

LAMPIRAN

A. DATA UJI COBA

A-1. DATA ANGKET PERSEPSI KARYAWAN TERHADAP JAMSOSTEK



| | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 | x20 |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
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| 17 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 |
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| | x21 | x22 | x23 | x24 | x25 | x26 | x27 | x28 | x29 | x30 | x31 | x32 | x33 | x34 | x35 | x36 | x37 | x38 | x39 | x40 |
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| | x41 | x42 | x43 | x44 | x45 | x46 | x47 | x48 | x49 | x50 | x51 | x52 | x53 | x54 | x55 | x56 |
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| | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 | x20 |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
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| | x21 | x22 | x23 | x24 | x25 | x26 | x27 | x28 | x29 | x30 | x31 | x32 | x33 | x34 | x35 | x36 | x37 | x38 | x39 | x40 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
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| | x41 | x42 | x43 | x44 | x45 | x46 | x47 | x48 | x49 | x50 | x51 | x52 | x53 | x54 | x55 | x56 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
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| 48 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 4 |
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A-2. DATA ANGKET KETERLIBATAN KERJA



| | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | y11 | y12 | y13 | y14 | y15 | y16 | y17 | y18 | y19 | y20 |
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| 25 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 26 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 3 | 3 | 2 |
| 27 | 3 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| 28 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 1 | 4 | 3 | 2 | 4 | 3 | 1 | 1 | 3 | 4 | 2 | 4 | 4 |
| 29 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 |
| 30 | 3 | 4 | 2 | 2 | 1 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 3 |
| 31 | 3 | 2 | 1 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 |
| 32 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 |
| 33 | 4 | 4 | 3 | 4 | 1 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 1 | 4 | 4 | 4 | 4 | 4 |
| 34 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 1 | 2 | 2 | 4 | 4 | 4 | 4 | 4 |
| 35 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 |
| 36 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 1 | 4 | 2 | 2 | 3 | 2 | 4 |
| 37 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 38 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 39 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 2 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 2 | 3 | 1 | 1 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 |

| | y21 | y22 | y23 | y24 | y25 | y26 | y27 | y28 | y29 | y30 | y31 | y32 | y33 | y34 | y35 | y36 | y37 | y38 | y39 | y40 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 4 | 4 | 1 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 4 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 1 | 2 | 3 | 3 | 4 | 2 | 3 | 3 |
| 4 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 4 |
| 5 | 1 | 4 | 1 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 |
| 6 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 |
| 7 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 |
| 8 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 |
| 9 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 10 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 |
| 11 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 4 |
| 12 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 |
| 13 | 2 | 3 | 1 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 14 | 4 | 4 | 1 | 3 | 3 | 4 | 4 | 1 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 3 |
| 15 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| 16 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 |
| 17 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 |
| 18 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 |
| 19 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 3 |
| 20 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 2 | 2 | 2 |
| 21 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 |
| 22 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 |
| 23 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 24 | 1 | 4 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 2 | 1 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
| 25 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 2 |
| 26 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 3 |
| 27 | 2 | 3 | 1 | 4 | 3 | 4 | 2 | 1 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 3 |
| 28 | 3 | 3 | 1 | 1 | 2 | 4 | 2 | 4 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 |
| 29 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 |
| 30 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| 31 | 2 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 |
| 32 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 |
| 33 | 4 | 4 | 1 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 34 | 1 | 4 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 1 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 |
| 35 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 |
| 36 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 |
| 37 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 4 | 4 |
| 38 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 |
| 39 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 |
| 40 | 3 | 2 | 1 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |

| | y41 | y42 | y43 | y44 | y45 | y46 | y47 | y48 | y49 | y50 | y51 | y52 | y53 | y54 | y55 | y56 | y57 | y58 | y59 | y60 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 1 | 3 | 3 | 4 | 4 | 2 | 2 |
| 3 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 2 |
| 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 5 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 4 |
| 6 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 |
| 7 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 |
| 8 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 |
| 9 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 |
| 10 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 |
| 11 | 4 | 3 | 4 | 3 | 3 | 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 12 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 2 | 3 | 3 |
| 13 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 1 |
| 14 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 1 |
| 15 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 |
| 16 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 17 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 1 | 4 | 3 | 4 | 2 | 3 | 4 |
| 18 | 3 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 3 |
| 19 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 1 | 4 | 3 | 3 | 2 | 4 | 2 |
| 20 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 4 | 2 |
| 21 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 |
| 22 | 3 | 4 | 4 | 1 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 2 |
| 23 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 1 |
| 24 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 1 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 1 |
| 25 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 3 | 4 |
| 26 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 1 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 4 | 2 |
| 27 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 1 | 3 | 1 | 1 | 4 | 2 | 3 | 4 | 2 | 2 | 4 | 3 |
| 28 | 4 | 2 | 2 | 3 | 1 | 1 | 1 | 4 | 3 | 1 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 1 | 2 |
| 29 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 |
| 30 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 1 | 4 | 3 | 4 | 1 |
| 31 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 1 | 3 | 3 | 2 | 2 | 3 | 2 |
| 32 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 |
| 33 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 2 | 4 | 4 | 2 | 4 | 1 |
| 34 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 1 |
| 35 | 3 | 4 | 4 | 4 | 3 | 3 | 1 | 4 | 4 | 3 | 3 | 3 | 3 | 1 | 2 | 4 | 2 | 3 | 2 | 1 |
| 36 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 1 |
| 37 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 2 |
| 38 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 3 |
| 39 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 1 | 2 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 1 |
| 40 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 |

| | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | y11 | y12 | y13 | y14 | y15 | y16 | y17 | y18 | y19 | y20 |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 11 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 1 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 |
| 12 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 |
| 13 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| 14 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 15 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 16 | 2 | 3 | 3 | 4 | 1 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 1 | 2 | 1 | 1 | 4 | 2 | 2 |
| 17 | 3 | 3 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 2 | 3 |
| 18 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 |
| 19 | 3 | 2 | 1 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 2 |



| | y21 | y22 | y23 | y24 | y25 | y26 | y27 | y28 | y29 | y30 | y31 | y32 | y33 | y34 | y35 | y36 | y37 | y38 | y39 | y40 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 41 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 42 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 |
| 43 | 3 | 3 | 1 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 |
| 44 | 3 | 2 | 1 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 45 | 3 | 3 | 1 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 |
| 46 | 1 | 3 | 1 | 1 | 4 | 2 | 2 | 1 | 1 | 3 | 1 | 1 | 4 | 1 | 3 | 4 | 1 | 1 | 2 | 2 |
| 47 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 1 | 4 | 2 | 3 | 3 |
| 48 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 1 | 4 | 4 |
| 49 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 4 | 3 |



| | y41 | y42 | y43 | y44 | y45 | y46 | y47 | y48 | y49 | y50 | y51 | y52 | y53 | y54 | y55 | y56 | y57 | y58 | y59 | y60 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 41 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 1 | 3 |
| 42 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 2 |
| 43 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 2 |
| 44 | 3 | 4 | 4 | 1 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 1 | 3 | 3 | 4 | 2 | 3 | 2 |
| 45 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 2 | 3 | 1 |
| 46 | 2 | 3 | 3 | 3 | 4 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 2 | 2 | 4 | 2 |
| 47 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 2 | 2 | 2 |
| 48 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 2 |
| 49 | 4 | 4 | 4 | 1 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 1 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 2 |



LAMPIRAN

B. UJI COBA ANGKET

B-1. ANGKET PERSEPSI KARYAWAN TERHADAP JAMSOSTEK



ANGKET PERSEPSI KARYAWAN TERHADAP
JAMINAN SOSIAL TENAGA KERJA

tem-total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Alpha if Item Deleted |
|----|-------------------------------------|---|--|-----------------------------|
| 1 | 166.7755 | 252.6777 | -.0218 * | .9310 |
| 2 | 166.7959 | 245.1658 | .4588 | .9281 |
| 3 | 166.5102 | 245.8801 | .4126 | .9283 |
| 4 | 166.7755 | 244.6777 | .4106 | .9283 |
| 5 | 167.0000 | 240.0000 | .5676 | .9271 |
| 6 | 166.7755 | 243.3444 | .5604 | .9274 |
| 7 | 166.6735 | 249.0162 | .2405 * | .9292 |
| 8 | 166.8980 | 241.0102 | .6297 | .9268 |
| 9 | 166.8571 | 246.0833 | .4484 | .9282 |
| 10 | 166.8163 | 244.0281 | .4685 | .9279 |
| 11 | 167.0204 | 241.7287 | .4987 | .9276 |
| 12 | 166.5102 | 245.0051 | .4320 | .9282 |
| 13 | 166.9592 | 240.6233 | .5357 | .9273 |
| 14 | 167.0612 | 236.8503 | .6817 | .9261 |
| 15 | 166.7347 | 242.9490 | .5568 | .9274 |
| 16 | 166.8163 | 242.6947 | .5879 | .9272 |
| 17 | 166.8163 | 242.6947 | .5879 | .9272 |
| 18 | 166.6939 | 245.2168 | .5287 | .9278 |
| 19 | 166.8776 | 241.9014 | .6012 | .9271 |
| 20 | 166.9388 | 241.6420 | .5253 | .9274 |
| 21 | 166.7959 | 244.2908 | .5157 | .9277 |
| 22 | 167.2449 | 242.6054 | .3924 | .9285 |
| 23 | 166.7959 | 245.0825 | .3725 | .9285 |
| 24 | 166.7755 | 244.9277 | .3049 | .9292 |
| 25 | 167.0408 | 242.7900 | .4609 | .9279 |
| 26 | 167.3673 | 238.0706 | .5917 | .9268 |
| 27 | 166.8163 | 242.4447 | .5602 | .9273 |
| 28 | 167.4694 | 239.0876 | .4903 | .9277 |
| 29 | 166.7959 | 248.3325 | .1785 * | .9301 |
| 30 | 166.6327 | 247.9039 | .1775 * | .9303 |
| 31 | 167.0408 | 240.8733 | .5887 | .9270 |
| 32 | 167.0204 | 243.8954 | .4399 | .9281 |
| 33 | 166.8367 | 243.8478 | .6529 | .9273 |
| 34 | 167.2041 | 241.2491 | .4991 | .9276 |
| 35 | 167.0000 | 240.2917 | .4874 | .9277 |
| 36 | 166.6735 | 242.5995 | .4825 | .9278 |
| 37 | 166.8776 | 242.7764 | .4834 | .9278 |
| 38 | 167.1224 | 237.9014 | .6606 | .9263 |
| 39 | 166.7347 | 246.5740 | .4068 | .9284 |
| 40 | 166.8571 | 239.5000 | .5800 | .9269 |
| 41 | 166.9796 | 238.6037 | .8928 | .9268 |
| 42 | 166.5918 | 245.3716 | .4250 | .9282 |
| 43 | 166.4082 | 248.1633 | .2416 * | .9293 |
| 44 | 167.1224 | 236.4847 | .6974 | .9259 |
| 45 | 167.4694 | 239.1709 | .6483 | .9265 |
| 46 | 167.1633 | 242.0978 | .4950 | .9277 |
| 47 | 166.8367 | 242.0978 | .5570 | .9273 |
| 48 | 166.7755 | 243.5944 | .4703 | .9279 |
| 49 | 166.8367 | 248.7645 | .1560 * | .9303 |
| 50 | 167.2449 | 253.8138 | -.0772 * | .9320 |
| 51 | 166.9184 | 254.3682 | -.0974 * | .9326 |
| 52 | 166.8980 | 249.5102 | .0989 * | .9312 |
| 53 | 166.7347 | 249.5740 | .1281 * | .9303 |
| 54 | 167.5102 | 247.4634 | .3107 | .9289 |
| 55 | 167.0408 | 240.7900 | .5932 | .9270 |
| 56 | 166.6939 | 254.3418 | -.1064 * | .9319 |

