

No Kuesioner (di isi peneliti)

KUESIONER

Responden yth,

Bersama segala kesibukan Bapak/Ibu/Saudara, perkenankan saya memohon kesediaan Bapak/Ibu/Saudara untuk mengisi kuesioner ini. Adapun penelitian ini dilakukan untuk kepentingan ilmiah, sehingga jawaban jujur dari responden sangat saya harapkan.

Akhir kata saya ucapkan terima kasih atas waktu yang disediakan Bapak/Ibu/Saudara untuk mengisi kuesioner ini.

Hormat saya,

Ardi

Mohon memberikan tanda silang (x) pada pilihan jawaban yang tersedia. Setiap pertanyaan hanya mengharapkan satu jawaban. Setiap angka akan mewakili tingkat kesesuaian dengan pendapat bapak/ibu/saudara, dimana:

STS = Sangat Tidak Setuju.

TS = Tidak Setuju.

N = Netral.

S = Setuju.

SS = Sangat Setuju.

Lampiran 1 (Lanjutan)

1. Bagian ini menyatakan identitas responden.

a. Jenis Kelamin.

1. Pria.

2. Wanita.

b. Usia.

1. 18 – 25 Tahun.

4. 45 – 55 Tahun

2. 26 – 35 Tahun.

5. Lebih dari 56 Tahun.

3. 36 – 45 Tahun.

c. Pendidikan Terakhir.

1. SMU/SMK

4. S2/S3

2. DIPLOMA

5. Lainnya.....

3. S1

d. Lama bekerja di PT. INDOFOOD SUKSES MAKMUR?

1. Kurang dari 1 Tahun

2. Lebih dari 1 Tahun

(*Apabila menjawab "kurang dari 1 Tahun" maka tidak perlu meneruskan pengisian kuesioner

Lampiran 1 (lanjutan)

2. Bagian ini menyatakan daftar pertanyaan kepada responden.

No.	Item Pertanyaan	Jawaban Responden				
Kepemimpinan Transformatif						
1.	Saya merasa bangga pada pimpinan saya.	STS	TS	N	S	SS
		1	2	3	4	5
2.	Pemimpin sering menghabiskan waktu untuk memberikan pengajaran dan pelatihan	STS	TS	N	S	SS
		1	2	3	4	5
3.	Pemimpin mempertimbangkan konsekuensi moral dan etika.	STS	TS	N	S	SS
		1	2	3	4	5
4.	Pemimpin meninjau setiap karyawan memiliki kebutuhan, kemampuan dan aspirasi yang berbeda.	STS	TS	N	S	SS
		1	2	3	4	5
5.	Pemimpin mendengarkan keprihatinan karyawan us.	STS	TS	N	S	SS
		1	2	3	4	5
6.	Pemimpin mendorong karyawan untuk melakukan sesuatu	STS	TS	N	S	SS
		1	2	3	4	5
7.	Pemimpin meningkatkan motivasi karyawan	STS	TS	N	S	SS
		1	2	3	4	5
8.	Pemimpin mendorong karyawan untuk berpikir secara kreatif	STS	TS	N	S	SS
		1	2	3	4	5
9.	Pemimpin menantang meningkatkan standar yang ada	STS	TS	N	S	SS
		1	2	3	4	5
10.	Pemimpin menyuruh karyawan untuk memikirkan kembali ide-ide yang tidak pernah dipertanyakan	STS	TS	N	S	SS
		1	2	3	4	5

Lampiran 1 (lanjutan)

No.	Item Pertanyaan	Jawaban Responden				
Kepemimpinan Transaksional						
1.	Pemimpin membuat harapan yang jelas	STS	TS	N	S	SS
		1	2	3	4	5
2.	Pemimpin akan mengambil tindakan sebelum suatu masalah menjadi kronis	STS	TS	N	S	SS
		1	2	3	4	5
3.	Pemimpin memberitahu karyawan standar untuk melakukan pekerjaan	STS	TS	N	S	SS
		1	2	3	4	5
4.	Pemimpin membuat perjanjian mengenai pekerjaan dengan karyawan	STS	TS	N	S	SS
		1	2	3	4	5
5.	Pemimpin memantau pekerjaan karyawan dan terus melacak ada atau tidaknya kesalahan	STS	TS	N	S	SS
		1	2	3	4	5
Kepuasan Kerja						
1.	Saya merasa puas terhadap rekan kerja saya	STS	TS	N	S	SS
		1	2	3	4	5
2.	Saya merasa puas terhadap jam kerja saya	STS	TS	N	S	SS
		1	2	3	4	5
3.	Saya merasa puas terhadap kemajuan kerja saya	STS	TS	N	S	SS
		1	2	3	4	5
4.	Saya merasa puas terhadap supervisor saya	STS	TS	N	S	SS
		1	2	3	4	5
5.	Saya merasa puas terhadap lingkungan/keadaan kerja saya	STS	TS	N	S	SS
		1	2	3	4	5
6.	Saya merasa puas terhadap keuntungan yang saya peroleh dari pekerjaan saya	STS	TS	N	S	SS
		1	2	3	4	5
7.	Saya merasa puas terhadap keamanan kerja saya	STS	TS	N	S	SS
		1	2	3	4	5
8.	Saya merasa puas terhadap gaji yang saya terima	STS	TS	N	S	SS
		1	2	3	4	5
9.	Secara keseluruhan saya puas terhadap pekerjaan saya	STS	TS	N	S	SS
		1	2	3	4	5

