

BERITA ACARA PENELITIAN-LAPANGAN

Pada hari ini Senin tanggal 12 Nopember 2012 kami menerangkan bahwa mahasiswa Program MM – Universitas Mercu Buana :

N.I.M. : 55207120003
 Nama Lengkap : Erna Veronica
 Konsentrasi : MARCOM / MEDPOL / COMPOL *)
 Judul Karya Akhir : Analisis Hubungan Kepemimpinan, iklim komunikasi dan Kepuasan Kerja karyawan (survei pada karyawan PT Kiwoom Securities Indonesia)

Alamat rumah : Jl. Manggis No.19 Rt 4 Rw.5
Srengseng Kebon Jeruk
 Alamat Kantor : Graha Irama Lt.6, Jl. HR. Rasuna Said Kav. 1 & 2
Jakarta Selatan

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

Tanggal mulai : 12 Nopember 2012
 Lama penelitian : 1 (satu) bulan (kali)
 Tanggal akhir : 11 Desember 2012


Demikian berita acara ini dibuat untuk diketahui dan dipergunakan sebagaimana mestinya.

(Pejabat di perusahaan tempat penelitian
disertai Cap Perusahaan)

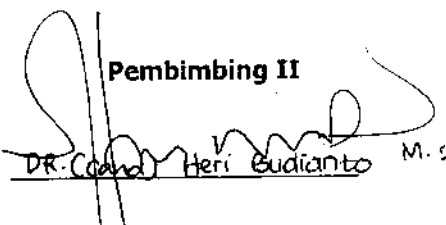

KIWOOM 
 SECURITIES INDONESIA
Ratnawati Wibowo

Mengetahui

Pembimbing Utama

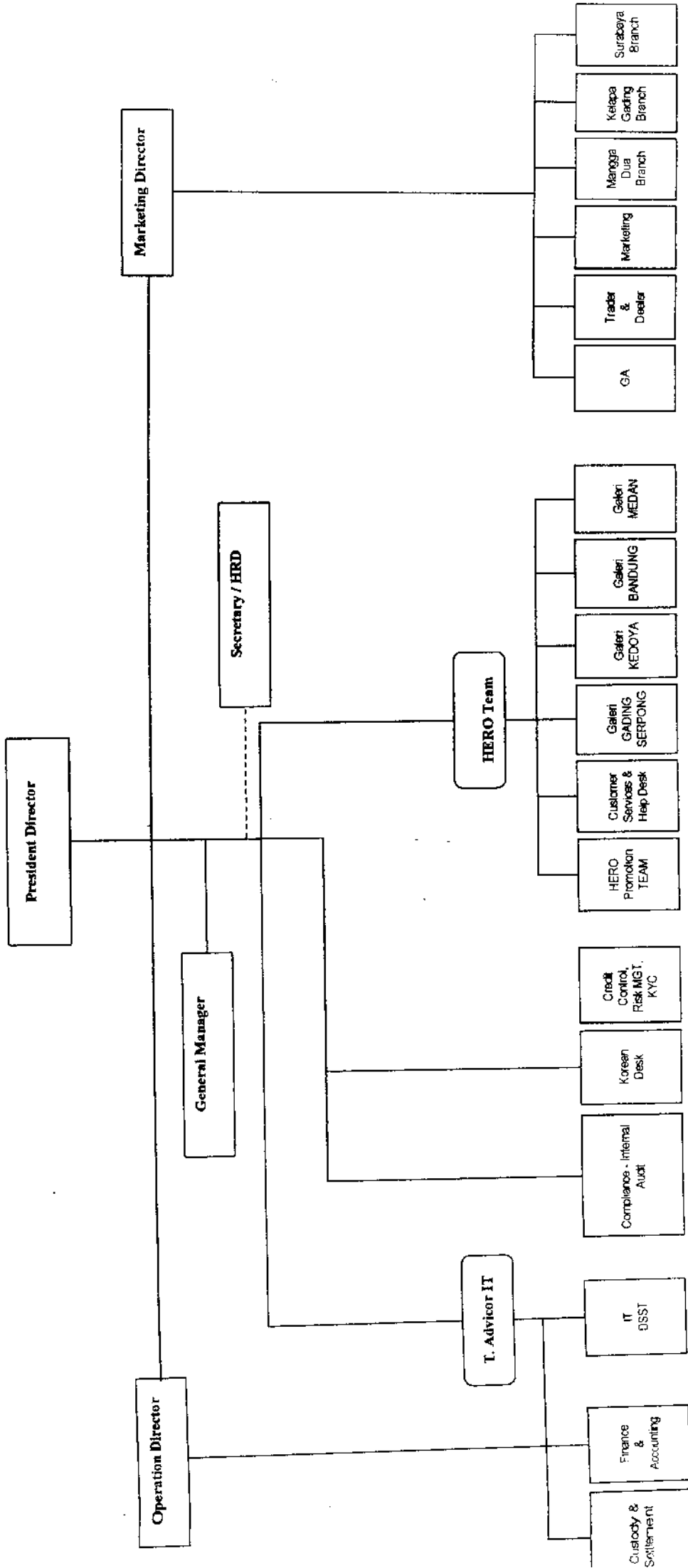

Dr. Irwansyah M.A.

Pembimbing II


DR. Cahya Heri Sudianto M.si

Catatan :

Formulir dapat didownload oleh mahasiswa yang akan melaksanakan penyusunan Karya Akhir dari Website PKK (untuk mahasiswa PKK) atau menghubungi Bagian Tata Usaha Program Pascasarjana UMB (untuk mahasiswa Program Reguler)



Lampiran 3

Data Responden dari Kuesioner

	Jenis Kelamin	Usia	Pendidikan	Lama Bekerja
1	1	3	2	1
2	2	2	3	1
3	1	3	1	1
4	1	3	1	2
5	1	4	1	4
6	1	1	1	1
