1

Lampiran 1: Instrumen Penelitian

A. Surat Permohonan Ijin

Kepada Yth. Bpk/Ibu/Sdr/i
PT SAI Indonesia
Jakarta

Pertama-tama, Saya mengucapkan terimakasih kepada Bapak Harianto Prasetia selaku Direktur Utama PT SAI INDONESIA atas kesediaan meluangkan waktunya yang amat berharga yang memberi ijin dan kesempatan melakukan penelitian di PT SAI Indonesia, cabang Jakarta.

Kedua, Saya mengucapkan terimakasih atas partisipasi Bpk/Ibu/Sdr/i yang meluangkan waktunya yang sangat berharga untuk mengisi kuesioner yang tercantum pada halaman berikutnya.

Saya adalah mahasiswa Magister Manajemen, Program Studi Magister Manajemen, Universitas Indonesia, yang sedang mengadakan penelitian mengenai organisasi untuk keperluan studi akademis. Saya mengharapkan kesediaan Bpk/Ibu/Sdr/i untuk mengisi seluruh pernyataan kuesioner dalam lembar berikut ini secara lengkap dan benar.

Jawaban Bpk/Ibu/Sdr/i akan dijaga kerahasiaannya dan tidak akan membawa dampak negatif kepada Bpk/Ibu/Sdr/i.

Atas kerjasamanya, Saya mengucapkan terimakasih.

Hormat Saya,

Matias Melado Sihombing
(0606161634)

B. Data Responden

No.	Faktor Demografi	
1.	Gender	1. Perempuan 2. Laki-laki
2.	Usia	1. < 25 tahun 2. 25 – 35 tahun 3. 36 – 45 tahun 4. 46 – 55 tahun
3.	Pendidikan	1. SD 2. SMP 3. SMU/SMK 4. D1 5. D2 6. D3 7. S1
4.	Masa Kerja	1. < 1 tahun 2. 1 – 2 tahun 3. 3 – 5 tahun 4. Di atas 5 tahun
5.	Lingkup Departemen	1. S & D Dept 2. *Commercial Dept* 3. SP Dept 4. *Brand Trade Dept* 5. *Purchasing Dept* 6. *Sales Training Dept* 7. Fin & Acc Dept 8. HRD & GA Dept 9. EDP Dept
6.	Posisi Jabatan	1. *Manager* 2. *Asisten Manager* 3. *Supervisor* 4. *Staff* 5. Karyawan Biasa
7.	Status Pernikahan	1. Belum Menikah 2. Menikah 3. Pernah Menikah
8.	Jumlah Tanggungan	1. Tidak ada 2. 1 orang 3. 2 orang 4. 3 orang 5. 4 orang 6. Lebih dari 4 orang

C. Lembar Kuesioner

Keterangan:

STS   (1) =   Sangat Tidak Setuju
TS   (2) =   Tidak Setuju
S   (3) =   Setuju
SS   (4) =   Sangat Setuju

	BERILAH TANDA SILANG DALAM KOLOM SESUAI DENGAN KEADAAN BPK/IBU/SDR/I	KEADAAN SAAT INI:			
		STS	TS	S	SS
		1	2	3	4
1.	Saya menerima imbalan yang adil atas apa yang Saya lakukan di PT SAI INDONESIA. *(I feel I am being paid a fair amount for the work I do)*				
2.	Hanya sedikit peluang untuk promosi pada pekerjaan Saya. *(There is really too little chance for promotion on my job)*				
3.	Atasan Saya kompeten dalam melakukan tugas-tugasnya. *(My supervisor is quite competent in doing his/her job)*				
4.	Saya tidak puas dengan tunjangan yang Saya terima (misalnya tunjangan kesehatan, transport, makan). *(I am not satisfied with the benefits I receive)*				
5.	Ketika Saya melakukan pekerjaan dengan baik, Saya menerima pengakuan, berupa: *(When I do a good job, I receive the recognition for it that I should receive)*				
	- Pujian				
	- Tanggungjawab				
	- Wewenang dan kebebasan				
6.	Banyak peraturan dan prosedur yang membuat Saya sulit melakukan pekerjaan dengan baik. *(Many of our rules and procedures make doing a good job difficult)*				
7.	Saya suka bekerja dengan orang yang bekerja di tempat Saya. *(I like the people I work with)*				
8.	Saya kadang-kadang merasa bahwa pekerjaan Saya tidak berarti. *(I sometimes feel my job is meaningless)*				
9.	Komunikasi berjalan dengan baik dalam perusahaan ini. *(Communications seem good within this organization)*				
10.	Kenaikan gaji jarang terjadi. *(Raises are too few and far between)*				
11.	Setiap orang yang melakukan pekerjaannya dengan baik mendapatkan peluang untuk dipromosikan. *(Those who do well on the job stand a fair chance of being promoted)*				

BERILAH TANDA SILANG DALAM KOLOM YANG DISEDIAKAN SEBAGAI JAWABAN ATAS PERNYATAAN DI BAWAH INI SESUAI DENGAN KEADAAN BPK/IBU/SDR/I	KEADAAN SAAT INI:			
	STS	TS	S	SS
	1	2	3	4
12. Atasan Saya memperlakukan Saya secara tidak adil. *(My supervisor is unfair to me)*				
13. Tunjangan (kesehatan, transport, makan) yang Saya terima sebaik yang ditawarkan perusahaan lain *(The benefits we receive are as good as most other organizations offer)*				
14. Saya merasa bahwa pekerjaan Saya tidak dihargai. *(I do not feel that the work I do is appreciated)*				
15. Usaha yang Saya lakukan untuk mengerjakan pekerjaan dengan baik jarang dihalangi birokrasi. *(My efforts to do a good job are seldom blocked by red tape)*				
16. Saya merasa bahwa Saya harus bekerja lebih keras karena ketidakmampuan orang yang bekerja bersama dengan Saya. *(I find I have to work harder at my job because of the incompetence of people I work with)*				
17. Saya menyukai hal-hal yang Saya lakukan di tempat Saya bekerja. *(I like doing things I do at work)*				
18. Bagi Saya, tujuan atau sasaran perusahaan ini tidak jelas. *(The goals of this organization are not clear to me)*				
19. Dengan gaji yang Saya terima saat ini, Saya merasa tidak dihargai oleh perusahaan. *(I feel unappreciated by the organization when I think about what they pay me)*				
20. Karyawan di perusahaan ini mendapatkan promosi seperti di perusahaan lainnya. *(People get ahead as fast here as they do in other places)*				
21. Atasan Saya kurang memberi perhatian pada perasaan anak buahnya. *(My supervisor shows too little interest in the feelings of subordinates)*				
22. Paket tunjangan yang Saya terima sudah layak (misalnya, tunjangan kesehatan, transport, makan) *(The benefits package we have is equitable)*				
23. Hanya sedikit penghargaan yang diberikan kepada mereka yang bekerja disini. *(There are few rewards for those who work here)*				
24. Saya memiliki terlalu banyak pekerjaan di perusahaan ini. *(I have too much to do at work)*				
25. Saya menikmati kerja bersama rekan kerja Saya. *(I enjoy my coworkers)*				
26. Saya seringkali tidak tahu apa yang terjadi di dalam perusahaan ini. *(I often feel that I do not know what is going on with the organization).*				

BERILAH TANDA SILANG DALAM KOLOM YANG DISEDIAKAN SEBAGAI JAWABAN ATAS PERNYATAAN DI BAWAH INI SESUAI DENGAN KEADAAN BPK/IBU/SDR/I	KEADAAN SAAT INI:			
	STS	TS	S	SS
	1	2	3	4
27. Saya merasa bangga terhadap apa yang Saya lakukan dalam pekerjaan Saya. *(I feel a sense of pride in doing my job)*				
28. Saya merasa puas dengan adanya kesempatan untuk kenaikan gaji. *(I feel satisfied with my chances for salary increases).*				
29. Saya tidak mendapatkan tunjangan yang seharusnya Saya terima (misalnya tunjangan kesehatan, transport, makan). *(There are benefits we do not have which we should have).*				
30. Saya menyukai atasan Saya. *(I like my supervisor).*				
31. Saya memiliki terlalu banyak pekerjaan tulis-menulis. *(I have too much paperwork)*				
32. Saya merasa bahwa Saya tidak dihargai sebagaimana mestinya. *(I don't feel my efforts are rewarded the way they should be).*				
33. Saya puas dengan kesempatan untuk dipromosikan. *(I am satisfied with my chances for promotion)*				
34. Terlalu banyak percekcokan dan perselisihan di tempat kerja. *(There is too much bickering and fighting at work).*				
35. Saya menikmati pekerjaan saya. *(My job is enjoyable).*				
36. Penugasan kerja tidak disampaikan dengan jelas. *(Work assignments are not fully explained).*				

BERILAH TANDA SILANG DALAM KOLOM YANG DISEDIAKAN SEBAGAI JAWABAN ATAS PERNYATAAN DI BAWAH INI SESUAI DENGAN KEADAAN BPK/IBU/SDR/I	KEADAAN SAAT INI:			
	STS	TS	S	SS
	1	2	3	4
37. Secara keseluruhan, Saya puas bekerja di perusahaan ini.				

Komentar Bpk/Ibu/Sdr/I mengenai PT SAI Indonesia:

Saran Perbaikan:

Lampiran 2: Uji Validitas Variabel

Pay (1)

Correlation Matrix[a]

		x1	x10	x19	x28
Correlation	x1	1.000	.201	.578	.183
	x10	.201	1.000	.377	.101
	x19	.578	.377	1.000	.234
	x28	.183	.101	.234	1.000
Sig. (1-tailed)	x1		.004	.000	.009
	x10	.004		.000	.096
	x19	.000	.000		.001
	x28	.009	.096	.001	

a. Determinant = .538

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.596
Bartlett's Test of Sphericity	Approx. Chi-Square	102.843
	df	6
	Sig.	.000

Anti-image Matrices

		x1	x10	x19	x28
Anti-image Covariance	x1	.663	.017	-.334	-.048
	x10	.017	.857	-.226	-.014
	x19	-.334	-.226	.583	-.108
	x28	-.048	-.014	-.108	.942
Anti-image Correlation	x1	.582[a]	.023	-.537	-.061
	x10	.023	.651[a]	-.320	-.015
	x19	-.537	-.320	.563[a]	-.146
	x28	-.061	-.015	-.146	.796[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x1	1.000	.606
x10	1.000	.345
x19	1.000	.746
x28	1.000	.202

Extraction Method: Principal Component Analysis.

Total Variance Explained

Compo nent	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.899	47.466	47.466	1.899	47.466	47.466
2	.911	22.773	70.239			
3	.803	20.082	90.322			
4	.387	9.678	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x1	.779
x10	.587
x19	.864
x28	.449

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

>>>DIMENSION REDUCTION

Correlation Matrix[a]

		x1	x10	x19
Correlation	x1	1.000	.201	.578
	x10	.201	1.000	.377
	x19	.578	.377	1.000
Sig. (1-tailed)	x1		.004	.000
	x10	.004		.000
	x19	.000	.000	

a. Determinant = .571

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.556
Bartlett's Test of Sphericity	Approx. Chi-Square	93.060
	df	3
	Sig.	.000

Anti-image Matrices

		x1	x10	x19
Anti-image Covariance	x1	.666	.016	-.348
	x10	.016	.858	-.233
	x19	-.348	-.233	.595
Anti-image Correlation	x1	.550[a]	.022	-.553
	x10	.022	.631[a]	-.326
	x19	-.553	-.326	.536[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x1	1.000	.637
x10	1.000	.385
x19	1.000	.770

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.792	59.733	59.733	1.792	59.733	59.733
2	.819	27.289	87.022			
3	.389	12.978	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x1	.798
x10	.620
x19	.878

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Promotion (2)

Correlation Matrix[a]

		x2	x11	x20	x33
Correlation	x2	1.000	.212	.178	.115
	x11	.212	1.000	.375	.431
	x20	.178	.375	1.000	.288
	x33	.115	.431	.288	1.000
Sig. (1-tailed)	x2		.003	.010	.068
	x11	.003		.000	.000
	x20	.010	.000		.000
	x33	.068	.000	.000	

a. Determinant = .645

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.661
Bartlett's Test of Sphericity	Approx. Chi-Square	72.670
	df	6
	Sig.	.000

Anti-image Matrices

		x2	x11	x20	x33
Anti-image Covariance	x2	.944	-.120	-.094	-.009
	x11	-.120	.730	-.210	-.273
	x20	-.094	-.210	.831	-.122
	x33	-.009	-.273	-.122	.795
Anti-image Correlation	x2	.735[a]	-.145	-.106	-.010
	x11	-.145	.625[a]	-.270	-.359
	x20	-.106	-.270	.706[a]	-.150
	x33	-.010	-.359	-.150	.651[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x2	1.000	.202
x11	1.000	.634
x20	1.000	.489
x33	1.000	.510

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.835	45.886	45.886	1.835	45.886	45.886
2	.912	22.795	68.680			
3	.709	17.727	86.407			
4	.544	13.593	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x2	.449
x11	.796
x20	.699
x33	.714

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

>>>**DIMENSION REDUCTION**

Correlation Matrix[a]

		x11	x20	x33
Correlation	x11	1.000	.375	.431
	x20	.375	1.000	.288
	x33	.431	.288	1.000
Sig. (1-tailed)	x11		.000	.000
	x20	.000		.000
	x33	.000	.000	

a. Determinant = .684

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.631
Bartlett's Test of Sphericity	Approx. Chi-Square	63.177
	df	3
	Sig.	.000

