KUESIONER

IDENTITAS RESPONDEN*

Nama :

Jenis Kelamin :

Umur :

Pendidikan Terakhir :

Masa Kerja :

Unit Kerja :

PETUNJUK PENGISIAN

Untuk pernyataan berikut, Sdr/I dimohon untuk memberikan pendapat mengenai:

I. Kepemimpinan Transformasional
II. Keadilan Distributif Kompensasi
III. Keadilan Prosedural Kompensasi
IV. Kepuasan Kerja
V. Komitmen Afektif

Nyatakan Jawaban Sdr/I yang paling sesuai dengan pendapat anda dan berilah tanda (√) pada salah satu huruf berikut:

- SS : Sangat Setuju
- S : Setuju

- N : Netral/Ragu-Ragu
- TS : Tidak Setuju
- STS : Sangat Tidak Setuju

A. Kepemimpinan Transformasional

NO	PERTANYAAN/PERNYATAAN	STS	TS	N	S	SS
1	Saya mengagumi sikap dan perilaku atasan saya					
2	Saya merasa mendapat motivasi dari atasan dalam melaksanakan tugas saya					
3	Saya menganggap atasan saya adalah panutan saya					
4	Saya merasa mendapat pengarahan dari atasan untuk mencurahkan seluruh tenaga dan pikiran untuk mencapai tujuan UMY					
5	Atasan mengkomunikasikan harapan-harapan yang tinggi kepada saya dengan baik					
6	Atasan menciptakan suasana keterbukaan					
7	Atasan mengembangkan rasionalitas kepada saya tentang tugas-tugas					
8	Atasan mendorong saya untuk mengembangkan kreatifitas					
9	Atasan memberikan penghargaan terhadap					

	ide-ide yang saya sampaikan					
10	Atasan melibatkan saya dalam memecahkan masalah					
11	Atasan memberikan perhatian tentang kebutuhan berprestasi saya					
12	Atasan menghargai perbedaan secara individual					
13	Atasan memberikan pengarahan kepada karyawan terhadap sebuah tugas					

B. Keadilan Distributif Kompensasi

NO	PERTANYAAN/PERNYATAAN	STS	TS	N	S	SS
1	Kompensasi yang saya dapatkan sudah sesuai dengan usaha yang saya lakukan					
2	Apakah kompensasi yang anda dapatkan sesua dengan hasil kerja anda?					
3	Apakah kompensasi yang anda dapatkan sesuai dengan apa yang sudah anda berikan kepada UMY?					
4	Kompensasi yang saya dapatkan dapat meningkatkan kinerja saya					

C. **Keadila Prosedural Kompensasi**

NO	PERTANYAAN/PERNYATAAN	STS	TS	N	S	SS
1	Prosedur kompensasi di UMY					

	mengekspresikan pandangan dan perasaan saya					
2	Prosedur kompensasi di UMY melibatkan para karyawan dan diterima dengan baik					
3	Apakah prosedur kompensasi di UMY telah di aplikasikan dengan konsisten?					
4	Apakah prosedur kompensasi di UMY tidak mengandung bias? (kepentingan pihak tertentu)					
5	Prosedur kompensasi di UMY di dasarkan pada informasi yang akurat					
6	Prosedur kompensasi di UMY memungkinkan saya memberikan masukan dan koreksi					
7	Apakah prosedur kompensasi di UMY sesuai etika dan standar moral					

D. Kepuasan kerja

NO	PERTANYAAN/PERNYATAAN	STS	TS	N	S	SS
1	Kompensasi di UMY di berikan sesuai beban pekerjaan					
2	Sistem Kompensasi di UMY didasarkan pada pencapaian kinerja					
3	Sistem kompensasi di UMY bersifat transparan sehingga saya tau rincian upah saya					

