

Lampiran 1. Kuesioner Penelitian

KUESIONER PENELITIAN

Bapak/Ibu yang terhormat,

Saya adalah mahasiswa Fakultas Bisnis Unika Widya Mandala Surabaya yang sedang mengadakan penelitian tentang sikap-sikap perilaku kerja. Penelitian ini merupakan bagian dari tugas akhir yang sedang saya kerjakan sehingga saya mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner ini dengan lengkap dan sesuai dengan pengalaman yang kongkrit selama ini. Tidak ada jawaban yang benar atau salah. Semua informasi yang diterima sebagai hasil pengisian kuesioner ini bersifat rahasia dan dipergunakan hanya untuk kepentingan akademis semata.

Atas kesediaan Bapak/Ibu meluangkan waktu untuk mengisi kuesioner ini, saya ucapkan terimakasih.

Hormat saya

(Menase Deba)

A. Identitas Responden

1. Usia:

- | | | |
|--|--|--|
| <input type="checkbox"/> < 20 tahun | <input type="checkbox"/> 20 – < 25 tahun | <input type="checkbox"/> 25 – < 30 tahun |
| <input type="checkbox"/> 30 – < 35 tahun | <input type="checkbox"/> 35 – < 40 tahun | <input type="checkbox"/> 40 – < 45 tahun |
| <input type="checkbox"/> > 45 tahun | | |

2. Jenis kelamin:

- | | |
|------------------------------------|------------------------------------|
| <input type="checkbox"/> Laki-Laki | <input type="checkbox"/> Perempuan |
|------------------------------------|------------------------------------|

3. Pendidikan terakhir:

- SMA D1/D2/D3
 S1 atau sederajat Lain-lain:

4. Jabatan Saudara:

- Manager Kepala Divisi Mandor
 Administrasi Operasional
 Teknisi
 lain-lain: _____ (mohon ditulis)

5. Lama Bekerja:

- < 1 tahun 1 – < 3 tahun 3 – < 5 tahun
 5 – < 7 tahun 7 – < 9 tahun > 9 tahun

Petunjuk pengisian

Berikan penilaian Saudara dengan memberi tanda silang (X) pada salah satu pilihan berikut ini yang paling sesuai. Keterangan singkatan pada kolom pilihan tersebut adalah:

- [STS] Sangat tidak setuju [TS] Tidak setuju
[N] Netral
[S] Setuju [SS] Sangat setuju

A. Dukungan Organisasional.

NO	KETERANGAN	STS	TS	N	S	SS
1	Perusahaan tidak akan mengabaikan keluhan-keluhan saya					
2	Perusahaan mempertimbangkan kepentingan terbaik saya ketika					

	mengambil keputusan					
3	Perusahaan sungguh-sungguh memperhatikan kesejahteraan saya					
4	Perusahaan peduli terhadap pendapat dan ide-ide saya					

B. Komitmen organisasional

NO	KETERANGAN	ST S	T S	N	S	SS
1	Saya bersedia untuk bekerja lebih dari yang diharapkan agar organisasi ini menjadi sukses					
2	Saya akan menceritakan ke teman-teman saya bahwa organisasi ini besar dan baik untuk tempat bekerja					
3	Saya merasa tidak loyal terhadap organisasi ini ®					

4	Saya bersedia menerima semua jenis pekerjaan yang di berikan kepada saya					
5	Saya merasa nilai hidup saya sama dengan nilai organisasi					
6	Saya bangga menceritakan kepada orang lain bahwa saya bagian dari organisasi ini					
7	Saya bersedia juga bekerja di organisasi yang berbeda asalkan jenis pekerjaannya sama ®					
8	Organisasi ini memberi inspirasi kepada saya untuk berkinerja yang baik					
9	Organisasi ini memberi sedikit perubahan kepada saya saat ini, maka saya mau meninggalkan organisasi ini ®					
10	Saya senang bekerja di organisasi ini lebih dari yang saya harapkan pada saat saya mulai bekerja di organisasi					

	ini.					
11	Saya merasa tidak ada yang diharapkan untuk bekerja lama di organisasi ini ®					
12	Saya sering merasa sulit untuk setuju dengan kebijakan penting organisasi ini berkaitan dengan karyawan ®					
13	Saya peduli dengan masa depan organisasi ini.					
14	Bagi saya ini adalah organisasi yang terbaik, tempat saya bekerja					
15	Saya merasa salah mengambil keputusan untuk bekerja di organisasi ini ®					

