

LAMPIRAN

RELIABILITAS DAN VALIDITAS SKALA SIKAP TERHADAP PERUBAHAN

SIKAP MENERIMA

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	ITEM1	5.2292	1.0766	48.0
2.	ITEM5	5.5000	1.0518	48.0
3.	ITEM9	5.1667	1.0785	48.0
4.	ITEM13	5.3542	.6681	48.0
5.	ITEM17	5.0833	.7390	48.0
6.	ITEM21	5.3958	.6438	48.0
7.	ITEM25	5.4167	.6469	48.0
8.	ITEM29	5.1250	.7033	48.0

Statistics for	Mean	Variance	Std Dev	N of
SCALE	42.2708	16.9251	4.1140	Variables 8

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
ITEM1	37.0417	11.2748	.6212	.6918
ITEM5	36.7708	12.0953	.5089	.7189
ITEM9	37.1042	12.9464	.3628	.7534
ITEM13	36.9167	14.1206	.4696	.7286
ITEM17	37.1875	13.3471	.5615	.7119
ITEM21	36.8750	14.3670	.4392	.7335
ITEM25	36.8542	14.2974	.4516	.7317
ITEM29	37.1458	14.8506	.2914	.7539

Reliability Coefficients

N of Cases = 48.0 N of Items = 8

Alpha = .7547

SIKAP MENOLAK

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	ITEM6	1.8125	1.0449	48.0
2.	ITEM10	1.7500	.8121	48.0
3.	ITEM14	1.8542	1.0104	48.0
4.	ITEM22	2.0625	.8355	48.0
5.	ITEM26	2.4375	1.2361	48.0
6.	ITEM30	1.8750	.9812	48.0
7.	ITEM7	2.0417	1.0711	48.0
8.	ITEM11	1.8542	1.2202	48.0
9.	ITEM15	1.8542	1.2881	48.0
10.	ITEM19	2.2083	1.2709	48.0
11.	ITEM23	1.5625	.8729	48.0

RELIABILITAS SKALA KEPUASAN KERJA SETELAH ITEM DIREVISI

GAJI

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	ITEM1	4.0000	1.4142	48.0
2.	ITEM7	4.1667	1.3101	48.0
3.	ITEM13	4.1042	1.1344	48.0
4.	ITEM19	3.9583	1.1478	48.0
5.	ITEM25	3.7500	1.2965	48.0
6.	ITEM37	3.4792	1.1297	48.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	23.4583	32.0833	5.6642	6

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM1	19.4583	21.2748	.6752	.8224
ITEM7	19.2917	21.5301	.7269	.8110
ITEM13	19.3542	24.3613	.5747	.8400
ITEM19	19.5000	23.2766	.6762	.8225
ITEM25	19.7083	21.2323	.7675	.8028
ITEM37	19.9792	25.9357	.4234	.8644

Reliability Coefficients

N of Cases = 48.0 N of Items = 6
Alpha = .8530

ATASAN

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	ITEM2	4.2917	1.2709	48.0
2.	ITEM8	4.3125	1.3072	48.0
3.	ITEM14	4.5833	1.0883	48.0
4.	ITEM20	4.6042	1.0466	48.0
5.	ITEM26	4.3958	.9165	48.0
6.	ITEM32	4.4167	1.0883	48.0
7.	ITEM38	4.9167	.8208	48.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	31.5208	36.8506	6.0705	7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
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3.	ITEM16	5.2708	.7646	48.0
4.	ITEM22	4.8125	.9375	48.0
5.	ITEM28	5.5208	.5049	48.0
6.	ITEM34	5.2292	.5550	48.0
7.	ITEM40	5.2292	.7784	48.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	36.5417	9.9557	3.1553	7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM4	31.2292	8.3506	.3695	.7218
ITEM10	31.3750	6.8351	.5564	.6769
ITEM16	31.2708	8.1166	.2879	.7432
ITEM22	31.7292	7.0527	.4064	.7243
ITEM28	31.0208	8.3613	.4588	.7092
ITEM34	31.3125	7.4109	.7401	.6549
ITEM40	31.3125	7.3258	.4803	.6973

Reliability Coefficients

N of Cases =	48.0	N of Items =	7
Alpha =	.7360		

KONDISI DAN FASILITAS

RELIABILITAS ANALISIS - SCALE (ALPHA)

