

LAMPIRAN

Validitas dan Reliability persepsi terhadap Perjanjian Kerja Bersama (PKB) putaran 1

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	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
,964	,970	24

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2,942	2,450	3,325	,875	1,357	,109	24

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
kb1	67,40	120,708	,916	.	,960
kb2	67,28	124,410	,843	.	,961
kb3	67,45	120,203	,897	.	,960
kb4	68,00	128,308	,835	.	,962
kb5	67,30	123,036	,896	.	,961
kb6	67,35	122,592	,858	.	,961
kb7	67,53	118,563	,899	.	,961
kb8	67,73	134,153	,473	.	,964
kb9	67,35	122,592	,858	.	,961
kb10	68,03	129,307	,736	.	,962
kb11	67,40	120,708	,916	.	,960
kb12	67,28	124,410	,843	.	,961
kb13	67,85	131,669	,604	.	,963
kb14	67,28	123,076	,934	.	,960
kb15	67,98	129,461	,738	.	,962
kb16	67,28	123,076	,934	.	,960
kb17	67,75	155,115	-,833	.	,980
kb18	68,15	126,746	,964	.	,961
kb19	67,98	129,461	,738	.	,962
kb20	68,03	129,307	,736	.	,962
kb21	67,98	129,461	,738	.	,962
kb22	68,15	126,746	,964	.	,961
kb23	67,98	129,461	,738	.	,962
kb24	67,35	122,592	,858	.	,961

Inter-Item Correlation Matrix

	kb1	kb2	kb3	kb4	kb5	kb6	kb7	kb8	kb9	kb10	kb11	kb12	kb13	kb14	kb15	kb16	kb17	kb18	kb19	kb20	kb21	kb22	kb23	kb24
kb1	1,000	,916	,859	,829	,758	,843	,739	,558	,843	,523	1,000	,916	,853	,916	,509	,916	-,750	,891	,509	,523	,509	,891	,509	,843
kb2	,916	1,000	,901	,760	,720	,940	,666	,179	,940	,408	,916	1,000	,695	,734	,367	,734	-,815	,891	,367	,408	,367	,891	,367	,940
kb3	,859	,901	1,000	,862	,870	,899	,772	,244	,899	,566	,859	,901	,575	,772	,560	,772	-,794	,901	,560	,566	,560	,901	,560	,899
kb4	,829	,760	,862	1,000	,772	,799	,668	,463	,799	,434	,829	,760	,707	,760	,527	,760	-,562	,739	,527	,434	,527	,739	,527	,799
kb5	,758	,720	,870	,772	1,000	,776	,867	,370	,776	,786	,758	,720	,404	,823	,759	,823	-,788	,867	,759	,786	,759	,867	,759	,776
kb6	,843	,940	,899	,799	,776	1,000	,708	,123	1,000	,478	,843	,940	,565	,702	,455	,702	-,784	,885	,455	,478	,455	,885	,455	1,000
kb7	,739	,666	,772	,668	,867	,708	1,000	,436	,708	,883	,739	,666	,356	,862	,893	,862	-,772	,897	,893	,883	,893	,897	,893	,708
kb8	,558	,179	,244	,463	,370	,123	,436	1,000	,123	,440	,558	,179	,655	,731	,488	,731	-,155	,342	,488	,440	,488	,342	,488	,123
kb9	,843	,940	,899	,799	,776	1,000	,708	,123	1,000	,478	,843	,940	,565	,702	,455	,702	-,784	,885	,455	,478	,455	,885	,455	1,000
kb10	,523	,408	,566	,434	,786	,478	,883	,440	,478	1,000	,523	,408	,088	,777	,901	,777	-,885	,778	,901	1,000	,901	,778	,901	,478
kb11	1,000	,916	,859	,829	,758	,843	,739	,558	,843	,523	1,000	,916	,853	,916	,509	,916	-,750	,891	,509	,523	,509	,891	,509	,843
kb12	,916	1,000	,901	,760	,720	,940	,666	,179	,940	,408	,916	1,000	,695	,734	,367	,734	-,815	,891	,367	,408	,367	,891	,367	,940
kb13	,853	,695	,575	,707	,404	,565	,356	,655	,565	,088	,853	,695	1,000	,695	,149	,695	-,372	,522	,149	,088	,149	,522	,149	,565
kb14	,916	,734	,772	,760	,823	,702	,862	,731	,702	,777	,916	,734	,695	1,000	,744	1,000	-,729	,891	,744	,777	,744	,891	,744	,702
kb15	,509	,367	,560	,527	,759	,455	,893	,488	,455	,901	,509	,367	,149	,744	1,000	,744	-,560	,701	1,000	,901	1,000	,701	1,000	,455
kb16	,916	,734	,772	,760	,823	,702	,862	,731	,702	,777	,916	,734	,695	1,000	,744	1,000	-,729	,891	,744	,777	,744	,891	,744	,702
kb17	-,750	-,815	-,794	-,562	-,788	-,784	-,772	-,155	-,784	-,685	-,750	-,815	-,372	-,729	-,560	-,729	1,000	-,901	-,560	-,685	-,560	-,901	-,560	-,784
kb18	,891	,891	,901	,739	,887	,885	,897	,342	,885	,778	,891	,891	,522	,891	,701	,891	-,901	1,000	,701	,778	,701	1,000	,701	,885
kb19	,509	,367	,560	,527	,759	,455	,893	,488	,455	,901	,509	,367	,149	,744	1,000	,744	-,560	,701	1,000	,901	1,000	,701	1,000	,455
kb20	,523	,408	,566	,434	,786	,478	,883	,440	,478	1,000	,523	,408	,088	,777	,901	,777	-,685	,778	,901	1,000	,901	,778	,901	,478
kb21	,509	,367	,560	,527	,759	,455	,893	,488	,455	,901	,509	,367	,149	,744	1,000	,744	-,560	,701	1,000	,901	1,000	,701	1,000	,455
kb22	,891	,891	,901	,739	,887	,885	,897	,342	,885	,778	,891	,891	,522	,891	,701	,891	-,901	1,000	,701	,778	,701	1,000	,701	,885
kb23	,509	,367	,560	,527	,759	,455	,893	,488	,455	,901	,509	,367	,149	,744	1,000	,744	-,560	,701	1,000	,901	1,000	,701	1,000	,455
kb24	,843	,940	,899	,799	,776	1,000	,708	,123	1,000	,478	,843	,940	,565	,702	,455	,702	-,784	,885	,455	,478	,455	,885	,455	1,000

The covariance matrix is calculated and used in the analysis.

