

## Lampiran 1

### DAFTAR ISIAN KUISIONER

Jakarta, November 2013

Kepada Yth.  
Bpk/Ibu/Sdr/i. Responden  
Sekolah Tinggi Penerbangan Indonesia

Di

#### CURUG

1. Dalam rangka penyusunan tesis berjudul “Pengaruh budaya Organisasi, Gaya Kepemimpinan dan Kompensasi Terhadap Kinerja Karyawan Pada Sekolah Tinggi Penerbangan Indonesia” yang saya ajukan sebagai salah satu syarat wajib kelulusan pada Program Pascasarjana Universitas Mercubuana (UMB) di Jakarta, saya memerlukan masukan berupa data penelitian.
2. Sehubungan dengan hal tersebut di atas, dengan segala kerendahan hati saya mohon kesediaan Bapak/Ibu/Sdr/i. membantu mengisi daftar pernyataan/kuisisioner terlampir.
3. Sebelum mengisi lembar jawaban kuisisioner, disampaikan bahwa:
  - a. Kuisisioner bersifat tertutup; tidak menyebutkan identitas diri dan hasil penelitian hanya digunakan sebagai syarat akademik di lingkungan Pendidikan Magister Manajemen Sumber Daya Manusia Universitas Mercubuana Jakarta.
  - b. Pilihlah jawaban yang menurut Bapak/Ibu/Sdr/i. paling tepat dengan memberi tanda silang (X) pada kolom jawaban yang tersedia di sebelah kanan. Apabila pada saat memberi tanda (X) terjadi kesalahan, pada tanda (X) tersebut dilingkari dan selanjutnya memberi tanda (X) pada jawaban yang dianggap paling tepat.
4. Demikian atas perhatian dan kerjasamanya diucapkan terima kasih.

Hormat Saya,

Febriany Setiowati Pratama Putri  
Nim. 55111120079

Petunjuk Pengisian Kuisioner

**BAGIAN I**  
**Identitas Responden**

- Umur / Jenis kelamin : .....Tahun / Laki-Laki / Perempuan\*)  
 Masa kerja : .....Tahun  
 Unit Kerja : .....  
 Pendidikan terakhir :  SD  SLTP  SLTA  
    DIPLOMA  SARJANA (S1)  MAGISTER (S2)

*Keterangan \*) Coret yang tidak perlu*

**BAGIAN II**

Berilah tanda silang (X) pada kolom jawaban di sebelah kanan yang dianggap paling tepat.

Keterangan :

1. SS : Sangat Setuju
2. S : Setuju
3. R : Ragu-ragu
4. TS : Tidak Setuju
5. STS : Sangat Tidak Setuju

Variabel Budaya Organisasi (X<sub>1</sub>)

No. Item	Pernyataan tentang Budaya Organisasi	Alternatif Jawaban				
		SS	S	R	TS	STS
1.	Perusahaan ini berusaha menjadi pionir di bidangnya					
2.	Dalam perusahaan ini orang mencurahkan seluruh kemampuannya untuk bekerja					
3.	Pengambilan keputusan di disenralisasikan di puncak					
4.	Kehidupan pribadi orang adalah urusannya sendiri-sendiri					
5.	Para anggota bersikap terbuka kepada orang lain					
6.	Para anggota bersikap optimis					
7.	Pertemuan (rapat) dilakukan tepat waktu					
8.	Para karyawan selalu berbicara tentang pekerjaan dengan serius					
9.	Orang-orang dalam perusahaan saling merasa curiga					
10.	Sering terjadiketidakpercayaan antar departemen					
11.	Terdapat kesetiaan antara karyawan dan departemen					
12.	Karyawan merasa aman dengan pekerjaannya					

Variabel Gaya Kepemimpinan (X<sub>2</sub>)

No. Item	Pernyataan tentang Gaya Kepemimpinan	Alternatif Jawaban				
		SS	S	R	TS	STS
1.	Atasan saya memberikan kesempatan kepada saya untuk mendiskusikan masalah masalah dengan kesulitan dalam melaksanakan tugas					
2.	Atasan saya memperlakukan anak buah secara sama dalam bekerja					
3.	Atasan saya bergaul secara informal dengan anak buah					
4.	Atasan saya sering membaaur dengan anak buah					
5.	Atasan saya membuat anak buah merasa bebas dalam melaksanakan setiap pekerjaan					
6.	Atasan saya membantu anak buah setiap kali anak buah merasa kesulitan dalam melaksanakan pekerjaannya					
7.	Atasan saya memuji dan menghargai anak buah yang telah melaksanakan pekerjaannya dengan benar					
8.	Atasan saya memperhatikan anak buahnya secara pribadi					
9.	Atasan saya selalu memberikan bantuan kepada anak buahnya yang memikikan banyak pekerjaan					
10.	Atasan saya memperlakukan anak buah seperti adik sendiri					
11.	Atasan saya tidak mentolerir apabila anak buah melakukan kesalahan dalam pekerjaan					
12.	Atasan saya menuntut anak buah untuk melakukan pekerjaannya tepat waktu dan efisien					
13.	Atasan saya memiliki rasa percaya diri yang tinggi					
14.	Dalam melaksanakan pekerjaan, sering kali atasan saya menyimpan informasi yang penting untuk dirinya sendiri					
15.	Atasan saya berperilaku seakan akan kekuasaan dan prestise itu penting					
16.	Dalam bekerja, atasan saya menyukai pekerjaan dengan prosedur yang rinci					
17.	Atasan saya selalu mengharapkan anak buah untuk mematuhi peraturan					
18.	Setiap keputusan besar menyangkut perusahaan ada di tangan atasan saya					
19.	Atasan saya selalu bertindak sesuai dengan peraturan organisasi					
20.	Dalam memberikan tugas atasan saya mengutamakan orang yang memiliki wewenang					
21.	Prioritas utama atasan saya adalah penyelesaian tugas					
22.	Atasan saya selalu ingin setiap pekerjaan selesai tepat waktu					
23.	Atasan saya sering memperbarui pengetahuan dengan banyak membaca, mengikuti training dan seminar					
24.	Atasan saya selalu disiplin dalam melaksanakan tugas					
25.	Atasan saya tidak suka apabila anak buah datang terlambat ke kantor					

Variabel Kompensasi (X<sub>3</sub>)

No. Item	Pernyataan tentang Kompensasi	Alternatif Jawaban				
		SS	S	R	TS	STS
1.	Gaji atau upah yang anda terima sesuai dengan kinerja yang anda lakukan					
2.	Perusahaan memberikan tunjangan walaupun anda sedang tidak bekerja (sakit atau ijin)					
3.	Anda mendapatkan program perlindungan pribadi dari perusahaan anda					
4.	Anda mendapatkan tunjangan pensiun					
5.	Perusahaan anda memberikan jaminan sosial/perlindungan terhadap karyawan yang cacat karena melakukan pekerjaannya					
6.	Anda mendapatkan tunjangan rekreasi dari perusahaan					
7.	Perusahaan memberikan THR (Tunjangan Hari Raya) kepada anda					
8.	Perusahaan memberikan kesempatan kepada karyawan untuk melakukan pengembangan diri (Training, seminar, refresher, dll)					
9.	Fleksibilitas karier terlihat jelas dalam perusahaan					
10.	Peluang kenaikan penghasilan jelas diberikan oleh perusahaan					
11.	Saya merasa bangga bekerja di perusahaan saya					
12.	Saya mendapat pujian dan pengakuan dari atasan dan rekan kerja saya atas setiap pencapaian saya					
13.	Saya merasa sangat nyaman dalam melaksanakan setiap tugas yang diberikan kepada saya					
14.	Saya menikmati bekerja dengan teman teman saya yang ada di perusahaan ini					

Variabel Kinerja Karyawan Sekolah Tinggi Penerbangan Indonesia (Y)

No. Item	Pernyataan tentang Kinerja Karyawan Sekolah Tinggi Penerbangan Indonesia	Alternatif Jawaban				
		SS	S	R	TS	STS
1.	Rata rata kualitas hasil pekerjaan saya adalah tinggi					
2.	Saya selalu menyelesaikan tugas dengan efisien					
3.	Saya memiliki kemampuan yang baik dalam mencapai tujuan dan sasaran yang ditetapkan					
4.	Pekerjaan saya selalu selesai tepat waktu					
5.	Saya memiliki pengetahuan yang tinggi dan tepat untuk setiap pekerjaan saya dan pengetahuan mengenai tempat dimana saya bekerja					
6.	Saya selalu berusaha memunculkan usaha extra dalam menumbuhkan kreativitas saya dalam menjalankan pekerjaan dengan baik					

No. Item	Pernyataan tentang Kinerja Karyawan Sekolah Tinggi Penerbangan Indonesia	Alternatif Jawaban				
		SS	S	R	TS	STS
7.	Dalam melaksanakan setiap pekerjaan yang diberikan, saya selalu melaksanakannya sesuai dengan prosedur yang ada di perusahaan tempat saya bekerja.					

Terimakasih atas partisipasinya.



Lampiran 2 - Data Jawaban Kuesioner

Data Jawaban Kuesioner Variabel X1  
Budaya Organisasi

Kode Resp	Budaya Organisasi												X total	Rata Rata
	BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8	BO9	BO10	BO11	BO12		
R1	4	5	4	4	5	3	3	4	4	4	5	5	50	4.2
R2	2	5	2	3	2	2	2	5	2	3	2	4	34	2.8
R3	5	4	5	5	3	2	2	3	4	5	4	3	45	3.8
R4	3	3	4	2	4	4	5	5	5	3	3	4	45	3.8
R5	3	4	4	3	4	5	4	4	3	4	5	3	46	3.8
R6	3	4	4	4	5	5	5	4	4	4	4	5	51	4.3
R7	5	5	4	4	5	4	3	4	3	3	2	4	46	3.8
R8	5	4	5	3	3	3	5	5	5	3	5	5	51	4.3
R9	4	2	2	2	2	3	4	3	3	4	4	4	37	3.1
R10	3	5	2	4	2	4	2	3	2	2	2	5	36	3
R11	3	4	3	4	3	3	4	3	4	4	3	5	43	3.6
R12	4	5	3	4	3	3	4	4	5	4	5	3	47	3.9
R13	4	5	3	4	3	4	4	3	4	4	3	5	46	3.8
R14	3	5	4	2	4	2	2	2	4	4	3	4	39	3.3
R15	4	5	5	4	4	4	4	3	4	4	3	4	48	4
R16	5	5	4	5	4	5	5	2	3	4	5	3	50	4.2
R17	4	3	3	4	4	3	2	4	3	4	4	4	42	3.5
R18	3	5	4	3	4	4	5	3	3	5	4	4	47	3.9
R19	5	4	4	3	5	5	3	5	5	3	4	4	50	4.2
R20	4	4	4	4	4	3	4	3	3	2	5	5	45	3.8
R21	4	4	3	4	4	3	2	3	4	4	4	4	43	3.6
R22	3	4	4	3	4	4	3	2	4	4	4	4	43	3.6
R23	4	4	5	4	3	3	4	4	3	3	3	3	43	3.6
R24	3	3	3	5	4	2	3	1	2	3	4	3	36	3
R25	4	5	3	4	3	4	2	3	4	2	4	4	42	3.5
R26	4	5	4	4	3	5	3	3	5	4	5	5	50	4.2
R27	3	4	3	3	3	1	4	4	4	2	3	4	38	3.2
R28	3	5	4	5	5	3	5	5	5	5	5	5	55	4.6
R29	2	3	3	5	2	2	2	4	4	3	2	4	36	3
R30	2	4	2	4	3	3	1	4	4	5	4	4	40	3.3
R31	2	2	4	2	5	2	1	4	1	2	2	5	32	2.7
R32	2	5	2	2	5	2	2	5	2	4	2	4	37	3.1
R33	5	4	5	5	3	2	2	3	4	5	4	3	45	3.8
R34	3	3	4	2	4	2	2	5	2	3	3	2	35	2.9
R35	3	2	4	2	4	2	2	4	2	4	5	3	37	3.1
R36	3	4	4	4	5	3	5	3	4	4	4	5	48	4
R37	5	5	4	4	5	4	3	4	3	3	2	4	46	3.8
R38	4	4	2	3	5	3	3	5	5	3	5	5	47	3.9
R39	4	4	4	5	4	3	4	3	3	4	4	4	46	3.8
R40	3	5	2	4	4	4	4	3	5	4	4	5	47	3.9
R41	3	4	3	2	3	2	4	2	2	3	4	3	35	2.9
R42	3	4	3	2	3	2	4	2	4	5	4	5	47	3.9
R43	4	5	3	4	3	3	4	4	5	4	5	3	47	3.9
R44	4	5	3	2	2	2	4	2	2	4	2	5	37	3.1
R45	4	5	5	4	5	5	4	2	2	4	3	4	46	3.8
R46	4	3	3	4	4	4	2	3	4	4	3	4	42	3.5
R47	3	5	4	5	4	3	5	2	4	3	3	5	46	3.8
R48	4	3	3	4	4	3	2	2	2	4	4	4	39	3.3
R48	3	5	4	3	4	4	5	2	2	2	2	4	40	3.3

Kode Resp	Budaya Organisasi												X total	Rata Rata
	BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8	BO9	BO10	BO11	BO12		
R49	3	4	4	3	5	5	3	1	4	3	4	4	43	3.6
R50	4	4	4	4	4	3	4	3	3	2	5	5	45	3.8
R51	4	4	3	4	4	3	2	3	2	2	4	2	37	3.1
R52	3	4	4	3	4	4	3	2	4	4	4	4	43	3.6
R53	1	3	3	4	3	3	4	4	3	3	3	3	37	3.1
R54	5	5	5	3	5	5	3	1	2	3	3	3	43	3.6
R55	4	5	3	4	3	4	2	3	4	2	4	4	42	3.5
R56	4	3	4	4	5	5	3	5	5	4	3	3	48	4
R57	3	3	4	3	3	1	4	4	3	4	2	4	38	3.2
R58	3	5	4	4	4	3	2	3	4	3	3	3	41	3.4
R59	2	3	3	2	2	2	2	2	4	3	4	4	33	2.8
R60	2	4	2	4	3	3	1	4	4	5	4	4	40	3.3
R61	4	3	3	4	4	3	2	4	3	4	4	4	42	3.5
R62	3	5	4	3	4	4	5	3	3	5	4	4	47	3.9
R63	3	4	4	3	5	5	3	1	4	3	4	4	43	3.6
R64	4	2	2	2	4	2	2	3	3	2	2	5	33	2.8
R65	4	4	3	4	4	3	2	3	4	4	4	3	42	3.5
R66	4	3	3	3	2	4	3	4	4	4	4	4	42	3.5
R67	1	3	3	4	3	3	4	4	3	4	4	4	40	3.3
R68	3	5	3	5	4	4	4	4	4	3	3	3	45	3.8
R69	4	5	3	4	3	4	2	3	4	2	4	4	42	3.5
R70	4	4	2	2	2	2	2	2	2	4	2	2	30	2.5
R71	4	3	4	3	3	1	4	3	4	2	3	4	38	3.2
R72	3	5	4	4	4	3	2	3	4	3	3	3	41	3.4
R73	2	3	3	5	2	2	2	4	4	3	4	4	38	3.2
R74	2	4	2	4	3	3	1	4	4	5	4	4	40	3.3
R75	2	2	4	2	5	3	3	4	4	4	5	5	43	3.6
R76	4	5	3	3	5	4	4	5	5	4	4	4	50	4.2
R77	3	4	4	3	5	4	5	3	5	5	5	4	50	4.2
R78	4	4	4	5	3	5	5	3	3	5	5	5	51	4.3
R79	5	5	5	5	5	5	5	5	4	5	5	2	56	4.7
R80	4	4	3	4	4	4	4	4	4	4	4	4	47	3.9
R81	4	5	5	5	5	5	5	5	3	4	4	3	53	4.4
R82	3	4	4	5	5	5	4	4	4	3	2	4	47	3.9
R83	5	5	5	5	5	5	5	2	5	5	5	5	57	4.8
R84	4	4	3	3	4	4	4	4	5	4	3	3	45	3.8
R85	3	3	3	4	3	4	5	5	4	5	3	5	47	3.9
R86	3	4	4	4	4	4	4	3	4	4	4	4	46	3.8
R87	4	4	3	4	4	5	5	5	5	5	5	4	53	4.4
R88	5	5	5	5	5	5	5	4	4	5	5	5	58	4.8
R89	4	5	5	4	4	3	3	3	3	3	4	4	45	3.8
R90	5	5	5	5	5	5	5	5	5	3	5	5	58	4.8
R91	4	5	4	5	4	5	4	3	4	4	3	4	49	4.1
R92	4	4	1	4	4	4	2	2	4	2	2	4	37	3.1
R93	3	5	4	5	3	5	4	5	3	3	3	5	48	4
R94	4	5	5	5	5	5	5	5	2	4	4	2	51	4.3
R95	4	4	4	5	3	4	4	5	4	5	3	4	49	4.1
R96	2	3	2	2	5	2	5	4	5	4	2	2	38	3.2
R97	3	5	3	5	4	5	5	3	5	5	5	4	52	4.3
R98	4	4	5	4	4	5	5	3	3	5	4	5	51	4.3
R99	4	4	3	5	5	5	4	4	5	3	4	4	50	4.2
R100	4	3	4	4	4	3	4	4	3	4	4	3	44	3.7
R101	5	3	5	3	5	4	4	5	3	5	4	5	51	4.3
R102	5	5	5	4	4	4	4	4	5	5	5	5	55	4.6



