



# LAMPIRAN 1

## KUESIONER

Kuesioner ini diajukan untuk mengadakan penelitian dan pengujian tentang pengaruh kepuasan kerja terhadap produktivitas kerja karyawan, untuk itu kami mengharapkan anda bersedia untuk memberikan jawaban sesuai dengan kenyataan yang ada, dan sebelumnya kami mengucapkan banyak terima kasih.

### DAFTAR PERTANYAAN

Jawablah dengan menyilang (x) atau mengisi pertanyaan dibawah ini pada tempat yang tersedia.

#### A. IDENTITAS RESPONDEN

1. Jenis kelamin :

- a. Pria
- b. Wanita

2. Umur responden :

- a. Kurang dari 24 tahun
- b. 25 tahun - 34 tahun
- c. 35 tahun - 44 tahun
- d. 45 tahun - 54 tahun
- e. 55 tahun - 64 tahun

3. Status dalam keluarga :

- a. Kepala keluarga
- b. Istri
- c. Anak

## B. TANGGAPAN RESPONDEN

| <b>PERTANYAAN</b>   | <b>SP</b> | <b>P</b> | <b>KP</b> | <b>TP</b> | <b>STP</b> |
|---|-----------|----------|-----------|-----------|------------|
| <b>KEDUDUKAN (POSISI)</b>   |           |          |           |           |            |
| 1. Apakah anda puas dengan sistem penempatan karyawan di perusahaan anda.       |           |          |           |           |            |
| 2. Apakah anda puas dengan jenis pekerjaan yang anda lakukan sekarang.          |           |          |           |           |            |
| 3. Apakah anda puas dengan kedudukan (posisi) anda sekarang.                    |           |          |           |           |            |
| 4. Apakah anda puas dengan peranan anda dalam perusahaan.                       |           |          |           |           |            |
| 5. Apakah anda puas dengan sistem pelatihan karyawan baru di perusahaan anda.   |           |          |           |           |            |
| 6. Apakah anda puas dengan lamanya waktu kerja anda dalam sehari.               |           |          |           |           |            |
| <b>JAMINAN FINANSIAL DAN SOSIAL</b>   |           |          |           |           |            |
| 7. Apakah anda puas dengan prosedur penggajian perusahaan.                      |           |          |           |           |            |
| 8. Apakah anda puas dengan besarnya gaji yang anda terima.                      |           |          |           |           |            |
| 9. Apakah anda puas dengan sistem penggajian perusahaan.                        |           |          |           |           |            |
| 10. Apakah anda puas dengan tunjangan kesehatan yang diberikan perusahaan.      |           |          |           |           |            |
| 11. Apakah anda puas dengan tunjangan kesejahteraan yang diberikan perusahaan.  |           |          |           |           |            |
| 12. Apakah anda puas dengan Tunjangan Hari Raya (THR) yang diberikan perusahaan |           |          |           |           |            |

| <b>MUTU PENGAWASAN</b>  |  |  |  |  |  |
|---|--|--|--|--|--|
| 13 Apakah anda puas dengan sistem pengawasan yang dilakukan perusahaan.         |  |  |  |  |  |
| 14. Apakah anda puas dengan sikap pengawas.                                     |  |  |  |  |  |
| 15. Apakah anda puas dengan turut sertanya pimpinan dalam melakukan pengawasan. |  |  |  |  |  |
| 16. Apakah anda puas dengan kondisi pengawasan sekarang ini.                    |  |  |  |  |  |
| 17. Apakah anda puas atas hubungan anda dengan karyawan lainnya.                |  |  |  |  |  |
| 18. Apakah anda puas atas hubungan anda dengan atasan.                          |  |  |  |  |  |

