memperlihatkannya pada orang lain                            | SS | S | TS | STS |
| 4  | Saya tidak suka pamer kepada orang lain   | SS | S | TS | STS |
| 5  | Saya senang melakukan kegiatan yang tidak berbahaya   | SS | S | TS | STS |
| 6  | Saya senang melakukan pekerjaan yang tidak melibatkan orang lain  | SS | S | TS | STS |
| 7  | Saya lebih banyak tidur di hari minggu dari pada berkegiatan di luar rumah                                      | SS | S | TS | STS |
| 8  | Saya pandai menyimpan rahasia   | SS | S | TS | STS |
| 9  | Saya perlu menyendiri untuk berpikir  | SS | S | TS | STS |

|    |  |    |   |    |     |
|----|--|----|---|----|-----|
| 10 | Saya tidak ingin orang lain tahu apabila saya sedang mempunyai masalah                   | SS | S | TS | STS |
| 11 | Saya biasanya membutuhkan waktu sesaat di tempat tidur sebelum meninggalkan tempat tidur | SS | S | TS | STS |
| 12 | Saya tidak suka kegiatan yang penuh tantangan  | SS | S | TS | STS |
| 13 | Saya lebih suka menyendiri dari pada harus beramah tamah                                 | SS | S | TS | STS |
| 14 | Saya lebih suka membaca buku di kamar dari pada pergi berolah raga                       | SS | S | TS | STS |
| 15 | Saya datang tepat waktu ketika mengadakan janji bertemu                                  | SS | S | TS | STS |
| 16 | Saya akan berpikir panjang bila di ajak teman untuk membolos sekolah                     | SS | S | TS | STS |
| 17 | Jika saya menghadapi masalah, saya suka memendam masalah itu sendiri                     | SS | S | TS | STS |
| 18 | Saya sulit mengambil keputusan tanpa pemikiran yang matang                               | SS | S | TS | STS |
| 19 | Saya akan menghindari resiko dalam melakukan suatu pekerjaan                             | SS | S | TS | STS |
| 20 | Saya takut untuk memasuki suatu lingkungan yang baru                                     | SS | S | TS | STS |
| 21 | Membaca buku di kamar lebih menyenangkan dari pada bermain dengan teman-teman            | SS | S | TS | STS |



**LAMPIRAN B**  
**DATA UJI COBA**



**B-1**

**Data Uji Coba Skala Kepuasan Kerja**



KEPUASAN KERJA

| No. | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1   | 3  | 3  | 3  | 4  | 3  | 3  | 2  | 3  | 3  | 2   | 2   | 2   | 3   | 3   | 2   | 3   | 3   |
| 2   | 3  | 2  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 2   |
| 3   | 2  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 3   |
| 4   | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   |
| 5   | 3  | 3  | 3  | 4  | 3  | 2  | 3  | 4  | 3  | 3   | 4   | 3   | 2   | 4   | 3   | 4   | 3   |
| 6   | 3  | 4  | 3  | 2  | 4  | 3  | 2  | 2  | 3  | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   |
| 7   | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   |
| 8   | 3  | 3  | 3  | 4  | 3  | 2  | 2  | 3  | 3  | 2   | 2   | 4   | 3   | 3   | 3   | 3   | 3   |
| 9   | 4  | 2  | 3  | 4  | 3  | 4  | 2  | 3  | 4  | 3   | 4   | 2   | 3   | 3   | 2   | 4   | 2   |
| 10  | 3  | 3  | 3  | 2  | 3  | 3  | 2  | 3  | 2  | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   |
| 11  | 3  | 2  | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   |
| 12  | 3  | 3  | 2  | 3  | 2  | 2  | 3  | 2  | 3  | 2   | 2   | 3   | 2   | 3   | 2   | 2   | 3   |
| 13  | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 4   |
| 14  | 3  | 2  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 2   | 4   | 4   | 3   | 3   | 3   |
| 15  | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 3  | 4  | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 3   |
| 16  | 2  | 3  | 3  | 4  | 3  | 2  | 4  | 3  | 2  | 2   | 2   | 4   | 2   | 3   | 3   | 2   | 3   |
| 17  | 3  | 3  | 3  | 4  | 4  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   |
| 18  | 4  | 3  | 3  | 2  | 3  | 4  | 3  | 3  | 2  | 3   | 4   | 3   | 3   | 2   | 3   | 4   | 3   |
| 19  | 3  | 4  | 3  | 4  | 3  | 3  | 4  | 3  | 4  | 3   | 3   | 4   | 3   | 4   | 2   | 3   | 4   |
| 20  | 2  | 2  | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 3   | 2   | 3   | 3   | 2   | 2   | 2   | 2   |
| 21  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 2  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 22  | 3  | 3  | 3  | 4  | 3  | 3  | 2  | 2  | 4  | 3   | 3   | 2   | 2   | 4   | 2   | 3   | 3   |
| 23  | 3  | 4  | 3  | 3  | 3  | 4  | 2  | 3  | 3  | 3   | 4   | 3   | 3   | 2   | 3   | 3   | 3   |
| 24  | 3  | 2  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 2   |
| 25  | 4  | 4  | 4  | 3  | 2  | 1  | 3  | 3  | 2  | 2   | 2   | 1   | 1   | 3   | 3   | 3   | 3   |
| 26  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   |
| 27  | 3  | 2  | 2  | 3  | 4  | 4  | 2  | 3  | 3  | 4   | 3   | 2   | 3   | 3   | 2   | 3   | 2   |
| 28  | 2  | 4  | 3  | 2  | 2  | 2  | 4  | 3  | 2  | 4   | 2   | 3   | 2   | 4   | 4   | 3   | 4   |
| 29  | 4  | 3  | 4  | 2  | 3  | 3  | 3  | 4  | 3  | 2   | 2   | 3   | 2   | 3   | 2   | 3   | 2   |
| 30  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   |
| 31  | 1  | 3  | 3  | 4  | 3  | 1  | 3  | 3  | 4  | 3   | 1   | 3   | 3   | 4   | 4   | 3   | 3   |
| 32  | 3  | 3  | 3  | 2  | 3  | 4  | 3  | 2  | 1  | 1   | 4   | 4   | 3   | 3   | 4   | 1   | 1   |
| 33  | 2  | 2  | 2  | 3  | 2  | 4  | 2  | 3  | 3  | 2   | 3   | 2   | 2   | 3   | 2   | 2   | 3   |
| 34  | 2  | 3  | 2  | 2  | 3  | 3  | 4  | 3  | 2  | 3   | 2   | 3   | 3   | 3   | 4   | 3   | 2   |
| 35  | 3  | 3  | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   |
| 36  | 2  | 3  | 1  | 3  | 2  | 2  | 3  | 2  | 2  | 2   | 3   | 3   | 3   | 2   | 3   | 2   | 3   |
| 37  | 3  | 3  | 4  | 3  | 3  | 2  | 3  | 3  | 4  | 3   | 2   | 3   | 2   | 4   | 4   | 3   | 3   |
| 38  | 3  | 3  | 4  | 3  | 2  | 2  | 3  | 3  | 2  | 2   | 2   | 2   | 3   | 3   | 2   | 2   | 3   |
| 39  | 2  | 3  | 3  | 3  | 4  | 2  | 1  | 2  | 3  | 3   | 3   | 2   | 1   | 2   | 2   | 2   | 2   |
| 40  | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 2   | 2   | 3   | 2   | 3   | 3   | 3   | 3   |
| 41  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   |
| 42  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   |
| 43  | 2  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   |
| 44  | 2  | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 3  | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   |
| 45  | 3  | 3  | 2  | 4  | 4  | 3  | 2  | 3  | 4  | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 2   |
| 46  | 3  | 2  | 2  | 4  | 3  | 3  | 3  | 3  | 4  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   |
| 47  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   |
| 48  | 3  | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 49  | 3  | 2  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 4   | 3   | 2   | 3   | 3   | 4   | 3   | 3   |
| 50  | 2  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 3   |
| 51  | 4  | 3  | 4  | 3  | 4  | 4  | 3  | 3  | 3  | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 4   |
| 52  | 4  | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 53  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 3   |
| 54  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   |
| 55  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 3  | 3  | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   |

KEPUASAN KERJA

| No. | Y18 | Y19 | Y20 | Y21 | Y22 | Y23 | Y24 | Y25 | Y26 | Y27 | Y28 | Y29 | Y30 | Y31 | Y32 | Y33 | Y34 |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 2   | 3   | 2   |
| 2   | 2   | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 2   | 3   |
| 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   |
| 4   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 5   | 3   | 3   | 3   | 4   | 3   | 3   | 2   | 4   | 3   | 4   | 2   | 3   | 3   | 3   | 2   | 3   | 3   |
| 6   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 4   | 2   | 3   | 3   | 3   |
| 7   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 8   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   |
| 9   | 3   | 4   | 3   | 4   | 2   | 3   | 4   | 3   | 4   | 2   | 3   | 4   | 4   | 4   | 2   | 3   | 4   |
| 10  | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 3   | 3   |
| 11  | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 12  | 3   | 2   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   |
| 13  | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 4   | 3   | 4   |
| 14  | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 2   | 3   | 4   | 3   | 3   | 3   | 3   | 4   |
| 15  | 4   | 4   | 3   | 3   | 2   | 2   | 3   | 3   | 4   | 2   | 4   | 3   | 2   | 3   | 4   | 4   | 3   |
| 16  | 4   | 3   | 3   | 2   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 2   | 3   | 3   | 3   |
| 17  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 4   | 3   |
| 18  | 3   | 2   | 3   | 3   | 4   | 4   | 2   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3   |
| 19  | 3   | 4   | 4   | 3   | 4   | 2   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 3   | 4   |
| 20  | 3   | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 2   | 2   | 2   | 3   | 2   | 1   | 3   | 3   | 2   |
| 21  | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 2   | 3   | 3   | 3   |
| 22  | 3   | 4   | 3   | 2   | 2   | 3   | 4   | 3   | 3   | 2   | 3   | 2   | 2   | 2   | 2   | 3   | 4   |
| 23  | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 2   | 3   |
| 24  | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 25  | 3   | 2   | 4   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 4   | 4   | 3   | 3   | 3   | 3   | 2   |
| 26  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 2   | 3   | 3   |
| 27  | 3   | 2   | 2   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   |
| 28  | 4   | 2   | 3   | 2   | 4   | 3   | 2   | 4   | 3   | 4   | 3   | 2   | 4   | 2   | 4   | 3   | 3   |
| 29  | 3   | 4   | 4   | 3   | 3   | 2   | 4   | 3   | 4   | 3   | 3   | 3   | 2   | 4   | 3   | 3   | 3   |
| 30  | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   |
| 31  | 4   | 4   | 2   | 1   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 4   | 3   | 1   | 3   | 3   | 3   |
| 32  | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 2   | 2   | 1   | 1   | 3   | 2   |
| 33  | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 1   | 2   | 4   | 3   | 2   | 2   | 3   | 2   | 3   |
| 34  | 3   | 3   | 3   | 2   | 3   | 4   | 3   | 3   | 2   | 3   | 4   | 4   | 3   | 2   | 3   | 4   | 3   |
| 35  | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 3   |
| 36  | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2   |
| 37  | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 4   |
| 38  | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 2   | 4   | 3   | 2   | 1   | 2   | 1   | 3   |
| 39  | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 40  | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   |
| 41  | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 42  | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 4   |
| 43  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 44  | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 45  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 3   | 4   | 3   | 3   | 3   | 3   | 3   |
| 46  | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 2   | 3   | 4   | 3   | 2   | 3   | 4   | 4   |
| 47  | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 48  | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 2   | 3   | 4   | 4   | 2   | 3   | 3   | 3   |
| 49  | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 4   |
| 50  | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   |
| 51  | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 3   |
| 52  | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3   |
| 53  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 2   | 3   | 2   | 3   |
| 54  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 55  | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   |



