

Lampiran Hasil Pengolahan Data

Lampiran A.1

Hasil Uji Coba I Item Gaya Penyelesaian Konflik

Case Processing Summary

		N	%
Cases	Valid	135	75,4
	Excluded(a)	44	24,6
	Total	179	100,0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,477	10

Item Statistics

	Mean	Std. Deviation	N
No_0031	3,9037	,93740	135
No_0032	3,2593	,92206	135
No_0033	2,2963	1,20987	135
No_0034	2,4000	,96351	135
No_0035	3,8593	,96323	135
No_0036	2,3037	,85757	135
No_0037	3,1926	,96581	135
No_0038	3,6000	,90768	135
No_0039	3,4741	1,01356	135
No_0040	3,3926	1,00072	135

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
No_0031	27,7778	16,607	-,096	,536
No_0032	28,4222	14,201	,245	,434
No_0033	29,3852	12,254	,359	,381
No_0034	29,2815	13,741	,292	,418
No_0035	27,8222	15,998	-,022	,517
No_0036	29,3778	14,088	,300	,420

No_0037	28,4889	12,953	,413	,375
No_0038	28,0815	15,404	,074	,486
No_0039	28,2074	14,524	,156	,463
No_0040	28,2889	13,849	,256	,429

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
31,6815	16,756	4,09341	10

Lampiran A.2

Hasil Uji Coba II Item Gaya Penyelesaian Konflik

Case Processing Summary

		N	%
Cases	Valid	120	98,4
	Excluded(a)	2	1,6
	Total	122	100,0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,317	10

Item Statistics

Reliabilitas dan validitas Uji Coba Kedua

	Mean	Std. Deviation	N
no_0031	4,0917	,75588	120
no_0032	3,3417	1,04918	120
no_0033	4,1583	1,06112	120
no_0034	3,8167	1,00405	120
no_0035	3,8583	,91022	120
no_0036	4,2083	,73216	120
no_0037	2,6083	,95527	120
no_0038	3,6750	1,00555	120
no_0039	3,8667	,94321	120
no_0040	2,5000	1,14496	120

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
no_0031	32,0333	12,100	,063	,314
no_0032	32,7833	13,969	-,264	,465
no_0033	31,9667	10,150	,255	,220
no_0034	32,3083	9,543	,395	,148
no_0035	32,2667	11,861	,050	,322
no_0036	31,9167	11,270	,243	,251
no_0037	33,5167	11,327	,118	,292
no_0038	32,4500	11,611	,055	,322
no_0039	32,2583	10,950	,186	,261
no_0040	33,6250	10,522	,157	,271

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
36,1250	13,001	3,60570	10

Lampiran A.3

Hasil Uji Coba III Gaya Penyelesaian Konflik

Case Processing Summary

		N	%
Cases	Valid	418	98,1
	Excluded(a)	8	1,9
	Total	426	100,0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,567	10

Item Statistics

	Mean	Std. Deviation	N
VAR00031	3,9641	,80832	418
VAR00032	2,4163	,94902	418
VAR00033	4,1220	1,10240	418
VAR00034	3,7129	,91294	418

VAR00035	3,7392	,92472	418
VAR00036	3,8445	,87174	418
VAR00037	2,6316	,89398	418
VAR00038	3,8278	,79204	418
VAR00039	3,8134	,89690	418
VAR00040	2,7512	1,06179	418

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00031	30,8589	14,452	,392	,508
VAR00032	32,4067	14,750	,256	,540
VAR00033	30,7010	14,090	,267	,537
VAR00034	31,1100	14,108	,376	,508
VAR00035	31,0837	15,578	,149	,567
VAR00036	30,9785	14,798	,292	,531
VAR00037	32,1914	15,407	,187	,557
VAR00038	30,9952	15,904	,156	,563
VAR00039	31,0096	14,345	,349	,516
VAR00040	32,0718	15,285	,133	,577

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
34,8230	17,518	4,18542	10

Lampiran A.4

Hasil Perhitungan Reliabilitas dan Validitas Field Item Gaya Penyelesaian Konflik (10 Item)

