PELAYANAN SOSIAL GARAM

Jln. Mandasia 410 Krapyak Telp (024) 600135 Semarang 50146

SURAT KETERANGAN

Nomor : 03/PSG/VI/1996

1. Pelayanan Sosial (PS) Garam dengan ini menerangkan bahwa :

   Nama   : Felix Besta Morela

   Pekerjaan   : Mahasiswa Fakultas Ekonomi Unika Soegija-
                       pranata, Semarang

   Alamat   : Jl. Genuk Perbalan VI/25, Semarang

   telah melakukan observasi dan menyebarkan kuesioner
   penelitian kepada anggota kami pada tanggal 15 - 23 Mei
   1996 dan memberikan penjelasan tentang hasil
   penelitiannya secara lisan pada tanggal 8 Juni 1996.

2. Surat keterangan ini diberikan kepada saudara Felix Besta
   Morela sebagai pernyataan telah melakukan penelitian di
   PS Garam.

3. Demikian surat keterangan ini dibuat dengan sebenarnya
   untuk digunakan seperlunya.

Dikeluarkan di Semarang

Pada tanggal 10 Juni 1996

PENGURUS PS GARAM

Mengetahui,

Agnes Nuryati

Ketua

Modesta Hetti W.

Sekretaris I

LAPIRAN A

KUESIONER PENELITIAN

PETUNJUK UMUM

Tujuan penelitian ini adalah untuk mengetahui :

- Pengaruh karakteristik anggota, tanggung jawab, tempat kerja, sikap hormat anak - anak yang didampingi terhadap motivasi kerja anggota PS Garam.
- Pandangan anggota terhadap pengurus PS Garam sekarang ini.
- Faktor - faktor situasional yang mempengaruhi efektifitas variabel yang menjadi variabel bebas.

Untuk mencapai tujuan tersebut, kami mohon anda bersedia menjawab serangkaian pertanyaan mengenai anak - anak yang anda dampingi, anggota PS Garam, pengurus PS Garam, tempat yang digunakan untuk mendampingi, dan diri anda sendiri dengan SEJUJUR - JUJURNYA.

Adapun pertanyaan atau kuesioner ini dibagi menjadi 6 bagian yaitu :

Bagian 1 : Informasi mengenai diri anda dan pekerjaan anda.

Bagian 2 : Persepsi anda terhadap anak - anak yang anda dampingi.

Bagian 3 : Persepsi anda terhadap amggota PS Garam.

Bagian 4 : Persepsi anda terhadap pengurus PS Garam.

Bagian 5 : Persepsi anda terhadap tempat yang digunakan mendampingi anak - anak.

Bagain 6 : Persepsi anda terhadap diri anda sendiri.

Untuk dapat menjawab kuesioner ini dengan baik, harap mengikuti langkah - langkah di bawah ini :

1. Coba di cek, anda seharusnya menerima bahan kuesioner yang terdiri dari 11 lembar kuesioner dan 1 lembar petunjuk umum.

2. Bacalah petunjuk umum dan petunjuk yang terdapat pada awal setiap bagian dengan seksama, sebelum anda menjawab pertanyaan.

3. Jawablah semua pertanyaan dari setiap bagian, dengan satu jawaban yang menurut anda paling sesuai.

4. Setelah seluruh pertanyaan dijawab, kembalikan kuesioner ini ke dalam amplop yang telah disediakan, dan ditutup rapat. JAWABAN ANDA DIJAMIN KERAHASIAANNYA.

Akhirnya kami mengucapkan terima kasih atas kesediaan anda, untuk menjawab kuesioner ini dengan jujur.

B A G I A N   1

INFORMASI MENGENAI DIRI ANDA DAN PEKERJAAN ANDA

Pada bagian ini anda diminta untuk menjawab beberapa pertanyaan mengenai diri anda dan pekerjaan anda. HARAP ANDA MENJAWAB SEMUA PERTANYAAN.

1. Siapa nama anda (boleh tidak diisi) ....

2. Apakah anda (lingkari jawaban yang sesuai)

        1. pria   2. wanita

3. Apa agama anda ....

4. Apa pekerjaan anda ....

5. Berapa usia anda (lingkari jawaban yang sesuai)

      1.   < 18 tahun   4. 24 - 26 tahun

      2. 18 - 20 tahun   5.   > 27 tahun

      3. 21 - 23 tahun

6. Sudah berapa lama anda terlibat dalam PS Garam (lingkari jawaban yang sesuai)

      1.   < 1/2 th.   4. 1 1/2 th. - 2 th.

      2. 1/2 th. - 1 th.   5.   > 2 th.

      3. 1 th. - 1 1/2 th.

7. Apakah pendidikan terakhir anda (lingkari jawaban yang sesuai).

      1. SMP   4. Sarjana (S1)

      2. SMA   5. Pasca Sarjana (S2/S3)

      3. Akademi/Sarmud/Diploma

BAGIAN 2

PERSEPSI ANDA TERHADAP ANAK - ANAK YANG ANDA DAMPINGI

Bagian ini terdiri dari sejumlah pertanyaan yang digunakan untuk menguraikan Persepsi anda terhadap anak - anak yang anda dampingi selama ini.

Tentukan berapa seringnya anda pandang anak - anak yang anda dampingi bertindak seperti pada pertanyaan di bawah ini, bila

        Angka 1 = Tidak pernah
        Angka 2 = Jarang
        Angka 3 = Kadang - kadang
        Angka 4 = Kerap kali
        Angka 5 = Selalu

Sebagai contoh :

1. Anak - anak memberi salam kalau mau   1 2 3 4 5
   pulang dari pendampingan.

Jika anak - anak selalu memberi salam kalau mau pulang dari pendampingan, maka anda dapat melingkari angka 5.

LINGKARILAH SALAH SATU JAWABAN YANG TERSEDIA

1. Anak - anak memberi salam kalau mau   1 2 3 4 5
   pulang dari pendampingan.

2. Anak - anak mendengar saat saya   1 2 3 4 5
   berbicara

3. Anak - anak mengerjakan tugas -tugas   1 2 3 4 5
   yang saya berikan kepada mereka.

4. Anak - anak menyapa dengan hormat bila   1 2 3 4 5
   bertemu saya di jalan.

5. anak - anak mau menolong temannya bila   1 2 3 4 5
   saya minta.

6. Anak - anak ribut sendiri kalau saya   1 2 3 4 5
   berbicara dengan salah satu dari mereka.

7. Anak - anak tidak datang pendampingan   1 2 3 4 5
   jika saya datang.

8. Anak - anak ingin cepat pulang pada saat   1 2 3 4 5
   saya melakukan bimbingan.

9. Anak - anak melarang salah satu dari   1 2 3 4 5
   mereka agar tidak usah ikut ke kelompok

yang saya bimbing.

10. Anak – anak menganggap saya sebagai teman sehingga tidak perlu dihormati.

1 2 3 4 5

BAGIAN 3

PERSEPSI ANDA TERHADAP ANGGOTA PS GARAM

Bagian ini terdiri dari sejumlah pertanyaan yang digunakan untuk menguraikan Persepsi anda terhadap anggota PS Garam.

Tentukan berapa seringnya anda pandang diri anggota PS Garam bertindak seperti dipaparkan pada pertanyaan di bawah ini, bila

Angka 1 = Tidak pernah
Angka 2 = Jarang
Angka 3 = Kadang - kadang
Angka 4 = Kerap kali
Angka 5 = Selalu

Sebagai contoh :

1. Semua anggota PS Garam hadir dalam pertemuan rutin bulanan. 1 2 3 4 5

Jika menurut anda semua anggota PS Garam tidak pernah hadir dalam pertemuan rutin bulanan, maka anda dapat melingkari angka 1.

LINGKARILAH SALAH SATU JAWABAN YANG TERSEDIA

1. Semua anggota PS Garam hadir dalam pertemuan rutin bulanan. 1 2 3 4 5

2. Anggota PS Garam pernah menghubungi anda baik datang langsung ke rumah maupun lewat telepon. 1 2 3 4 5

3. Anggota PS Garam sering melakukan dialog dari hati ke hati dengan anda. 1 2 3 4 5

4. Anggota PS Garam sering memberitahu informasi -informasi yang baru dan anda belum pernah mendengarnya. 1 2 3 4 5

5. Anggota PS Garam menjadikan Garam Newsletter sebagai media komunikasi. 1 2 3 4 5

6. Anggota PS Garam bila bertemu anda di jalan, ia tidak pernah berbicara lama dengan anda. 1 2 3 4 5

7. Anda menolak berkomunikasi dengan teman yang menjadi anggota PS Garam. 1 2 3 4 5

8. Anggota PS Garam tidak pernah anda butuhkan dalam menyelesaikan masalah 1 2 3 4 5

yang berkaitan dengan anak - anak yang
anda dampingi.

9. Berdialog atau berdiskusi dengan anggota   1   2   3   4   5
PS Garam hanya membuang waktu saja.

10. Anda berkomuunikasi dengan anggota PS   1   2   3   4   5
Garam kalau kebutuhannya sangat
mendesak.

BAGIAN 4

PERSEPSI ANDA TERHADAP PENGURUS PS GARAM

Bagian ini terdiri dari sejumlah pertanyaan yang digunakan untuk menguraikan Persepsi anda terhadap pengurus PS Garam.

Tentukan berapa seringnya anda pandang pengurus PS Garam ini bertindak seperti dipaparkan pada pertanyaan di bawah ini, bila

Angka 1 = Tidak pernah
Angka 2 = Jarang
Angka 3 = Kadang - kadang
Angka 4 = Kerap kali
Angka 5 = Selalu

Sebagai contoh :

1. Pengurus PS Garam dapat diandalkan untuk menyelesaikan masalah yang dihadapi oleh anggotanya. 1 2 3 4 5

Jika menurut anda Pengurus PS Garam kadang - kadang dapat diandalkan untuk menyelesaikan masalah yang dihadapi anggotanya, maka anda dapat melingkari angka 3.

LINGKARILAH SALAH SATU JAWABAN YANG TERSEDIA

1. Pengurus PS Garam dapat diandalkan untuk menyelesaikan masalah yang dihadapi oleh anggotanya. 1 2 3 4 5

2. Pengurus PS Garam menjadi tempat bertanya bagi semua anggotanya. 1 2 3 4 5

3. Pengurus PS Garam menegur saya dengan baik jika saya melakukan kesalahan. 1 2 3 4 5

4. Pengurus PS Garam mampu menumbuhkan kreativitas kepada anggotanya dengan menunjukkan peluang yang ada. 1 2 3 4 5

5. Pengurus PS Garam memberi perhatian yang tulus terhadap kepentingan pribadi anggotanya. 1 2 3 4 5

6. Pengurus PS Garam bersedia dengan tulus menerima kritik dan saran dari anggota secara terbuka. 1 2 3 4 5

7. Pengurus PS Garam bersedia membantu atau memberi penjelasan kepada anggota , bila hal tersebut diperlukan. 1 2 3 4 5

8. Pengurus PS Garam secara teratur   1 2 3 4 5
   menanyakan kesulitan yang saya hadapi
   dalam pelaksanaan pendampingan anak –
   anak.

9. Pengurus PS Garam turut menyelesaikan   1 2 3 4 5
   konflik yang terjaddi di antara sesama
   anggota.

10. Pengurus PS Garam mengawasi dan   1 2 3 4 5
    mengkontrol kemajuan pendampingan yang
    saya lakukan terhadap anak – anak.

BAGIAN 5

PERSEPSI ANDA TERHADAP TEMPAT YANG DIGUNAKAN UNTUK MENDAMPINGI ANAK - ANAK

Bagian ini terdiri dari sejumlah pertanyaan yang digunakan untuk menguraikan Persepsi anda terhadap tempat yang digunakan untuk mendampingi anak - anak.

Lingkarilah salah satu jawaban yang tersedia di bawah ini yang paling sesuai dengan persepsi anda, bila

> Angka 1 = Tidak setuju
> Angka 2 = Kurang setuju
> Angka 3 = Rata - rata
> Angka 4 = Setuju
> Angka 5 = Sangat setuju

Sebagai contoh :

1. Tempat yang digunakan untuk mendampingi 1 2 3 4 5
   anak - anak terlalu jauh dari rumah saya.

Jika anda setuju tempat yang digunakan untuk mendampingi anak - anak terlalu jauh dari rumah anda, maka anda dapat melingkari angka 4.

LINGKARILAH SALAH SATU JAWABAN YANG TERSEDIA

1. Tempat yang digunakan untuk mendampingi 1 2 3 4 5
   anak - anak terlalu jauh dari rumah saya.

2. Lingkungan di sekitar tempat pendampingan 1 2 3 4 5
   sangat menyeramkan bagi saya.

3. Saya mengalami kesulitan untuk mencapai 1 2 3 4 5
   tempat yang digunakan untuk mendampingi
   anak - anak.

4. Dekorasi tempat untuk mendampingi anak - 1 2 3 4 5
   anak perlu diganti.

5. Tempat untuk mendampingi anak - anak perlu 1 2 3 4 5
   dibenahi dan diperbaiki.

6. Fasilitas yang telah ada, mendukung proses 1 2 3 4 5
   pendampingan anak - anak.

7. Tempat untuk mendampingi anak - anak 1 2 3 4 5
   sungguh menyenangkan bagi saya.

8. Tempat yang digunakan untuk mendampingi 1 2 3 4 5
   anak - anak sekarang ini merupakan satu -
   satunya tempat yang ada.

9. Saya tidak akan memindahkan tempat yang   1   2   3   4   5
digunakan untuk mendampingi anak – anak
sekarang ini.

10. Tempat yang digunakan untuk mrndampingi   1   2   3   4   5
anak – anak sudah bersih dan suasananya
tenang.

BAGIAN 6

PERSEPSI ANDA TERHADAP DIRI ANDA SEDIRI

Bagian ini terdiri dari sejumlah pertanyaan yang digunakan untuk menguraikan Persepsi anda terhadap diri anda sendiri.

Tentukan berapa seringnya anda pandang diri anda sendiri bertindak seperti dipaparkan pada pertanyaan di bawah ini, bila

          Angka 1 = Tidak pernah
          Angka 2 = Jarang
          Angka 3 = Kadang - kadang
          Angka 4 = Kerap kali
          Angka 5 = Selalu

Sebagai contoh :

1. Saya datang mendampingi anak - anak,   1 2 3 4 5
   karena kasihan terhadap mereka.

Jika menurut anda, kedatangan anda datang mendaping anak - anak kerap kali karena kasihan terhadap mereka , maka anda dapat melingkari angka 4.

LINGKARILAH SALAH SATU JAWABAN YANG TERSEDIA

1. Saya datang mendampingi anak - anak,   1 2 3 4 5
   karena kasihan terhadap mereka.

2. Walaupun saya lelah, saya tetap datang   1 2 3 4 5
   mendampingi anak - anak.

3. Walaupun hujan turun, saya tetap datang   1 2 3 4 5
   mendampingi anak - anak.

4. Saya akan membatalkan acara saya yang sudah   1 2 3 4 5
   ada, jika anak - anak membutuhkan kehadiran
   saya.

5. Jika saya sakit ringan, saya tetap datang   1 2 3 4 5
   mendampingi anak - anak.

6. Jika saya tidak dijemput teman, maka saya   1 2 3 4 5
   tidak berangkat mendampingi anak - anak.

7. Apabila teman - teman tidak datang, maka   1 2 3 4 5
   saya juga tidak datang, padahal saya harus
   datang.

8. Saya sengaja terlambat datang mendampingi   1 2 3 4 5
   anak - anak agar waktu pulang lebih cepat.

9. Kalau tidak ada kendaraan, saya malas   1 2 3 4 5
   berangkat mendampingi anak - anak

10. Walaupun anak - anak sudah malas ikut   1 2 3 4 5
    pendampingan, saya berusaha untuk
    membangkitkan semangat mereka agar tetap
    ikut pendampingan.

11. Saya berusaha mengerjakan tugas yang telah   1 2 3 4 5
    saya sanggupi.

12. Bila terjadi sesuatu yang tidak dinginkan   1 2 3 4 5
    terjadi terhadap anak - anak yang saya
    dampingi, saya akan bertanggung jawab
    sepenuhnya.

13. Suatu kepercayaan atau tugas yang telah   1 2 3 4 5
    saya sanggupi merupakan tanggung jawab
    yang harus saya pikul.

14. Saya sangat bersungguh - sungguh dalam   1 2 3 4 5
    mendampingi anak - anak, mereka merupakan
    tanggung jawab saya.

15. Saya menepati janji, kalau saya membuat   1 2 3 4 5
    janji dengan anak - anak yang saya
    dampingi.

16. Bila tugas yang dibebankan kepada saya   1 2 3 4 5
    tidak selesai seperti yang ditentukan,
    saya akan membiarkan saja.

17. Saya telah menyadari telah berbuat salah   1 2 3 4 5
    dan saya akan memperbaikinya bila sudah
    ditegur oleh orang lain.

18. Keputusan yang telah dibuat bersama dalam   1 2 3 4 5
    pertemuan rutin bulanan, akan saya
    laksanakan kalau saya punya waktu.

19. Kadang - kadang saya malas mengerjakan   1 2 3 4 5
    tugas - tugas yang telah saya sanggupi.

20. Saya hanya ikut - ikutan mendampingi anak-   1 2 3 4 5
    anak, maka saya tidak bertanggung jawab
    sepenuhnya terhadap tugas - tugas yang
    saya terima dalam pertemuan rutin PS
    Garam.

MOHON PERHATIAN :

Kami mengharapkan anda mau memeriksa kembali, apakah masih
ada jawaban yang belum terisi. Kuesioner yang tidak terisi
dengan lengkap (kecuali pertanyaan nomer 1 bagian 1) dan
tidak sesuai dengan petunjuk yang diberikan, tidak dapat
diolah, dan kami kehilangan masukan yang sangat berharga dari
partisipasi anda.