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2,942	2,450	3,325	,875	1,357	,109	24
Item Variances	,438	,112	,892	,779	7,949	,048	24
Inter-Item Covariances	,231	-,629	,677	1,306	-1,075	,059	24
Inter-Item Correlations	,576	-,901	1,000	1,901	-1,109	,192	24

The covariance matrix is calculated and used in the analysis.

Descriptives Persepsi terhadap Perjanjian Kerja Bersama Putaran 1

	N	Minimum	Maximum	Mean	Std. Deviation
kb1	40	2	4	3,20	,823
kb2	40	2	4	3,33	,694
kb3	40	2	4	3,15	,864
kb4	40	2	3	2,60	,496
kb5	40	2	4	3,30	,723
kb6	40	2	4	3,25	,776
kb7	40	2	4	3,08	,944
kb8	40	2	3	2,88	,335
kb9	40	2	4	3,25	,776
kb10	40	2	3	2,58	,501
kb11	40	2	4	3,20	,823
kb12	40	2	4	3,33	,694
kb13	40	2	3	2,75	,439
kb14	40	2	4	3,33	,694
kb15	40	2	3	2,63	,490
kb16	40	2	4	3,33	,694
kb17	40	2	4	2,85	,864
kb18	40	2	3	2,45	,504
kb19	40	2	3	2,63	,490
kb20	40	2	3	2,58	,501
kb21	40	2	3	2,63	,490
kb22	40	2	3	2,45	,504
kb23	40	2	3	2,63	,490
kb24	40	2	4	3,25	,776
Valid N (listwise)	40				

Validitas dan Reliability Persepsi terhadap Perjanjian Kerja Bersama putaran 2

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	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
,980	,981	23

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2,946	2,450	3,325	,875	1,357	,114	23

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
kb1	64,55	136,818	,915	.	,978
kb2	64,43	140,610	,852	.	,978
kb3	64,60	136,195	,901	.	,978
kb4	65,15	145,003	,826	.	,979
kb5	64,45	139,228	,900	.	,978
kb6	64,50	138,718	,864	.	,978
kb7	64,68	134,481	,901	.	,978
kb8	64,88	151,240	,457	.	,981
kb9	64,50	138,718	,864	.	,978
kb10	65,18	145,892	,742	.	,979
kb11	64,55	136,818	,915	.	,978
kb12	64,43	140,610	,852	.	,978
kb13	65,00	148,564	,595	.	,980
kb14	64,43	139,379	,931	.	,978
kb15	65,13	146,163	,735	.	,979
kb16	64,43	139,379	,931	.	,978
kb18	65,30	143,138	,972	.	,978
kb19	65,13	146,163	,735	.	,979
kb20	65,18	145,892	,742	.	,979
kb21	65,13	146,163	,735	.	,979
kb22	65,30	143,138	,972	.	,978
kb23	65,13	146,163	,735	.	,979
kb24	64,50	138,718	,864	.	,978

Inter-Item Correlation Matrix

	kb1	kb2	kb3	kb4	kb5	kb6	kb7	kb8	kb9	kb10	kb11	kb12	kb13	kb14	kb15	kb16	kb18	kb19	kb20	kb21	kb22	kb23	kb24
kb1	1,000	,916	,859	,829	,758	,843	,739	,558	,843	,523	1,000	,916	,853	,916	,509	,916	,891	,509	,523	,509	,891	,509	,843
kb2	,916	1,000	,901	,760	,720	,940	,666	,179	,940	,408	,916	1,000	,695	,734	,367	,734	,891	,367	,408	,367	,891	,367	,940
kb3	,859	,901	1,000	,862	,870	,899	,772	,244	,899	,566	,859	,901	,575	,772	,560	,772	,901	,560	,566	,560	,901	,560	,899
kb4	,829	,760	,862	1,000	,772	,799	,668	,463	,799	,434	,829	,760	,707	,760	,527	,760	,739	,527	,434	,527	,739	,527	,799
kb5	,758	,720	,870	,772	1,000	,776	,867	,370	,776	,786	,758	,720	,404	,823	,759	,823	,887	,759	,786	,759	,887	,759	,776
kb6	,843	,940	,899	,799	,776	1,000	,708	,123	1,000	,478	,843	,940	,565	,702	,455	,702	,885	,455	,478	,455	,885	,455	1,000
kb7	,739	,666	,772	,668	,867	,708	1,000	,436	,708	,883	,739	,666	,356	,862	,893	,862	,897	,893	,883	,893	,897	,893	,708
kb8	,558	,179	,244	,463	,370	,123	,436	1,000	,123	,440	,558	,179	,655	,731	,488	,731	,342	,488	,440	,488	,342	,488	,123
kb9	,843	,940	,899	,799	,776	1,000	,708	,123	1,000	,478	,843	,940	,565	,702	,455	,702	,885	,455	,478	,455	,885	,455	1,000
kb10	,523	,408	,566	,434	,786	,478	,883	,440	,478	1,000	,523	,408	,088	,777	,901	,777	,778	,901	1,000	,901	,778	,901	,478
kb11	1,000	,916	,859	,829	,758	,843	,739	,558	,843	,523	1,000	,916	,853	,916	,509	,916	,891	,509	,523	,509	,891	,509	,843
kb12	,916	1,000	,901	,760	,720	,940	,666	,179	,940	,408	,916	1,000	,695	,734	,367	,734	,891	,367	,408	,367	,891	,367	,940
kb13	,853	,695	,575	,707	,404	,565	,356	,655	,565	,088	,853	,695	1,000	,695	,149	,695	,522	,149	,088	,149	,522	,149	,565
kb14	,916	,734	,772	,760	,823	,702	,862	,731	,702	,777	,916	,734	,695	1,000	,744	1,000	,891	,744	,777	,744	,891	,744	,702
kb15	,509	,367	,560	,527	,759	,455	,893	,488	,455	,901	,509	,367	,149	,744	1,000	,744	,701	1,000	,901	1,000	,701	1,000	,455
kb16	,916	,734	,772	,760	,823	,702	,862	,731	,702	,777	,916	,734	,695	1,000	,744	1,000	,891	,744	,777	,744	,891	,744	,702
kb18	,891	,891	,901	,739	,887	,885	,897	,342	,885	,778	,891	,891	,522	,891	,701	,891	1,000	,701	,778	,701	1,000	,701	,885
kb19	,509	,367	,560	,527	,759	,455	,893	,488	,455	,901	,509	,367	,149	,744	1,000	,744	,701	1,000	,901	1,000	,701	1,000	,455
kb20	,523	,408	,566	,434	,786	,478	,883	,440	,478	1,000	,523	,408	,088	,777	,901	,777	,778	,901	1,000	,901	,778	,901	,478
kb21	,509	,367	,560	,527	,759	,455	,893	,488	,455	,901	,509	,367	,149	,744	1,000	,744	,701	1,000	,901	1,000	,701	1,000	,455
kb22	,891	,891	,901	,739	,887	,885	,897	,342	,885	,778	,891	,891	,522	,891	,701	,891	1,000	,701	,778	,701	1,000	,701	,885
kb23	,509	,367	,560	,527	,759	,455	,893	,488	,455	,901	,509	,367	,149	,744	1,000	,744	,701	1,000	,901	1,000	,701	1,000	,455
kb24	,843	,940	,899	,799	,776	1,000	,708	,123	1,000	,478	,843	,940	,565	,702	,455	,702	,885	,455	,478	,455	,885	,455	1,000

