

LAMPIRAN A

Hasil Uji Reliabilitas dan Validitas Alat Ukur Fokus Karir Dewasa

Reliability Statistics

Cronbach's Alpha	N of Items
,7716	38

No. Item	Reliabilitas jika item dihapus	Item-total correlation	No. Item	Reliabilitas jika item dihapus	Item-total correlation
1	0,7741	0,1162	20	0,7652	0,3048
2	0,7666	0,2590	21	0,7650	0,2903
3	0,7799	-0,0369	22	0,7735	-0,0278
4	0,7675	0,2556	23	0,7678	0,2276
5	0,7524	0,5280	24	0,7651	0,2892
6	0,7530	0,5497	25	0,7543	0,5542
7	0,7503	0,6005	26	0,7900	0,2364
8	0,7635	0,3784	27	0,7663	0,2904
9	0,7519	0,5534	28	0,7621	0,4108
10	0,7713	0,1224	29	0,7687	0,2282
11	0,7581	0,4547	30	0,7896	-0,3694
12	0,7623	0,3435	31	0,7661	0,2718
13	0,7619	0,3985	32	0,7666	0,2563
14	0,7614	0,3932	33	0,7670	0,2484
15	0,7690	0,1942	34	0,7596	0,4263
16	0,7609	0,4367	35	0,7644	0,3022
17	0,7707	0,1658	36	0,7705	0,1724
18	0,7914	-0,2375	37	0,7692	0,1942
19	0,7699	0,2072	38	0,7602	0,3801

LAMPIRAN B

DISTRIBUSI FREKUENSI

B.1 Skor pada Inventori Fokus Karir Dewasa

Statistics

		EXPLOR	ESTAB	MAINTE	DISENG
N	Valid	161	161	161	161
	Missing	69	69	69	69
Mean		36,8911	35,7640	37,3354	30,9317
Median		36,0000	35,0000	38,0000	31,0000
Mode		34,00	33,00	40,00	34,00(a)
Std. Deviation		5,10811	5,14844	5,39206	6,22005
Skewness		-,429	-,086	-,484	-,098
Std. Error of Skewness		,191	,191	,191	,191

a Multiple modes exist. The smallest value is shown

B.2 Usia

Statistics

VAR00001

N	Valid	221
	Missing	0
Mean		28,8824
Median		27,0000
Mode		25,00

B.3 Jenis Kelamin

JK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	89	38,7	54,9	54,9
	2	73	31,7	45,1	100,0
	Total	162	70,4	100,0	
Missing	System	68	29,6		
Total		230	100,0		

C. HASIL UTAMA PENELITIAN

C.1 Korelasi Tahapan Karir Partisipan

Correlations

		EXPLOR	ESTAB	MAINTE	DISENG
EXPLOR	Pearson Correlation	1	,430(**)	,143	,261(**)
	Sig. (2-tailed)	.	,000	,070	,001
	N	161	161	161	161
ESTAB	Pearson Correlation	,430(**)	1	,141	,214(**)
	Sig. (2-tailed)	,000	.	,075	,007
	N	161	161	161	161
MAINTE	Pearson Correlation	,143	,141	1	,211(**)
	Sig. (2-tailed)	,070	,075	.	,007
	N	161	161	161	161
DISENG	Pearson Correlation	,261(**)	,214(**)	,211(**)	1
	Sig. (2-tailed)	,001	,007	,007	.
	N	161	161	161	161

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

C.2 *t*-TEST TAHAPAN KARIR PARTISIPAN YANG PINDAH KERJA DAN TIDAK PINDAH KERJA

Tahapan *exploration*

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
EXTPK	Equal variances assumed	10,303	,002	-,507	117	,613	-,5184	1,02153	-,254144	1,50472
	Equal variances not assumed			-,506	96,634	,614	-,5184	1,02538	-,255355	1,51683

Tahapan *establishment*

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
VAR00002	Equal variances assumed	,124	,725	1,211	219	,227	,9694	,80041	-,60814	2,54685
	Equal variances not assumed			1,159	97,540	,249	,9694	,83608	-,68991	2,62862

Tahapan *maintenance*
Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
		VAR00003	Equal variances assumed	2,377	,125	,297	219	,767	,2313	,77790
	Equal variances not assumed			,326	128,747	,745	,2313	,70910	1,17174	1,63427

Tahapan *disengagement*

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
		VAR00004	Equal variances assumed	,025	,876	-,319	219	,750	-,2983	,93643
	Equal variances not assumed			-,321	107,434	,749	-,2983	,92892	2,13973	1,54304

D.HASIL TAMBAHAN

D.1 Kategori Tingkat Pendidikan

ANOVA

EXPLOR

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	134,801	5	26,960	1,034	,399
Within Groups	4040,044	155	26,065		
Total	4174,845	160			

ANOVA

ESTAB

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	268,410	5	53,682	2,095	,069
Within Groups	3972,621	155	25,630		
Total	4241,031	160			

ANOVA

MAINTE

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	65,752	5	13,150	,444	,817
Within Groups	4586,136	155	29,588		
Total	4651,888	160			

ANOVA

DISENG

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	56,357	5	11,271	,285	,921
Within Groups	6133,892	155	39,573		
Total	6190,248	160			

D.2 Kategori Status Pernikahan

ANOVA

EXPLOR

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	48,688	2	24,344	,932	,396
Within Groups	4126,157	158	26,115		
Total	4174,845	160			

ANOVA

ESTAB

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	117,100	2	58,550	2,243	,109
Within Groups	4123,931	158	26,101		
Total	4241,031	160			

ANOVA

MAINTE

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	204,593	2	102,297	3,634	,029
Within Groups	4447,295	158	28,147		
Total	4651,888	160			