Case Processing Summary

		N	%
Cases	Valid	342	98.0
	Excluded(a)	7	2.0
	Total	349	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.608	10

Item Statistics

	Mean	Std. Deviation	N
VAR00031	3.6550	1.21969	342
VAR00032	3.1608	1.42470	342
VAR00033	3.5556	1.50702	342
VAR00034	3.7895	1.18500	342
VAR00035	3.4620	1.35166	342
VAR00036	3.7573	1.22637	342
VAR00037	2.6316	1.26257	342
VAR00038	3.1199	1.33757	342
VAR00039	3.6520	1.14055	342
VAR00040	2.8070	1.25754	342

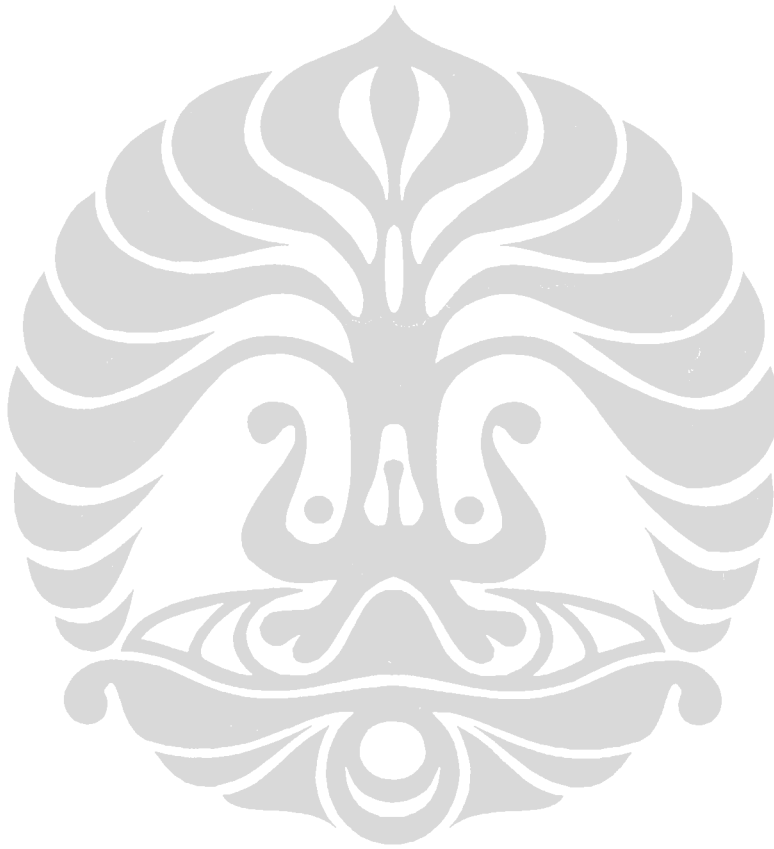
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00031	29.9357	29.186	.487	.535
VAR00032	30.4298	40.275	-.288	.713
VAR00033	30.0351	27.694	.449	.535
VAR00034	29.8012	29.937	.444	.547
VAR00035	30.1287	29.174	.417	.548
VAR00036	29.8333	32.908	.191	.602
VAR00037	30.9591	31.729	.265	.586
VAR00038	30.4708	30.649	.314	.574

VAR00039	29.9386	31.712	.318	.576
VAR00040	30.7836	30.270	.379	.560

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.5906	37.093	6.09040	10



Lampiran A.5

Hasil Perhitungan Reliabilitas dan Validitas Field Item Gaya Penyelesaian Konflik 8 item (Menghilangkan Item 32, 36)

Case Processing Summary

		N	%
Cases	Valid	343	98.6
	Excluded(a)	5	1.4
	Total	348	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.722	8

