



HASIL UJI VALIDITAS DAN RELIABILITAS MOTIVASI BERPRESTASI

Reliability

Case Processing Summary

		N	%
Cases	Valid	56	100.0
	Excluded ^a	0	.0
	Total	56	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.764	24

Item Statistics

	Mean	Std. Deviation	N
item1	5.1250	.81044	56
item2	4.1250	1.01018	56
item3	4.9821	.61765	56
item4	4.0893	1.03180	56
item5	4.7500	1.01354	56
item6	4.3214	1.32263	56
item7	4.6429	.81861	56
item8	4.3214	1.19251	56
item9	5.1429	.90310	56
item10	5.1607	.86921	56
item11	5.1071	.82415	56
item12	4.6250	1.22938	56
item13	5.1071	.67900	56
item14	4.8929	1.00324	56
item15	4.3214	.99283	56
item16	4.1429	1.15095	56
item17	4.9821	.75054	56
item18	4.7143	1.02184	56
item19	4.8214	.89660	56
item20	4.5536	1.09411	56
item21	5.2500	.57997	56
item22	4.8750	.95465	56
item23	5.1250	.57406	56
item24	4.8750	1.20699	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item1	108.9286	76.868	.380	.753
item2	109.9286	78.504	.190	.764
item3	109.0714	79.049	.318	.757
item4	109.9643	77.344	.249	.760
item5	109.3036	78.543	.187	.764
item6	109.7321	77.072	.177	.768
item7	109.4107	79.883	.162	.764
item8	109.7321	70.600	.544	.738
item9	108.9107	78.046	.255	.759
item10	108.8929	75.697	.428	.750
item11	108.9464	77.470	.329	.755
item12	109.4286	69.740	.568	.736
item13	108.9464	76.743	.481	.750
item14	109.1607	72.646	.542	.741
item15	109.7321	83.472	-.085	.780
item16	109.9107	78.846	.135	.769
item17	109.0714	77.158	.395	.753
item18	109.3393	77.901	.221	.762
item19	109.2321	77.163	.315	.756
item20	109.5000	80.036	.086	.771
item21	108.8036	78.888	.359	.756
item22	109.1786	72.731	.570	.740
item23	108.9286	80.722	.182	.763
item24	109.1786	71.386	.494	.742

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
114.0536	82.924	9.10628	24

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Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	56	100.0
	Excluded ^a	0	.0
	Total	56	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.768	15

Item Statistics

	Mean	Std. Deviation	N
item1	4.5357	1.04384	56
item2	4.7500	.85812	56
item3	4.7857	1.28932	56
item4	4.5536	1.29221	56
item5	4.9821	.64642	56
item6	3.8571	1.54247	56
item7	4.8571	.72434	56
item8	4.5179	1.12801	56
item9	4.3214	1.38967	56
item10	4.2143	1.30334	56
item11	4.3036	1.41318	56
item12	4.8393	1.00502	56
item13	3.9821	1.43326	56
item14	4.4286	1.21890	56
item15	4.5536	.97084	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item1	62.9464	65.652	.405	.752
item2	62.7321	65.763	.510	.747
item3	62.6964	59.015	.652	.726
item4	62.9286	59.922	.600	.732
item5	62.5000	69.236	.367	.759
item6	63.6250	60.566	.444	.748
item7	62.6250	67.366	.480	.752
item8	62.9643	68.290	.217	.768
item9	63.1607	60.719	.506	.741
item10	63.2679	63.181	.421	.750
item11	63.1786	57.422	.662	.723
item12	62.6429	71.252	.079	.777
item13	63.5000	77.782	-.247	.816
item14	63.0536	63.688	.433	.749
item15	62.9286	67.813	.303	.760

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
67.4821	73.600	8.57903	15

Reliability

Warnings

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Case Processing Summary

		N	%
Cases	Valid	56	100.0
	Excluded ^a	0	.0
	Total	56	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.621	5

Item Statistics

	Mean	Std. Deviation	N
item21	4.6429	.96160	56
item22	5.0357	.91382	56
item23	4.7500	.83666	56
item24	4.8036	.74881	56
item25	4.5536	.98939	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item21	19.1429	5.361	.374	.569
item22	18.7500	6.845	.057	.717
item23	19.0357	5.053	.585	.463
item24	18.9821	5.291	.610	.467
item25	19.2321	5.309	.365	.575