Keterangan : SP = Sangat Puas

P = Puas

KP = Kurang Puas

TP = Tidak Puas

STP = Sangat Tidak Puas



**LAMPIRAN 2**

|    | no1 | no2 | no3 | no4 | no5 | no6 |
|----|-----|-----|-----|-----|-----|-----|
| 1  | 5   | 4   | 5   | 3   | 4   | 5   |
| 2  | 2   | 4   | 2   | 4   | 2   | 3   |
| 3  | 4   | 3   | 4   | 5   | 5   | 5   |
| 4  | 4   | 4   | 4   | 4   | 4   | 4   |
| 5  | 5   | 5   | 3   | 5   | 5   | 3   |
| 6  | 2   | 4   | 3   | 4   | 2   | 3   |
| 7  | 3   | 4   | 4   | 3   | 3   | 4   |
| 8  | 4   | 2   | 4   | 3   | 4   | 4   |
| 9  | 5   | 5   | 5   | 5   | 5   | 5   |
| 10 | 4   | 2   | 4   | 4   | 4   | 4   |
| 11 | 4   | 4   | 2   | 4   | 4   | 2   |
| 12 | 4   | 3   | 5   | 5   | 4   | 5   |
| 13 | 4   | 4   | 2   | 4   | 4   | 2   |
| 14 | 3   | 4   | 3   | 4   | 3   | 3   |
| 15 | 5   | 4   | 5   | 5   | 5   | 5   |
| 16 | 4   | 4   | 4   | 2   | 4   | 4   |
| 17 | 3   | 3   | 2   | 3   | 3   | 2   |
| 18 | 3   | 5   | 5   | 5   | 3   | 5   |
| 19 | 3   | 2   | 3   | 1   | 3   | 3   |
| 20 | 4   | 4   | 4   | 4   | 4   | 4   |
| 21 | 5   | 5   | 4   | 5   | 5   | 4   |
| 22 | 3   | 1   | 3   | 3   | 3   | 3   |
| 23 | 5   | 5   | 5   | 4   | 5   | 5   |
| 24 | 4   | 4   | 4   | 2   | 4   | 4   |
| 25 | 2   | 2   | 2   | 4   | 2   | 2   |
| 26 | 3   | 3   | 1   | 3   | 3   | 1   |
| 27 | 3   | 5   | 5   | 5   | 3   | 5   |
| 28 | 5   | 5   | 5   | 5   | 5   | 5   |
| 29 | 4   | 4   | 4   | 4   | 4   | 4   |
| 30 | 5   | 5   | 5   | 5   | 5   | 5   |

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics

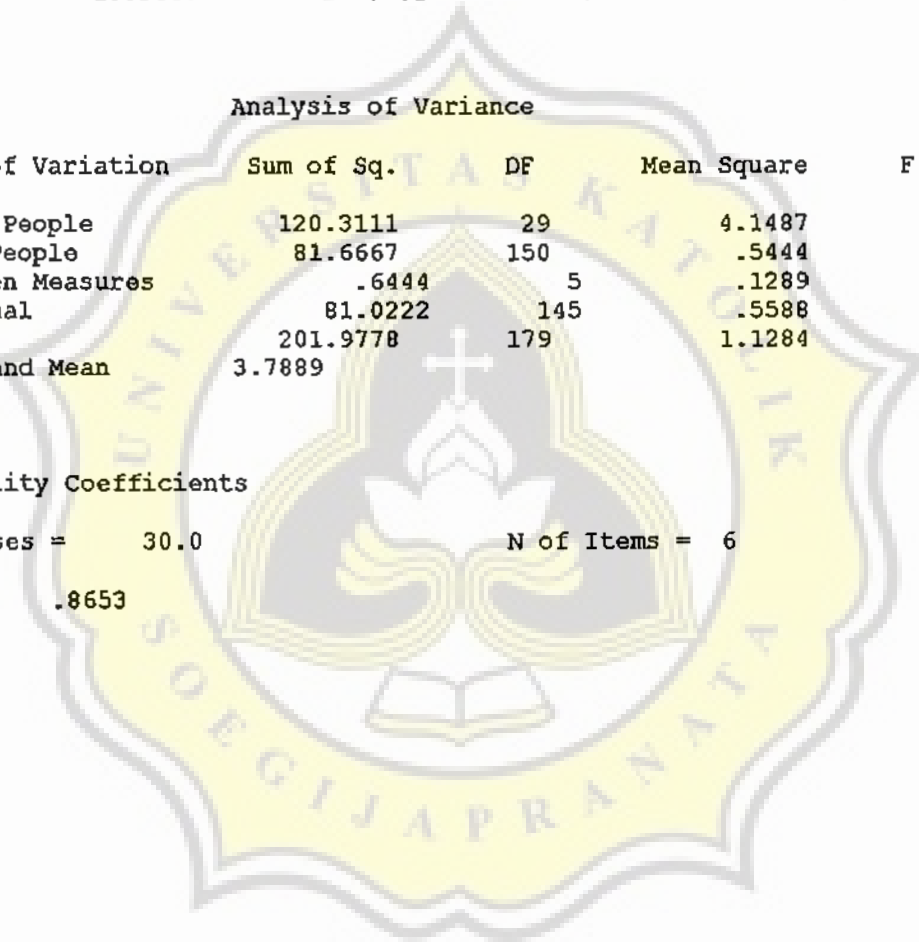
|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|-----------------------|
| NO1 | 18.9333                    | 18.0644                        | .7224                            | .8335                 |
| NO2 | 18.9667                    | 18.5161                        | .5425                            | .8636                 |
| NO3 | 19.0333                    | 16.2402                        | .7643                            | .8226                 |
| NO4 | 18.8333                    | 19.2471                        | .4848                            | .8723                 |
| NO5 | 18.9333                    | 18.0644                        | .7224                            | .8335                 |
| NO6 | 18.9667                    | 16.3782                        | .7589                            | .8237                 |