C. Kepuasan Kerja.

NO	KETERANGAN	STS	TS	N	S	SS
1	Pekerjaan saya seperti <i>hobby</i> bagi saya					
2	Pekerjaan saya cukup menarik untuk menjaga saya agar tidak merasa bosan					

3	Tampaknya rekan kerja saya merasa lebih tertarik dengan pekerjaan mereka ®					
4	Saya merasa pekerjaan yang ada agak tidak menyenangkan					
5	Saya menikmati pekerjaan saya lebih dari pada waktu luang					
6	Saya merasa bosan dengan pekerjaan ®					
7	Saya merasa cukup puas dengan pekerjaan sekarang					
8	Sebagian besar waktu, saya gunakan untuk mendukung pekerjaan saya					
9	Saya merasa puas dengan pekerjaan yang ada selama ini					
10	Saya merasa pekerjaan saya tidak lebih menarik dibandingkan dengan hal lainnya ®					
11	Saya sungguh tidak menyukai pekerjaan saya ®					
12	Saya merasa lebih bahagia dalam pekerjaan dibandingkan orang lain					
13	Saya selalu antusias dalam pekerjaan					
14	Setiap hari kerja terasa tiada akhir ®					

15	Saya merasa pekerjaan saya lebih baik dibandingkan rata-rata hasil pekerjaan karyawan lain					
16	Pekerjaan saya adalah pekerjaan yang sangat menarik					
17	Saya mendapatkan kesenangan di tempat kerja					
18	Saya kecewa karena mengambil pekerjaan ini ®					

Terima Kasih

Lampiran 2. Profil Responden

Usia Karyawan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 20 tahun	4	4,0	4,0	4,0
20 - < 25 tahun	19	19,0	19,0	23,0
25 - < 30 tahun	24	24,0	24,0	47,0
30 - < 35 tahun	19	19,0	19,0	66,0
35 - < 40 tahun	20	20,0	20,0	86,0
40 - < 45 tahun	8	8,0	8,0	94,0
45 tahun ke atas	6	6,0	6,0	100,0
Total	100	100,0	100,0	

Jenis Kelamin Karyawan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	87	87,0	87,0	87,0
Perempuan	13	13,0	13,0	100,0
Total	100	100,0	100,0	

Pendidikan Terakhir Karyawan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	14	14,0	14,0	14,0
D1/D2/D3	51	51,0	51,0	65,0
S1/Sederajat	23	23,0	23,0	88,0
Lain-Lain	12	12,0	12,0	100,0
Total	100	100,0	100,0	

Jabatan Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manajer	5	5,0	5,0	5,0
	Kepala Divisi	4	4,0	4,0	9,0
	Mandor	5	5,0	5,0	14,0
	Operasional	86	86,0	86,0	100,0
	Total	100	100,0	100,0	

Lama Bekerja di PT Freeport Indonesia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - < 3 tahun	23	23,0	23,0	23,0
	3 - < 5 tahun	24	24,0	24,0	47,0
	5 - < 7 tahun	31	31,0	31,0	78,0
	7 - < 9 tahun	17	17,0	17,0	95,0
	9 tahun ke atas	5	5,0	5,0	100,0
	Total	100	100,0	100,0	

Lampiran 3. Statistik Deskriptif

Variabel Dukungan organisasional

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.01	100	2,00	5,00	4,3900	,58422
X1.02	100	1,00	5,00	4,2200	,79874
X1.03	100	2,00	5,00	4,2300	,67950
X1.04	100	1,00	5,00	3,9000	,78496
Valid N (listwise)	100				

