

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

KUISIONER PENELITIAN

“PENGARUH KEADILAN DISTRIBUTIF KOMPENSASI, KEADILAN PROSEDURAL KOMPENSASI DAN *ETIKA KERJA ISLAM* TERHADAP *EMPLOYEE ENGAGEMENT*”

(Studi Pada Pegawai Dinas Perindustrian dan Perdagangan Daerah Istimewa Yogyakarta)”

Kepada Yth. Para Responden

Bersama dengan ini, saya mohon izin kepada anda untuk membantu berpartisipasi dalam penelitian yang saya kerjakan. Penelitian ini dibuat untuk Skripsi dengan judul **“PENGARUH KEADILAN DISTRIBUTIF KOMPENSASI, KEADILAN PROSEDURAL KOMPENSASI DAN ETIKA KERJA ISLAM TERHADAP *EMPLOYEE ENGAGEMENT* (Studi Pada Pegawai Dinas Perindustrian dan Perdagangan Daerah Istimewa Yogyakarta)”** sebagai syarat untuk menyelesaikan studi saya di Program Strata Satu (S1) Universitas Muhammadiyah Yogyakarta.

Berkaitan dengan hal tersebut, saya mohon kesediaan Anda untuk meluangkan waktu melengkapinya kuesioner ini. Semua informasi yang diterima akan dijaga kerahasiannya dan hanya akan digunakan untuk keperluan akademis semata. Dengan demikian saya berharap pengisian kuisisioner dapat dilakukan seobyektif mungkin tanpa ada paksaan dari pihak manapun.

Saya ucapkan terima kasih atas segala usaha dan waktu saudara – saudara yang telah meluangkan untuk mengisi kuisisioner ini.

Yogyakarta, September 2017

Galih Adithia Pratama

DATA RESPONDEN

Bagian I

Pertanyaan bagian I berupa identitas konsumen. Berilah tanda (√) pada jawaban anda

1. Nama : (boleh tidak diisi)
2. Jenis Kelamin : Pria Wanita
3. Umur : < 20 tahun 21-30 tahun
 31-40 tahun lebih dari 41 tahun
4. Jabatan :
6. Masa Kerja : < 5 tahun
 5 sampai dengan 10 tahun
 > 10 tahun

Bagian II

Pertanyaan pada point II merupakan tolak ukur pengaruh dari variabel penelitian ini. Oleh Karena itu saudara/i dimohon memberikan tanda (√) pada salah satu kolom jawaban sesuai dengan pilihan anda.

Keterangan :

STS : Sangat Tidak Setuju

TS : Tidak setuju

N : Ragu-ragu

S : Setuju

SS : Sangat Setuju

ITEM PERNYATAAN:

1. Keadilan Distributif Kompensasi

No.	Pertanyaan	STS	TS	N	S	SS
1.	Pemberian kompensasi berdasarkan usaha individu					
2.	Pemberian kompensasi sesuai dengan yang dilakukan individu terhadap organisasi					
3.	Pemberian kompensasi menggambarkan yang diberikan individu kepada organisasi					
4.	Pemberian kompensasi sesuai dengan hasil saya					

2. Keadilan Prosedural Kompensasi

No.	Pertanyaan	STS	TS	N	S	SS
1.	Prosedur-prosedur memungkinkan individu memberikan masukan dan					

	koreksi					
2.	Prosedur-prosedur pemberian kompensasi sesuai dengan etika dan standar moral					
3.	Prosedur-prosedur didasarkan informasi yang akurat					
4.	Prosedur-prosedur tidak banyak mengandung bias					
5.	Prosedur-prosedur telah diaplikasikan secara konsisten					
6.	Individu dapat menyampaikan masukan melalui prosedur					
7.	Prosedur dalam pemberian kompensasi dapat mengekspresikan pandangan individu					

