

LAMPIRAN 1

- **Kuesioner Penelitian**
- **Surat Izin Penelitian**



PROGRAM PASCASARJANA

MAGISTER MANAJEMEN

UNIVERSITAS MUHAMMADIYAH YOGYAKARTA

Terakreditasi B. SK No.1010/SK/BAN-PT/Akred/M/2016

Nomor : 12/D.2-III/SIP-MM/VI/2017

Hal : Ijin Penelitian

**Kepada Yth.
Pimpinan PT. Siwijaya Lintas Raya
Di Muara Enim Palembang**

Assalamu'alaikum Wr. Wb.

Yang bertanda tangan di bawah ini, Ketua Program Pascasarjana Magister Manajemen Universitas Muhammadiyah Yogyakarta mohon kesediaan Bapak/Ibu untuk memberikan ijin kepada:

Nama : Sri Winarsih
No. Mahasiswa : 20121020045
Program Studi /Konsentrasi : Magister Manajemen/Sumber Daya Manusia
Alamat : Dukuh Krajan RT 1/02 Ds Bencorejo, Kec. Banyuurip Kab. Purworejo
Tujuan : *Untuk menyusun tesis yang berjudul:*
Pengaruh Keadilan Distributif Kompensasi dan Keadilan Prosedural Kompensasi terhadap Kepuasan Kerja dengan Etika Kerja Islam sebagai Variabel Moderator
Lokasi : PT. Siwijaya Lintas Raya Muara Enim Palembang
Waktu : 2 (dua) bulan
Dosen Pembimbing : Prof. Dr. Heru Kurnianto Tjahjono

Atas kerjasama dan bantuan Bapak/Ibu kami ucapkan terima kasih.

Wassalamu'alaikum Wr. Wb.

Yogyakarta, 8 Juni 2017

Ketua Program

Prof. Dr. Heru Kurnianto Tjahjono



KUESIONER PENELITIAN

**PENGARUH KEADILAN DISTRIBUTIF KOMPENSASI KEADILAN,
PROSEDURAL KOMPENSASI DAN ETIKA KERJA TERHADAP
KEPUASAN KERJA KARYAWAN DI PT. SERVO LINTAS RAYA
MUARA ENIM PALEMBANG**



Diajukan Oleh:

Sri Winarsih

(20121020045)

**MAGISTER MANAJEMEN
PROGRAM PASCA SARJANA
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA**

2018

Kepada Yth:
Bapak/Ibu/Sdr/i

di

Tempat

Assalamu'alaikum Wr.Wb.

Sehubungan dengan penulisan tesis saya yang berjudul “Pengaruh Keadilan Distributif Kompensasi Keadilan, Prosedural Kompensasi dan Etika kerja Terhadap Kepuasan Kerja karyawan di PT. Servo Lintas Raya Muara Enim Palembang”, oleh karena itu saya mengharapkan bantuan berupa kesediaan dari Bapak/Ibu/Sdr/i untuk mengisi angket kuesioner yang telah saya sediakan.

Kuesioner ini bukan tes psikologi dari atasan atau dari manapun yang artinya semua jawab Bapak/Ibu/Sdr/i adalah benar dan jawaban yang diminta sesuai dengan kondisi yang dirasakan karena itu data dan identitas Bapak/Ibu/Sdr/i akan dirasahasiakan dan tidak akan mempengaruhi status Bapak/Ibu/Sdr/i sebagai karyawan. Hasil penelitian kuesioner ini akan digunakan secara ilmiah untuk menyelesaikan studi saya pada Program PascaSarjana Magister Manajemen Universitas Muhammadiyah Yogyakarta dan disamping itu, hasil penelitian nantinya akan memberikan masukan kepada PT. Servo Lintas Raya.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Oleh karena itu, saya sebagai peneliti menyampaikan ucapan terima kasih kepada Bapak/Ibu/Sdr/i atas kesediaannya telah mengisi angket kuesioner ini.

Wassalamu'alaikum Wr. Wb.

Hormat Saya,

Sri Winarsih

KUESIONER

IDENTITAS RESPONDEN

Bagian ini menanyakan data diri Bapak/Ibu/Sdr/i yang akan membantu peneliti untuk mengklarifikasi jawaban anda.