TERIMA KASIH ATAS KESEDIAAN ANDA.
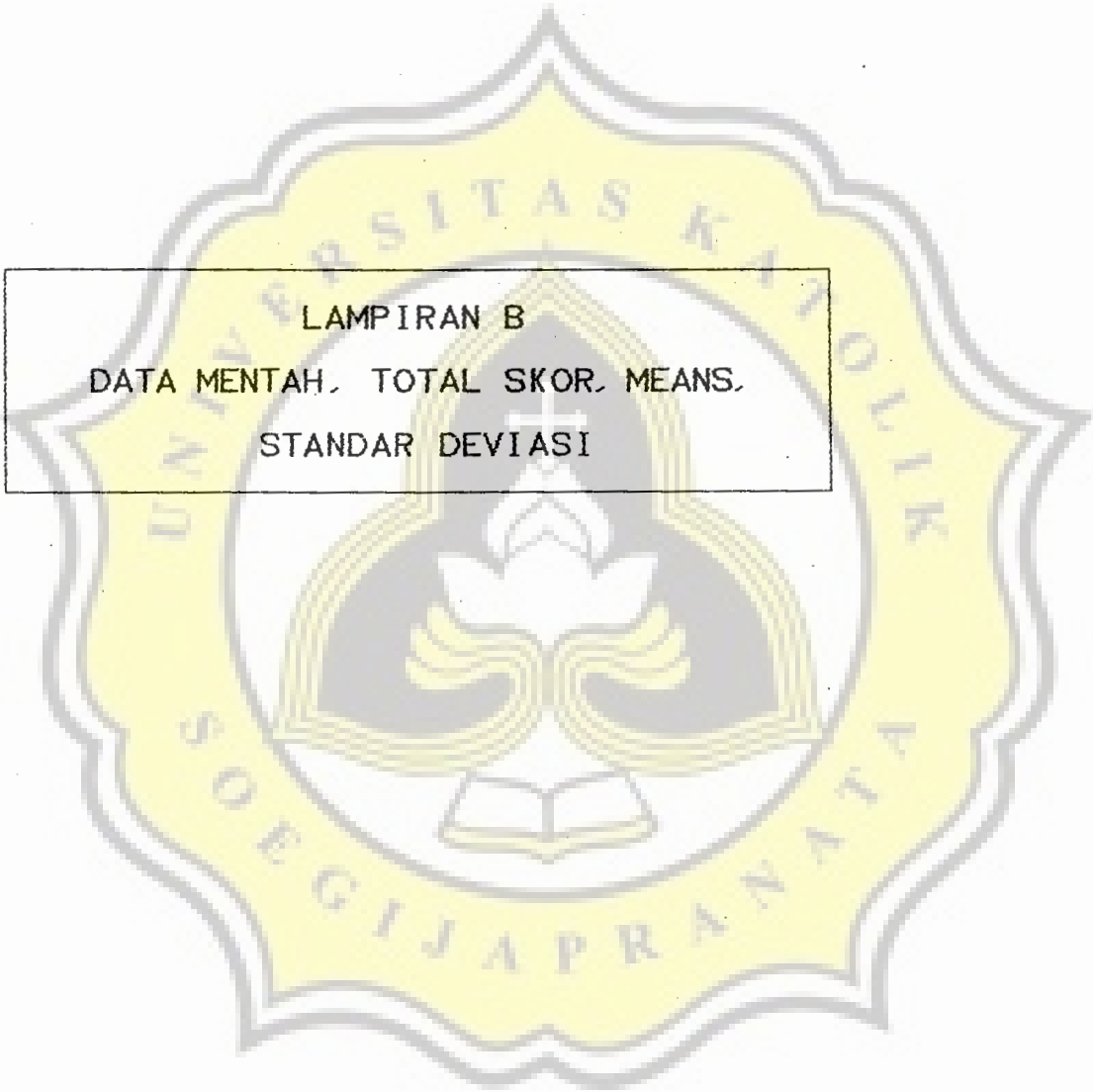
LAMPIRAN B

DATA MENTAH, TOTAL SKOR, MEANS,

STANDAR DEVIASI

	usc	iii	pdk	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19
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	x20	x21	x22	x23	x24	x25	x26	x27	x28	x29	x30	x31	x32	x33	x34	x35	x36	x37	x38
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19	5	5	3	3	5	5	3	3	4	3	5	4	1	5	3	3	3	1	1
20	5	5	5	5	4	4	3	4	4	4	4	3	4	3	5	5	5	5	5
21	4	5	5	4	4	4	5	5	5	5	5	5	5	5	5	2	5	2	2
22	2	2	2	2	3	3	1	3	3	4	5	5	1	5	5	5	5	5	5
23	5	5	5	3	3	3	3	2	3	4	5	5	3	3	5	5	4	4	3
24	5	5	5	3	3	4	5	4	4	5	4	4	3	3	5	5	5	3	5
25	5	5	4	5	3	4	1	4	4	5	5	4	1	4	3	4	4	4	4
26	5	5	5	5	3	3	1	3	3	5	5	3	1	1	5	5	5	5	2
27	5	5	5	3	4	3	3	4	5	5	5	4	3	2	3	5	5	5	3
28	5	3	5	3	3	3	2	4	3	4	4	2	3	4	3	3	5	4	2
29	5	5	5	3	2	4	3	4	3	3	4	2	3	2	3	4	4	5	3
30	5	5	5	3	4	5	3	4	4	5	5	3	5	5	4	5	4	4	2
31	5	5	5	4	4	4	3	5	5	5	5	4	4	5	4	5	5	4	4
32	5	5	5	5	4	5	5	5	4	5	5	5	5	5	5	4	5	4	2
33	5	5	5	2	5	5	5	4	4	5	5	5	4	5	4	5	3	3	2
34	5	5	5	4	4	5	4	4	4	5	5	5	4	5	4	5	3	3	2
35	4	5	5	4	4	4	3	4	4	5	5	3	5	5	4	5	5	4	3

x39	x40	x41	x42	x43	x44	x45	x46	x47	x48	x49	x50	x51	x52	x53	x54	x55	x56	x57
5	5	5	5	2	5	5	5	5	3	5	3	3	3	5	3	4	3	4
5	4	4	4	4	5	3	5	3	5	5	3	3	3	3	5	3	3	3
2	2	2	2	1	3	2	4	3	3	2	2	3	2	4	3	3	3	2
2	2	2	4	3	5	5	5	5	4	5	3	3	3	5	4	4	3	3
4	3	5	5	3	4	3	4	3	3	4	2	4	3	3	3	3	1	3
4	5	5	5	4	4	4	5	4	4	4	4	5	4	5	4	4	3	4
2	5	4	2	4	4	5	5	5	5	5	4	4	4	5	4	4	3	5
4	5	4	4	4	5	5	5	4	4	4	3	4	3	4	3	3	3	2
4	5	4	4	2	5	5	5	5	4	4	4	4	4	5	3	5	4	3
1	5	1	1	2	4	5	4	4	5	3	5	5	3	5	4	5	5	5
4	4	1	5	3	5	5	5	5	4	4	4	4	3	5	4	5	5	5
3	3	5	2	2	4	5	5	5	4	3	3	4	4	5	4	3	3	3
3	3	3	3	1	5	5	5	5	4	5	4	5	5	5	3	3	3	2
3	3	4	4	3	4	5	5	4	3	4	5	5	4	4	3	3	4	2
4	4	3	3	3	5	4	4	5	5	4	5	4	4	4	2	5	5	2
1	5	5	5	1	5	5	5	5	4	5	4	4	5	5	5	3	3	3
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5	4	4	3	4	4	4	4	4	4	4	4	4	4	5	3	4	4	3
1	3	3	4	4	5	3	5	3	3	5	3	3	3	4	3	5	4	1
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
2	5	5	2	2	5	5	5	4	4	4	5	4	5	5	5	5	5	4
3	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4
3	4	5	3	4	4	4	4	4	4	5	5	4	4	4	5	3	4	3
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4	3	3	4	3	4	5	5	4	5	4	4	5	4	5	3	5	5	5
5	5	5	5	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	4	4	4	3	5	5	5	4	5	5	4	4	5	5	4	5	5	4
4	4	2	2	4	4	4	5	4	3	4	4	5	3	5	5	5	5	5
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4	4	4	5	4	4	5	4	3	4	3	4	4	4	3	4	5	4	5
4	4	3	4	4	5	5	5	5	5	5	5	5	5	5	4	4	3	3
2	4	4	4	4	5	5	5	5	4	5	5	4	4	5	4	5	5	4
3	4	4	2	2	5	4	5	5	5	5	5	4	4	3	4	5	5	4
3	5	5	2	2	4	4	5	4	5	4	4	4	4	5	3	5	5	5
3	5	4	5	4	4	5	4	3	4	3	4	4	4	3	4	4	3	3

	x58	x59	x60	x61	x62	x63	hor	kom	pim	tkj	tjb	mol	usakom	usapim	pdkkom
1	4	3	5	5	3	4	44	46	39	41	42	38	92.00	78.00	92.00
2	3	5	2	5	5	4	41	34	32	45	38	38	102.00	96.00	34.00
3	3	2	5	2	1	2	25	40	31	20	28	26	120.00	93.00	80.00
4	3	5	5	5	3	5	48	38	50	25	43	40	114.00	150.00	76.00
5	3	4	3	3	2	5	35	42	36	42	33	30	126.00	108.00	84.00
6	3	4	4	5	2	5	32	40	42	46	43	38	120.00	126.00	80.00
7	4	4	4	5	5	5	44	42	39	34	46	43	168.00	156.00	168.00
8	3	4	2	3	2	4	40	34	36	38	41	29	136.00	144.00	136.00
9	4	5	5	5	5	5	43	46	38	41	45	44	184.00	152.00	92.00
10	5	5	5	5	5	5	46	45	42	31	43	49	225.00	210.00	180.00
11	4	5	5	4	5	5	43	46	35	34	44	47	92.00	70.00	92.00
12	2	4	4	4	4	4	40	38	29	30	42	35	190.00	145.00	152.00
13	3	4	3	3	4	4	43	34	30	26	48	32	102.00	90.00	68.00
14	3	3	2	3	2	3	35	40	49	36	43	28	120.00	147.00	80.00
15	5	5	5	5	5	5	43	27	40	35	44	44	54.00	80.00	54.00
16	3	3	5	5	3	5	50	34	45	34	47	38	68.00	90.00	68.00
17	1	5	5	4	4	4	38	41	36	41	39	39	123.00	108.00	82.00
18	4	5	5	5	3	4	45	46	41	40	41	40	138.00	123.00	92.00
19	3	5	5	5	5	5	45	36	38	26	37	41	108.00	114.00	72.00
20	5	5	5	5	5	5	40	47	37	50	50	50	188.00	148.00	188.00
21	5	5	5	5	5	5	45	44	48	32	46	49	176.00	192.00	132.00
22	5	5	5	5	5	2	33	20	33	45	50	46	80.00	132.00	80.00
23	3	5	5	5	5	4	36	38	34	40	43	42	152.00	136.00	152.00
24	5	5	5	4	5	5	40	36	39	44	40	46	180.00	195.00	144.00
25	5	5	5	5	5	5	44	44	35	36	45	48	220.00	175.00	176.00
26	5	5	5	5	5	5	45	42	28	45	50	50	84.00	56.00	84.00
27	4	5	5	5	5	5	36	38	38	39	47	47	76.00	76.00	76.00
28	5	5	5	5	5	5	38	38	32	33	41	50	76.00	64.00	76.00
29	4	5	5	5	3	4	40	42	30	35	44	40	126.00	90.00	84.00
30	5	5	5	5	5	4	41	47	43	40	38	47	94.00	86.00	94.00
31	3	4	5	5	4	5	45	46	44	41	50	40	92.00	88.00	92.00
32	5	5	5	5	5	5	41	44	48	38	47	48	176.00	192.00	88.00
33	4	5	5	5	5	4	44	32	47	32	45	46	96.00	141.00	64.00
34	5	5	5	5	5	5	38	40	45	34	43	48	160.00	180.00	80.00
35	3	4	5	5	4	4	38	41	42	42	38	39	164.00	168.00	82.00

pdkpim	litkom	litpim	tjbkom	tjbpim	tkjkom	tkjpim	horkom	horpim
78.00	138.00	117.00	1932.00	1638.00	1886.00	1599.00	138.00	117.00
32.00	34.00	32.00	1292.00	1216.00	1530.00	1440.00	34.00	32.00
62.00	200.00	155.00	1120.00	868.00	800.00	620.00	200.00	155.00
100.00	114.00	150.00	1634.00	2150.00	950.00	1250.00	114.00	150.00
72.00	126.00	108.00	1386.00	1188.00	1764.00	1512.00	126.00	108.00
84.00	120.00	126.00	1720.00	1806.00	1840.00	1932.00	120.00	126.00
156.00	42.00	39.00	1932.00	1794.00	1428.00	1326.00	42.00	39.00
144.00	102.00	108.00	1394.00	1476.00	1292.00	1368.00	102.00	108.00
76.00	184.00	152.00	2070.00	1710.00	1886.00	1558.00	184.00	152.00
168.00	225.00	210.00	1935.00	1806.00	1395.00	1302.00	225.00	210.00
70.00	92.00	70.00	2024.00	1540.00	1564.00	1190.00	92.00	70.00
116.00	76.00	58.00	1596.00	1218.00	1140.00	870.00	76.00	58.00
60.00	68.00	60.00	1632.00	1440.00	884.00	780.00	68.00	60.00
98.00	80.00	98.00	1720.00	2107.00	1440.00	1764.00	80.00	98.00
80.00	54.00	80.00	1188.00	1760.00	945.00	1400.00	54.00	80.00
90.00	68.00	90.00	1598.00	2115.00	1156.00	1530.00	68.00	90.00
72.00	82.00	72.00	1599.00	1404.00	1681.00	1476.00	82.00	72.00
82.00	184.00	164.00	1886.00	1681.00	1840.00	1640.00	184.00	164.00
76.00	72.00	76.00	1332.00	1406.00	936.00	988.00	72.00	76.00
148.00	94.00	74.00	2350.00	1850.00	2350.00	1850.00	94.00	74.00
144.00	176.00	192.00	2024.00	2208.00	1408.00	1536.00	176.00	192.00
132.00	60.00	99.00	1000.00	1650.00	900.00	1485.00	60.00	99.00
136.00	76.00	68.00	1634.00	1462.00	1520.00	1360.00	76.00	68.00
156.00	180.00	195.00	1440.00	1560.00	1584.00	1716.00	180.00	195.00
140.00	88.00	70.00	1980.00	1575.00	1584.00	1260.00	88.00	70.00
56.00	84.00	56.00	2100.00	1400.00	1890.00	1260.00	84.00	56.00
76.00	76.00	76.00	1786.00	1786.00	1482.00	1482.00	76.00	76.00
64.00	76.00	64.00	1558.00	1312.00	1254.00	1056.00	76.00	64.00
60.00	84.00	60.00	1848.00	1320.00	1470.00	1050.00	84.00	60.00
86.00	94.00	86.00	1786.00	1634.00	1880.00	1720.00	94.00	86.00
88.00	92.00	68.00	2300.00	2200.00	1886.00	1804.00	92.00	88.00
96.00	44.00	48.00	2068.00	2256.00	1672.00	1824.00	44.00	48.00
94.00	32.00	47.00	1440.00	2115.00	1024.00	1504.00	32.00	47.00
90.00	80.00	90.00	1720.00	1935.00	1360.00	1530.00	80.00	90.00
84.00	82.00	84.00	1558.00	1596.00	1722.00	1764.00	82.00	84.00

	ukp	pkp	ikp	takp	tekp	hkp
1	3588.00	3588.00	5382.00	75348.00	73554.00	78936.00
2	3264.00	1088.00	1088.00	41344.00	48960.00	44608.00
3	3720.00	2480.00	6200.00	34720.00	24800.00	31000.00
4	5700.00	3800.00	5700.00	81700.00	47500.00	91200.00
5	4536.00	3024.00	4536.00	49896.00	63504.00	52920.00
6	5040.00	3360.00	5040.00	72240.00	77280.00	53760.00
7	6552.00	6552.00	1638.00	75348.00	55692.00	72072.00
8	4896.00	4896.00	3672.00	50184.00	46512.00	48960.00
9	6992.00	3496.00	6992.00	78660.00	71668.00	75164.00
10	9450.00	7560.00	9450.00	81270.00	58590.00	86940.00
11	3220.00	3220.00	3220.00	70840.00	54740.00	69230.00
12	5510.00	4408.00	2204.00	46284.00	33060.00	44080.00
13	3060.00	2040.00	2040.00	48960.00	26520.00	43860.00
14	5880.00	3920.00	3920.00	84280.00	70560.00	68600.00
15	2160.00	2160.00	2160.00	47520.00	37800.00	46440.00
16	3060.00	3060.00	3060.00	71910.00	52020.00	76500.00
17	4428.00	2952.00	2952.00	57564.00	60516.00	56088.00
18	5658.00	3772.00	7544.00	77326.00	75440.00	84870.00
19	4104.00	2736.00	2736.00	50616.00	35568.00	61560.00
20	6956.00	6956.00	3478.00	86950.00	86950.00	69560.00
21	8448.00	6336.00	8448.00	97152.00	67584.00	95040.00
22	2640.00	2640.00	1980.00	33000.00	29700.00	21780.00
23	5168.00	5168.00	2584.00	55556.00	51680.00	46512.00
24	7020.00	5616.00	7020.00	56160.00	61776.00	56160.00
25	7700.00	6160.00	3080.00	69300.00	55440.00	67760.00
26	2352.00	2352.00	2352.00	58800.00	52920.00	52920.00
27	2888.00	2888.00	2888.00	67868.00	56316.00	51984.00
28	2432.00	2432.00	2432.00	49856.00	40128.00	46208.00
29	3780.00	2520.00	2520.00	55440.00	44100.00	50400.00
30	4042.00	4042.00	4042.00	76798.00	80840.00	82861.00
31	4048.00	4048.00	4048.00	101200.0	82984.00	91080.00
32	8448.00	4224.00	2112.00	99264.00	80256.00	86592.00
33	4512.00	3008.00	1504.00	67680.00	48128.00	66176.00
34	7200.00	3600.00	3600.00	77400.00	61200.00	68400.00
35	6888.00	3444.00	3444.00	65436.00	72324.00	65436.00