Lampiran 1 (lanjutan)

No.	Item Pertanyaan	Jawaban Responden				
OCB						
1.	Saya selalu bersedia membantu rekan kerja yang pekerjaannya <i>over load</i> .	STS	TS	N	S	SS
		1	2	3	4	5
2.	Saya selalu bersedia membantu orientasi dan adaptasi karyawan baru meskipun tidak diminta	STS	TS	N	S	SS
		1	2	3	4	5
3.	Saya selalu memberikan informasi pada rekan kerja mengenai pekerjaan	STS	TS	N	S	SS
		1	2	3	4	5
4.	Saya selalu bersedia menerima kritikan atas pekerjaan saya.	STS	TS	N	S	SS
		1	2	3	4	5
5.	Saya tidak pernah mengeluhkan keadaan lingkungan kerja yang kurang baik	STS	TS	N	S	SS
		1	2	3	4	5
6.	Saya tidak senang menyalahkan orang lain atas kegagalan pekerjaan saya	STS	TS	N	S	SS
		1	2	3	4	5
7.	Saya selalu berusaha untuk menjaga citra baik perusahaan tempat saya bekerja	STS	TS	N	S	SS
		1	2	3	4	5
8.	Saya selalu memperhatikan keberlangsungan perusahaan tempat saya bekerja	STS	TS	N	S	SS
		1	2	3	4	5
9.	Saya bersedia untuk bekerja lembur	STS	TS	N	S	SS
		1	2	3	4	5
10.	Saya selalu menggunakan jam kerja untuk bekerja dengan efektif	STS	TS	N	S	SS
		1	2	3	4	5

Lampiran 2 Hasil Kuesioner

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
1	4	4	4	4	3	3	4	4	4	4
2	3	4	3	3	3	4	3	3	3	3
3	3	5	3	3	4	4	3	3	3	3
4	5	4	4	4	4	3	4	4	4	4
5	4	3	3	3	3	3	4	3	3	3
6	5	4	4	4	5	5	5	4	4	4
7	3	4	3	4	4	4	4	3	3	4
8	5	4	4	3	3	3	5	4	4	3
9	4	5	5	3	4	4	5	5	5	3
10	3	5	5	5	4	4	5	5	5	5
11	3	3	3	3	3	3	3	3	3	3
12	5	5	5	3	5	5	5	5	5	5
13	3	3	3	3	3	3	3	3	3	3
14	3	3	3	3	3	3	4	3	3	4
15	5	5	4	3	5	5	4	5	5	4
16	5	4	5	5	5	5	5	5	5	5
17	5	5	4	3	5	5	4	4	4	4
18	4	4	4	3	4	4	3	4	4	3
19	4	3	4	4	4	4	3	3	3	3
20	4	4	3	4	3	3	4	3	3	4
21	3	4	3	3	3	3	5	3	3	5
22	4	3	4	4	4	4	3	4	4	3
23	3	4	3	4	3	3	4	3	3	4
24	4	3	4	3	4	4	3	4	4	3
25	4	4	3	5	3	3	4	3	3	4
26	3	3	4	5	3	3	4	4	4	4
27	4	4	3	4	4	4	3	3	3	3
28	3	3	3	4	3	3	3	3	3	3
29	5	4	5	4	5	5	5	5	5	5
30	5	4	4	3	5	5	4	4	4	4
31	4	5	5	5	4	4	4	4	4	4
32	3	3	3	4	3	3	3	3	3	3
33	5	5	5	5	5	5	5	5	5	5
34	4	3	4	4	4	4	4	4	4	4
35	3	4	3	3	3	3	3	3	3	3
36	5	5	4	3	3	3	4	4	4	4
37	4	5	4	4	4	4	4	4	4	4
38	4	3	4	3	4	4	4	4	4	4

