Lampiran 1 :

Identitas Responden

I. Petunjuk Pengisian

1. Mohon dengan hormat bantuan dan ketersediaan Bapak/Ibu/Saudara/i, untuk memberikan tanggapan atas alternatif jawaban (tanggapan) yang telah disediakan.
2. Sebelum Bapak/Ibu/Saudara/i menjawab daftar pertanyaan yang telah disiapkan, terlebih dahulu isi daftar identitas yang telah disediakan.
3. Isilah angket ini dengan jujur serta penuh ketelitian sehingga semua soal dapat dijawab. Dan sebelumnya tak lupa kami ucapkan banyak terima kasih atas segala bantuannya.
4. Apabila Bapak/Ibu/Saudara/i bersedia, berilah ttd atau cap perusahaan ketika semua angket telah diisi.

Ttd/cap perusahaan

_____

II. Identitas Responden

Berilah tanda (√) pada kolom altenatif jawaban Bapak/Ibu/Saudara/i.

1. Jenis Kelamin :
   a. Pria ( )
   b. Wanita ( )
2. Usia Anda Sekarang :
   a. 20 tahun ke bawah ( )
   b. 21 – 30 tahun ( )
   c. 31 – 40 tahun ( )
   d. 40 tahun ke atas ( )
3. Pendidikan terakhir :
   a. SMA/ Sederajat ( )
   b. Akademi/ Sederajat ( )
   c. Strata satu (S1) ( )
   d. S2 ( )
   e. S3 ( )
4. Lama Anda Bekerja di tempat anda bekerja saat ini :
   a. 1 – 5 tahun ( )
   b. 6 – 10 tahun ( )
   c. 11 – 15 tahun ( )
   d. 15 tahun ke atas ( )
5. Posisi anda bekerja saat ini:
   a. Top Manajer ( )
   b. Middle Manajer :

Manajer Keuangan	( )	Manajer Pemasaran	( )
Manajer Operasional	( )	Manajer SDM	( )
Manajer Administrasi	( )	Manajer Humas	( )
Manajer R&D	( )		
c. Low Manajer	( )		

6. Jumlah karyaan yang bekerja di perusahaan ini ..... orang

Lampiran 2 :

Kuesioner Pengukuran Kinerja Komprehensif

Berikut adalah pertanyaan mengenai persepsi Bapak/Ibu/Saudara/i terhadap pengukuran kinerja komprehensif.

1 ----------2 ----------3 ----------4 ----------5 ----------6 ----------7

Sangat Tidak setuju Sangat Setuju

Berilah tanda (√) pada kolom altenatif jawaban Bapak/Ibu/Saudara/i.

No	Keterangan	1	2	3	4	5	6	7
1	Penting bagi perusahaan untuk mengetahui jumlah konsumen baru yang didapat.							
2	Penting bagi perusahaan untuk mengetahui berapa lama waktu untuk mendapatkan konsumen.							
3	Penting bagi perusahaan untuk mengetahui jumlah komplain dari konsumen.							
4	Penting bagi perusahaan untuk mengetahui jumlah pengiriman yang tertunda.							
5	Penting bagi perusahaan untuk mengetahui tingkat kepuasan konsumen.							
6	Penting bagi perusahaan untuk mengetahui kualitas dari output perusahaan.							
7	Penting bagi perusahaan untuk mengetahui tingkat produk cacat.							
8	Penting bagi perusahaan untuk mengetahui waktu persiapan untuk proses produksi.							
9	Penting bagi perusahaan untuk mengetahui siklus waktu produksi.							
10	Penting bagi perusahaan untuk mengetahui tingkat persediaan.							
11	Penting bagi perusahaan untuk mengetahui tingkat kepuasan karyawan di perusahaan ini.							
12	Penting bagi perusahaan untuk mengetahui jumlah karyawan yang di training di perusahaan ini.							
13	Penting bagi perusahaan untuk mengetahui tingkat turnover karyawan pada perusahaan ini.							
14	Penting bagi perusahaan untuk mengetahui jumlah inovasi yang dikembangkan pada perusahaan ini.							
15	Penting bagi perusahaan untuk mengetahui adanya							

	adopsi teknologi baru pada perusahaan ini.							
16	Kemampuan perusahaan untuk memenuhi biaya yang telah dianggarkan sangat baik.							
17	Kemampuan perusahaan dalam mencapai pengurangan biaya yang dianggarkan sangat baik.							
18	Kemampuan perusahaan untuk mencapai penjualan yang dianggarkan lebih baik atau target pertumbuhan penjualan.							
19	Kemampuan perusahaan untuk menghindari kesenjangan anggaran sangat baik .							