7	1	3	1	1
8	1	3	3	1
9	1	2	3	1
10	2	3	2	4
11	2	2	3	1
12	1	5	3	4
13	2	1	2	1
14	2	3	2	1
15	1	2	3	1
16	1	2	1	1
17	2	4	1	3
18	2	4	2	3
19	2	5	1	1
20	1	4	1	3
21	1	2	3	1
22	2	4	1	1
23	2	3	3	4
24	2	2	3	2
25	1	5	1	5
26	2	4	3	3
27	1	3	1	2
28	1	3	1	1
29	1	2	3	1
30	1	4	1	3
31	2	2	1	1
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35	1	2	1	1
36	2	2	3	1
37	1	3	4	2
38	2	2	3	1
39	1	3	3	1
40	1	2	3	1
41	1	5	1	5
42	1	3	3	1
43	2	4	2	2
44	1	4	4	3
45	1	3	3	1
46	1	3	3	1
47	2	3	3	2
48	2	2	3	3
49	1	5	1	5
50	2	4	3	1

Lampiran 4

Kepada Yth:

Bapak/Ibu Karyawan PT. Kiwoom Securities Indonesia

Di Tempat

Dengan hormat,

Kuisisioner ini merupakan media untuk menggali informasi mengenai iklim komunikasi dan kepuasan kerja di PT. Kiwoom Securities Indonesia. Jawaban yang bapak/ibu berikan tidak akan mempengaruhi keberadaan bapak/ibu di tempat kerja. Pendapat Bapak/Ibu tidak digunakan untuk kepentingan lain. Hal ini semata-mata ditunjukkan untuk kepentingan penelitian ilmiah. Untuk itu kami mohon kesediaan bapak/ibu untuk mengisi kuisisioner ini secara objektif (apa adanya). Terima kasih kami ucapkan atas kerjasamanya.

Mohon untuk di paraf :

Petunjuk Pengisian :

1. Jawablah setiap nomor dengan member tanda silang (x) pada kolom alternative jawaban, yang Anda anggap paling sesuai.
2. Pada setiap pernyataan yang ada, tersedia lima alternative jawaban yang terdiri dari :

SS	:	Sangat Setuju
S	:	Setuju
N	:	Netral
TS	:	Tidak Setuju
STS	:	Sangat Tidak Setuju

Kepemimpinan (X1)