Analysis of Variance

| Source of Variation | Sum of Sq. | DF  | Mean Square | F     | Prob. |
|---------------------|------------|-----|-------------|-------|-------|
| Between People      | 120.3111   | 29  | 4.1487      |       |       |
| Within People       | 81.6667    | 150 | .5444       |       |       |
| Between Measures    | .6444      | 5   | .1289       | .2307 | .9486 |
| Residual            | 81.0222    | 145 | .5588       |       |       |
| Total               | 201.9778   | 179 | 1.1284      |       |       |
| Grand Mean          | 3.7889     |     |             |       |       |

Reliability Coefficients

N of Cases = 30.0                      N of Items = 6  
 Alpha = .8653



|    | no7 | no8 | no9 | no10 | no11 | no12 |
|----|-----|-----|-----|------|------|------|
| 1  | 2   | 3   | 2   | 2    | 4    | 4    |
| 2  | 5   | 4   | 4   | 4    | 5    | 3    |
| 3  | 5   | 5   | 4   | 5    | 5    | 5    |
| 4  | 4   | 4   | 4   | 3    | 4    | 4    |
| 5  | 4   | 5   | 5   | 3    | 5    | 5    |
| 6  | 5   | 5   | 5   | 5    | 5    | 5    |
| 7  | 3   | 4   | 5   | 5    | 4    | 5    |
| 8  | 4   | 4   | 4   | 4    | 4    | 4    |
| 9  | 5   | 4   | 5   | 5    | 4    | 5    |
| 10 | 4   | 4   | 4   | 4    | 4    | 4    |
| 11 | 4   | 4   | 3   | 4    | 4    | 3    |
| 12 | 5   | 5   | 5   | 5    | 5    | 5    |
| 13 | 2   | 3   | 4   | 4    | 3    | 4    |
| 14 | 4   | 3   | 4   | 4    | 3    | 4    |
| 15 | 5   | 5   | 3   | 5    | 5    | 3    |
| 16 | 4   | 4   | 3   | 2    | 4    | 3    |
| 17 | 4   | 4   | 4   | 2    | 4    | 4    |
| 18 | 5   | 3   | 5   | 5    | 3    | 5    |
| 19 | 3   | 4   | 4   | 4    | 4    | 4    |
| 20 | 4   | 4   | 4   | 2    | 4    | 4    |
| 21 | 5   | 5   | 5   | 4    | 5    | 5    |
| 22 | 3   | 2   | 3   | 1    | 2    | 3    |
| 23 | 3   | 5   | 5   | 5    | 5    | 5    |
| 24 | 4   | 4   | 2   | 3    | 4    | 2    |
| 25 | 2   | 4   | 4   | 4    | 4    | 4    |
| 26 | 3   | 3   | 1   | 3    | 3    | 1    |
| 27 | 5   | 5   | 5   | 4    | 5    | 5    |
| 28 | 1   | 3   | 3   | 3    | 3    | 3    |
| 29 | 4   | 4   | 4   | 4    | 4    | 4    |
| 30 | 5   | 5   | 5   | 5    | 5    | 5    |