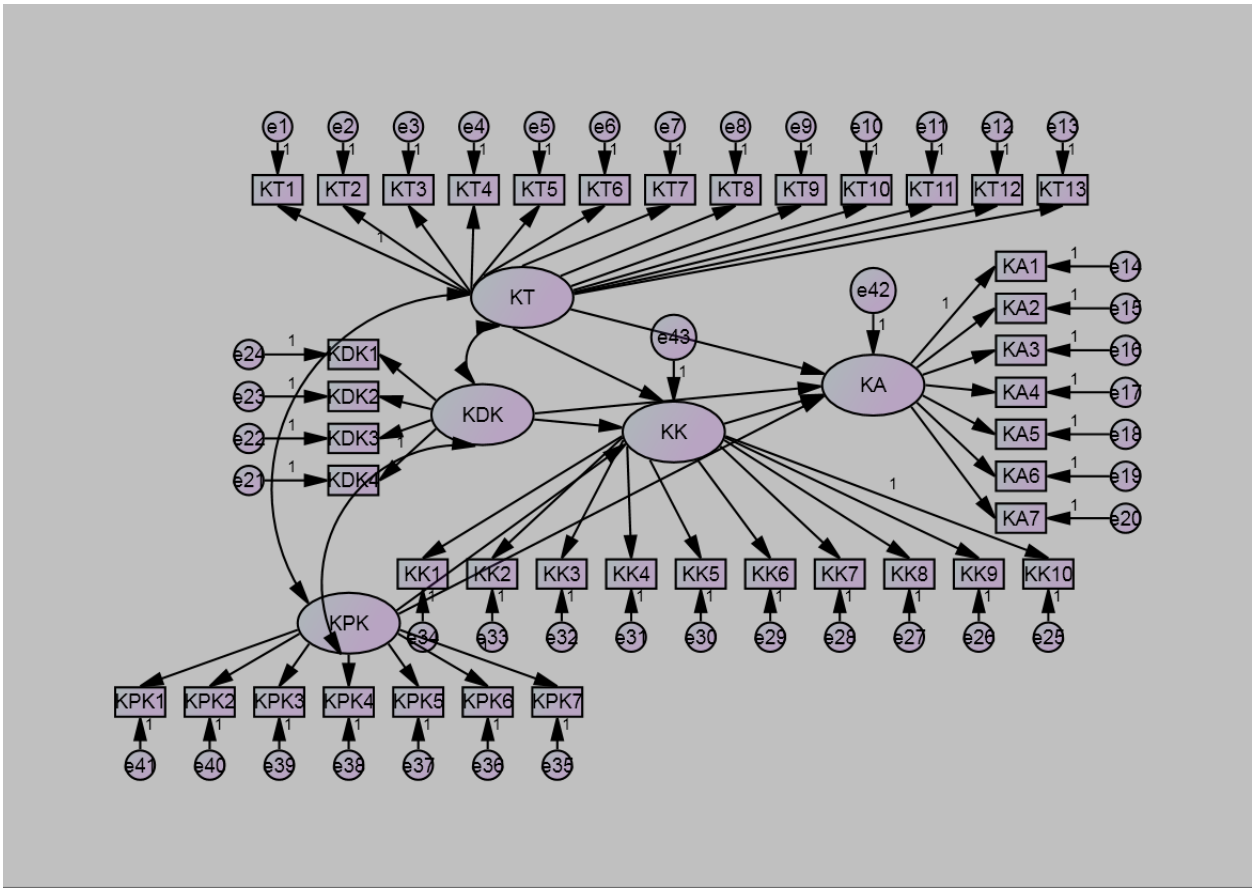
4	Saya puas terhadap tunjangan-tunjangan di luar gaji pokok saya					
5	Saya merasa kebijakan UMY yang berhubungan dengan karir karyawannya dilaksanakan dengan baik					
6	Hubungan dengan rekan kerja berjalan dengan baik					
7	Saya tidak mengalami kesulitas bekerja sama dengan rekan kerja saya					
8	Pegawai di UMY berorientasi bekerja sebagai tim					
9	Saya mendapatkan nilai yang sesuai dengan kinerja saya					
10	Prosedur dalam mengevaluasi kinerja saya sudah memadai					