3. Etika Kerja Islam

No.	Pertanyaan	STS	TS	N	S	SS
1.	Kemalasan dalam bekerja merupakan sifat yang buruk					
2.	Mempunyai dedikasi tinggi terhadap pekerjaan					
3.	Bekerja dengan baik sehingga bermanfaat bagi diri sendiri dan orang lain					
4.	Keadilan dan kenyamanan di tempat kerja merupakan hal penting bagi kesejahteraan pegawai					
5.	Bekerja untuk memenuhi kebutuhan seseorang dan memberikan kemakmuran bagi pegawai secara keseluruhan					
6.	Pegawai harus melaksanakan pekerjaan					

	dengan kemampuan terbaik					
7.	Bekerja bukan merupakan tujuan tetapi sarana untuk pengembangan diri dan hubungan sosial					
8.	Merasa hidup tak berarti tanpa bekerja					
9.	Lebih banyak waktu luang (untuk santai-santai) merupakan hal buruk					
10.	Hubungan manusia dalam organisasi harus mendapat perhatian besar					
11.	Bekerja memungkinkan seseorang mengendalikan keadaan hidup					
12.	Mengedepankan kreatifitas kerja merupakan sumber kebahagiaan dan penghasilan					
13.	Setiap yang bekerja kehidupannya akan lebih maju					
14.	Bekerja memberikan kesempatan untuk mandiri					
15.	Memenuhi target merupakan kesuksesan dalam pekerjaan					
16.	Pegawai harus terus bekerja keras untuk memenuhi tanggung jawabnya					
17.	Nilai kerja lebih ditentukan oleh niatnya daripada hasil kerjanya					

4. *Employee Engagement*

No.	Pertanyaan	STS	TS	N	S	SS
1.	Merasa penuh energi di tempat kerja					
2.	Merasa kuat dan semangat terhadap pekerjaan					
3.	Ketika bangun di pagi hari merasa ingin bekerja					
4.	Bisa terus bekerja untuk waktu yang lama dalam suatu waktu					
5.	Sangat tangguh secara mental dalam bekerja					
6.	Selalu bertahan walaupun sesuatu tidak berjalan dengan baik					

7.	Pekerjaan yang dilakukan penuh makna dan tujuan					
8.	Antusias perihal pekerjaan					
9.	Pekerjaan dapat menginspirasi					
10.	Bangga terhadap pekerjaan yang dilakukan					
11.	Waktu berlalu begitu cepat ketika bekerja					
12.	Ketika bekerja, lupa terhadap sesuatu disekitar					
13.	Merasa senang ketika bekerja intens					
14.	Merasa larut dalam pekerjaan					
15.	Merasa terbawa dalam pekerjaan					
16.	Sulit melepaskan diri dalam pekerjaan					

Lampiran 2. Uji Kualitas Instrumen

Uji Validitas dan Reliabilitas

A. Keadilan Distributif Kompensasi

- Uji Validitas

Correlations

		KDK1	KDK2	KDK3	KDK4	KDK
KDK1	Pearson Correlation	1	,098	,687**	,415**	,759**
	Sig. (2-tailed)		,494	,000	,002	,000
	N	51	51	51	51	51
KDK2	Pearson Correlation	,098	1	,245	,272	,487**
	Sig. (2-tailed)	,494		,083	,053	,000
	N	51	51	51	51	51
KDK3	Pearson Correlation	,687**	,245	1	,638**	,883**
	Sig. (2-tailed)	,000	,083		,000	,000
	N	51	51	51	51	51
KDK4	Pearson Correlation	,415**	,272	,638**	1	,815**
	Sig. (2-tailed)	,002	,053	,000		,000
	N	51	51	51	51	51
KDK	Pearson Correlation	,759**	,487**	,883**	,815**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	51	51	51	51	51

