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**Lampiran 1**

**Lampiran 2**



**Lampiran 3**

**KUESIONER PENELITIAN**

|  |  |
| --- | --- |
| Perihal | : Permohonan Pengisian Kuesioner |
| Judul Penelitian | : Pengaruh Karakteristik Individu, Karakteristik Pekerjaan |

dan Karakteristik Organisasi terhadap Pengembangan Karier Pegawai Sekretariat Dinas Pekerjaan Umum dan Penataan Ruang Kota Tegal.

Kepada

Yth. Bapak / Ibu Responden Penelitian

Pegawai Sekretariat Dinas Pekerjaan Umum dan Penataan Ruang Kota Tegal.

Dengan hormat,

Dalam rangka menyelesaikan penelitian ini, saya mahasiswa Fakultas Ekonomi dan Bisnis Program Studi Manajemen Universitas Pancasakti Tegal memohon partisipasi bapak / ibu untuk mengisi kuesioner penelitian yang telah disediakan dan disesuaikan dengan kondisi yang dirasakan selama ini. Dalam pengisian kuesioner tersebut, kerahasiaan data bapak / ibu akan dijaga dengan sebaik mungkin.

Setiap jawaban yang diberikan merupakan sebuah bantuan yang tidak ternilai harganya bagi peneliti. Atas perhatian dan bantuan bapak / ibu sekalian, peneliti mengucapkan terima kasih sebesar-besarnya.

Hormat saya,

Siti Kotimah

NPM.4120600025

**KARAKTERISTIK RESPONDEN**

**A. Petunjuk Pengisian**

1. Kepada Bapak/Ibu/Sdr/I diharapkan untuk menjawab seluruh pernyataan yang ada dengan jujur dan sesuai dengan keadaan yang sebenarnya.
2. Beri tanda (√) pada kolom yang tersedia dan pilihlah salah satu jawaban yang tersedia.
3. Ada 5 (Lima) alternatif jawaban yaitu :

|  |  |  |
| --- | --- | --- |
| **SIMBOL** | **KATEGORI** | **NILAI BOBOT** |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| N | Netral | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

**B. Identitas Responden**

1. Jenis Kelamin

|  |  |  |  |
| --- | --- | --- | --- |
|  | 1. Laki-laki |  | 1. Perempuan |

1. Usia

|  |  |  |  |
| --- | --- | --- | --- |
|  | 1. 20- 30 Tahun |  | 1. 31-40 Tahun |

|  |  |  |  |
| --- | --- | --- | --- |
|  | 1. 41-50 Tahun |  | 1. > 50 Tahun |

1. Pendidikan

|  |  |  |  |
| --- | --- | --- | --- |
|  | 1. STPDN |  | 1. S1 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | 1. D3 |  | 1. SMA |

|  |  |  |  |
| --- | --- | --- | --- |
|  | 1. SMK |  | 1. STM |

1. Masa Kerja

|  |  |  |  |
| --- | --- | --- | --- |
|  | 1. 1-5 Tahun |  | 1. 6-10 Tahun |

|  |  |
| --- | --- |
|  | 1. >10 Tahun |

1. Status Pegawai

|  |  |  |  |
| --- | --- | --- | --- |
|  | 1. ASN |  | 1. Non-ASN |

1. **Variabel Pengembangan Karier Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** |  | **Jawaban** | | |  |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Instansi memberikan peluang karier sesuai dengan pencapaian pegawai yang sebenarnya |  |  |  |  |  |
| 2. | Peluang karier yang diberikan secara logis dan masuk akal |  |  |  |  |  |
| 3. | Peluang karier yang ditawarkan bisa dirasakan oleh semua pegawai tanpa terkecuali |  |  |  |  |  |
| 4. | Atasan peduli terhadap para pegawainya dengan membantunya dalam merencanakan jenjang kariernya di instansi tersebut. |  |  |  |  |  |
| 5. | Atasan memberikan umpan balik atau tanggapan kepada para pegawai sebagai kegiatan evaluasi |  |  |  |  |  |
| 6. | Informasi peluang jenjang karier disebarkan kepada seluruh pegawai dengan menerapkan prinsip keadilan |  |  |  |  |  |
| 7. | Informasi peluang jenjang karier disebarkan kepada seluruh pegawai dengan menerapkan prinsip kesamaan tanpa pengecualian |  |  |  |  |  |
| 8. | Instansi memberikan kebebasan bagi para pegawai untuk memilih jenjang karier sesuai dengan ketertarikannya masing-masing |  |  |  |  |  |
| 9. | Jenjang karier yang telah direncanakan sesuai dengan keterampilan yang dimiliki |  |  |  |  |  |
| 10. | Tingkat kepuasan berkarier akan meningkat jika para pegawai memiliki moral kerja yang baik |  |  |  |  |  |
| 11. | Tingkat kepuasan pegawai dalam berkarier yang meningkat mampu membuat tingkat pergantian pegawai menjadi rendah |  |  |  |  |  |

1. **Variabel Karakteristik Individu (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** |  | **Jawaban** | | |  |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Pegawai memiliki tingkat pengetahuan pengetahuan yang sesuai dengan tanggung jawab yang diberikan. |  |  |  |  |  |
| 2. | Pegawai memiliki tingkat keterampilan yang sesuai dengan tanggung jawab yang diberikan. |  |  |  |  |  |
| 3. | Pegawai sanggup memberikan hasil yang memuaskan terhadap tanggung jawab yang diberikan. |  |  |  |  |  |
| 4. | Pegawai mampu menjalin hubungan yang baik dengan pegawai lainnya. |  |  |  |  |  |
| 5. | Menjaga tingkat kedisiplinan menjadi salah satu tanggung jawab para pegawai |  |  |  |  |  |
| 6. | Pegawai memiliki kemampuan untuk  bekerja sama secara tim |  |  |  |  |  |
| 7. | Pegawai memiliki perasaan ketertarikan yang tinggi terhadap pekerjaannya dan akan mengerjakannya dengan penuh semangat |  |  |  |  |  |
| 8. | Pegawai merasa nyaman dan aman bekerja di lingkungan instansi tersebut. |  |  |  |  |  |
| 9. | Pegawai memiliki ketertarikan terhadap ide-ide yang dikeluarkan setiap pegawai  lainnya dalam bekerja |  |  |  |  |  |
| 10. | Pegawai memiliki ketertarikan untuk bisa berhasil mencapai suatu posisi atau jabatan yang ada di instansi tersebut. |  |  |  |  |  |
| 11. | Pegawai memiliki kemampuan untuk mengemukakan beberapa ide-ide yang dimilikinya |  |  |  |  |  |

1. **Variabel Karakteristik Pekerjaan (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** |  | **Jawaban** | | |  |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Pegawai memiliki riwayat tingkat pendidikan yang memadai untuk menambah kapasitas pengetahuan dan keterampilannya. |  |  |  |  |  |
| 2. | Pegawai memiliki banyak keterampilan yang sesuai dengan yang dibutuhkan dalam pekerjaannya. |  |  |  |  |  |
| 3. | Pegawai sanggup untuk bekerja dan menerima pekerjaan yang diberikan oleh instansi. |  |  |  |  |  |
| 4. | Instansi mendorong setiap pegawai untuk terlibat dalam setiap pekerjaan. |  |  |  |  |  |
| 5. | Pekerjaan yang dikerjakan memberikan manfaat dalam peningkatan pengetahuan yang dimiliki |  |  |  |  |  |
| 6. | Pekerjaan yang diberikan memberikan peningkatan kinerja yang semakin baik |  |  |  |  |  |
| 7. | Instansi memberikan kebebasan kepada para pegawainya dalam memilih prosedur penyelesaian pekerjaannya. |  |  |  |  |  |
| 8. | Instansi memberikan kebebasan kepada para pegawainya dalam memilih teknik untuk proses penyelesaian setiap tugas. |  |  |  |  |  |
| 9. | Atasan selalu memberikan tanggapan dan sarannya jika pekerjaan tersebut sudah diselesaikan |  |  |  |  |  |
| 10. | Rekan kerja senantiasa memberikan tanggapan dan sarannya terhadap  pekerjaan yang telah diselesaikan |  |  |  |  |  |

1. **Variabel Karakteristik Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** |  | **Jawaban** | | |  |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Pengaturan setiap tugas dan perannya masing-masing pegawai diatur sesuai dengan fungsinya dalam organisasi. |  |  |  |  |  |
| 2. | Pembagian setiap tugas masing-masing pegawai diatur sesuai dengan fungsinya dalam organisasi. |  |  |  |  |  |
| 3. | Para pegawai bisa menjalankan fungsinya dengan baik dalam sebuah organisasi. |  |  |  |  |  |
| 4. | Setiap pegawai bisa memahami tugasnya masing-masing dalam instansi tersebut. |  |  |  |  |  |
| 5. | Instansi menjamin tercukupinya jumlah tenaga kerja dari setiap posisi atau jabatan |  |  |  |  |  |
| 6. | Instansi membagi wewenang tanggung jawab dengan baik dan jelas. |  |  |  |  |  |
| 7. | Instansi menjamin bahwa setiap pegawainya dapat menjalankan fungsinya masing-masing dengan baik. |  |  |  |  |  |
| 8. | Instansi memberikan arahan kerja dengan baik dan mudah dipahami oleh setiap pegawai. |  |  |  |  |  |
| 9. | Instansi memberikan petunjuk pengerjaan dengan baik dan mudah dipahami oleh setiap pegawai. |  |  |  |  |  |
| 10. | Setiap keputusan yang diambil pihak atasan selalu mengutamakan manfaat bagi para pegawainya. |  |  |  |  |  |
| 11. | Instansi memberikan kesempatan kepada para pegawainya untuk ikut terlibat dalam kegiatan pengambilan keputusan untuk kepentingan bersama. |  |  |  |  |  |
| 12. | Pegawai mampu bekerja dengan baik dan sesuai dengan peraturan yang berlaku di instansi tersebut. |  |  |  |  |  |
| 13. | Pegawai mampu mengikuti prosedur kerja yang berlaku dengan baik. |  |  |  |  |  |