No	Pertanyaan	NILAI				
		SS	S	N	TS	STS
1.	Atasan Bapak/Ibu mendistribusikan informasi yang diperoleh kepada bawahannya, sehingga semua pegawai mendapatkan informasi yang dibutuhkan.	5	4	3	2	1
2.	Atasan Bapak/Ibu dapat memberikan nasihat kepada bawahan	5	4	3	2	1
3.	Atasan Bapak/Ibu mengevaluasi pekerjaan pada setiap tugas/pekerjaan yang diberikan	5	4	3	2	1
4.	Atasan Bapak/Ibu menetapkan standar kinerja sejak awal	5	4	3	2	1
5.	Atasan dapat mengurangi ketegangan yang timbul antar pegawai	5	4	3	2	1
6.	Atasan memberikan dukungan bagi keberhasilan pencapaian tugas	5	4	3	2	1

Iklm komunikasi (X2)

No	Pertanyaan	NILAI				
		SS	S	N	TS	STS
	Manager :					
7.	Atasan memberikan dukungan dalam bentuk tindakan	5	4	3	2	1
8.	Rekan memberikan dukungan secara lisan	5	4	3	2	1
9.	Atasan menanggapi saran bawahan dengan penanganan riil	5	4	3	2	1
10	Atasan memberikan arahan setiap kali terjadi perubahan kebijakan organisasi.	5	4	3	2	1
11	Atasan memberikan sarana bagi karyawan dalam menyampaikan keluhan-keluhan terhadap perusahaan	5	4	3	2	1
12	Atasan menanggapi keluhan atau saran bawahan dengan penanganan riil	5	4	3	2	1
	Staff :					
13	Saya bekerja sesuai prosedur	5	4	3	2	1
14	Saya rela bekerja lembur jika tugas perusahaan belum tuntas saat jam kerja selesai	5	4	3	2	1
15	Saya berani berterus terang pada pimpinan bila melakukan kesalahan dalam bekerja	5	4	3	2	1
16	Saya dilibatkan dalam proses komunikasi terkait kebijakan perusahaan	5	4	3	2	1
17	Saya dilibatkan dalam konsultasi mengenai kebijakan perusahaan	5	4	3	2	1

Kepuasan kerja (Y)

No	Pertanyaan	NILAI				
		SS	S	N	TS	STS
18.	Saya dapat mengembangkan kreativitas dalam melaksanakan pekerjaan	5	4	3	2	1
19.	Saya berputus asa dalam menghadapi kesulitan	5	4	3	2	1
20.	Perusahaan memberikan penghargaan pada karyawan berprestasi	5	4	3	2	1
21.	Saya dapat bekerja sama dengan rekan kerja saya	5	4	3	2	1
22.	Atasan senantiasa membantu apabila saya mengalami kesulitan dalam menyelesaikan pekerjaan	5	4	3	2	1

Identitas Responden

Berilah tanda silang satu jawaban yang Anda anggap paling sesuai dari setiap pertanyaan atau pernyataan di bawah ini :

1. Anda seorang :

A. Pria

B. Wanita

2. Usia (Tahun) : _____

3. Pendidikan :

A. SMA atau Sederajat

B. Diploma atau sederajat

C. Sarjana S -1 atau sederajat

D. Sarjana S-2

4. Tingkat Jabatan / Posisi Anda :

A. Manajer

B. Supervisor

C. Staff

5. Anda telah bekerja di perusahaan ini selama : _____

Terima kasih atas kesediaan anda mengisi kuesioner ini.

Hormat saya,

Erna Veronica

Mahasiswa Pascasarjana

Universitas Mercu Buana

Jurusan Marketing Communications

LAMPIRAN 5

HASIL KUESIONER

	P_1	P_2	P_3	P_4	P_5	P_6	P_7	P_8	P_9	P_10	P_11	P_12	P_13	P_14	P_15	P_16	P_17	P_18	P_19	P_20	P_21	P_22
1	1	1	1	1	1	1	1	2	2	2	1	1	1	1	1	4	4	1	1	1	1	1
2	3	3	3	3	4	4	4	4	3	4	3	4	2	1	3	4	4	3	4	3	2	2
3	2	1	1	2	1	1	1	2	2	2	2	2	1	1	1	2	3	2	4	2	1	2
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7	1	2	2	2	1	1	1	1	2	2	1	1	2	2	2	2	2	2	4	2	2	2
8	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	5	3	2	2	2
9	2	2	2	2	3	2	2	2	3	3	3	3	3	2	3	3	3	2	3	3	2	2
10	4	3	4	4	1	4	2	3	2	4	4	3	4	3	2	3	4	4	4	3	2	4
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16	2	2	2	2	4	2	2	2	2	2	2	2	1	1	1	3	3	2	5	2	1	1
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26	3	2	2	3	3	2	2	2	3	2	3	3	3	1	2	3	3	2	3	3	2	2
27	2	2	2	2	1	2	2	2	2	2	2	2	2	2	2	2	2	2	3	1	2	2