1. Nama : (boleh tidak diisi)
2. Jenis kelamin :
3. Usia :
4. Lama Bekerja :
5. Pendidikan Terakhir :
6. Jabatan :

PETUNJUK PENGISIAN

Nyatakan jawaban Bapak/Ibu/Sdr/i dengan tanda checklist (✓) dengan pilihan sebagai berikut:

- SS : Sangat Setuju
- S : Setuju
- N : Netral/Ragu-ragu
- TS : Tidak Setuju
- STS : Sangat Tidak Setuju

Untuk setiap pernyataan yang paling penting sesuai dengan pendapat Bapak/Ibu/Sdr/i tidak ada jawaban yang paling benar atau salah, yang diminta adalah jawaban yang paling sesuai dengan pendapat Bapak/Ibu/Sdr/i.

KUESIONER PENELITIAN

KEADILAN DISTRIBUTIF KOMPENSASI

No	Pertanyaan	SS	S	N	TS	STS
1	Kompensasi yang diberikan PT. Servo Lintas Raya terhadap diri saya telah menggambarkan usaha yang saya lakukan dalam pekerjaan saya.					
2	Kompensasi yang diberikan oleh PT. Servo Lintas Raya terhadap diri saya telah sesuai dengan pekerjaan yang telah saya lakukan.					
3	Kompensasi yang diberikan oleh PT. Servo Lintas Raya terhadap diri saya menggambarkan apa yang saya berikan kepada perusahaan.					
4	Kompensasi yang diberikan oleh PT. Servo Lintas Raya terhadap diri saya telah sesuai dengan etika kerja.					
5	Kompensasi yang didapatkan teman-teman saya sesuai dengan yang seharusnya.					

KEADILAN PROSEDURAL KOMPENSASI

No	Pertanyaan	SS	S	N	TS	STS
1	Prosedur/Aturan pemberian kompensasi di PT. Servo Lintas Raya sesuai dengan harapan saya.					
2	Prosedur/Aturan pemberian kompensasi di PT. Servo Lintas Raya telah melibatkan para karyawan sehingga diterima dengan baik.					
3	Prosedur/Aturan pemberian kompensasi di PT. Servo Lintas Raya telah diaplikasikan secara konsisten.					
4	Prosedur/aturan pemberian Kompensasi di PT. Servo Lintas Raya tidak lagi mengandung bias (kepentingan pihak tertentu).					
5	Prosedur/ Aturan pemberian kompensasi di					

No	Pertanyaan	SS	S	N	TS	STS
	PT. Servo Lintas Raya didasarkan pada informasi yang akurat.					
6	Prosedur/Aturan pemberian kompensasi di PT. Servo Lintas Raya memungkinkan saya memberikan masukan dan koreksi.					
7	Prosedur/Aturan pemberian Kompensasi di PT. Servo Lintas Raya sesuai dengan etika kerja dan standar moral					

KEPUASAN KERJA

No	Pertanyaan	SS	S	N	TS	STS
1	Berdasarkan kontribusi saya di PT. Servo Lintas Raya, saya puas terhadap kompensasi yang saya terima.					
2	Secara umum kompensasi yang saya peroleh di PT. Servo Lintas Raya sesuai dengan harapan saya.					
3	Kompensasi yang saya peroleh sesuai dengan yang saya perkirakan.					
4	Saya puas terhadap sistem pemberian kompensasi yang diberikan PT. Servo Lintas Raya.					
5	Mempertimbangkan prestasi kerja saya di PT. Servo Lintas Raya, saya puas terhadap kompensasi yang saya peroleh.					

ETIKA KERJA

No	Pertanyaan	SS	S	N	TS	STS
1	Saya bekerja dengan penuh semangat					
2	Saya menyukai pekerjaan saya					
3	Banyak manfaat yang saya peroleh dalam mengerjakan pekerjaan ini					
4	Keadilan adalah hal yang penting dalam bekerja					
5	Saya bekerja untuk menjadi pribadi yang bermanfaat					

No	Pertanyaan	SS	S	N	TS	STS
6	Saya bekerja dengan kemampuan terbaik saya					
7	Selain atas nama Tuhan, saya bekerja untuk sesama manusia					
8	Saya bekerja sesuai dengan keyakinan saya					
9	Saya tidak akan menyia-nyiakan waktu yang ada dalam bekerja					
10	Saya memberikan perhatian besar terhadap pekerjaan saya					
11	Bagi saya kreatifitas menentukan masa depan saya					
12	Kreatifitas yang saya lakukan merupakan sumber kebahagiaan dan keberhasilan saya					
13	Pekerjaan saya dapat memberikan kemajuan dalam kehidupan saya					
14	Dengan saya bekerja, saya dapat mengajarkan diri saya untuk mandiri					
15	Saya bekerja sesuai dengan peraturan yang berlaku diperusahaan merupakan kunci sukses dalam bekerja.					
16	Saya bekerja keras secara konsisten sesuai tanggung jawab saya					
17	Niat saya bekerja karena Tuhan memberikan nilai lebih pada pekerjaan saya					