Reliability Coefficients

N of Cases = 49.0

N of Items = 56

Alpha = .9294

ANGKET PERSEPSI KARYAWAN TERHADAP
JAMINAN SOSIAL TENAGA KERJA

Item-total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Alpha if Item Deleted |
|-----|-------------------------------------|---|--|-----------------------------|
| 2 | 132.0816 | 224.9932 | .4873 | .9458 |
| 3 | 131.7959 | 225.9991 | .4193 | .9461 |
| 4 | 132.0612 | 224.1003 | .4590 | .9459 |
| 5 | 132.2857 | 220.5833 | .5612 | .9453 |
| 6 | 132.0612 | 223.6420 | .5621 | .9454 |
| 8 | 132.1837 | 221.2364 | .6412 | .9449 |
| 9 | 132.1429 | 226.4167 | .4393 | .9461 |
| 10 | 132.1020 | 224.0935 | .4822 | .9458 |
| 11 | 132.3061 | 221.5918 | .5253 | .9455 |
| 12 | 131.7959 | 224.7908 | .4613 | .9459 |
| 13 | 132.2449 | 220.0221 | .5871 | .9451 |
| 14 | 132.3469 | 217.3146 | .6878 | .9444 |
| 15 | 132.0204 | 222.6037 | .6002 | .9451 |
| 16 | 132.1020 | 222.6769 | .6118 | .9451 |
| 17 | 132.1020 | 222.6769 | .6118 | .9451 |
| 18 | 131.9796 | 225.1037 | .5569 | .9456 |
| 19 | 132.1633 | 221.9311 | .6230 | .9450 |
| 20 | 132.2245 | 222.3444 | .5087 | .9456 |
| 21 | 132.0816 | 224.5765 | .5156 | .9457 |
| 22 | 132.5306 | 222.8376 | .3972 | .9466 |
| 23 | 132.0816 | 225.1182 | .3842 | .9464 |
| X24 | 132.0612 | 226.1420 | .2610 * | .9476 |
| X25 | 132.3265 | 222.5162 | .4930 | .9457 |
| X26 | 132.6531 | 219.1063 | .5689 | .9453 |
| X27 | 132.1020 | 222.5935 | .5729 | .9453 |
| X28 | 132.7551 | 220.1054 | .4685 | .9462 |
| X31 | 132.3265 | 220.2245 | .6483 | .9447 |
| X32 | 132.3061 | 225.0918 | .3895 | .9464 |
| X33 | 132.1224 | 223.8597 | .6767 | .9451 |
| X34 | 132.4898 | 221.4634 | .5084 | .9457 |
| X35 | 132.2857 | 220.7917 | .4847 | .9459 |
| X36 | 131.9592 | 223.2483 | .4665 | .9459 |
| X37 | 132.1633 | 222.9728 | .4914 | .9457 |
| X38 | 132.4082 | 218.5799 | .6540 | .9446 |
| X39 | 132.0204 | 226.5204 | .4248 | .9461 |
| X40 | 132.1429 | 220.3333 | .5624 | .9453 |
| X41 | 132.2653 | 219.2406 | .5869 | .9451 |
| X42 | 131.8776 | 226.1514 | .3900 | .9463 |
| X44 | 132.4082 | 217.0383 | .6999 | .9443 |
| X45 | 132.7551 | 218.5638 | .7073 | .9443 |
| X46 | 132.4490 | 222.2942 | .5041 | .9457 |
| X47 | 132.1224 | 222.1930 | .5732 | .9452 |
| X48 | 132.0612 | 224.8920 | .4134 | .9462 |
| X54 | 132.7959 | 228.2908 | .2655 * | .9469 |
| X55 | 132.3265 | 220.1828 | .6507 | .9447 |

Reliability Coefficients

N of Cases = 49.0

N of Items = 45

Alpha = .9467

ANGKET PERSEPSI KARYAWAN TERHADAP
JAMINAN SOSIAL TENAGA KERJA

Item-total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Alpha if Item Deleted |
|-----|----------------------------------|--------------------------------------|--|-----------------------------|
| X2 | 126.4898 | 214.5051 | .4881 | .9469 |
| X3 | 126.2041 | 215.3741 | .4279 | .9472 |
| X4 | 126.4694 | 213.7126 | .4549 | .9471 |
| X5 | 126.6939 | 210.0085 | .5715 | .9463 |
| X6 | 126.4694 | 213.2543 | .5583 | .9465 |
| X8 | 126.5918 | 210.7883 | .6449 | .9459 |
| X9 | 126.5510 | 216.0026 | .4319 | .9472 |
| X10 | 126.5102 | 213.6301 | .4826 | .9469 |
| X11 | 126.7143 | 210.9167 | .5398 | .9466 |
| X12 | 126.2041 | 214.2075 | .4684 | .9470 |
| X13 | 126.6531 | 209.3563 | .6028 | .9461 |
| X14 | 126.7551 | 207.0221 | .6876 | .9455 |
| X15 | 126.4286 | 212.1667 | .6013 | .9462 |
| X16 | 126.5102 | 212.2134 | .6146 | .9462 |
| X17 | 126.5102 | 212.2134 | .6146 | .9462 |
| X18 | 126.3878 | 214.5757 | .5609 | .9466 |
| X19 | 126.5714 | 211.4583 | .6274 | .9461 |
| X20 | 126.6327 | 211.9039 | .5099 | .9468 |
| X21 | 126.4898 | 214.0051 | .5229 | .9467 |
| X22 | 126.9388 | 212.6003 | .3883 | .9479 |
| X23 | 126.4898 | 214.6718 | .3821 | .9476 |
| X25 | 126.7347 | 211.9906 | .4986 | .9468 |
| X26 | 127.0612 | 208.7253 | .5707 | .9464 |
| X27 | 126.5102 | 212.3384 | .5627 | .9464 |
| X28 | 127.1633 | 210.1811 | .4498 | .9476 |
| X31 | 126.7347 | 209.8240 | .6504 | .9458 |
| X32 | 126.7143 | 214.7083 | .3839 | .9475 |
| X33 | 126.5306 | 213.3793 | .6794 | .9461 |
| X34 | 126.8980 | 210.9685 | .5133 | .9468 |
| X35 | 126.6939 | 210.8002 | .4668 | .9472 |
| X36 | 126.3673 | 212.9039 | .4614 | .9471 |
| X37 | 126.5714 | 212.7083 | .4820 | .9469 |
| X38 | 126.8163 | 208.1114 | .6613 | .9457 |
| X39 | 126.4286 | 216.0417 | .4223 | .9473 |
| X40 | 126.5510 | 210.2109 | .5500 | .9465 |
| X41 | 126.6735 | 208.6828 | .5973 | .9462 |
| X42 | 126.2857 | 215.5833 | .3942 | .9474 |
| X44 | 126.8163 | 206.6114 | .7068 | .9453 |
| X45 | 127.1633 | 208.1395 | .7128 | .9454 |
| X46 | 126.8571 | 211.9167 | .5020 | .9468 |
| X47 | 126.5306 | 211.7126 | .5774 | .9463 |
| X48 | 126.4694 | 214.5876 | .4033 | .9474 |
| X55 | 126.7347 | 209.8240 | .6504 | .9458 |

Reliability Coefficients

N of Cases - 49.0

N of Items - 43

Alpha - .9478



B-2. ANGKET KETERLIBATAN KERJA

ANGKET KETERLIBATAN KERJA

Item-total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Alpha if Item Deleted |
|-----|-------------------------------------|---|--|-----------------------------|
| Y1 | 178.1837 | 283.9864 | .3625 | .9077 |
| Y2 | 178.0204 | 280.2704 | .4725 | .9067 |
| Y3 | 178.4286 | 288.0417 | .1319 * | .9097 |
| Y4 | 178.1020 | 285.3852 | .2219 * | .9090 |
| Y5 | 178.0816 | 282.7015 | .3105 | .9082 |
| Y6 | 177.9184 | 280.7849 | .4797 | .9067 |
| Y7 | 178.6939 | 286.1335 | .3065 | .9082 |
| Y8 | 177.9184 | 282.5765 | .3150 | .9082 |
| Y9 | 177.8776 | 286.0264 | .2414 * | .9087 |
| Y10 | 177.7551 | 285.9388 | .3273 | .9081 |
| Y11 | 178.0408 | 286.0400 | .2233 * | .9089 |
| Y12 | 177.8980 | 284.5935 | .3143 | .9081 |
| Y13 | 177.9592 | 286.7066 | .1992 * | .9091 |
| Y14 | 178.2857 | 275.9583 | .5844 | .9055 |
| Y15 | 178.5510 | 283.0026 | .2682 * | .9088 |
| Y16 | 177.9592 | 278.4983 | .4833 | .9065 |
| Y17 | 177.8367 | 278.7228 | .4808 | .9065 |
| Y18 | 177.7551 | 280.8554 | .5476 | .9064 |
| Y19 | 178.2449 | 286.2721 | .1701 * | .9097 |
| Y20 | 178.0816 | 288.9099 | -.0801 * | .9104 |
| Y21 | 178.2245 | 281.3027 | .3357 | .9080 |
| Y22 | 177.8163 | 281.3197 | .5051 | .9067 |
| Y23 | 179.0816 | 283.4099 | .2729 * | .9086 |
| Y24 | 178.0204 | 274.2704 | .7096 | .9045 |
| Y25 | 178.2041 | 288.2075 | .1564 * | .9093 |
| Y26 | 177.7959 | 284.2908 | .3475 | .9079 |
| Y27 | 178.4286 | 279.9167 | .4670 | .9067 |
| Y28 | 178.2857 | 285.6667 | .1802 * | .9097 |
| Y29 | 178.2449 | 279.1888 | .4511 | .9068 |
| Y30 | 177.8980 | 279.0935 | .4799 | .9066 |
| Y31 | 178.0204 | 278.4371 | .5074 | .9063 |
| Y32 | 177.8163 | 278.5697 | .4085 | .9073 |
| Y33 | 178.0000 | 286.6250 | .2117 * | .9089 |
| Y34 | 178.1429 | 279.9167 | .5069 | .9065 |
| Y35 | 178.1224 | 280.1097 | .4854 | .9066 |
| Y36 | 178.1429 | 280.8333 | .4423 | .9070 |
| Y37 | 177.6122 | 275.9507 | .5897 | .9054 |
| Y38 | 178.5306 | 278.6709 | .4499 | .9069 |
| Y39 | 178.2653 | 275.6573 | .6874 | .9048 |
| Y40 | 178.0000 | 278.7500 | .5568 | .9060 |
| Y41 | 177.7551 | 282.5638 | .3814 | .9075 |
| Y42 | 178.0816 | 283.6599 | .3453 | .9078 |
| Y43 | 177.9796 | 280.0621 | .5782 | .9061 |
| Y44 | 178.3061 | 286.9668 | .1576 * | .9097 |
| Y45 | 177.8571 | 280.6667 | .4436 | .9070 |
| Y46 | 178.6735 | 286.0578 | .1990 * | .9092 |
| Y47 | 178.1429 | 276.7917 | .5698 | .9057 |
| Y48 | 178.0408 | 285.4566 | .2493 * | .9087 |
| Y49 | 177.6939 | 278.8418 | .5426 | .9061 |
| Y50 | 178.2041 | 276.0408 | .5706 | .9056 |
| Y51 | 177.8980 | 278.9685 | .5300 | .9062 |
| Y52 | 177.9184 | 280.2432 | .4577 | .9068 |
| Y53 | 177.6939 | 291.6752 | -.0216 * | .9104 |
| Y54 | 178.5714 | 287.1250 | .1164 * | .9107 |
| Y55 | 178.2449 | 291.0221 | .0045 * | .9107 |
| Y56 | 177.9388 | 281.8503 | .3610 | .9077 |
| Y57 | 177.7755 | 279.1361 | .5413 | .9062 |
| Y58 | 178.4694 | 281.8376 | .3792 | .9075 |
| Y59 | 177.9388 | 286.6420 | .1704 * | .9095 |
| Y60 | 178.7959 | 284.6658 | .1684 * | .9105 |