Kode Resp	Budaya Organisasi												X total	Rata Rata
	BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8	BO9	BO10	BO11	BO12		
R103	4	4	3	3	3	3	4	4	4	3	4	4	43	3.6
R104	4	4	5	5	5	5	4	5	5	5	5	5	57	4.8
R105	3	3	3	4	5	5	4	4	4	4	3	4	46	3.8
R106	5	5	4	4	5	5	5	4	5	5	4	4	55	4.6
R107	4	4	4	4	3	4	4	3	4	4	3	4	45	3.8
R108	3	4	4	3	4	5	5	3	4	4	4	5	48	4
R109	5	5	4	4	4	3	4	3	5	4	4	3	48	4
R110	4	4	5	5	5	2	5	2	4	5	4	2	47	3.9
R111	5	5	3	3	3	4	3	3	3	3	2	2	39	3.3
R112	4	4	4	4	4	4	4	4	4	4	4	4	48	4
R113	5	5	2	4	3	4	2	3	3	3	2	2	38	3.2
R114	4	4	4	4	4	4	3	4	4	4	4	4	47	3.9
R115	4	4	3	4	4	5	4	4	3	4	3	4	46	3.8
R116	4	4	3	4	4	4	3	3	4	4	3	3	43	3.6
R117	3	5	4	5	5	4	4	3	3	2	2	2	42	3.5
R118	3	4	3	4	4	4	4	2	3	3	5	4	43	3.6
R119	4	4	4	4	4	4	4	3	3	3	3	5	45	3.8
R120	5	5	3	4	4	5	5	5	5	4	4	4	53	4.4
R121	3	3	3	5	4	5	3	4	3	4	3	3	43	3.6
R122	3	4	2	5	4	4	4	3	4	4	3	3	43	3.6
R123	5	4	4	4	4	4	5	5	5	4	4	4	52	4.3
R124	4	5	4	4	5	5	3	4	3	4	3	3	47	3.9
R125	5	5	5	4	5	5	4	3	4	4	3	3	50	4.2
R126	5	5	5	5	5	5	4	4	5	3	4	4	54	4.5
R127	3	3	5	5	5	5	4	3	4	4	3	5	49	4.1
R128	3	3	4	5	5	5	5	4	5	5	5	5	54	4.5
R129	4	3	4	5	4	5	5	5	5	4	4	4	52	4.3
R130	5	5	2	5	3	3	2	2	2	2	2	3	36	3
R131	3	4	4	4	4	4	4	4	4	4	4	4	47	3.9
R132	3	5	5	4	5	5	4	4	5	3	4	5	52	4.3
R133	3	5	5	5	4	5	5	3	4	5	5	5	54	4.5
R134	4	5	5	4	5	5	5	5	4	5	5	5	57	4.8
R135	3	4	4	5	5	5	5	4	4	4	4	4	51	4.3
R136	3	4	4	5	5	5	5	4	5	3	4	4	51	4.3
R137	4	5	3	5	5	5	5	5	5	5	5	5	57	4.8
R138	4	5	5	4	2	3	2	2	2	5	2	2	38	3.2
R139	3	5	5	5	5	5	5	4	5	5	5	5	57	4.8
R140	3	4	1	4	4	4	4	4	4	3	3	4	42	3.5
R141	3	4	5	5	4	4	4	5	5	5	5	4	53	4.4
R142	4	3	4	5	4	4	5	4	4	4	4	4	49	4.1
R143	3	3	4	4	4	4	4	4	2	4	4	4	44	3.7
R144	5	2	4	2	5	4	5	5	5	4	3	3	43	3.6
R145	3	3	3	4	4	4	4	3	5	4	3	3	43	3.6
R146	5	5	2	2	5	2	5	5	5	5	5	5	51	4.3
R147	5	5	5	5	5	5	2	3	2	5	5	5	52	4.3
R148	4	4	4	3	5	2	5	4	4	5	4	4	48	4
R149	4	4	4	4	4	4	2	2	2	4	2	4	40	3.3
R150	5	2	2	2	4	2	2	5	5	2	3	4	38	3.2
R151	5	5	5	5	5	5	5	5	5	5	2	5	57	4.8
R152	4	4	3	5	5	5	3	4	3	5	3	4	48	4
R153	4	5	4	5	4	5	5	4	5	3	5	4	53	4.4
R154	4	5	2	2	2	5	4	4	4	4	4	3	43	3.6
R155	5	5	3	2	2	2	2	3	2	3	2	2	33	2.8
R156	3	4	3	4	3	4	4	2	2	3	4	4	40	3.3

Kode Resp	Budaya Organisasi												X total	Rata Rata
	BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8	BO9	BO10	BO11	BO12		
R157	4	4	4	4	4	5	3	4	4	4	3	4	47	3.9
R158	4	5	4	4	4	4	5	4	4	5	5	5	53	4.4
R159	4	5	5	5	5	5	5	5	5	5	5	5	59	4.9
R160	5	5	5	5	5	5	5	5	1	3	3	3	50	4.2
R161	4	4	3	5	4	4	4	4	5	4	5	4	50	4.2
R162	3	4	4	4	5	4	5	4	2	4	3	4	46	3.8
R163	3	4	4	4	5	5	5	4	4	4	4	5	51	4.3
R164	5	4	4	4	3	4	2	2	4	3	4	4	43	3.6
R165	4	4	4	4	4	4	4	4	2	3	3	3	43	3.6
R166	4	4	4	4	3	2	2	2	2	5	3	5	40	3.3
R167	4	3	4	4	4	2	2	4	2	4	4	4	41	3.4
R168	4	4	4	5	4	5	5	5	3	4	4	4	51	4.3
R169	4	4	4	5	4	4	4	4	4	4	4	5	50	4.2
R170	5	4	5	5	5	5	3	5	4	5	5	5	56	4.7
R171	4	3	3	5	3	5	3	3	3	3	3	4	42	3.5
R172	4	2	2	5	2	5	4	2	5	4	4	4	43	3.6
R173	4	3	4	4	4	4	4	4	4	4	5	5	49	4.1
R174	4	5	3	5	5	4	5	3	5	5	5	3	52	4.3
R175	3	3	4	4	5	4	4	3	5	4	4	4	47	3.9
R176	3	4	4	4	4	4	3	4	5	3	3	4	45	3.8
R177	2	5	2	5	2	5	2	2	5	3	2	2	37	3.1
R178	4	4	4	5	5	5	4	4	5	4	4	4	52	4.3
R179	3	3	5	3	3	4	5	5	5	3	4	5	48	4
R180	3	4	3	5	5	5	4	5	5	3	4	3	49	4.1
R181	5	5	5	5	5	5	5	5	5	5	5	5	60	5
R182	3	5	4	4	4	5	4	5	5	3	3	3	48	4
R183	3	4	3	5	3	5	2	5	2	5	5	5	47	3.9
R184	4	2	3	2	4	5	4	4	4	4	4	4	44	3.7
R185	5	5	4	5	2	5	3	5	4	5	5	5	53	4.4
R186	2	5	5	5	5	5	5	5	5	5	5	4	56	4.7
R187	2	5	2	5	2	2	5	3	5	2	2	4	39	3.3
R188	5	4	4	4	5	4	5	5	5	3	5	5	54	4.5
R189	5	2	4	3	5	3	5	2	5	2	5	5	46	3.8
R190	3	3	3	5	4	5	5	3	5	2	5	5	48	4
R191	5	3	2	4	4	5	4	4	4	5	4	3	47	3.9
R192	5	4	4	5	5	5	5	3	5	2	2	3	48	4
R193	5	5	5	5	5	5	5	5	5	5	5	4	59	4.9
R194	3	5	3	3	3	3	5	3	3	5	3	2	41	3.4
R195	4	4	4	4	5	5	4	3	4	2	4	5	48	4
R196	4	4	4	4	4	4	5	5	5	5	5	3	52	4.3
R197	3	4	3	4	5	4	5	4	5	3	5	2	47	3.9
R198	3	4	3	3	4	3	3	4	4	3	4	4	42	3.5
R199	2	4	2	5	2	5	2	5	2	3	4	5	41	3.4
R200	4	4	5	5	5	5	5	5	5	5	5	5	58	4.8
R201	2	2	3	4	2	2	4	4	4	5	5	4	41	3.4
R202	2	4	2	3	5	5	4	5	4	4	3	4	45	3.8
R203	2	4	3	3	3	5	5	5	5	5	5	5	50	4.2
R204	3	2	4	2	3	2	2	5	4	5	3	5	40	3.3
R205	4	5	4	4	3	5	4	2	3	4	2	5	45	3.8
R206	5	5	4	5	5	5	5	4	2	2	3	5	50	4.2
R207	5	5	5	5	5	5	5	5	5	5	5	5	60	5
R208	2	2	4	3	5	3	4	4	4	4	5	4	44	3.7
R209	4	5	5	5	2	2	3	2	5	2	2	4	41	3.4
R210	4	4	5	4	5	5	5	4	5	5	2	5	53	4.4

Kode Resp	Budaya Organisasi												X total	Rata Rata
	BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8	BO9	BO10	BO11	BO12		
R211	5	4	4	4	4	5	5	5	5	4	5	5	55	4.6
R212	5	5	5	5	5	5	5	5	5	5	5	5	60	5





Nama Rump	Gaya Koneksi																								X Total	Rata rata	
	GN1	GN2	GN3	GN4	GN5	GN6	GN7	GN8	GN9	GN10	GN11	GN12	GN13	GN14	GN15	GN16	GN17	GN18	GN19	GN20	GN21	GN22	GN23	GN24			GN25
R197	4	4	4	4	2	4	2	3	2	2	3	4	3	3	3	4	3	4	5	4	5	4	5	3	5	90	3.6
R198	5	5	5	5	5	4	4	4	3	3	3	5	5	5	5	5	5	5	3	5	3	5	5	5	5	112	4.5
R199	4	5	5	4	5	4	4	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	5	3	7	112	4.5
R200	3	3	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	110	4.4
R201	3	5	5	4	5	5	3	5	5	3	2	5	2	2	2	2	2	3	4	2	2	4	4	4	4	89	3.8
R202	4	5	4	4	4	4	3	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	118	4.8
R203	4	4	3	3	2	2	3	2	3	5	4	2	5	2	2	2	4	3	3	3	5	5	5	5	5	90	3.6
R204	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	125	5
R205	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	125	5
R206	5	5	4	4	4	4	4	3	4	3	5	4	4	3	5	5	4	4	5	4	5	3	4	2	3	98	3.9
R207	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	167	4.3
R208	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	120	4.8
R209	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	125	5
R210	5	5	4	4	5	3	5	3	4	3	5	4	5	3	4	4	4	5	4	5	5	5	4	5	5	108	4.3
R211	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	120	4.8
R212	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	125	5

Data Jawaban Kuesioner Variabel X3  
Kompensasi

Kode	Variabel X3														X	
	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	KP11	KP12	KP13	KP14	Total	Rata Rata
R1	4	4	4	3	3	2	2	2	3	2	2	3	2	3	39	2.8
R2	3	3	3	3	2	4	2	3	2	4	4	4	2	2	41	2.9
R3	3	3	4	4	4	4	4	4	4	4	4	3	4	4	53	3.8
R4	5	3	4	5	3	4	3	3	4	4	3	5	2	5	55	3.9
R5	4	4	3	3	4	3	3	3	2	2	3	4	4	4	46	3.3
R6	5	4	4	4	3	4	3	4	4	4	4	4	4	4	55	3.9
R7	4	4	4	4	3	4	3	4	3	3	4	4	4	3	51	3.6
R8	4	2	4	3	3	4	4	4	3	3	4	3	4	3	48	3.4
R9	2	2	2	2	2	2	2	2	2	4	2	2	4	2	39	2.8
R10	4	3	3	3	3	4	3	2	2	2	4	2	2	2	39	2.8
R11	4	4	3	3	4	4	3	4	4	4	4	2	5	4	52	3.7
R12	5	5	4	4	4	4	4	4	3	4	4	4	3	4	56	4
R13	4	5	2	5	2	3	2	5	3	5	2	4	3	5	50	3.6
R14	4	4	4	4	4	2	4	4	3	4	4	4	4	4	53	3.8
R15	4	4	4	4	2	4	4	4	4	4	4	4	4	3	53	3.8
R16	4	3	4	3	3	3	2	4	5	4	3	4	3	4	49	3.5
R17	4	4	4	4	3	4	3	3	4	4	3	4	4	4	52	3.7
R18	5	3	4	3	3	3	5	3	3	3	4	3	3	2	47	3.4
R19	4	4	4	4	3	4	2	4	4	3	4	3	4	4	51	3.6
R20	4	3	4	3	3	5	2	4	3	4	4	3	4	3	49	3.5
R21	4	4	4	3	3	5	3	4	4	4	5	4	5	5	57	4.1
R22	4	4	4	4	4	4	2	4	4	4	4	4	4	4	54	3.9
R23	4	4	4	4	4	4	4	4	4	4	4	2	4	4	54	3.9
R24	4	4	3	3	4	3	3	2	2	2	2	1	4	3	40	2.9
R25	4	4	4	4	4	4	4	3	3	2	3	3	3	3	48	3.4
R26	4	4	5	5	5	2	2	2	4	4	4	4	4	5	54	3.9
R27	3	4	4	4	2	4	2	2	3	3	3	3	2	4	43	3.1
R28	4	4	4	4	2	4	5	4	4	4	4	2	4	5	54	3.9
R29	4	4	4	4	3	3	2	3	2	2	5	2	2	5	45	3.2
R30	3	4	2	4	3	4	2	3	4	3	3	4	3	4	46	3.3
R31	5	3	4	3	3	3	3	4	3	3	5	2	2	2	45	3.2
R32	4	4	3	4	4	3	4	4	2	5	4	4	2	3	50	3.6
R33	4	5	3	3	4	4	2	3	5	2	4	4	5	2	50	3.6
R34	2	2	3	3	3	5	3	3	3	3	4	4	4	2	44	3.1
R35	5	5	4	4	4	3	3	3	4	3	4	5	5	3	51	3.6
R36	4	5	2	3	3	3	4	4	3	4	5	5	3	3	51	3.6
R37	3	2	3	3	4	3	3	2	3	3	4	3	2	3	41	2.9
R38	3	4	3	3	5	4	3	3	3	3	2	2	2	3	43	3.1
R39	3	3	3	2	3	3	2	3	4	3	3	4	4	3	43	3.1
R40	3	3	3	4	5	5	5	5	1	5	5	3	5	5	57	4.1
R41	2	3	3	3	2	3	3	4	3	4	3	4	3	2	42	3
R42	4	3	4	3	4	4	3	4	3	3	4	4	3	3	49	3.5
R43	1	3	4	4	3	3	2	5	3	2	3	3	4	2	42	3
R44	3	3	5	2	4	2	4	2	3	4	3	2	3	5	45	3.2
R45	4	4	2	4	3	3	4	3	2	3	3	4	3	3	45	3.2
R46	4	4	2	4	3	3	4	3	2	3	4	2	3	4	43	3.1
R47	3	3	4	3	4	1	3	3	2	4	4	5	4	4	41	2.9
R48	1	2	2	3	2	3	2	2	4	3	4	4	4	3	47	3.4
R49	2	2	3	4	2	4	2	4	3	2	4	4	3	3	46	3.3
R49	4	4	3	2	4	2	3	2	4	4	3	3	4	4	46	3.3
R49	4	4	3	2	4	2	3	2	4	4	3	5	5	4	57	4.1
R50	5	5	4	4	3	3	4	2	3	5	5	5	4	3	57	4.1
R50	5	5	4	4	3	3	4	2	3	5	5	5	4	3	44	3.1
R51	3	3	2	2	3	4	3	3	4	3	4	4	4	4	49	3.5
R52	1	2	3	4	3	3	4	3	5	5	4	4	4	4	48	3.4
R52	1	2	3	4	3	3	4	3	5	5	4	4	4	4	48	3.4
R53	3	3	4	3	4	3	3	2	4	3	4	4	4	3	49	3.5
R54	2	4	1	4	2	2	5	5	5	4	4	4	4	4	48	3.4
R55	3	3	3	2	3	3	4	3	4	4	4	4	4	4	48	3.4