Anti-image Matrices

		x11	x20	x33
Anti-image Covariance	x11	.746	-.229	-.280
	x20	-.229	.840	-.124
	x33	-.280	-.124	.795
Anti-image Correlation	x11	.601[a]	-.290	-.364
	x20	-.290	.676[a]	-.151
	x33	-.364	-.151	.634[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x11	1.000	.655
x20	1.000	.506
x33	1.000	.572

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.733	57.751	57.751	1.733	57.751	57.751
2	.717	23.911	81.661			
3	.550	18.339	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x11	.809
x20	.711
x33	.756

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Supervision (3)

Correlation Matrix[a]

		x3	x12	x21	x30
Correlation	x3	1.000	.372	.490	.593
	x12	.372	1.000	.651	.443
	x21	.490	.651	1.000	.495
	x30	.593	.443	.495	1.000
Sig. (1-tailed)	x3		.000	.000	.000
	x12	.000		.000	.000
	x21	.000	.000		.000
	x30	.000	.000	.000	

a. Determinant = .251

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.724
Bartlett's Test of Sphericity	Approx. Chi-Square	229.138
	df	6
	Sig.	.000

Anti-image Matrices

		x3	x12	x21	x30
Anti-image Covariance	x3	.597	.003	-.130	-.268
	x12	.003	.557	-.283	-.094
	x21	-.130	-.283	.493	-.081
	x30	-.268	-.094	-.081	.577
Anti-image Correlation	x3	.733[a]	.005	-.240	-.457
	x12	.005	.704[a]	-.539	-.166
	x21	-.240	-.539	.710[a]	-.152
	x30	-.457	-.166	-.152	.753[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x3	1.000	.589
x12	1.000	.602
x21	1.000	.700
x30	1.000	.633

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.525	63.113	63.113	2.525	63.113	63.113
2	.734	18.345	81.458			
3	.415	10.376	91.834			
4	.327	8.166	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x3	.768
x12	.776
x21	.837
x30	.796

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Fringe Benefits (4)

Correlation Matrix[a]

		x4	x13	x22	x29
Correlation	x4	1.000	.335	.502	.265
	x13	.335	1.000	.474	.266
	x22	.502	.474	1.000	.327
	x29	.265	.266	.327	1.000
Sig. (1-tailed)	x4		.000	.000	.000
	x13	.000		.000	.000
	x22	.000	.000		.000
	x29	.000	.000	.000	

a. Determinant = .494

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.712
Bartlett's Test of Sphericity	Approx. Chi-Square	116.921
	df	6
	Sig.	.000

Anti-image Matrices

		x4	x13	x22	x29
Anti-image Covariance	x4	.727	-.083	-.260	-.086
	x13	-.083	.752	-.237	-.097
	x22	-.260	-.237	.622	-.129
	x29	-.086	-.097	-.129	.867
Anti-image Correlation	x4	.715[a]	-.112	-.386	-.109
	x13	-.112	.735[a]	-.346	-.120
	x22	-.386	-.346	.661[a]	-.175
	x29	-.109	-.120	-.175	.814[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x4	1.000	.545
x13	1.000	.522
x22	1.000	.679
x29	1.000	.356

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.103	52.573	52.573	2.103	52.573	52.573
2	.777	19.424	71.997			
3	.666	16.656	88.653			
4	.454	11.347	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x4	.738
x13	.723
x22	.824
x29	.597

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

>>>DIMENSION REDUCTION

Correlation Matrix[a]

		x4	x13	x22
Correlation	x4	1.000	.335	.502
	x13	.335	1.000	.474
	x22	.502	.474	1.000
Sig. (1-tailed)	x4		.000	.000
	x13	.000		.000
	x22	.000	.000	

a. Determinant = .570

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.642
Bartlett's Test of Sphericity	Approx. Chi-Square	93.362
	df	3
	Sig.	.000

Anti-image Matrices

		x4	x13	x22
Anti-image Covariance	x4	.736	-.095	-.285
	x13	-.095	.763	-.263
	x22	-.285	-.263	.642
Anti-image Correlation	x4	.660[a]	-.127	-.414
	x13	-.127	.682[a]	-.376
	x22	-.414	-.376	.604[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x4	1.000	.595
x13	1.000	.565
x22	1.000	.718

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.878	62.602	62.602	1.878	62.602	62.602
2	.666	22.212	84.814			
3	.456	15.186	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x4	.771
x13	.752
x22	.847

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Contingent Rewards (5)

Correlation Matrix[a]

		x5a	x5b	x5c	x14	x23	x32
Correlation	x5a	1.000	.401	.259	.096	.272	.221
	x5b	.401	1.000	.386	.159	.113	.143
	x5c	.259	.386	1.000	-.023	.028	.071
	x14	.096	.159	-.023	1.000	.464	.604
	x23	.272	.113	.028	.464	1.000	.501
	x32	.221	.143	.071	.604	.501	1.000
Sig. (1-tailed)	x5a		.000	.000	.107	.000	.002
	x5b	.000		.000	.020	.072	.032
	x5c	.000	.000		.385	.360	.178
	x14	.107	.020	.385		.000	.000
	x23	.000	.072	.360	.000		.000
	x32	.002	.032	.178	.000	.000	

a. Determinant = .277

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.658
Bartlett's Test of Sphericity	Approx. Chi-Square	212.172
	df	15
	Sig.	.000

Anti-image Matrices

		x5a	x5b	x5c	x14	x23	x32
Anti-image Covariance	x5a	.758	-.246	-.091	.083	-.155	-.077
	x5b	-.246	.732	-.255	-.103	.034	.019
	x5c	-.091	-.255	.826	.075	.019	-.049
	x14	.083	-.103	.075	.577	-.156	-.279
	x23	-.155	.034	.019	-.156	.674	-.168
	x32	-.077	.019	-.049	-.279	-.168	.560
Anti-image Correlation	x5a	.644[a]	-.331	-.115	.126	-.217	-.118
	x5b	-.331	.600[a]	-.328	-.158	.048	.029
	x5c	-.115	-.328	.616[a]	.108	.025	-.072
	x14	.126	-.158	.108	.633[a]	-.250	-.492
	x23	-.217	.048	.025	-.250	.747[a]	-.274
	x32	-.118	.029	-.072	-.492	-.274	.672[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x5a	1.000	.306
x5b	1.000	.249
x5c	1.000	.093
x14	1.000	.517
x23	1.000	.525
x32	1.000	.608

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.297	38.289	38.289	2.297	38.289	38.289
2	1.493	24.890	63.178			
3	.741	12.357	75.536			
4	.622	10.360	85.895			
5	.486	8.107	94.002			
6	.360	5.998	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x5a	.553
x5b	.499
x5c	.305
x14	.719
x23	.724
x32	.780

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

>>>DIMENSION REDUCTION

Correlation Matrix[a]

		x5a	x5b	x5c
Correlation	x5a	1.000	.401	.259
	x5b	.401	1.000	.386
	x5c	.259	.386	1.000
Sig. (1-tailed)	x5a		.000	.000
	x5b	.000		.000
	x5c	.000	.000	

a. Determinant = .703

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.620
Bartlett's Test of Sphericity	Approx. Chi-Square	58.525
	df	3
	Sig.	.000

Anti-image Matrices

		x5a	x5b	x5c
Anti-image Covariance	x5a	.826	-.267	-.103
	x5b	-.267	.754	-.253
	x5c	-.103	-.253	.838
Anti-image Correlation	x5a	.638[a]	-.338	-.123
	x5b	-.338	.589[a]	-.318
	x5c	-.123	-.318	.649[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x5a	1.000	.531
x5b	1.000	.658
x5c	1.000	.512

Extraction Method: Principal Component Analysis.

Total Variance Explained

Compo nent	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.701	56.705	56.705	1.701	56.705	56.705
2	.741	24.706	81.412			
3	.558	18.588	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x5a	.729
x5b	.811
x5c	.716

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Correlation Matrix[a]

		x14	x23	x32
Correlation	x14	1.000	.464	.604
	x23	.464	1.000	.501
	x32	.604	.501	1.000
Sig. (1-tailed)	x14		.000	.000
	x23	.000		.000
	x32	.000	.000	

a. Determinant = .450

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.682
Bartlett's Test of Sphericity	Approx. Chi-Square	132.813
	df	3
	Sig.	.000

Anti-image Matrices

		x14	x23	x32
Anti-image Covariance	x14	.600	-.153	-.284
	x23	-.153	.708	-.199
	x32	-.284	-.199	.573
Anti-image Correlation	x14	.667[a]	-.235	-.485
	x23	-.235	.754[a]	-.312
	x32	-.485	-.312	.649[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x14	1.000	.705
x23	1.000	.610
x32	1.000	.734

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.048	68.279	68.279	2.048	68.279	68.279
2	.559	18.625	86.904			
3	.393	13.096	100.000			

Extraction Method: Principal Component Analysis.

Communalities

	Initial	Extraction
x14	1.000	.705
x23	1.000	.610
x32	1.000	.734

Extraction Method: Principal Component Analysis.

Operating Conditions (6)

Correlation Matrix[a]

		x6	x15	x24	x31
Correlation	x6	1.000	.220	.263	.016
	x15	.220	1.000	.150	-.034
	x24	.263	.150	1.000	.043
	x31	.016	-.034	.043	1.000
Sig. (1-tailed)	x6		.002	.000	.418
	x15	.002		.025	.329
	x24	.000	.025		.290
	x31	.418	.329	.290	

a. Determinant = .874

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.574
Bartlett's Test of Sphericity	Approx. Chi-Square	22.334
	df	6
	Sig.	.001

Anti-image Matrices

		x6	x15	x24	x31
Anti-image Covariance	x6	.897	-.174	-.216	-.012
	x15	-.174	.941	-.093	.042
	x24	-.216	-.093	.920	-.042
	x31	-.012	.042	-.042	.996
Anti-image Correlation	x6	.560[a]	-.190	-.237	-.013
	x15	-.190	.602[a]	-.100	.043
	x24	-.237	-.100	.578[a]	-.044
	x31	-.013	.043	-.044	.452[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x6	1.000	.560
x15	1.000	.391
x24	1.000	.472
x31	1.000	.002

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.426	35.654	35.654	1.426	35.654	35.654
2	1.018	25.439	61.093			
3	.835	20.877	81.970			
4	.721	18.030	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x6	.749
x15	.625
x24	.687
x31	.047

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

>>>DIMENSION REDUCTION

Correlation Matrix[a]

		x6	x24
Correlation	x6	1.000	.263
	x24	.263	1.000
Sig. (1-tailed)	x6		.000
	x24	.000	

a. Determinant = .931

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	11.922
	df	1
	Sig.	.001

Anti-image Matrices

		x6	x24
Anti-image Covariance	x6	.931	-.245
	x24	-.245	.931
Anti-image Correlation	x6	.500[a]	-.263
	x24	-.263	.500[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x6	1.000	.631
x24	1.000	.631

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.263	63.144	63.144	1.263	63.144	63.144
2	.737	36.856	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x6	.795
x24	.795

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Coworkers (7)

Correlation Matrix[a]

		x7	x16	x25	x34
Correlation	x7	1.000	.134	.388	.242
	x16	.134	1.000	.120	.183
	x25	.388	.120	1.000	.183
	x34	.242	.183	.183	1.000
Sig. (1-tailed)	x7		.042	.000	.001
	x16	.042		.060	.008
	x25	.000	.060		.009
	x34	.001	.008	.009	

a. Determinant = .756

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.612
Bartlett's Test of Sphericity	Approx. Chi-Square	46.402
	df	6
	Sig.	.000

Anti-image Matrices

		x7	x16	x25	x34
Anti-image Covariance	x7	.816	-.058	-.293	-.152
	x16	-.058	.954	-.054	-.141
	x25	-.293	-.054	.838	-.078
	x34	-.152	-.141	-.078	.911
Anti-image Correlation	x7	.584[a]	-.066	-.354	-.177
	x16	-.066	.682[a]	-.060	-.151
	x25	-.354	-.060	.591[a]	-.089
	x34	-.177	-.151	-.089	.670[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x7	1.000	.561
x16	1.000	.211
x25	1.000	.500
x34	1.000	.374

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.646	41.152	41.152	1.646	41.152	41.152
2	.951	23.778	64.931			
3	.797	19.923	84.854			
4	.606	15.146	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x7	.749
x16	.460
x25	.707
x34	.611

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

>>>DIMENSION REDUCTION

Correlation Matrix[a]

		x7	x25
Correlation	x7	1.000	.388
	x25	.388	1.000
Sig. (1-tailed)	x7		.000
	x25	.000	

a. Determinant = .850

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	27.095
	df	1
	Sig.	.000

Anti-image Matrices

		x7	x25
Anti-image Covariance	x7	.850	-.329
	x25	-.329	.850
Anti-image Correlation	x7	.500[a]	-.388
	x25	-.388	.500[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x7	1.000	.694
x25	1.000	.694

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.388	69.377	69.377	1.388	69.377	69.377
2	.612	30.623	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x7	.833
x25	.833

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Nature of Work (8)

Correlation Matrix[a]

		x8	x17	x27	x35
Correlation	x8	1.000	.084	.110	.273
	x17	.084	1.000	.136	.206
	x27	.110	.136	1.000	.291
	x35	.273	.206	.291	1.000
Sig. (1-tailed)	x8		.139	.078	.000
	x17	.139		.039	.004
	x27	.078	.039		.000
	x35	.000	.004	.000	

a. Determinant = .804

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.598
Bartlett's Test of Sphericity	Approx. Chi-Square	36.107
	df	6
	Sig.	.000

Anti-image Matrices

		x8	x17	x27	x35
Anti-image Covariance	x8	.924	-.025	-.028	-.216
	x17	-.025	.951	-.075	-.145
	x27	-.028	-.075	.908	-.222
	x35	-.216	-.145	-.222	.834
Anti-image Correlation	x8	.601[a]	-.027	-.030	-.246
	x17	-.027	.667[a]	-.080	-.163
	x27	-.030	-.080	.613[a]	-.255
	x35	-.246	-.163	-.255	.570[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x8	1.000	.320
x17	1.000	.261
x27	1.000	.391
x35	1.000	.599