Reliability Coefficients

N of Cases = 49.0

N of Items = 60

Alpha = .9091

ANGKET KETERLIBATAN KERJA

Item-total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Alpha if Item Deleted |
|----|-------------------------------------|---|--|-----------------------------|
| 1 | 120.8571 | 193.0833 | .3535 | .9232 |
| 2 | 120.6939 | 190.2585 | .4513 | .9223 |
| 5 | 120.7551 | 191.8554 | .3096 | .9240 |
| 6 | 120.5918 | 189.6633 | .5163 | .9217 |
| 7 | 121.3673 | 194.5289 | .3205 | .9234 |
| 8 | 120.5918 | 190.9549 | .3513 | .9235 |
| 10 | 120.4286 | 195.2917 | .2733 | .9238 |
| 12 | 120.5714 | 194.0833 | .2761 | .9239 |
| 14 | 120.9592 | 185.7900 | .6102 | .9205 |
| 16 | 120.6327 | 187.7789 | .5131 | .9216 |
| 17 | 120.5102 | 188.6301 | .4784 | .9220 |
| 18 | 120.4286 | 190.8333 | .5175 | .9218 |
| 21 | 120.8980 | 189.9685 | .3664 | .9235 |
| 22 | 120.4898 | 190.8384 | .4995 | .9219 |
| 24 | 120.6939 | 184.9668 | .7088 | .9196 |
| 26 | 120.4694 | 193.3376 | .3383 | .9233 |
| 27 | 121.1020 | 189.8019 | .4549 | .9223 |
| 29 | 120.9184 | 188.4099 | .4772 | .9221 |
| 30 | 120.5714 | 188.8750 | .4806 | .9220 |
| 31 | 120.6939 | 188.0918 | .5205 | .9216 |
| 32 | 120.4898 | 187.5468 | .4450 | .9226 |
| 34 | 120.8163 | 189.6114 | .5053 | .9218 |
| 35 | 120.7959 | 189.8325 | .4802 | .9220 |
| 36 | 120.8163 | 190.9031 | .4115 | .9227 |
| 37 | 120.2857 | 185.5000 | .6298 | .9203 |
| 38 | 121.2041 | 188.5408 | .4491 | .9224 |
| 39 | 120.9388 | 186.6003 | .6591 | .9202 |
| 40 | 120.6735 | 188.8912 | .5419 | .9214 |
| 41 | 120.4286 | 192.3333 | .3495 | .9233 |
| 42 | 120.7551 | 192.8138 | .3365 | .9234 |
| 43 | 120.6531 | 190.3980 | .5346 | .9217 |
| 45 | 120.5306 | 190.3793 | .4335 | .9225 |
| 47 | 120.8163 | 186.8614 | .5770 | .9209 |
| 49 | 120.3673 | 188.4872 | .5543 | .9213 |
| 50 | 120.8776 | 186.6514 | .5576 | .9211 |
| 51 | 120.5714 | 188.2917 | .5578 | .9212 |
| 52 | 120.5918 | 189.8299 | .4582 | .9222 |
| 56 | 120.6122 | 190.9923 | .3685 | .9233 |
| 57 | 120.4490 | 188.8776 | .5450 | .9214 |
| 58 | 121.1429 | 190.8333 | .3950 | .9229 |

Reliability Coefficients

N of Cases = 49.0

N of Items = 40

Alpha = .9240

LAMPIRAN

C. ALAT UKUR PENELITIAN

C-1. ANGKET PERSEPSI KARYAWAN TERHADAP JAMSOSTEK



Kepada Yth.

Karyawan PT. Wicaksana Overseas International

di Tempat

Dengan hormat,

Perkenankanlah kami memohon kepada Saudara untuk meluangkan waktu sejenak, guna mengisi daftar pertanyaan yang kami lampirkan. Jawaban Saudara sangat kami butuhkan sebagai sarana penyusunan skripsi kami.

Identitas beserta jawaban Saudara kami jamin kerahasiaannya. Jawaban yang Saudara berikan, tidak ada hubungannya dengan konduite dan status Saudara di perusahaan. Untuk itu, kami sangat mengharapkan kesediaan Saudara untuk menjawab dan mengisinya secara lengkap dan jujur, sesuai dengan keadaan, pendapat, pikiran dan perasaan Saudara, tanpa dipengaruhi oleh siapa pun. Dalam daftar pertanyaan ini, tidak ada jawaban yang salah, semua jawaban dianggap benar.

Kami mengucapkan banyak terima kasih atas kerja sama dan bantuan yang telah Saudara berikan.

Fakultas Psikologi

UNIKA Soegijapranata Semarang

IDENTITAS PENGISI :

No. Angket :

Usia : tahun

PETUNJUK PENGISIAN ANGKET

Sebelum mulai mengerjakan, terlebih dahulu isikanlah data yang telah tertera pada bagian identitas pengisi di bagian atas.

Berilah tanda silang (X) pada jawaban yang Saudara anggap paling sesuai dengan diri Saudara. Pilihan jawaban yang tersedia adalah :

SS : **Sangat Setuju**, apabila Saudara sangat setuju terhadap pernyataan yang ada,

S : **Setuju**, apabila Saudara setuju terhadap pernyataan yang ada,

TS : **Tidak Setuju**, apabila Saudara tidak setuju terhadap pernyataan yang ada,

STS : **Sangat Tidak Setuju**, apabila Saudara sangat tidak setuju terhadap pernyataan yang ada.

Jawablah semua pernyataan yang ada, jangan sampai ada pernyataan yang terlewatkan. Telitilah kembali, sebelum Saudara mengembalikan daftar pernyataan ini.

SELAMAT MENGERJAKAN

ANGKET I

| | | | | | |
|--|----|---|----|-----|---|
| 1 Saya tidak merasa khawatir, karena bila mengalami kecelakaan kerja, saya akan mendapat santunan selama tidak mampu bekerja. | SS | S | TS | STS | + |
| 2 Perhatian perusahaan dalam hal pemberian jaminan bagi karyawan yang meninggal kurang baik. | SS | S | TS | STS | - |
| 3 Menurut saya, pengadaan program tabungan hari tua bagi seluruh karyawan akan membantu karyawan yang tidak bekerja lagi. | SS | S | TS | STS | + |
| 4 Perusahaan tidak memberikan cuti bagi karyawan wanita yang sedang hamil. | SS | S | TS | STS | - |
| 5 Menurut saya, semua karyawan yang mengalami kecelakaan kerja diperlakukan sama oleh perusahaan untuk memperoleh santunan. | SS | S | TS | STS | + |
| 6 Menurut saya, pengurusan jaminan kematian bagi karyawan meninggal terlalu berbelit-belit. | SS | S | TS | STS | - |
| 7 Dana pensiun bagi karyawan telah diberikan sesuai prosedur yang berlaku. | SS | S | TS | STS | + |
| 8 Jaminan kesehatan bagi karyawan tidak memadai. | SS | S | TS | STS | - |
| 9 Saya merasa puas, karena bila terjadi kecelakaan kerja, saya akan memperoleh tunjangan biaya perawatan secara penuh dari perusahaan. | SS | S | TS | STS | + |
| 10 Saya kecewa karena pihak perusahaan tidak memberikan santunan bagi ahli waris karyawan yang meninggal. | SS | S | TS | STS | - |
| 11 Pelaksanaan jaminan hari tua oleh perusahaan sudah sesuai dengan fungsinya. | SS | S | TS | STS | + |
| 12 Jaminan kesehatan yang diberikan kepada anggota keluarga tidak mencukupi. | SS | S | TS | STS | - |
| 13 Di tempat saya bekerja, jaminan untuk karyawan yang mengalami kecelakaan kerja masih kurang memadai. | SS | S | TS | STS | + |
| 14 Perusahaan memberikan perhatian yang cukup terhadap jaminan kematian yang meliputi biaya pemakaman di tempat saya bekerja. | SS | S | TS | STS | + |
| 15 Program tabunga hari tua, hanya menambah beban pengeluaran dana bagi karyawan. | SS | S | TS | STS | + |
| 16 Cuti hamil yang diberikan kepada karyawan wanita, sudah cukup memadai. | SS | S | TS | STS | - |
| 17 Karyawan yang mengalami kecelakaan dalam bekerja, menurut saya belum mendapatkan perlakuan yang sama dari pihak perusahaan untuk tunjangan yang diterima. | SS | S | TS | STS | + |
| 18 Menurut pendapat saya, pengurusan jaminan kematian bagi karyawan yang meninggal berjalan dengan lancar. | SS | S | TS | STS | - |

| | | | | | | |
|-----|--|----|---|----|-----|---|
| 19 | Karyawan yang pensiun kurang mendapatkan perhatian oleh perusahaan. | SS | S | TS | STS | + |
| 20 | Bila berobat saya akan mendapat ganti rugi biaya pengobatan dari perusahaan. | SS | S | TS | STS | - |
| 21 | Kebijaksanaan perusahaan mengenai biaya pemeriksaan akibat kecelakaan kerja di tempat saya bekerja kurang memadai. | SS | S | TS | STS | + |
| √22 | Perusahaan memberikan jaminan kematian yang cukup kepada ahli waris karyawan yang meninggal dunia. | SS | S | TS | STS | - |
| 23 | Jaminan hari tua di perusahaan, belum sesuai dengan harapan karyawan. | SS | S | TS | STS | + |
| 24 | Saya setuju dengan kebijaksanaan perusahaan untuk tidak memotong gaji karyawan yang dianjurkan oleh dokter untuk tidak masuk kerja karena sakit. | SS | S | TS | STS | - |
| 25 | Karyawan yang meninggal tidak mendapat tunjangan yang memadai | SS | S | TS | STS | , |
| 26 | Perusahaan senantiasa memperhatikan pemberian jaminan hari tua bagi karyawan yang mengalami cacat total tetap. | SS | S | TS | STS | - |
| 27 | Pihak perusahaan kurang memperhatikan karyawan yang memerlukan perawatan khusus (ICU). | SS | S | TS | STS | - |
| 28 | Saya merasa kecewa dengan pelayanan kesehatan yang ada di perusahaan. | SS | S | TS | STS | - |
| 29 | Pemberian santunan bagi karyawan yang cacat seumur hidup sesuai dengan ketentuan yang berlaku. | SS | S | TS | STS | - |
| 30 | Pihak keluarga harus menanggung sendiri biaya transportasi ke pemakaman tanpa mendapatkan bantuan dari pihak perusahaan. | SS | S | TS | STS | - |
| 31 | Perusahaan memberikan pelayanan cukup baik dalam pengurusan santunan pensiun bagi karyawan. | SS | S | TS | STS | + |
| 32 | Walaupun tidak masuk kerja karena sakit dengan surat keterangan dokter, saya khawatir perusahaan akan memotong gaji saya. | SS | S | TS | STS | - |
| 33 | Saya menyesal karena santunan kecelakaan kerja tidak akan saya peroleh meskipun saya tidak mampu bekerja sebagai akibat kecelakaan kerja. | SS | S | TS | STS | + |
| 34 | Apabila ada karyawan yang meninggal di tempat saya bekerja, pihak perusahaan akan memberikan tunjangan yang sesuai. | SS | S | TS | STS | - |
| 35 | Jaminan hari tua yang meliputi santunan karyawan cacat total tetap kurang memuaskan. | SS | S | TS | STS | + |
| 36 | Perusahaan tempat saya bekerja sangat memperhatikan Pelayanan kesehatan karyawannya sampai ke hal-hal yang kecil sekalipun. | SS | S | TS | STS | - |
| 37 | Saya merasa khawatir apabila perusahaan beranggapan | SS | S | TS | STS | + |