|    | no13 | no14 | no15 | no16 | no17 | no18 |
|----|------|------|------|------|------|------|
| 1  | 5    | 5    | 5    | 5    | 4    | 5    |
| 2  | 5    | 3    | 4    | 2    | 5    | 4    |
| 3  | 5    | 5    | 4    | 5    | 5    | 5    |
| 4  | 4    | 2    | 4    | 2    | 4    | 4    |
| 5  | 3    | 5    | 4    | 5    | 3    | 4    |
| 6  | 3    | 5    | 5    | 5    | 3    | 5    |
| 7  | 4    | 4    | 4    | 4    | 4    | 4    |
| 8  | 4    | 4    | 3    | 4    | 4    | 3    |
| 9  | 5    | 5    | 5    | 4    | 5    | 5    |
| 10 | 4    | 4    | 4    | 4    | 4    | 4    |
| 11 | 2    | 4    | 4    | 4    | 2    | 4    |
| 12 | 5    | 3    | 5    | 5    | 5    | 5    |
| 13 | 4    | 4    | 4    | 2    | 4    | 4    |
| 14 | 4    | 4    | 4    | 3    | 4    | 4    |
| 15 | 5    | 5    | 5    | 5    | 5    | 5    |
| 16 | 2    | 4    | 2    | 4    | 2    | 2    |
| 17 | 4    | 4    | 4    | 4    | 4    | 4    |
| 18 | 4    | 5    | 3    | 5    | 4    | 3    |
| 19 | 3    | 3    | 3    | 3    | 3    | 3    |
| 20 | 4    | 4    | 3    | 4    | 4    | 3    |
| 21 | 5    | 5    | 5    | 5    | 5    | 5    |
| 22 | 3    | 1    | 2    | 3    | 3    | 2    |
| 23 | 4    | 5    | 5    | 3    | 4    | 5    |
| 24 | 4    | 2    | 4    | 4    | 4    | 4    |
| 25 | 3    | 4    | 2    | 4    | 3    | 2    |
| 26 | 2    | 3    | 1    | 3    | 2    | 1    |
| 27 | 5    | 5    | 3    | 5    | 5    | 3    |
| 28 | 3    | 2    | 3    | 3    | 3    | 3    |
| 29 | 3    | 4    | 4    | 4    | 3    | 4    |
| 30 | 5    | 3    | 5    | 5    | 5    | 5    |

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

## Item-total Statistics

|      | Scale<br>Mean<br>if Item<br>Deleted | Scale<br>Variance<br>if Item<br>Deleted | Corrected<br>Item-<br>Total<br>Correlation | Alpha<br>if Item<br>Deleted |
|------|-------------------------------------|---|--|-----------------------------|
| NO13 | 19.2000                             | 15.7517                                 | .7303                                      | .8186                       |
| NO14 | 19.2000                             | 16.9241                                 | .4608                                      | .8688                       |
| NO15 | 19.3000                             | 14.7690                                 | .7788                                      | .8071                       |
| NO16 | 19.1333                             | 17.7747                                 | .4361                                      | .8686                       |
| NO17 | 19.2333                             | 16.1161                                 | .6978                                      | .8248                       |
| NO18 | 19.2667                             | 14.4092                                 | .8094                                      | .8003                       |

## Analysis of Variance

| Source of Variation | Sum of Sq. | DF  | Mean Square | F     | Prob. |
|---------------------|------------|-----|-------------|-------|-------|
| Between People      | 107.9778   | 29  | 3.7234      |       |       |
| Within People       | 77.6667    | 150 | .5178       |       |       |
| Between Measures    | .5111      | 5   | .1022       | .1921 | .9652 |
| Residual            | 77.1556    | 145 | .5321       |       |       |
| Total               | 185.6444   | 179 | 1.0371      |       |       |
| Grand Mean          | 3.8444     |     |             |       |       |