Lampiran 2 (lanjutan)

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
39	4	5	4	5	4	4	4	4	4	4
40	3	5	5	5	3	3	5	4	4	5
41	3	3	4	3	4	3	4	4	4	3
42	3	3	3	3	3	4	3	3	3	3
43	5	5	3	4	3	3	3	3	3	4
44	3	3	4	4	4	3	4	4	4	4
45	3	3	3	3	3	4	3	3	3	3
46	4	4	5	4	4	4	5	5	5	4
47	5	5	3	3	3	3	4	3	3	3
48	3	3	3	4	4	4	4	3	3	4
49	4	4	4	4	4	4	5	4	4	4
50	4	4	5	4	4	4	4	5	5	4
51	4	4	4	4	3	3	4	4	4	4
52	3	4	3	3	3	4	3	3	3	3
53	3	5	3	3	4	4	3	3	3	3
54	5	4	4	4	4	3	4	4	4	4
55	4	3	3	3	3	3	4	3	3	3
56	5	4	4	4	5	5	5	4	4	4
57	3	4	3	4	4	4	4	3	3	4
58	5	4	4	3	3	3	5	4	4	3
59	4	5	5	3	4	4	5	5	5	3
60	3	5	5	5	4	4	5	5	5	5
61	4	3	3	3	3	3	4	3	3	3
62	4	3	5	5	5	5	5	5	5	5
63	4	4	3	3	3	3	4	3	3	3
64	4	4	3	3	3	3	4	3	3	3
65	5	3	5	5	4	4	5	5	5	5
66	3	4	4	5	5	5	5	4	4	5
67	4	4	5	5	5	4	4	5	5	5
68	3	4	4	4	4	4	5	4	4	4
69	3	4	3	4	4	4	3	3	3	4
70	4	4	4	4	3	3	4	4	4	4
71	4	4	4	3	3	3	5	4	4	3
72	3	4	3	4	4	4	5	3	3	4
73	4	4	4	3	3	3	4	4	4	3
74	4	4	3	4	4	4	3	3	3	4
75	4	5	4	4	3	3	4	4	4	4
76	4	3	3	4	3	3	4	3	4	3

Lampiran 2 (lanjutan)

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
77	3	4	4	3	4	4	3	4	3	4
78	3	3	3	3	4	3	5	3	3	3
79	4	3	3	4	3	3	4	3	4	3
80	3	4	3	4	4	5	4	4	5	5
81	4	5	5	3	4	4	5	4	4	4
82	4	4	4	3	3	3	3	3	3	3
83	3	3	3	4	5	5	5	5	5	5
84	3	4	3	3	4	4	5	4	4	4
85	5	4	4	4	3	3	3	3	3	3
86	3	3	3	4	4	5	4	4	3	3
87	5	5	5	3	4	5	4	4	4	4
88	3	3	3	4	4	3	4	4	4	4
89	3	4	3	4	4	5	4	4	4	4
90	5	4	5	4	4	5	4	5	3	3
91	5	4	4	5	5	5	5	5	5	5
92	4	5	5	4	4	4	3	4	3	5
93	4	4	4	4	4	3	3	3	3	4
94	3	4	4	3	4	3	4	3	4	4
95	3	3	3	3	3	4	4	4	4	3
96	3	4	4	3	4	5	3	5	3	3
97	4	3	3	4	4	3	4	3	4	4
98	3	4	4	3	4	4	4	4	4	3
99	4	3	3	4	4	3	3	3	3	4
100	3	4	4	3	3	4	5	4	5	3

Lampiran 2 (lanjutan)

No	X2.1	X2.2	X2.3	X2.4	X2.5
1	3	3	4	4	4
2	4	4	5	5	3
3	4	4	4	4	3
4	3	3	5	5	4
5	3	3	4	4	3
6	5	5	5	5	4
7	4	4	5	5	4
8	3	3	4	4	3
9	4	4	4	4	3
10	4	4	3	3	5
11	3	3	4	4	3
12	5	5	4	4	5
13	3	3	5	5	3
14	3	3	5	5	3
15	4	4	5	5	5
16	5	5	5	5	5
17	4	4	3	3	5
18	4	4	5	5	4
19	4	4	4	4	4
20	3	3	5	5	4
21	3	3	4	4	3
22	4	4	5	5	4
23	3	3	4	4	3
24	4	4	3	3	4
25	3	3	5	5	4
26	5	3	3	4	4
27	4	4	4	3	3
28	4	3	3	3	3
29	4	5	5	5	5
30	3	5	5	4	4
31	5	4	4	4	4
32	4	3	3	3	3
33	5	5	5	5	5
34	4	4	4	4	4
35	3	3	3	3	3
36	3	3	3	4	4
37	4	4	4	4	4
38	3	4	4	4	4

