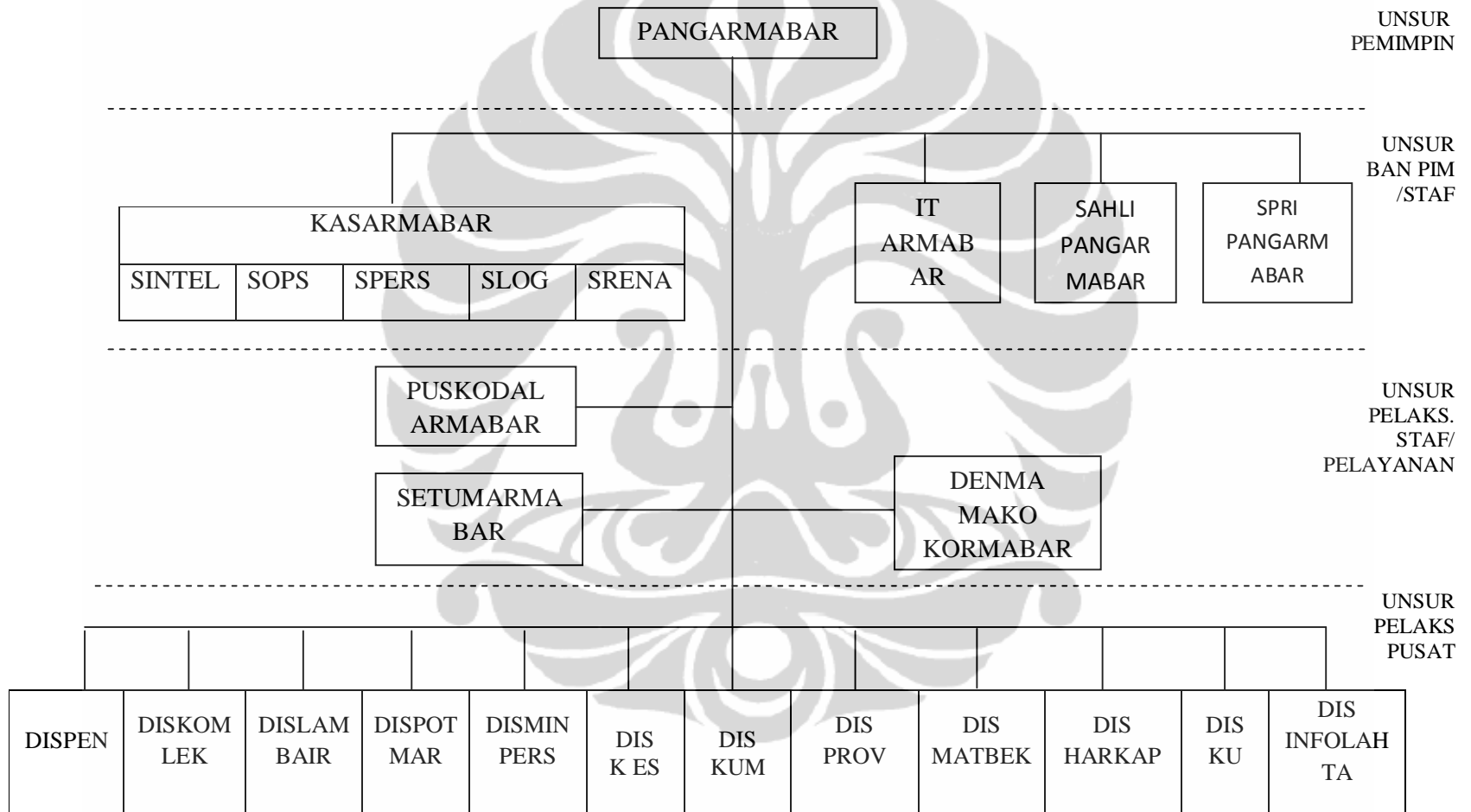


STRUKTUR ORGANISASI KOARMABAR TINGKAT MAKO
(KEP KASAL NO. Kep/43/VII/1997 Tgl 31 Juli 1997)



Bagian 2

FAKTOR KOMITMEN ORGANISASI		ALTERNATIF JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Cukup Setuju	Setuju	Sangat Setuju
		1	2	3	4	5
FAKTOR AFEKTIF						
1	Apakah Saudara setuju dengan nilai-nilai atau aturan kedinasan yang berlaku pada organisasi TNI AL?					
2	Apakah Saudara setuju untuk melaksanakan tugas-tugas dinas apapun yang diberikan oleh Pemimpin dgn sebaik-baiknya?					
3	Apakah Saudara setuju bahwa Saudara merasa bahagia dapat mengabdikan diri di TNI AL?					
4	Apakah Saudara setuju untuk memikirkan masalah pekerjaan/dinas, seolah-olah seperti masalah pribadi Saudara?					
5	Apakah Saudara setuju menjadi bagian dari keluarga pada satuan kerja Saudara saat ini ?					
6	Apakah Saudara setuju bahwa TNI AL telah memberikan arti dalam hidup Saudara ?					
7	Apakah Saudara setuju untuk menjadi PNS TNI AL sampai akhir masa dinas Saudara?					
FAKTOR KELANJUTAN (<i>CONTINUANCE</i>)						
8	Apakah Saudara setuju bahwa Saudara membutuhkan TNI AL dalam hidup Saudara?					
9	Apakah Saudara setuju bahwa keluar dari TNI AL akan memberikan kesulitan bagi Saudara?					
10	Apakah Saudara setuju bahwa keluar/pindah dari TNI AL belum tentu akan mendapatkan pekerjaan/jabatan yang sesuai dengan harapan Saudara?					
11	Apakah Saudara setuju kalau harus bekerja lebih serius untuk TNI AL?					
12	Apakah Saudara setuju bahwa tidak akan meninggalkan TNI AL meskipun ada tawaran jabatan yang lebih baik dari Instansi lain?					
13	Apakah Saudara setuju untuk mengutamakan kepentingan dinas dari pada kepentingan pribadi pada setiap kondisi yang Saudara hadapi?					

Jakarta, Mei 2009

Kepada
Yth. Bapak/Ibu/Rekan-Rekan
PNS Mako Koarmabar
Di
Jakarta

Dengan hormat,

Sehubungan dengan penyusunan tugas akhir (Tesis) dengan judul : **Korelasi Antara Kepuasan Kerja dengan Komitmen Organisasional PNS TNI AL Markas Komando Armada RI Kawasan Barat**, berikut saya sampaikan kuesioner yang terdiri atas dua bagian, yaitu kepuasan kerja dan komitmen organisasi. Kuesioner ini semata-mata untuk tujuan dan kepentingan akademis, maka tidak akan berdampak apa pun pada kinerja Bapak/Ibu/Rekan-Rekan sebagai pegawai. Untuk itu, mohon berkenan Bapak/Ibu/Rekan-Rekan sekalian untuk memberikan respon pada setiap item secara jujur apa adanya, bebas dan tanpa beban sesuai dengan pendapat, perasaan dan pengalaman yang Bapak/Ibu/Rekan-Rekan temui atau rasakan.

Demikian, terima kasih atas bantuan dan kerjasamanya.

Hormat saya,

Shinta Herawati

IDENTITAS RESPONDEN

A. Berikan tanda “X” pada salah satu kotak yang tersedia sesuai dengan keadaan Bapak/Ibu/Rekan-Rekan.

1. Golongan kepangkatan : IV
 III
 II
 I
2. Usia : ≤ 30 tahun
 31-40 tahun
 41-50 tahun
 > 50 tahun
3. Pendidikan terakhir : SMP/ Sederajat SMA/Sederajat
 D3/Akademi S1
 S2
4. Jenis Kelamin Laki-laki Perempuan
5. Lama bekerja : ≤ 5 tahun 6 – 10 tahun
 11-15 tahun 16-20 tahun
 >20 tahun

B. Pilihlah salah satu alternatif respon (jawaban) untuk setiap pernyataan yang paling sesuai dengan keadaan Bapak/Ibu/Rekan-Rekan, pada halaman berikut dengan membubuhkan tanda “X”. Masing-masing pernyataan memiliki alternatif jawaban sebagai berikut:

Sangat Setuju/Sangat Puas	= SS/SP
Setuju/Puas	= S/P
Cukup Setuju/Cukup Setuju	= KS/CP
Tidak Setuju/Tidak Puas	= TS/TP
Sangat Tidak Setuju /Sangat Tidak Puas	= STS/STP



FAKTOR KOMITMEN ORGANISASI		ALTERNATIF JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Cukup Setuju	Setuju	Sangat Setuju
		1	2	3	4	5
14	Apakah Saudara setuju untuk terus turut serta menjaga dan mempertahankan nilai-nilai TNI AL sampai akhir hayat Saudara?					
FAKTOR NORMATIF						
15	Apakah Saudara setuju bahwa Saudara mempunyai kewajiban secara moral untuk terus berada dalam organisasi TNI AL?					
16	Apakah Saudara setuju bahwa menjadi PNS TNI AL adalah merupakan keputusan yang benar?					
17	Apakah Saudara setuju bahwa Saudara selalu penuh keikhlasan dalam melaksanakan tugas pekerjaan?					
18	Apakah Saudara setuju bahwa loyalitas Saudara kepada TNI AL adalah karena panggilan hati?					
19	Apakah Saudara setuju bahwa meninggalkan TNI AL berarti mengkhianati tujuan hidup Saudara?					
20	Apakah Saudara setuju untuk selalu cinta dan setia kepada TNI AL apapun yang terjadi?					
21	Apakah Saudara setuju bahwa tanggung jawab pada tugas/pekerjaan dan organisasi Saudara selama ini adalah merupakan amanah?					

Data Pretest Variabel Kepuasan Kerja

No	Gol	Usia	Dik	JK	Maker	Prest1	Prest2	Prest3	Prest4	Prest5	Peng6	Peng7	Peng8	Peng9	Peng10	Pek11
1	2	2	2	2	4	3	3	3	4	3	3	4	3	3	3	3
2	2	3	2	2	2	4	3	4	4	3	4	4	4	4	4	4
3	2	3	1	1	3	3	4	3	3	3	3	3	4	4	4	3
4	3	4	4	1	3	3	4	3	4	3	3	3	3	3	3	4
5	2	2	4	2	3	3	3	3	3	3	3	4	4	3	4	3
6	3	2	4	2	2	4	3	3	3	3	4	4	4	4	4	3
7	3	3	2	2	5	3	3	4	4	4	3	3	4	4	3	3
8	3	4	2	2	5	2	3	3	3	3	4	4	3	3	3	3
9	1	2	1	1	3	3	4	3	3	3	4	3	3	3	3	3
10	2	3	2	2	5	3	3	3	4	3	4	3	3	3	3	4
11	2	1	2	1	1	3	3	3	3	2	4	4	4	4	4	3
12	3	3	4	2	5	5	5	5	5	5	5	5	5	5	5	4
13	3	3	2	2	5	4	3	3	4	4	4	4	4	3	3	4
14	3	3	2	2	4	3	4	4	4	3	3	3	3	3	4	4
15	3	3	4	1	4	2	2	2	3	2	2	2	3	4	3	2
16	2	3	2	2	4	4	3	4	3	3	2	4	4	4	4	3
17	3	3	2	2	5	3	4	3	4	4	4	4	4	4	4	3
18	2	2	2	2	4	3	3	3	3	3	3	3	3	3	4	3
19	3	3	2	1	5	4	4	4	3	3	5	5	5	4	4	3
20	2	3	2	2	5	3	3	4	4	4	4	4	3	4	4	4
21	3	3	2	1	5	3	3	3	3	2	3	3	3	3	3	3
22	2	2	2	2	4	3	4	4	4	3	3	3	3	3	4	3
23	2	2	2	1	3	3	4	4	4	3	3	3	3	3	4	3
24	2	2	2	2	2	3	3	3	3	4	3	3	3	3	4	4
25	3	3	2	1	5	3	4	3	3	3	3	4	3	3	4	3
26	2	2	2	2	4	4	3	3	3	4	3	3	3	3	4	4
27	3	3	2	1	5	3	4	3	3	4	3	2	2	2	3	4
28	1	2	1	1	1	4	3	4	3	4	4	4	4	4	4	4
29	2	2	2	1	2	4	3	4	3	4	4	4	3	4	4	4
30	2	1	2	1	1	4	5	5	5	5	3	4	3	4	3	4

