



Kepada:
Yth. Bapak/Ibu/Sdr./i
Responden
Di Tempat

Dengan hormat,

Dalam Rangka melengkapi data yang diperlukan untuk memenuhi tugas akhir pada program Magister Manajemen Universitas Mercu Buana Jakarta mengenai “ **Analisis Pengaruh Pendidikan dan Pelatihan Terhadap Kompetensi dan Kinerja Perawat** ”, kami sangat berharap Bapak/Ibu/Sdr./i untuk dapat mengisi pertanyaan dibawah ini secara lengkap dan benar. Isian ini tidak akan berpengaruh terhadap penilaian kerja Bapak/Ibu/Sdr./i , untuk itu Bapak/Ibu/sdr/i tidak perlu mencantumkan nama

Terimakasih Bapak/Ibu/Sdr./i mengisi kuisisioner berikut.

Demikian pengantar ini dibuat, atas bantuan, perhatian dan kerjasamanya saya ucapkan terimakasih.

Jakarta, January 2012

Hormat saya

Suhartini Sri Agustin

Petunjuk Pengisian :

Berilah tanda silang (X) pada kolom **PILIHAN JAWABAN**, yang paling sesuai dengan pilihan anda..

1. Pernyataan dalam kuisisioner mohon dijawab seobyektif mungkin tanpa pengaruh siapapun, dan peneliti menjamin kerahasiaan jawaban Bapak/Ibu/Saudara/i.
2. kuisisioner ini dapat digunakan secara optimal apabila seluruh pernyataan terjawab, oleh karena itu mohon diteliti kembali apakah semua pernyataan telah terjawab
3. Untuk menjawab pernyataan anda cukup memberi tanda silang (X) pada salah satu jawaban yang Bapak/Ibu/Saudara/i anggap paling sesuai.
4. Ada lima alternatif jawaban untuk menjawab variabel pelatihan, kompetensi dan kinerja yaitu :

- 5 = Sangat Setuju 3 = Netral 1 = Sangat Tidak Setuju
4 = Setuju 2 = Tidak Setuju

DATA PRIBADI RESPONDEN

- Jenis Kelamin : a. Laki-laki
b. Perempuan
- Usia : ____ Tahun
- Pendidikan :
a. D 1 _____
b. D1II ; _____
c. S-1; _____
- Status Perkawinan : a. Belum menikah
b. Menikah
c. Lain-lain _____
- Lama Kerja : ____ Tahun
- Unit kerja saat ini : _____

1. Variabel Pelatihan (X)

No	PERNYATAAN	PILIHAN JAWABAN				
		SS	S	N	TS	STS
	Variabel Materi Pelatihan (X1)					
1.	Setelah mengikuti diklat pengetahuan saya makin bertambah					
2.	Pengetahuan yang saya dapatkan di diklat, sesuai dengan yang saya butuhkan untuk melayani pasien makin bertambah					
3	Setelah mengikuti diklat pengetahuan saya makin bertambah, sehingga saya sering menyampaikan inisiatif pada Head Nurse					
4	Setelah mengikuti kerja, saya lebih berinisiatif					

No	PERNYATAAN	PILIHAN JAWABAN				
		SS	S	N	TS	STS
	pengawasan dari atasan saya					
3	Setelah mengikuti diklat, saya lebih disiplin melakukan tindakan keperawatan sesuai SOP saat praktek untuk menghindari terjadinya kesalahan kerja					
4	Mengikuti diklat adalah aktifitas yang menyenangkan					
5	Diluar waktu pelatihan formal, saya terus berusaha meningkatkan kemampuan untuk menunjang pekerjaan					
	Metode dan tujuan pelaksanaan pelatihan (X4)					
1	Peserta pelatihan sebaiknya didiskusikan antara Divisi Keperawatan dengan HRD/Training&Education Department					
2	Setelah mengikuti diklat, meningkatkan kemampuan berkomunikasi saya					
3	Metoda pelatihan yang digunakan sesuai untuk mencapai tujuan pelatihan					
4	Metoda pelatihan yang digunakan dapat menambah wawasan dan mendukung pekerjaan					
5	Setelah mengikuti diklat, saya selalu mengajak untuk selalu menjalankan tugas sesuai dengan SOP dan disiplin kepada rekan-rekan perawat					
6	Setelah mengikuti diklat, saya selalu berinisiatif untuk membantu teman perawat yang mengalami kesulitan dalam masalah teknis					
7	Setelah mengikuti diklat, saya lebih termotivasi untuk melakukan arahan yang benar pada pasien					
8	Setelah mengikuti diklat, saya lebih termotivasi untuk terus meningkatkan tugas dan tanggung jawab saya					
9	Setelah mengikuti diklat, saya lebih disiplin untuk terus meningkatkan prestasi kerja saya					

No	PERNYATAAN	PILIHAN JAWABAN				
		SS	S	N	TS	STS
	menyampaikan langkah-langkah kerja saat praktek.					
5	Setelah mengikuti diklat, saya lebih berinisiatif untuk terus meningkatkan tugas dan tanggung jawab saya					
6	Pengetahuan yang saya dapatkan saat diklat, dapat di aplikasikan dalam pekerjaan saya, sehingga meningkatkan kemampuan saya dan untuk membantu saya saat praktek					
7	Setelah mengikuti diklat, saya selalu berinisiatif untuk selalu menjalankan tugas dengan baik					
	Variabel Instruktur Pelatihan (X2)					
1	Program pelatihan yang dilaksanakan dapat memperbaiki pengetahuan dan keterampilan perawat agar sesuai dengan standar yang ditetapkan Rumah Sakit					
2	Pelatihan dapat meningkatkan kualitas hasil kerja saya					
3	Program Pelatihan yang dilaksanakan dapat membantu meningkatkan kinerja perawat					
4	Setelah mengikuti diklat pengetahuan saya makin bertambah dan disiplin saya dalam menjalankan prosedur sesuai dengan yang telah ditetapkan					
5	Instruktur pelatihan dapat membantu memberikan solusi atas permasalahan teknis yang dihadapi peserta ditempat kerja					
	Peserta Pelatihan (X3)					
1	Setelah mengikuti diklat, saya bekerja tanpa harus menunggu perintah dari incharge/atasan saya					
2	Setelah mengikuti diklat, disiplin kerja saya menjadi lebih baik tanpa harus ada					

2. Variabel Kompetensi (Z)

No	PERNYATAAN	PILIHAN JAWABAN				
		SS	S	N	TS	STS
1.	Setelah mengikuti diklat, kompetensi yang saya dapatkan sudah sesuai dengan harapan saya dan memotivasi saya untuk meningkatkan kerja saya					
2.	Setelah mengikuti diklat, kompetensi yang saya dapatkan sudah sesuai dengan harapan saya dan dapat menimbulkan inisiatif saya untuk selalu bekerja yang terbaik					
3.	Setelah mengikuti diklat, kompetensi yang saya dapatkan sudah sesuai dengan harapan saya dan membuat saya mampu untuk mengoperasikan alat kerja lainnya dengan sangat baik					
4.	Setelah mengikuti diklat, kompetensi yang saya dapatkan tidak sesuai dengan harapan saya					
5.	Saya mampu berkomunikasi dengan sopan dan taktis antar bagian/ profesi dan sesama rekan kerja					
6.	Saya menerapkan prinsip-prinsip Pain Management dalam menyelesaikan masalah pasien nyeri					
7.	Saya menggunakan pendekatan Asuhan Keperawatan dalam melakukan tindakan keperawatan					
8.	Saya mampu berinteraksi / berhubungan secara efektif dengan rekan kerja, antar profesi lainnya.					
9.	Saya menerapkan prinsip-prinsip infection control dalam melaksanakan tugas sehari-hari					
10.	Saya menerapkan prinsip pasien safety dalam melaksanakan pekerjaan.					
11.	Saya menerapkan komunikasi efektif dalam melaksanakan tugas sehari - hari					
12.	Setelah mengikuti diklat, meningkatkan kemampuan saya dalam berkomunikasi					
13.	Setelah mengikuti diklat, meningkatkan kemampuan saya dalam pemberian transfusi darah kepada pasien yang saya rawat					
14.	Setelah mengikuti diklat, meningkatkan kemampuan saya dalam pemberian obat-obatan dengan prinsip lima benar					