| No. | Y35 | Y36 | Y37 | Y38 | Y39 | Y40 | TOTAL |
|-----|-----|-----|-----|-----|-----|-----|-------|
| 1   | 3   | 3   | 3   | 3   | 3   | 3   | 110   |
| 2   | 3   | 3   | 2   | 2   | 3   | 2   | 106   |
| 3   | 2   | 2   | 3   | 3   | 3   | 3   | 108   |
| 4   | 3   | 2   | 3   | 3   | 3   | 3   | 116   |
| 5   | 4   | 2   | 2   | 2   | 3   | 2   | 120   |
| 6   | 3   | 3   | 2   | 3   | 3   | 3   | 112   |
| 7   | 3   | 2   | 3   | 3   | 3   | 3   | 115   |
| 8   | 3   | 3   | 3   | 3   | 4   | 3   | 120   |
| 9   | 3   | 3   | 2   | 3   | 4   | 3   | 126   |
| 10  | 3   | 3   | 2   | 3   | 2   | 3   | 107   |
| 11  | 4   | 3   | 4   | 3   | 4   | 3   | 121   |
| 12  | 2   | 2   | 3   | 3   | 3   | 3   | 103   |
| 13  | 4   | 3   | 4   | 3   | 4   | 3   | 145   |
| 14  | 3   | 3   | 2   | 3   | 4   | 3   | 122   |
| 15  | 3   | 3   | 2   | 3   | 3   | 3   | 117   |
| 16  | 3   | 3   | 4   | 3   | 3   | 3   | 121   |
| 17  | 3   | 3   | 3   | 3   | 3   | 3   | 118   |
| 18  | 3   | 4   | 4   | 3   | 2   | 3   | 126   |
| 19  | 3   | 3   | 4   | 2   | 4   | 3   | 134   |
| 20  | 2   | 2   | 2   | 2   | 3   | 3   | 92    |
| 21  | 3   | 2   | 3   | 2   | 3   | 3   | 114   |
| 22  | 3   | 2   | 2   | 3   | 4   | 2   | 112   |
| 23  | 4   | 4   | 3   | 4   | 4   | 3   | 131   |
| 24  | 3   | 2   | 2   | 2   | 3   | 3   | 106   |
| 25  | 1   | 1   | 2   | 1   | 2   | 1   | 101   |
| 26  | 3   | 3   | 3   | 3   | 3   | 3   | 122   |
| 27  | 3   | 2   | 2   | 3   | 3   | 3   | 109   |
| 28  | 4   | 2   | 3   | 3   | 4   | 3   | 121   |
| 29  | 4   | 3   | 3   | 3   | 3   | 3   | 121   |
| 30  | 3   | 3   | 3   | 2   | 4   | 3   | 127   |
| 31  | 2   | 1   | 3   | 3   | 4   | 2   | 110   |
| 32  | 2   | 2   | 2   | 4   | 4   | 4   | 107   |
| 33  | 2   | 2   | 2   | 3   | 3   | 3   | 99    |
| 34  | 3   | 3   | 3   | 3   | 3   | 3   | 117   |
| 35  | 3   | 4   | 3   | 3   | 3   | 4   | 141   |
| 36  | 2   | 1   | 2   | 3   | 2   | 2   | 94    |
| 37  | 3   | 2   | 3   | 3   | 4   | 4   | 126   |
| 38  | 2   | 2   | 2   | 1   | 2   | 2   | 96    |
| 39  | 3   | 2   | 3   | 1   | 3   | 2   | 100   |
| 40  | 2   | 2   | 3   | 3   | 3   | 3   | 107   |
| 41  | 3   | 2   | 3   | 3   | 3   | 3   | 114   |
| 42  | 4   | 4   | 4   | 3   | 4   | 3   | 131   |
| 43  | 3   | 2   | 2   | 3   | 3   | 3   | 112   |
| 44  | 2   | 2   | 2   | 3   | 3   | 3   | 108   |
| 45  | 2   | 2   | 2   | 3   | 3   | 3   | 116   |
| 46  | 3   | 3   | 3   | 3   | 4   | 3   | 123   |
| 47  | 3   | 2   | 3   | 3   | 3   | 3   | 114   |
| 48  | 3   | 3   | 3   | 3   | 3   | 3   | 125   |
| 49  | 3   | 3   | 4   | 4   | 4   | 4   | 131   |
| 50  | 3   | 2   | 3   | 3   | 3   | 3   | 109   |
| 51  | 3   | 3   | 4   | 3   | 3   | 3   | 136   |
| 52  | 4   | 3   | 3   | 3   | 3   | 3   | 130   |
| 53  | 3   | 3   | 3   | 3   | 3   | 3   | 122   |
| 54  | 3   | 2   | 2   | 3   | 3   | 3   | 111   |
| 55  | 3   | 3   | 3   | 2   | 3   | 3   | 130   |





**B-2**

**Data Uji Coba Skala Tipe Kepribadian**

**Introvert dan Ekstrovert**

TIPE KEPERIBADIAN EKSTROVERT

| No. | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | E10 | E11 | E12 | E13 | E14 | E15 | E16 | E17 |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1   | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   |
| 2   | 3  | 4  | 3  | 2  | 2  | 2  | 2  | 4  | 4  | 4   | 2   | 3   | 2   | 2   | 3   | 2   | 3   |
| 3   | 2  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 2   |
| 4   | 2  | 3  | 1  | 1  | 1  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   |
| 5   | 3  | 4  | 3  | 3  | 2  | 3  | 3  | 4  | 3  | 4   | 2   | 4   | 3   | 2   | 3   | 3   | 4   |
| 6   | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 4  | 4  | 3   | 2   | 3   | 3   | 2   | 4   | 2   | 4   |
| 7   | 2  | 3  | 2  | 2  | 2  | 3  | 2  | 2  | 3  | 2   | 3   | 3   | 3   | 2   | 2   | 2   | 3   |
| 8   | 3  | 4  | 2  | 2  | 3  | 3  | 3  | 4  | 3  | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 2   |
| 9   | 3  | 3  | 3  | 2  | 3  | 3  | 2  | 4  | 3  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 10  | 3  | 4  | 3  | 3  | 3  | 3  | 2  | 4  | 4  | 3   | 3   | 3   | 3   | 2   | 4   | 4   | 3   |
| 11  | 2  | 3  | 1  | 1  | 2  | 2  | 2  | 4  | 3  | 1   | 1   | 4   | 2   | 1   | 3   | 3   | 2   |
| 12  | 2  | 3  | 2  | 2  | 2  | 3  | 2  | 3  | 3  | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 2   |
| 13  | 4  | 3  | 2  | 3  | 3  | 4  | 3  | 3  | 3  | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 3   |
| 14  | 4  | 3  | 3  | 2  | 3  | 2  | 2  | 3  | 3  | 3   | 2   | 2   | 3   | 1   | 3   | 2   | 2   |
| 15  | 3  | 4  | 3  | 2  | 3  | 3  | 1  | 3  | 3  | 3   | 2   | 3   | 2   | 1   | 3   | 3   | 3   |
| 16  | 2  | 3  | 2  | 1  | 1  | 2  | 2  | 3  | 3  | 2   | 2   | 4   | 2   | 2   | 3   | 3   | 3   |
| 17  | 1  | 3  | 2  | 1  | 1  | 3  | 1  | 3  | 3  | 3   | 1   | 3   | 3   | 1   | 3   | 3   | 2   |
| 18  | 3  | 4  | 3  | 2  | 2  | 3  | 3  | 4  | 4  | 3   | 2   | 3   | 4   | 2   | 3   | 4   | 3   |
| 19  | 2  | 4  | 4  | 2  | 2  | 2  | 2  | 4  | 4  | 4   | 2   | 2   | 2   | 2   | 2   | 4   | 2   |
| 20  | 3  | 3  | 2  | 2  | 1  | 2  | 2  | 3  | 3  | 2   | 2   | 3   | 2   | 2   | 3   | 3   | 2   |
| 21  | 4  | 3  | 2  | 2  | 3  | 3  | 3  | 4  | 3  | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   |
| 22  | 2  | 3  | 2  | 2  | 2  | 3  | 1  | 3  | 3  | 3   | 2   | 3   | 2   | 2   | 3   | 3   | 3   |
| 23  | 2  | 3  | 2  | 2  | 2  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   |
| 24  | 2  | 3  | 3  | 2  | 3  | 2  | 2  | 4  | 3  | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   |
| 25  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 4  | 2   | 1   | 1   | 1   | 1   | 3   | 3   | 2   |
| 26  | 3  | 4  | 3  | 3  | 2  | 3  | 3  | 4  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 27  | 2  | 4  | 2  | 1  | 2  | 1  | 1  | 4  | 3  | 3   | 2   | 4   | 3   | 2   | 4   | 4   | 2   |
| 28  | 3  | 3  | 2  | 2  | 1  | 2  | 2  | 1  | 3  | 2   | 3   | 3   | 1   | 2   | 3   | 3   | 2   |
| 29  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3   |
| 30  | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 4  | 3  | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 31  | 3  | 4  | 2  | 3  | 4  | 3  | 4  | 3  | 2  | 3   | 1   | 2   | 4   | 4   | 3   | 3   | 2   |
| 32  | 4  | 4  | 4  | 1  | 1  | 3  | 3  | 3  | 2  | 3   | 2   | 3   | 4   | 2   | 2   | 2   | 4   |
| 33  | 3  | 3  | 2  | 1  | 2  | 2  | 2  | 3  | 3  | 4   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 34  | 3  | 4  | 2  | 2  | 2  | 3  | 1  | 3  | 4  | 3   | 2   | 4   | 2   | 1   | 3   | 3   | 3   |
| 35  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 4   | 3   | 3   | 3   | 3   | 2   | 3   | 3   |
| 36  | 2  | 4  | 2  | 3  | 3  | 2  | 2  | 3  | 4  | 2   | 2   | 2   | 1   | 2   | 3   | 2   | 2   |
| 37  | 3  | 3  | 2  | 2  | 2  | 3  | 1  | 4  | 4  | 3   | 2   | 4   | 3   | 2   | 3   | 3   | 3   |
| 38  | 3  | 2  | 1  | 2  | 1  | 2  | 1  | 3  | 2  | 2   | 2   | 3   | 2   | 1   | 3   | 3   | 2   |
| 39  | 2  | 3  | 3  | 3  | 2  | 2  | 1  | 3  | 3  | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   |
| 40  | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 4   | 3   | 3   | 2   | 3   | 3   |
| 41  | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 42  | 3  | 4  | 2  | 2  | 2  | 3  | 2  | 3  | 3  | 3   | 2   | 3   | 2   | 2   | 3   | 3   | 3   |
| 43  | 3  | 4  | 2  | 2  | 2  | 3  | 2  | 3  | 3  | 3   | 2   | 3   | 2   | 2   | 3   | 3   | 3   |
| 44  | 1  | 3  | 2  | 2  | 1  | 1  | 1  | 4  | 3  | 3   | 1   | 3   | 2   | 1   | 3   | 3   | 3   |
| 45  | 1  | 3  | 1  | 1  | 1  | 1  | 1  | 4  | 3  | 2   | 1   | 3   | 2   | 1   | 3   | 2   | 1   |
| 46  | 3  | 4  | 2  | 2  | 2  | 2  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 47  | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 2   |
| 48  | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 49  | 4  | 3  | 3  | 2  | 2  | 3  | 3  | 4  | 3  | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   |
| 50  | 2  | 3  | 2  | 2  | 1  | 2  | 1  | 4  | 3  | 3   | 2   | 3   | 3   | 1   | 3   | 3   | 3   |
| 51  | 3  | 4  | 3  | 2  | 2  | 2  | 3  | 4  | 3  | 3   | 2   | 3   | 3   | 2   | 2   | 3   | 3   |
| 52  | 4  | 4  | 2  | 3  | 2  | 3  | 2  | 4  | 4  | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 2   |
| 53  | 4  | 3  | 2  | 2  | 2  | 3  | 2  | 3  | 3  | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 2   |
| 54  | 3  | 3  | 2  | 2  | 2  | 3  | 2  | 4  | 3  | 3   | 1   | 3   | 3   | 2   | 3   | 3   | 3   |
| 55  | 2  | 3  | 2  | 3  | 1  | 1  | 2  | 4  | 3  | 3   | 2   | 3   | 2   | 2   | 3   | 3   | 3   |