- bahwa kecelakaan kerja adalah karena kelalaian karyawan, sehingga kurang perlu untuk memberikan santunan.
- | | | | | | |
|--|----|---|----|-----|---|
| 38 Bila ada karyawan yang meninggal, pihak perusahaan akan memberikan santunan yang nilainya cukup besar. | SS | S | TS | STS | - |
| 39 Perusahaan menunda pemberian santunan bagi karyawan yang sudah pensiun. | SS | S | TS | STS | † |
| 40 Kebutuhan terhadap perawatan kesehatan di perusahaan, bagi saya pelayanannya cukup memuaskan. | SS | S | TS | STS | - |
| 41 Saya tidak yakin bila karyawan yang cacat seumur hidup sebagai akibat kecelakaan kerja, akan mendapat santunan dari perusahaan. | SS | S | TS | STS | † |
| √42 Pihak perusahaan membantu transportasi pemakaman pada keluarga karyawan yang meninggal. | SS | S | TS | STS | - |
| 43 Bagi karyawan yang pensiun di tempat saya bekerja, merasa kesulitan dalam mengurus dana pensiun. | SS | S | TS | STS | × |

APABILA SUDAH TERISI SEMUA, LANJUTKAN KE ANGKET II !





C-2. ANGGKET KETERLIBATAN KERJA

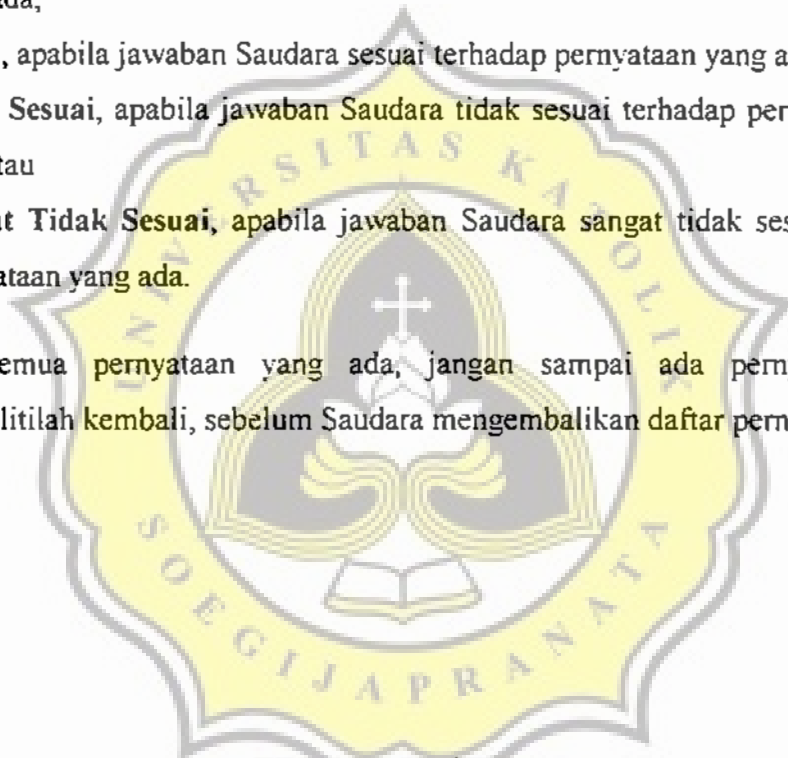
ANGKET II

PETUNJUK MENERJAKAN

Berilah tanda silang (X) pada jawaban yang Saudara anggap paling sesuai dengan diri Saudara. Pilihan jawaban yang tersedia adalah :

- SS** : **Sangat Sesuai**, apabila jawaban Saudara sangat sesuai terhadap pernyataan yang ada,
- S** : **Sesuai**, apabila jawaban Saudara sesuai terhadap pernyataan yang ada,
- TS** : **Tidak Sesuai**, apabila jawaban Saudara tidak sesuai terhadap pernyataan yang ada, atau
- STS** : **Sangat Tidak Sesuai**, apabila jawaban Saudara sangat tidak sesuai terhadap pernyataan yang ada.

Jawablah semua pernyataan yang ada, jangan sampai ada pernyataan yang terlewatkan. Telitilah kembali, sebelum Saudara mengembalikan daftar pernyataan ini.



TERIMA KASIH

ANGKET II

| | | | | |
|---|----|---|----|-----|
| 1 Saya mampu mengatasi pekerjaan yang sulit. | SS | S | TS | STS |
| 2 Pekerjaan yang perlu saja yang akan saya kerjakan. | SS | S | TS | STS |
| 3 Saya mencintai pekerjaan saya. | SS | S | TS | STS |
| 4 Saya merasa lebih cocok untuk bidang pekerjaan lain daripada pekerjaan saat ini. | SS | S | TS | STS |
| 5 Saya berusaha mengerjakan pekerjaan dengan sebaik-baiknya. | SS | S | TS | STS |
| 6 Kepuasan dapat saya peroleh dari aktivitas lain, tidak hanya terbatas pada pekerjaan. | SS | S | TS | STS |
| 7 Pekerjaan saya sesuai dengan kemampuan saya. | SS | S | TS | STS |
| 8 Saya biasa menunda-nunda pekerjaan di kantor. | SS | S | TS | STS |
| 9 Saya kurang puas bila semua pekerjaan belum selesai. | SS | S | TS | STS |
| 10 Saya akan minta bantuan orang lain bila sedang mengerjakan suatu pekerjaan. | SS | S | TS | STS |
| 11 Saya bersedia kerja lembur meskipun tidak dibayar. | SS | S | TS | STS |
| 12 Saya merasa tertekan bila gagal dalam pekerjaan. | SS | S | TS | STS |
| 13 Saya merasa senang kalau pekerjaan saya memenuhi target perusahaan. | SS | S | TS | STS |
| 14 Saya tidak mau bekerja lembur. | SS | S | TS | STS |
| 15 Saya senang karena perusahaan memberikan fasilitas yang baik bagi karyawannya. | SS | S | TS | STS |
| 16 Saya menghindari tugas tambahan. | SS | S | TS | STS |
| 17 Saya bekerja dengan serius. | SS | S | TS | STS |
| 18 Saya jenuh dengan pekerjaan saya. | SS | S | TS | STS |
| 19 Saya merasa puas dengan evaluasi dari atasan, atas hasil pekerjaan saya. | SS | S | TS | STS |
| 20 Saya tidak mempedulikan hasil pekerjaan saya. | SS | S | TS | STS |
| 21 Saya takut kehilangan pekerjaan saya. | SS | S | TS | STS |
| 22 Saya menyenangi pekerjaan yang tidak memerlukan target. | SS | S | TS | STS |
| 23 Saya berusaha bekerja secara maksimal. | SS | S | TS | STS |
| 24 Saya tidak menyenangi bidang pekerjaan saya. | SS | S | TS | STS |
| 25 Saya bangga dapat mencurahkan segala ide-ide demi kemajuan perusahaan. | SS | S | TS | STS |
| 26 Saya bekerja tanpa memaksakan diri. | SS | S | TS | STS |
| 27 Saya merasa bahagia di tempat kerja. | SS | S | TS | STS |
| 28 Saya tidak pernah meneliti kembali pekerjaan saya. | SS | S | TS | STS |
| 29 Dengan melibatkan diri dalam bekerja, mampu mendukung perolehan hasil yang baik bagi pekerjaan saya. | SS | S | TS | STS |
| 30 Saya tidak pernah ikut ambil bagian dalam mengerjakan suatu pekerjaan. | SS | S | TS | STS |

| | | | | |
|---|----|---|----|-----|
| 31 Saya menyukai pekerjaan yang ada tantangannya. | SS | S | TS | STS |
| 32 Meskipun tidak secara penuh dalam bekerja , saya cukup merasa puas. | SS | S | TS | STS |
| 33 Bekerja merupakan kebutuhan penting dalam hidup saya. | SS | S | TS | STS |
| 34 Saya senang bekerja yang tidak banyak membutuhkan banyak tenaga dan pikiran. | SS | S | TS | STS |
| 35 Saya aktif mengikuti kegiatan yang diadakan di kantor. | SS | S | TS | STS |
| 36 Imbalan yang saya terima sebagai upah dari bekerja tidak mencukupi kebutuhan saya. | SS | S | TS | STS |
| 37 Saya akan berhenti bekerja begitu pekerjaan saya selesai. | SS | S | TS | STS |
| 38 Saya tidak pernah bisa menyelesaikan masalah pekerjaan di kantor. | SS | S | TS | STS |
| 39 Saya kecewa dengan fasilitas yang diberikan oleh perusahaan. | SS | S | TS | STS |
| 40 Saya menghindari aturan-aturan yang ditetapkan di perusahaan. | SS | S | TS | STS |

