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Lampiran 1

**KUESIONER PENELITIAN**

**ANALISIS PENGARUH STRES KERJA, *WORK LIFE BALANCE* DAN *EMPLOYEE ENGAGEMENT* TERHADAP KINERJA DOSEN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING SELAMA MASA PANDEMI COVID-19**

**(Studi Kasus Pada Lembaga Pendidikan Tinggi Swasta Bidang Kesehatan)**

Kepada Yth :

Bapak/ Ibu Dosen

Di –

TEMPAT

Dengan Hormat,

Terimakasih atas kesediaan Bapak/ Ibu yang telah meluangkan waktu untuk membantu saya dengan memberikan informasi terkait penelitian yang saya lakukan. Informasi dari kuisioner ini akan saya gunakan untuk memenuhi syarat tesis yang sedang saya lakukan sehingga diharapkan dapat memberikan manfaat bagi pengembangan ilmu pengetahuan saya serta prakteknya di dalam institusi.

Identitas responden dijamin kerahasiannya dan hasil survey ini hanya akan digunakan untuk kepentingan ilmiah. Tidak ada jawaban salah dan benar dalam kuisioner ini, oleh karena itu kami mohon jawaban yang diberikan adalah yang sebenarnya dirasakan oleh reponden,

Peneliti

Amelia Zoraya

Isilah identitas diri Bapak/Ibu/ Saudara dengan keadaan yang sebenarnya :

1. No. Responden :
2. Usia :
3. ≤ 25 tahun
4. 26 s/d 30 tahun
5. 31 s/d 35 tahun
6. 36 s/d 40 tahun
7. 41 s/d 45 tahun
8. 46 s/d 50 tahun
9. > 50 tahun
10. Jenis Kelamin :
11. Laki – laki
12. Perempuan
13. Pendidikan Terakhir :
14. S-2
15. S-3
16. Lama Bekerja :
17. ≤ 1 tahun
18. 2 – 5 tahun
19. 6 – 10 tahun
20. 11 – 15 tahun
21. 16 – 20 tahun
22. 21 – 25 tahun
23. > 25 tahun

**PETUNJUK PENGISIAN**

Berikah tanda (√) pada kolom jawaban yang tersedia sesuai dengan kondisi Bapak/ Ibu/ Saudara.

1. SS, jika merasa sangat sesuai atas pernyataan yang diberikan.
2. S, jika merasa sesuai atas penyataan yang diberikan.
3. N, jika merasa netral atas pernyataan yang diberikan.
4. TS, jika merasa tidak sesuai atas pernyataan yang diberikan.
5. STS, jika merasa sangat tidak sesuai atas pernyataan yang diberikan.
6. VARIABEL KINERJA

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Alternatif Jawaban | | | | |
| STS | TS | N | S | SS |
| Penguasaan materi dan metode pengajaran | | | | | | |
| 1. | Saya memahami tugas kerja yang menjadi tangungjawab saya |  |  |  |  |  |
| 2. | Saya memiliki kompetensi yang sesuai dengan tugas kerja saya |  |  |  |  |  |
| 3. | Saya menguasai metode – metode pengajaran/ kerja yang ada di tempat kerja saya |  |  |  |  |  |
| Kreativitas kerja | | | | | | |
| 4. | Saya dapat melihat sisi baik dari setiap masalah yang ada |  |  |  |  |  |
| 5. | Saya senang mencoba suatu tugas kerja yang baru |  |  |  |  |  |
| 6. | Saya senang mencari cara yang berbeda untuk menyelesaikan tugas kerja saya |  |  |  |  |  |
| Efektivitas Jam Kerja | | | | | | |
| 7. | Saya memulai pekerjaan sesuai dengan waktu yang ditentukan |  |  |  |  |  |
| 8. | Saya menyelesaikan pekerjaan saya sesuai jam kerja yang ditentukan |  |  |  |  |  |
| 9. | Saya memenuhi waktu kerja sesuai dengan ketentuan |  |  |  |  |  |
| Kepuasan Mahasiswa | | | | | | |
| 10. | Saya mendapat penilaian baik dari mahasiswa |  |  |  |  |  |
| 11. | Saya tidak mendapatkan komplain dari mahasiswa |  |  |  |  |  |
| 12. | Hasil kerja saya dapat dimengerti oleh mahasiswa |  |  |  |  |  |
| Penguasaan Keadaan Kelas | | | | | | |
| 13. | Saya dapat menghindari miss komunikasi |  |  |  |  |  |
| 14. | Saya merasa tenang saat harus berbicara di depan umum |  |  |  |  |  |
| 15. | Audien dapat tenang saat saya menyampaikan informasi |  |  |  |  |  |

1. VARIABEL STRES KERJA

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Alternatif Jawaban | | | | |
| STS | TS | N | S | SS |
| Ketidaksesuaian antara tuntutan pekerjaan dengan waktu kerja | | | | | | |
| 1. | Saya merasa waktu saya habis hanya digunakan untuk bekerja |  |  |  |  |  |
| 2. | Saya merasa pekerjaan saya tidak mengenal waktu |  |  |  |  |  |
| 3. | Saya sering harus bekerja lembur untuk menyelesaikan pekerjaan saya |  |  |  |  |  |
| Perasaan yang muncul saat bekerja | | | | | | |
| 4. | Saya merasa gelisah atau gugup karena pekerjaan saya |  |  |  |  |  |
| 5. | Saya merasa tidak nyaman dengan pekerjaan saya |  |  |  |  |  |
| 6. | Saya merasa pekerjaan saya tidak sesuai dengan kompetensi saya |  |  |  |  |  |

1. VARIABEL *WORK LIFE BALANCE*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Alternatif Jawaban | | | | |
| STS | TS | N | S | SS |
| Keseimbangan waktu kerja dan personal | | | | | | |
| 1. | Pekerjaan memberikan saya energi untuk mengejar aktivitas di luar pekerjaan yang penting bagi saya |  |  |  |  |  |
| 2. | Kehidupan pribadi memberikan saya energy untuk melakukan pekerjaan saya |  |  |  |  |  |
| 3. | Kehidupan pribadi saya membantu saya untuk rileks dan merasa siap untuk bekerja di hari berikutnya |  |  |  |  |  |
| Keseimbangan peran | | | | | | |
| 4. | Aktivitas yang saya lakukan di tempat kerja membantu saya dalam menangani masalah – masalah pribadi dan praktis di rumah |  |  |  |  |  |
| 5. | Saya merasa berhasil membangun kehidupan keluarga dan karir yang ideal |  |  |  |  |  |
| 6. | Saya merasa nyaman memiliki keluarga yang dapat mendukung pekerjaan saya |  |  |  |  |  |
| Kestabilan perasaan senang dalam bekerja dan personal | | | | | | |
| 7. | Aktivitas pribadi saya membuat saya memiliki suasana hati yang lebih baik saat bekerja |  |  |  |  |  |
| 8. | Saya merasa suasana hati saya ditempat kerja lebih baik karena hal – hal lain yang terjadi di hidup saya berjalan dengan baik |  |  |  |  |  |
| 9. | Saya merasa bangga dengan pekerjaan dan kehidupan saya saat ini |  |  |  |  |  |

1. VARIABEL *EMPLOYEE ENGAGEMENT*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Alternatif Jawaban | | | | |
| STS | TS | N | S | SS |
| Daya tahan dalam bekerja | | | | | | |
| 1. | Saya merasa bersamangat ketika berangkat bekerja |  |  |  |  |  |
| 2. | Mudah bagi saya mengumpulkan tenaga saat bekerja |  |  |  |  |  |
| 3. | Saya bersungguh – sungguh untuk menyelesaikan masalah yang berkaitan dengan pekerjaan saya |  |  |  |  |  |
| Tanggungjawab dan kebanggaan pada pekerjaan | | | | | | |
| 4. | Saya merasa tidak nyaman ketika meninggalkan tugas yang menjadi tanggungjawab saya |  |  |  |  |  |
| 5. | Saya merasa bahwa saya memberikan pengaruh baik kepada orang lain melalui pekerjaan saya |  |  |  |  |  |
| 6. | Saya merasa pekerjaan saya adalah sebuah tantangan yang harus saya lakukan |  |  |  |  |  |
| Menikmati pekerjaannya | | | | | | |
| 7. | Saya bersedia meluangkan banyak waktu untuk menyelesaikan pekerjaan saya |  |  |  |  |  |
| 8. | Ketika bekerja saya tidak memikirkan hal lain di luar pekerjaan saya |  |  |  |  |  |
| 9. | Ketika bekerja, waktu berlalu begitu cepat |  |  |  |  |  |