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.571	39.265	39.265	1.571	39.265	39.265
2	.925	23.131	62.396			
3	.862	21.554	83.950			
4	.642	16.050	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x8	.566
x17	.511
x27	.625
x35	.774

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

>>>DIMENSION REDUCTION

Correlation Matrix[a]

		x27	x35
Correlation	x27	1.000	.291
	x35	.291	1.000
Sig. (1-tailed)	x27		.000
	x35	.000	

a. Determinant = .915

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	14.736
	df	1
	Sig.	.000

Anti-image Matrices

		x27	x35
Anti-image Covariance	x27	.915	-.266
	x35	-.266	.915
Anti-image Correlation	x27	.500[a]	-.291
	x35	-.291	.500[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x27	1.000	.646
x35	1.000	.646

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.291	64.552	64.552	1.291	64.552	64.552
2	.709	35.448	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x27	.803
x35	.803

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communication (9)

Correlation Matrix[a]

		x9	x18	x26	x36
Correlation	x9	1.000	.370	.370	.300
	x18	.370	1.000	.497	.427
	x26	.370	.497	1.000	.494
	x36	.300	.427	.494	1.000
Sig. (1-tailed)	x9		.000	.000	.000
	x18	.000		.000	.000
	x26	.000	.000		.000
	x36	.000	.000	.000	

a. Determinant = .434

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.753
Bartlett's Test of Sphericity	Approx. Chi-Square	138.304
	df	6
	Sig.	.000

Anti-image Matrices

		x9	x18	x26	x36
Anti-image Covariance	x9	.810	-.151	-.133	-.071
	x18	-.151	.680	-.205	-.150
	x26	-.133	-.205	.634	-.223
	x36	-.071	-.150	-.223	.706
Anti-image Correlation	x9	.811[a]	-.204	-.185	-.094
	x18	-.204	.753[a]	-.312	-.216
	x26	-.185	-.312	.721[a]	-.334
	x36	-.094	-.216	-.334	.756[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x9	1.000	.427
x18	1.000	.603
x26	1.000	.649
x36	1.000	.559

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.238	55.951	55.951	2.238	55.951	55.951
2	.722	18.058	74.009			
3	.559	13.983	87.991			
4	.480	12.009	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
x9	.654
x18	.777
x26	.805
x36	.748

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

>>>DIMENSION REDUCTION

Correlation Matrix[a]

		x18	x26	x36
Correlation	x18	1.000	.497	.427
	x26	.497	1.000	.494
	x36	.427	.494	1.000
Sig. (1-tailed)	x18		.000	.000
	x26	.000		.000
	x36	.000	.000	

a. Determinant = .536

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.679
Bartlett's Test of Sphericity	Approx. Chi-Square	103.553
	df	3
	Sig.	.000

Anti-image Matrices

		x18	x26	x36
Anti-image Covariance	x18	.709	-.248	-.171
	x26	-.248	.656	-.245
	x36	-.171	-.245	.712
Anti-image Correlation	x18	.693[a]	-.363	-.241
	x26	-.363	.653[a]	-.359
	x36	-.241	-.359	.695[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
x18	1.000	.630
x26	1.000	.689
x36	1.000	.627

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.946	64.874	64.874	1.946	64.874	64.874
2	.573	19.085	83.959			
3	.481	16.041	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

| | Component |
	1
x18	.794
x26	.830
x36	.792

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Lampiran 3: Uji Reliabilitas Variabel

Pay (1)

```
RELIABILITY/VARIABLES= x1 x10 x19/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.752	3

Promotion (2)

```
RELIABILITY/VARIABLES= x11x20x33/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.634	3

Supervision (3)

```
RELIABILITY/VARIABLES= x3x12x21x30/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.803	4

Fringe Benefits (4)

```
RELIABILITY/VARIABLES=x4 x13 x22/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.695	3

Contingent Rewards (5)

```
RELIABILITY/VARIABLES= x14 x23 x32/SCALE'ALL
VARIABLES')ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.762	3

Operating Conditions (6)

```
RELIABILITY/VARIABLES=x6 x15 x24/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.447	3

Coworkers (7)

```
RELIABILITY/VARIABLES=x7x18 x25 x34/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.651	4

Nature of Work (8)

```
RELIABILITY/VARIABLES= x27 x35/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.751	2

Communication (9)

```
RELIABILITY/VARIABLES=x9x18 x26 x36/SCALE('ALL VARIABLES')
ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.736	4

General Satisfaction

```
RELIABILITY/VARIABLES= x1 x2 x3 x4 x5a x5b x5c x6 x7 x8 x9
x10 x11 x12 x13 x14 x15 x16 x17 x18 x19 x20 x21 x22 x23
x24 x25 x26 x27 x28 x29 x30 x31 x32 x33 x34 x35 x36
Job_Satisfaction/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	169	100.0
	Excluded[a]	0	.0
	Total	169	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.904	39

Lampiran 4: Hasil Model Regresi Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.760[a]	.577	.553	.46630

a. Predictors: (Constant), communication_score, coworkers_score, promotion_score, fringe_benefits_score, nature_of_work_score, operating_condition_score, supervision_score, contingent_rewards2_score, pay_score

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	47.214	9	5.246	24.127	.000[a]
	Residual	34.573	159	.217		
	Total	81.787	168			

a. Predictors: (Constant), communication_score, coworkers_score, promotion_score, fringe_benefits_score, nature_of_work_score, operating_condition_score, supervision_score, contingent_rewards2_score, pay_score

b. Dependent Variable: Job_Satisfaction

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.036	.036		84.627	.000
	pay_score	.056	.059	.081	.956	.340
	promotion_score	.140	.043	.201	3.233	**.001**
	supervision_score	.010	.058	.014	.168	.867
	fringe_benefits_score	.027	.046	.038	.581	.562
	contingent_rewards2_score	.213	.058	.305	3.638	**.000**
	operating_condition_score	.035	.046	.051	.761	.448
	coworkers_score	.117	.040	.167	2.907	**.004**
	nature_of_work_score	.110	.041	.157	2.671	**.008**
	communication_score	.063	.061	.090	1.039	.301

a. Dependent Variable: Job_Satisfaction

Lampiran 5A: **Uji T dan ANOVA, Perbedaan Tingkat Kepuasan Kerja Berdasarkan Faktor Demografi terhadap Sembilan Dimensi Kepuasan Kerja**

Gender (1)

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
pay	wanita	59	2.7797	.54946	.07153
	pria	110	2.7318	.46149	.04400
promotion	wanita	59	2.7034	.44401	.05780
	pria	110	2.6386	.48319	.04607
supervision	wanita	59	3.0212	.54986	.07159
	pria	110	2.6727	.56640	.05400
fringe_benefits	wanita	59	2.3771	.66529	.08661
	pria	110	2.4091	.49854	.04753
contingent_rewards	wanita	59	2.8051	.36113	.04702
	pria	110	2.6591	.37871	.03611
operating_conditions	wanita	59	2.7839	.49449	.06438
	pria	110	2.6614	.55395	.05282
coworkers	wanita	59	3.0763	.39461	.05137
	pria	110	2.8750	.36117	.03444
nature_of_work	wanita	59	3.0678	.41479	.05400
	pria	110	2.9795	.34887	.03326
communication	wanita	59	2.9449	.44058	.05736
	pria	110	2.7023	.53060	.05059

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
pay	Equal variances assumed	1.707	.193	.600	167	.549	.04784	.07969	-.10948	.20517
	Equal variances not assumed			.570	102.393	.570	.04784	.08398	-.11873	.21442
promotion	Equal variances assumed	2.025	.157	.854	167	.394	.06475	.07584	-.08497	.21447
	Equal variances not assumed			.876	127.674	.383	.06475	.07392	-.08151	.21102
supervision	Equal variances assumed	1.909	.169	3.851	167	.000	.34846	.09048	.16982	.52709
	Equal variances not assumed			3.886	121.810	.000	.34846	.08967	.17094	.52598
fringe_benefits	Equal variances assumed	4.654	**.032**	-.352	167	.725	-.03197	.09070	-.21105	.14710
	Equal variances not assumed			-.324	93.677	.747	-.03197	.09880	-.22815	.16421
contingent_rewards	Equal variances assumed	.344	.558	2.428	167	.016	.14599	.06014	.02726	.26473
	Equal variances not assumed			2.463	123.701	.015	.14599	.05928	.02866	.26333
operating_conditions	Equal variances assumed	.467	.495	1.422	167	.157	.12253	.08618	-.04761	.29268
	Equal variances not assumed			1.472	130.821	.144	.12253	.08327	-.04220	.28727
coworkers	Equal variances assumed	.637	.426	3.343	167	.001	.20127	.06021	.08240	.32014
	Equal variances not assumed			3.254	110.012	.002	.20127	.06185	.07870	.32384
nature_of_work	Equal variances assumed	3.678	.057	1.466	167	.145	.08825	.06020	-.03061	.20711
	Equal variances not assumed			1.391	102.512	.167	.08825	.06342	-.03754	.21404
Communication	Equal variances assumed	4.853	**.029**	3.000	167	.003	.24264	.08087	.08298	.40231
	Equal variances not assumed			3.173	138.681	.002	.24264	.07648	.09142	.39386

Usia (2)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
						Lower Bound	Upper Bound		
Pay	<25 thn	38	2.2566	.44830	.07272	2.1092	2.4039	1.25	3.00
	25-35 thn	45	2.8333	.34542	.05149	2.7296	2.9371	2.00	3.75
	36-45 thn	66	2.9659	.43387	.05341	2.8593	3.0726	2.00	4.00
	46-55 thn	20	2.7750	.41279	.09230	2.5818	2.9682	2.00	3.50
	Total	169	2.7485	.49288	.03791	2.6737	2.8234	1.25	4.00
Promotion	<25 thn	38	2.2434	.46312	.07513	2.0912	2.3956	1.25	3.75
	25-35 thn	45	2.7389	.41271	.06152	2.6149	2.8629	1.75	3.75
	36-45 thn	66	2.8144	.40504	.04986	2.7148	2.9140	1.75	3.75
	46-55 thn	20	2.7750	.34317	.07673	2.6144	2.9356	2.25	3.50
	Total	169	2.6612	.46957	.03612	2.5899	2.7326	1.25	3.75
Super vision	<25 thn	38	2.2632	.63922	.10370	2.0531	2.4733	1.00	3.75
	25-35 thn	45	2.9222	.37242	.05552	2.8103	3.0341	2.00	4.00
	36-45 thn	66	3.0265	.46020	.05665	2.9134	3.1396	1.75	4.00
	46-55 thn	20	2.7500	.61237	.13693	2.4634	3.0366	1.25	4.00
	Total	169	2.7944	.58334	.04487	2.7058	2.8830	1.00	4.00
Fringe benefits	<25 thn	38	1.9276	.47187	.07655	1.7725	2.0827	1.00	2.75
	25-35 thn	45	2.4222	.47917	.07143	2.2783	2.5662	1.25	3.25
	36-45 thn	66	2.6136	.55328	.06810	2.4776	2.7496	1.50	3.75
	46-55 thn	20	2.5250	.37958	.08488	2.3474	2.7026	2.00	3.25
	Total	169	2.3979	.56062	.04312	2.3128	2.4831	1.00	3.75
Contingent rewards	<25 thn	38	2.3465	.32967	.05348	2.2381	2.4549	1.67	3.17
	25-35 thn	45	2.7519	.26020	.03879	2.6737	2.8300	2.00	3.33
	36-45 thn	66	2.8990	.29653	.03650	2.8261	2.9719	1.83	3.67
	46-55 thn	20	2.6833	.44885	.10036	2.4733	2.8934	2.00	3.67
	Total	169	2.7101	.37808	.02908	2.6526	2.7675	1.67	3.67
Operating_ conditions	<25 thn	38	2.5921	.82696	.13415	2.3203	2.8639	1.50	7.00
	25-35 thn	45	2.6556	.25164	.03751	2.5800	2.7312	2.25	3.00
	36-45 thn	66	2.7841	.50361	.06199	2.6603	2.9079	1.75	3.75
	46-55 thn	20	2.7625	.36702	.08207	2.5907	2.9343	2.00	3.25
	Total	169	2.7041	.53567	.04121	2.6228	2.7855	1.50	7.00
Coworkers	<25 thn	38	2.6974	.33970	.05511	2.5857	2.8090	2.00	3.50
	25-35 thn	45	2.9056	.24593	.03666	2.8317	2.9794	2.50	3.50
	36-45 thn	66	3.1212	.38541	.04744	3.0265	3.2160	2.50	4.00
	46-55 thn	20	2.9250	.44500	.09951	2.7167	3.1333	1.75	4.00
	Total	169	2.9453	.38426	.02956	2.8869	3.0036	1.75	4.00
Nature of work	<25 thn	38	2.7171	.32451	.05264	2.6104	2.8238	2.00	3.50
	25-35 thn	45	2.9667	.21052	.03138	2.9034	3.0299	2.50	3.75
	36-45 thn	66	3.2197	.32967	.04058	3.1387	3.3007	2.50	3.75
	46-55 thn	20	2.9750	.47917	.10715	2.7507	3.1993	2.00	4.00
	Total	169	3.0104	.37436	.02880	2.9535	3.0672	2.00	4.00
Commu nication	<25 thn	38	2.3421	.50811	.08243	2.1751	2.5091	1.25	3.25
	25-35 thn	45	2.8056	.38022	.05668	2.6913	2.9198	2.00	4.00
	36-45 thn	66	3.0492	.42792	.05267	2.9440	3.1544	1.75	4.00
	46-55 thn	20	2.7250	.47226	.10560	2.5040	2.9460	1.75	3.25
	Total	169	2.7870	.51297	.03946	2.7091	2.8649	1.25	4.00