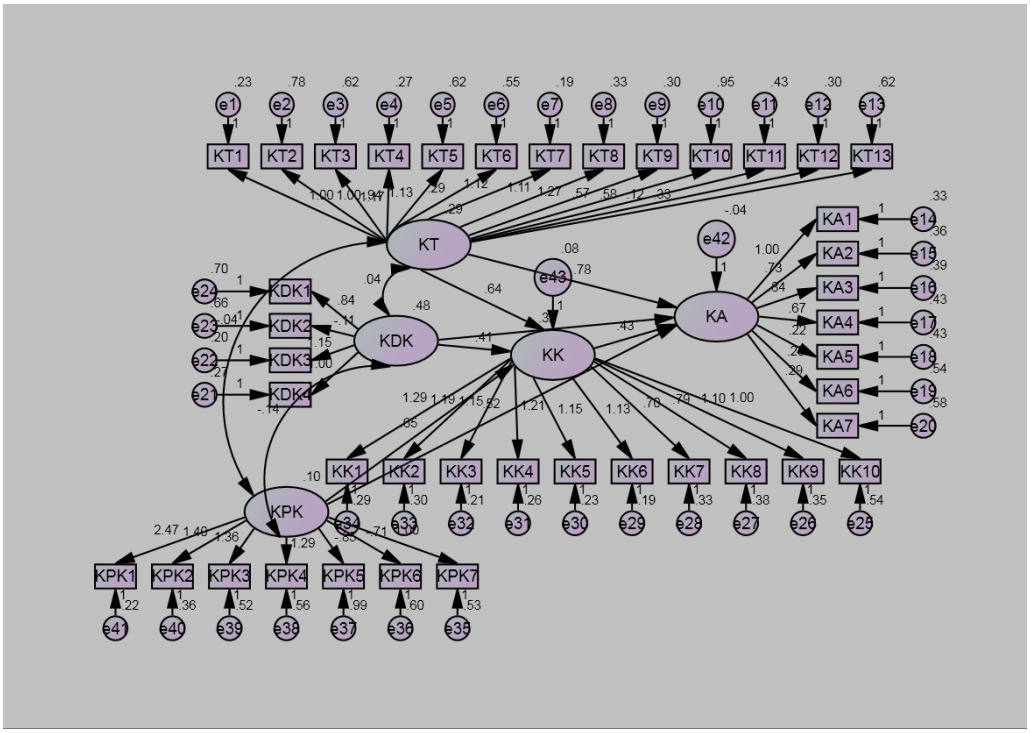
E. Komitmen Afektif

NO	PERTANYAAN/PERNYATAAN	STS	TS	N	S	SS
1	Saya merasa bahagia menjalani karier di UMY					
2	Saya merasa permasalahan yang terjadi di					

	UMY menjadi permasalahan saya juga					
3	Saya merasa “turut memiliki” instansi tempat saya bekerja					
4	Saya memiliki kedekatan emosional dengan UMY					
5	Saya merasa sebagai bagian dari UMY pula					
6	UMY memiliki makna pribadi bagi saya					
7	Saya akan terus bekerja dan mengabdikan diri saya pada UMY					

LAMPIRAN. AMOS





Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
KK	<---	KDK	.410	.127	3.238	.001	par_1
KK	<---	KT	.636	.147	4.337	***	par_2
KK	<---	KPK	.649	.304	2.131	.033	par_3
KA	<---	KK	.427	.193	2.209	.027	par_4
KA	<---	KPK	.523	.307	1.705	.088	par_5
KA	<---	KT	.785	.177	4.438	***	par_6
KA	<---	KDK	.321	.140	2.288	.022	par_7
KT1	<---	KT	1.000				
KT2	<---	KT	1.000	.197	5.084	***	par_9
KT3	<---	KT	.941	.178	5.294	***	par_10
KT4	<---	KT	1.167	.151	7.740	***	par_11
KT5	<---	KT	1.133	.187	6.054	***	par_12
KT6	<---	KT	.288	.146	1.974	.048	par_13
KT7	<---	KT	1.120	.135	8.266	***	par_14
KT8	<---	KT	1.108	.155	7.148	***	par_15
KT9	<---	KT	1.273	.163	7.819	***	par_16
KT10	<---	KT	.568	.196	2.897	.004	par_17
KT11	<---	KT	.584	.139	4.187	***	par_18
KT12	<---	KT	1.167	.151	7.740	***	par_19
KT13	<---	KT	.332	.156	2.132	.033	par_20
KA1	<---	KA	1.000				
KA2	<---	KA	.727	.124	5.855	***	par_21
KA3	<---	KA	.838	.132	6.344	***	par_22
KA4	<---	KA	.667	.128	5.197	***	par_23
KA5	<---	KA	.224	.115	1.945	.052	par_24
KA6	<---	KA	.251	.126	1.994	.046	par_25
KA7	<---	KA	.292	.132	2.204	.028	par_26
KDK4	<---	KDK	1.000				
KDK3	<---	KDK	1.145	.128	8.976	***	par_27
KDK2	<---	KDK	.667	.128	5.197	***	par_28
KDK1	<---	KDK	.841	.160	5.252	***	par_29
KK10	<---	KK	1.000				
KK9	<---	KK	1.096	.211	5.185	***	par_30
KK8	<---	KK	.793	.181	4.390	***	par_31
KK7	<---	KK	.699	.165	4.230	***	par_32
KK6	<---	KK	1.128	.207	5.454	***	par_33
KK5	<---	KK	1.153	.221	5.224	***	par_34
KK4	<---	KK	1.215	.232	5.247	***	par_35
KK3	<---	KK	1.153	.220	5.252	***	par_36

