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No. Responden :

**“ Pengaruh Kepuasan Kerja dan Komitmen Organisasional Terhadap Prestasi
Kerja Karyawan CV. TANI JAYA PERKASA “**

Dalam rangka penyelesaian tugas akhir / skripsi pada Universitas Katolik Soegijapranata Semarang, dengan ini saya mohon bantuan Bapak / Ibu untuk mengisi kuesioner ini, dan saya menjamin kerahasiaannya. Atas bantuan dan kesediaan Bapak / Ibu, saya mengucapkan terima kasih.

Berikan tanda (v) pada kuisisioner jawaban yang telah tersedia disetiap pertanyaan tersebut.

Keterangan :

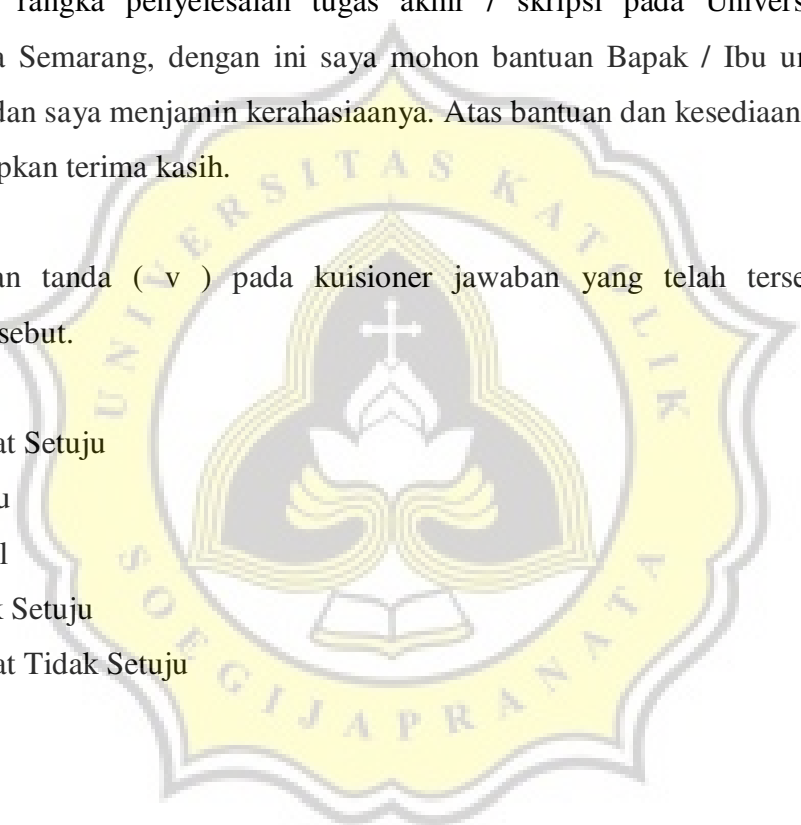
SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju



Daftar Pertanyaan Kuesioner Kepuasan Kerja

Nama :
 Umur :
 Jenis Kelamin :
 Status Pendidikan Terakhir :
 Lama bekerja :
 Bagian :

| NO | Pertanyaan | SS | S | N | TS | STS |
|---|---|----|---|---|----|-----|
| A. Kepuasan Terhadap Gaji | | | | | | |
| 1 | Perusahaan memberikan gaji sesuai dengan kinerja saya. | | | | | |
| 2 | Gaji saya cukup mengingat tanggung jawab saya pikul. | | | | | |
| 3 | Tunjangan yang saya terima dari perusahaan sesuai. | | | | | |
| 4 | Perusahaan memberikan gaji tepat waktu.. | | | | | |
| 5 | Perusahaan dalam memberikan gaji sesuai dengan kinerja masing-masing karyawan dan tidak membeda-bedakan karyawan satu dengan karyawan lain. | | | | | |
| B. Kepuasan Terhadap Promosi | | | | | | |
| 1 | Promosi sering terjadi di perusahaan saya. | | | | | |
| 2 | Jika saya melaksanakan pekerjaan dengan baik maka saya akan dipromosikan diperusahaan. | | | | | |
| 3 | Karyawan yang dipromosikan harus sesuai dengan syarat-syarat yang layak untuk dipromosikan. | | | | | |
| 4 | Karyawan yang dipromosikan bisa dipertanggung jawabkan pada perusahaan. | | | | | |
| 5 | Promosi diberikan pada karyawan yang berprestasi. | | | | | |
| C. Kepuasan Terhadap Rekan Kerja | | | | | | |
| 1 | Rekan kerja saya memberikan dukungan. | | | | | |
| 2 | Rekan kerja bisa diajak bekerja sama dengan baik. | | | | | |
| 3 | Rekan kerja terkadang mau mendengarkan keluh kesah saya dalam masalah pekerjaan. | | | | | |
| 4 | Saya menikmati bekerja dengan teman-teman kerja. | | | | | |