15	Pelatihan kerja sangat diperlukan untuk dapat menambah kemampuan saya					
16	Program pelatihan dapat meningkatkan kualitas hasil pekerjaan saya					
17	Saya mengetahui cara menggunakan alat syringe pum					
18	Saya memiliki keterandalan dalam melaksanakan tugas rutin					
19	Keahlian / kemampuan yang diperlukan sebagai perawat bersifat spesifik/khusus dan tidak mudah diperoleh oleh profesi lain					

3. Variabel Kinerja (Y)

No	PERNYATAAN	PILIHAN JAWABAN				
		SS	S	N	TS	STS
1	Saya memiliki keterandalan/kesungguhan dalam melaksanakan tugas rutin					
2	Saya memiliki keterampilan yang baik dalam melaksanakan tugas					
3	Saya memiliki kemampuna dalam melaksanakan tugas atau melaksanakan perintah atasan					
4	Indikator prestasi kerja saya berdasarkan tercapainya KPI saya					
5	Saya sangat menguasai bidang pekerjaan saya					
6	Dalam menjalankan pekerjaan, saya selalu berpegang pada <i>job description</i> saya					
7	Saya akan menyelesaikan pekerjaan tanpa menundanya (termasuk pulang lebih lambat) apabila target kuantitas kerja yang dibebankan belum terpenuhi					
8	Saya selalu berinisiatif terhadap kemajuan pelayanan dan pengawasan terhadap pasien saat praktek					
9	Saya selalu berinisiatif untuk mengusulkan penambahan peralatan dan bahan yang dibutuhkan kepada atasan saya					
10	Saya mempunyai kemampuan untuk dapat menyesuaikan pendapat dengan rekan kerja dan atasan					
11	Keterampilan / keahlian kerja yang saya miliki mampu mempengaruhi kualitas kerja yang dihasilkan					
12	Saya selalu dapat menerima usul orang lain					
13	Saya mempunyai kemampuan untuk bekerjasama dengan teman sekerja/profesi lain					
14	Saya selalu mendahulukan kepentingan pasien					



No	PERNYATAAN	PILIHAN JAWABAN				
		SS	S	N	TS	STS
15	Saya dapat melakukan pekerjaan sesuai prioritas					
	Saya selalu berusaha untuk tetap tepat waktu datang ke kantor					
16.	Saya antusias dan bersemangat untuk berprestasi dalam pekerjaan					
17.	Saya selalu membuat laporan hasil pekerjaan saya setiap hari					
18	Saya menggunakan alat/bahan peraktek sesuai dengan kebutuhan (tidak boros dalam pemakaian kain kasa, glove/sarung tangan dll)					
19.	Saya berusaha untuk tidak meninggalkan pekerjaan sebelum jam kerja usai					
20.	Apabila tidak ada halangan, saya selalu berusaha untuk masuk kerja					
21	Keterampilan/keahlian kerja yang saya miliki sesuai dengan wewenang saya					
22	Saya selalu menepati waktu istirahat dan sudah siap di tempat kerja ketika istirahat sudah selesai.					
23	Saya selalu hadir ditempat kerja sebelum jam kerja dimulai					
24	Saya selalu mematuhi peraturan perusahaan tentang kedisiplinan diantaranya mengenai pakaian kerja, prosedur cuti dan lainnya					
25	Laporan hasil kerja saya selalu baik dan sesuai dengan hasil yang diharapkan pimpinan					
26	Saya selalu menerima dan menghormati keputrusan pimpinan					
27	Saya selalu dapat menghargai hasil kerja teman/profesi lain					
28	Saya selalu berinisiatif dalam melaksanakan asuhan keperawatan					
29	Saya selalu memberikan usulan dalam pelaksanaan tugas kearah yang lebih baik					

BULASIAN ANGKET Pengaruh Pelatihan terhadap Kompetensi dan Kinerja Perawat Siloam Hospitals Lippo Village Tangerang Banten

1	X1.1	X1.2	.	X1.4	X1.5	X1.6	X1.7	X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2	X3.1	X3.2	X3.3	X3.4	X3.5	X3	X4.1	X4.2	X4.3	X4.4	X4.5	X4.6	X4.7	X4.8	X4.9	X4
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73	4	4	4	4	4	4	4	4	4	4	4	20	4	4	4	4	4	4	4	4	4	4	4	4	36					
Mean	4.36	4.29	3.96	3.97	3.93	3.89	3.82	4.03	4.25	4.19	4.29	4.26	4.22	4.24	3.96	3.99	4.03	4.07	4.08	4.02	4.36	4.26	4.4	4.33	4.33	4.37	4.34	4.34	4.301	4.336

HASIL TABULASI VARIABEL KOMPETENSI

Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12	Z13	Z14	Z15	Z16	Z17	Z18	Z19	Z
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4	4	3	3	4	4	4	4	4	4	4	5	4	4	3	3	4	4	4	73
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4	4	4	4	4	4	5	5	5	5	5	3	5	5	4	4	4	4	5	83
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4	4	4	4	4	5	5	5	5	5	4	3	5	5	4	4	4	5	5	84
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4	4	3	3	3	3	4	4	3	3	3	5	3	3	3	3	3	3	4	64
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4	4	5	5	5	5	5	5	4	5	5	3	5	5	5	5	5	5	5	90
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4.3425	4.37	4.1644	4.25	4.34	4.342	4.34	4.29	4.27	4.29	4.29	3.9	4.233	4.178	4.14	4.151	4.342	4.219	4.3425	4.3425	4.3425	4.3425	4.3425	4.3425	4.3425	4.3425	4.3425	4.25306

ASIL TABULASI VARIABEL KINERJA

Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	Y29	Y	
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4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	3	107
4	4	5	4	5	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	4	5	5	5	5	4	5	128	
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	123
4	4	4	3	3	4	4	4	4	3	5	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	111
5	5	5	4	5	4	4	4	4	4	4	4	4	5	4	4	5	4	4	4	4	4	5	4	5	4	5	5	4	4	126
4	3	4	4	4	3	3	4	4	4	4	3	4	4	4	4	3	3	5	5	5	5	5	4	5	5	5	5	4	4	107
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	133
4	5	5	5	5	4	4	5	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	5	5	5	107
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	119
3	4	3	4	4	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	112
4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3	3	3	3	3	3	3	3	109
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	130
5	5	5	5	4	4	4	4	4	4	4	4	4	4	5	4	4	5	5	5	5	5	4	5	5	5	5	5	4	5	110
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	3	3	3	3	110