Pek12	Pek13	Pek14	Pek15	Tangg16	Tangg17	Tangg18	Tangg19	Tangg20	Kem21	Kem22	Kem23	Kem24	Kem25
3	3	4	3	3	3	3	3	4	3	2	3	3	3
4	4	3	4	4	4	4	4	4	3	3	2	3	4
4	3	3	4	3	3	4	4	4	4	4	4	4	5
4	4	4	4	3	3	3	3	2	3	3	3	3	3
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3	3	3	3	3	4	3	3	3	3	3	3	3	4
3	3	3	4	3	3	3	3	4	3	3	3	3	4
4	3	4	3	3	3	3	3	4	3	3	4	3	3
3	3	3	3	3	3	3	3	3	3	3	3	4	3
4	5	5	5	4	4	4	4	4	3	4	4	4	3
4	2	4	3	4	5	5	5	5	5	5	5	5	5
3	3	3	4	5	5	5	4	5	3	2	3	3	2
2	2	3	3	3	3	3	4	3	5	4	4	4	5
3	4	3	3	3	3	4	3	3	4	3	3	3	4
3	4	4	3	3	4	3	3	3	3	3	4	4	4
4	4	4	4	3	3	3	4	3	2	3	3	4	4
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4	3	3	4	4	4	3	3	3	3	3	3	3	2
3	3	3	4	4	4	3	3	3	4	3	3	3	4
3	3	3	3	3	3	3	2	3	4	4	4	4	4
4	3	3	4	4	4	4	3	4	4	3	3	3	4
4	3	3	4	4	4	4	3	4	3	3	3	3	4
5	5	4	4	4	4	4	4	4	5	5	4	5	5

Pert26	Pert27	Pert28	Pert29	Pert30	Total Kep
2	2	3	3	3	91.00
3	2	4	4	3	108.00
3	3	3	2	3	104.00
3	3	3	4	3	97.00
3	5	4	4	4	105.00
3	3	4	3	3	102.00
3	3	3	3	2	95.00
3	3	3	3	2	92.00
3	3	3	3	2	94.00
3	3	3	3	3	97.00
4	4	4	4	3	99.00
3	2	2	3	3	124.00
4	4	5	5	5	125.00
3	2	3	3	3	102.00
3	3	4	5	3	93.00
3	3	4	3	3	100.00
4	4	4	4	3	108.00
4	3	4	4	4	101.00
3	4	4	4	3	116.00
4	4	4	3	3	111.00
3	4	4	3	3	101.00
4	4	4	4	4	106.00
4	4	3	4	4	95.00
3	3	3	4	3	98.00
3	4	3	3	3	97.00
3	4	3	4	3	101.00
4	3	4	3	3	96.00
3	3	3	3	3	107.00
3	3	3	3	3	105.00
3	3	3	2	2	120.00

Tabulasi Data Pretest Komitmen Organisasi

Afek1	Afek2	Afek3	Afek4	Afek5	Afek6	Afek7	Cont8	Cont9	Cont10	Cont11	Cont12	Cont13
3	3	3	4	4	4	4	4	5	4	5	5	4
4	4	4	4	5	5	4	3	4	4	4	4	4
5	5	5	5	4	4	5	5	5	5	5	5	5
3	3	4	4	4	4	4	3	3	3	4	3	2
4	3	4	3	4	5	4	4	4	4	4	2	3
3	4	4	4	3	3	4	3	4	4	3	4	4
3	4	4	3	4	4	4	4	3	4	4	3	3
3	3	3	3	3	3	4	3	2	4	3	2	3
4	3	3	4	4	4	4	3	4	5	5	4	3
4	4	3	4	4	4	4	4	4	4	3	4	3
4	3	4	3	4	4	4	4	4	4	3	4	3
3	3	3	3	3	3	3	3	2	3	3	2	2
4	4	5	5	5	5	5	5	5	5	5	4	5
4	4	4	4	4	4	4	3	2	3	3	3	3
4	4	3	3	4	4	3	4	4	4	4	3	3
4	4	4	4	4	3	4	2	2	2	4	3	3
4	4	4	4	4	4	4	4	4	4	4	4	4
4	4	3	3	4	4	4	3	4	3	3	3	3
4	5	4	4	4	4	4	4	4	4	4	5	5
4	4	4	4	4	4	4	3	4	4	3	4	4
5	5	5	4	4	5	5	4	4	4	4	4	4
5	5	5	5	5	5	5	5	4	4	5	4	4
3	3	4	4	5	5	5	5	4	4	4	4	4
3	4	4	3	4	4	4	4	4	5	5	5	5
4	4	3	4	4	4	4	4	4	4	4	4	4
4	3	3	3	4	4	4	3	4	3	4	3	3
3	4	4	4	4	3	4	4	3	4	3	3	3
4	4	4	3	4	4	4	4	3	4	4	3	3
4	4	4	3	4	4	4	4	3	3	4	3	3
4	4	3	4	5	4	4	4	4	3	3	4	4

Cont14	Norm15	Norm16	Norm17	Norm18	Norm19	Norm20	Norm21	Total Kom
4	4	4	4	4	3	3	4	82
4	4	4	4	3	4	5	4	85
4	3	4	5	3	1	3	4	90
3	3	3	3	3	3	3	4	69
3	5	4	4	4	4	4	5	81
4	4	5	4	4	4	5	4	81
4	4	4	4	4	4	4	4	79
3	3	4	4	4	4	3	4	68
4	4	4	5	5	4	4	4	84
5	3	4	5	4	4	3	4	81
4	4	4	4	3	4	3	5	79
3	4	4	4	3	4	3	3	64
5	4	5	5	5	5	4	5	100
3	3	3	4	4	3	3	4	72
4	3	2	3	2	2	2	3	68
4	3	4	4	3	3	3	4	71
4	4	4	4	4	4	4	4	84
4	4	4	4	3	3	3	4	74
5	4	4	4	4	4	5	5	90
4	4	4	4	4	4	4	4	82
4	4	4	4	4	4	4	4	89
5	4	4	5	4	4	4	5	96
4	4	4	4	4	4	4	4	86
4	4	5	5	4	4	5	4	89
4	4	4	4	4	4	4	5	84
3	3	4	3	3	3	3	4	71
3	4	4	4	4	4	3	4	76
4	4	4	4	4	4	3	4	79
4	4	4	4	4	4	4	4	79
4	4	3	3	3	4	4	3	78

Tot_Prest	Tot_Peng	Tot_Pek	Tot_Tangg	Tot_Kem	Tot_Pert	Tot_Afek	Tot_Cont	Tot_Norm	Tot_Kep	Tot_Ko	Prest	Peng
16.00	16.00	16.00	16.00	14.00	13.00	25.00	31.00	26.00	91.00	82.00	3.20	3.20
18.00	20.00	19.00	20.00	15.00	16.00	30.00	27.00	28.00	108.00	85.00	3.60	4.00
16.00	18.00	17.00	18.00	21.00	14.00	33.00	34.00	23.00	104.00	90.00	3.20	3.60
17.00	15.00	20.00	14.00	15.00	16.00	26.00	21.00	22.00	97.00	69.00	3.40	3.00
15.00	18.00	15.00	18.00	19.00	20.00	27.00	24.00	30.00	105.00	81.00	3.00	3.60
16.00	20.00	18.00	20.00	12.00	16.00	25.00	26.00	30.00	102.00	81.00	3.20	4.00
18.00	17.00	15.00	15.00	16.00	14.00	26.00	25.00	28.00	95.00	79.00	3.60	3.40
14.00	17.00	15.00	16.00	16.00	14.00	22.00	20.00	26.00	92.00	68.00	2.80	3.40
16.00	16.00	16.00	16.00	16.00	14.00	26.00	28.00	30.00	94.00	84.00	3.20	3.20
16.00	16.00	18.00	16.00	16.00	15.00	27.00	27.00	27.00	97.00	81.00	3.20	3.20
14.00	20.00	15.00	15.00	16.00	19.00	26.00	26.00	27.00	99.00	79.00	2.80	4.00
25.00	25.00	23.00	20.00	18.00	13.00	21.00	18.00	25.00	124.00	64.00	5.00	5.00
18.00	18.00	17.00	24.00	25.00	23.00	33.00	34.00	33.00	125.00	100.00	3.60	3.60
18.00	16.00	17.00	24.00	13.00	14.00	28.00	20.00	24.00	102.00	72.00	3.60	3.20
11.00	14.00	12.00	16.00	22.00	18.00	25.00	26.00	17.00	93.00	68.00	2.20	2.80
17.00	18.00	16.00	16.00	17.00	16.00	27.00	20.00	24.00	100.00	71.00	3.40	3.60
18.00	20.00	17.00	16.00	18.00	19.00	28.00	28.00	28.00	108.00	84.00	3.60	4.00
15.00	16.00	19.00	16.00	16.00	19.00	26.00	23.00	25.00	101.00	74.00	3.00	3.20
18.00	23.00	18.00	19.00	20.00	18.00	29.00	31.00	30.00	116.00	90.00	3.60	4.60
18.00	19.00	19.00	18.00	19.00	18.00	28.00	26.00	28.00	111.00	82.00	3.60	3.80
14.00	15.00	16.00	20.00	19.00	17.00	33.00	28.00	28.00	101.00	89.00	2.80	3.00
18.00	16.00	15.00	18.00	19.00	20.00	35.00	31.00	30.00	106.00	96.00	3.60	3.20
18.00	16.00	14.00	17.00	11.00	19.00	29.00	29.00	28.00	95.00	86.00	3.60	3.20
16.00	16.00	19.00	17.00	14.00	16.00	26.00	32.00	31.00	98.00	89.00	3.20	3.20
16.00	17.00	17.00	17.00	14.00	16.00	27.00	28.00	29.00	97.00	84.00	3.20	3.40
17.00	16.00	17.00	17.00	17.00	17.00	25.00	23.00	23.00	101.00	71.00	3.40	3.20
17.00	12.00	16.00	14.00	20.00	17.00	26.00	23.00	27.00	96.00	76.00	3.40	2.40
18.00	20.00	18.00	19.00	17.00	15.00	27.00	25.00	27.00	107.00	79.00	3.60	4.00
18.00	19.00	18.00	19.00	16.00	15.00	27.00	24.00	28.00	105.00	79.00	3.60	3.80
24.00	17.00	22.00	20.00	24.00	13.00	28.00	26.00	24.00	120.00	78.00	4.80	3.40