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

- Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
,734	4

B. Keadilan Prosedural Kompensasi

- Uji Validitas

Correlations

		KPK1	KPK2	KPK3	KPK4	KPK5	KPK6	KPK7	KPK
KPK1	Pearson Correlation	1	,528**	,316*	,518**	,315*	,315*	,360**	,786**
	Sig. (2-tailed)		,000	,024	,000	,024	,024	,009	,000
	N	51	51	51	51	51	51	51	51
KPK2	Pearson Correlation	,528**	1	,089	,060	,218	,199	,398**	,576**
	Sig. (2-tailed)	,000		,533	,677	,125	,161	,004	,000
	N	51	51	51	51	51	51	51	51
KPK3	Pearson Correlation	,316*	,089	1	,107	,477**	,207	-,229	,500**
	Sig. (2-tailed)	,024	,533		,454	,000	,145	,106	,000
	N	51	51	51	51	51	51	51	51
KPK4	Pearson Correlation	,518**	,060	,107	1	,196	,134	,202	,541**
	Sig. (2-tailed)	,000	,677	,454		,168	,348	,156	,000
	N	51	51	51	51	51	51	51	51
KPK5	Pearson Correlation	,315*	,218	,477**	,196	1	,278*	-,070	,663**
	Sig. (2-tailed)	,024	,125	,000	,168		,048	,627	,000
	N	51	51	51	51	51	51	51	51
KPK6	Pearson Correlation	,315*	,199	,207	,134	,278*	1	,245	,602**
	Sig. (2-tailed)	,024	,161	,145	,348	,048		,083	,000
	N	51	51	51	51	51	51	51	51
KPK7	Pearson Correlation	,360**	,398**	-,229	,202	-,070	,245	1	,397**
	Sig. (2-tailed)	,009	,004	,106	,156	,627	,083		,004
	N	51	51	51	51	51	51	51	51
KPK	Pearson Correlation	,786**	,576**	,500**	,541**	,663**	,602**	,397**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,004	
	N	51	51	51	51	51	51	51	51

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

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

- Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
,667	7

C. Etika Kerja Islam

- Uji Validitas

Correlations

	EK1	EK2	EK3	EK4	EK5	EK6	EK7	EK8	EK9	EK10	EK11	EK12	EK13	EK14	EK15	EK16	EK17	EK18
EK1 Pearson Correlation	1	.371**	.275	.285	.208	.182	.451**	.204	.545**	.609**	.621**	.256	.122	.281	.253	.109	.106	.616**
Sig. (2-tailed)		.007	.051	.043	.143	.201	.001	.151	.000	.000	.000	.070	.395	.046	.073	.445	.457	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK2 Pearson Correlation	.371**	1	.406**	.257	.342	.327	.480**	.269	.592**	.478**	.491**	.518**	.284	.348	.079	.203	.347	.710**
Sig. (2-tailed)	.007		.003	.069	.014	.019	.000	.056	.000	.000	.000	.000	.044	.012	.581	.153	.012	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK3 Pearson Correlation	.275	.406**	1	.312	-.110	.200	.346**	.309	.597**	.347	.508	.538**	.339	.477**	.011	.334	.488**	.650**
Sig. (2-tailed)	.051	.003		.026	.441	.160	.013	.027	.000	.012	.000	.000	.015	.000	.936	.017	.000	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK4 Pearson Correlation	.285	.257	.312	1	-.073	.263	.095	.065	.253	.079	.344	.172	.112	.029	.057	.161	.017	.329
Sig. (2-tailed)	.043	.069	.026		.611	.062	.506	.649	.073	.582	.013	.227	.435	.840	.691	.259	.904	.018
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK5 Pearson Correlation	.208	.342	-.110	-.073	1	-.034	.596**	-.184	.224	.351	.147	.189	-.049	-.167	-.083	.061	.218	.313
Sig. (2-tailed)	.143	.014	.441	.611		.814	.000	.197	.114	.011	.303	.185	.734	.242	.563	.669	.124	.025
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK6 Pearson Correlation	.182	.327	.200	.263	-.034	1	-.020	.259	.389**	.196	.143	.406**	.448**	.458	.209	.474	.051	.468**
Sig. (2-tailed)	.201	.019	.160	.062	.814		.888	.067	.005	.167	.318	.003	.001	.001	.141	.000	.723	.001