The covariance matrix is calculated and used in the analysis.

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2,946	2,450	3,325	,875	1,357	,114	23
Item Variances	,425	,112	,892	,779	7,949	,046	23
Inter-Item Covariance	,287	,019	,677	,658	35,200	,024	23
Inter-Item Correlation	,690	,088	1,000	,912	11,416	,048	23

The covariance matrix is calculated and used in the analysis.

Descriptives Persepsi terhadap Perjanjian Kerja Bersama Putaran 2

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
kb1	40	2	4	3,20	,823
kb2	40	2	4	3,33	,694
kb3	40	2	4	3,15	,864
kb4	40	2	3	2,60	,496
kb5	40	2	4	3,30	,723
kb6	40	2	4	3,25	,776
kb7	40	2	4	3,08	,944
kb8	40	2	3	2,88	,335
kb9	40	2	4	3,25	,776
kb10	40	2	3	2,58	,501
kb11	40	2	4	3,20	,823
kb12	40	2	4	3,33	,694
kb13	40	2	3	2,75	,439
kb14	40	2	4	3,33	,694
kb15	40	2	3	2,63	,490
kb16	40	2	4	3,33	,694
kb18	40	2	3	2,45	,504
kb19	40	2	3	2,63	,490
kb20	40	2	3	2,58	,501
kb21	40	2	3	2,63	,490
kb22	40	2	3	2,45	,504
kb23	40	2	3	2,63	,490
kb24	40	2	4	3,25	,776
Valid N (listwise)	40				

		Correlations						Correlations					
		kb1	kb2	kb3	kb4	kb5	kb6	kb7	kb8	kb9	kb10	kb11	kb12
b1	Pearson Correlation Sig. (2-tailed) N	1 .000 40	.916** .000 40	.859** .000 40	.829** .000 40	.758** .000 40	.843** .000 40	.739** .000 40	.558** .000 40	.843** .000 40	.523** .001 40	1.000** .000 40	.916** .000 40
b2	Pearson Correlation Sig. (2-tailed) N	.916** .000 40	1 .000 40	.901** .000 40	.760** .000 40	.720** .000 40	.940** .000 40	.666** .000 40	.179 .268 40	.940** .000 40	.408** .009 40	.916** .000 40	1.000** .000 40
b3	Pearson Correlation Sig. (2-tailed) N	.859** .000 40	.901** .000 40	1 .000 40	.862** .000 40	.870** .000 40	.899** .000 40	.772** .000 40	.244 .130 40	.899** .000 40	.566** .000 40	.859** .000 40	.901** .000 40
b4	Pearson Correlation Sig. (2-tailed) N	.829** .000 40	.760** .000 40	.862** .000 40	1 .000 40	.772** .000 40	.799** .000 40	.668** .000 40	.463** .003 40	.799** .000 40	.434** .005 40	.829** .000 40	.760** .000 40
b5	Pearson Correlation Sig. (2-tailed) N	.758** .000 40	.720** .000 40	.870** .000 40	.772** .000 40	1 .000 40	.776** .000 40	.867** .000 40	.370** .019 40	.776** .000 40	.786** .000 40	.758** .000 40	.720** .000 40
b6	Pearson Correlation Sig. (2-tailed) N	.843** .000 40	.940** .000 40	.899** .000 40	.799** .000 40	.776** .000 40	1 .000 40	.708** .000 40	.123 .449 40	1.000** .000 40	.478** .002 40	.843** .000 40	.940** .000 40
b7	Pearson Correlation Sig. (2-tailed) N	.739** .000 40	.666** .000 40	.772** .000 40	.668** .000 40	.867** .000 40	.708** .000 40	1 .000 40	.436** .005 40	.708** .000 40	.883** .000 40	.739** .000 40	.666** .000 40
b8	Pearson Correlation Sig. (2-tailed) N	.558** .000 40	.179 .268 40	.244 .130 40	.463** .003 40	.370** .019 40	.123 .449 40	.436** .005 40	1 .000 40	.123 .449 40	.440** .005 40	.558** .000 40	.179 .268 40
b9	Pearson Correlation Sig. (2-tailed) N	.843** .000 40	.940** .000 40	.899** .000 40	.799** .000 40	.776** .000 40	1.000** .000 40	.708** .000 40	.123 .449 40	1 .000 40	.478** .002 40	.843** .000 40	.940** .000 40
b10	Pearson Correlation Sig. (2-tailed) N	.523** .001 40	.408** .009 40	.566** .000 40	.434** .005 40	.786** .000 40	.478** .002 40	.883** .000 40	.440** .005 40	.478** .002 40	1 .000 40	.523** .001 40	.408** .009 40
b11	Pearson Correlation Sig. (2-tailed) N	1.000** .000 40	.916** .000 40	.859** .000 40	.829** .000 40	.758** .000 40	.843** .000 40	.739** .000 40	.558** .000 40	.843** .000 40	.523** .001 40	1 .000 40	.916** .000 40
b12	Pearson Correlation Sig. (2-tailed) N	.916** .000 40	1.000** .000 40	.901** .000 40	.760** .000 40	.720** .000 40	.940** .000 40	.666** .000 40	.179 .268 40	.940** .000 40	.408** .009 40	.916** .000 40	1 .000 40
b13	Pearson Correlation Sig. (2-tailed) N	.853** .000 40	.695** .000 40	.575** .000 40	.707** .000 40	.404** .010 40	.565** .000 40	.356** .024 40	.655** .000 40	.565** .000 40	.088 .591 40	.853** .000 40	.695** .000 40
b14	Pearson Correlation Sig. (2-tailed) N	.916** .000 40	.734** .000 40	.772** .000 40	.760** .000 40	.823** .000 40	.702** .000 40	.862** .000 40	.731** .000 40	.702** .000 40	.777** .000 40	.916** .000 40	.734** .000 40
b15	Pearson Correlation Sig. (2-tailed) N	.509** .001 40	.367** .020 40	.560** .000 40	.527** .000 40	.759** .000 40	.455** .003 40	.893** .000 40	.488** .001 40	.455** .003 40	.901** .000 40	.509** .001 40	.367** .020 40
b16	Pearson Correlation Sig. (2-tailed) N	.916** .000 40	.734** .000 40	.772** .000 40	.760** .000 40	.823** .000 40	.702** .000 40	.862** .000 40	.731** .000 40	.702** .000 40	.777** .000 40	.916** .000 40	.734** .000 40
b17	Pearson Correlation Sig. (2-tailed) N	-.750** .000 40	-.815** .000 40	-.794** .000 40	-.562** .000 40	-.788** .000 40	-.784** .000 40	-.772** .000 40	-.155 .339 40	-.784** .000 40	-.685** .000 40	-.750** .000 40	-.815** .000 40
b18	Pearson Correlation Sig. (2-tailed) N	.891** .000 40	.891** .000 40	.901** .000 40	.739** .000 40	.887** .000 40	.885** .000 40	.897** .000 40	.342** .031 40	.885** .000 40	.778** .000 40	.891** .000 40	.891** .000 40
b19	Pearson Correlation Sig. (2-tailed) N	.509** .001 40	.367** .020 40	.560** .000 40	.527** .000 40	.759** .000 40	.455** .003 40	.893** .000 40	.488** .001 40	.455** .003 40	.901** .000 40	.509** .001 40	.367** .020 40
b20	Pearson Correlation Sig. (2-tailed) N	.523** .001 40	.408** .009 40	.566** .000 40	.434** .005 40	.786** .000 40	.478** .002 40	.883** .000 40	.440** .005 40	.478** .002 40	1.000** .000 40	.523** .001 40	.408** .009 40
b21	Pearson Correlation Sig. (2-tailed) N	.509** .001 40	.367** .020 40	.560** .000 40	.527** .000 40	.759** .000 40	.455** .003 40	.893** .000 40	.488** .001 40	.455** .003 40	.901** .000 40	.509** .001 40	.367** .020 40
b22	Pearson Correlation Sig. (2-tailed) N	.891** .000 40	.891** .000 40	.901** .000 40	.739** .000 40	.887** .000 40	.885** .000 40	.897** .000 40	.342** .031 40	.885** .000 40	.778** .000 40	.891** .000 40	.891** .000 40
b23	Pearson Correlation Sig. (2-tailed) N	.509** .001 40	.367** .020 40	.560** .000 40	.527** .000 40	.759** .000 40	.455** .003 40	.893** .000 40	.488** .001 40	.455** .003 40	.901** .000 40	.509** .001 40	.367** .020 40
b24	Pearson Correlation Sig. (2-tailed) N	.843** .000 40	.940** .000 40	.899** .000 40	.799** .000 40	.776** .000 40	1.000** .000 40	.708** .000 40	.123 .449 40	1.000** .000 40	.478** .002 40	.843** .000 40	.940** .000 40

