

**Lampiran 1**  
**PERHITUNGAN RATA-RATA DAN STANDAR DEVIASI**

ITEM	RATARATA	SD	RANGKING
Independen dan obyektif	4.91	.28	1.0
Tanggung jawab	4.77	.49	3.0
Profesional dalam tugas	4.77	.43	3.0
Kejujuran	4.77	.43	3.0
Memiliki Integritas	4.69	.53	5.0
Pengalaman	4.66	.59	6.5
Komunikatif	4.66	.59	6.5
Mendapat informasi yang relevan	4.63	.65	8.0
Percaya diri	4.60	.60	9.5
Berpikir analitis dan logika	4.60	.60	9.5
Pengetahuan Umum dan Khusus	4.54	.61	11.5
Tekun, ulet, energik	4.54	.66	11.5
Cerdik dan kreatif	4.51	.66	14.0
Tanggap dan berusaha menyelesaikan masalah	4.51	.56	14.0
Ketelitian	4.51	.61	14.0
Mampu beradaptasi	4.49	.70	16.5
Berpikir cepat dan terperinci	4.49	.61	16.5
Cermat	4.43	.56	18.5
Mematuhi janji	4.43	.65	18.5
Mempunyai visi dan misi	4.40	.81	20.0
Tegas	4.37	.65	21.5
Loyalitas dan idealisme	4.37	.65	21.5
Cekatan	4.34	.73	24.0
Adil	4.34	.68	24.0
Mencapai yang terbaik	4.34	.84	24.0
Berusaha untuk tahu	4.31	.80	26.0
Kecerdasan emosional	4.29	.71	27.0
Cerdas	4.26	.85	29.0
Memiliki ketrampilan teknis	4.26	.82	29.0
Menghargai orang lain	4.26	.85	29.0
Memiliki jiwa kepemimpinan	4.23	.73	31.0
Memiliki kepedulian	4.17	.86	32.5
Menjadi Warga Negara yang bertanggungjawab	4.17	.75	32.5
Relasional	4.11	.87	34.0
Menggunakan metode analisis	4.09	.85	35.0

**Lampiran 2**  
**KLASIFIKASI KARAKTERISTIK DALAM RERANGKA DENGAN NILAI**

CASE_LBL	V1	V2	V3	V4	V5	V6
Pengetahuan Umum dan Khusus	2	2	0	34	0	0
Pengalaman	4	5	2	20	7	0
Mendapat informasi yang relevan	6	12	2	8	10	0
Berusaha untuk tahu	9	7	10	7	4	1
Mempunyai visi dan misi	4	7	11	2	11	3
Percaya diri	0	0	31	0	2	5
Tanggung jawab	0	1	18	0	3	16
Tekun, ulet, energik	0	4	28	0	1	5
Cerdik dan kreatif	14	0	21	1	2	0
Mampu beradaptasi	2	3	28	0	2	3
Cekatan	6	4	25	1	2	0
Kecerdasan emosional	7	1	26	0	3	1
Komunikatif	3	2	24	5	3	1
Memiliki jiwa kepemimpinan	1	1	26	1	6	3
Relasional	8	2	19	1	3	5
Berpikir analitis dan logika	27	4	4	1	1	1
Cerdas	25	1	6	6	0	0
Tanggap dan berusaha menyelesaikan masalah	13	8	5	3	4	5
Berpikir cepat dan terperinci	22	5	4	3	4	0
Independen dan obyektif	0	4	5	0	9	20
Ketelitian	8	18	5	3	1	3
Tegas	4	3	18	1	6	6
Profesional dalam tugas	2	16	3	3	6	8
Memiliki ketrampilan teknis	2	7	2	24	3	0
Menggunakan metode analisis	3	17	2	11	5	0
Cermat	12	10	12	1	0	3
Kejujuran	1	0	8	0	2	27
Memiliki Integritas	0	0	9	2	3	24
Loyalitas dan idealisme	0	5	4	0	1	28
Mematuhi janji	0	0	4	0	1	33
Adil	0	1	5	0	2	30
Memiliki kepedulian	0	3	6	0	2	27
Menghargai orang lain	0	0	8	0	0	30
Menjadi Warga Negara yang bertanggungjawab	0	1	5	0	0	32
Mencapai yang terbaik	1	4	7	0	9	17

**Lampiran 3**  
**RANKING KARAKTERISTIK DENGAN JUMLAH NILAI**

CASE_LBL	MAKS	RANGKING
Pengetahuan Umum dan Khusus	34	1
Mematuhi janji	33	2
Menjadi Warga Negara yang bertanggungjawab	32	3
Percaya diri	31	4
Adil	30	6
Menghargai orang lain	30	6
Tekun, ulet, energik	28	8
Mampu beradaptasi	28	8
Loyalitas dan idealisme	28	8
Berpikir analitis dan logika	27	11
Kejujuran	27	11
Memiliki kepedulian	27	11
Kecerdasan emosional	26	14
Memiliki jiwa kepemimpinan	26	14
Cekatan	25	16
Cerdas	25	16
Komunikatif	24	18
Memiliki ketrampilan teknis	24	18
Memiliki Integritas	24	18
Berpikir cepat dan terperinci	22	20
Cerdik dan kreatif	21	21
Pengalaman	20	23
Independen dan obyektif	20	23
Relasional	19	24
Tanggung jawab	18	26
Ketelitian	18	26
Tegas	18	26
Menggunakan metode analisis	17	29
Mencapai yang terbaik	17	29
Profesional dalam tugas	16	30
Tanggap dan berusaha menyelesaikan masalah	13	31
Mendapat informasi yang relevan	12	33
Cermat	12	33
Mempunyai visi dan misi	11	34
Berusaha untuk tahu	10	35

#### Lampiran 4 PENGELOMPOKAN KARAKTERISTIK

STATUS	CASE_LBL
KEMAMPUAN BERFIKIR	Berpikir analitis dan logika Cerdas Berpikir cepat dan terperinci Tanggap dan berusaha menyelesaikan masalah Cermat
ANALISIS TUGAS	Ketelitian Menggunakan metode analisis Profesional dalam tugas Mendapat informasi yang relevan
CIRI PSIKOLOGIS	Percaya diri Tekun, ulet, energik Mampu beradaptasi Kecerdasan emosional Memiliki jiwa kepemimpinan Cekatan Komunikatif Cerdik dan kreatif Relasional Tanggung jawab Tegas Berusaha untuk tahu
KOMPONEN PENGETAHUAN	Pengetahuan Umum dan Khusus Memiliki ketrampilan teknis Pengalaman
STRATEGI PENENTUAN KEPUTUSAN	Mempunyai visi dan misi
PERILAKU ETIS	Mematuhi janji Menjadi Warga Negara yang bertanggungjawab Adil Menghargai orang lain Loyalitas dan idealisme Kejujuran Memiliki kepedulian  Memiliki Integritas Independen dan obyektif Mencapai yang terbaik