	P_1	P_2	P_3	P_4	P_5	P_6	P_7	P_8	P_9	P_10	P_11	P_12	P_13	P_14	P_15	P_16	P_17	P_18	P_19	P_20	P_21	P_22	
28	1	2	2	2	1	1	2	2	2	2	2	1	2	2	2	2	2	2	4	1	2	2	
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38	1	1	5	1	4	1	2	4	2	4	4	2	2	2	1	5	5	5	5	2	1	2	2
39	4	4	3	4	3	4	4	4	4	3	4	3	3	3	3	4	4	4	4	3	3	4	4
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42	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	4	2	2	2	2
43	2	4	4	4	2	4	3	2	3	2	4	3	1	2	1	4	4	2	4	3	2	2	2
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45	2	2	2	2	2	2	1	2	1	1	1	1	1	1	1	1	1	2	5	1	1	1	1
46	1	2	1	1	1	1	2	2	2	2	2	2	2	2	2	3	3	2	4	2	2	2	2
47	2	2	2	2	2	2	1	1	1	1	1	1	1	1	1	1	1	2	5	2	2	1	1
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49	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	2	2	2	4	2	2	2	2
50	2	2	2	2	2	2	2	2	2	2	3	2	1	2	2	4	4	2	4	3	2	2	2

Lampiran 6

Hasil SPSS Data Responden

FREQUENCIES VARIABLES=jeniskelamin usia pendidikan lamabekerja /ORDER=ANALYSIS.

Frequencies

Notes

Output Created	25-Nov-2012 21:05:44		
Comments			
Input	Active Dataset	DataSet0	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File	50	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on all cases with valid data.	
Syntax	FREQUENCIES VARIABLES=jeniskelamin usia pendidikan lamabekerja /ORDER=ANALYSIS.		
Resources	Processor Time	0:00:00.015	
	Elapsed Time	0:00:00.016	

[DataSet0]

Statistics

		jeniskelamin	usia	pendidikan	lamabekerja
N	Valid	50	50	50	50
	Missing	0	0	0	0

Frequency Table

jeniskelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	29	58.0	58.0	58.0
	Wanita	21	42.0	42.0	100.0
	Total	50	100.0	100.0	

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-20	2	4.0	4.0	4.0
	>20-30	14	28.0	28.0	32.0
	>30-40	19	38.0	38.0	70.0
	>40-50	10	20.0	20.0	90.0
	>50	5	10.0	10.0	100.0
	Total	50	100.0	100.0	

pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sma	18	36.0	36.0	36.0
	D-3	8	16.0	16.0	52.0
	S-1	22	44.0	44.0	96.0
	S-2	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

lamabekerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0-5	30	60.0	60.0	60.0
>5-10	6	12.0	12.0	72.0
>10-15	7	14.0	14.0	86.0
>15-20	4	8.0	8.0	94.0
>20	3	6.0	6.0	100.0
Total	50	100.0	100.0	

Lampiran 7

Hasil SPSS Kuesioner

Frequencies

Notes

Output Created		15-Jan-2013 20:27:31
Comments		
Input	Data	C:\Users\Erna\Documents\erna maju_fix.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=P_1 P_2 P_3 P_4 P_5 P_6 P_7 P_8 P_9 P_10 P_11 P_12 P_13 P_14 P_15 P_16 P_17 P_18 P_19 P_20 P_21 P_22 /ORDER=ANALYSIS.
Resources	Processor Time	0:00:00.031
	Elapsed Time	0:00:00.031

[DataSet1] C: erna maju_fix.sav

Frequency Table

P_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	10	20.0	20.0	20.0
	S	26	52.0	52.0	72.0
	N	9	18.0	18.0	90.0
	TS	5	10.0	10.0	100.0
	Total	50	100.0	100.0	