ANOVA^a

		Sum of Squares	df	Mean Square	F	Sig
Between People		224,150	39	5,747		
Within People	Between Items	100,633	23	4,375	21,106	,000
	Residual	185,950	897	,207		
	Total	286,583	920	,312		
Total		510,733	959	,533		

Grand Mean = 2,9417

a. The covariance matrix is calculated and used in the analysis.

Intraclass Correlation Coefficient

	Intraclass Correlation ^a	95% Confidence Interval	
		Lower Bound	Upper Bound
Single Measures	,527 ^b	,420	,652
Average Measures	,964 ^c	,946	,978

Two-way mixed effects model where people effects are random and measures effects are fixed.

Intraclass Correlation Coefficient

	F Test with True Value 0			
	Value	df1	df2	Sig
Single Measures	27,725	39,0	897	,000
Average Measures	27,725	39,0	897	,000

Two-way mixed effects model where people effects are random and measures effects are fixed.

a. Type C intraclass correlation coefficients using a consistency definition-the between-measure variance is excluded from the denominator variance.

b. The estimator is the same, whether the interaction effect is present or not.

c. This estimate is computed assuming the interaction effect is absent, because it is not estimable otherwise.

Correlations

Correlations

		pkb	motivasi
pkb	Pearson Correlation	1	,884**
	Sig. (2-tailed)		,000
	N	40	40
motivasi	Pearson Correlation	,884**	1
	Sig. (2-tailed)	,000	
	N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Validitas dan Reliability Motivasi Berprestasi putaran 1

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	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
,975	,980	24

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2,961	2,500	3,450	,950	1,380	,139	24

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
mt1	67,83	138,917	,940	.	,973
mt2	67,63	145,061	,891	.	,973
mt3	67,88	138,369	,918	.	,973
mt4	68,48	147,333	,884	.	,974
mt5	67,73	142,204	,882	.	,973
mt6	67,70	143,190	,862	.	,973
mt7	68,03	135,410	,952	.	,973
mt8	68,28	151,897	,617	.	,975
mt9	67,70	143,190	,862	.	,973
mt10	68,53	147,128	,887	.	,974
mt11	67,83	138,917	,940	.	,973
mt12	67,63	145,061	,891	.	,973
mt13	68,33	150,840	,668	.	,975
mt14	67,78	139,922	,945	.	,973
mt15	68,50	147,282	,880	.	,974
mt16	67,78	139,922	,945	.	,973
mt17	68,28	172,410	-,742	.	,986
mt18	68,58	146,046	,974	.	,973
mt19	68,50	147,282	,880	.	,974
mt20	68,53	147,128	,887	.	,974
mt21	68,50	147,282	,880	.	,974
mt22	68,58	146,046	,974	.	,973
mt23	68,50	147,282	,880	.	,974
mt24	67,70	143,190	,862	.	,973