**Lampiran 5**  
**PERSENTASE KARAKTERISTIK DALAM SETIAP RERANGKA**

CASE_LBL	P1	P2	P3	P4	P5	P6
B01	5.26	5.26	.00	89.47	.00	.00
B02	10.53	13.16	5.26	52.63	18.42	.00
B03	15.79	31.58	5.26	21.05	26.32	.00
B04	23.68	18.42	26.32	18.42	10.53	2.63
B05	10.53	18.42	28.95	5.26	28.95	7.89
B06	.00	.00	81.58	.00	5.26	13.16
B07	.00	2.63	47.37	.00	7.89	42.11
B08	.00	10.53	73.68	.00	2.63	13.16
B09	36.84	.00	55.26	2.63	5.26	.00
B10	5.26	7.89	73.68	.00	5.26	7.89
B11	15.79	10.53	65.79	2.63	5.26	.00
B12	18.42	2.63	68.42	.00	7.89	2.63
B13	7.89	5.26	63.16	13.16	7.89	2.63
B14	2.63	2.63	68.42	2.63	15.79	7.89
B15	21.05	5.26	50.00	2.63	7.89	13.16
B16	71.05	10.53	10.53	2.63	2.63	2.63
B17	65.79	2.63	15.79	15.79	.00	.00
B18	34.21	21.05	13.16	7.89	10.53	13.16
B19	57.89	13.16	10.53	7.89	10.53	.00
B20	.00	10.53	13.16	.00	23.68	52.63
B21	21.05	47.37	13.16	7.89	2.63	7.89
B22	10.53	7.89	47.37	2.63	15.79	15.79
B23	5.26	42.11	7.89	7.89	15.79	21.05
B24	5.26	18.42	5.26	63.16	7.89	.00
B25	7.89	44.74	5.26	28.95	13.16	.00
B26	31.58	26.32	31.58	2.63	.00	7.89
B27	2.63	.00	21.05	.00	5.26	71.05
B28	.00	.00	23.68	5.26	7.89	63.16
B29	.00	13.16	10.53	.00	2.63	73.68
B30	.00	.00	10.53	.00	2.63	86.84
B31	.00	2.63	13.16	.00	5.26	78.95
B32	.00	7.89	15.79	.00	5.26	71.05
B33	.00	.00	21.05	.00	.00	78.95
B34	.00	2.63	13.16	.00	.00	84.21
B35	2.63	10.53	18.42	.00	23.68	44.74

**Lampiran 6**  
**ANALISIS FAKTOR**

----- -- **FACTOR ANALYSIS** -----

**Analysis number 1 Listwise deletion of cases with missing values**

	<b>Mean</b>	<b>Std Dev</b>	<b>Label</b>
A01	4.55263	.60168	Pengetahuan Umum dan Khusus
A02	4.63158	.58914	Pengalaman
A03	4.65789	.62715	Mendapat informasi yang relevan
A04	4.34211	.78072	Berusaha untuk tahu
A05	4.36842	.81940	Mempunyai visi dan misi
A06	4.60526	.59455	Percaya diri
A07	4.78947	.47408	Tanggung jawab
A08	4.57895	.64228	Tekun, ulet, energik
A09	4.55263	.64504	Cerdik dan kreatif
A10	4.50000	.68773	Mampu beradaptasi
A11	4.36842	.71361	Cekatan
A12	4.34211	.70811	Kecerdasan emosional
A13	4.68421	.57447	Komunikatif
A14	4.26316	.72351	Memiliki jiwa kepemimpinan
A15	4.15789	.85507	Relasional
A16	4.63158	.58914	Berpikir analitis dan logika
A17	4.31579	.84166	Cerdas
A18	4.52632	.55687	Tanggap dan berusaha menyelesaikan masa
A19	4.50000	.60404	Berpikir cepat dan terperinci
A20	4.92105	.27328	Independen dan obyektif
A21	4.55263	.60168	Ketelitian
A22	4.42105	.64228	Tegas
A23	4.78947	.41315	Profesional dalam tugas
A24	4.28947	.80229	Memiliki ketrampilan teknis
A25	4.07895	.85049	Menggunakan metode analisis
A26	4.44737	.55495	Cermat
A27	4.78947	.41315	Kejujuran
A28	4.71053	.51506	Memiliki Integritas
A29	4.42105	.64228	Loyalitas dan idealisme
A30	4.44737	.64504	Mematuhi janji
A31	4.36842	.67468	Adil
A32	4.18421	.83359	Memiliki kepedulian
A33	4.26316	.82803	Menghargai orang lain
A34	4.18421	.72987	Menjadi Warga Negara yang bertanggungjawab
A35	4.39474	.82329	Mencapai yang terbaik

Number of Cases = 38

**Lampiran 7**  
**MATRIKS KORELASI**

**Correlation Matrix:**

	<b>A01</b>	<b>A02</b>	<b>A03</b>	<b>A04</b>	<b>A05</b>	<b>A06</b>	<b>A07</b>
A01	1.00000						
A02	.36116	1.00000					
A03	.51457	.45430	1.00000				
A04	.73736	.39895	.63188	1.00000			
A05	.34335	.28878	.62005	.55812	1.00000		
A06	.32408	.49951	.64282	.41524	.36207	1.00000	
A07	.60840	.39216	.75114	.49193	.27464	.65607	1.00000
A08	.47852	.22180	.57210	.56452	.45679	.33153	.58863
A09	.02749	-.08984	.41317	.36579	.37140	.23182	.21398
A10	.09797	.26682	.34465	.32719	.38369	.42964	.16579
A11	.26835	.26729	.53080	.49532	.54736	.54314	.47513
A12	.30549	.05115	.51410	.56478	.52219	.20104	.22034
A13	.12758	-.03362	.36719	.24739	.08159	.33735	.34472
A14	.46400	.04338	.44203	.55402	.42470	.31084	.48107
A15	.14101	.06495	.30505	.28127	.18475	.33856	.35091
A16	.05618	.06557	.30800	.28143	.34476	.34519	.29540
A17	.28651	-.03156	.31260	.32471	.10107	.20183	.44206
A18	.39908	.11273	.37472	.50714	.27434	.39957	.32868
A19	.55773	.53163	.67778	.65907	.60066	.63968	.47190
A20	.10814	.15020	.46894	.13001	.37480	.30205	.28547
A21	.40275	.36116	.44294	.50722	.12407	.24853	.41890
A22	.15092	.20676	.50147	.40566	.36489	.37623	.38775
A23	.26322	.22792	.44468	.22932	.23530	.42274	.45753
A24	.61146	.23173	.47071	.74375	.40896	.47267	.51985
A25	.38778	.22144	.35603	.48737	.34496	.49089	.37749
A26	.37277	.18709	.37398	.51054	.34098	.46778	.26493
A27	.04578	.00584	.23606	.14553	.23530	.20268	.18156
A28	.18131	-.09376	.18716	.38735	.38760	.05806	.18642
A29	.36073	.20676	.50147	.45956	.31354	.37623	.56527
A30	.45998	.30320	.45536	.65390	.39562	.54339	.40469
A31	.35041	.21472	.30593	.52390	.23672	.43973	.50254
A32	.16875	.25200	.48569	.56501	.49148	.42335	.23757
A33	.02570	.14871	.23010	.35866	.25159	.43631	.14495
A34	.19273	.22495	.49566	.50301	.38056	.60807	.50565
A35	.31157	.02933	.32096	.41495	.13917	.32693	.35716
	<b>A08</b>	<b>A09</b>	<b>A10</b>	<b>A11</b>	<b>A12</b>	<b>A13</b>	<b>A14</b>
A08	1.00000						
A09	.64207	1.00000					
A10	.48950	.51786	1.00000				
A11	.76037	.66132	.60577	1.00000			
A12	.50356	.46247	.41624	.49263	1.00000		
A13	.43565	.48369	.54727	.42333	.47207	1.00000	
A14	.47753	.31699	.10863	.43530	.66358	.27037	1.00000