**Lampiran 4**

**TABULASI IDENTITAS RESPONDEN**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. Responden | Jenis Kelamin | Usia | Pendidikan | Masa Kerja | Status Pegawai |
| 1 | L | >50 Tahun | STPDN | >10 Tahun | ASN |
| 2 | L | 41-50 Tahun | S1 | 6-10 Tahun | ASN |
| 3 | L | 41-50 Tahun | D3 | 6-10 Tahun | ASN |
| 4 | P | 31-40 Tahun | SMK | 6-10 Tahun | ASN |
| 5 | L | 31-40 Tahun | STM | 6-10 Tahun | ASN |
| 6 | P | 31-40 Tahun | SLTA | 6-10 Tahun | ASN |
| 7 | L | 31-40 Tahun | STM | 6-10 Tahun | ASN |
| 8 | L | 31-40 Tahun | STM | 6-10 Tahun | ASN |
| 9 | L | 41-50 Tahun | S1 | 6-10 Tahun | ASN |
| 10 | L | 41-50 Tahun | SLTA | 6-10 Tahun | ASN |
| 11 | L | >50 Tahun | SLTA | 6-10 Tahun | ASN |
| 12 | L | 31-40 Tahun | STM | 6-10 Tahun | ASN |
| 13 | P | 31-40 Tahun | D3 | 6-10 Tahun | ASN |
| 14 | L | 31-40 Tahun | D3 | 6-10 Tahun | ASN |
| 15 | P | 31-40 Tahun | D3 | 6-10 Tahun | Non-ASN |
| 16 | L | >50 Tahun | S1 | 1-5 Tahun | ASN |
| 17 | L | >50 Tahun | S1 | 6-10 Tahun | ASN |
| 18 | L | 31-40 Tahun | S1 | 6-10 Tahun | ASN |
| 19 | P | 31-40 Tahun | S1 | 6-10 Tahun | Non-ASN |
| 20 | P | 20-30 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 21 | L | 31-40 Tahun | S1 | 6-10 Tahun | ASN |
| 22 | L | 41-50 Tahun | S1 | 6-10 Tahun | ASN |
| 23 | P | 31-40 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 24 | L | 31-40 Tahun | S1 | 6-10 Tahun | ASN |
| 25 | P | 31-40 Tahun | SLTA | >10 Tahun | Non-ASN |
| 26 | L | 31-40 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 27 | L | 31-40 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 28 | L | 41-50 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 29 | L | 41-50 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 30 | L | 31-40 Tahun | SLTA | >10 Tahun | Non-ASN |
| 31 | L | 31-40 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 32 | P | 31-40 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 33 | L | 31-40 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 34 | L | >50 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 35 | L | >50 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 36 | L | 41-50 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 37 | L | 41-50 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 38 | L | 41-50 Tahun | SLTA | >10 Tahun | Non-ASN |
| 39 | L | 31-40 Tahun | SLTA | >10 Tahun | Non-ASN |
| 40 | L | 31-40 Tahun | SLTA | 6-10 Tahun | Non-ASN |
| 41 | P | 31-40 Tahun | SLTA | >10 Tahun | Non-ASN |

**Lampiran 5**  Tabulasi Data Ordinal

Pengembangan Karier

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Total Y |
| 1. | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 51 |
| 2. | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 49 |
| 3. | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 49 |
| 4. | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 50 |
| 5. | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 48 |
| 6. | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 7. | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 51 |
| 8. | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 48 |
| 9. | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 49 |
| 10. | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 11. | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 4 | 45 |
| 12. | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 50 |
| 13. | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 48 |
| 14. | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 51 |
| 15. | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 50 |
| 16. | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 49 |
| 17. | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 47 |
| 18. | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 47 |
| 19. | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 5 | 45 |
| 20. | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 46 |
| 21. | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 49 |
| 22. | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 49 |
| 23. | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 49 |
| 24. | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 49 |
| 25. | 5 | 4 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 47 |
| 26. | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 50 |
| 27. | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 46 |
| 28. | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 3 | 46 |
| 29. | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 30. | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 49 |
| 31. | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 45 |
| 32 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 48 |
| 33. | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 49 |
| 34. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 46 |
| 35. | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 44 |
| 36. | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 47 |
| 37. | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 50 |
| 38. | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 53 |
| 39. | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 48 |
| 40. | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 52 |
| 41. | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 51 |

Karakteristik Individu

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respond  en | X1.  1 | X1.  2 | X1.  3 | X1.  4 | X1.  5 | X1.  6 | X1.  7 | X1.  8 | X1.  9 | X1. 10 | X1. 11 | Total X1 |
| 1. | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 49 |
| 2. | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| 3. | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 49 |
| 4. | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 5. | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 45 |
| 6. | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 52 |
| 7. | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 50 |
| 8. | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 48 |
| 9. | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 44 |
| 10. | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 49 |
| 11. | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 51 |
| 12. | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 49 |
| 13. | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 3 | 45 |
| 14. | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 48 |
| 15. | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 46 |
| 16. | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 47 |
| 17. | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 41 |
| 18. | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 19. | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 48 |
| 20. | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 52 |
| 21. | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 47 |
| 22. | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 50 |
| 23. | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 49 |
| 24. | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 47 |
| 25. | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 48 |
| 26. | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 48 |
| 27. | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 49 |
| 28. | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 47 |
| 29. | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 46 |
| 30. | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 46 |
| 31. | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 48 |
| 32 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 33. | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 48 |
| 34. | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 35. | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 50 |
| 36. | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 49 |
| 37. | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 47 |
| 38. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 52 |
| 39. | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 49 |
| 40. | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 49 |
| 41. | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 50 |

Karakteristik Pekerjaan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X2.  1 | X2.  2 | X2.  3 | X2.  4 | X2.  5 | X2.  6 | X2.  7 | X2.  8 | X2.  9 | X2. 10 | Total  X2 |
| 1. | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 2. | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 3. | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 43 |
| 4. | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 5. | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 6. | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 43 |
| 7. | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 42 |
| 8. | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 9. | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 42 |
| 10. | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 11. | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 43 |
| 12. | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 13. | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 46 |
| 14. | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 43 |
| 15. | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 16. | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 46 |
| 17. | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 18. | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 19. | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 42 |
| 20. | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 42 |
| 21. | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 41 |
| 22. | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 23. | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 24. | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 25. | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 26. | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 42 |
| 27. | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 28. | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 43 |
| 29. | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 41 |
| 30. | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 31. | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 40 |
| 32 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 33. | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 45 |
| 34. | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 40 |
| 35. | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 44 |
| 36. | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 43 |
| 37. | 5 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 40 |
| 38. | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 44 |
| 39. | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 47 |
| 40. | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 41. | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |

Karakteristik Organisasi

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp onde  n | X3.  1 | X3.  2 | X3.  3 | X3.  4 | X3.  5 | X3.  6 | X3.  7 | X  3.  8 | X  3.  9 | X  3.  10 | X  3.  11 | X3. 12 | X  3.  13 | Tot al  X3 |
| 1. | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 59 |
| 2. | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 60 |
| 3. | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 59 |
| 4. | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 60 |
| 5. | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 6. | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 53 |
| 7. | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 56 |
| 8. | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 58 |
| 9. | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 55 |
| 10. | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 57 |
| 11. | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 59 |
| 12. | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 57 |
| 13. | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 58 |
| 14. | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 55 |
| 15. | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 58 |
| 16. | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 58 |
| 17. | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 57 |
| 18. | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 58 |
| 19. | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 58 |
| 20. | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| 21. | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 60 |
| 22. | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 60 |
| 23. | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 62 |
| 24. | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 58 |
| 25. | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 55 |
| 26. | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 59 |
| 27. | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 56 |
| 28. | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 56 |
| 29. | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 58 |
| 30. | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 57 |
| 31. | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 57 |
| 32 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 58 |
| 33. | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 54 |
| 34. | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 56 |
| 35. | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 54 |
| 36. | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 53 |
| 37. | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 57 |
| 38. | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 57 |
| 39. | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 56 |
| 40. | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 58 |
| 41. | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 61 |

**Lampiran 6**

**Hasil Uji Validitas**

Pengembangan Karier

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 |  | | | |
|  | TOTAL | |  |
|  | | Y | |
| Y1 | Pearson  Correlation | 1 | .401\* | .288 | .264 | .391\* | .176 | .044 | .441\* | -.202 | .339 | .154 | .524\*\* | | | |
| Sig. (2tailed) |  | .028 | .123 | .158 | .032 | .352 | .819 | .015 | .285 | .067 | .417 | .003 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y2 | Pearson  Correlation | .401\* | 1 | .354 | .415\* | .045 | .054 | .110 | -.036 | .366\* | .187 | .184 | .495\*\* | | | |
| Sig. (2tailed) | .028 |  | .055 | .023 | .815 | .776 | .561 | .850 | .047 | .321 | .330 | .005 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y3 | Pearson  Correlation | .288 | .354 | 1 | .262 | .216 | .117 | .246 | .190 | .440\* | .100 | .255 | .578\*\* | | | |
| Sig. (2tailed) | .123 | .055 |  | .161 | .252 | .539 | .190 | .316 | .015 | .601 | .174 | .001 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y4 | Pearson  Correlation | .264 | .415\* | .262 | 1 | .264 | .196 | .337 | .286 | .343 | .091 | .312 | .599\*\* | | | |
| Sig. (2tailed) | .158 | .023 | .161 |  | .158 | .298 | .069 | .126 | .063 | .631 | .093 | .000 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y5 | Pearson  Correlation | .391\* | .045 | .216 | .264 | 1 | .264 | .044 | .264 | .202 | .339 | .385\* | .551\*\* | | | |
| Sig. (2tailed) | .032 | .815 | .252 | .158 |  | .158 | .819 | .158 | .285 | .067 | .036 | .002 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y6 | Pearson  Correlation | .176 | .054 | .117 | .196 | .264 | 1 | .248 | .196 | .343 | .320 | .468\*\* | .544\*\* | | | |
| Sig. (2tailed) | .352 | .776 | .539 | .298 | .158 |  | .186 | .298 | .063 | .085 | .009 | .002 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y7 | Pearson  Correlation | .044 | .110 | .246 | .337 | .044 | .248 | 1 | .337 | .160 | .376\* | .361\* | .527\*\* | | | |
|  | Sig. (2tailed) | .819 | .561 | .190 | .069 | .819 | .186 |  | .069 | .400 | .041 | .050 | .003 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y8 | Pearson  Correlation | .441\* | -.036 | .190 | .286 | .264 | .196 | .337 | 1 | .016 | .244 | .390\* | .531\*\* | | | |
| Sig. (2tailed) | .015 | .850 | .316 | .126 | .158 | .298 | .069 |  | .932 | .194 | .033 | .003 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y9 | Pearson  Correlation | -.202 | .366\* | .440\* | .343 | .202 | .343 | .160 | .016 | 1 | .095 | .476\*\* | .536\*\* | | | |
| Sig. (2tailed) | .285 | .047 | .015 | .063 | .285 | .063 | .400 | .932 |  | .616 | .008 | .002 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y10 | Pearson  Correlation | .339 | .187 | .100 | .091 | .339 | .320 | .376\* | .244 | .095 | 1 | .377\* | .569\*\* | | | |
| Sig. (2tailed) | .067 | .321 | .601 | .631 | .067 | .085 | .041 | .194 | .616 |  | .040 | .001 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| Y11 | Pearson  Correlation | .154 | .184 | .255 | .312 | .385\* | .468\*\* | .361\* | .390\* | .476\*\* | .377\* | 1 | .714\*\* | | | |
| Sig. (2tailed) | .417 | .330 | .174 | .093 | .036 | .009 | .050 | .033 | .008 | .040 |  | .000 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |
| TOT  ALY | Pearson  Correlation | .524\*  \* | .495\*\* | .578\*\* | .599\*\* | .551\*\* | .544\*\* | .527\*\* | .531\*\* | .536\*\* | .569\*\* | .714\*\* | 1 | | | |
| Sig. (2tailed) | .003 | .005 | .001 | .000 | .002 | .002 | .003 | .003 | .002 | .001 | .000 |  | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | |

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

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

Karakteristik Individu

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.  10 | X1.  11 | TOTAL  X1 |
| X1.1 | Pearso n Correla tion  Sig. (2tailed) | 1 | .219  .245 | .169 | .289 | .220 | .287 | .039 | .280 | .104 | .156 | .339 | .524\*\* |
|  | .373 | .122 | .243 | .124 | .837 | .135 | .584 | .410 | .067 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearso n Correla tion | .219 | 1 | .182 | .223 | .368\* | .315 | .235 | .252 | .438\* | .500\*\* | .196 | .632\*\* |
| Sig. (2tailed) | .245 |  | .335 | .236 | .046 | .090 | .211 | .179 | .016 | .005 | .300 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearso n Correla tion | .169 | .182 | 1 | .129 | .049 | .195 | .326 | .291 | .379\* | .271 | .254 | .510\*\* |
| Sig. (2tailed) | .373 | .335 |  | .498 | .797 | .303 | .079 | .119 | .039 | .148 | .175 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearso n Correla tion | .289 | .223 | .129 | 1 | .216 | .057 | .358 | .664\*\* | .291 | .150 | .276 | .604\*\* |
| Sig. (2tailed) | .122 | .236 | .498 |  | .253 | .764 | .052 | .000 | .118 | .428 | .140 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearso n Correla tion | .220 | .368\* | .049 | .216 | 1 | .104 | .475\*  \* | .054 | .407\* | .400\* | .184 | .557\*\* |
| Sig. (2tailed) | .243 | .046 | .797 | .253 |  | .585 | .008 | .776 | .026 | .029 | .330 | .001 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearso n Correla tion | .287 | .315 | .195 | .057 | .104 | 1 | .092 | .158 | .045 | .355 | .480\*\* | .531\*\* |
| Sig. (2tailed) | .124 | .090 | .303 | .764 | .585 |  | .627 | .405 | .812 | .054 | .007 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearso n Correla tion  Sig. (2tailed) | .039 | .235  .211 | .326 | .358 | .475\*  \* | .092 | 1 | .090 | .481\*\* | .190 | -.044 | .528\*\* |
| .837 | .079 | .052 | .008 | .627 |  | .636 | .007 | .314 | .819 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearso n Correla tion | .280 | .252 | .291 | .664\*  \* | .054 | .158 | .090 | 1 | .140 | .160 | .078 | .514\*\* |
| Sig. (2tailed) | .135 | .179 | .119 | .000 | .776 | .405 | .636 |  | .462 | .399 | .682 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearso n Correla tion | .104 | .438\* | .379\* | .291 | .407\* | .045 | .481\*  \* | .140 | 1 | .338 | .058 | .572\*\* |
| Sig. (2tailed) | .584 | .016 | .039 | .118 | .026 | .812 | .007 | .462 |  | .067 | .760 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 Pearso  n Correla tion | | .156 | .500\*  \* | .271 | .150 | .400\* | .355 | .190 | .160 | .338 | 1 | .378\* | .617\*\* |
| Sig. (2tailed) | | .410 | .005 | .148 | .428 | .029 | .054 | .314 | .399 | .067 |  | .040 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearso n Correla tion | .339 | .196 | .254 | .276 | .184 | .480\*  \* | -.044 | .078 | .058 | .378\* | 1 | .539\*\* |
| Sig. (2tailed) | .067 | .300 | .175 | .140 | .330 | .007 | .819 | .682 | .760 | .040 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTA  L  X1 | Pearso n Correla tion | .524\*  \* | .632\*  \* | .510\*  \* | .604\*  \* | .557\*  \* | .531\*  \* | .528\*  \* | .514\*\* | .572\*\* | .617\*\* | .539\*\* | 1 |
| Sig. (2tailed) | .003 | .000 | .004 | .000 | .001 | .003 | .003 | .004 | .001 | .000 | .002 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

Karakteristik Pekerjaan

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.  10 |  | | |
|  | TOT |  |
|  | | |
|  | ALX2 |  |
| X2.1 | Pearson  Correlation | 1 | .307 | .133 | .446\* | .468\*  \* | .226 | .367\* | .067 | .426\* | .175 | .577\*\* | | |
| Sig. (2tailed) |  | .098 | .484 | .013 | .009 | .230 | .046 | .723 | .019 | .356 | .001 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.2 | Pearson  Correlation  Sig. (2tailed) | .307 | 1 | .217 | .354 | .299 | .286 | .224 | .258 | .605\*  \* | -.019 | .578\*\* | | |
| .098 |  | .248 | .055 | .109 | .125 | .234 | .169 | .000 | .920 | .001 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.3 | Pearson  Correlation | .133 | .217 | 1 | .441\* | .076 | .356 | .589\*  \* | .247 | .308 | .375\* | .608\*\* | | |
| Sig. (2tailed) | .484 | .248 |  | .015 | .691 | .053 | .001 | .189 | .098 | .041 | .000 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.4 | Pearson  Correlation | .446\* | .354 | .441\* | 1 | .265 | .416\* | .250 | .238 | .299 | .300 | .642\*\* | | |
| Sig. (2tailed) | .013 | .055 | .015 |  | .157 | .022 | .183 | .205 | .109 | .107 | .000 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.5 | Pearson  Correlation | .468\*  \* | .299 | .076 | .265 | 1 | .520\*  \* | .352 | .347 | .405\* | .337 | .655\*\* | | |
| Sig. (2tailed) | .009 | .109 | .691 | .157 |  | .003 | .056 | .060 | .026 | .069 | .000 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.6 | Pearson  Correlation | .226 | .286 | .356 | .416\* | .520\*  \* | 1 | .211 | .503\*  \* | .208 | .298 | .668\*\* | | |
| Sig. (2tailed) | .230 | .125 | .053 | .022 | .003 |  | .264 | .005 | .270 | .109 | .000 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.7 | Pearson  Correlation | .367\* | .224 | .589\*  \* | .250 | .352 | .211 | 1 | .314 | .302 | .366\* | .656\*\* | | |
| Sig. (2tailed) | .046 | .234 | .001 | .183 | .056 | .264 |  | .091 | .104 | .047 | .000 | | |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.8 | Pearson  Correlation | .067 | .258 | .247 | .238 | .347 | .503\*  \* | .314 | 1 | .301 | .194 | .586\*\* | | |
| Sig. (2tailed) | .723 | .169 | .189 | .205 | .060 | .005 | .091 |  | .106 | .303 | .001 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.9 | Pearson  Correlation | .426\* | .605\*  \* | .308 | .299 | .405\* | .208 | .302 | .301 | 1 | .185 | .637\*\* | | |
| Sig. (2tailed) | .019 | .000 | .098 | .109 | .026 | .270 | .104 | .106 |  | .327 | .000 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| X2.1  0 | Pearson  Correlation | .175 | -.019 | .375\* | .300 | .337 | .298 | .366\* | .194 | .185 | 1 | .525\*\* | | |
| Sig. (2tailed) | .356 | .920 | .041 | .107 | .069 | .109 | .047 | .303 | .327 |  | .003 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |
| TOT Pearson  ALX2 Correlation | | .577\*  \* | .578\*  \* | .608\*  \* | .642\*  \* | .655\*  \* | .668\*  \* | .656\*  \* | .586\*  \* | .637\*  \* | .525\*  \* | 1 | | |
| Sig. (2tailed)  N | | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .003 |  | | |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | |

\*. Correlation is significant at the 0.05 level (2-tailed). \*\*. Correlation is significant at the 0.01 level (2-tailed).

Karakteristik Organisasi

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | X3.  1 | X3.  2 | X3.  3 | X3.  4 | X3.  5 | X3.  6 | X3.  7 | X3.  8 | X3.  9 | X3. 10 | X3. 11 | X3. 12 | X3. 13 |  | | | | |
|  | TOTAL | | |  |
|  | | | | |
|  | | X3 |  | |
| X3.1 | Pearson Correlati on | 1 | .212 | .537  \*\* | .426  \* | .286 | .578  \*\* | .286 | .463  \* | .426  \* | .319 | .366  \* | .371  \* | .459  \* | .607\*\* | | | | |
| Sig. (2tailed) |  | .260 | .002 | .019 | .125 | .001 | .125 | .010 | .019 | .085 | .047 | .043 | .011 | .000 | | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | | |
| X3.2 | Pearson Correlati on | .212 | 1 | .237 | .396  \* | .319 | .288 | .395  \* | .368  \* | .285 | .627  \*\* | .416  \* | .430  \* | .370  \* | .556\*\* | | | | |
| Sig. (2tailed) | .260 |  | .207 | .030 | .086 | .123 | .031 | .045 | .127 | .000 | .022 | .018 | .044 | .001 | | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | | |
| X3.3 | Pearson Correlati on | .537  \*\* | .237 | 1 | .667  \*\* | .640  \*\* | .592  \*\* | .640  \*\* | .498  \*\* | .579  \*\* | .429  \* | .467  \*\* | .524  \*\* | .513  \*\* | .768\*\* | | | | |
| Sig. (2tailed) | .002 | .207 |  | .000 | .000 | .001 | .000 | .005 | .001 | .018 | .009 | .003 | .004 | .000 | | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | | |
| X3.4 | Pearson Correlati on | .426  \* | .396  \* | .667  \*\* | 1 | .610  \*\* | .693  \*\* | .610  \*\* | .548  \*\* | .572  \*\* | .613  \*\* | .557  \*\* | .583  \*\* | .659  \*\* | .840\*\* | | | | |
| Sig. (2tailed) | .019 | .030 | .000 |  | .000 | .000 | .000 | .002 | .001 | .000 | .001 | .001 | .000 | .000 | | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | | |
| X3.5 | Pearson Correlati on | .286 | .319 | .640  \*\* | .610  \*\* | 1 | .448  \* | .617  \*\* | .692  \*\* | .466  \*\* | .433  \* | .498  \*\* | .604  \*\* | .501  \*\* | .763\*\* | | | | |
| Sig. (2tailed) | .125 | .086 | .000 | .000 |  | .013 | .000 | .000 | .009 | .017 | .005 | .000 | .005 | .000 | | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | | | | |
| X3.6 | Pearson Correlati on | .578  \*\* | .288 | .592  \*\* | .693  \*\* | .448  \* | 1 | .448  \* | .650  \*\* | .468  \*\* | .654  \*\* | .440  \* | .564  \*\* | .478  \*\* | .768\*\* | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Sig. (2tailed) | .001 | .123 | .001 | .000 | .013 |  | .013 | .000 | .009 | .000 | .015 | .001 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlati on | .286 | .395  \* | .640  \*\* | .610  \*\* | .617  \*\* | .448  \* | 1 | .545  \*\* | .519  \*\* | .433  \* | .349 | .324 | .450  \* | .702\*\* |
| Sig. (2tailed)  N | .125 | .031 | .000 | .000 | .000 | .013 |  | .002 | .003 | .017 | .059 | .080 | .013 | .000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlati on  Sig. (2tailed) | .463  \* | .368  \* | .498  \*\* | .548  \*\* | .692  \*\* | .650  \*\* | .545  \*\* | 1 | .457  \* | .476  \*\* | .492  \*\* | .382  \* | .468  \*\* | .758\*\* |
| .010 | .045 | .005 | .002 | .000 | .000 | .002 |  | .011 | .008 | .006 | .037 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlati on | .426  \* | .285 | .579  \*\* | .572  \*\* | .466  \*\* | .468  \*\* | .519  \*\* | .457  \* | 1 | .508  \*\* | .628  \*\* | .441  \* | .543  \*\* | .741\*\* |
| Sig. (2tailed) | .019 | .127 | .001 | .001 | .009 | .009 | .003 | .011 |  | .004 | .000 | .015 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 Pearson Correlati on | | .319 | .627  \*\* | .429  \* | .613  \*\* | .433  \* | .654  \*\* | .433  \* | .476  \*\* | .508  \*\* | 1 | .556  \*\* | .599  \*\* | .468  \*\* | .748\*\* |
| Sig. (2tailed) | | .085 | .000 | .018 | .000 | .017 | .000 | .017 | .008 | .004 |  | .001 | .000 | .009 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 Pearson Correlati on | | .366  \* | .416  \* | .467  \*\* | .557  \*\* | .498  \*\* | .440  \* | .349 | .492  \*\* | .628  \*\* | .556  \*\* | 1 | .408  \* | .369  \* | .705\*\* |
| Sig. (2tailed) | | .047 | .022 | .009 | .001 | .005 | .015 | .059 | .006 | .000 | .001 |  | .025 | .045 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 Pearson Correlati on | | .371  \* | .430  \* | .524  \*\* | .583  \*\* | .604  \*\* | .564  \*\* | .324 | .382  \* | .441  \* | .599  \*\* | .408  \* | 1 | .556  \*\* | .717\*\* |
| Sig. (2tailed) | | .043 | .018 | .003 | .001 | .000 | .001 | .080 | .037 | .015 | .000 | .025 |  | .001 | .000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | Pearson Correlati on | .459  \* | .370  \* | .513  \*\* | .659  \*\* | .501  \*\* | .478  \*\* | .450  \* | .468  \*\* | .543  \*\* | .468  \*\* | .369  \* | .556  \*\* | 1 | .733\*\* |
| Sig. (2tailed) | .011 | .044 | .004 | .000 | .005 | .007 | .013 | .009 | .002 | .009 | .045 | .001 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTA  LX3 | Pearson Correlati on | .607  \*\* | .556  \*\* | .768  \*\* | .840  \*\* | .763  \*\* | .768  \*\* | .702  \*\* | .758  \*\* | .741  \*\* | .748  \*\* | .705  \*\* | .717  \*\* | .733  \*\* | 1 |
| Sig. (2tailed) | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