Inter-Item Correlation Matrix

	mt1	mt2	mt3	mt4	mt5	mt6	mt7	mt8	mt9	mt10	mt11	mt12	mt13	mt14	mt15	mt16	mt17	mt18	mt19	mt20	mt21	mt22	mt23	mt24
mt1	1,000	,895	,865	,862	,768	,791	,852	,754	,791	,758	1,000	,895	,870	,965	,747	,965	-.645	,905	,747	,758	,747	,905	,747	,791
mt2	,895	1,000	,895	,796	,800	,929	,832	,382	,929	,690	,895	1,000	,637	,793	,656	,793	-.759	,933	,656	,690	,656	,933	,656	,929
mt3	,865	,895	1,000	,890	,877	,865	,872	,473	,865	,784	,865	,895	,596	,830	,777	,830	-.705	,918	,777	,784	,777	,918	,777	,865
mt4	,862	,796	,890	1,000	,815	,807	,776	,612	,807	,698	,862	,796	,707	,836	,743	,836	-.559	,816	,743	,698	,743	,816	,743	,807
mt5	,768	,800	,877	,815	1,000	,828	,895	,413	,828	,851	,768	,800	,437	,784	,832	,784	-.745	,895	,832	,851	,832	,895	,832	,828
mt6	,791	,929	,865	,807	,828	1,000	,821	,269	1,000	,704	,791	,929	,477	,713	,681	,713	-.720	,898	,681	,704	,681	,898	,681	1,000
mt7	,852	,832	,872	,776	,895	,821	1,000	,539	,821	,976	,852	,832	,504	,901	,927	,901	-.776	,976	,927	,976	,927	,976	,927	,821
mt8	,754	,382	,473	,612	,413	,269	,539	1,000	,269	,553	,754	,382	,866	,832	,582	,832	-.217	,500	,582	,553	,582	,500	,582	,269
mt9	,791	,929	,865	,807	,828	1,000	,821	,269	1,000	,704	,791	,929	,477	,713	,681	,713	-.720	,898	,681	,704	,681	,898	,681	1,000
mt10	,758	,690	,784	,698	,851	,704	,976	,553	,704	1,000	,758	,690	,406	,862	,950	,862	-.712	,905	,950	1,000	,950	,905	,950	,704
mt11	1,000	,895	,865	,862	,768	,791	,852	,754	,791	,758	1,000	,895	,870	,965	,747	,965	-.645	,905	,747	,758	,747	,905	,747	,791
mt12	,895	1,000	,895	,796	,800	,929	,832	,382	,929	,690	,895	1,000	,637	,793	,656	,793	-.759	,933	,656	,690	,656	,933	,656	,929
mt13	,870	,637	,596	,707	,437	,477	,504	,866	,477	,406	,870	,637	1,000	,813	,438	,813	-.309	,577	,438	,406	,438	,577	,438	,477
mt14	,965	,793	,830	,836	,784	,713	,901	,832	,713	,862	,965	,793	,813	1,000	,848	1,000	-.625	,896	,848	,862	,848	,896	,848	,713
mt15	,747	,656	,777	,743	,832	,681	,927	,582	,681	,950	,747	,656	,438	,848	1,000	,848	-.635	,860	1,000	,950	1,000	,860	1,000	,681
mt16	,965	,793	,830	,836	,784	,713	,901	,832	,713	,862	,965	,793	,813	1,000	,848	1,000	-.625	,896	,848	,862	,848	,896	,848	,713
mt17	-.645	-.759	-.705	-.559	-.745	-.720	-.776	-.217	-.720	-.712	-.645	-.759	-.309	-.625	-.635	-.625	1,000	-.802	-.635	-.712	-.635	-.802	-.635	-.720
mt18	,905	,933	,918	,816	,895	,898	,976	,500	,898	,905	,905	,933	,577	,896	,860	,896	-.802	1,000	,860	,905	,860	1,000	,860	,898
mt19	,747	,656	,777	,743	,832	,681	,927	,582	,681	,950	,747	,656	,438	,848	1,000	,848	-.635	,860	1,000	,950	1,000	,860	1,000	,681
mt20	,758	,690	,784	,698	,851	,704	,976	,553	,704	1,000	,758	,690	,406	,862	,950	,862	-.712	,905	,950	1,000	,950	,905	,950	,704
mt21	,747	,656	,777	,743	,832	,681	,927	,582	,681	,950	,747	,656	,438	,848	1,000	,848	-.635	,860	1,000	,950	1,000	,860	1,000	,681
mt22	,905	,933	,918	,816	,895	,898	,976	,500	,898	,905	,905	,933	,577	,896	,860	,896	-.802	1,000	,860	,905	,860	1,000	,860	,898
mt23	,747	,656	,777	,743	,832	,681	,927	,582	,681	,950	,747	,656	,438	,848	1,000	,848	-.635	,860	1,000	,950	1,000	,860	1,000	,681
mt24	,791	,929	,865	,807	,828	1,000	,821	,269	1,000	,704	,791	,929	,477	,713	,681	,713	-.720	,898	,681	,704	,681	,898	,681	1,000

The covariance matrix is calculated and used in the analysis.

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2,961	2,500	3,450	,950	1,380	,139	24
Item Variances	,432	,164	,972	,808	5,922	,048	24
Inter-Item Covariances	,268	-.579	,759	1,338	-1,310	,051	24
Inter-Item Correlations	,668	-.802	1,000	1,802	-1,247	,182	24

The covariance matrix is calculated and used in the analysis.

Descriptives motivasi berprestasi putaran 1

	N	Minimum	Maximum	Mean	Std. Deviation
mt1	40	2	4	3,25	,840
mt2	40	2	4	3,45	,597
mt3	40	2	4	3,20	,883
mt4	40	2	3	2,60	,496
mt5	40	2	4	3,35	,736
mt6	40	2	4	3,38	,705
mt7	40	2	4	3,05	,986
mt8	40	2	3	2,80	,405
mt9	40	2	4	3,38	,705
mt10	40	2	3	2,55	,504
mt11	40	2	4	3,25	,840
mt12	40	2	4	3,45	,597
mt13	40	2	3	2,75	,439
mt14	40	2	4	3,30	,791
mt15	40	2	3	2,58	,501
mt16	40	2	4	3,30	,791
mt17	40	2	4	2,80	,758
mt18	40	2	3	2,50	,506
mt19	40	2	3	2,58	,501
mt20	40	2	3	2,55	,504
mt21	40	2	3	2,58	,501
mt22	40	2	3	2,50	,506
mt23	40	2	3	2,58	,501
mt24	40	2	4	3,38	,705
Valid N (listwise)	40				

Validitas dan Reliability Motivasi Berprestasi putaran 2

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	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	,988	23