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23.7857	7.953	2.82015	5

Reliability**Warnings**

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	56	100.0
	Excluded ^a	0	.0
	Total	56	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.712	5

Item Statistics

	Mean	Std. Deviation	N
item31	4.7679	.83101	56
item32	4.8750	1.11294	56
item33	4.7321	1.07011	56
item34	4.9821	.64642	56
item35	4.0893	1.39188	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item31	18.6786	9.822	.404	.690
item32	18.5714	7.958	.544	.631
item33	18.7143	7.771	.620	.598
item34	18.4643	10.617	.375	.704
item35	19.3571	7.106	.481	.678

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23.4464	12.615	3.55180	5

Reliability**Warnings**

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Case Processing Summary

		N	%
Cases	Valid	56	100.0
	Excluded ^a	0	.0
	Total	56	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.662	5

Item Statistics

	Mean	Std. Deviation	N
item26	4.8571	.72434	56
item27	4.5179	1.12801	56
item28	4.3214	1.38967	56
item29	4.2143	1.30334	56
item30	4.3036	1.41318	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item26	17.3571	12.852	.461	.618
item27	17.6964	14.979	-.055	.786
item28	17.8929	8.934	.591	.514
item29	18.0000	9.636	.548	.541
item30	17.9107	8.337	.666	.465

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.2143	15.771	3.97133	5

Reliability

Warnings

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Case Processing Summary

		N	%
Cases	Valid	56	100.0
	Excluded ^a	0	.0
	Total	56	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.626	5

Item Statistics

	Mean	Std. Deviation	N
item36	4.8393	1.21770	56
item37	5.0179	.72591	56
item38	5.0179	.67396	56
item39	5.0536	.64441	56
item40	4.6250	1.13718	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item36	19.7143	6.135	.123	.749
item37	19.5357	5.562	.663	.459
item38	19.5357	5.526	.751	.436
item39	19.5000	5.818	.684	.472
item40	19.9286	6.213	.151	.715

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24.5536	8.361	2.89149	5

Reliability**Warnings**

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Case Processing Summary

		N	%
Cases	Valid	56	100.0
	Excluded ^a	0	.0
	Total	56	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.636	5

Item Statistics

	Mean	Std. Deviation	N
item16	4.9286	.82808	56
item17	5.1964	.84034	56
item18	5.0357	.99021	56
item19	5.1607	.92984	56
item20	5.1607	.53178	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item16	20.5536	5.997	.118	.703
item17	20.2857	5.808	.160	.687
item18	20.4464	3.561	.702	.382
item19	20.3214	3.786	.695	.398
item20	20.3214	5.858	.397	.597

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.4821	7.163	2.67644	5

Reliability**Warnings**

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Case Processing Summary

		N	%
Cases	Valid	56	100.0
	Excluded ^a	0	.0
	Total	56	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.910	40

