



## RELIABILITAS

### Uji Reliabilitas 12 Item

#### Case Processing Summary

|       |             | N  | %     |
|-------|-------------|----|-------|
| Cases | Valid       | 25 | 100.0 |
|       | Excluded(a) | 0  | .0    |
|       | Total       | 25 | 100.0 |

a Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .659             | .689   | 12         |

### Uji Reliabilitas 10 Item

#### Case Processing Summary

|       |             | N  | %     |
|-------|-------------|----|-------|
| Cases | Valid       | 25 | 100.0 |
|       | Excluded(a) | 0  | .0    |
|       | Total       | 25 | 100.0 |

a Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .702             | .736   | 10         |

## VALIDITAS

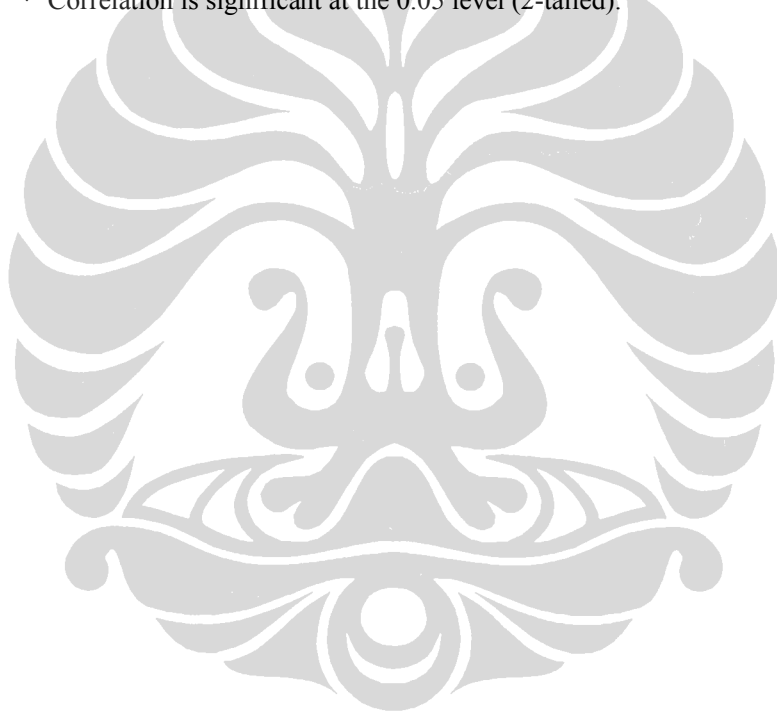
### Correlations

|        |                        | item<br>1    | item<br>2    | item<br>3 | item<br>4 | item<br>5 | item<br>6    | item<br>7 | item<br>8    | item<br>9    | item<br>10  | item<br>11   | item<br>12 | total        |
|--------|------------------------|--------------|--------------|-----------|-----------|-----------|--------------|-----------|--------------|--------------|-------------|--------------|------------|--------------|
| item1  | Pearson<br>Correlation | 1            | .676<br>(**) | .212      | .260      | .036      | .621<br>(**) | .073      | .256         | .105         | -<br>.113   | .482<br>(*)  | .214       | .627(*<br>*) |
|        | Sig. (2-<br>tailed)    | .            | .000         | .310      | .210      | .863      | .001         | .727      | .217         | .619         | .592        | .015         | .305       | .001         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item2  | Pearson<br>Correlation | .676<br>(**) | 1            | .362      | .321      | .003      | .497<br>(*)  | -<br>.030 | .247         | .042         | -<br>.134   | .317         | .137       | .577(*<br>*) |
|        | Sig. (2-<br>tailed)    | .000         | .            | .075      | .118      | .990      | .012         | .887      | .233         | .844         | .523        | .123         | .515       | .003         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item3  | Pearson<br>Correlation | .212         | .362         | 1         | .094      | -<br>.286 | .091         | -<br>.043 | .099         | -<br>.080    | .208        | -<br>.108    | .172       | .337         |
|        | Sig. (2-<br>tailed)    | .310         | .075         | .         | .654      | .167      | .666         | .839      | .639         | .705         | .319        | .608         | .412       | .100         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item4  | Pearson<br>Correlation | .260         | .321         | .094      | 1         | .132      | .226         | .211      | .140         | .078         | .082        | .059         | .341       | .563(*<br>*) |
|        | Sig. (2-<br>tailed)    | .210         | .118         | .654      | .         | .531      | .277         | .310      | .506         | .711         | .697        | .779         | .095       | .003         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item5  | Pearson<br>Correlation | .036         | .003         | -<br>.286 | .132      | 1         | .051         | .054      | -<br>.113    | .166         | -<br>.146   | -<br>.277    | .195       | .154         |
|        | Sig. (2-<br>tailed)    | .863         | .990         | .167      | .531      | .         | .808         | .798      | .591         | .428         | .486        | .180         | .351       | .464         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item6  | Pearson<br>Correlation | .621<br>(**) | .497<br>(*)  | .091      | .226      | .051      | 1            | .308      | .229         | .113         | -<br>.151   | .478<br>(*)  | .136       | .578(*<br>*) |
|        | Sig. (2-<br>tailed)    | .001         | .012         | .666      | .277      | .808      | .            | .135      | .271         | .591         | .473        | .016         | .515       | .002         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item7  | Pearson<br>Correlation | .073         | -<br>.030    | -<br>.043 | .211      | .054      | .308         | 1         | .327         | .266         | -<br>.161   | .196         | .079       | .402(*)      |