P_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	8	16.0	16.0	16.0
	S	27	54.0	54.0	70.0
	N	8	16.0	16.0	86.0
	TS	6	12.0	12.0	98.0
	STS	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

P_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	8	16.0	16.0	16.0
	S	19	38.0	38.0	54.0
	N	14	28.0	28.0	82.0
	TS	6	12.0	12.0	94.0
	STS	3	6.0	6.0	100.0
	Total	50	100.0	100.0	

P_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	10	20.0	20.0	20.0
	S	19	38.0	38.0	58.0
	N	12	24.0	24.0	82.0
	TS	7	14.0	14.0	96.0
	STS	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

P_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	8	16.0	16.0	16.0
	S	23	46.0	46.0	62.0
	N	12	24.0	24.0	86.0
	TS	7	14.0	14.0	100.0
	Total	50	100.0	100.0	

P_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	10	20.0	20.0	20.0
	S	24	48.0	48.0	68.0
	N	7	14.0	14.0	82.0
	TS	7	14.0	14.0	96.0
	STS	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

P_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	6	12.0	12.0	12.0
	S	28	56.0	56.0	68.0
	N	8	16.0	16.0	84.0
	TS	6	12.0	12.0	96.0
	STS	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

P_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	5	10.0	10.0	10.0
	S	29	58.0	58.0	68.0
	N	12	24.0	24.0	92.0
	TS	4	8.0	8.0	100.0
	Total	50	100.0	100.0	

P_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	3	6.0	6.0	6.0
	S	32	64.0	64.0	70.0
	N	11	22.0	22.0	92.0
	TS	3	6.0	6.0	98.0
	STS	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

P_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	6	12.0	12.0	12.0
	S	30	60.0	60.0	72.0
	N	8	16.0	16.0	88.0
	TS	6	12.0	12.0	100.0
	Total	50	100.0	100.0	

P_11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	7	14.0	14.0	14.0
	S	15	30.0	30.0	44.0
	N	15	30.0	30.0	74.0
	TS	12	24.0	24.0	98.0
	STS	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

P_12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	7	14.0	14.0	14.0
	S	23	46.0	46.0	60.0
	N	10	20.0	20.0	80.0
	TS	9	18.0	18.0	98.0
	STS	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

P_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	15	30.0	30.0	30.0
	S	23	46.0	46.0	76.0
	N	10	20.0	20.0	96.0
	TS	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

P_14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	13	26.0	26.0	26.0
	S	23	46.0	46.0	72.0
	N	7	14.0	14.0	86.0
	TS	7	14.0	14.0	100.0
	Total	50	100.0	100.0	

P_15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	12	24.0	24.0	24.0
	S	30	60.0	60.0	84.0
	N	7	14.0	14.0	98.0
	TS	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

P_16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	4	8.0	8.0	8.0
	S	16	32.0	32.0	40.0
	N	17	34.0	34.0	74.0
	TS	11	22.0	22.0	96.0
	STS	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

P_17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	5	10.0	10.0	10.0
	S	10	20.0	20.0	30.0
	N	20	40.0	40.0	70.0
	TS	13	26.0	26.0	96.0
	STS	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

P_18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	4	8.0	8.0	8.0
	S	29	58.0	58.0	66.0
	N	8	16.0	16.0	82.0
	TS	7	14.0	14.0	96.0
	STS	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

P_19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	1	2.0	2.0	2.0
	N	10	20.0	20.0	22.0
	TS	26	52.0	52.0	74.0
	STS	13	26.0	26.0	100.0
	Total	50	100.0	100.0	

P_20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	8	16.0	16.0	16.0
	S	22	44.0	44.0	60.0
	N	12	24.0	24.0	84.0
	TS	4	8.0	8.0	92.0
	STS	4	8.0	8.0	100.0
	Total	50	100.0	100.0	

P_21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	10	20.0	20.0	20.0
	S	32	64.0	64.0	84.0
	N	7	14.0	14.0	98.0
	TS	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

P_22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SS	8	16.0	16.0	16.0
	S	29	58.0	58.0	74.0
	N	6	12.0	12.0	86.0
	TS	6	12.0	12.0	98.0
	STS	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