TERIMA KASIH ATAS KERJASAMA SAUDARA



LAMPIRAN

D. DATA PENELITIAN

D-1. DATA PERSEPSI KARYAWAN TERHADAP JAMSOSTEK



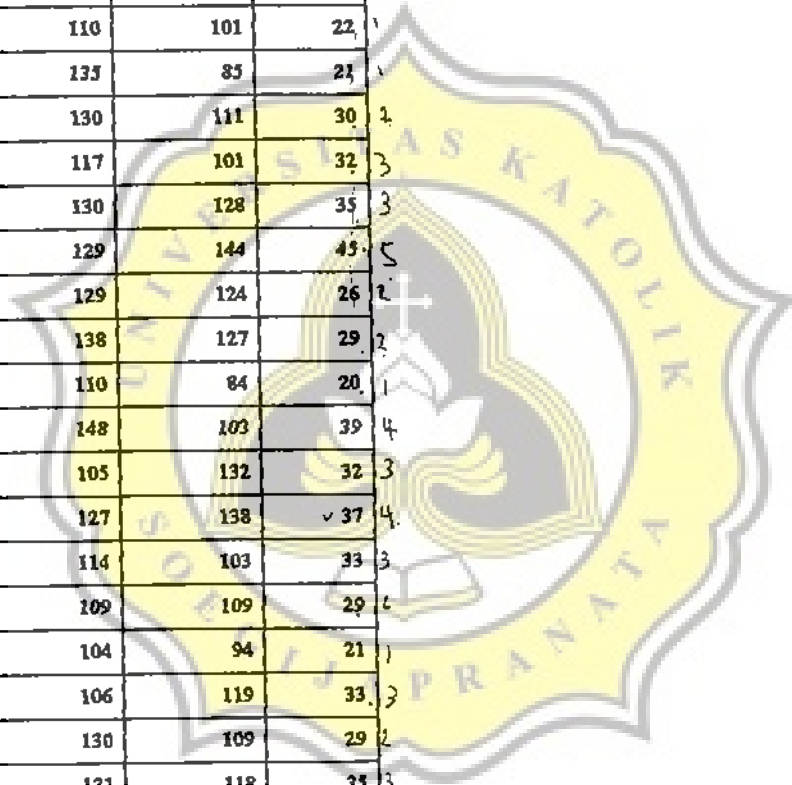
| | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 | x20 | |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|
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| | x21 | x22 | x23 | x24 | x25 | x26 | x27 | x28 | x29 | x30 | x31 | x32 | x33 | x34 | x35 | x36 | x37 | x38 | x39 | x40 |
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| | x41 | x42 | x43 | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | y11 | y12 | y13 | y14 | y15 | y16 | y17 |
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| | y18 | y19 | y20 | y21 | y22 | y23 | y24 | y25 | y26 | y27 | y28 | y29 | y30 | y31 | y32 | y33 | y34 | y35 | y36 | y37 |
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| 21 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 1 | 2 |
| 22 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 1 | 4 | 4 | 4 | 3 | 2 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 1 | 3 | 1 | 4 | 4 | 2 |
| 24 | 1 | 2 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 |
| 25 | 1 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 |
| 26 | 1 | 2 | 3 | 2 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 |
| 27 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 2 | 1 | 3 | 2 |
| 28 | 1 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 |
| 29 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 30 | 1 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 |
| 31 | 1 | 1 | 1 | 1 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 1 |
| 32 | 2 | 2 | 3 | 2 | 3 | 3 | 1 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 1 | 1 | 2 | 2 | 2 |
| 33 | 1 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 2 |
| 34 | 1 | 1 | 1 | 1 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 1 |
| 35 | 1 | 2 | 4 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 1 | 3 | 3 | 1 | 2 | 3 | 4 | 1 |
| 36 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 |
| 37 | 2 | 2 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 1 | 1 | 2 | 2 | 2 |
| 38 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 |
| 39 | 2 | 4 | 3 | 3 | 4 | 1 | 1 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 1 | 3 | 1 |
| 40 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 2 | 2 | 1 | 2 | 2 |

| | y38 | y39 | y40 | persepsi | terlibat | usia |
|----|-----|-----|-----|----------|----------|------|
| 1 | 3 | 3 | 4 | 117 | 149 | 48 |
| 2 | 2 | 3 | 3 | 129 | 108 | 20 |
| 3 | 3 | 3 | 3 | 118 | 133 | 27 |
| 4 | 2 | 3 | 3 | 146 | 123 | 43 |
| 5 | 3 | 4 | 4 | 104 | 133 | 26 |
| 6 | 2 | 4 | 3 | 148 | 125 | 40 |
| 7 | 2 | 4 | 4 | 124 | 132 | 32 |
| 8 | 3 | 3 | 3 | 126 | 117 | 20 |
| 9 | 2 | 4 | 3 | 121 | 122 | 30 |
| 10 | 2 | 3 | 3 | 141 | 117 | 28 |
| 11 | 2 | 3 | 2 | 126 | 124 | 26 |
| 12 | 2 | 2 | 4 | 110 | 101 | 22 |
| 13 | 2 | 2 | 3 | 133 | 85 | 21 |
| 14 | 3 | 3 | 3 | 130 | 111 | 30 |
| 15 | 2 | 2 | 3 | 117 | 101 | 32 |
| 16 | 4 | 3 | 3 | 130 | 128 | 35 |
| 17 | 2 | 3 | 4 | 129 | 144 | 45 |
| 18 | 2 | 4 | 3 | 129 | 124 | 26 |
| 19 | 3 | 4 | 4 | 138 | 127 | 29 |
| 20 | 2 | 3 | 1 | 110 | 84 | 20 |
| 21 | 2 | 2 | 1 | 148 | 103 | 39 |
| 22 | 2 | 4 | 3 | 105 | 132 | 32 |
| 23 | 4 | 4 | 4 | 127 | 138 | 37 |
| 24 | 2 | 3 | 2 | 114 | 103 | 33 |
| 25 | 2 | 3 | 3 | 109 | 109 | 29 |
| 26 | 2 | 2 | 2 | 104 | 94 | 21 |
| 27 | 3 | 4 | 3 | 106 | 119 | 33 |
| 28 | 2 | 3 | 3 | 130 | 109 | 29 |
| 29 | 2 | 3 | 3 | 131 | 118 | 35 |
| 30 | 2 | 2 | 2 | 113 | 102 | 28 |
| 31 | 2 | 2 | 2 | 99 | 93 | 35 |
| 32 | 2 | 3 | 2 | 116 | 88 | 22 |
| 33 | 2 | 3 | 3 | 125 | 118 | 33 |
| 34 | 2 | 2 | 2 | 95 | 93 | 40 |
| 35 | 3 | 1 | 3 | 112 | 100 | 28 |
| 36 | 3 | 2 | 2 | 109 | 105 | 29 |
| 37 | 2 | 3 | 2 | 118 | 92 | 34 |
| 38 | 2 | 3 | 3 | 143 | 139 | 41 |
| 39 | 3 | 3 | 2 | 125 | 111 | 34 |
| 40 | 1 | 3 | 2 | 109 | 104 | 42 |



D-2. DATA KETERLIBATAN KERJA



| | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 | x20 |
|---|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 1 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 4 |
| | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 |
| | 4 | 3 | 2 | 4 | 1 | 4 | 4 | 4 | 2 | 1 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 |
| 1 | 2 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 5 | 1 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 4 | 2 | 1 | 1 | 3 |
| 7 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 |
| 3 | 1 | 2 | 2 | 2 | 1 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 1 | 3 | 1 | 1 | 1 | 3 |
| 9 | 1 | 2 | 2 | 1 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 1 | 1 | 2 | 1 |
| 0 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
| 1 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 3 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 2 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 |
| 6 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 |
| 7 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 |
| 8 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 |
| 9 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 |
| 0 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 |
| 1 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 |
| 5 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 |
| 6 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 7 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 8 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 9 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 |
| 0 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 2 | 4 | 3 | 3 |

| | x21 | x22 | x23 | x24 | x25 | x26 | x27 | x28 | x29 | x30 | x31 | x32 | x33 | x34 | x35 | x36 | x37 | x38 | x39 | x40 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | 2 | 3 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 4 |
| 1 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 |
| 2 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 5 | 3 | 3 | 1 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 2 | 1 | 1 | 3 |
| 6 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 |
| 7 | 1 | 3 | 1 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 4 | 2 | 1 | 3 | 1 | 1 | 1 | 3 |
| 8 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 2 | 3 | 1 | 1 | 2 | 1 |
| 9 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
| 10 | 4 | 3 | 3 | 4 | 2 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| 15 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 |
| 16 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 17 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 |
| 18 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 19 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 3 |
| 20 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 21 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| 22 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 2 | 2 |
| 23 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 24 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 |
| 25 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 26 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 |
| 27 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 |
| 28 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 2 | 2 |
| 29 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 1 |

| x41 | x42 | x43 | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | y11 | y12 | y13 | y14 | y15 | y16 | y17 |
|-----|-----|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 2 | 4 | 3 | 3 | 2 | 3 |
| 2 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 1 | 4 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 2 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 2 | 4 | 3 | 3 | 2 | 3 |
| 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 2 | 2 |
| 3 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 1 | 2 |
| 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 1 | 3 | 1 | 3 | 3 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 1 | 1 |
| 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 2 | 2 | 2 | 1 | 3 | 2 | 1 | 3 | 2 | 2 | 2 | 2 |
| 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 1 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 3 |
| 4 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 |
| 3 | 3 | 2 | 3 | 2 | 3 | 1 | 3 | 3 | 3 | 2 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 3 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 |
| 6 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 |
| 7 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 8 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 3 |
| 9 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 10 | 2 | 2 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 |
| 11 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 1 | 2 | 3 |
| 12 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 |
| 13 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 |
| 14 | 3 | 3 | 4 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 3 |
| 15 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 |
| 16 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 1 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 17 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 |
| 18 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 19 | 1 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 |
| 20 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |

| y18 | y19 | y20 | y21 | y22 | y23 | y24 | y25 | y26 | y27 | y28 | y29 | y30 | y31 | y32 | y33 | y34 | y35 | y36 | y37 |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 1 | 1 | 1 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 1 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 3 | 2 | 3 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 1 | 1 | 3 | 3 | 2 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 1 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 |
| 2 | 2 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 1 | 1 | 2 | 2 | 2 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 1 | 2 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 |
| 1 | 2 | 3 | 2 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 |
| 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 |
| 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 3 |
| 3 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 3 |
| 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 |
| 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 2 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 8 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 9 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| 11 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 2 |
| 12 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 4 |
| 13 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 |
| 14 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 1 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 |
| 15 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
| 17 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 |
| 18 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 19 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 |
| 20 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |

| | y38 | y39 | y40 | persepsi | terlibat | usia |
|----|-----|-----|-----|----------|----------|------|
| 41 | 2 | 2 | 2 | 93 | 93 | 37 |
| 42 | 2 | 3 | 3 | 131 | 119 | 28 |
| 43 | 3 | 3 | 3 | 137 | 108 | 26 |
| 44 | 2 | 3 | 3 | 131 | 119 | 30 |
| 45 | 2 | 2 | 2 | 113 | 102 | 22 |
| 46 | 2 | 3 | 2 | 118 | 92 | 38 |
| 47 | 2 | 2 | 2 | 103 | 84 | 37 |
| 48 | 1 | 2 | 2 | 95 | 73 | 33 |
| 49 | 2 | 2 | 2 | 104 | 94 | 24 |
| 50 | 2 | 2 | 2 | 113 | 101 | 40 |
| 51 | 4 | 4 | 3 | 150 | 136 | 46 |
| 52 | 3 | 2 | 4 | 168 | 123 | 40 |
| 53 | 2 | 3 | 3 | 133 | 127 | 30 |
| 54 | 3 | 2 | 3 | 172 | 130 | 43 |
| 55 | 3 | 3 | 4 | 141 | 148 | 47 |
| 56 | 4 | 3 | 3 | 147 | 141 | 39 |
| 57 | 2 | 3 | 3 | 146 | 115 | 41 |
| 58 | 3 | 3 | 4 | 132 | 127 | 37 |
| 59 | 3 | 3 | 3 | 150 | 141 | 42 |
| 60 | 2 | 3 | 4 | 123 | 124 | 29 |
| 61 | 3 | 2 | 4 | 121 | 113 | 24 |
| 62 | 2 | 3 | 4 | 123 | 146 | 46 |
| 63 | 2 | 3 | 3 | 122 | 117 | 27 |
| 64 | 3 | 3 | 3 | 140 | 117 | 27 |
| 65 | 2 | 3 | 3 | 111 | 117 | 28 |
| 66 | 4 | 3 | 3 | 124 | 138 | 35 |
| 67 | 3 | 3 | 3 | 123 | 141 | 39 |
| 68 | 3 | 3 | 3 | 127 | 121 | 33 |
| 69 | 2 | 4 | 3 | 108 | 122 | 24 |
| 70 | 2 | 2 | 3 | 123 | 113 | 33 |