A15	.37039	.37654	.41364	.43360	.62257	.37935	.54263
A16	.36465	.26577	.26682	.46015	.69900	.36566	.61404
A17	.50260	.41660	.42023	.43104	.49406	.54721	.61435
A18	.48521	.37225	.49400	.51904	.55914	.70256	.31775
A19	.41799	.24278	.29277	.43890	.47391	.15577	.37105
A20	.11346	.25420	.35952	.15318	.28301	.35338	-.02878
A21	.54846	.44532	.42455	.39424	.30549	.36216	.33983
A22	.44138	.40172	.42831	.47795	.50668	.29686	.51120
A23	.26803	.04270	.38048	.27018	.43759	.50943	.28076
A24	.55763	.36145	.36738	.56399	.43943	.32098	.61019
A25	.45832	.31245	.43897	.52969	.62710	.43963	.58024
A26	.54276	.42321	.53112	.59626	.56289	.45512	.50662
A27	.06433	.14412	.38048	.17851	.34521	.50943	.09993
A28	.43859	.41317	.26705	.44506	.50117	.32210	.35499
A29	.63793	.33648	.36712	.47795	.56611	.37011	.51120
A30	.53219	.36410	.63971	.51298	.54344	.53743	.43586
A31	.49240	.32686	.40774	.49636	.35134	.44776	.34969
A32	.55263	.60978	.58930	.56434	.71452	.57627	.50001
A33	.26480	.37818	.52207	.42610	.53373	.63397	.37753
A34	.45820	.52422	.51151	.59264	.60688	.52924	.67343
A35	.27170	.29063	.26254	.20580	.31842	.32783	.32000

	<b>A15</b>	<b>A16</b>	<b>A17</b>	<b>A18</b>	<b>A19</b>	<b>A20</b>	<b>A21</b>
A15	1.00000						
A16	.60145	1.00000					
A17	.64237	.51350	1.00000				
A18	.38836	.35988	.50077	1.00000			
A19	.26164	.37974	.21265	.56244	1.00000		
A20	.17045	.31807	.11132	.28042	.40933	1.00000	
A21	.19354	.05618	.44662	.39908	.33464	.10814	1.00000
A22	.56465	.49247	.54733	.34601	.34832	.19451	.50061
A23	.24964	.56103	.50724	.49462	.43319	.56695	.15450
A24	.28615	.34609	.54139	.43620	.47404	.10705	.55547
A25	.68852	.54508	.45507	.53762	.34196	.14383	.28215
A26	.47364	.43509	.38373	.44189	.36282	.06097	.37277
A27	.17314	.44999	.35180	.37715	.21660	.56695	.04578
A28	.22932	.61878	.34126	.35708	.30405	.40929	.18131
A29	.61386	.63532	.64732	.42158	.41799	.19451	.36073
A30	.40749	.44544	.57905	.75638	.65898	.20578	.45998
A31	.41177	.41871	.55110	.62093	.46423	.16202	.48357
A32	.56477	.63723	.53120	.60061	.50992	.30285	.43818
A33	.51231	.59194	.42046	.62933	.32422	.33318	.29694
A34	.73164	.66493	.60668	.48648	.39847	.21039	.37736
A35	.25460	.19649	.28329	.30096	.24456	.14226	.42069

	<b>A22</b>	<b>A23</b>	<b>A24</b>	<b>A25</b>	<b>A26</b>	<b>A27</b>	<b>A28</b>
A22	1.00000						
A23	.24123	1.00000					
A24	.43892	.43343	1.00000				
A25	.43228	.27933	.52013	1.00000			
A26	.51882	.30400	.67253	.61031	1.00000		
A27	.24123	.68333	.27036	.12549	.18612	1.00000	

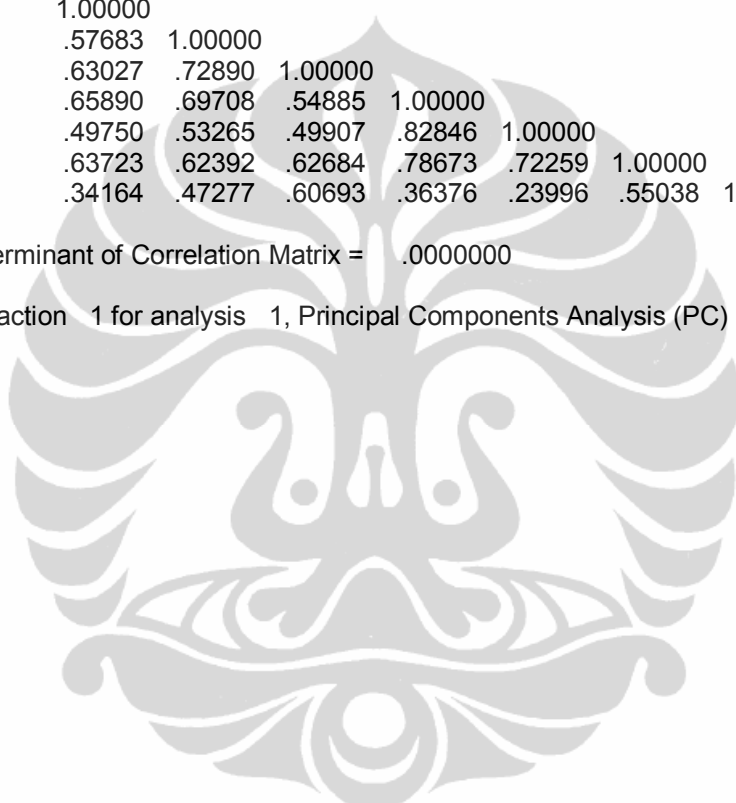


A28	.13330	.46792	.46988	.23867	.27620	.59492	1.00000
A29	.60690	.44493	.49137	.53123	.44299	.44493	.46009
A30	.51159	.56579	.68305	.47580	.63382	.46437	.40032
A31	.38079	.47969	.64647	.41895	.34193	.47969	.54852
A32	.60842	.35107	.52429	.66513	.63498	.35107	.44229
A33	.44668	.32433	.37044	.69889	.44267	.40333	.37356
A34	.63723	.40096	.55264	.71611	.59176	.31133	.36136
A35	.23942	.33037	.47702	.30168	.37206	.25092	.34048

	<b>A29</b>	<b>A30</b>	<b>A31</b>	<b>A32</b>	<b>A33</b>	<b>A34</b>	<b>A35</b>
A29	1.00000						
A30	.57683	1.00000					
A31	.63027	.72890	1.00000				
A32	.65890	.69708	.54885	1.00000			
A33	.49750	.53265	.49907	.82846	1.00000		
A34	.63723	.62392	.62684	.78673	.72259	1.00000	
A35	.34164	.47277	.60693	.36376	.23996	.55038	1.00000

Determinant of Correlation Matrix = .0000000

Extraction 1 for analysis 1, Principal Components Analysis (PC)