**Lampiran 7**

**Hasil Uji Reliabilitas**

Pengembangan Karier Karakteristik Individu

**Reliability Statistics** **Reliability Statistics**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  | | --- | --- | --- | --- | | Cronbach' | | s Alpha | N of Items | |  | |  | 11 | |  | .782 | | |  |  |  |  | | --- | --- | --- | --- | | Cronbach' | | s Alpha | N of Items | |  | |  | 11 | |  | .773 | |

Karakteristik Pekerjaan Karakteristik Organisasi

**Reliability Statistics** **Reliability Statistics**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  | | --- | --- | --- | --- | | Cronbach' | | s Alpha | N of Items | |  | |  | 10 | |  | .809 | | |  |  |  |  | | --- | --- | --- | --- | | Cronbach' | | s Alpha | N of Items | |  | |  | 13 | | . | 921 | |

**Lampiran 8 Tabulasi Data Interval**

Pengembangan Karier

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 |  | Total | | |  |
|  | Y |  |
| 1. | 3,426 | 2,169 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 3,265 | 2,719 | 3,707 |  | 38.12 | | |  |
| 2. | 2,158 | 2,169 | 2,610 | 2,122 | 2,221 | 2,431 | 2,307 | 3,346 | 2,029 | 4,245 | 2,321 |  | 36.53 | | |  |
| 3. | 3,426 | 2,169 | 4,126 | 3,438 | 2,221 | 2,431 | 1,000 | 1,000 | 2,029 | 2,719 | 2,321 |  | 33.35 | | |  |
| 4. | 3,426 | 3,465 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 3,265 | 4,245 | 3,707 |  | 39.09 | | |  |
| 5. | 1,000 | 1,000 | 2,610 | 1,000 | 1,000 | 2,431 | 2,307 | 2,071 | 3,265 | 2,719 | 2,321 |  | 31.14 | | |  |
| 6. | 3,426 | 3,465 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 3,265 | 4,245 | 3,707 |  | 35.19 | | |  |
| 7. | 3,426 | 3,465 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 2,029 | 4,245 | 3,707 |  | 37.01 | | |  |
| 8. | 3,426 | 2,169 | 2,610 | 2,122 | 1,000 | 2,431 | 2,307 | 3,346 | 2,029 | 2,719 | 2,321 |  | 37.51 | | |  |
| 9. | 1,000 | 2,169 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 1,000 | 3,265 | 4,245 | 3,707 |  | 31.00 | | |  |
| 10. | 3,426 | 3,465 | 4,126 | 2,122 | 2,221 | 2,431 | 3,716 | 2,071 | 3,265 | 4,245 | 3,707 |  | 33.85 | | |  |
| 11. | 2,158 | 1,000 | 2,610 | 3,438 | 3,584 | 1,000 | 2,307 | 2,071 | 3,265 | 2,719 | 2,321 |  | 32.71 | | |  |
| 12. | 3,426 | 2,169 | 2,610 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 3,265 | 4,245 | 3,707 |  | 33.68 | | |  |
| 13. | 2,158 | 2,169 | 4,126 | 2,122 | 2,221 | 3,890 | 3,716 | 2,071 | 2,029 | 2,719 | 2,321 |  | 36.39 | | |  |
| 14. | 3,426 | 3,465 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 2,029 | 2,719 | 3,707 |  | 33.32 | | |  |
| 15. | 3,426 | 3,465 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 3,265 | 4,245 | 3,707 |  | 38.35 | | |  |
| 16. | 3,426 | 2,169 | 2,610 | 2,122 | 3,584 | 2,431 | 3,716 | 3,346 | 3,265 | 4,245 | 3,707 |  | 34.80 | | |  |
| 17. | 2,158 | 3,465 | 4,126 | 3,438 | 2,221 | 2,431 | 2,307 | 3,346 | 1,000 | 2,719 | 2,321 |  | 31.74 | | |  |
| 18. | 2,158 | 2,169 | 2,610 | 2,122 | 2,221 | 1,000 | 1,000 | 1,000 | 1,000 | 2,719 | 1,000 |  | 30.47 | | |  |
| 19. | 1,000 | 2,169 | 2,610 | 2,122 | 2,221 | 2,431 | 2,307 | 2,071 | 1,000 | 2,719 | 2,321 |  | 34.38 | | |  |
| 20. | 1,000 | 3,465 | 4,126 | 1,000 | 3,584 | 3,890 | 2,307 | 3,346 | 2,029 | 2,719 | 2,321 |  | 36.96 | | |  |
| 21. | 3,426 | 3,465 | 2,610 | 2,122 | 2,221 | 3,890 | 3,716 | 2,071 | 2,029 | 4,245 | 1,000 |  | 32.86 | | |  |
| 22. | 1,000 | 1,000 | 4,126 | 2,122 | 2,221 | 3,890 | 2,307 | 2,071 | 3,265 | 1,000 | 2,321 |  | 36.33 | | |  |
| 23. | 2,158 | 3,465 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 3,265 | 4,245 | 3,707 |  | 39.53 | | |  |
| 24. | 2,158 | 3,465 | 4,126 | 1,000 | 2,221 | 2,431 | 2,307 | 3,346 | 3,265 | 2,719 | 2,321 |  | 35.82 | | |  |
| 25. | 2,158 | 2,169 | 4,126 | 3,438 | 3,584 | 2,431 | 3,716 | 1,000 | 3,265 | 2,719 | 2,321 |  | 34.72 | | |  |
| 26. | 2,158 | 3,465 | 4,126 | 3,438 | 2,221 | 3,890 | 3,716 | 3,346 | 3,265 | 4,245 | 2,321 |  | 36.53 | | |  |
| 27. | 2,158 | 2,169 | 2,610 | 1,000 | 3,584 | 2,431 | 2,307 | 2,071 | 2,029 | 2,719 | 2,321 |  | 35.04 | | |  |
| 28. | 1,000 | 2,169 | 2,610 | 2,122 | 1,000 | 2,431 | 1,000 | 1,000 | 1,000 | 2,719 | 2,321 |  | 29.60 | | |  |
| 29. | 2,158 | 2,169 | 2,610 | 2,122 | 2,221 | 2,431 | 3,716 | 2,071 | 3,265 | 2,719 | 1,000 |  | 31.66 | | |  |
| 30. | 2,158 | 3,465 | 2,610 | 3,438 | 3,584 | 3,890 | 2,307 | 2,071 | 2,029 | 4,245 | 3,707 |  | 32.17 | | |  |
| 31. | 1,000 | 1,000 | 1,000 | 2,122 | 2,221 | 2,431 | 2,307 | 1,000 | 1,000 | 2,719 | 2,321 |  | 34.27 | | |  |
| 32 | 2,158 | 3,465 | 2,610 | 1,000 | 1,000 | 3,890 | 2,307 | 2,071 | 1,000 | 2,719 | 1,000 |  | 35.55 | | |  |
| 33. | 2,158 | 3,465 | 2,610 | 3,438 | 3,584 | 3,890 | 2,307 | 3,346 | 3,265 | 2,719 | 3,707 |  | 32.80 | | |  |
| 34. | 3,426 | 2,169 | 2,610 | 2,122 | 2,221 | 2,431 | 2,307 | 2,071 | 2,029 | 2,719 | 2,321 |  | 33.92 | | |  |
| 35. | 2,158 | 1,000 | 2,610 | 2,122 | 2,221 | 2,431 | 2,307 | 2,071 | 1,000 | 2,719 | 2,321 |  | 32.89 | | |  |
| 36. | 3,426 | 1,000 | 2,610 | 3,438 | 2,221 | 2,431 | 3,716 | 3,346 | 2,029 | 4,245 | 2,321 |  | 32.58 | | |  |
| 37. | 2,158 | 2,169 | 4,126 | 3,438 | 3,584 | 2,431 | 3,716 | 3,346 | 2,029 | 2,719 | 2,321 |  | 30.77 | | |  |
| 38. | 3,426 | 3,465 | 4,126 | 3,438 | 3,584 | 3,890 | 2,307 | 3,346 | 3,265 | 4,245 | 3,707 |  | 36.50 | | |  |
| 39. | 2,158 | 3,465 | 2,610 | 2,122 | 2,221 | 3,890 | 3,716 | 2,071 | 3,265 | 4,245 | 3,707 |  | 34.80 | | |  |
| 40. | 3,426 | 2,169 | 4,126 | 3,438 | 3,584 | 3,890 | 3,716 | 3,346 | 3,265 | 4,245 | 3,707 |  | 38.33 | | |  |
| 41. | 3,426 | 3,465 | 4,126 | 3,438 | 3,584 | 2,431 | 2,307 | 3,346 | 3,265 | 4,245 | 3,707 |  | 39.74 | | |  |