Lampiran 8

Output Korelasi Pearson's Product Moment

Hasil Uji Korelasi Kepemimpinan dan Iklim Komunikasi

Correlations

		Notes
Output Created		15-Jan-2013 20:28:39
Comments		
Input	Data	C:\Users\Erna\Documents\erna maju_fix.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=KP IK /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	0:00:00.032
	Elapsed Time	0:00:00.048

[DataSet1] C: erna maju_fix.sav

Correlations

		Kepemimpinan	Iklm Komunikasi
Kepemimpinan	Pearson Correlation	1	.774**
	Sig. (2-tailed)		.000
	N	50	50
Iklm Komunikasi	Pearson Correlation	.774**	1
	Sig. (2-tailed)	.000	
	N	50	50

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

**CORRELATIONS /VARIABLES=KP KK /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.**

Lampiran 9

Output Korelasi Pearson's Product Moment

Hasil Uji Korelasi Kepemimpinan dan Kepuasan Kerja

Correlations

		Notes
Output Created		15-Jan-2013 20:28:58
Comments		
Input	Data	C:\Users\Erna\Documents\erna maju_fix.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=KP KK /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	0:00:00.000
	Elapsed Time	0:00:00.031

[DataSet1] C:\Users\Erna\Documents\erna maju_fix.sav

Correlations

		Kepemimpinan	Kepuasan Kerja
Kepemimpinan	Pearson Correlation	1	.750**
	Sig. (2-tailed)		.000
	N	50	50
Kepuasan Kerja	Pearson Correlation	.750**	1
	Sig. (2-tailed)	.000	
	N	50	50

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

CORRELATIONS /VARIABLES=IK KK /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Lampiran 10

Output Korelasi Pearson's Product Moment

Hasil Uji Korelasi Iklim Komunikasi dan Kepuasan Kerja

Correlations

		Notes
Output Created		15-Jan-2013 20:31:24
Comments		
Input	Data	C:\Users\Erna\Documents\erna maju_fix.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=IK KK /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	0:00:00.078
	Elapsed Time	0:00:00.061

[DataSet1] C: erna maju_fix.sav

Correlations

		Iklm Komunikasi	Kepuasan Kerja
Iklm Komunikasi	Pearson Correlation	1	.751**
	Sig. (2-tailed)		.000
	N	50	50
Kepuasan Kerja	Pearson Correlation	.751**	1
	Sig. (2-tailed)	.000	
	N	50	50

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

**CORRELATIONS /VARIABLES=KP IK KK /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.**

Lampiran 11

Output Korelasi Pearson's Product Moment

Hasil Uji Korelasi Kepemimpinan, Iklim Komunikasi dan Kepuasan Kerja

Correlations

Notes

Output Created		15-Jan-2013 20:31:47
Comments		
Input	Data	C:\Users\Erna\Documents\erna maju_fix.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		<pre> CORRELATIONS /VARIABLES=KP IK KK /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. </pre>
Resources	Processor Time	0:00:00.031
	Elapsed Time	0:00:00.094

[DataSet1] C: erna maju_fix.sav

Correlations

		Kepemimpinan	Iklm Komunikasi	Kepuasan kerja
Kepemimpinan	Pearson Correlation	1	.774**	.750**
	Sig. (2-tailed)		.000	.000
	N	50	50	50
Iklm Komunikasi	Pearson Correlation	.774**	1	.751**
	Sig. (2-tailed)	.000		.000
	N	50	50	50
Kepuasan kerja	Pearson Correlation	.750**	.751**	1
	Sig. (2-tailed)	.000	.000	
	N	50	50	50

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

RELIABILITY /VARIABLES=P_1 P_2 P_3 P_4 P_5 P_6 P_7 P_8 P_9 P_10 P_11 P_12 P_13 P_14 P_15 P_16 P_17 P_18 P_19 P_20 P_21 P_22 /SCALE('Kepemimpinan (X1), Iklm Komunikasi (X2), Kepuasan Kerja (Y)') ALL /MODEL=ALPHA.