Kode Resp	Kompensasi														X Total	Rata Rata
	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	KP11	KP12	KP13	KP14		
R56	4	4	3	2	3	4	5	4	4	4	4	3	3	3	50	3.6
R57	4	3	2	4	3	2	4	2	4	4	4	4	3	3	46	3.3
R58	3	4	2	4	2	4	4	3	4	4	5	5	4	4	52	3.7
R59	3	2	3	2	1	3	4	2	4	4	4	5	5	5	47	3.4
R60	3	2	4	4	3	2	3	2	3	4	4	4	4	4	46	3.3
R61	2	3	2	3	2	3	4	2	4	4	4	4	4	4	45	3.2
R62	2	5	1	2	4	3	4	1	4	5	4	3	4	3	45	3.2
R63	3	3	3	4	3	2	3	3	4	4	4	4	4	4	48	3.4
R64	3	4	4	2	3	3	3	2	3	3	2	3	4	4	43	3.1
R65	4	4	1	3	2	3	5	1	5	5	4	4	4	4	49	3.5
R66	2	5	2	3	4	4	4	4	4	4	4	4	4	5	53	3.8
R67	2	5	2	2	4	2	2	3	5	2	4	2	2	3	40	2.9
R68	1	3	2	3	2	4	4	2	4	4	4	4	4	4	45	3.2
R69	2	3	4	2	4	3	5	5	4	4	4	4	4	4	52	3.7
R70	3	3	2	4	3	4	2	1	3	2	2	4	2	3	38	2.7
R71	1	2	4	4	3	5	4	2	3	4	4	4	2	2	44	3.1
R72	3	4	2	3	3	3	5	1	4	4	4	4	5	5	50	3.6
R73	2	4	2	5	3	4	4	3	4	3	3	4	4	4	49	3.5
R74	3	4	2	3	5	3	4	3	4	4	4	4	4	4	51	3.6
R75	4	3	1	4	3	4	4	3	4	4	4	4	4	4	50	3.6
R76	2	3	3	4	4	4	5	4	4	4	2	4	2	4	49	3.5
R77	4	3	4	3	4	2	4	4	5	3	3	4	4	4	51	3.6
R78	5	3	4	3	5	4	5	5	5	3	4	5	4	5	60	4.3
R79	5	4	5	5	5	4	5	4	5	5	5	5	5	5	67	4.8
R80	4	5	5	4	5	5	4	5	5	5	5	4	4	3	63	4.5
R81	4	3	4	4	4	3	3	3	5	4	4	3	3	5	52	3.7
R82	3	3	4	3	5	5	5	5	5	4	4	5	4	5	60	4.3
R83	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5
R84	3	3	3	5	4	3	5	4	5	4	3	5	5	5	57	4.1
R85	4	3	4	4	4	4	3	4	4	4	4	4	4	4	54	3.9
R86	4	4	3	3	5	5	3	4	5	4	3	5	5	4	57	4.1
R87	5	5	4	4	5	4	3	4	5	4	5	4	3	4	59	4.2
R88	5	5	5	5	5	5	5	5	5	5	4	5	4	5	68	4.9
R89	5	5	4	4	5	3	4	5	5	4	4	5	4	5	63	4.5
R90	5	5	5	5	5	5	3	5	5	5	5	5	5	5	68	4.9
R91	4	4	4	4	4	3	3	4	4	4	4	4	4	3	53	3.8
R92	4	3	3	3	2	2	3	2	2	2	2	4	2	2	36	2.6
R93	4	3	4	4	4	3	3	4	4	3	3	4	3	4	50	3.6
R94	5	4	5	4	4	4	4	5	5	5	4	4	5	5	63	4.5
R95	4	4	4	4	5	5	4	5	5	5	5	5	5	5	65	4.6
R96	4	4	3	3	4	4	3	3	4	4	3	3	4	3	49	3.5
R97	5	3	3	3	4	4	4	4	4	3	3	3	3	4	50	3.6
R98	4	5	5	4	5	3	5	2	3	4	3	5	4	4	56	4
R99	3	4	3	4	5	4	4	5	5	4	3	5	4	4	57	4.1
R100	5	3	4	4	4	3	4	4	5	5	4	4	4	4	57	4.1
R101	4	4	3	3	5	4	4	4	5	4	4	4	4	4	57	4.1
R102	5	5	4	4	4	1	3	4	5	4	4	4	4	3	55	3.9
R103	5	3	3	5	4	5	3	5	5	4	4	5	4	4	55	3.9
R104	5	3	4	3	5	3	3	4	5	5	5	4	4	3	58	4.1
R105	5	3	3	5	5	4	3	3	5	5	3	3	3	4	57	4.1
R106	5	4	5	5	5	5	4	4	5	5	3	3	3	4	54	3.9
R107	4	3	3	3	4	4	4	4	5	2	4	4	5	5	62	4.4
R108	4	4	4	3	4	5	4	5	4	4	3	4	4	4	53	3.8
R109	5	4	4	3	4	3	2	4	5	5	5	3	4	4	56	4
R110	5	5	5	4	5	3	4	5	5	4	3	4	4	4	55	3.9
R111	3	3	3	3	3	3	3	4	5	5	4	4	4	3	59	4.2
R112	4	4	4	4	4	4	4	4	5	5	5	5	5	5	55	3.9
R113	3	2	2	2	2	2	2	2	5	4	5	5	5	5	61	4.4
R114	4	4	3	4	4	3	3	4	5	5	3	4	4	4	54	3.9



Kode Resp	Kompensasi														X Total	Rata Rata
	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	KP11	KP12	KP13	KP14		
R115	4	3	4	3	4	3	3	5	4	3	2	4	4	5	51	3.6
R116	4	3	3	5	5	4	3	5	5	4	4	4	4	4	57	4.1
R117	3	3	4	4	5	4	3	2	2	2	2	4	3	2	43	3.1
R118	3	4	3	5	4	4	4	5	5	3	3	4	4	3	54	3.9
R119	5	5	3	3	4	5	4	3	5	3	4	3	4	4	55	3.9
R120	5	5	3	3	5	4	5	4	5	5	5	4	4	5	62	4.4
R121	4	3	4	3	4	2	3	3	3	3	4	4	4	4	48	3.4
R122	5	4	5	5	5	5	5	4	5	5	4	5	5	5	67	4.8
R123	4	4	4	4	3	4	4	4	5	5	4	4	4	4	57	4.1
R124	5	4	5	4	5	5	5	4	5	4	4	4	4	5	63	4.5
R125	5	5	5	5	5	5	3	5	5	5	5	5	4	5	67	4.8
R126	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5
R127	5	4	5	5	5	4	5	3	5	5	4	3	5	3	61	4.4
R128	4	1	3	3	4	4	4	4	4	4	4	4	4	4	51	3.6
R129	5	4	5	3	5	4	5	4	5	5	5	4	4	5	63	4.5
R130	3	3	3	3	3	3	3	3	5	5	5	5	5	5	54	3.9
R131	3	4	4	4	4	2	4	4	4	4	4	4	4	4	53	3.8
R132	5	4	4	4	5	5	4	5	5	5	4	4	4	5	63	4.5
R133	5	5	3	5	5	5	3	5	5	5	5	4	4	5	63	4.5
R134	5	5	3	4	5	4	4	5	5	5	5	4	4	5	63	4.5
R135	4	4	5	4	5	5	5	5	5	5	4	4	4	4	63	4.5
R136	4	4	5	4	5	5	5	5	5	5	3	4	4	5	63	4.5
R137	5	4	5	5	5	5	5	5	5	5	5	5	5	5	69	4.9
R138	3	3	2	3	5	3	3	5	2	2	5	2	2	5	45	3.2
R139	5	5	3	5	5	3	5	5	5	5	4	4	5	5	64	4.6
R140	5	3	4	4	5	1	2	4	5	5	5	3	3	3	52	3.7
R141	5	5	2	5	5	4	5	4	5	5	2	5	5	5	62	4.4
R142	4	5	4	3	5	3	4	4	5	4	4	3	5	4	57	4.1
R143	4	3	3	3	4	4	4	4	4	4	3	3	4	4	51	3.6
R144	5	3	4	4	5	5	4	4	5	5	5	5	5	5	64	4.6
R145	3	3	3	3	4	4	3	3	5	5	5	5	4	5	55	3.9
R146	5	5	5	4	4	3	3	4	4	4	5	5	5	5	61	4.4
R147	5	5	4	5	5	5	5	5	5	5	5	5	5	5	69	4.9
R148	5	3	4	5	5	5	4	5	5	5	4	4	4	5	63	4.5
R149	4	3	4	5	4	4	4	4	5	2	4	4	4	4	55	3.9
R150	3	4	2	2	5	2	2	2	5	5	2	3	2	5	44	3.1
R151	5	5	5	5	5	3	3	5	5	5	5	5	5	5	66	4.7
R152	3	1	3	4	5	5	3	4	5	5	2	5	5	5	55	3.9
R153	3	4	4	4	5	4	3	4	5	4	3	4	4	5	56	4
R154	4	4	5	5	4	3	3	4	5	4	2	2	4	2	51	3.6
R155	3	3	3	4	2	1	2	4	2	2	3	3	3	2	37	2.6
R156	3	3	4	2	2	2	2	4	2	2	4	2	3	2	37	2.6
R157	3	3	4	2	2	2	2	4	2	2	4	2	3	2	44	3.1
R158	5	4	4	2	4	2	4	2	2	4	3	3	3	3	60	4.3
R159	4	4	4	4	5	4	5	5	5	5	5	5	4	4	68	4.9
R160	5	5	5	5	5	5	5	5	5	5	5	5	4	4	44	3.1
R161	3	3	3	3	3	3	5	2	3	2	2	5	2	5	44	3.1
R162	3	3	3	3	3	3	3	5	2	3	2	2	5	2	55	3.9
R163	5	1	4	3	4	3	4	3	2	5	5	5	4	4	54	3.9
R164	3	4	3	4	5	4	4	2	2	4	3	4	4	3	49	3.5
R165	5	3	4	4	5	5	2	4	4	3	3	5	5	4	56	4
R166	3	3	5	4	5	4	3	4	4	4	2	2	4	4	49	3.5
R167	3	3	5	4	5	4	3	4	3	4	4	4	3	4	55	3.9
R168	5	4	4	4	4	4	3	3	3	4	4	4	3	4	49	3.5
R169	4	3	3	4	4	4	3	3	4	4	4	3	3	3	50	3.6
R170	4	3	3	4	4	4	4	3	4	4	4	4	3	3	50	3.6
R171	3	4	5	4	5	5	5	5	5	5	5	4	4	4	56	4
R172	4	4	4	3	3	3	4	5	4	4	3	3	3	4	50	3.6
R173	4	4	3	3	3	4	5	4	4	4	4	4	5	3	57	4.1
R174	5	3	3	3	4	5	5	5	5	5	5	4	3	5	64	4.6
R175	5	2	5	5	5	5	5	5	5	5	5	4	3	5	64	4.6
R176	4	5	3	4	5	4	5	4	4	4	4	4	4	4	58	4.1

Kode Resp	Kompensasi														X Total	Rata Rata
	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	KP11	KP12	KP13	KP14		
R174	5	3	3	4	3	5	5	5	5	5	5	5	5	5	63	4.5
R175	4	5	3	4	5	5	5	5	5	5	5	5	5	5	68	4.7
R176	4	3	4	4	3	4	5	5	5	4	5	5	4	4	59	4.2
R177	5	5	5	5	3	5	2	3	2	3	5	2	5	2	52	3.7
R178	4	3	3	4	4	3	5	5	5	4	4	4	4	4	56	4
R179	5	3	3	4	4	4	4	4	4	2	2	3	5	3	50	3.6
R180	4	4	3	4	5	5	4	5	4	3	3	5	4	5	58	4.1
R181	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5
R182	4	4	3	4	3	5	5	4	4	5	5	5	5	3	59	4.2
R183	5	5	4	4	4	5	4	5	5	5	5	5	5	5	68	4.7
R184	4	3	1	2	3	5	5	5	5	5	5	4	5	2	54	3.9
R185	4	3	3	4	4	4	4	4	4	4	4	3	5	5	55	3.9
R186	4	4	4	3	5	4	4	3	3	3	3	3	5	3	51	3.6
R187	5	3	4	5	5	3	2	2	5	2	5	2	2	5	50	3.6
R188	4	3	2	5	4	5	3	4	4	4	3	3	3	4	51	3.6
R189	4	3	3	3	3	4	4	4	3	4	4	4	4	2	49	3.5
R190	5	3	3	4	4	4	4	5	4	5	5	4	3	3	56	4
R191	5	3	4	4	3	5	4	5	5	5	4	4	2	2	55	3.9
R192	5	5	5	4	5	5	5	5	5	5	5	5	5	5	69	4.9
R193	5	5	5	4	3	5	5	5	5	5	5	5	5	5	67	4.8
R194	5	2	1	5	5	5	4	5	5	5	4	2	2	5	58	4.1
R195	3	3	3	4	4	5	2	5	5	2	5	2	2	5	50	3.6
R196	5	5	5	5	5	5	5	5	5	4	4	4	4	5	66	4.7
R197	3	3	4	4	3	4	4	4	4	4	2	4	2	3	48	3.4
R198	4	3	3	3	4	4	5	5	5	5	5	4	4	4	58	4.1
R199	5	5	4	4	5	5	4	5	5	4	5	4	4	5	64	4.6
R200	5	5	5	5	5	5	5	5	5	5	5	5	3	5	68	4.9
R201	3	2	3	4	2	5	3	5	5	4	5	5	3	5	54	3.9
R202	3	2	4	4	5	5	4	5	4	4	4	4	3	3	54	3.9
R203	3	3	3	4	3	5	4	4	3	3	2	2	3	2	44	3.1
R204	4	3	3	4	4	4	3	4	4	4	4	4	4	3	52	3.7
R205	3	3	3	3	3	4	4	4	5	4	4	4	4	4	52	3.7
R206	5	3	4	5	4	5	5	5	4	4	4	4	4	3	59	4.2
R207	3	3	3	4	4	4	3	4	3	3	5	5	5	5	54	3.9
R208	5	3	4	4	5	5	4	4	5	5	5	5	5	5	64	4.6
R209	5	5	5	5	5	3	3	5	5	5	5	5	5	5	66	4.7
R210	5	4	4	2	4	2	4	2	2	4	3	3	3	2	44	3.1
R211	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5
R212	4	4	4	3	5	4	4	3	3	3	3	3	5	3	51	3.6

Data Jawaban Kuesioner Variabel Y

Kinerja

Kode Resp	Kinerja Karyawan							Y Total	Rata Rata
	KK1	KK2	KK3	KK4	KK5	KK6	KK7		
R1	4	4	5	4	5	5	4	31	4.4
R2	3	3	3	3	3	3	3	21	3
R3	3	3	3	3	3	3	4	22	3.1
R4	3	3	4	3	4	3	3	23	3.3
R5	4	3	5	3	4	4	4	27	3.9
R6	5	4	5	5	5	5	5	34	4.9
R7	3	3	5	4	5	4	4	28	4
R8	3	5	5	4	5	3	3	28	4
R9	3	3	2	3	2	3	2	18	2.6
R10	3	3	2	3	2	3	2	18	2.6
R11	3	4	4	4	4	3	3	25	3.6
R12	5	4	4	5	5	5	4	32	4.6
R13	5	3	5	4	5	3	4	29	4.1
R14	4	3	2	2	2	3	2	18	2.6
R15	3	3	3	4	3	3	4	23	3.3
R16	3	3	3	4	3	3	4	23	3.3
R17	4	5	2	5	2	3	2	23	3.3
R18	3	3	3	4	3	5	4	25	3.6
R19	4	3	2	2	2	3	2	18	2.6
R20	4	4	4	4	2	4	4	26	3.7
R21	5	5	5	5	5	5	5	35	5
R22	3	3	3	4	3	3	3	22	3.1
R23	3	3	3	3	3	3	3	21	3
R24	3	3	4	3	4	3	3	23	3.3
R25	5	5	4	5	4	5	4	32	4.6
R26	3	3	3	5	3	3	4	24	3.4
R27	3	5	3	4	3	4	3	25	3.6
R28	5	4	5	4	5	4	5	32	4.6
R29	4	4	3	3	3	4	3	24	3.4
R30	4	3	4	4	4	3	3	25	3.6
R31	3	3	4	4	4	5	4	27	3.9
R32	4	3	5	3	4	4	4	27	3.9
R33	4	4	4	3	4	4	3	26	3.7

Kode Resp	Kinerja Karyawan							Y Total	Rata Rata
	KK1	KK2	KK3	KK4	KK5	KK6	KK7		
R34	4	5	3	2	3	3	3	23	3.3
R35	3	3	3	3	3	3	2	20	2.9
R36	3	3	5	4	5	4	5	29	4.1
R37	3	2	2	2	3	3	3	18	2.6
R38	3	3	3	3	3	3	3	21	3
R39	4	5	4	5	4	4	4	30	4.3
R40	5	4	5	4	5	4	5	32	4.6
R41	4	5	3	2	3	3	3	23	3.3
R42	3	3	3	5	3	3	4	24	3.4
R43	3	3	2	3	2	3	2	18	2.6
R44	4	4	2	3	2	2	2	19	2.7
R45	4	4	5	5	4	3	4	29	4.1
R46	5	5	5	3	5	4	4	31	4.4
R47	4	4	4	4	2	4	4	26	3.7
R48	5	3	5	4	5	3	4	29	4.1
R49	5	3	3	4	3	5	3	26	3.7
R50	4	4	2	3	2	2	2	19	2.7
R51	4	4	3	3	3	4	3	24	3.4
R52	5	4	4	4	4	4	5	30	4.3
R53	4	3	4	3	4	4	4	26	3.7
R54	3	4	5	5	5	3	4	29	4.1
R55	4	4	5	4	5	4	4	30	4.3
R56	2	3	2	3	2	3	3	18	2.6
R57	4	4	4	4	4	5	4	29	4.1
R58	5	5	5	3	5	4	4	31	4.4
R59	3	5	3	3	3	3	4	24	3.4
R60	4	3	4	3	4	4	4	26	3.7
R61	4	4	4	4	4	4	4	28	4
R62	3	3	3	3	3	3	3	21	3
R63	3	3	3	3	3	3	4	22	3.1
R64	2	3	2	3	2	3	3	18	2.6
R65	3	3	4	3	4	3	3	23	3.3
R66	3	3	2	3	2	3	2	18	2.6
R67	3	3	4	3	3	5	3	24	3.4
R68	4	3	4	4	4	3	3	25	3.6
R69	3	3	4	4	4	5	4	27	3.9