y = terlibat 40

x: persepsi - 43

LAMPIRAN

E. UJI ASUMSI

E-1. UJI NORMALITAS



PERSEPSI Persepsi Karyawan Terhadap JAMSOSTEK

Test distribution - Normal

Mean: 124.46

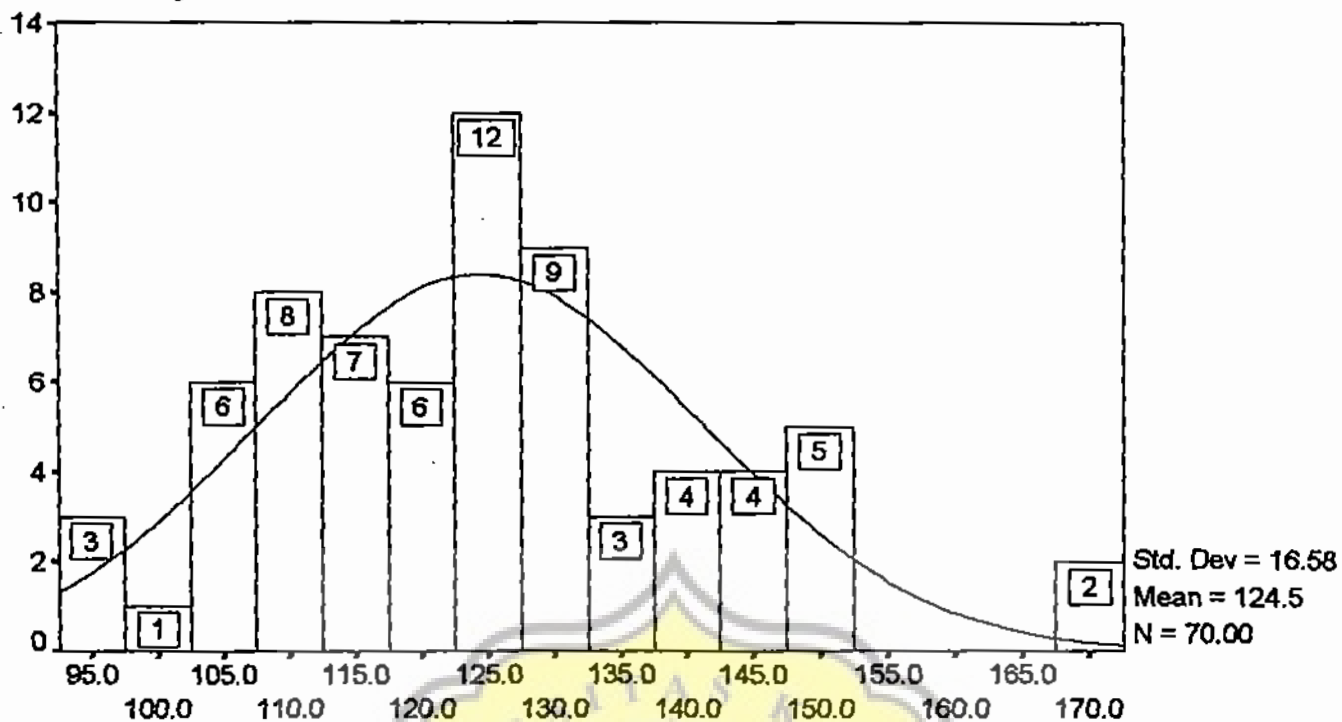
Standard Deviation: 16.58

Cases: 70

| Most extreme differences | | | | |
|--------------------------|----------|----------|-------|------------|
| Absolute | Positive | Negative | K-S Z | 2-Tailed P |
| .08938 | .08938 | -.04599 | .7478 | .6308 |

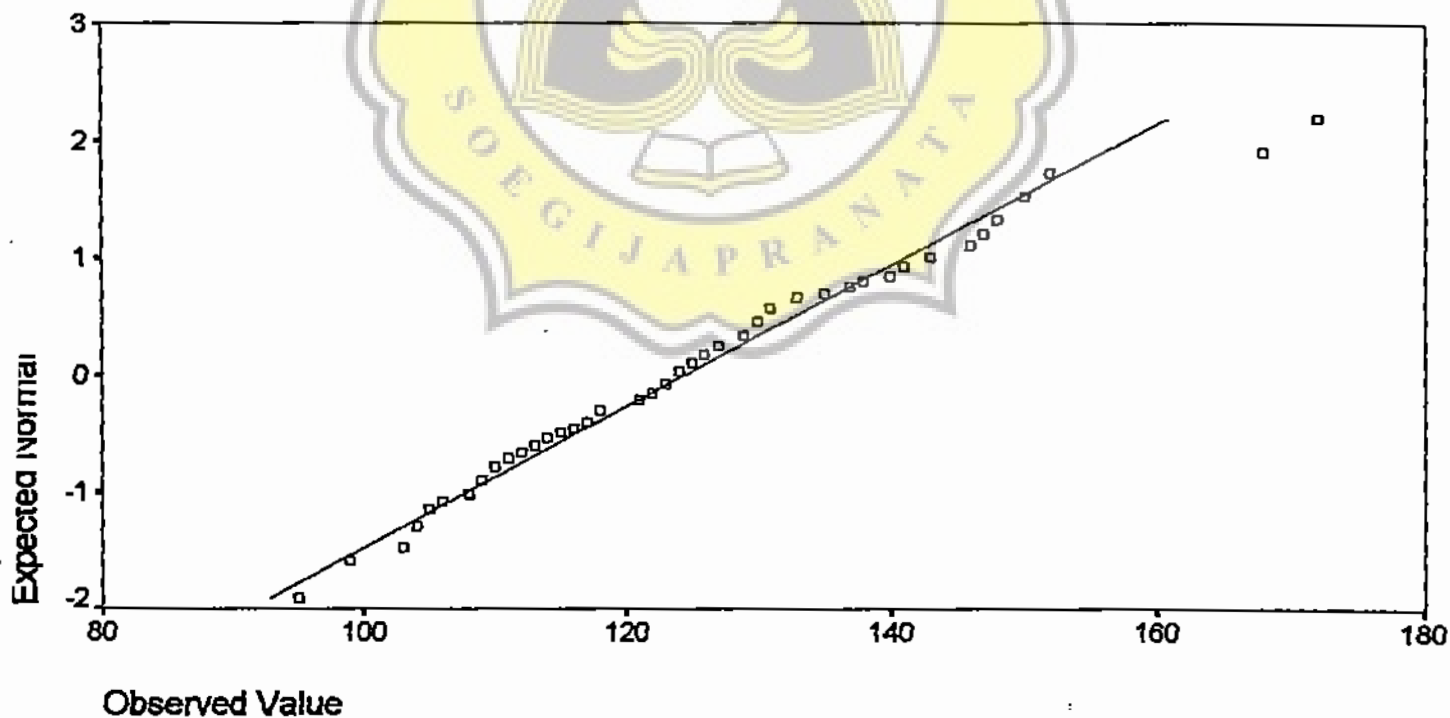


Histogram



Persepsi Karyawan Terhadap JAMSOSTEK

Normal Q-Q Plot of Persepsi Karyawan Terhadap JAMSOSTEK



--- Kolmogorov - Smirnov Goodness of Fit Test

TERLIBAT Keterlibatan Kerja Karyawan

Test distribution - Normal

Mean: 115.71

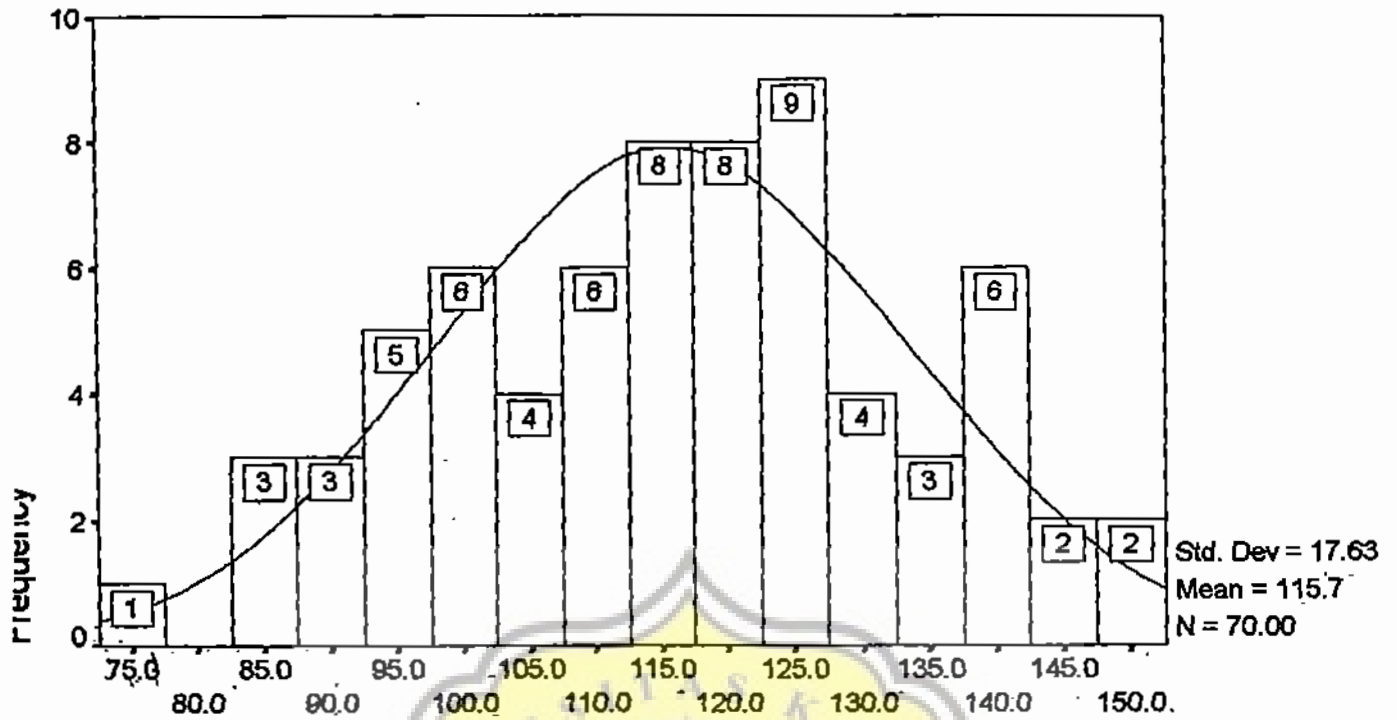
Standard Deviation: 17.63

Cases: 70

| Most extreme differences | | | K-S Z | 2-Tailed P |
|--------------------------|----------|----------|-------|------------|
| Absolute | Positive | Negative | | |
| .08622 | .06246 | -.08622 | .7214 | .6754 |