Lampiran 3 :

Kuesioner Keadilan Organisasi

Berikut adalah pertanyaan mengenai persepsi Bapak/Ibu/Saudara/i terhadap keadilan organisasi.

1 ----------2 ----------3 ----------4 ----------5 ----------6 ----------7

Sangat Tidak setuju Sangat Setuju

Berilah tanda (√) pada kolom altenatif jawaban Bapak/Ibu/Saudara/i.

No	Keterangan	1	2	3	4	5	6	7
1	Perusahaan telah mewujudkan kesetaraan antara usaha yang diberikan dalam pekerjaan dengan imbalan yang diterima karyawan.							
2	Perusahaan telah memberikan imbalan yang layak berdasarkan penyelesaian pekerjaan.							
3	Imbalan yang diterima karyawan telah sesuai dengan kontribusi yang diberikan kepada perusahaan.							
4	Perusahaan memberikan kesempatan kepada karyawan untuk mengungkapkan pandangannya selama peraturan ditetapkan.							
5	Adanya kesempatan yang diberikan dan diwakili oleh persatuan pegawai untuk ikut mengawasi penerapan peraturan.							
6	Menurut anda penilaian konsistensi penerapan peraturan telah sesuai.							
7	Anda menilai bahwa tidak adanya diskriminasi perlakuan.							
8	Sikap kesopanan selalu ditunjukkan atasan kepada bawahan.							
9	Perlakuan pimpinan yang bermartabat kepada bawahan.							
10	Adanya sikap hormat yang ditunjukkan atasan kepada bawahan.							
11	Seluruh karyawan dan pimpinan mengedepankan kejujuran dalam berkomunikasi.							
12	Menurut anda atasan telah menjelaskan peraturan perusahaan dengan baik.							

Lampiran 4 :

Kuesioner Kepuasan Kerja

Berikut adalah pertanyaan mengenai persepsi Bapak/Ibu/Saudara/i terhadap kepuasan kerja.

1 ----------2 ----------3 ----------4 ----------5 ----------6 ----------7

Sangat Tidak setuju Sangat Setuju

Berilah tanda (√) pada kolom altenatif jawaban Bapak/Ibu/Saudara/i.

No	Keterangan	1	2	3	4	5	6	7
1	Secara keseluruhan, saya merasa puas dengan pekerjaan saya.							
2	Secara umum, saya senang bekerja disini.							

Lampiran 5 :

Kuesioner Kinerja Karyawan

Berikut adalah pertanyaan mengenai persepsi Bapak/Ibu/Saudara/i terhadap kinerja karyawan.

1 ----------2 ----------3 ----------4 ----------5 ----------6 ----------7

Sangat Tidak setuju Sangat Setuju

Berilah tanda (√) pada kolom altenatif jawaban Bapak/Ibu/Saudara/i.

No	Keterangan	1	2	3	4	5	6	7
1	Saya mampu untuk menentukan tujuan, kebijakan dan tindakan/pelaksanaan, penjadwalan kerja, penganggaran, merancang prosedur dan pemrograman.							
2	Saya mampu untuk mengumpulkan dan menyampaikan informasi untuk catatan, laporan dan rekening, mengukur hasil, menentukan persediaan dan analisis pekerjaan.							
3	Saya mampu untuk melakukan tukar menukar informasi dengan orang lain di bagian organisasi yang lain untuk mengkaitkan dan menyesuaikan program, memberitahu bagian lain dan hubungan dengan manajer yang lain.							
4	Saya mampu untuk menilai dan mengukur proposal, kinerja yang diamati atau dilaporkan, penilaian pegawai, penilaian catatan hasil, penilaian laporan keuangan, pemeriksaan produk.							
5	Saya mampu untuk mengarahkan, memimpin dan mengembangkan bawahan, serta membimbing, melatih, dan menjelaskan peraturan kerja kepada bawahan, memberikan tugas pekerjaan dan menangani bawahan.							
6	Saya mampu untuk mempertahankan angkatan kerja, merekrut, mewawancarai dan memilih pegawai baru, menempatkan, mempromosikan							