## Lampiran 8 STATISTIK AWAL

### Initial Statistics:

Variable	Communality *	Factor	Eigenvalue	Pct of Var	Cum Pct
A01	1.00000	* 1	15.15830	43.3	43.3
A02	1.00000	* 2	3.01369	8.6	51.9
A03	1.00000	* 3	2.35959	6.7	58.7
A04	1.00000	* 4	1.81778	5.2	63.9
A05	1.00000	* 5	1.75147	5.0	68.9
A06	1.00000	* 6	1.61237	4.6	73.5
A07	1.00000	* 7	1.32895	3.8	77.3
A08	1.00000	* 8	1.01070	2.9	80.2
A09	1.00000	* 9	.93506	2.7	82.8
A10	1.00000	* 10	.90553	2.6	85.4
A11	1.00000	* 11	.79696	2.3	87.7
A12	1.00000	* 12	.63385	1.8	89.5
A13	1.00000	* 13	.58100	1.7	91.2
A14	1.00000	* 14	.49660	1.4	92.6
A15	1.00000	* 15	.47213	1.3	93.9
A16	1.00000	* 16	.41357	1.2	95.1
A17	1.00000	* 17	.33288	1.0	96.1
A18	1.00000	* 18	.28711	.8	96.9
A19	1.00000	* 19	.20409	.6	97.5
A20	1.00000	* 20	.18840	.5	98.0
A21	1.00000	* 21	.18104	.5	98.5
A22	1.00000	* 22	.13100	.4	98.9
A23	1.00000	* 23	.10548	.3	99.2
A24	1.00000	* 24	.07453	.2	99.4
A25	1.00000	* 25	.05868	.2	99.6
A26	1.00000	* 26	.04565	.1	99.7
A27	1.00000	* 27	.03863	.1	99.8
A28	1.00000	* 28	.02355	.1	99.9
A29	1.00000	* 29	.02029	.1	99.9
A30	1.00000	* 30	.01621	.0	100.0
A31	1.00000	* 31	.00309	.0	100.0
A32	1.00000	* 32	.00130	.0	100.0
A33	1.00000	* 33	.00053	.0	100.0
A34	1.00000	* 34	.00000	.0	100.0
A35	1.00000	* 35	.00000	.0	100.0

PC extracted 8 factors.

## Lampiran 9 STATISTIK AKHIR

### Final Statistics:

Variable	Communality *	Factor	Eigenvalue	Pct of Var	Cum Pct
A01	.89050 *	1	15.15830	43.3	43.3
A02	.70063 *	2	3.01369	8.6	51.9
A03	.87325 *	3	2.35959	6.7	58.7
A04	.85491 *	4	1.81778	5.2	63.9
A05	.82342 *	5	1.75147	5.0	68.9
A06	.79407 *	6	1.61237	4.6	73.5
A07	.91332 *	7	1.32895	3.8	77.3
A08	.83277 *	8	1.01070	2.9	80.2
A09	.86270 *				
A10	.75249 *				
A11	.73247 *				
A12	.82714 *				
A13	.83633 *				
A14	.83932 *				
A15	.76973 *				
A16	.86834 *				
A17	.82045 *				
A18	.84142 *				
A19	.79980 *				
A20	.76343 *				
A21	.67736 *				
A22	.62584 *				
A23	.83160 *				
A24	.78983 *				
A25	.77483 *				
A26	.63047 *				
A27	.81849 *				
A28	.87058 *				
A29	.71390 *				
A30	.83457 *				
A31	.83282 *				
A32	.86963 *				
A33	.82551 *				
A34	.90919 *				
A35	.65170 *				

**Lampiran 10**  
**MATRIKS KORELASI YANG DIPRODUKSI KEMBALI**

**Reproduced Correlation Matrix:**

	<b>A01</b>	<b>A02</b>	<b>A03</b>	<b>A04</b>	<b>A05</b>
A01	.89050*	-.00927	-.02466	.01196	.00129
A02	.37043	.70063*	-.06699	.00469	-.04826
A03	.53923	.52128	.87325*	.04884	.00588
A04	.72540	.39426	.58304	.85491*	-.03264
A05	.34206	.33703	.61417	.59076	.82342*
A06	.34259	.65494	.64151	.45619	.37822
A07	.60112	.44063	.75609	.48237	.27459
A08	.49058	.15506	.63813	.61716	.47572
A09	.01887	-.04121	.39298	.34286	.42027
A10	.05252	.23487	.39875	.33511	.32806
A11	.29391	.24585	.60729	.55813	.55264
A12	.32962	.02275	.43545	.54369	.55099
A13	.13581	-.00951	.29626	.22289	.06902
A14	.48934	.06513	.42702	.57478	.38431
A15	.09370	.05960	.33029	.25760	.19242
A16	.08966	.00689	.35255	.30678	.41925
A17	.29965	-.08540	.34410	.32311	.05143
A18	.43742	.17071	.37693	.51963	.26096
A19	.59769	.56957	.68981	.69182	.65016
A20	.02573	.20425	.47235	.10200	.40879
A21	.41605	.24965	.43201	.50341	.17099
A22	.16136	.22922	.49396	.36951	.33216
A23	.32117	.18264	.45397	.28507	.23147
A24	.63012	.26425	.48696	.75729	.40303
A25	.32699	.23917	.37765	.50937	.33193
A26	.35144	.21853	.37953	.58468	.38473
A27	.01521	-.02296	.22371	.11791	.19954
A28	.17065	-.17079	.25055	.39569	.45817
A29	.33046	.14690	.51991	.45607	.32994
A30	.49925	.32274	.47318	.66901	.36997
A31	.37241	.19749	.35658	.53407	.20217
A32	.17873	.20649	.44057	.54140	.50669
A33	.00946	.14840	.22360	.31582	.26882
A34	.18548	.25614	.46755	.47879	.35591
A35	.26888	.14506	.21082	.42294	.11585
	<b>A06</b>	<b>A07</b>	<b>A08</b>	<b>A09</b>	<b>A10</b>
A01	-.01851	.00728	-.01206	.00862	.04546
A02	-.15543	-.04846	.06674	-.04863	.03195
A03	.00131	-.00494	-.06603	.02019	-.05411
A04	-.04094	.00956	-.05264	.02293	-.00792
A05	-.01615	.00005	-.01893	-.04887	.05563
A06	.79407*	.06027	-.00023	.05861	-.02731
A07	.59580	.91332*	.02773	.01600	-.04487
A08	.33176	.56090	.83277*	-.04723	.01749

A09	.17322	.19798	.68930	.86270*	-.08423
A10	.45695	.21066	.47201	.60209	.75249*
A11	.44546	.42718	.71139	.69831	.58971
A12	.26640	.26562	.54359	.46907	.40351
A13	.29134	.28805	.44913	.46482	.63211
A14	.26743	.47697	.54022	.29518	.11727
A15	.37295	.36361	.39326	.35296	.34900
	<b>A06</b>	<b>A07</b>	<b>A08</b>	<b>A09</b>	<b>A10</b>
A16	.31828	.29009	.30007	.28665	.27963
A17	.24680	.51600	.55203	.41138	.35050
A18	.38042	.30352	.47844	.35186	.59009
A19	.62105	.51224	.42636	.17780	.35910
A20	.34874	.28337	.17902	.21548	.37814
A21	.37709	.49019	.61273	.48939	.44917
A22	.48501	.47338	.51207	.47826	.42918
A23	.41934	.50208	.23995	.07094	.31823
A24	.41847	.52351	.60467	.36945	.34673
A25	.46922	.32005	.42563	.30491	.42583
A26	.40426	.28193	.52782	.45720	.49113
A27	.22347	.20099	.11406	.16522	.34650
A28	.03768	.14730	.38308	.42725	.27357
A29	.44644	.59011	.53091	.38773	.34713
A30	.54306	.43833	.51638	.36959	.58055
A31	.45020	.47418	.43802	.33365	.44169
A32	.49395	.25879	.53626	.59271	.66360
A33	.44007	.09867	.26815	.37137	.61243
A34	.58974	.46748	.49629	.47475	.53262
A35	.31585	.35140	.31412	.25007	.27263
	<b>A11</b>	<b>A12</b>	<b>A13</b>	<b>A14</b>	<b>A15</b>
A01	-.02557	-.02413	-.00823	-.02533	.04731
A02	.02144	.02839	-.02411	-.02175	.00535
A03	-.07650	.07865	.07093	.01500	-.02524
A04	-.06281	.02109	.02449	-.02076	.02366
A05	-.00528	-.02880	.01257	.04038	-.00767
A06	.09768	-.06536	.04601	.04341	-.03439
A07	.04794	-.04528	.05667	.00410	-.01270
A08	.04899	-.04004	-.01348	-.06269	-.02288
A09	-.03699	-.00660	.01887	.02181	.02357
A10	.01606	.01273	-.08483	-.00863	.06464
A11	.73247*	-.07130	-.01820	-.02139	-.01464
A12	.56393	.82714*	.01122	-.00551	.03364
A13	.44152	.46085	.83633*	.05892	-.06078
A14	.45669	.66909	.21145	.83932*	-.07442
A15	.44825	.58892	.44013	.61706	.76973*
A16	.39539	.71027	.36312	.62114	.66387
A17	.43797	.53689	.62829	.59327	.62948
A18	.46528	.56729	.72794	.33374	.37420
A19	.46840	.46559	.21458	.37798	.21064
A20	.27075	.27973	.37429	-.03272	.10006
A21	.51690	.21228	.39707	.28580	.22414
A22	.56386	.47853	.36174	.51808	.61278