1. VARIABEL KEPUASAN KERJA

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Alternatif Jawaban | | | | |
| STS | TS | N | S | SS |
| Kepuasan terhadap pekerjaan itu sendiri | | | | | | |
| 1. | Saya dapat bekerja dengan baik karena sesuai dengan kompetensi saya |  |  |  |  |  |
| 2. | Saya merasa nyaman dengan lingkungan kerja |  |  |  |  |  |
| 3. | Saya merasa senang dalam bekerja karena didukung oleh sarana dan prasarana yang memadai |  |  |  |  |  |
| Kepuasan terhadap atasan | | | | | | |
| 4. | Pimpinan memberikan apresiasi ketika saya melakukan pekerjaan dengan baik |  |  |  |  |  |
| 5. | Pempinan mampu bersikap tegas kepada pegawai pada saat yang tepat |  |  |  |  |  |
| 6. | Pimpinan memberikan kepercayaan terhadap pekerjaan yang dilakukan |  |  |  |  |  |
| Kepuasan terhadap rekan kerja | | | | | | |
| 7. | Saya merasa rekan kerja selalu peduli jika terdapat masalah dalam pekerjaan |  |  |  |  |  |
| 8. | Saya merasa mendapat dukungan yang kuat diantara sesama rekan kerja |  |  |  |  |  |
| 9. | Saya merasa suasana kekeluargaan diantara sesama pegawai |  |  |  |  |  |
| Kepuasan terhadap promosi | | | | | | |
| 10. | Institusi memberikan kesempatan bagi saya untuk mengembangkan diri melalui pendidikan formal, pelatihan, seminar, dll |  |  |  |  |  |
| 11. | Saya merasa memiliki peluang untuk mengembangkan karir |  |  |  |  |  |
| 12. | Setiap pekerja memiliki kesempatan untuk dipromosikan |  |  |  |  |  |
| Kepuasan terhadap gaji/ upah | | | | | | |
| 13. | Saya merasa besar gaji yang saya terima sudah sesuai dengan pekerjaan yang saya lakukan |  |  |  |  |  |
| 14. | Jika saya bekerja lembur, maka saya mendapatkan imbalan yang sesuai |  |  |  |  |  |
| 15. | Saya diberikan tujangan sesuai dengan standar yang ada |  |  |  |  |  |

Lampiran 2

Tabulasi Data Penelitian

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| STRES KERJA (X1) | | | | | | WORK LIFE BALANCE (X2) | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 |
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| EMPLOYEE ENGAGEMENT (X3) | | | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 |
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| KEPUASAN KERJA (Y1) | | | | | | | | | | | | | | |
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| 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 3 |
| 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 3 | 4 |
| 4 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 4 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 1 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 2 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 5 | 4 | 2 | 2 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 2 | 2 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 |
| 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 |
| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 |
| 4 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 2 | 2 | 2 | 1 | 1 | 1 |
| 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 |
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| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 5 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 |
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| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 2 | 3 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| KINERJA (Y2) | | | | | | | | | | | | | | |
| Y2.1 | Y2.2 | Y2.3 | Y2.4 | Y2.5 | Y2.6 | Y2.7 | Y2.8 | Y2.9 | Y2.10 | Y2.11 | Y2.12 | Y2.13 | Y2.14 | Y2.15 |
| 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
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| 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
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| 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
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| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 |
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| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 5 |
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| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 |
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| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 |
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| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 3 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
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| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
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| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 3 | 3 | 5 | 5 | 5 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
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| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 |
| 5 | 5 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
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| 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 3 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |

Lampiran 3

UJI VALIDITAS DAN RELIABILITAS INSTRUMEN PENELITIAN

UJI VALIDITAS INSTRUMEN PENELITIAN

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | TotalX1 |
| X1.1 | Pearson Correlation | 1 | .556\* | .573\*\* | .449\* | .612\*\* | .354 | .816\*\* |
| Sig. (2-tailed) |  | .011 | .008 | .047 | .004 | .126 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.2 | Pearson Correlation | .556\* | 1 | .766\*\* | .614\*\* | .317 | .228 | .845\*\* |
| Sig. (2-tailed) | .011 |  | .000 | .004 | .173 | .333 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.3 | Pearson Correlation | .573\*\* | .766\*\* | 1 | .530\* | .343 | .147 | .818\*\* |
| Sig. (2-tailed) | .008 | .000 |  | .016 | .138 | .538 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.4 | Pearson Correlation | .449\* | .614\*\* | .530\* | 1 | .702\*\* | .377 | .735\*\* |
| Sig. (2-tailed) | .047 | .004 | .016 |  | .001 | .102 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.5 | Pearson Correlation | .612\*\* | .317 | .343 | .702\*\* | 1 | .642\*\* | .693\*\* |
| Sig. (2-tailed) | .004 | .173 | .138 | .001 |  | .002 | .001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.6 | Pearson Correlation | .354 | .228 | .147 | .377 | .642\*\* | 1 | .529\* |
| Sig. (2-tailed) | .126 | .333 | .538 | .102 | .002 |  | .017 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TotalX1 | Pearson Correlation | .816\*\* | .845\*\* | .818\*\* | .735\*\* | .693\*\* | .529\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .017 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