Variabel Kepuasan kerja

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.01	100	1,00	5,00	4,0200	,86433
X2.02	100	2,00	5,00	4,0900	,76667
X2.03	100	1,00	5,00	3,9300	,94554
X2.04	100	2,00	5,00	4,1000	,81029
X2.05	100	1,00	5,00	3,6300	,87219
X2.06	100	1,00	5,00	3,7000	,85870
X2.07	100	2,00	5,00	3,9800	,81625
X2.08	100	2,00	5,00	3,7800	,71887
X2.09	100	2,00	5,00	4,0600	,73608
X2.10	100	2,00	5,00	4,0600	,73608
X2.11	100	1,00	5,00	3,6100	,93090
X2.12	100	1,00	5,00	3,5600	,97773
X2.13	100	1,00	5,00	3,6600	,91254
X2.14	100	1,00	5,00	3,6300	1,03138
X2.15	100	2,00	5,00	4,0400	,79035
X2.16	100	2,00	5,00	4,0800	,76118
X2.17	100	2,00	5,00	3,9700	,80973
X2.18	100	2,00	5,00	4,1100	,80271
Valid N (listwise)	100				

Variabel Komitmen organisasional

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1.01	100	1,00	5,00	3,3400	,98699
Y1.02	100	1,00	5,00	3,4000	,99494
Y1.03	100	1,00	5,00	3,2900	1,13079
Y1.04	100	1,00	5,00	3,1900	1,10732
Y1.05	100	1,00	5,00	3,4400	1,11301
Y1.06	100	1,00	5,00	3,5300	1,03918
Y1.07	100	2,00	5,00	3,6700	,84154
Y1.08	100	1,00	5,00	3,8800	,83218
Y1.09	100	1,00	5,00	3,8600	,79162
Y1.10	100	1,00	5,00	3,6900	,98160
Y1.11	100	2,00	5,00	3,7900	,80773
Y1.12	100	1,00	5,00	3,8400	,82536
Y1.13	100	1,00	5,00	4,2200	,73278
Y1.14	100	1,00	5,00	4,0100	,74529
Y1.15	100	1,00	5,00	3,5000	1,02986
Valid N (listwise)	100				

Lampiran 4. Uji Validitas

Validitas Variabel Dukungan organisasional

Correlations

		X1.01	X1.02	X1.03	X1.04	Total X1
X1.01	Pearson Correlation	1	,420**	,433**	,306**	,697**
	Sig. (2-tailed)		,000	,000	,002	,000
	N	100	100	100	100	100
X1.02	Pearson Correlation	,420**	1	,427**	,261**	,738**
	Sig. (2-tailed)	,000		,000	,009	,000
	N	100	100	100	100	100
X1.03	Pearson Correlation	,433**	,427**	1	,460**	,783**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	100	100	100	100	100
X1.04	Pearson Correlation	,306**	,261**	,460**	1	,712**
	Sig. (2-tailed)	,002	,009	,000		,000
	N	100	100	100	100	100
Total X1	Pearson Correlation	,697**	,738**	,783**	,712**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	100	100	100	100	100