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2,968	2,500	3,450	,950	1,380	,144	23

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
mt1	65,03	152,281	,937	.	,985
mt2	64,83	158,558	,898	.	,985
mt3	65,08	151,610	,921	.	,985
mt4	65,68	161,097	,879	.	,986
mt5	64,93	155,558	,889	.	,985
mt6	64,90	156,605	,868	.	,986
mt7	65,23	148,435	,958	.	,985
mt8	65,48	165,948	,603	.	,987
mt9	64,90	156,605	,868	.	,986
mt10	65,73	160,769	,891	.	,986
mt11	65,03	152,281	,937	.	,985
mt12	64,83	158,558	,898	.	,985
mt13	65,53	164,820	,657	.	,987
mt14	64,98	153,358	,941	.	,985
mt15	65,70	160,985	,880	.	,986
mt16	64,98	153,358	,941	.	,985
mt18	65,78	159,615	,980	.	,985
mt19	65,70	160,985	,880	.	,986
mt20	65,73	160,769	,891	.	,986
mt21	65,70	160,985	,880	.	,986
mt22	65,78	159,615	,980	.	,985
mt23	65,70	160,985	,880	.	,986
mt24	64,90	156,605	,868	.	,986

Inter-Item Correlation Matrix

	mt1	mt2	mt3	mt4	mt5	mt6	mt7	mt8	mt9	mt10	mt11	mt12	mt13	mt14	mt15	mt16	mt18	mt19	mt20	mt21	mt22	mt23	mt24
mt1	1,000	,895	,865	,862	,768	,791	,852	,754	,791	,758	1,000	,895	,870	,965	,747	,965	,905	,747	,758	,747	,905	,747	,791
mt2	,895	1,000	,895	,796	,800	,929	,832	,382	,929	,690	,895	1,000	,637	,793	,656	,793	,933	,656	,690	,656	,933	,656	,929
mt3	,865	,895	1,000	,890	,877	,865	,872	,473	,865	,784	,865	,895	,596	,830	,777	,830	,918	,777	,784	,777	,918	,777	,865
mt4	,862	,796	,890	1,000	,815	,807	,776	,612	,807	,698	,862	,796	,707	,836	,743	,836	,816	,743	,698	,743	,816	,743	,807
mt5	,768	,800	,877	,815	1,000	,828	,895	,413	,828	,851	,768	,800	,437	,784	,832	,784	,895	,832	,851	,832	,895	,832	,828
mt6	,791	,929	,865	,807	,828	1,000	,821	,269	1,000	,704	,791	,929	,477	,713	,681	,713	,898	,681	,704	,681	,898	,681	1,000
mt7	,852	,832	,872	,776	,895	,821	1,000	,539	,821	,976	,852	,832	,504	,901	,927	,901	,976	,927	,976	,927	,976	,927	,821
mt8	,754	,382	,473	,612	,413	,269	,539	1,000	,269	,553	,754	,382	,866	,832	,582	,832	,500	,582	,553	,582	,500	,582	,269
mt9	,791	,929	,865	,807	,828	1,000	,821	,269	1,000	,704	,791	,929	,477	,713	,681	,713	,898	,681	,704	,681	,898	,681	1,000
mt10	,758	,690	,784	,698	,851	,704	,976	,553	,704	1,000	,758	,690	,406	,862	,950	,862	,905	,950	1,000	,950	,905	,950	,704
mt11	1,000	,895	,865	,862	,768	,791	,852	,754	,791	,758	1,000	,895	,870	,965	,747	,965	,905	,747	,758	,747	,905	,747	,791
mt12	,895	1,000	,895	,796	,800	,929	,832	,382	,929	,690	,895	1,000	,637	,793	,656	,793	,933	,656	,690	,656	,933	,656	,929
mt13	,870	,637	,596	,707	,437	,477	,504	,866	,477	,406	,870	,637	1,000	,813	,438	,813	,577	,438	,406	,438	,577	,438	,477
mt14	,965	,793	,830	,836	,784	,713	,901	,832	,713	,862	,965	,793	,813	1,000	,848	1,000	,896	,848	,862	,848	,896	,848	,713
mt15	,747	,656	,777	,743	,832	,681	,927	,582	,681	,950	,747	,656	,438	,848	1,000	,848	,860	1,000	,950	1,000	,860	1,000	,881
mt16	,965	,793	,830	,836	,784	,713	,901	,832	,713	,862	,965	,793	,813	1,000	,848	1,000	,896	,848	,862	,848	,896	,848	,713
mt18	,905	,933	,918	,816	,895	,898	,976	,500	,898	,905	,905	,933	,577	,896	,860	,896	1,000	,860	,905	,860	1,000	,860	,898
mt19	,747	,656	,777	,743	,832	,681	,927	,582	,681	,950	,747	,656	,438	,848	1,000	,848	,860	1,000	,950	1,000	,860	1,000	,681
mt20	,758	,690	,784	,698	,851	,704	,976	,553	,704	1,000	,758	,690	,406	,862	,950	,862	,905	,950	1,000	,950	,905	,950	,704
mt21	,747	,656	,777	,743	,832	,681	,927	,582	,681	,950	,747	,656	,438	,848	1,000	,848	,860	1,000	,950	1,000	,860	1,000	,681
mt22	,905	,933	,918	,816	,895	,898	,976	,500	,898	,905	,905	,933	,577	,896	,860	,896	1,000	,860	,905	,860	1,000	,860	,898
mt23	,747	,656	,777	,743	,832	,681	,927	,582	,681	,950	,747	,656	,438	,848	1,000	,848	,860	1,000	,950	1,000	,860	1,000	,681
mt24	,791	,929	,865	,807	,828	1,000	,821	,269	1,000	,704	,791	,929	,477	,713	,681	,713	,898	,681	,704	,681	,898	,681	1,000

The covariance matrix is calculated and used in the analysis.

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2,968	2,500	3,450	,950	1,380	,144	23
Item Variances	,425	,164	,972	,808	5,922	,050	23
Inter-Item Covariances	,321	,077	,759	,682	9,867	,020	23
Inter-Item Correlations	,788	,269	1,000	,731	3,712	,023	23

The covariance matrix is calculated and used in the analysis.