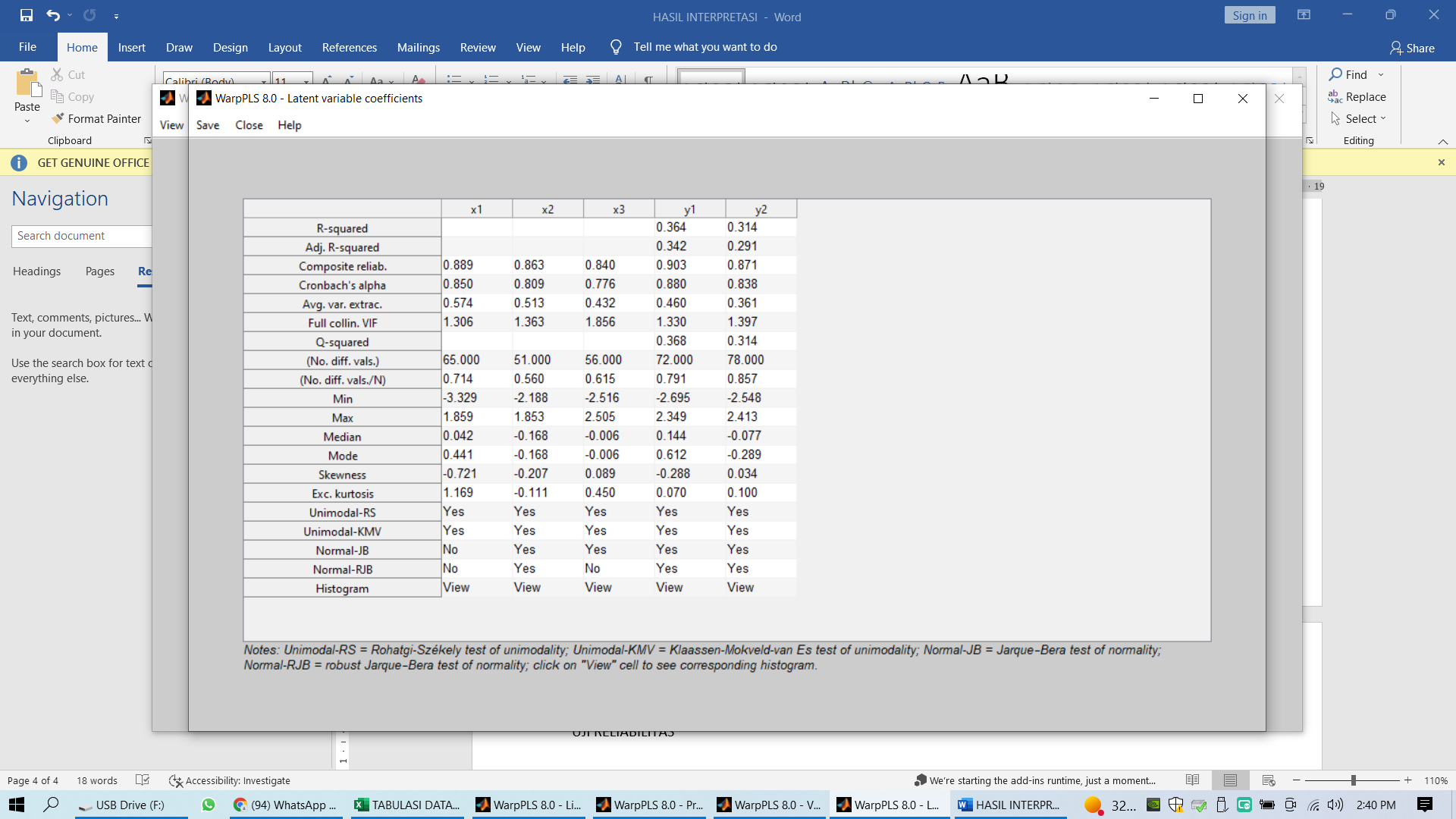
|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TotalX2 |
| X2.1 | Pearson Correlation | 1 | -.141 | .057 | .667\*\* | .316 | .047 | -.326 | .050 | .056 | .393 |
| Sig. (2-tailed) |  | .553 | .811 | .001 | .175 | .844 | .161 | .833 | .816 | .087 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.2 | Pearson Correlation | -.141 | 1 | .632\*\* | -.141 | -.145 | .363 | .281 | .183 | .297 | .583\*\* |
| Sig. (2-tailed) | .553 |  | .003 | .553 | .543 | .116 | .230 | .439 | .203 | .007 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.3 | Pearson Correlation | .057 | .632\*\* | 1 | -.171 | -.175 | .439 | .341 | .429 | .589\*\* | .758\*\* |
| Sig. (2-tailed) | .811 | .003 |  | .471 | .460 | .053 | .142 | .059 | .006 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.4 | Pearson Correlation | .667\*\* | -.141 | -.171 | 1 | .063 | -.235 | -.586\*\* | .353 | -.167 | .390 |
| Sig. (2-tailed) | .001 | .553 | .471 |  | .791 | .318 | .007 | .127 | .481 | .422 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.5 | Pearson Correlation | .316 | -.145 | -.175 | .063 | 1 | .391 | -.052 | -.063 | -.070 | .373 |
| Sig. (2-tailed) | .175 | .543 | .460 | .791 |  | .088 | .828 | .792 | .770 | .245 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.6 | Pearson Correlation | .047 | .363 | .439 | -.235 | .391 | 1 | .502\* | .013 | .014 | .604\*\* |
| Sig. (2-tailed) | .844 | .116 | .053 | .318 | .088 |  | .024 | .957 | .953 | .005 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.7 | Pearson Correlation | -.326 | .281 | .341 | -.586\*\* | -.052 | .502\* | 1 | -.100 | .150 | .372 |
| Sig. (2-tailed) | .161 | .230 | .142 | .007 | .828 | .024 |  | .674 | .527 | .246 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.8 | Pearson Correlation | .050 | .183 | .429 | .353 | -.063 | .013 | -.100 | 1 | .500\* | .573\*\* |
| Sig. (2-tailed) | .833 | .439 | .059 | .127 | .792 | .957 | .674 |  | .025 | .008 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.9 | Pearson Correlation | .056 | .297 | .589\*\* | -.167 | -.070 | .014 | .150 | .500\* | 1 | .558\* |
| Sig. (2-tailed) | .816 | .203 | .006 | .481 | .770 | .953 | .527 | .025 |  | .011 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TotalX2 | Pearson Correlation | .393 | .583\*\* | .758\*\* | .190 | .273 | .604\*\* | .272 | .573\*\* | .558\* | 1 |
| Sig. (2-tailed) | .087 | .007 | .000 | .422 | .245 | .005 | .246 | .008 | .011 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | TotalX3 |
| X3.1 | Pearson Correlation | 1 | .762\*\* | .575\*\* | .422 | .383 | .330 | -.041 | -.023 | .000 | .689\*\* |
| Sig. (2-tailed) |  | .000 | .008 | .064 | .095 | .155 | .865 | .923 | 1.000 | .001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X3.2 | Pearson Correlation | .762\*\* | 1 | .650\*\* | .260 | .306 | .373 | .298 | -.026 | .141 | .750\*\* |
| Sig. (2-tailed) | .000 |  | .002 | .268 | .190 | .105 | .201 | .913 | .554 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X3.3 | Pearson Correlation | .575\*\* | .650\*\* | 1 | .418 | .228 | .225 | .111 | -.072 | .000 | .610\*\* |
| Sig. (2-tailed) | .008 | .002 |  | .067 | .333 | .340 | .643 | .764 | 1.000 | .004 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X3.4 | Pearson Correlation | .422 | .260 | .418 | 1 | .030 | .492\* | .242 | .061 | -.110 | .588\*\* |
| Sig. (2-tailed) | .064 | .268 | .067 |  | .901 | .027 | .304 | .798 | .644 | .006 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X3.5 | Pearson Correlation | .383 | .306 | .228 | .030 | 1 | .311 | -.111 | .131 | -.065 | .439 |
| Sig. (2-tailed) | .095 | .190 | .333 | .901 |  | .183 | .643 | .581 | .787 | .053 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X3.6 | Pearson Correlation | .330 | .373 | .225 | .492\* | .311 | 1 | .588\*\* | .197 | -.118 | .666\*\* |
| Sig. (2-tailed) | .155 | .105 | .340 | .027 | .183 |  | .006 | .406 | .619 | .001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X3.7 | Pearson Correlation | -.041 | .298 | .111 | .242 | -.111 | .588\*\* | 1 | .419 | .175 | .549\* |
| Sig. (2-tailed) | .865 | .201 | .643 | .304 | .643 | .006 |  | .066 | .462 | .012 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X3.8 | Pearson Correlation | -.023 | -.026 | -.072 | .061 | .131 | .197 | .419 | 1 | .132 | .394 |
| Sig. (2-tailed) | .923 | .913 | .764 | .798 | .581 | .406 | .066 |  | .579 | .086 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X3.9 | Pearson Correlation | .000 | .141 | .000 | -.110 | -.065 | -.118 | .175 | .132 | 1 | .443 |
| Sig. (2-tailed) | 1.000 | .554 | 1.000 | .644 | .787 | .619 | .462 | .579 |  | .302 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TotalX3 | Pearson Correlation | .689\*\* | .750\*\* | .610\*\* | .588\*\* | .439 | .666\*\* | .549\* | .394 | .243 | 1 |
| Sig. (2-tailed) | .001 | .000 | .004 | .006 | .053 | .001 | .012 | .086 | .302 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | |
|  | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.11 | Y1.12 | Y1.13 | Y1.14 | Y1.15 | TotalY1 |
| Y1.1 | Pearson Correlation | 1 | .675\*\* | .489\* | .242 | .089 | .080 | -.041 | .204 | .182 | .308 | .577\*\* | .422 | .238 | .454\* | .518\* | .519\* |
| Sig. (2-tailed) |  | .001 | .029 | .304 | .709 | .739 | .864 | .388 | .442 | .187 | .008 | .064 | .313 | .044 | .019 | .019 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.2 | Pearson Correlation | .675\*\* | 1 | .355 | .202 | .113 | .012 | .161 | .384 | .326 | .377 | .660\*\* | .537\* | .352 | .520\* | .632\*\* | .610\*\* |
| Sig. (2-tailed) | .001 |  | .125 | .392 | .635 | .959 | .496 | .094 | .160 | .101 | .002 | .015 | .128 | .019 | .003 | .004 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.3 | Pearson Correlation | .489\* | .355 | 1 | .355 | .147 | .298 | .082 | .446\* | .285 | .533\* | .836\*\* | .696\*\* | .211 | .167 | .348 | .608\*\* |
| Sig. (2-tailed) | .029 | .125 |  | .125 | .537 | .202 | .730 | .049 | .223 | .016 | .000 | .001 | .371 | .481 | .133 | .004 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.4 | Pearson Correlation | .242 | .202 | .355 | 1 | .783\*\* | .668\*\* | .585\*\* | .054 | -.160 | .526\* | .423 | .568\*\* | .207 | .333 | .274 | .633\*\* |
| Sig. (2-tailed) | .304 | .392 | .125 |  | .000 | .001 | .007 | .821 | .499 | .017 | .063 | .009 | .381 | .151 | .242 | .003 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.5 | Pearson Correlation | .089 | .113 | .147 | .783\*\* | 1 | .559\* | .606\*\* | .024 | -.029 | .707\*\* | .257 | .440 | .162 | .482\* | .313 | .618\*\* |
| Sig. (2-tailed) | .709 | .635 | .537 | .000 |  | .010 | .005 | .919 | .903 | .000 | .273 | .052 | .494 | .031 | .179 | .004 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.6 | Pearson Correlation | .080 | .012 | .298 | .668\*\* | .559\* | 1 | .376 | -.103 | .122 | .475\* | .412 | .464\* | .349 | .226 | .255 | .556\* |
| Sig. (2-tailed) | .739 | .959 | .202 | .001 | .010 |  | .103 | .666 | .608 | .034 | .071 | .039 | .131 | .338 | .278 | .011 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.7 | Pearson Correlation | -.041 | .161 | .082 | .585\*\* | .606\*\* | .376 | 1 | .082 | -.147 | .513\* | .195 | .402 | .264 | .389 | .362 | .519\* |
| Sig. (2-tailed) | .864 | .496 | .730 | .007 | .005 | .103 |  | .730 | .537 | .021 | .411 | .079 | .261 | .090 | .117 | .019 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.8 | Pearson Correlation | .204 | .384 | .446\* | .054 | .024 | -.103 | .082 | 1 | .732\*\* | .280 | .476\* | .405 | .329 | .154 | .208 | .438 |
| Sig. (2-tailed) | .388 | .094 | .049 | .821 | .919 | .666 | .730 |  | .000 | .231 | .034 | .077 | .157 | .516 | .378 | .053 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.9 | Pearson Correlation | .182 | .326 | .285 | -.160 | -.029 | .122 | -.147 | .732\*\* | 1 | .282 | .466\* | .412 | .575\*\* | .262 | .272 | .455\* |