Kode Resp	Kinerja Karyawan							Y Total	Rata Rata
	KK1	KK2	KK3	KK4	KK5	KK6	KK7		
R70	2	3	2	3	2	2	3	17	2.4
R71	3	4	3	4	3	5	3	25	3.6
R72	4	5	2	5	2	3	2	23	3.3
R73	3	3	3	3	3	3	2	20	2.9
R74	4	4	4	4	4	5	3	28	4
R75	3	4	3	5	3	4	5	27	3.9
R76	4	4	5	4	4	4	4	29	4.1
R77	5	5	4	4	4	4	4	30	4.3
R78	4	4	4	4	4	4	5	29	4.1
R79	4	4	5	4	5	5	4	31	4.4
R80	4	4	5	4	5	4	4	30	4.3
R81	4	3	4	2	4	4	3	24	3.4
R82	5	5	4	4	4	4	4	30	4.3
R83	4	5	5	5	5	5	5	34	4.9
R84	4	4	4	4	4	4	3	27	3.9
R85	3	3	5	4	5	4	5	29	4.1
R86	4	5	4	5	4	4	4	30	4.3
R87	4	4	4	3	4	4	5	28	4
R88	4	4	5	4	4	4	4	29	4.1
R89	4	4	4	4	4	5	4	29	4.1
R90	4	4	4	4	4	4	4	28	4
R91	4	4	2	3	2	2	3	20	2.9
R92	3	2	2	2	3	3	3	18	2.6
R93	4	4	5	4	5	5	4	31	4.4
R94	4	4	5	4	5	5	4	31	4.4
R95	4	4	4	3	4	4	5	28	4
R96	5	4	2	2	2	2	2	19	2.7
R97	3	4	3	5	3	5	4	27	3.9
R98	4	4	4	3	4	4	3	26	3.7
R99	4	4	4	4	4	4	5	29	4.1
R100	3	4	3	3	3	3	3	22	3.1
R101	4	4	4	4	4	4	5	29	4.1
R102	5	4	5	5	5	5	4	33	4.7
R103	4	5	5	5	5	5	4	33	4.7
R104	4	5	4	5	4	4	4	30	4.3
R105	4	3	3	3	3	4	3	23	3.3

Kode Resp	Kinerja Karyawan							Y Total	Rata Rata
	KK1	KK2	KK3	KK4	KK5	KK6	KK7		
R106	3	3	5	5	5	4	4	29	4.1
R107	5	4	4	4	4	4	5	30	4.3
R108	4	4	5	5	4	4	3	29	4.1
R109	3	3	5	5	5	4	5	30	4.3
R110	3	4	3	5	3	4	5	27	3.9
R111	4	4	4	4	4	5	4	29	4.1
R112	3	3	3	3	3	3	4	22	3.1
R113	4	4	3	2	3	3	3	22	3.1
R114	3	5	3	4	3	4	3	25	3.6
R115	4	5	4	5	4	4	4	30	4.3
R116	4	4	4	4	4	5	4	29	4.1
R117	3	3	3	3	3	3	3	21	3
R118	4	4	3	3	3	2	3	22	3.1
R119	4	4	3	2	3	3	3	22	3.1
R120	3	3	5	5	5	4	4	29	4.1
R121	4	2	3	2	3	4	4	22	3.1
R122	3	4	4	4	4	4	3	26	3.7
R123	3	3	3	4	3	3	3	22	3.1
R124	5	3	3	4	3	5	3	26	3.7
R125	4	4	4	4	4	4	3	27	3.9
R126	4	5	5	5	5	3	4	31	4.4
R127	4	4	4	3	4	4	3	26	3.7
R128	3	4	5	5	5	3	4	29	4.1
R129	4	4	4	3	4	4	5	28	4
R130	3	3	3	3	3	3	2	20	2.9
R131	4	3	4	4	4	4	4	27	3.9
R132	4	4	4	3	4	4	3	26	3.7
R133	4	4	4	4	4	4	5	29	4.1
R134	4	4	4	4	4	4	4	28	4
R135	5	5	5	5	5	5	5	35	5
R136	3	4	3	4	3	5	3	25	3.6
R137	5	4	4	5	5	5	4	32	4.6
R138	3	3	5	5	5	5	3	29	4.1
R139	4	4	5	5	4	4	3	29	4.1
R140	3	3	5	5	5	5	3	29	4.1
R141	4	4	4	4	4	5	4	29	4.1

Kode Resp	Kinerja Karyawan							Y Total	Rata Rata
	KK1	KK2	KK3	KK4	KK5	KK6	KK7		
R142	4	4	5	5	4	3	4	29	4.1
R143	4	4	2	3	2	2	3	20	2.9
R144	3	3	3	3	3	3	3	21	3
R145	2	3	3	2	3	2	2	17	2.4
R146	4	4	4	4	4	4	4	28	4
R147	5	5	5	5	5	5	5	35	5
R148	3	2	3	2	3	4	3	20	2.9
R149	4	5	4	5	4	5	5	32	4.6
R150	3	4	3	5	3	5	4	27	3.9
R151	4	4	4	4	4	4	4	28	4
R152	4	4	4	4	4	4	5	29	4.1
R153	5	3	5	4	5	4	5	31	4.4
R154	3	4	3	5	3	5	4	27	3.9
R155	2	3	3	2	3	2	2	17	2.4
R156	5	4	2	2	2	2	2	19	2.7
R157	3	3	3	3	3	3	4	22	3.1
R158	3	3	5	4	5	4	4	28	4
R159	4	5	4	5	4	5	5	32	4.6
R160	4	4	5	4	5	5	4	31	4.4
R161	3	3	3	3	3	3	4	22	3.1
R162	3	4	4	4	4	4	3	26	3.7
R163	4	4	4	4	4	4	3	27	3.9
R164	4	4	4	4	4	4	5	29	4.1
R165	3	3	4	3	4	3	3	23	3.3
R166	3	3	5	5	5	4	4	29	4.1
R167	4	3	3	3	3	4	3	23	3.3
R168	4	3	4	4	4	3	3	25	3.6
R169	3	3	5	5	5	4	5	30	4.3
R170	4	3	4	2	4	4	3	24	3.4
R171	4	4	4	5	5	5	4	31	4.4
R172	5	5	4	4	4	5	4	31	4.4
R173	3	3	4	3	3	5	3	24	3.4
R174	4	4	4	4	4	5	3	28	4
R175	3	3	5	4	5	5	5	30	4.3
R176	3	2	3	2	3	4	3	20	2.9
R177	5	5	4	4	4	5	4	31	4.4

Kode Resp	Kinerja Karyawan							Y Total	Rata Rata
	KK1	KK2	KK3	KK4	KK5	KK6	KK7		
R178	4	4	4	4	4	4	5	29	4.1
R179	4	3	4	4	4	4	4	27	3.9
R180	5	3	5	4	5	4	5	31	4.4
R181	4	5	5	5	5	5	4	33	4.7
R182	5	4	5	5	5	5	5	34	4.9
R183	5	5	5	5	5	5	5	35	5
R184	3	4	4	4	4	3	3	25	3.6
R185	5	5	4	5	4	5	4	32	4.6
R186	4	5	5	5	5	3	4	31	4.4
R187	3	4	3	3	3	3	3	22	3.1
R188	4	4	4	4	4	4	3	27	3.9
R189	5	5	5	5	5	5	4	34	4.9
R190	4	2	3	2	3	4	4	22	3.1
R191	3	5	3	3	3	3	4	24	3.4
R192	5	4	4	4	4	4	5	30	4.3
R193	4	5	4	5	4	5	5	32	4.6
R194	3	5	5	4	5	3	3	28	4
R195	4	5	5	5	5	5	5	34	4.9
R196	4	4	4	4	4	5	4	29	4.1
R197	3	3	5	4	5	5	5	30	4.3
R198	4	4	4	4	4	5	4	29	4.1
R199	5	5	5	5	5	5	5	35	5
R200	4	4	4	4	4	5	4	29	4.1
R201	4	4	4	3	4	4	3	26	3.7
R202	4	4	3	3	3	2	3	22	3.1
R203	5	5	5	5	5	5	5	35	5
R204	5	5	4	4	4	5	4	31	4.4
R205	2	3	2	3	2	2	3	17	2.4
R206	4	4	4	3	4	4	3	26	3.7
R207	4	4	4	4	4	5	4	29	4.1
R208	5	4	4	4	4	4	5	30	4.3
R209	5	4	5	5	5	5	4	33	4.7
R210	4	4	4	4	4	4	4	28	4
R211	4	4	4	5	5	5	4	31	4.4
R212	5	3	5	4	5	4	5	31	4.4



Data Jawaban Kuesioner  
Identitas Responden

Kode	Jenis Kelamin	Tingkat Pendidikan	Area Kerja	Masa Kerja
R1	L	4	2	3
R2	L	2	5	4
R3	P	3	2	3
R4	L	4	3	4
R5	L	3	1	4
R6	L	2	5	4
R7	L	3	5	4
R8	L	4	5	3
R9	P	3	1	4
R10	P	4	2	4
R11	L	4	2	3
R12	L	1	2	3
R13	L	2	2	1
R14	L	2	5	4
R15	L	3	1	2
R16	P	2	5	3
R17	L	4	1	4
R18	L	3	5	3
R19	L	3	2	4
R20	P	2	4	4
R21	P	3	4	3
R22	L	2	2	4
R23	L	3	3	4
R24	L	4	5	4
R25	L	4	2	3
R26	L	3	3	4
R27	P	2	2	4
R28	L	1	5	3
R29	P	4	5	4
R30	P	3	3	4
R31	L	1	4	4
R32	L	1	5	4
R33	L	3	3	4
R34	L	2	3	3
R35	P	3	2	4
R36	P	4	1	4
R37	P	3	3	3
R38	L	2	3	4
R39	P	4	3	2
R40	L	1	3	4
R41	P	4	2	4
R42	L	4	4	3
R43	L	2	4	3
R44	P	3	4	4
R45	L	2	2	4
R46	L	4	5	3

Kode	Jenis Kelamin	Tingkat Pendidikan	Area Kerja	Masa Kerja
R47	L	3	2	4
R48	L	4	2	1
R49	L	2	2	3
R50	L	1	1	1
R51	L	3	5	4
R52	P	3	3	3
R53	L	2	3	4
R54	L	2	3	3
R55	L	1	4	3
R56	L	4	5	3
R57	P	4	2	3
R58	L	3	3	4
R59	P	3	2	4
R60	L	4	4	4
R61	L	3	4	4
R62	L	2	5	3
R63	L	4	4	4
R64	P	3	5	4
R65	L	4	4	4
R66	L	4	5	4
R67	P	3	5	3
R68	P	1	5	4
R69	L	1	4	3
R70	P	2	3	4
R71	L	3	5	1
R72	L	3	2	3
R73	P	3	3	2
R74	L	2	1	3
R75	L	1	2	3
R76	L	2	2	3
R77	P	1	3	4
R78	L	4	2	4
R79	P	1	5	3
R80	L	4	1	4
R81	P	4	2	2
R82	L	4	4	4
R83	P	3	3	4
R84	P	1	5	4
R85	L	1	3	4
R86	L	3	5	4
R87	P	3	3	4
R88	L	1	3	3
R89	P	1	2	1
R90	L	1	3	3
R91	L	1	5	4
R92	L	3	2	4
R93	L	2	4	3
R94	P	3	3	4
R95	L	2	4	4
R96	P	3	3	4

Kode	Jenis Kelamin	Tingkat Pendidikan	Area Kerja	Masa Kerja
R97	L	1	1	3
R98	L	4	4	3
R99	P	1	4	2
R100	L	1	3	4
R101	P	4	5	3
R102	P	3	4	1
R103	L	3	2	4
R104	P	4	2	4
R105	L	3	3	4
R106	P	4	3	4
R107	L	1	5	4
R108	P	1	1	4
R109	L	3	1	4
R110	P	2	4	1
R111	L	2	4	1
R112	P	3	2	3
R113	L	1	1	1
R114	L	3	2	3
R115	L	1	2	3
R116	P	3	5	1
R117	L	2	3	3
R118	L	3	4	1
R119	L	3	5	3
R120	L	2	2	4
R121	P	3	4	4
R122	L	4	5	3
R123	P	2	3	2
R124	L	3	5	4
R125	P	3	4	4
R126	P	3	2	4
R127	L	4	3	3
R128	P	3	5	4
R129	L	4	4	4
R130	L	3	4	4
R131	L	4	4	4
R132	L	2	1	2
R133	L	3	5	3
R134	L	3	1	1
R135	L	3	3	4
R136	P	4	1	1
R137	P	2	4	4
R138	L	2	2	1
R139	P	1	1	4
R140	P	3	1	3
R141	L	2	3	4
R142	L	3	1	4
R143	P	1	5	4
R144	L	3	5	4
R145	P	1	3	3
R146	P	3	5	4

Kode	Jenis Kelamin	Tingkat Pendidikan	Area Kerja	Masa Kerja
R147	L	3	1	4
R148	L	3	2	4
R149	L	3	4	3
R150	L	1	3	3
R151	L	3	4	4
R152	P	3	4	4
R153	L	3	5	3
R154	L	4	5	4
R155	P	3	4	1
R156	L	2	3	4
R157	P	3	4	4
R158	P	3	4	4
R159	P	1	3	1
R160	L	2	1	4
R161	P	2	5	4
R162	L	3	5	4
R163	P	1	5	4
R164	L	3	2	4
R165	P	2	2	4
R166	L	2	1	4
R167	P	3	2	4
R168	L	3	2	4
R169	L	3	5	3
R170	L	3	5	3
R171	P	1	5	2
R172	P	4	2	4
R173	P	3	2	4
R174	L	1	5	3
R175	L	1	1	4
R176	L	3	2	3
R177	P	1	4	1
R178	P	3	5	4
R179	L	1	1	4
R180	P	4	4	4
R181	L	3	2	3
R182	L	3	3	4
R183	L	4	2	4
R184	P	3	4	4
R185	L	4	5	4
R186	L	3	1	1
R187	P	3	2	1
R188	P	1	5	4
R189	L	2	3	1
R190	L	3	3	3
R191	P	4	1	4
R192	L	2	2	4
R193	P	3	4	1
R194	L	2	3	1
R195	L	4	3	4
R196	L	3	5	4

Kode	Jenis Kelamin	Tingkat Pendidikan	Area Kerja	Masa Kerja
R197	L	1	4	4
R198	P	3	2	2
R199	P	3	5	4
R200	P	3	5	4
R201	L	3	3	4
R202	L	3	1	1
R203	P	4	4	4
R204	P	3	2	4
R205	L	3	1	4
R206	L	3	1	4
R207	L	2	3	4
R208	P	2	4	2
R209	L	3	3	4
R210	L	3	4	3
R211	P	2	3	4
R212	L	3	2	2

Data Responden	Kode	Keterangan
Jenis Kelamin	L	Laki Laki
	P	Perempuan
Tingkat Pendidikan	1	SMA
	2	D3/Diploma
	3	D4/S1/Graduate
	4	S2/Master
Area Kerja	1	Jurusan Penerbang
	2	Jurusan Keselamatan Penerbangan
	3	Jurusan Manajemen Penerbangan
	4	Jurusan Teknik Penerbangan
	5	Bidang Administrasi dan Manajerial
Lama kerja	1	1 – 5
	2	6 – 10
	3	11 – 20
	4	> 21



## Lampiran 3 – Output SPSS

### Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	212	100,0
	Excluded <sup>a</sup>	0	,0
	Total	212	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,764	,759	12

Inter-Item Correlation Matrix

	BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8
BO1	1,000	,252	,320	,151	,203	,224	,131	,050
BO2	,252	1,000	,203	,322	,081	,282	,156	-,057
BO3	,320	,203	1,000	,275	,419	,271	,354	,106
BO4	,151	,322	,275	1,000	,154	,461	,224	,081
BO5	,203	,081	,419	,154	1,000	,402	,395	,238
BO6	,224	,282	,271	,461	,402	1,000	,413	,206
BO7	,131	,156	,354	,224	,395	,413	1,000	,267
BO8	,050	-,057	,106	,081	,238	,206	,267	1,000
BO9	,095	,035	,076	,175	,221	,252	,390	,294
BO10	,075	,054	,258	,139	,158	,206	,253	,278
BO11	,117	-,009	,251	,198	,241	,240	,331	,255
BO12	,014	-,054	,196	,080	,131	,191	,200	,184

Inter-Item Correlation Matrix

	BO9	BO10	BO11	BO12
BO1	,095	,075	,117	,014
BO2	,035	,054	-,009	-,054
BO3	,076	,258	,251	,196
BO4	,175	,139	,198	,080
BO5	,221	,158	,241	,131
BO6	,252	,206	,240	,191
BO7	,390	,253	,331	,200
BO8	,294	,278	,255	,184
BO9	1,000	,195	,370	,199
BO10	,195	1,000	,388	,140
BO11	,370	,388	1,000	,312
BO12	,199	,140	,312	1,000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
BO1	42,4245	35,269	,271	,162	,761
BO2	42,0283	36,094	,211	,199	,767
BO3	42,4387	33,091	,468	,353	,741
BO4	42,1321	33,982	,388	,289	,749
BO5	42,1321	33,120	,467	,325	,741
BO6	42,2170	31,109	,553	,404	,729
BO7	42,3632	30,725	,553	,359	,728
BO8	42,4434	34,030	,329	,188	,756
BO9	42,2736	33,129	,404	,267	,748
BO10	42,3113	34,083	,371	,219	,751
BO11	42,3585	32,752	,471	,320	,740
BO12	42,1226	35,483	,274	,151	,761