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Pay	.933	3	165	.426
promotion	.387	3	165	.763
supervision	4.405	3	165	.005
fringe_benefits	1.447	3	165	.231
contingent_rewards	2.404	3	165	.069
operating_conditions	2.606	3	165	.054
coworkers	3.772	3	165	.012
nature_of_work	6.629	3	165	.000
communication	1.929	3	165	.127

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
pay	Between Groups	12.653	3	4.218	24.714	.000
	Within Groups	28.159	165	.171		
	Total	40.812	168			
promotion	Between Groups	8.712	3	2.904	16.913	.000
	Within Groups	28.332	165	.172		
	Total	37.044	168			
supervision	Between Groups	15.055	3	5.018	19.662	.000
	Within Groups	42.112	165	.255		
	Total	57.167	168			
fringe_ benefits	Between Groups	11.825	3	3.942	15.872	.000
	Within Groups	40.976	165	.248		
	Total	52.802	168			
contingent_ rewards	Between Groups	7.472	3	2.491	24.840	.000
	Within Groups	16.543	165	.100		
	Total	24.015	168			
operating_ conditions	Between Groups	1.073	3	.358	1.252	.293
	Within Groups	47.134	165	.286		
	Total	48.207	168			
coworkers	Between Groups	4.458	3	1.486	12.048	.000
	Within Groups	20.349	165	.123		
	Total	24.806	168			
nature_of_ work	Between Groups	6.271	3	2.090	19.968	.000
	Within Groups	17.273	165	.105		
	Total	23.544	168			
Communi cation	Between Groups	12.153	3	4.051	20.852	.000
	Within Groups	32.054	165	.194		
	Total	44.206	168			

Multiple Comparisons

LSD

Dependent Variable	(I) usia	(J) usia	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
pay	<25 thn	25-35 thn	-.57675	.09101	.000	-.7565	-.3971
		36-45 thn	-.70933	.08412	.000	-.8754	-.5432
		46-55 thn	-.51842	.11412	.000	-.7438	-.2931
	25-35 thn	<25 thn	.57675	.09101	.000	.3971	.7565
		36-45 thn	-.13258	.07986	.099	-.2903	.0251
		46-55 thn	.05833	.11102	.600	-.1609	.2775
	36-45 thn	<25 thn	.70933	.08412	.000	.5432	.8754
		25-35 thn	.13258	.07986	.099	-.0251	.2903
		46-55 thn	.19091	.10545	.072	-.0173	.3991
	46-55 thn	<25 thn	.51842	.11412	.000	.2931	.7438
		25-35 thn	-.05833	.11102	.600	-.2775	.1609
		36-45 thn	-.19091	.10545	.072	-.3991	.0173
promotion	<25 thn	25-35 thn	-.49547	.09129	.000	-.6757	-.3152
		36-45 thn	-.57097	.08438	.000	-.7376	-.4044
		46-55 thn	-.53158	.11447	.000	-.7576	-.3056
	25-35 thn	<25 thn	.49547	.09129	.000	.3152	.6757
		36-45 thn	-.07551	.08011	.347	-.2337	.0827
		46-55 thn	-.03611	.11136	.746	-.2560	.1838
	36-45 thn	<25 thn	.57097	.08438	.000	.4044	.7376
		25-35 thn	.07551	.08011	.347	-.0827	.2337
		46-55 thn	.03939	.10577	.710	-.1694	.2482
	46-55 thn	<25 thn	.53158	.11447	.000	.3056	.7576
		25-35 thn	.03611	.11136	.746	-.1838	.2560
		36-45 thn	-.03939	.10577	.710	-.2482	.1694
supervision	<25 thn	25-35 thn	-.65906	.11130	.000	-.8788	-.4393
		36-45 thn	-.76336	.10288	.000	-.9665	-.5602
		46-55 thn	-.48684	.13956	.001	-.7624	-.2113
	25-35 thn	<25 thn	.65906	.11130	.000	.4393	.8788
		36-45 thn	-.10429	.09767	.287	-.2971	.0885
		46-55 thn	.17222	.13577	.206	-.0958	.4403
	36-45 thn	<25 thn	.76336	.10288	.000	.5602	.9665
		25-35 thn	.10429	.09767	.287	-.0885	.2971
		46-55 thn	.27652	.12895	.033	.0219	.5311
	46-55 thn	<25 thn	.48684	.13956	.001	.2113	.7624
		25-35 thn	-.17222	.13577	.206	-.4403	.0958
		36-45 thn	-.27652	.12895	.033	-.5311	-.0219
fringe_benefits	<25 thn	25-35 thn	-.49459	.10979	.000	-.7114	-.2778
		36-45 thn	-.68600	.10148	.000	-.8864	-.4856
		46-55 thn	-.59737	.13767	.000	-.8692	-.3256
	25-35 thn	<25 thn	.49459	.10979	.000	.2778	.7114
		36-45 thn	-.19141	.09634	.049	-.3816	-.0012
		46-55 thn	-.10278	.13392	.444	-.3672	.1616
	36-45 thn	<25 thn	.68600	.10148	.000	.4856	.8864
		25-35 thn	.19141	.09634	.049	.0012	.3816
		46-55 thn	.08864	.12720	.487	-.1625	.3398
	46-55 thn	<25 thn	.59737	.13767	.000	.3256	.8692
		25-35 thn	.10278	.13392	.444	-.1616	.3672
		36-45 thn	-.08864	.12720	.487	-.3398	.1625

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) usia	(J) usia	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
contingent_rewards	<25 thn	25-35 thn	-.40536	.06976	.000	-.5431	-.2676
		36-45 thn	-.55250	.06448	.000	-.6798	-.4252
		46-55 thn	-.33684	.08747	.000	-.5096	-.1641
	25-35 thn	<25 thn	.40536	.06976	.000	.2676	.5431
		36-45 thn	-.14714	.06121	.017	-.2680	-.0263
		46-55 thn	.06852	.08510	.422	-.0995	.2365
	36-45 thn	<25 thn	.55250	.06448	.000	.4252	.6798
		25-35 thn	.14714	.06121	.017	.0263	.2680
		46-55 thn	.21566	.08082	.008	.0561	.3752
	46-55 thn	<25 thn	.33684	.08747	.000	.1641	.5096
		25-35 thn	-.06852	.08510	.422	-.2365	.0995
		36-45 thn	-.21566	.08082	.008	-.3752	-.0561
operating_conditions	<25 thn	25-35 thn	-.06345	.11775	.591	-.2959	.1690
		36-45 thn	-.19199	.10884	.080	-.4069	.0229
		46-55 thn	-.17039	.14765	.250	-.4619	.1211
	25-35 thn	<25 thn	.06345	.11775	.591	-.1690	.2959
		36-45 thn	-.12854	.10333	.215	-.3325	.0755
		46-55 thn	-.10694	.14363	.458	-.3905	.1767
	36-45 thn	<25 thn	.19199	.10884	.080	-.0229	.4069
		25-35 thn	.12854	.10333	.215	-.0755	.3325
		46-55 thn	.02159	.13642	.874	-.2478	.2910
	46-55 thn	<25 thn	.17039	.14765	.250	-.1211	.4619
		25-35 thn	.10694	.14363	.458	-.1767	.3905
		36-45 thn	-.02159	.13642	.874	-.2910	.2478
coworkers	<25 thn	25-35 thn	-.20819	.07737	.008	-.3609	-.0554
		36-45 thn	-.42384	.07151	.000	-.5650	-.2826
		46-55 thn	-.22763	.09701	.020	-.4192	-.0361
	25-35 thn	<25 thn	.20819	.07737	.008	.0554	.3609
		36-45 thn	-.21566	.06789	.002	-.3497	-.0816
		46-55 thn	-.01944	.09438	.837	-.2058	.1669
	36-45 thn	<25 thn	.42384	.07151	.000	.2826	.5650
		25-35 thn	.21566	.06789	.002	.0816	.3497
		46-55 thn	.19621	.08964	.030	.0192	.3732
	46-55 thn	<25 thn	.22763	.09701	.020	.0361	.4192
		25-35 thn	.01944	.09438	.837	-.1669	.2058
		36-45 thn	-.19621	.08964	.030	-.3732	-.0192
nature_of_work	<25 thn	25-35 thn	-.24956	.07128	.001	-.3903	-.1088
		36-45 thn	-.50259	.06589	.000	-.6327	-.3725
		46-55 thn	-.25789	.08938	.004	-.4344	-.0814
	25-35 thn	<25 thn	.24956	.07128	.001	.1088	.3903
		36-45 thn	-.25303	.06255	.000	-.3765	-.1295
		46-55 thn	-.00833	.08695	.924	-.1800	.1633
	36-45 thn	<25 thn	.50259	.06589	.000	.3725	.6327
		25-35 thn	.25303	.06255	.000	.1295	.3765
		46-55 thn	.24470	.08259	.003	.0816	.4078
	46-55 thn	<25 thn	.25789	.08938	.004	.0814	.4344
		25-35 thn	.00833	.08695	.924	-.1633	.1800
		36-45 thn	-.24470	.08259	.003	-.4078	-.0816

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) usia	(J) usia	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval Lower Bound	95% Confidence Interval Upper Bound
Communication	<25 thn	25-35 thn	-.46345	.09710	.000	-.6552	-.2717
		36-45 thn	-.70714	.08975	.000	-.8844	-.5299
		46-55 thn	-.38289	.12176	.002	-.6233	-.1425
	25-35 thn	<25 thn	.46345	.09710	.000	.2717	.6552
		36-45 thn	-.24369	.08521	.005	-.4119	-.0754
		46-55 thn	.08056	.11845	.497	-.1533	.3144
	36-45 thn	<25 thn	.70714	.08975	.000	.5299	.8844
		25-35 thn	.24369	.08521	.005	.0754	.4119
		46-55 thn	.32424	.11250	.004	.1021	.5464
	46-55 thn	<25 thn	.38289	.12176	.002	.1425	.6233
		25-35 thn	-.08056	.11845	.497	-.3144	.1533
		36-45 thn	-.32424	.11250	.004	-.5464	-.1021

*. The mean difference is significant at the 0.05 level.

Masa Kerja (3)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean Lower Bound	95% Confidence Interval for Mean Upper Bound	Min	Max
pay	<1 thn	6	2.6667	.37639	.15366	2.2717	3.0617	2.00	3.00
	1-2 thn	8	2.7813	.48985	.17319	2.3717	3.1908	2.00	3.50
	3-5 thn	60	2.8292	.52580	.06788	2.6933	2.9650	1.25	4.00
	6-10 thn	19	2.7368	.46751	.10725	2.5115	2.9622	2.00	3.75
	11-20 thn	66	2.7159	.47614	.05861	2.5989	2.8330	1.25	3.50
	>20 thn	10	2.5250	.51975	.16436	2.1532	2.8968	1.25	3.00
	Total	169	2.7485	.49288	.03791	2.6737	2.8234	1.25	4.00
promotion	<1 thn	6	2.4583	.45871	.18727	1.9769	2.9397	1.75	2.75
	1-2 thn	8	2.5625	.39528	.13975	2.2320	2.8930	2.00	3.00
	3-5 thn	60	2.6750	.49210	.06353	2.5479	2.8021	1.75	3.75
	6-10 thn	19	2.9079	.38379	.08805	2.7229	3.0929	2.25	3.75
	11-20 thn	66	2.6212	.46044	.05668	2.5080	2.7344	1.25	3.50
	>20 thn	10	2.5750	.52770	.16687	2.1975	2.9525	1.75	3.25
	Total	169	2.6612	.46957	.03612	2.5899	2.7326	1.25	3.75
supervision	<1 thn	6	2.9583	.24580	.10035	2.7004	3.2163	2.50	3.25
	1-2 thn	8	2.9063	.44194	.15625	2.5368	3.2757	2.25	3.75
	3-5 thn	60	2.8833	.57943	.07480	2.7337	3.0330	1.00	4.00
	6-10 thn	19	2.8684	.59726	.13702	2.5805	3.1563	1.75	4.00
	11-20 thn	66	2.7008	.61896	.07619	2.5486	2.8529	1.25	4.00
	>20 thn	10	2.5500	.51099	.16159	2.1845	2.9155	1.25	3.00
	Total	169	2.7944	.58334	.04487	2.7058	2.8830	1.00	4.00
fringe_benefits	<1 thn	6	2.5417	.36799	.15023	2.1555	2.9278	2.00	3.00
	1-2 thn	8	2.4375	.56300	.19905	1.9668	2.9082	1.50	3.00
	3-5 thn	60	2.4583	.67674	.08737	2.2835	2.6332	1.00	3.75
	6-10 thn	19	2.2895	.58490	.13418	2.0076	2.5714	1.25	3.00
	11-20 thn	66	2.3409	.45496	.05600	2.2291	2.4528	1.25	3.25
	>20 thn	10	2.5000	.51370	.16245	2.1325	2.8675	1.50	3.25
	Total	169	2.3979	.56062	.04312	2.3128	2.4831	1.00	3.75