Item Statistics

	Mean	Std. Deviation	N
item1	4.5357	1.04384	56
item2	4.7500	.85812	56
item3	4.7857	1.28932	56
item4	4.5536	1.29221	56
item5	4.9821	.64642	56
item6	3.8571	1.54247	56
item7	4.8571	.72434	56
item8	4.5179	1.12801	56
item9	4.3214	1.38967	56
item10	4.2143	1.30334	56
item11	4.3036	1.41318	56
item12	4.8393	1.00502	56
item13	3.9821	1.43326	56
item14	4.4286	1.21890	56
item15	4.5536	.97084	56
item16	4.9286	.82808	56
item17	5.1964	.84034	56
item18	5.0357	.99021	56
item19	5.1607	.92984	56
item20	5.1607	.53178	56
item21	4.6429	.96160	56
item22	5.0357	.91382	56
item23	4.7500	.83666	56
item24	4.8036	.74881	56
item25	4.5536	.98939	56
item26	4.8571	.72434	56
item27	4.5179	1.12801	56
item28	4.3214	1.38967	56
item29	4.2143	1.30334	56
item30	4.3036	1.41318	56
item31	4.7679	.83101	56
item32	4.8750	1.11294	56
item33	4.7321	1.07011	56
item34	4.9821	.64642	56
item35	4.0893	1.39188	56
item36	4.8393	1.21770	56
item37	5.0179	.72591	56
item38	5.0179	.67396	56
item39	5.0536	.64441	56
item40	4.6250	1.13718	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item1	182.4286	384.831	.402	.908
item2	182.2143	384.171	.520	.907
item3	182.1786	366.331	.697	.904
item4	182.4107	368.246	.655	.904
item5	181.9821	390.891	.434	.908
item6	183.1071	375.697	.407	.909
item7	182.1071	385.625	.571	.907
item8	182.4464	390.579	.237	.910
item9	182.6429	366.125	.646	.904
item10	182.7500	374.118	.527	.906
item11	182.6607	360.701	.740	.903
item12	182.1250	394.620	.170	.911
item13	182.9821	416.091	-.269	.919
item14	182.5357	377.853	.487	.907
item15	182.4107	391.337	.263	.910
item16	182.0357	396.544	.157	.911
item17	181.7679	393.054	.259	.910
item18	181.9286	379.086	.579	.906
item19	181.8036	379.797	.600	.906
item20	181.8036	391.579	.501	.908
item21	182.3214	401.058	.011	.912
item22	181.9286	379.231	.627	.906
item23	182.2143	394.317	.222	.910
item24	182.1607	396.646	.174	.910
item25	182.4107	389.410	.308	.909
item26	182.1071	385.625	.571	.907
item27	182.4464	390.579	.237	.910
item28	182.6429	366.125	.646	.904
item29	182.7500	374.118	.527	.906
item30	182.6607	360.701	.740	.903
item31	182.1964	384.852	.517	.907
item32	182.0893	369.065	.751	.903
item33	182.2321	373.781	.664	.905
item34	181.9821	390.891	.434	.908
item35	182.8750	377.311	.428	.908
item36	182.1250	403.602	-.055	.915
item37	181.9464	388.670	.461	.908
item38	181.9464	387.688	.537	.907
item39	181.9107	387.065	.588	.907
item40	182.3393	368.556	.745	.903

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
186.9643	402.399	20.05988	40

HASIL DESKRIPTIF STATISTIK

Frequencies

Statistics

		j_kel	usia	mas_kerj	divisi	stat	pendd
N	Valid	152	141	134	158	122	143
	Missing	6	17	24	0	36	15
Mean		1.32	2.04	2.25	1.56	1.22	2.48
Median		1.00	2.00	2.00	2.00	1.00	3.00
Std. Deviation		.466	.769	.820	.498	.417	.918
Variance		.217	.592	.672	.248	.174	.843
Minimum		1	1	1	1	1	1
Maximum		2	3	3	2	2	4

Frequency Table

j_kel

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	104	65.8	68.4	68.4
	perempuan	48	30.4	31.6	100.0
	Total	152	96.2	100.0	
Missing	System	6	3.8		
Total		158	100.0		

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-30	39	24.7	27.7	27.7
	31-44	58	36.7	41.1	68.8
	45-65	44	27.8	31.2	100.0
	Total	141	89.2	100.0	
Missing	System	17	10.8		
Total		158	100.0		

mas_kerj

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<2tahun	32	20.3	23.9	23.9
	2-10tahun	36	22.8	26.9	50.7
	>10tahun	66	41.8	49.3	100.0
	Total	134	84.8	100.0	
Missing	System	24	15.2		
Total		158	100.0		

divisi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Retail	69	43.7	43.7	43.7
	Enterprise	89	56.3	56.3	100.0
	Total	158	100.0	100.0	

stat

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	berkeluarga	95	60.1	77.9	77.9
	belum	27	17.1	22.1	100.0
	Total	122	77.2	100.0	
Missing	System	36	22.8		
Total		158	100.0		

pendd

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	31	19.6	21.7	21.7
	D1-D3	23	14.6	16.1	37.8
	S1	78	49.4	54.5	92.3
	S2	11	7.0	7.7	100.0
	Total	143	90.5	100.0	
Missing	System	15	9.5		
Total		158	100.0		