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK7 Pearson Correlation	.451**	.480**	.346**	.095	.596**	-.020	1	.129	.504**	.367**	.347	.439**	.083	.135	-.009	.019	.476**	.604**
Sig. (2-tailed)	.001	.000	.013	.506	.000	.888		.388	.000	.008	.013	.001	.564	.346	.949	.897	.000	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK8 Pearson Correlation	.204	.269	.309	.066	-.184	.259	.129	1	.383**	.277	.334	.318	.574*	.401**	.416**	.377**	.253	.545**
Sig. (2-tailed)	.151	.056	.027	.649	.197	.067	.368		.006	.049	.017	.023	.000	.004	.002	.006	.073	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK9 Pearson Correlation	.545**	.592**	.597**	.253	.224	.389**	.504**	.383**	1	.548**	.568**	.593**	.285	.579**	.101	.499**	.336	.822**
Sig. (2-tailed)	.000	.000	.000	.073	.114	.005	.000	.006		.000	.000	.000	.042	.000	.480	.000	.016	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK10 Pearson Correlation	.609**	.478	.347	.079	.351	.196	.367**	.277	.548**	1	.707**	.363**	.335	.387**	.187	.277	.180	.700**
Sig. (2-tailed)	.000	.000	.012	.582	.011	.167	.008	.049	.000		.000	.009	.016	.005	.189	.049	.206	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK11 Pearson Correlation	.621**	.491	.508	.344	.147	.143	.347	.334	.568**	.707**	1	.393**	.180	.376**	.042	.223	.209	.692**
Sig. (2-tailed)	.000	.000	.000	.013	.303	.318	.013	.017	.000	.000		.004	.208	.006	.769	.116	.141	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK12 Pearson Correlation	.256	.518**	.538**	.172	.189	.406**	.439**	.318	.593**	.363**	.393**	1	.504**	.464**	.240	.309	.429	.727**
Sig. (2-tailed)	.070	.000	.000	.227	.185	.003	.001	.023	.000	.009	.004		.000	.001	.090	.027	.002	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK13 Pearson Correlation	.122	.284	.339	.112	-.049	.448**	.083	.574	.285	.335	.180	.504**	1	.394	.616**	.471	.100	.567**
Sig. (2-tailed)	.395	.044	.015	.435	.734	.001	.564	.000	.042	.016	.206	.000		.004	.000	.000	.484	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK14 Pearson Correlation	.281	.348	.477**	.029	-.167	.458**	.135	.401**	.579**	.387**	.376**	.484**	.394*	1	.239	.648**	.209	.615**
Sig. (2-tailed)	.046	.012	.000	.840	.242	.001	.346	.004	.000	.005	.006	.001	.004		.091	.000	.142	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK15 Pearson Correlation	.253	.079	.011	.057	-.083	.209	-.009	.416**	.101	.187	.042	.240	.616**	.239	1	.245	-.109	.333
Sig. (2-tailed)	.073	.581	.936	.691	.563	.141	.949	.002	.480	.189	.769	.090	.000	.091		.084	.448	.017
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK16 Pearson Correlation	.109	.203	.334	.161	.061	.474**	.019	.377**	.499**	.277	.223	.309	.471**	.648**	.245	1	.175	.541**
Sig. (2-tailed)	.445	.153	.017	.259	.669	.000	.897	.006	.000	.049	.116	.027	.000	.000	.084		.221	.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK17 Pearson Correlation	.106	.347	.488**	.017	.218	.051	.476**	.253	.336	.180	.209	.429**	.100	.209	-.109	.175	1	.488**
Sig. (2-tailed)	.457	.012	.000	.904	.124	.723	.000	.073	.016	.206	.141	.002	.484	.142	.448	.221		.000
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
EK18 Pearson Correlation	.616**	.710**	.650**	.329	.313	.468**	.604**	.545**	.822**	.700**	.692**	.727**	.567**	.615**	.333	.541	.488**	1
Sig. (2-tailed)	.000	.000	.000	.018	.025	.001	.000	.000	.000	.000	.000	.000	.000	.000	.017	.000	.000	
N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51