Karakteristik Individu

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 |  | | Tota | | | l | |
|  | X1 |  |
| 1. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 2,152 |  | 37,61 | | | | |  |
| 2. | 3,312 | 1,000 | 2,054 | 2,573 | 2,272 | 3,545 | 1,000 | 2,272 | 3,557 | 2,152 | 2,152 |  | 25,89 | | | | |  |
| 3. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 1,000 | 2,104 | 3,677 | 2,222 | 3,507 | 3,507 |  | 33,81 | | | | |  |
| 4. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 2,222 | 3,507 | 3,507 |  | 37,63 | | | | |  |
| 5. | 2,090 | 1,000 | 2,054 | 2,573 | 2,272 | 1,000 | 2,104 | 2,272 | 1,000 | 2,152 | 2,152 |  | 20,67 | | | | |  |
| 6. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 2,186 | 3,385 | 3,677 | 2,222 | 3,507 | 3,507 |  | 36,28 | | | | |  |
| 7. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 38,97 | | | | |  |
| 8. | 2,090 | 2,122 | 2,054 | 2,573 | 2,272 | 2,186 | 3,385 | 2,272 | 2,222 | 3,507 | 2,152 |  | 26,83 | | | | |  |
| 9. | 1,000 | 2,122 | 2,054 | 2,573 | 2,272 | 2,186 | 1,000 | 1,000 | 1,000 | 2,152 | 1,000 |  | 18,36 | | | | |  |
| 10. | 1,000 | 1,000 | 2,054 | 4,087 | 2,272 | 2,186 | 1,000 | 2,272 | 2,222 | 1,000 | 2,152 |  | 21,24 | | | | |  |
| 11. | 3,312 | 2,122 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 37,74 | | | | |  |
| 12. | 2,090 | 2,122 | 3,362 | 1,000 | 2,272 | 3,545 | 2,104 | 2,272 | 1,000 | 2,152 | 2,152 |  | 24,07 | | | | |  |
| 13. | 2,090 | 1,000 | 3,362 | 2,573 | 2,272 | 2,186 | 2,104 | 1,000 | 1,000 | 2,152 | 2,152 |  | 21,89 | | | | |  |
| 14. | 1,000 | 2,122 | 3,362 | 2,573 | 2,272 | 2,186 | 1,000 | 2,272 | 2,222 | 1,000 | 1,000 |  | 21,01 | | | | |  |
| 15. | 2,090 | 2,122 | 2,054 | 2,573 | 2,272 | 2,186 | 2,104 | 2,272 | 2,222 | 2,152 | 2,152 |  | 24,20 | | | | |  |
| 16. | 2,090 | 2,122 | 3,362 | 4,087 | 3,677 | 3,545 | 2,104 | 3,677 | 3,557 | 3,507 | 3,507 |  | 35,23 | | | | |  |
| 17. | 1,000 | 1,000 | 1,000 | 2,573 | 2,272 | 2,186 | 1,000 | 2,272 | 2,222 | 2,152 | 2,152 |  | 19,83 | | | | |  |
| 18. | 1,000 | 2,122 | 2,054 | 2,573 | 1,000 | 2,186 | 2,104 | 2,272 | 2,222 | 2,152 | 1,000 |  | 20,68 | | | | |  |
| 19. | 3,312 | 2,122 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 2,222 | 2,152 | 3,507 |  | 35,05 | | | | |  |
| 20. | 3,312 | 3,354 | 2,054 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 37,66 | | | | |  |
| 21. | 2,090 | 1,000 | 2,054 | 2,573 | 2,272 | 2,186 | 2,104 | 2,272 | 1,000 | 2,152 | 3,507 |  | 23,21 | | | | |  |
| 22. | 2,090 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 2,272 | 2,222 | 3,507 | 3,507 |  | 35,01 | | | | |  |
| 23. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 2,104 | 3,677 | 3,557 | 3,507 | 3,507 |  | 37,69 | | | | |  |
| 24. | 1,000 | 2,122 | 2,054 | 2,573 | 2,272 | 2,186 | 2,104 | 2,272 | 2,222 | 1,000 | 2,152 |  | 21,96 | | | | |  |
| 25. | 3,312 | 3,354 | 2,054 | 4,087 | 2,272 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 36,26 | | | | |  |
| 26. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 2,104 | 3,677 | 3,557 | 3,507 | 3,507 |  | 37,69 | | | | |  |
| 27. | 3,312 | 2,122 | 3,362 | 4,087 | 2,272 | 2,186 | 3,385 | 2,272 | 2,222 | 2,152 | 3,507 |  | 30,88 | | | | |  |
| 28. | 1,000 | 2,122 | 1,000 | 2,573 | 2,272 | 2,186 | 2,104 | 2,272 | 2,222 | 3,507 | 2,152 |  | 23,41 | | | | |  |
| 29. | 2,090 | 1,000 | 3,362 | 2,573 | 2,272 | 2,186 | 2,104 | 3,677 | 2,222 | 2,152 | 1,000 |  | 24,64 | | | | |  |
| 30. | 1,000 | 1,000 | 3,362 | 2,573 | 2,272 | 2,186 | 3,385 | 2,272 | 3,557 | 2,152 | 2,152 |  | 25,91 | | | | |  |
| 31. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 38,97 | | | | |  |
| 32 | 2,090 | 2,122 | 2,054 | 2,573 | 3,677 | 2,186 | 2,104 | 2,272 | 3,557 | 2,152 | 2,152 |  | 26,94 | | | | |  |
| 33. | 2,090 | 2,122 | 1,000 | 2,573 | 1,000 | 1,000 | 3,385 | 1,000 | 2,222 | 2,152 | 3,507 |  | 22,05 | | | | |  |
| 34. | 2,090 | 3,354 | 1,000 | 4,087 | 3,677 | 3,545 | 2,104 | 3,677 | 3,557 | 3,507 | 3,507 |  | 34,11 | | | | |  |
| 35. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 38,97 | | | | |  |
| 36. | 3,312 | 3,354 | 2,054 | 2,573 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 36,15 | | | | |  |
| 37. | 2,090 | 3,354 | 1,000 | 2,573 | 1,000 | 1,000 | 1,000 | 2,272 | 3,557 | 1,000 | 2,152 |  | 21,00 | | | | |  |
| 38. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 2,222 | 3,507 | 2,152 |  | 36,28 | | | | |  |
| 39. | 2,090 | 2,122 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 2,222 | 3,507 | 3,507 |  | 35,18 | | | | |  |
| 40. | 2,090 | 2,122 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 36,52 | | | | |  |
| 41. | 3,312 | 3,354 | 3,362 | 4,087 | 3,677 | 3,545 | 3,385 | 3,677 | 3,557 | 3,507 | 3,507 |  | 38,97 | | | | |  |

Karakteristik Pekerjaan

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |  | | Total X2 | |  |
| 1. | 3,642 | 3,346 | 3,838 | 2,596 | 2,341 | 3,271 | 2,354 | 3,385 | 3,346 | 2,126 |  | 30,24 | |  | |
| 2. | 3,642 | 3,346 | 3,838 | 2,596 | 3,756 | 2,058 | 3,750 | 3,385 | 3,346 | 3,384 |  | 33,10 | |  | |
| 3. | 2,287 | 2,071 | 3,838 | 1,000 | 2,341 | 2,058 | 2,354 | 2,104 | 2,071 | 3,384 |  | 23,51 | |  | |
| 4. | 2,287 | 3,346 | 2,409 | 1,000 | 2,341 | 1,000 | 2,354 | 1,000 | 2,071 | 1,000 |  | 18,81 | |  | |
| 5. | 2,287 | 1,000 | 2,409 | 2,596 | 2,341 | 2,058 | 1,000 | 2,104 | 2,071 | 1,000 |  | 18,87 | |  | |
| 6. | 1,000 | 1,000 | 2,409 | 1,000 | 1,000 | 2,058 | 2,354 | 2,104 | 1,000 | 2,126 |  | 16,05 | |  | |
| 7. | 3,642 | 2,071 | 2,409 | 1,000 | 3,756 | 2,058 | 3,750 | 2,104 | 1,000 | 2,126 |  | 23,92 | |  | |
| 8. | 2,287 | 3,346 | 3,838 | 2,596 | 3,756 | 2,058 | 3,750 | 3,385 | 3,346 | 3,384 |  | 31,75 | |  | |
| 9. | 2,287 | 1,000 | 2,409 | 2,596 | 3,756 | 2,058 | 2,354 | 1,000 | 1,000 | 1,000 |  | 19,46 | |  | |
| 10. | 3,642 | 1,000 | 3,838 | 2,596 | 3,756 | 3,271 | 3,750 | 3,385 | 3,346 | 3,384 |  | 31,97 | |  | |
| 11. | 2,287 | 2,071 | 1,000 | 1,000 | 2,341 | 1,000 | 2,354 | 1,000 | 2,071 | 2,126 |  | 17,25 | |  | |
| 12. | 3,642 | 3,346 | 3,838 | 1,000 | 3,756 | 3,271 | 2,354 | 3,385 | 3,346 | 3,384 |  | 31,32 | |  | |
| 13. | 3,642 | 2,071 | 3,838 | 2,596 | 3,756 | 3,271 | 3,750 | 3,385 | 2,071 | 2,126 |  | 30,51 | |  | |
| 14. | 2,287 | 2,071 | 2,409 | 1,000 | 1,000 | 2,058 | 2,354 | 2,104 | 2,071 | 1,000 |  | 18,35 | |  | |
| 15. | 3,642 | 3,346 | 3,838 | 1,000 | 3,756 | 2,058 | 3,750 | 3,385 | 3,346 | 2,126 |  | 30,25 | |  | |
| 16. | 3,642 | 3,346 | 3,838 | 2,596 | 3,756 | 3,271 | 3,750 | 3,385 | 3,346 | 3,384 |  | 34,31 | |  | |
| 17. | 3,642 | 2,071 | 3,838 | 2,596 | 3,756 | 3,271 | 3,750 | 2,104 | 3,346 | 3,384 |  | 31,76 | |  | |
| 18. | 3,642 | 3,346 | 3,838 | 2,596 | 3,756 | 3,271 | 2,354 | 3,385 | 3,346 | 2,126 |  | 31,66 | |  | |
| 19. | 1,000 | 3,346 | 2,409 | 1,000 | 1,000 | 1,000 | 1,000 | 2,104 | 2,071 | 2,126 |  | 17,06 | |  | |
| 20. | 1,000 | 2,071 | 1,000 | 2,596 | 2,341 | 2,058 | 2,354 | 3,385 | 2,071 | 2,126 |  | 21,00 | |  | |
| 21. | 2,287 | 2,071 | 2,409 | 1,000 | 2,341 | 2,058 | 2,354 | 3,385 | 3,346 | 3,384 |  | 24,63 | |  | |
| 22. | 3,642 | 3,346 | 3,838 | 1,000 | 3,756 | 3,271 | 2,354 | 3,385 | 2,071 | 3,384 |  | 30,05 | |  | |
| 23. | 3,642 | 3,346 | 3,838 | 1,000 | 3,756 | 3,271 | 3,750 | 3,385 | 3,346 | 3,384 |  | 32,72 | |  | |
| 24. | 2,287 | 3,346 | 2,409 | 2,596 | 3,756 | 3,271 | 2,354 | 3,385 | 3,346 | 3,384 |  | 30,13 | |  | |
| 25. | 3,642 | 3,346 | 3,838 | 2,596 | 2,341 | 3,271 | 3,750 | 3,385 | 3,346 | 3,384 |  | 32,90 | |  | |
| 26. | 2,287 | 3,346 | 2,409 | 1,000 | 2,341 | 1,000 | 3,750 | 1,000 | 1,000 | 1,000 |  | 19,13 | |  | |
| 27. | 2,287 | 3,346 | 2,409 | 2,596 | 3,756 | 3,271 | 3,750 | 2,104 | 3,346 | 3,384 |  | 30,25 | |  | |
| 28. | 2,287 | 2,071 | 2,409 | 1,000 | 3,756 | 1,000 | 2,354 | 1,000 | 2,071 | 2,126 |  | 20,07 | |  | |
| 29. | 2,287 | 2,071 | 2,409 | 1,000 | 2,341 | 1,000 | 2,354 | 2,104 | 1,000 | 1,000 |  | 17,57 | |  | |
| 30. | 1,000 | 2,071 | 2,409 | 2,596 | 2,341 | 3,271 | 2,354 | 1,000 | 2,071 | 2,126 |  | 21,24 | |  | |
| 31. | 2,287 | 3,346 | 2,409 | 1,000 | 2,341 | 2,058 | 3,750 | 2,104 | 3,346 | 2,126 |  | 24,77 | |  | |
| 32 | 3,642 | 3,346 | 3,838 | 1,000 | 3,756 | 3,271 | 2,354 | 3,385 | 3,346 | 3,384 |  | 31,32 | |  | |
| 33. | 2,287 | 3,346 | 2,409 | 2,596 | 2,341 | 3,271 | 3,750 | 2,104 | 3,346 | 3,384 |  | 28,83 | |  | |
| 34. | 2,287 | 3,346 | 2,409 | 1,000 | 2,341 | 2,058 | 1,000 | 2,104 | 2,071 | 2,126 |  | 20,74 | |  | |
| 35. | 2,287 | 2,071 | 2,409 | 2,596 | 2,341 | 1,000 | 2,354 | 2,104 | 2,071 | 2,126 |  | 21,36 | |  | |
| 36. | 2,287 | 1,000 | 2,409 | 1,000 | 2,341 | 2,058 | 2,354 | 2,104 | 1,000 | 2,126 |  | 18,68 | |  | |
| 37. | 1,000 | 1,000 | 1,000 | 1,000 | 2,341 | 1,000 | 1,000 | 2,104 | 2,071 | 1,000 |  | 13,52 | |  | |
| 38. | 2,287 | 2,071 | 2,409 | 2,596 | 2,341 | 3,271 | 2,354 | 3,385 | 3,346 | 2,126 |  | 26,18 | |  | |
| 39. | 3,642 | 3,346 | 3,838 | 2,596 | 3,756 | 3,271 | 3,750 | 3,385 | 3,346 | 3,384 |  | 34,31 | |  | |
| 40. | 3,642 | 2,071 | 2,409 | 2,596 | 2,341 | 3,271 | 3,750 | 3,385 | 3,346 | 3,384 |  | 30,19 | |  | |
| 41. | 2,287 | 3,346 | 3,838 | 1,000 | 3,756 | 3,271 | 2,354 | 3,385 | 3,346 | 3,384 |  | 29,97 | |  | |