Descriptives motivasi berprestasi putaran 2

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
mt1	40	2	4	3,25	,840
mt2	40	2	4	3,45	,597
mt3	40	2	4	3,20	,883
mt4	40	2	3	2,60	,496
mt5	40	2	4	3,35	,736
mt6	40	2	4	3,38	,705
mt7	40	2	4	3,05	,986
mt8	40	2	3	2,80	,405
mt9	40	2	4	3,38	,705
mt10	40	2	3	2,55	,504
mt11	40	2	4	3,25	,840
mt12	40	2	4	3,45	,597
mt13	40	2	3	2,75	,439
mt14	40	2	4	3,30	,791
mt15	40	2	3	2,58	,501
mt16	40	2	4	3,30	,791
mt18	40	2	3	2,50	,506
mt19	40	2	3	2,58	,501
mt20	40	2	3	2,55	,504
mt21	40	2	3	2,58	,501
mt22	40	2	3	2,50	,506
mt23	40	2	3	2,58	,501
mt24	40	2	4	3,38	,705
Valid N (listwise)	40				

requencies

Statistics

	pkb	motivasi
Valid	40	40
Missing	0	0
n	70,6000	70,9750
imum	54,00	54,00
imum	83,00	83,00

quency Table

pkb

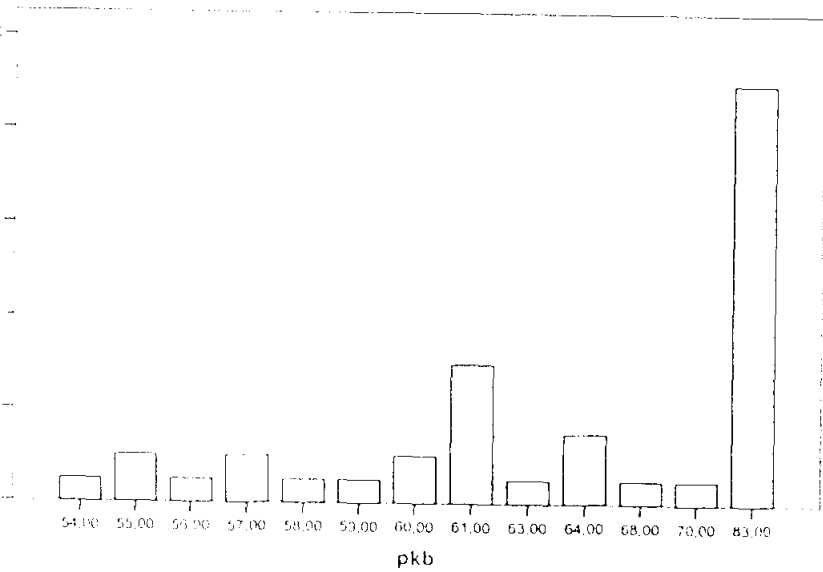
	Frequency	Percent	Valid Percent	Cumulative Percent
54,00	1	2,5	2,5	2,5
55,00	2	5,0	5,0	7,5
56,00	1	2,5	2,5	10,0
57,00	2	5,0	5,0	15,0
58,00	1	2,5	2,5	17,5
59,00	1	2,5	2,5	20,0
60,00	2	5,0	5,0	25,0
61,00	6	15,0	15,0	40,0
63,00	1	2,5	2,5	42,5
64,00	3	7,5	7,5	50,0
68,00	1	2,5	2,5	52,5
70,00	1	2,5	2,5	55,0
83,00	18	45,0	45,0	100,0
Total	40	100,0	100,0	

motivasi

	Frequency	Percent	Valid Percent	Cumulative Percent
54,00	1	2,5	2,5	2,5
55,00	5	12,5	12,5	15,0
56,00	1	2,5	2,5	17,5
57,00	2	5,0	5,0	22,5
58,00	1	2,5	2,5	25,0
59,00	1	2,5	2,5	27,5
60,00	1	2,5	2,5	30,0
61,00	4	10,0	10,0	40,0
63,00	1	2,5	2,5	42,5
64,00	2	5,0	5,0	47,5
68,00	1	2,5	2,5	50,0
83,00	20	50,0	50,0	100,0
Total	40	100,0	100,0	

hart

pkb



ANOVA^a

		Sum of Squares	df	Mean Square	F	Sig
Between People		257,116	39	6,593		
Within People	Between Items	127,649	23	5,550	33,910	,000
	Residual	146,809	897	,164		
	Total	274,458	920	,298		
Total		531,574	959	,554		

Grand Mean = 2,9615

a. The covariance matrix is calculated and used in the analysis.

Intraclass Correlation Coefficient

	Intraclass Correlation ^a	95% Confidence Interval	
		Lower Bound	Upper Bound
Single Measures	,621 ^b	,517	,733
Average Measures	,975 ^c	,963	,985

Two-way mixed effects model where people effects are random and measures effects are fixed.

Intraclass Correlation Coefficient

	F Test with True Value 0			
	Value	df1	df2	Sig
Single Measures	40,281	39,0	897	,000
Average Measures	40,281	39,0	897	,000

Two-way mixed effects model where people effects are random and measures effects are fixed.

- Type C intraclass correlation coefficients using a consistency definition-the between-measure variance is excluded from the denominator variance.
- The estimator is the same, whether the interaction effect is present or not.
- This estimate is computed assuming the interaction effect is absent, because it is not estimable otherwise.

Coding Aitem yang valid Persepsi terhadap Perjanjian Kerja Bersama

No	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	18	19	20	21	22	23	24	
1	4	4	4	3	4	4	4	3	4	3	4	4	3	4	3	4	3	3	3	3	3	3	3	4
2	2	2	2	2	3	2	3	3	2	3	2	2	2	3	3	3	2	3	3	3	2	3	2	
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No	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	18	19	20	21	22	23	24	
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40	3	3	3	3	3	3	4	3	3	2	3	3	3	3	3	3	2	3	2	3	2	3	3	3