Lampiran 2 (lanjutan)

No	X2.1	X2.2	X2.3	X2.4	X2.5
39	5	4	4	4	4
40	5	3	3	5	4
41	4	3	3	3	3
42	3	3	3	4	3
43	5	4	4	3	4
44	4	4	4	3	4
45	3	3	3	4	3
46	5	4	4	4	4
47	4	3	3	3	3
48	3	4	4	4	4
49	5	3	3	4	3
50	5	3	3	3	3
51	4	4	3	4	3
52	3	3	3	3	4
53	3	3	3	3	3
54	4	4	3	4	3
55	3	3	3	3	4
56	4	5	5	4	5
57	5	4	3	3	4
58	3	3	3	4	3
59	5	3	4	5	4
60	5	4	5	5	4
61	3	3	3	3	3
62	4	5	5	5	5
63	3	3	3	4	3
64	3	3	3	3	4
65	4	5	5	5	4
66	4	5	5	4	5
67	3	4	4	5	4
68	3	4	4	5	3
69	4	3	3	3	3
70	4	3	3	4	4
71	4	3	4	4	5
72	4	4	4	3	3
73	3	3	4	4	4
74	4	4	3	4	3
75	5	3	3	3	4
76	4	4	3	4	3

Lampiran 2 (lanjutan)

No	X2.1	X2.2	X2.3	X2.4	X2.5
77	3	3	3	3	4
78	3	3	3	3	3
79	4	4	3	4	3
80	3	3	3	3	4
81	4	5	5	4	5
82	5	4	3	3	4
83	3	3	3	4	3
84	5	3	4	5	4
85	5	4	5	5	4
86	3	3	3	3	3
87	4	5	5	5	5
88	3	3	3	4	3
89	3	3	3	3	4
90	4	5	5	5	4
91	4	5	5	4	5
92	3	4	4	5	4
93	3	4	4	5	3
94	4	3	3	3	3
95	4	3	3	4	4
96	4	3	4	4	5
97	4	4	4	3	3
98	3	3	4	4	4
99	4	4	3	4	3
100	5	3	3	3	4

Lampiran 2 (lanjutan)

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9
1	4	4	5	4	3	4	3	3	4
2	3	3	3	3	4	3	4	4	3
3	3	3	5	5	4	3	3	3	3
4	4	4	3	4	3	4	3	3	4
5	3	3	3	3	3	3	4	4	3
6	4	4	4	3	5	5	4	4	5
7	3	3	5	5	4	4	3	3	4
8	4	4	3	3	3	3	4	4	3
9	5	5	5	5	4	3	3	3	3
10	5	5	5	3	4	4	5	5	4
11	3	3	3	4	3	3	3	3	3
12	5	5	4	3	5	5	5	5	5
13	3	3	4	3	3	3	3	3	3
14	3	3	3	3	3	3	3	3	3
15	5	5	3	3	4	5	5	5	5
16	4	4	4	4	5	5	4	4	5
17	5	5	3	3	4	4	5	5	4
18	4	4	4	4	4	4	4	4	4
19	3	3	4	3	4	3	4	4	3
20	4	4	4	4	3	3	3	3	3
21	4	4	4	4	3	3	4	4	3
22	3	3	4	4	4	4	3	3	4
23	4	4	3	3	3	3	4	4	3
24	3	3	4	4	4	4	3	3	4
25	4	4	5	5	3	3	4	4	3
26	3	3	5	5	4	4	4	4	4
27	4	4	4	5	3	3	3	3	3
28	3	3	4	4	3	3	3	3	3
29	4	4	3	3	5	5	5	5	5
30	4	4	4	4	4	4	5	5	4
31	5	5	4	4	5	4	4	4	4
32	3	3	5	5	3	3	3	3	3
33	5	5	4	4	5	5	5	5	5
34	3	3	3	3	4	4	4	4	4
35	4	4	4	4	3	3	3	3	3
36	5	5	4	4	4	4	4	4	4
37	5	5	3	3	4	4	4	4	4
38	3	3	4	4	4	4	4	4	4

Lampiran 2 (lanjutan)