			Estimate	S.E.	C.R.	P	Label
KK2	<---	KK	1.194	.231	5.165	***	par_37
KK1	<---	KK	1.287	.243	5.293	***	par_38
KPK7	<---	KPK	1.000				
KPK6	<---	KPK	-.707	.329	-2.150	.032	par_39
KPK5	<---	KPK	-.853	.418	-2.043	.041	par_40
KPK4	<---	KPK	1.287	.421	3.058	.002	par_41
KPK3	<---	KPK	1.356	.421	3.218	.001	par_42
KPK2	<---	KPK	1.400	.416	3.368	***	par_43
KPK1	<---	KPK	2.475	.658	3.760	***	par_44

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
KK	<---	KDK	.580
KK	<---	KT	.709
KK	<---	KPK	.422
KA	<---	KK	.353
KA	<---	KPK	.281
KA	<---	KT	.723
KA	<---	KDK	.376
KT1	<---	KT	.747
KT2	<---	KT	.523
KT3	<---	KT	.544
KT4	<---	KT	.775
KT5	<---	KT	.615
KT6	<---	KT	.207
KT7	<---	KT	.810
KT8	<---	KT	.722
KT9	<---	KT	.783
KT10	<---	KT	.301
KT11	<---	KT	.437
KT12	<---	KT	.122
KT13	<---	KT	.224
KA1	<---	KA	.714
KA2	<---	KA	.579
KA3	<---	KA	.623
KA4	<---	KA	.513
KA5	<---	KA	.197
KA6	<---	KA	.198
KA7	<---	KA	.221
KDK4	<---	KDK	.797
KDK3	<---	KDK	.872
KDK2	<---	KDK	-.095
KDK1	<---	KDK	.570
KK10	<---	KK	.554
KK9	<---	KK	.669
KK8	<---	KK	.532
KK7	<---	KK	.507
KK6	<---	KK	.782
KK5	<---	KK	.763

			Estimate
KK4	<---	KK	.757
KK3	<---	KK	.771
KK2	<---	KK	.726
KK1	<---	KK	.756
KPK7	<---	KPK	.400
KPK6	<---	KPK	-.279
KPK5	<---	KPK	-.263
KPK4	<---	KPK	.479
KPK3	<---	KPK	.510
KPK2	<---	KPK	.592
KPK1	<---	KPK	.861

Standardized Total Effects (Group number 1 - Default model)

	KPK	KT	KDK	KK	KA
KK	.422	.709	.580	.000	.000
KA	.430	.973	.580	.353	.000
KPK1	.861	.000	.000	.000	.000
KPK2	.592	.000	.000	.000	.000
KPK3	.510	.000	.000	.000	.000
KPK4	.479	.000	.000	.000	.000
KPK5	-.263	.000	.000	.000	.000
KPK6	-.279	.000	.000	.000	.000
KPK7	.400	.000	.000	.000	.000
KK1	.319	.536	.439	.756	.000
KK2	.306	.515	.421	.726	.000
KK3	.325	.547	.448	.771	.000
KK4	.319	.537	.439	.757	.000
KK5	.322	.541	.442	.763	.000
KK6	.330	.555	.454	.782	.000
KK7	.214	.360	.294	.507	.000
KK8	.224	.378	.309	.532	.000
KK9	.282	.475	.388	.669	.000
KK10	.234	.393	.321	.554	.000
KDK1	.000	.000	.570	.000	.000
KDK2	.000	.000	-.095	.000	.000
KDK3	.000	.000	.872	.000	.000