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Regression

Descriptive Statistics

	Mean	Std. Deviation	N
n_ach	81.32	7.107	158
asp_supp	57.09	7.715	158
asp_coh	19.92	2.782	158
asp_auto	13.39	2.485	158
asp_recog	18.06	2.975	158
asp_press	20.58	4.056	158
asp_innov	19.15	2.514	158

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	990.967	6	165.161	3.594	.002 ^a
	Residual	6939.210	151	45.955		
	Total	7930.177	157			

a. Predictors: (Constant), asp_innov, asp_auto, asp_press, asp_coh, asp_recog, asp_supp

b. Dependent Variable: n_ach

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	asp_innov, asp_auto, asp_press, asp_coh, asp_recog, asp_supp ^a		Enter

a. All requested variables entered.

b. Dependent Variable: n_ach

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				Durbin-Watson	
					R Square Change	F Change	df1	df2		Sig. F Change
1	.353 ^a	.125	.090	6.779	.125	3.594	6	151	.002	2.242

a. Predictors: (Constant), asp_innov, asp_auto, asp_press, asp_coh, asp_recog, asp_supp

b. Dependent Variable: n_ach

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	59.543	5.681		10.482	.000	48.320	70.767
	asp_supp	.095	.100	.103	.943	.347	-.104	.293
	asp_coh	.280	.235	.110	1.192	.235	-.184	.744
	asp_auto	-.086	.224	-.030	-.385	.701	-.529	.356
	asp_recog	.057	.250	.024	.229	.819	-.437	.552
	asp_press	.372	.140	.212	2.649	.009	.094	.649
	asp_innov	.171	.274	.060	.623	.534	-.371	.712

a. Dependent Variable: n_ach

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	asp_press		Stepwise (Criteria: Probability-of- F-to-enter ≤ .050, Probability- of- F-to-remo- ve ≥ . 100).
2	asp_supp		Stepwise (Criteria: Probability- of- F-to-enter ≤ .050, Probability- of- F-to-remo- ve ≥ . 100).

a. Dependent Variable: n_ach

ANOVA^e

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	576.512	1	576.512	12.230	.001 ^a
	Residual	7353.665	156	47.139		
	Total	7930.177	157			
2	Regression	873.028	2	436.514	9.587	.000 ^b
	Residual	7057.149	155	45.530		
	Total	7930.177	157			

a. Predictors: (Constant), asp_press

b. Predictors: (Constant), asp_press, asp_supp

c. Dependent Variable: n_ach

Model Summary^f

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.270 ^a	.073	.067	6.866	.073	12.230	1	156	.001	2.285
2	.332 ^b	.110	.099	6.748	.037	6.513	1	155	.012	

a. Predictors: (Constant), asp_press

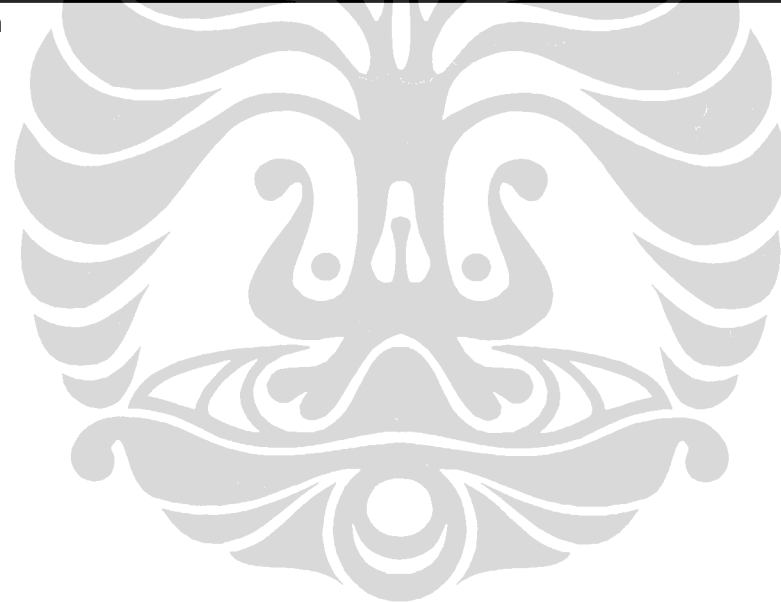
b. Predictors: (Constant), asp_press, asp_supp