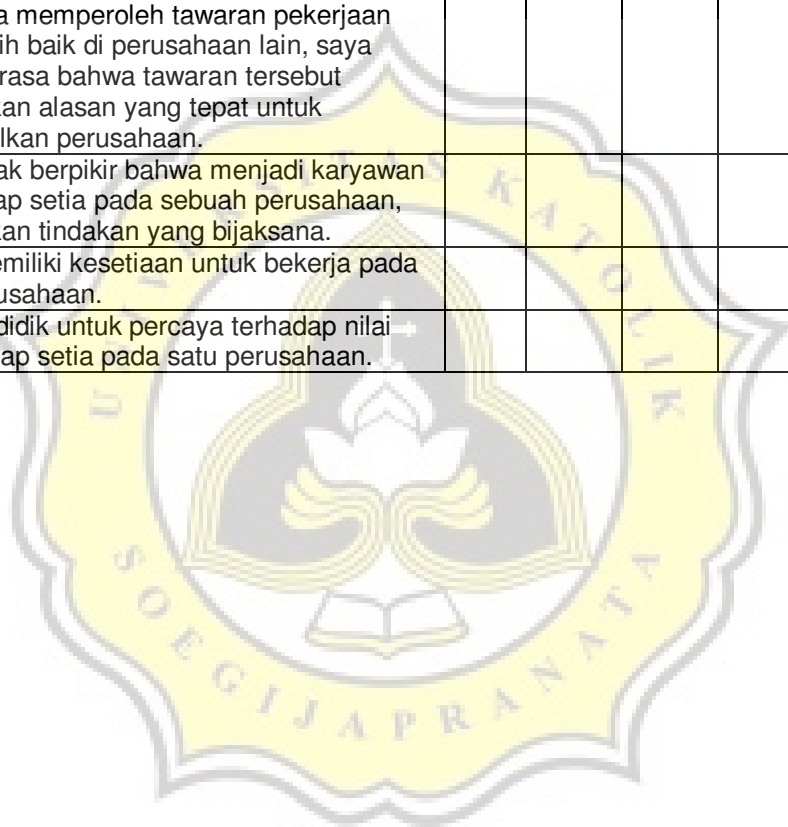
| | | | | | | |
|-----------|--|--|--|--|--|--|
| 5 | Rekan kerja saya dapat dipercaya dan memiliki tanggung jawab terhadap pekerjaan. | | | | | |
| D. | Kepuasan Terhadap Supervisor | | | | | |
| 1 | Supervisor mempunyai motivasi yang tinggi terhadap karyawan. | | | | | |
| 2 | Supervisor tidak mengenggang dalam pekerjaan. | | | | | |
| 3 | Keadilan pimpinan terhadap karyawan. | | | | | |
| 4 | Hubungn atasan dengan karyawan sangat baik. | | | | | |
| 5 | Pimpinan perhatian terhadap karyawan. | | | | | |



Daftar Pertanyaan Kuesioner Komitmen Organisasional

| NO | Pertanyaan | SS | S | N | TS | STS |
|-----------|---|----|---|---|----|-----|
| A. | Afektif | | | | | |
| 1 | Saya bahagia menghabiskan sisa karir saya di perusahaan ini. | | | | | |
| 2 | Saya benar-benar merasakan permasalahan di perusahaan juga merupakan permasalahan saya. | | | | | |
| 3 | Saya membanggakan perusahaan ini kepada orang lain di luar perusahaan. | | | | | |
| 4 | Saya merasa menjadi bagian dari perusahaan ini. | | | | | |
| 5 | Saya berpikir tidak akan mudah menjadi terikat dengan perusahaan lain seperti saya terikat dengan perusahaan ini. | | | | | |
| 6 | Saya mempunyai rasa memiliki yang kuat terhadap perusahaan ini. | | | | | |
| 7 | Perusahaan ini memiliki keterikatan secara emosional. | | | | | |
| 8 | Saya merasa teikat secara emosional pada perusahaan. | | | | | |
| B. | Kontinyu | | | | | |
| 1 | Saya khawatir terhadap apa yang mungkin terjadi, jika berhenti dari pekerjaan saya tanpa memiliki pekerjaan lain yang serupa. | | | | | |
| 2 | Banyak hal dalam kehidupan saya akan terganggu, jika saya memutuskan ingin meninggalkan perusahaan. | | | | | |
| 3 | Akan terlalu merugikan, jika saya meninggalkan perusahaan saat ini. | | | | | |
| 4 | Akan sangat berat bagi saya untuk meninggalkan perusahaan, sekalipun saya menginginkannya. | | | | | |
| 5 | Saya merasa bahwa saya memiliki sedikit pilihan bila ingin meninggalkan perusahaan. | | | | | |
| 6 | Saat ini tetap bekerja di perusahaan merupakan kebutuhan sekaligus juga keinginan saya. | | | | | |
| 7 | Memutuskan melanjutkan terus bekerja di perusahaan, karena meninggalkan perusahaan akan membutuhkan pengorbanan pribadi yang besar, dan perusahaan lain belum tentu memiliki manfaat yang saya dapatkan di waktu bekerja di perusahaan ini. | | | | | |
| 8 | Salah satu akibat serius meninggalkan perusahaan adalah langkanya peluang alternatif yang ada. | | | | | |

| C | Normatif | | | | | |
|---|---|--|--|--|--|--|
| 1 | Saya tidak percaya bahwa seseorang selalu loyal terhadap perusahaan. | | | | | |
| 2 | Saya pikir sekarang orang terlalu sering berpindah dari perusahaan satu ke perusahaan lain. | | | | | |
| 3 | Salah satu alasan, untuk melanjutkan bekerja pada perusahaan ini adalah saya percaya loyalitas adalah penting oleh sebab itu saya merasa tetap bekerja di perusahaan merupakan kewajiban moral. | | | | | |
| 4 | Berpindah dari perusahaan satu ke perusahaan lain tampaknya tidak etis bagi saya. | | | | | |
| 5 | Jika saya memperoleh tawaran pekerjaan yang lebih baik di perusahaan lain, saya tidak merasa bahwa tawaran tersebut merupakan alasan yang tepat untuk meninggalkan perusahaan. | | | | | |
| 6 | Saya tidak berpikir bahwa menjadi karyawan yang tetap setia pada sebuah perusahaan, merupakan tindakan yang bijaksana. | | | | | |
| 7 | Saya memiliki kesetiaan untuk bekerja pada satu perusahaan. | | | | | |
| 8 | Saya di didik untuk percaya terhadap nilai untuk tetap setia pada satu perusahaan. | | | | | |