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Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	33	45.2	45.2	54.8
	5	33	45.2	45.2	100.0
	Total	73	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	16.4	16.4	16.4
	4	28	38.4	38.4	54.8
	5	33	45.2	45.2	100.0
	Total	73	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	16	21.9	21.9	21.9
	4	44	60.3	60.3	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	18	24.7	24.7	24.7
	4	39	53.4	53.4	78.1
	5	16	21.9	21.9	100.0
	Total	73	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	19.2	19.2	19.2
	4	50	68.5	68.5	87.7
	5	9	12.3	12.3	100.0
	Total	73	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	16	21.9	21.9	21.9
	4	49	67.1	67.1	89.0
	5	8	11.0	11.0	100.0
	Total	73	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	18	24.7	24.7	24.7
	4	50	68.5	68.5	93.2
	5	5	6.8	6.8	100.0
	Total	73	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	35	47.9	47.9	61.6
	5	28	38.4	38.4	100.0
	Total	73	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	19.2	19.2	19.2
	4	31	42.5	42.5	61.6
	5	28	38.4	38.4	100.0
	Total	73	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	32	43.8	43.8	57.5
	5	31	42.5	42.5	100.0
	Total	73	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	17.8	17.8	17.8
	4	28	38.4	38.4	56.2
	5	32	43.8	43.8	100.0
	Total	73	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.3	12.3	12.3
	4	39	53.4	53.4	65.8
	5	25	34.2	34.2	100.0
	Total	73	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	19.2	19.2	19.2
	4	48	65.8	65.8	84.9
	5	11	15.1	15.1	100.0
	Total	73	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	19.2	19.2	19.2
	4	46	63.0	63.0	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	51	69.9	69.9	83.6
	5	12	16.4	16.4	100.0
	Total	73	100.0	100.0	

X3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	15	20.5	20.5	20.5
4	38	52.1	52.1	72.6
5	20	27.4	27.4	100.0
Total	73	100.0	100.0	

X3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	12	16.4	16.4	16.4
4	43	58.9	58.9	75.3
5	18	24.7	24.7	100.0
Total	73	100.0	100.0	

X4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	6.8	6.8	6.8
4	37	50.7	50.7	57.5
5	31	42.5	42.5	100.0
Total	73	100.0	100.0	

X4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	15.1	15.1	15.1
4	32	43.8	43.8	58.9
5	30	41.1	41.1	100.0
Total	73	100.0	100.0	

X4.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	6.8	6.8	6.8
4	34	46.6	46.6	53.4
5	34	46.6	46.6	100.0
Total	73	100.0	100.0	

X4.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	35	47.9	47.9	57.5
	5	31	42.5	42.5	100.0
	Total	73	100.0	100.0	

X4.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	35	47.9	47.9	57.5
	5	31	42.5	42.5	100.0
	Total	73	100.0	100.0	

X4.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.2	8.2	8.2
	4	34	46.6	46.6	54.8
	5	33	45.2	45.2	100.0
	Total	73	100.0	100.0	

X4.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	34	46.6	46.6	56.2
	5	32	43.8	43.8	100.0
	Total	73	100.0	100.0	

X4.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	34	46.6	46.6	56.2
	5	32	43.8	43.8	100.0
	Total	73	100.0	100.0	

X4.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.3	12.3	12.3
	4	33	45.2	45.2	57.5
	5	31	42.5	42.5	100.0
	Total	73	100.0	100.0	

Z1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	5.5	5.5	5.5
	4	40	54.8	54.8	60.3
	5	29	39.7	39.7	100.0
	Total	73	100.0	100.0	

Z2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	5.5	5.5	5.5
	4	38	52.1	52.1	57.5
	5	31	42.5	42.5	100.0
	Total	73	100.0	100.0	

Z3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	41	56.2	56.2	69.9
	5	22	30.1	30.1	100.0
	Total	73	100.0	100.0	

Z4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	11.0	11.0	11.0
	4	39	53.4	53.4	64.4
	5	26	35.6	35.6	100.0
	Total	73	100.0	100.0	

Z5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	34	46.6	46.6	56.2
	5	32	43.8	43.8	100.0
	Total	73	100.0	100.0	

Z6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	34	46.6	46.6	56.2
	5	32	43.8	43.8	100.0
	Total	73	100.0	100.0	

Z7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	34	46.6	46.6	56.2
	5	32	43.8	43.8	100.0
	Total	73	100.0	100.0	

Z8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.3	12.3	12.3
	4	34	46.6	46.6	58.9
	5	30	41.1	41.1	100.0
	Total	73	100.0	100.0	

Z9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	33	45.2	45.2	58.9
	5	30	41.1	41.1	100.0
	Total	73	100.0	100.0	

Z10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.2	8.2	8.2
	4	40	54.8	54.8	63.0
	5	27	37.0	37.0	100.0
	Total	73	100.0	100.0	

Z11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	11.0	11.0	11.0
	4	35	47.9	47.9	58.9
	5	30	41.1	41.1	100.0
	Total	73	100.0	100.0	

Z12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	25	34.2	34.2	34.2
	4	30	41.1	41.1	75.3
	5	18	24.7	24.7	100.0
	Total	73	100.0	100.0	

Z13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.2	8.2	8.2
	4	44	60.3	60.3	68.5
	5	23	31.5	31.5	100.0
	Total	73	100.0	100.0	

Z14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	40	54.8	54.8	68.5
	5	23	31.5	31.5	100.0
	Total	73	100.0	100.0	

Z15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	43	58.9	58.9	72.6
	5	20	27.4	27.4	100.0
	Total	73	100.0	100.0	

Z16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.3	12.3	12.3
	4	44	60.3	60.3	72.6
	5	20	27.4	27.4	100.0
	Total	73	100.0	100.0	

Z17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	5.5	5.5	5.5
	4	40	54.8	54.8	60.3
	5	29	39.7	39.7	100.0
	Total	73	100.0	100.0	

Z18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.2	8.2	8.2
	4	45	61.6	61.6	69.9
	5	22	30.1	30.1	100.0
	Total	73	100.0	100.0	

Z19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.2	8.2	8.2
	4	36	49.3	49.3	57.5
	5	31	42.5	42.5	100.0
	Total	73	100.0	100.0	

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	13.7	13.7	13.7
4	50	68.5	68.5	82.2
5	13	17.8	17.8	100.0
Total	73	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	15.1	15.1	15.1
4	49	67.1	67.1	82.2
5	13	17.8	17.8	100.0
Total	73	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	12.3	12.3	12.3
4	50	68.5	68.5	80.8
5	14	19.2	19.2	100.0
Total	73	100.0	100.0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	12.3	12.3	12.3
4	52	71.2	71.2	83.6
5	12	16.4	16.4	100.0
Total	73	100.0	100.0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	13.7	13.7	13.7
4	50	68.5	68.5	82.2
5	13	17.8	17.8	100.0
Total	73	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.6	9.6	9.6
	4	54	74.0	74.0	83.6
	5	12	16.4	16.4	100.0
	Total	73	100.0	100.0	

Y7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	50	68.5	68.5	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

Y8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	11.0	11.0	11.0
	4	52	71.2	71.2	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

Y9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.3	12.3	12.3
	4	51	69.9	69.9	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

Y10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	19.2	19.2	19.2
	4	46	63.0	63.0	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

Y11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	12.3	12.3	12.3
4	53	72.6	72.6	84.9
5	11	15.1	15.1	100.0
Total	73	100.0	100.0	