**Correlations**

**Correlations**

		totalBO	BO1	BO2	BO3	BO4	BO5
totalBO	Pearson Correlation	1	,406	,344	,583	,512	,581
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	212	212	212	212	212	212
BO1	Pearson Correlation	,406	1	,252	,320	,151	,203
	Sig. (2-tailed)	,000		,000	,000	,028	,003
	N	212	212	212	212	212	212
BO2	Pearson Correlation	,344	,252	1	,203	,322	,081
	Sig. (2-tailed)	,000	,000		,003	,000	,239
	N	212	212	212	212	212	212
BO3	Pearson Correlation	,583	,320	,203	1	,275	,419
	Sig. (2-tailed)	,000	,000	,003		,000	,000
	N	212	212	212	212	212	212
BO4	Pearson Correlation	,512	,151	,322	,275	1	,154
	Sig. (2-tailed)	,000	,028	,000	,000		,025
	N	212	212	212	212	212	212
BO5	Pearson Correlation	,581	,203	,081	,419	,154	1
	Sig. (2-tailed)	,000	,003	,239	,000	,025	
	N	212	212	212	212	212	212
BO6	Pearson Correlation	,669	,224	,282	,271	,461	,402
	Sig. (2-tailed)	,000	,001	,000	,000	,000	,000
	N	212	212	212	212	212	212
BO7	Pearson Correlation	,675	,131	,156	,354	,224	,395
	Sig. (2-tailed)	,000	,057	,023	,000	,001	,000
	N	212	212	212	212	212	212
BO8	Pearson Correlation	,474	,050	-,057	,106	,081	,238
	Sig. (2-tailed)	,000	,468	,409	,123	,241	,000
	N	212	212	212	212	212	212
BO9	Pearson Correlation	,540	,095	,035	,076	,175	,221
	Sig. (2-tailed)	,000	,170	,610	,273	,011	,001
	N	212	212	212	212	212	212
BO10	Pearson Correlation	,498	,075	,054	,258	,139	,158



	Sig. (2-tailed)	,000	,279	,435	,000	,043	,021
	N	212	212	212	212	212	212
BO11	Pearson Correlation	,590	,117	-,009	,251	,198	,241
	Sig. (2-tailed)	,000	,089	,902	,000	,004	,000
	N	212	212	212	212	212	212
BO12	Pearson Correlation	,401	,014	-,054	,196	,080	,131
	Sig. (2-tailed)	,000	,841	,433	,004	,243	,057
	N	212	212	212	212	212	212

**Correlations**

		BO6	BO7	BO8	BO9	BO10
totalBO	Pearson Correlation	,669	,675	,474	,540	,498
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	212	212	212	212	212
BO1	Pearson Correlation	,224	,131	,050	,095	,075
	Sig. (2-tailed)	,001	,057	,468	,170	,279
	N	212	212	212	212	212
BO2	Pearson Correlation	,282	,156	-,057	,035	,054
	Sig. (2-tailed)	,000	,023	,409	,610	,435
	N	212	212	212	212	212
BO3	Pearson Correlation	,271	,354	,106	,076	,258
	Sig. (2-tailed)	,000	,000	,123	,273	,000
	N	212	212	212	212	212
BO4	Pearson Correlation	,461	,224	,081	,175	,139
	Sig. (2-tailed)	,000	,001	,241	,011	,043
	N	212	212	212	212	212
BO5	Pearson Correlation	,402	,395	,238	,221	,158
	Sig. (2-tailed)	,000	,000	,000	,001	,021
	N	212	212	212	212	212
BO6	Pearson Correlation	1	,413	,206	,252	,206
	Sig. (2-tailed)		,000	,003	,000	,003
	N	212	212	212	212	212
BO7	Pearson Correlation	,413	1	,267	,390	,253
	Sig. (2-tailed)	,000		,000	,000	,000
	N	212	212	212	212	212
BO8	Pearson Correlation	,206	,267	1	,294	,278
	Sig. (2-tailed)	,003	,000		,000	,000
	N	212	212	212	212	212
BO9	Pearson Correlation	,252	,390	,294	1	,195
	Sig. (2-tailed)	,000	,000	,000		,004
	N	212	212	212	212	212
BO10	Pearson Correlation	,206	,253	,278	,195	1
	Sig. (2-tailed)	,003	,000	,000	,004	
	N	212	212	212	212	212
BO11	Pearson Correlation	,240	,331	,255	,370	,388
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	212	212	212	212	212
BO12	Pearson Correlation	,191	,200	,184	,199	,140
	Sig. (2-tailed)	,005	,004	,007	,004	,042
	N	212	212	212	212	212

**Correlations**

		BO11	BO12
totalBO	Pearson Correlation	,590	,401
	Sig. (2-tailed)	,000	,000
	N	212	212
BO1	Pearson Correlation	,117	,014
	Sig. (2-tailed)	,089	,841
	N	212	212
BO2	Pearson Correlation	-,009	-,054
	Sig. (2-tailed)	,902	,433
	N	212	212
BO3	Pearson Correlation	,251	,196
	Sig. (2-tailed)	,000	,004
	N	212	212
BO4	Pearson Correlation	,198	,080
	Sig. (2-tailed)	,004	,243
	N	212	212
BO5	Pearson Correlation	,241	,131
	Sig. (2-tailed)	,000	,057
	N	212	212
BO6	Pearson Correlation	,240	,191
	Sig. (2-tailed)	,000	,005
	N	212	212
BO7	Pearson Correlation	,331	,200
	Sig. (2-tailed)	,000	,004
	N	212	212
BO8	Pearson Correlation	,255	,184
	Sig. (2-tailed)	,000	,007
	N	212	212
BO9	Pearson Correlation	,370	,199
	Sig. (2-tailed)	,000	,004
	N	212	212
BO10	Pearson Correlation	,388	,140
	Sig. (2-tailed)	,000	,042
	N	212	212
BO11	Pearson Correlation	1	,312
	Sig. (2-tailed)		,000
	N	212	212
BO12	Pearson Correlation	,312	1
	Sig. (2-tailed)	,000	
	N	212	212

**Reliability**

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	212	100,0
	Excluded <sup>a</sup>	0	,0
	Total	212	100,0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,902	,902	25

**Inter-Item Correlation Matrix**

	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8
GK1	1,000	,436	,357	,418	,269	,174	,331	,195
GK2	,436	1,000	,411	,278	,233	,173	,224	,230
GK3	,357	,411	1,000	,378	,399	,356	,450	,460
GK4	,418	,278	,378	1,000	,552	,435	,467	,393
GK5	,269	,233	,399	,552	1,000	,546	,498	,424
GK6	,174	,173	,356	,435	,546	1,000	,392	,480
GK7	,331	,224	,450	,467	,498	,392	1,000	,463
GK8	,195	,230	,460	,393	,424	,480	,463	1,000
GK9	,161	,232	,281	,203	,311	,365	,429	,360
GK10	,270	,230	,243	,266	,220	,266	,361	,490
GK11	,195	,300	,219	,180	,189	,323	,336	,259
GK12	,203	,202	,318	,283	,310	,259	,348	,405
GK13	,103	,217	,214	,234	,187	,256	,273	,253
GK14	,039	,074	,187	,085	,132	,170	,163	,372
GK15	,183	,192	,264	,131	,157	,070	,239	,279
GK16	,199	,268	,150	,173	,085	,186	,194	,269
GK17	,099	,202	,172	,137	,145	,185	,248	,270
GK18	,219	,206	,356	,272	,266	,188	,313	,382
GK19	,214	,295	,283	,205	,224	,286	,377	,220
GK20	,278	,235	,356	,241	,212	,089	,328	,297
GK21	,294	,196	,198	,288	,243	,184	,326	,176
GK22	,248	,145	,126	,128	,058	,095	,244	,137
GK23	,204	,224	,187	,188	,233	,155	,243	,156
GK24	,181	,212	,148	,155	,135	,120	,200	,111
GK25	,071	,047	,089	,127	,117	,043	,109	,068

**Inter-Item Correlation Matrix**

	GK9	GK10	GK11	GK12	GK13	GK14	GK15	GK16
GK1	,161	,270	,195	,203	,103	,039	,183	,199
GK2	,232	,230	,300	,202	,217	,074	,192	,268
GK3	,281	,243	,219	,318	,214	,187	,264	,150
GK4	,203	,266	,180	,283	,234	,085	,131	,173
GK5	,311	,220	,189	,310	,187	,132	,157	,085
GK6	,365	,266	,323	,259	,256	,170	,070	,186
GK7	,429	,361	,336	,348	,273	,163	,239	,194
GK8	,360	,490	,259	,405	,253	,372	,279	,269
GK9	1,000	,332	,380	,391	,358	,249	,362	,183
GK10	,332	1,000	,357	,344	,388	,368	,225	,308
GK11	,380	,357	1,000	,194	,493	,345	,323	,404
GK12	,391	,344	,194	1,000	,276	,339	,376	,283
GK13	,358	,388	,493	,276	1,000	,403	,466	,518
GK14	,249	,368	,345	,339	,403	1,000	,462	,406
GK15	,362	,225	,323	,376	,466	,462	1,000	,423
GK16	,183	,308	,404	,283	,518	,406	,423	1,000
GK17	,232	,266	,232	,340	,362	,340	,491	,380
GK18	,357	,248	,335	,288	,392	,353	,454	,445
GK19	,332	,305	,387	,317	,421	,276	,406	,389
GK20	,260	,217	,278	,309	,310	,226	,347	,291
GK21	,300	,266	,291	,319	,331	,111	,149	,292

GK22	,251	,103	,212	,139	,306	,268	,274	,146
GK23	,240	,185	,302	,151	,296	,221	,059	,235
GK24	,256	,245	,296	,143	,309	,252	,191	,279
GK25	,142	,103	,109	,155	,224	,133	,184	,109

Inter-Item Correlation Matrix

	GK17	GK18	GK19	GK20	GK21	GK22	GK23
GK1	,099	,219	,214	,278	,294	,248	,204
GK2	,202	,206	,295	,235	,196	,145	,224
GK3	,172	,356	,283	,356	,198	,126	,187
GK4	,137	,272	,205	,241	,288	,128	,188
GK5	,145	,266	,224	,212	,243	,058	,233
GK6	,185	,188	,286	,089	,184	,095	,155
GK7	,248	,313	,377	,328	,326	,244	,243
GK8	,270	,382	,220	,297	,176	,137	,156
GK9	,232	,357	,332	,260	,300	,251	,240
GK10	,266	,248	,305	,217	,266	,103	,185
GK11	,232	,335	,387	,278	,291	,212	,302
GK12	,340	,288	,317	,309	,319	,139	,151
GK13	,362	,392	,421	,310	,331	,306	,296
GK14	,340	,353	,276	,226	,111	,268	,221
GK15	,491	,454	,406	,347	,149	,274	,059
GK16	,380	,445	,389	,291	,292	,146	,235
GK17	1,000	,327	,421	,373	,199	,361	,268
GK18	,327	1,000	,437	,581	,376	,255	,337
GK19	,421	,437	1,000	,364	,427	,292	,348
GK20	,373	,581	,364	1,000	,430	,338	,351
GK21	,199	,376	,427	,430	1,000	,236	,426
GK22	,361	,255	,292	,338	,236	1,000	,339
GK23	,268	,337	,348	,351	,426	,339	1,000
GK24	,228	,316	,294	,287	,305	,405	,282
GK25	,252	,264	,193	,290	,224	,431	,391

Inter-Item Correlation Matrix

	GK24	GK25
GK1	,181	,071
GK2	,212	,047
GK3	,148	,089
GK4	,155	,127
GK5	,135	,117
GK6	,120	,043
GK7	,200	,109
GK8	,111	,068
GK9	,256	,142
GK10	,245	,103
GK11	,296	,109
GK12	,143	,155
GK13	,309	,224
GK14	,252	,133
GK15	,191	,184
GK16	,279	,109
GK17	,228	,252
GK18	,316	,264
GK19	,294	,193
GK20	,287	,290
GK21	,305	,224
GK22	,405	,431
GK23	,282	,391
GK24	1,000	,381
GK25	,381	1,000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
GK1	92,8726	175,107	,403	,420	,900
GK2	92,9387	173,243	,410	,368	,900
GK3	92,8208	173,153	,504	,443	,898
GK4	93,0708	172,028	,472	,465	,899
GK5	93,0189	171,696	,467	,513	,899
GK6	93,0991	173,483	,443	,515	,900
GK7	93,2170	168,370	,578	,498	,897
GK8	93,1981	170,179	,547	,547	,897
GK9	93,1509	170,148	,534	,422	,898
GK10	93,2170	171,574	,507	,439	,898
GK11	93,0991	169,748	,530	,422	,898
GK12	93,0472	169,325	,510	,380	,898
GK13	92,9009	169,227	,582	,508	,897
GK14	93,0802	172,178	,453	,444	,899
GK15	92,8821	172,067	,512	,569	,898
GK16	92,9387	171,432	,504	,477	,898
GK17	92,9151	172,287	,496	,429	,899
GK18	92,8396	169,898	,609	,535	,896
GK19	93,0142	169,265	,590	,454	,897
GK20	92,7406	170,743	,553	,482	,897
GK21	93,0472	171,078	,500	,420	,898
GK22	92,9858	174,270	,416	,435	,900
GK23	92,6981	173,927	,456	,420	,899
GK24	93,0943	172,389	,432	,335	,900
GK25	92,9434	176,679	,317	,346	,902

**Correlations**

**Correlations**

	total GK	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8	GK9	GK1 0	GK1 1	GK1 2	GK1 3	GK1 4	
tota IGK	Pearson Correlation	1	,458	,473	,551	,529	,526	,499	,629	,598	,587	,559	,585	,570	,630	,512
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 1	Pearson Correlation	,458	1	,436	,357	,418	,269	,174	,331	,195	,161	,270	,195	,203	,103	,039
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,011	,000	,004	,019	,000	,004	,003	,135	,570
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 2	Pearson Correlation	,473	,436	1	,411	,278	,233	,173	,224	,230	,232	,230	,300	,202	,217	,074
	Sig. (2-tailed)	,000	,000		,000	,000	,001	,012	,001	,001	,001	,001	,000	,003	,001	,287
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 3	Pearson Correlation	,551	,357	,411	1	,378	,399	,356	,450	,460	,281	,243	,219	,318	,214	,187
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,001	,000	,002	,006
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 4	Pearson Correlation	,529	,418	,278	,378	1	,552	,435	,467	,393	,203	,266	,180	,283	,234	,085
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,000	,000	,003	,000	,008	,000	,001	,217

	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 5	Pearson Correlation	,526	,269	,233	,399	,552	1	,546	,498	,424	,311	,220	,189	,310	,187	,132
	Sig. (2-tailed)	,000	,000	,001	,000	,000		,000	,000	,000	,000	,001	,006	,000	,006	,055
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 6	Pearson Correlation	,499	,174	,173	,356	,435	,546	1	,392	,480	,365	,266	,323	,259	,256	,170
	Sig. (2-tailed)	,000	,011	,012	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,013
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 7	Pearson Correlation	,629	,331	,224	,450	,467	,498	,392	1	,463	,429	,361	,336	,348	,273	,163
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,017
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 8	Pearson Correlation	,598	,195	,230	,460	,393	,424	,480	,463	1	,360	,490	,259	,405	,253	,372
	Sig. (2-tailed)	,000	,004	,001	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 9	Pearson Correlation	,587	,161	,232	,281	,203	,311	,365	,429	,360	1	,332	,380	,391	,358	,249
	Sig. (2-tailed)	,000	,019	,001	,000	,003	,000	,000	,000	,000		,000	,000	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 10	Pearson Correlation	,559	,270	,230	,243	,266	,220	,266	,361	,490	,332	1	,357	,344	,388	,368
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,001	,000	,000	,000	,000		,000	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 11	Pearson Correlation	,585	,195	,300	,219	,180	,189	,323	,336	,259	,380	,357	1	,194	,493	,345
	Sig. (2-tailed)	,000	,004	,000	,001	,008	,006	,000	,000	,000	,000	,000		,005	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 12	Pearson Correlation	,570	,203	,202	,318	,283	,310	,259	,348	,405	,391	,344	,194	1	,276	,339
	Sig. (2-tailed)	,000	,003	,003	,000	,000	,000	,000	,000	,000	,000	,000	,005		,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 13	Pearson Correlation	,630	,103	,217	,214	,234	,187	,256	,273	,253	,358	,388	,493	,276	1	,403
	Sig. (2-tailed)	,000	,135	,001	,002	,001	,006	,000	,000	,000	,000	,000	,000	,000		,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 14	Pearson Correlation	,512	,039	,074	,187	,085	,132	,170	,163	,372	,249	,368	,345	,339	,403	1
	Sig. (2-tailed)	,000	,570	,287	,006	,217	,055	,013	,017	,000	,000	,000	,000	,000	,000	
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 15	Pearson Correlation	,562	,183	,192	,264	,131	,157	,070	,239	,279	,362	,225	,323	,376	,466	,462
	Sig. (2-tailed)	,000	,007	,005	,000	,056	,023	,311	,000	,000	,000	,001	,000	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 16	Pearson Correlation	,558	,199	,268	,150	,173	,085	,186	,194	,269	,183	,308	,404	,283	,518	,406
	Sig.	,000	,004	,000	,030	,011	,217	,007	,005	,000	,008	,000	,000	,000	,000	,000