Daftar Pertanyaan Kuesioner Prestasi Kerja

| NO | Pertanyaan | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| 1 | Karyawan dapat Menyelesaikan tugas dengan baik. | | | | | |
| 2 | Karyawan dapat Memenuhi tanggung jawab. | | | | | |
| 3 | Karyawan melakukan pekerjaan yang diharapkan. | | | | | |
| 4 | Karyawan disiplin dalam kehadiran | | | | | |
| 5 | Karyawan peduli terhadap rekan kerja baru | | | | | |
| 6 | Karyawan tidak mengabaikan aspek kerja yang ditugaskan. | | | | | |
| 7 | Karyawan selalu berhasil dalam menyelesaikan pekerjaan. | | | | | |
| 8 | Karyawan memenuhi syarat kerja formal dalam pekerjaan | | | | | |
| 9 | Karyawan membantu atau menggantikan pekerjaan karyawan yang tidak masuk | | | | | |
| 10 | Karyawan inisiatif membantu supervisor. | | | | | |
| 11 | Karyawan peduli terhadap pekerjaan rekan kerja | | | | | |
| 12 | Karyawan mau mendengarkan karyawan lain yang punya masalah. | | | | | |
| 13 | Karyawan tidak mengeluhkan segala sesuatu yang tidak penting ditempat kerja | | | | | |
| 14 | Karyawan mau memberi informasi kepada rekan kerja. | | | | | |
| 15 | Karyawan tidak mementingkan kepentingan sendiri daripada kepentingan perusahaan, | | | | | |
| 16 | Karyawan ijin bila tidak hadir. | | | | | |
| 17 | Karyawan melakukan kegiatan yang berkaitan dengan pekerjaan. | | | | | |
| 18 | Karyawan bekerja sesuai dengan standar kinerja yang ditetapkan perusahaan | | | | | |
| 19 | Karyawan bekerja sesuai dengan jam kerja | | | | | |
| 20 | Karyawan menjaga keutuhan barang yang ada. | | | | | |

| NO | NAMA | UMUR | JENIS KELAMIN | STATUS PT | LAMA BEKERJA | BAGIAN |
|----|----------------------|------|---------------|-----------|--------------|---------------------------------|
| 1 | Sumiyati | 26 | P | D3 | 4 tahun | sekretaris |
| 2 | Tutik Aprilyani | 28 | P | S1 | 5 tahun | sekretaris |
| 3 | Arif Yulianto | 40 | L | S1 | 5 tahun | Manajer Produksi |
| 4 | Agus Priyanto | 32 | L | S1 | 4tahun | Staf Pembelian |
| 5 | Lilik Kurniawan | 33 | L | S1 | 5 tahun | Staf Pembelian |
| 6 | Eka Hardianti | 28 | P | S1 | 4 tahun | Staf Pembelian |
| 7 | Joko Susanto | 42 | L | D3 | 5 tahun | Staf Pembelian |
| 8 | Daniel Gunawan.P | 44 | L | S1 | 5 tahun | Staf Gudang |
| 9 | Supriyanto | 34 | L | D3 | 5 tahun | Staf Gudang |
| 10 | Budi Hermawan | 40 | L | S1 | 5 tahun | Staf Gudang |
| 11 | Tarmoko | 41 | L | SMA | 5 tahun | Staf Gudang |
| 12 | Suradi | 45 | L | D3 | 5 tahun | Staf paembungkusan & Pengepakan |
| 13 | Widiyanto | 36 | L | S1 | 4 tahun | Staf paembungkusan & Pengepakan |
| 14 | Hartono | 39 | L | SMA | 5 tahun | Staf paembungkusan & Pengepakan |
| 15 | Joko Setiawan | 40 | L | S1 | 5 tahun | Staf Pengolahan Produk |
| 16 | Handoko | 38 | L | S1 | 5 tahun | Staf Pengolahan Produk |
| 17 | Muhamad Priyanto | 30 | L | S1 | 4 tahun | Staf Pengolahan Produk |
| 18 | Slamet Kurniawan | 46 | L | S1 | 5 tahun | Staf Pengolahan Produk |
| 19 | Joko Lulianto | 30 | L | S1 | 5 tahun | Staf Angkutan |
| 20 | Kamidun | 42 | L | SMA | 5 tahun | Staf Angkutan |
| 21 | Totok | 47 | L | D3 | 5 tahun | Staf Angkutan |
| 22 | Roji Budiraharjo.W | 33 | L | S1 | 4 tahun | Manajer Pemasaran |
| 23 | Heri Prasetyo.S | 49 | L | S1 | 5 tahun | Staf Penjualan & Promosi |
| 24 | Leley Rahmawati.M | 28 | P | S1 | 4 tahun | Staf Penjualan & Promosi |
| 25 | Edy Indriyanto | 37 | L | S1 | 5 tahun | Staf Penjualan & Promosi |
| 26 | Imam Subekti | 31 | L | S1 | 5 tahun | Staf Penjualan & Promosi |
| 27 | Andreas.H | 32 | L | S1 | 5 tahun | Manajer Keuangan & Adminitrasi |
| 28 | Suhartini | 43 | P | S1 | 5 tahun | Staf Keuangan |
| 29 | Indah Prasetyo | 28 | P | S1 | 5 tahun | Staf Keuangan |
| 30 | Roni Septiawan | 35 | L | S1 | 5 tahun | Staf Adminitrasi |
| 31 | Devi Puspitasari | 27 | P | S1 | 4 tahun | Staf Adminitrasi |
| 32 | Eny Agustin | 31 | P | S1 | 5 tahun | Staf Adminitrasi |
| 33 | Agus Heryanto | 29 | L | S1 | 5 tahun | Staf Adminitrasi |
| 34 | Alex Budianto | 40 | L | S1 | 5 tahun | Manajer SDM |
| 35 | Agus Sudirman | 38 | L | S1 | 5 tahun | StafPersonalia |
| 36 | Dwiyanti Indrianto.S | 29 | P | S1 | 5 tahun | StafPersonalia |
| 37 | Danang Setyo.P | 36 | L | S1 | 5 tahun | Customer Service |
| 38 | Indah Pratiwi.R | 28 | P | S1 | 4 tahun | Customer Service |