c. Dependent Variable: n_ach

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	71.595	2.833		25.272	.000	65.999	77.191
	asp_press	.472	.135	.270	3.497	.001	.206	.739
2	(Constant)	62.198	4.616		13.474	.000	53.080	71.317
	asp_press	.431	.134	.246	3.224	.002	.167	.695
	asp_supp	.179	.070	.195	2.552	.012	.041	.318

a. Dependent Variable: n_ach



Excluded Variables^c

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
1	asp_supp	.195 ^a	2.552	.012	.201	.985
	asp_coh	.191 ^a	2.454	.015	.193	.949
	asp_auto	.008 ^a	.099	.921	.008	1.000
	asp_recog	.155 ^a	1.994	.048	.158	.962
	asp_innov	.165 ^a	2.091	.038	.166	.938
2	asp_coh	.125 ^b	1.424	.156	.114	.737
	asp_auto	-.014 ^b	-.185	.853	-.015	.987
	asp_recog	.047 ^b	.466	.642	.037	.558
	asp_innov	.087 ^b	.963	.337	.077	.706

a. Predictors in the Model: (Constant), asp_press

b. Predictors in the Model: (Constant), asp_press, asp_supp

c. Dependent Variable: n_ach

Coefficient Correlations^a

Model		asp_press	asp_supp
1	Correlations	asp_press	1.000
	Covariances	asp_press	.018
2	Correlations	asp_press	1.000
		asp_supp	-.121
	Covariances	asp_press	.018
		asp_supp	-.001

a. Dependent Variable: n_ach

HASIL ANALISA DATA TAMBAHAN

T-Test

Group Statistics

	j_kel	N	Mean	Std. Deviation	Std. Error Mean
n_ach	laki-laki	104	82.16	7.233	.709
	perempuan	48	79.85	6.617	.955

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
n_ach	Equal variances assumed	.226	.635	1.878	150	.062	2.309	1.229	-.120	4.739
	Equal variances not assumed			1.941	99.340	.055	2.309	1.190	-.051	4.670

T-Test

Group Statistics

divisi	N	Mean	Std. Deviation	Std. Error Mean
n_ach Retail	69	81.61	7.218	.869
Enterprise	89	81.09	7.053	.748

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
n_ach Equal variances assumed	.088	.767	.454	156	.650	.519	1.143	-1.739	2.776
Equal variances not assumed			.453	144.677	.652	.519	1.146	-1.747	2.784

Oneway

Descriptives

n_ach

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
					25-30	39		
31-44	58	83.59	7.069	.928	81.73	85.44	64	106
45-65	44	80.61	6.464	.974	78.65	82.58	59	98
Total	141	81.58	6.962	.586	80.42	82.74	59	106

Test of Homogeneity of Variances

n_ach

Levene Statistic	df1	df2	Sig.
.389	2	138	.679

ANOVA

n_ach

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	413.504	2	206.752	4.477	.013
Within Groups	6372.808	138	46.180		
Total	6786.312	140			

Post Hoc Tests

Multiple Comparisons

Dependent Variable: n_ach

	(I) usia	(J) usia	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Bonferroni	25-30	31-44	-3.894*	1.407	.019	-7.30	-.48
		45-65	-.921	1.495	1.000	-4.54	2.70
	31-44	25-30	3.894*	1.407	.019	.48	7.30
		45-65	2.973	1.359	.091	-.32	6.27
	45-65	25-30	.921	1.495	1.000	-2.70	4.54
		31-44	-2.973	1.359	.091	-6.27	.32

*. The mean difference is significant at the .05 level.

Homogeneous Subsets

n_ach

usia	N	Subset for alpha = .05	
		1	2
Tukey B ^{a,b} 25-30	39	79.69	
45-65	44	80.61	80.61
31-44	58		83.59

Means for groups in homogeneous subsets are displayed.