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

Validitas Variabel Kepuasan Kerja

		Correlations																		
		X2.01	X2.02	X2.03	X2.04	X2.05	X2.06	X2.07	X2.08	X2.09	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	Total X2
X2.01	Pearson Correlation	1	.668**	.595**	.502**	.278**	.321**	.530**	.414**	.395**	.395**	.299**	.345**	.380**	.405**	.345**	.673**	.477**	.492**	.694**
	Sig. (2-tailed)		.000	.005	.000	.005	.001	.000	.000	.000	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.02	Pearson Correlation	.668**	1	.496**	.571**	.443**	.440**	.536**	.421**	.348**	.402**	.404**	.431**	.434**	.528**	.644**	.974**	.478**	.493**	.740**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.03	Pearson Correlation	.595**	.496**	1	.457**	.409**	.447**	.496**	.497**	.514**	.383**	.428**	.382**	.487**	.460**	.517**	.513**	.855**	.436**	.722**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.04	Pearson Correlation	.502**	.571**	.457**	1	.396**	.494**	.553**	.402**	.481**	.566**	.387**	.388**	.484**	.528**	.498**	.560**	.405**	.946**	.733**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.05	Pearson Correlation	.278**	.443**	.409**	.396**	1	.740**	.401**	.417**	.302**	.381**	.953**	.755**	.716**	.655**	.271**	.456**	.399**	.405**	.739**
	Sig. (2-tailed)	.005	.000	.000	.000		.000	.000	.000	.002	.000	.000	.000	.000	.000	.006	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.06	Pearson Correlation	.321**	.440**	.447**	.494**	.740**	1	.453**	.416**	.364**	.412**	.699**	.683**	.951**	.672**	.271**	.439**	.379**	.488**	.759**
	Sig. (2-tailed)	.001	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.006	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.07	Pearson Correlation	.530**	.536**	.496**	.553**	.401**	.453**	1	.681**	.574**	.456**	.415**	.343**	.479**	.471**	.549**	.523**	.488**	.512**	.719**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.08	Pearson Correlation	.414**	.421**	.497**	.402**	.417**	.416**	.681**	1	.579**	.445**	.489**	.450**	.470**	.475**	.425**	.439**	.509**	.375**	.678**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.09	Pearson Correlation	.395**	.348**	.514**	.481**	.302**	.364**	.574**	.579**	1	.459**	.344**	.318**	.407**	.455**	.395**	.370**	.461**	.450**	.623**
	Sig. (2-tailed)	.000	.000	.000	.000	.002	.000	.000	.000		.000	.001	.000	.001	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.10	Pearson Correlation	.395**	.402**	.383**	.566**	.412**	.456**	.446**	.456**	.459**	1	.418**	.346**	.487**	.442**	.378**	.388**	.325**	.519**	.622**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.11	Pearson Correlation	.299**	.404**	.428**	.387**	.409**	.494**	.497**	.414**	.444**	.418**	1	.486**	.444**	.296**	.444**	.427**	.423**	.261**	.761**
	Sig. (2-tailed)	.003	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.003	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.12	Pearson Correlation	.345**	.431**	.382**	.375**	.401**	.453**	.417**	.475**	.318**	.346**	.418**	1	.367**	.758**	.211**	.455**	.313**	.423**	.735**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000		.000	.000	.002	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.13	Pearson Correlation	.380**	.434**	.457**	.416**	.479**	.451**	.479**	.407**	.457**	.746**	.336**	.411**	1	.724**	.241**	.000	.001	.000	.000
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.14	Pearson Correlation	.405**	.458**	.456**	.405**	.417**	.456**	.475**	.455**	.442**	.669**	.474**	.424**	.458**	1	.402**	.486**	.296**	.000	.000
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.15	Pearson Correlation	.345**	.464**	.517**	.498**	.271**	.317**	.549**	.425**	.385**	.316**	.298**	.311**	.344**	.402**	1	.000	.000	.000	.000
	Sig. (2-tailed)	.000	.000	.000	.000	.006	.006	.000	.000	.000	.000	.003	.002	.001	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.16	Pearson Correlation	.673**	.974**	.644**	.566**	.456**	.456**	.439**	.430**	.370**	.388**	.444**	.444**	.540**	.666**	.402**	1	.486**	.514**	.756**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.17	Pearson Correlation	.477**	.476**	.855**	.405**	.399**	.379**	.488**	.509**	.461**	.325**	.427**	.253**	.437**	.448**	.475**	.496**	1	.425**	.679**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X2.18	Pearson Correlation	.492**	.493**	.436**	.946**	.405**	.488**	.512**	.375**	.450**	.519**	.423**	.423**	.507**	.525**	.502**	.514**	.425**	1	.722**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total X2	Pearson Correlation	.694**	.740**	.722**	.733**	.739**	.759**	.719**	.678**	.623**	.622**	.761**	.735**	.802**	.796**	.676**	.756**	.679**	.722**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