Cont . . .   Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
						Lower Bound	Upper Bound		
contingent_ rewards	<1 thn	6	2.6667	.42164	.17213	2.2242	3.1091	1.83	3.00
	1-2 thn	8	2.7500	.19920	.07043	2.5835	2.9165	2.33	3.00
	3-5 thn	60	2.7444	.38750	.05003	2.6443	2.8445	2.00	3.67
	6-10 thn	19	2.7544	.35298	.08098	2.5843	2.9245	2.00	3.33
	11-20 thn	66	2.6944	.40254	.04955	2.5955	2.7934	1.67	3.67
	>20 thn	10	2.5167	.27722	.08767	2.3184	2.7150	2.00	2.83
	Total	169	2.7101	.37808	.02908	2.6526	2.7675	1.67	3.67
operating_ conditions	<1 thn	6	2.5000	.44721	.18257	2.0307	2.9693	1.75	3.00
	1-2 thn	8	2.7188	.33905	.11987	2.4353	3.0022	2.00	3.00
	3-5 thn	60	2.8375	.40344	.05208	2.7333	2.9417	2.25	3.75
	6-10 thn	19	2.4605	.35613	.08170	2.2889	2.6322	1.75	3.00
	11-20 thn	66	2.6894	.68929	.08485	2.5199	2.8588	1.50	7.00
	>20 thn	10	2.5750	.33437	.10574	2.3358	2.8142	2.00	3.00
	Total	169	2.7041	.53567	.04121	2.6228	2.7855	1.50	7.00
coworkers	<1 thn	6	2.7917	.29226	.11932	2.4850	3.0984	2.50	3.25
	1-2 thn	8	2.8125	.37201	.13153	2.5015	3.1235	2.25	3.50
	3-5 thn	60	3.0250	.34043	.04395	2.9371	3.1129	2.50	4.00
	6-10 thn	19	2.9737	.45563	.10453	2.7541	3.1933	2.25	3.75
	11-20 thn	66	2.9053	.40136	.04940	2.8066	3.0040	1.75	4.00
	>20 thn	10	2.8750	.41248	.13044	2.5799	3.1701	2.00	3.25
	Total	169	2.9453	.38426	.02956	2.8869	3.0036	1.75	4.00
nature_of_ work	<1 thn	6	2.9167	.12910	.05270	2.7812	3.0521	2.75	3.00
	1-2 thn	8	3.0313	.33905	.11987	2.7478	3.3147	2.50	3.75
	3-5 thn	60	3.0167	.33467	.04321	2.9302	3.1031	2.25	3.75
	6-10 thn	19	3.0000	.34359	.07883	2.8344	3.1656	2.00	3.75
	11-20 thn	66	3.0265	.43881	.05401	2.9186	3.1344	2.00	4.00
	>20 thn	10	2.9250	.37361	.11815	2.6577	3.1923	2.00	3.25
	Total	169	3.0104	.37436	.02880	2.9535	3.0672	2.00	4.00
Commu nication	<1 thn	6	2.6667	.40825	.16667	2.2382	3.0951	2.25	3.25
	1-2 thn	8	2.9375	.43814	.15490	2.5712	3.3038	2.00	3.50
	3-5 thn	60	2.8083	.43513	.05617	2.6959	2.9207	2.00	3.50
	6-10 thn	19	2.8421	.63031	.14460	2.5383	3.1459	1.50	4.00
	11-20 thn	66	2.7614	.57751	.07109	2.6194	2.9033	1.25	4.00
	>20 thn	10	2.6750	.40910	.12937	2.3823	2.9677	1.75	3.25
	Total	169	2.7870	.51297	.03946	2.7091	2.8649	1.25	4.00

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
pay	.334	5	163	.892
promotion	.775	5	163	.569
supervision	1.231	5	163	.297
fringe_benefits	1.824	5	163	.111
contingent_rewards	1.221	5	163	.302
operating_conditions	.794	5	163	.555
coworkers	.697	5	163	.626
nature_of_work	2.393	5	163	.040
communication	1.009	5	163	.414

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
pay	Between Groups	1.011	5	.202	.828	.531
	Within Groups	39.801	163	.244		
	Total	40.812	168			
promotion	Between Groups	1.672	5	.334	1.541	.180
	Within Groups	35.371	163	.217		
	Total	37.044	168			
supervision	Between Groups	2.016	5	.403	1.192	.316
	Within Groups	55.151	163	.338		
	Total	57.167	168			
fringe_ benefits	Between Groups	.898	5	.180	.564	.728
	Within Groups	51.904	163	.318		
	Total	52.802	168			
contingent_ rewards	Between Groups	.522	5	.104	.725	.606
	Within Groups	23.493	163	.144		
	Total	24.015	168			
operating_ conditions	Between Groups	2.628	5	.526	1.879	.101
	Within Groups	45.580	163	.280		
	Total	48.207	168			
coworkers	Between Groups	.834	5	.167	1.134	.344
	Within Groups	23.972	163	.147		
	Total	24.806	168			
nature_of_ work	Between Groups	.151	5	.030	.210	.958
	Within Groups	23.394	163	.144		
	Total	23.544	168			
Commu nication	Between Groups	.522	5	.104	.389	.856
	Within Groups	43.684	163	.268		
	Total	44.206	168			

Multiple Comparisons

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
pay	<1 thn	1-2 thn	-.11458	.26687	.668	-.6415	.4124
		3-5 thn	-.16250	.21158	.444	-.5803	.2553
		6-10 thn	-.07018	.23140	.762	-.5271	.3868
		11-20 thn	-.04924	.21070	.816	-.4653	.3668
		>20 thn	.14167	.25517	.580	-.3622	.6455
	1-2 thn	<1 thn	.11458	.26687	.668	-.4124	.6415
		3-5 thn	-.04792	.18599	.797	-.4152	.3193
		6-10 thn	.04441	.20826	.831	-.3668	.4556
		11-20 thn	.06534	.18499	.724	-.2999	.4306
		>20 thn	.25625	.23439	.276	-.2066	.7191
	3-5 thn	<1 thn	.16250	.21158	.444	-.2553	.5803
		1-2 thn	.04792	.18599	.797	-.3193	.4152
		6-10 thn	.09232	.13008	.479	-.1645	.3492
		11-20 thn	.11326	.08814	.201	-.0608	.2873
		>20 thn	.30417	.16878	.073	-.0291	.6374
	6-10 thn	<1 thn	.07018	.23140	.762	-.3868	.5271
		1-2 thn	-.04441	.20826	.831	-.4556	.3668
		3-5 thn	-.09232	.13008	.479	-.3492	.1645
		11-20 thn	.02093	.12865	.871	-.2331	.2750
		>20 thn	.21184	.19305	.274	-.1694	.5930
	11-20 thn	<1 thn	.04924	.21070	.816	-.3668	.4653
		1-2 thn	-.06534	.18499	.724	-.4306	.2999
		3-5 thn	-.11326	.08814	.201	-.2873	.0608
		6-10 thn	-.02093	.12865	.871	-.2750	.2331
		>20 thn	.19091	.16768	.257	-.1402	.5220
	>20 thn	<1 thn	-.14167	.25517	.580	-.6455	.3622
		1-2 thn	-.25625	.23439	.276	-.7191	.2066
		3-5 thn	-.30417	.16878	.073	-.6374	.0291
		6-10 thn	-.21184	.19305	.274	-.5930	.1694
		11-20 thn	-.19091	.16768	.257	-.5220	.1402

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
promotion	<1 thn	1-2 thn	-.10417	.25158	.679	-.6009	.3926
		3-5 thn	-.21667	.19946	.279	-.6105	.1772
		6-10 thn	-.44956	.21815	**.041**	-.8803	-.0188
		11-20 thn	-.16288	.19863	.413	-.5551	.2293
		>20 thn	-.11667	.24056	.628	-.5917	.3583
	1-2 thn	<1 thn	.10417	.25158	.679	-.3926	.6009
		3-5 thn	-.11250	.17533	.522	-.4587	.2337
		6-10 thn	-.34539	.19633	.080	-.7331	.0423
		11-20 thn	-.05871	.17439	.737	-.4031	.2856
		>20 thn	-.01250	.22096	.955	-.4488	.4238
	3-5 thn	<1 thn	.21667	.19946	.279	-.1772	.6105
		1-2 thn	.11250	.17533	.522	-.2337	.4587
		6-10 thn	-.23289	.12263	.059	-.4750	.0093
		11-20 thn	.05379	.08309	.518	-.1103	.2179
		>20 thn	.10000	.15911	.531	-.2142	.4142
	6-10 thn	<1 thn	.44956	.21815	.041	.0188	.8803
		1-2 thn	.34539	.19633	.080	-.0423	.7331
		3-5 thn	.23289	.12263	.059	-.0093	.4750
		11-20 thn	.28668	.12128	**.019**	.0472	.5262
		>20 thn	.33289	.18199	.069	-.0265	.6923
	11-20 thn	<1 thn	.16288	.19863	.413	-.2293	.5551
		1-2 thn	.05871	.17439	.737	-.2856	.4031
		3-5 thn	-.05379	.08309	.518	-.2179	.1103
		6-10 thn	-.28668	.12128	**.019**	-.5262	-.0472
		>20 thn	.04621	.15808	.770	-.2659	.3584
	>20 thn	<1 thn	.11667	.24056	.628	-.3583	.5917
		1-2 thn	.01250	.22096	.955	-.4238	.4488
		3-5 thn	-.10000	.15911	.531	-.4142	.2142
		6-10 thn	-.33289	.18199	.069	-.6923	.0265
		11-20 thn	-.04621	.15808	.770	-.3584	.2659

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
supervision	<1 thn	1-2 thn	.05208	.31414	.869	-.5682	.6724
		3-5 thn	.07500	.24906	.764	-.4168	.5668
		6-10 thn	.08991	.27240	.742	-.4480	.6278
		11-20 thn	.25758	.24803	.301	-.2322	.7473
		>20 thn	.40833	.30038	.176	-.1848	1.0015
	1-2 thn	<1 thn	-.05208	.31414	.869	-.6724	.5682
		3-5 thn	.02292	.21894	.917	-.4094	.4552
		6-10 thn	.03783	.24516	.878	-.4463	.5219
		11-20 thn	.20549	.21776	.347	-.2245	.6355
		>20 thn	.35625	.27591	.198	-.1886	.9011
	3-5 thn	<1 thn	-.07500	.24906	.764	-.5668	.4168
		1-2 thn	-.02292	.21894	.917	-.4552	.4094
		6-10 thn	.01491	.15312	.923	-.2875	.3173
		11-20 thn	.18258	.10376	.080	-.0223	.3875
		>20 thn	.33333	.19868	.095	-.0590	.7257
	6-10 thn	<1 thn	-.08991	.27240	.742	-.6278	.4480
		1-2 thn	-.03783	.24516	.878	-.5219	.4463
		3-5 thn	-.01491	.15312	.923	-.3173	.2875
		11-20 thn	.16766	.15144	.270	-.1314	.4667
		>20 thn	.31842	.22725	.163	-.1303	.7672
	11-20 thn	<1 thn	-.25758	.24803	.301	-.7473	.2322
		1-2 thn	-.20549	.21776	.347	-.6355	.2245
		3-5 thn	-.18258	.10376	.080	-.3875	.0223
		6-10 thn	-.16766	.15144	.270	-.4667	.1314
		>20 thn	.15076	.19739	.446	-.2390	.5405
	>20 thn	<1 thn	-.40833	.30038	.176	-1.0015	.1848
		1-2 thn	-.35625	.27591	.198	-.9011	.1886
		3-5 thn	-.33333	.19868	.095	-.7257	.0590
		6-10 thn	-.31842	.22725	.163	-.7672	.1303
		11-20 thn	-.15076	.19739	.446	-.5405	.2390

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
fringe_benefits	<1 thn	1-2 thn	.10417	.30475	.733	-.4976	.7059
		3-5 thn	.08333	.24162	.731	-.3938	.5604
		6-10 thn	.25219	.26426	.341	-.2696	.7740
		11-20 thn	.20076	.24062	.405	-.2744	.6759
		>20 thn	.04167	.29140	.886	-.5337	.6171
	1-2 thn	<1 thn	-.10417	.30475	.733	-.7059	.4976
		3-5 thn	-.02083	.21239	.922	-.4402	.3986
		6-10 thn	.14803	.23783	.535	-.3216	.6177
		11-20 thn	.09659	.21125	.648	-.3206	.5137
		>20 thn	-.06250	.26767	.816	-.5910	.4660
	3-5 thn	<1 thn	-.08333	.24162	.731	-.5604	.3938
		1-2 thn	.02083	.21239	.922	-.3986	.4402
		6-10 thn	.16886	.14855	.257	-.1245	.4622
		11-20 thn	.11742	.10066	.245	-.0813	.3162
		>20 thn	-.04167	.19274	.829	-.4223	.3389
	6-10 thn	<1 thn	-.25219	.26426	.341	-.7740	.2696
		1-2 thn	-.14803	.23783	.535	-.6177	.3216
		3-5 thn	-.16886	.14855	.257	-.4622	.1245
		11-20 thn	-.05144	.14692	.727	-.3415	.2387
		>20 thn	-.21053	.22046	.341	-.6459	.2248
	11-20 thn	<1 thn	-.20076	.24062	.405	-.6759	.2744
		1-2 thn	-.09659	.21125	.648	-.5137	.3206
		3-5 thn	-.11742	.10066	.245	-.3162	.0813
		6-10 thn	.05144	.14692	.727	-.2387	.3415
		>20 thn	-.15909	.19149	.407	-.5372	.2190
	>20 thn	<1 thn	-.04167	.29140	.886	-.6171	.5337
		1-2 thn	.06250	.26767	.816	-.4660	.5910
		3-5 thn	.04167	.19274	.829	-.3389	.4223
		6-10 thn	.21053	.22046	.341	-.2248	.6459
		11-20 thn	.15909	.19149	.407	-.2190	.5372

*. The mean difference is significant at the 0.05 level.