Item Statistics

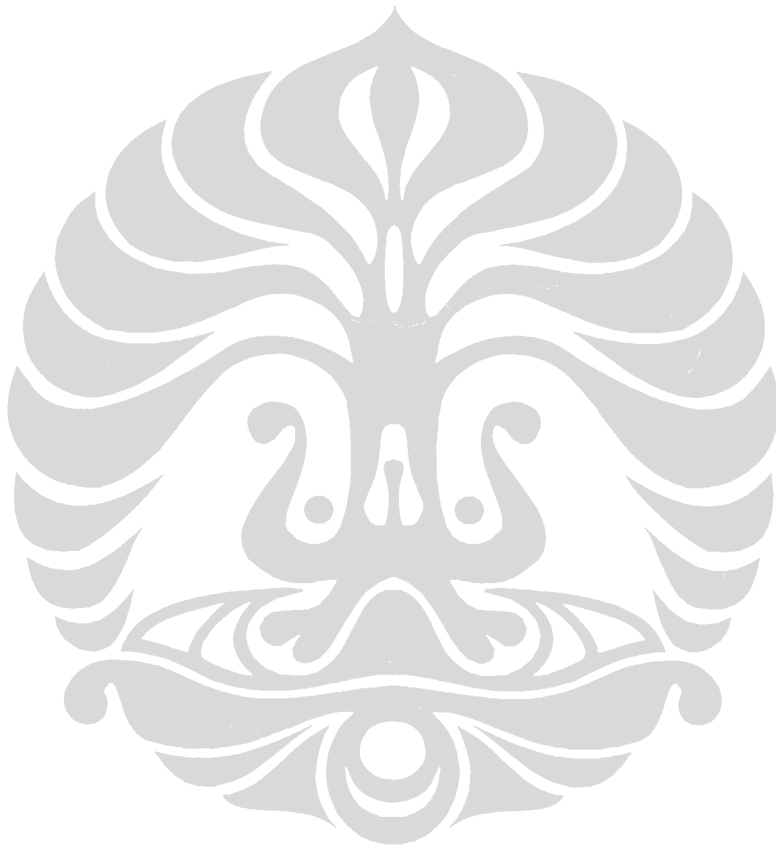
	Mean	Std. Deviation	N
VAR00031	3.6501	1.22118	343
VAR00033	3.5569	1.50500	343
VAR00034	3.7901	1.18332	343
VAR00035	3.4636	1.35000	343
VAR00037	2.6297	1.26118	343
VAR00038	3.1166	1.33699	343
VAR00039	3.6531	1.13904	343
VAR00040	2.8105	1.25736	343

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00031	23.0204	27.482	.543	.668
VAR00033	23.1137	25.165	.563	.658
VAR00034	22.8805	29.263	.411	.695
VAR00035	23.2070	27.059	.502	.675
VAR00037	24.0408	30.876	.247	.727
VAR00038	23.5539	28.195	.419	.693
VAR00039	23.0175	31.228	.267	.721
VAR00040	23.8601	29.542	.352	.706

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
26.6706	35.929	5.99409	8



Lampiran B.1

Hasil Reliabilitas dan Validitas Field Item Dimensi Nilai Budaya Jarak Kekuasaan (*Power Distance*) 10 item

Case Processing Summary

		N	%
Cases	Valid	334	96.0
	Excluded(a)	14	4.0
	Total	348	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.667	10

Item Statistics

	Mean	Std. Deviation	N
VAR00064	3.6617	1.16605	334
VAR00069	2.7006	1.25688	334
VAR00076	3.1198	1.39196	334
VAR00081	2.9251	1.29810	334
VAR00086	3.9910	.90207	334
VAR00091	2.2186	1.03547	334
VAR00096	2.0778	.94595	334
VAR00102	2.8533	1.39046	334
VAR00104	2.3144	1.28749	334
VAR00109	2.2695	1.17500	334

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00064	24.4701	28.634	.468	.616
VAR00069	25.4311	28.937	.394	.630
VAR00076	25.0120	25.778	.575	.585
VAR00081	25.2066	30.525	.253	.660
VAR00086	24.1407	33.148	.181	.667
VAR00091	25.9132	34.572	.016	.694
VAR00096	26.0539	33.637	.119	.676
VAR00102	25.2784	25.349	.611	.576