	Mean	Std Dev	Cases
1. ITEM5	4.3750	1.1601	48.0
2. ITEM11	4.7292	.9394	48.0
3. ITEM18	4.8333	.9302	48.0
4. ITEM23	4.9583	.6510	48.0
5. ITEM29	5.1250	.5696	48.0
6. ITEM35	4.8125	1.0033	48.0
7. ITEM41	5.0417	.7978	48.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	33.8750	20.4947	4.5271	7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM5	29.5000	14.2553	.5586	.8516
ITEM11	29.1458	13.9996	.7984	.8055
ITEM18	29.0417	14.7642	.6806	.8245
ITEM23	28.9167	17.6525	.4421	.8559
ITEM29	28.7500	17.1702	.6355	.8393
ITEM35	29.0625	14.5279	.6485	.8301
ITEM41	28.8333	15.5887	.6777	.8268

Reliability Coefficients

N of Cases = 48.0 N of Items = 7
 Alpha = .8544

IMBALAN NON-MATERI

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.	ITEM6	5.4167	.8208	48.0
2.	ITEM12	5.1250	.8903	48.0
3.	ITEM30	4.5417	1.2021	48.0
4.	ITEM42	4.7917	.8982	48.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	19.8750	7.3032	2.7024	4

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM6	14.4583	5.6152	.2757	.6868
ITEM12	14.7500	5.1277	.3430	.6442
ITEM30	15.3333	3.1206	.6446	.4074
ITEM42	15.0833	4.4610	.5365	.5211

Reliability Coefficients

N of Cases = 48.0 N of Items = 4
 Alpha = .6545

KESELURUHAN KEPUASAN KERJA

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)

Reliability Coefficients

N of Cases = 48.0 N of Items = 38
 Alpha = .9276

RELIABILITAS PENYEBAB SIKAP**TAHU**

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.	ITEM33	4.9167	.7672	48.0
2.	ITEM36	5.0833	.8952	48.0
3.	ITEM39	4.2917	1.3362	48.0
4.	ITEM42	4.9167	.7945	48.0
5.	ITEM45	5.3333	.6945	48.0
6.	ITEM48	5.3542	.6355	48.0
7.	ITEM51	5.4167	.6469	48.0
8.	ITEM54	5.1875	.6410	48.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	40.5000	17.5319	4.1871	8

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM33	35.5833	13.8652	.5387	.7515
ITEM36	35.4167	14.0780	.3948	.7755
ITEM39	36.2083	12.5940	.3324	.8205
ITEM42	35.5833	14.1631	.4578	.7638
ITEM45	35.1667	13.8440	.6203	.7419
ITEM48	35.1458	14.1698	.6184	.7452
ITEM51	35.0833	13.5674	.7441	.7278
ITEM54	35.3125	14.4322	.5521	.7535

Reliability Coefficients

N of Cases =	48.0	N of Items =	8
Alpha =	.7829		

MAU

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.	ITEM34	5.4375	.5800	48.0
2.	ITEM37	4.2500	1.2800	48.0
3.	ITEM43	5.2708	.7363	48.0
4.	ITEM46	5.1042	.8313	48.0
5.	ITEM49	5.0208	.7852	48.0
6.	ITEM52	5.3542	.5645	48.0
7.	ITEM55	5.1042	.9280	48.0

Statistics for	Mean	Variance	Std Dev	N of
SCALE	35.5417	17.0621	4.1306	Variables 7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
ITEM34	30.1042	13.8400	.6686	.7953
ITEM37	31.2917	13.2748	.2304	.8957
ITEM43	30.2708	12.7123	.7252	.7788
ITEM46	30.4375	12.1237	.7337	.7731
ITEM49	30.5208	12.4676	.7173	.7777
ITEM52	30.1875	13.9428	.6643	.7967
ITEM55	30.4375	11.9535	.6619	.7841

Reliability Coefficients

N of Cases = 48.0 N of Items = 7
Alpha = .8245

MAMPU**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.	ITEM38	1.8958	.8053	48.0
2.	ITEM41	1.8333	.8833	48.0
3.	ITEM44	1.8333	.9302	48.0
4.	ITEM47	1.9792	.8870	48.0
5.	ITEM50	1.9583	1.0907	48.0
6.	ITEM53	2.1250	1.2985	48.0
7.	ITEM56	1.9792	.9783	48.0

Statistics for	Mean	Variance	Std Dev	N of
SCALE	13.6042	33.9038	5.8227	Variables 7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
ITEM38	11.7083	26.7216	.7848	.9187
ITEM41	11.7708	26.1379	.7735	.9184
ITEM44	11.7708	25.9676	.7459	.9205
ITEM47	11.6250	25.8138	.8103	.9152
ITEM50	11.6458	24.3187	.7804	.9176
ITEM53	11.4792	22.8081	.7587	.9250
ITEM56	11.6250	24.6649	.8523	.9102