Cont . . .   **Multiple Comparisons**

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Contingent rewards	<1 thn	1-2 thn	-.08333	.20503	.685	-.4882	.3215
		3-5 thn	-.07778	.16255	.633	-.3988	.2432
		6-10 thn	-.08772	.17778	.622	-.4388	.2633
		11-20 thn	-.02778	.16188	.864	-.3474	.2919
		>20 thn	.15000	.19605	.445	-.2371	.5371
	1-2 thn	<1 thn	.08333	.20503	.685	-.3215	.4882
		3-5 thn	.00556	.14289	.969	-.2766	.2877
		6-10 thn	-.00439	.16000	.978	-.3203	.3116
		11-20 thn	.05556	.14213	.696	-.2251	.3362
		>20 thn	.23333	.18008	.197	-.1223	.5889
	3-5 thn	<1 thn	.07778	.16255	.633	-.2432	.3988
		1-2 thn	-.00556	.14289	.969	-.2877	.2766
		6-10 thn	-.00994	.09994	.921	-.2073	.1874
		11-20 thn	.05000	.06772	.461	-.0837	.1837
		>20 thn	.22778	.12967	.081	-.0283	.4838
	6-10 thn	<1 thn	.08772	.17778	.622	-.2633	.4388
		1-2 thn	.00439	.16000	.978	-.3116	.3203
		3-5 thn	.00994	.09994	.921	-.1874	.2073
		11-20 thn	.05994	.09884	.545	-.1352	.2551
		>20 thn	.23772	.14832	.111	-.0552	.5306
	11-20 thn	<1 thn	.02778	.16188	.864	-.2919	.3474
		1-2 thn	-.05556	.14213	.696	-.3362	.2251
		3-5 thn	-.05000	.06772	.461	-.1837	.0837
		6-10 thn	-.05994	.09884	.545	-.2551	.1352
		>20 thn	.17778	.12883	.169	-.0766	.4322
	>20 thn	<1 thn	-.15000	.19605	.445	-.5371	.2371
		1-2 thn	-.23333	.18008	.197	-.5889	.1223
		3-5 thn	-.22778	.12967	.081	-.4838	.0283
		6-10 thn	-.23772	.14832	.111	-.5306	.0552
		11-20 thn	-.17778	.12883	.169	-.4322	.0766

*. The mean difference is significant at the 0.05 level.

Cont . . . Multiple Comparisons

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
operating_ conditions	<1 thn	1-2 thn	-.21875	.28558	.445	-.7827	.3452
		3-5 thn	-.33750	.22642	.138	-.7846	.1096
		6-10 thn	.03947	.24763	.874	-.4495	.5285
		11-20 thn	-.18939	.22548	.402	-.6346	.2558
		>20 thn	-.07500	.27307	.784	-.6142	.4642
	1-2 thn	<1 thn	.21875	.28558	.445	-.3452	.7827
		3-5 thn	-.11875	.19903	.552	-.5118	.2743
		6-10 thn	.25822	.22287	.248	-.1819	.6983
		11-20 thn	.02936	.19797	.882	-.3616	.4203
		>20 thn	.14375	.25083	.567	-.3515	.6390
	3-5 thn	<1 thn	.33750	.22642	.138	-.1096	.7846
		1-2 thn	.11875	.19903	.552	-.2743	.5118
		6-10 thn	.37697	.13920	**.007**	.1021	.6518
		11-20 thn	.14811	.09433	.118	-.0382	.3344
		>20 thn	.26250	.18062	.148	-.0942	.6192
	6-10 thn	<1 thn	-.03947	.24763	.874	-.5285	.4495
		1-2 thn	-.25822	.22287	.248	-.6983	.1819
		3-5 thn	-.37697	.13920	**.007**	-.6518	-.1021
		11-20 thn	-.22887	.13767	.098	-.5007	.0430
		>20 thn	-.11447	.20659	.580	-.5224	.2935
	11-20 thn	<1 thn	.18939	.22548	.402	-.2558	.6346
		1-2 thn	-.02936	.19797	.882	-.4203	.3616
		3-5 thn	-.14811	.09433	.118	-.3344	.0382
		6-10	.22887	.13767	.098	-.0430	.5007
		>20 thn	.11439	.17944	.525	-.2399	.4687
	>20 thn	<1 thb	.07500	.27307	.784	-.4642	.6142
		1-2 thn	-.14375	.25083	.567	-.6390	.3515
		3-5 thn	-.26250	.18062	.148	-.6192	.0942
		6-10 thn	.11447	.20659	.580	-.2935	.5224
		11-20 thn	-.11439	.17944	.525	-.4687	.2399

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
coworkers	<1 thn	1-2 thn	-.02083	.20711	.920	-.4298	.3881
		3-5 thn	-.23333	.16420	.157	-.5576	.0909
		6-10 thn	-.18202	.17959	.312	-.5366	.1726
		11-20 thn	-.11364	.16352	.488	-.4365	.2093
		>20 thn	-.08333	.19804	.674	-.4744	.3077
	1-2 thn	<1 thn	.02083	.20711	.920	-.3881	.4298
		3-5 thn	-.21250	.14434	.143	-.4975	.0725
		6-10 thn	-.16118	.16163	.320	-.4803	.1580
		11-20 thn	-.09280	.14357	.519	-.3763	.1907
		>20 thn	-.06250	.18191	.732	-.4217	.2967
	3-5 thn	<1 thn	.23333	.16420	.157	-.0909	.5576
		1-2 thn	.21250	.14434	.143	-.0725	.4975
		6-10 thn	.05132	.10095	.612	-.1480	.2507
		11-20 thn	.11970	.06841	.082	-.0154	.2548
		>20 thn	.15000	.13099	.254	-.1087	.4087
	6-10 thn	<1 thn	.18202	.17959	.312	-.1726	.5366
		1-2 thn	.16118	.16163	.320	-.1580	.4803
		3-5 thn	-.05132	.10095	.612	-.2507	.1480
		11-20 thn	.06838	.09984	.494	-.1288	.2655
		>20 thn	.09868	.14982	.511	-.1972	.3945
	11-20 thn	<1 thn	.11364	.16352	.488	-.2093	.4365
		1-2 thn	.09280	.14357	.519	-.1907	.3763
		3-5 thn	-.11970	.06841	.082	-.2548	.0154
		6-10 thn	-.06838	.09984	.494	-.2655	.1288
		>20 thn	.03030	.13013	.816	-.2267	.2873
	>20 thn	<1 thn	.08333	.19804	.674	-.3077	.4744
		1-2 thn	.06250	.18191	.732	-.2967	.4217
		3-5 thn	-.15000	.13099	.254	-.4087	.1087
		6-10 thn	-.09868	.14982	.511	-.3945	.1972
		11-20 thn	-.03030	.13013	.816	-.2873	.2267

*. The mean difference is significant at the 0.05 level.

Cont . . . Multiple Comparisons

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
nature_of_work	<1 thn	1-2 thn	-.11458	.20460	.576	-.5186	.2894
		3-5 thn	-.10000	.16221	.538	-.4203	.2203
		6-10 thn	-.08333	.17741	.639	-.4336	.2670
		11-20 thn	-.10985	.16154	.497	-.4288	.2091
		>20 thn	-.00833	.19563	.966	-.3946	.3780
	1-2 thn	<1 thn	.11458	.20460	.576	-.2894	.5186
		3-5 thn	.01458	.14259	.919	-.2670	.2961
		6-10 thn	.03125	.15967	.845	-.2840	.3465
		11-20 thn	.00473	.14183	.973	-.2753	.2848
		>20 thn	.10625	.17970	.555	-.2486	.4611
	3-5 thn	<1 thn	.10000	.16221	.538	-.2203	.4203
		1-2 thn	-.01458	.14259	.919	-.2961	.2670
		6-10 thn	.01667	.09973	.867	-.1803	.2136
		11-20 thn	-.00985	.06758	.884	-.1433	.1236
		>20 thn	.09167	.12940	.480	-.1638	.3472
	6-10 thn	<1 thn	.08333	.17741	.639	-.2670	.4336
		1-2 thn	-.03125	.15967	.845	-.3465	.2840
		3-5 thn	-.01667	.09973	.867	-.2136	.1803
		11-20 thn	-.02652	.09863	.788	-.2213	.1682
		>20 thn	.07500	.14801	.613	-.2173	.3673
	11-20 thn	<1 thn	.10985	.16154	.497	-.2091	.4288
		1-2 thn	-.00473	.14183	.973	-.2848	.2753
		3-5 thn	.00985	.06758	.884	-.1236	.1433
		6-10 thn	.02652	.09863	.788	-.1682	.2213
		>20 thn	.10152	.12856	.431	-.1523	.3554
	>20 thn	<1 thn	.00833	.19563	.966	-.3780	.3946
		1-2 thn	-.10625	.17970	.555	-.4611	.2486
		3-5 thn	-.09167	.12940	.480	-.3472	.1638
		6-10 thn	-.07500	.14801	.613	-.3673	.2173
		11-20 thn	-.10152	.12856	.431	-.3554	.1523

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) masa_kerja	(J) masa_kerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Commu nication	<1 thn	1-2 thn	-.27083	.27958	.334	-.8229	.2812
		3-5 thn	-.14167	.22166	.524	-.5794	.2960
		6-10 thn	-.17544	.24243	.470	-.6541	.3033
		11-20 thn	-.09470	.22074	.668	-.5306	.3412
		>20 thn	-.00833	.26733	.975	-.5362	.5196
	1-2 thn	<1 thn	.27083	.27958	.334	-.2812	.8229
		3-5 thn	.12917	.19485	.508	-.2556	.5139
		6-10 thn	.09539	.21819	.663	-.3354	.5262
		11-20 thn	.17614	.19381	.365	-.2066	.5588
		>20 thn	.26250	.24556	.287	-.2224	.7474
	3-5 thn	<1 thn	.14167	.22166	.524	-.2960	.5794
		1-2 thn	-.12917	.19485	.508	-.5139	.2556
		6-10 thn	-.03377	.13628	.805	-.3029	.2353
		11-20 thn	.04697	.09234	.612	-.1354	.2293
		>20 thn	.13333	.17682	.452	-.2158	.4825
	6-10 thn	<1 thn	.17544	.24243	.470	-.3033	.6541
		1-2 thn	-.09539	.21819	.663	-.5262	.3354
		3-5 thn	.03377	.13628	.805	-.2353	.3029
		11-20 thn	.08074	.13478	.550	-.1854	.3469
		>20 thn	.16711	.20225	.410	-.2323	.5665
	11-20 thn	<1 thn	.09470	.22074	.668	-.3412	.5306
		1-2 thn	-.17614	.19381	.365	-.5588	.2066
		3-5 thn	-.04697	.09234	.612	-.2293	.1354
		6-10 thn	-.08074	.13478	.550	-.3469	.1854
		>20 thn	.08636	.17567	.624	-.2605	.4333
	>20 thn	<1 thn	.00833	.26733	.975	-.5196	.5362
		1-2 thn	-.26250	.24556	.287	-.7474	.2224
		3-5 thn	-.13333	.17682	.452	-.4825	.2158
		6-10 thn	-.16711	.20225	.410	-.5665	.2323
		11-20 thn	-.08636	.17567	.624	-.4333	.2605

*. The mean difference is significant at the 0.05 level.

Posisi Jabatan (4)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
						Lower Bound	Upper Bound		
pay	Manager	6	3.4583	.40052	.16351	3.0380	3.8787	3.00	4.00
	Ass Manager	12	3.2500	.33710	.09731	3.0358	3.4642	2.75	3.75
	SV	27	2.8241	.42071	.08097	2.6576	2.9905	2.00	3.50
	Staff	73	2.6678	.44887	.05254	2.5631	2.7725	1.25	3.50
	Kary Biasa	51	2.6225	.49339	.06909	2.4838	2.7613	1.25	3.75
	Total	169	2.7485	.49288	.03791	2.6737	2.8234	1.25	4.00
promotion	Manager	6	2.9167	.43780	.17873	2.4572	3.3761	2.25	3.50
	Ass Manager	12	3.0417	.38188	.11024	2.7990	3.2843	2.50	3.75
	SV	27	2.7778	.33493	.06446	2.6453	2.9103	2.00	3.25
	Staff	73	2.6233	.47347	.05542	2.5128	2.7338	1.25	3.75
	Kary Biasa	51	2.5343	.48995	.06861	2.3965	2.6721	1.75	3.75
	Total	169	2.6612	.46957	.03612	2.5899	2.7326	1.25	3.75
Super vision	Manager	6	3.3750	.34460	.14068	3.0134	3.7366	3.00	3.75
	Ass Manager	12	3.2500	.39886	.11514	2.9966	3.5034	2.75	4.00
	SV	27	3.0648	.40781	.07848	2.9035	3.2261	2.25	4.00
	Staff	73	2.8562	.54632	.06394	2.7287	2.9836	1.25	4.00
	Kary Biasa	51	2.3873	.52515	.07354	2.2396	2.5350	1.00	3.50
	Total	169	2.7944	.58334	.04487	2.7058	2.8830	1.00	4.00
fringe_ benefits	Manager	6	3.1250	.44017	.17970	2.6631	3.5869	2.50	3.75
	Ass Manager	12	3.0417	.57241	.16524	2.6780	3.4054	2.00	3.75
	SV	27	2.3889	.58562	.11270	2.1572	2.6206	1.00	3.25
	Staff	73	2.2911	.51877	.06072	2.1701	2.4121	1.00	3.25
	Kary Biasa	51	2.3186	.46119	.06458	2.1889	2.4483	1.25	3.25
	Total	169	2.3979	.56062	.04312	2.3128	2.4831	1.00	3.75
contingent rewards	Manager	6	2.9722	.12546	.05122	2.8406	3.1039	2.83	3.17
	Ass Manager	12	3.0694	.24056	.06944	2.9166	3.2223	2.83	3.33
	SV	27	2.9012	.30752	.05918	2.7796	3.0229	2.17	3.67
	Staff	73	2.7306	.33174	.03883	2.6532	2.8080	1.67	3.67
	Kary Biasa	51	2.4641	.37016	.05183	2.3599	2.5682	1.83	3.50
	Total	169	2.7101	.37808	.02908	2.6526	2.7675	1.67	3.67
operating conditions	Manager	6	3.3333	.37639	.15366	2.9383	3.7283	3.00	3.75
	Ass Manager	12	3.0417	.55220	.15941	2.6908	3.3925	2.25	3.75
	SV	27	2.6111	.40628	.07819	2.4504	2.7718	1.75	3.25
	Staff	73	2.6438	.40380	.04726	2.5496	2.7380	1.50	3.50
	Kary Biasa	51	2.6863	.69073	.09672	2.4920	2.8805	2.00	7.00
	Total	169	2.7041	.53567	.04121	2.6228	2.7855	1.50	7.00
coworkers	Manager	6	3.2917	.36799	.15023	2.9055	3.6778	2.75	3.75
	Ass Manager	12	3.2292	.32784	.09464	3.0209	3.4375	2.75	3.75
	SV	27	3.1296	.44598	.08583	2.9532	3.3061	2.25	4.00
	Staff	73	2.9315	.33660	.03940	2.8530	3.0100	2.25	3.75
	Kary Biasa	51	2.7598	.32389	.04535	2.6687	2.8509	1.75	3.50
	Total	169	2.9453	.38426	.02956	2.8869	3.0036	1.75	4.00
Nature Of work	Manager	6	3.3333	.34157	.13944	2.9749	3.6918	3.00	3.75
	Ass Manager	12	3.2292	.32784	.09464	3.0209	3.4375	2.75	3.75
	SV	27	3.0833	.35355	.06804	2.9435	3.2232	2.50	3.75
	Staff	73	3.0274	.36931	.04322	2.9412	3.1136	2.00	3.75
	Kary Biasa	51	2.8578	.35091	.04914	2.7591	2.9565	2.00	4.00
	Total	169	3.0104	.37436	.02880	2.9535	3.0672	2.00	4.00