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9
39	5	5	4	4	4	4	4	4	4
40	5	5	4	5	5	4	4	4	4
41	4	4	5	4	3	3	4	4	3
42	3	3	3	3	4	3	3	3	3
43	3	3	5	5	3	4	3	3	4
44	4	4	3	4	3	4	4	4	4
45	3	3	3	3	4	3	5	5	3
46	5	5	4	3	4	4	5	5	4
47	3	3	5	5	3	3	4	4	3
48	3	3	3	3	4	4	4	4	4
49	4	4	5	5	4	3	4	4	3
50	5	5	5	3	4	3	3	3	3
51	4	4	5	4	3	3	3	4	3
52	3	3	3	3	4	4	4	3	4
53	3	3	5	5	4	4	3	5	3
54	4	4	3	4	3	3	3	4	3
55	3	3	3	3	3	3	4	3	4
56	4	4	4	3	5	5	5	5	5
57	3	3	5	5	4	3	4	5	4
58	4	4	3	3	3	3	3	3	3
59	5	5	5	5	4	4	4	5	4
60	5	5	5	3	4	5	4	5	4
61	3	3	3	4	3	3	3	3	3
62	5	5	4	3	5	5	5	3	5
63	3	3	4	3	3	3	3	3	3
64	3	3	3	3	3	3	4	3	4
65	5	5	3	3	4	5	4	3	4
66	4	4	4	4	5	5	5	5	5
67	5	5	3	3	4	4	4	3	4
68	4	4	4	4	4	4	3	3	3
69	3	3	4	3	4	4	3	4	3
70	4	4	4	4	3	3	4	4	4
71	4	4	4	4	3	4	5	3	5
72	3	3	4	4	4	4	3	4	3
73	4	4	3	3	3	4	4	4	4
74	3	3	4	4	4	4	3	3	3
75	4	4	5	5	3	3	4	5	4
76	4	3	3	4	4	4	4	5	4

Lampiran 2 (lanjutan)

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9
77	3	4	4	3	3	4	3	4	3
78	3	3	4	3	3	3	3	4	3
79	4	3	3	4	4	5	5	4	5
80	3	4	3	3	3	5	4	3	4
81	5	5	5	4	4	4	4	5	4
82	4	4	4	4	4	3	3	4	3
83	3	3	3	3	3	5	5	5	5
84	3	4	4	3	3	4	4	4	4
85	4	4	4	5	5	3	3	3	3
86	3	3	3	3	3	5	4	3	4
87	5	5	5	5	5	5	4	4	4
88	3	3	3	3	3	3	4	3	4
89	3	4	3	3	3	5	4	5	4
90	5	4	4	5	5	5	5	5	5
91	5	5	5	5	5	4	3	4	3
92	4	4	4	5	5	4	4	3	4
93	4	3	4	4	4	4	3	5	3
94	3	3	4	4	4	4	3	4	3
95	3	4	3	3	3	4	4	3	4
96	3	5	3	3	3	5	4	5	4
97	4	3	4	4	4	4	3	4	3
98	3	4	3	3	3	3	4	3	4
99	4	3	4	4	4	4	4	5	4
100	3	4	3	3	3	5	3	5	3

Lampiran 2 (lanjutan)

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10
1	4	4	3	4	3	4	3	4	4	3
2	3	3	4	3	4	3	4	3	3	4
3	3	3	4	3	3	3	3	3	3	3
4	4	4	3	4	3	4	3	4	4	3
5	3	3	3	3	4	3	4	3	3	4
6	4	4	5	5	4	4	5	5	5	5
7	4	3	4	5	4	4	4	4	4	4
8	3	4	3	3	3	3	3	3	3	3
9	3	5	4	5	3	3	4	3	3	4
10	5	5	4	5	5	5	4	4	4	4
11	3	3	3	3	3	3	3	3	3	3
12	5	5	5	3	5	5	5	5	5	5
13	3	3	3	3	3	3	3	3	3	3
14	3	3	3	3	3	3	4	3	3	4
15	5	5	4	3	5	5	4	5	5	4
16	5	4	5	5	5	5	5	5	5	5
17	5	5	4	3	5	5	4	4	4	4
18	4	4	4	3	4	4	3	4	4	3
19	4	3	4	4	4	4	3	3	3	3
20	4	4	3	4	3	3	4	3	3	4
21	3	4	3	3	3	3	5	3	3	5
22	4	3	4	4	4	4	3	4	4	3
23	3	4	3	4	3	3	4	3	3	4
24	4	3	4	3	4	4	3	4	4	3
25	4	4	3	5	3	3	4	3	3	4
26	3	3	4	5	3	3	4	4	4	4
27	4	4	3	4	4	4	3	3	3	3
28	3	3	3	4	3	3	3	3	3	3
29	5	4	5	4	5	5	5	5	5	5
30	5	4	4	3	5	5	4	4	4	4
31	4	5	5	5	4	4	4	4	4	4
32	3	3	3	4	3	3	3	3	3	3
33	5	5	5	5	5	5	5	5	5	5
34	4	3	4	4	4	4	4	4	4	4
35	3	4	3	3	3	3	3	3	3	3
36	5	5	4	3	3	3	4	4	4	4
37	4	5	4	4	4	4	4	4	4	4
38	4	3	4	3	4	4	4	4	4	4