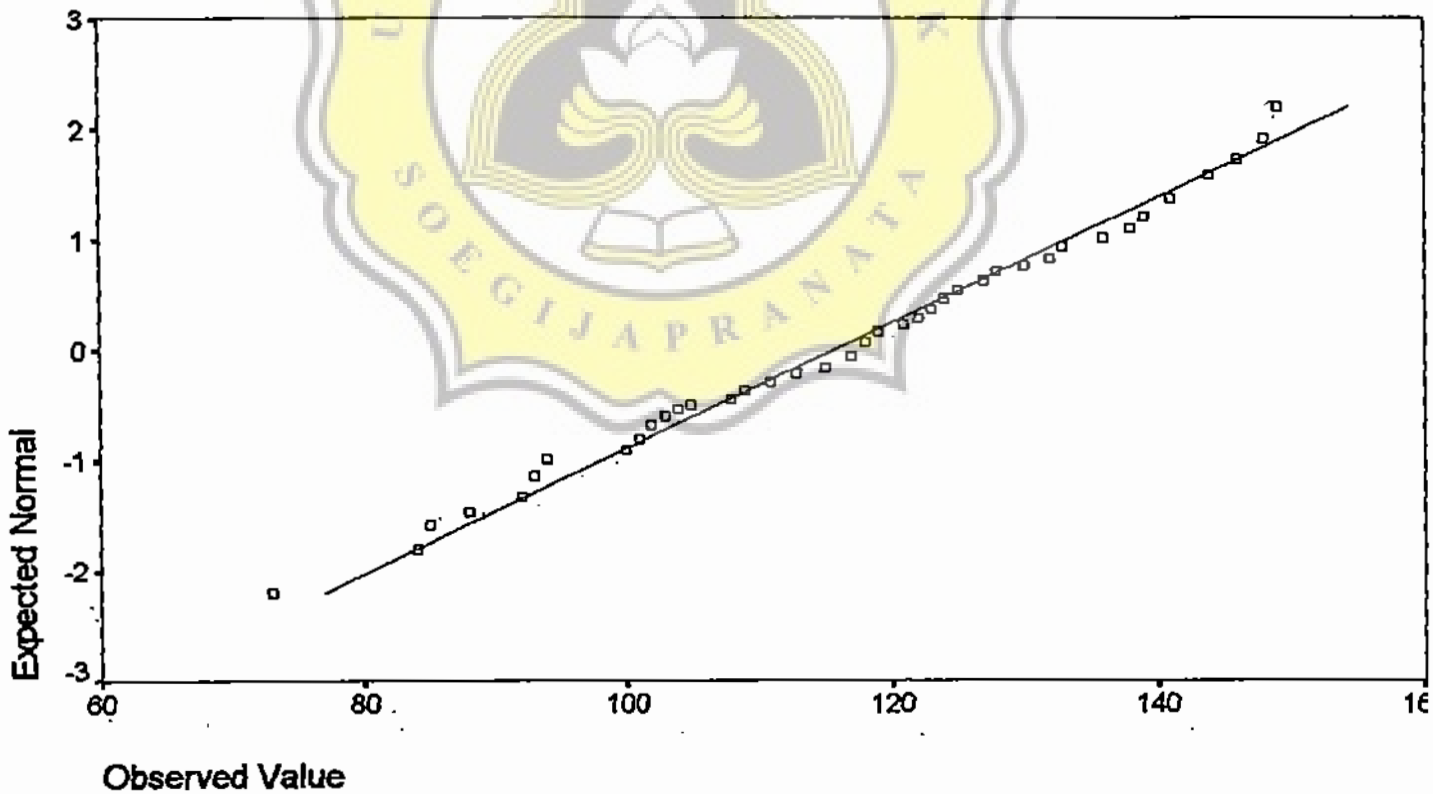


Histogram



Keterlibatan Kerja Karyawan

Normal Q-Q Plot of Keterlibatan Kerja Karyawan



USIA Usia

Test distribution - Normal

Mean: 32.64

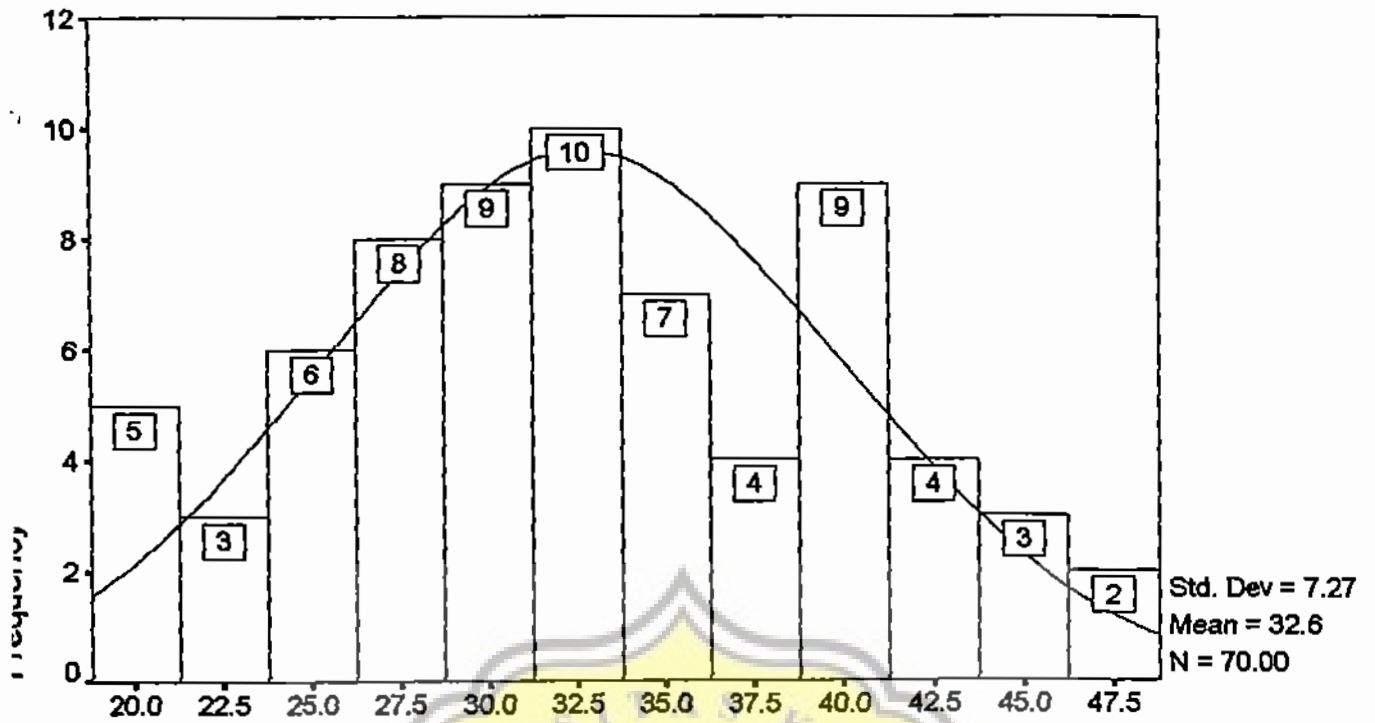
Standard Deviation: 7.27

Cases: 70

| Most extreme differences | | | | |
|--------------------------|----------|----------|-------|------------|
| Absolute | Positive | Negative | K-S Z | 2-Tailed P |
| .08473 | .08473 | -.06616 | .7089 | .6964 |