## Reliability Coefficients

N of Cases = 30.0                      N of Items = 6

Alpha = .8571

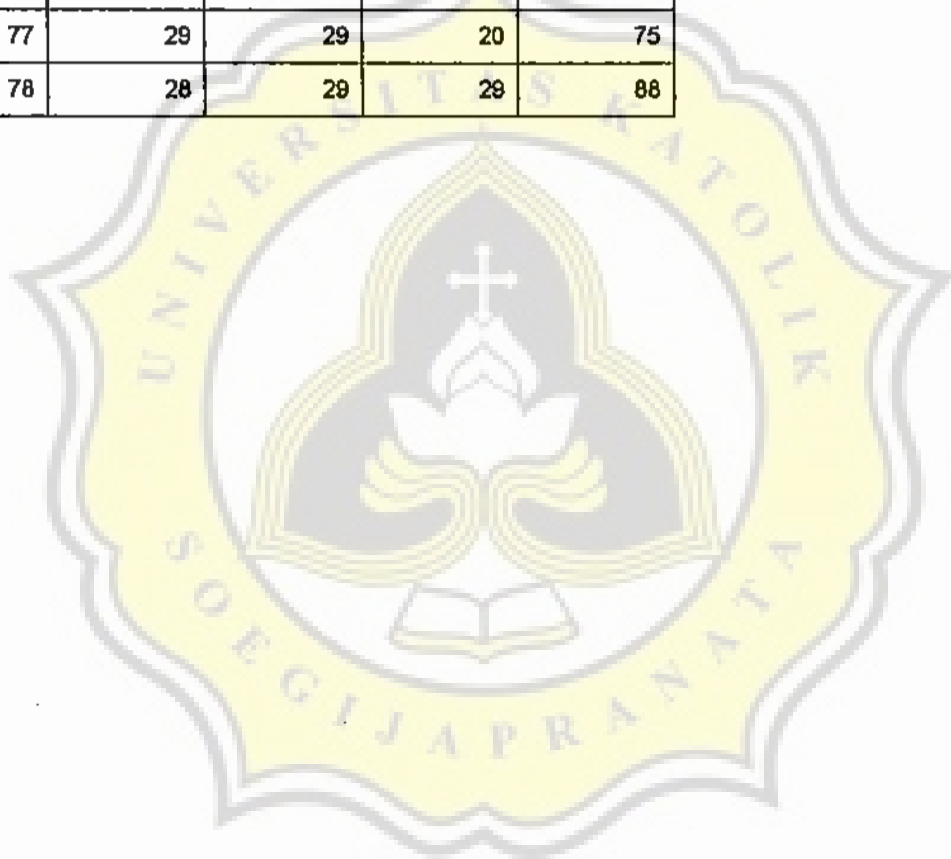


## **LAMPIRAN 3**

|    | x1 | x2 | x3 | y   |
|----|----|----|----|-----|
| 1  | 30 | 29 | 29 | 93  |
| 2  | 27 | 26 | 29 | 90  |
| 3  | 25 | 25 | 27 | 85  |
| 4  | 26 | 20 | 20 | 51  |
| 5  | 30 | 30 | 30 | 100 |
| 6  | 25 | 21 | 23 | 54  |
| 7  | 22 | 24 | 25 | 71  |
| 8  | 20 | 26 | 23 | 63  |
| 9  | 25 | 25 | 24 | 71  |
| 10 | 26 | 26 | 26 | 83  |
| 11 | 27 | 26 | 29 | 88  |
| 12 | 24 | 22 | 24 | 67  |
| 13 | 29 | 29 | 20 | 80  |
| 14 | 28 | 28 | 29 | 90  |
| 15 | 20 | 28 | 22 | 69  |
| 16 | 30 | 24 | 25 | 80  |
| 17 | 26 | 26 | 27 | 83  |
| 18 | 22 | 22 | 23 | 58  |
| 19 | 30 | 30 | 30 | 99  |
| 20 | 28 | 30 | 24 | 85  |
| 21 | 23 | 25 | 23 | 64  |
| 22 | 22 | 23 | 25 | 61  |
| 23 | 26 | 25 | 27 | 87  |
| 24 | 21 | 20 | 23 | 55  |
| 25 | 30 | 29 | 30 | 96  |
| 26 | 24 | 23 | 25 | 67  |
| 27 | 29 | 20 | 28 | 78  |
| 28 | 24 | 24 | 26 | 66  |
| 29 | 30 | 30 | 30 | 100 |
| 30 | 21 | 21 | 25 | 57  |
| 31 | 27 | 26 | 28 | 88  |
| 32 | 22 | 28 | 22 | 71  |
| 33 | 20 | 26 | 24 | 75  |
| 34 | 24 | 23 | 26 | 68  |

|    | x1 | x2 | x3 | y   |
|----|----|----|----|-----|
| 35 | 25 | 21 | 28 | 64  |
| 36 | 23 | 22 | 25 | 64  |
| 37 | 23 | 22 | 26 | 66  |
| 38 | 30 | 30 | 29 | 98  |
| 39 | 24 | 23 | 25 | 67  |
| 40 | 25 | 21 | 26 | 64  |
| 41 | 27 | 26 | 28 | 85  |
| 42 | 22 | 24 | 23 | 65  |
| 43 | 25 | 25 | 26 | 76  |
| 44 | 24 | 26 | 25 | 72  |
| 45 | 21 | 20 | 21 | 54  |
| 46 | 26 | 25 | 26 | 80  |
| 47 | 29 | 27 | 29 | 82  |
| 48 | 29 | 23 | 20 | 83  |
| 49 | 20 | 20 | 20 | 50  |
| 50 | 24 | 24 | 26 | 71  |
| 51 | 29 | 29 | 29 | 93  |
| 52 | 30 | 30 | 30 | 100 |
| 53 | 28 | 23 | 25 | 67  |
| 54 | 25 | 30 | 25 | 86  |
| 55 | 21 | 27 | 26 | 80  |
| 56 | 23 | 21 | 24 | 65  |
| 57 | 26 | 29 | 20 | 75  |
| 58 | 29 | 29 | 29 | 95  |
| 59 | 27 | 27 | 28 | 89  |
| 60 | 21 | 20 | 20 | 53  |
| 61 | 30 | 30 | 29 | 97  |
| 62 | 25 | 25 | 20 | 65  |
| 63 | 29 | 29 | 25 | 84  |
| 64 | 24 | 27 | 30 | 84  |
| 65 | 30 | 29 | 30 | 96  |
| 66 | 28 | 27 | 29 | 87  |
| 67 | 27 | 28 | 28 | 82  |
| 68 | 21 | 25 | 25 | 51  |