POST HOC

Multiple Comparisons

Dependent Variable: MAINTE

Tukey HSD

(I) STATUSNI	(J) STATUSNI	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
bm	mbpa	-4,1161(*)	1,55309	,024	-7,7907	-,4414
	mpa	-,9283	1,03671	,644	-3,3811	1,5246
mbpa	bm	4,1161(*)	1,55309	,024	,4414	7,7907
	mpa	3,1878	1,73004	,159	-,9055	7,2811
mpa	bm	,9283	1,03671	,644	-1,5246	3,3811
	mbpa	-3,1878	1,73004	,159	-7,2811	,9055

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

ANOVA

DISENG

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	145,463	2	72,732	1,901	,153
Within Groups	6044,785	158	38,258		
Total	6190,248	160			

D.3 Kategori Jenis Kelamin

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
EXPLOR	Equal variances assumed	,011	,917	1,482	219	,140	1,0370	,69975	-,34215	2,41606
	Equal variances not assumed			1,482	218,539	,140	1,0370	,69976	-,34218	2,41609

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
ESTABLIS	Equal variances assumed	,280	,597	1,193	219	,234	,8499	,71219	-,55373	2,25350
	Equal variances not assumed			1,193	218,445	,234	,8499	,71227	-,55391	2,25368
MAINTENA	Equal variances assumed	,561	,455	-,812	219	,418	-,5613	,69119	1,92352	-,80094
	Equal variances not assumed			-,813	218,961	,417	-,5613	,69026	1,92170	-,79912
DISENGAG	Equal variances assumed	1,094	,297	1,881	219	,061	1,5551	,82667	-,07418	3,18431
	Equal variances not assumed			1,877	214,303	,062	1,5551	,82860	-,07819	3,18832

D.4 Kategori Jenis Perusahaan
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
EXPLO R	Equal variances assumed	,544	,461	,393	219	,695	,2958	,75255	1,18739	1,77893
	Equal variances not assumed			,391	135,763	,696	,2958	,75632	1,19992	1,79147
ESTABLIS	Equal variances assumed	,770	,381	,954	219	,341	,7278	,76327	,77650	2,23208
	Equal variances not assumed			,928	128,595	,355	,7278	,78415	,82371	2,27930
MAINT ENA	Equal variances assumed	1,181	,278	1,244	219	,215	-,9187	,73841	2,37398	-,53661
	Equal variances not assumed			1,203	126,519	,231	-,9187	,76373	2,43002	-,59265
DISEN GAG	Equal variances assumed	,014	,905	2,153	219	,032	1,9008	,88275	,16107	3,64062
	Equal variances not assumed			2,140	135,432	,034	1,9008	,88805	,14461	3,65708

D.5 Paired Sampled *t*-Test Tahapan Karir
Paired Samples Test

		Paired Differences					t	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	VAR00001 - VAR00002	-,7329	5,47695	,43164	-1,5854	,1195	-1,698	160	,091
Pair 2	VAR00001 - VAR00003	-3,3043	6,87572	,54188	-4,3745	-2,2342	-6,098	160	,000
Pair 3	VAR00001 - VAR00004	3,0994	6,94101	,54703	2,0191	4,1797	5,666	160	,000
Pair 4	VAR00002 - VAR00003	-2,5714	6,91078	,54465	-3,6471	-1,4958	-4,721	160	,000
Pair 5	VAR00002 - VAR00004	3,8323	7,17743	,56566	2,7152	4,9494	6,775	160	,000
Pair 6	VAR00003 - VAR00004	6,4037	7,32067	,57695	5,2643	7,5431	11,099	160	,000



Data Partisipan

1. Nama/ Inisial :
2. Usia :
3. Jenis kelamin : Laki-laki Perempuan
4. Status Pernikahan : Belum menikah Menikah, belum punya anak
 Menikah, sudah punya anak
5. Pendidikan terakhir :
6. Pekerjaan sekarang :
Yang bergerak pada bidang : Jasa Barang
Berapa lama? _____ bulan/tahun*
7. Mulai bekerja pada usia _____ :
8. Apakah anda pernah mengalami pindah kerja? Ya Tidak
(Jika jawaban Anda **Tidak**, maka pertanyaan kuesioner berikutnya tidak usah dilanjutkan)
9. Mengalami pindah kerja sebanyak _____ kali
10. Isilah data mengenai pindah kerja yang anda lakukan dalam tabel!

No	Pekerjaan (jabatan)	Jenis perusahaan (barang/ jasa)	Lama bekerja	Alasan pindah
1.				
2.				
3.				
4.				
5.				
6.				

*jika pindah kerja yang dilakukan lebih dari enam kali bisa menuliskan di belakang halaman ini.

11. Nomor yang bisa dihubungi: _____

TERIMA KASIH ATAS PARTISIPASI ANDA

Saya masih mencari jalur karir yang tepat untuk saya

STS	TS	ATS	AS	S	SS

Saya memiliki beberapa pilihan karir yang ingin saya jalani.

STS	TS	ATS	AS	S	SS

Saya masih mempertimbangkan jenis pekerjaan apa yang ingin dikerjakan.

STS	TS	ATS	AS	S	SS

Saya sudah memutuskan untuk menjalani pekerjaan yang sesuai dengan rencana awal.

STS	TS	ATS	AS	S	SS

Sebenarnya pekerjaan ini bukanlah pekerjaan yang saya inginkan.

STS	TS	ATS	AS	S	SS

Terkadang, saya masih bingung apa yang menjadi minat saya pada pekerjaan.

STS	TS	ATS	AS	S	SS