A23	.23249	.40492	.53573	.26082	.30040
A24	.52222	.50069	.33196	.58712	.33541
A25	.49517	.65140	.43781	.62040	.66943
A26	.56508	.57543	.41998	.51724	.49055
A27	.17592	.34603	.49869	.08664	.19143
A28	.36951	.55569	.32703	.37753	.20300
A29	.50856	.57679	.43745	.63913	.61711
A30	.53506	.55273	.59225	.43783	.40291
A31	.42402	.38294	.48293	.40397	.35349
A32	.66991	.71162	.55821	.51667	.61803
A33	.45108	.58422	.59345	.34348	.58806
A34	.60238	.61020	.47775	.61961	.73738
A35	.29517	.19522	.24738	.30003	.20612

	<b>A16</b>	<b>A17</b>	<b>A18</b>	<b>A19</b>	<b>A20</b>
A01	-.03348	-.01314	-.03834	-.03996	.08241
A02	.05869	.05384	-.05798	-.03793	-.05405
A03	-.04455	-.03150	-.00221	-.01203	-.00341
A04	-.02535	.00161	-.01249	-.03275	.02801
A05	-.07449	.04964	.01338	-.04949	-.03399
A06	.02691	-.04497	.01915	.01863	-.04669
A07	.00530	-.07394	.02516	-.04034	.00210
A08	.06458	-.04943	.00677	-.00837	-.06556
A09	-.02088	.00522	.02039	.06498	.03872
A10	-.01280	.06973	-.09609	-.06633	-.01863
A11	.06477	-.00693	.05376	-.02950	-.11758
A12	-.01127	-.04283	-.00814	.00831	.00328
A13	.00255	-.08108	-.02538	-.05881	-.02091
A14	-.00709	.02108	-.01599	-.00692	.00394
A15	-.06242	.01289	.01416	.05099	.07039
A16	.86834*	-.01417	.00316	.02386	-.04808
A17	.52768	.82045*	-.02748	.04784	-.01640
A18	.35672	.52825	.84142*	.08640	-.02998
A19	.35588	.16481	.47605	.79980*	-.00459
A20	.36615	.12772	.31040	.41392	.76343*
A21	.02657	.42732	.42035	.30256	.01166
A22	.50923	.50904	.31221	.32622	.16528
A23	.52039	.46967	.53717	.46692	.60909
A24	.36096	.49306	.52164	.54368	.07220
A25	.57584	.51889	.56082	.43660	.06437
A26	.41107	.44461	.55035	.43211	.05221
A27	.50607	.34472	.42631	.28178	.62418
A28	.56235	.37086	.35466	.31120	.40704
A29	.64854	.65878	.41918	.39807	.26257
A30	.43178	.51531	.74666	.59533	.28225
A31	.41409	.54782	.53162	.40927	.21170
A32	.63907	.50296	.61692	.48555	.29004
A33	.59663	.44484	.61264	.34323	.27736
A34	.69318	.61766	.47148	.41986	.19730
A35	.25003	.37127	.28794	.25930	.04636

	<b>A21</b>	<b>A22</b>	<b>A23</b>	<b>A24</b>	<b>A25</b>
A01	-.01330	-.01044	-.05795	-.01866	.06079
A02	.11151	-.02245	.04528	-.03252	-.01773
A03	.01093	.00751	-.00929	-.01624	-.02162
A04	.00381	.03615	-.05576	-.01354	-.02199
A05	-.04692	.03273	.00383	.00593	.01303
A06	-.12857	-.10878	.00340	.05420	.02167
A07	-.07129	-.08563	-.04455	-.00366	.05745
A08	-.06427	-.07069	.02808	-.04704	.03268
A09	-.04407	-.07654	-.02824	-.00799	.00754
A10	-.02462	-.00087	.06224	.02065	.01314
A11	-.12266	-.08592	.03770	.04177	.03452
A12	.09321	.02816	.03267	-.06126	-.02430
A13	-.03491	-.06489	-.02630	-.01098	.00182
A14	.05404	-.00687	.01994	.02307	-.04017
A15	-.03060	-.04813	-.05076	-.04927	.01909
A16	.02961	-.01676	.04064	-.01487	-.03076
A17	.01930	.03829	.03757	.04833	-.06383
A18	-.02128	.03380	-.04255	-.08544	-.02319
A19	.03208	.02210	-.03373	-.06963	-.09464
A20	.09648	.02922	-.04215	.03485	.07946
A21	.67736*	.11615	-.00333	-.00949	-.01751
A22	.38446	.62584*	-.00783	.02263	-.11319
A23	.15783	.24906	.83160*	.06754	-.01197
A24	.56495	.41629	.36589	.78983*	.03198
A25	.29965	.54547	.29130	.48815	.77483*
A26	.43867	.48319	.20763	.56489	.63328
A27	.04861	.15224	.72827	.24048	.13793
A28	.16021	.21761	.48747	.47046	.18980
A29	.37372	.58278	.50708	.55731	.54218

	<b>A21</b>	<b>A22</b>	<b>A23</b>	<b>A24</b>	<b>A25</b>
A30	.52039	.42715	.54647	.70103	.59019
A31	.52554	.40994	.53388	.69383	.40876
A32	.38974	.59807	.36892	.54610	.70314
A33	.22292	.47303	.40355	.35859	.66141
A34	.42023	.70439	.40159	.57250	.71234
A35	.44947	.30017	.31193	.58088	.23845

	<b>A26</b>	<b>A27</b>	<b>A28</b>	<b>A29</b>	<b>A30</b>
A01	.02133	.03057	.01066	.03027	-.03927
A02	-.03144	.02880	.07704	.05986	-.01954
A03	-.00555	.01236	-.06339	-.01845	-.01781
A04	-.07415	.02762	-.00834	.00348	-.01511
A05	-.04375	.03576	-.07057	-.01641	.02566
A06	.06351	-.02079	.02039	-.07020	.00033
A07	-.01699	-.01942	.03912	-.02484	-.03364
A08	.01495	-.04973	.05551	.10702	.01581
A09	-.03398	-.02110	-.01409	-.05124	-.00549
A10	.03998	.03397	-.00652	.01999	.05917