|    | x1 | x2 | x3 | y  |
|----|----|----|----|----|
| 69 | 30 | 30 | 30 | 99 |
| 70 | 21 | 21 | 26 | 57 |
| 71 | 23 | 24 | 28 | 71 |
| 72 | 22 | 27 | 25 | 60 |
| 73 | 23 | 26 | 24 | 73 |
| 74 | 26 | 25 | 26 | 78 |
| 75 | 27 | 26 | 28 | 83 |
| 76 | 24 | 21 | 24 | 67 |
| 77 | 29 | 29 | 20 | 75 |
| 78 | 28 | 29 | 29 | 88 |



## \* \* \* \* MULTIPLE REGRESSION \* \* \* \*

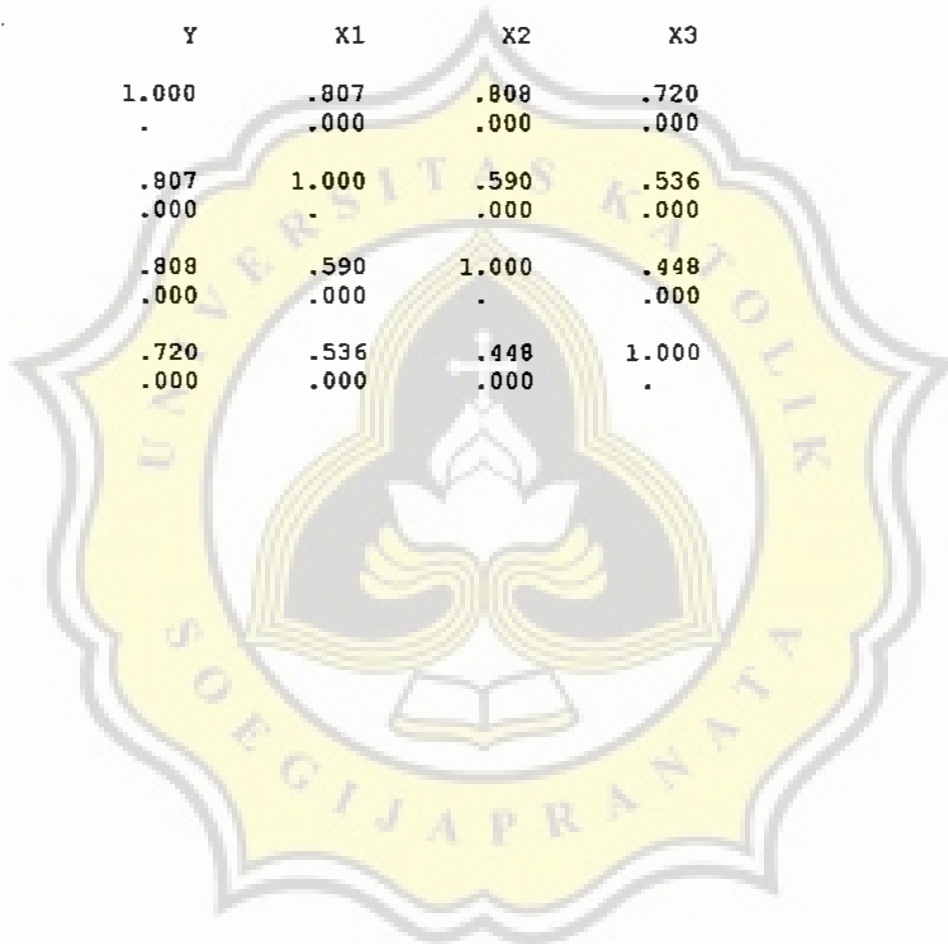
## Listwise Deletion of Missing Data

|    | Mean   | Std Dev | Label |
|----|--------|---------|-------|
| Y  | 76.077 | 13.895  |       |
| X1 | 25.462 | 3.153   |       |
| X2 | 25.385 | 3.151   |       |
| X3 | 25.718 | 3.006   |       |