Pek	Tangg	Kem	Pert				Kep	Ko	0.243394
				Afek	Cont	Norm			
3.20	3.20	2.80	2.60	3.57	4.43	3.71	3.03	3.90	
3.80	4.00	3.00	3.20	4.29	3.86	4.00	3.60	4.05	
3.40	3.60	4.20	2.80	4.71	4.86	3.29	3.47	4.29	
4.00	2.80	3.00	3.20	3.71	3.00	3.14	3.23	3.29	
3.00	3.60	3.80	4.00	3.86	3.43	4.29	3.50	3.86	
3.60	4.00	2.40	3.20	3.57	3.71	4.29	3.40	3.86	
3.00	3.00	3.20	2.80	3.71	3.57	4.00	3.17	3.76	
3.00	3.20	3.20	2.80	3.14	2.86	3.71	3.07	3.24	
3.20	3.20	3.20	2.80	3.71	4.00	4.29	3.13	4.00	
3.60	3.20	3.20	3.00	3.86	3.86	3.86	3.23	3.86	
3.00	3.00	3.20	3.80	3.71	3.71	3.86	3.30	3.76	
4.60	4.00	3.60	2.60	3.00	2.57	3.57	4.13	3.05	
3.40	4.80	5.00	4.60	4.71	4.86	4.71	4.17	4.76	
3.40	4.80	2.60	2.80	4.00	2.86	3.43	3.40	3.43	
2.40	3.20	4.40	3.60	3.57	3.71	2.43	3.10	3.24	
3.20	3.20	3.40	3.20	3.86	2.86	3.43	3.33	3.38	
3.40	3.20	3.60	3.80	4.00	4.00	4.00	3.60	4.00	
3.80	3.20	3.20	3.80	3.71	3.29	3.57	3.37	3.52	
3.60	3.80	4.00	3.60	4.14	4.43	4.29	3.87	4.29	
3.80	3.60	3.80	3.60	4.00	3.71	4.00	3.70	3.90	
3.20	4.00	3.80	3.40	4.71	4.00	4.00	3.37	4.24	
3.00	3.60	3.80	4.00	5.00	4.43	4.29	3.53	4.57	
2.80	3.40	2.20	3.80	4.14	4.14	4.00	3.17	4.10	
3.80	3.40	2.80	3.20	3.71	4.57	4.43	3.27	4.24	
3.40	3.40	2.80	3.20	3.86	4.00	4.14	3.23	4.00	
3.40	3.40	3.40	3.40	3.57	3.29	3.29	3.37	3.38	
3.20	2.80	4.00	3.40	3.71	3.29	3.86	3.20	3.62	
3.60	3.80	3.40	3.00	3.86	3.57	3.86	3.57	3.76	
3.60	3.80	3.20	3.00	3.86	3.43	4.00	3.50	3.76	
4.40	4.00	4.80	2.60	4.00	3.71	3.43	4.00	3.71	

Reliability

*** Method 1 (space saver) will be used for this analysis ***

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases	
1.	PREST1	3.3409	.6280	132.0	
2.	PREST2	3.4697	.5721	132.0	
3.	PREST3	3.4621	.5717	132.0	
4.	PREST4	3.5455	.6463	132.0	
5.	PREST5	3.1970	.7661	132.0	
6.	PENG6	3.4167	.6994	132.0	
7.	PENG7	3.4242	.7426	132.0	
8.	PENG8	3.3409	.6861	132.0	
9.	PENG9	3.4394	.7542	132.0	
10.	PENG10	3.5833	.6994	132.0	
11.	PEK11	3.4924	.7257	132.0	
12.	PEK12	3.2348	.7502	132.0	
13.	PEK13	3.2348	.7083	132.0	
14.	PEK14	3.5455	.6344	132.0	
15.	PEK15	3.4621	.7557	132.0	
16.	TANGG16	3.4091	.7200	132.0	
17.	TANGG17	3.4924	.5860	132.0	
18.	TANGG18	3.5152	.6238	132.0	
19.	TANGG19	3.5833	.5392	132.0	
20.	TANGG20	3.5833	.6058	132.0	
21.	KEM21	3.0606	.8173	132.0	
22.	KEM22	2.9697	.7906	132.0	
23.	KEM23	3.1970	.7954	132.0	
24.	KEM24	3.3333	.8881	132.0	
25.	KEM25	3.4318	.9822	132.0	
26.	PERT26	3.3182	.6339	132.0	
27.	PERT27	3.3864	.7581	132.0	
28.	PERT28	3.4318	.7330	132.0	
29.	PERT29	3.4848	.6478	132.0	
30.	PERT30	3.2424	.7003	132.0	
Statistics for		Mean	Variance	Std Dev	N of
SCALE		101.6288	117.2581	10.8286	Variables
					30

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

Item	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if
PREST1	98.2879	110.9089	.4502	.8975
PREST2	98.1591	112.6386	.3534	.8990
PREST3	98.1667	113.5140	.2805	.9000
PREST4	98.0833	112.0006	.3538	.8990
PREST5	98.4318	110.3388	.3935	.8986
PENG6	98.2121	107.3898	.6470	.8938
PENG7	98.2045	107.7975	.5777	.8950
PENG8	98.2879	110.6188	.4274	.8978
PENG9	98.1894	108.5516	.5178	.8961
PENG10	98.0455	108.7918	.5467	.8957
PEK11	98.1364	109.8133	.4548	.8973
PEK12	98.3939	108.9581	.4940	.8966
PEK13	98.3939	111.2940	.3655	.8989
PEK14	98.0833	110.5350	.4738	.8971
PEK15	98.1667	111.5751	.3202	.8999
TANGG16	98.2197	109.1498	.5045	.8964
TANGG17	98.1364	110.2713	.5397	.8962
TANGG18	98.1136	108.8649	.6149	.8948
TANGG19	98.0455	111.9216	.4423	.8978
TANGG20	98.0455	111.9521	.3852	.8985
KEM21	98.5682	108.3083	.4868	.8968
KEM22	98.6591	109.0814	.4573	.8973
KEM23	98.4318	110.3236	.3772	.8990
KEM24	98.2955	108.7136	.4188	.8984
KEM25	98.1970	108.5869	.3765	.8999
PERT26	98.3106	109.5287	.5523	.8958
PERT27	98.2424	108.5209	.5168	.8961
PERT28	98.1970	108.9991	.5045	.8964
PERT29	98.1439	109.7577	.5217	.8963
PERT30	98.3864	109.7198	.4804	.8969

Reliability Coefficients

N of Cases = 132.0

N of Items = 30

Alpha = .9004

Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	AFEK1	3.7424	.6494	132.0
2.	AFEK2	3.7955	.5490	132.0
3.	AFEK3	3.6818	.6458	132.0
4.	AFEK4	3.3636	.6453	132.0
5.	AFEK5	3.7879	.5666	132.0
6.	AFEK6	3.9015	.6161	132.0
7.	AFEK7	4.0379	.6924	132.0
8.	CONT8	3.5682	.7535	132.0
9.	CONT9	3.1667	.9504	132.0
10.	CONT10	3.5152	.8692	132.0
11.	CONT11	3.6742	.6596	132.0
12.	CONT12	3.2727	.9736	132.0
13.	CONT13	3.5379	.7455	132.0
14.	CONT14	3.8030	.7356	132.0
15.	NORM15	3.6136	.7480	132.0
16.	NORM16	3.7273	.7525	132.0
17.	NORM17	3.9318	.5688	132.0
18.	NORM18	3.7348	.6522	132.0
19.	NORM19	3.2045	.9550	132.0
20.	NORM20	3.6061	.7592	132.0
21.	NORM21	4.0530	.6093	132.0

Statistics for	Mean	Variance	Std Dev	N of
SCALE	76.7197	85.4704	9.2450	Variables 21

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

Item	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Deleted
Deleted				
AFEK1	72.9773	80.9079	.3545	.9127
AFEK2	72.9242	81.2919	.3917	.9118
AFEK3	73.0379	78.4337	.5787	.9082
AFEK4	73.3561	80.2310	.4172	.9114
AFEK5	72.9318	80.5526	.4519	.9108
AFEK6	72.8182	78.0736	.6446	.9070
AFEK7	72.6818	76.7377	.6803	.9059
CONT8	73.1515	77.5341	.5553	.9086
CONT9	73.5530	77.0735	.4490	.9123
CONT10	73.2045	77.1258	.4971	.9104
CONT11	73.0455	77.9216	.6109	.9075
CONT12	73.4470	74.4933	.5967	.9081
CONT13	73.1818	78.5010	.4855	.9102
CONT14	72.9167	76.7182	.6372	.9067
NORM15	73.1061	76.1261	.6730	.9058
NORM16	72.9924	75.5190	.7176	.9047
NORM17	72.7879	79.7104	.5352	.9093
NORM18	72.9848	77.3127	.6742	.9062
NORM19	73.5152	75.7631	.5290	.9100
NORM20	73.1136	75.4450	.7164	.9047
NORM21	72.6667	79.6438	.5017	.9098

Reliability Coefficients

N of Cases = 132.0 N of Items = 21

Alpha = .9127

Correlations

		Correlations																						
		AFEK1	AFEK2	AFEK3	AFEK4	AFEK5	AFEK6	AFEK7	CONT8	CONT9	CONT10	CONT11	CONT12	CONT13	CONT14	NORM15	NORM16	NORM17	NORM18	NORM19	NORM20	NORM21	TOT_KO	
AFEK1	Pearson Correlation Sig. (2-tailed)	1																						
AFEK2	Pearson Correlation Sig. (2-tailed)	.386**	1																					
AFEK3	Pearson Correlation Sig. (2-tailed)	.204**	.375**	1																				
AFEK4	Pearson Correlation Sig. (2-tailed)	.171*	.190**	.445**	1																			
AFEK5	Pearson Correlation Sig. (2-tailed)	.051	.029	.000	.000	1																		
AFEK6	Pearson Correlation Sig. (2-tailed)	.000	.000	.000	.000	.000	1																	
AFEK7	Pearson Correlation Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	1																
CONT8	Pearson Correlation Sig. (2-tailed)	.010	.028	.000	.054	.002	.000	.000	1															
CONT9	Pearson Correlation Sig. (2-tailed)	.279	.210	.088	.087	.161	.002	.000	.000	1														
CONT10	Pearson Correlation Sig. (2-tailed)	.102	.111	.240**	.181**	.131	.210**	.259**	.220**	.835**	1													
CONT11	Pearson Correlation Sig. (2-tailed)	.249**	.131	.382**	.155	.304**	.428**	.478**	.391**	.404**	.441**	1												
CONT12	Pearson Correlation Sig. (2-tailed)	.148	.000	.000	.001	.003	.000	.000	.000	.000	.000	.000	1											
CONT13	Pearson Correlation Sig. (2-tailed)	.194**	.234**	.279**	.273**	.254**	.316**	.300**	.284**	.174*	.347**	.219**	.291**	1										
CONT14	Pearson Correlation Sig. (2-tailed)	.277**	.391**	.381**	.281**	.375**	.482**	.479**	.479**	.233**	.291**	.411**	.383**	.320**	1									
NORM15	Pearson Correlation Sig. (2-tailed)	.246**	.271**	.360**	.183*	.291**	.436**	.509**	.541**	.280**	.361**	.439**	.418**	.400**	.418**	1								
NORM16	Pearson Correlation Sig. (2-tailed)	.004	.002	.000	.036	.001	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	1							
NORM17	Pearson Correlation Sig. (2-tailed)	.293**	.252**	.403**	.318**	.320**	.501**	.518**	.383**	.278**	.356**	.466**	.477**	.318**	.506**	.517**	.527**	1						
NORM18	Pearson Correlation Sig. (2-tailed)	.198**	.274**	.469**	.340**	.267**	.409**	.549**	.293**	.284**	.418**	.353**	.427**	.390**	.399**	.493**	.646**	.486**	1					
NORM19	Pearson Correlation Sig. (2-tailed)	.086	.139	.280**	.250**	.123	.320**	.358**	.262**	.416**	.323**	.389**	.329**	.295**	.253**	.453**	.482**	.194**	.489**	1				
NORM20	Pearson Correlation Sig. (2-tailed)	.211**	.171**	.459**	.279**	.230**	.439**	.622**	.434**	.356**	.391**	.456**	.456**	.485**	.516**	.563**	.599**	.450**	.605**	.565**	1			
NORM21	Pearson Correlation Sig. (2-tailed)	.030	.013	.000	.010	.031	.000	.000	.000	.011	.001	.000	.000	.000	.003	.000	.001	.000	.000	.000	.000	1		
TOT_KO	Pearson Correlation Sig. (2-tailed)	.416**	.441**	.624**	.474**	.500**	.683**	.720**	.610**	.528**	.660**	.685**	.666**	.640**	.683**	.716**	.756**	.576**	.712**	.601**	.750**	.550**	1	
		.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132	.132