- Uses Harmonic Mean Sample Size = 45.725.
- The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Oneway

Descriptives

n_ach

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
<2tahun	32	79.50	7.016	1.240	76.97	82.03	62	95
2-10tahun	36	82.50	7.004	1.167	80.13	84.87	72	106
>10tahun	66	82.02	6.777	.834	80.35	83.68	59	99
Total	134	81.54	6.942	.600	80.36	82.73	59	106

Test of Homogeneity of Variances

n_ach

Levene Statistic	df1	df2	Sig.
.141	2	131	.868

ANOVA

n_ach

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	181.246	2	90.623	1.906	.153
Within Groups	6227.985	131	47.542		
Total	6409.231	133			

Post Hoc Tests

Multiple Comparisons

Dependent Variable: n_ach

	(I) mas_kerj	(J) mas_kerj	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Bonferroni	<2tahun	2-10tahun	-3.000	1.675	.227	-7.06	1.06
		>10tahun	-2.515	1.485	.278	-6.12	1.09
	2-10tahun	<2tahun	3.000	1.675	.227	-1.06	7.06
		>10tahun	.485	1.429	1.000	-2.98	3.95
	>10tahun	<2tahun	2.515	1.485	.278	-1.09	6.12
		2-10tahun	-.485	1.429	1.000	-3.95	2.98

Homogeneous Subsets

n_ach

mas_kerj	N	Subset for alpha = .05
		1
Tukey B ^{a,b} <2tahun	32	79.50
>10tahun	66	82.02
2-10tahun	36	82.50

Means for groups in homogeneous subsets are displayed.

- a. Uses Harmonic Mean Sample Size = 40.443.
- b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Oneway

Descriptives

n_ach

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
SLTA	31	81.94	8.045	1.445	78.98	84.89	64	99
D1-D3	23	80.39	7.152	1.491	77.30	83.48	59	87
S1	78	81.97	6.817	.772	80.44	83.51	63	106
S2	11	79.64	3.557	1.073	77.25	82.03	74	84
Total	143	81.53	6.951	.581	80.38	82.68	59	106

Test of Homogeneity of Variances

n_ach

Levene Statistic	df1	df2	Sig.
1.623	3	139	.187

ANOVA

n_ach

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	89.765	3	29.922	.614	.607
Within Groups	6771.843	139	48.718		
Total	6861.608	142			

Post Hoc Tests

Multiple Comparisons

Dependent Variable: n_ach

	(I) pendd	(J) pendd	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Bonferroni	SLTA	D1-D3	1.544	1.921	1.000	-3.60	6.69
		S1	-.039	1.482	1.000	-4.01	3.93
		S2	2.299	2.450	1.000	-4.26	8.86
	D1-D3	SLTA	-1.544	1.921	1.000	-6.69	3.60
		S1	-1.583	1.656	1.000	-6.02	2.85
		S2	.755	2.559	1.000	-6.09	7.60
	S1	SLTA	.039	1.482	1.000	-3.93	4.01
		D1-D3	1.583	1.656	1.000	-2.85	6.02
		S2	2.338	2.248	1.000	-3.68	8.35
	S2	SLTA	-2.299	2.450	1.000	-8.86	4.26
		D1-D3	-.755	2.559	1.000	-7.60	6.09
		S1	-2.338	2.248	1.000	-8.35	3.68