A11	.03118	.00259	.07554	-.03061	-.02207
A12	-.01254	-.00082	-.05452	-.01068	-.00929
A13	.03514	.01074	-.00493	-.06734	-.05482
A14	-.01062	.01330	-.02253	-.12793	-.00197
A15	-.01691	-.01829	.02632	-.00326	.00457
A16	.02402	-.05607	.05643	-.01322	.01366
A17	-.06088	.00708	-.02960	-.01145	.06374
A18	-.10846	-.04916	.00242	.00240	.00972
A19	-.06929	-.06519	-.00715	.01992	.06364
A20	.00875	-.05724	.00226	-.06807	-.07647
A21	-.06590	-.00283	.02110	-.01299	-.06042
A22	.03562	.08899	-.08432	.02412	.08444
A23	.09638	-.04494	-.01956	-.06215	.01931
A24	.10764	.02988	-.00058	-.06594	-.01797
A25	-.02297	-.01243	.04887	-.01094	-.11439
A26	.63047*	.06141	-.00895	-.02497	.01923
A27	.12471	.81849*	-.03570	.05571	.01885
A28	.28515	.63062	.87058*	.00462	-.04905
A29	.46796	.38921	.45547	.71390*	.03226
A30	.61460	.44552	.44937	.54457	.83457*
A31	.47206	.50380	.52689	.58481	.72781
A32	.67888	.36886	.46898	.58435	.69224
A33	.56358	.42421	.32987	.46687	.62424
A34	.62583	.33317	.37346	.71755	.64283
A35	.33743	.32559	.41560	.43193	.52693

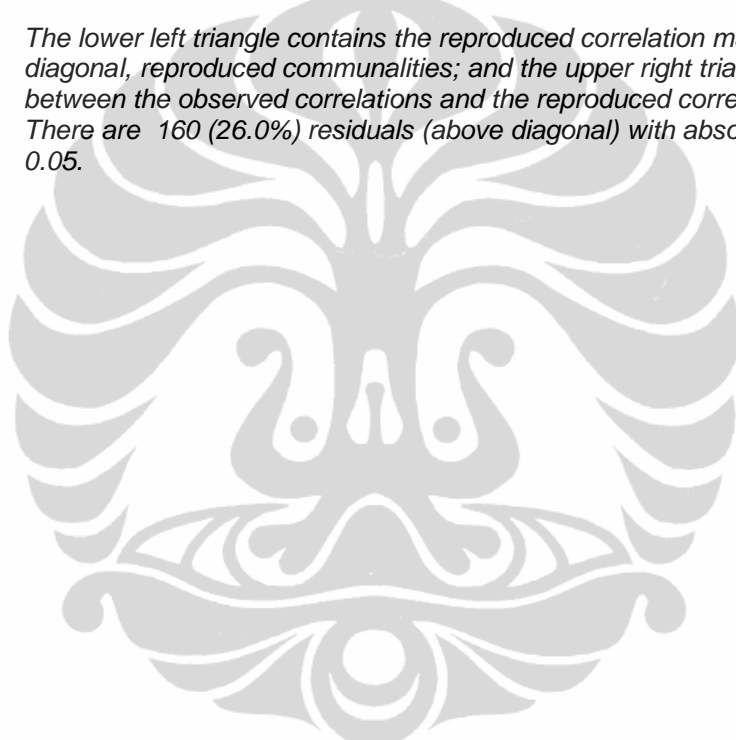
	<b>A31</b>	<b>A32</b>	<b>A33</b>	<b>A34</b>	<b>A35</b>
A01	-.02199	-.00998	.01623	.00725	.04269
A02	.01723	.04550	.00031	-.03119	-.11573
A03	-.05065	.04512	.00650	.02812	.11014
A04	-.01016	.02361	.04284	.02421	-.00799
A05	.03455	-.01521	-.01724	.02465	.02332
A06	-.01047	-.07061	-.00377	.01833	.01108
A07	.02836	-.02123	.04627	.03817	.00577
A08	.05438	.01636	-.00335	-.03809	-.04242

	<b>A31</b>	<b>A32</b>	<b>A33</b>	<b>A34</b>	<b>A35</b>
A09	-.00679	.01707	.00682	.04947	.04055
A10	-.03396	-.07430	-.09036	-.02111	-.01009
A11	.07234	-.10557	-.02498	-.00974	-.08937
A12	-.03160	.00289	-.05049	-.00332	.12320
A13	-.03517	.01805	.04052	.05150	.08045
A14	-.05428	-.01666	.03404	.05382	.01997
A15	.05829	-.05326	-.07575	-.00574	.04848
A16	.00462	-.00184	-.00469	-.02826	-.05354
A17	.00328	.02824	-.02438	-.01098	-.08798
A18	.08930	-.01630	.01669	.01499	.01302
A19	.05496	.02437	-.01901	-.02139	-.01474
A20	-.04968	.01282	.05582	.01308	.09589
A21	-.04197	.04844	.07402	-.04287	-.02878
A22	-.02915	.01035	-.02635	-.06716	-.06075



A23	-.05419	-.01785	-.07922	-.00063	.01844
A24	-.04736	-.02180	.01185	-.01985	-.10387
A25	.01019	-.03801	.03748	.00377	.06324
A26	-.13013	-.04390	-.12090	-.03407	.03462
A27	-.02410	-.01779	-.02088	-.02184	-.07468
A28	.02163	-.02668	.04369	-.01210	-.07512
A29	.04546	.07455	.03063	-.08032	-.09029
A30	.00109	.00484	-.09159	-.01890	-.05416
A31	.83282*	-.00823	.01478	-.01408	-.09135
A32	.55708	.86963*	.05499	-.00583	-.01269
A33	.48429	.77347	.82551*	.01356	-.05061
A34	.64092	.79256	.70903	.90919*	.06050
A35	.69828	.37645	.29057	.48988	.65170*

*The lower left triangle contains the reproduced correlation matrix; the diagonal, reproduced communalities; and the upper right triangle residuals between the observed correlations and the reproduced correlations. There are 160 (26.0%) residuals (above diagonal) with absolute values > 0.05.*



**Lampiran 11**  
**ROTASI MATRIKS**

**VARIMAX** rotation 1 for extraction 1 in analysis 1 - Kaiser Normalization.

*VARIMAX converged in 48 iterations.*

**Rotated Factor Matrix:**

	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5
A15	.82423	.15740	.20750	.00409	.05415
A16	.78049	.00688	.09046	.01761	.42526
A14	.74198	.12787	-.02582	.47693	-.02897
A34	.73612	.23760	.26478	-.02127	.10587
A25	.67354	.06783	.45959	.21451	-.05995
A29	.63822	.23548	.04415	.22134	.29331
A12	.62219	.23339	.32381	.31192	.24685
A22	.60556	.37785	.09591	.01289	.03547
A17	.59864	.28536	.21029	.27484	.23795
A32	.55662	.33522	.50704	.01168	.14785
A09	.23377	.84083	.20811	-.04914	.06514
A08	.29242	.70677	.12553	.44480	.06277
A11	.34996	.64063	.23815	.17098	.07828
A21	.05755	.52146	.22094	.29390	-.09373
A18	.19961	.17355	.72583	.36793	.29272
A33	.52099	.06926	.64612	-.15493	.19475
A13	.24866	.33917	.62416	.07266	.40810
A10	.14201	.49717	.58352	-.11925	.20747
A30	.26857	.16248	.54786	.33709	.24257
A26	.43274	.27529	.44439	.23494	-.09072
A01	.05274	.03205	.07275	.88740	.01158
A04	.21050	.23458	.22357	.62682	-.02019
A27	.12788	-.01862	.21285	-.06146	.81941
A20	.00292	.18456	.10164	-.05792	.77704
A23	.23254	-.06768	.20431	.23882	.77081
A28	.22207	.22963	.03957	.16110	.56665
A02	-.02516	-.00712	.08915	.16450	-.03002
A06	.27731	.11202	.20638	.08923	.15491
A03	.25085	.44708	-.03571	.40906	.30955
A19	.14889	.08980	.20409	.45182	.26759
A07	.31320	.27695	-.18664	.48520	.26431
A35	.15825	.11707	.07567	.11209	.11234
A31	.26481	.14807	.26052	.19754	.28614
A24	.28650	.23362	.19300	.51751	.05342
A05	.20070	.34642	.01598	.25945	.21916