Lampiran 12

Hasil Uji Validitas dan Reliabilitas Item Kuesioner

Reliability

		Notes
Output Created		15-Jan-2013 20:27:43
Comments		
Input	Data	C:\Users\Erna\Documents\erna maju_fix.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=P_1 P_2 P_3 P_4 P_5 P_6 P_7 P_8 P_9 P_10 P_11 P_12 P_13 P_14 P_15 P_16 P_17 P_18 P_19 P_20 P_21 P_22 /SCALE('Kepemimpinan (X1), Iklim Komunikasi (X2), Kepuasan Kerja (Y)') ALL /MODEL=ALPHA.
Resources	Processor Time	0:00:00.000
	Elapsed Time	0:00:00.000

[DataSet1] C: erna maju_fix.sav

Scale: Kepemimpinan (X1), Iklim Komunikasi (X2), Kepuasan Kerja (Y)

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.928	22

Item Statistics

	Mean	Std. Deviation	N
P_1	2.1800	.87342	50
P_2	2.3000	.95298	50
P_3	2.5400	1.09190	50
P_4	2.4400	1.09096	50
P_5	2.3600	.92051	50
P_6	2.3400	1.08063	50
P_7	2.4000	.98974	50
P_8	2.3000	.76265	50
P_9	2.3400	.77222	50
P_10	2.2800	.83397	50
P_11	2.7000	1.05463	50
P_12	2.4800	1.01499	50
P_13	1.9800	.82040	50
P_14	2.1600	.97646	50
P_15	1.9400	.68243	50
P_16	2.8200	1.00387	50
P_17	2.9400	1.01840	50
P_18	2.4800	.97395	50
P_19	4.0000	.80812	50
P_20	2.4800	1.11098	50
P_21	1.9800	.65434	50
P_22	2.2600	.94351	50

Item – Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
P_1	51.5200	156.214	.599	.925
P_2	51.4000	155.959	.554	.926
P_3	51.1600	152.464	.608	.925
P_4	51.2600	151.339	.653	.924
P_5	51.3400	153.862	.672	.924
P_6	51.3600	148.970	.755	.922
P_7	51.3000	150.337	.772	.922
P_8	51.4000	157.306	.636	.925
P_9	51.3600	156.072	.694	.924
P_10	51.4200	154.983	.692	.924
P_11	51.0000	151.020	.691	.923
P_12	51.2200	150.951	.725	.923
P_13	51.7200	159.716	.466	.927
P_14	51.5400	158.498	.431	.928
P_15	51.7600	162.349	.416	.928
P_16	50.8800	155.332	.548	.926
P_17	50.7600	155.900	.516	.927
P_18	51.2200	155.032	.580	.925
P_19	49.7000	170.296	.426	.935
P_20	51.2200	149.032	.729	.922
P_21	51.7200	159.553	.609	.925
P_22	51.4400	155.190	.594	.925

Titik Persentase Distribusi t (df = 41 – 80)

df \ Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.60	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67868	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

Catatan: Probabilita yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung, sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung

Tabel r untuk df = 1 - 50

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

1. Promotion Period : October 15 - December 31, 2012
2. Type of Promotion : Launching MTS
3. Coverage : National
4. Who are qualified to Avail : New Client
5. Who are disqualified : All employees
6. How to Participate :

Only New Client

New client who is using HERO S and HERO will be given privilege :

- NO commission
- NO Minimum fee
- NO Minimum Deposit

Beside the above mentioned, they will also have the opportunity to win 5 starbuck voucher every week @ Rp. 100,000.

Requirement of New Client :

1. Fill in the opening account of Kiwoom and Investor account opening form.
2. Attached copy of ID
3. Attached copy of NPWP and fill in statement form if don't posses NPWP.
4. Attached copy of bank book

Requirement of the Mobile Phone :

1. Android Version
2. Iphone / Ipad

TIMELINE KIWOOM ACTIVATION

No	Activity	Start	End
1	KIWOOM SOUTH DESIGN SOUTH APPROVAL		
A	DESIGN SOUTH APPROVAL		
B	SOUTH PRODUCTION		
2	KIWOOM PHN PHN DESIGN APPROVAL		
A	PHN DESIGN APPROVAL		
B	PHN PRODUCTION		
3	KIWOOM VIDEO VIDEO BRIEF		
A	VIDEO BRIEF		
B	VIDEO STORY BOARD		
C	VIDEO PRODUCTION		
4	KIWOOM USER USER SELECTION		
A	USER SELECTION		
B	USERLAND TEAM BUILDING		
5	PROGRAM RUNNING		
A	BAJURA EFEK JAKARTA REVIEW		
B	MEMBARA SAHA REVIEW		
C	WTC		
6	REPORTING		