| Sig. (2-tailed) | .442 | .160 | .223 | .499 | .903 | .608 | .537 | .000 |  | .229 | .038 | .071 | .008 | .264 | .246 | .044 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.10 | Pearson Correlation | .308 | .377 | .533\* | .526\* | .707\*\* | .475\* | .513\* | .280 | .282 | 1 | .683\*\* | .762\*\* | .296 | .538\* | .452\* | .808\*\* |
| Sig. (2-tailed) | .187 | .101 | .016 | .017 | .000 | .034 | .021 | .231 | .229 |  | .001 | .000 | .206 | .014 | .045 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.11 | Pearson Correlation | .577\*\* | .660\*\* | .836\*\* | .423 | .257 | .412 | .195 | .476\* | .466\* | .683\*\* | 1 | .906\*\* | .444\* | .386 | .493\* | .814\*\* |
| Sig. (2-tailed) | .008 | .002 | .000 | .063 | .273 | .071 | .411 | .034 | .038 | .001 |  | .000 | .050 | .093 | .027 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.12 | Pearson Correlation | .422 | .537\* | .696\*\* | .568\*\* | .440 | .464\* | .402 | .405 | .412 | .762\*\* | .906\*\* | 1 | .553\* | .464\* | .470\* | .867\*\* |
| Sig. (2-tailed) | .064 | .015 | .001 | .009 | .052 | .039 | .079 | .077 | .071 | .000 | .000 |  | .011 | .039 | .037 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.13 | Pearson Correlation | .238 | .352 | .211 | .207 | .162 | .349 | .264 | .329 | .575\*\* | .296 | .444\* | .553\* | 1 | .738\*\* | .641\*\* | .692\*\* |
| Sig. (2-tailed) | .313 | .128 | .371 | .381 | .494 | .131 | .261 | .157 | .008 | .206 | .050 | .011 |  | .000 | .002 | .001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.14 | Pearson Correlation | .454\* | .520\* | .167 | .333 | .482\* | .226 | .389 | .154 | .262 | .538\* | .386 | .464\* | .738\*\* | 1 | .746\*\* | .750\*\* |
| Sig. (2-tailed) | .044 | .019 | .481 | .151 | .031 | .338 | .090 | .516 | .264 | .014 | .093 | .039 | .000 |  | .000 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y1.15 | Pearson Correlation | .518\* | .632\*\* | .348 | .274 | .313 | .255 | .362 | .208 | .272 | .452\* | .493\* | .470\* | .641\*\* | .746\*\* | 1 | .741\*\* |
| Sig. (2-tailed) | .019 | .003 | .133 | .242 | .179 | .278 | .117 | .378 | .246 | .045 | .027 | .037 | .002 | .000 |  | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TotalY1 | Pearson Correlation | .519\* | .610\*\* | .608\*\* | .633\*\* | .618\*\* | .556\* | .519\* | .438 | .455\* | .808\*\* | .814\*\* | .867\*\* | .692\*\* | .750\*\* | .741\*\* | 1 |
| Sig. (2-tailed) | .019 | .004 | .004 | .003 | .004 | .011 | .019 | .053 | .044 | .000 | .000 | .000 | .001 | .000 | .000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | |
|  | | Y2.1 | Y2.2 | Y2.3 | Y2.4 | Y2.5 | Y2.6 | Y2.7 | Y2.8 | Y2.9 | Y2.10 | Y2.11 | Y2.12 | Y2.13 | Y2.14 | Y2.15 | TotalY2 |
| Y2.1 | Pearson Correlation | 1 | .734\*\* | .655\*\* | .254 | -.058 | .207 | .316 | .147 | .093 | -.140 | -.392 | .105 | -.229 | .371 | .186 | .400 |
| Sig. (2-tailed) |  | .000 | .002 | .279 | .809 | .382 | .174 | .535 | .696 | .556 | .087 | .660 | .331 | .107 | .433 | .081 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.2 | Pearson Correlation | .734\*\* | 1 | .663\*\* | .293 | .164 | .296 | .166 | .093 | -.049 | -.015 | -.021 | .209 | .072 | .448\* | .136 | .577\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .209 | .490 | .205 | .485 | .697 | .838 | .951 | .931 | .377 | .762 | .048 | .567 | .008 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.3 | Pearson Correlation | .655\*\* | .663\*\* | 1 | .500\* | .543\* | .586\*\* | .173 | .129 | -.102 | .031 | -.385 | .252 | .100 | .284 | .122 | .627\*\* |
| Sig. (2-tailed) | .002 | .001 |  | .025 | .013 | .007 | .467 | .589 | .670 | .898 | .094 | .285 | .674 | .226 | .610 | .003 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.4 | Pearson Correlation | .254 | .293 | .500\* | 1 | .594\*\* | .485\* | .134 | .100 | .040 | -.273 | -.466\* | -.205 | .370 | -.016 | -.142 | .395 |
| Sig. (2-tailed) | .279 | .209 | .025 |  | .006 | .030 | .573 | .675 | .869 | .244 | .038 | .387 | .109 | .947 | .551 | .085 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.5 | Pearson Correlation | -.058 | .164 | .543\* | .594\*\* | 1 | .784\*\* | -.183 | -.068 | -.351 | -.138 | -.193 | -.103 | .279 | .011 | -.226 | .372 |
| Sig. (2-tailed) | .809 | .490 | .013 | .006 |  | .000 | .440 | .775 | .130 | .563 | .415 | .665 | .234 | .964 | .339 | .106 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.6 | Pearson Correlation | .207 | .296 | .586\*\* | .485\* | .784\*\* | 1 | -.109 | .061 | -.225 | -.106 | -.081 | .065 | .047 | .166 | -.038 | .530\* |
| Sig. (2-tailed) | .382 | .205 | .007 | .030 | .000 |  | .648 | .799 | .341 | .656 | .734 | .786 | .843 | .484 | .872 | .016 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.7 | Pearson Correlation | .316 | .166 | .173 | .134 | -.183 | -.109 | 1 | .816\*\* | .737\*\* | .221 | -.233 | .000 | -.181 | .147 | .147 | .428 |
| Sig. (2-tailed) | .174 | .485 | .467 | .573 | .440 | .648 |  | .000 | .000 | .348 | .324 | 1.000 | .444 | .537 | .537 | .060 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.8 | Pearson Correlation | .147 | .093 | .129 | .100 | -.068 | .061 | .816\*\* | 1 | .687\*\* | .083 | -.101 | .062 | -.237 | .219 | .329 | .498\* |
| Sig. (2-tailed) | .535 | .697 | .589 | .675 | .775 | .799 | .000 |  | .001 | .729 | .671 | .796 | .315 | .354 | .157 | .025 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.9 | Pearson Correlation | .093 | -.049 | -.102 | .040 | -.351 | -.225 | .737\*\* | .687\*\* | 1 | .457\* | .183 | .342 | -.107 | .087 | .433 | .451\* |
| Sig. (2-tailed) | .696 | .838 | .670 | .869 | .130 | .341 | .000 | .001 |  | .043 | .440 | .140 | .654 | .717 | .057 | .046 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.10 | Pearson Correlation | -.140 | -.015 | .031 | -.273 | -.138 | -.106 | .221 | .083 | .457\* | 1 | .577\*\* | .749\*\* | .225 | .182 | .338 | .439 |
| Sig. (2-tailed) | .556 | .951 | .898 | .244 | .563 | .656 | .348 | .729 | .043 |  | .008 | .000 | .340 | .442 | .145 | .053 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.11 | Pearson Correlation | -.392 | -.021 | -.385 | -.466\* | -.193 | -.081 | -.233 | -.101 | .183 | .577\*\* | 1 | .535\* | -.022 | .073 | .200 | .359 |
| Sig. (2-tailed) | .087 | .931 | .094 | .038 | .415 | .734 | .324 | .671 | .440 | .008 |  | .015 | .925 | .760 | .397 | .502 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.12 | Pearson Correlation | .105 | .209 | .252 | -.205 | -.103 | .065 | .000 | .062 | .342 | .749\*\* | .535\* | 1 | .168 | .331 | .642\*\* | .572\*\* |
| Sig. (2-tailed) | .660 | .377 | .285 | .387 | .665 | .786 | 1.000 | .796 | .140 | .000 | .015 |  | .478 | .154 | .002 | .008 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.13 | Pearson Correlation | -.229 | .072 | .100 | .370 | .279 | .047 | -.181 | -.237 | -.107 | .225 | -.022 | .168 | 1 | .383 | .256 | .369 |
| Sig. (2-tailed) | .331 | .762 | .674 | .109 | .234 | .843 | .444 | .315 | .654 | .340 | .925 | .478 |  | .095 | .277 | .251 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.14 | Pearson Correlation | .371 | .448\* | .284 | -.016 | .011 | .166 | .147 | .219 | .087 | .182 | .073 | .331 | .383 | 1 | .724\*\* | .601\*\* |
| Sig. (2-tailed) | .107 | .048 | .226 | .947 | .964 | .484 | .537 | .354 | .717 | .442 | .760 | .154 | .095 |  | .000 | .005 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y2.15 | Pearson Correlation | .186 | .136 | .122 | -.142 | -.226 | -.038 | .147 | .329 | .433 | .338 | .200 | .642\*\* | .256 | .724\*\* | 1 | .548\* |
| Sig. (2-tailed) | .433 | .567 | .610 | .551 | .339 | .872 | .537 | .157 | .057 | .145 | .397 | .002 | .277 | .000 |  | .012 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TotalY2 | Pearson Correlation | .400 | .577\*\* | .627\*\* | .395 | .372 | .530\* | .428 | .498\* | .451\* | .439 | .159 | .572\*\* | .269 | .601\*\* | .548\* | 1 |
| Sig. (2-tailed) | .081 | .008 | .003 | .085 | .106 | .016 | .060 | .025 | .046 | .053 | .502 | .008 | .251 | .005 | .012 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | |

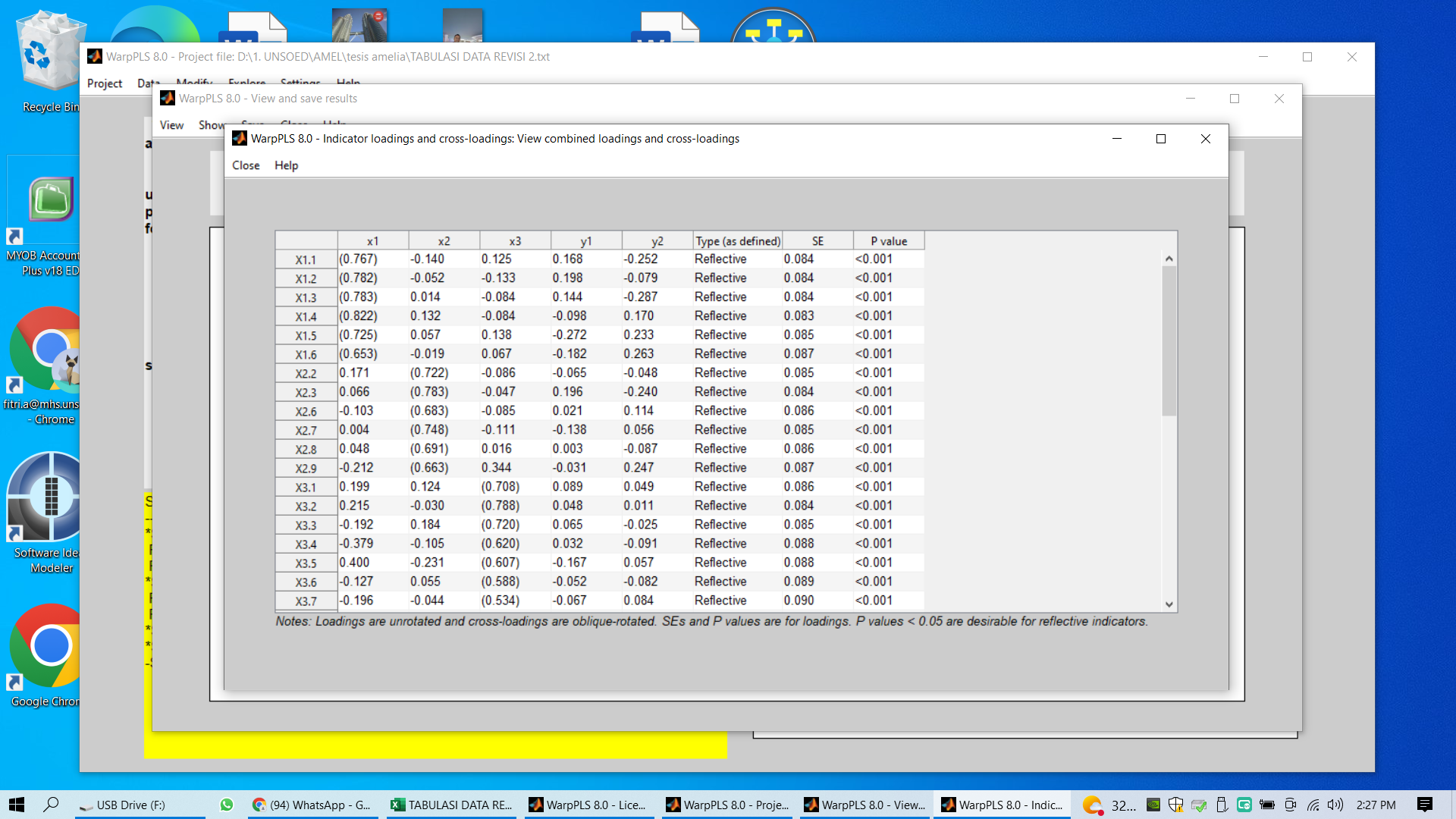
UJI RELIABILITAS INSTRUMEN CRONBACH ALPHA