TIPE KEPERIBADIAN EKSTROVERT

| No. | E18 | E19 | E20 | E21 | TKE |
|-----|-----|-----|-----|-----|-----|
| 1   | 3   | 3   | 3   | 3   | 61  |
| 2   | 2   | 2   | 2   | 2   | 55  |
| 3   | 2   | 2   | 3   | 2   | 52  |
| 4   | 3   | 2   | 3   | 1   | 50  |
| 5   | 2   | 3   | 3   | 3   | 64  |
| 6   | 3   | 3   | 2   | 3   | 58  |
| 7   | 2   | 2   | 3   | 2   | 50  |
| 8   | 2   | 3   | 1   | 3   | 56  |
| 9   | 3   | 3   | 3   | 2   | 60  |
| 10  | 3   | 3   | 3   | 2   | 65  |
| 11  | 2   | 3   | 1   | 2   | 45  |
| 12  | 3   | 3   | 2   | 2   | 52  |
| 13  | 3   | 3   | 3   | 3   | 61  |
| 14  | 3   | 3   | 2   | 3   | 54  |
| 15  | 2   | 3   | 2   | 2   | 54  |
| 16  | 2   | 3   | 2   | 2   | 49  |
| 17  | 3   | 3   | 1   | 1   | 45  |
| 18  | 3   | 3   | 2   | 2   | 62  |
| 19  | 2   | 4   | 2   | 1   | 55  |
| 20  | 2   | 2   | 2   | 1   | 47  |
| 21  | 2   | 3   | 2   | 3   | 58  |
| 22  | 3   | 2   | 3   | 2   | 52  |
| 23  | 4   | 3   | 4   | 2   | 57  |
| 24  | 2   | 3   | 2   | 1   | 54  |
| 25  | 2   | 2   | 4   | 4   | 52  |
| 26  | 3   | 2   | 2   | 2   | 61  |
| 27  | 3   | 2   | 2   | 1   | 52  |
| 28  | 1   | 3   | 1   | 1   | 44  |
| 29  | 3   | 2   | 2   | 3   | 65  |
| 30  | 3   | 3   | 3   | 2   | 64  |
| 31  | 3   | 3   | 2   | 3   | 61  |
| 32  | 4   | 3   | 3   | 2   | 59  |
| 33  | 3   | 2   | 2   | 2   | 54  |
| 34  | 2   | 3   | 1   | 2   | 53  |
| 35  | 2   | 2   | 3   | 2   | 60  |
| 36  | 2   | 1   | 2   | 3   | 49  |
| 37  | 2   | 2   | 1   | 1   | 53  |
| 38  | 1   | 2   | 1   | 2   | 41  |
| 39  | 2   | 2   | 2   | 2   | 52  |
| 40  | 3   | 4   | 2   | 2   | 59  |
| 41  | 3   | 2   | 3   | 2   | 57  |
| 42  | 3   | 2   | 2   | 2   | 54  |
| 43  | 3   | 2   | 2   | 2   | 54  |
| 44  | 1   | 2   | 1   | 1   | 42  |
| 45  | 1   | 1   | 1   | 1   | 35  |
| 46  | 3   | 3   | 2   | 2   | 57  |
| 47  | 3   | 3   | 2   | 2   | 56  |
| 48  | 3   | 2   | 3   | 2   | 57  |
| 49  | 2   | 2   | 1   | 2   | 57  |
| 50  | 1   | 2   | 2   | 1   | 47  |
| 51  | 3   | 2   | 1   | 3   | 56  |
| 52  | 2   | 4   | 3   | 2   | 62  |
| 53  | 2   | 3   | 2   | 2   | 54  |
| 54  | 2   | 2   | 1   | 3   | 53  |
| 55  | 2   | 2   | 1   | 1   | 48  |



TIPE KEPERIBADIAN INTROVERT

| No. | I1 | I2 | I3 | I4 | I5 | I6 | I7 | I8 | I9 | I10 | I11 | I12 | I13 | I14 | I15 | I16 | I17 |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1   | 2  | 2  | 2  | 3  | 2  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 3   | 2   | 2   | 2   | 3   |
| 2   | 3  | 3  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   |
| 3   | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 4   | 3  | 2  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 2   | 3   | 3   | 3   | 3   | 3   | 2   | 2   |
| 5   | 3  | 4  | 2  | 3  | 1  | 2  | 4  | 2  | 3  | 3   | 4   | 2   | 2   | 3   | 2   | 2   | 3   |
| 6   | 3  | 3  | 2  | 3  | 3  | 2  | 1  | 2  | 2  | 3   | 3   | 2   | 2   | 2   | 3   | 4   | 3   |
| 7   | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 2   |
| 8   | 3  | 3  | 2  | 3  | 3  | 2  | 2  | 2  | 2  | 3   | 3   | 2   | 2   | 2   | 3   | 4   | 2   |
| 9   | 3  | 2  | 2  | 3  | 2  | 2  | 1  | 3  | 2  | 2   | 2   | 2   | 1   | 1   | 3   | 2   | 2   |
| 10  | 3  | 2  | 2  | 3  | 2  | 1  | 1  | 3  | 1  | 2   | 2   | 2   | 1   | 1   | 3   | 2   | 2   |
| 11  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 3   |
| 12  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 2  | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 2   |
| 13  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 3   |
| 14  | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 3   |
| 15  | 4  | 3  | 2  | 4  | 2  | 2  | 3  | 3  | 3  | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   |
| 16  | 3  | 2  | 3  | 3  | 3  | 4  | 2  | 3  | 4  | 4   | 4   | 3   | 2   | 3   | 4   | 3   | 4   |
| 17  | 3  | 3  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 2   |
| 18  | 2  | 3  | 2  | 2  | 2  | 1  | 1  | 3  | 2  | 1   | 3   | 2   | 1   | 3   | 2   | 1   | 2   |
| 19  | 2  | 1  | 2  | 3  | 1  | 1  | 2  | 3  | 2  | 2   | 2   | 1   | 1   | 2   | 2   | 2   | 1   |
| 20  | 4  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 2   | 3   | 4   | 2   |
| 21  | 3  | 2  | 2  | 3  | 3  | 2  | 2  | 2  | 2  | 3   | 3   | 2   | 2   | 3   | 2   | 3   | 2   |
| 22  | 3  | 2  | 3  | 3  | 3  | 2  | 1  | 3  | 2  | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 3   |
| 23  | 3  | 3  | 2  | 4  | 4  | 3  | 3  | 3  | 4  | 3   | 3   | 4   | 2   | 3   | 3   | 4   | 2   |
| 24  | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 3   |
| 25  | 1  | 4  | 4  | 4  | 4  | 3  | 2  | 1  | 2  | 2   | 1   | 2   | 3   | 3   | 3   | 4   | 4   |
| 26  | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 3  | 2  | 2   | 3   | 2   | 2   | 3   | 2   | 3   | 2   |
| 27  | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 3  | 2  | 3   | 4   | 2   | 2   | 1   | 3   | 3   | 2   |
| 28  | 3  | 3  | 2  | 1  | 4  | 4  | 2  | 1  | 2  | 1   | 2   | 1   | 2   | 1   | 3   | 4   | 1   |
| 29  | 4  | 3  | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 4   | 3   | 3   | 4   | 3   | 3   | 4   | 3   |
| 30  | 2  | 2  | 2  | 3  | 2  | 2  | 3  | 3  | 2  | 3   | 3   | 2   | 3   | 2   | 2   | 2   | 2   |
| 31  | 2  | 4  | 4  | 3  | 3  | 3  | 2  | 2  | 4  | 3   | 3   | 2   | 4   | 2   | 2   | 3   | 4   |
| 32  | 3  | 4  | 3  | 2  | 4  | 4  | 4  | 3  | 3  | 3   | 3   | 3   | 2   | 1   | 1   | 1   | 2   |
| 33  | 3  | 2  | 1  | 2  | 3  | 2  | 2  | 3  | 2  | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 2   |
| 34  | 3  | 4  | 2  | 1  | 3  | 2  | 2  | 3  | 3  | 3   | 3   | 2   | 1   | 2   | 3   | 4   | 2   |
| 35  | 2  | 2  | 3  | 2  | 2  | 3  | 3  | 3  | 4  | 4   | 2   | 2   | 2   | 3   | 3   | 2   | 3   |
| 36  | 3  | 4  | 4  | 4  | 3  | 2  | 3  | 3  | 3  | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 4   |
| 37  | 3  | 4  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 3   | 4   | 2   | 3   | 3   | 3   | 4   | 3   |
| 38  | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 4  | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   |
| 39  | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 3  | 3  | 3   | 3   | 1   | 2   | 2   | 3   | 3   | 3   |
| 40  | 2  | 3  | 2  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 2   | 2   | 3   | 2   |
| 41  | 3  | 2  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3   | 3   | 2   | 2   | 2   | 3   | 2   | 2   |
| 42  | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 3  | 2  | 2   | 2   | 2   | 2   | 2   | 3   | 3   | 2   |
| 43  | 3  | 3  | 2  | 3  | 2  | 3  | 2  | 3  | 2  | 2   | 2   | 2   | 2   | 2   | 3   | 3   | 2   |
| 44  | 4  | 3  | 3  | 4  | 3  | 3  | 2  | 4  | 3  | 3   | 2   | 2   | 1   | 2   | 4   | 4   | 2   |
| 45  | 4  | 3  | 3  | 4  | 3  | 3  | 2  | 4  | 3  | 3   | 2   | 2   | 1   | 2   | 4   | 4   | 2   |
| 46  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 2  | 2   | 2   | 2   | 2   | 2   | 3   | 3   | 2   |
| 47  | 3  | 3  | 2  | 3  | 3  | 2  | 2  | 3  | 2  | 2   | 2   | 2   | 2   | 2   | 3   | 3   | 2   |
| 48  | 2  | 2  | 2  | 3  | 2  | 2  | 3  | 3  | 2  | 2   | 3   | 2   | 2   | 2   | 3   | 4   | 2   |
| 49  | 1  | 3  | 3  | 3  | 1  | 2  | 2  | 3  | 3  | 3   | 3   | 1   | 2   | 2   | 1   | 3   | 2   |
| 50  | 4  | 3  | 3  | 4  | 3  | 2  | 2  | 4  | 3  | 3   | 3   | 3   | 2   | 2   | 4   | 3   | 3   |
| 51  | 3  | 2  | 3  | 1  | 2  | 2  | 2  | 1  | 3  | 3   | 3   | 2   | 1   | 2   | 2   | 2   | 2   |
| 52  | 3  | 1  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 2   | 3   | 2   | 2   |
| 53  | 3  | 1  | 3  | 3  | 3  | 2  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 3   |
| 54  | 3  | 4  | 3  | 3  | 3  | 2  | 2  | 2  | 3  | 3   | 3   | 2   | 1   | 2   | 3   | 3   | 2   |
| 55  | 4  | 2  | 4  | 4  | 3  | 1  | 4  | 4  | 3  | 4   | 2   | 3   | 2   | 1   | 4   | 2   | 4   |