Kepuasan Kerja

| NO | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
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| 8 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 5 | 2 | 4 | 3 | 4 |
| 9 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 10 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 |
| 11 | 3 | 2 | 2 | 3 | 4 | 2 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 12 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 |
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| 14 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 |
| 15 | 2 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
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| 38 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |

Komitmen Organisasional

| NO | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 | x20 |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
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| 17 | 4 | 3 | 2 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
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| 23 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 3 |
| 24 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 |
| 25 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 |
| 26 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 27 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 28 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 30 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 31 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 2 | 3 | 4 | 5 | 4 |
| 32 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 33 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 34 | 5 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 2 | 3 | 3 | 4 |
| 35 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 2 |
| 36 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 3 |
| 37 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 1 | 3 | 1 | 1 | 3 | 4 | 3 | 2 | 3 | 4 |

Prestasi Kerja

| NO | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 2 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 5 |
| 3 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 5 | 5 | 5 | 4 |
| 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 |
| 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| 6 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 7 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 8 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 9 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 10 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| 11 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 12 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| 13 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 |
| 14 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| 15 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 16 | 3 | 3 | 3 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 |
| 17 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 18 | 4 | 2 | 5 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 |
| 19 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 5 | 2 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 3 |
| 20 | 5 | 3 | 4 | 2 | 1 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 3 |
| 21 | 5 | 5 | 4 | 2 | 2 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 |
| 22 | 4 | 4 | 3 | 2 | 2 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 |
| 23 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 |
| 24 | 5 | 5 | 3 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 25 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 |
| 26 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
| 27 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 3 |
| 29 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 30 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 |
| 31 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 32 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 4 |
| 33 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 |
| 35 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 |
| 36 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 |
| 37 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 38 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 |

Crosstabs

Case Processing Summary

| | Cases | | | | | |
|------------------------|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Bagian * Jenis_Kelamin | 38 | 97,4% | 1 | 2,6% | 39 | 100,0% |

Bagian * Jenis_Kelamin Crosstabulation

Count

| | | Jenis_Kelamin | | Total |
|--------|-----------------------|---------------|-----------|-------|
| | | Laki-laki | Perempuan | |
| Bagian | Sekretaris | 0 | 2 | 2 |
| | Produksi | 18 | 1 | 19 |
| | Pemasaran | 4 | 1 | 5 |
| | Kuangan & Adminitrasi | 3 | 4 | 7 |
| | Personalia | 3 | 2 | 5 |
| Total | | 28 | 10 | 38 |

Crosstabs

Case Processing Summary

| | Cases | | | | | |
|---------------------|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Bagian * Pendidikan | 38 | 97,4% | 1 | 2,6% | 39 | 100,0% |

Bagian * Pendidikan Crosstabulation

Count

| | | Pendidikan | | | Total |
|--------|-----------------------|------------|----|----|-------|
| | | SMA | D3 | S1 | |
| Bagian | Sekretaris | 0 | 1 | 1 | 2 |
| | Produksi | 3 | 4 | 12 | 19 |
| | Pemasaran | 0 | 0 | 5 | 5 |
| | Kuangan & Adminitrasi | 0 | 0 | 7 | 7 |
| | Personalia | 0 | 0 | 5 | 5 |
| Total | | 3 | 5 | 30 | 38 |

Reliability: Kepuasan Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 38 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 38 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,857 | 20 |