|        | Sig. (2-<br>tailed)    | .727         | .887         | .839      | .310      | .798      | .135         | .         | .110         | .199         | .441        | .348         | .706       | .047         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item8  | Pearson<br>Correlation | .256         | .247         | .099      | .140      | -<br>.113 | .229         | .327      | 1            | .650<br>(**) | .400<br>(*) | .606<br>(**) | -<br>.049  | .649(*<br>*) |
|        | Sig. (2-<br>tailed)    | .217         | .233         | .639      | .506      | .591      | .271         | .110      | .            | .000         | .048        | .001         | .814       | .000         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item9  | Pearson<br>Correlation | .105         | .042         | -<br>.080 | .078      | .166      | .113         | .266      | .650<br>(**) | 1            | .343        | .455<br>(*)  | .121       | .574(*<br>*) |
|        | Sig. (2-<br>tailed)    | .619         | .844         | .705      | .711      | .428      | .591         | .199      | .000         | .            | .093        | .022         | .563       | .003         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |
| item10 | Pearson<br>Correlation | -<br>.113    | -<br>.134    | .208      | .082      | -<br>.146 | -<br>.151    | -<br>.161 | .400<br>(*)  | .343         | 1           | .223         | -<br>.009  | .296         |
|        | Sig. (2-<br>tailed)    | .592         | .523         | .319      | .697      | .486      | .473         | .441      | .048         | .093         | .           | .284         | .964       | .151         |
|        | N                      | 25           | 25           | 25        | 25        | 25        | 25           | 25        | 25           | 25           | 25          | 25           | 25         | 25           |

|        |                     |           |           |      |           |      |           |          |           |           |      |           |          |         |
|--------|---------------------|-----------|-----------|------|-----------|------|-----------|----------|-----------|-----------|------|-----------|----------|---------|
| item11 | N                   | 25        | 25        | 25   | 25        | 25   | 25        | 25       | 25        | 25        | 25   | 25        | 25       | 25      |
|        | Pearson Correlation | .482 (*)  | .317      | -    | .059      | -    | .478 (*)  | .196     | .606 (**) | .455 (*)  | .223 | 1         | -        | .514(*) |
|        | Sig. (2-tailed)     | .015      | .123      | .608 | .779      | .180 | .016      | .348     | .001      | .022      | .284 | .         | .369     | .009    |
| item12 | N                   | 25        | 25        | 25   | 25        | 25   | 25        | 25       | 25        | 25        | 25   | 25        | 25       | 25      |
|        | Pearson Correlation | .214      | .137      | .172 | .341      | .195 | .136      | .079     | -         | .121      | -    | -         | 1        | .412(*) |
|        | Sig. (2-tailed)     | .305      | .515      | .412 | .095      | .351 | .515      | .706     | .814      | .563      | .964 | .369      | .        | .041    |
| total  | N                   | 25        | 25        | 25   | 25        | 25   | 25        | 25       | 25        | 25        | 25   | 25        | 25       | 25      |
|        | Pearson Correlation | .627 (**) | .577 (**) | .337 | .563 (**) | .154 | .578 (**) | .402 (*) | .649 (**) | .574 (**) | .296 | .514 (**) | .412 (*) | 1       |
|        | Sig. (2-tailed)     | .001      | .003      | .100 | .003      | .464 | .002      | .047     | .000      | .003      | .151 | .009      | .041     | .       |
|        | N                   | 25        | 25        | 25   | 25        | 25   | 25        | 25       | 25        | 25        | 25   | 25        | 25       | 25      |