Lampiran 2 (lanjutan)

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10
77	3	4	3	4	3	4	3	3	4	4
78	3	3	3	3	3	4	3	3	3	3
79	4	3	4	3	5	5	5	5	5	5
80	3	4	3	4	4	5	4	4	5	5
81	4	5	5	3	4	4	5	4	4	4
82	4	4	4	3	3	3	3	3	3	3
83	3	3	3	4	5	5	5	5	5	5
84	3	4	3	3	4	4	5	4	4	4
85	5	4	4	4	3	3	3	3	3	3
86	3	3	3	4	4	5	4	4	3	3
87	5	5	5	3	4	5	4	4	4	4
88	3	3	3	4	4	3	4	4	4	4
89	3	4	3	4	4	5	4	4	4	4
90	5	4	5	4	4	5	4	5	3	3
91	5	5	5	4	3	3	3	3	3	3
92	5	4	4	3	3	3	3	4	3	3
93	4	3	4	5	4	4	4	3	4	4
94	4	3	3	4	4	4	4	3	4	4
95	3	4	3	3	3	3	3	4	3	3
96	3	5	3	4	4	4	4	4	4	4
97	4	3	4	5	3	3	3	3	3	3
98	3	4	3	3	4	4	4	4	4	4
99	4	3	4	5	3	4	4	4	3	3
100	3	4	3	5	3	3	3	3	3	3

Lampiran 3 Karakteristik Responden

Jenis Kelamin	Jumlah	Prosentase (%)
Pria	63	63,0
Wanita	37	37,0
Total	100	100,00

Usia	Jumlah	Prosentase (%)
18 – 25 Tahun	18	18
26 – 35 Tahun	32	32
36 – 45 Tahun	29	29
46 – 55 Tahun	13	13
Lebih dari 55 Tahun	8	8
Total	100	100,00

Pendidikan	Jumlah	Prosentase (%)
SMU	12	32
DIPLOMA	22	12
S1	56	66
S2/S3	6	6
Lainnya	4	4
Total	100	100,00

Lampiran 4 Uji Validitas

		Correlations										
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TX1
X1.1	Pearson Correlation	1	.304**	.436**	.085	.261**	.153	.204*	.323**	.300**	.139	.486**
	Sig. (2-tailed)		.002	.000	.400	.009	.130	.041	.001	.002	.169	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.2	Pearson Correlation	.304**	1	.434**	.048	.183	.226*	.196	.291**	.230*	.276**	.477**
	Sig. (2-tailed)	.002		.000	.633	.068	.024	.051	.003	.021	.006	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.3	Pearson Correlation	.436**	.434**	1	.314**	.443**	.354**	.428**	.789**	.671**	.425**	.795**
	Sig. (2-tailed)	.000	.000		.001	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.4	Pearson Correlation	.085	.048	.314**	1	.317**	.179	.246*	.307**	.320**	.628**	.509**
	Sig. (2-tailed)	.400	.633	.001		.001	.074	.014	.002	.001	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.5	Pearson Correlation	.261**	.183	.443**	.317**	1	.778**	.330**	.579**	.511**	.544**	.736**
	Sig. (2-tailed)	.009	.068	.000	.001		.000	.001	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.6	Pearson Correlation	.153	.226*	.354**	.179	.778**	1	.245*	.569**	.415**	.368**	.640**
	Sig. (2-tailed)	.130	.024	.000	.074	.000		.014	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.7	Pearson Correlation	.204*	.196	.428**	.246*	.330**	.245*	1	.550**	.640**	.470**	.646**
	Sig. (2-tailed)	.041	.051	.000	.014	.001	.014		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.8	Pearson Correlation	.323**	.291**	.789**	.307**	.579**	.569**	.550**	1	.841**	.478**	.859**
	Sig. (2-tailed)	.001	.003	.000	.002	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.9	Pearson Correlation	.300**	.230*	.671**	.320**	.511**	.415**	.640**	.841**	1	.510**	.816**
	Sig. (2-tailed)	.002	.021	.000	.001	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
X1.10	Pearson Correlation	.139	.276**	.425**	.628**	.544**	.368**	.470**	.478**	.510**	1	.718**
	Sig. (2-tailed)	.169	.006	.000	.000	.000	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100	100	100	100	100	100
TX1	Pearson Correlation	.486**	.477**	.795**	.509**	.736**	.640**	.646**	.859**	.816**	.718**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	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 4 (lanjutan)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	TX2
X2.1	Pearson Correlation	1	.374**	.097	.062	.319**	.517**
	Sig. (2-tailed)		.000	.338	.540	.001	.000
	N	100	100	100	100	100	100
X2.2	Pearson Correlation	.374**	1	.588**	.353**	.508**	.795**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100
X2.3	Pearson Correlation	.097	.588**	1	.716**	.454**	.821**
	Sig. (2-tailed)	.338	.000		.000	.000	.000
	N	100	100	100	100	100	100
X2.4	Pearson Correlation	.062	.353**	.716**	1	.252*	.688**
	Sig. (2-tailed)	.540	.000	.000		.012	.000
	N	100	100	100	100	100	100
X2.5	Pearson Correlation	.319**	.508**	.454**	.252*	1	.706**
	Sig. (2-tailed)	.001	.000	.000	.012		.000
	N	100	100	100	100	100	100
TX2	Pearson Correlation	.517**	.795**	.821**	.688**	.706**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	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 4 (lanjutan)