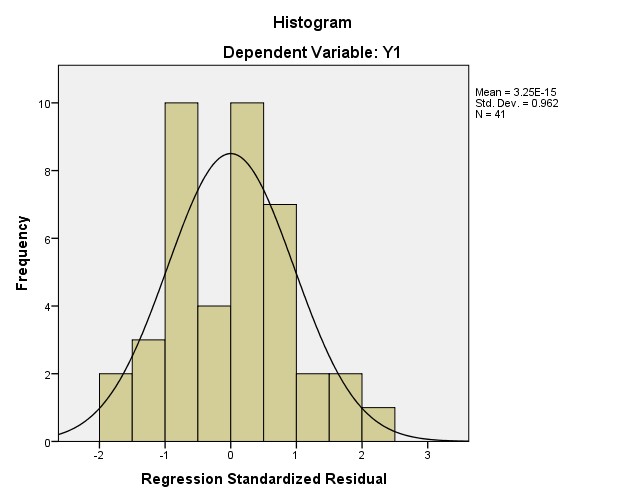
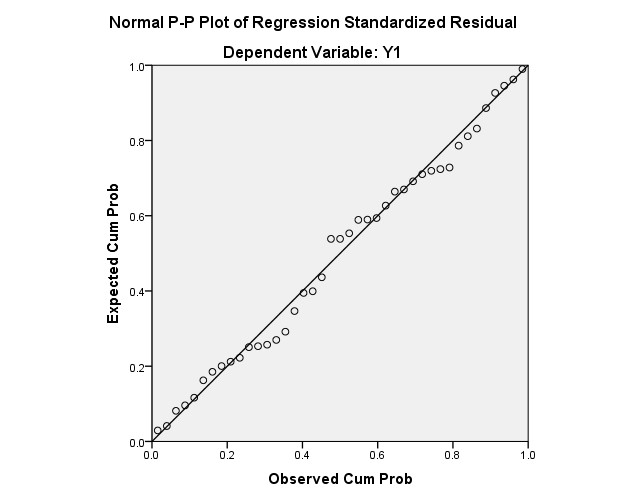
Karakteristik Organisasi

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X3.1 | X1.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 |  | Total | |  | |
| X3 |  |
| 1. | 3,245 | 2,185 | 3,557 | 3,599 | 3,514 | 3,516 | 2,354 | 2,321 | 2,255 | 3,584 | 2,375 | 3,514 | 3,550 |  | 39,57 | | |  |
| 2. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 2,189 | 3,750 | 3,707 | 2,255 | 2,221 | 3,797 | 3,514 | 3,550 |  | 42,34 | | |  |
| 3. | 3,245 | 1,000 | 1,000 | 2,255 | 2,222 | 2,189 | 2,354 | 2,321 | 2,255 | 2,221 | 3,797 | 1,000 | 3,550 |  | 29,41 | | |  |
| 4. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 3,750 | 3,707 | 3,599 | 3,584 | 3,797 | 3,514 | 3,550 |  | 46,38 | | |  |
| 5. | 1,000 | 2,185 | 1,000 | 1,000 | 1,000 | 1,000 | 2,354 | 2,321 | 2,255 | 3,584 | 2,375 | 2,222 | 1,000 |  | 23,30 | | |  |
| 6. | 1,000 | 1,000 | 2,222 | 1,000 | 1,000 | 2,189 | 2,354 | 2,321 | 1,000 | 2,221 | 2,375 | 2,222 | 2,234 |  | 23,14 | | |  |
| 7. | 2,059 | 1,000 | 2,222 | 2,255 | 2,222 | 2,189 | 2,354 | 1,000 | 1,000 | 1,000 | 2,375 | 1,000 | 1,000 |  | 21,67 | | |  |
| 8. | 3,245 | 3,442 | 3,557 | 3,599 | 2,222 | 3,516 | 3,750 | 3,707 | 3,599 | 3,584 | 3,797 | 3,514 | 3,550 |  | 45,08 | | |  |
| 9. | 1,000 | 2,185 | 1,000 | 2,255 | 2,222 | 2,189 | 3,750 | 2,321 | 2,255 | 2,221 | 2,375 | 1,000 | 1,000 |  | 25,77 | | |  |
| 10. | 2,059 | 2,185 | 2,222 | 2,255 | 1,000 | 2,189 | 3,750 | 2,321 | 2,255 | 1,000 | 1,000 | 2,222 | 2,234 |  | 26,69 | | |  |
| 11. | 2,059 | 2,185 | 2,222 | 3,599 | 3,514 | 2,189 | 2,354 | 2,321 | 3,599 | 2,221 | 2,375 | 2,222 | 2,234 |  | 33,09 | | |  |
| 12. | 2,059 | 2,185 | 2,222 | 2,255 | 1,000 | 1,000 | 2,354 | 1,000 | 3,599 | 2,221 | 2,375 | 1,000 | 2,234 |  | 25,50 | | |  |
| 13. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 3,750 | 3,707 | 3,599 | 3,584 | 3,797 | 3,514 | 3,550 |  | 46,38 | | |  |
| 14. | 2,059 | 1,000 | 1,000 | 2,255 | 2,222 | 2,189 | 2,354 | 2,321 | 2,255 | 3,584 | 3,797 | 2,222 | 2,234 |  | 29,49 | | |  |
| 15. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 2,354 | 3,707 | 2,255 | 3,584 | 3,797 | 3,514 | 3,550 |  | 43,63 | | |  |
| 16. | 1,000 | 2,185 | 2,222 | 2,255 | 2,222 | 1,000 | 1,000 | 2,321 | 2,255 | 2,221 | 2,375 | 2,222 | 2,234 |  | 25,51 | | |  |
| 17. | 2,059 | 1,000 | 2,222 | 2,255 | 2,222 | 2,189 | 1,000 | 2,321 | 3,599 | 2,221 | 2,375 | 1,000 | 2,234 |  | 26,70 | | |  |
| 18. | 2,059 | 2,185 | 2,222 | 2,255 | 2,222 | 2,189 | 2,354 | 2,321 | 1,000 | 3,584 | 1,000 | 2,222 | 1,000 |  | 26,61 | | |  |
| 19. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 3,750 | 3,707 | 2,255 | 2,221 | 3,797 | 3,514 | 3,550 |  | 43,67 | | |  |
| 20. | 2,059 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 3,750 | 3,707 | 3,599 | 3,584 | 3,797 | 2,222 | 3,550 |  | 43,90 | | |  |
| 21. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 3,750 | 2,321 | 3,599 | 2,221 | 3,797 | 2,222 | 3,550 |  | 42,33 | | |  |
| 22. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 2,354 | 3,707 | 3,599 | 3,584 | 2,375 | 3,514 | 3,550 |  | 43,56 | | |  |
| 23. | 3,245 | 2,185 | 3,557 | 3,599 | 3,514 | 3,516 | 2,354 | 3,707 | 3,599 | 3,584 | 3,797 | 2,222 | 3,550 |  | 42,43 | | |  |
| 24. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 3,750 | 3,707 | 3,599 | 3,584 | 3,797 | 3,514 | 2,234 |  | 45,06 | | |  |
| 25. | 1,000 | 2,185 | 2,222 | 1,000 | 1,000 | 2,189 | 2,354 | 1,000 | 2,255 | 3,584 | 2,375 | 2,222 | 2,234 |  | 25,62 | | |  |
| 26. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 2,354 | 3,707 | 2,255 | 3,584 | 3,797 | 3,514 | 2,234 |  | 42,32 | | |  |
| 27. | 1,000 | 2,185 | 3,557 | 2,255 | 2,222 | 3,516 | 3,750 | 2,321 | 3,599 | 3,584 | 2,375 | 2,222 | 3,550 |  | 36,14 | | |  |
| 28. | 2,059 | 2,185 | 2,222 | 2,255 | 2,222 | 2,189 | 2,354 | 2,321 | 3,599 | 2,221 | 2,375 | 2,222 | 2,234 |  | 30,46 | | |  |
| 29. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 3,516 | 2,354 | 3,707 | 2,255 | 2,221 | 3,797 | 3,514 | 3,550 |  | 42,27 | | |  |
| 30. | 3,245 | 2,185 | 2,222 | 2,255 | 1,000 | 2,189 | 1,000 | 2,321 | 2,255 | 3,584 | 2,375 | 2,222 | 1,000 |  | 27,85 | | |  |
| 31. | 2,059 | 1,000 | 2,222 | 2,255 | 2,222 | 3,516 | 2,354 | 2,321 | 2,255 | 3,584 | 2,375 | 2,222 | 2,234 |  | 30,62 | | |  |
| 32 | 3,245 | 3,442 | 3,557 | 3,599 | 2,222 | 3,516 | 3,750 | 3,707 | 3,599 | 3,584 | 3,797 | 3,514 | 3,550 |  | 45,08 | | |  |
| 33. | 2,059 | 2,185 | 1,000 | 2,255 | 2,222 | 3,516 | 1,000 | 3,707 | 1,000 | 2,221 | 2,375 | 1,000 | 2,234 |  | 26,77 | | |  |
| 34. | 1,000 | 1,000 | 2,222 | 1,000 | 2,222 | 2,189 | 2,354 | 3,707 | 2,255 | 1,000 | 1,000 | 2,222 | 2,234 |  | 24,40 | | |  |
| 35. | 2,059 | 2,185 | 2,222 | 2,255 | 2,222 | 2,189 | 2,354 | 1,000 | 3,599 | 1,000 | 2,375 | 3,514 | 1,000 |  | 27,97 | | |  |
| 36. | 2,059 | 2,185 | 2,222 | 2,255 | 2,222 | 1,000 | 3,750 | 2,321 | 2,255 | 2,221 | 2,375 | 2,222 | 2,234 |  | 29,32 | | |  |
| 37. | 1,000 | 1,000 | 2,222 | 1,000 | 1,000 | 1,000 | 2,354 | 3,707 | 1,000 | 2,221 | 2,375 | 1,000 | 2,234 |  | 22,11 | | |  |
| 38. | 2,059 | 2,185 | 2,222 | 2,255 | 2,222 | 2,189 | 3,750 | 2,321 | 2,255 | 2,221 | 3,797 | 2,222 | 2,234 |  | 31,93 | | |  |
| 39. | 1,000 | 2,185 | 2,222 | 2,255 | 2,222 | 3,516 | 2,354 | 2,321 | 2,255 | 2,221 | 2,375 | 2,222 | 2,234 |  | 29,38 | | |  |
| 40. | 3,245 | 3,442 | 3,557 | 3,599 | 3,514 | 2,189 | 3,750 | 2,321 | 3,599 | 3,584 | 3,797 | 3,514 | 2,234 |  | 42,35 | | |  |
| 41. | 3,245 | 3,442 | 3,557 | 2,255 | 2,222 | 3,516 | 3,750 | 3,707 | 3,599 | 3,584 | 3,797 | 3,514 | 3,550 |  | 43,74 | | |  |