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

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



## Hubungan DISC dan Kohesivitas Tim

### Correlations

|             |                 | D        | I        | S        | x         | C       | KOHESIVITAS |
|-------------|-----------------|----------|----------|----------|-----------|---------|-------------|
| D           | Pearson         |          |          |          |           |         |             |
|             | Correlation     | 1        | -.145    | .772(**) | -.447(**) | .198(*) | -.030       |
|             | Sig. (2-tailed) | .        | .144     | .000     | .000      | .044    | .764        |
|             | N               | 103      | 103      | 103      | 103       | 103     | 103         |
| I           | Pearson         |          |          |          |           |         |             |
|             | Correlation     | -.145    | 1        | -.008    | -.194(*)  | .612(*) | .225(*)     |
|             | Sig. (2-tailed) | .144     | .        | .935     | .050      | .000    | .022        |
|             | N               | 103      | 103      | 103      | 103       | 103     | 103         |
| S           | Pearson         |          |          |          |           |         |             |
|             | Correlation     | .772(**) | -.008    | 1        | .217(*)   | -.073   | -.011       |
|             | Sig. (2-tailed) | .000     | .935     | .        | .028      | .466    | .914        |
|             | N               | 103      | 103      | 103      | 103       | 103     | 103         |
| x           | Pearson         |          |          |          |           |         |             |
|             | Correlation     | .447(**) | -.194(*) | .217(*)  | 1         | -.049   | -.113       |
|             | Sig. (2-tailed) | .000     | .050     | .028     | .         | .621    | .257        |
|             | N               | 103      | 103      | 103      | 103       | 103     | 103         |
| C           | Pearson         |          |          |          |           |         |             |
|             | Correlation     | -.198(*) | .612(**) | -.073    | -.049     | 1       | -.112       |
|             | Sig. (2-tailed) | .044     | .000     | .466     | .621      | .       | .261        |
|             | N               | 103      | 103      | 103      | 103       | 103     | 103         |
| KOHESIVITAS | Pearson         |          |          |          |           |         |             |
|             | Correlation     | -.030    | .225(*)  | -.011    | -.113     | -.112   | 1           |
|             | Sig. (2-tailed) | .764     | .022     | .914     | .257      | .261    | .           |
|             | N               | 103      | 103      | 103      | 103       | 103     | 103         |

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

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

## Hubungan antara Variabel Sekunder dan Variabel Penelitian

### Correlations

|         |                     | D         | I         | S         | C         | anggota  | lama     |
|---------|---------------------|-----------|-----------|-----------|-----------|----------|----------|
| D       | Pearson Correlation | 1         | -.198(*)  | -.490(**) | -.051     | -.143    | .053     |
|         | Sig. (2-tailed)     | .         | .045      | .000      | .606      | .151     | .594     |
|         | N                   | 103       | 103       | 103       | 103       | 103      | 103      |
| I       | Pearson Correlation | .198(*)   | 1         | -.068     | -.497(**) | .097     | -.047    |
|         | Sig. (2-tailed)     | .045      | .         | .493      | .000      | .328     | .638     |
|         | N                   | 103       | 103       | 103       | 103       | 103      | 103      |
| S       | Pearson Correlation | -.490(**) | -.068     | 1         | -.051     | .093     | -.020    |
|         | Sig. (2-tailed)     | .000      | .493      | .         | .608      | .350     | .842     |
|         | N                   | 103       | 103       | 103       | 103       | 103      | 103      |
| C       | Pearson Correlation | -.051     | -.497(**) | -.051     | 1         | -.163    | .174     |
|         | Sig. (2-tailed)     | .606      | .000      | .608      | .         | .100     | .079     |
|         | N                   | 103       | 103       | 103       | 103       | 103      | 103      |
| anggota | Pearson Correlation | -.143     | .097      | .093      | -.163     | 1        | -.217(*) |
|         | Sig. (2-tailed)     | .151      | .328      | .350      | .100      | .        | .028     |
|         | N                   | 103       | 103       | 103       | 103       | 103      | 103      |
| lama    | Pearson Correlation | .053      | -.047     | -.020     | .174      | -.217(*) | 1        |
|         | Sig. (2-tailed)     | .594      | .638      | .842      | .079      | .028     | .        |
|         | N                   | 103       | 103       | 103       | 103       | 103      | 103      |