	Factor 6	Factor 7	Factor 8
A15	.08822	.03513	-.10283
A16	-.00266	.09318	.24719
A14	-.02086	.16090	.13091
A34	.27991	.38449	.05393
A25	.20359	.07146	.09590
A29	.14268	.30263	-.04712
A12	-.07977	-.01179	.34054
A22	.28186	.16125	-.01727
A17	-.13467	.23742	-.36024
A32	.16732	.23673	.29036
A09	-.07878	.13849	.16032
A08	.08819	.14648	.03106
A11	.22803	.13125	.19567
A21	.21112	.42288	-.18643
A18	.06712	.13305	-.03685
A33	.13527	.17850	.14045
A13	-.04318	.09168	-.29629
A10	.24745	.15314	.05197
A30	.23830	.44621	.08676
A26	.14390	.23100	.18015
A01	.25428	.16886	.02460
A04	.27137	.33632	.35430
A27	-.03745	.27702	.05600
A20	.27850	-.11659	.14396
A23	.18705	.18078	-.11112
A28	-.30471	.39352	.41500
A02	.80583	.07472	.09531
A06	.76965	.19416	-.00442
A03	.58193	-.01407	.08469
A19	.55423	.10750	.36530
A07	.50900	.20120	-.31440
A35	.08926	.75766	-.00503
A31	.13328	.72980	-.04041
A24	.14586	.55076	.14369
A05	.30582	-.04659	.67219

**Lampiran 12**  
**SKOR FAKTOR KOEFISIEN MATRIKS**

**Factor Score Coefficient Matrix:**

	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5
A01	-.06309	-.10054	.05782	.40324	-.01943
A02	-.04314	-.08313	.02173	-.06415	-.05664
A03	-.00076	.15373	-.14105	.06753	.10148
A04	-.06082	-.03754	.04947	.18430	-.08888
A05	-.02036	.09184	-.08934	.01178	.04147
A06	.02422	-.06022	-.00285	-.13304	-.01121
A07	.05870	.07782	-.22696	.10602	.09834
A08	-.03484	.28613	-.05842	.12860	-.01034
A09	-.05821	.39977	-.04852	-.12153	-.01855
A10	-.10867	.16540	.20066	-.14851	.00164
A11	-.01372	.23503	-.02032	-.04331	-.03293
A12	.10882	-.02336	.07162	.13233	.02840
A13	-.05979	.08756	.25688	.05685	.10986
A14	.21320	-.06855	-.12628	.16568	-.06508
A15	.24826	-.03438	-.02505	-.05773	-.04272
A16	.22612	-.11673	-.11571	-.06140	.10452
A17	.12037	.05245	-.01859	.11034	.05394
A18	-.09820	-.06181	.36064	.19429	.03668
A19	-.05280	-.09129	.04653	.10319	.04231
A20	-.07187	.08171	-.03907	-.06659	.30686
A21	-.11030	.19542	.01831	.01856	-.08973
A22	.14568	.10025	-.11674	-.13289	-.04827
A23	-.00611	-.12336	.01104	.08425	.27529
A24	-.03574	-.02931	-.01502	.11216	-.06346
A25	.15076	-.13899	.16892	.04840	-.12070
A26	.02654	-.01079	.14848	.02603	-.13290
A27	-.04972	-.06467	-.00966	-.06947	.28870
A28	-.04024	.04902	-.13304	.00669	.17879
A29	.14447	.00765	-.15634	-.01274	.05805
A30	-.07433	-.09050	.19087	.05809	-.01041
A31	-.04591	-.05626	-.02670	-.06762	.01959
A32	.05014	.01188	.11753	-.11410	-.05542
A33	.06543	-.11962	.23765	-.14154	-.03621
A34	.16110	-.03130	-.05990	-.18479	-.06531
A35	-.04353	-.03280	-.11108	-.12143	-.03335

	Factor 6	Factor 7	Factor 8
A01	-.04037	-.07813	-.04789
A02	.34348	.02486	.03428
A03	.16308	-.15674	-.04434
A04	-.01392	.07305	.18351
A05	.04861	-.08860	.37364
A06	.32340	.04786	-.04672
A07	.14717	-.02321	-.28028
A08	-.08496	-.08617	-.06222
A09	-.09241	.00187	.05610
A10	.07315	-.01471	-.01169
A11	.02053	-.04338	.05963
A12	-.14173	-.18162	.14519
A13	-.08658	-.14934	-.25970
A14	-.10419	-.03965	.03165
A15	.01918	-.10083	-.11835
A16	-.03447	-.03217	.11523
A17	-.13521	-.04491	-.29316
A18	-.08490	-.14665	-.09334
A19	.14610	-.05334	.17196
A20	.09319	-.14901	.02728
A21	.01999	.15275	-.14921
A22	.10122	.01464	-.05791
A23	.01722	-.03975	-.13150
A24	-.04717	.21842	.06791
A25	.02900	-.10898	.00899
A26	-.01238	.01501	.07813
A27	-.04423	.10171	.01493
A28	-.21544	.18707	.25397
A29	.00323	.06123	-.08140
A30	.00939	.11639	.01783
A31	.00312	.37200	-.02290
A32	.01888	.03039	.14492
A33	.04392	.00877	.06496
A34	.10269	.15251	.00660
A35	.01338	.46491	.03025

## Lampiran 14

### Hasil Uji Kruskal-Wallis

#### Kruskal-Wallis 1-Way Anova

##### A01 PENGETAHUAN UMUM DAN KHUSUS

by GRUP

Mean Rank	Cases
24.75	08 GRUP = 1
17.58	18 GRUP = 2
18.88	12 GRUP = 3
	38 Total

Corrected for ties					
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
2.3588	2	.3075	3.1936	2	.2025

##### A02 PENGALAMAN

by GRUP

Mean Rank	Cases
18.00	08 GRUP = 1
20.17	18 GRUP = 2
19.50	12 GRUP = 3
	38 Total

Corrected for ties					
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
.2105	2	.9001	.3181	2	.8529

##### A03 MENDAPAT INFORMASI YANG RELEVAN

by GRUP

Mean Rank	Cases
19.50	08 GRUP = 1
17.14	18 GRUP = 2
23.04	12 GRUP = 3
	38 Total

Corrected for ties					
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
2.0313	2	.3622	3.4220	2	.1807

##### A04 BERUSAHA UNTUK TAHU

by GRUP

Mean Rank	Cases
23.50	08 GRUP = 1
16.17	18 GRUP = 2
21.83	12 GRUP = 3
	38 Total

Corrected for ties					
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
3.1849	2	.2034	3.8639	2	.1449

##### A05 MEMPUNYAI VISI DAN MISI

by GRUP

Mean Rank	Cases
23.00	08 GRUP = 1
18.50	18 GRUP = 2
18.67	12 GRUP = 3
	38 Total

Corrected for ties					
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
1.0067	2	.6045	1.2503	2	.5352