TIPE KEPERIBADIAN INTROVERT

| No. | I18 | I19 | I20 | I21 | TKI |
|-----|-----|-----|-----|-----|-----|
| 1   | 2   | 3   | 2   | 2   | 51  |
| 2   | 3   | 2   | 2   | 2   | 56  |
| 3   | 3   | 3   | 2   | 2   | 58  |
| 4   | 2   | 3   | 2   | 2   | 55  |
| 5   | 3   | 3   | 2   | 2   | 55  |
| 6   | 2   | 2   | 2   | 2   | 51  |
| 7   | 3   | 3   | 2   | 2   | 58  |
| 8   | 2   | 3   | 1   | 2   | 51  |
| 9   | 2   | 2   | 2   | 1   | 42  |
| 10  | 2   | 2   | 1   | 1   | 39  |
| 11  | 3   | 3   | 3   | 3   | 58  |
| 12  | 3   | 2   | 2   | 2   | 53  |
| 13  | 3   | 4   | 2   | 4   | 59  |
| 14  | 3   | 2   | 2   | 2   | 53  |
| 15  | 3   | 2   | 2   | 2   | 57  |
| 16  | 2   | 4   | 2   | 4   | 66  |
| 17  | 2   | 3   | 2   | 2   | 55  |
| 18  | 1   | 2   | 1   | 1   | 38  |
| 19  | 2   | 2   | 1   | 1   | 36  |
| 20  | 3   | 2   | 2   | 3   | 59  |
| 21  | 3   | 3   | 2   | 2   | 51  |
| 22  | 3   | 3   | 2   | 2   | 53  |
| 23  | 3   | 4   | 3   | 3   | 66  |
| 24  | 2   | 3   | 2   | 2   | 54  |
| 25  | 4   | 3   | 3   | 1   | 58  |
| 26  | 2   | 2   | 2   | 2   | 50  |
| 27  | 3   | 4   | 1   | 2   | 60  |
| 28  | 2   | 2   | 4   | 3   | 48  |
| 29  | 3   | 3   | 4   | 3   | 70  |
| 30  | 2   | 2   | 2   | 1   | 47  |
| 31  | 4   | 3   | 2   | 2   | 61  |
| 32  | 2   | 2   | 4   | 4   | 58  |
| 33  | 2   | 3   | 2   | 2   | 48  |
| 34  | 3   | 2   | 1   | 1   | 50  |
| 35  | 3   | 2   | 2   | 2   | 54  |
| 36  | 3   | 3   | 2   | 3   | 68  |
| 37  | 3   | 2   | 1   | 2   | 63  |
| 38  | 3   | 3   | 2   | 2   | 67  |
| 39  | 3   | 2   | 2   | 3   | 54  |
| 40  | 3   | 3   | 2   | 2   | 54  |
| 41  | 3   | 3   | 2   | 2   | 53  |
| 42  | 3   | 2   | 2   | 2   | 50  |
| 43  | 3   | 3   | 2   | 2   | 51  |
| 44  | 3   | 3   | 2   | 3   | 62  |
| 45  | 3   | 3   | 2   | 4   | 61  |
| 46  | 3   | 2   | 2   | 2   | 51  |
| 47  | 3   | 3   | 2   | 2   | 51  |
| 48  | 2   | 2   | 2   | 2   | 49  |
| 49  | 3   | 2   | 1   | 2   | 46  |
| 50  | 4   | 3   | 2   | 1   | 61  |
| 51  | 3   | 3   | 3   | 1   | 46  |
| 52  | 3   | 3   | 2   | 3   | 54  |
| 53  | 3   | 3   | 2   | 3   | 56  |
| 54  | 1   | 3   | 2   | 2   | 52  |
| 55  | 3   | 3   | 2   | 2   | 61  |





**LAMPIRAN C**  
**HASIL UJI VALIDITAS DAN RELIABILITAS**





**C-1**

**Skala Kepuasan Kerja**



**Kepuasan Kerja****Putaran I****Reliability****Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 55 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 55 | 100,0 |

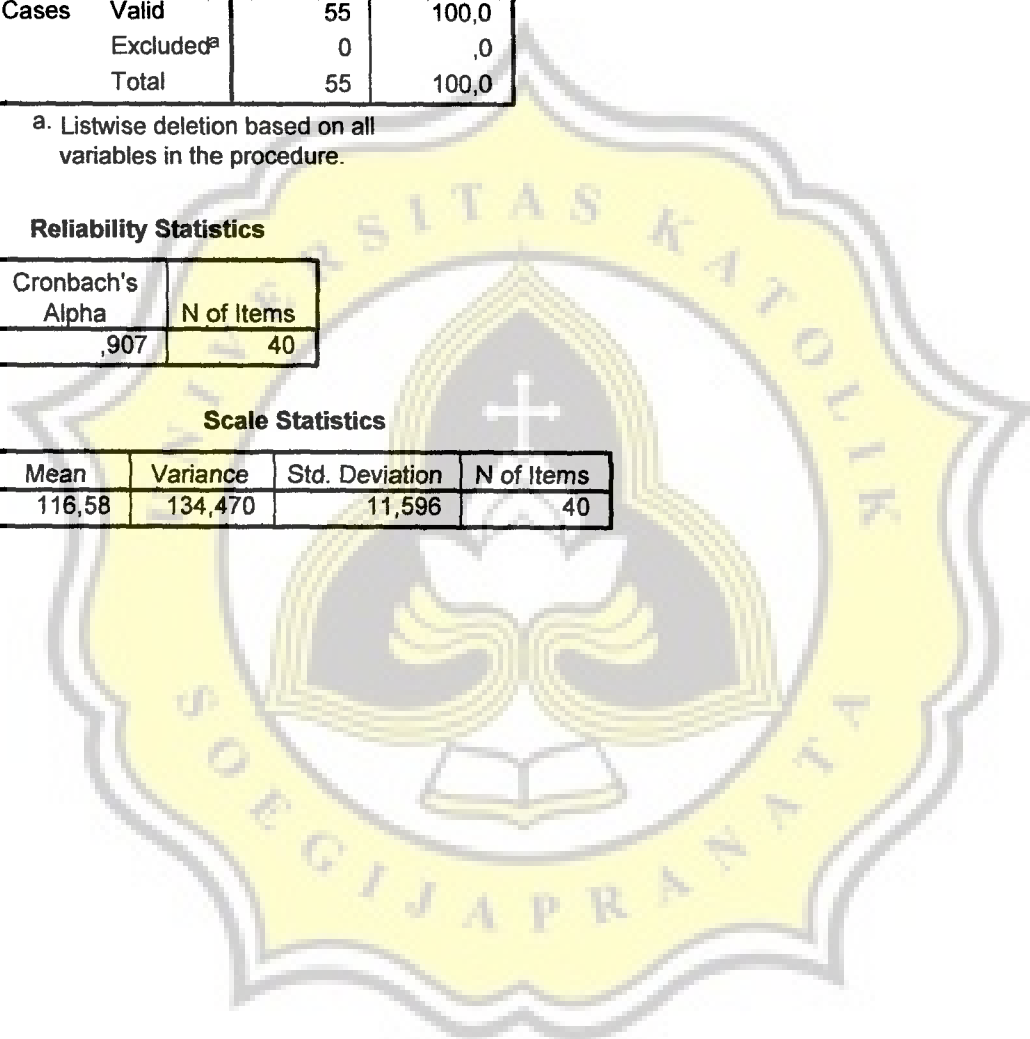
a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,907             | 40         |

**Scale Statistics**

| Mean   | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 116,58 | 134,470  | 11,596         | 40         |



## Item-Total Statistics

|            | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y1         | 113,71                     | 129,099                        | ,360                             | ,905                             |
| <b>Y2</b>  | 113,64                     | 131,680                        | <b>,193</b>                      | ,907                             |
| Y3         | 113,58                     | 128,877                        | ,378                             | ,905                             |
| <b>Y4</b>  | 113,47                     | 130,439                        | <b>,240</b>                      | ,907                             |
| Y5         | 113,64                     | 128,754                        | ,378                             | ,905                             |
| Y6         | 113,78                     | 126,396                        | ,426                             | ,905                             |
| Y7         | 113,84                     | 127,251                        | ,426                             | ,905                             |
| Y8         | 113,65                     | 128,453                        | ,505                             | ,904                             |
| Y9         | 113,55                     | 127,290                        | ,429                             | ,905                             |
| Y10        | 113,80                     | 128,644                        | ,380                             | ,905                             |
| Y11        | 113,87                     | 127,632                        | ,394                             | ,905                             |
| Y12        | 113,76                     | 128,073                        | ,393                             | ,905                             |
| Y13        | 113,87                     | 128,150                        | ,377                             | ,905                             |
| Y14        | 113,49                     | 129,551                        | ,366                             | ,905                             |
| Y15        | 113,62                     | 129,277                        | ,349                             | ,906                             |
| Y16        | 113,71                     | 126,766                        | ,565                             | ,903                             |
| Y17        | 113,75                     | 128,193                        | ,411                             | ,905                             |
| Y18        | 113,53                     | 130,254                        | ,357                             | ,905                             |
| Y19        | 113,56                     | 127,843                        | ,443                             | ,904                             |
| Y20        | 113,67                     | 127,039                        | ,537                             | ,903                             |
| Y21        | 113,84                     | 125,102                        | ,567                             | ,903                             |
| Y22        | 113,82                     | 127,892                        | ,452                             | ,904                             |
| <b>Y23</b> | 113,62                     | 132,648                        | <b>,166</b>                      | ,907                             |
| Y24        | 113,51                     | 129,143                        | ,411                             | ,905                             |
| Y25        | 113,38                     | 128,389                        | ,490                             | ,904                             |
| Y26        | 113,71                     | 126,062                        | ,487                             | ,904                             |
| Y27        | 113,73                     | 126,017                        | ,483                             | ,904                             |
| <b>Y28</b> | 113,44                     | 134,547                        | <b>-,028</b>                     | ,909                             |
| Y29        | 113,38                     | 128,129                        | ,424                             | ,905                             |
| Y30        | 113,65                     | 125,823                        | ,552                             | ,903                             |
| Y31        | 114,07                     | 121,884                        | ,644                             | ,901                             |
| <b>Y32</b> | 113,65                     | 130,823                        | <b>,272</b>                      | ,906                             |
| <b>Y33</b> | 113,56                     | 130,806                        | <b>,281</b>                      | ,906                             |
| Y34        | 113,47                     | 127,587                        | ,548                             | ,903                             |
| Y35        | 113,67                     | 125,224                        | ,610                             | ,902                             |
| Y36        | 114,05                     | 123,312                        | ,669                             | ,901                             |
| Y37        | 113,80                     | 124,904                        | ,594                             | ,902                             |
| <b>Y38</b> | 113,78                     | 130,100                        | <b>,281</b>                      | ,906                             |
| Y39        | 113,38                     | 128,129                        | ,449                             | ,904                             |
| Y40        | 113,67                     | 129,261                        | ,419                             | ,905                             |

item tidak valid : **cetak tebal dan garis bawah**  
 $r = 0,300$

**Kepuasan Kerja****Putaran II****Reliability****Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 55 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 55 | 100,0 |

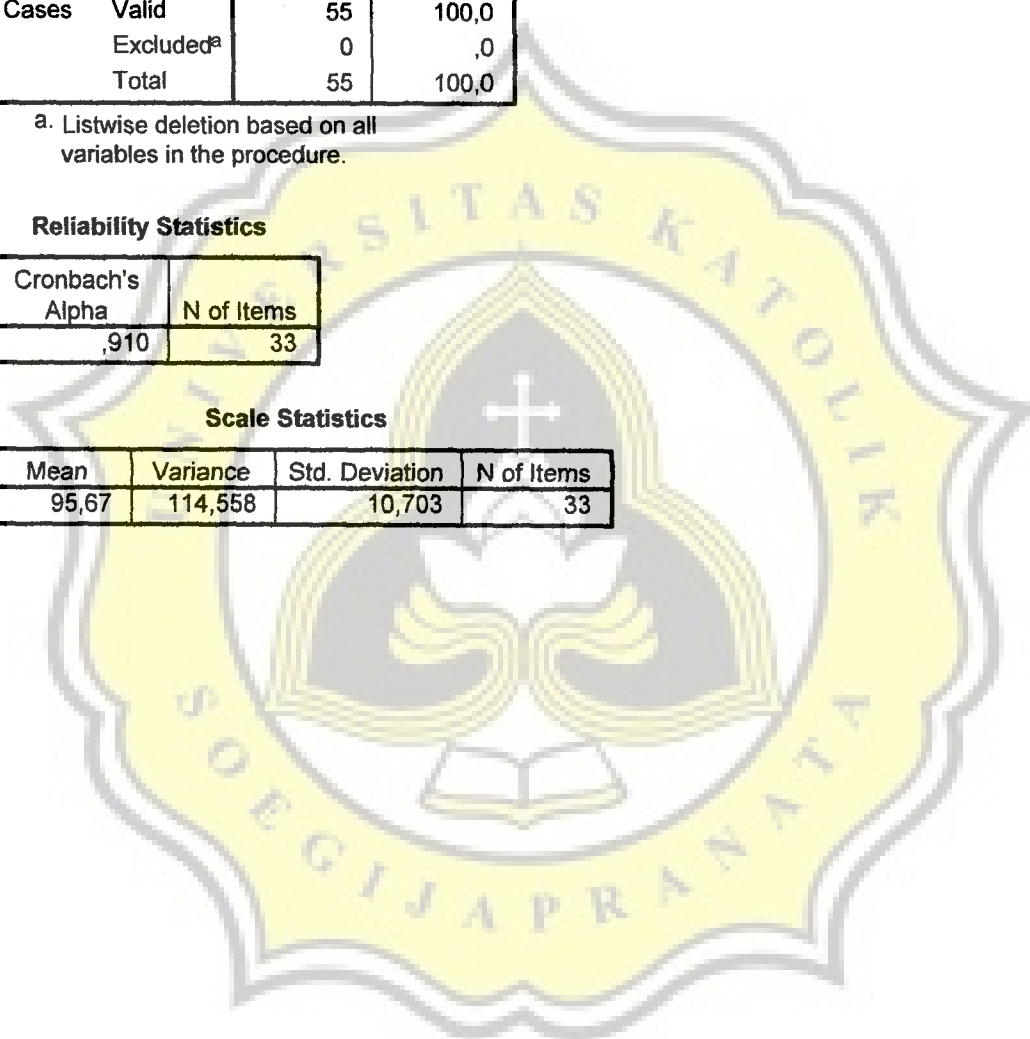
a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,910             | 33         |