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

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

### Correlations

|              |                     | KOHESIVI<br>TAS0 | anggota  | lama     |
|--------------|---------------------|------------------|----------|----------|
| KOHESIVITAS0 | Pearson Correlation | 1                | .100     | -.186    |
|              | Sig. (2-tailed)     | .                | .314     | .060     |
|              | N                   | 103              | 103      | 103      |
| anggota      | Pearson Correlation | .100             | 1        | -.217(*) |
|              | Sig. (2-tailed)     | .314             | .        | .028     |
|              | N                   | 103              | 103      | 103      |
| lama         | Pearson Correlation | -.186            | -.217(*) | 1        |
|              | Sig. (2-tailed)     | .060             | .028     | .        |
|              | N                   | 103              | 103      | 103      |

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

## KUISIONER



FAKULTAS PSIKOLOGI  
UNIVERSITAS INDONESIA

Selamat pagi/siang/sore,

Saya adalah mahasiswi Fakultas Psikologi Universitas Indonesia yang sedang melakukan penelitian mengenai keefektivitasan tim kerja.. Kesiadaan anda untuk mengisi kuisisioner ini sangat menentukan keberhasilan penelitian ini.

Sebelum mengerjakan, Anda diminta untuk membaca terlebih dahulu petunjuk pengisian, sehingga tidak ada kekeliruan dalam mengerjakan. Dalam kuisisioner ini, tidak ada jawaban yang dianggap salah. Oleh karena itu, Anda diharapkan untuk mengisi kuisisioner ini sesuai dengan keadaan yang Anda alami atau lakukan yang sebenarnya.

Setelah Anda selesai mengerjakan perikasaalah kembali jawaban Anda agar tidak ada pernyataan yang terlewati. Kami akan menjamin kerahasiaan data dan identitas Anda. Partisipasi Anda dalam mengisi kuisisioner ini merupakan bantuan yang sangat berarti bagi penelitian ini.

Atas partisipasi dan kerjasama Anda, saya ucapkan terima kasih.

Hormat Saya,

Peneliti

Kory Prismadia

(080400108Y)

**Petunjuk Pengisian :**

1. Anda akan diminta untuk memberikan jawaban mengenai hal-hal yang anda alami atau lakukan tim kerja anda
2. Pada setiap pertanyaan, anda akan diminta untuk memberikan satu tanda silang (X) dari 6 pilihan jawaban yang ada (Sangat Tidak Sesuai (STS) sampai Sangat Sesuai (SS))
3. Tidak ada jawaban dianggap salah. Pilihlah jawaban yang paling mencerminkan keadaan anda

Contoh:

| Pernyataan                         | STS | TS | ATS | AS | S | SS |
|------------------------------------|-----|----|-----|----|---|----|
| Tim saya sangat penting bagi saya. |     |    |     | X  |   |    |

Jawaban diatas menandakan bahwa pernyataan tersebut agak sesuai dengan keadaan Anda.

4. Jika Anda ingin mengganti jawaban anda berikan tanda (-) pada jawaban Anda sebelumnya dan berikan tanda (X) pada jawaban yang Anda inginkan.

|    | Pernyataan  | STS | TS | ATS | AS | S | SS |
|----|---|-----|----|-----|----|---|----|
| 1. | Tim saya bersatu dalam usaha mencapai tujuan dari pekerjaan                               |     |    |     |    |   |    |
| 2. | Saya kecewa dengan tingkat tanggung jawab tim terhadap pekerjaan (R)                      |     |    |     |    |   |    |
| 3. | Para anggota tim saya memiliki keinginan yang berbeda- beda tentang kinerja tim (R)       |     |    |     |    |   |    |
| 4. | Tim saya memberikan kesempatan yang cukup bagi saya untuk untuk meningkatkan kinerja saya |     |    |     |    |   |    |
| 5. | Dalam melaksanakan pekerjaan bersama, anggota tim saya sering saling berkomunikasi        |     |    |     |    |   |    |
| 6. | Tim saya meluangkan waktu senggang bersama diluar jam kerja                               |     |    |     |    |   |    |
| 7. | Diluar jam kerja, anggota tim saya juga tetap kompak                                      |     |    |     |    |   |    |
| 8. | Diluar jam kerja, anggota tim saya jarang berkumpul bersama (R)                           |     |    |     |    |   |    |
| 9. | Banyak anggota dari tim saya saling menjalin persahabatan                                 |     |    |     |    |   |    |



|     |  |  |  |  |  |  |  |
|-----|--|--|--|--|--|--|--|
|     |  |  |  |  |  |  |  |
| 10. | Saya tidak mengetahui secara mendalam kegiatan anggota lain dalam tim diluar jam kerja (R) |  |  |  |  |  |  |

DATA PARTISIPAN

- Jenis Kelamin :
- Usia :
- Jumlah anggota dalam tim anda :
- Lamanya berada dalam tim anda:

TERIMAKASIH ATAS PARTISIPASI ANDA !