	KPK	KT	KDK	KK	KA
KDK4	.000	.000	.797	.000	.000
KA7	.095	.215	.128	.078	.221
KA6	.085	.192	.115	.070	.198
KA5	.085	.191	.114	.069	.197
KA4	.220	.499	.297	.181	.513
KA3	.268	.606	.361	.220	.623
KA2	.249	.563	.336	.204	.579
KA1	.307	.695	.414	.252	.714
KT13	.000	.224	.000	.000	.000
KT12	.000	.122	.000	.000	.000
KT11	.000	.437	.000	.000	.000
KT10	.000	.301	.000	.000	.000
KT9	.000	.783	.000	.000	.000
KT8	.000	.722	.000	.000	.000
KT7	.000	.810	.000	.000	.000
KT6	.000	.207	.000	.000	.000
KT5	.000	.615	.000	.000	.000
KT4	.000	.775	.000	.000	.000
KT3	.000	.544	.000	.000	.000
KT2	.000	.523	.000	.000	.000
KT1	.000	.747	.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	KPK	KT	KDK	KK	KA
KK	.422	.709	.580	.000	.000
KA	.281	.723	.376	.353	.000
KPK1	.861	.000	.000	.000	.000
KPK2	.592	.000	.000	.000	.000
KPK3	.510	.000	.000	.000	.000
KPK4	.479	.000	.000	.000	.000
KPK5	-.263	.000	.000	.000	.000
KPK6	-.279	.000	.000	.000	.000
KPK7	.400	.000	.000	.000	.000
KK1	.000	.000	.000	.756	.000
KK2	.000	.000	.000	.726	.000
KK3	.000	.000	.000	.771	.000
KK4	.000	.000	.000	.757	.000
KK5	.000	.000	.000	.763	.000
KK6	.000	.000	.000	.782	.000

	KPK	KT	KDK	KK	KA
KK7	.000	.000	.000	.507	.000
KK8	.000	.000	.000	.532	.000
KK9	.000	.000	.000	.669	.000
KK10	.000	.000	.000	.554	.000
KDK1	.000	.000	.570	.000	.000
KDK2	.000	.000	-.095	.000	.000
KDK3	.000	.000	.872	.000	.000
KDK4	.000	.000	.797	.000	.000
KA7	.000	.000	.000	.000	.221
KA6	.000	.000	.000	.000	.198
KA5	.000	.000	.000	.000	.197
KA4	.000	.000	.000	.000	.513
KA3	.000	.000	.000	.000	.623
KA2	.000	.000	.000	.000	.579
KA1	.000	.000	.000	.000	.714
KT13	.000	.224	.000	.000	.000
KT12	.000	.122	.000	.000	.000
KT11	.000	.437	.000	.000	.000
KT10	.000	.301	.000	.000	.000
KT9	.000	.783	.000	.000	.000
KT8	.000	.722	.000	.000	.000
KT7	.000	.810	.000	.000	.000
KT6	.000	.207	.000	.000	.000
KT5	.000	.615	.000	.000	.000
KT4	.000	.775	.000	.000	.000
KT3	.000	.544	.000	.000	.000
KT2	.000	.523	.000	.000	.000
KT1	.000	.747	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	KPK	KT	KDK	KK	KA
KK	.000	.000	.000	.000	.000
KA	.149	.250	.205	.000	.000
KPK1	.000	.000	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KPK3	.000	.000	.000	.000	.000
KPK4	.000	.000	.000	.000	.000
KPK5	.000	.000	.000	.000	.000
KPK6	.000	.000	.000	.000	.000