Correlations

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TX3	
X3.1	Pearson Correlation	1	.858**	.224*	.134	.480**	.282**	.361**	.289**	.318**	.755*
	Sig. (2-tailed)		.000	.025	.184	.000	.005	.000	.004	.001	.000
	N	100	100	100	100	100	100	100	100	100	100
X3.2	Pearson Correlation	.858**	1	.148	-.023	.317**	.331**	.341**	.249*	.302**	.675*
	Sig. (2-tailed)	.000		.142	.824	.001	.001	.001	.013	.002	.000
	N	100	100	100	100	100	100	100	100	100	100
X3.3	Pearson Correlation	.224*	.148	1	.659**	.213*	-.118	-.190	.091	-.138	.371*
	Sig. (2-tailed)	.025	.142		.000	.034	.244	.058	.366	.170	.000
	N	100	100	100	100	100	100	100	100	100	100
X3.4	Pearson Correlation	.134	-.023	.659**	1	.196	-.165	-.245*	-.032	-.134	.275*
	Sig. (2-tailed)	.184	.824	.000		.051	.101	.014	.755	.185	.006
	N	100	100	100	100	100	100	100	100	100	100
X3.5	Pearson Correlation	.480**	.317**	.213*	.196	1	.482**	.332**	.305**	.419**	.703*
	Sig. (2-tailed)	.000	.001	.034	.051		.000	.001	.002	.000	.000
	N	100	100	100	100	100	100	100	100	100	100
X3.6	Pearson Correlation	.282**	.331**	-.118	-.165	.482**	1	.470**	.397**	.728**	.634*
	Sig. (2-tailed)	.005	.001	.244	.101	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100
X3.7	Pearson Correlation	.361**	.341**	-.190	-.245*	.332**	.470**	1	.543**	.734**	.619*
	Sig. (2-tailed)	.000	.001	.058	.014	.001	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100
X3.8	Pearson Correlation	.289**	.249*	.091	-.032	.305**	.397**	.543**	1	.311**	.599*
	Sig. (2-tailed)	.004	.013	.366	.755	.002	.000	.000		.002	.000
	N	100	100	100	100	100	100	100	100	100	100
X3.9	Pearson Correlation	.318**	.302**	-.138	-.134	.419**	.728**	.734**	.311**	1	.652*
	Sig. (2-tailed)	.001	.002	.170	.185	.000	.000	.000	.002		.000
	N	100	100	100	100	100	100	100	100	100	100
TX3	Pearson Correlation	.755**	.675**	.371**	.275**	.703**	.634**	.619**	.599**	.652**	1
	Sig. (2-tailed)	.000	.000	.000	.006	.000	.000	.000	.000	.000	
	N	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 4 (lanjutan)