	dan mutasi karyawan.							
7	Saya mampu dalam melakukan pembelian, penjualan atau melakukan kontrak untuk barang dan jasa, menghubungi pemasok, tawar-menawar dengan wakil penjual, tawar-menawar secara kelompok.							
8	Saya mampu dalam menghadiri pertemuan dengan perusahaan lain, pertemuan perkumpulan bisnis, pidato untuk acara-acara kemasyarakatan, pendekatan ke masyarakat, mempromosikan tujuan umum perusahaan.							
9	Secara keseluruhan saya mampu bekerja dengan baik.							

Lampiran 6 :

Gambaran Umum responden

6a.

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	P	45	66,2	66,2	66,2
	W	23	33,8	33,8	100,0
	Total	68	100,0	100,0	

6b.

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-30 tahun	15	22,1	22,1	22,1
	31-40 tahun	34	50,0	50,0	72,1
	40 tahun ke atas	19	27,9	27,9	100,0
	Total	68	100,0	100,0	

6c.

Tingkat Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Magister (S2)	7	10,3	10,3	10,3
	Strata satu (S1)	61	89,7	89,7	100,0
	Total	68	100,0	100,0	

6d.

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 tahun	16	23,5	23,5	23,5
	11-15 tahun	5	7,4	7,4	30,9
	15 tahun ke atas	12	17,6	17,6	48,5
	6-10 tahun	35	51,5	51,5	100,0
	Total	68	100,0	100,0	

6e.

Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Low manajer	21	30,9	30,9	30,9
	Manajer Adminnistrasi	7	10,3	10,3	41,2
	Manajer Humas	2	2,9	2,9	44,1
	Manajer keuangan	10	14,7	14,7	58,8
	Manajer operasional	6	8,8	8,8	67,6
	Manajer Operasional	2	2,9	2,9	70,6
	Manajer Pemasaran	9	13,2	13,2	83,8
	Manajer R&D	2	2,9	2,9	86,8
	Manajer SDM	4	5,9	5,9	92,6
	Top manajer	5	7,4	7,4	100,0
	Total	68	100,0	100,0	

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SOEGIJAPRANATA

Lampiran 7 :

Uji Validitas dan Reliabilitas

Lampiran 7a : *KMO dan Barlett's Test*

Correlation Matrix[a]

a. This matrix is not positive definite.

Communalities

	Initial	Extraction
PKK1	1,000	,940
PKK2	1,000	,924
PKK3	1,000	,837
PKK4	1,000	,919
PKK5	1,000	,930
PKK6	1,000	,853
PKK7	1,000	,954
PKK8	1,000	,883
PKK9	1,000	,860
PKK10	1,000	,912
PKK11	1,000	,953
PKK12	1,000	,826
PKK13	1,000	,898
PKK14	1,000	,886
PKK15	1,000	,962
PKK16	1,000	,916
PKK17	1,000	,870
PKK18	1,000	,968
PKK19	1,000	,959
KO1	1,000	,939
KO2	1,000	,889
KO3	1,000	,867
KO4	1,000	,833
KO5	1,000	,917
KO6	1,000	,763
KO7	1,000	,917
KO8	1,000	,852
KO9	1,000	,947
KO10	1,000	,909
KO11	1,000	,895
KO12	1,000	,922
KP1	1,000	,916
KP2	1,000	,876
KK1	1,000	,927
KK2	1,000	,926
KK3	1,000	,886
KK4	1,000	,802
KK5	1,000	,937
KK6	1,000	,828
KK7	1,000	,908
KK8	1,000	,967
KK9	1,000	,947