	KPK	KT	KDK	KK	KA
KPK7	.000	.000	.000	.000	.000
KK1	.319	.536	.439	.000	.000
KK2	.306	.515	.421	.000	.000
KK3	.325	.547	.448	.000	.000
KK4	.319	.537	.439	.000	.000
KK5	.322	.541	.442	.000	.000
KK6	.330	.555	.454	.000	.000
KK7	.214	.360	.294	.000	.000
KK8	.224	.378	.309	.000	.000
KK9	.282	.475	.388	.000	.000
KK10	.234	.393	.321	.000	.000
KDK1	.000	.000	.000	.000	.000
KDK2	.000	.000	.000	.000	.000
KDK3	.000	.000	.000	.000	.000
KDK4	.000	.000	.000	.000	.000
KA7	.095	.215	.128	.078	.000
KA6	.085	.192	.115	.070	.000
KA5	.085	.191	.114	.069	.000
KA4	.220	.499	.297	.181	.000
KA3	.268	.606	.361	.220	.000
KA2	.249	.563	.336	.204	.000
KA1	.307	.695	.414	.252	.000
KT13	.000	.000	.000	.000	.000
KT12	.000	.000	.000	.000	.000
KT11	.000	.000	.000	.000	.000
KT10	.000	.000	.000	.000	.000
KT9	.000	.000	.000	.000	.000
KT8	.000	.000	.000	.000	.000
KT7	.000	.000	.000	.000	.000
KT6	.000	.000	.000	.000	.000
KT5	.000	.000	.000	.000	.000
KT4	.000	.000	.000	.000	.000
KT3	.000	.000	.000	.000	.000
KT2	.000	.000	.000	.000	.000
KT1	.000	.000	.000	.000	.000

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
KPK1	1.000	5.000	.100	.407	-.416	-.849
KPK2	1.000	5.000	-.032	-.132	.320	.654
KPK3	1.000	5.000	.044	.179	.069	.140
KPK4	1.000	5.000	.157	.641	-.435	-.888
KPK5	1.000	5.000	-.140	-.573	-1.013	-2.069
KPK6	1.000	4.000	-.359	-1.464	-.782	-1.596
KPK7	1.000	5.000	-.043	-.174	.070	.143
KK1	2.000	5.000	.009	.038	-.625	-1.277
KK2	1.000	5.000	.035	.144	-.213	-.434
KK3	2.000	5.000	.105	.428	-.254	-.519
KK4	2.000	5.000	.155	.634	-.365	-.745
KK5	2.000	5.000	.087	.354	-.281	-.573
KK6	2.000	5.000	.348	1.422	.059	.119
KK7	2.000	5.000	.000	.000	-.222	-.454
KK8	2.000	5.000	.105	.428	-.324	-.661
KK9	2.000	5.000	-.396	-1.616	-.268	-.547
KK10	2.000	5.000	-.002	-.007	-.767	-1.566
KDK1	1.000	5.000	-.221	-.902	-.541	-1.104
KDK2	2.000	5.000	-.042	-.170	-.517	-1.055
KDK3	1.000	5.000	.120	.491	-.164	-.334
KDK4	1.000	5.000	.150	.614	-.153	-.312
KA7	1.000	5.000	.388	1.584	.444	.907
KA6	2.000	5.000	.092	.375	-.330	-.674
KA5	2.000	5.000	.036	.149	-.220	-.449
KA4	2.000	5.000	.001	.003	-.379	-.774
KA3	2.000	5.000	.082	.334	-.463	-.944
KA2	2.000	5.000	-.211	-.863	-.270	-.552
KA1	2.000	5.000	-.401	-1.636	-.286	-.585
KT13	1.000	4.000	-.634	-2.588	.149	.304
KT12	2.000	4.000	-.293	-1.195	-.934	-1.907
KT11	2.000	5.000	-.174	-.711	-.240	-.490
KT10	1.000	5.000	-.572	-2.333	-.446	-.909
KT9	2.000	5.000	.000	.000	-.755	-1.542
KT8	2.000	5.000	.289	1.181	-.785	-1.603
KT7	2.000	5.000	-.415	-1.696	-.176	-.359

Variable	min	max	skew	c.r.	kurtosis	c.r.
KT6	2.000	5.000	.056	.229	-.689	-1.407
KT5	1.000	5.000	-.350	-1.430	-.502	-1.025
KT4	2.000	5.000	.036	.147	-.531	-1.084
KT3	1.000	5.000	-.116	-.475	-.564	-1.152
KT2	1.000	5.000	-.234	-.957	-.314	-.640
KT1	2.000	5.000	.173	.707	-.325	-.664
Multivariate					74.741	2.451