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

Uji validitas

No	Variabel	Koefisien Korelasi	pvalue	r tabel	Keputusan
1	Kepuasan kerja				
	PREST1	0.496	0.000	0.361	valid
	PREST2	0.399	0.000	0.361	valid
	PREST3	0.329	0.000	0.361	valid
	PREST4	0.405	0.000	0.361	valid
	PREST5	0.452	0.000	0.361	valid
	PENG6	0.684	0.000	0.361	valid
	PENG7	0.623	0.000	0.361	valid
	PENG8	0.479	0.000	0.361	valid
	PENG9	0.568	0.000	0.361	valid
	PENG10	0.591	0.000	0.361	valid
	PEK11	0.507	0.000	0.361	valid
	PEK12	0.546	0.000	0.361	valid
	PEK13	0.422	0.000	0.361	valid
	PEK14	0.519	0.000	0.361	valid
	PEK15	0.382	0.000	0.361	valid
	TANGG16	0.553	0.000	0.361	valid
	TANGG17	0.578	0.000	0.361	valid
	TANGG18	0.650	0.000	0.361	valid
	TANGG19	0.482	0.000	0.361	valid
	TANGG20	0.432	0.000	0.361	valid
	KEM21	0.543	0.000	0.361	valid
	KEM22	0.514	0.000	0.361	valid
	KEM23	0.439	0.000	0.361	valid
	KEM24	0.485	0.000	0.361	valid
	KEM25	0.453	0.000	0.361	valid
	PERT26	0.592	0.000	0.361	valid
	PERT27	0.567	0.000	0.361	valid
	PERT28	0.554	0.000	0.361	valid
	PERT29	0.565	0.000	0.361	valid
	PERT30	0.529	0.000	0.361	valid
2	Komitmen organisasi				
	AFEK1	0.415	0.000	0.361	valid
	AFEK2	0.441	0.000	0.361	valid
	AFEK3	0.624	0.000	0.361	valid
	AFEK4	0.474	0.000	0.361	valid
	AFEK5	0.500	0.000	0.361	valid
	AFEK6	0.683	0.000	0.361	valid
	AFEK7	0.720	0.000	0.361	valid
	CONT8	0.610	0.000	0.361	valid
	CONT9	0.529	0.000	0.361	valid
	CONT10	0.566	0.000	0.361	valid

No	Variabel	Koefisien Korelasi	pvalue	r tabel	Keputusan
	CONT11	0.655	0.000	0.361	valid
	CONT12	0.662	0.000	0.361	valid
	CONT13	0.546	0.000	0.361	valid
	CONT14	0.683	0.000	0.361	valid
	NORM15	0.716	0.000	0.361	valid
	NORM16	0.756	0.000	0.361	valid
	NORM17	0.578	0.000	0.361	valid
	NORM18	0.712	0.000	0.361	valid
	NORM19	0.601	0.000	0.361	valid
	NORM20	0.755	0.000	0.361	valid
	NORM21	0.550	0.000	0.361	valid

Uji reliabilitas

No	Variabel	Item	Alpha	Keputusan
1	Kepuasan kerja	30	0.9004	reliabel
2	Komitmen organisasi	21	0.9127	reliabel

• **Crosstabs**
Golongan * Kepuasan kerja

Crosstab

			Kepuasan kerja			Total
			Tidak puas	Cukup puas	Puas	
Golongan	Gol 1	Count	0	3	4	7
		% of Total	.0%	2.3%	3.0%	5.3%
	Gol 2	Count	1	39	22	62
		% of Total	.8%	29.5%	16.7%	47.0%
	Gol 3	Count	0	40	21	61
		% of Total	.0%	30.3%	15.9%	46.2%
	Gol 4	Count	0	1	1	2
		% of Total	.0%	.8%	.8%	1.5%
Total		Count	1	83	48	132
		% of Total	.8%	62.9%	36.4%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.708 ^a	6	.844
Likelihood Ratio	3.016	6	.807
Linear-by-Linear Association	.219	1	.640
N of Valid Cases	132		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .02.

Golongan * Komitmen organisasi

Crosstab

			Komitmen organisasi			Total
			Cukup setuju	Setuju	Sangat setuju	
Golongan	Gol 1	Count	0	7	0	7
		% of Total	.0%	5.3%	.0%	5.3%
	Gol 2	Count	24	38	0	62
		% of Total	18.2%	28.8%	.0%	47.0%
	Gol 3	Count	24	35	2	61
		% of Total	18.2%	26.5%	1.5%	46.2%
	Gol 4	Count	0	1	1	2
		% of Total	.0%	.8%	.8%	1.5%
Total		Count	48	81	3	132
		% of Total	36.4%	61.4%	2.3%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	27.304 ^a	6	.000
Likelihood Ratio	16.065	6	.013
Linear-by-Linear Association	.004	1	.951
N of Valid Cases	132		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .05.

Usia * Kepuasan kerja

Crosstab

		Kepuasan kerja			Total	
		Tidak puas	Cukup puas	Puas		
Usia	<=30 tahun	Count	0	10	3	13
		% of Total	.0%	7.6%	2.3%	9.8%
	31 - 40 tahun	Count	0	28	17	45
		% of Total	.0%	21.2%	12.9%	34.1%
	41 - 50 tahun	Count	1	38	27	66
		% of Total	.8%	28.8%	20.5%	50.0%
	> 50 tahun	Count	0	7	1	8
		% of Total	.0%	5.3%	.8%	6.1%
Total		Count	1	83	48	132
		% of Total	.8%	62.9%	36.4%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.761 ^a	6	.575
Likelihood Ratio	5.554	6	.475
Linear-by-Linear Association	.010	1	.920
N of Valid Cases	132		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .06.

Usia * Komitmen organisasi**Crosstab**

			Komitmen organisasi			Total
			Cukup setuju	Setuju	Sangat setuju	
Usia	<=30 tahun	Count	6	7	0	13
		% of Total	4.5%	5.3%	.0%	9.8%
	31 - 40 tahun	Count	15	30	0	45
		% of Total	11.4%	22.7%	.0%	34.1%
	41 - 50 tahun	Count	23	41	2	66
		% of Total	17.4%	31.1%	1.5%	50.0%
	> 50 tahun	Count	4	3	1	8
		% of Total	3.0%	2.3%	.8%	6.1%
Total		Count	48	81	3	132
		% of Total	36.4%	61.4%	2.3%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.148 ^a	6	.307
Likelihood Ratio	6.596	6	.360
Linear-by-Linear Association	.312	1	.576
N of Valid Cases	132		

a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is .18.

Pendidikan Terakhir * Kepuasan kerja**Crosstab**

			Kepuasan kerja			Total
			Tidak puas	Cukup puas	Puas	
Pendidikan Terakhir	SMP sederajat	Count	0	3	1	4
		% of Total	.0%	2.3%	.8%	3.0%
	SMA sederajat	Count	1	62	41	104
		% of Total	.8%	47.0%	31.1%	78.8%
	D3/Akademi	Count	0	4	2	6
		% of Total	.0%	3.0%	1.5%	4.5%
	S1	Count	0	14	3	17
		% of Total	.0%	10.6%	2.3%	12.9%
	S2	Count	0	0	1	1
		% of Total	.0%	.0%	.8%	.8%
Total		Count	1	83	48	132
		% of Total	.8%	62.9%	36.4%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.383 ^a	8	.716
Likelihood Ratio	6.160	8	.629
Linear-by-Linear Association	.812	1	.367
N of Valid Cases	132		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .01.

Pendidikan Terakhir * Komitmen organisasi

Crosstab

		Komitmen organisasi			Total	
		Cukup setuju	Setuju	Sangat setuju		
Pendidikan Terakhir	SMP sederajat	Count	0	4	0	4
		% of Total	.0%	3.0%	.0%	3.0%
	SMA sederajat	Count	36	66	2	104
		% of Total	27.3%	50.0%	1.5%	78.8%
	D3/Akademi	Count	2	4	0	6
		% of Total	1.5%	3.0%	.0%	4.5%
	S1	Count	10	7	0	17
		% of Total	7.6%	5.3%	.0%	12.9%
	S2	Count	0	0	1	1
		% of Total	.0%	.0%	.8%	.8%
Total		Count	48	81	3	132
		% of Total	36.4%	61.4%	2.3%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	49.789 ^a	8	.000
Likelihood Ratio	16.046	8	.042
Linear-by-Linear Association	1.584	1	.208
N of Valid Cases	132		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .02.

Jenis Kelamin * Kepuasan kerja

Crosstab

			Kepuasan kerja			Total
			Tidak puas	Cukup puas	Puas	
Jenis Kelamin	Laki - laki	Count	1	32	18	51
		% of Total	.8%	24.2%	13.6%	38.6%
	Perempuan	Count	0	51	30	81
		% of Total	.0%	38.6%	22.7%	61.4%
Total		Count	1	83	48	132
		% of Total	.8%	62.9%	36.4%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.615 ^a	2	.446
Likelihood Ratio	1.928	2	.381
Linear-by-Linear Association	.174	1	.676
N of Valid Cases	132		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is .39.

Jenis Kelamin * Komitmen organisasi

Crosstab

			Komitmen organisasi			Total
			Cukup setuju	Setuju	Sangat setuju	
Jenis Kelamin	Laki - laki	Count	19	31	1	51
		% of Total	14.4%	23.5%	.8%	38.6%
	Perempuan	Count	29	50	2	81
		% of Total	22.0%	37.9%	1.5%	61.4%
Total		Count	48	81	3	132
		% of Total	36.4%	61.4%	2.3%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.058 ^a	2	.971
Likelihood Ratio	.059	2	.971
Linear-by-Linear Association	.044	1	.833
N of Valid Cases	132		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 1.16.

Masa Kerja * Kepuasan kerja**Crosstab**

			Kepuasan kerja			Total
			Tidak puas	Cukup puas	Puas	
Masa Kerja	<= 5 tahun	Count	0	7	2	9
		% of Total	.0%	5.3%	1.5%	6.8%
	6 - 10 tahun	Count	0	12	10	22
		% of Total	.0%	9.1%	7.6%	16.7%
	11 - 15 tahun	Count	0	18	8	26
		% of Total	.0%	13.6%	6.1%	19.7%
	16 - 20 tahun	Count	1	12	8	21
		% of Total	.8%	9.1%	6.1%	15.9%
	>20 tahun	Count	0	34	20	54
		% of Total	.0%	25.8%	15.2%	40.9%
Total		Count	1	83	48	132
		% of Total	.8%	62.9%	36.4%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.366 ^a	8	.498
Likelihood Ratio	5.800	8	.670
Linear-by-Linear Association	.030	1	.863
N of Valid Cases	132		

a. 6 cells (40.0%) have expected count less than 5. The minimum expected count is .07.

Masa Kerja * Komitmen organisasi**Crosstab**

			Komitmen organisasi			Total
			Cukup setuju	Setuju	Sangat setuju	
Masa Kerja	<= 5 tahun	Count	2	7	0	9
		% of Total	1.5%	5.3%	.0%	6.8%
	6 - 10 tahun	Count	11	11	0	22
		% of Total	8.3%	8.3%	.0%	16.7%
	11 - 15 tahun	Count	6	20	0	26
		% of Total	4.5%	15.2%	.0%	19.7%
	16 - 20 tahun	Count	12	9	0	21
		% of Total	9.1%	6.8%	.0%	15.9%
	>20 tahun	Count	17	34	3	54
		% of Total	12.9%	25.8%	2.3%	40.9%
Total		Count	48	81	3	132
		% of Total	36.4%	61.4%	2.3%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.141 ^a	8	.107
Likelihood Ratio	14.029	8	.081
Linear-by-Linear Association	.446	1	.504
N of Valid Cases	132		

a. 6 cells (40.0%) have expected count less than 5. The minimum expected count is .20.



Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	PREST1	3.3485	.6419	132.0
2.	PREST2	3.4773	.5857	132.0
3.	PREST3	3.4167	.6058	132.0
4.	PREST4	3.6136	.7167	132.0
5.	PREST5	3.1667	.8395	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	17.0227	4.6025	2.1454	5

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
PREST1	13.6742	3.3053	.3793	.5554
PREST2	13.5455	3.2575	.4740	.5157
PREST3	13.6061	3.4619	.3431	.5733
PREST4	13.4091	3.2054	.3442	.5734
PREST5	13.8561	2.9181	.3415	.5859

Reliability Coefficients

N of Cases = 132.0 N of Items = 5

Alpha = .6143

Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	PENG6	3.4015	.7399	132.0
2.	PENG7	3.4318	.7433	132.0
3.	PENG8	3.3409	.6861	132.0
4.	PENG9	3.4394	.7542	132.0
5.	PENG10	3.5833	.6994	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	17.1970	8.4647	2.9094	5

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
PENG6	13.7955	5.8739	.5697	.8609
PENG7	13.7652	5.2803	.7704	.8091
PENG8	13.8561	5.6356	.7240	.8228
PENG9	13.7576	5.2385	.7697	.8090
PENG10	13.6136	5.9946	.5784	.8575

Reliability Coefficients

N of Cases = 132.0 N of Items = 5

Alpha = .8618

Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	PEK11	3.4924	.7257	132.0
2.	PEK12	3.2348	.7502	132.0
3.	PEK13	3.2348	.7083	132.0
4.	PEK14	3.5455	.6344	132.0
5.	PEK15	3.4621	.7557	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	16.9697	5.2204	2.2848	5

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
PEK11	13.4773	3.4575	.4581	.5474
PEK12	13.7348	3.4024	.4536	.5488
PEK13	13.7348	3.8605	.3084	.6208
PEK14	13.4242	4.0477	.3017	.6211
PEK15	13.5076	3.4580	.4239	.5646

Reliability Coefficients

N of Cases = 132.0 N of Items = 5

Alpha = .6359

Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	TANGG16	3.4091	.7200	132.0
2.	TANGG17	3.4924	.5860	132.0
3.	TANGG18	3.5152	.6238	132.0
4.	TANGG19	3.5833	.5392	132.0
5.	TANGG20	3.5833	.6058	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	17.5833	5.4968	2.3445	5

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
TANGG16	14.1742	3.3816	.6030	.7852
TANGG17	14.0909	3.6405	.6765	.7601
TANGG18	14.0682	3.4381	.7218	.7440
TANGG19	14.0000	3.9847	.5674	.7919
TANGG20	14.0000	3.9542	.4879	.8135

Reliability Coefficients

N of Cases = 132.0 N of Items = 5

Alpha = .8160

Reliability

*** Method 1 (space saver) will be used for this analysis **

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	KEM21	3.0606	.8173	132.0
2.	KEM22	2.9697	.7906	132.0
3.	KEM23	3.1970	.7954	132.0
4.	KEM24	3.3333	.8881	132.0
5.	KEM25	3.4318	.9822	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	15.9924	9.2442	3.0404	5

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
KEM21	12.9318	6.3541	.5393	.7015
KEM22	13.0227	6.0071	.6740	.6554
KEM23	12.7955	6.5304	.5120	.7113
KEM24	12.6591	6.3638	.4668	.7277
KEM25	12.5606	6.1566	.4355	.7454

Reliability Coefficients

N of Cases = 132.0 N of Items = 5

Alpha = .7525

Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	PERT26	3.3182	.6339	132.0
2.	PERT27	3.3864	.7581	132.0

3.	PERT28	3.4318	.7330	132.0
4.	PERT29	3.4848	.6478	132.0
5.	PERT30	3.2424	.7003	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	16.8636	6.8362	2.6146	5

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
PERT26	13.5455	4.7994	.5887	.7716
PERT27	13.4773	4.2209	.6551	.7492
PERT28	13.4318	4.4610	.5936	.7695
PERT29	13.3788	4.6493	.6326	.7585
PERT30	13.6212	4.8020	.5030	.7965

Reliability Coefficients

N of Cases = 132.0 N of Items = 5

Alpha = .8068

Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

	Mean	Std Dev	Cases
1. AFEK1	3.7424	.6494	132.0
2. AFEK2	3.7955	.5490	132.0
3. AFEK3	3.6818	.6458	132.0
4. AFEK4	3.3636	.6453	132.0
5. AFEK5	3.7879	.5666	132.0
6. AFEK6	3.9015	.6161	132.0
7. AFEK7	4.0379	.6924	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	26.3106	8.5822	2.9295	7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
AFEK1	22.5682	6.7358	.4227	.7876
AFEK2	22.5152	6.8929	.4815	.7760
AFEK3	22.6288	6.2047	.6093	.7514
AFEK4	22.9470	6.7224	.4314	.7858
AFEK5	22.5227	6.5415	.5933	.7569
AFEK6	22.4091	6.1978	.6536	.7436
AFEK7	22.2727	6.3525	.5014	.7736

Reliability Coefficients

N of Cases = 132.0 N of Items = 7

Alpha = .7947

Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	CONT8	3.6061	.7692	132.0
2.	CONT9	3.1212	.9887	132.0
3.	CONT10	3.4848	.9368	132.0
4.	CONT11	3.7045	.6508	132.0
5.	CONT12	3.2727	.9969	132.0
6.	CONT13	3.5379	.7455	132.0
7.	CONT14	3.8106	.7427	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	24.5379	14.3421	3.7871	7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
CONT8	20.9318	11.1785	.5000	.7298
CONT9	21.4167	10.4128	.4626	.7397
CONT10	21.0530	10.3407	.5185	.7249
CONT11	20.8333	11.5293	.5407	.7266
CONT12	21.2652	10.0742	.5174	.7262
CONT13	21.0000	11.8168	.3842	.7516
CONT14	20.7273	11.3296	.4922	.7319

Reliability Coefficients

N of Cases = 132.0 N of Items = 7

Alpha = .7622

Reliability

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	NORM15	3.6136	.7480	132.0
2.	NORM16	3.7273	.7525	132.0
3.	NORM17	3.9318	.5688	132.0
4.	NORM18	3.7348	.6522	132.0
5.	NORM19	3.2045	.9550	132.0
6.	NORM20	3.6061	.7592	132.0
7.	NORM21	4.0530	.6093	132.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	25.8712	13.7466	3.7076	7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
NORM15	22.2576	10.2843	.6051	.8295
NORM16	22.1439	9.7272	.7357	.8092
NORM17	21.9394	11.4314	.5178	.8420
NORM18	22.1364	10.4087	.6921	.8185
NORM19	22.6667	9.4606	.5743	.8420
NORM20	22.2652	9.7383	.7242	.8109
NORM21	21.8182	11.4171	.4756	.8465

Reliability Coefficients

N of Cases = 132.0

N of Items = 7

Alpha = .8497

Correlations

Correlations

		PREST1	PREST2	PREST3	PREST4	PREST5	Tot Prest
PREST1	Pearson Correlation	1	.306**	.272**	.262**	.189*	.621**
	Sig. (2-tailed)	.	.000	.002	.002	.030	.000
	N	132	132	132	132	132	132
PREST2	Pearson Correlation	.306**	1	.382**	.261**	.287**	.672**
	Sig. (2-tailed)	.000	.	.000	.003	.001	.000
	N	132	132	132	132	132	132
PREST3	Pearson Correlation	.272**	.382**	1	.127	.178*	.580**
	Sig. (2-tailed)	.002	.000	.	.145	.042	.000
	N	132	132	132	132	132	132
PREST4	Pearson Correlation	.262**	.261**	.127	1	.260**	.621**
	Sig. (2-tailed)	.002	.003	.145	.	.003	.000
	N	132	132	132	132	132	132
PREST5	Pearson Correlation	.189*	.287**	.178*	.260**	1	.663**
	Sig. (2-tailed)	.030	.001	.042	.003	.	.000
	N	132	132	132	132	132	132
Tot_Prest	Pearson Correlation	.621**	.672**	.580**	.621**	.663**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132

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

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

Correlations

Correlations

		PEK11	PEK12	PEK13	PEK14	PEK15	TOT_PEK
PEK11	Pearson Correlation	1	.473**	.159	.175*	.361**	.690**
	Sig. (2-tailed)	.	.000	.068	.045	.000	.000
	N	132	132	132	132	132	132
PEK12	Pearson Correlation	.473**	1	.068	.178*	.440**	.695**
	Sig. (2-tailed)	.000	.	.440	.041	.000	.000
	N	132	132	132	132	132	132
PEK13	Pearson Correlation	.159	.068	1	.426**	.224**	.575**
	Sig. (2-tailed)	.068	.440	.	.000	.010	.000
	N	132	132	132	132	132	132
PEK14	Pearson Correlation	.175*	.178*	.426**	1	.059	.543**
	Sig. (2-tailed)	.045	.041	.000	.	.499	.000
	N	132	132	132	132	132	132
PEK15	Pearson Correlation	.361**	.440**	.224**	.059	1	.676**
	Sig. (2-tailed)	.000	.000	.010	.499	.	.000
	N	132	132	132	132	132	132
TOT_PEK	Pearson Correlation	.690**	.695**	.575**	.543**	.676**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132

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

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

Correlations

Correlations

		PENG6	PENG7	PENG8	PENG9	PENG10	TOT_PENG
PENG6	Pearson Correlation	1	.584**	.405**	.543**	.370**	.729**
	Sig. (2-tailed)	.	.000	.000	.000	.000	.000
	N	132	132	132	132	132	132
PENG7	Pearson Correlation	.584**	1	.712**	.639**	.525**	.864**
	Sig. (2-tailed)	.000	.	.000	.000	.000	.000
	N	132	132	132	132	132	132
PENG8	Pearson Correlation	.405**	.712**	1	.726**	.489**	.827**
	Sig. (2-tailed)	.000	.000	.	.000	.000	.000
	N	132	132	132	132	132	132
PENG9	Pearson Correlation	.543**	.639**	.726**	1	.552**	.865**
	Sig. (2-tailed)	.000	.000	.000	.	.000	.000
	N	132	132	132	132	132	132
PENG10	Pearson Correlation	.370**	.525**	.489**	.552**	1	.727**
	Sig. (2-tailed)	.000	.000	.000	.000	.	.000
	N	132	132	132	132	132	132
TOT_PENG	Pearson Correlation	.729**	.864**	.827**	.865**	.727**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132

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

Correlations

		Correlations					
		TANGG16	TANGG17	TANGG18	TANGG19	TANGG20	Tot_Tangg
TANGG16	Pearson Correlation	1	.677**	.598**	.305**	.289**	.780**
	Sig. (2-tailed)	.	.000	.000	.000	.001	.000
	N	132	132	132	132	132	132
TANGG17	Pearson Correlation	.677**	1	.595**	.413**	.346**	.800**
	Sig. (2-tailed)	.000	.	.000	.000	.000	.000
	N	132	132	132	132	132	132
TANGG18	Pearson Correlation	.598**	.595**	1	.552**	.431**	.837**
	Sig. (2-tailed)	.000	.000	.	.000	.000	.000
	N	132	132	132	132	132	132
TANGG19	Pearson Correlation	.305**	.413**	.552**	1	.539**	.713**
	Sig. (2-tailed)	.000	.000	.000	.	.000	.000
	N	132	132	132	132	132	132
TANGG20	Pearson Correlation	.289**	.346**	.431**	.539**	1	.672**
	Sig. (2-tailed)	.001	.000	.000	.000	.	.000
	N	132	132	132	132	132	132
Tot_Tangg	Pearson Correlation	.780**	.800**	.837**	.713**	.672**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132

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

Correlations

		Correlations					
		KEM21	KEM22	KEM23	KEM24	KEM25	TOT_KEM
KEM21	Pearson Correlation	1	.688**	.404**	.224**	.300**	.716**
	Sig. (2-tailed)	.	.000	.000	.010	.000	.000
	N	132	132	132	132	132	132
KEM22	Pearson Correlation	.688**	1	.495**	.384**	.361**	.803**
	Sig. (2-tailed)	.000	.	.000	.000	.000	.000
	N	132	132	132	132	132	132
KEM23	Pearson Correlation	.404**	.495**	1	.382**	.252**	.692**
	Sig. (2-tailed)	.000	.000	.	.000	.004	.000
	N	132	132	132	132	132	132
KEM24	Pearson Correlation	.224**	.384**	.382**	1	.394**	.679**
	Sig. (2-tailed)	.010	.000	.000	.	.000	.000
	N	132	132	132	132	132	132
KEM25	Pearson Correlation	.300**	.361**	.252**	.394**	1	.678**
	Sig. (2-tailed)	.000	.000	.004	.000	.	.000
	N	132	132	132	132	132	132
TOT_KEM	Pearson Correlation	.716**	.803**	.692**	.679**	.678**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132