N of Cases = 78

## Correlation, 1-tailed Sig:

|    | Y     | X1    | X2    | X3    |
|----|-------|-------|-------|-------|
| Y  | 1.000 | .807  | .808  | .720  |
|    | .     | .000  | .000  | .000  |
| X1 | .807  | 1.000 | .590  | .536  |
|    | .000  | .     | .000  | .000  |
| X2 | .808  | .590  | 1.000 | .448  |
|    | .000  | .000  | .     | .000  |
| X3 | .720  | .536  | .448  | 1.000 |
|    | .000  | .000  | .000  | .     |





## \* \* \* \* MULTIPLE REGRESSION \* \* \* \*

Equation Number 1 Dependent Variable.. Y

Descriptive Statistics are printed on Page 1

Block Number 1. Method: Enter X1 X2 X3

Variable(s) Entered on Step Number

1.. X3  
 2.. X2  
 3.. X1

Multiple R .94427  
 R Square .89165  
 Adjusted R Square .88726  
 Standard Error 4.66536

## Analysis of Variance

|            | DF | Sum of Squares | Mean Square |
|------------|----|----------------|-------------|
| Regression | 3  | 13254.88197    | 4418.29399  |
| Residual   | 74 | 1610.65649     | 21.76563    |

F = 202.99409 Signif F = .0000

Var-Covar Matrix of Regression Coefficients (B)  
 Below Diagonal: Covariance Above: Correlation

|    | X3      | X2      | X1      |
|----|---------|---------|---------|
| X3 | .04559  | -.19287 | -.37666 |
| X2 | -.00877 | .04535  | -.46346 |
| X1 | -.01813 | -.02225 | .05082  |

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

Equation Number 1 Dependent Variable.. Y

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

| Variable   | B          | SE B     | 95% Confdnce Intrvl B |             | Beta    |
|------------|------------|----------|-----------------------|-------------|---------|
| X1         | 1.644116   | .225425  | 1.194948              | 2.093284    | .373063 |
| X2         | 1.960085   | .212947  | 1.535778              | 2.384391    | .444490 |
| X3         | 1.484199   | .213512  | 1.058766              | 1.909631    | .321101 |
| (Constant) | -53.711337 | 5.352044 | -64.375518            | ,-43.047156 |         |

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

| Variable   | Tolerance | VIF   | T       | Sig T |
|------------|-----------|-------|---------|-------|
| X1         | .559615   | 1.787 | 7.293   | .0000 |
| X2         | .627874   | 1.593 | 9.205   | .0000 |
| X3         | .686189   | 1.457 | 6.951   | .0000 |
| (Constant) |           |       | -10.036 | .0000 |

## Collinearity Diagnostics

| Number | Eigenval | Cond Index | Variance Proportions |        |        |        |
|--------|----------|------------|----------------------|--------|--------|--------|
|        |          |            | Constant             | X1     | X2     | X3     |
| 1      | 3.97890  | 1.000      | .00061               | .00052 | .00059 | .00057 |
| 2      | .00839   | 21.778     | .32936               | .12934 | .43176 | .21911 |
| 3      | .00707   | 23.719     | .53452               | .18715 | .16334 | .42669 |
| 4      | .00563   | 26.573     | .13551               | .68299 | .40431 | .35363 |

End Block Number 1 All requested variables entered.