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	16,509	39,308	39,308	16,509	39,308	39,308	14,865	35,392	35,392
2	12,835	30,560	69,868	12,835	30,560	69,868	11,297	26,898	62,290
3	7,655	18,227	88,095	7,655	18,227	88,095	10,797	25,707	87,997
4	,821	1,956	90,051	,821	1,956	90,051	,863	2,054	90,051
5	,543	1,292	91,343						
6	,439	1,046	92,389						
7	,384	,913	93,302						
8	,365	,869	94,171						
9	,311	,741	94,911						
10	,269	,640	95,551						
11	,234	,558	96,109						
12	,225	,536	96,646						
13	,207	,494	97,139						
14	,191	,456	97,595						
15	,138	,329	97,924						
16	,115	,274	98,198						
17	,104	,247	98,445						
18	,092	,218	98,663						
19	,088	,209	98,872						
20	,078	,185	99,057						
21	,074	,177	99,234						
22	,054	,129	99,363						
23	,043	,102	99,466						
24	,038	,089	99,555						
25	,034	,082	99,637						
26	,030	,072	99,710						
27	,022	,053	99,763						
28	,021	,051	99,814						
29	,018	,044	99,858						
30	,015	,035	99,893						
31	,013	,032	99,925						
32	,011	,026	99,951						
33	,006	,015	99,966						
34	,006	,013	99,979						
35	,004	,008	99,988						
36	,002	,005	99,993						
37	,002	,004	99,997						
38	,001	,002	99,998						
39	,000	,001	100,000						
40	,000	,000	100,000						
41	3,61E-006	8,60E-006	100,000						
42	7,07E-016	1,68E-015	100,000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
PKK1		,766	,454	
PKK2	,819	-,465		
PKK3		,748	,451	
PKK4	,829	-,463		
PKK5	,630		-,596	
PKK6	,753	-,484		
PKK7	,623	,419	-,622	
PKK8	,786	-,484		
PKK9		,707	,453	
PKK10	,794	-,511		
PKK11	,608	,442	-,623	
PKK12		,711	,425	
PKK13		,740	,483	
PKK14	,810	-,457		
PKK15	,659	,417	-,594	
PKK16	,814	-,472		
PKK17	,518	,453	-,621	
PKK18	,835	-,483		
PKK19	,417	,744	,481	
KO1		,777	,474	
KO2	,756	-,517		
KO3		,716	,472	
KO4	,778	-,463		
KO5	,624		-,619	
KO6	,605	-,532		
KO7	,596	,472	-,582	
KO8	,807	-,419		
KO9		,737	,499	
KO10	,816	-,464		
KO11	,522	,424	-,662	
KO12	,429	,738	,440	
KP1	,606		-,506	-,451
KP2		,527	,418	-,515
KK1		,753	,503	
KK2	,826	-,466		
KK3	,605	,403	-,596	
KK4	,693	-,470		
KK5	,616	,460	-,587	
KK6	,750	-,492		
KK7		,736	,469	
KK8	,844	-,475		
KK9	,587	,448	-,634	

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix[a]

	Component			
	1	2	3	4
PKK1		,955		
PKK2	,957			
PKK3		,905		
PKK4	,949			
PKK5			,934	
PKK6	,922			
PKK7			,961	
PKK8	,936			
PKK9		,915		
PKK10	,948			
PKK11			,961	
PKK12		,883		
PKK13		,931		
PKK14	,934			
PKK15			,954	
PKK16	,952			
PKK17			,922	
PKK18	,979			
PKK19		,966		
KO1		,960		
KO2	,935			
KO3		,920		
KO4	,904			
KO5			,941	
KO6	,825			
KO7			,937	
KO8	,912			
KO9		,958		
KO10	,944			
KO11			,942	
KO12		,940		
KP1			,801	,481
KP2		,741		,552
KK1		,957		
KK2	,953			
KK3			,925	
KK4	,855			
KK5			,945	
KK6	,902			
KK7		,942		
KK8	,973			
KK9			,961	

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3	4
1	,799	,316	,510	,040
2	-,549	,731	,403	,036
3	,245	,603	-,759	,007
4	,015	,043	,030	-,999

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

Lampiran 7b : *KMO dan Barlett's Test*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,754
Bartlett's Test of Sphericity	Approx. Chi-Square	1931,991
	df	136
	Sig.	,000

Communalities

	Initial	Extraction
PKK2	1,000	,937
PKK4	1,000	,920
PKK6	1,000	,843
PKK8	1,000	,887
PKK10	1,000	,910
PKK14	1,000	,888
PKK16	1,000	,938
PKK18	1,000	,970
KO1	1,000	,942
KO3	1,000	,902
KO9	1,000	,942
KO12	1,000	,939
KP1	1,000	,971
KP2	1,000	,979
KK3	1,000	,919
KK5	1,000	,958
KK9	1,000	,967