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

Correlations

Correlations

		PERT26	PERT27	PERT28	PERT29	PERT30	TOT_PERT
PERT26	Pearson Correlation	1	.489**	.392**	.495**	.444**	.736**
	Sig. (2-tailed)	.	.000	.000	.000	.000	.000
	N	132	132	132	132	132	132
PERT27	Pearson Correlation	.489**	1	.645**	.471**	.369**	.805**
	Sig. (2-tailed)	.000	.	.000	.000	.000	.000
	N	132	132	132	132	132	132
PERT28	Pearson Correlation	.392**	.645**	1	.472**	.300**	.760**
	Sig. (2-tailed)	.000	.000	.	.000	.000	.000
	N	132	132	132	132	132	132
PERT29	Pearson Correlation	.495**	.471**	.472**	1	.496**	.769**
	Sig. (2-tailed)	.000	.000	.000	.	.000	.000
	N	132	132	132	132	132	132
PERT30	Pearson Correlation	.444**	.369**	.300**	.496**	1	.689**
	Sig. (2-tailed)	.000	.000	.000	.000	.	.000
	N	132	132	132	132	132	132
TOT_PERT	Pearson Correlation	.736**	.805**	.760**	.769**	.689**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132

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

Correlations

Correlations

		AFEK1	AFEK2	AFEK3	AFEK4	AFEK5	AFEK6	AFEK7	TOT_AFEK
AFEK1	Pearson Correlation	1	.386**	.204*	.171	.328**	.394**	.310**	.596**
	Sig. (2-tailed)	.	.000	.019	.051	.000	.000	.000	.000
	N	132	132	132	132	132	132	132	132
AFEK2	Pearson Correlation	.386**	1	.375**	.190*	.473**	.324**	.262**	.619**
	Sig. (2-tailed)	.000	.	.000	.029	.000	.000	.002	.000
	N	132	132	132	132	132	132	132	132
AFEK3	Pearson Correlation	.204*	.375**	1	.445**	.440**	.496**	.488**	.739**
	Sig. (2-tailed)	.019	.000	.	.000	.000	.000	.000	.000
	N	132	132	132	132	132	132	132	132
AFEK4	Pearson Correlation	.171	.190*	.445**	1	.442**	.340**	.225**	.602**
	Sig. (2-tailed)	.051	.029	.000	.	.000	.000	.009	.000
	N	132	132	132	132	132	132	132	132
AFEK5	Pearson Correlation	.328**	.473**	.440**	.442**	1	.508**	.235**	.711**
	Sig. (2-tailed)	.000	.000	.000	.000	.	.000	.007	.000
	N	132	132	132	132	132	132	132	132
AFEK6	Pearson Correlation	.394**	.324**	.496**	.340**	.508**	1	.528**	.766**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.000
	N	132	132	132	132	132	132	132	132
AFEK7	Pearson Correlation	.310**	.262**	.488**	.225**	.235**	.528**	1	.668**
	Sig. (2-tailed)	.000	.002	.000	.009	.007	.000	.	.000
	N	132	132	132	132	132	132	132	132
TOT_AFEK	Pearson Correlation	.596**	.619**	.739**	.602**	.711**	.766**	.668**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132	132	132

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

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

Correlations

Correlations

		CONT8	CONT9	CONT10	CONT11	CONT12	CONT13	CONT14	TOT_CONT
CONT8	Pearson Correlation	1	.274**	.225**	.360**	.360**	.292**	.510**	.645**
	Sig. (2-tailed)	.	.001	.010	.000	.000	.001	.000	.000
	N	132	132	132	132	132	132	132	132
CONT9	Pearson Correlation	.274**	1	.612**	.270**	.307**	.128	.177*	.655**
	Sig. (2-tailed)	.001	.	.000	.002	.000	.142	.042	.000
	N	132	132	132	132	132	132	132	132
CONT10	Pearson Correlation	.225**	.612**	1	.349**	.274**	.280**	.243**	.688**
	Sig. (2-tailed)	.010	.000	.	.000	.001	.001	.005	.000
	N	132	132	132	132	132	132	132	132
CONT11	Pearson Correlation	.360**	.270**	.349**	1	.466**	.283**	.389**	.657**
	Sig. (2-tailed)	.000	.002	.000	.	.000	.001	.000	.000
	N	132	132	132	132	132	132	132	132
CONT12	Pearson Correlation	.360**	.307**	.274**	.466**	1	.294**	.380**	.697**
	Sig. (2-tailed)	.000	.000	.001	.000	.	.001	.000	.000
	N	132	132	132	132	132	132	132	132
CONT13	Pearson Correlation	.292**	.128	.280**	.283**	.294**	1	.309**	.546**
	Sig. (2-tailed)	.001	.142	.001	.001	.001	.	.000	.000
	N	132	132	132	132	132	132	132	132
CONT14	Pearson Correlation	.510**	.177*	.243**	.389**	.380**	.309**	1	.634**
	Sig. (2-tailed)	.000	.042	.005	.000	.000	.000	.	.000
	N	132	132	132	132	132	132	132	132
TOT_CONT	Pearson Correlation	.645**	.655**	.688**	.657**	.697**	.546**	.634**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132	132	132

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

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

Correlations

Correlations

		NORM15	NORM16	NORM17	NORM18	NORM19	NORM20	NORM21	TOT_NORM
NORM15	Pearson Correlation	1	.517**	.332**	.493**	.453**	.563**	.297**	.725**
	Sig. (2-tailed)	.	.000	.000	.000	.000	.000	.001	.000
	N	132	132	132	132	132	132	132	132
NORM16	Pearson Correlation	.517**	1	.527**	.645**	.482**	.599**	.448**	.822**
	Sig. (2-tailed)	.000	.	.000	.000	.000	.000	.000	.000
	N	132	132	132	132	132	132	132	132
NORM17	Pearson Correlation	.332**	.527**	1	.486**	.194*	.450**	.429**	.626**
	Sig. (2-tailed)	.000	.000	.	.000	.025	.000	.000	.000
	N	132	132	132	132	132	132	132	132
NORM18	Pearson Correlation	.493**	.645**	.486**	1	.468**	.605**	.324**	.778**
	Sig. (2-tailed)	.000	.000	.000	.	.000	.000	.000	.000
	N	132	132	132	132	132	132	132	132
NORM19	Pearson Correlation	.453**	.482**	.194*	.468**	1	.565**	.362**	.734**
	Sig. (2-tailed)	.000	.000	.025	.000	.	.000	.000	.000
	N	132	132	132	132	132	132	132	132
NORM20	Pearson Correlation	.563**	.599**	.450**	.605**	.565**	1	.326**	.814**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.000
	N	132	132	132	132	132	132	132	132
NORM21	Pearson Correlation	.297**	.448**	.429**	.324**	.362**	.326**	1	.598**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.	.000
	N	132	132	132	132	132	132	132	132
TOT_NORM	Pearson Correlation	.725**	.822**	.626**	.778**	.734**	.814**	.598**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.
	N	132	132	132	132	132	132	132	132

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

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

Nonparametric Correlations

Correlations

			Kepuasan kerja	Komitmen organisasi
Spearman's rho	Kepuasan kerja	Correlation Coefficient	1.000	.514**
		Sig. (2-tailed)	.	.000
		N	132	132
	Komitmen organisasi	Correlation Coefficient	.514**	1.000
		Sig. (2-tailed)	.000	.
		N	132	132

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

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
PREST1	132	2	5	3.35	.642
PREST2	132	2	5	3.48	.586
PREST3	132	2	5	3.42	.606
PREST4	132	2	5	3.61	.717
PREST5	132	2	5	3.17	.840
PENG6	132	1	5	3.40	.740
PENG7	132	2	5	3.43	.743
PENG8	132	2	5	3.34	.686
PENG9	132	1	5	3.44	.754
PENG10	132	1	5	3.58	.699
PEK11	132	2	5	3.49	.726
PEK12	132	1	5	3.23	.750
PEK13	132	2	5	3.23	.708
PEK14	132	2	5	3.55	.634
PEK15	132	1	5	3.46	.756
TANGG16	132	2	5	3.41	.720
TANGG17	132	2	5	3.49	.586
TANGG18	132	2	5	3.52	.624
TANGG19	132	2	5	3.58	.539
TANGG20	132	2	5	3.58	.606
KEM21	132	1	5	3.06	.817
KEM22	132	1	5	2.97	.791
KEM23	132	1	5	3.20	.795
KEM24	132	1	5	3.33	.888
KEM25	132	1	5	3.43	.982
PERT26	132	1	5	3.32	.634
PERT27	132	1	5	3.39	.758
PERT28	132	1	5	3.43	.733
PERT29	132	2	5	3.48	.648
PERT30	132	1	5	3.24	.700
Valid N (listwise)	132				

Descriptives**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
AFEK1	132	2	5	3.74	.649
AFEK2	132	2	5	3.80	.549
AFEK3	132	2	5	3.68	.646
AFEK4	132	2	5	3.36	.645
AFEK5	132	2	5	3.79	.567
AFEK6	132	2	5	3.90	.616
AFEK7	132	2	5	4.04	.692
CONT8	132	2	5	3.61	.769
CONT9	132	1	5	3.12	.989
CONT10	132	1	5	3.48	.937
CONT11	132	2	5	3.70	.651
CONT12	132	1	5	3.27	.997
CONT13	132	2	5	3.54	.746
CONT14	132	2	5	3.81	.743
NORM15	132	2	5	3.61	.748
NORM16	132	2	5	3.73	.753
NORM17	132	3	5	3.93	.569
NORM18	132	2	5	3.73	.652
NORM19	132	1	5	3.20	.955
NORM20	132	2	5	3.61	.759
NORM21	132	2	5	4.05	.609
Valid N (listwise)	132				

Descriptives**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Kepuasan kerja	132	2.03	4.20	3.3877	.36128
Komitmen organisasi	132	2.52	4.76	3.6533	.44041
Valid N (listwise)	132				

Frequency Table**Statistics**

	Golongan	Usia	Pendidikan Terakhir	Jenis Kelamin	Masa Kerja
N Valid	132	132	132	132	132
Missing	0	0	0	0	0

Frequency Table

Golongan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Gol 1	7	5.3	5.3	5.3
	Gol 2	62	47.0	47.0	52.3
	Gol 3	61	46.2	46.2	98.5
	Gol 4	2	1.5	1.5	100.0
	Total	132	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<=30 tahun	13	9.8	9.8	9.8
	31 - 40 tahun	45	34.1	34.1	43.9
	41 - 50 tahun	66	50.0	50.0	93.9
	> 50 tahun	8	6.1	6.1	100.0
	Total	132	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP sederajat	4	3.0	3.0	3.0
	SMA sederajat	104	78.8	78.8	81.8
	D3/Akademi	6	4.5	4.5	86.4
	S1	17	12.9	12.9	99.2
	S2	1	.8	.8	100.0
	Total	132	100.0	100.0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki - laki	51	38.6	38.6	38.6
	Perempuan	81	61.4	61.4	100.0
	Total	132	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<= 5 tahun	9	6.8	6.8	6.8
	6 - 10 tahun	22	16.7	16.7	23.5
	11 - 15 tahun	26	19.7	19.7	43.2
	16 - 20 tahun	21	15.9	15.9	59.1
	>20 tahun	54	40.9	40.9	100.0
	Total	132	100.0	100.0	

PREST1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	9	6.8	6.8	6.8
	Cukup puas	71	53.8	53.8	60.6
	Puas	49	37.1	37.1	97.7
	Sangat puas	3	2.3	2.3	100.0
	Total	132	100.0	100.0	

PREST2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	4	3.0	3.0	3.0
	Cukup puas	63	47.7	47.7	50.8
	Puas	63	47.7	47.7	98.5
	Sangat puas	2	1.5	1.5	100.0
	Total	132	100.0	100.0	

PREST3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	7	5.3	5.3	5.3
	Cukup puas	64	48.5	48.5	53.8
	Puas	60	45.5	45.5	99.2
	Sangat puas	1	.8	.8	100.0
	Total	132	100.0	100.0	

PREST4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	4	3.0	3.0	3.0
	Cukup puas	57	43.2	43.2	46.2
	Puas	57	43.2	43.2	89.4
	Sangat puas	14	10.6	10.6	100.0
	Total	132	100.0	100.0	