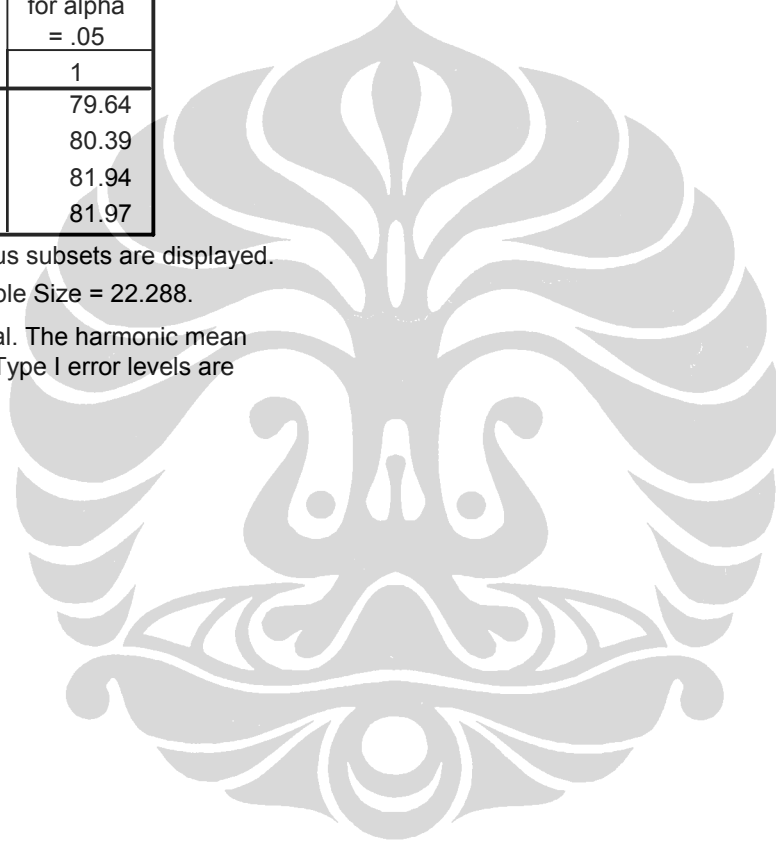
Homogeneous Subsets

n_ach

		Subset for alpha = .05	
pendd	N	1	
Tukey B ^{a,b} S2	11	79.64	
D1-D3	23	80.39	
SLTA	31	81.94	
S1	78	81.97	

Means for groups in homogeneous subsets are displayed.

- a. Uses Harmonic Mean Sample Size = 22.288.
- b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.



Kepada Yth,
Bapak/Ibu
Di tempat,

Dengan hormat,

Saya adalah mahasiswi Fakultas Psikologi Universitas Indonesia semester akhir, yang sedang mengadakan penelitian mengenai rutinitas karyawan. Penelitian ini saya lakukan dalam rangka memenuhi persyaratan untuk menjadi Sarjana Psikologi. Untuk itu, saya membutuhkan sejumlah data yang hanya dapat diperoleh dengan adanya kerjasama dari Bapak/Ibu untuk mengisi kuesioner berikut ini.

Keseluruhan kuesioner ini terdiri dari 3 bagian. Sebelum Bapak/Ibu mengisi kuesioner ini, **bacalah terlebih dahulu petunjuk dan contoh pengisian** yang terdapat pada setiap bagian dalam kuesioner ini. Setelah selesai menjawab, **harap periksa kembali kelengkapan jawaban Bapak/Ibu** agar tidak ada bagian kuesioner yang terlewat atau kosong.

Di dalam pengisian jawaban kuesioner ini **tidak ada jawaban yang dianggap benar atau salah**. Oleh karena itu, Bapak/Ibu diharapkan untuk memberikan jawaban yang benar-benar **menggambarkan diri Bapak/Ibu dan sesuai dengan pengalaman Bapak/Ibu sendiri**. Setiap pernyataan dalam kuesioner ini merupakan pernyataan yang berbeda-beda, sehingga Bapak/Ibu tidak perlu menyesuaikan jawaban antar bagian satu dengan yang lainnya.

Semua jawaban yang Bapak/Ibu berikan akan terjamin kerahasiaannya dan hanya akan dipergunakan untuk keperluan penelitian ini. Oleh karena itu, saya mengharapkan jawaban Bapak/Ibu yang **sejujurnya**.

Atas bantuan dan kerjasama yang Bapak/Ibu berikan, saya ucapkan terima kasih.

Hormat Saya,

Lila Safira

BAGIAN I

Pada bagian ini anda akan menjumpai sejumlah pernyataan yang menggambarkan persepsi anda terhadap diri anda dalam melakukan pekerjaan secara keseluruhan.

Di bagian bawah setiap pernyataan terdapat 6 (enam) buah kotak yang menggambarkan derajat kesesuaian anda pada pernyataan tersebut. Berilah **tanda silang (X)** pada **salah satu angka** didalam kotak yang anda anggap paling menggambarkan kesesuaian diri anda dengan pernyataan yang diajukan, dengan pedoman sebagai berikut:

- 1 = pernyataan **sangat tidak sesuai** dengan diri anda
- 2 = pernyataan **tidak sesuai** dengan diri anda
- 3 = pernyataan **agak tidak sesuai** dengan diri anda
- 4 = pernyataan **agak sesuai dengan** diri anda
- 5 = pernyataan **sesuai** dengan diri anda
- 6 = pernyataan **sangat sesuai** dengan diri anda

Contoh:

1. Saya adalah seorang pekerja keras.

Sangat tidak sesuai	1	2	3	4	X	6	Sangat sesuai
----------------------------	---	---	---	---	----------	---	----------------------

Pada contoh di atas, berarti anda merasa bahwa pernyataan anda adalah seorang pekerja keras **sesuai** dengan diri anda.