VAR00104	25.8174	27.411	.502	.606
VAR00109	25.8623	33.032	.106	.685

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28.1317	35.838	5.98652	10



Lampiran B.2

Hasil Reliabilitas dan Validitas Field Item Dimensi Nilai Budaya Jarak Kekuasaan (*Power Distance*) 7 item (Menghilangkan Item Nomor 91, 96 dan 109)

Case Processing Summary

		N	%
Cases	Valid	336	96.6
	Excluded(a)	12	3.4
	Total	348	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.752	7

Item Statistics

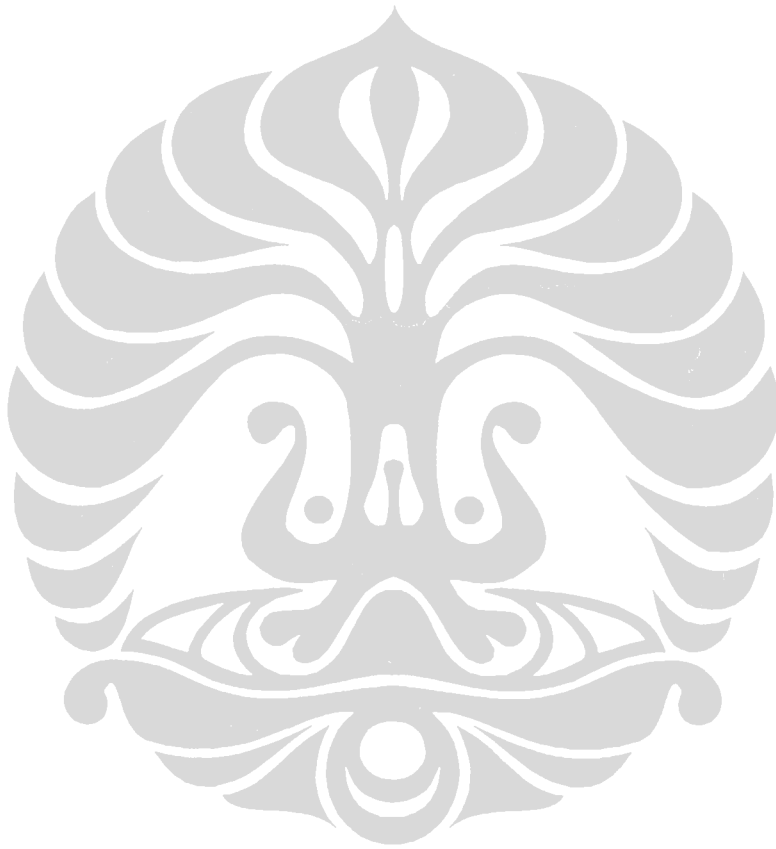
	Mean	Std. Deviation	N
VAR00064	3.6637	1.16542	336
VAR00069	2.7083	1.25949	336
VAR00076	3.1250	1.39161	336
VAR00081	2.9286	1.29556	336
VAR00086	3.9911	.90269	336
VAR00102	2.8601	1.39126	336
VAR00104	2.3125	1.28619	336

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00064	17.9256	23.257	.553	.704
VAR00069	18.8810	24.666	.366	.744
VAR00076	18.4643	20.643	.652	.675
VAR00081	18.6607	25.168	.306	.757
VAR00086	17.5982	26.934	.329	.748
VAR00102	18.7292	20.944	.624	.683
VAR00104	19.2768	23.490	.456	.724

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21.5893	30.828	5.55228	7



Gaya Penyelesaian Konflik

Lampiran C.1

Hasil Perhitungan Deskriptif Responden Penelitian Item Gaya Penyelesaian Konflik Suku Batak Karyawan BUMN Z Cabang Medan Sumatra Utara