PREST5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	30	22.7	22.7	22.7
	Cukup puas	57	43.2	43.2	65.9
	Puas	38	28.8	28.8	94.7
	Sangat puas	7	5.3	5.3	100.0
	Total	132	100.0	100.0	

PENG6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	9	6.8	6.8	7.6
	Cukup puas	66	50.0	50.0	57.6
	Puas	48	36.4	36.4	93.9
	Sangat puas	8	6.1	6.1	100.0
	Total	132	100.0	100.0	

PENG7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	12	9.1	9.1	9.1
	Cukup puas	59	44.7	44.7	53.8
	Puas	53	40.2	40.2	93.9
	Sangat puas	8	6.1	6.1	100.0
	Total	132	100.0	100.0	

PENG8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	11	8.3	8.3	8.3
	Cukup puas	70	53.0	53.0	61.4
	Puas	46	34.8	34.8	96.2
	Sangat puas	5	3.8	3.8	100.0
	Total	132	100.0	100.0	

PENG9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	8	6.1	6.1	6.8
	Cukup puas	65	49.2	49.2	56.1
	Puas	48	36.4	36.4	92.4
	Sangat puas	10	7.6	7.6	100.0
	Total	132	100.0	100.0	

PENG10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	4	3.0	3.0	3.8
	Cukup puas	53	40.2	40.2	43.9
	Puas	65	49.2	49.2	93.2
	Sangat puas	9	6.8	6.8	100.0
	Total	132	100.0	100.0	

PEK11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	9	6.8	6.8	6.8
	Cukup puas	58	43.9	43.9	50.8
	Puas	56	42.4	42.4	93.2
	Sangat puas	9	6.8	6.8	100.0
	Total	132	100.0	100.0	

PEK12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	19	14.4	14.4	15.2
	Cukup puas	63	47.7	47.7	62.9
	Puas	46	34.8	34.8	97.7
	Sangat puas	3	2.3	2.3	100.0
	Total	132	100.0	100.0	

PEK13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	17	12.9	12.9	12.9
	Cukup puas	71	53.8	53.8	66.7
	Puas	40	30.3	30.3	97.0
	Sangat puas	4	3.0	3.0	100.0
	Total	132	100.0	100.0	

PEK14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	5	3.8	3.8	3.8
	Cukup puas	55	41.7	41.7	45.5
	Puas	67	50.8	50.8	96.2
	Sangat puas	5	3.8	3.8	100.0
	Total	132	100.0	100.0	

PEK15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	10	7.6	7.6	8.3
	Cukup puas	56	42.4	42.4	50.8
	Puas	57	43.2	43.2	93.9
	Sangat puas	8	6.1	6.1	100.0
	Total	132	100.0	100.0	

TANGG16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	10	7.6	7.6	7.6
	Cukup puas	66	50.0	50.0	57.6
	Puas	48	36.4	36.4	93.9
	Sangat puas	8	6.1	6.1	100.0
	Total	132	100.0	100.0	

TANGG17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	4	3.0	3.0	3.0
	Cukup puas	61	46.2	46.2	49.2
	Puas	65	49.2	49.2	98.5
	Sangat puas	2	1.5	1.5	100.0
	Total	132	100.0	100.0	

TANGG18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	3	2.3	2.3	2.3
	Cukup puas	64	48.5	48.5	50.8
	Puas	59	44.7	44.7	95.5
	Sangat puas	6	4.5	4.5	100.0
	Total	132	100.0	100.0	

TANGG19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	2	1.5	1.5	1.5
	Cukup puas	52	39.4	39.4	40.9
	Puas	77	58.3	58.3	99.2
	Sangat puas	1	.8	.8	100.0
	Total	132	100.0	100.0	

TANGG20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	4	3.0	3.0	3.0
	Cukup puas	51	38.6	38.6	41.7
	Puas	73	55.3	55.3	97.0
	Sangat puas	4	3.0	3.0	100.0
	Total	132	100.0	100.0	

KEM21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	2	1.5	1.5	1.5
	Tidak puas	30	22.7	22.7	24.2
	Cukup puas	62	47.0	47.0	71.2
	Puas	34	25.8	25.8	97.0
	Sangat puas	4	3.0	3.0	100.0
	Total	132	100.0	100.0	

KEM22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	2	1.5	1.5	1.5
	Tidak puas	35	26.5	26.5	28.0
	Cukup puas	62	47.0	47.0	75.0
	Puas	31	23.5	23.5	98.5
	Sangat puas	2	1.5	1.5	100.0
	Total	132	100.0	100.0	

KEM23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	2	1.5	1.5	1.5
	Tidak puas	21	15.9	15.9	17.4
	Cukup puas	62	47.0	47.0	64.4
	Puas	43	32.6	32.6	97.0
	Sangat puas	4	3.0	3.0	100.0
	Total	132	100.0	100.0	

KEM24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	2	1.5	1.5	1.5
	Tidak puas	19	14.4	14.4	15.9
	Cukup puas	56	42.4	42.4	58.3
	Puas	43	32.6	32.6	90.9
	Sangat puas	12	9.1	9.1	100.0
	Total	132	100.0	100.0	

KEM25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	3	2.3	2.3	2.3
	Tidak puas	26	19.7	19.7	22.0
	Cukup puas	26	19.7	19.7	41.7
	Puas	65	49.2	49.2	90.9
	Sangat puas	12	9.1	9.1	100.0
	Total	132	100.0	100.0	

PERT26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	6	4.5	4.5	5.3
	Cukup puas	78	59.1	59.1	64.4
	Puas	44	33.3	33.3	97.7
	Sangat puas	3	2.3	2.3	100.0
	Total	132	100.0	100.0	

PERT27

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	14	10.6	10.6	11.4
	Cukup puas	55	41.7	41.7	53.0
	Puas	57	43.2	43.2	96.2
	Sangat puas	5	3.8	3.8	100.0
	Total	132	100.0	100.0	

PERT28

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	10	7.6	7.6	8.3
	Cukup puas	58	43.9	43.9	52.3
	Puas	57	43.2	43.2	95.5
	Sangat puas	6	4.5	4.5	100.0
	Total	132	100.0	100.0	

PERT29

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak puas	5	3.8	3.8	3.8
	Cukup puas	64	48.5	48.5	52.3
	Puas	57	43.2	43.2	95.5
	Sangat puas	6	4.5	4.5	100.0
	Total	132	100.0	100.0	

PERT30

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak puas	1	.8	.8	.8
	Tidak puas	14	10.6	10.6	11.4
	Cukup puas	72	54.5	54.5	65.9
	Puas	42	31.8	31.8	97.7
	Sangat puas	3	2.3	2.3	100.0
	Total	132	100.0	100.0	

AFEK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	5	3.8	3.8	3.8
	Cukup setuju	34	25.8	25.8	29.5
	Setuju	83	62.9	62.9	92.4
	Sangat setuju	10	7.6	7.6	100.0
	Total	132	100.0	100.0	

AFEK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	2	1.5	1.5	1.5
	Cukup setuju	30	22.7	22.7	24.2
	Setuju	93	70.5	70.5	94.7
	Sangat setuju	7	5.3	5.3	100.0
	Total	132	100.0	100.0	

AFEK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	2	1.5	1.5	1.5
	Cukup setuju	49	37.1	37.1	38.6
	Setuju	70	53.0	53.0	91.7
	Sangat setuju	11	8.3	8.3	100.0
	Total	132	100.0	100.0	

AFEK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	9	6.8	6.8	6.8
	Cukup setuju	69	52.3	52.3	59.1
	Setuju	51	38.6	38.6	97.7
	Sangat setuju	3	2.3	2.3	100.0
	Total	132	100.0	100.0	

AFEK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	1	.8	.8	.8
	Cukup setuju	35	26.5	26.5	27.3
	Setuju	87	65.9	65.9	93.2
	Sangat setuju	9	6.8	6.8	100.0
	Total	132	100.0	100.0	

AFEK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	2	1.5	1.5	1.5
	Cukup setuju	26	19.7	19.7	21.2
	Setuju	87	65.9	65.9	87.1
	Sangat setuju	17	12.9	12.9	100.0
	Total	132	100.0	100.0	

AFEK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	5	3.8	3.8	3.8
	Cukup setuju	14	10.6	10.6	14.4
	Setuju	84	63.6	63.6	78.0
	Sangat setuju	29	22.0	22.0	100.0
	Total	132	100.0	100.0	

CONT8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	11	8.3	8.3	8.3
	Cukup setuju	42	31.8	31.8	40.2
	Setuju	67	50.8	50.8	90.9
	Sangat setuju	12	9.1	9.1	100.0
	Total	132	100.0	100.0	

CONT9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	3	2.3	2.3	2.3
	Tidak setuju	40	30.3	30.3	32.6
	Cukup setuju	35	26.5	26.5	59.1
	Setuju	46	34.8	34.8	93.9
	Sangat setuju	8	6.1	6.1	100.0
	Total	132	100.0	100.0	

CONT10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	3	2.3	2.3	2.3
	Tidak setuju	20	15.2	15.2	17.4
	Cukup setuju	31	23.5	23.5	40.9
	Setuju	66	50.0	50.0	90.9
	Sangat setuju	12	9.1	9.1	100.0
	Total	132	100.0	100.0	

CONT11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	2	1.5	1.5	1.5
	Cukup setuju	47	35.6	35.6	37.1
	Setuju	71	53.8	53.8	90.9
	Sangat setuju	12	9.1	9.1	100.0
	Total	132	100.0	100.0	

CONT12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	3	2.3	2.3	2.3
	Tidak setuju	32	24.2	24.2	26.5
	Cukup setuju	34	25.8	25.8	52.3
	Setuju	52	39.4	39.4	91.7
	Sangat setuju	11	8.3	8.3	100.0
	Total	132	100.0	100.0	

CONT13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	11	8.3	8.3	8.3
	Cukup setuju	48	36.4	36.4	44.7
	Setuju	64	48.5	48.5	93.2
	Sangat setuju	9	6.8	6.8	100.0
	Total	132	100.0	100.0	

CONT14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	7	5.3	5.3	5.3
	Cukup setuju	30	22.7	22.7	28.0
	Setuju	76	57.6	57.6	85.6
	Sangat setuju	19	14.4	14.4	100.0
	Total	132	100.0	100.0	

NORM15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	15	11.4	11.4	11.4
	Cukup setuju	27	20.5	20.5	31.8
	Setuju	84	63.6	63.6	95.5
	Sangat setuju	6	4.5	4.5	100.0
	Total	132	100.0	100.0	

NORM16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	10	7.6	7.6	7.6
	Cukup setuju	30	22.7	22.7	30.3
	Setuju	78	59.1	59.1	89.4
	Sangat setuju	14	10.6	10.6	100.0
	Total	132	100.0	100.0	

NORM17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup setuju	26	19.7	19.7	19.7
	Setuju	89	67.4	67.4	87.1
	Sangat setuju	17	12.9	12.9	100.0
	Total	132	100.0	100.0	

NORM18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	5	3.8	3.8	3.8
	Cukup setuju	35	26.5	26.5	30.3
	Setuju	82	62.1	62.1	92.4
	Sangat setuju	10	7.6	7.6	100.0
	Total	132	100.0	100.0	