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7,706	45,330	45,330	7,706	45,330	45,330	7,289	42,876	42,876
2	4,846	28,506	73,836	4,846	28,506	73,836	4,232	24,892	67,768
3	2,644	15,553	89,389	2,644	15,553	89,389	3,541	20,826	88,595
4	,615	3,617	93,007	,615	3,617	93,007	,750	4,412	93,007
5	,229	1,345	94,352						
6	,198	1,167	95,519						
7	,154	,906	96,425						
8	,143	,840	97,265						
9	,112	,661	97,926						
10	,089	,524	98,450						
11	,078	,461	98,912						
12	,054	,317	99,229						
13	,045	,264	99,493						
14	,037	,216	99,709						
15	,024	,141	99,850						
16	,018	,107	99,957						
17	,007	,043	100,000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
PKK2	,931			
PKK4	,931			
PKK6	,870			
PKK8	,903			
PKK10	,910			
PKK14	,911			
PKK16	,937			
PKK18	,950			
KO1		,864	-,406	
KO3		,801	-,402	
KO9		,847	-,419	
KO12		,854		
KP1	,464	,459	,603	-,426
KP2		,701		-,533
KK3	,414	,496	,696	
KK5	,410	,558	,680	
KK9		,542	,715	

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix[a]

	Component			
	1	2	3	4
PKK2	,963			
PKK4	,950			
PKK6	,917			
PKK8	,938			
PKK10	,949			
PKK14	,934			
PKK16	,961			
PKK18	,980			
KO1		,961		
KO3		,936		
KO9		,955		
KO12		,951		
KP1			,813	,521
KP2		,729		,653
KK3			,942	
KK5			,955	
KK9			,969	

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3	4
1	,937	,169	,296	,081
2	-,306	,820	,461	,144
3	-,167	-,529	,832	-,006
4	,033	,137	,087	-,986

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

Lampiran 7c : Reliabilitas Pengukuran Kinerja Komprehensif\

Warnings

The covariance matrix is calculated and used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	68	100,0
	Excluded[a]	0	,0
	Total	68	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,986	,986	8

Item Statistics

	Mean	Std. Deviation	N
PKK2	5,2941	1,06587	68
PKK4	5,3088	1,05459	68
PKK6	5,2206	1,04875	68
PKK8	5,2647	1,07367	68
PKK10	5,2794	1,06288	68
PKK14	5,2353	1,08060	68
PKK16	5,2941	1,06587	68
PKK18	5,2500	1,07029	68

Inter-Item Correlation Matrix

	PKK2	PKK4	PKK6	PKK8	PKK10	PKK14	PKK16	PKK18
PKK2	1,000	,914	,862	,883	,914	,911	,934	,942
PKK4	,914	1,000	,842	,889	,934	,891	,914	,922
PKK6	,862	,842	1,000	,835	,841	,836	,876	,894
PKK8	,883	,889	,835	1,000	,876	,846	,909	,942
PKK10	,914	,934	,841	,876	1,000	,865	,901	,935
PKK14	,911	,891	,836	,846	,865	1,000	,898	,929
PKK16	,934	,914	,876	,909	,901	,898	1,000	,942
PKK18	,942	,922	,894	,942	,935	,929	,942	1,000

The covariance matrix is calculated and used in the analysis.

Inter-Item Covariance Matrix

	PKK2	PKK4	PKK6	PKK8	PKK10	PKK14	PKK16	PKK18
PKK2	1,136	1,027	,964	1,011	1,036	1,049	1,061	1,075
PKK4	1,027	1,112	,931	1,007	1,047	1,016	1,027	1,041
PKK6	,964	,931	1,100	,941	,937	,947	,979	1,004
PKK8	1,011	1,007	,941	1,153	1,000	,982	1,040	1,082
PKK10	1,036	1,047	,937	1,000	1,130	,993	1,021	1,063
PKK14	1,049	1,016	,947	,982	,993	1,168	1,034	1,075
PKK16	1,061	1,027	,979	1,040	1,021	1,034	1,136	1,075
PKK18	1,075	1,041	1,004	1,082	1,063	1,075	1,075	1,146