Statistics

meankonflik

N	Valid	45
	Missing	0
Mean		2.0611
Median		2.1250
Std. Deviation		.50679
Minimum		.88
Maximum		3.38

meankonflik

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .88	1	2.2	2.2	2.2
1.13	1	2.2	2.2	4.4
1.25	3	6.7	6.7	11.1
1.38	1	2.2	2.2	13.3
1.50	1	2.2	2.2	15.6
1.63	1	2.2	2.2	17.8
1.75	5	11.1	11.1	28.9
1.88	2	4.4	4.4	33.3
2.00	7	15.6	15.6	48.9
2.13	6	13.3	13.3	62.2
2.25	4	8.9	8.9	71.1
2.38	3	6.7	6.7	77.8
2.50	5	11.1	11.1	88.9
2.63	1	2.2	2.2	91.1
2.75	1	2.2	2.2	93.3
2.88	1	2.2	2.2	95.6
3.00	1	2.2	2.2	97.8
3.38	1	2.2	2.2	100.0
Total	45	100.0	100.0	

Lampiran C.2

Gambaran Gaya Penyelesaian Konflik Suku Batak Karyawan BUMN Z Cabang Medan Sumatra Utara Berdasarkan Nilai Mean Kelompok

Statistics

KodingKFLK

N	Valid	45
	Missing	0
Mean		1.49
Median		1.00
Std. Deviation		.506
Minimum		1
Maximum		2

KodingKFLK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Konflik Aktif	23	51.1	51.1	51.1
	Konflik Pasif	22	48.9	48.9	100.0
	Total	45	100.0	100.0	

Nilai Budaya Jarak Kekuasaan (*Power Distance*)

Lampiran D.1

Hasil Perhitungan Deskriptif Responden Penelitian Item Nilai Budaya Jarak Kekuasaan (*Power Distance*) Suku Batak Karyawan BUMN Z Cabang Medan Sumatra Utara

Statistics

meanPD

N	Valid	45
	Missing	0
Mean		2.3556
Median		2.4286
Std. Deviation		.57919
Minimum		1.00
Maximum		3.86

meanPD

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	1.00	1	2.2	2.2	2.2	
	1.29	1	2.2	2.2	4.4	
	1.43	3	6.7	6.7	11.1	
	1.57	1	2.2	2.2	13.3	
	1.71	1	2.2	2.2	15.6	
	1.86	1	2.2	2.2	17.8	
	2.00	5	11.1	11.1	28.9	
	2.14	2	4.4	4.4	33.3	
	2.29	7	15.6	15.6	48.9	
	2.43	6	13.3	13.3	62.2	
	2.57	4	8.9	8.9	71.1	
	2.71	3	6.7	6.7	77.8	
	2.86	5	11.1	11.1	88.9	
	3.00	1	2.2	2.2	91.1	
	3.14	1	2.2	2.2	93.3	
	3.29	1	2.2	2.2	95.6	
	3.43	1	2.2	2.2	97.8	
	3.86	1	2.2	2.2	100.0	
	Total		45	100.0	100.0	

Lampiran D.2

Gambaran Nilai Budaya Jarak Kekuasaan (*Power Distance*) Suku Batak Karyawan BUMN Z Cabang Medan Sumatera Utara Berdasarkan Nilai Mean Kelompok

Statistics

kodingPD

N	Valid	45
	Missing	0
Mean		1.4889
Median		1.0000
Std. Deviation		.50553
Minimum		1.00
Maximum		2.00

kodingPD

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PD Tinggi	23	51.1	51.1	51.1
	PD Rendah	22	48.9	48.9	100.0
	Total	45	100.0	100.0	

Lampiran E. 1

Hasil Utama Korelasi Nilai Budaya Jarak Kekuasaan (*Power Distance*) dengan Gaya Penyelesaian Konflik Suku Batak

Descriptive Statistics

	Mean	Std. Deviation	N
tot_PD	16.61	4.091	46
tot_Konflik	28.54	3.991	50

Correlations

		tot_PD	tot_Konflik
tot_PD	Pearson Correlation	1	-.048
	Sig. (2-tailed)		.752
	Sum of Squares and Cross-products	752.957	-28.667
	Covariance	16.732	-.652
	N	46	45
tot_Konflik	Pearson Correlation	-.048	1
	Sig. (2-tailed)	.752	
	Sum of Squares and Cross-products	-28.667	780.420
	Covariance	-.652	15.927
	N	45	50