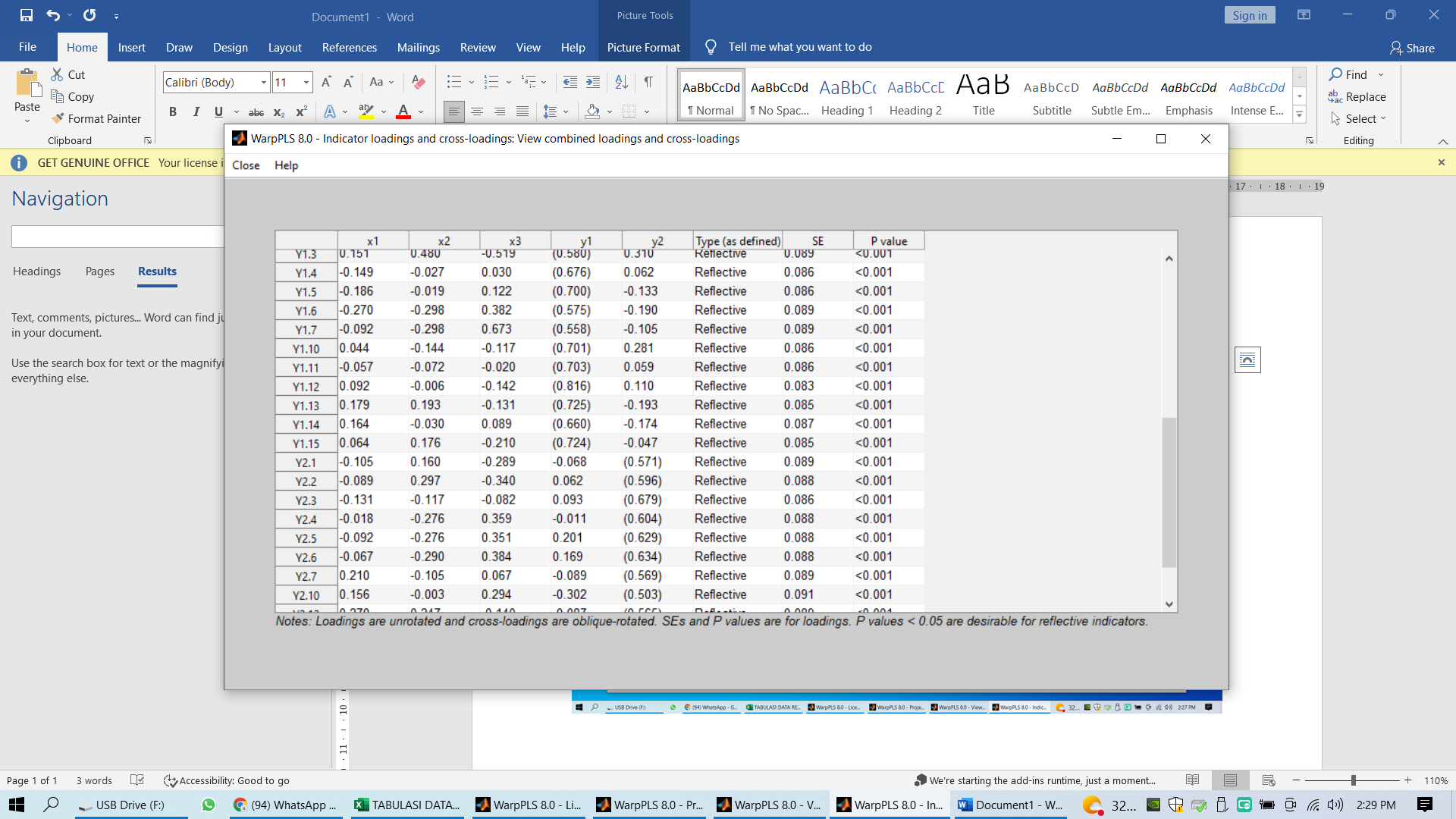


Lampiran 4

Uji Outer Model

* 1. UJI CONVERGENT VALIDITY

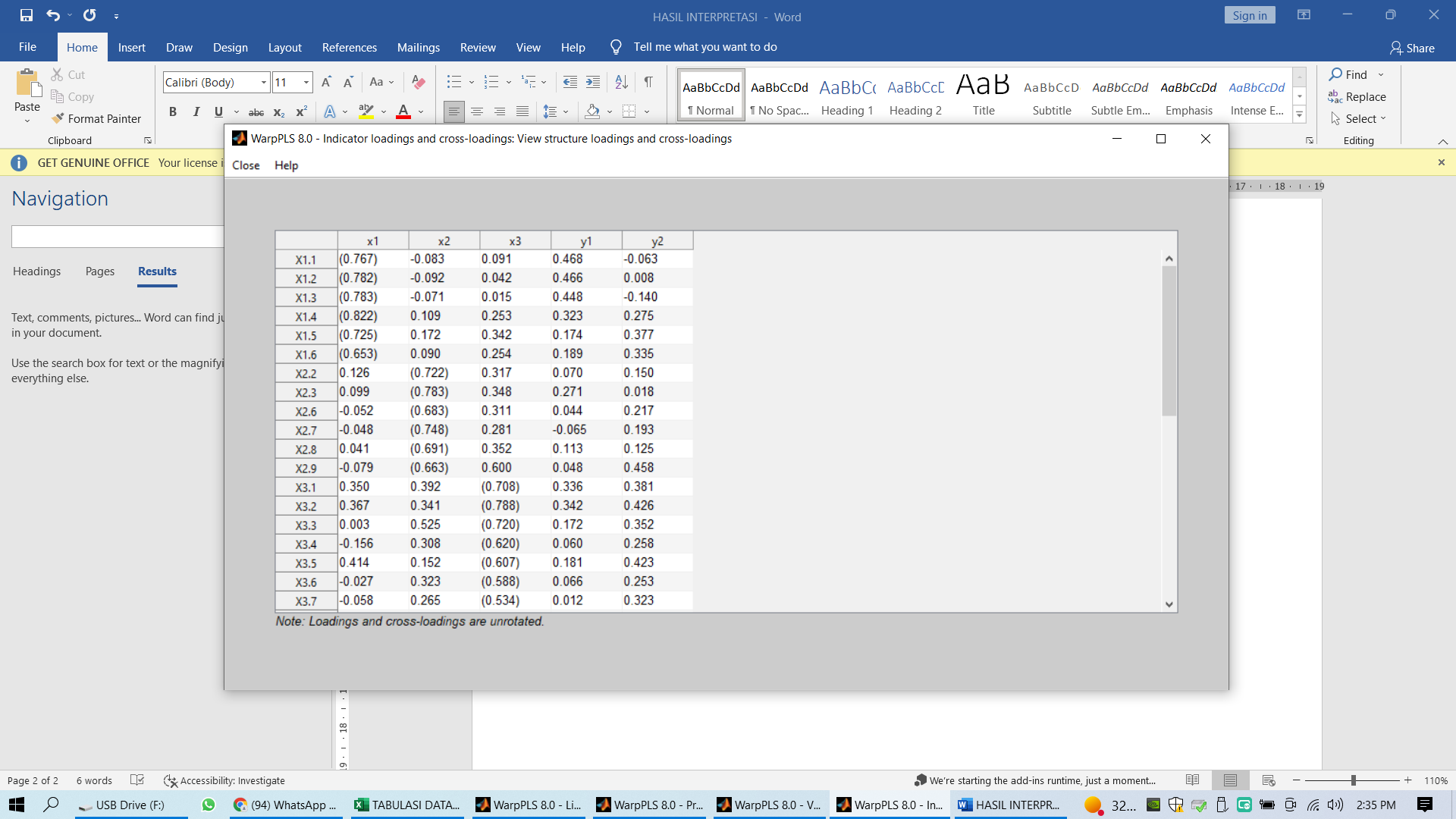
 HASIL LAODING FACTOR



Graphical user interface, application, table, Word

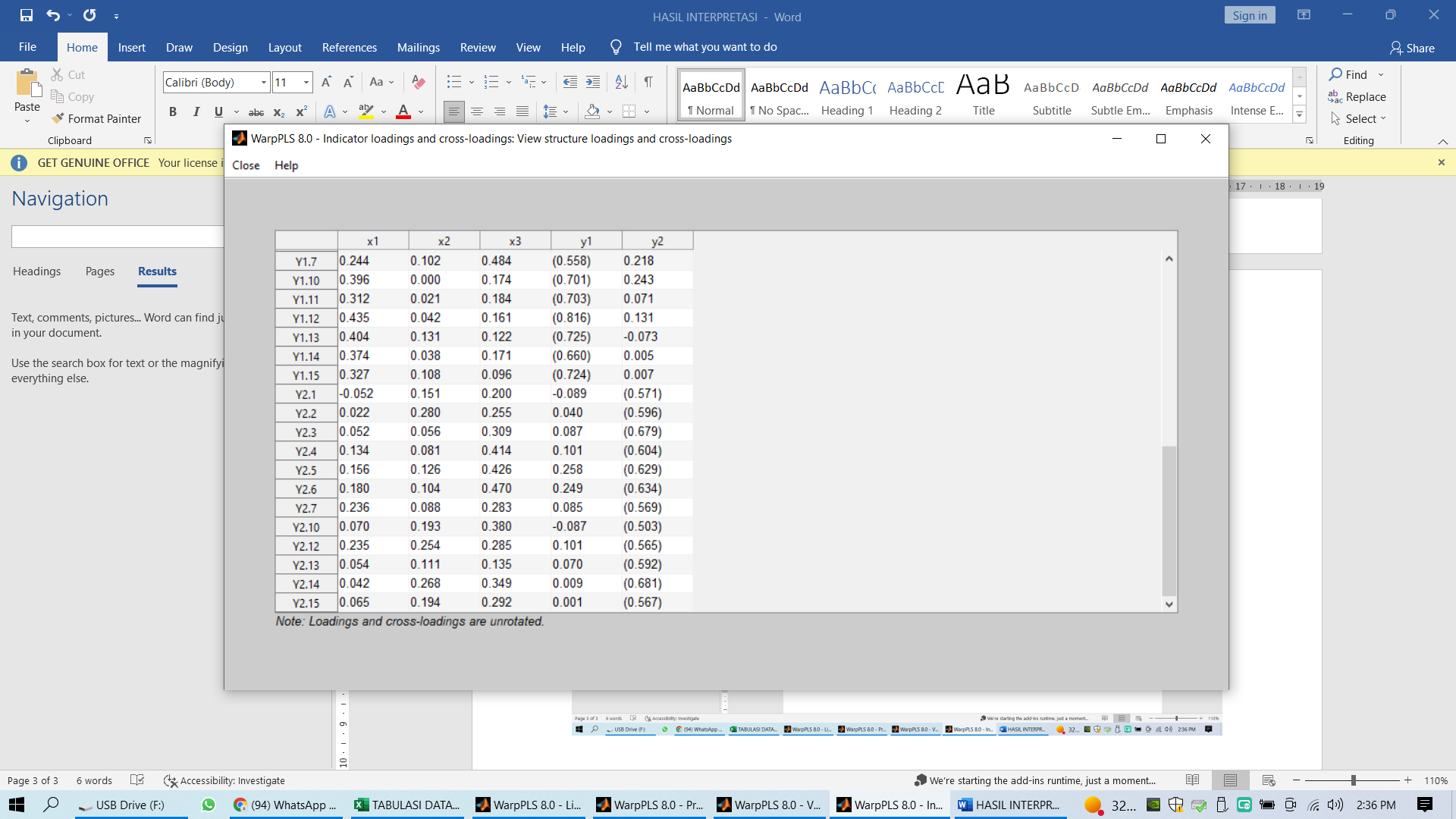
Description automatically generated

* 1. UJI DESCRIMINAT VALIDITY

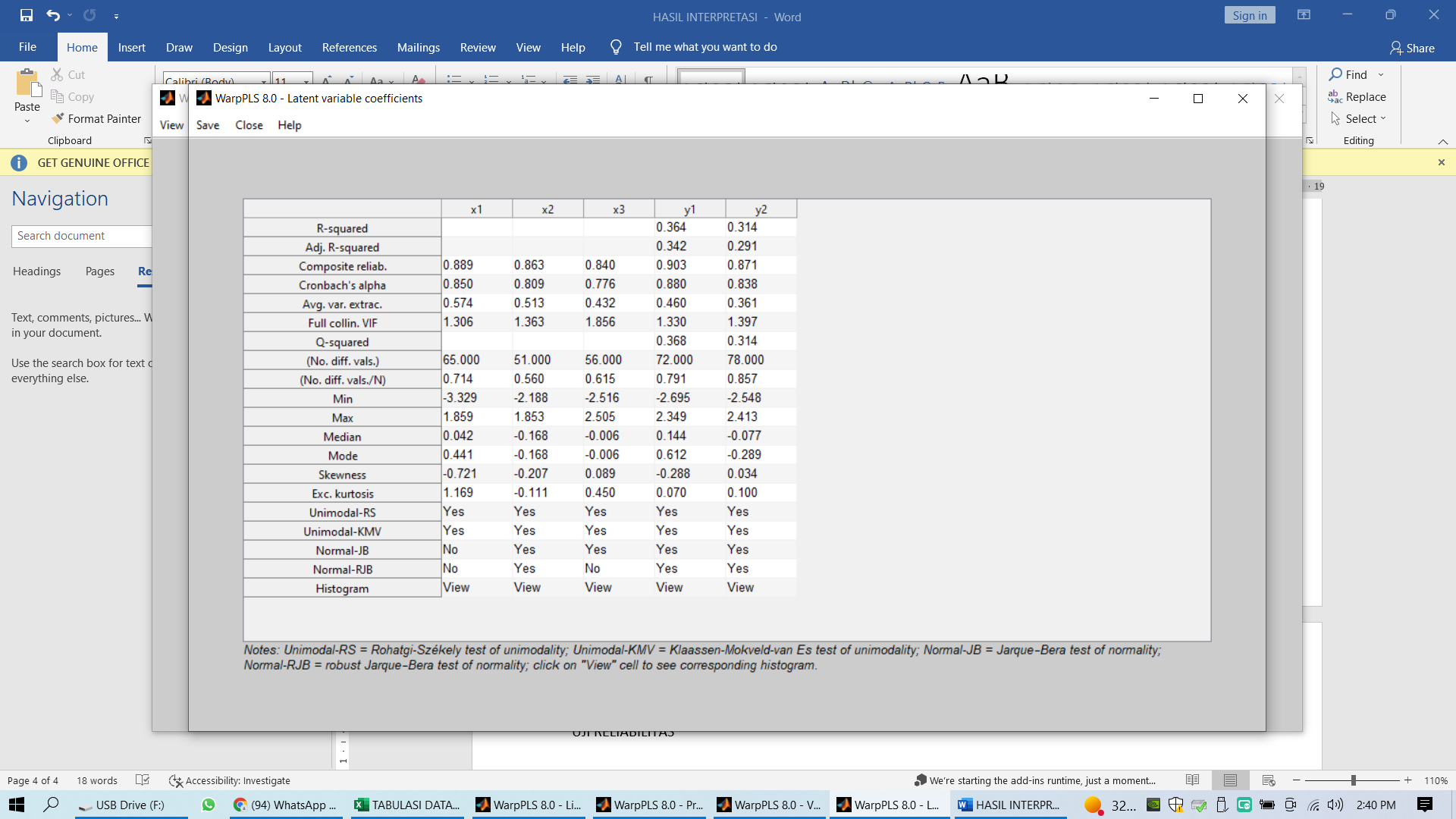
 HASIL CROS LOADING