**Scale Statistics**

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 95,67 | 114,558  | 10,703         | 33         |



## Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y1  | 92,80                      | 109,237                        | ,388                             | ,909                             |
| Y3  | 92,67                      | 109,224                        | ,390                             | ,909                             |
| Y5  | 92,73                      | 109,128                        | ,389                             | ,909                             |
| Y6  | 92,87                      | 106,891                        | ,438                             | ,908                             |
| Y7  | 92,93                      | 108,180                        | ,405                             | ,908                             |
| Y8  | 92,75                      | 108,897                        | ,514                             | ,907                             |
| Y9  | 92,64                      | 108,013                        | ,421                             | ,908                             |
| Y10 | 92,89                      | 109,173                        | ,379                             | ,909                             |
| Y11 | 92,96                      | 107,813                        | ,422                             | ,908                             |
| Y12 | 92,85                      | 108,756                        | ,384                             | ,909                             |
| Y13 | 92,96                      | 108,406                        | ,398                             | ,909                             |
| Y14 | 92,58                      | 109,989                        | ,367                             | ,909                             |
| Y15 | 92,71                      | 110,210                        | ,312                             | ,910                             |
| Y16 | 92,80                      | 107,237                        | ,582                             | ,906                             |
| Y17 | 92,84                      | 109,065                        | ,386                             | ,909                             |
| Y18 | 92,62                      | 111,166                        | ,307                             | ,909                             |
| Y19 | 92,65                      | 108,341                        | ,449                             | ,908                             |
| Y20 | 92,76                      | 107,517                        | ,551                             | ,906                             |
| Y21 | 92,93                      | 105,439                        | ,601                             | ,905                             |
| Y22 | 92,91                      | 108,529                        | ,447                             | ,908                             |
| Y24 | 92,60                      | 109,652                        | ,409                             | ,908                             |
| Y25 | 92,47                      | 108,921                        | ,491                             | ,907                             |
| Y26 | 92,80                      | 106,867                        | ,481                             | ,907                             |
| Y27 | 92,82                      | 106,892                        | ,472                             | ,907                             |
| Y29 | 92,47                      | 108,846                        | ,411                             | ,908                             |
| Y30 | 92,75                      | 106,638                        | ,547                             | ,906                             |
| Y31 | 93,16                      | 102,806                        | ,652                             | ,904                             |
| Y34 | 92,56                      | 108,213                        | ,546                             | ,907                             |
| Y35 | 92,76                      | 105,776                        | ,629                             | ,905                             |
| Y36 | 93,15                      | 104,090                        | ,681                             | ,904                             |
| Y37 | 92,89                      | 106,210                        | ,557                             | ,906                             |
| Y39 | 92,47                      | 108,809                        | ,439                             | ,908                             |
| Y40 | 92,76                      | 109,813                        | ,411                             | ,908                             |



**C-2**

**Skala Tipe Kepribadian  
Introvert dan Ekstrovert**

## Tipe Kepribadian Ekstrovert

### Putaran I

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 55 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 55 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,818             | 21         |

#### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 54,25 | 39,897   | 6,316          | 21         |

#### Item-Total Statistics

|            | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| E1         | 51,53                      | 34,884                         | ,497                             | ,804                             |
| E2         | 50,91                      | 36,973                         | ,422                             | ,809                             |
| E3         | 51,89                      | 35,247                         | ,522                             | ,803                             |
| E4         | 52,15                      | 36,497                         | ,396                             | ,810                             |
| E5         | 52,15                      | 34,460                         | ,565                             | ,800                             |
| E6         | 51,71                      | 35,062                         | ,561                             | ,801                             |
| E7         | 52,13                      | 34,224                         | ,585                             | ,799                             |
| <b>E8</b>  | 50,89                      | 38,247                         | <b>,153</b>                      | ,822                             |
| <b>E9</b>  | 51,13                      | 39,261                         | <b>,069</b>                      | ,822                             |
| E10        | 51,38                      | 36,981                         | ,366                             | ,811                             |
| E11        | 52,04                      | 36,369                         | ,370                             | ,811                             |
| <b>E12</b> | 51,24                      | 39,999                         | <b>-,059</b>                     | ,829                             |
| E13        | 51,58                      | 35,581                         | ,485                             | ,805                             |
| E14        | 52,24                      | 34,962                         | ,585                             | ,800                             |
| <b>E15</b> | 51,35                      | 40,082                         | <b>-,068</b>                     | ,826                             |
| <b>E16</b> | 51,36                      | 38,791                         | <b>,124</b>                      | ,821                             |
| E17        | 51,53                      | 36,180                         | ,473                             | ,806                             |
| E18        | 51,82                      | 34,929                         | ,528                             | ,802                             |
| E19        | 51,73                      | 36,721                         | ,341                             | ,812                             |
| E20        | 52,15                      | 35,423                         | ,397                             | ,810                             |
| E21        | 52,22                      | 35,989                         | ,393                             | ,810                             |

item tidak valid : **cetak tebal dan garis bawah**  
 $r = 0,300$

## Tipe Kepribadian Ekstrovert

### Putaran II

#### Reliability

##### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 55 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 55 | 100,0 |

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

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,858             | 16         |

##### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 38,95 | 37,682   | 6,139          | 16         |

##### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| E1  | 36,22                      | 32,507                         | ,534                             | ,847                             |
| E2  | 35,60                      | 35,207                         | ,360                             | ,855                             |
| E3  | 36,58                      | 33,100                         | ,530                             | ,847                             |
| E4  | 36,84                      | 34,362                         | ,397                             | ,854                             |
| E5  | 36,84                      | 32,251                         | ,584                             | ,844                             |
| E6  | 36,40                      | 32,652                         | ,607                             | ,844                             |
| E7  | 36,82                      | 31,522                         | ,668                             | ,840                             |
| E10 | 36,07                      | 35,069                         | ,332                             | ,856                             |
| E11 | 36,73                      | 34,239                         | ,371                             | ,855                             |
| E13 | 36,27                      | 33,572                         | ,473                             | ,850                             |
| E14 | 36,93                      | 32,735                         | ,606                             | ,844                             |
| E17 | 36,22                      | 34,359                         | ,429                             | ,852                             |
| E18 | 36,51                      | 32,625                         | ,558                             | ,846                             |
| E19 | 36,42                      | 34,655                         | ,332                             | ,857                             |
| E20 | 36,84                      | 32,769                         | ,460                             | ,852                             |
| E21 | 36,91                      | 33,306                         | ,465                             | ,851                             |

## Tipe Kepribadian Introvert

### Putaran I

#### Reliability

##### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 55 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 55 | 100,0 |

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

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,843             | 21         |

##### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 54,33 | 51,335   | 7,165          | 21         |

##### Item-Total Statistics

|            | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| I1         | 51,42                      | 47,877                         | ,340                             | ,840                             |
| I2         | 51,53                      | 47,365                         | ,301                             | ,842                             |
| I3         | 51,55                      | 45,290                         | ,578                             | ,829                             |
| I4         | 51,36                      | 47,051                         | ,400                             | ,837                             |
| I5         | 51,65                      | 46,341                         | ,455                             | ,835                             |
| I6         | 51,95                      | 46,423                         | ,458                             | ,835                             |
| I7         | 51,95                      | 46,090                         | ,437                             | ,836                             |
| <b>I8</b>  | 51,53                      | 49,291                         | <b>,167</b>                      | ,847                             |
| I9         | 51,62                      | 45,574                         | ,600                             | ,829                             |
| I10        | 51,58                      | 45,914                         | ,545                             | ,831                             |
| <b>I11</b> | 51,51                      | 48,921                         | <b>,239</b>                      | ,843                             |
| I12        | 52,09                      | 46,195                         | ,578                             | ,831                             |
| I13        | 52,22                      | 45,766                         | ,526                             | ,832                             |
| <b>I14</b> | 52,13                      | 48,965                         | <b>,214</b>                      | ,844                             |
| I15        | 51,49                      | 47,921                         | ,345                             | ,839                             |
| I16        | 51,40                      | 46,763                         | ,352                             | ,840                             |
| I17        | 51,84                      | 45,584                         | ,541                             | ,831                             |
| I18        | 51,64                      | 47,162                         | ,433                             | ,836                             |
| I19        | 51,65                      | 47,082                         | ,463                             | ,835                             |
| <b>I20</b> | 52,29                      | 48,506                         | <b>,257</b>                      | ,843                             |
| I21        | 52,16                      | 45,399                         | ,501                             | ,833                             |

item tidak valid : **cetak tebal dan garis bawah**  
 $r = 0,300$



## Tipe Kepribadian Introvert

### Putaran II

#### Reliability

##### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 55 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 55 | 100,0 |

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

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,847             | 17         |

##### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 44,47 | 41,476   | 6,440          | 17         |

##### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| I1  | 41,56                      | 38,473                         | ,323                             | ,845                             |
| I2  | 41,67                      | 37,706                         | ,317                             | ,847                             |
| I3  | 41,69                      | 35,921                         | ,591                             | ,832                             |
| I4  | 41,51                      | 37,588                         | ,401                             | ,842                             |
| I5  | 41,80                      | 36,867                         | ,467                             | ,838                             |
| I6  | 42,09                      | 36,936                         | ,470                             | ,838                             |
| I7  | 42,09                      | 37,047                         | ,401                             | ,842                             |
| I9  | 41,76                      | 36,591                         | ,560                             | ,834                             |
| I10 | 41,73                      | 36,721                         | ,528                             | ,836                             |
| I12 | 42,24                      | 37,184                         | ,530                             | ,836                             |
| I13 | 42,36                      | 36,680                         | ,498                             | ,837                             |
| I15 | 41,64                      | 38,162                         | ,374                             | ,843                             |
| I16 | 41,55                      | 37,104                         | ,375                             | ,844                             |
| I17 | 41,98                      | 36,203                         | ,552                             | ,834                             |
| I18 | 41,78                      | 37,507                         | ,459                             | ,839                             |
| I19 | 41,80                      | 37,570                         | ,472                             | ,838                             |
| I21 | 42,31                      | 36,292                         | ,481                             | ,838                             |