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Variable	Cases	Mean	Std Dev
USA	35	3.2571	.9805
LIT	35	2.4857	1.0947
PDK	35	2.5143	.9194
HOR	35	40.6857	4.9928
KOM	35	39.6571	5.9257
PIM	35	38.6000	5.0337
TKJ	35	36.8857	6.6632
TJB	35	42.9714	4.7804
USAKOM	35	129.2000	44.5037
USAPIM	35	125.6857	42.0964
PDKKOM	35	99.2571	38.5138
PDKPIM	35	96.1714	34.1911
LITKOM	35	99.4000	48.8865
LITPIM	35	96.0571	45.7467
TJBKOM	35	1702.3429	322.7318
TJBPIM	35	1662.3429	335.9519
TKJKOM	35	1466.9429	369.6278
TKJPIM	35	1421.3143	311.8632
HORKOM	35	99.4000	48.8865
HORPIM	35	96.0571	45.7467
UKP	35	5009.7143	1951.5603
PKP	35	3815.6000	1513.1751
LKP	35	3859.0286	2067.3942
TAKP	35	66110.5714	17603.5771
TEKP	35	56760.2857	16746.0322
HKP	35	63018.7714	17934.8753
MOT	35	41.5714	6.7226
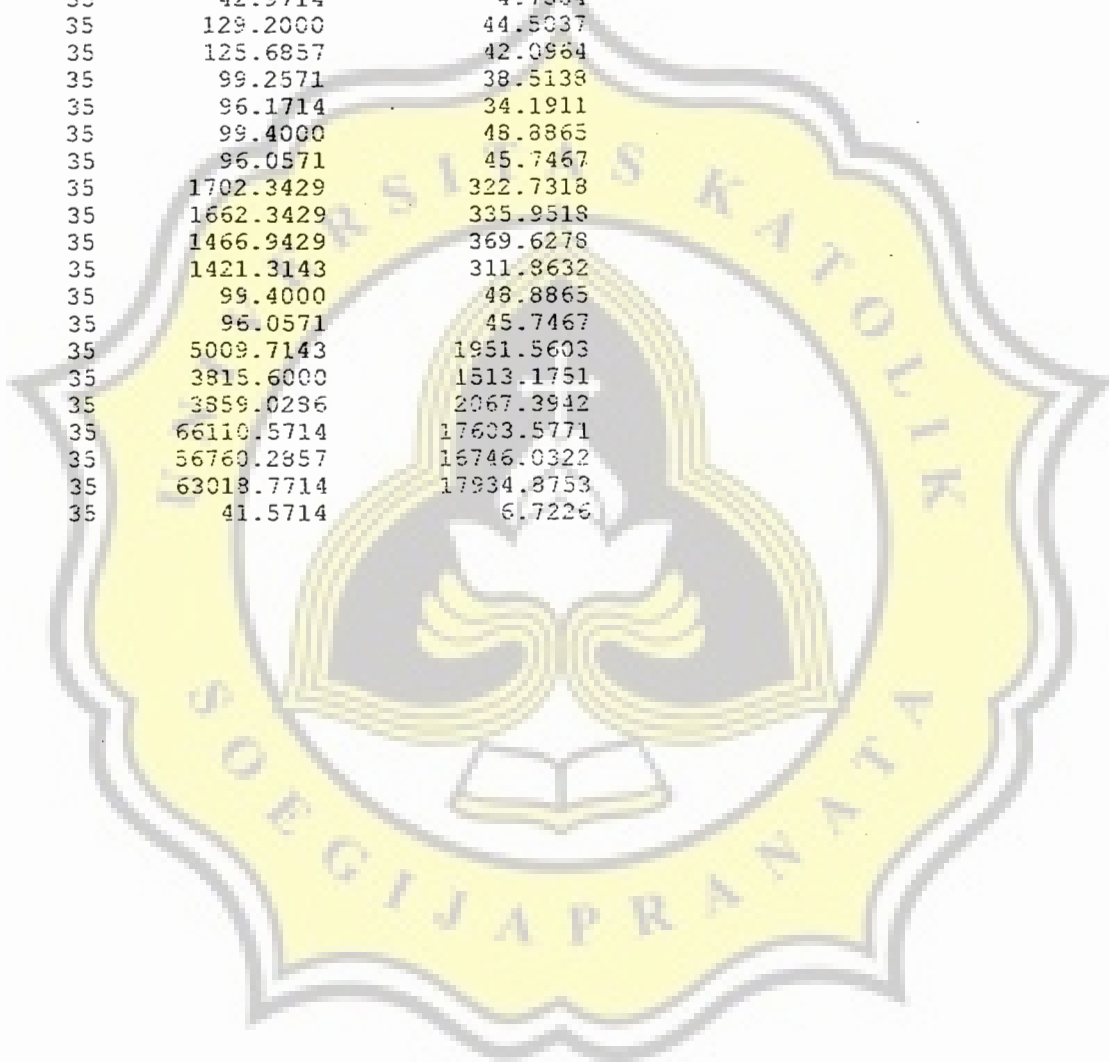
LAMPIRAN C

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RELIABILITAS

26 May 96 SPSS for MS WINDOWS Release 6.0

R E L I A B I L I T Y A N A L Y S I S - S C A L E (S P L I T)

Item-total Statistics Hormat

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
X4	36.6000	18.4235	.7169	.7702
X5	36.8000	21.1059	.5904	.7915
X6	36.6000	21.9529	.3483	.8122
X7	36.5429	20.9613	.4202	.8061
X8	36.7714	19.9462	.6266	.7840
X9	37.1429	21.9496	.4135	.8060
X10	36.3143	20.5748	.4268	.8064
X11	36.7714	20.8296	.3877	.8112
X12	36.0286	22.4992	.3707	.8097
X13	36.6000	17.8333	.6847	.7734

Reliability Coefficients

N of Cases = 35.0   N of Items = 10
Correlation between forms = .6683   Equal length Spearman-Brown = .8012
  5 Items in part 1   5 Items in part 2

Item-total Statistics Komunikasi

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
X14	36.6000	27.8353	.5163	.7759
X15	35.7714	29.2403	.3892	.7922
X16	36.6000	26.8353	.6128	.7628
X17	36.2571	28.7849	.4241	.7880
X18	35.1429	30.4790	.3930	.7897
X19	36.0571	26.9378	.5149	.7771
X20	34.9143	29.9630	.5670	.7750
X21	34.9429	30.2319	.5235	.7786
X22	34.8857	30.4571	.5493	.7780
X23	35.7429	30.0202	.3676	.7934

Reliability Coefficients
N of Cases = 35.0   N of Items = 10
Correlation between forms = .6117   Equal length Spearman-Brown = .7591
  5 Items in part 1   5 Items in part 2

26 May 96 SPSS for MS WINDOWS Release 6.0

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (S P L I T)

Item-total Statistics Kepemimpinan

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X24	34.8286	30.3227	.6126	.8039
X25	34.6857	31.0454	.6154	.8056
X26	35.4286	27.4286	.5981	.8047
X27	34.8286	30.7933	.5886	.8066
X28	34.7714	30.4756	.6458	.8020
X29	34.2286	32.2992	.4705	.8174
X30	33.9429	34.7613	.3554	.8275
X31	34.5143	32.4336	.3392	.8294
X32	35.5143	28.6101	.5003	.8177
X33	34.6571	27.3496	.5832	.8073

Reliability Coefficients
N of Cases =   35.0   N of Items = 10
Correlation between forms =   .6662   Equal length Spearman-Brown =   .7997
  5 Items in part 1   5 Items in part 2

Item-total Statistics Tempat

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X34	32.7714	37.4168	.4934	.7780
X35	32.6000	36.5412	.5353	.7730
X36	32.3714	39.8286	.4603	.7851
X37	33.4000	34.8353	.4929	.7792
X38	34.2857	33.7983	.5322	.7731
X39	33.5429	35.0202	.5674	.7679
X40	32.8857	39.1630	.3884	.7888
X41	33.0286	37.0286	.4231	.7858
X42	33.2857	36.8571	.4098	.7879
X43	33.8000	37.2235	.4633	.7809

Reliability Coefficients
N of Cases =   35.0   N of Items = 10
Correlation between forms =   .7136   Equal length Spearman-Brown =   .8323
  5 Items in part 1   5 Items in part 2

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R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (S P L I T)

Item-total Statistics TanggungJawab

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X44	38.4857	19.9042	.5247	.8355
X45	38.5143	17.9630	.6474	.8225
X46	38.2571	20.7849	.4444	.8420
X47	38.6857	19.0454	.6657	.8210
X48	38.7714	19.0639	.4844	.8391
X49	38.7714	18.5933	.4685	.8415
X50	39.0000	17.1176	.6704	.8197
X51	38.7714	19.9462	.4044	.8441
X52	39.0571	17.6437	.7008	.8171
X53	38.4286	19.1933	.4787	.8384

Reliability Coefficients
N of Cases =   35.0   N of Items = 10
Correlation between forms =   .7308   Equal length Spearman-Brown =   .8445
  5 Items in part 1   5 Items in part 2

Item-total Statistics Motivasi

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X54	37.7714	40.9462	.3352	.8939
X55	37.3429	35.8202	.8583	.8614
X56	37.5714	35.7815	.6785	.8720
X57	38.0286	35.6168	.6222	.8771
X58	37.7429	35.9025	.6565	.8738
X59	37.0571	37.8790	.6973	.8727
X60	37.0286	37.8521	.5508	.8812
X61	37.0000	37.5382	.6948	.8724
X62	37.4571	32.9613	.7774	.8640
X63	37.1429	40.3025	.4086	.8894

Reliability Coefficients
N of Cases =   35.0   N of Items = 10
Correlation between forms =   .7447   Equal length Spearman-Brown =   .8536
  5 Items in part 1   5 Items in part 2

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HASIL ANALISIS KORELASI

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- - Correlation Coefficients - -

	USA	LIT	PDK	HOR	KOM	PIM
USA	1.0000 (35) P= .	.2913 (35) P= .090	.7299 (35) P= .000	-.0791 (35) P= .651	.0055 (35) P= .975	-.0069 (35) P= .969
LIT	.2913 (35) P= .090	1.0000 (35) P= .	.2413 (35) P= .163	-.1650 (35) P= .344	.1307 (35) P= .454	.0168 (35) P= .924
PDK	.7299 (35) P= .000	.2413 (35) P= .163	1.0000 (35) P= .	-.0150 (35) P= .932	-.0854 (35) P= .626	-.1619 (35) P= .353
HOR	-.0791 (35) P= .651	-.1650 (35) P= .344	-.0150 (35) P= .932	1.0000 (35) P= .	.1772 (35) P= .309	.2978 (35) P= .082
KOM	.0055 (35) P= .975	.1307 (35) P= .454	-.0854 (35) P= .626	.1772 (35) P= .309	1.0000 (35) P= .	.1593 (35) P= .361
PIM	-.0069 (35) P= .969	.0168 (35) P= .924	-.1619 (35) P= .353	.2978 (35) P= .032	.1593 (35) P= .361	1.0000 (35) P= .
TKJ	.0091 (35) P= .958	-.1131 (35) P= .518	.0915 (35) P= .601	-.1107 (35) P= .527	.1085 (35) P= .535	-.0623 (35) P= .720
TJB	-.0047 (35) P= .979	-.3233 (35) P= .058	.2310 (35) P= .182	.4469 (35) P= .007	-.0647 (35) P= .712	.1290 (35) P= .460
USAKOM	.8919 (35) P= .000	.3022 (35) P= .078	.5940 (35) P= .000	.0391 (35) P= .824	.4388 (35) P= .008	.0859 (35) P= .624
USAPIM	.8771 (35) P= .000	.2936 (35) P= .099	.5438 (35) P= .001	.0656 (35) P= .708	.1047 (35) P= .549	.4577 (35) P= .006
PDKKOM	.6859 (35) P= .000	.2446 (35) P= .157	.8832 (35) P= .000	.1083 (35) P= .536	.3654 (35) P= .031	-.0691 (35) P= .693

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	USA	LIT	PDK	HOR	KOM	PIM
PDKPIM	.7128	.2322	.9102	.1258	.0087	.2447
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .101	P= .000	P= .472	P= .960	P= .157
LITKOM	.2512	.9460	.1563	-.0597	.4272	.0768
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .145	P= .000	P= .370	P= .733	P= .010	P= .661
LITPIM	.2810	.9427	.1909	.0034	.1886	.3213
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .102	P= .000	P= .272	P= .984	P= .278	P= .059
TJBKOM	.0055	-.0966	.0606	.4271	.8050	.2093
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .975	P= .581	P= .729	P= .010	P= .000	P= .226
TJBPIM	-.0081	-.1466	-.0141	.4512	.0966	.5654
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .963	P= .401	P= .936	P= .007	P= .581	P= .000
TKJKOM	-.0164	-.0258	-.0122	.0581	.7157	.0624
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .926	P= .883	P= .945	P= .740	P= .000	P= .722
TKJPIM	.0062	-.0627	-.0424	.0588	.2200	.6153
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .972	P= .720	P= .809	P= .737	P= .204	P= .000
HORKOM	.2512	.9460	.1563	-.0597	.4272	.0768
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .145	P= .000	P= .370	P= .733	P= .010	P= .661
HORPIM	.2810	.9427	.1909	.0034	.1886	.3213
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .102	P= .000	P= .272	P= .984	P= .278	P= .059
UKP	.7789	.2922	.4392	.1400	.4552	.4665
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .088	P= .009	P= .423	P= .006	P= .005
PKP	.6476	.2796	.7712	.2179	.4239	.2951
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .104	P= .000	P= .209	P= .011	P= .085

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

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- - Correlation Coefficients - -

	USA	LIT	PDK	HOR	KOM	PIM
LKP	.2487	.8882	.1255	.0758	.4390	.3371
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .150	P= .000	P= .473	P= .665	P= .008	P= .049
TAKP	.0168	-.0342	-.0474	.4385	.6507	.7411
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .924	P= .845	P= .787	P= .008	P= .000	P= .000
TEKP	-.0015	.0080	-.0845	.1431	.6365	.5406
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .993	P= .964	P= .629	P= .412	P= .000	P= .001
HKP	-.0066	.0588	-.1003	.6463	.6493	.7436
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .970	P= .737	P= .566	P= .000	P= .000	P= .000
MOT	.0841	-.1268	.1842	.3648	.1498	.1330
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .631	P= .468	P= .289	P= .031	P= .390	P= .446

(Coefficient / (Cases) / 2-tailed Significance)
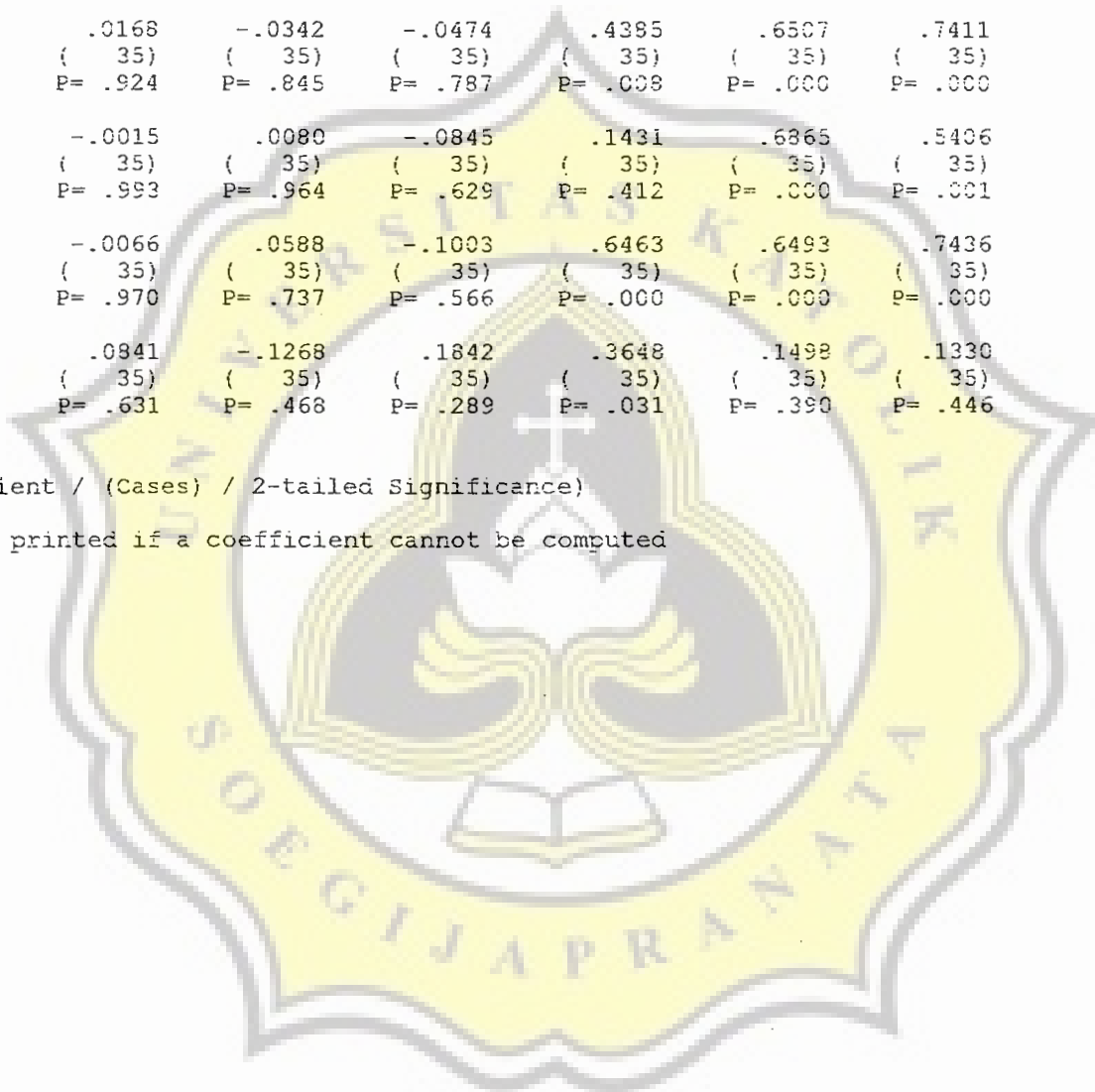
" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	TKJ	TJB	USAKOM	USAPIM	PDKKOM	PDKPIM
USA	.0091	-.0047	.8919	.8771	.6859	.7123
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .958	P= .979	P= .000	P= .000	P= .000	P= .000
LIT	-.1131	-.3233	.3022	.2836	.2446	.2822
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .518	P= .058	P= .078	P= .099	P= .157	P= .101
PDK	.0915	.2310	.5940	.5438	.8832	.9102
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .601	P= .182	P= .000	P= .001	P= .000	P= .000
HOR	-.1107	.4469	.0391	.0656	.1083	.1259
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .527	P= .007	P= .824	P= .708	P= .536	P= .472
KOM	.1085	-.0647	.4388	.1047	.3654	.0087
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .535	P= .712	P= .008	P= .549	P= .031	P= .960
PIM	-.0628	.1290	.0859	.4577	-.0691	.2447
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .720	P= .460	P= .624	P= .006	P= .693	P= .157
TKJ	1.0000	.2751	.0231	-.0174	.0927	.0652
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .	P= .110	P= .895	P= .921	P= .596	P= .710
TJB	.2751	1.0000	-.0264	.0562	.1814	.2692
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .110	P= .	P= .880	P= .748	P= .297	P= .118
USAKOM	.0231	-.0264	1.0000	.8388	.7680	.6332
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .895	P= .880	P= .	P= .000	P= .000	P= .000
USAPIM	-.0174	.0562	.8388	1.0000	.5627	.7279
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .921	P= .748	P= .000	P= .	P= .000	P= .000
PDKKOM	.0927	.1814	.7680	.5627	1.0000	.8521
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .596	P= .297	P= .000	P= .000	P= .	P= .000