Reliability Coefficients

N of Cases = 48.0 N of Items = 7
Alpha = .9288

Correlations

		SIKAP	KK
SIKAP	Pearson Correlation	1	.552**
	Sig. (1-tailed)	.	.000
	N	48	48
KK	Pearson Correlation	.552**	1
	Sig. (1-tailed)	.000	.
	N	48	48

** . Correlation is significant at the 0.01 level

Correlations

		KK
KK	Pearson Correlation	1
	Sig. (1-tailed)	.
	N	48
menolak	Pearson Correlation	-.521**
	Sig. (1-tailed)	.000
	N	48
menerima	Pearson Correlation	.404**
	Sig. (1-tailed)	.002
	N	48

** . Correlation is significant at the 0.01 level

A.GAMBARAN KEPUASAN KERJA

A.1

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
skortotkepuasan kerja	48	3.66	5.87	4.6721	.51634
Valid N (listwise)	48				

A.1.1

gambaran kepuasan kerja seluruh responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sedang	5	10.4	10.4	10.4
	agak tinggi	32	66.7	66.7	77.1
	tinggi	11	22.9	22.9	100.0
Total		48	100.0	100.0	

A.1.2

Nilai rata-rata facets kepuasan kerja

	N	Minimum	Maximum	Mean	Std. Deviation
gaji	48	1.33	5.83	3.9097	.94404
atasan	48	2.00	6.00	4.5030	.86721
rekan kerja	48	2.14	6.00	4.6101	.75922
pekerjaan	48	4.29	6.00	5.2202	.45075
kondisi dan fasilitas	48	2.86	6.00	4.8393	.64673
imbalan non materi	48	3.50	6.00	4.9688	.67561
Valid N (listwise)	48				

A.2

gambaran kepuasan kerja berdasarkan jenis kelamin

Count

	tingkat kepuasan kerja			Total
	sedang	agak tinggi	tinggi	
laki-laki	3	10	5	18
perempuan	2	22	6	30
Total	5	32	11	48

A.2.1

ANOVA kepuasan kerja-jns kelamin

SKA_KK

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.178	1	.178	.662	.420
Within Groups	12.353	46	.269		
Total	12.530	47			

A.3

gambaran kepuasan kerja berdasarkan tingkat pendidikan

Count

	tingkat kepuasan kerja			Total
	sedang	agak tinggi	tinggi	
D1-D3			1	1
S1	5	27	10	42
S2		5		5
Total	5	32	11	48

A.3.1 Anova- tingkat pendidikan

ANOVA

SKA_KK

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.195	2	.598	2.373	.105
Within Groups	11.335	45	.252		
Total	12.530	47			

A.4

gambaran kepuasan kerja berdasarkan usia

Count

	tingkat kepuasan kerja			Total
	sedang	agak tinggi	tinggi	
usia 20-40	3	19	9	31
41-65	2	13	2	17
Total	5	32	11	48

A.4.1 Anova Usia

ANOVA

SKA_KK

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.065	1	.065	.241	.625
Within Groups	12.465	46	.271		
Total	12.530	47			

A.5

gambaran kepuasan kerja berdasarkan gaji

Count

		tingkat kepuasan kerja			Total
		sedang	agak tinggi	tinggi	
GAJI (juta)	0,9-1,2		1	1	2
	1,2-1,5	1	2		3
	1,5-1,8	1	2	1	4
	1,8-2,1		9	2	11
	>2,1	3	18	7	28
Total		5	32	11	48

A.5.1 Anova- Gaji

ANOVA

SKA_KK

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.884	4	.221	.816	.522
Within Groups	11.647	43	.271		
Total	12.530	47			

A.6

gambaran kepuasan kerja berdasarkan lama bekerja

Count

		tingkat kepuasan kerja			Total
		sedang	agak tinggi	tinggi	
lama kerja (tahun)	2-10	3	10	2	15
	>10	2	22	9	33
Total		5	32	11	48

A.6.1 Anova lama kerja

ANOVA

SKA_KK

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.051	1	1.051	4.213	.046
Within Groups	11.479	46	.250		
Total	12.530	47			

A.7

gambaran kepuasan kerja berdasarkan mata pelajaran

Count

	tingkat kepuasan kerja			Total
	sedang	agak tinggi	tinggi	
SUBJECT	1	15	3	19
NONSUBJECT	4	17	8	29
Total	5	32	11	48