(2-tailed)		212	212	212	212	212	212	212	212	212	212	212	212	212	212	
N		212	212	212	212	212	212	212	212	212	212	212	212	212	212	
GK 17	Pearson	,548	,099	,202	,172	,137	,145	,185	,248	,270	,232	,266	,232	,340	,362	,340
	Correlation															
	Sig. (2-tailed)	,000	,152	,003	,012	,046	,035	,007	,000	,000	,001	,000	,001	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 18	Pearson	,651	,219	,206	,356	,272	,266	,188	,313	,382	,357	,248	,335	,288	,392	,353
	Correlation															
	Sig. (2-tailed)	,000	,001	,003	,000	,000	,000	,006	,000	,000	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 19	Pearson	,637	,214	,295	,283	,205	,224	,286	,377	,220	,332	,305	,387	,317	,421	,276
	Correlation															
	Sig. (2-tailed)	,000	,002	,000	,000	,003	,001	,000	,000	,001	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 20	Pearson	,602	,278	,235	,356	,241	,212	,089	,328	,297	,260	,217	,278	,309	,310	,226
	Correlation															
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,002	,199	,000	,000	,000	,001	,000	,000	,000	,001
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 21	Pearson	,556	,294	,196	,198	,288	,243	,184	,326	,176	,300	,266	,291	,319	,331	,111
	Correlation															
	Sig. (2-tailed)	,000	,000	,004	,004	,000	,000	,007	,000	,010	,000	,000	,000	,000	,000	,108
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 22	Pearson	,473	,248	,145	,126	,128	,058	,095	,244	,137	,251	,103	,212	,139	,306	,268
	Correlation															
	Sig. (2-tailed)	,000	,000	,035	,068	,063	,398	,168	,000	,046	,000	,135	,002	,043	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 23	Pearson	,508	,204	,224	,187	,188	,233	,155	,243	,156	,240	,185	,302	,151	,296	,221
	Correlation															
	Sig. (2-tailed)	,000	,003	,001	,006	,006	,001	,024	,000	,024	,000	,007	,000	,028	,000	,001
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 24	Pearson	,494	,181	,212	,148	,155	,135	,120	,200	,111	,256	,245	,296	,143	,309	,252
	Correlation															
	Sig. (2-tailed)	,000	,008	,002	,031	,024	,050	,080	,003	,107	,000	,000	,000	,037	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212
GK 25	Pearson	,379	,071	,047	,089	,127	,117	,043	,109	,068	,142	,103	,109	,155	,224	,133
	Correlation															
	Sig. (2-tailed)	,000	,303	,495	,196	,065	,089	,532	,114	,326	,039	,133	,114	,024	,001	,054
	N	212	212	212	212	212	212	212	212	212	212	212	212	212	212	212

**Correlations**

		GK15	GK16	GK17	GK18	GK19	GK20	GK21	GK22	GK23	GK24	GK25
total GK	Pearson	,562	,558	,548	,651	,637	,602	,556	,473	,508	,494	,379
	Correlation											
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212	212	212	212	212	212
GK1	Pearson	,183	,199	,099	,219	,214	,278	,294	,248	,204	,181	,071
	Correlation											
	Sig. (2-tailed)	,007	,004	,152	,001	,002	,000	,000	,000	,003	,008	,303

	N	212	212	212	212	212	212	212	212	212	212	212
GK2	Pearson Correlation	,192	,268	,202	,206	,295	,235	,196	,145	,224	,212	,047
	Sig. (2-tailed)	,005	,000	,003	,003	,000	,001	,004	,035	,001	,002	,495
	N	212	212	212	212	212	212	212	212	212	212	212
GK3	Pearson Correlation	,264	,150	,172	,356	,283	,356	,198	,126	,187	,148	,089
	Sig. (2-tailed)	,000	,030	,012	,000	,000	,000	,004	,068	,006	,031	,196
	N	212	212	212	212	212	212	212	212	212	212	212
GK4	Pearson Correlation	,131	,173	,137	,272	,205	,241	,288	,128	,188	,155	,127
	Sig. (2-tailed)	,056	,011	,046	,000	,003	,000	,000	,063	,006	,024	,065
	N	212	212	212	212	212	212	212	212	212	212	212
GK5	Pearson Correlation	,157	,085	,145	,266	,224	,212	,243	,058	,233	,135	,117
	Sig. (2-tailed)	,023	,217	,035	,000	,001	,002	,000	,398	,001	,050	,089
	N	212	212	212	212	212	212	212	212	212	212	212
GK6	Pearson Correlation	,070	,186	,185	,188	,286	,089	,184	,095	,155	,120	,043
	Sig. (2-tailed)	,311	,007	,007	,006	,000	,199	,007	,168	,024	,080	,532
	N	212	212	212	212	212	212	212	212	212	212	212
GK7	Pearson Correlation	,239	,194	,248	,313	,377	,328	,326	,244	,243	,200	,109
	Sig. (2-tailed)	,000	,005	,000	,000	,000	,000	,000	,000	,000	,003	,114
	N	212	212	212	212	212	212	212	212	212	212	212
GK8	Pearson Correlation	,279	,269	,270	,382	,220	,297	,176	,137	,156	,111	,068
	Sig. (2-tailed)	,000	,000	,000	,000	,001	,000	,010	,046	,024	,107	,326
	N	212	212	212	212	212	212	212	212	212	212	212
GK9	Pearson Correlation	,362	,183	,232	,357	,332	,260	,300	,251	,240	,256	,142
	Sig. (2-tailed)	,000	,008	,001	,000	,000	,000	,000	,000	,000	,000	,039
	N	212	212	212	212	212	212	212	212	212	212	212
GK10	Pearson Correlation	,225	,308	,266	,248	,305	,217	,266	,103	,185	,245	,103
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,001	,000	,135	,007	,000	,133
	N	212	212	212	212	212	212	212	212	212	212	212
GK11	Pearson Correlation	,323	,404	,232	,335	,387	,278	,291	,212	,302	,296	,109
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,000	,000	,002	,000	,000	,114
	N	212	212	212	212	212	212	212	212	212	212	212
GK12	Pearson Correlation	,376	,283	,340	,288	,317	,309	,319	,139	,151	,143	,155
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,043	,028	,037	,024
	N	212	212	212	212	212	212	212	212	212	212	212
GK13	Pearson Correlation	,466	,518	,362	,392	,421	,310	,331	,306	,296	,309	,224
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,001
	N	212	212	212	212	212	212	212	212	212	212	212
GK14	Pearson Correlation	,462	,406	,340	,353	,276	,226	,111	,268	,221	,252	,133
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,001	,108	,000	,001	,000	,054
	N	212	212	212	212	212	212	212	212	212	212	212
GK15	Pearson Correlation	,1	,423	,491	,454	,406	,347	,149	,274	,059	,191	,184
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,030	,000	,396	,005	,007
	N	212	212	212	212	212	212	212	212	212	212	212



GK1 6	Pearson Correlation Sig. (2-tailed) N	,423 ,000 212	1 212	,380 212	,445 212	,389 212	,291 212	,292 212	,146 212	,235 212	,279 212	,109 212
GK1 7	Pearson Correlation Sig. (2-tailed) N	,491 ,000 212	,380 212	1 212	,327 212	,421 212	,373 212	,199 212	,361 212	,268 212	,228 212	,252 212
GK1 8	Pearson Correlation Sig. (2-tailed) N	,454 ,000 212	,445 212	,327 212	1 212	,437 212	,581 212	,376 212	,255 212	,337 212	,316 212	,264 212
GK1 9	Pearson Correlation Sig. (2-tailed) N	,406 ,000 212	,389 212	,421 212	,437 212	1 212	,364 212	,427 212	,292 212	,348 212	,294 212	,193 212
GK2 0	Pearson Correlation Sig. (2-tailed) N	,347 ,000 212	,291 212	,373 212	,581 212	,364 212	1 212	,430 212	,338 212	,351 212	,287 212	,290 212
GK2 1	Pearson Correlation Sig. (2-tailed) N	,149 ,030 212	,292 212	,199 212	,376 212	,427 212	,430 212	1 212	,236 212	,426 212	,305 212	,224 212
GK2 2	Pearson Correlation Sig. (2-tailed) N	,274 ,000 212	,146 212	,361 212	,255 212	,292 212	,338 212	,236 212	1 212	,339 212	,405 212	,431 212
GK2 3	Pearson Correlation Sig. (2-tailed) N	,059 ,396 212	,235 212	,268 212	,337 212	,348 212	,351 212	,426 212	,339 212	1 212	,282 212	,391 212
GK2 4	Pearson Correlation Sig. (2-tailed) N	,191 ,005 212	,279 212	,228 212	,316 212	,294 212	,287 212	,305 212	,405 212	,282 212	1 212	,381 212
GK2 5	Pearson Correlation Sig. (2-tailed) N	,184 ,007 212	,109 212	,252 212	,264 212	,193 212	,290 212	,224 212	,431 212	,391 212	,381 212	1 212

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

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

## Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	212	100,0
	Excluded <sup>a</sup>	0	,0
	Total	212	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,855	,854	14

Inter-Item Correlation Matrix

	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8
KP1	1,000	,397	,458	,377	,454	,254	,205	,382
KP2	,397	1,000	,266	,257	,338	,112	,213	,177
KP3	,458	,266	1,000	,355	,411	,195	,128	,322
KP4	,377	,257	,355	1,000	,359	,388	,173	,419
KP5	,454	,338	,411	,359	1,000	,305	,255	,392
KP6	,254	,112	,195	,388	,305	1,000	,366	,484
KP7	,205	,213	,128	,173	,255	,366	1,000	,331
KP8	,382	,177	,322	,419	,392	,484	,331	1,000
KP9	,303	,179	,161	,316	,380	,316	,280	,468
KP10	,302	,214	,156	,262	,293	,266	,421	,377
KP11	,314	,138	,180	,189	,121	,253	,181	,347
KP12	,144	,164	,114	,305	,195	,328	,372	,341
KP13	,238	,255	,216	,207	,249	,283	,306	,299
KP14	,213	,190	,194	,275	,341	,189	,226	,261

Inter-Item Correlation Matrix

	KP9	KP10	KP11	KP12	KP13	KP14
KP1	,303	,302	,314	,144	,238	,213
KP2	,179	,214	,138	,164	,255	,190
KP3	,161	,156	,180	,114	,216	,194
KP4	,316	,262	,189	,305	,207	,275
KP5	,380	,293	,121	,195	,249	,341
KP6	,316	,266	,253	,328	,283	,189
KP7	,280	,421	,181	,372	,306	,226
KP8	,468	,377	,347	,341	,299	,261
KP9	1,000	,502	,343	,426	,380	,475
KP10	,502	1,000	,421	,486	,370	,354
KP11	,343	,421	1,000	,294	,292	,311
KP12	,426	,486	,294	1,000	,415	,356
KP13	,380	,370	,292	,415	1,000	,357
KP14	,475	,354	,311	,356	,357	1,000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KP1	49,6226	54,577	,527	,415	,844
KP2	49,9057	57,252	,370	,234	,852
KP3	49,9953	56,403	,406	,310	,851
KP4	49,8208	56,034	,509	,337	,845
KP5	49,8368	54,517	,538	,400	,843
KP6	49,7736	55,010	,487	,348	,846
KP7	49,8632	55,749	,448	,296	,848
KP8	49,7453	52,693	,607	,440	,838
KP9	49,4292	53,734	,597	,454	,839
KP10	49,6179	54,256	,580	,445	,841
KP11	49,8368	56,488	,438	,299	,849
KP12	49,6981	55,359	,512	,386	,845
KP13	49,6934	55,721	,503	,302	,845
KP14	49,6132	55,347	,483	,327	,846

**Correlations**

**Correlations**

		totalKP	KP1	KP2	KP3	KP4	KP5	KP6
totalKP	Pearson Correlation	1	,615	,489	,506	,587	,623	,581
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212	212
KP1	Pearson Correlation	,615	1	,397	,458	,377	,454	,254
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000
	N	212	212	212	212	212	212	212
KP2	Pearson Correlation	,489	,397	1	,266	,257	,338	,112
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,105
	N	212	212	212	212	212	212	212
KP3	Pearson Correlation	,506	,458	,266	1	,355	,411	,195
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,004
	N	212	212	212	212	212	212	212
KP4	Pearson Correlation	,587	,377	,257	,355	1	,359	,388
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000
	N	212	212	212	212	212	212	212
KP5	Pearson Correlation	,623	,454	,338	,411	,359	1	,305
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
	N	212	212	212	212	212	212	212
KP6	Pearson Correlation	,581	,254	,112	,195	,388	,305	1
	Sig. (2-tailed)	,000	,000	,105	,004	,000	,000	
	N	212	212	212	212	212	212	212
KP7	Pearson Correlation	,545	,205	,213	,128	,173	,255	,366
	Sig. (2-tailed)	,000	,003	,002	,062	,012	,000	,000
	N	212	212	212	212	212	212	212
KP8	Pearson Correlation	,689	,382	,177	,322	,419	,392	,484
	Sig. (2-tailed)	,000	,000	,010	,000	,000	,000	,000
	N	212	212	212	212	212	212	212
KP9	Pearson Correlation	,674	,303	,179	,161	,316	,380	,316
	Sig. (2-tailed)	,000	,000	,009	,019	,000	,000	,000
	N	212	212	212	212	212	212	212
KP10	Pearson Correlation	,657	,302	,214	,156	,262	,293	,266
	Sig. (2-tailed)	,000	,000	,002	,023	,000	,000	,000

	N	212	212	212	212	212	212	212
KP11	Pearson Correlation	,529	,314	,138	,180	,189	,121	,253
	Sig. (2-tailed)	,000	,000	,045	,009	,006	,078	,000
	N	212	212	212	212	212	212	212
KP12	Pearson Correlation	,596	,144	,164	,114	,305	,195	,328
	Sig. (2-tailed)	,000	,036	,017	,097	,000	,004	,000
	N	212	212	212	212	212	212	212
KP13	Pearson Correlation	,585	,238	,255	,216	,207	,249	,283
	Sig. (2-tailed)	,000	,000	,000	,002	,002	,000	,000
	N	212	212	212	212	212	212	212
KP14	Pearson Correlation	,575	,213	,190	,194	,275	,341	,189
	Sig. (2-tailed)	,000	,002	,005	,005	,000	,000	,006
	N	212	212	212	212	212	212	212

**Correlations**

		KP7	KP8	KP9	KP10	KP11	KP12
totalKP	Pearson Correlation	,545	,689	,674	,657	,529	,596
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212
KP1	Pearson Correlation	,205	,382	,303	,302	,314	,144
	Sig. (2-tailed)	,003	,000	,000	,000	,000	,036
	N	212	212	212	212	212	212
KP2	Pearson Correlation	,213	,177	,179	,214	,138	,164
	Sig. (2-tailed)	,002	,010	,009	,002	,045	,017
	N	212	212	212	212	212	212
KP3	Pearson Correlation	,128	,322	,161	,156	,180	,114
	Sig. (2-tailed)	,062	,000	,019	,023	,009	,097
	N	212	212	212	212	212	212
KP4	Pearson Correlation	,173	,419	,316	,262	,189	,305
	Sig. (2-tailed)	,012	,000	,000	,000	,006	,000
	N	212	212	212	212	212	212
KP5	Pearson Correlation	,255	,392	,380	,293	,121	,195
	Sig. (2-tailed)	,000	,000	,000	,000	,078	,004
	N	212	212	212	212	212	212
KP6	Pearson Correlation	,366	,484	,316	,266	,253	,328
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212
KP7	Pearson Correlation	1	,331	,280	,421	,181	,372
	Sig. (2-tailed)		,000	,000	,000	,008	,000
	N	212	212	212	212	212	212
KP8	Pearson Correlation	,331	1	,468	,377	,347	,341
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	212	212	212	212	212	212
KP9	Pearson Correlation	,280	,468	1	,502	,343	,426
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	212	212	212	212	212	212
KP10	Pearson Correlation	,421	,377	,502	1	,421	,486
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	212	212	212	212	212	212
KP11	Pearson Correlation	,181	,347	,343	,421	1	,294
	Sig. (2-tailed)	,008	,000	,000	,000		,000
	N	212	212	212	212	212	212
KP12	Pearson Correlation	,372	,341	,426	,486	,294	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	

	N	212	212	212	212	212	212
KP13	Pearson Correlation	,306	,299	,380	,370	,292	,415
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212
KP14	Pearson Correlation	,226	,261	,475	,354	,311	,356
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212