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

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

- Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.871	17

D. Employee Engagement

- Uji Validitas

Correlations

		WE1	WE2	WE3	WE4	WE5	WE6	WE7	WE8	WE9	WE10	WE11	WE12	WE13	WE14	WE15	WE16	WE	
WE1	Pearson Correlation	1	,114	,459**	,355*	,283	,247	-.009	,372**	,320*	,077	-.298	,127	,247	-.127	-.204	,039	,303*	
	Sig. (2-tailed)		,427	,001	,011	,044	,081	,951	,007	,022	,590	,034	,376	,081	,375	,150	,786	,031	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE2	Pearson Correlation	,114	1	,254	,318*	,356*	,352*	,223	,387**	,437**	,167	,070	,383*	,352*	,426**	,358**	,275	,608**	
	Sig. (2-tailed)	,427		,072	,023	,010	,011	,116	,005	,001	,241	,627	,006	,011	,002	,010	,051	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE3	Pearson Correlation	,459**	,254	1	,501**	,618**	,188	,262	,392**	,258	,255	,080	,465**	,188	,226	,239	,450**	,658**	
	Sig. (2-tailed)	,001	,072		,000	,000	,186	,064	,004	,068	,071	,575	,001	,186	,110	,091	,001	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE4	Pearson Correlation	,355*	,318*	,501**	1	,440**	,279*	,375**	,296*	,161	-.050	,048	,203	,279*	,060	,181	,202	,490**	
	Sig. (2-tailed)	,011	,023	,000		,001	,048	,007	,035	,259	,727	,738	,152	,048	,673	,203	,155	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE5	Pearson Correlation	,283	,356*	,618**	,440**	1	,267	,229	,401**	,398**	,125	,118	,311*	,267	,126	,263	,264	,592**	
	Sig. (2-tailed)	,044	,010	,000	,001		,058	,105	,004	,004	,382	,411	,026	,058	,378	,062	,061	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE6	Pearson Correlation	,247	,352*	,188	,279*	,267	1	,246	,244	,427**	,189	,229	,231	1,000**	,121	,116	,211	,586**	
	Sig. (2-tailed)	,081	,011	,186	,048	,058		,082	,084	,002	,183	,105	,103	,000	,397	,417	,137	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE7	Pearson Correlation	-.009	,223	,262	,375**	,229	,246	1	,189	,114	,060	,439**	,217	,246	,023	,037	,176	,401**	
	Sig. (2-tailed)	,951	,116	,064	,007	,105	,082		,183	,428	,676	,001	,127	,082	,874	,798	,218	,004	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE8	Pearson Correlation	,372**	,387**	,392**	,296*	,401**	,244	,189	1	,437**	,103	,004	,252	,244	,252	,161	,319	,544**	
	Sig. (2-tailed)	,007	,005	,004	,035	,004	,084	,183		,001	,471	,977	,075	,084	,075	,258	,023	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE9	Pearson Correlation	,320*	,437**	,258	,161	,398**	,427**	,114	,437**	1	,251	,137	,316*	,427**	,292*	,245	,064	,571**	
	Sig. (2-tailed)	,022	,001	,068	,259	,004	,002	,428	,001		,075	,338	,024	,002	,038	,084	,655	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE10	Pearson Correlation	,077	,167	,255	-.050	,125	,189	,060	,103	,251	1	,435**	,301*	,189	,295*	,348*	,360**	,473**	
	Sig. (2-tailed)	,590	,241	,071	,727	,382	,183	,676	,471	,075		,001	,032	,183	,036	,012	,009	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE11	Pearson Correlation	-.298	,070	,080	,048	,118	,229	,439**	,004	,137	,435**	1	,288*	,229	,145	,209	,189	,376**	
	Sig. (2-tailed)	,034	,627	,575	,738	,411	,105	,001	,977	,338	,001		,040	,105	,310	,141	,185	,007	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE12	Pearson Correlation	,127	,383**	,465**	,203	,311*	,231	,217	,252	,316*	,301*	,288*	1	,231	,579**	,426**	,707**	,737**	
	Sig. (2-tailed)	,376	,006	,001	,152	,026	,103	,127	,075	,024	,032	,040		,103	,000	,002	,000	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE13	Pearson Correlation	,247	,352*	,188	,279*	,267	1,000**	,246	,244	,427**	,189	,229	,231	1	,121	,116	,211	,586**	
	Sig. (2-tailed)	,081	,011	,186	,048	,058	,000	,082	,084	,002	,183	,105	,103		,397	,417	,137	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE14	Pearson Correlation	-.127	,426**	,226	,060	,126	,121	,023	,252	,292*	,295*	,145	,579**	,121	1	,721**	,566**	,599**	
	Sig. (2-tailed)	,375	,002	,110	,673	,378	,397	,874	,075	,038	,036	,310	,000	,397		,000	,000	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE15	Pearson Correlation	-.204	,358*	,239	,181	,263	,116	,037	,161	,245	,348*	,209	,428**	,116	,721**	1	,540**	,574**	
	Sig. (2-tailed)	,150	,010	,091	,203	,062	,417	,798	,258	,084	,012	,141	,002	,417	,000		,000	,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE16	Pearson Correlation	,039	,275	,450**	,202	,264	,211	,176	,319*	,064	,360*	,189	,707**	,211	,566**	,540**	1	,685**	
	Sig. (2-tailed)	,786	,051	,001	,155	,061	,137	,218	,023	,655	,009	,185	,000	,137	,000	,000		,000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51
WE	Pearson Correlation	,303*	,608**	,658**	,490**	,592**	,586**	,401**	,544**	,571**	,473**	,376**	,737**	,586**	,599**	,574**	,685**	1	
	Sig. (2-tailed)	,031	,000	,000	,000	,000	,000	,004	,000	,000	,000	,007	,000	,000	,000	,000	,000		
	N	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51