Validitas Variabel Komitmen organisasional

Correlations

	Y1.01	Y1.02	Y1.03	Y1.04	Y1.05	Y1.06	Y1.07	Y1.08	Y1.09	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14	Y1.15	Total Y
Y1.01 Pearson Correlation	1	.457**	.191	.292**	.258**	.256*	.246*	.308**	.178	.339**	.369**	.315**	.315**	.325**	.348**	.528**
Y1.01 Sig. (2-tailed)		.000	.057	.003	.010	.010	.014	.002	.077	.001	.000	.001	.001	.001	.000	.000
Y1.01 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.02 Pearson Correlation	.457**	1	.452**	.416**	.478**	.311**	.195	.327**	.226*	.242*	.244**	.325**	.280**	.321**	.362**	.610**
Y1.02 Sig. (2-tailed)	.000		.000	.000	.000	.002	.051	.001	.024	.015	.014	.001	.005	.001	.000	.000
Y1.02 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.03 Pearson Correlation	.191	.452**	1	.577**	.572**	.349**	.356**	.402**	.249*	.264**	.300**	.072	.105	.176	.542**	.605**
Y1.03 Sig. (2-tailed)	.057	.000		.000	.000	.000	.000	.000	.013	.008	.002	.477	.298	.078	.000	.000
Y1.03 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.04 Pearson Correlation	.292**	.416**	.577**	1	.718**	.482**	.393**	.332**	.273**	.306**	.384**	.111	.110	.157	.695**	.674**
Y1.04 Sig. (2-tailed)	.003	.000	.000		.000	.000	.000	.001	.006	.002	.000	.272	.277	.119	.000	.000
Y1.04 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.05 Pearson Correlation	.258**	.478**	.572**	.718**	1	.643**	.577**	.417**	.300**	.320**	.463**	.220*	.314**	.287**	.925**	.793**
Y1.05 Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.002	.001	.000	.028	.001	.004	.000	.000
Y1.05 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.06 Pearson Correlation	.256*	.311**	.349**	.482**	.643**	1	.780**	.518**	.435**	.549**	.555**	.383**	.495**	.410**	.609**	.791**
Y1.06 Sig. (2-tailed)	.010	.002	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Y1.06 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.07 Pearson Correlation	.246*	.195	.356**	.393**	.577**	.780**	1	.578**	.415**	.450**	.491**	.301**	.381**	.424**	.542**	.719**
Y1.07 Sig. (2-tailed)	.014	.051	.000	.000	.000	.000		.000	.000	.000	.000	.002	.000	.000	.000	.000
Y1.07 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.08 Pearson Correlation	.308**	.327**	.402**	.332**	.417**	.518**	.578**	1	.434**	.424**	.548**	.428**	.375**	.523**	.448**	.702**
Y1.08 Sig. (2-tailed)	.002	.001	.000	.001	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
Y1.08 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.09 Pearson Correlation	.178	.326*	.249*	.273**	.300**	.435**	.435**	.415**	1	.563**	.414**	.263**	.414**	.263**	.276**	.572**
Y1.09 Sig. (2-tailed)	.077	.024	.013	.006	.002	.000	.000	.000		.000	.000	.000	.008	.005	.003	.000
Y1.09 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.10 Pearson Correlation	.339**	.242*	.264**	.306**	.320**	.549**	.450**	.424**	.503**	1	.618**	.524**	.447**	.170	.335**	.650**
Y1.10 Sig. (2-tailed)	.001	.015	.002	.000	.000	.000	.000	.000	.000		.000	.000	.001	.001	.000	.000
Y1.10 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.11 Pearson Correlation	.369**	.244*	.300**	.384**	.463**	.555**	.491**	.548**	.554**	.618**	1	.419**	.352**	.306**	.516**	.712**
Y1.11 Sig. (2-tailed)	.000	.014	.002	.000	.000	.000	.000	.000	.000	.000		.000	.000	.002	.000	.000
Y1.11 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.12 Pearson Correlation	.315**	.325**	.072	.111	.220*	.383**	.301**	.428**	.414**	.524**	.419**	1	.610**	.282**	.226*	.542**
Y1.12 Sig. (2-tailed)	.001	.001	.477	.272	.028	.000	.002	.000	.000	.000	.000		.000	.005	.024	.000
Y1.12 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.13 Pearson Correlation	.315**	.280**	.105	.110	.314**	.495**	.381**	.375**	.263**	.447**	.352**	.610**	1	.477**	.308**	.561**
Y1.13 Sig. (2-tailed)	.001	.005	.298	.277	.001	.000	.000	.000	.008	.000	.000	.000		.001	.002	.000
Y1.13 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.14 Pearson Correlation	.325**	.321**	.176	.157	.287**	.410**	.424**	.523**	.276**	.170	.306**	.282**	.477**	1	.309**	.525**
Y1.14 Sig. (2-tailed)	.001	.001	.079	.119	.004	.000	.000	.000	.005	.091	.002	.005	.000		.002	.000
Y1.14 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Y1.15 Pearson Correlation	.348**	.562**	.542**	.695**	.925**	.609**	.542**	.448**	.297**	.335**	.463**	.220*	.308**	.309**	1	.808**
Y1.15 Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.003	.001	.000	.024	.002	.002		.000
Y1.15 N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Y Pearson Correlation	.528**	.610**	.605**	.674**	.793**	.791**	.719**	.702**	.572**	.650**	.712**	.542**	.561**	.525**	.808**	1
Total Y Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
Total Y N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 5. Uji Reliabilitas