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
92	67.587	.006	.427
28	65.534	.009	.220
18	65.367	.009	.064
39	65.021	.010	.053
22	63.821	.013	.051
99	63.343	.051	.003
64	63.004	.052	.001
94	58.127	.055	.048
44	57.014	.059	.059
15	56.097	.062	.067
48	55.406	.066	.065
89	54.288	.080	.103
21	54.283	.080	.056
53	54.043	.083	.038
26	53.934	.085	.022
17	53.566	.090	.017
1	53.226	.096	.014
2	52.379	.110	.024
45	51.406	.128	.049
83	49.854	.162	.181
63	49.430	.172	.189
46	49.180	.178	.168
91	48.315	.201	.272
76	47.812	.216	.313
79	47.549	.223	.297
50	47.164	.235	.314
19	46.509	.256	.410

Observation number	Mahalanobis d-squared	p1	p2
95	46.087	.270	.448
25	46.081	.270	.363
74	46.005	.273	.304
65	45.902	.276	.257
8	44.608	.323	.559
88	44.368	.332	.551
7	42.914	.389	.867
24	42.476	.407	.898
98	42.466	.408	.859
54	42.417	.410	.818
38	42.019	.427	.851
47	41.954	.429	.814
10	41.192	.462	.912
3	41.055	.468	.898
69	40.609	.488	.928
61	40.458	.495	.918
57	40.420	.496	.890
6	40.122	.510	.902
49	40.040	.513	.878
86	40.040	.513	.832
12	39.942	.518	.803
80	39.843	.522	.770
20	39.749	.526	.734
51	39.255	.548	.808
68	38.761	.571	.869
72	38.738	.572	.827
56	38.275	.592	.878
78	38.158	.598	.858
81	38.118	.599	.818
85	37.381	.632	.917
67	37.286	.636	.898
90	37.168	.642	.881
52	37.164	.642	.836
23	36.918	.653	.841
5	36.843	.656	.806
97	36.558	.668	.821
87	36.433	.674	.796
70	36.320	.678	.765
77	35.762	.702	.849
27	35.518	.712	.852
100	35.135	.728	.882

Observation number	Mahalanobis d-squared	p1	p2
29	35.093	.730	.843
59	34.907	.737	.832
55	34.887	.738	.776
60	34.620	.749	.783
75	34.564	.751	.729
82	34.431	.756	.693
66	34.337	.760	.641
84	33.808	.780	.729
9	33.748	.782	.666
4	32.908	.812	.829
32	32.298	.832	.895
58	31.911	.845	.912
13	31.303	.863	.949
71	31.108	.869	.939
41	30.939	.873	.922
33	30.806	.877	.896
96	30.798	.877	.838
16	30.601	.882	.807
62	29.053	.919	.969
11	28.953	.921	.949
73	27.554	.946	.993
42	27.222	.952	.991
31	27.165	.952	.979
35	27.165	.952	.951
93	27.149	.953	.897
37	26.500	.961	.907
43	26.500	.961	.808
30	25.623	.971	.836
34	25.623	.971	.673
40	25.623	.971	.446
14	24.967	.977	.331
36	24.020	.984	.201

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	92	1752.851	769	.000	1.279
Saturated model	861	.000	0		
Independence model	41	3065.583	820	.000	3.739

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.080	.977	.926	.915
Saturated model	.000	1.000		
Independence model	.180	.247	.209	.235

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.828	.790	.972	.933	.962
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.938	.402	.527
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	983.851	865.969	1109.422
Saturated model	.000	.000	.000
Independence model	2245.583	2079.747	2418.910

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	17.706	9.938	8.747	11.206
Saturated model	.000	.000	.000	.000
Independence model	30.965	22.683	21.008	24.433

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.014	.007	.021	.000
Independence model	.166	.160	.173	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	1936.851	2072.430	2176.526	2268.526
Saturated model	1722.000	2990.842	3965.052	4826.052
Independence model	3147.583	3208.004	3254.395	3295.395

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	19.564	18.373	20.833	20.934
Saturated model	17.394	17.394	17.394	30.211
Independence model	31.794	30.119	33.545	32.404

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	48	49
Independence model	29	30