**Correlations**

		KP13	KP14
totalKP	Pearson Correlation	,585	,575
	Sig. (2-tailed)	,000	,000
	N	212	212
KP1	Pearson Correlation	,238	,213
	Sig. (2-tailed)	,000	,002
	N	212	212
KP2	Pearson Correlation	,255	,190
	Sig. (2-tailed)	,000	,005
	N	212	212
KP3	Pearson Correlation	,216	,194
	Sig. (2-tailed)	,002	,005
	N	212	212
KP4	Pearson Correlation	,207	,275
	Sig. (2-tailed)	,002	,000
	N	212	212
KP5	Pearson Correlation	,249	,341
	Sig. (2-tailed)	,000	,000
	N	212	212
KP6	Pearson Correlation	,283	,189
	Sig. (2-tailed)	,000	,006
	N	212	212
KP7	Pearson Correlation	,306	,228
	Sig. (2-tailed)	,000	,001
	N	212	212
KP8	Pearson Correlation	,299	,261
	Sig. (2-tailed)	,000	,000
	N	212	212
KP9	Pearson Correlation	,380	,475
	Sig. (2-tailed)	,000	,000
	N	212	212
KP10	Pearson Correlation	,370	,354
	Sig. (2-tailed)	,000	,000
	N	212	212
KP11	Pearson Correlation	,292	,311
	Sig. (2-tailed)	,000	,000
	N	212	212
KP12	Pearson Correlation	,415	,356
	Sig. (2-tailed)	,000	,000
	N	212	212
KP13	Pearson Correlation	1	,357
	Sig. (2-tailed)		,000
	N	212	212
KP14	Pearson Correlation	,357	1
	Sig. (2-tailed)	,000	
	N	212	212

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	212	100,0
	Excluded <sup>a</sup>	0	,0
	Total	212	100,0

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

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,863	,859	7

#### Inter-Item Correlation Matrix

	KK1	KK2	KK3	KK4	KK5	KK6	KK7
KK1	1,000	,473	,384	,248	,389	,388	,369
KK2	,473	1,000	,278	,459	,268	,290	,262
KK3	,384	,278	1,000	,562	,935	,542	,614
KK4	,248	,459	,562	1,000	,558	,526	,531
KK5	,389	,268	,935	,558	1,000	,553	,616
KK6	,388	,290	,542	,526	,553	1,000	,528
KK7	,369	,262	,614	,531	,616	,528	1,000

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KK1	22,8160	16,625	,484	,359	,862
KK2	22,8208	16,868	,430	,362	,869
KK3	22,7594	13,918	,775	,879	,822
KK4	22,7925	14,838	,651	,509	,841
KK5	22,7972	13,954	,777	,880	,822
KK6	22,7123	15,078	,637	,426	,843
KK7	22,8962	14,994	,665	,472	,839

## Correlations

#### Correlations

		totalKK	KK1	KK2	KK3	KK4	KK5
totalKK	Pearson Correlation	1	,608	,565	,852	,760	,852
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	212	212	212	212	212	212
KK1	Pearson Correlation	,608	1	,473	,384	,248	,389
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	212	212	212	212	212	212
KK2	Pearson Correlation	,565	,473	1	,278	,459	,268
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	212	212	212	212	212	212
KK3	Pearson Correlation	,852	,384	,278	1	,562	,935
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	212	212	212	212	212	212
KK4	Pearson Correlation	,760	,248	,459	,562	1	,558
	Sig. (2-tailed)						
	N	212	212	212	212	212	212

	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212
KK5	Pearson Correlation	,852	,389	,268	,935	,558	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	212	212	212	212	212	212
KK6	Pearson Correlation	,746	,388	,290	,542	,526	,553
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212
KK7	Pearson Correlation	,765	,369	,262	,614	,531	,616
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	212	212	212	212	212	212

### Correlations

		KK6	KK7
totalKK	Pearson Correlation	,746	,765
	Sig. (2-tailed)	,000	,000
	N	212	212
KK1	Pearson Correlation	,388	,369
	Sig. (2-tailed)	,000	,000
	N	212	212
KK2	Pearson Correlation	,290	,262
	Sig. (2-tailed)	,000	,000
	N	212	212
KK3	Pearson Correlation	,542	,614
	Sig. (2-tailed)	,000	,000
	N	212	212
KK4	Pearson Correlation	,526	,531
	Sig. (2-tailed)	,000	,000
	N	212	212
KK5	Pearson Correlation	,553	,616
	Sig. (2-tailed)	,000	,000
	N	212	212
KK6	Pearson Correlation	1	,528
	Sig. (2-tailed)		,000
	N	212	212
KK7	Pearson Correlation	,528	1
	Sig. (2-tailed)	,000	
	N	212	212

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

## Regression

### Descriptive Statistics

	Mean	Std. Deviation	N
kinerja karyawan	26,5991	4,49482	212
budaya organisasi	46,1132	6,25421	212
gaya kepemimpinan	96,8679	13,62328	212
kompensasi	53,5425	7,95861	212

**Correlations**

		kinerja karyawan	budaya organisasi	gaya kepemimpinan
Pearson Correlation	kinerja karyawan	1,000	,430	,431
	budaya organisasi	,430	1,000	,653
	gaya kepemimpinan	,431	,653	1,000
	kompensasi	,436	,615	,708
Sig. (1-tailed)	kinerja karyawan	,000	,000	,000
	budaya organisasi	,000	,000	,000
	gaya kepemimpinan	,000	,000	,000
	kompensasi	,000	,000	,000
N	kinerja karyawan	212	212	212
	budaya organisasi	212	212	212
	gaya kepemimpinan	212	212	212
	kompensasi	212	212	212

**Correlations**

		kompensasi
Pearson Correlation	kinerja karyawan	,436
	budaya organisasi	,615
	gaya kepemimpinan	,708
	kompensasi	1,000
Sig. (1-tailed)	kinerja karyawan	,000
	budaya organisasi	,000
	gaya kepemimpinan	,000
	kompensasi	,000
N	kinerja karyawan	212
	budaya organisasi	212
	gaya kepemimpinan	212
	kompensasi	212

**Variables Entered/Removed**

Model	Variables Entered	Variables Removed	Method
1	kompensasi, budaya organisasi, gaya kepemimpinan		Enter

a. All requested variables entered.

**Model Summary<sup>a</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,492 <sup>a</sup>	,242	,231	,56326	1,894

a. Predictors: (Constant), kompensasi, budaya organisasi, gaya kepemimpinan  
 b. Dependent Variable: kinerja karyawan

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21,055	3	7,018	22,121	,000 <sup>a</sup>
	Residual	65,990	208	,317		
	Total	87,045	211			

a. Predictors: (Constant), kompensasi, budaya organisasi, gaya kepemimpinan  
 b. Dependent Variable: kinerja karyawan



Coefficients<sup>a</sup>

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	1,257	,316
	budaya organisasi	,252	,102
	gaya kepemimpinan	,185	,109
	kompensasi	,224	,101

Coefficients<sup>a</sup>

Model		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		Beta			Tolerance	VIF
1	(Constant)		3,975	,000		
	budaya organisasi	,205	2,459	,015	,527	1,899
	gaya kepemimpinan	,157	1,689	,093	,423	2,363
	kompensasi	,199	2,229	,027	,459	2,180

a. Dependent Variable: kinerja karyawan

Coefficient Correlations<sup>a</sup>

Model			kompensasi	budaya organisasi	gaya kepemimpinan
1	Correlations	kompensasi	1,000	-,286	-,512
		budaya organisasi	-,286	1,000	-,391
		gaya kepemimpinan	-,512	-,391	1,000
	Covariances	kompensasi	,010	-,003	-,006
		budaya organisasi	-,003	,011	-,004
		gaya kepemimpinan	-,006	-,004	,012

a. Dependent Variable: kinerja karyawan

Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index
1	1	3,975	1,000
	2	,012	18,374
	3	,007	23,270
	4	,006	26,352

Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Variance Proportions			
		(Constant)	budaya organisasi	gaya kepemimpinan	kompensasi
1	1	,00	,00	,00	,00
	2	,88	,00	,07	,18
	3	,12	,84	,00	,38
	4	,00	,15	,93	,44

a. Dependent Variable: kinerja karyawan

Residuals Statistics<sup>a</sup>

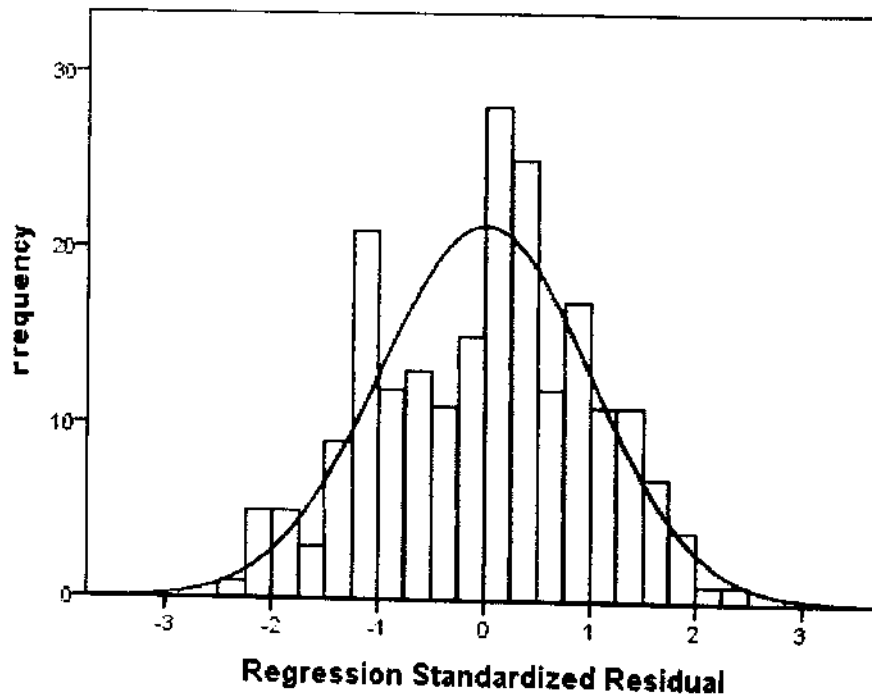
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,0349	4,5631	3,7997	,31589	212
Residual	-1,32909	1,32948	,00000	,55924	212
Std. Predicted Value	-2,421	2,417	,000	1,000	212
Std. Residual	-2,360	2,360	,000	,993	212

a. Dependent Variable: kinerja karyawan

## Charts

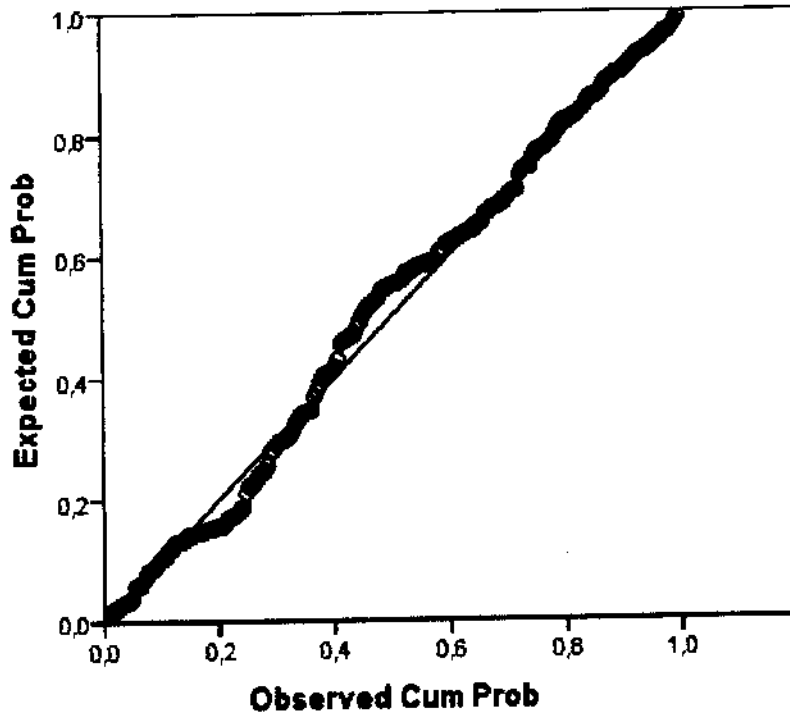
### Histogram

Dependent Variable: kinerja karyawan



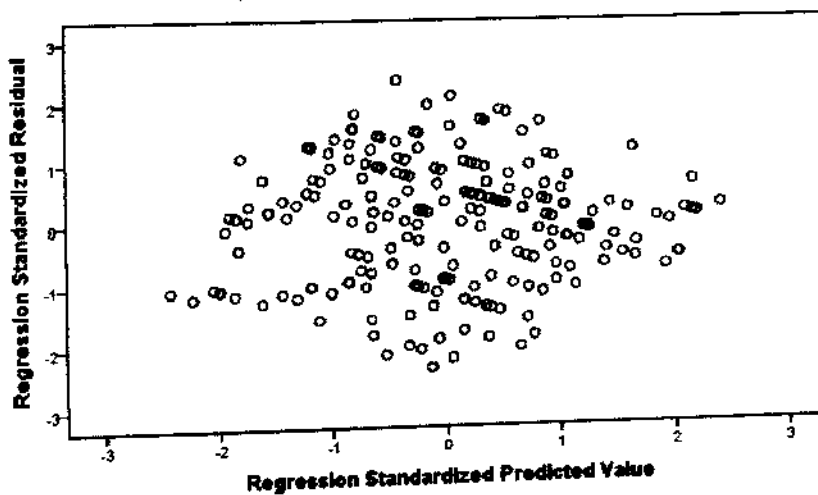
# Normal P-P Plot of Regression Standardized Residual

Dependent Variable: kinerja karyawan



Scatterplot

Dependent Variable: kinerja karyawan



PERPUSTAKAAN  
UPI, PERPUSTAKAAN  
Jl. Sekeloa Selatan 1, Bandung

## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		212
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	,55924137
Most Extreme Differences	Absolute	,062
	Positive	,058
	Negative	-,062
Kolmogorov-Smirnov Z		,906
Asymp. Sig. (2-tailed)		,384

a. Test distribution is Normal.

b. Calculated from data.

## Correlations

### Correlations

		Profesionalisme (X1.1)	Jarak dari manajemen (X1.2)	Percaya pada rekan sekerja (X1.3)	Keteraturan (X1.4)	Permusuhan (X1.5)	Integrasi (X1.6)	Gaya Partisipatif (X2.1)	Gaya Pengasuh (X2.2)
Profesionalisme (X1.1)	Pearson Correlation	1	,394	,304	,118	,106	,032	,146	
	Sig. (2-tailed)		,000	,000	,087	,123	,641	,033	
	N	212	212	212	212	212	212	212	212
Jarak dari manajemen (X1.2)	Pearson Correlation	,394	1	,492	,309	,259	,284	,334	
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000	
	N	212	212	212	212	212	212	212	212
Percaya pada rekan sekerja (X1.3)	Pearson Correlation	,304	,492	1	,475	,327	,301	,351	
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000	
	N	212	212	212	212	212	212	212	212
Keteraturan (X1.4)	Pearson Correlation	,118	,309	,475	1	,497	,382	,422	
	Sig. (2-tailed)	,087	,000	,000		,000	,000	,000	
	N	212	212	212	212	212	212	212	212
Permusuhan (X1.5)	Pearson Correlation	,106	,259	,327	,497	1	,449	,388	
	Sig. (2-tailed)	,123	,000	,000	,000		,000	,000	
	N	212	212	212	212	212	212	212	212
Integrasi (X1.6)	Pearson Correlation	,032	,284	,301	,382	,449	1	,185	
	Sig. (2-tailed)	,641	,000	,000	,000	,000		,007	
	N	212	212	212	212	212	212	212	212
Gaya Partisipatif (X2.1)	Pearson Correlation	,146	,334	,351	,422	,388	,185	1	
	Sig. (2-tailed)	,033	,000	,000	,000	,000	,007		
	N	212	212	212	212	212	212	212	212
Gaya Pengasuh (X2.2)	Pearson Correlation	,166	,348	,274	,402	,409	,294	,616	1
	Sig. (2-tailed)	,016	,000	,000	,000	,000	,000	,000	
	N	212	212	212	212	212	212	212	212