		Correlations										
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TY
Y1	Pearson Correlation	1	.457**	.630**	.183	.566**	.512**	.259**	.426**	.528**	.339**	.707**
	Sig. (2-tailed)		.000	.000	.068	.000	.000	.009	.000	.000	.001	.000
	N	100	100	100	100	100	100	100	100	100	100	100
Y2	Pearson Correlation	.457**	1	.351**	.205*	.241*	.327**	.395**	.302**	.333**	.331**	.574**
	Sig. (2-tailed)	.000		.000	.041	.016	.001	.000	.002	.001	.001	.000
	N	100	100	100	100	100	100	100	100	100	100	100
Y3	Pearson Correlation	.630**	.351**	1	.193	.455**	.400**	.390**	.454**	.434**	.423**	.677**
	Sig. (2-tailed)	.000	.000		.055	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
Y4	Pearson Correlation	.183	.205*	.193	1	.068	.098	.106	.121	.160	.156	.339**
	Sig. (2-tailed)	.068	.041	.055		.500	.330	.292	.231	.112	.121	.001
	N	100	100	100	100	100	100	100	100	100	100	100
Y5	Pearson Correlation	.566**	.241*	.455**	.068	1	.815**	.527**	.630**	.780**	.614**	.815**
	Sig. (2-tailed)	.000	.016	.000	.500		.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
Y6	Pearson Correlation	.512**	.327**	.400**	.098	.815**	1	.492**	.713**	.705**	.472**	.795**
	Sig. (2-tailed)	.000	.001	.000	.330	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
Y7	Pearson Correlation	.259**	.395**	.390**	.106	.527**	.492**	1	.481**	.567**	.787**	.714**
	Sig. (2-tailed)	.009	.000	.000	.292	.000	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
Y8	Pearson Correlation	.426**	.302**	.454**	.121	.630**	.713**	.481**	1	.650**	.411**	.740**
	Sig. (2-tailed)	.000	.002	.000	.231	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
Y9	Pearson Correlation	.528**	.333**	.434**	.160	.780**	.705**	.567**	.650**	1	.773**	.848**
	Sig. (2-tailed)	.000	.001	.000	.112	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
Y10	Pearson Correlation	.339**	.331**	.423**	.156	.614**	.472**	.787**	.411**	.773**	1	.757**
	Sig. (2-tailed)	.001	.001	.000	.121	.000	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100	100	100	100	100	100
TY	Pearson Correlation	.707**	.574**	.677**	.339**	.815**	.795**	.714**	.740**	.848**	.757**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	
	N	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

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
.862	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	34.2500	20.654	.352	.868
X1.2	34.1500	20.876	.352	.867
X1.3	34.2900	18.430	.727	.836
X1.4	34.3500	20.694	.390	.863
X1.5	34.3000	19.242	.661	.842
X1.6	34.2900	19.562	.535	.852
X1.7	34.0400	19.574	.544	.852
X1.8	34.2800	18.082	.811	.829
X1.9	34.2900	18.370	.754	.834
X1.10	34.3000	19.202	.635	.844

Lampiran 5 (lanjutan)

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
.748	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	15.1900	5.469	.264	.789
X2.2	15.3600	4.455	.652	.653
X2.3	15.1900	4.095	.669	.639
X2.4	15.0400	4.766	.483	.714
X2.5	15.2600	4.821	.528	.699

Lampiran 5 (lanjutan)

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
.760	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	30.3700	11.347	.647	.702
X3.2	30.3400	11.883	.544	.720
X3.3	30.3000	13.747	.189	.775
X3.4	30.4000	14.303	.082	.791
X3.5	30.4300	11.965	.592	.714
X3.6	30.3400	12.227	.498	.728
X3.7	30.3700	12.458	.489	.730
X3.8	30.2800	12.305	.447	.736
X3.9	30.4500	12.331	.533	.724

Lampiran 5 (lanjutan)

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
.879	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	33.6800	20.806	.620	.867
Y2	33.6400	21.707	.457	.879
Y3	33.7500	21.280	.590	.869
Y4	33.6200	23.531	.193	.899
Y5	33.7900	20.228	.758	.856
Y6	33.7200	19.961	.727	.858
Y7	33.6600	20.954	.634	.866
Y8	33.7500	20.917	.669	.863
Y9	33.7900	19.986	.801	.853
Y10	33.7400	20.639	.686	.862

Lampiran 6 Analisis Regresi Linier Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1 ^b	.	Enter

- a. Dependent Variable: Y
 b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.892 ^a	.796	.790	.23180

- a. Predictors: (Constant), X3, X2, X1

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	20.170	3	6.723	125.136	.000 ^b
Residual	5.158	96	.054		
Total	25.328	99			

- a. Dependent Variable: Y
 b. Predictors: (Constant), X3, X2, X1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.125	.208		-.600	.550
X1	.553	.085	.532	6.532	.000
X2	.198	.066	.207	3.008	.003
X3	.266	.098	.229	2.714	.008

- a. Dependent Variable: Y