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	TKJ	TJB	USAKOM	USAPIM	PDKKOM	PDKPIM
PDKPIM	.0652	.2692	.6332	.7278	.8521	1.0000
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .710	P= .113	P= .000	P= .000	P= .000	P= .
LITKOM	-.0954	-.3215	.4043	.2831	.3097	.2309
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .586	P= .060	P= .016	P= .099	P= .070	P= .182
LITPIM	-.1046	-.2258	.3279	.4166	.2337	.3585
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .550	P= .192	P= .054	P= .013	P= .177	P= .034
TJBKOM	.2483	.5353	.3616	.1252	.4191	.1641
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .150	P= .001	P= .033	P= .474	P= .012	P= .346
TJBPIM	.0694	.6036	.0577	.3933	.0379	.3309
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .692	P= .000	P= .742	P= .019	P= .829	P= .052
TKJKOM	.7659	.1597	.2735	.0317	.2861	.0301
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .359	P= .105	P= .857	P= .096	P= .864
TKJPIM	.7373	.2705	.0904	.2907	.0318	.2056
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .116	P= .606	P= .090	P= .856	P= .236
HORKOM	-.0954	-.3215	.4043	.2831	.3097	.2309
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .586	P= .060	P= .016	P= .099	P= .070	P= .182
HORPIM	-.1046	-.2258	.3279	.4166	.2337	.3585
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .550	P= .192	P= .054	P= .013	P= .177	P= .034
UKP	.0052	.0373	.9131	.9273	.6299	.6415
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .976	P= .831	P= .000	P= .000	P= .000	P= .000
PKP	.0721	.2155	.7684	.7079	.9258	.9007
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .681	P= .214	P= .000	P= .000	P= .000	P= .000

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	TKJ	TJB	USAKOM	USAPIM	PDKKOM	PDKPIM
LKP	-.0830 (35) P= .635	-.2225 (35) P= .199	.4132 (35) P= .014	.4012 (35) P= .017	.2922 (35) P= .088	.3068 (35) P= .073
TAKP	.1249 (35) P= .475	.4309 (35) P= .010	.3130 (35) P= .067	.3740 (35) P= .027	.2503 (35) P= .147	.2670 (35) P= .121
TEKP	.6004 (35) P= .000	.1761 (35) P= .312	.2891 (35) P= .092	.2611 (35) P= .130	.2082 (35) P= .230	.1476 (35) P= .397
HKP	-.0305 (35) P= .862	.2304 (35) P= .183	.2941 (35) P= .086	.3504 (35) P= .039	.2078 (35) P= .231	.2247 (35) P= .194
MOT	.2549 (35) P= .139	.5103 (35) P= .002	.1549 (35) P= .374	.1813 (35) P= .297	.2471 (35) P= .152	.2598 (35) P= .132

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed
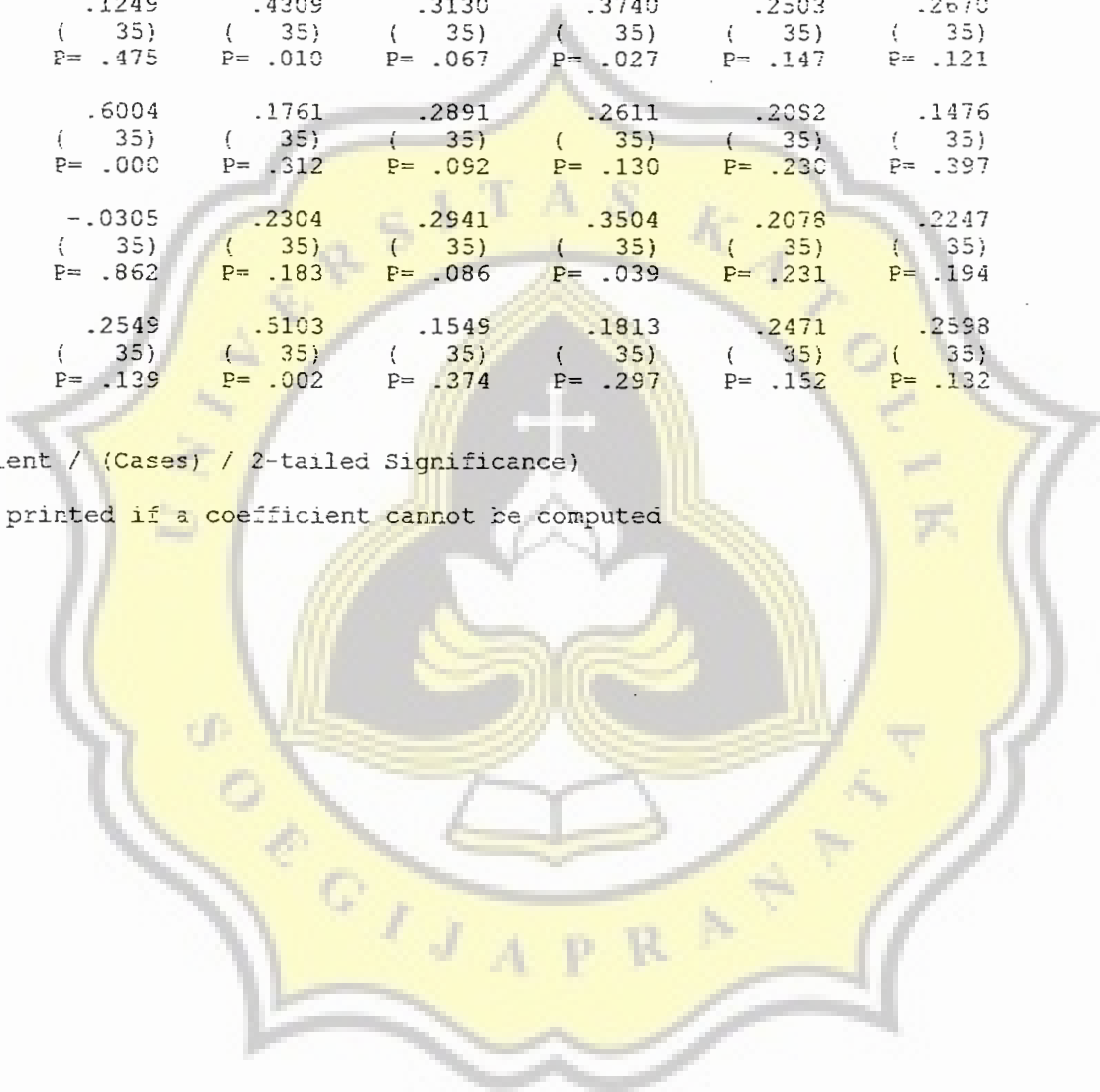
26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	LITKOM	LITPIM	TJBKOM	TJBPIM	TKJKOM	TKJPIM
USA	.2512	.2810	.0055	-.0081	-.0164	.0062
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .145	P= .102	P= .975	P= .963	P= .926	P= .972
LIT	.9460	.9427	-.0966	-.1466	-.0258	-.0627
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .000	P= .581	P= .401	P= .833	P= .720
PDK	.1563	.1909	.0606	-.0141	-.0122	-.0424
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .370	P= .272	P= .729	P= .936	P= .945	P= .809
HOR	-.0597	.0034	.4271	.4512	.0581	.0593
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .733	P= .984	P= .010	P= .007	P= .740	P= .737
KOM	.4272	.1886	.8050	.0966	.7157	.2200
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .010	P= .278	P= .000	P= .581	P= .000	P= .204
PIM	.0768	.3218	.2098	.8654	.0624	.6153
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .661	P= .059	P= .226	P= .000	P= .722	P= .000
TKJ	-.0954	-.1046	.2483	.0694	.7659	.7373
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .586	P= .550	P= .150	P= .692	P= .000	P= .000
TJB	-.3215	-.2258	.5353	.6036	.1597	.2705
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .060	P= .192	P= .001	P= .000	P= .359	P= .115
USAKOM	.4043	.3279	.3616	.0577	.2785	.0904
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .016	P= .054	P= .033	P= .742	P= .105	P= .606
USAPIM	.2831	.4166	.1252	.3933	.0317	.2907
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .099	P= .013	P= .474	P= .019	P= .857	P= .090
PDKKOM	.3097	.2337	.4191	.0379	.2861	.0318
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .070	P= .177	P= .012	P= .829	P= .096	P= .856

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	LITKOM	LITPIM	TJBKOM	TJBPIM	TKJKOM	TKJPIM
PDKPIM	.2309	.3595	.1641	.3309	.0301	.2056
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .182	P= .034	P= .346	P= .052	P= .864	P= .236
LITKOM	1.0000	.9192	.1573	-.0969	.1816	-.0032
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .	P= .000	P= .367	P= .580	P= .296	P= .986
LITPIM	.9192	1.0000	.0118	.1430	.0196	.1379
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .	P= .946	P= .413	P= .911	P= .430
TJBKOM	.1573	.0118	1.0000	.4388	.6970	.3396
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .367	P= .946	P= .	P= .008	P= .000	P= .046
TJBPIM	-.0969	.1430	.4388	1.0000	.1177	.6170
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .580	P= .413	P= .008	P= .	P= .501	P= .000
TKJKOM	.1816	.0196	.6970	.1177	1.0000	.6585
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .296	P= .911	P= .000	P= .501	P= .	P= .000
TKJPIM	-.0032	.1379	.3396	.6170	.6585	1.0000
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .986	P= .430	P= .046	P= .000	P= .000	P= .
HORKOM	1.0000	.9192	.1573	-.0969	.1816	-.0032
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .000	P= .367	P= .580	P= .296	P= .986
HORPIM	.9192	1.0000	.0118	.1430	.0196	.1379
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .000	P= .946	P= .413	P= .911	P= .430
UKP	.4052	.4350	.4110	.3933	.2765	.3254
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .016	P= .009	P= .014	P= .019	P= .108	P= .056
PKP	.3669	.3819	.4877	.3467	.3074	.2566
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .030	P= .024	P= .003	P= .041	P= .072	P= .137

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	LITKOM	LITPIM	TJBKOM	TJBPIM	TKOKOM	TKOPIM
LKP	.9561	.9602	.2262	.1579	.1982	.1713
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .000	P= .191	P= .365	P= .254	P= .325
TAKP	.1730	.2188	.8054	.8151	.5080	.5992
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .320	P= .207	P= .000	P= .000	P= .002	P= .000
TEKP	.2089	.1880	.6792	.5132	.8645	.8574
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .228	P= .279	P= .000	P= .002	P= .000	P= .000
HKP	.2716	.3193	.6840	.7093	.3980	.4623
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .114	P= .062	P= .000	P= .000	P= .018	P= .005
MOT	-.0720	-.0387	.4245	.3516	.2627	.2467
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .681	P= .826	P= .011	P= .033	P= .127	P= .153

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

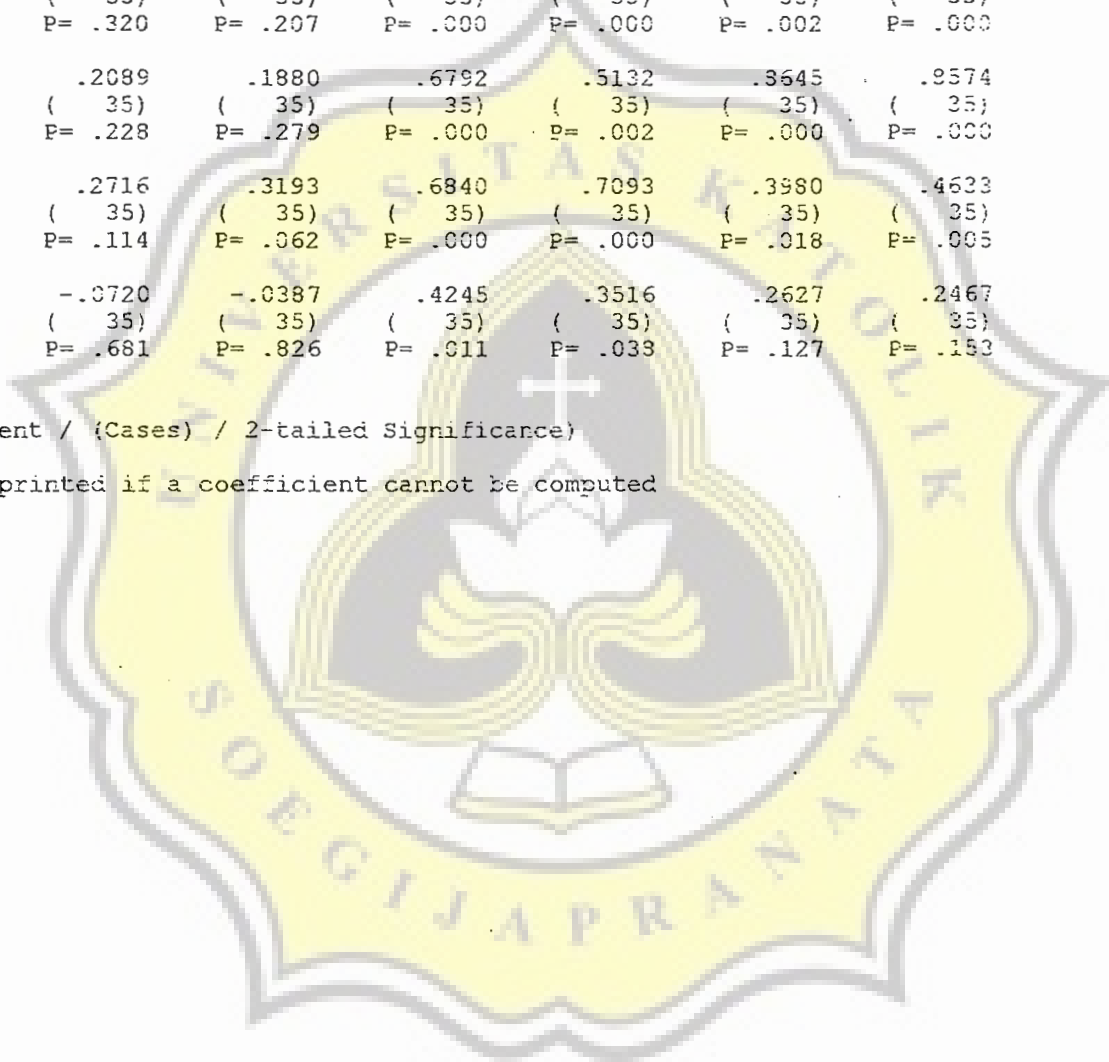26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	HORKOM	HORPIM	UKP	PKP	LKP	TAKP
USA	.2512 (35) P= .145	.2810 (35) P= .102	.7789 (35) P= .000	.6476 (35) P= .000	.2487 (35) P= .150	.0168 (35) P= .924
LIT	.9460 (35) P= .000	.9427 (35) P= .000	.2922 (35) P= .088	.2796 (35) P= .104	.8882 (35) P= .000	-.0342 (35) P= .845
PDK	.1563 (35) P= .370	.1909 (35) P= .272	.4392 (35) P= .008	.7712 (35) P= .000	.1255 (35) P= .473	-.0474 (35) P= .787
HOR	-.0597 (35) P= .733	.0034 (35) P= .984	.1400 (35) P= .423	.2179 (35) P= .209	.0758 (35) P= .665	.4385 (35) P= .008
KOM	.4272 (35) P= .010	.1886 (35) P= .278	.4552 (35) P= .006	.4239 (35) P= .011	.4390 (35) P= .008	.6507 (35) P= .000
PIM	.0768 (35) P= .661	.3218 (35) P= .059	.4666 (35) P= .005	.2951 (35) P= .085	.3371 (35) P= .048	.7411 (35) P= .000
TKJ	-.0954 (35) P= .586	-.1046 (35) P= .550	.0052 (35) P= .976	.0721 (35) P= .681	-.0830 (35) P= .635	.1249 (35) P= .475
TJB	-.3215 (35) P= .060	-.2258 (35) P= .192	.0373 (35) P= .831	.2155 (35) P= .214	-.2225 (35) P= .199	.4309 (35) P= .010
USAKOM	.4043 (35) P= .016	.3279 (35) P= .054	.9131 (35) P= .000	.7684 (35) P= .000	.4132 (35) P= .014	.3130 (35) P= .067
USAPIM	.2831 (35) P= .099	.4166 (35) P= .013	.9278 (35) P= .000	.7079 (35) P= .000	.4012 (35) P= .017	.3740 (35) P= .027
PDKKOM	.3097 (35) P= .070	.2337 (35) P= .177	.6299 (35) P= .000	.9258 (35) P= .000	.2922 (35) P= .088	.2503 (35) P= .147

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	HORKOM	HORPIM	UKP	PKP	LKP	TAKP
PDKPIM	.2309 (35) P= .182	.3585 (35) P= .034	.6415 (35) P= .000	.9007 (35) P= .000	.3068 (35) P= .073	.2670 (35) P= .121
LITKOM	1.0000 (35) P= .000	.9192 (35) P= .000	.4052 (35) P= .016	.3669 (35) P= .030	.9561 (35) P= .000	.1730 (35) P= .320
LITPIM	.9192 (35) P= .000	1.0000 (35) P= .000	.4350 (35) P= .009	.3819 (35) P= .024	.9602 (35) P= .000	.2188 (35) P= .207
TJBKOM	.1573 (35) P= .367	.0118 (35) P= .946	.4110 (35) P= .014	.4877 (35) P= .003	.2262 (35) P= .191	.8054 (35) P= .000
TJBPIM	-.0969 (35) P= .580	.1430 (35) P= .413	.3933 (35) P= .019	.3467 (35) P= .041	.1579 (35) P= .365	.8151 (35) P= .000
TKJKOM	.1816 (35) P= .296	.0196 (35) P= .911	.2765 (35) P= .108	.3074 (35) P= .072	.1982 (35) P= .254	.5080 (35) P= .002
TKJPIM	-.0032 (35) P= .986	.1379 (35) P= .430	.3254 (35) P= .056	.2566 (35) P= .137	.1713 (35) P= .325	.5992 (35) P= .000
HORKOM	1.0000 (35) P= .	.9192 (35) P= .000	.4052 (35) P= .016	.3669 (35) P= .030	.9561 (35) P= .000	.1730 (35) P= .320
HORPIM	.9192 (35) P= .000	1.0000 (35) P= .	.4350 (35) P= .009	.3819 (35) P= .024	.9602 (35) P= .000	.2188 (35) P= .207
UKP	.4052 (35) P= .016	.4350 (35) P= .009	1.0000 (35) P= .	.7841 (35) P= .000	.5170 (35) P= .001	.5755 (35) P= .000
PKP	.3669 (35) P= .030	.3819 (35) P= .024	.7841 (35) P= .000	1.0000 (35) P= .	.4470 (35) P= .007	.5187 (35) P= .001

(Coefficient / (Cases) / 2-tailed Significance)