A.7.1

ANOVA kepuasan kerja-mata pelajaran

SKA_KK

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.135	1	.135	.501	.483
Within Groups	12.395	46	.269		
Total	12.530	47			

A.8

gambaran kepuasan kerja berdasarkan lama mengajar di kelas internasional

Count

		tingkat kepuasan kerja			Total
		sedang	agak tinggi	tinggi	
INTERSNL	1THN	2	14	4	20
	2THN	3	8	4	15
	3THN		10	3	13
Total		5	32	11	48

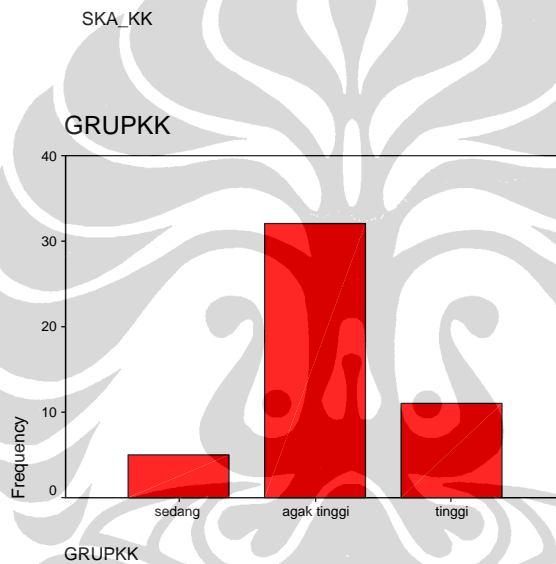
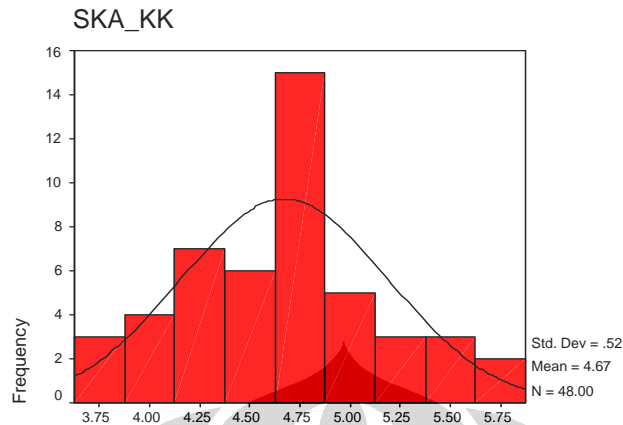
A.8.1

ANOVA lama mengajar di kelas internasional

SKA_KK

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.234	2	.117	.427	.655
Within Groups	12.297	45	.273		
Total	12.530	47			

A.9 DIAGRAM PENYEBARAN SKOR KEPUASAN KERJA



B. GAMBARAN SIKAP TERHADAP PERUBAHAN

GRUP

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid menerima aktif	48	100.0	100.0	100.0

B.1 Tabel Kecenderungan Subjek Dalam Menjawab Item-Item Sikap Terhadap Perubahan

Subjek	Meneri ma	Menolak	Kecenderungan sikap
1	5.75	1.62	menerima
2	6	1	menerima
3	5	1.38	menerima
4	6	1	menerima
5	5.88	1.71	menerima
6	5.13	1.38	menerima
7	4.13	1.71	menerima
8	5.13	1.62	menerima
9	5.88	1.43	menerima

10	5.88	1.24	menerima
11	5.25	3.43	menerima
12	5.25	1.67	menerima
13	5.5	1.86	menerima
14	4.63	1.57	menerima
15	4.25	2.81	menerima
16	5.75	1.76	menerima
17	4.88	1.1	menerima
18	4.88	2.38	menerima
19	6	1.14	menerima
20	5.88	2.57	menerima
21	6	1.24	menerima
22	5.75	3.1	menerima
23	5.25	1.71	menerima
24	5.38	2.19	menerima
25	5.63	2.24	menerima
26	5.5	1.57	menerima
27	4.63	2.33	menerima
28	4.25	2.29	menerima
29	5.38	2	menerima
30	5	2.43	menerima
31	5.13	1.62	menerima
32	5.5	2	menerima
33	5.13	2.1	menerima
34	5.63	1.38	menerima
35	4.75	2.95	menerima
36	5.63	1	menerima
37	5	2.29	menerima
38	4.75	3.38	menerima
39	5.25	1.52	menerima
40	5.13	2.38	menerima
41	5.88	2.05	menerima
42	5.25	2.29	menerima
43	4.88	2.24	menerima
44	4.63	2.1	menerima
45	4.5	2.95	menerima
46	5.25	3	menerima
47	5.63	1.57	menerima
48	6	1.33	menerima