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
PKK2	36,8529	50,426	,954	,919	,983
PKK4	36,8382	50,705	,945	,915	,983
PKK6	36,9265	51,502	,891	,812	,986
PKK8	36,8824	50,732	,923	,908	,984
PKK10	36,8676	50,684	,938	,918	,984
PKK14	36,9118	50,649	,923	,896	,984
PKK16	36,8529	50,396	,957	,920	,983
PKK18	36,8971	50,034	,979	,970	,982

Lampiran 7d : Reliabilitas Keadilan Organsasi

Warnings

The covariance matrix is calculated and used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	68	100,0
	Excluded[a]	0	,0
	Total	68	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,971	,972	4

Item Statistics

	Mean	Std. Deviation	N
KO1	5,2206	,97499	68
KO3	5,3382	1,01644	68
KO9	5,2647	,98674	68
KO12	5,3382	1,01644	68

Inter-Item Correlation Matrix

	KO1	KO3	KO9	KO12
KO1	1,000	,872	,931	,918
KO3	,872	1,000	,862	,870
KO9	,931	,862	1,000	,921
KO12	,918	,870	,921	1,000

The covariance matrix is calculated and used in the analysis.

Inter-Item Covariance Matrix

	KO1	KO3	KO9	KO12
KO1	,951	,865	,896	,909
KO3	,865	1,033	,864	,899
KO9	,896	,864	,974	,924
KO12	,909	,899	,924	1,033

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KO1	15,9412	8,414	,944	,898	,958
KO3	15,8235	8,416	,891	,795	,973
KO9	15,8971	8,362	,941	,897	,959
KO12	15,8235	8,207	,938	,885	,959

Lampiran 7e : Reliabilitas Kepuasan kerja

Warnings

The covariance matrix is calculated and used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	68	100,0
	Excluded[a]	0	,0
	Total	68	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,639	,642	2

Item Statistics

	Mean	Std. Deviation	N
KP1	4,7500	1,26225	68
KP2	4,8676	1,11843	68

Inter-Item Correlation Matrix

	KP1	KP2
KP1	1,000	,473
KP2	,473	1,000

The covariance matrix is calculated and used in the analysis.

Inter-Item Covariance Matrix

	KP1	KP2
KP1	1,593	,668
KP2	,668	1,251

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KP1	4,8676	1,251	,473	,224	.[a]
KP2	4,7500	1,593	,473	,224	.[a]

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Lampiran 7f : Reliabilitas Kinerja Karyawan

Warnings

The covariance matrix is calculated and used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	68	100,0
	Excluded[a]	0	,0
	Total	68	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,973	,973	3

Item Statistics

	Mean	Std. Deviation	N
KK3	5,2206	1,21981	68
KK5	5,2206	1,16984	68
KK9	5,2353	1,19848	68

Inter-Item Correlation Matrix

	KK3	KK5	KK9
KK3	1,000	,907	,913
KK5	,907	1,000	,952
KK9	,913	,952	1,000

The covariance matrix is calculated and used in the analysis.

Inter-Item Covariance Matrix

	KK3	KK5	KK9
KK3	1,488	1,294	1,335
KK5	1,294	1,369	1,335
KK9	1,335	1,335	1,436

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KK3	10,4559	5,476	,921	,849	,976
KK5	10,4559	5,595	,950	,915	,955
KK9	10,4412	5,444	,955	,921	,951

Lampiran 8 :

Statistik Deskriptif

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean	Std. Deviation
PKK	68	4,00	3,00	7,00	5,2684	1,01557
KO	68	4,00	3,00	7,00	5,2904	,95867
KP	68	5,00	2,00	7,00	4,8088	1,02225
KK	68	4,00	3,00	7,00	5,2255	1,16534
Valid N (listwise)	68					

Lampiran 9 :

Compare Mean

9a.

PKK KO KP KK * JK

JK		PKK	KO	KP	KK
pria	Mean	5,0722	5,1444	4,7222	5,2000
	N	45	45	45	45
	Std. Deviation	,91720	,90216	,91425	1,12006
wanita	Mean	5,6522	5,5761	4,9783	5,2754
	N	23	23	23	23
	Std. Deviation	1,10715	1,02090	1,21054	1,27387
Total	Mean	5,2684	5,2904	4,8088	5,2255
	N	68	68	68	68
	Std. Deviation	1,01557	,95867	1,02225	1,16534