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

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

- Uji Reliabilitas

Reliability Statistics

Cronbach's	
Alpha	N of Items
,850	16

Lampiran 3. Uji Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KDK1	51	1	5	3,88	,621
KDK2	51	2	5	4,08	,483
KDK3	51	1	5	3,84	,612
KDK4	51	1	5	3,84	,703
KDK	51	8	18	15,65	1,820
Valid N (listwise)	51				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KPK1	51	3	5	3,92	,440
KPK2	51	2	5	3,98	,510
KPK3	51	3	5	4,06	,465
KPK4	51	2	5	3,86	,566
KPK5	51	2	5	4,00	,721
KPK6	51	3	5	4,04	,599
KPK7	51	3	5	4,04	,398
KPK	51	21	33	27,90	2,175
Valid N (listwise)	51				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
EKI1	51	1	5	4,20	,693
EKI2	51	2	5	4,08	,717
EKI3	51	3	5	4,20	,633
EKI4	51	3	5	4,27	,532
EKI5	51	1	5	3,96	,747
EKI6	51	3	5	4,16	,543
EKI7	51	1	5	4,06	,858
EKI8	51	2	5	3,98	,735
EKI9	51	3	5	4,25	,659
EKI10	51	2	5	4,04	,692
EKI11	51	2	5	4,02	,735
EKI12	51	3	5	4,16	,612
EKI13	51	2	5	3,94	,614
EKI14	51	3	5	4,25	,560
EKI15	51	2	5	4,08	,595
EKI16	51	3	5	4,18	,590
EKI17	51	2	5	4,12	,765
EKI	51	54	84	69,94	6,491
Valid N (listwise)	51				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
EE1	51	2	5	3,86	,566
EE2	51	2	5	3,86	,633
EE3	51	2	5	3,78	,808
EE4	51	3	5	3,98	,583
EE5	51	2	5	3,84	,612
EE6	51	2	5	3,86	,722
EE7	51	2	5	3,98	,547
EE8	51	2	5	4,02	,583
EE9	51	2	5	3,96	,631
EE10	51	3	5	4,06	,645
EE11	51	2	5	3,92	,659
EE12	51	2	5	3,25	1,055
EE13	51	2	5	3,86	,722
EE14	51	2	5	3,55	,879
EE15	51	2	5	3,71	,701
EE16	51	2	5	3,43	,922
EE	51	49	74	60,94	6,370
Valid N (listwise)	51				

Lampiran 4. Uji Asumsi Klasik

A. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	4,23286981
Most Extreme Differences	Absolute	,091
	Positive	,091
	Negative	-,066
Test Statistic		,091
Asymp. Sig. (2-tailed)		,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

B. Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-3,073	9,854		-,312	,757		
	KDK	-,048	,402	-,014	-,118	,906	,814	1,228
	KPK	1,651	,357	,564	4,621	,000	,724	1,382
	EKI	,267	,109	,272	2,451	,018	,872	1,146

a. Dependent Variable: WE

C. Uji Heteroskedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,017	4,846		1,035	,306
	KDK	-,275	,198	-,216	-1,390	,171
	KPK	-,061	,176	-,058	-,349	,729
	EKI	,064	,054	,180	1,202	,235

a. Dependent Variable: AbsRes

Lampiran 5. Analisis Regresi Linear Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	EKI, KDK, KPK ^b	.	Enter

a. Dependent Variable: EE

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,703 ^a	,494	,462	4,673

a. Predictors: (Constant), EKI, KDK, KPK

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1002,281	3	334,094	15,296	,000 ^b
	Residual	1026,542	47	21,841		
	Total	2028,824	50			

a. Dependent Variable: EE

b. Predictors: (Constant), EKI, KDK, KPK

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3,073	9,854		-,312	,757
	KDK	-,048	,402	-,014	-,118	,906
	KPK	1,651	,357	,564	4,621	,000
	EKI	,267	,109	,272	2,451	,018

a. Dependent Variable: EE