Item Statistics

| | Mean | Std. Deviation | N |
|-----|------|----------------|----|
| x1 | 3,47 | ,762 | 38 |
| x2 | 3,82 | ,801 | 38 |
| x3 | 3,92 | ,818 | 38 |
| x4 | 4,34 | ,669 | 38 |
| x5 | 4,11 | ,689 | 38 |
| x6 | 3,89 | ,764 | 38 |
| x7 | 3,79 | ,741 | 38 |
| x8 | 3,58 | ,858 | 38 |
| x9 | 3,89 | ,764 | 38 |
| x10 | 3,87 | ,811 | 38 |
| x11 | 3,97 | ,822 | 38 |
| x12 | 4,21 | ,664 | 38 |
| x13 | 4,26 | ,685 | 38 |
| x14 | 4,18 | ,692 | 38 |
| x15 | 4,08 | ,632 | 38 |
| x16 | 3,92 | ,818 | 38 |
| x17 | 4,05 | ,769 | 38 |
| x18 | 3,95 | ,733 | 38 |
| x19 | 3,92 | ,749 | 38 |
| x20 | 3,95 | ,899 | 38 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x1 | 75,71 | 55,400 | ,544 | ,846 |
| x2 | 75,37 | 56,725 | ,397 | ,852 |
| x3 | 75,26 | 55,118 | ,524 | ,847 |
| x4 | 74,84 | 57,272 | ,438 | ,851 |
| x5 | 75,08 | 57,264 | ,423 | ,851 |
| x6 | 75,29 | 57,563 | ,346 | ,854 |
| x7 | 75,39 | 57,705 | ,346 | ,854 |
| x8 | 75,61 | 56,516 | ,380 | ,854 |
| x9 | 75,29 | 56,590 | ,434 | ,851 |
| x10 | 75,32 | 55,844 | ,466 | ,850 |
| x11 | 75,21 | 57,306 | ,336 | ,855 |
| x12 | 74,97 | 56,891 | ,481 | ,849 |
| x13 | 74,92 | 56,453 | ,508 | ,848 |
| x14 | 75,00 | 56,541 | ,494 | ,849 |
| x15 | 75,11 | 57,232 | ,473 | ,850 |
| x16 | 75,26 | 55,550 | ,487 | ,849 |
| x17 | 75,13 | 55,685 | ,512 | ,848 |
| x18 | 75,24 | 56,023 | ,510 | ,848 |
| x19 | 75,26 | 57,388 | ,370 | ,853 |
| x20 | 75,24 | 55,267 | ,455 | ,850 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 79,18 | 62,154 | 7,884 | 20 |

Frequencies

| | | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 |
|---|---------|----|----|----|----|----|----|----|----|
| N | Valid | 38 | 38 | 38 | 38 | 38 | 38 | 38 | 38 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Frequency Table

x1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 7,9 | 7,9 | 7,9 |
| | 3 | 17 | 44,7 | 44,7 | 52,6 |
| | 4 | 15 | 39,5 | 39,5 | 92,1 |
| | 5 | 3 | 7,9 | 7,9 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 10 | 26,3 | 26,3 | 31,6 |
| | 4 | 19 | 50,0 | 50,0 | 81,6 |
| | 5 | 7 | 18,4 | 18,4 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 11 | 28,9 | 28,9 | 31,6 |
| | 4 | 16 | 42,1 | 42,1 | 73,7 |
| | 5 | 10 | 26,3 | 26,3 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 4 | 10,5 | 10,5 | 10,5 |
| | 4 | 17 | 44,7 | 44,7 | 55,3 |
| | 5 | 17 | 44,7 | 44,7 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 4 | 10,5 | 10,5 | 13,2 |
| | 4 | 23 | 60,5 | 60,5 | 73,7 |
| | 5 | 10 | 26,3 | 26,3 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 10 | 26,3 | 26,3 | 28,9 |
| | 4 | 19 | 50,0 | 50,0 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 12 | 31,6 | 31,6 | 34,2 |
| | 4 | 19 | 50,0 | 50,0 | 84,2 |
| | 5 | 6 | 15,8 | 15,8 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 19 | 50,0 | 50,0 | 55,3 |
| | 4 | 10 | 26,3 | 26,3 | 81,6 |
| | 5 | 7 | 18,4 | 18,4 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 10 | 26,3 | 26,3 | 28,9 |
| | 4 | 19 | 50,0 | 50,0 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 12 | 31,6 | 31,6 | 34,2 |
| | 4 | 16 | 42,1 | 42,1 | 76,3 |
| | 5 | 9 | 23,7 | 23,7 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 10 | 26,3 | 26,3 | 28,9 |
| | 4 | 16 | 42,1 | 42,1 | 71,1 |
| | 5 | 11 | 28,9 | 28,9 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 13,2 | 13,2 | 13,2 |
| | 4 | 20 | 52,6 | 52,6 | 65,8 |
| | 5 | 13 | 34,2 | 34,2 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 13,2 | 13,2 | 13,2 |
| | 4 | 18 | 47,4 | 47,4 | 60,5 |
| | 5 | 15 | 39,5 | 39,5 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 6 | 15,8 | 15,8 | 15,8 |
| | 4 | 19 | 50,0 | 50,0 | 65,8 |
| | 5 | 13 | 34,2 | 34,2 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 6 | 15,8 | 15,8 | 15,8 |
| | 4 | 23 | 60,5 | 60,5 | 76,3 |
| | 5 | 9 | 23,7 | 23,7 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 11 | 28,9 | 28,9 | 31,6 |
| | 4 | 16 | 42,1 | 42,1 | 73,7 |
| | 5 | 10 | 26,3 | 26,3 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x17

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 10 | 26,3 | 26,3 | 26,3 |
| | 4 | 16 | 42,1 | 42,1 | 68,4 |
| | 5 | 12 | 31,6 | 31,6 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x18

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 11 | 28,9 | 28,9 | 28,9 |
| | 4 | 18 | 47,4 | 47,4 | 76,3 |
| | 5 | 9 | 23,7 | 23,7 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x19

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 12 | 31,6 | 31,6 | 31,6 |
| | 4 | 17 | 44,7 | 44,7 | 76,3 |
| | 5 | 9 | 23,7 | 23,7 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x20