B.2

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
menerima	48	4.13	6.00	5.2839	.51425
menolak	48	1.00	3.43	1.9504	.63759
Valid N (listwise)	48				

B.3 Anova-jenis kelamin

ANOVA sikap-jns kelamin

		Sum of Squares	df	Mean Square	F	Sig.
menolak	Between Groups	.327	1	.327	.800	.376
	Within Groups	18.780	46	.408		
	Total	19.106	47			
menerima	Between Groups	1.813	1	1.813	7.853	.007
	Within Groups	10.617	46	.231		
	Total	12.429	47			

B.4 Anova-Usia

ANOVA sikap-usia

		Sum of Squares	df	Mean Square	F	Sig.
menerima	Between Groups	.933	1	.933	3.733	.060
	Within Groups	11.496	46	.250		
	Total	12.429	47			
menolak	Between Groups	.359	1	.359	.882	.353
	Within Groups	18.747	46	.408		
	Total	19.106	47			

B.5 Anova-lama bekerja

ANOVA sikap-lama kerja

		Sum of Squares	df	Mean Square	F	Sig.
menerima	Between Groups	.095	1	.095	.356	.554
	Within Groups	12.334	46	.268		
	Total	12.429	47			
menolak	Between Groups	.133	1	.133	.323	.572
	Within Groups	18.973	46	.412		
	Total	19.106	47			

B.6 Anova-Tingkat pendidikan

ANOVA sikap-pendidikan

		Sum of Squares	df	Mean Square	F	Sig.
menerima	Between Groups	.967	2	.483	1.898	.162
	Within Groups	11.463	45	.255		
	Total	12.429	47			
menolak	Between Groups	1.387	2	.694	1.762	.183
	Within Groups	17.719	45	.394		
	Total	19.106	47			

B.7 Anova-Gaji

ANOVA sikap-gaji

		Sum of Squares	df	Mean Square	F	Sig.
menerima	Between Groups	.695	4	.174	.636	.639
	Within Groups	11.735	43	.273		
	Total	12.429	47			
menolak	Between Groups	1.319	4	.330	.797	.534
	Within Groups	17.787	43	.414		
	Total	19.106	47			

B.8 Anova- lama mengajar di kelas internasional

ANOVA sikap-lama mengajar kelas internasional

		Sum of Squares	df	Mean Square	F	Sig.
menerima	Between Groups	.094	2	.047	.172	.842
	Within Groups	12.335	45	.274		
	Total	12.429	47			
menolak	Between Groups	.790	2	.395	.971	.386
	Within Groups	18.316	45	.407		
	Total	19.106	47			

B.9 Anova- mata pelajaran

ANOVA sikap-mata pelajaran

		Sum of Squares	df	Mean Square	F	Sig.
menolak	Between Groups	.218	1	.218	.531	.470
	Within Groups	18.889	46	.411		
	Total	19.106	47			
menerima	Between Groups	.032	1	.032	.119	.732
	Within Groups	12.397	46	.270		
	Total	12.429	47			

C. GAMBARAN PENYEBAB SIKAP TERHADAP PERUBAHAN

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
TAHU	48	3.75	6.00	5.0625	.52339
MAU	48	3.71	6.00	5.0774	.59009
MAMPU	48	3.00	6.00	5.0565	.83181
Valid N (listwise)	48				

C.1 Hubungan Penyebab Sikap Terhadap Perubahan dengan Sikap Terhadap Perubahan

Correlations

		TAHU	MAU	MAMPU
menolak	Pearson Correlation	-.562**	-.511**	-.813**
	Sig. (2-tailed)	.000	.000	.000
	N	48	48	48
menerima	Pearson Correlation	.456**	.507**	.457**
	Sig. (2-tailed)	.001	.000	.001
	N	48	48	48
TAHU	Pearson Correlation	1	.801**	.570**
	Sig. (2-tailed)	.	.000	.000
	N	48	48	48
MAU	Pearson Correlation	.801**	1	.579**
	Sig. (2-tailed)	.000	.	.000
	N	48	48	48
MAMPU	Pearson Correlation	.570**	.579**	1
	Sig. (2-tailed)	.000	.000	.
	N	48	48	48

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