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
PKK	Equal variances assumed	1,991	,163	-2,298	66	,025	-,57995	,25237	-1,08383	-,07607
	Equal variances not assumed			-2,162	37,815	,037	-,57995	,26831	-1,12320	-,03670
KO	Equal variances assumed	,555	,189	-1,785	66	,029	-,43164	,24181	-,91444	,05115
	Equal variances not assumed			-1,714	39,889	,044	-,43164	,25180	-,94059	,07730
KP	Equal variances assumed	2,073	,155	-,977	66	,332	-,25604	,26211	-,77937	,26729
	Equal variances not assumed			-,893	35,201	,378	-,25604	,28686	-,83828	,32620
KK	Equal variances assumed	,428	,515	-,251	66	,803	-,07536	,30081	-,67595	,52523
	Equal variances not assumed			-,240	39,720	,811	-,07536	,31374	-,70959	,55887

9b.

PKK KO KP KK * Usia

Usia		PKK	KO	KP	KK
21-30	Mean	5,1667	5,1333	4,7333	5,0000
	N	15	15	15	15
	Std. Deviation	,82736	1,32916	,90370	1,20185
31-40	Mean	5,3015	5,3971	4,8676	5,4216
	N	34	34	34	34
	Std. Deviation	1,14155	,79563	1,09620	1,26680
>40	Mean	5,2895	5,2237	4,7632	5,0526
	N	19	19	19	19
	Std. Deviation	,95202	,91627	1,01883	,91802
Total	Mean	5,2684	5,2904	4,8088	5,2255
	N	68	68	68	68
	Std. Deviation	1,01557	,95867	1,02225	1,16534

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PKK	Between Groups	,201	2	,100	,095	,910
	Within Groups	68,901	65	1,060		
	Total	69,102	67			
KO	Between Groups	,841	2	,421	,450	,639
	Within Groups	60,735	65	,934		
	Total	61,576	67			
KP	Between Groups	,243	2	,121	,113	,893
	Within Groups	69,772	65	1,073		
	Total	70,015	67			
KK	Between Groups	2,638	2	1,319	,970	,384
	Within Groups	88,349	65	1,359		
	Total	90,987	67			

9c.

PKK KO KP KK * TP

TP		PKK	KO	KP	KK
S1	Mean	5,2357	5,2295	4,7623	5,1803
	N	61	61	61	61
	Std. Deviation	1,02447	,97286	1,03524	1,16201
S2	Mean	5,5536	5,8214	5,2143	5,6190
	N	7	7	7	7
	Std. Deviation	,95704	,65692	,85912	1,20844
Total	Mean	5,2684	5,2904	4,8088	5,2255
	N	68	68	68	68
	Std. Deviation	1,01557	,95867	1,02225	1,16534

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
PKK	Equal variances assumed	,032	,858	-,782	66	,437	-,31792	,40645	-1,12943	,49359
	Equal variances not assumed			-,826	7,668	,434	-,31792	,38477	-1,21193	,57610
KO	Equal variances assumed	2,230	,140	-1,564	66	,123	-,59192	,37851	-1,34764	,16379
	Equal variances not assumed			-2,131	9,341	,061	-,59192	,27779	-1,21684	,03300
KP	Equal variances assumed	,249	,619	-1,110	66	,271	-,45199	,40724	-1,26507	,36108
	Equal variances not assumed			-1,289	8,143	,233	-,45199	,35073	-1,25830	,35432
KK	Equal variances assumed	,465	,498	-,943	66	,349	-,43872	,46543	-1,36798	,49054
	Equal variances not assumed			-,913	7,333	,390	-,43872	,48037	-1,56425	,68681

9d.

PKK KO KP KK * LB

LB		PKK	KO	KP	KK
1-5	Mean	5,4922	5,2500	4,8750	5,1042
	N	16	16	16	16
	Std. Deviation	,89031	1,18322	,90370	1,23360
6-10	Mean	4,9929	5,2714	4,7429	5,2762
	N	35	35	35	35
	Std. Deviation	1,08463	,90824	1,07356	1,25111
11-15	Mean	6,0750	5,1500	4,9000	5,3333
	N	5	5	5	5
	Std. Deviation	,39131	1,54717	,82158	,84984
>15	Mean	5,4375	5,4583	4,8750	5,1944
	N	12	12	12	12
	Std. Deviation	,93161	,47474	1,18944	1,02945
Total	Mean	5,2684	5,2904	4,8088	5,2255
	N	68	68	68	68
	Std. Deviation	1,01557	,95867	1,02225	1,16534