Reliabilitas Variabel Dukungan organisasional

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded ^a	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,704	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.01	12,3500	2,997	,503	,641
X1.02	12,5200	2,535	,465	,660
X1.03	12,5100	2,596	,593	,578
X1.04	12,8400	2,641	,431	,681

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16,7400	4,356	2,08709	4

Reliabilitas Variabel Kepuasan kerja

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded ^a	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,945	18

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.01	65,9900	107,485	,649	,943
X2.02	65,9200	108,034	,706	,942
X2.03	66,0800	105,812	,677	,942
X2.04	65,9100	107,517	,696	,942
X2.05	66,3800	106,521	,699	,942
X2.06	66,3100	106,337	,722	,941
X2.07	66,0300	107,686	,680	,942
X2.08	66,2300	109,714	,640	,943
X2.09	65,9500	110,371	,579	,944
X2.10	65,9500	110,391	,578	,944
X2.11	66,4000	105,232	,721	,941
X2.12	66,4500	105,078	,690	,942
X2.13	66,3500	104,674	,769	,940
X2.14	66,3800	102,945	,758	,941
X2.15	65,9700	108,817	,632	,943
X2.16	65,9300	107,844	,724	,941
X2.17	66,0400	108,483	,636	,943
X2.18	65,9000	107,828	,684	,942

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
70,0100	119,869	10,94845	18

Reliabilitas Variabel Komitmen organisasional

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded ^a	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,903	15

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.01	51,3100	76,014	,444	,903
Y1.02	51,2500	74,452	,535	,899
Y1.03	51,3600	73,324	,518	,901
Y1.04	51,4600	72,130	,600	,897
Y1.05	51,2100	69,642	,740	,891
Y1.06	51,1200	70,592	,742	,891
Y1.07	50,9800	74,202	,671	,895
Y1.08	50,7700	74,583	,651	,895
Y1.09	50,7900	76,935	,509	,900
Y1.10	50,9600	73,857	,582	,898
Y1.11	50,8600	74,707	,664	,895
Y1.12	50,8100	77,085	,474	,901
Y1.13	50,4300	77,601	,503	,900
Y1.14	50,6400	77,990	,462	,901
Y1.15	51,1500	70,391	,763	,890

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
54,6500	84,634	9,19967	15

Lampiran 6. Analisis Regresi Linier Berganda

Descriptive Statistics

	Mean	Std. Deviation	N
Komitmen Organisasional	3,0361	,51109	100
Dukungan Organisasional	4,1850	,52177	100
Kepuasan Kerja	4,6673	,72990	100

Correlations

		Komitmen Organisasional	Dukungan Organisasional	Kepuasan Kerja
Pearson Correlation	Komitmen Organisasional	1,000	,675	,840
	Dukungan Organisasional	,675	1,000	,679
	Kepuasan Kerja	,840	,679	1,000
Sig. (1-tailed)	Komitmen Organisasional	.	,000	,000
	Dukungan Organisasional	,000	.	,000
	Kepuasan Kerja	,000	,000	.
N	Komitmen Organisasional	100	100	100
	Dukungan Organisasional	100	100	100
	Kepuasan Kerja	100	100	100

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Dukungan Organisasi	.	Enter

- a. All requested variables entered.
 b. Dependent Variable: Komitmen Organisasional

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df 1	df 2	Sig. F Change
1	,852 ^a	,726	,720	,27044	,726	128,297	2	97	,000

a. Predictors: (Constant), Kepuasan Kerja, Dukungan Organisasional

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18,766	2	9,383	128,297	,000 ^a
	Residual	7,094	97	,073		
	Total	25,860	99			