“Mohon Kuesioner ini diisi dengan lengkap agar dapat di proses lebih lanjut

Terima Kasih atas partisipasi Bapak/Ibu/Sdr/i”

LAMPIRAN 2

Hasil Uji Validitas

Correlations

		KDK1	KDK2	KDK3	KDK4	KDK5	KDK
KDK1	Pearson Correlation	1	,767**	,702**	,462**	,348**	,808**
	Sig. (1-tailed)		,000	,000	,000	,000	,000
	N	148	148	148	148	148	148
KDK2	Pearson Correlation	,767**	1	,874**	,481**	,497**	,901**
	Sig. (1-tailed)	,000		,000	,000	,000	,000
	N	148	148	148	148	148	148
KDK3	Pearson Correlation	,702**	,874**	1	,437**	,503**	,877**
	Sig. (1-tailed)	,000	,000		,000	,000	,000
	N	148	148	148	148	148	148
KDK4	Pearson Correlation	,462**	,481**	,437**	1	,429**	,703**
	Sig. (1-tailed)	,000	,000	,000		,000	,000
	N	148	148	148	148	148	148
KDK5	Pearson Correlation	,348**	,497**	,503**	,429**	1	,709**
	Sig. (1-tailed)	,000	,000	,000	,000		,000
	N	148	148	148	148	148	148
KDK	Pearson Correlation	,808**	,901**	,877**	,703**	,709**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	148	148	148	148	148	148

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

		KPK1	KPK2	KPK3	KPK4	KPK5	KPK6	KPK7	KPK
KPK1	Pearson Correlation	1	,596**	,550**	,408**	,416**	,254**	,457**	,716**
	Sig. (1-tailed)		,000	,000	,000	,000	,001	,000	,000
	N	148	148	148	148	148	148	148	148
KPK2	Pearson Correlation	,596**	1	,668**	,502**	,603**	,548**	,401**	,847**
	Sig. (1-tailed)	,000		,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148
KPK3	Pearson Correlation	,550**	,668**	1	,472**	,660**	,350**	,449**	,802**
	Sig. (1-tailed)	,000	,000		,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148
KPK4	Pearson Correlation	,408**	,502**	,472**	1	,526**	,315**	,324**	,684**
	Sig. (1-tailed)	,000	,000	,000		,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148
KPK5	Pearson Correlation	,416**	,603**	,660**	,526**	1	,457**	,385**	,782**
	Sig. (1-tailed)	,000	,000	,000	,000		,000	,000	,000
	N	148	148	148	148	148	148	148	148
KPK6	Pearson Correlation	,254**	,548**	,350**	,315**	,457**	1	,311**	,647**
	Sig. (1-tailed)	,001	,000	,000	,000	,000		,000	,000
	N	148	148	148	148	148	148	148	148
KPK7	Pearson Correlation	,457**	,401**	,449**	,324**	,385**	,311**	1	,649**
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000		,000
	N	148	148	148	148	148	148	148	148
KPK	Pearson Correlation	,716**	,847**	,802**	,684**	,782**	,647**	,649**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	148	148	148	148	148	148	148	148

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

		KK1	KK2	KK3	KK4	KK5	KK
KK1	Pearson Correlation	1	,811**	,762**	,710**	,727**	,899**
	Sig. (1-tailed)		,000	,000	,000	,000	,000
	N	148	148	148	148	148	148
KK2	Pearson Correlation	,811**	1	,836**	,725**	,719**	,917**
	Sig. (1-tailed)	,000		,000	,000	,000	,000
	N	148	148	148	148	148	148
KK3	Pearson Correlation	,762**	,836**	1	,721**	,729**	,907**
	Sig. (1-tailed)	,000	,000		,000	,000	,000
	N	148	148	148	148	148	148
KK4	Pearson Correlation	,710**	,725**	,721**	1	,711**	,864**
	Sig. (1-tailed)	,000	,000	,000		,000	,000
	N	148	148	148	148	148	148
KK5	Pearson Correlation	,727**	,719**	,729**	,711**	1	,874**
	Sig. (1-tailed)	,000	,000	,000	,000		,000
	N	148	148	148	148	148	148
KK	Pearson Correlation	,899**	,917**	,907**	,864**	,874**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	148	148	148	148	148	148