Gaya otoriter (X2.3)	Pearson Correlation Sig. (2-tailed) N	,279 ,000 212	,424 ,000 212	,377 ,000 212	,323 ,000 212	,306 ,000 212	,249 ,000 212	,391 ,000 212
Gaya Birokratis (X2.4)	Pearson Correlation Sig. (2-tailed) N	,287 ,000 212	,471 ,000 212	,407 ,000 212	,300 ,000 212	,343 ,000 212	,324 ,000 212	,429 ,000 212
Gaya Berorientasi Pada Tugas (X2.5)	Pearson Correlation Sig. (2-tailed) N	,138 ,045 212	,349 ,000 212	,408 ,000 212	,394 ,000 212	,449 ,000 212	,402 ,000 212	,351 ,000 212
Kompensasi langsung (X3.1)	Pearson Correlation Sig. (2-tailed) N	,143 ,037 212	,328 ,000 212	,337 ,000 212	,360 ,000 212	,349 ,000 212	,250 ,000 212	,599 ,000 212
Kompensasi tidak langsung (X3.2)	Pearson Correlation Sig. (2-tailed) N	,234 ,001 212	,477 ,000 212	,457 ,000 212	,467 ,000 212	,412 ,000 212	,296 ,000 212	,527 ,000 212
Imbalan karier (X3.3)	Pearson Correlation Sig. (2-tailed) N	,188 ,006 212	,310 ,000 212	,385 ,000 212	,378 ,000 212	,410 ,000 212	,269 ,000 212	,491 ,000 212
Imbalan sosial (X3.4)	Pearson Correlation Sig. (2-tailed) N	,212 ,002 212	,373 ,000 212	,286 ,000 212	,219 ,001 212	,346 ,000 212	,193 ,005 212	,351 ,000 212
Kualitas kerja (Y.1)	Pearson Correlation Sig. (2-tailed) N	,042 ,546 212	,232 ,001 212	,226 ,001 212	,112 ,105 212	,131 ,057 212	,215 ,002 212	,118 ,086 212
Efisiensi (Y.2)	Pearson Correlation Sig. (2-tailed) N	,040 ,563 212	,149 ,030 212	,061 ,374 212	,073 ,292 212	,123 ,074 212	,177 ,010 212	,131 ,056 212
Kemampuan karyawan (Y.3)	Pearson Correlation Sig. (2-tailed) N	,171 ,013 212	,320 ,000 212	,253 ,000 212	,279 ,000 212	,235 ,001 212	,268 ,000 212	,212 ,002 212
Ketepatan waktu (Y.4)	Pearson Correlation Sig. (2-tailed) N	,204 ,003 212	,236 ,001 212	,192 ,005 212	,144 ,036 212	,281 ,000 212	,309 ,000 212	,181 ,008 212
Pengetahuan karyawan (Y.5)	Pearson Correlation Sig. (2-tailed) N	,212 ,002 212	,324 ,000 212	,258 ,000 212	,288 ,000 212	,254 ,000 212	,233 ,001 212	,253 ,000 212
Kreativitas (Y.6)	Pearson Correlation Sig. (2-tailed) N	,085 ,219 212	,228 ,001 212	,157 ,022 212	,173 ,012 212	,206 ,003 212	,241 ,000 212	,186 ,007 212
Melaksanakan tugas sesuai (Y.7)	Pearson Correlation Sig. (2-tailed) N	,117 ,088 212	,299 ,000 212	,303 ,000 212	,221 ,001 212	,316 ,000 212	,303 ,000 212	,209 ,002 212

**Correlations**

		Gaya Pengasuh (X2.2)	Gaya otoriter (X2.3)	Gaya Birokratis (X2.4)	Gaya Berorientasi Pada Tugas (X2.5)	Kompensasi langsung (X3.1)	Kompensasi tidak langsung (X3.2)	Imbalan karier (X3.3)
Profesionalisme (X1.1)	Pearson Correlation Sig. (2-tailed) N	,166 ,016 212	,279 ,000 212	,287 ,000 212	,138 ,045 212	,143 ,037 212	,234 ,001 212	,188 ,006 212
Jarak dari manajemen (X1.2)	Pearson Correlation Sig. (2-tailed) N	,348 ,000 212	,424 ,000 212	,471 ,000 212	,349 ,000 212	,328 ,000 212	,477 ,000 212	,310 ,000 212
Percaya pada rekan sekerja (X1.3)	Pearson Correlation Sig. (2-tailed) N	,274 ,000 212	,377 ,000 212	,407 ,000 212	,408 ,000 212	,337 ,000 212	,457 ,000 212	,385 ,000 212
Keteraturan (X1.4)	Pearson Correlation Sig. (2-tailed) N	,402 ,000 212	,323 ,000 212	,300 ,000 212	,394 ,000 212	,360 ,000 212	,467 ,000 212	,378 ,000 212
Permusuhan (X1.5)	Pearson Correlation Sig. (2-tailed) N	,409 ,000 212	,306 ,000 212	,343 ,000 212	,449 ,000 212	,349 ,000 212	,412 ,000 212	,410 ,000 212
Integrasi (X1.6)	Pearson Correlation Sig. (2-tailed) N	,294 ,000 212	,249 ,000 212	,324 ,000 212	,402 ,000 212	,250 ,000 212	,296 ,000 212	,269 ,000 212
Gaya Partisipatif (X2.1)	Pearson Correlation Sig. (2-tailed) N	,616 ,000 212	,391 ,000 212	,429 ,000 212	,351 ,000 212	,599 ,000 212	,527 ,000 212	,491 ,000 212
Gaya Pengasuh (X2.2)	Pearson Correlation Sig. (2-tailed) N	1 ,596 212	,596 ,000 212	,507 ,000 212	,366 ,000 212	,414 ,000 212	,565 ,000 212	,400 ,000 212
Gaya otoriter (X2.3)	Pearson Correlation Sig. (2-tailed) N	,596 ,000 212	1 ,700 212	,700 ,000 212	,452 ,000 212	,336 ,000 212	,493 ,000 212	,483 ,000 212
Gaya Birokratis (X2.4)	Pearson Correlation Sig. (2-tailed) N	,507 ,000 212	,700 ,000 212	1 ,579 212	,579 ,000 212	,355 ,000 212	,515 ,000 212	,431 ,000 212
Gaya Berorientasi Pada Tugas (X2.5)	Pearson Correlation Sig. (2-tailed) N	,366 ,000 212	,452 ,000 212	,579 ,000 212	1 ,292 212	,292 ,000 212	,461 ,000 212	,374 ,000 212
Kompensasi langsung (X3.1)	Pearson Correlation Sig. (2-tailed) N	,414 ,000 212	,336 ,000 212	,355 ,000 212	,292 ,000 212	1 ,566 212	,566 ,000 212	,416 ,000 212
Kompensasi tidak langsung	Pearson Correlation	,565	,493	,515	,461	,566	1	,602

(X3.2)	Sig. (2-tailed) N	,000 212	,000 212	,000 212	,000 212	,000 212	,000 212	,000 212
Imbalan karier (X3.3)	Pearson Correlation Sig. (2-tailed) N	,400 ,000 212	,483 ,000 212	,431 ,000 212	,374 ,000 212	,416 ,000 212	,602 ,000 212	,1 ,000 212
Imbalan sosial (X3.4)	Pearson Correlation Sig. (2-tailed) N	,386 ,000 212	,468 ,000 212	,455 ,000 212	,342 ,000 212	,320 ,000 212	,512 ,000 212	,661 ,000 212
Kualitas kerja (Y.1)	Pearson Correlation Sig. (2-tailed) N	,158 ,021 212	,158 ,021 212	,293 ,000 212	,271 ,000 212	,127 ,065 212	,249 ,000 212	,162 ,018 212
Efisiensi (Y.2)	Pearson Correlation Sig. (2-tailed) N	,126 ,068 212	,199 ,004 212	,217 ,001 212	,192 ,005 212	,118 ,086 212	,215 ,002 212	,207 ,002 212
Kemampuan karyawan (Y.3)	Pearson Correlation Sig. (2-tailed) N	,223 ,001 212	,317 ,000 212	,325 ,000 212	,232 ,001 212	,190 ,006 212	,306 ,000 212	,290 ,000 212
Ketepatan waktu (Y.4)	Pearson Correlation Sig. (2-tailed) N	,262 ,000 212	,349 ,000 212	,338 ,000 212	,221 ,001 212	,214 ,002 212	,309 ,000 212	,293 ,000 212
Pengetahuan karyawan (Y.5)	Pearson Correlation Sig. (2-tailed) N	,265 ,000 212	,345 ,000 212	,354 ,000 212	,244 ,000 212	,244 ,000 212	,335 ,000 212	,307 ,000 212
Kreativitas (Y.6)	Pearson Correlation Sig. (2-tailed) N	,261 ,000 212	,289 ,000 212	,301 ,000 212	,209 ,002 212	,260 ,000 212	,345 ,000 212	,272 ,000 212
Melaksanakan tugas sesuai (Y.7)	Pearson Correlation Sig. (2-tailed) N	,238 ,000 212	,317 ,000 212	,324 ,000 212	,262 ,000 212	,214 ,002 212	,297 ,000 212	,321 ,000 212

#### Correlations

		Imbalan sosial (X3.4)	Kualitas kerja (Y.1)	Efisiensi (Y.2)	Kemampuan karyawan (Y.3)	Ketepatan waktu (Y.4)	Pengetahuan karyawan (Y.5)
Profesionalisme (X1.1)	Pearson Correlation Sig. (2-tailed) N	,212 ,002 212	,042 ,546 212	,040 ,563 212	,171 ,013 212	,204 ,003 212	,212 ,002 212
Jarak dari manajemen (X1.2)	Pearson Correlation Sig. (2-tailed) N	,373 ,000 212	,232 ,001 212	,149 ,030 212	,320 ,000 212	,236 ,001 212	,324 ,000 212
Percaya pada rekan sekerja (X1.3)	Pearson Correlation Sig. (2-tailed) N	,286 ,000 212	,226 ,001 212	,061 ,374 212	,253 ,000 212	,192 ,005 212	,258 ,000 212

Keteraturan (X1.4)	Pearson Correlation Sig. (2-tailed) N	,219 ,001 212	,112 ,105 212	,073 ,292 212	,279 ,000 212	,144 ,036 212	,288 ,000 212
Permusuhan (X1.5)	Pearson Correlation Sig. (2-tailed) N	,346 ,000 212	,131 ,057 212	,123 ,074 212	,235 ,001 212	,281 ,000 212	,254 ,000 212
Integrasi (X1.6)	Pearson Correlation Sig. (2-tailed) N	,193 ,005 212	,215 ,002 212	,177 ,010 212	,268 ,000 212	,309 ,000 212	,233 ,001 212
Gaya Partisipatif (X2.1)	Pearson Correlation Sig. (2-tailed) N	,351 ,000 212	,118 ,086 212	,131 ,056 212	,212 ,002 212	,181 ,008 212	,253 ,000 212
Gaya Pengasuh (X2.2)	Pearson Correlation Sig. (2-tailed) N	,386 ,000 212	,158 ,021 212	,126 ,068 212	,223 ,001 212	,262 ,000 212	,265 ,000 212
Gaya otoriter (X2.3)	Pearson Correlation Sig. (2-tailed) N	,468 ,000 212	,158 ,021 212	,199 ,004 212	,317 ,000 212	,349 ,000 212	,345 ,000 212
Gaya Birokratis (X2.4)	Pearson Correlation Sig. (2-tailed) N	,455 ,000 212	,293 ,000 212	,217 ,001 212	,325 ,000 212	,338 ,000 212	,354 ,000 212
Gaya Berorientasi Pada Tugas (X2.5)	Pearson Correlation Sig. (2-tailed) N	,342 ,000 212	,271 ,000 212	,192 ,005 212	,232 ,001 212	,221 ,001 212	,244 ,000 212
Kompensasi langsung (X3.1)	Pearson Correlation Sig. (2-tailed) N	,320 ,000 212	,127 ,065 212	,118 ,086 212	,190 ,006 212	,214 ,002 212	,244 ,000 212
Kompensasi tidak langsung (X3.2)	Pearson Correlation Sig. (2-tailed) N	,512 ,000 212	,249 ,000 212	,215 ,002 212	,306 ,000 212	,309 ,000 212	,335 ,000 212
Imbalan karier (X3.3)	Pearson Correlation Sig. (2-tailed) N	,661 ,000 212	,162 ,018 212	,207 ,002 212	,290 ,000 212	,293 ,000 212	,307 ,000 212
Imbalan sosial (X3.4)	Pearson Correlation Sig. (2-tailed) N	1 ,000 212	,246 ,000 212	,205 ,003 212	,276 ,000 212	,240 ,000 212	,294 ,000 212
Kualitas kerja (Y.1)	Pearson Correlation Sig. (2-tailed) N	,246 ,000 212	1 ,000 212	,473 ,000 212	,384 ,000 212	,248 ,000 212	,389 ,000 212
Efisiensi (Y.2)	Pearson Correlation Sig. (2-tailed) N	,205 ,003 212	,473 ,000 212	1 ,000 212	,278 ,000 212	,459 ,000 212	,268 ,000 212
Kemampuan	Pearson	,276 212	,384 212	,278 212	1 212	,562 212	,935 212



karyawan (Y.3)	Correlation Sig. (2-tailed) N	,000 212	,000 212	,000 212		,000 212	,000 212
Ketepatan waktu (Y.4)	Pearson Correlation Sig. (2-tailed) N	,240 ,000 212	,248 ,000 212	,459 ,000 212	,562 ,000 212	,1 ,000 212	,558 ,000 212
Pengetahuan karyawan (Y.5)	Pearson Correlation Sig. (2-tailed) N	,294 ,000 212	,389 ,000 212	,268 ,000 212	,935 ,000 212	,558 ,000 212	,1 ,000 212
Kreativitas (Y.6)	Pearson Correlation Sig. (2-tailed) N	,223 ,001 212	,388 ,000 212	,290 ,000 212	,542 ,000 212	,526 ,000 212	,553 ,000 212
Melaksanakan tugas sesuai (Y.7)	Pearson Correlation Sig. (2-tailed) N	,265 ,000 212	,369 ,000 212	,262 ,000 212	,614 ,000 212	,531 ,000 212	,616 ,000 212

**Correlations**

		Kreativitas (Y.6)	Melaksanakan tugas sesuai (Y.7)
Profesionalisme (X1.1)	Pearson Correlation Sig. (2-tailed) N	,085 ,219 212	,117 ,088 212
Jarak dari manajemen (X1.2)	Pearson Correlation Sig. (2-tailed) N	,228 ,001 212	,299 ,000 212
Percaya pada rekan sekerja (X1.3)	Pearson Correlation Sig. (2-tailed) N	,157 ,022 212	,303 ,000 212
Keteraturan (X1.4)	Pearson Correlation Sig. (2-tailed) N	,173 ,012 212	,221 ,001 212
Permusuhan (X1.5)	Pearson Correlation Sig. (2-tailed) N	,206 ,003 212	,316 ,000 212
Integrasi (X1.6)	Pearson Correlation Sig. (2-tailed) N	,241 ,000 212	,303 ,000 212
Gaya Partisipatif (X2.1)	Pearson Correlation Sig. (2-tailed) N	,186 ,007 212	,209 ,002 212
Gaya Pengasuh (X2.2)	Pearson Correlation Sig. (2-tailed) N	,261 ,000 212	,238 ,000 212
Gaya otoriter (X2.3)	Pearson Correlation Sig. (2-tailed) N	,289 ,000 212	,317 ,000 212
Gaya Birokratis (X2.4)	Pearson Correlation Sig. (2-tailed) N	,301 ,000 212	,324 ,000 212

Gaya Berorientasi Pada Tugas (X2.5)	Pearson Correlation Sig. (2-tailed) N	,209 ,002 212	,262 ,000 212
Kompensasi langsung (X3.1)	Pearson Correlation Sig. (2-tailed) N	,260 ,000 212	,214 ,002 212
Kompensasi tidak langsung (X3.2)	Pearson Correlation Sig. (2-tailed) N	,345 ,000 212	,297 ,000 212
Imbalan karier (X3.3)	Pearson Correlation Sig. (2-tailed) N	,272 ,000 212	,321 ,000 212
Imbalan sosial (X3.4)	Pearson Correlation Sig. (2-tailed) N	,223 ,001 212	,265 ,000 212
Kualitas kerja (Y.1)	Pearson Correlation Sig. (2-tailed) N	,388 ,000 212	,369 ,000 212
Efisiensi (Y.2)	Pearson Correlation Sig. (2-tailed) N	,290 ,000 212	,262 ,000 212
Kemampuan karyawan (Y.3)	Pearson Correlation Sig. (2-tailed) N	,542 ,000 212	,614 ,000 212
Ketepatan waktu (Y.4)	Pearson Correlation Sig. (2-tailed) N	,526 ,000 212	,531 ,000 212
Pengetahuan karyawan (Y.5)	Pearson Correlation Sig. (2-tailed) N	,553 ,000 212	,616 ,000 212
Kreativitas (Y.6)	Pearson Correlation Sig. (2-tailed) N	1 212	,528 ,000 212
Melaksanakan tugas sesuai (Y.7)	Pearson Correlation Sig. (2-tailed) N	,528 ,000 212	1 212

\*\* . Correlation is significant at the 0.01 level (2-tailed).  
\* . Correlation is significant at the 0.05 level (2-tailed).

## BERITA ACARA PENELITIAN LAPANGAN

Pada Hari ini 20 Desember 2013 kami menerangkan bahwa mahasiswa program MM – Universitas Mercu Buana:

NIM : 55111120079  
Nama : Febriany Setiowati Pratama Putri  
Konsentrasi : MSDM  
Judul : **Pengaruh Budaya Organisasi, Gaya Kepemimpinan Dan Kompensasi Terhadap Kinerja Karyawan Pada Sekolah Tinggi Penerbangan Indonesia**  
Alamat rumah : Emerald Karawaci Residence. Blok B No. 5. Tangerang – Banten  
Alamat kantor : Jalan Raya PLP curug. Kecamatan Legok. Tangerang – Banten

Telah melaksanakan penelitian dan pengumpulan data dan informasi pada perusahaan kami dengan sebaik – baiknya pada:

Tanggal mulai : 2 September 2013  
Lama penelitian : 4 bulan  
Tanggal akhir : 20 Desember 2013

Demikian berita acara ini dibuat untuk diketahui dan dipergunakan sebagaimana mestinya



Kepala Bagian Administrasi Umum  
Sekolah Tinggi Penerbangan Indonesia

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Mengetahui,  
Pembimbing Utama



(Dr. Anik Trisuwarni)