Graphical user interface, application, Word

Description automatically generated



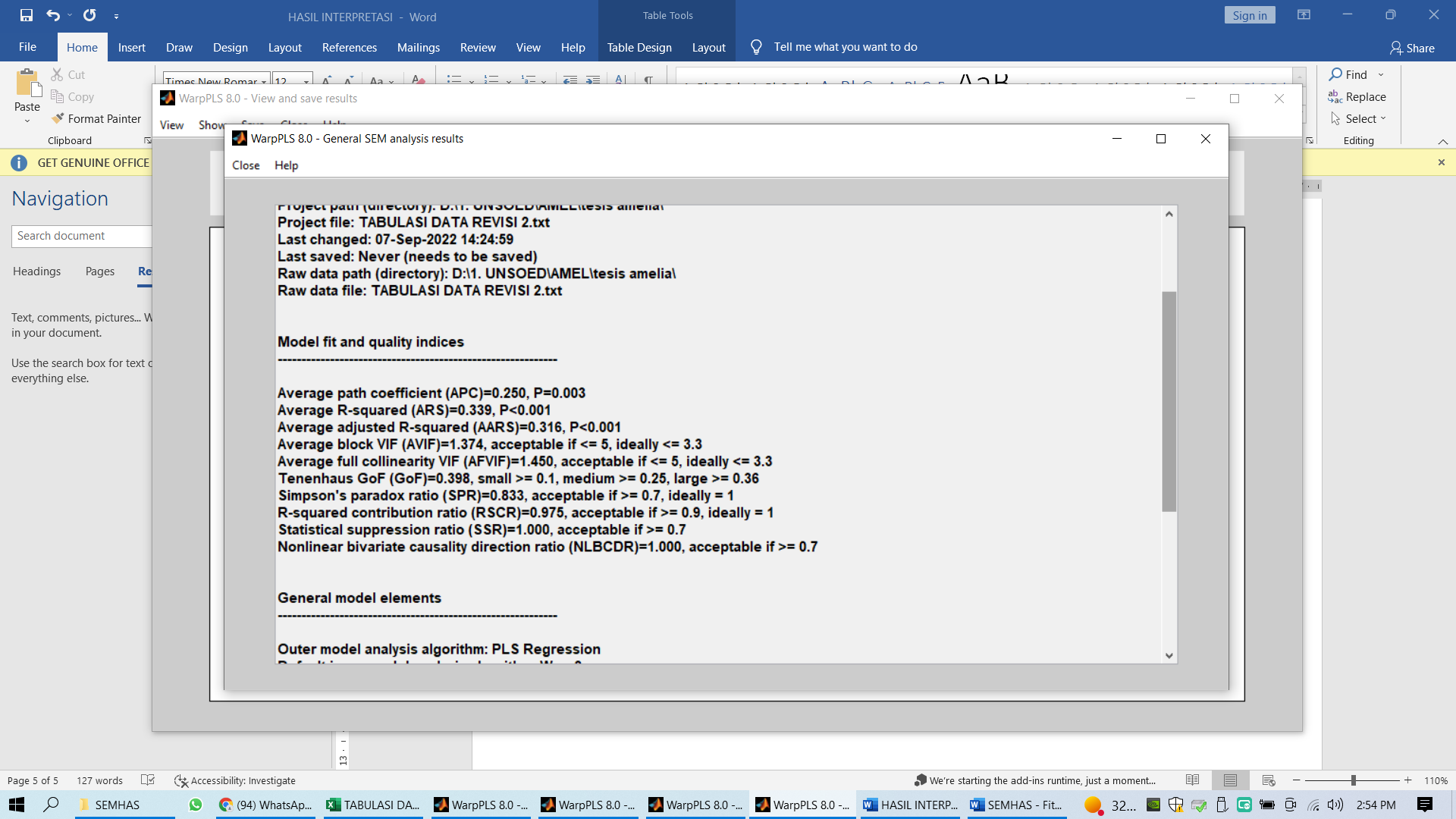
* 1. UJI COMPOSITE RELIABILITY (.0,70)



Lampiran 5

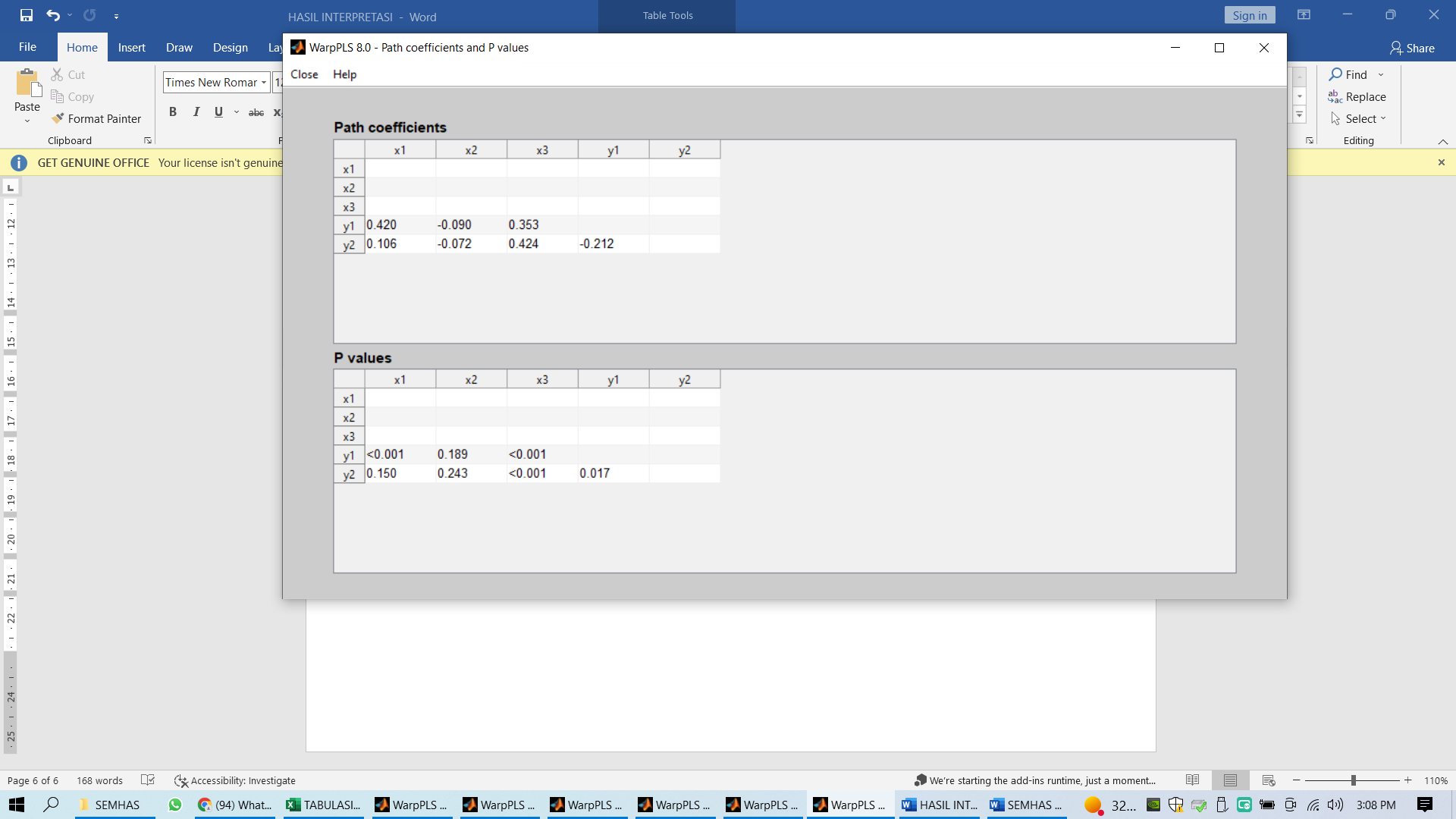
Uji Inner Model

HASIL MODEL FIT DAN KUALITY INDICATE



Lampiran 6

UJI HIPOTESIS



Lampiran 7

UJI MEDIASI

A picture containing text, screenshot, computer, monitor

Description automatically generated

A picture containing text, screenshot, computer, monitor

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A picture containing text, screenshot, monitor, computer

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A picture containing text, screenshot, monitor, computer

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