**Lampiran 9**

**Hasil Uji Asumsi Klasik**

Uji Normalitas



**One-Sample Kolmogorov-Smirnov Test**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Unstandardized Residual | |
| N  Normal Parametersa,b |  | 41  .0000000 | |
| Mean |
|  | Std. Deviation | 2.84790724 | |
| Most Extreme Differences | Absolute | .082 | |
|  | Positive | .082 | |
| Test Statistic | Negative | -.077 .082 | |
|  |
| Asymp. Sig. (2-tailed) |  |  | .200c,d |

a. Test distribution is Normal.b. Calculated from data.

1. Lilliefors Significance Correction.
2. This is a lower bound of the true significance.

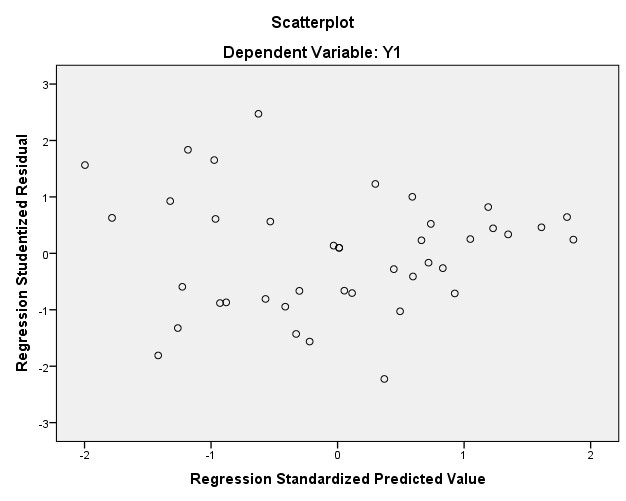
Uji Multikolonieritas

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | | |
| B | Std. Error | Beta | Toleranc e | VIF | |
| 1 (Constan  t) | 10.137 | 1.409 |  | 7.197 | .000 |  |  | |
| X1 | .266 | .047 | .405 | 5.662 | .000 | .555 |  | 1.800 |
| X2  X3 | .377 | .063 | .510 | 5.943 | .000 | .386 |  | 2.594 |
| .070 | .033 | .157 | 2.153 | .038 | .533 |  | 1.876 |

a. Dependent Variable: Y1

Uji Heteroskedastisitas



**Lampiran 10**

**Hasil Analisis Data**

Hasil Analisis Regresi Linear Berganda

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | Unstandardized Coefficients | | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | | Std. Error | Beta | Toleranc e | VIF |
| 1 (Constan  t) | 10.137 | | 1.409 |  | 7.197 | .000 |  |  |
| X1 |  | .266 | .047 | .405 | 5.662 | .000 | .555 | 1.800 |
| X2 |  | .377 | .063 | .510 | 5.943 | .000 | .386 | 2.594 |
| X3 |  | .070 | .033 | .157 | 2.153 | .038 | .533 | 1.876 |

a. Dependent Variable: Y1

Hasil Uji Signifikansi Parsial (Uji t)

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Toleranc e | VIF |
| 1 (Constan  t) | 10.137 | 1.409 |  | 7.197 | | .000 |  |  |
| X1 | .266 | .047 | .405 |  | 5.662 | .000 | .555 | 1.800 |
| X2 | .377 | .063 | .510 |  | 5.943 | .000 | .386 | 2.594 |
| X3 | .070 | .033 | .157 |  | 2.153 | .038 | .533 | 1.876 |

a. Dependent Variable: Y1

Hasil Uji Signifikansi Simultan (Uji F)

**ANOVAa**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | Sum of Squares | df | Mean Square | F | | | Sig. |
| Regression | 248.455 | 3 | 82.818 |  | 104.948 |  | .000b |
| Residual | 29.198 | 37 | .789 |  | | |  |
| Total | 277.653 | 40 |  |  | | |  |

1. Dependent Variable: Y
2. Predictors: (Constant), X3, X1, X2

Hasil Koefisien Determinasi (*R Square)*

**Model Summaryb**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | | Std. Error of the Estimate | Durbin-Watson |
| 1 | .946a | .895 |  | .886 | .88833 | 1.750 |

1. Predictors: (Constant), X3, X1, X2
2. Dependent Variable: Y1

**Lampiran 11**

**Titik Persentase Distribusi r**

Tabel r untuk df = 1-50

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| df = (N-2) |  | Tingkat Signifikansi untuk uji satu arah | | | | |  |
| 0,05 | 0,025 | | | 0,01 | 0,005 | 0,0005 |
|  | Tingkat Signifikansi untuk uji satu arah | | | | |  |
| 0,1 | 0,05 | | | 0,02 | 0,01 | 0,001 |
| 1 | 0,9877 | 0,9969 | | | 0,9995 | 0,9999 | 0,0000 |
| 2 | 0,9000 | 0,9500 | | | 0,9800 | 0,9900 | 0,9990 |
| 3 | 0,8054 | 0,8783 | | | 0,9343 | 0,9587 | 0,9911 |
| 4 | 0,7293 | 0,8114 | | | 0,8822 | 0,9172 | 0,9741 |
| 5 | 0,6694 | 0,7545 | | | 0,8329 | 0,8745 | 0,9509 |
| 6 | 0,6215 | 0,7067 | | | 0,7887 | 0,8343 | 0,9249 |
| 7 | 0,5822 | 0,6664 | | | 0,7498 | 0,7977 | 0,8983 |
| 8 | 0,5494 | 0,6319 | | | 0,7155 | 0,7646 | 0,8721 |
| 9 | 0,5214 | 0,6021 | | | 0,6851 | 0,7348 | 0,8470 |
| 10 | 0,4973 | 0,5760 | | | 0,6581 | 0,7079 | 0,8233 |
| 11 | 0,4762 | 0,5529 | | | 0,6339 | 0,6835 | 0,8010 |
| 12 | 0,4575 | 0,5324 | | | 0,6120 | 0,6614 | 0,7800 |
| 13 | 0,4409 | 0,5140 | | | 0,5923 | 0,6411 | 0,7604 |
| 14 | 0,4259 | 0,4973 | | | 0,5742 | 0,6226 | 0,7419 |
| 15 | 0,4124 | 0,4821 | | | 0,5577 | 0,6055 | 0,7247 |
| 16 | 0,4000 | 0,4683 | | | 0,5425 | 0,5897 | 0,7084 |
| 17 | 0,3887 | 0,4555 | | | 0,5285 | 0,5751 | 0,6932 |
| 18 | 0,3783 | 0,4438 | | | 0,5155 | 0,5614 | 0,6788 |
| 19 | 0,3687 | 0,4329 | | | 0,5034 | 0,5487 | 0,6652 |
| 20 | 0,3598 | 0,4227 | | | 0,4921 | 0,5368 | 0,6524 |
| 21 | 0,3515 | 0,4132 | | | 0,4815 | 0,5256 | 0,6402 |
| 22 | 0,3438 | 0,4044 | | | 0,4716 | 0,5151 | 0,6287 |
| 23 | 0,3365 | 0,3961 | | | 0,4622 | 0,5052 | 0,6178 |
| 24 | 0,3297 | 0,3882 | | | 0,4534 | 0,4958 | 0,6074 |
| 25 | 0,3233 | 0,3809 | | | 0,4451 | 0,4869 | 0,5974 |
| 26 | 0,3172 | 0,3739 | | | 0,4372 | 0,4785 | 0,5880 |
| 27 | 0,3115 | 0,3673 | | | 0,4297 | 0,4705 | 0,5790 |
| 28 | 0,3061 | 0,3610 | | | 0,4226 | 0,4629 | 0,5703 |
| 29 | 0,3009 | 0,3550 | | | 0,4158 | 0,4556 | 0,5620 |
| 30 | 0,2960 | 0,3494 | | | 0,4093 | 0,4487 | 0,5541 |
| 31 | 0,2913 | 0,3440 | | | 0,4032 | 0,4421 | 0,5465 |
| 32 | 0,2869 | 0,3388 | | | 0,3972 | 0,4357 | 0,5392 |
| 33 | 0,2826 | 0,3338 | | | 0,3916 | 0,4296 | 0,5322 |
| 34 | 0,2785 | 0,3291 | | | 0,3862 | 0,4238 | 0,5254 |
| 35 | 0,2746 | 0,3246 | | | 0,3810 | 0,4182 | 0,5189 |
| 36 | 0,2709 | 0,3202 | | | 0,3760 | 0,4128 | 0,5126 |
| 37 | 0,2673 |  | 0,3160 |  | 0,3712 | 0,4076 | 0,5066 |
| 38 | 0,2638 | 0,3120 | | | 0,3665 | 0,4026 | 0,5007 |
| 39 | 0,2605 | 0,3081 | | | 0,3621 | 0,3978 | 0,4950 |
| 40 | 0,2573 | 0,3044 | | | 0,3578 | 0,3932 | 0,4896 |
| 41 | 0,2542 | 0,3008 | | | 0,3536 | 0,3887 | 0,4843 |
| 42 | 0,2512 | 0,2973 | | | 0,3496 | 0,3843 | 0,4791 |
| 43 | 0,2483 | 0,2940 | | | 0,3457 | 0,3801 | 0,4742 |
| 44 | 0,2455 | 0,2907 | | | 0,3420 | 0,3761 | 0,4694 |
| 45 | 0,2429 | 0,2876 | | | 0,3384 | 0,3721 | 0,4647 |
| 46 | 0,2403 | 0,2845 | | | 0,3348 | 0,3683 | 0,4601 |
| 47 | 0,2377 | 0,2816 | | | 0,3314 | 0,3646 | 0,4557 |
| 48 | 0,2353 | 0,2787 | | | 0,3281 | 0,3610 | 0,4514 |
| 49 | 0,2329 | 0,2759 | | | 0,3249 | 0,3575 | 0,4473 |
| 50 | 0,2306 | 0,2732 | | | 0,3218 | 0,3542 | 0,4432 |