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 13 | 34,2 | 34,2 | 36,8 |
| | 4 | 11 | 28,9 | 28,9 | 65,8 |
| | 5 | 13 | 34,2 | 34,2 | 100,0 |
| Total | | 38 | 100,0 | 100,0 | |



Reliability: Komitmen Organisasional

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 38 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 38 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,917 | 24 |

Item Statistics

| | Mean | Std. Deviation | N |
|-----|------|----------------|----|
| x1 | 4,13 | ,741 | 38 |
| x2 | 3,79 | ,843 | 38 |
| x3 | 3,66 | ,938 | 38 |
| x4 | 3,71 | ,802 | 38 |
| x5 | 4,03 | ,753 | 38 |
| x6 | 3,97 | ,753 | 38 |
| x7 | 3,66 | ,847 | 38 |
| x8 | 3,92 | ,882 | 38 |
| x9 | 4,13 | ,741 | 38 |
| x10 | 3,82 | ,801 | 38 |
| x11 | 3,05 | 1,314 | 38 |
| x12 | 3,61 | ,887 | 38 |
| x13 | 3,24 | 1,195 | 38 |
| x14 | 3,76 | ,971 | 38 |
| x15 | 3,97 | ,716 | 38 |
| x16 | 3,84 | ,945 | 38 |
| x17 | 3,89 | ,894 | 38 |
| x18 | 3,74 | ,760 | 38 |
| x19 | 3,61 | ,887 | 38 |
| x20 | 3,79 | ,811 | 38 |
| x21 | 3,63 | ,913 | 38 |
| x22 | 3,97 | ,716 | 38 |
| x23 | 4,18 | ,766 | 38 |
| x24 | 3,66 | ,878 | 38 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x1 | 86,63 | 143,212 | ,462 | ,915 |
| x2 | 86,97 | 136,405 | ,754 | ,910 |
| x3 | 87,11 | 135,070 | ,735 | ,910 |
| x4 | 87,05 | 137,889 | ,713 | ,911 |
| x5 | 86,74 | 144,740 | ,368 | ,917 |
| x6 | 86,79 | 143,522 | ,437 | ,915 |
| x7 | 87,11 | 137,610 | ,686 | ,911 |
| x8 | 86,84 | 138,839 | ,595 | ,913 |
| x9 | 86,63 | 144,563 | ,385 | ,916 |
| x10 | 86,95 | 144,105 | ,376 | ,916 |
| x11 | 87,71 | 127,400 | ,770 | ,908 |
| x12 | 87,16 | 138,461 | ,610 | ,912 |
| x13 | 87,53 | 134,256 | ,588 | ,913 |
| x14 | 87,00 | 135,784 | ,674 | ,911 |
| x15 | 86,79 | 143,738 | ,450 | ,915 |
| x16 | 86,92 | 138,723 | ,555 | ,913 |
| x17 | 86,87 | 142,117 | ,425 | ,916 |
| x18 | 87,03 | 144,243 | ,392 | ,916 |
| x19 | 87,16 | 138,407 | ,613 | ,912 |
| x20 | 86,97 | 143,648 | ,394 | ,916 |
| x21 | 87,13 | 141,793 | ,430 | ,916 |
| x22 | 86,79 | 143,306 | ,475 | ,915 |
| x23 | 86,58 | 142,683 | ,475 | ,915 |
| x24 | 87,11 | 141,232 | ,477 | ,915 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 90,76 | 151,969 | 12,328 | 24 |

Frequencies

| | | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 |
|---|---------|----|----|----|----|----|----|----|----|
| N | Valid | 38 | 38 | 38 | 38 | 38 | 38 | 38 | 38 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Frequency Table

x1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 2 | 5,3 | 5,3 | 10,5 |
| | 4 | 23 | 60,5 | 60,5 | 71,1 |
| | 5 | 11 | 28,9 | 28,9 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 18 | 47,4 | 47,4 | 47,4 |
| | 4 | 10 | 26,3 | 26,3 | 73,7 |
| | 5 | 10 | 26,3 | 26,3 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 19 | 50,0 | 50,0 | 55,3 |
| | 4 | 7 | 18,4 | 18,4 | 73,7 |
| | 5 | 10 | 26,3 | 26,3 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 19 | 50,0 | 50,0 | 50,0 |
| | 4 | 11 | 28,9 | 28,9 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 7 | 18,4 | 18,4 | 21,1 |
| | 4 | 20 | 52,6 | 52,6 | 73,7 |
| | 5 | 10 | 26,3 | 26,3 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 8 | 21,1 | 21,1 | 23,7 |
| | 4 | 20 | 52,6 | 52,6 | 76,3 |
| | 5 | 9 | 23,7 | 23,7 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 16 | 42,1 | 42,1 | 47,4 |
| | 4 | 13 | 34,2 | 34,2 | 81,6 |
| | 5 | 7 | 18,4 | 18,4 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 10 | 26,3 | 26,3 | 31,6 |
| | 4 | 15 | 39,5 | 39,5 | 71,1 |
| | 5 | 11 | 28,9 | 28,9 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 8 | 21,1 | 21,1 | 21,1 |
| | 4 | 17 | 44,7 | 44,7 | 65,8 |
| | 5 | 13 | 34,2 | 34,2 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 13 | 34,2 | 34,2 | 36,8 |
| | 4 | 16 | 42,1 | 42,1 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 2 | 5,3 | 5,3 | 5,3 |
| | 2 | 18 | 47,4 | 47,4 | 52,6 |
| | 3 | 1 | 2,6 | 2,6 | 55,3 |
| | 4 | 10 | 26,3 | 26,3 | 81,6 |
| | 5 | 7 | 18,4 | 18,4 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 19 | 50,0 | 50,0 | 55,3 |
| | 4 | 9 | 23,7 | 23,7 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 2 | 5,3 | 5,3 | 5,3 |
| | 2 | 10 | 26,3 | 26,3 | 31,6 |
| | 3 | 10 | 26,3 | 26,3 | 57,9 |
| | 4 | 9 | 23,7 | 23,7 | 81,6 |
| | 5 | 7 | 18,4 | 18,4 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 17 | 44,7 | 44,7 | 47,4 |
| | 4 | 9 | 23,7 | 23,7 | 71,1 |
| | 5 | 11 | 28,9 | 28,9 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 7 | 18,4 | 18,4 | 21,1 |
| | 4 | 22 | 57,9 | 57,9 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 14 | 36,8 | 36,8 | 42,1 |
| | 4 | 10 | 26,3 | 26,3 | 68,4 |
| | 5 | 12 | 31,6 | 31,6 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x17