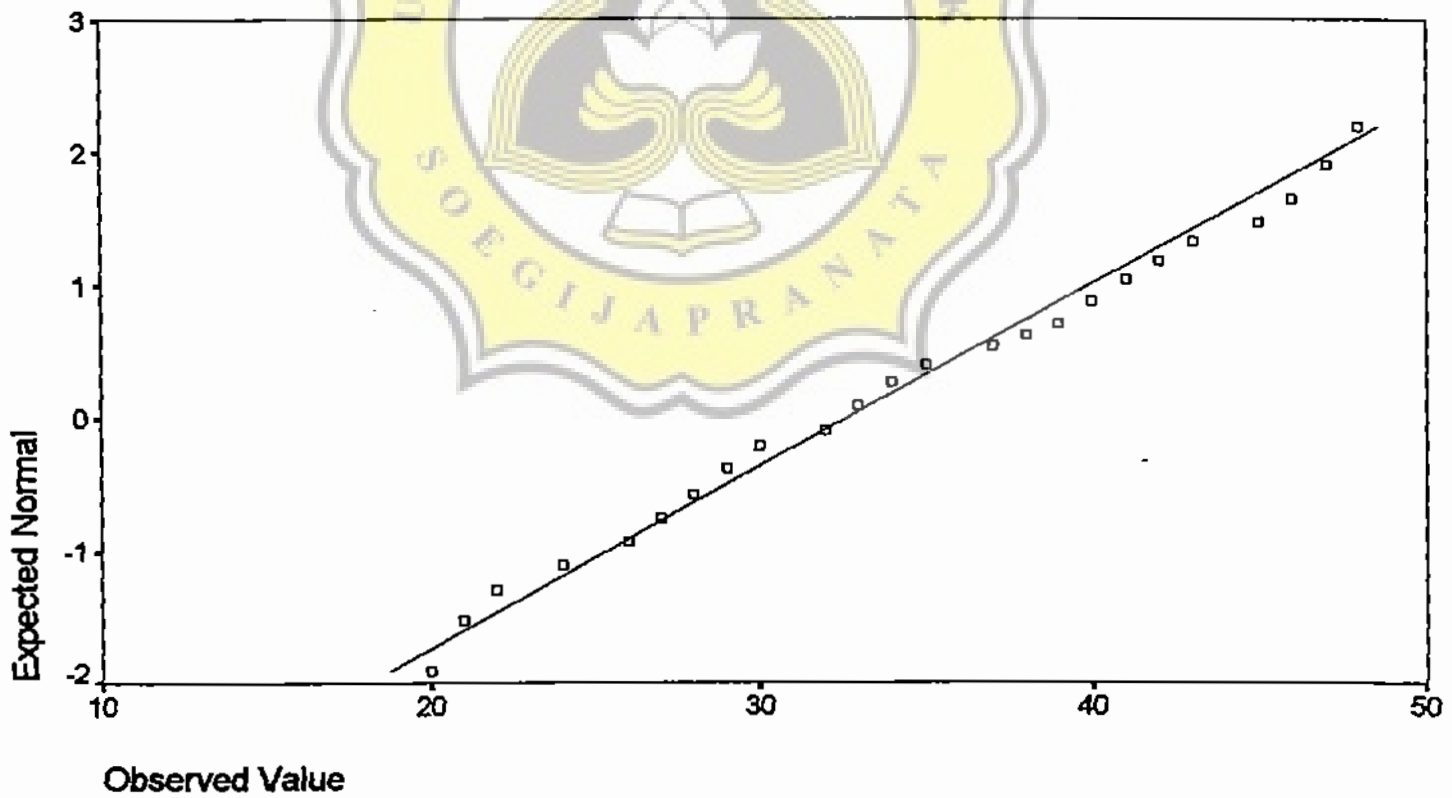


Histogram



Usia

Normal Q-Q Plot of Usia

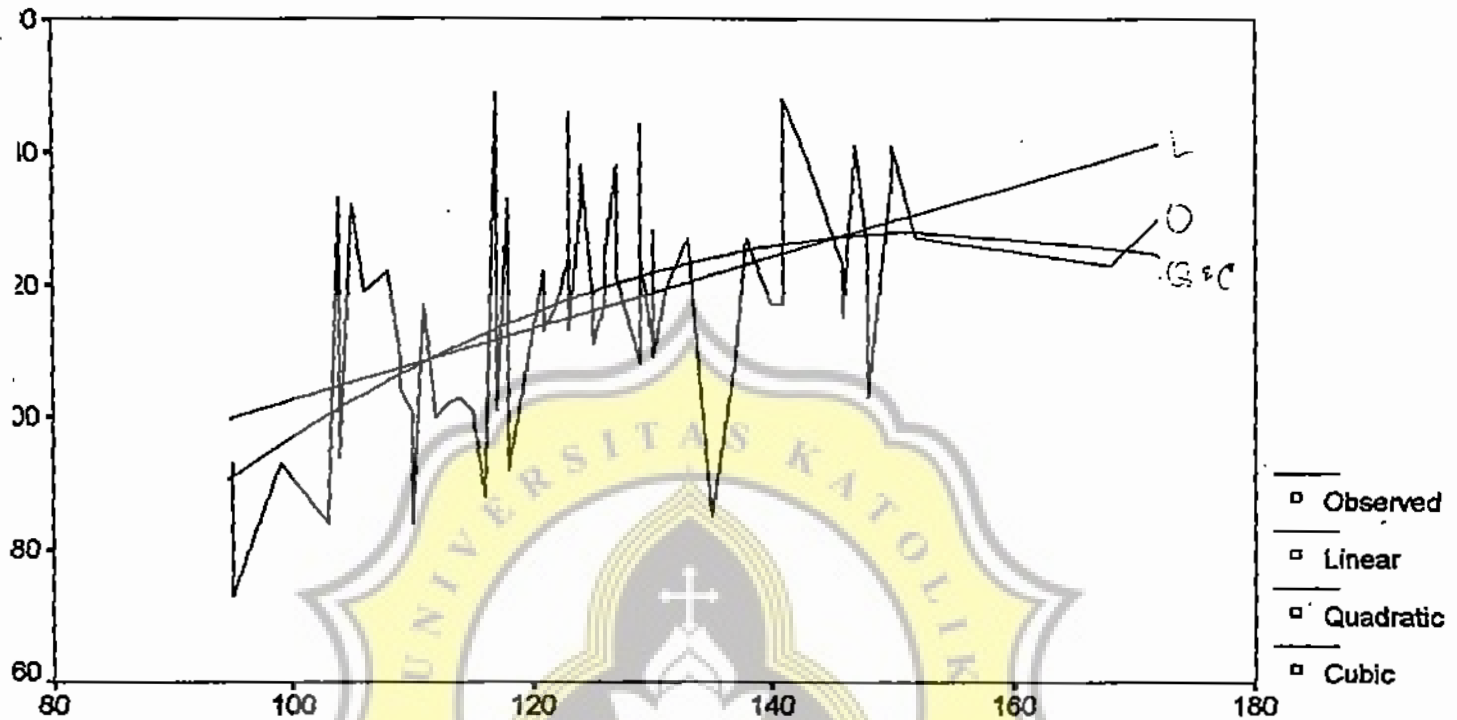




E-2. UJI LINIERITAS

| Dependent Mth | Rsq | d.f. | F | Sigf | b0 | b1 | b2 | b3 |
|---------------|------|------|-------|------|---------|--------|--------|----|
| TERLIBAT LIN | .255 | 68 | 23.27 | .000 | 48.8942 | .5369 | | |
| TERLIBAT QUA | .305 | 67 | 14.72 | .000 | -123.07 | 3.2608 | -.0106 | |
| TERLIBAT CUB | .305 | 67 | 14.72 | .000 | -123.07 | 3.2608 | -.0106 | |

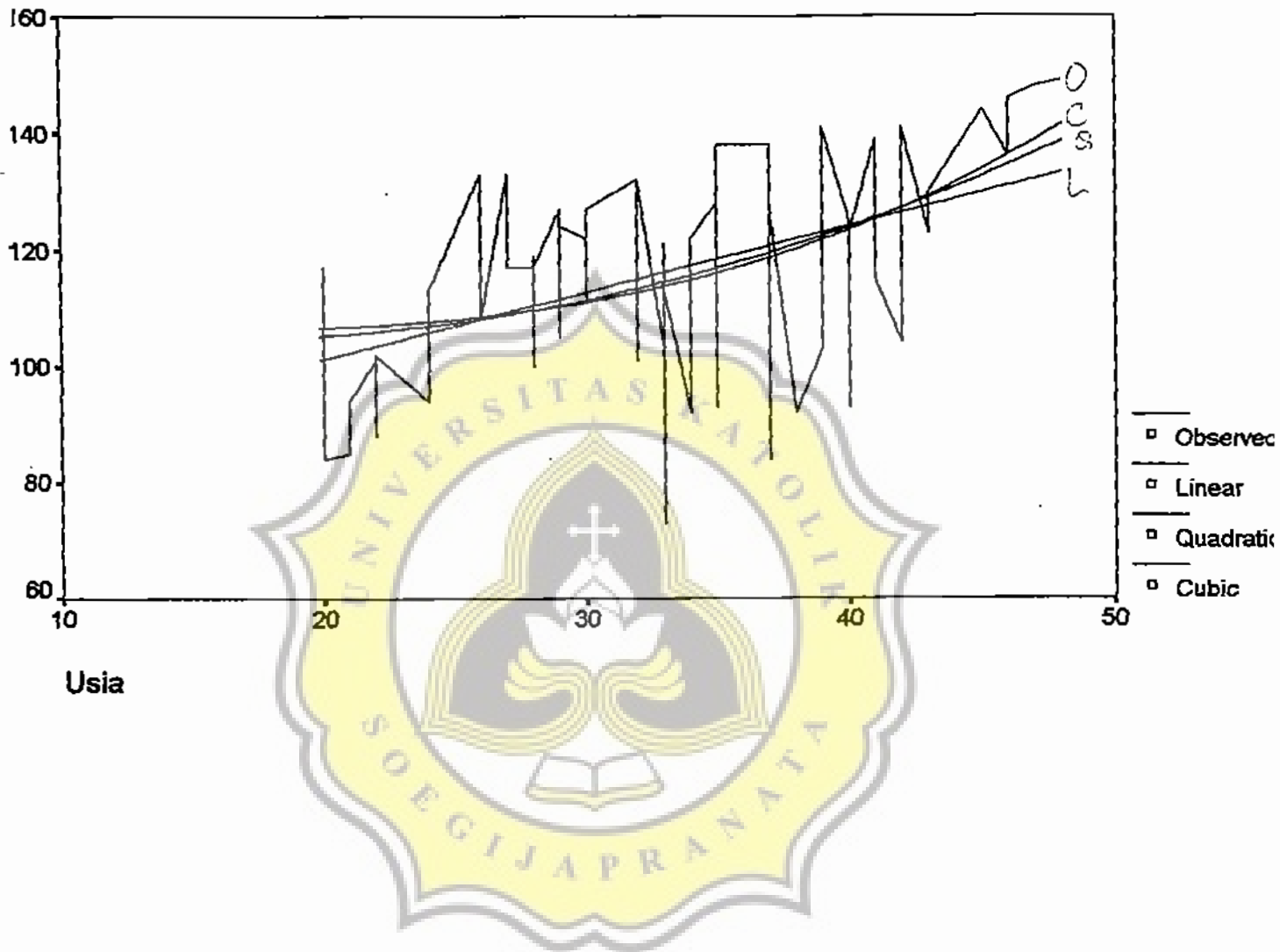
Keterlibatan Kerja Karyawan



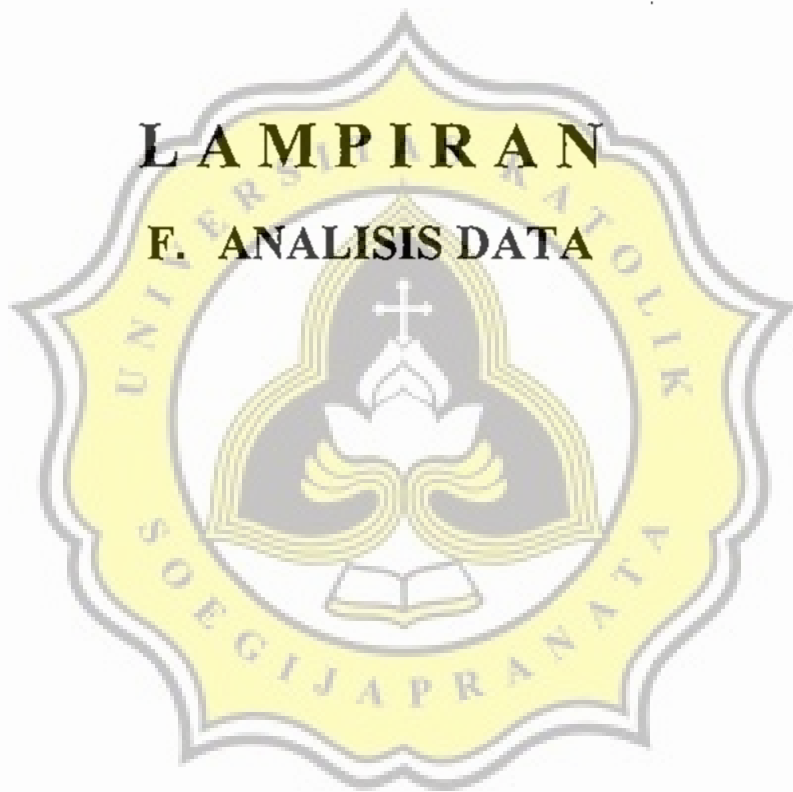
Persepsi Karyawan Terhadap JAMSOSTEK

| Dependent Mth | Rsq | d.f. | F | Sigf | b0 | b1 | b2 | b3 |
|---------------|------|------|-------|------|---------|---------|--------|-------|
| TERLIBAT LIN | .223 | 68 | 19.48 | .000 | 78.3757 | 1.1439 | | |
| TERLIBAT QUA | .234 | 67 | 10.24 | .000 | 112.585 | -1.0164 | .0325 | |
| TERLIBAT CUB | .241 | 67 | 10.65 | .000 | 107.534 | | -.0145 | .0006 |

Keterlibatan Kerja Karyawan



LAMPIRAN
F. ANALISIS DATA



controlling for.. USIA

| | PERSEPSI | TERLIBAT |
|----------|----------|----------|
| PERSEPSI | 1.0000 | .4119 |
| | (0) | (70) |
| | P= . | P= .000 |
| TERLIBAT | .4119 | 1.0000 |
| | (70) | (0) |
| | P= .000 | P= . |

Coefficient / (D.F.) / 1-tailed Significance)

. * is printed if a coefficient cannot be computed



LAMPIRAN
G. SURAT-SURAT PENELITIAN





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Badan Hukum : Yayasan Sandjojo

Nomor : B.2.01/087/UKS.07/VIII/2000

19 Agustus 2000

Lamp. : -

Hal : Penelitian

Kepada : Yth. Bpk/Ibu Ka. Bag. Personalia
PT. Wicaksana Overseas International
Jl. Tambak Aji
di-
Semarang

Dengan hormat kami mohon bantuan Bapak/Ibu, dapat kiranya memberikan ijin kepada mahasiswa/i :

Nama : Anna Rukmala
NIM / NIRM : 88.40.0578/88.6.111.08000.50142
Tempat/ Tgl.Lahir : Semarang, 17 Mei 1970
Alamat : Jl Panggung Mas I / C. 126
Semarang

untuk mengadakan Penelitian di PT. Wicaksana Overseas International Semarang, dalam rangka penyusunan Skripsi Tingkat Sarjana dengan Judul "**KETERLIBATAN KERJA DITINJAU DARI PERSEPSI KARYAWAN TERHADAP JAMINAN SOSIAL TENAGA KERJA**". Demikian atas bantuan serta kerja sama Bapak/Ibu, kami mengucapkan terima kasih.


Dra. M. Sih Setija Utami, M.Kes.
FAK. PSIKOLOGI



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SURAT KETERANGAN

Nomor : 017/PGA/I/00

PT. Wicaksana Overseas International Tbk. dengan ini menerangkan bahwa :

N a m a : **ANNA RUKMALA**
NIM / NIRM : **88.40.578 / 88.6.111.08000.50142**
Fakultas : **Psikologi**
Institusi : **UNIKA "SOEGIJAPRANATA"**

adalah benar-benar telah melakukan penelitian untuk bahan penulisan Skripsi dengan judul "Keterlibatan Kerja Ditinjau Dari Persepsi Karyawan Terhadap Jaminan Sosial Tenaga Kerja" di PT. Wicaksana Overseas International Tbk. Cabang Semarang terhitung mulai tanggal 24 Januari 2001 sampai dengan 25 Januari 2001.

Demikian Surat Keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.

Semarang, 26 Januari 2001

SRIYONO MURJOKO, SH
Pers. & GA Officer