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PKK	Between Groups	7,055	3	2,352	2,426	,074
	Within Groups	62,047	64	,969		
	Total	69,102	67			
KO	Between Groups	,476	3	,159	,166	,919
	Within Groups	61,101	64	,955		
	Total	61,576	67			
KP	Between Groups	,316	3	,105	,097	,961
	Within Groups	69,698	64	1,089		
	Total	70,015	67			
KK	Between Groups	,395	3	,132	,093	,964
	Within Groups	90,592	64	1,415		
	Total	90,987	67			

9e.

PKK KO KP KK * Jabatan

Jabatan		PKK	KO	KP	KK
Top	Mean	5,5500	5,1500	4,3000	5,0000
	N	5	5	5	5
	Std. Deviation	1,06654	1,31814	1,68077	1,22474
Middle	Mean	5,3006	5,3452	4,7976	5,1825
	N	42	42	42	42
	Std. Deviation	1,10675	,86594	,94391	1,15986
Low	Mean	5,1369	5,2143	4,9524	5,3651
	N	21	21	21	21
	Std. Deviation	,82244	1,08480	1,01125	1,20603
Total	Mean	5,2684	5,2904	4,8088	5,2255
	N	68	68	68	68
	Std. Deviation	1,01557	,95867	1,02225	1,16534

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PKK	Between Groups	,803	2	,402	,382	,684
	Within Groups	68,299	65	1,051		
	Total	69,102	67			
KO	Between Groups	,347	2	,173	,184	,832
	Within Groups	61,230	65	,942		
	Total	61,576	67			
KP	Between Groups	1,733	2	,866	,825	,443
	Within Groups	68,282	65	1,050		
	Total	70,015	67			
KK	Between Groups	,741	2	,370	,267	,767
	Within Groups	90,246	65	1,388		
	Total	90,987	67			

Lampiran 10 :

Hasil Uji *Notes for Model*

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments:	10
Number of distinct parameters to be estimated:	9
Degrees of freedom (10 - 9):	1

Result (Default model)

Minimum was achieved
Chi-square = ,167
Degrees of freedom = 1
Probability level = ,682

Lampiran 11 :

Hasil Uji *Goodness of Fit*

11a.

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	9	,167	1	,682	,167
Saturated model	10	,000	0		
Independence model	4	58,937	6	,000	9,823

11b.

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,014	,999	,988	,100
Saturated model	,000	1,000		
Independence model	,314	,706	,510	,424

11c.

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,997	,983	1,014	1,094	1,000
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

11d.

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,167	,166	,167
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

11e.

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,000	,000	,241	,707
Independence model	,363	,282	,450	,000

Lampiran 12 :

Hasil Pengujian Hipotesis

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
KO	<---	PKK	,026	,115	,225	,822	
KP	<---	PKK	,229	,100	2,280	,023	
KP	<---	KO	,562	,106	5,294	***	
KK	<---	KO	-,068	,139	-,492	,622	
KK	<---	KP	,728	,130	5,586	***	

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Lampiran 13 :

Uji Regresi Linear Sederhana

13a. Pengukuran Kinerja Komprehensif terhadap Keadilan Organisasi

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	PKK[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: KO

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,027[a]	,001	-,014	,96554

a. Predictors: (Constant), PKK

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,047	1	,047	,050	,824[a]
	Residual	61,530	66	,932		
	Total	61,576	67			

a. Predictors: (Constant), PKK

b. Dependent Variable: KO

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,154	,623		8,272	,000
	PKK	,026	,116	,027	,223	,824

a. Dependent Variable: KO

13b. Perbandingan Pengukuran Kinerja Komprehensif terhadap Keadilan Organisasi

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	PKK[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: KO

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,992[a]	,984	,984	,08271

a. Predictors: (Constant), PKK

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27,995	1	27,995	4092,077	,000[a]
	Residual	,452	66	,007		
	Total	28,446	67			

a. Predictors: (Constant), PKK

b. Dependent Variable: KO

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,244	,079		3,083	,003
	PKK	,955	,015	,992	63,969	,000

a. Dependent Variable: KO

Lampiran 14 :

Data Responden

Lampiran 15 :

Distribusi Jawaban Responden