**A06 PERCAYA DIRI**

by GRUP

Mean Rank	Cases
21.50	08 GRUP = 1
16.28	18 GRUP = 2
23.00	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
2.9627	2 .2273	4.2855	2 .1173

**A07 TANGGUNG JAWAB**

by GRUP

Mean Rank	Cases
20.69	08 GRUP = 1
16.64	18 GRUP = 2
23.00	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
2.4747	2 .2901	5.4577	2 .0653

**A08 TEKUN, ULET, ENERGIK**

by GRUP

Mean Rank	Cases
18.63	08 GRUP = 1
16.53	18 GRUP = 2
24.54	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.8070	2 .1490	5.4618	2 .0652

**A09 GERDIK DAN KREATIF**

by GRUP

Mean Rank	Cases
19.06	08 GRUP = 1
15.03	18 GRUP = 2
26.50	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
7.6886	2 .0214	10.6223	2 <b>.0049</b>

**A10 MAMPU BERADAPTASI**

by GRUP

Mean Rank	Cases
17.81	08 GRUP = 1
17.14	18 GRUP = 2
24.17	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.1131	2 .2109	4.1322	2 .1267

**A11 CEKATAN**

by GRUP

Mean Rank Cases

19.56	08	GRUP = 1
15.89	18	GRUP = 2
24.88	12	GRUP = 3
	38	Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
4.7080	2 .0950	5.7186	2 .0573

**A12 KECERDASAN EMOSIONAL**

by GRUP

Mean Rank Cases

18.75	8	GRUP = 1
16.47	18	GRUP = 2
24.54	12	GRUP = 3
	38	Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.8424	2 .1464	4.6266	2 .0989

**A13 KOMUNIKATIF**

by GRUP

Mean Rank Cases

18.75	08	GRUP = 1
16.50	18	GRUP = 2
24.50	12	GRUP = 3
	38	Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.7773	2 .1513	6.3928	2 <b>.0409</b>

**A14 MEMILIKI JIWA KEPEMIMPINAN**

by GRUP

Mean Rank Cases

23.13	08	GRUP = 1
15.89	18	GRUP = 2
22.50	12	GRUP = 3
	38	Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.6263	2 .1631	4.2795	2 .1177

**A15 RELASIONAL**

by GRUP

Mean Rank Cases

16.81	08	GRUP = 1
16.25	18	GRUP = 2
26.17	12	GRUP = 3
	38	Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
6.3258	2 .0423	7.5129	2 <b>.0234</b>



**A16 BERPIKIR ANALITIS DAN LOGIKA**

by GRUP

Mean Rank Cases

20.25	08	GRUP = 1
15.17	18	GRUP = 2
25.50	12	GRUP = 3
	38	Total

		Corrected for ties			
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
6.2713	2	.0435	9.4764	2	<b>.0088</b>

**A17 CERDAS**

by GRUP

Mean Rank Cases

18.63	08	GRUP = 1
14.75	18	GRUP = 2
27.21	12	GRUP = 3
	38	Total

		Corrected for ties			
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
9.1115	2	.0105	11.0233	2	<b>.0040</b>

**A18 TANGGAP DAN BERUSAHA MENYELESAIKAN MASA**

by GRUP

Mean Rank Cases

22.31	08	GRUP = 1
16.69	18	GRUP = 2
21.83	12	GRUP = 3
	38	Total

		Corrected for ties			
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
2.1886	2	.3348	2.8909	2	.2356

**A19 BERPIKIR CEPAT DAN TERPERINCI**

by GRUP

Mean Rank Cases

23.50	08	GRUP = 1
17.06	18	GRUP = 2
20.50	12	GRUP = 3
	38	Total

		Corrected for ties			
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
2.0045	2	.3671	2.6029	2	.2721

**A20 INDEPENDEN DAN OBYEKTIF**

by GRUP

Mean Rank Cases

18.63	08	GRUP = 1
18.89	18	GRUP = 2
21.00	12	GRUP = 3
	38	Total

		Corrected for ties			
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
.3226	2	.8510	1.4780	2	.4776

**A21 KETELITIAN**

by GRUP

Mean Rank	Cases
17.06	08 GRUP = 1
18.58	18 GRUP = 2
22.50	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
1.3818	2 .5011	1.8709	2 .3924

**A22 TEGAS**

by GRUP

Mean Rank	Cases
16.88	08 GRUP = 1
17.25	18 GRUP = 2
24.63	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.7363	2 .1544	4.6680	2 .0969

**A23 PROFESIONAL DALAM TUGAS**

by GRUP

Mean Rank	Cases
21.13	8 GRUP = 1
16.11	18 GRUP = 2
23.50	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.3996	2 .1827	6.8133	2 .0332

**A24 MEMILIKI KETRAMPILAN TEKNIS**

by GRUP

Mean Rank	Cases
23.38	08 GRUP = 1
15.31	18 GRUP = 2
23.21	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
4.8731	2 .0875	5.7875	2 .0554

**A25 MENGGUNAKAN METODE ANALISIS**

by GRUP

Mean Rank	Cases
19.69	08 GRUP = 1
18.19	18 GRUP = 2
21.33	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
.5773	2 .7493	.6659	2 .7168

**A26 CERMAT**

by GRUP

Mean Rank	Cases
17.94	08 GRUP = 1
17.64	18 GRUP = 2
23.33	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
2.0908	2 .3516	2.7180	2 .2569

**A27 KEJUJURAN**

by GRUP

Mean Rank	Cases
21.13	08 GRUP = 1
17.17	18 GRUP = 2
21.92	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
1.5321	2 .4649	3.0705	2 .2154

**A28 MEMILIKI INTEGRITAS**

by GRUP

Mean Rank	Cases
22.19	08 GRUP = 1
16.00	18 GRUP = 2
22.96	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.4154	2 .1813	5.8180	2 .0545

**A29 LOYALITAS DAN IDEALISME**

by GRUP

Mean Rank	Cases
19.06	08 GRUP = 1
16.28	18 GRUP = 2
24.63	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
4.0778	2 .1302	5.0946	2 .0783

**A30 MEMATUHI JANJI**

by GRUP

Mean Rank	Cases
21.94	08 GRUP = 1
15.33	18 GRUP = 2
24.13	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
4.9937	2 .0823	6.2991	2 <b>.0429</b>

**A31 ADIL**

by GRUP

Mean Rank	Cases
23.13	08 GRUP = 1
15.94	18 GRUP = 2
22.42	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.5204	2 .1720	4.3011	2 .1164

**A32 MEMILIKI KEPEDULIAN**

by GRUP

Mean Rank	Cases
17.75	08 GRUP = 1
17.17	18 GRUP = 2
24.17	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
3.1080	2 .2114	3.5782	2 .1671

**A33 MENGHARGAI ORANG LAIN**

by GRUP

Mean Rank	Cases
18.19	08 GRUP = 1
18.58	18 GRUP = 2
21.75	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
.7260	2 .6956	.8538	2 .6525

**A34 MENJADI WARGA NEGARA YANG BERTANGGUNGJAWAB**

by GRUP

Mean Rank	Cases
20.75	08 GRUP = 1
15.25	18 GRUP = 2
25.04	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
5.7178	2 .0573	6.6890	2 .0353

**A35 MENCAPAI YANG TERBAIK**

by GRUP

Mean Rank	Cases
22.31	8 GRUP = 1
16.58	18 GRUP = 2
22.00	12 GRUP = 3
	38 Total

		Corrected for ties	
Chi-Square	D.F. Significance	Chi-Square	D.F. Significance
2.3596	2 .3073	3.0916	2 .2131