Cont … Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
						Lower Bound	Upper Bound		
Communication	*Manager*	6	3.2917	.24580	.10035	3.0337	3.5496	3.00	3.50
	Ass Manager	12	3.1875	.32201	.09296	2.9829	3.3921	2.50	3.50
	SV	27	2.9444	.36251	.06976	2.8010	3.0878	2.00	3.50
	Staff	73	2.8527	.48203	.05642	2.7403	2.9652	1.25	4.00
	Kary Biasa	51	2.4559	.50176	.07026	2.3148	2.5970	1.50	3.75
	Total	169	2.7870	.51297	.03946	2.7091	2.8649	1.25	4.00

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
pay	.352	4	164	.842
promotion	1.625	4	164	.170
supervision	.963	4	164	.429
fringe_benefits	.871	4	164	.483
contingent_rewards	2.146	4	164	.077
operating_conditions	.391	4	164	.815
coworkers	1.344	4	164	.256
nature_of_work	.057	4	164	.994
communication	1.400	4	164	.236

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
pay	Between Groups	7.480	4	1.870	9.200	.000
	Within Groups	33.332	164	.203		
	Total	40.812	168			
promotion	Between Groups	3.422	4	.855	4.172	.003
	Within Groups	33.622	164	.205		
	Total	37.044	168			
supervision	Between Groups	15.220	4	3.805	14.877	.000
	Within Groups	41.947	164	.256		
	Total	57.167	168			
fringe_benefits	Between Groups	9.301	4	2.325	8.766	.000
	Within Groups	43.501	164	.265		
	Total	52.802	168			
contingent_rewards	Between Groups	6.066	4	1.517	13.857	.000
	Within Groups	17.949	164	.109		
	Total	24.015	168			
operating_conditions	Between Groups	4.258	4	1.064	3.972	.004
	Within Groups	43.949	164	.268		
	Total	48.207	168			
coworkers	Between Groups	4.373	4	1.093	8.774	.000
	Within Groups	20.433	164	.125		
	Total	24.806	168			
nature_of_work	Between Groups	2.552	4	.638	4.984	.001
	Within Groups	20.993	164	.128		
	Total	23.544	168			
communication	Between Groups	10.029	4	2.507	12.031	.000
	Within Groups	34.177	164	.208		
	Total	44.206	168			

Multiple Comparisons

LSD

Dependent Variable	(I) posisi_jab	(J) posisi_jab	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
pay	Manager	Ass Manager	.20833	.22541	.357	-.2368	.6534
		SV	.63426	.20347	.002	.2325	1.0360
		Staff	.79053	.19146	.000	.4125	1.1686
		Kary Biasa	.83578	.19458	.000	.4516	1.2200
	Ass Manager	Manager	-.20833	.22541	.357	-.6534	.2368
		SV	.42593	.15641	.007	.1171	.7348
		Staff	.58219	.14043	.000	.3049	.8595
		Kary Biasa	.62745	.14465	.000	.3418	.9131
	SV	Manager	-.63426	.20347	.002	-1.0360	-.2325
		Ass Manager	-.42593	.15641	.007	-.7348	-.1171
		Staff	.15627	.10155	.126	-.0442	.3568
		Kary Biasa	.20153	.10730	.062	-.0103	.4134
	Staff	Manager	-.79053	.19146	.000	-1.1686	-.4125
		Ass Manager	-.58219	.14043	.000	-.8595	-.3049
		SV	-.15627	.10155	.126	-.3568	.0442
		Kary Biasa	.04526	.08228	.583	-.1172	.2077
	Kary Biasa	Manager	-.83578	.19458	.000	-1.2200	-.4516
		Ass Manager	-.62745	.14465	.000	-.9131	-.3418
		SV	-.20153	.10730	.062	-.4134	.0103
		Staff	-.04526	.08228	.583	-.2077	.1172
promotion	Manager	Ass Manager	-.12500	.22639	.582	-.5720	.3220
		SV	.13889	.20436	.498	-.2646	.5424
		Staff	.29338	.19229	.129	-.0863	.6731
		Kary Biasa	.38235	.19542	.052	-.0035	.7682
	Ass Manager	Manager	.12500	.22639	.582	-.3220	.5720
		SV	.26389	.15709	.095	-.0463	.5741
		Staff	.41838	.14104	.003	.1399	.6969
		Kary Biasa	.50735	.14527	.001	.2205	.7942
	SV	Manager	-.13889	.20436	.498	-.5424	.2646
		Ass Manager	-.26389	.15709	.095	-.5741	.0463
		Staff	.15449	.10199	.132	-.0469	.3559
		Kary Biasa	.24346	.10776	.025	.0307	.4562
	Staff	Manager	-.29338	.19229	.129	-.6731	.0863
		Ass Manager	-.41838	.14104	.003	-.6969	-.1399
		SV	-.15449	.10199	.132	-.3559	.0469
		Kary Biasa	.08897	.08263	.283	-.0742	.2521
	Kary Biasa	Manager	-.38235	.19542	.052	-.7682	.0035
		Ass Manager	-.50735	.14527	.001	-.7942	-.2205
		SV	-.24346	.10776	.025	-.4562	-.0307
		Staff	-.08897	.08263	.283	-.2521	.0742

*. The mean difference is significant at the 0.05 level.

Cont . . . Multiple Comparisons

LSD

Dependent Variable	(I) posisi_jab	(J) posisi_jab	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Super vision	Manager	Ass Manager	.12500	.25287	.622	-.3743	.6243
		SV	.31019	.22826	.176	-.1405	.7609
		Staff	.51884	.21478	.017	.0947	.9429
		Kary Biasa	.98775	.21828	.000	.5568	1.4187
	Ass Manager	Manager	-.12500	.25287	.622	-.6243	.3743
		SV	.18519	.17546	.293	-.1613	.5316
		Staff	.39384	.15754	.013	.0828	.7049
		Kary Biasa	.86275	.16226	.000	.5423	1.1831
	SV	Manager	-.31019	.22826	.176	-.7609	.1405
		Ass Manager	-.18519	.17546	.293	-.5316	.1613
		Staff	.20865	.11392	.069	-.0163	.4336
		Kary Biasa	.67756	.12037	.000	.4399	.9152
	Staff	Manager	-.51884	.21478	.017	-.9429	-.0947
		Ass Manager	-.39384	.15754	.013	-.7049	-.0828
		SV	-.20865	.11392	.069	-.4336	.0163
		Kary Biasa	.46891	.09230	.000	.2867	.6512
	Kary Biasa	Manager	-.98775	.21828	.000	-1.4187	-.5568
		Ass Manager	-.86275	.16226	.000	-1.1831	-.5423
		SV	-.67756	.12037	.000	-.9152	-.4399
		Staff	-.46891	.09230	.000	-.6512	-.2867
fringe_ benefits	Manager	Ass Manager	.08333	.25751	.747	-.4251	.5918
		SV	.73611	.23245	.002	.2771	1.1951
		Staff	.83390	.21873	.000	.4020	1.2658
		Kary Biasa	.80637	.22228	.000	.3675	1.2453
	Ass Manager	Manager	-.08333	.25751	.747	-.5918	.4251
		SV	.65278	.17868	.000	.3000	1.0056
		Staff	.75057	.16043	.000	.4338	1.0673
		Kary Biasa	.72304	.16524	.000	.3968	1.0493
	SV	Manager	-.73611	.23245	.002	-1.1951	-.2771
		Ass Manager	-.65278	.17868	.000	-1.0056	-.3000
		Staff	.09779	.11601	.400	-.1313	.3269
		Kary Biasa	.07026	.12258	.567	-.1718	.3123
	Staff	Manager	-.83390	.21873	.000	-1.2658	-.4020
		Ass Manager	-.75057	.16043	.000	-1.0673	-.4338
		SV	-.09779	.11601	.400	-.3269	.1313
		Kary Biasa	-.02753	.09399	.770	-.2131	.1581
	Kary Biasa	Manager	-.80637	.22228	.000	-1.2453	-.3675
		Ass Manager	-.72304	.16524	.000	-1.0493	-.3968
		SV	-.07026	.12258	.567	-.3123	.1718
		Staff	.02753	.09399	.770	-.1581	.2131

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) posisi_jab	(J) posisi_jab	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
contingent_rewards	Manager	Ass Manager	-.09722	.16541	.558	-.4238	.2294
		SV	.07099	.14931	.635	-.2238	.3658
		Staff	.24163	.14050	.087	-.0358	.5190
		Kary Biasa	.50817	.14278	.000	.2262	.7901
	Ass Manager	Manager	.09722	.16541	.558	-.2294	.4238
		SV	.16821	.11478	.145	-.0584	.3948
		Staff	.33885	.10305	.001	.1354	.5423
		Kary Biasa	.60539	.10614	.000	.3958	.8150
	SV	Manager	-.07099	.14931	.635	-.3658	.2238
		Ass Manager	-.16821	.11478	.145	-.3948	.0584
		Staff	.17064	.07452	.023	.0235	.3178
		Kary Biasa	.43718	.07874	.000	.2817	.5927
	Staff	Manager	-.24163	.14050	.087	-.5190	.0358
		Ass Manager	-.33885	.10305	.001	-.5423	-.1354
		SV	-.17064	.07452	.023	-.3178	-.0235
		Kary Biasa	.26654	.06038	.000	.1473	.3858
	Kary Biasa	Manager	-.50817	.14278	.000	-.7901	-.2262
		Ass Manager	-.60539	.10614	.000	-.8150	-.3958
		SV	-.43718	.07874	.000	-.5927	-.2817
		Staff	-.26654	.06038	.000	-.3858	-.1473
operatingconditions	Manager	Ass Manager	.29167	.25884	.261	-.2194	.8027
		SV	.72222	.23364	.002	.2609	1.1836
		Staff	.68950	.21985	.002	.2554	1.1236
		Kary Biasa	.64706	.22342	.004	.2059	1.0882
	Ass Manager	Manager	-.29167	.25884	.261	-.8027	.2194
		SV	.43056	.17960	.018	.0759	.7852
		Staff	.39783	.16125	.015	.0794	.7162
		Kary Biasa	.35539	.16609	.034	.0274	.6833
	SV	Manager	-.72222	.23364	.002	-1.1836	-.2609
		Ass Manager	-.43056	.17960	.018	-.7852	-.0759
		Staff	-.03272	.11660	.779	-.2630	.1975
		Kary Biasa	-.07516	.12321	.543	-.3184	.1681
	Staff	Manager	-.68950	.21985	.002	-1.1236	-.2554
		Ass Manager	-.39783	.16125	.015	-.7162	-.0794
		SV	.03272	.11660	.779	-.1975	.2630
		Kary Biasa	-.04244	.09448	.654	-.2290	.1441
	Kary Biasa	Manager	-.64706	.22342	.004	-1.0882	-.2059
		Ass Manager	-.35539	.16609	.034	-.6833	-.0274
		SV	.07516	.12321	.543	-.1681	.3184
		Staff	.04244	.09448	.654	-.1441	.2290

*. The mean difference is significant at the 0.05 level.