NORM19

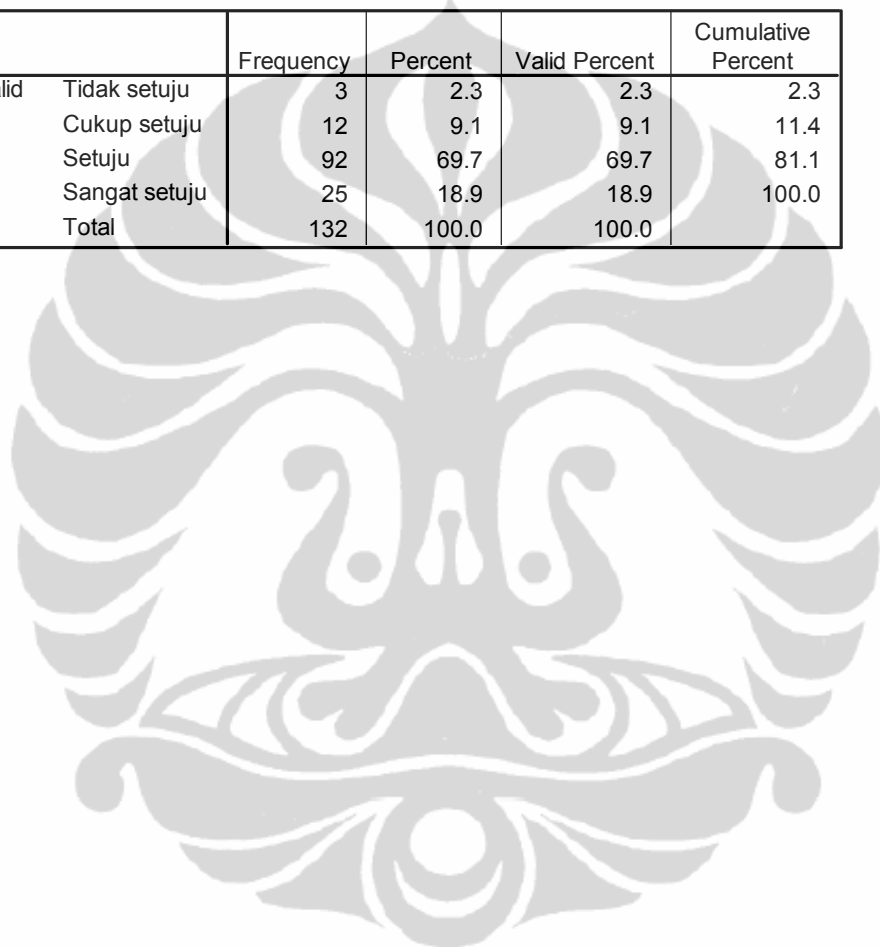
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	2	1.5	1.5	1.5
	Tidak setuju	38	28.8	28.8	30.3
	Cukup setuju	28	21.2	21.2	51.5
	Setuju	59	44.7	44.7	96.2
	Sangat setuju	5	3.8	3.8	100.0
	Total	132	100.0	100.0	

NORM20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	11	8.3	8.3	8.3
	Cukup setuju	41	31.1	31.1	39.4
	Setuju	69	52.3	52.3	91.7
	Sangat setuju	11	8.3	8.3	100.0
	Total	132	100.0	100.0	

NORM21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	3	2.3	2.3	2.3
	Cukup setuju	12	9.1	9.1	11.4
	Setuju	92	69.7	69.7	81.1
	Sangat setuju	25	18.9	18.9	100.0
	Total	132	100.0	100.0	



	N	Mean	Median	Mode	Std. Deviation	Variance	Minimum	Maximum
PREST1	132	3.35	3.00	3.00	0.64	0.41	2.00	5.00
PREST2	132	3.48	3.00	3.00	0.59	0.34	2.00	5.00
PREST3	132	3.42	3.00	3.00	0.61	0.37	2.00	5.00
PREST4	132	3.61	4.00	3.00	0.72	0.51	2.00	5.00
PREST5	132	3.17	3.00	3.00	0.84	0.70	2.00	5.00
PENG6	132	3.40	3.00	3.00	0.74	0.55	1.00	5.00
PENG7	132	3.43	3.00	3.00	0.74	0.55	2.00	5.00
PENG8	132	3.34	3.00	3.00	0.69	0.47	2.00	5.00
PENG9	132	3.44	3.00	3.00	0.75	0.57	1.00	5.00
PENG10	132	3.58	4.00	4.00	0.70	0.49	1.00	5.00
PEK11	132	3.49	3.00	3.00	0.73	0.53	2.00	5.00
PEK12	132	3.23	3.00	3.00	0.75	0.56	1.00	5.00
PEK13	132	3.23	3.00	3.00	0.71	0.50	2.00	5.00
PEK14	132	3.55	4.00	4.00	0.63	0.40	2.00	5.00
PEK15	132	3.46	3.00	4.00	0.76	0.57	1.00	5.00
TANGG16	132	3.41	3.00	3.00	0.72	0.52	2.00	5.00
TANGG17	132	3.49	4.00	4.00	0.59	0.34	2.00	5.00
TANGG18	132	3.52	3.00	3.00	0.62	0.39	2.00	5.00
TANGG19	132	3.58	4.00	4.00	0.54	0.29	2.00	5.00
TANGG20	132	3.58	4.00	4.00	0.61	0.37	2.00	5.00
KEM21	132	3.06	3.00	3.00	0.82	0.67	1.00	5.00
KEM22	132	2.97	3.00	3.00	0.79	0.63	1.00	5.00
KEM23	132	3.20	3.00	3.00	0.80	0.63	1.00	5.00
KEM24	132	3.33	3.00	3.00	0.89	0.79	1.00	5.00
KEM25	132	3.43	4.00	4.00	0.98	0.96	1.00	5.00
PERT26	132	3.32	3.00	3.00	0.63	0.40	1.00	5.00
PERT27	132	3.39	3.00	4.00	0.76	0.57	1.00	5.00
PERT28	132	3.43	3.00	3.00	0.73	0.54	1.00	5.00
PERT29	132	3.48	3.00	3.00	0.65	0.42	2.00	5.00
PERT30	132	3.24	3.00	3.00	0.70	0.49	1.00	5.00
AFEK1	132	3.74	4.00	4.00	0.65	0.42	2.00	5.00
AFEK2	132	3.80	4.00	4.00	0.55	0.30	2.00	5.00
AFEK3	132	3.68	4.00	4.00	0.65	0.42	2.00	5.00
AFEK4	132	3.36	3.00	3.00	0.65	0.42	2.00	5.00
AFEK5	132	3.79	4.00	4.00	0.57	0.32	2.00	5.00
AFEK6	132	3.90	4.00	4.00	0.62	0.38	2.00	5.00
AFEK7	132	4.04	4.00	4.00	0.69	0.48	2.00	5.00
CONT8	132	3.61	4.00	4.00	0.77	0.59	2.00	5.00
CONT9	132	3.12	3.00	4.00	0.99	0.98	1.00	5.00
CONT10	132	3.48	4.00	4.00	0.94	0.88	1.00	5.00
CONT11	132	3.70	4.00	4.00	0.65	0.42	2.00	5.00
CONT12	132	3.27	3.00	4.00	1.00	0.99	1.00	5.00
CONT13	132	3.54	4.00	4.00	0.75	0.56	2.00	5.00

1	2	3	4	5	6	7	8	9
CONT14	132	3.81	4.00	4.00	0.74	0.55	2.00	5.00
NORM15	132	3.61	4.00	4.00	0.75	0.56	2.00	5.00
NORM16	132	3.73	4.00	4.00	0.75	0.57	2.00	5.00
NORM17	132	3.93	4.00	4.00	0.57	0.32	3.00	5.00
NORM18	132	3.73	4.00	4.00	0.65	0.43	2.00	5.00
NORM19	132	3.20	3.00	4.00	0.96	0.91	1.00	5.00
NORM20	132	3.61	4.00	4.00	0.76	0.58	2.00	5.00
NORM21	132	4.05	4.00	4.00	0.61	0.37	2.00	5.00



Nonparametric Correlations

Correlations

			Kepuasan kerja	Komitmen organisasi
Spearman's rho	Kepuasan kerja	Correlation Coefficient	1.000	.514**
		Sig. (2-tailed)	.	.000
		N	132	132
	Komitmen organisasi	Correlation Coefficient	.514**	1.000
		Sig. (2-tailed)	.000	.
		N	132	132

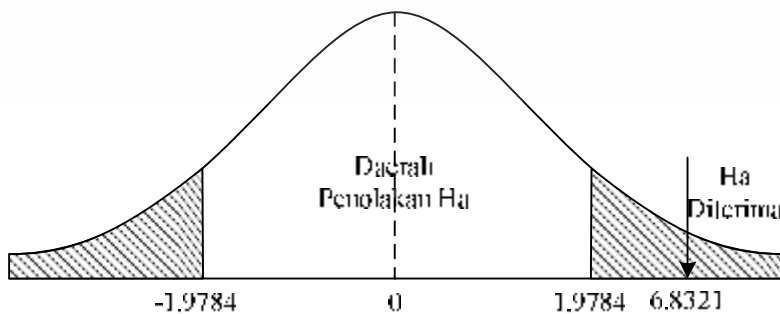
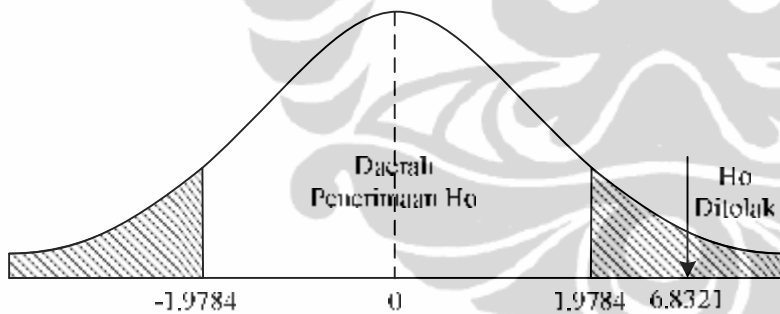
** . Correlation is significant at the 0.01 level (2-tailed).

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0.514\sqrt{132-2}}{\sqrt{1-0.514^2}}$$

$$t = \frac{5.861}{0.8578}$$

$$t = 6.832092$$



ITEM	N	Median	Mode	Minimum	Maximum
PREST1	132	3	3	2	5
PREST2	132	3	4	2	5
PREST3	132	3	3	2	5
PREST4	132	4	3	2	5
PREST5	132	3	3	2	5
PENG6	132	3	3	2	5
PENG7	132	3	3	2	5
PENG8	132	3	3	2	5
PENG9	132	3	3	1	5
PENG10	132	4	4	1	5
PEK11	132	3	3	2	5
PEK12	132	3	3	1	5
PEK13	132	3	3	2	5
PEK14	132	4	4	2	5
PEK15	132	3	4	1	5
TANGG16	132	3	3	2	5
TANGG17	132	4	4	2	5
TANGG18	132	3	3	2	5
TANGG19	132	4	4	2	5
TANGG20	132	4	4	2	5
KEM21	132	3	3	1	5
KEM22	132	3	3	1	5
KEM23	132	3	3	1	5
KEM24	132	3	3	1	5
KEM25	132	4	4	1	5
PERT26	132	3	3	1	5
PERT27	132	3	4	1	5
PERT28	132	3	3	1	5
PERT29	132	3	3	2	5
PERT30	132	3	3	1	5

Tingkat Kepuasan kerja

Mode (3) : $21/30 \times 100\% = 70\%$
 (4) : $9/30 \times 100\% = 30\%$

Median (3): $23/30 \times 100\% = 77\%$
 (4) : $7/30 \times 100\% = 23\%$

ITEM	N	Median	Mode	Minimum	Maximum
AFEK1	132	4	4	2	5
AFEK2	132	4	4	2	5
AFEK3	132	4	4	2	5
AFEK4	132	3	3	2	5
AFEK5	132	4	4	2	5
AFEK6	132	4	4	2	5
AFEK7	132	4	4	2	5
CONT8	132	4	4	2	5
CONT9	132	3	4	1	5
CONT10	132	4	4	1	5
CONT11	132	4	4	2	5
CONT12	132	3	4	1	5
CONT13	132	4	4	2	5
CONT14	132	4	4	2	5
NORM15	132	4	4	2	5
NORM16	132	4	4	2	5
NORM17	132	4	4	3	5
NORM18	132	4	4	2	5
NORM19	132	3	4	1	5
NORM20	132	4	4	2	5
NORM21	132	4	4	2	5

Tingkat Komitmen Organisasi

Mode (4) ; $20/21 \times 100\% = 95\%$
 (3) : $1/21 \times 100\% = 5\%$

Median (4) : $17/21 \times 100\% = 81\%$
 (3) : $4/21 \times 100\% = 19\%$