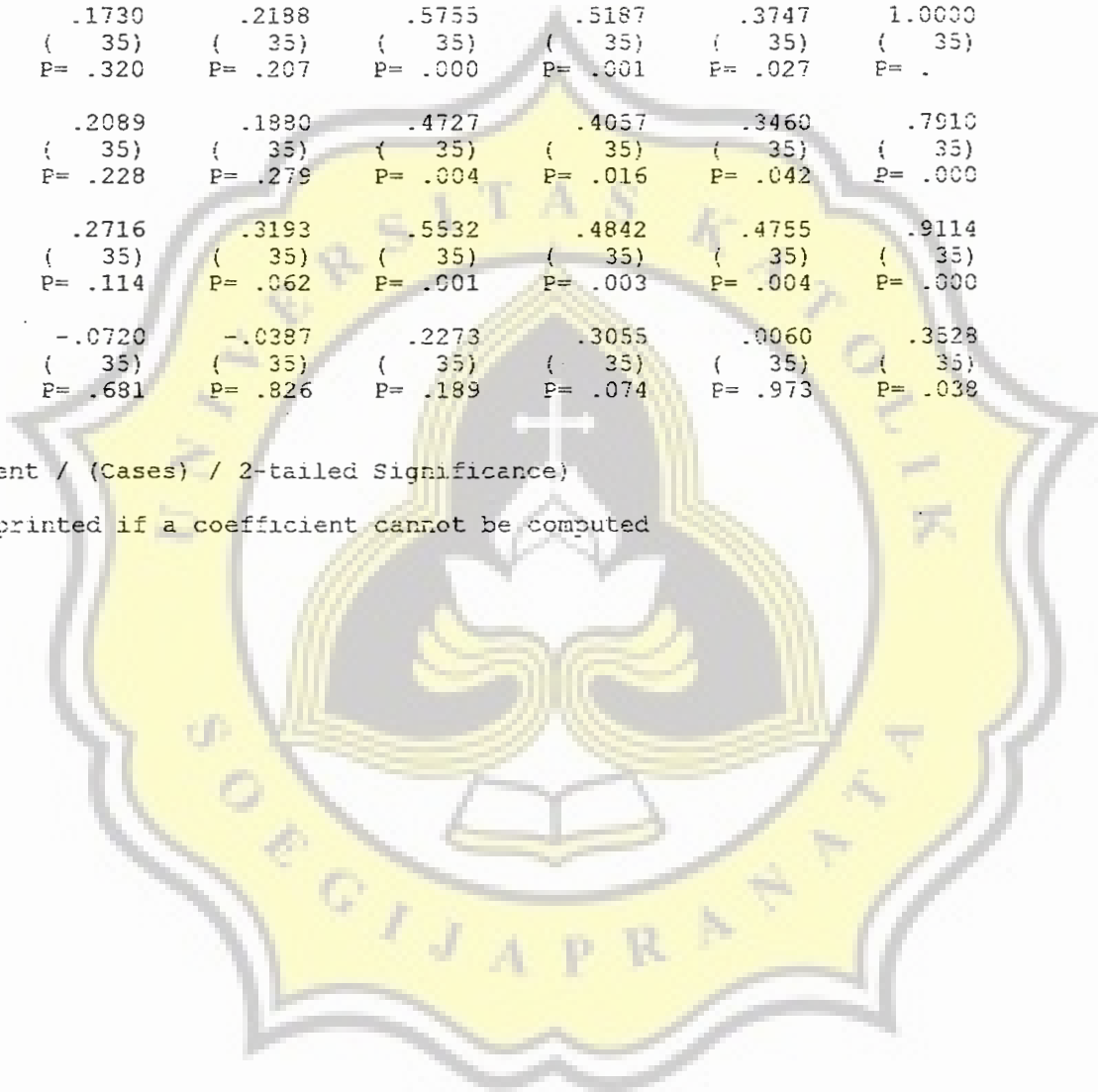" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	HORKOM	HORPIM	UKP	PKP	IKP	TAKP
IKP	.9561	.9602	.5170	.4470	1.0000	.3747
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .000	P= .000	P= .001	P= .007	P= .	P= .027
TAKP	.1730	.2188	.5755	.5187	.3747	1.0000
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .320	P= .207	P= .000	P= .001	P= .027	P= .
TEKP	.2089	.1830	.4727	.4057	.3460	.7910
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .228	P= .279	P= .004	P= .016	P= .042	P= .000
HKP	.2716	.3193	.5532	.4842	.4755	.9114
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .114	P= .062	P= .001	P= .003	P= .004	P= .000
MOT	-.0720	-.0387	.2273	.3055	.0060	.3528
	(35)	(35)	(35)	(35)	(35)	(35)
	P= .681	P= .826	P= .189	P= .074	P= .973	P= .038

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	TEKP	HKP	MOT
USA	-.0015 (35) P= .993	-.0066 (35) P= .970	.0341 (35) P= .631
LIT	.0080 (35) P= .964	.0583 (35) P= .737	-.1268 (35) P= .468
PDK	-.0845 (35) P= .629	-.1003 (35) P= .566	.1842 (35) P= .289
HOR	.1431 (35) P= .412	.6463 (35) P= .000	.3648 (35) P= .031
KOM	.6865 (35) P= .000	.6493 (35) P= .000	.1498 (35) P= .390
PIM	.5406 (35) P= .001	.7436 (35) P= .000	.1330 (35) P= .446
TKJ	.6004 (35) P= .000	-.0305 (35) P= .862	.2549 (35) P= .139
TJB	.1761 (35) P= .312	.2304 (35) P= .183	.5103 (35) P= .002
USAKOM	.2891 (35) P= .092	.2941 (35) P= .086	.1549 (35) P= .374
USAPIM	.2611 (35) P= .130	.3504 (35) P= .039	.1813 (35) P= .297
PDKKOM	.2082 (35) P= .230	.2078 (35) P= .231	.2471 (35) P= .152

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	TEKP	HKP	MOT
PDKPIM	.1476	.2247	.2593
	(35)	(35)	(35)
	P= .397	P= .194	P= .132
LITKOM	.2089	.2716	-.0720
	(35)	(35)	(35)
	P= .228	P= .114	P= .681
LITPIM	.1880	.3193	-.0387
	(35)	(35)	(35)
	P= .279	P= .062	P= .826
TJBKOM	.6792	.6840	.4245
	(35)	(35)	(35)
	P= .000	P= .000	P= .011
TJBPIM	.5132	.7093	.3516
	(35)	(35)	(35)
	P= .002	P= .000	P= .038
TKJKOM	.8645	.3980	.2627
	(35)	(35)	(35)
	P= .000	P= .018	P= .127
TKJPIM	.8574	.4633	.2467
	(35)	(35)	(35)
	P= .000	P= .005	P= .153
HORKOM	.2089	.2716	-.0720
	(35)	(35)	(35)
	P= .228	P= .114	P= .681
HORPIM	.1880	.3193	-.0387
	(35)	(35)	(35)
	P= .279	P= .062	P= .826
UKP	.4727	.5532	.2273
	(35)	(35)	(35)
	P= .004	P= .001	P= .189
PKP	.4057	.4842	.3055
	(35)	(35)	(35)
	P= .016	P= .003	P= .074

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

26 May 96 SPSS for MS WINDOWS Release 6.0

- - Correlation Coefficients - -

	TEKP	HKP	MOT
LKP	.3460 (35) P= .042	.4755 (35) P= .004	.0060 (35) P= .973
TAKP	.7910 (35) P= .000	.9114 (35) P= .000	.3528 (35) P= .038
TEKP	1.0000 (35) P= .	.6873 (35) P= .000	.2506 (35) P= .147
HKP	.6873 (35) P= .000	1.0000 (35) P= .	.3088 (35) P= .071
MOT	.2506 (35) P= .147	.3088 (35) P= .071	1.0000 (35) P= .

(Coefficient / (Cases) / 2-tailed Significance)
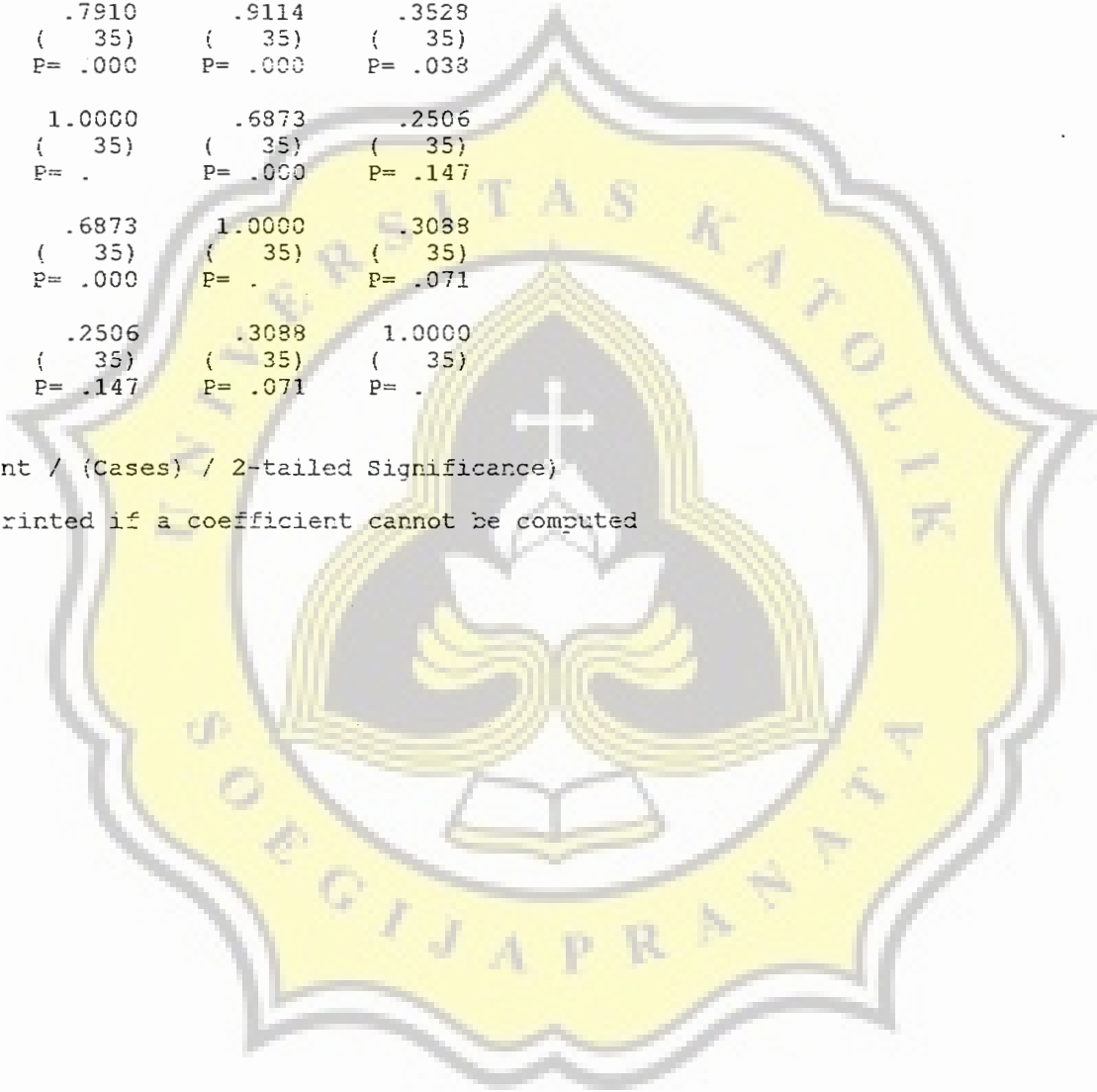
" . " is printed if a coefficient cannot be computed

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25 May 96 SPSS for MS WINDOWS Release 6.0

```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Listwise Deletion of Missing Data

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Block Number 1. Method: Enter
```
  USA       LIT       PDK       HOR       KOM       PIM       TKJ       TJB
  USAKOM    USAPIM    PDKKOM    PDKPIM    LITKOM    LITPIM    TJBKOM    TJBPIM
  TKJKOM    TKJPIM    HORKOM    HORPIM    UKP       PKP       LKP       TAKP
  TEKP      HKP
```

Variable(s) Entered on Step Number
```
   1..      HKP       HOR*KOM*PIM
   2..      USA       USIA
   3..      TKJ       TEMPAT
   4..      LIT       LAMA KETERLIBATAN
   5..      TJB       TANGGUNG JAWAB
   6..      KOM       KOMUNIKASI
   7..      HOR       HORMAT
   8..      PDK       PENDIDIKAN
   9..      PIM       KEPEMIMPINAN
  10..      PKP       PDK*KOM*PIM
  11..      LKP       LIT*KOM*PIM
  12..      TEKP      TKJ*KOM*PIM
  13..      UKP       USA*KOM*PIM
  14..      USAKOM    USA*KOM
  15..      TAKP      TJB*KOM*PIM
  16..      HORPIM    HOR*PIM
  17..      TKJKOM    TKJ*KOM
  18..      PDKPIM    PDK*PIM
  19..      TJBPIM    TJB*PIM
  20..      TJBKOM    TJB*KOM
```
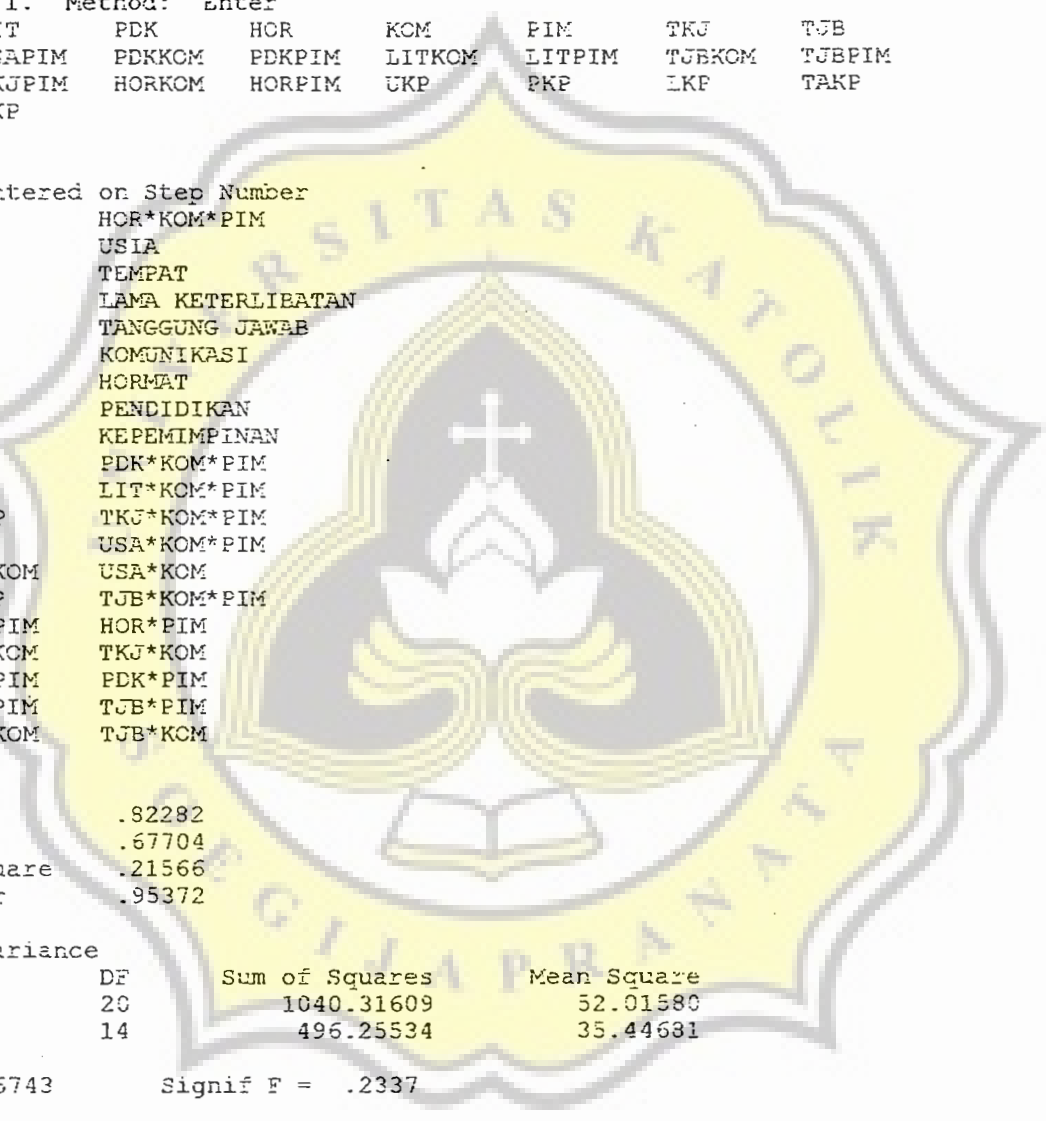
```
Multiple R              .82282
R Square                .67704
Adjusted R Square       .21566
Standard Error          .95372
```

Analysis of Variance
```
                    DF      Sum of Squares      Mean Square
Regression          20         1040.31609         52.01580
Residual            14          496.25534         35.44681

F =      1.46743      Signif F =   .2337
```

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```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------------- Variables in the Equation -------------------

Variable	B	SE B	Beta	T	Sig T
USA	-2.621790	16.748307	-.382385	-.157	.8778
LIT	-6.265003	14.274812	-1.020166	-.439	.6674
PDK	25.307997	23.968881	3.461357	1.056	.3089
HOR	-5.029156	2.557960	-3.734335	-1.966	.0695
KOM	-6.775661	5.674047	-5.972507	-1.194	.2523
PIM	-4.114418	5.141946	-3.723414	-.800	.4370
TKJ	2.776034	2.363255	2.751510	1.175	.2597
TJB	-9.847620	5.480733	-7.002569	-1.797	.0940
USAKOM	-.750754	.669143	-4.970003	-1.122	.2808
PDKPIM	-1.308948	1.164420	-6.657300	-1.124	.2799
TJBKOM	.384025	.178664	18.435898	2.149	.0496
TJBPIM	.211772	.144977	10.582996	1.461	.1662
TKJKOM	-.143714	.084407	-7.901822	-1.703	.1107
HORPIM	.286868	.498737	1.952111	.575	.5743
UKP	.021199	.010416	6.154137	2.035	.0612
PKP	.016109	.016402	3.626049	.982	.3427
LKP	-.004006	.007296	-1.232054	-.549	.5916
TAKP	-.008821	.003602	-23.097183	-2.449	.0281
TEKP	.002190	.001334	5.454368	1.582	.1360
HKP	.003584	.001627	9.560408	2.203	.0449
(Constant)	436.088427	289.522300		1.506	.1542

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USAPIM	20.488135	.258496	4.521E-05	.965	.3522
PDKKOM	-1.033693	-.011792	3.652E-05	-.043	.9667
LITKOM	-19.636318	-.200256	3.324E-05	-.737	.4742
LITPIM	.	.	.000000	.	.
TKJPIM	-31.713306	-.269993	1.272E-05	-1.011	.3305
HORKOM	-19.636318	-.200256	3.324E-05	-.737	.4742

End Block Number   1   Tolerance = 1.00E-04 Limits reached.

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```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Block Number 2. Method: Backward   Criterion   POUT .1000
```
   USA       LIT       PDK       HOR       KOM       PIM       TKJ       TJB
   USAKOM    USAPIM    PDKKOM    PDKPIM    LITKOM    LITPIM    TJBKOM    TJBPIM
   TKJKOM    TKJPIM    HORKOM    HORPIM    UKP       PKP       LKP       TAKP
   TEKP      HKP
```

Variable(s) Removed on Step Number
  21..   USA   USIA