- a. Predictors: (Constant), Kepuasan Kerja, Dukungan Organisasional
 b. Dependent Variable: Komitmen Organisasional

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	-,075	,222		-,338	,736			
	Dukungan Organisasional	,191	,071	,195	2,694	,008	,675	,264	,143
	Kepuasan Kerja	,495	,051	,707	9,761	,000	,840	,704	,519

a. Dependent Variable: Komitmen Organisasional

Lampiran 7. Rekapitulasi Data Kuesioner

Profil Responden dan Jawaban Dukungan Organisasi

Resp	Karakteristik					Dukungan Organisasi				
	Usia	Jk	Pddk	Jab	Lama	1	2	3	4	Jml
1	3	1	2	5	2	5	5	5	5	20
2	4	1	3	5	3	4	4	4	4	16
3	6	1	1	2	4	5	5	5	4	19
4	5	1	2	5	5	5	5	5	5	20
5	2	2	3	5	3	4	4	5	5	18
6	1	1	4	5	2	4	4	4	4	16
7	7	1	3	3	4	4	4	4	4	16
8	5	1	2	5	3	4	4	4	4	16
9	4	1	3	5	4	4	4	4	3	15
10	2	2	2	5	2	4	4	4	4	16
11	3	2	3	5	3	4	4	4	4	16
12	6	1	2	5	5	4	4	4	4	16
13	5	1	2	5	6	2	3	3	3	11
14	4	1	2	1	3	5	5	5	5	20
15	5	1	2	5	5	5	5	3	3	16
16	4	1	3	5	5	4	2	5	3	14
17	5	1	2	5	5	4	4	4	4	16
18	3	2	4	5	4	4	4	5	5	18
19	5	1	1	3	5	4	3	3	3	13
20	3	2	3	5	4	5	5	5	5	20
21	6	1	2	5	3	4	4	4	5	17

22	5	1	3	1	6	5	5	5	4	19
23	3	2	2	5	4	4	4	4	4	16
24	4	1	3	5	4	5	4	5	4	18
25	3	1	2	5	2	4	4	4	4	16
26	2	1	2	5	2	4	4	4	4	16
27	4	1	2	2	4	4	4	4	4	16
28	5	1	2	5	4	5	4	3	1	13
29	2	1	2	5	3	5	5	4	1	15
30	3	1	2	5	5	4	4	5	3	16
31	4	2	4	5	5	5	4	4	3	16
32	5	1	2	5	4	4	5	5	4	18
33	4	1	3	1	3	5	5	5	5	20
34	3	1	2	5	3	5	5	5	5	20
35	5	1	4	3	4	4	5	4	3	16
36	4	1	2	5	4	5	3	4	4	16
37	7	1	1	5	6	4	4	4	4	16
38	2	1	2	5	2	4	4	4	4	16
39	3	2	4	5	3	4	5	5	4	18
40	6	1	2	5	3	4	4	4	1	13
41	4	1	3	5	4	4	4	4	4	16
42	7	1	2	2	6	5	5	5	5	20
43	2	1	2	5	5	5	5	5	5	20
44	3	2	2	5	4	4	4	4	4	16
45	1	1	2	5	2	4	4	4	4	16
46	7	1	4	5	5	4	4	4	4	16
47	2	1	2	5	2	5	5	4	4	18
48	3	1	3	5	3	5	4	4	4	17

49	6	1	2	5	4	4	4	4	4	16
50	2	1	4	5	3	5	4	4	4	17
51	1	1	1	5	2	4	4	4	4	16
52	3	1	2	5	3	5	5	5	4	19
53	2	1	3	5	2	5	5	4	5	19
54	4	1	2	5	4	5	5	4	5	19
55	5	1	4	5	5	4	5	5	4	18
56	4	1	2	3	4	4	3	3	3	13
57	3	1	2	5	4	4	4	4	4	16
58	5	1	2	5	4	5	4	5	4	18
59	3	1	2	5	3	4	4	5	4	17
60	2	1	2	5	2	4	4	4	4	16
61	5	1	4	5	4	5	5	5	5	20
62	2	1	2	5	2	4	4	4	3	15
63	3	1	3	5	3	4	1	4	4	13
64	4	1	2	5	3	5	4	4	4	17
65	5	1	1	5	4	3	5	4	3	15
66	6	1	2	5	5	4	4	2	4	14
67	2	1	1	5	2	5	5	5	4	19
68	3	1	1	5	2	5	5	5	4	19
69	2	2	1	5	2	4	4	4	3	15
70	7	1	2	1	5	5	5	4	4	18
71	1	1	1	5	2	5	5	5	4	19
72	2	1	2	5	2	5	5	5	5	20
73	3	1	4	5	3	5	3	4	4	16
74	2	1	1	5	2	4	4	3	3	14
75	4	1	2	5	4	5	3	4	4	16