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 7,9 | 7,9 | 7,9 |
| | 3 | 8 | 21,1 | 21,1 | 28,9 |
| | 4 | 17 | 44,7 | 44,7 | 73,7 |
| | 5 | 10 | 26,3 | 26,3 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x18

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 11 | 28,9 | 28,9 | 34,2 |
| | 4 | 20 | 52,6 | 52,6 | 86,8 |
| | 5 | 5 | 13,2 | 13,2 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x19

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 19 | 50,0 | 50,0 | 55,3 |
| | 4 | 9 | 23,7 | 23,7 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x20

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 14 | 36,8 | 36,8 | 39,5 |
| | 4 | 15 | 39,5 | 39,5 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x21

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 4 | 10,5 | 10,5 | 10,5 |
| | 3 | 13 | 34,2 | 34,2 | 44,7 |
| | 4 | 14 | 36,8 | 36,8 | 81,6 |
| | 5 | 7 | 18,4 | 18,4 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x22

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 10 | 26,3 | 26,3 | 26,3 |
| | 4 | 19 | 50,0 | 50,0 | 76,3 |
| | 5 | 9 | 23,7 | 23,7 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x23

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 8 | 21,1 | 21,1 | 21,1 |
| | 4 | 15 | 39,5 | 39,5 | 60,5 |
| | 5 | 15 | 39,5 | 39,5 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x24

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 4 | 10,5 | 10,5 | 10,5 |
| | 3 | 11 | 28,9 | 28,9 | 39,5 |
| | 4 | 17 | 44,7 | 44,7 | 84,2 |
| | 5 | 6 | 15,8 | 15,8 | 100,0 |
| Total | | 38 | 100,0 | 100,0 | |



Reliability: Prestasi Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 38 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 38 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,899 | 20 |

Item Statistics

| | Mean | Std. Deviation | N |
|-----|------|----------------|----|
| x1 | 3,66 | ,745 | 38 |
| x2 | 3,61 | ,974 | 38 |
| x3 | 3,66 | ,781 | 38 |
| x4 | 3,45 | 1,155 | 38 |
| x5 | 3,21 | 1,166 | 38 |
| x6 | 3,39 | ,887 | 38 |
| x7 | 3,76 | ,634 | 38 |
| x8 | 3,97 | ,677 | 38 |
| x9 | 3,24 | 1,025 | 38 |
| x10 | 3,76 | ,714 | 38 |
| x11 | 3,50 | ,726 | 38 |
| x12 | 3,84 | ,789 | 38 |
| x13 | 3,84 | ,789 | 38 |
| x14 | 3,68 | ,809 | 38 |
| x15 | 3,68 | ,702 | 38 |
| x16 | 3,82 | ,692 | 38 |
| x17 | 3,71 | ,768 | 38 |
| x18 | 3,76 | ,714 | 38 |
| x19 | 3,55 | ,686 | 38 |
| x20 | 3,45 | 1,132 | 38 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x1 | 68,89 | 90,151 | ,476 | ,895 |
| x2 | 68,95 | 83,673 | ,720 | ,888 |
| x3 | 68,89 | 89,394 | ,504 | ,894 |
| x4 | 69,11 | 82,097 | ,669 | ,889 |
| x5 | 69,34 | 82,772 | ,627 | ,891 |
| x6 | 69,16 | 89,488 | ,427 | ,897 |
| x7 | 68,79 | 90,819 | ,515 | ,894 |
| x8 | 68,58 | 91,277 | ,441 | ,896 |
| x9 | 69,32 | 85,249 | ,589 | ,892 |
| x10 | 68,79 | 91,252 | ,416 | ,896 |
| x11 | 69,05 | 90,376 | ,474 | ,895 |
| x12 | 68,71 | 89,400 | ,497 | ,894 |
| x13 | 68,71 | 91,130 | ,378 | ,898 |
| x14 | 68,87 | 90,820 | ,387 | ,897 |
| x15 | 68,87 | 88,063 | ,675 | ,890 |
| x16 | 68,74 | 90,037 | ,528 | ,894 |
| x17 | 68,84 | 89,488 | ,507 | ,894 |
| x18 | 68,79 | 89,954 | ,515 | ,894 |
| x19 | 69,00 | 88,541 | ,653 | ,891 |
| x20 | 69,11 | 84,259 | ,573 | ,893 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 72,55 | 97,443 | 9,871 | 20 |