Y12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	13.7	13.7	13.7
4	50	68.5	68.5	82.2
5	13	17.8	17.8	100.0
Total	73	100.0	100.0	

Y13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	12.3	12.3	12.3
4	54	74.0	74.0	86.3
5	10	13.7	13.7	100.0
Total	73	100.0	100.0	

Y14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	11.0	11.0	11.0
4	55	75.3	75.3	86.3
5	10	13.7	13.7	100.0
Total	73	100.0	100.0	

Y15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	13.7	13.7	13.7
4	52	71.2	71.2	84.9
5	11	15.1	15.1	100.0
Total	73	100.0	100.0	

Y21

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	12	16.4	16.4	16.4
4	44	60.3	60.3	76.7
5	17	23.3	23.3	100.0
Total	73	100.0	100.0	

Y22

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	12.3	12.3	12.3
4	53	72.6	72.6	84.9
5	11	15.1	15.1	100.0
Total	73	100.0	100.0	

Y23

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	9.6	9.6	9.6
4	59	80.8	80.8	90.4
5	7	9.6	9.6	100.0
Total	73	100.0	100.0	

Y24

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	11.0	11.0	11.0
4	51	69.9	69.9	80.8
5	14	19.2	19.2	100.0
Total	73	100.0	100.0	

Y25

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	11.0	11.0	11.0
4	50	68.5	68.5	79.5
5	15	20.5	20.5	100.0
Total	73	100.0	100.0	

Y26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	13.7	13.7	13.7
	4	45	61.6	61.6	75.3
	5	18	24.7	24.7	100.0
	Total	73	100.0	100.0	

Y27

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.3	12.3	12.3
	4	52	71.2	71.2	83.6
	5	12	16.4	16.4	100.0
	Total	73	100.0	100.0	

Y28

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	11.0	11.0	11.0
	4	54	74.0	74.0	84.9
	5	11	15.1	15.1	100.0
	Total	73	100.0	100.0	

Y29

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	19.2	19.2	19.2
	4	29	39.7	39.7	58.9
	5	30	41.1	41.1	100.0
	Total	73	100.0	100.0	

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Reliability

***** Method 1 (space saver) will be used for this analysis

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	X1.1	4.3562	.6534	73.0
2.	X1.2	4.2877	.7356	73.0
3.	X1.3	3.9589	.6333	73.0
4.	X1.4	3.9726	.6866	73.0
5.	X1.5	3.9315	.5610	73.0
6.	X1.6	3.8904	.5667	73.0
7.	X1.7	3.8219	.5360	73.0

Reliability Coefficients

N of Cases = 73.0

N of Items = 7

Alpha = .8963

Reliability

***** Method 1 (space saver) will be used for this analysis

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	X2.1	4.2466	.6827	73.0
2.	X2.2	4.1918	.7389	73.0
3.	X2.3	4.2877	.6968	73.0
4.	X2.4	4.2603	.7459	73.0
5.	X2.5	4.2192	.6508	73.0

Reliability Coefficients

N of Cases = 73.0

N of Items = 5

Alpha = .9059

Reliability

***** Method 1 (space saver) will be used for this analysis

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	X3.1	3.9589	.5878	73.0
2.	X3.2	3.9863	.6122	73.0
3.	X3.3	4.0274	.5521	73.0
4.	X3.4	4.0685	.6938	73.0
5.	X3.5	4.0822	.6402	73.0

Reliability Coefficients

N of Cases = 73.0

N of Items = 5

Alpha = .7208

Reliability

***** Method 1 (space saver) will be used for this analysis

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	X4.1	4.3562	.6094	73.0
2.	X4.2	4.2603	.7076	73.0
3.	X4.3	4.3973	.6178	73.0
4.	X4.4	4.3288	.6467	73.0
5.	X4.5	4.3288	.6467	73.0
6.	X4.6	4.3699	.6348	73.0
7.	X4.7	4.3425	.6502	73.0
8.	X4.8	4.3425	.6502	73.0
9.	X4.9	4.3014	.6808	73.0

Reliability Coefficients

N of Cases = 73.0

N of Items = 9

Alpha = .8934

Reliability

***** Method 1 (space saver) will be used for this analysis

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	Z1	4.3425	.5826	73.0
2.	Z2	4.3699	.5894	73.0
3.	Z3	4.1644	.6458	73.0
4.	Z4	4.2466	.6408	73.0
5.	Z5	4.3425	.6502	73.0
6.	Z6	4.3425	.6502	73.0
7.	Z7	4.3425	.6502	73.0
8.	Z8	4.2877	.6766	73.0
9.	Z9	4.2740	.6924	73.0
10.	Z10	4.2877	.6119	73.0
11.	Z11	4.3014	.6601	73.0
12.	Z12	3.9041	.7667	73.0
13.	Z13	4.2329	.5897	73.0
14.	Z14	4.1781	.6528	73.0
15.	Z15	4.1370	.6306	73.0
16.	Z16	4.1507	.6162	73.0
17.	Z17	4.3425	.5826	73.0
18.	Z18	4.2192	.5833	73.0
19.	Z19	4.3425	.6285	73.0

Reliability Coefficients

N of Cases = 73.0

N of Items = 19

Alpha = .9259

Reliability

***** Method 1 (space saver) will be used for this analysis

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	Y1	4.0411	.5637	73.0
2.	Y2	4.0274	.5767	73.0
3.	Y3	4.0685	.5610	73.0
4.	Y4	4.0411	.5385	73.0
5.	Y5	4.0411	.5637	73.0
6.	Y6	4.0685	.5091	73.0
7.	Y7	4.0411	.5637	73.0
8.	Y8	4.0685	.5356	73.0
9.	Y9	4.0548	.5500	73.0
10.	Y10	3.9863	.6122	73.0
11.	Y11	4.0274	.5263	73.0
12.	Y12	4.0411	.5637	73.0
13.	Y13	4.0137	.5135	73.0
14.	Y14	4.0274	.4992	73.0
15.	Y15	4.0137	.5399	73.0
16.	Y16	4.0548	.5747	73.0
17.	Y17	4.0137	.5650	73.0
18.	Y18	4.0274	.5521	73.0
19.	Y19	4.0411	.5637	73.0
20.	Y20	4.0685	.5356	73.0
21.	Y21	4.0685	.6309	73.0
22.	Y22	4.0274	.5263	73.0
23.	Y23	4.0000	.4410	73.0
24.	Y24	4.0822	.5465	73.0
25.	Y25	4.0959	.5569	73.0
26.	Y26	4.1096	.6138	73.0
27.	Y27	4.0411	.5385	73.0
28.	Y28	4.0411	.5120	73.0
29.	Y29	4.2192	.7499	73.0