76	5	1	3	5	4	4	4	4	4	16
77	6	1	2	5	5	5	4	5	4	18
78	3	1	1	5	4	4	4	5	4	17
79	5	1	3	5	3	4	4	4	4	16
80	4	1	2	3	3	5	5	5	5	20
81	3	2	4	5	3	4	4	4	3	15
82	5	1	2	5	5	4	1	4	4	13
83	4	1	3	5	4	5	4	4	4	17
84	3	1	2	5	4	3	5	4	3	15
85	5	1	1	5	4	4	4	4	4	16
86	4	1	2	5	3	5	5	5	5	20
87	3	1	3	5	2	4	3	3	3	13
88	5	1	3	1	4	4	5	4	4	17
89	4	1	3	2	3	4	4	4	4	16
90	2	1	3	5	4	5	5	4	4	18
91	3	1	3	5	3	4	3	3	3	13
92	6	1	2	5	5	4	4	4	4	16
93	3	2	1	5	2	5	5	5	4	19
94	2	1	2	5	2	5	5	5	4	19
95	5	1	4	5	6	4	4	2	4	14
96	4	1	2	5	4	5	5	5	4	19
97	7	1	3	5	4	5	5	5	4	19
98	2	2	2	5	2	4	4	4	3	15
99	3	1	1	5	5	5	5	4	4	18
100	2	1	2	5	2	5	5	5	4	19

Isian Kuesioner untuk Kepuasan Kerja

Respon	Kepuasan Kerja																		Jumlah	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
1	4	5	4	5	4	4	3	3	4	5	4	4	4	5	4	5	4	5	6	7
2	4	5	5	4	5	5	5	4	4	4	5	5	5	4	4	5	5	4	2	6
3	4	4	2	4	3	4	4	4	4	3	3	3	3	2	4	4	2	4	1	7
4	5	3	5	5	4	4	5	5	5	4	4	4	4	4	5	3	5	5	9	8
5	4	4	3	5	5	5	5	4	4	5	5	5	5	5	4	4	3	5	0	7
6	3	4	5	4	4	5	4	5	4	4	4	5	5	5	3	4	5	4	7	6
7	3	4	4	3	3	3	4	4	4	4	3	3	3	3	3	4	4	3	2	6
8	4	4	4	4	4	4	2	3	4	4	4	4	4	4	4	4	4	4	9	5
9	2	2	2	2	3	4	2	4	4	4	3	3	4	3	2	2	2	2	0	5
10	3	3	3	3	3	3	2	3	3	4	3	3	3	1	3	3	3	3	2	5
11	3	3	3	2	2	3	2	2	2	3	2	2	3	3	3	3	3	2	4	5

																			6
																			7
12	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2
																			4
13	2	4	2	4	3	3	3	2	2	3	1	1	1	2	2	3	2	3	3
																			8
14	5	5	5	5	5	5	5	4	3	5	5	3	5	4	5	5	5	5	4
																			6
15	4	4	4	5	3	3	4	4	4	5	3	2	3	3	4	4	4	5	8
																			6
16	4	4	3	4	3	2	4	4	4	4	3	2	2	2	4	4	3	4	0
																			7
17	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2
																			8
18	4	5	4	5	5	5	5	5	5	4	5	5	5	5	4	5	4	5	5
																			7
19	5	4	5	4	4	4	4	4	3	4	4	4	4	3	5	4	5	4	4
																			8
20	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	5	8
																			7
21	4	4	4	3	4	4	4	4	4	4	4	5	4	4	4	4	4	3	1
																			7
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																			7
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