Cont . . . Multiple Comparisons

LSD

Dependent Variable	(I) posisi_jab	(J) posisi_jab	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
coworkers	Manager	Ass Manager	.06250	.17649	.724	-.2860	.4110
		SV	.16204	.15931	.311	-.1525	.4766
		Staff	.36016	.14991	.017	.0642	.6562
		Kary Biasa	.53186	.15234	.001	.2311	.8327
	Ass Manager	Manager	-.06250	.17649	.724	-.4110	.2860
		SV	.09954	.12246	.418	-.1423	.3413
		Staff	.29766	.10995	.008	.0806	.5148
		Kary Biasa	.46936	.11325	.000	.2457	.6930
	SV	Manager	-.16204	.15931	.311	-.4766	.1525
		Ass Manager	-.09954	.12246	.418	-.3413	.1423
		Staff	.19812	.07951	.014	.0411	.3551
		Kary Biasa	.36983	.08401	.000	.2039	.5357
	Staff	Manager	-.36016	.14991	.017	-.6562	-.0642
		Ass Manager	-.29766	.10995	.008	-.5148	-.0806
		SV	-.19812	.07951	.014	-.3551	-.0411
		Kary Biasa	.17170	.06442	.008	.0445	.2989
	Kary Biasa	Manager	-.53186	.15234	.001	-.8327	-.2311
		Ass Manager	-.46936	.11325	.000	-.6930	-.2457
		SV	-.36983	.08401	.000	-.5357	-.2039
		Staff	-.17170	.06442	.008	-.2989	-.0445
nature_of_ work	Manager	Ass Manager	.10417	.17889	.561	-.2491	.4574
		SV	.25000	.16148	.124	-.0688	.5688
		Staff	.30594	.15195	.046	.0059	.6060
		Kary Biasa	.47549	.15441	.002	.1706	.7804
	Ass Manager	Manager	-.10417	.17889	.561	-.4574	.2491
		SV	.14583	.12413	.242	-.0993	.3909
		Staff	.20177	.11145	.072	-.0183	.4218
		Kary Biasa	.37132	.11479	.001	.1447	.5980
	SV	Manager	-.25000	.16148	.124	-.5688	.0688
		Ass Manager	-.14583	.12413	.242	-.3909	.0993
		Staff	.05594	.08059	.489	-.1032	.2151
		Kary Biasa	.22549	.08515	.009	.0574	.3936
	Staff	Manager	-.30594	.15195	.046	-.6060	-.0059
		Ass Manager	-.20177	.11145	.072	-.4218	.0183
		SV	-.05594	.08059	.489	-.2151	.1032
		Kary Biasa	.16955	.06529	.010	.0406	.2985
	Kary Biasa	Manager	-.47549	.15441	.002	-.7804	-.1706
		Ass Manager	-.37132	.11479	.001	-.5980	-.1447
		SV	-.22549	.08515	.009	-.3936	-.0574
		Staff	-.16955	.06529	.010	-.2985	-.0406

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) posisi_jab	(J) posisi_jab	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Communi cation	Manager	Ass Manager	.10417	.22825	.649	-.3465	.5549
		SV	.34722	.20604	.094	-.0596	.7540
		Staff	.43893	.19388	.025	.0561	.8217
		Kary Biasa	.83578	.19703	.000	.4468	1.2248
	Ass Manager	Manager	-.10417	.22825	.649	-.5549	.3465
		SV	.24306	.15838	.127	-.0697	.5558
		Staff	.33476	.14220	.020	.0540	.6155
		Kary Biasa	.73162	.14647	.000	.4424	1.0208
	SV	Manager	-.34722	.20604	.094	-.7540	.0596
		Ass Manager	-.24306	.15838	.127	-.5558	.0697
		Staff	.09170	.10283	.374	-.1113	.2947
		Kary Biasa	.48856	.10865	.000	.2740	.7031
	Staff	Manager	-.43893	.19388	.025	-.8217	-.0561
		Ass Manager	-.33476	.14220	.020	-.6155	-.0540
		SV	-.09170	.10283	.374	-.2947	.1113
		Kary Biasa	.39686	.08331	.000	.2324	.5614
	Kary Biasa	Manager	-.83578	.19703	.000	-1.2248	-.4468
		Ass Manager	-.73162	.14647	.000	-1.0208	-.4424
		SV	-.48856	.10865	.000	-.7031	-.2740
		Staff	-.39686	.08331	.000	-.5614	-.2324

*. The mean difference is significant at the 0.05 level.

Status Perkawinan (5)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
						Lower Bound	Upper Bound		
pay	Belum Kawin	24	2.1771	.48048	.09808	1.9742	2.3800	1.25	3.00
	Pernah Kawin	2	2.6250	1.23744	.87500	-8.4929	13.7429	1.75	3.50
	Kawin	143	2.8462	.41741	.03491	2.7772	2.9152	2.00	4.00
	Total	169	2.7485	.49288	.03791	2.6737	2.8234	1.25	4.00
Pro motion	Belum Kawin	24	2.1771	.41362	.08443	2.0024	2.3517	1.25	3.00
	Pernah Kawin	2	2.1250	.53033	.37500	-2.6398	6.8898	1.75	2.50
	Kawin	143	2.7500	.42377	.03544	2.6799	2.8201	1.75	3.75
	Total	169	2.6612	.46957	.03612	2.5899	2.7326	1.25	3.75
Super vision	Belum Kawin	24	2.3125	.63951	.13054	2.0425	2.5825	1.25	3.75
	Pernah Kawin	2	2.7500	1.06066	.75000	-6.7797	12.2797	2.00	3.50
	Kawin	143	2.8759	.53147	.04444	2.7880	2.9637	1.00	4.00
	Total	169	2.7944	.58334	.04487	2.7058	2.8830	1.00	4.00
fringe_ benefits	Belum Kawin	24	2.0313	.46223	.09435	1.8361	2.2264	1.00	2.75
	Pernah Kawin	2	2.7500	.70711	.50000	-3.6031	9.1031	2.25	3.25
	Kawin	143	2.4545	.55319	.04626	2.3631	2.5460	1.00	3.75
	Total	169	2.3979	.56062	.04312	2.3128	2.4831	1.00	3.75
cont_ rewards	Belum Kawin	24	2.3125	.29616	.06045	2.1874	2.4376	1.67	2.83
	Pernah Kawin	2	2.6667	.94281	.66667	-5.8041	11.1375	2.00	3.33
	Kawin	143	2.7774	.34256	.02865	2.7208	2.8340	1.83	3.67
	Total	169	2.7101	.37808	.02908	2.6526	2.7675	1.67	3.67
oper con ditions	Belum Kawin	24	2.6771	.97935	.19991	2.2635	3.0906	1.75	7.00
	Pernah Kawin	2	2.8750	.53033	.37500	-1.8898	7.6398	2.50	3.25
	Kawin	143	2.7063	.42616	.03564	2.6358	2.7767	1.50	3.75
	Total	169	2.7041	.53567	.04121	2.6228	2.7855	1.50	7.00
Co workers	Belum Kawin	24	2.7188	.34823	.07108	2.5717	2.8658	2.00	3.50
	Pernah Kawin	2	3.0000	1.06066	.75000	-6.5297	12.5297	2.25	3.75
	Kawin	143	2.9825	.37016	.03095	2.9213	3.0437	1.75	4.00
	Total	169	2.9453	.38426	.02956	2.8869	3.0036	1.75	4.00
nature_ of_ work	Belum Kawin	24	2.8125	.31494	.06429	2.6795	2.9455	2.00	3.50
	Pernah Kawin	2	2.8750	.53033	.37500	-1.8898	7.6398	2.50	3.25
	Kawin	143	3.0455	.37369	.03125	2.9837	3.1072	2.00	4.00
	Total	169	3.0104	.37436	.02880	2.9535	3.0672	2.00	4.00
commu nication	Belum Kawin	24	2.4583	.48154	.09829	2.2550	2.6617	1.50	3.25
	Pernah Kawin	2	2.5000	1.41421	1.00000	-10.2062	15.2062	1.50	3.50
	Kawin	143	2.8462	.48655	.04069	2.7657	2.9266	1.25	4.00
	Total	169	2.7870	.51297	.03946	2.7091	2.8649	1.25	4.00

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
pay	4.639	2	166	.011
promotion	.054	2	166	.947
supervision	2.460	2	166	.089
fringe_benefits	.638	2	166	.530
contingent_rewards	3.693	2	166	.027
operating_conditions	1.474	2	166	.232
coworkers	3.749	2	166	.026
nature_of_work	.510	2	166	.602
communication	4.186	2	166	.017

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
pay	Between Groups	9.231	2	4.615	24.259	.000
	Within Groups	31.582	166	.190		
	Total	40.812	168			
promotion	Between Groups	7.327	2	3.664	20.466	.000
	Within Groups	29.716	166	.179		
	Total	37.044	168			
supervision	Between Groups	6.527	2	3.263	10.697	.000
	Within Groups	50.641	166	.305		
	Total	57.167	168			
fringe_benefits	Between Groups	3.933	2	1.967	6.680	.002
	Within Groups	48.869	166	.294		
	Total	52.802	168			
contingent_rewards	Between Groups	4.445	2	2.223	18.854	.000
	Within Groups	19.570	166	.118		
	Total	24.015	168			
operating_conditions	Between Groups	.077	2	.038	.132	.876
	Within Groups	48.130	166	.290		
	Total	48.207	168			
coworkers	Between Groups	1.436	2	.718	5.099	.007
	Within Groups	23.370	166	.141		
	Total	24.806	168			
nature_of_work	Between Groups	1.152	2	.576	4.271	.016
	Within Groups	22.392	166	.135		
	Total	23.544	168			
Communication	Between Groups	3.258	2	1.629	6.603	.002
	Within Groups	40.949	166	.247		
	Total	44.206	168			

Multiple Comparisons

LSD

Dependent Variable	(I) s_perkawinan	(J) s_perkawinan	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
pay	Belum Kawin	Pernah Kawin	-.44792	.32102	.165	-1.0817	.1859
		Kawin	-.66907	.09622	.000	-.8590	-.4791
	Pernah Kawin	Belum Kawin	.44792	.32102	.165	-.1859	1.0817
		Kawin	-.22115	.31057	.477	-.8343	.3920
	Kawin	Belum Kawin	.66907	.09622	.000	.4791	.8590
		Pernah Kawin	.22115	.31057	.477	-.3920	.8343
Pro motion	Belum Kawin	Pernah Kawin	.05208	.31139	.867	-.5627	.6669
		Kawin	-.57292	.09333	.000	-.7572	-.3886
	Pernah Kawin	Belum Kawin	-.05208	.31139	.867	-.6669	.5627
		Kawin	-.62500	.30126	.040	-1.2198	-.0302
	Kawin	Belum Kawin	.57292	.09333	.000	.3886	.7572
		Pernah Kawin	.62500	.30126	.040	.0302	1.2198
Super vision	Belum Kawin	Pernah Kawin	-.43750	.40650	.283	-1.2401	.3651
		Kawin	-.56337	.12184	.000	-.8039	-.3228
	Pernah Kawin	Belum Kawin	.43750	.40650	.283	-.3651	1.2401
		Kawin	-.12587	.39327	.749	-.9023	.6506
	Kawin	Belum Kawin	.56337	.12184	.000	.3228	.8039
		Pernah Kawin	.12587	.39327	.749	-.6506	.9023
fringe_ benefits	Belum Kawin	Pernah Kawin	-.71875	.39933	.074	-1.5072	.0697
		Kawin	-.42330	.11969	.001	-.6596	-.1870
	Pernah Kawin	Belum Kawin	.71875	.39933	.074	-.0697	1.5072
		Kawin	.29545	.38633	.445	-.4673	1.0582
	Kawin	Belum Kawin	.42330	.11969	.001	.1870	.6596
		Pernah Kawin	-.29545	.38633	.445	-1.0582	.4673
contingent_ rewards	Belum Kawin	Pernah Kawin	-.35417	.25270	.163	-.8531	.1448
		Kawin	-.46489	.07574	.000	-.6144	-.3154
	Pernah Kawin	Belum Kawin	.35417	.25270	.163	-.1448	.8531
		Kawin	-.11072	.24448	.651	-.5934	.3720
	Kawin	Belum Kawin	.46489	.07574	.000	.3154	.6144
		Pernah Kawin	.11072	.24448	.651	-.3720	.5934
oper_ con ditions	Belum Kawin	Pernah Kawin	-.19792	.39630	.618	-.9804	.5845
		Kawin	-.02921	.11878	.806	-.2637	.2053
	Pernah Kawin	Belum Kawin	.19792	.39630	.618	-.5845	.9804
		Kawin	.16871	.38340	.660	-.5883	.9257
	Kawin	Belum Kawin	.02921	.11878	.806	-.2053	.2637
		Pernah Kawin	-.16871	.38340	.660	-.9257	.5883
Co workers	Belum Kawin	Pernah Kawin	-.28125	.27615	.310	-.8265	.2640
		Kawin	-.26377	.08277	.002	-.4272	-.1004
	Pernah Kawin	Belum Kawin	.28125	.27615	.310	-.2640	.8265
		Kawin	.01748	.26717	.948	-.5100	.5450
	Kawin	Belum Kawin	.26377	.08277	.002	.1004	.4272
		Pernah Kawin	-.01748	.26717	.948	-.5450	.5100
nature_ of_ work	Belum Kawin	Pernah Kawin	-.06250	.27031	.817	-.5962	.4712
		Kawin	-.23295	.08102	.005	-.3929	-.0730
	Pernah Kawin	Belum Kawin	.06250	.27031	.817	-.4712	.5962
		Kawin	-.17045	.26151	.515	-.6868	.3459
	Kawin	Belum Kawin	.23295	.08102	.005	.0730	.3929
		Pernah Kawin	.17045	.26151	.515	-.3459	.6868

*. The mean difference is significant at the 0.05 level.

Cont . . .   Multiple Comparisons

LSD

Dependent Variable	(I) s_perkawinan	(J) s_perkawinan	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Communication	Belum Kawin	Pernah Kawin	-.04167	.36554	.909	-.7634	.6800
		Kawin	-.38782	.10956	.001	-.6041	-.1715
	Pernah Kawin	Belum Kawin	.04167	.36554	.909	-.6800	.7634
		Kawin	-.34615	.35364	.329	-1.0444	.3521
	Kawin	Belum Kawin	.38782	.10956	.001	.1715	.6041
		Pernah Kawin	.34615	.35364	.329	-.3521	1.0444

*. The mean difference is significant at the 0.05 level.