Reliability Coefficients

N of Cases = 73.0

N of Items = 29

Alpha = .8926



Lampiran 5 Correlations

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1
X1.1 Pearson Correlation	1.000	.737**	.674**	.641**	.598**	.594**	.461**	.864**
Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73
X1.2 Pearson Correlation	.737**	1.000	.592**	.621**	.688**	.643**	.378**	.861**
Sig. (2-tailed)	.000		.000	.000	.000	.000	.001	.000
N	73	73	73	73	73	73	73	73
X1.3 Pearson Correlation	.674**	.592**	1.000	.508**	.461**	.490**	.265*	.735**
Sig. (2-tailed)	.000	.000		.000	.000	.000	.024	.000
N	73	73	73	73	73	73	73	73
X1.4 Pearson Correlation	.641**	.621**	.508**	1.000	.680**	.563**	.439**	.817**
Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
N	73	73	73	73	73	73	73	73
X1.5 Pearson Correlation	.598**	.688**	.461**	.680**	1.000	.631**	.421**	.811**
Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000
N	73	73	73	73	73	73	73	73
X1.6 Pearson Correlation	.594**	.643**	.490**	.563**	.631**	1.000	.484**	.793**
Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000
N	73	73	73	73	73	73	73	73
X1.7 Pearson Correlation	.461**	.378**	.265*	.439**	.421**	.484**	1.000	.607**
Sig. (2-tailed)	.000	.001	.024	.000	.000	.000		.000
N	73	73	73	73	73	73	73	73
X1 Pearson Correlation	.864**	.861**	.735**	.817**	.811**	.793**	.607**	1.000
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
N	73	73	73	73	73	73	73	73

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

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

Correlations

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1 Pearson Correlation	1.000	.538**	.666**	.554**	.564**	.775**
Sig. (2-tailed)		.000	.000	.000	.000	.000
N	73	73	73	73	73	73
X2.2 Pearson Correlation	.538**	1.000	.620**	.790**	.691**	.859**
Sig. (2-tailed)	.000		.000	.000	.000	.000
N	73	73	73	73	73	73
X2.3 Pearson Correlation	.666**	.620**	1.000	.682**	.655**	.848**
Sig. (2-tailed)	.000	.000		.000	.000	.000
N	73	73	73	73	73	73
X2.4 Pearson Correlation	.554**	.790**	.682**	1.000	.825**	.907**
Sig. (2-tailed)	.000	.000	.000		.000	.000
N	73	73	73	73	73	73
X2.5 Pearson Correlation	.564**	.691**	.655**	.825**	1.000	.873**
Sig. (2-tailed)	.000	.000	.000	.000		.000
N	73	73	73	73	73	73
X2 Pearson Correlation	.775**	.859**	.848**	.907**	.873**	1.000
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	73	73	73	73	73	73

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

Correlations

Correlations

	X3.1	X3.2	X3.3	X3.4	X3.5	X3
X3.1 Pearson Correlation	1.000					
Sig. (2-tailed)		.577**	.560**	.109	.194	.682**
N	73	73	73	73	73	73
X3.2 Pearson Correlation	.577**	1.000				
Sig. (2-tailed)	.000		.453**	.329**	.393**	.790**
N	73	73	73	73	73	73
X3.3 Pearson Correlation	.560**	.453**	1.000			
Sig. (2-tailed)	.000	.000		-.041	.308**	.624**
N	73	73	73	73	73	73
X3.4 Pearson Correlation	.109	.329**	-.041	1.000		
Sig. (2-tailed)	.358	.004	.729		.581**	.615**
N	73	73	73	73	73	73
X3.5 Pearson Correlation	.194	.393**	.308**	.581**	1.000	
Sig. (2-tailed)	.101	.001	.008	.000		.000
N	73	73	73	73	73	73
X3 Pearson Correlation	.682**	.790**	.624**	.615**	.737**	1.000
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	73	73	73	73	73	73

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

Correlations

Correlations

	X4.1	X4.2	X4.3	X4.4	X4.5	X4.6	X4.7	X4.8	X4.9	X4
X4.1 Pearson Correlation	1.000	.458**	.541**	.227	.474**	.480**	.704**	.529**	.407**	.723**
Sig. (2-tailed)		.000	.000	.053	.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73
X4.2 Pearson Correlation	.458**	1.000	.491**	.448**	.508**	.648**	.468**	.619**	.757**	.824**
Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73
X4.3 Pearson Correlation	.541**	.491**	1.000	.538**	.503**	.435**	.659**	.417**	.372**	.744**
Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.001	.000
N	73	73	73	73	73	73	73	73	73	73
X4.4 Pearson Correlation	.227	.448**	.538**	1.000	.336**	.376**	.290*	.323**	.434**	.601**
Sig. (2-tailed)	.053	.000	.000		.004	.001	.013	.005	.000	.000
N	73	73	73	73	73	73	73	73	73	73
X4.5 Pearson Correlation	.474**	.508**	.503**	.336**	1.000	.546**	.389**	.521**	.403**	.706**
Sig. (2-tailed)	.000	.000	.000	.004		.000	.001	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73
X4.6 Pearson Correlation	.480**	.648**	.435**	.376**	.546**	1.000	.362**	.867**	.542**	.795**
Sig. (2-tailed)	.000	.000	.000	.001	.000		.002	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73
X4.7 Pearson Correlation	.704**	.468**	.659**	.290*	.389**	.362**	1.000	.343**	.360**	.687**
Sig. (2-tailed)	.000	.000	.000	.013	.001	.002		.003	.002	.000
N	73	73	73	73	73	73	73	73	73	73
X4.8 Pearson Correlation	.529**	.619**	.417**	.323**	.521**	.867**	.343**	1.000	.579**	.787**
Sig. (2-tailed)	.000	.000	.000	.005	.000	.000	.003		.000	.000
N	73	73	73	73	73	73	73	73	73	73
X4.9 Pearson Correlation	.407**	.757**	.372**	.434**	.403**	.542**	.360**	.579**	1.000	.742**
Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.002	.000		.000
N	73	73	73	73	73	73	73	73	73	73
X4 Pearson Correlation	.723**	.824**	.744**	.601**	.706**	.795**	.687**	.787**	.742**	1.000
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	73	73	73	73	73	73	73	73	73	73

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

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

Correlations

Correlations

	Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z
Z1	1.000	.880**	.365**	.254*	.383**	.383**	.566**	.487**	.522**	.499**	.645**
Pearson Correlation											
Sig. (2-tailed)		.000	.001	.030	.001	.001	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z2	.880**	1.000	.495**	.344**	.462**	.426**	.571**	.496**	.497**	.433**	.686**
Pearson Correlation											
Sig. (2-tailed)	.000		.000	.003	.000	.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z3	.365**	.495**	1.000	.706**	.658**	.459**	.360**	.367**	.364**	.406**	.738**
Pearson Correlation											
Sig. (2-tailed)	.001	.000		.000	.000	.000	.002	.001	.002	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z4	.254*	.344**	.706**	1.000	.561**	.461**	.295*	.411**	.346**	.312**	.667**
Pearson Correlation											
Sig. (2-tailed)	.030	.003	.000		.000	.000	.011	.000	.003	.007	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z5	.383**	.462**	.658**	.561**	1.000	.474**	.474**	.436**	.408**	.447**	.742**
Pearson Correlation											
Sig. (2-tailed)	.001	.000	.000	.000		.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z6	.383**	.426**	.459**	.461**	.474**	1.000	.573**	.404**	.591**	.517**	.723**
Pearson Correlation											
Sig. (2-tailed)	.001	.000	.000	.000	.000		.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z7	.566**	.571**	.360**	.295*	.474**	.573**	1.000	.720**	.652**	.587**	.737**
Pearson Correlation											
Sig. (2-tailed)	.000	.000	.002	.011	.000	.000		.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z8	.487**	.496**	.367**	.411**	.436**	.404**	.720**	1.000	.660**	.569**	.745**
Pearson Correlation											
Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000		.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z9	.522**	.497**	.364**	.346**	.406**	.591**	.652**	.660**	1.000	.828**	.747**
Pearson Correlation											
Sig. (2-tailed)	.000	.000	.002	.003	.000	.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z10	.499**	.433**	.406**	.312**	.447**	.517**	.587**	.660**	.828**	1.000	.732**
Pearson Correlation											
Sig. (2-tailed)	.000	.000	.000	.007	.000	.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73
Z	.645**	.686**	.738**	.667**	.742**	.723**	.737**	.745**	.747**	.732**	1.000
Pearson Correlation											
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73