**D-1**

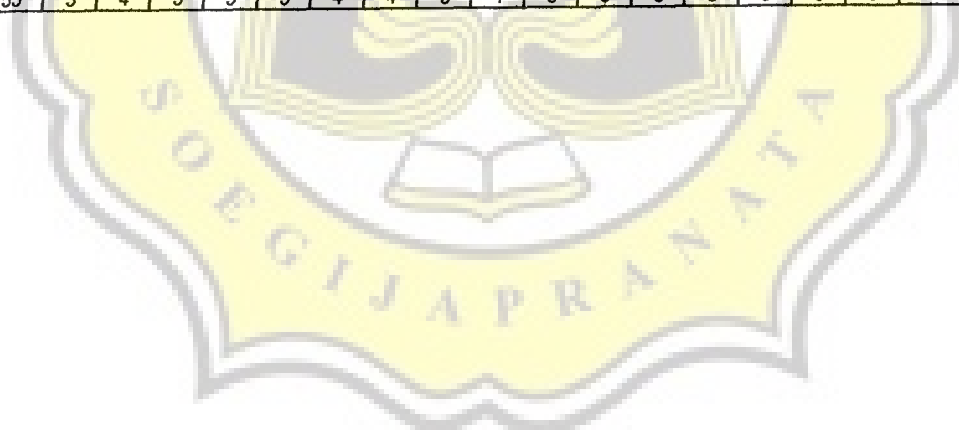
**Data Penelitian Skala Kepuasan Kerja**

| No. | Y1 | Y3 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 |
|-----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1   | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 2   | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   |
| 5   | 3  | 3  | 3  | 2  | 3  | 4  | 3  | 3   | 4   | 3   | 2   | 4   | 3   | 4   | 3   | 3   | 3   |
| 9   | 4  | 3  | 3  | 4  | 2  | 3  | 4  | 3   | 4   | 2   | 3   | 3   | 2   | 4   | 2   | 3   | 4   |
| 10  | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 2   |
| 11  | 3  | 3  | 4  | 3  | 3  | 3  | 4  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   |
| 16  | 2  | 3  | 3  | 2  | 4  | 3  | 2  | 2   | 2   | 4   | 2   | 3   | 3   | 2   | 3   | 4   | 3   |
| 17  | 3  | 3  | 4  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   |
| 18  | 4  | 3  | 3  | 4  | 3  | 3  | 2  | 3   | 4   | 3   | 3   | 2   | 3   | 4   | 3   | 3   | 2   |
| 19  | 3  | 3  | 3  | 3  | 4  | 3  | 4  | 3   | 3   | 4   | 3   | 4   | 2   | 2   | 3   | 4   | 4   |
| 20  | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 3   | 2   | 3   | 2   | 3   | 2   | 2   | 2   | 3   | 2   |
| 21  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   |
| 25  | 4  | 4  | 2  | 1  | 3  | 3  | 2  | 2   | 2   | 1   | 1   | 3   | 3   | 3   | 3   | 3   | 2   |
| 26  | 3  | 4  | 3  | 3  | 3  | 4  | 3  | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 27  | 3  | 2  | 4  | 4  | 2  | 3  | 3  | 4   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 2   |
| 29  | 4  | 4  | 3  | 3  | 3  | 4  | 3  | 2   | 2   | 3   | 2   | 3   | 2   | 3   | 2   | 3   | 4   |
| 30  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   |
| 32  | 3  | 3  | 3  | 4  | 3  | 2  | 1  | 1   | 4   | 4   | 3   | 3   | 4   | 1   | 1   | 3   | 2   |
| 33  | 2  | 2  | 2  | 4  | 2  | 3  | 3  | 2   | 3   | 2   | 2   | 3   | 2   | 2   | 3   | 2   | 3   |
| 35  | 3  | 3  | 4  | 3  | 4  | 3  | 4  | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   |
| 36  | 2  | 1  | 2  | 2  | 3  | 2  | 2  | 2   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 2   |
| 37  | 3  | 4  | 3  | 2  | 3  | 3  | 4  | 3   | 2   | 3   | 2   | 4   | 4   | 3   | 3   | 3   | 4   |
| 38  | 3  | 4  | 2  | 2  | 3  | 3  | 2  | 2   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 2   | 3   |
| 40  | 3  | 3  | 2  | 2  | 2  | 2  | 3  | 2   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   |
| 44  | 2  | 3  | 3  | 2  | 3  | 2  | 3  | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   |
| 45  | 3  | 2  | 4  | 3  | 2  | 3  | 4  | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 3   |
| 48  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 49  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 4   | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 4   | 3   |
| 50  | 2  | 3  | 2  | 2  | 3  | 3  | 3  | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 51  | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   |
| 52  | 4  | 4  | 3  | 3  | 3  | 4  | 3  | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   |
| 55  | 3  | 3  | 3  | 4  | 4  | 3  | 3  | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 4   |



KEPUASAN KERJA - DATA VALID - N 31

| No. | Y20 | Y21 | Y22 | Y24 | Y25 | Y26 | Y27 | Y29 | Y30 | Y31 | Y34 | Y35 | Y36 | Y37 | Y39 | Y40 | KK  |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 89  |
| 5   | 3   | 4   | 3   | 2   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 2   | 2   | 3   | 2   | 101 |
| 9   | 3   | 4   | 2   | 4   | 3   | 4   | 2   | 4   | 4   | 4   | 4   | 3   | 3   | 2   | 4   | 3   | 106 |
| 10  | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 88  |
| 11  | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 3   | 101 |
| 16  | 3   | 2   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 2   | 3   | 3   | 3   | 4   | 3   | 3   | 97  |
| 17  | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 95  |
| 18  | 3   | 3   | 4   | 2   | 4   | 4   | 4   | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 2   | 3   | 105 |
| 19  | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 3   | 112 |
| 20  | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 2   | 1   | 2   | 2   | 2   | 2   | 3   | 3   | 76  |
| 21  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 93  |
| 25  | 4   | 2   | 3   | 3   | 3   | 2   | 2   | 4   | 3   | 3   | 2   | 1   | 1   | 2   | 2   | 1   | 80  |
| 26  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 101 |
| 27  | 2   | 3   | 2   | 3   | 3   | 2   | 2   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 89  |
| 29  | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 2   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 102 |
| 30  | 3   | 3   | 4   | 4   | 3   | 2   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 106 |
| 32  | 2   | 2   | 3   | 3   | 3   | 4   | 4   | 2   | 2   | 1   | 2   | 2   | 2   | 2   | 4   | 4   | 87  |
| 33  | 2   | 2   | 2   | 3   | 3   | 1   | 2   | 3   | 2   | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 79  |
| 35  | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 3   | 3   | 4   | 119 |
| 36  | 2   | 2   | 3   | 2   | 3   | 2   | 3   | 2   | 3   | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 74  |
| 37  | 3   | 2   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 2   | 4   | 3   | 2   | 3   | 4   | 4   | 105 |
| 38  | 3   | 2   | 3   | 2   | 3   | 2   | 2   | 3   | 2   | 1   | 3   | 2   | 2   | 2   | 2   | 2   | 79  |
| 40  | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 2   | 2   | 3   | 3   | 3   | 87  |
| 44  | 2   | 3   | 2   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 87  |
| 45  | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 4   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 94  |
| 48  | 3   | 4   | 3   | 3   | 4   | 3   | 2   | 4   | 4   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 103 |
| 49  | 4   | 3   | 2   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 108 |
| 50  | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 88  |
| 51  | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 3   | 112 |
| 52  | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 108 |
| 55  | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 110 |



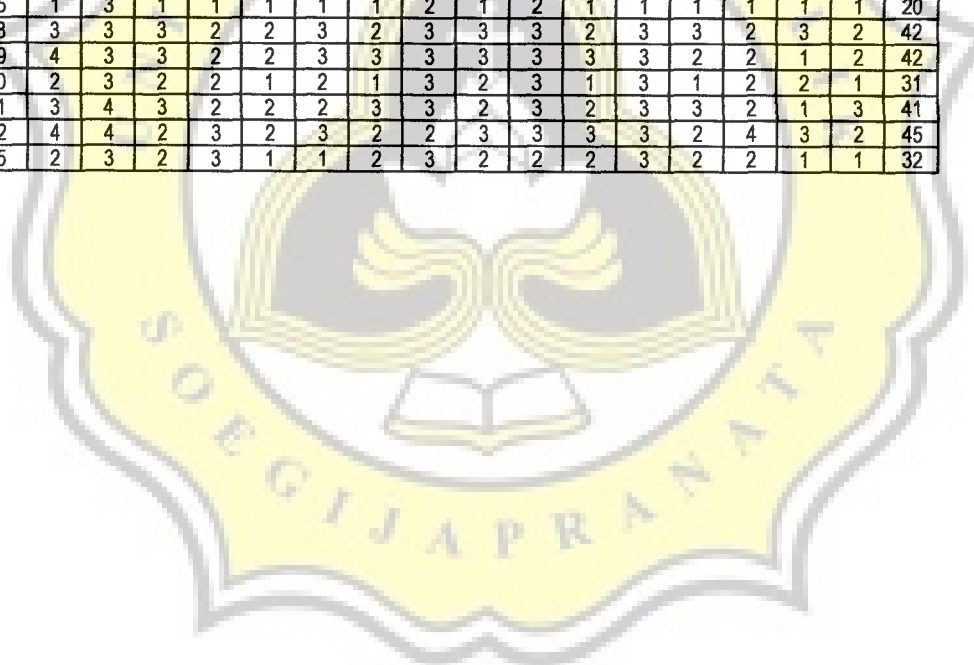


**D-2**

**Data Penelitian Skala Tipe Kepribadian  
Introvert dan Ekstrovert**

TIPE KEPRIBADIAN EKSTROVERT

| No. | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E10 | E11 | E13 | E14 | E17 | E18 | E19 | E20 | E21 | TKE |
|-----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1   | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 47  |
| 5   | 3  | 4  | 3  | 3  | 2  | 3  | 3  | 4   | 2   | 3   | 2   | 4   | 2   | 3   | 3   | 3   | 47  |
| 9   | 3  | 3  | 3  | 2  | 3  | 3  | 2  | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 44  |
| 10  | 3  | 4  | 3  | 3  | 3  | 3  | 2  | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 46  |
| 11  | 2  | 3  | 1  | 1  | 2  | 2  | 2  | 1   | 1   | 2   | 1   | 2   | 2   | 3   | 1   | 2   | 28  |
| 16  | 2  | 3  | 2  | 1  | 1  | 2  | 2  | 2   | 2   | 2   | 2   | 3   | 2   | 3   | 2   | 2   | 33  |
| 17  | 1  | 3  | 2  | 1  | 1  | 3  | 1  | 3   | 1   | 3   | 1   | 2   | 3   | 3   | 1   | 1   | 30  |
| 18  | 3  | 4  | 3  | 2  | 2  | 3  | 3  | 3   | 2   | 4   | 2   | 3   | 3   | 3   | 2   | 2   | 44  |
| 19  | 2  | 4  | 4  | 2  | 2  | 2  | 2  | 4   | 2   | 2   | 2   | 2   | 2   | 4   | 2   | 1   | 39  |
| 20  | 3  | 3  | 2  | 2  | 1  | 2  | 2  | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 1   | 32  |
| 21  | 4  | 3  | 2  | 2  | 3  | 3  | 3  | 3   | 2   | 3   | 2   | 3   | 2   | 3   | 2   | 3   | 43  |
| 25  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 2   | 1   | 1   | 1   | 2   | 2   | 2   | 4   | 4   | 39  |
| 26  | 3  | 4  | 3  | 3  | 2  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 45  |
| 27  | 2  | 4  | 2  | 1  | 2  | 1  | 1  | 3   | 2   | 3   | 2   | 2   | 3   | 2   | 2   | 1   | 33  |
| 29  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 47  |
| 30  | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 48  |
| 32  | 4  | 4  | 4  | 1  | 1  | 3  | 3  | 3   | 2   | 4   | 2   | 4   | 4   | 3   | 3   | 2   | 47  |
| 33  | 3  | 3  | 2  | 1  | 2  | 2  | 2  | 4   | 3   | 3   | 2   | 3   | 3   | 2   | 2   | 2   | 39  |
| 35  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 4   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 2   | 45  |
| 36  | 2  | 4  | 2  | 3  | 3  | 2  | 2  | 2   | 2   | 1   | 2   | 2   | 2   | 1   | 2   | 3   | 35  |
| 37  | 3  | 3  | 2  | 2  | 2  | 3  | 1  | 3   | 2   | 3   | 2   | 3   | 2   | 2   | 1   | 1   | 35  |
| 38  | 3  | 2  | 1  | 2  | 1  | 2  | 1  | 2   | 2   | 2   | 1   | 2   | 1   | 2   | 1   | 2   | 27  |
| 40  | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 3   | 2   | 3   | 3   | 3   | 3   | 4   | 2   | 2   | 44  |
| 44  | 1  | 3  | 2  | 2  | 1  | 1  | 1  | 3   | 1   | 2   | 1   | 3   | 1   | 2   | 1   | 1   | 26  |
| 45  | 1  | 3  | 1  | 1  | 1  | 1  | 1  | 2   | 1   | 2   | 1   | 1   | 1   | 1   | 1   | 1   | 20  |
| 48  | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 42  |
| 49  | 4  | 3  | 3  | 2  | 2  | 3  | 3  | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 1   | 2   | 42  |
| 50  | 2  | 3  | 2  | 2  | 1  | 2  | 1  | 3   | 2   | 3   | 1   | 3   | 1   | 2   | 2   | 1   | 31  |
| 51  | 3  | 4  | 3  | 2  | 2  | 2  | 3  | 3   | 2   | 3   | 2   | 3   | 3   | 2   | 1   | 3   | 41  |
| 52  | 4  | 4  | 2  | 3  | 2  | 3  | 2  | 2   | 3   | 3   | 3   | 3   | 2   | 4   | 3   | 2   | 45  |
| 55  | 2  | 3  | 2  | 3  | 1  | 1  | 2  | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 1   | 1   | 32  |