Jika anda ingin mengubah pilihan anda, berilah tanda = pada pilihan sebelumnya dan berilah **tanda silang** kembali pada jawaban yang anda anggap lebih sesuai dengan diri anda.

Bacalah setiap pernyataan dengan cermat, jangan sampai ada pernyataan yang terlewat atau tidak terjawab.

1. Saya senang mengerjakan tugas yang sesuai dengan kemampuan saya.

Sangat tidak sesuai	1	2	3	4	5	6	Sangat sesuai
----------------------------	---	---	---	---	---	---	----------------------

2. Saya percaya bahwa kesempatan dan keberuntungan memegang peranan penting dalam kehidupan.

Sangat tidak sesuai	1	2	3	4	5	6	Sangat sesuai
----------------------------	---	---	---	---	---	---	----------------------

BAGIAN II

Pada bagian ini anda akan menjumpai sejumlah pernyataan yang berkaitan dengan persepsi anda terhadap situasi dan lingkungan kerja perusahaan tempat anda bekerja saat ini secara keseluruhan.

Di sebelah kanan setiap pernyataan terdapat 6 (enam) pilihan jawaban. Anda diminta untuk memberi **tanda silang (X)** pada **salah satu angka** yang paling menggambarkan keadaan perusahaan dengan mengikuti pedoman sebagai berikut:

- 1 = STS** : Anda **Sangat Tidak Setuju** dengan pernyataan
2 = TS : Anda **Tidak Setuju** dengan pernyataan
3 = ATS : Anda **Agak Tidak Setuju** dengan pernyataan
4 = AS : Anda **Agak Setuju** dengan pernyataan
5 = S : Anda **Setuju** dengan pernyataan
6 = SS : Anda **Sangat Setuju** dengan pernyataan

Contoh:

No	Pernyataan	STS 1	TS 2	ATS 3	AS 4	S 5	SS 6
1	Di organisasi karyawan diberikan imbalan sesuai dengan kinerjanya.	1	2	3	X	5	6

Pada contoh di atas, berarti anda **agak setuju** dengan pernyataan bahwa organisasi memberikan imbalan yang sesuai dengan kinerja karyawannya.

Jika anda ingin mengubah pilihan anda, berilah tanda = pada pilihan sebelumnya dan berilah **tanda silang** kembali pada jawaban yang anda anggap lebih sesuai dengan situasi dan lingkungan kerja anda.

Bacalah setiap pernyataan dengan cermat, jangan sampai ada pernyataan yang terlewat atau tidak terjawab.

No	Pernyataan	STS 1	TS 2	ATS 3	AS 4	S 5	SS 6
1	Atasan saya memiliki wibawa yang tinggi.	1	2	3	4	5	6
2	Atasan saya dapat diandalkan.	1	2	3	4	5	6
3	Atasan saya tidak mendukung pekerjaan saya sepenuhnya.	1	2	3	4	5	6
4	Atasan saya tidak mengikutsertakan karyawannya dalam menentukan standar kerja	1	2	3	4	5	6

DATA RESPONDEN

Isilah pertanyaan-pertanyaan di bawah ini dengan selengkap-lengkapnya.
Berikan tanda checklist (√) pada pilihan jawaban yang tersedia.

Anda adalah karyawan divisi :

Jabatan :

Kelompok Usia : 25 – 30 tahun 31 – 35 tahun
 36 – 40 tahun 41 – 45 tahun
 46 – 50 tahun

Jenis Kelamin : Laki-laki Perempuan

Status : Berkeluarga Belum

Masa Kerja : tahun bulan

Pendidikan Terakhir : SLTA D1-D3

S1 S2

Lainnya, sebutkan

Mohon diperiksa kembali

agar tidak ada pertanyaan dan bagian yang terlewat

Terima Kasih atas Perhatian dan Partisipasinya