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

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

Correlations

Correlations

	Z11	Z12	Z13	Z14	Z15	Z16	Z17	Z18	Z19	Z
Z11										
Pearson Correlation	1.000	-.107	.495**	.293*	.266*	.228	.450**	.367**	.585**	.663**
Sig. (2-tailed)		.369	.000	.012	.023	.052	.000	.001	.000	.000
N	73	73	73	73	73	73	73	73	73	73
Z12										
Pearson Correlation	-.107		-.134	-.132	.085	-.028	-.081	-.046	.011	.086
Sig. (2-tailed)	.369		.258	.266	.475	.816	.496	.702	.923	.470
N	73	73	73	73	73	73	73	73	73	73
Z13										
Pearson Correlation	.495**	-.134		.757**	.361**	.437**	.290*	.496**	.381**	.650**
Sig. (2-tailed)	.000	.258		.000	.002	.000	.013	.000	.001	.000
N	73	73	73	73	73	73	73	73	73	73
Z14										
Pearson Correlation	.293*	-.132	.757**		.480**	.450**	.312**	.480**	.188	.569**
Sig. (2-tailed)	.012	.266	.000		.000	.000	.007	.000	.112	.000
N	73	73	73	73	73	73	73	73	73	73
Z15										
Pearson Correlation	.266*	.085	.361**	.480**		.732**	.664**	.408**	.336**	.715**
Sig. (2-tailed)	.023	.475	.002	.000		.000	.000	.000	.004	.000
N	73	73	73	73	73	73	73	73	73	73
Z16										
Pearson Correlation	.228	-.028	.437**	.450**	.732**	1.000	.589**	.486**	.188	.673**
Sig. (2-tailed)	.052	.816	.000	.000	.000	.000	.000	.000	.112	.000
N	73	73	73	73	73	73	73	73	73	73
Z17										
Pearson Correlation	.450**	-.081	.290*	.312**	.664**	.589**		.430**	.472**	.693**
Sig. (2-tailed)	.000	.496	.013	.007	.000	.000		.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73
Z18										
Pearson Correlation	.367**	-.046	.496**	.480**	.408**	.486**	.430**		.437**	.675**
Sig. (2-tailed)	.001	.702	.000	.000	.000	.000	.000		.000	.000
N	73	73	73	73	73	73	73	73	73	73
Z19										
Pearson Correlation	.585**	.011	.381**	.188	.336**	.188	.472**	.437**		.690**
Sig. (2-tailed)	.000	.923	.001	.112	.004	.112	.000	.000		.000
N	73	73	73	73	73	73	73	73	73	73
Z										
Pearson Correlation	.663**	.086	.650**	.569**	.715**	.673**	.693**	.675**	.690**	1.000
Sig. (2-tailed)	.000	.470	.000	.000	.000	.000	.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73

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

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

Correlations

Correlations

	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y
Y1	1.000	.637**	.342**	.452**	.344**	.426**	.388**	.497**	.396**	.122	.566**
		.000	.003	.000	.003	.000	.001	.000	.001	.302	.000
		73	73	73	73	73	73	73	73	73	73
Y2	.637**	1.000	.252*	.399**	.381**	.277*	.509**	.488**	.346**	.119	.643**
	.000		.032	.000	.001	.018	.000	.000	.003	.316	.000
	73	73	73	73	73	73	73	73	73	73	73
Y3	.342**	.252*	1.000	.358**	.430**	.421**	.123	.169	.258**	-.078	.406**
	.003	.032		.002	.000	.000	.301	.153	.028	.511	.000
	73	73	73	73	73	73	73	73	73	73	73
Y4	.452**	.399**	.358**	1.000	.315**	.344**	.406**	.375**	.180	.002	.362**
	.000	.000	.002		.007	.003	.000	.001	.128	.988	.002
	73	73	73	73	73	73	73	73	73	73	73
Y5	.344**	.381**	.430**	.315**	1.000	.571**	.213	.221	.306**	-.119	.465**
	.003	.001	.000	.007		.000	.070	.061	.008	.316	.000
	73	73	73	73	73	73	73	73	73	73	73
Y6	.426**	.277*	.421**	.344**	.571**	1.000	.329**	.441**	.334**	-.042	.488**
	.000	.018	.000	.003	.000		.004	.000	.004	.727	.000
	73	73	73	73	73	73	73	73	73	73	73
Y7	.388**	.509**	.406**	.406**	.329**	.329**	1.000	.727**	.441**	.122	.584**
	.001	.000	.000	.000	.070	.004		.000	.000	.302	.000
	73	73	73	73	73	73	73	73	73	73	73
Y8	.497**	.488**	.169	.375**	.221	.441**	.727**	1.000	.553**	.172	.541**
	.000	.000	.153	.001	.061	.000	.000		.000	.145	.000
	73	73	73	73	73	73	73	73	73	73	73
Y9	.396**	.346**	.258**	.180	.306**	.334**	.441**	.553**	1.000	-.080	.497**
	.001	.003	.028	.128	.008	.004	.000	.000		.500	.000
	73	73	73	73	73	73	73	73	73	73	73
Y10	.122	.119	-.078	.002	-.119	-.042	.122	.172	-.080	1.000	.105
	.302	.316	.511	.988	.316	.727	.302	.145	.500		.376
	73	73	73	73	73	73	73	73	73	73	73
Y	.566**	.643**	.406**	.362**	.465**	.488**	.584**	.497**	.497**	.105	1.000
	.000	.000	.000	.002	.000	.000	.000	.000	.000	.376	
	73	73	73	73	73	73	73	73	73	73	73