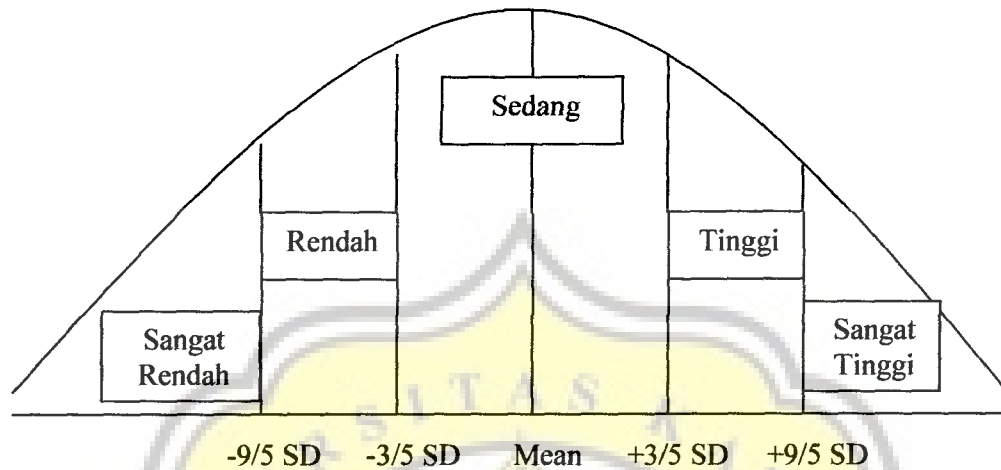
TIPE KEPERIBADIAN INTROVERT

| No. | I1 | I2 | I3 | I4 | I5 | I6 | I7 | I9 | I10 | I12 | I13 | I15 | I16 | I17 | I18 | I19 | I21 | TKI |
|-----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1   | 2  | 2  | 2  | 3  | 2  | 3  | 3  | 3  | 3   | 2   | 3   | 2   | 2   | 3   | 2   | 3   | 2   | 42  |
| 5   | 3  | 4  | 2  | 3  | 1  | 2  | 4  | 3  | 3   | 2   | 2   | 2   | 2   | 3   | 3   | 3   | 2   | 44  |
| 9   | 3  | 2  | 2  | 3  | 2  | 2  | 1  | 2  | 2   | 2   | 1   | 3   | 2   | 2   | 2   | 2   | 1   | 34  |
| 10  | 3  | 2  | 2  | 3  | 2  | 1  | 1  | 1  | 2   | 2   | 1   | 3   | 2   | 2   | 2   | 2   | 1   | 32  |
| 11  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 2   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 48  |
| 16  | 3  | 2  | 3  | 3  | 3  | 4  | 2  | 4  | 4   | 3   | 2   | 4   | 3   | 4   | 2   | 4   | 4   | 54  |
| 17  | 3  | 3  | 3  | 3  | 3  | 2  | 2  | 3  | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 2   | 44  |
| 18  | 2  | 3  | 2  | 2  | 2  | 1  | 1  | 2  | 1   | 2   | 1   | 2   | 1   | 2   | 1   | 2   | 1   | 28  |
| 19  | 2  | 1  | 2  | 3  | 1  | 1  | 2  | 2  | 2   | 1   | 1   | 2   | 2   | 1   | 2   | 2   | 1   | 28  |
| 20  | 4  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 3   | 4   | 2   | 3   | 2   | 3   | 49  |
| 21  | 3  | 2  | 2  | 3  | 3  | 2  | 2  | 2  | 3   | 2   | 2   | 2   | 3   | 2   | 3   | 3   | 2   | 41  |
| 25  | 1  | 4  | 4  | 4  | 4  | 3  | 2  | 2  | 2   | 2   | 3   | 3   | 4   | 4   | 4   | 3   | 1   | 50  |
| 26  | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 39  |
| 27  | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 2  | 3   | 2   | 2   | 3   | 3   | 2   | 3   | 4   | 2   | 51  |
| 29  | 4  | 3  | 4  | 3  | 3  | 3  | 4  | 3  | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 57  |
| 30  | 2  | 2  | 2  | 3  | 2  | 2  | 3  | 2  | 3   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 1   | 37  |
| 32  | 3  | 4  | 3  | 2  | 4  | 4  | 4  | 3  | 3   | 3   | 2   | 1   | 1   | 2   | 2   | 2   | 4   | 47  |
| 33  | 3  | 2  | 1  | 2  | 3  | 2  | 2  | 2  | 2   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 2   | 38  |
| 35  | 2  | 2  | 3  | 2  | 2  | 3  | 3  | 4  | 4   | 2   | 2   | 3   | 2   | 3   | 3   | 2   | 2   | 44  |
| 36  | 3  | 4  | 4  | 4  | 3  | 2  | 3  | 3  | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 56  |
| 37  | 3  | 4  | 4  | 4  | 3  | 3  | 3  | 3  | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 2   | 2   | 52  |
| 38  | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 2   | 55  |
| 40  | 2  | 3  | 2  | 3  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 2   | 3   | 2   | 3   | 3   | 2   | 44  |
| 44  | 4  | 3  | 3  | 4  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 4   | 4   | 3   | 3   | 3   | 3   | 53  |
| 45  | 4  | 3  | 3  | 4  | 3  | 3  | 2  | 3  | 3   | 2   | 1   | 4   | 4   | 2   | 3   | 3   | 4   | 51  |
| 48  | 2  | 2  | 2  | 3  | 2  | 2  | 3  | 2  | 2   | 2   | 2   | 3   | 4   | 2   | 2   | 2   | 2   | 39  |
| 49  | 1  | 3  | 3  | 3  | 1  | 2  | 2  | 3  | 3   | 1   | 2   | 1   | 3   | 2   | 3   | 2   | 2   | 37  |
| 50  | 4  | 3  | 3  | 4  | 3  | 2  | 2  | 3  | 3   | 3   | 2   | 4   | 3   | 3   | 4   | 3   | 1   | 50  |
| 51  | 3  | 2  | 3  | 1  | 2  | 2  | 2  | 3  | 3   | 2   | 1   | 2   | 2   | 2   | 3   | 3   | 1   | 37  |
| 52  | 3  | 1  | 3  | 3  | 3  | 2  | 2  | 3  | 3   | 3   | 2   | 3   | 2   | 2   | 3   | 3   | 3   | 44  |
| 55  | 4  | 2  | 4  | 4  | 3  | 1  | 4  | 3  | 4   | 3   | 2   | 4   | 2   | 4   | 3   | 3   | 2   | 52  |





## Tipe Kepribadian Ekstrovert



Mean : 38,945

SD : 6,1386

Batasan TKE golongan Sangat Tinggi adalah > 49,994 sejumlah 0 orang

Golongan Tinggi :  $M + 9/5 SD$   
 :  $38,945 + 9/5 (6,1386)$   
 : 49,994

Batasan TKE golongan Tinggi adalah 42,628 sampai dengan 49,994 sejumlah 16 orang

Golongan Sedang :  $M - 3/5 SD$  dan  $M + 3/5 SD$   
 :  $38,945 - 3/5 (6,1386)$  dan  $38,945 + 3/5 (6,1386)$   
 : 32,8064 dan 42,628

Batasan TKE golongan Sedang adalah 32,8064 sampai dengan 42,628 sejumlah 26 orang

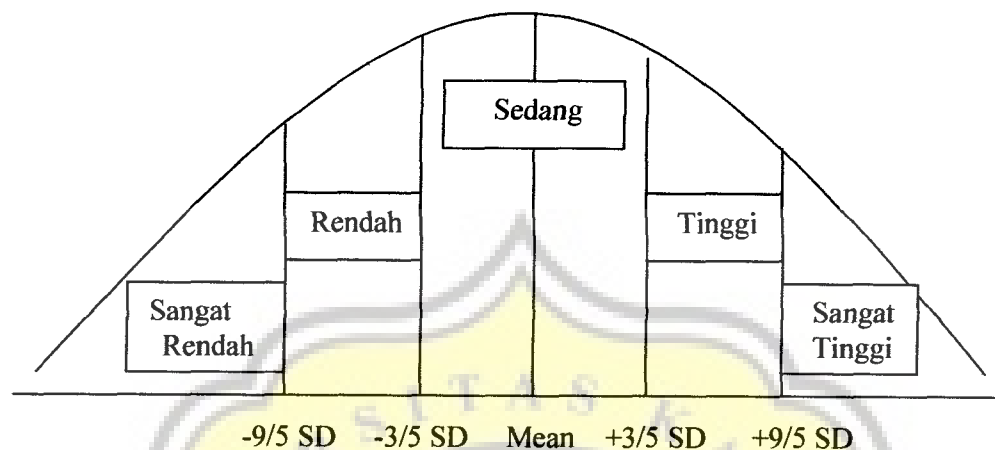
Golongan Rendah : M - 9/5 SD  
: 38,945 - 9/5 (6,1386)  
: 26,6678

Batasan TKE golongan Rendah adalah 26,6678 sampai dengan 32,8064 sejumlah  
10 orang

Batasan TKE golongan Sangat Rendah adalah  $< 26,6678$  sejumlah 3 orang



## Tipe Kepribadian Introvert



Mean : 44,473

SD : 6,44

Batasan TKI golongan Sangat Tinggi adalah  $> 56,065$  sejumlah 1 orang

Golongan Tinggi :  $M + 9/5 SD$   
 :  $44,473 + 9/5 (6,44)$   
 : 56,065

Batasan TKI golongan Tinggi adalah 48,337 sampai dengan 56,065 sejumlah 14 orang

Golongan Sedang :  $M - 3/5 SD$  dan  $M + 3/5 SD$   
 :  $44,473 - 3/5 (6,44)$  dan  $44,473 + 3/5 (6,44)$   
 : 40,609 dan 48,337

Batasan TKI golongan Sedang adalah 40,609 sampai dengan 48,337 sejumlah 29 orang

Golongan Rendah : M - 9/5 SD  
: 44,473 - 9/5 (6,44)  
: 32,881

Batasan TKI golongan Rendah adalah 32,881 sampai dengan 40,609 sejumlah 8 orang

Batasan TKI golongan Sangat Rendah adalah < 32,881 sejumlah 3 orang



| No. | Ekstrovert    | Introvert     | TK                   |
|-----|---------------|---------------|----------------------|
| 1   | Tinggi        | Sedang        | Ekstrovert           |
| 2   | Sedang        | Sedang        | Ekstrovert-Introvert |
| 3   | Sedang        | Sedang        | Ekstrovert-Introvert |
| 4   | Sedang        | Sedang        | Ekstrovert-Introvert |
| 5   | Tinggi        | Sedang        | Ekstrovert           |
| 6   | Sedang        | Sedang        | Ekstrovert-Introvert |
| 7   | Sedang        | Sedang        | Ekstrovert-Introvert |
| 8   | Sedang        | Sedang        | Ekstrovert-Introvert |
| 9   | Tinggi        | Rendah        | Ekstrovert           |
| 10  | Tinggi        | Sangat Rendah | Ekstrovert           |
| 11  | Rendah        | Sedang        | Introvert            |
| 12  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 13  | Tinggi        | Tinggi        | Ekstrovert-Introvert |
| 14  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 15  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 16  | Rendah        | Tinggi        | Introvert            |
| 17  | Rendah        | Sedang        | Introvert            |
| 18  | Tinggi        | Sangat Rendah | Ekstrovert           |
| 19  | Sedang        | Sangat Rendah | Ekstrovert           |
| 20  | Rendah        | Tinggi        | Introvert            |
| 21  | Tinggi        | Sedang        | Ekstrovert           |
| 22  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 23  | Tinggi        | Tinggi        | Ekstrovert-Introvert |
| 24  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 25  | Sedang        | Tinggi        | Introvert            |
| 26  | Tinggi        | Rendah        | Ekstrovert           |
| 27  | Rendah        | Tinggi        | Introvert            |
| 28  | Rendah        | Rendah        | Ekstrovert-Introvert |
| 29  | Tinggi        | Sangat Tinggi | Introvert            |
| 30  | Tinggi        | Rendah        | Ekstrovert           |
| 31  | Tinggi        | Tinggi        | Ekstrovert-Introvert |
| 32  | Tinggi        | Sedang        | Ekstrovert           |
| 33  | Sedang        | Rendah        | Ekstrovert           |
| 34  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 35  | Tinggi        | Sedang        | Ekstrovert           |
| 36  | Rendah        | Tinggi        | Introvert            |
| 37  | Rendah        | Tinggi        | Introvert            |
| 38  | Sangat Rendah | Tinggi        | Introvert            |
| 39  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 40  | Tinggi        | Sedang        | Ekstrovert           |
| 41  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 42  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 43  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 44  | Sangat Rendah | Tinggi        | Introvert            |
| 45  | Sangat Rendah | Tinggi        | Introvert            |
| 46  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 47  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 48  | Sedang        | Rendah        | Ekstrovert           |
| 49  | Sedang        | Rendah        | Ekstrovert           |
| 50  | Rendah        | Tinggi        | Introvert            |
| 51  | Sedang        | Rendah        | Ekstrovert           |
| 52  | Tinggi        | Sedang        | Ekstrovert           |
| 53  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 54  | Sedang        | Sedang        | Ekstrovert-Introvert |
| 55  | Rendah        | Tinggi        | Introvert            |