```
Multiple R          .82243
R Square            .67647
Adjusted R Square   .26667
Standard Error      .75687
```

Analysis of Variance
```
                    DF        Sum of Squares      Mean Square
Regression          19           1039.44747          54.70776
Residual            13            497.12396          33.14160
```

F =   1.65073   Signif F =   .1643

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
LIT	-6.174704	13.791568	-1.005462	-.448	.6608
PDK	26.380315	22.209752	3.608017	1.188	.2534
HOR	-4.952017	2.428261	-3.677787	-2.039	.0594
KOM	-6.495524	5.206424	-5.725576	-1.248	.2313
PIM	-4.256381	4.893998	-3.851837	-.870	.3982
TKJ	2.768797	2.284681	2.744337	1.212	.2443
TJB	-9.967025	5.247948	-7.087477	-1.899	.0769
USAKOM	-.835957	.376368	-5.534047	-2.221	.0422
PDKPIM	-1.405111	.956492	-7.146382	-1.469	.1625
TJBKOM	.383178	.172678	18.395262	2.219	.0423
TJBPIM	.219995	.130659	10.993928	1.684	.1129
TKJKOM	-.143709	.081616	-7.901533	-1.761	.0986
HORPIM	.287200	.482243	1.954370	.596	.5604
UKP	.021759	.009460	6.316531	2.300	.0362
PKP	.017763	.012108	3.999329	1.467	.1629
LKP	-.004013	.007055	-1.234012	-.569	.5779
TAKP	-.008915	.003433	-23.343522	-2.597	.0202
TEKP	.002198	.001337	5.475745	1.644	.1210
HKP	.003541	.001552	9.448064	2.283	.0375
(Constant)	428.617935	276.120574		1.552	.1414

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```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.382385	-.041801	2.593E-04	-.157	.8778
USAPIM	-.081647	-.007931	2.664E-04	-.030	.9767
PDKKOM	-.930544	-.010610	3.669E-05	-.040	.9689
LITKOM	-15.738720	-.171790	3.811E-05	-.652	.5247
LITPIM	.	.	.000000	.	.
TKJPIM	-30.651167	-.262672	1.290E-05	-1.019	.3257
HORKOM	-15.738720	-.171790	3.811E-05	-.652	.5247

```
* * * * * * * * * * * * * * * * * * * * * * * * * * * * *
```


Variable(s) Removed on Step Number
   22..   LIT   LAMA KETERLIBATAN

Multiple R	.81985
R Square	.67215
Adjusted R Square	.30332
Standard Error	.61119

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	18	1032.80425	57.37801
Residual	16	503.76713	31.48545

F =   1.82237   Signif F =   .1167
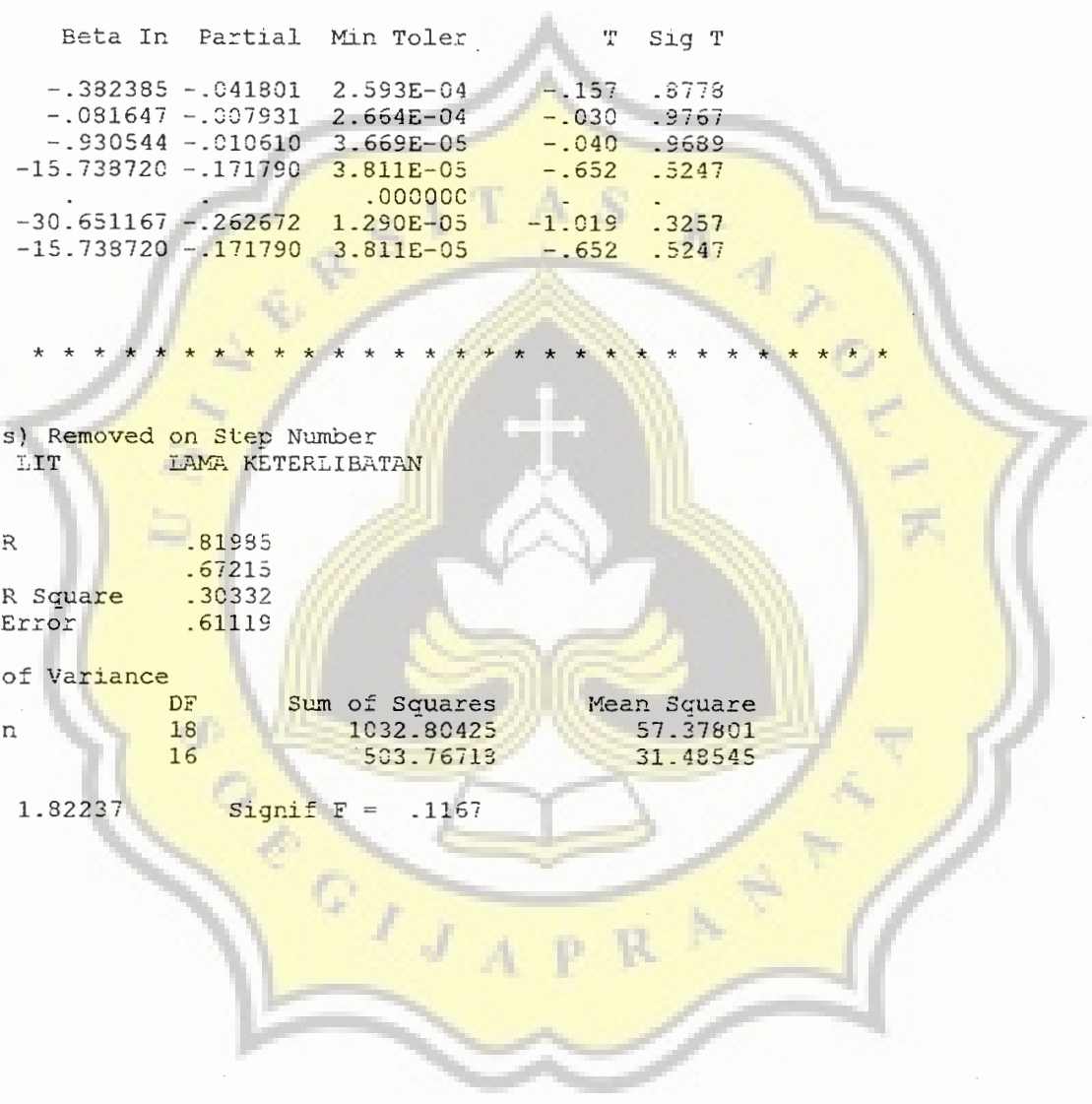
26 May 96 SPSS for MS WINDOWS Release 6.0

```
       * * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1    Dependent Variable..    MOT    MOTIVASI


------------------ Variables in the Equation ------------------

Variable              B          SE B          Beta          T     Sig T

PDK            26.573288    21.643632      3.634410       1.228    .2373
HOR            -4.666193     2.283553     -3.465514      -2.043    .0578
KOM            -6.477583     5.074520     -5.709766      -1.276    .2200
PIM            -2.522299     2.915904     -2.282599       -.865    .3998
TKJ             3.205360     2.013861      3.177044       1.592    .1310
TJB            -8.812667     4.455235     -6.266622      -1.978    .0654
USAKOM          -.789762      .352789     -5.228236      -2.239    .0397
PDKPIM         -1.494423      .911736     -7.600621      -1.639    .1207
TJBKOM           .366896      .164533     17.613585       2.230    .0404
TJBPIM           .178812      .090445      8.935837       1.977    .0655
TKJKOM          -.145174      .079487     -7.982106      -1.826    .0865
HORPIM           .116025      .286473       .789542        .405    .6908
UKP              .020400      .008733      5.922121       2.336    .0328
PKP              .019911      .010840      4.481801       1.837    .0849
LKP             -.003492      .006782     -1.073352       -.515    .6137
TAKP            -.008218      .002982    -21.518671      -2.756    .0141
TEKP             .001938      .001174      4.829506       1.650    .1183
HKP              .003374      .001467      9.000147       2.299    .0353
(Constant)     361.016656   225.329628                    1.602    .1287


------------- Variables not in the Equation -------------

Variable      Beta In    Partial   Min Toler        T     Sig T

USA          -.339062   -.036850   3.216E-04      -.143    .8883
LIT         -1.005462   -.114835   2.668E-04      -.448    .6608
USAPIM       -.042954   -.004147   3.137E-04      -.016    .9874
PDKKOM      -1.368744   -.015517   3.697E-05      -.060    .9529
LITKOM      -1.255164   -.131838   2.498E-04      -.515    .6140
LITPIM          .          .       .000000         .        .
TKJPIM     -18.611999   -.173568   1.700E-05      -.703    .4929
HORKOM      -1.255164   -.131838   2.498E-04      -.515    .6140
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    * * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Variable(s) Removed on Step Number
 23..   HORPIM   HOR*PIM

Multiple R	.81779
R Square	.66879
Adjusted R Square	.33757
Standard Error	.47149

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	17	1027.63952	60.44938
Residual	17	508.93191	29.93717

F =   2.01921   Signif F =   .0788

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
PDK	25.405765	20.916739	3.474728	1.215	.2411
HOR	-4.728279	2.221677	-3.511620	-2.128	.0482
KOM	-6.960739	4.809509	-6.135647	-1.447	.1660
PIM	-2.378143	2.822044	-2.152142	-.843	.4111
TKJ	3.145080	1.958351	3.117296	1.606	.1267
TJB	-9.018262	4.316021	-6.412819	-2.089	.0520
USAKOM	-.781039	.343364	-5.170487	-2.275	.0362
PDKPIM	-1.371893	.838718	-6.977436	-1.636	.1203
TJBKOM	.375819	.158992	18.041944	2.364	.0303
TJBPIM	.174964	.087706	8.743573	1.995	.0623
TKJKOM	-.143703	.077427	-7.901211	-1.856	.0809
UKP	.020126	.008490	5.842408	2.370	.0299
PKP	.017812	.009283	4.009180	1.919	.0720
LKP	-7.66020E-04	8.1421E-04	-.235574	-.941	.3600
TAKP	-.008226	.002908	-21.539765	-2.829	.0116
TEKP	.001933	.001145	4.815434	1.688	.1096
HKP	.003386	.001431	9.034076	2.367	.0301
(Constant)	377.312508	216.188365		1.745	.0990

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

-------------- Variables not in the Equation --------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.393137	-.042585	3.216E-04	-.170	.8668
LIT	.054893	.010234	3.056E-04	.041	.9679
USAPIM	-.090675	-.008719	3.200E-04	-.035	.9726
PDKKOM	2.654704	.033971	5.021E-05	.136	.8935
LITKOM	-1.033195	-.109925	2.518E-04	-.442	.6641
LITPIM	.789542	.100738	3.284E-04	.405	.6908
TKJPIM	-13.133213	-.133191	1.919E-05	-.538	.5983
HORKOM	-1.033195	-.109925	2.518E-04	-.442	.6641
HORPIM	.789542	.100738	3.284E-04	.405	.6908

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * *
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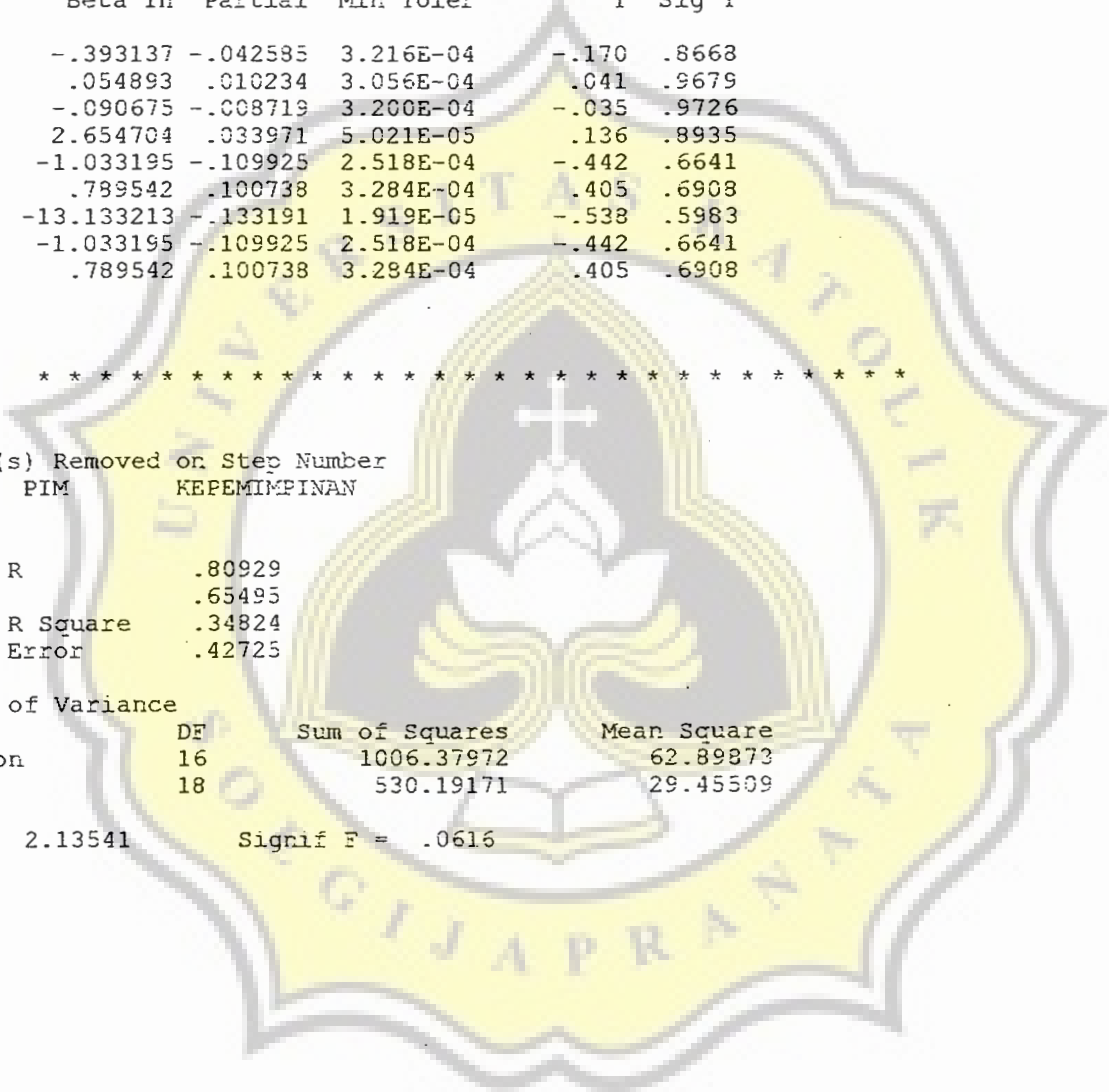
Variable(s) Removed on Step Number
   24..   PIM   KEPEMIMPINAN

Multiple R   .80929
R Square   .65495
Adjusted R Square   .34824
Standard Error   .42725

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	16	1006.37972	62.89873
Residual	18	530.19171	29.45509

F =   2.13541   Signif F =   .0616

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```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1    Dependent Variable..    MOT    MOTIVASI


------------------ Variables in the Equation ------------------

Variable              B          SE B          Beta          T    Sig T

PDK           24.827143     20.736464      3.395591       1.197    .2467
HOR           -4.589087      2.197618     -3.408244      -2.088    .0513
KOM           -7.114275      4.767203     -6.270983      -1.492    .1529
TKJ            3.489822      1.899664      3.458993       1.837    .0828
TJB           -7.473098      3.875589     -5.314065      -1.928    .0698
USAKOM         -.670284       .314651     -4.437291      -2.130    .0472
PDKPIM        -1.383420       .831827     -7.036061      -1.663    .1136
TJBKOM          .366363       .157313     17.587999       2.329    .0317
TJBPIM          .115011       .050877      5.747506       2.261    .0364
TKJKOM         -.144310       .076797     -7.934564      -1.879    .0765
UKP             .017128       .007647      4.972153       2.240    .0380
PKP             .013399       .009182      4.141316       2.004    .0604
LKP        -6.62943E-04   7.9846E-04       -.203874       -.830    .4173
TAKP           -.007502       .002755    -19.643597      -2.722    .0140
TEKP            .001669       .001092      4.157034       1.528    .1440
HKP             .003215       .001405      8.577294       2.289    .0344
(Constant)   302.031707    195.276763                     1.547    .1393


------------ Variables not in the Equation ------------

Variable     Beta In   Partial   Min Toler        T    Sig T

USA          -.927316  -.103941   3.357E-04     -.431    .6720
LIT           .551307   .122782   3.281E-04      .510    .6165
PIM         -2.152142  -.200246   3.344E-04     -.843    .4111
USAPIM       -.789726  -.079683   3.200E-04     -.330    .7457
PDKKOM       1.775764   .022297   5.041E-05      .092    .9278
LITKOM        .524366   .085855   3.298E-04      .355    .7267
LITPIM        .583706   .073517   3.294E-04      .304    .7649
TKJPIM     -13.945914  -.138637   1.919E-05     -.577    .5712
HORKOM        .524366   .085855   3.298E-04      .355    .7267
HORPIM        .583706   .073517   3.294E-04      .304    .7649
```

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* * * * M U L T I P L E   R E G R E S S I O N * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Variable(s) Removed on Step Number
  25..   LKP   LIT*KOM*PIM