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

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

Correlations

Correlations

	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y
Y11	Pearson Correlation Sig. (2-tailed) N	1.000 .324** 73	.256* .029 73	.209 .077 73	.243* .038 73	.316** .006 73	.186 .116 73	.236* .044 73	.277* .018 73	.141 .234 73	.529** .000 73
Y12	Pearson Correlation Sig. (2-tailed) N	.324** .005 73	1.000 1.000 73	.292* .012 73	.044 .713 73	.422** .000 73	.042 .725 73	.041 .731 73	.126 .289 73	.175 .140 73	.492** .000 73
Y13	Pearson Correlation Sig. (2-tailed) N	.256* .029 73	.286* .014 73	1.000 .594** 73	.200 .090 73	.374** .001 73	.382** .001 73	.342** .003 73	.334** .004 73	.249* .034 73	.527** .000 73
Y14	Pearson Correlation Sig. (2-tailed) N	.209 .077 73	.292* .012 73	.594** .000 73	1.000 .082 73	.237* .044 73	.245* .037 73	.199 .092 73	.193 .101 73	.253* .031 73	.454** .000 73
Y15	Pearson Correlation Sig. (2-tailed) N	.243* .038 73	.044 .713 73	.200 .090 73	.205 .082 73	.311** .007 73	.409** .000 73	.372** .001 73	.226 .054 73	.141 .235 73	.485** .000 73
Y16	Pearson Correlation Sig. (2-tailed) N	.316** .006 73	.422** .000 73	.374** .001 73	1.000 .311** 73	.425** .000 73	.425** .000 73	.477** .000 73	.250* .033 73	.258* .027 73	.613** .000 73
Y17	Pearson Correlation Sig. (2-tailed) N	.186 .116 73	.042 .725 73	.382** .001 73	.245* .037 73	.425** .000 73	1.000 .000 73	.622** .000 73	.434** .000 73	.318** .006 73	.637** .000 73
Y18	Pearson Correlation Sig. (2-tailed) N	.236* .044 73	.041 .731 73	.042 .725 73	.044 .713 73	.477** .000 73	.622** .000 73	1.000 .000 73	.443** .000 73	.416** .000 73	.610** .000 73
Y19	Pearson Correlation Sig. (2-tailed) N	.277* .018 73	.126 .289 73	.334** .004 73	.193 .101 73	.250* .033 73	.434** .000 73	.443** .000 73	1.000 .000 73	.589** .000 73	.614** .000 73
Y20	Pearson Correlation Sig. (2-tailed) N	.141 .234 73	.175 .140 73	.249* .034 73	.253* .031 73	.258* .027 73	.318** .006 73	.416** .000 73	.589** .000 73	1.000 .000 73	.560** .000 73
Y	Pearson Correlation Sig. (2-tailed) N	.529** .000 73	.492** .000 73	.527** .000 73	.454** .000 73	.613** .000 73	.637** .000 73	.610** .000 73	.614** .000 73	.560** .000 73	1.000 .000 73

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

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

Correlations

Correlations

	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	Y29	Y
Y21										
Pearson Correlation	1.000	.371**	.200	.507**	.653**	.769**	.400**	.292**	-.032	.682**
Sig. (2-tailed)		.001	.090	.000	.000	.000	.000	.012	.787	.000
N	73	73	73	73	73	73	73	73	73	73
Y22										
Pearson Correlation	.371**		.000	.378**	.512**	.421**	.388**	.460**	-.227	.558**
Sig. (2-tailed)	.001		1.000	.001	.000	.000	.001	.000	.054	.000
N	73	73	73	73	73	73	73	73	73	73
Y23										
Pearson Correlation	.200	.000		.173	.113	.154	.117	.185	.084	.066
Sig. (2-tailed)	.090	1.000		.144	.341	.193	.324	.118	.480	.578
N	73	73	73	73	73	73	73	73	73	73
Y24										
Pearson Correlation	.507**	.378**	.173		.521**	.552**	.319**	.385**	.125	.702**
Sig. (2-tailed)	.000	.001	.144	1.000	.000	.000	.006	.001	.293	.000
N	73	73	73	73	73	73	73	73	73	73
Y25										
Pearson Correlation	.653**	.512**	.113	.521**		.538**	.357**	.327**	-.118	.610**
Sig. (2-tailed)	.000	.000	.341	.000	1.000	.000	.002	.005	.322	.000
N	73	73	73	73	73	73	73	73	73	73
Y26										
Pearson Correlation	.769**	.421**	.154	.552**	.538**		.364**	.383**	.038	.731**
Sig. (2-tailed)	.000	.000	.193	.000	.000	1.000	.002	.001	.752	.000
N	73	73	73	73	73	73	73	73	73	73
Y27										
Pearson Correlation	.400**	.388**	.117	.319**	.357**	.364**		.548**	-.091	.506**
Sig. (2-tailed)	.000	.001	.324	.006	.002	.002	1.000	.000	.442	.000
N	73	73	73	73	73	73	73	73	73	73
Y28										
Pearson Correlation	.292*	.460**	.185	.385**	.327**	.383**	.548**	1.000	.157	.505**
Sig. (2-tailed)	.012	.000	.118	.001	.005	.001	.000	.000	.184	.000
N	73	73	73	73	73	73	73	73	73	73
Y29										
Pearson Correlation	-.032	-.227	.084	.125	-.118	.038	-.091	.157	1.000	.054
Sig. (2-tailed)	.787	.054	.480	.293	.322	.752	.442	.184	.000	.647
N	73	73	73	73	73	73	73	73	73	73
Y										
Pearson Correlation	.682**	.558**	.066	.702**	.610**	.731**	.506**	.505**	.054	1.000
Sig. (2-tailed)	.000	.000	.578	.000	.000	.000	.000	.000	.647	.000
N	73	73	73	73	73	73	73	73	73	73

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

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

Correlations

Correlations

	X1	X2	X3	X4	Z	Y
X1	1.000	.413**	.378**	.461**	.588**	.592**
Pearson Correlation						
Sig. (2-tailed)		.000	.001	.000	.000	.000
N	73	73	73	73	73	73
X2	.413**	1.000	.314**	.685**	.652**	.667**
Pearson Correlation						
Sig. (2-tailed)	.000		.007	.000	.000	.000
N	73	73	73	73	73	73
X3	.378**	.314**	1.000	.423**	.507**	.532**
Pearson Correlation						
Sig. (2-tailed)	.001	.007		.000	.000	.000
N	73	73	73	73	73	73
X4	.461**	.685**	.423**	1.000	.725**	.721**
Pearson Correlation						
Sig. (2-tailed)	.000	.000	.000		.000	.000
N	73	73	73	73	73	73
Z	.588**	.652**	.507**	.725**	1.000	.772**
Pearson Correlation						
Sig. (2-tailed)	.000	.000	.000	.000		.000
N	73	73	73	73	73	73
Y	.592**	.667**	.532**	.721**	.772**	1.000
Pearson Correlation						
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	73	73	73	73	73	73

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

Lampiran 6

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X4, X3, X1, X2 ^a	.	Enter

- a. All requested variables entered.
b. Dependent Variable: Z

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.814 ^a	.663	.643	4.73

- a. Predictors: (Constant), X4, X3, X1, X2
b. Dependent Variable: Z

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2987.625	4	746.906	33.443	.000 ^a
	Residual	1518.703	68	22.334		
	Total	4506.329	72			

- a. Predictors: (Constant), X4, X3, X1, X2
b. Dependent Variable: Z

Coefficients^a

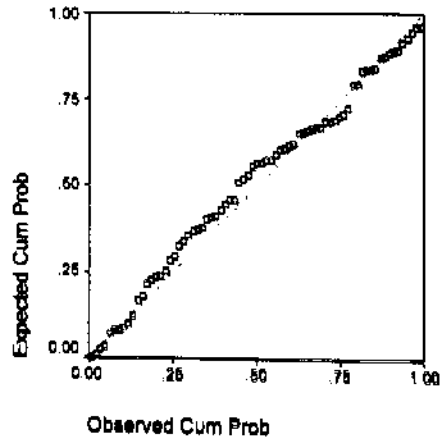
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.244	6.401		1.132	.262		
	X1	.574	.189	.251	3.043	.003	.731	1.368
	X2	.631	.258	.239	2.449	.017	.519	1.926
	X3	.674	.297	.181	2.272	.026	.778	1.285
	X4	.679	.190	.369	3.569	.001	.464	2.157