**LAMPIRAN E**  
**UJI ASUMSI**



**E-1**

**Uji Normalitas**

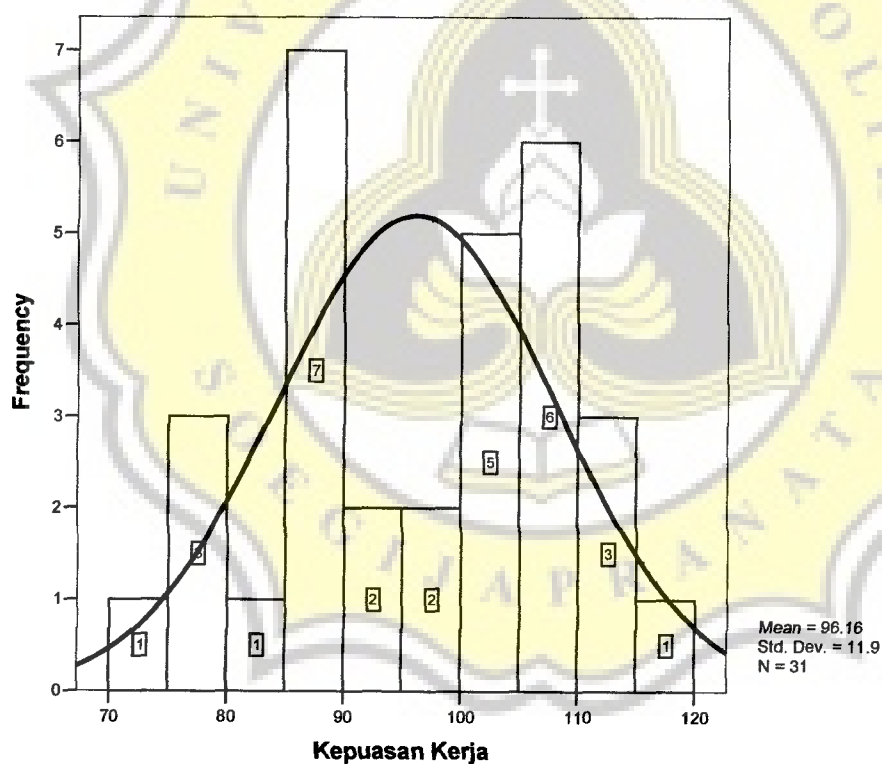
## Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Kepuasan Kerja |
|----------------------------------|----------------|----------------|
| N                                |                | 31             |
| Normal Parameters <sup>a,b</sup> | Mean           | 96,16          |
|                                  | Std. Deviation | 11,900         |
| Most Extreme Differences         | Absolute       | ,142           |
|                                  | Positive       | ,113           |
|                                  | Negative       | -,142          |
| Kolmogorov-Smirnov Z             |                | ,789           |
| Asymp. Sig. (2-tailed)           |                | ,562           |

a. Test distribution is Normal.

b. Calculated from data.







**E-2**

**Uji Homogenitas**

## Uji Homogenitas

### Descriptives

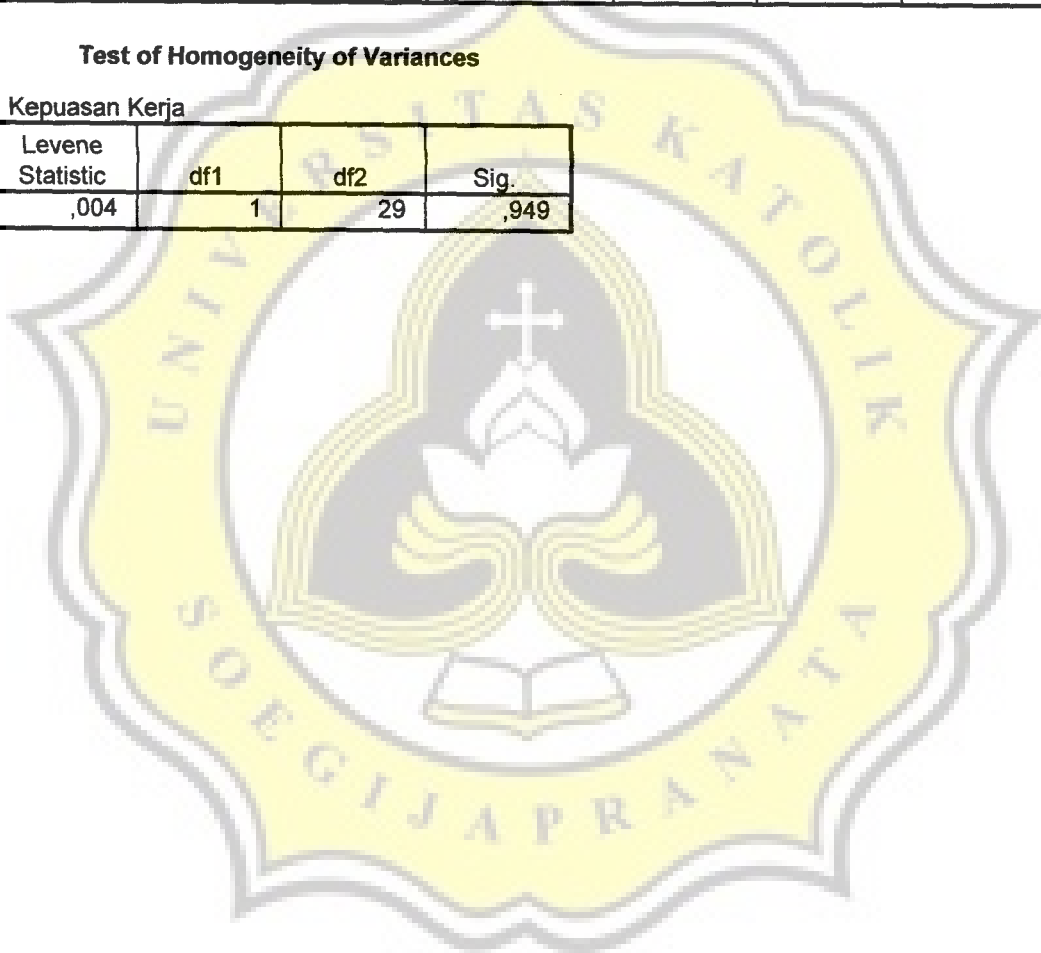
#### Kepuasan Kerja

|            | N  | Mean   | Std. Deviation | Std. Error | Minimum | Maximum |
|------------|----|--------|----------------|------------|---------|---------|
| Ekstrovert | 17 | 100,24 | 11,116         | 2,696      | 79      | 119     |
| Introvert  | 14 | 91,21  | 11,254         | 3,008      | 74      | 110     |
| Total      | 31 | 96,16  | 11,900         | 2,137      | 74      | 119     |

### Test of Homogeneity of Variances

#### Kepuasan Kerja

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| ,004             | 1   | 29  | ,949 |





**LAMPIRAN F**  
**UJI HIPOTESIS**

## T-Test

### Group Statistics

| Tipe Kepribadian |            | N  | Mean   | Std. Deviation | Std. Error Mean |
|------------------|------------|----|--------|----------------|-----------------|
| Kepuasan Kerja   | Ekstrovert | 17 | 100,24 | 11,116         | 2,696           |
|                  | Introvert  | 14 | 91,21  | 11,254         | 3,008           |

### Independent Samples Test

|                |                             | Levene's Test for Equality of Variances |      | t-test for Equality of Means |        |                 |                 |                       |   |        |
|----------------|-----------------------------|---|------|------------------------------|--------|-----------------|-----------------|-----------------------|---|--------|
|                |                             | F                                       | Sig. | t                            | df     | Sig. (2-tailed) | Mean Difference | Std. Error Difference | 95% Confidence Interval of the Difference |        |
|                |                             |   |      |                              |        |                 |                 |                       | Lower                                     | Upper  |
| Kepuasan Kerja | Equal variances assumed     | ,004                                    | ,949 | 2,236                        | 29     | ,033            | 9,021           | 4,034                 | ,770                                      | 17,272 |
|                | Equal variances not assumed |   |      | 2,233                        | 27,735 | ,034            | 9,021           | 4,039                 | ,744                                      | 17,298 |





**LAMPIRAN G**  
**SURAT KETERANGAN**



**G-1**

**Surat Permohonan Ijin Penelitian**



UNIVERSITAS KATOLIK  
**SOEGIJAPRANATA**

## Fakultas Psikologi

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

Nomor : 038./B.7.2/FP/IX/2008

15 Septem. 2008

Lamp. : -

Hal : **Ijin Penelitian**

**Yth, Direktur Utama**

CV. Tamako Indonesia

Jl. Borobudur Timur I No 14 A

Semarang

Dengan hormat,

Kami mohon bantuan Bapak/Ibu, untuk berkenan memberikan ijin kepada mahasiswa/i Fakultas Psikologi Unika Soegijapranata Semarang tersebut dibawah ini :

**N a m a** : **Dias Anisa Kurniatin**  
**NIM / NIRM** : **03.40.0234**  
**Tempat /Tgl/Lahir** : **Purbalingga/ 16 Desember 1985**  
**Al a m a t** : **Jl. Karangrejo Pentul 3 No - 8**  
**Semarang**

Akan mengadakan Penelitian di CV. Tamako Indonesia Jl. Borobudur I No 14 A Semarang, dalam rangka Penyusunan Tugas Skripsi dengan Judul : ***"Perbedaan Kepuasan Kerja Sales Promotion Girl ( SPG ) Berdasarkan Tipe Kepribadian Introvert - Ekstrovert "***

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



**Th. Dewi Setyorini, S Psi. MSI**

**N P P : 058.1.1994.159**

FAK. PSIKOLOGI

**Tembusan :**

- Mhs. Yang Bersangkutan



**G-2**

**Surat Keterangan Bukti Penelitian**



## SURAT KETERANGAN

NO: 056/PH/TI/X/2008

Kepada :

Yth. Dekan Fakultas Psikologi

UNIKA Soegijapranata

Semarang

Yang bertanda tangan di bawah ini, Direktur Utama CV. Tamako Indonesia Semarang menerangkan bahwa mahasiswa di bawah ini :

Nama : Dias Anisa Kurniatin

NIM : 03.40.0234

Fakultas : Psikologi

Telah melaksanakan penelitian di CV. Tamako Indonesia Semarang pada tanggal 16-19 September 2008 dalam rangka penyusunan skripsi dengan judul :

***“ Perbedaan Kepuasan Kerja Sales Promotion Girl (SPG) Berdasarkan Tipe Kepribadian Introvert-Ekstrovert.”***

Demikian surat keterangan ini kami buat, semoga dapat dipergunakan sebagaimana mestinya. Terima kasih.

Semarang, 20 September 2008

Direktur Utama CV. Tamako Indonesia