```
Multiple R              .80108
R Square                .64174
Adjusted R Square       .35890
Standard Error          .38271
```

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	15	986.07449	65.73830
Residual	19	550.49694	28.97352

F =   2.26891   Signif F =   .0469

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
PDK	33.098007	18.037752	4.526791	1.835	.0822
HOR	-3.875380	2.005925	-2.878185	-1.932	.0684
KOM	-6.168926	4.591239	-5.437691	-1.344	.1949
TKJ	3.696512	1.867823	3.663857	1.979	.0625
TJB	-7.352389	3.841071	-5.228229	-1.914	.0708
USAKOM	-.754381	.295458	-4.994013	-2.553	.0194
PDKPIM	-1.685406	.741954	-8.571960	-2.272	.0349
TJBKOM	.343298	.153570	16.480734	2.235	.0376
TJBPIM	.121249	.049906	6.059222	2.430	.0252
TKJKOM	-.146338	.076128	-8.046096	-1.922	.0697
UKP	.019009	.007244	5.518218	2.624	.0167
PKP	.020480	.008761	4.609739	2.339	.0305
TAKP	-.007095	.002689	-18.577674	-2.638	.0162
TEKP	.001601	.001080	3.989336	1.482	.1547
HKP	.002774	.001290	7.401177	2.151	.0446
(Constant)	258.445517	186.544311		1.385	.1820

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.178854	-.021274	3.465E-04	-.090	.9291
LIT	-.154941	-.162787	3.325E-04	-.700	.4929
PIM	-1.791185	-.165435	3.462E-04	-.712	.4858
USAPIM	.100699	.011020	3.412E-04	.047	.9632
PDKKOM	5.736263	.073474	5.358E-05	.313	.7582
LITKOM	-.176875	-.175920	3.336E-04	-.758	.4581
LITPIM	-.180734	-.181730	3.341E-04	-.784	.4432
TKJPIM	-18.645848	-.221109	2.799E-05	-.962	.3488
HORKOM	-.176875	-.175920	3.336E-04	-.758	.4581
HORPIM	-.180734	-.181730	3.341E-04	-.784	.4432
LKP	-.203874	-.192055	3.361E-04	-.830	.4173

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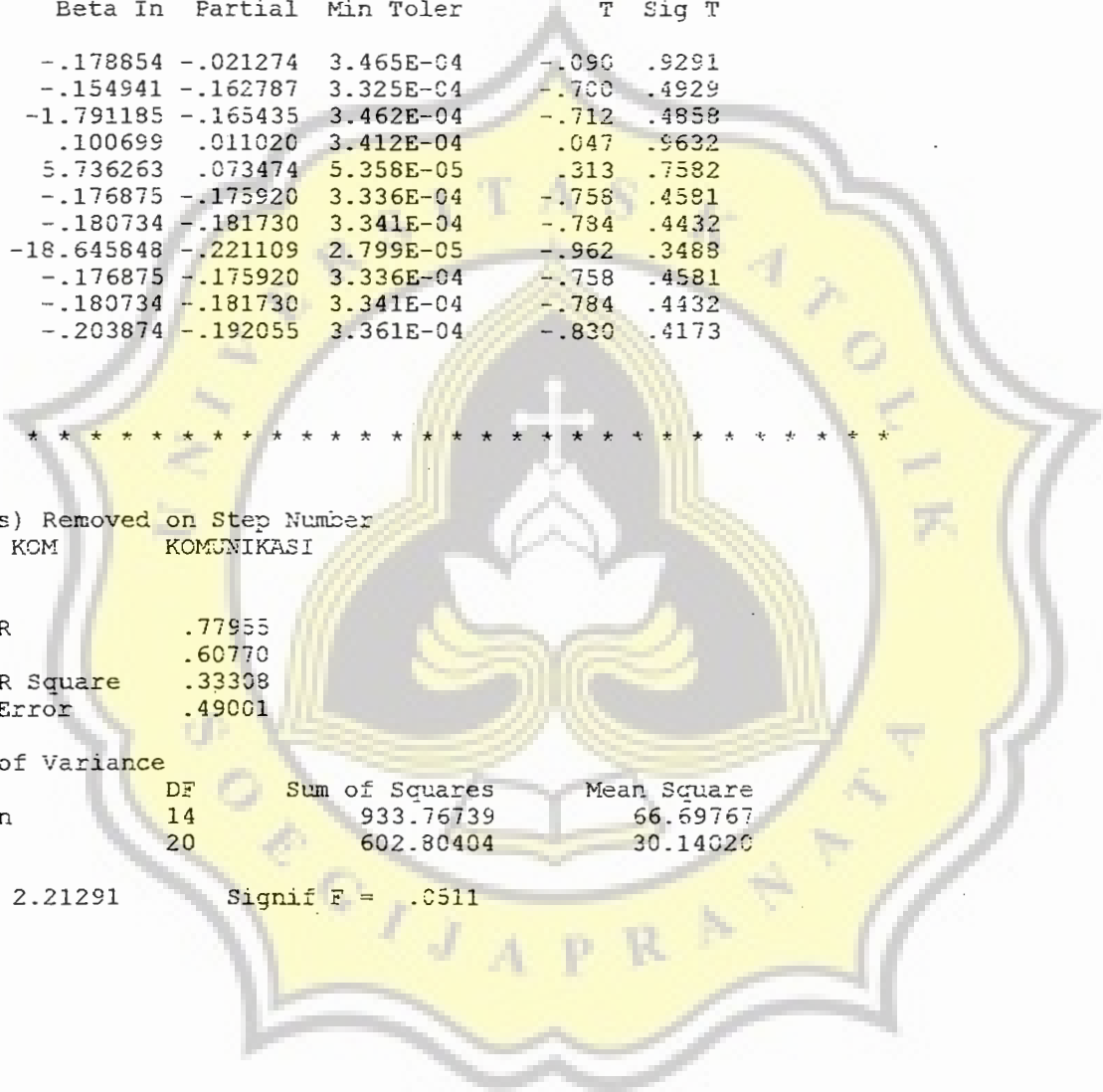
Variable(s) Removed on Step Number
  26..   KOM   KOMUNIKASI

Multiple R   .77955
R Square   .60770
Adjusted R Square   .33308
Standard Error   .49001

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	14	933.76739	66.69767
Residual	20	602.80404	30.14020

F =   2.21291   Signif F =   .0511

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
PDK	29.549124	18.199028	4.041413	1.624	.1201
HOR	-1.518191	.992021	-1.127537	-1.530	.1416
TKJ	3.646105	1.904674	3.613895	1.914	.0700
TJB	-3.372409	2.494097	-2.398095	-1.352	.1914
USAKOM	-.710448	.299496	-4.703173	-2.372	.0278
PDKPIM	-1.471586	.739134	-7.484476	-1.991	.0603
TJBKCM	.171267	.086489	8.222003	1.980	.0616
TJBPIM	.099938	.048262	4.994252	2.071	.0515
TKJKCM	-.117326	.074457	-6.450920	-1.576	.1308
UKP	.017837	.007334	5.178038	2.432	.0245
PKP	.017932	.008724	4.036311	2.056	.0531
TAKP	-.004615	.001995	-12.085897	-2.313	.0315
TEKP	8.34846E-04	9.3582E-04	2.079608	.892	.3829
HKP	.001251	6.2785E-04	3.338637	1.993	.0601
(Constant)	8.313251	12.181741		.682	.5028

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	.300987	.034820	6.157E-04	.152	.8809
LIT	-.067564	-.070441	7.184E-04	-.308	.7616
KOM	-5.437691	-.294573	3.469E-04	-1.344	.1949
PIM	-2.031721	-.179836	5.931E-04	-.797	.4354
USAPIM	.710244	.076213	7.040E-04	.333	.7427
PDKKCM	11.113668	.140323	5.766E-05	.618	.5441
LITKCM	-.092901	-.091059	7.174E-04	-.399	.6947
LITPIM	-.090009	-.089675	7.185E-04	-.392	.6991
TKJPIM	-23.065061	-.267005	2.863E-05	-1.208	.2420
HCRKCM	-.092901	-.091059	7.174E-04	-.399	.6947
HORPIM	-.090009	-.089675	7.185E-04	-.392	.6991
LKP	-.116354	-.107867	7.183E-04	-.473	.6416

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    * * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Variable(s) Removed on Step Number
   27..   TEKP   TKJ*KOM*PIM

Multiple R   .76947
R Square   .59208
Adjusted R Square   .33957
Standard Error   .46326

Analysis of Variance
                    DF   Sum of Squares   Mean Square
Regression   13   909.78023   69.98309
Residual   21   626.79119   29.84720

F =   2.34471   Signif F =   .0398

------------------ Variables in the Equation ------------------

Variable   B   SE B   Beta   T   Sig T

PDK   25.888445   17.643995   3.540744   1.467   .1571
HOR   -1.341490   .967310   -.996304   -1.387   .1800
TKJ   2.606527   1.499258   2.583500   1.739   .0968
TJB   -2.109112   2.043097   -1.499774   -1.032   .3137
USAKOM   -.651874   .290787   -4.315413   -2.242   .0359
PDKPIM   -1.279189   .703526   -6.505946   -1.818   .0833
TJBKOM   .110310   .052764   5.295654   2.091   .0489
TJBPIM   .078546   .041679   3.925205   1.885   .0734
TKJKOM   -.060060   .037542   -3.302253   -1.600   .1246
UKP   .016453   .007133   4.776408   2.307   .0314
PKP   .015559   .008268   3.502213   1.882   .0738
TAKP   -.003285   .001319   -8.601794   -2.490   .0212
HKP   .001077   5.9366E-04   2.872792   1.814   .0840
(Constant) 10.053446   11.965957   .840   .4103

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1    Dependent Variable..    MOT    MOTIVASI


-------------- Variables not in the Equation --------------

Variable      Beta In   Partial  Min Toler          T   Sig T

USA           .099123   .011321    .001241        .051   .9601
LIT          -.079859  -.081828    .001106       -.367   .7173
KOM         -2.269928  -.142007    .001012       -.642   .5284
PIM         -1.066320  -.098542    .001464·      -.443   .6626
USAPIM        .486891   .051584    .001201        .231   .8197
PDKKOM      10.897602   .134948   5.768E-05       .609   .5493
LITKOM       -.103698  -.099826    .001151       -.449   .6585
LITPIM       -.104827  -.102725    .001132       -.462   .6492
TKJPIM       1.345659   .171529    .001185        .779   .4453
HORKOM       -.103698  -.099826    .001151       -.449   .6585
HORPIM       -.104827  -.102725    .001132       -.462   .6492
LKP          -.129479  -.117952    .001175       -.531   .6011
TEKP         2.079608   .195627   7.185E-04       .892   .3829


     * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *


Variable(s) Removed on Step Number
   28..    TJB       TANGGUNG JAWAB


Multiple R            .75590
R Square              .57138
Adjusted R Square     .33759
Standard Error        .47141

Analysis of Variance
                     DF     Sum of Squares      Mean Square
Regression           12        877.97307         73.16442
Residual             22        658.59835         29.93629

F =       2.44400     Signif F =   .0333
```

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
PDK	18.299312	16.063391	2.502784	1.139	.2669
HOR	-1.356064	.968649	-1.007128	-1.400	.1755
TKJ	1.465930	1.014910	1.452979	1.444	.1627
USAKOM	-.563501	.278315	-3.730383	-2.025	.0552
PDKPIM	-1.046025	.667276	-5.320075	-1.568	.1312
TJBKOM	.061796	.024025	2.966625	2.572	.0174
TJBPIM	.043113	.029507	2.404370	1.631	.1172
TKJKOM	-.031488	.025403	-1.731293	-1.240	.2282
UKP	.014389	.006858	4.177058	2.098	.0476
PKP	.014692	.008237	3.307015	1.784	.0883
TAKP	-.002619	.001152	-6.858189	-2.273	.0332
HKP	.001065	5.9443E-04	2.840607	1.791	.0870
(Constant)	8.982657	11.938692		.752	.4598

------------ Variables not in the Equation ------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.458314	-.053376	.001480	-.245	.8089
LIT	-.124514	-.127833	.001299	-.591	.5611
KOM	.514664	.041952	.001628	.192	.8493
PIM	.413543	.045237	.001613	.208	.8376
TJB	-1.499774	-.219762	.001517	-1.032	.3137
USAPIM	.674358	.069985	.001277	.321	.7510
PDKKOM	6.238270	.249279	6.083E-04	1.180	.2514
LITKOM	-.147505	-.141745	.001343	-.656	.5188
LITPIM	-.148990	-.145990	.001325	-.676	.5063
TKJPIM	.959108	.121572	.001559	.561	.5805
HORKOM	-.147505	-.141745	.001343	-.656	.5188
HORPIM	-.148990	-.145990	.001325	-.676	.5063
LKP	-.178187	-.162766	.001379	-.756	.4581
TEKP	.289958	.032325	.001378	.148	.8836

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* * * * M U L T I P L E R E G R E S S I O N * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Variable(s) Removed on Step Number
  29..   PDK   PENDIDIKAN

Multiple R	.73899
R Square	.54610
Adjusted R Square	.32902
Standard Error	.50671

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	11	839.12289	76.28390
Residual	23	697.44854	30.32385

$F = 2.51564$ Signif $F = .0299$

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
HOR	-1.446682	.971607	-1.074429	-1.489	.1501
TKJ	1.449485	1.021355	1.436681	1.419	.1693
USAKOM	-.314745	.173675	-2.083618	-1.812	.0830
PDKPIM	-.349757	.269496	-1.778861	-1.298	.2072
TJBKOM	.071393	.022644	3.427368	3.153	.0045
TJBPIM	.038907	.028562	1.944333	1.362	.1863
TKJKOM	-.032419	.025553	-1.782508	-1.269	.2172
UKP	.003324	.004350	2.416448	1.913	.0682
PKP	.009126	.006674	2.054157	1.367	.1847
TAKP	-.002546	.001158	-6.668143	-2.199	.0382
HKP	.001046	5.9804E-04	2.791337	1.750	.0935
(Constant)	8.503427	12.808262		.708	.4860

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.341173	-.038671	.001891	-.182	.8576
LIT	-.194960	-.219625	.002045	-1.056	.3025
PDK	2.502784	.236015	.001692	1.139	.2669
KOM	-.343378	-.028383	.002091	-.133	.8953
PIM	-.064575	-.007024	.002140	-.033	.9740
TJB	-.611578	-.095794	.001734	-.451	.6561
USAPIM	.233053	.023902	.002108	.112	.9117
PDKKOM	4.074690	.324218	.002119	1.608	.1222
LITKOM	-.219585	-.231230	.002019	-1.115	.2770
LITPIM	-.218808	-.235293	.002051	-1.136	.2684
TKJPIM	.557415	.069995	.001637	.329	.7452
HORKOM	-.219585	-.231230	.002019	-1.115	.2770
HORPIM	-.218808	-.235293	.002051	-1.136	.2684
LKP	-.248984	-.247750	.002033	-1.199	.2431
TEKP	.399314	.043314	.001378	.203	.8407

* *

Variable(s) Removed on Step Number
   30..   TKJKOM   TKJ*KOM

Multiple R   .71717
R Square   .51434
Adjusted R Square   .31198
Standard Error   .57620

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	10	790.31482	79.03148
Residual	24	746.25661	31.09403

F =   2.54169   Signif F =   .0298

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```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
HOR	-1.085511	.940688	-.806192	-1.154	.2599
TKJ	.170308	.165020	.168804	1.032	.3123
USAKOM	-.361551	.171853	-2.393473	-2.104	.0461
PDKPIM	-.150906	.221996	-.767509	-.680	.5032
TJBKOM	.065525	.022447	3.145681	2.919	.0075
TJBPIM	.047961	.023005	2.396763	1.713	.0997
UKP	.009680	.004270	2.809964	2.267	.0327
PKP	.004391	.005603	.988335	.784	.4409
TAKP	-.002647	.001170	-6.931118	-2.263	.0330
HKP	8.03478E-04	5.7374E-04	2.143558	1.400	.1742
(Constant)	8.514696	12.159798		.700	.4905

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	.637040	.077514	.001976	.373	.7127
LIT	-.183686	-.200258	.002052	-.980	.3372
PDK	2.590439	.236280	.001765	1.166	.2555
KOM	-1.738897	-.209749	.002149	-1.029	.3143
PIM	-1.207287	-.205030	.002140	-1.005	.3255
TJB	.540434	.116073	.001868	.560	.5806
USAPIM	.175446	.017400	.002117	.083	.9342
PDKKOM	1.773736	.154919	.002146	.752	.4597
LITKOM	-.210777	-.214699	.002026	-1.054	.3027
LITPIM	-.199691	-.208153	.002057	-1.021	.3181
TKJKOM	-1.782508	-.255742	.002146	-1.269	.2172
TKJPIM	-.772874	-.132272	.001800	-.640	.5285
HORKOM	-.210777	-.214699	.002026	-1.054	.3027
HORPIM	-.199691	-.208153	.002057	-1.021	.3181
LKP	-.223664	-.215997	.002037	-1.061	.2997
TEKP	-1.010974	-.186806	.001751	-.912	.3713

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```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Variable(s) Removed on Step Number
  31..   PDKPIM   PDK*PIM

Multiple R	.71062
R Square	.50499
Adjusted R Square	.32678
Standard Error	.51589

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	9	775.94661	86.21629
Residual	25	760.62482	30.42499

F =   2.83373   Signif F =   .0191

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
HOR	-.861456	.871524	-.639790	-.988	.3324
TKJ	.140120	.157213	.138882	.891	.3313
USAKOM	-.373908	.169040	-2.475277	-2.212	.0363
TJEKOM	.062168	.021660	2.984487	2.870	.0082
TJBPIM	.034700	.019876	1.734097	1.746	.0931
UKP	.009985	.004201	2.898610	2.377	.0254
PKP	6.70123E-04	.001185	.150837	.566	.5768
TAKP	-.002229	9.8501E-04	-5.838067	-2.263	.0325
HKP	6.84924E-04	5.4068E-04	1.827274	1.267	.2169
(Constant)	7.897471	11.994688		.658	.5163

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* * * * M U L T I P L E R E G R E S S I O N * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.329982	-.071465	.002708	-.351	.7286
LIT	-.201950	-.223341	.002580	-1.122	.2728
PDK	-.190211	-.051539	.002265	-.253	.8026
KOM	-.651619	-.094229	.002742	-.464	.6471
PIM	-.615912	-.116775	.002608	-.576	.5700
TJB	.076460	.019541	.001949	.096	.9245
USAPIM	-.616501	-.094108	.002620	-.463	.6475
PDKKOM	1.033368	.095468	.002744	.470	.6427
PDKPIM	-.767509	-.137441	.002156	-.680	.5032
LITKOM	-.223241	-.226647	.002626	-1.140	.2655
LITPIM	-.216394	-.226841	.002633	-1.141	.2651
TKJKOM	-.722005	-.126131	.002522	-.623	.5392
TKJPIM	-.517658	-.090865	.002064	-.447	.6589
HORKOM	-.223241	-.226647	.002626	-1.140	.2655
HORPIM	-.216394	-.226841	.002633	-1.141	.2651
LKP	-.235300	-.226116	.002665	-1.137	.2667
TEKP	-.632019	-.123823	.001908	-.611	.5467

* *

Variable(s) Removed on Step Number
  32..   PKP   PDK*KOM*PIM

Multiple R	.70615
R Square	.49865
Adjusted R Square	.34439
Standard Error	.44326

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	8	766.21597	95.77700
Residual	26	770.35546	29.62906

F =   3.23254   Signif F =   .0109

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```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
HOR	-.981156	.834299	-.728690	-1.176	.2502
TKJ	.143857	.155006	.142586	.928	.3619
USAKOM	-.341695	.157059	-2.262027	-2.176	.0389
TJBKOM	.064356	.021031	3.089547	3.060	.0051
TJBPIM	.033291	.018587	1.913530	2.060	.0495
UKP	.009573	.004083	2.779048	2.345	.0269
TAKP	-.002343	9.4966E-04	-6.149244	-2.473	.0203
HKP	7.66322E-04	5.1406E-04	2.045765	1.492	.1478
(Constant)	6.098923	11.408299		.534	.5981

-------------- Variables not in the Equation --------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.281039	-.060721	.002794	-.304	.7635
LIT	-.177177	-.197963	.002624	-1.010	.3223
PDK	.108687	.089451	.002699	.449	.6573
KOM	-.747004	-.108398	.002817	-.545	.5904
PIM	-.640832	-.120946	.002699	-.609	.5482
TJB	.091818	.023331	.001995	.117	.9080
USAPIM	-.540522	-.082363	.002694	-.413	.6830
PDKKOM	.163441	.123113	.002931	.620	.5407
PDKPIM	.096832	.080593	.002781	.404	.6894
LITKOM	-.203659	-.207458	.002687	-1.060	.2991
LITPIM	-.187092	-.198792	.002678	-1.014	.3202
TKJKOM	-.774466	-.134993	.002589	-.681	.5020
TKJPIM	-.537144	-.093734	.002119	-.471	.6419
HORKOM	-.203659	-.207458	.002687	-1.060	.2991
HORPIM	-.187092	-.198792	.002678	-1.014	.3202
PKP	.150837	.112389	.002976	.566	.5768
LKP	-.210621	-.203754	.002725	-1.041	.3080
TEKP	-.675129	-.131879	.001937	-.665	.5120