- a. Dependent Variable: Z

Charts

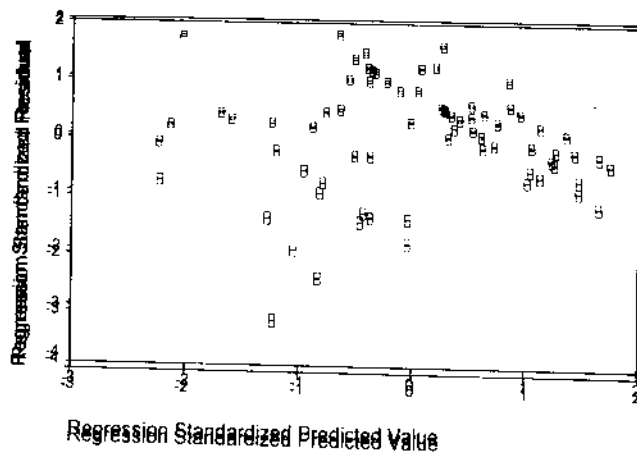
Normal P-P Plot of Regression Stand

Dependent Variable: Z



Scatterplot

Dependent Variable: Z



Explore

Tests of Normality

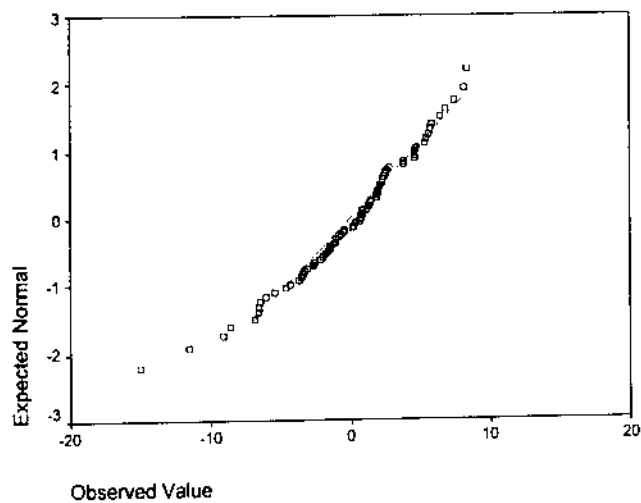
	Kolmogorov-Smirnov ^a		
	Statistic	df	Sig.
Unstandardized Residual	.079	73	.200*

*. This is a lower bound of the true significance.

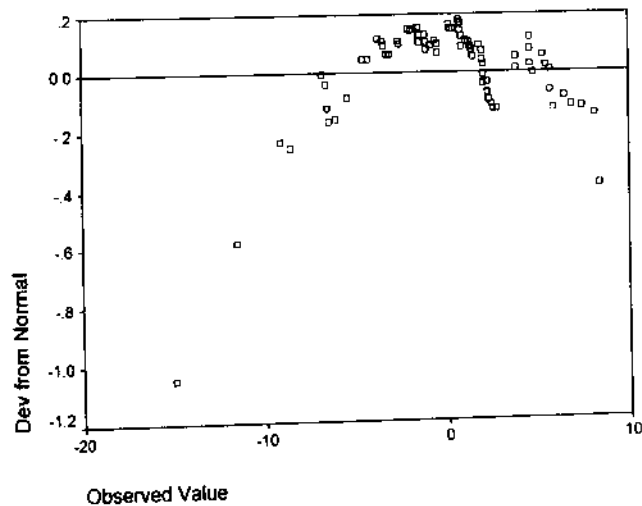
a. Lilliefors Significance Correction

Unstandardized Residual

Normal Q-Q Plot of Unstandardized Residual



Detrended Normal Q-Q Plot of Unstandardize



Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Z, X3, X1, X2, X4		Enter

- a. All requested variables entered.
 b. Dependent Variable: Y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.843 ^a	.710	.689	4.47

- a. Predictors: (Constant), Z, X3, X1, X2, X4
 b. Dependent Variable: Y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3286.458	5	657.292	32.838	.000 ^a
	Residual	1341.103	67	20.016		
	Total	4627.562	72			

- a. Predictors: (Constant), Z, X3, X1, X2, X4
 b. Dependent Variable: Y

Coefficients^a

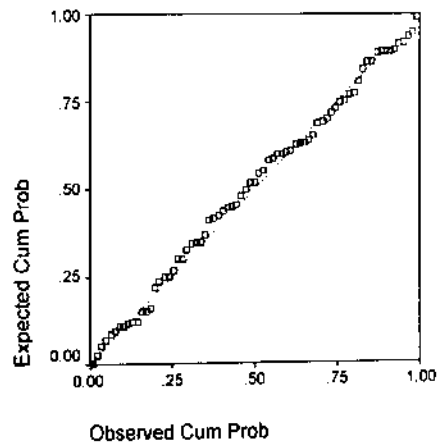
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	31.189	6.117		5.099	.000		
	X1	.395	.190	.170	2.077	.042	.643	1.555
	X2	.534	.254	.200	2.098	.040	.477	2.096
	X3	.600	.291	.159	2.059	.043	.723	1.383
	X4	.411	.196	.220	2.093	.040	.391	2.561
	Z	.305	.115	.301	2.658	.010	.337	2.967

- a. Dependent Variable: Y

Charts

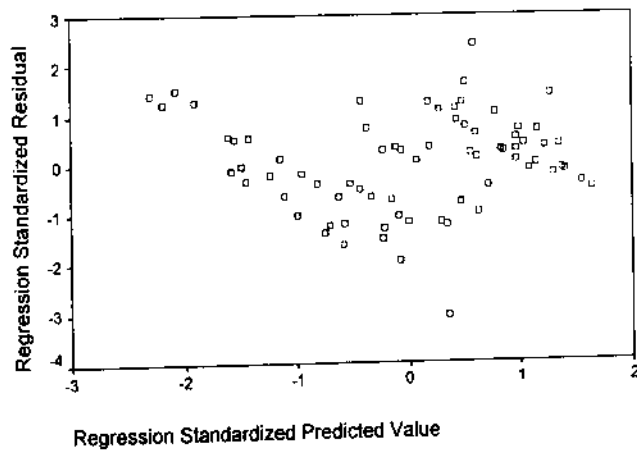
Normal P-P Plot of Regression Stand

Dependent Variable: Y



Scatterplot

Dependent Variable: Y



Explore

Tests of Normality

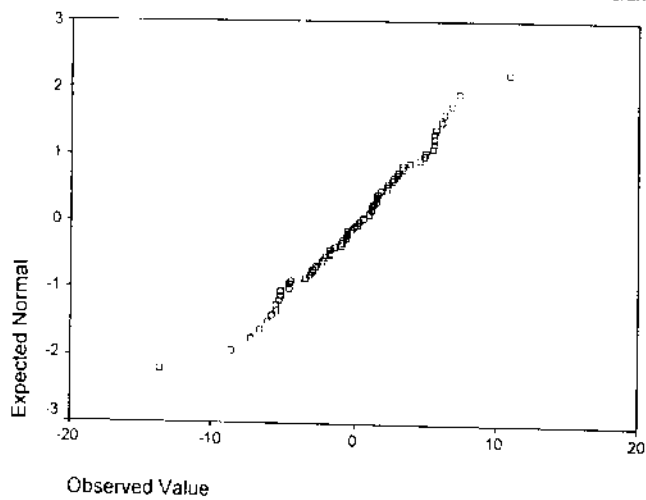
	Kolmogorov-Smirnov ^a		
	Statistic	df	Sig.
Unstandardized Residual	.054	73	.200*

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Unstandardized Residual

Normal Q-Q Plot of Unstandardized Residual



Detrended Normal Q-Q Plot of Unstandardize