## \* \* \* \* MULTIPLE REGRESSION \* \* \* \*

Equation Number 1    Dependent Variable..    Y

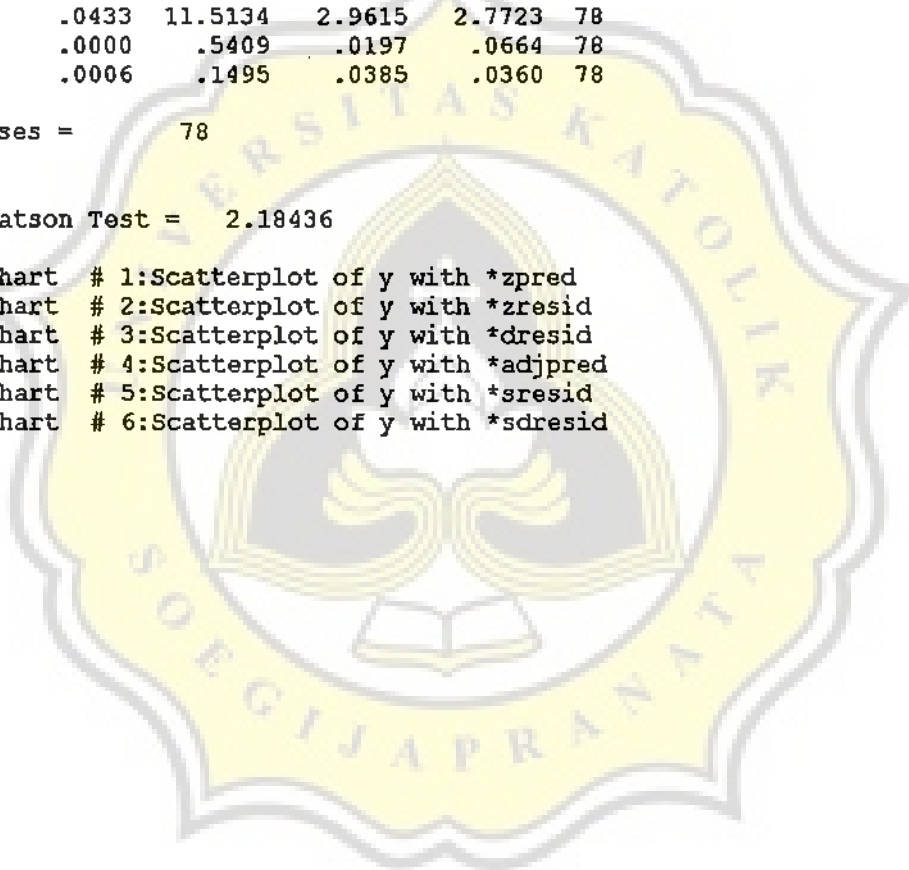
## Residuals Statistics:

|          | Min      | Max     | Mean    | Std Dev | N  |
|----------|----------|---------|---------|---------|----|
| *PRED    | 48.0566  | 98.9406 | 76.0769 | 13.1203 | 78 |
| *ZPRED   | -2.1356  | 1.7426  | .0000   | 1.0000  | 78 |
| *SEPRE   | .5397    | 1.8798  | 1.0031  | .3336   | 78 |
| *ADJPRED | 47.9005  | 98.9373 | 76.0714 | 13.1440 | 78 |
| *RESID   | -15.9222 | 14.2661 | .0000   | 4.5736  | 78 |
| *ZRESID  | -3.4128  | 3.0579  | .0000   | .9803   | 78 |
| *SRESID  | -3.5045  | 3.3411  | .0005   | 1.0161  | 78 |
| *DRESID  | -16.7887 | 17.0309 | .0055   | 4.9205  | 78 |
| *SDRESID | -3.8113  | 3.6011  | -.0015  | 1.0516  | 78 |
| *MAHAL   | .0433    | 11.5134 | 2.9615  | 2.7723  | 78 |
| *COOK D  | .0000    | .5409   | .0197   | .0664   | 78 |
| *LEVER   | .0006    | .1495   | .0385   | .0360   | 78 |

Total Cases =            78

Durbin-Watson Test =    2.18436

Hi-Res Chart # 1: Scatterplot of y with \*zpred  
 Hi-Res Chart # 2: Scatterplot of y with \*zresid  
 Hi-Res Chart # 3: Scatterplot of y with \*dresid  
 Hi-Res Chart # 4: Scatterplot of y with \*adjpred  
 Hi-Res Chart # 5: Scatterplot of y with \*sresid  
 Hi-Res Chart # 6: Scatterplot of y with \*sdresid





**RODEO**®

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NO. : 0117/RD-Pers/VIII/97  
Hal. : Surat Keterangan Riset

SURAT KETERANGAN

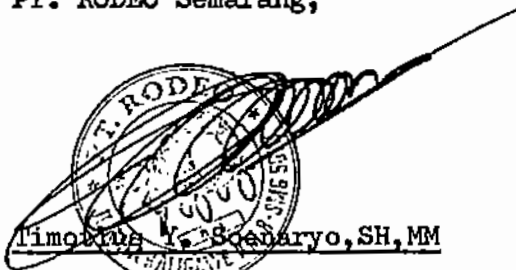
Yang bertanda tangan di bawah ini menerangkan bahwa :

Nama : Eddy Wibowo  
N I M : 93.30.1718  
N I R M : 93.6.111.02016.50221  
Fakultas : Ekonomi Manajemen  
Universitas Katolik Soegijapranata  
Semarang.

Telah mengadakan riset dalam rangka pembuatan skripsi dengan judul : "Pengaruh Kepuasan Kerja Terhadap Produktivitas Kerja Pada PT. RODEO Semarang".

Demikian surat keterangan ini dibuat untuk dapat dipergunakan dalam keperluan pembuatan skripsi seperti tersebut diatas.

Semarang, 20 Agustus 1997  
PT. RODEO Semarang,

  
Timotius S. Sedyarto, SH, MM  
Manager Personalia.