Data Pegawai PT SPINDO Surabaya

No	N a m a	Ms Kerja (Th)	No	N a m a	Ms Kerja (Th)
1	Amen Budiman	15	25	Liana Desmita	12
2	Andreas Soebagio	13	26	Lies Sugihartin	12
3	Anita Yuliawati	5	27	Linda Wahyuningsih	6
4	Bonita Dwi Aryani	5	28	Livia Wijaya	9
5	Charly Ishandrianto	16	29	Lusy Wulandari	12
6	Daniel Sunyoto	16	30	Marcella Ibram	2
7	Desy Andriani	9	31	Maria Fransisca Agustine	7
8	Dian Andayani	11	32	Masna Hidayat	4
9	Djoni Halim	9	33	Novia Susannita	12
10	Dwi Hartono	7	34	Nugraningrum Januari	2
11	Elia Setiawan	18	35	Nurul Kholifah	12
12	Ester Agustina Anugrah	15	36	Pratama	2
13	Fahmirza	0	37	Ramagit Darmawan	18
14	Fitri Arifianto	8	38	Ramah Sari Dewi	2
15	Fitri Dian Ningsih	12	39	Redty Thaharani	16
16	Freddy Setiawan	9	40	Retno Widaryanti	17
17	Gunartik	14	41	Ririn Faudiya	3
18	Hariyanti Kusuma Ningrum	12	42	Sugeng Wijayanto	14
19	Harjito Mursid	6	43	Suzi Madyanti	10
20	Henry Kristomo	5	44	Vivin Indrawati	7
21	Herolina Mariana	9	45	Winda Kristianti	5
22	Iis Prasetyawati	11	46	Yuliati	18
23	Inge trisnawati Susanto	10	47	Yulistyaningsih	14
24	Iswahyudi	7	48	Yuri Bernarda	18

Sumber : HRD PT Spindo Surabaya



PT. STEEL PIPE INDUSTRY OF INDONESIA



Head Office : Jl. Kalibutih No. 189 - 191, Surabaya 60173 - Indonesia
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Fax : (031) 5310712 - 5320290
E-mail Address : Spindo@sby.dnet.net.id, marketing@spindo.com, purchasing@spindo.com
Web Site : <http://www.spindo.com>

SURAT KETERANGAN No.102/SK/POHO/VI/2006

Kami, yang bertanda tangan dibawah ini menerangkan bahwa :

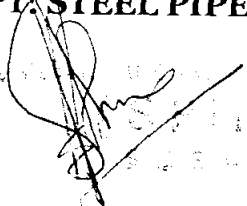
Nama : I Gusti Ayu Dwi Astiningsih
Fakultas : Psikologi
Nomor Pokok : 7103000068
Universitas : Widya Mandala Surabaya

Telah melakukan penyebaran angket di PT. SPINDO guna mendapatkan data pendukung menyusun skripsi dengan judul **“Persepsi Terhadap Perjanjian Kerja Bersama (PKB) Dengan Motivasi Berprestasi Karyawan”**

Demikian surat keterangan ini dibuat untuk dapat digunakan sebagaimana mestinya.

Surabaya, 16 Juni 2006

PT. STEEL PIPE INDUSTRY OF INDONESIA


PT. STEEL PIPE INDUSTRY OF INDONESIA
SPINDO
WIDYA MANDALA SURABAYA

Adi Sutikno

Personel Officer Head Office

- Jl. Rungkut Industri I No. 28 - 32 Surabaya 60293 - Indonesia, Phone : (031) 8434865 - 8439503, Fax. : (031) 8431348 - 8420723
- Jl. Rungkut Industri II No. 10 Surabaya 60293 - Indonesia, Phone : (031) 8439555 - 8439666
- Kabupaten. Ds. Carigkringmalang Kec. Beji, Pasuruan - Indonesia, Phone (0343) 656523 - 656266 - 656267 - 656091, Fax. : (0343) 656526
- Jl. Ds. Warugunung, Kec. Karangpilang - Indonesia, Phone : (031) 7661362 - 7661646 - 7661553, Fax. : (031) 7661610
PO BOX 1984, Telex : 31492 SPINDO IA Surabaya - Indonesia
e - Jl. Pangeran Jayakarta No. 55, Jakarta 10730 - Indonesia, Phone : (021) 6260456 - 6012370, Fax. : (021) 6261252 - 6012371



YAYASAN WIDYA MANDALA SURABAYA
UNIVERSITAS KATOLIK WIDYA MANDALA SURABAYA
FAKULTAS PSIKOLOGI

Jl. Dinoyo 42 - 44, Telp. 5678478 (hunting) Ext. 161, Fax. 5610818 Surabaya - 60265

Nomor : 0551 /WM07/T/2006
Hal : **Ijin Pengambilan Data**

01 Mei 2006

Kepada : Yth. **Bpk. Adi Sutikno**
Personal Officer Head Officer (POHO)
PT. Steel Pipe Industry of Indonesia (SPINDO)
Jl. Kalibutih no. 189-191
Surabaya 60173

Dengan hormat kami beritahukan bahwa mahasiswa tersebut di bawah ini :

Nama : I Gusti Ayu Dwi Astiningsih
Fakultas : Psikologi
Nomor pokok : 7103000068

adalah mahasiswa kami yang sedang menyusun skripsi dengan judul
**"Persepsi Terhadap Perjanjian Kerja Bersama (PKB) Dengan
Motivasi Berprestasi Karyawan"**.

Selubungan dengan hal tersebut kami mohon ijin dan bantuan bagi mahasiswa yang bersangkutan agar dapat melakukan pengambilan data di tempat yang Bapak pimpin.

Atas bantuan dan kerjasama yang baik, kami ucapkan terima kasih.

a.n. Dekan
Sekretaris Fakultas,

F. Dessi Christanti, M.Si.
NIK 711.98.0329



YAYASAN WIDYA MANDALA SURABAYA
UNIVERSITAS KATOLIK WIDYA MANDALA SURABAYA
FAKULTAS PSIKOLOGI

Jl. Dinoyo 42 - 44, Telp. 5678478 (hunting) Ext. 161, Fax. 5610818 Surabaya - 60265

Nomor : 0550 /WM07/T/2006
Hal : Ijin Penyebaran Angket

01 Mei 2006

Kepada : Yth. Bpk. Adi Sutikno
Personal Officer Head Officer (POHO)
PT. Steel Pipe Industry of Indonesia (SPINDO)
Jl. Kalibutih no. 189-191
Surabaya 60173

Dengan hormat kami beritahukan bahwa mahasiswa tersebut di bawah ini :

Nama : I Gusti Ayu Dwi Astiningsih
Fakultas : Psikologi
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adalah mahasiswa kami yang sedang menyusun skripsi dengan judul
"Persepsi Terhadap Perjanjian Kerja Bersama (PKB) Dengan
Motivasi Berprestasi Karyawan".

Sehubungan dengan hal tersebut kami mohon ijin dan bantuan bagi
mahasiswa yang bersangkutan agar dapat melakukan penyebaran angket
di tempat yang Bapak pimpin.

Atas bantuan dan kerjasama yang baik, kami ucapkan terima kasih.

a.n. Dekan
Sekretaris Fakultas,



B. Dessy Christanti, M.Si.
NIK. 711.98.0329