**Lampiran 12**

**Titik Persentase Distribusi t**

(df = 1-40)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pr | 0,25 | 0,10 | 0,05 | 0,025 | |  | 0,01 | 0,005 | 0,001 |
| df |  | 0,50 | 0,20 | 0,10 | 0,05 | |  | 0,02 | 0,010 | 0,002 |
|  | 1 | 1.00000 | 3.07768 | 6.31375 | 12.7062 | | 0 | 31.82052 | 63.65674 | 318.30884 |
|  | 2 | 0.81650 | 1.88562 | 2.91999 | 4.30265 | |  | 6.96456 | 9.92484 | 22.32712 |
|  | 3 | 0.76489 | 1.63774 | 2.35336 | 3.18245 | |  | 4.54070 | 5.84091 | 10.21453 |
|  | 4 | 0.74070 | 1.53321 | 2.13185 | 2.77645 | |  | 3.74695 | 4.60409 | 7.17318 |
|  | 5 | 0.72669 | 1.47588 | 2.01505 | 2.57058 | |  | 3.36493 | 4.03214 | 5.89343 |
|  | 6 | 0.71756 | 1.43976 | 1.94318 | 2.44691 | |  | 3.14267 | 3.70743 | 5.20763 |
|  | 7 | 0.71114 | 1.41492 | 1.89458 | 2.36462 | |  | 2.99795 | 3.49948 | 4.78529 |
|  | 8 | 0.70639 | 1.39682 | 1.85955 | 2.30600 | |  | 2.80646 | 3.35539 | 4.50079 |
|  | 9 | 0.70272 | 1.38303 | 1.83311 | 2.26216 | |  | 2.82144 | 3.24984 | 4.29681 |
|  | 10 | 0.69981 | 1.37218 | 1.81246 | 2.22814 | |  | 2.76377 | 3.16927 | 4.14370 |
|  | 11 | 0.69745 | 1.36343 | 1.79588 | 2.20099 | |  | 2.71808 | 3.10581 | 4.02470 |
|  | 12 | 0.69548 | 1.35622 | 1.78229 | 2.17881 | |  | 2.68100 | 3.05454 | 3.92963 |
|  | 13 | 0.69383 | 1.35017 | 1.77093 | 2.16037 | |  | 2.65031 | 3.01228 | 3.85198 |
|  | 14 | 0.69242 | 1.34503 | 1.76131 | 2.14479 | |  | 2.62449 | 2.97684 | 3.78739 |
|  | 15 | 0.69120 | 1.34061 | 1.75305 | 2.13145 | |  | 2.60248 | 2.94671 | 3.73283 |
|  | 16 | 0.69013 | 1.33676 | 1.74588 | 2.11991 | |  | 2.58349 | 2.92078 | 3.68615 |
|  | 17 | 0.68920 | 1.33338 | 1.73961 | 2.10982 | |  | 2.56693 | 2.89823 | 3.64577 |
|  | 18 | 0.68836 | 1.33039 | 1.73406 | 2.10092 | |  | 2.55238 | 2.87844 | 3.61048 |
|  | 19 | 0.68762 | 1.32773 | 1.72913 | 2.09302 | |  | 2.53948 | 2.86093 | 3.57940 |
|  | 20 | 0.68695 | 1.32534 | 1.72472 | 2.08596 | |  | 2.52798 | 2.84534 | 3.55181 |
|  | 21 | 0.68635 | 1.32319 | 1.72074 | 2.07961 | |  | 2.51765 | 2.83136 | 3.51715 |
|  | 22 | 0.68581 | 1.32124 | 1.71714 | 2.07387 | |  | 2.50832 | 2.81876 | 3.50499 |
|  | 23 | 0.68531 | 1.31946 | 1.71387 | 2.06866 | |  | 2.49987 | 2.80734 | 3.48496 |
|  | 24 | 0.68485 | 1.31784 | 1.71088 | 2.06390 | |  | 2.49216 | 2.79694 | 3.46678 |
|  | 25 | 0.68443 | 1.31635 | 1.70814 | 2.05954 | |  | 2.48511 | 2.78744 | 3.45019 |
|  | 26 | 0.68404 | 1.31497 | 1.70562 | 2.05553 | |  | 2.47863 | 2.77871 | 3.43500 |
|  | 27 | 0.68368 | 1.31370 | 1.70329 | 2.05183 | |  | 2.47266 | 2.77068 | 3.42103 |
|  | 28 | 0.68335 | 1.31253 | 1.70113 | 2.04841 | |  | 2.46714 | 2.76326 | 3.40816 |
|  | 29 | 0.68304 | 1.31143 | 1.69913 | 2.04523 | |  | 2.46202 | 2.75639 | 3.39624 |
|  | 30 | 0.68276 | 1.31042 | 1.69726 | 2.04227 | |  | 2.45726 | 2.75000 | 3.38518 |
|  | 31 | 0.68249 | 1.30946 | 1.69552 | 2.03951 | |  | 2.45282 | 2.74404 | 3.37490 |
|  | 32 | 0.68223 | 1.30857 | 1.69389 | 2.03693 | |  | 2.44868 | 2.73848 | 3.36531 |
|  | 33 | 0.68200 | 1.30774 | 1.69236 | 2.03452 | |  | 2.44479 | 2.73328 | 3.35634 |
|  | 34 | 0.68177 | 1.30695 | 1.69092 | 2.03224 | |  | 2.44115 | 2.72839 | 3.34793 |
|  | 35 | 0.68156 | 1.30621 | 1.68957 | 2.03011 | |  | 2.43772 | 2.72381 | 3.34005 |
|  | 36 | 0.68137 | 1.30551 | 1.68830 | 2.02809 | |  | 2.43449 | 2.71948 | 3.33262 |
|  | 37 | 0.68118 | 1.30485 | 1.68709 |  | 2.02619 |  | 2.43145 | 2.71541 | 3.32563 |
|  | 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439 | |  | 2.42857 | 2.71156 | 3.30903 |
|  | 39 | 0.68083 | 1.30364 | 1.68488 | 2.02669 | |  | 2.42584 | 2.70791 | 3.31279 |
|  | 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108 | |  | 2.42326 | 2.70446 | 3.30688 |

**Lampiran 13**

**Titik Persentase Distribusi F**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilitas = 0,05** | | | | | | | | | | |  |
| **df untuk penyebut (N2)** | **Df untuk pembilang (N1)** | | | | | | | | | |  |
| **1** | **2** | **3** | | | **4** | **5** | **6** | **7** | **8** | **9** |
| 1 | 161 | 199 | 216 | | | 225 | 230 | 234 | 237 | 239 | 241 |
| 2 | 18.51 | 19.00 | 19.16 | | | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 |
| 3 | 1013 | 9.55 | 9.28 | | | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 |
| 4 | 7.71 | 6.94 | 6.59 | | | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 |
| 5 | 6.61 | 5.79 | 5.41 | | | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 |
| 6 | 5.99 | 5.14 | 4.76 | | | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 |
| 7 | 5.59 | 4.74 | 4.35 | | | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 |
| 8 | 5.32 | 4.46 | 4.07 | | | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 |
| 9 | 5.12 | 4.26 | 3.86 | | | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 |
| 10 | 4.96 | 4.10 | 3.71 | | | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 |
| 11 | 4.84 | 3.98 | 3.59 | | | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 |
| 12 | 4.75 | 3.89 | 3.49 | | | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 |
| 13 | 4.67 | 3.81 | 3.41 | | | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 |
| 14 | 4.60 | 3.74 | 3.34 | | | 3.11 | 3.96 | 2.85 | 2.76 | 2.70 | 2.65 |
| 15 | 4.54 | 3.68 | 3.29 | | | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 |
| 16 | 4.49 | 3.63 | 3.24 | | | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 |
| 17 | 4.45 | 3.59 | 3.20 | | | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 |
| 18 | 4.41 | 3.55 | 3.16 | | | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 |
| 19 | 4.38 | 3.52 | 3.13 | | | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 |
| 20 | 4.35 | 3.49 | 3.10 | | | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 |
| 21 | 4.32 | 3.47 | 3.07 | | | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 |
| 22 | 4.30 | 3.44 | 3.05 | | | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 |
| 23 | 4.28 | 3.42 | 3.03 | | | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 |
| 24 | 4.26 | 3.40 | 3.01 | | | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 |
| 25 | 4.24 | 3.39 | 2.99 | | | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 |
| 26 | 4.23 | 3.37 | 2.98 | | | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 |
| 27 | 4.21 | 3.35 | 2.96 | | | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 |
| 28 | 4.20 | 3.34 | 2.95 | | | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 |
| 29 | 4.18 | 3.33 | 2.93 | | | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 |
| 30 | 4.17 | 3.32 | 2.92 | | | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 |
| 31 | 4.16 | 3.30 | 2.91 | | | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 |
| 32 | 4.15 | 3.29 | 2.90 | | | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 |
| 33 | 4.14 | 3.28 | 2.89 | | | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 |
| 34 | 4.13 | 3.28 | 2.88 | | | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 |
| 35 | 4.12 | 3.27 | 2.87 | | | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 |
| 36 | 4.11 | 3.26 | 2.87 | | | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 |
| 37 | 4.11 | 3.25 |  | 2.86 |  | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 |