Frequencies

| | | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 |
|---|---------|----|----|----|----|----|----|----|----|
| N | Valid | 38 | 38 | 38 | 38 | 38 | 38 | 38 | 38 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Frequency Table

x1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5,3 | 5,3 | 5,3 |
| | 3 | 13 | 34,2 | 34,2 | 39,5 |
| | 4 | 19 | 50,0 | 50,0 | 89,5 |
| | 5 | 4 | 10,5 | 10,5 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 4 | 10,5 | 10,5 | 10,5 |
| | 3 | 16 | 42,1 | 42,1 | 52,6 |
| | 4 | 9 | 23,7 | 23,7 | 76,3 |
| | 5 | 9 | 23,7 | 23,7 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 17 | 44,7 | 44,7 | 47,4 |
| | 4 | 14 | 36,8 | 36,8 | 84,2 |
| | 5 | 6 | 15,8 | 15,8 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 13 | 34,2 | 34,2 | 34,2 |
| | 3 | 2 | 5,3 | 5,3 | 39,5 |
| | 4 | 16 | 42,1 | 42,1 | 81,6 |
| | 5 | 7 | 18,4 | 18,4 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1 | 2,6 | 2,6 | 2,6 |
| 2 | 14 | 36,8 | 36,8 | 39,5 |
| 3 | 4 | 10,5 | 10,5 | 50,0 |
| 4 | 14 | 36,8 | 36,8 | 86,8 |
| 5 | 5 | 13,2 | 13,2 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

x6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 5 | 13,2 | 13,2 | 13,2 |
| 3 | 18 | 47,4 | 47,4 | 60,5 |
| 4 | 10 | 26,3 | 26,3 | 86,8 |
| 5 | 5 | 13,2 | 13,2 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

x7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 13 | 34,2 | 34,2 | 34,2 |
| 4 | 21 | 55,3 | 55,3 | 89,5 |
| 5 | 4 | 10,5 | 10,5 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

x8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 9 | 23,7 | 23,7 | 23,7 |
| 4 | 21 | 55,3 | 55,3 | 78,9 |
| 5 | 8 | 21,1 | 21,1 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

x9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 12 | 31,6 | 31,6 | 31,6 |
| 3 | 9 | 23,7 | 23,7 | 55,3 |
| 4 | 13 | 34,2 | 34,2 | 89,5 |
| 5 | 4 | 10,5 | 10,5 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

x10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 15 | 39,5 | 39,5 | 39,5 |
| | 4 | 17 | 44,7 | 44,7 | 84,2 |
| | 5 | 6 | 15,8 | 15,8 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 21 | 55,3 | 55,3 | 57,9 |
| | 4 | 12 | 31,6 | 31,6 | 89,5 |
| | 5 | 4 | 10,5 | 10,5 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 12 | 31,6 | 31,6 | 34,2 |
| | 4 | 17 | 44,7 | 44,7 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 12 | 31,6 | 31,6 | 34,2 |
| | 4 | 17 | 44,7 | 44,7 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 17 | 44,7 | 44,7 | 47,4 |
| | 4 | 13 | 34,2 | 34,2 | 81,6 |
| | 5 | 7 | 18,4 | 18,4 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 17 | 44,7 | 44,7 | 44,7 |
| | 4 | 16 | 42,1 | 42,1 | 86,8 |
| | 5 | 5 | 13,2 | 13,2 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 13 | 34,2 | 34,2 | 34,2 |
| | 4 | 19 | 50,0 | 50,0 | 84,2 |
| | 5 | 6 | 15,8 | 15,8 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x17

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 15 | 39,5 | 39,5 | 42,1 |
| | 4 | 16 | 42,1 | 42,1 | 84,2 |
| | 5 | 6 | 15,8 | 15,8 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x18

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2,6 | 2,6 | 2,6 |
| | 3 | 12 | 31,6 | 31,6 | 34,2 |
| | 4 | 20 | 52,6 | 52,6 | 86,8 |
| | 5 | 5 | 13,2 | 13,2 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x19

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 21 | 55,3 | 55,3 | 55,3 |
| | 4 | 13 | 34,2 | 34,2 | 89,5 |
| | 5 | 4 | 10,5 | 10,5 | 100,0 |
| | Total | 38 | 100,0 | 100,0 | |

x20

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 11 | 28,9 | 28,9 | 28,9 |
| | 3 | 7 | 18,4 | 18,4 | 47,4 |
| | 4 | 12 | 31,6 | 31,6 | 78,9 |
| | 5 | 8 | 21,1 | 21,1 | 100,0 |
| Total | | 38 | 100,0 | 100,0 | |



Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Komitmen_Organisational, Kepuasan_Kerja | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Prestasi_Kerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,847 ^a | ,718 | ,702 | ,26959 |

a. Predictors: (Constant), Komitmen_Organisational, Kepuasan_Kerja

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 6,470 | 2 | 3,235 | 44,509 | ,000 ^a |
| | Residual | 2,544 | 35 | ,073 | | |
| | Total | 9,013 | 37 | | | |

a. Predictors: (Constant), Komitmen_Organisational, Kepuasan_Kerja

b. Dependent Variable: Prestasi_Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -,440 | ,449 | | -,981 | ,333 |
| | Kepuasan_Kerja | ,678 | ,153 | ,542 | 4,430 | ,000 |
| | Komitmen_Organisational | ,365 | ,117 | ,380 | 3,111 | ,004 |

a. Dependent Variable: Prestasi_Kerja