Data Kontrol Partisipan Penelitian

Lampiran F.1

Gambaran Deskriptif Partisipan Penelitian Berdasarkan Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	perempuan	7	15.6	15.6	15.6
	laki-laki	38	84.4	84.4	100.0
	Total	45	100.0	100.0	

Lampiran F.2

Gambaran Deskriptif Partisipan Penelitian Berdasarkan Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-40 tahun	24	53.3	53.3	53.3
	41-65 tahun	21	46.7	46.7	100.0
	Total	45	100.0	100.0	

Lampiran F.3

Gambaran Deskriptif Partisipan Penelitian Berdasarkan Tingkat Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	35	77.8	77.8	77.8
	D3	3	6.7	6.7	84.4
	S1	6	13.3	13.3	97.8
	S2	1	2.2	2.2	100.0
	Total	45	100.0	100.0	

Lampiran F.4

Gambaran Deskriptif Partisipan Penelitian Berdasarkan Lama Kerja

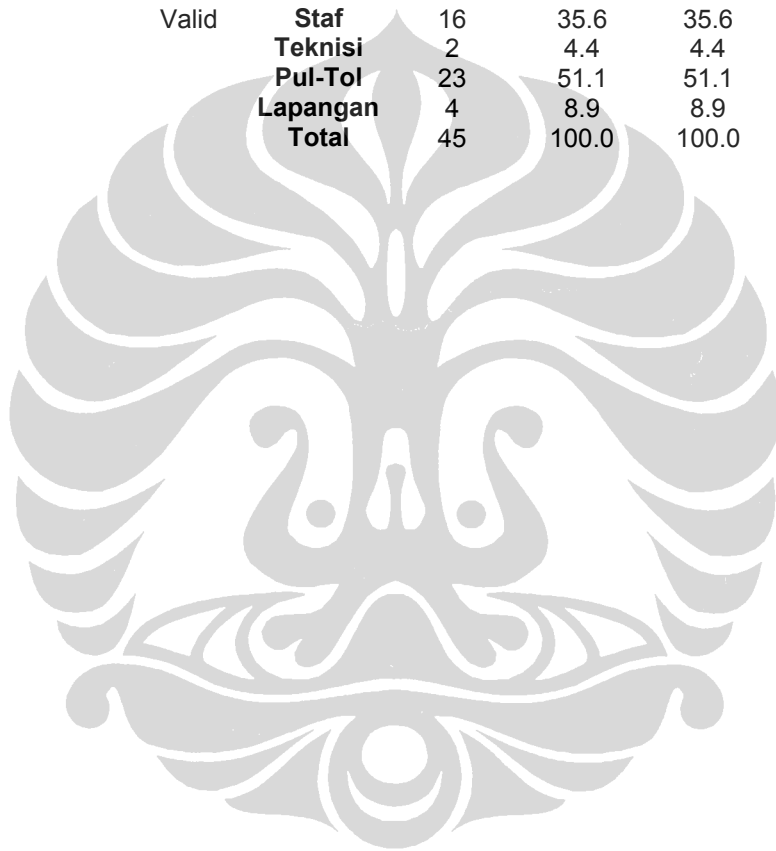
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-10 tahun	9	20.0	20.0	20.0
	11-20 tahun	28	62.2	62.2	82.2
	21-30	8	17.8	17.8	100.0

tahun			
Total	45	100.0	100.0

Lampiran F.5

Gambaran Deskriptif Partisipan Penelitian Berdasarkan Jabatan Subjek di PT. Jasa Marga Persero Cabang Medan Sumatra Utara

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Staf	16	35.6	35.6	35.6
	Teknisi	2	4.4	4.4	40.0
	Pul-Tol	23	51.1	51.1	91.1
	Lapangan	4	8.9	8.9	100.0
	Total	45	100.0	100.0	



Hasil Analisis Tambahan

Lampiran G.1

Dimensi Nilai Budaya Jarak Kekuasaan (*Power Distance*) Berdasarkan Tingkat Pendidikan Responden Penelitian

ANOVA

meanPD

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.109	3	1.036	3.647	.020
Within Groups	11.651	41	.284		
Total	14.760	44			