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Variable(s) Removed on Step Number
  33..   TKJ   TEMPAT

Multiple R   .69429
R Square   .48204
Adjusted R Square   .34776
Standard Error   .42926

Analysis of Variance
                    DF   Sum of Squares   Mean Square
Regression   7   740.69588   105.81370
Residual   27   795.37555   29.47687

F =   3.58972   Signif F =   .0074

------------------ Variables in the Equation ------------------

Variable   B   SE B   Beta   T   Sig T

HOR   -1.033084   .838280   -.767256   -1.244   .2241
USAKOM   -.353996   .156096   -2.343459   -2.268   .0316
TJBKOM   .067211   .020751   3.226588   3.239   .0032
TJBPIM   .039394   .018501   1.968645   2.129   .0425
UKP   .009871   .004059   2.965651   2.432   .0219
TAKP   -.002395   9.4588E-04   -6.271950   -2.532   .0175
HKP   7.57683E-04   5.1265E-04   2.021385   1.478   .1510
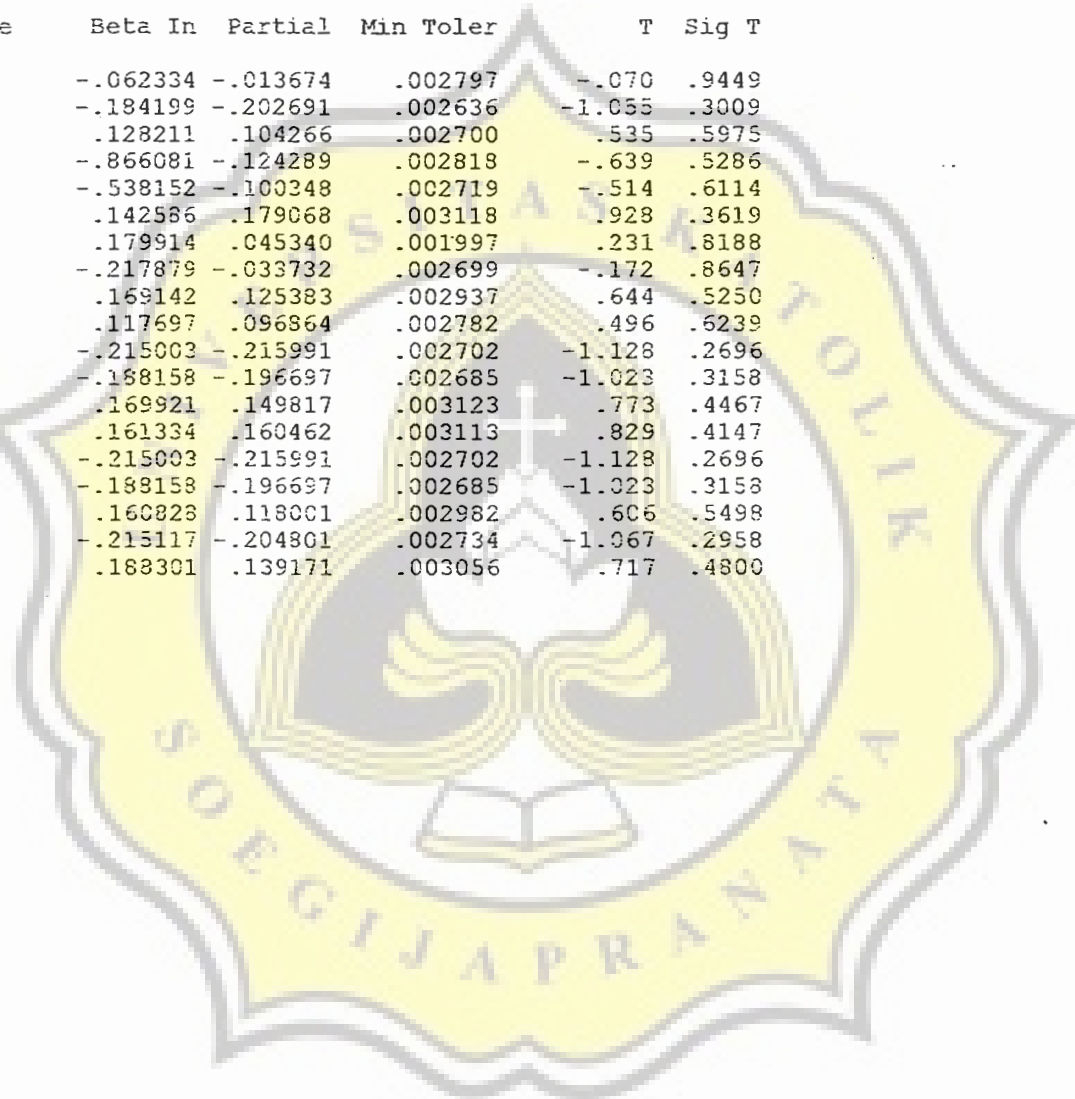(Constant)   10.583603   10.302737   1.027   .3134

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.062334	-.013674	.002797	-.070	.9449
LIT	-.184199	-.202691	.002636	-1.055	.3009
PDK	.128211	.104266	.002700	.535	.5975
KOM	-.866081	-.124289	.002818	-.639	.5286
PIM	-.538152	-.100348	.002719	-.514	.6114
TKJ	.142586	.179068	.003118	.928	.3619
TJB	.179914	.045340	.001997	.231	.8188
USAPIM	-.217879	-.033732	.002699	-.172	.8647
PDKKOM	.169142	.125383	.002937	.644	.5250
PDKPIM	.117697	.096864	.002782	.496	.6239
LITKOM	-.215003	-.215991	.002702	-1.128	.2696
LITPIM	-.188158	-.196697	.002685	-1.023	.3158
TKJKOM	.169921	.149817	.003123	.773	.4467
TKJPIM	.161334	.160462	.003113	.829	.4147
HORKOM	-.215003	-.215991	.002702	-1.128	.2696
HORPIM	-.188158	-.196697	.002685	-1.023	.3158
PKP	.160828	.118001	.002982	.606	.5498
LKP	-.215117	-.204801	.002734	-1.067	.2958
TEKP	.188301	.139171	.003056	.717	.4800

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* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Variable(s) Removed on Step Number
  34..   HOR   HORMAT


```
Multiple R           .67257
R Square             .45234
Adjusted R Square    .33499
Standard Error       .48215
```

Analysis of Variance
```
                  DF       Sum of Squares      Mean Square
Regression         6           695.06032        115.84339
Residual          28           841.51110         30.05397

F =       3.85451     Signif F =    .0063
```

------------------ Variables in the Equation ------------------

```
Variable          B          SE B        Beta           T    Sig T

USAKOM       -.368053      .157203    -2.436516      -2.341    .0266
TJBKOM        .046168      .012142     2.216381       3.802    .0007
TJBPIM        .018075      .007050      .903291       2.564    .0160
UKP           .010220      .004089     2.966786       2.499    .0186
TAKP         -.001322    3.9230E-04   -3.462071      -3.370    .0022
HKP        1.43448E-04   1.3958E-04     .382697       1.028    .3129
(Constant)   7.651176    10.127262                     .756    .4563
```
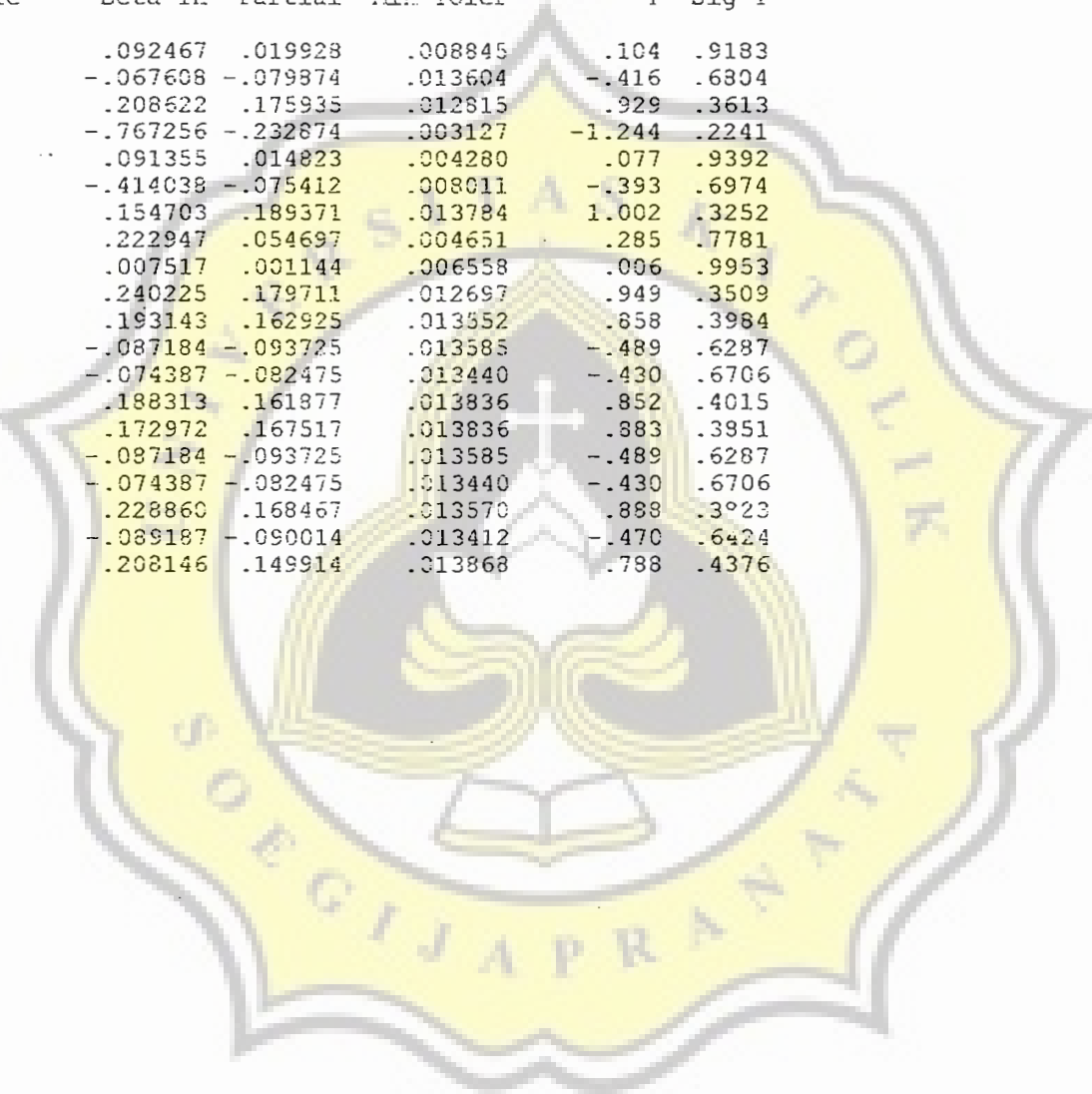
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```
* * * *   M U L T I P L E   R E G R E S S I O N   * * * *
```

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------- Variables not in the Equation -------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	.092467	.019928	.008845	.104	.9183
LIT	-.067608	-.079874	.013604	-.416	.6804
PDK	.208622	.175935	.012815	.929	.3613
HOR	-.767256	-.232874	.003127	-1.244	.2241
KOM	.091355	.014823	.004280	.077	.9392
PIM	-.414038	-.075412	.008011	-.393	.6974
TKJ	.154703	.189371	.013784	1.002	.3252
TJB	.222947	.054697	.004651	.285	.7781
USAPIM	.007517	.001144	.006558	.006	.9953
PDKKOM	.240225	.179711	.012697	.949	.3509
PDKPIM	.193143	.162925	.013852	.858	.3984
LITKOM	-.087184	-.093725	.013585	-.489	.6287
LITPIM	-.074387	-.082475	.013440	-.430	.6706
TKJKOM	.188313	.161877	.013836	.852	.4015
TKJPIM	.172972	.167517	.013836	.883	.3951
HORKOM	-.087184	-.093725	.013585	-.489	.6287
HORPIM	-.074387	-.082475	.013440	-.430	.6706
PKP	.228860	.168467	.013570	.888	.3923
LKP	-.089187	-.090014	.013412	-.470	.6424
TEKP	.208146	.149914	.013868	.788	.4376

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* * * * M U L T I P L E   R E G R E S S I O N * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

Variable(s) Removed on Step Number
   35..   HKP   HOR*KOM*PIM

Multiple R   .65703
R Square   .43169
Adjusted R Square   .33370
Standard Error   .48745

Analysis of Variance
                      DF   Sum of Squares   Mean Square
Regression   5   663.31937   132.66387
Residual   29   873.25205   30.11214

F =   4.40566   Signif F =   .0042

------------------ Variables in the Equation ------------------

Variable	B	SE B	Beta	T	Sig T
USAKOM	-.374047	.157247	-2.476194	-2.379	.0242
TJBKOM	.043739	.011921	2.099781	3.669	.0010
TJBPIM	.015492	.006593	.774190	2.350	.0258
UKP	.010344	.004091	3.002902	2.528	.0172
TAKP	-.001116	3.3752E-04	-2.922520	-3.307	.0025
(Constant)	11.649418	9.359185		1.245	.2232
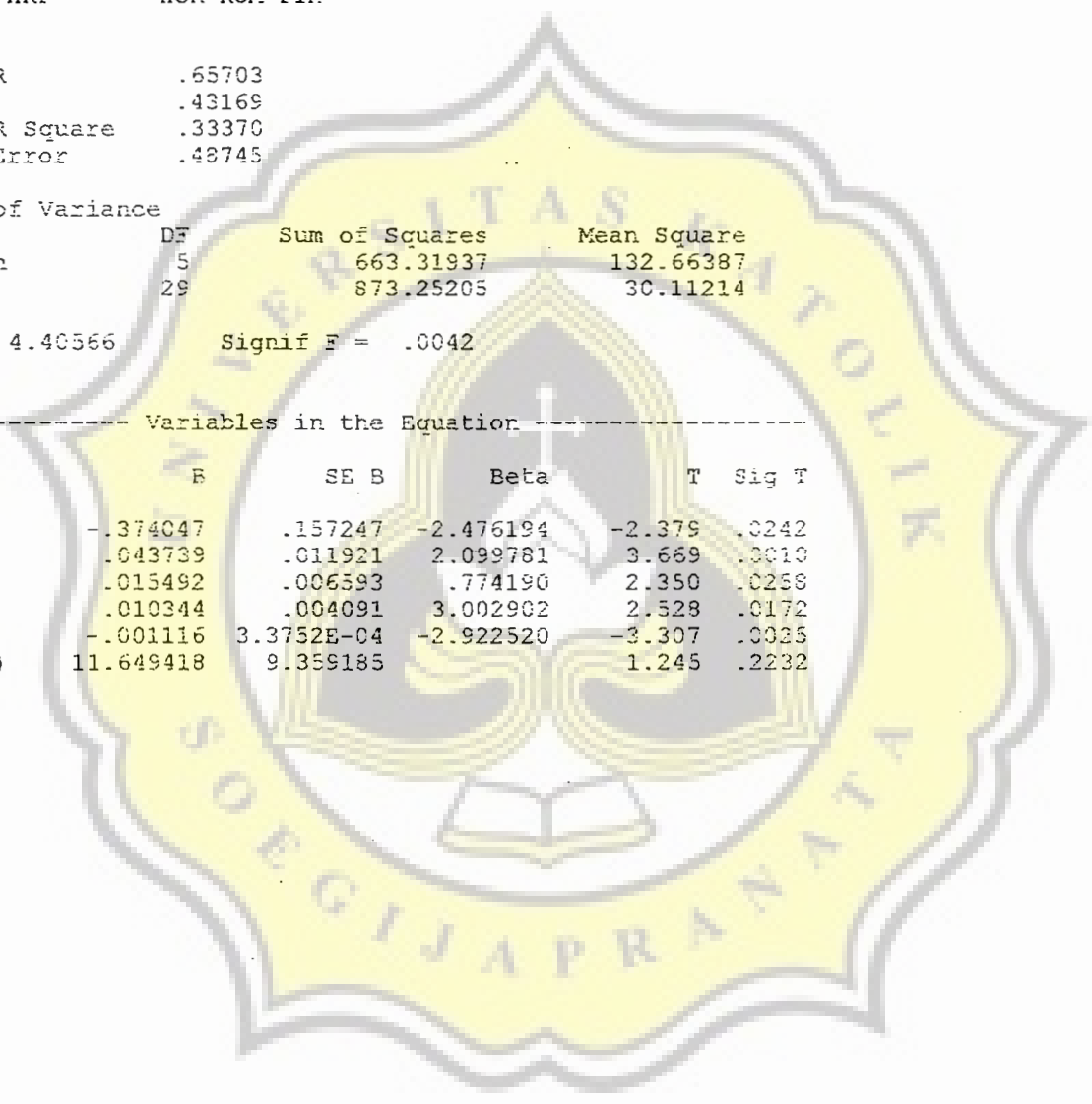
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* * * * M U L T I P L E R E G R E S S I O N * * * *

Equation Number 1   Dependent Variable..   MOT   MOTIVASI

------------ Variables not in the Equation ------------

Variable	Beta In	Partial	Min Toler	T	Sig T
USA	-.089231	-.019274	.008971	-.102	.9195
LIT	-.051158	-.059610	.013607	-.316	.7544
PDK	.208944	.172975	.012825	.929	.3607
HOR	.110365	.121945	.013891	.650	.5209
KOM	.388473	.064130	.004280	.340	.7364
PIM	-.004370	-.000837	.008026	-.004	.9965
TKJ	.096191	.121027	.013822	.645	.5241
TJB	.027929	.006924	.004660	.037	.9710
USAPIM	-.187467	-.028342	.006675	-.150	.8818
PDKKOM	.258128	.190087	.012729	1.025	.3144
PDKPIM	.207087	.171837	.013572	.923	.3639
LITKOM	-.057560	-.061480	.013585	-.326	.7469
LITPIM	-.041478	-.045871	.013441	-.243	.8098
TKJKOM	.120048	.104796	.013861	.558	.5815
TKJPIM	.094156	.094519	.013865	.502	.6193
HORKOM	-.057560	-.061480	.013585	-.326	.7469
HORPIM	-.041478	-.045871	.013441	-.243	.8098
PKP	.256451	.186603	.013599	1.005	.3235
LKP	-.043358	-.044047	.013414	-.233	.8172
TEKP	.112994	.083689	.013887	.444	.6602
HKP	.382697	.190651	.013880	1.028	.3123

End Block Number   2   PCUT =   .100 Limits reached.