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

	EK11	EK12	EK13	EK14	EK15	EK16	EK17	EK18	EK19	EK10	EK11	EK12	EK13	EK14	EK15	EK16	EK17	EK1	
EK11	Pearson Correlation	1	,671**	,384**	,463**	,489**	,495**	,402**	,408**	,559**	,482**	,434**	,474**	,400**	,569**	,475**	,571**	,488**	,696**
	Sig. (1-tailed)		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK12	Pearson Correlation	,671**	1	,614**	,566**	,596**	,512**	,362**	,432**	,558**	,593**	,433**	,458**	,481**	,503**	,387**	,457**	,409**	,716**
	Sig. (1-tailed)	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK13	Pearson Correlation	,384**	,614**	1	,645**	,529**	,462**	,301**	,235**	,368**	,398**	,264**	,346**	,400**	,367**	,237**	,334**	,235**	,552**
	Sig. (1-tailed)	,000	,000		,000	,000	,000	,002	,000	,000	,001	,000	,000	,000	,002	,000	,002	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK14	Pearson Correlation	,463**	,566**	,645**	1	,698**	,616**	,370**	,349**	,406**	,507**	,423**	,517**	,456**	,512**	,358**	,432**	,386**	,689**
	Sig. (1-tailed)	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK15	Pearson Correlation	,489**	,596**	,529**	,698**	1	,747**	,500**	,554**	,566**	,557**	,589**	,604**	,518**	,622**	,531**	,584**	,460**	,810**
	Sig. (1-tailed)	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK16	Pearson Correlation	,495**	,512**	,462**	,616**	,747**	1	,578**	,547**	,568**	,636**	,546**	,526**	,469**	,598**	,503**	,578**	,505**	,792**
	Sig. (1-tailed)	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK17	Pearson Correlation	,402**	,362**	,301**	,370**	,500**	,578**	1	,604**	,469**	,489**	,390**	,383**	,422**	,458**	,348**	,538**	,660**	,670**
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK18	Pearson Correlation	,408**	,432**	,235**	,349**	,554**	,547**	,604**	1	,623**	,534**	,463**	,498**	,448**	,432**	,430**	,509**	,531**	,703**
	Sig. (1-tailed)	,000	,000	,002	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK19	Pearson Correlation	,559**	,558**	,366**	,406**	,566**	,568**	,469**	,623**	1	,661**	,555**	,593**	,488**	,543**	,514**	,633**	,541**	,771**
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK10	Pearson Correlation	,482**	,593**	,398**	,507**	,557**	,636**	,489**	,534**	,661**	1	,527**	,602**	,419**	,512**	,450**	,604**	,466**	,752**
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK11	Pearson Correlation	,434**	,433**	,264**	,423**	,589**	,546**	,390**	,463**	,555**	,527**	1	,739**	,515**	,666**	,712**	,651**	,500**	,760**
	Sig. (1-tailed)	,000	,000	,001	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK12	Pearson Correlation	,474**	,458**	,346**	,517**	,604**	,526**	,383**	,498**	,593**	,602**	,739**	1	,580**	,657**	,644**	,681**	,505**	,783**
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK13	Pearson Correlation	,400**	,481**	,400**	,456**	,518**	,469**	,322**	,448**	,488**	,419**	,515**	,580**	1	,634**	,563**	,544**	,501**	,693**
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK14	Pearson Correlation	,559**	,503**	,367**	,512**	,622**	,598**	,458**	,432**	,543**	,512**	,665**	,657**	,634**	1	,706**	,784**	,623**	,810**
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK15	Pearson Correlation	,475**	,387**	,237**	,358**	,531**	,503**	,348**	,430**	,514**	,450**	,712**	,644**	,563**	,706**	1	,722**	,502**	,729**
	Sig. (1-tailed)	,000	,000	,002	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK16	Pearson Correlation	,571**	,457**	,334**	,432**	,584**	,578**	,538**	,509**	,633**	,604**	,651**	,681**	,784**	,722**	1	,679**	,822**	
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	
EK17	Pearson Correlation	,488**	,409**	,235**	,386**	,460**	,505**	,560**	,531**	,541**	,466**	,500**	,505**	,501**	,623**	,502**	1	,726**	
	Sig. (1-tailed)	,000	,000	,002	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	
EK1	Pearson Correlation	,696**	,716**	,562**	,689**	,810**	,792**	,670**	,703**	,771**	,752**	,760**	,783**	,693**	,810**	,729**	,822**	,726**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148

** . Correlation is significant at the 0.01 level (1-tailed).

LAMPIRAN 3

Hasil Uji Reliabilitas

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	148	100,0
	Excluded ^a	0	,0
	Total	148	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,856	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KDK1	14,0068	7,966	,700	,820
KDK2	14,0338	7,203	,833	,784
KDK3	14,1014	7,235	,792	,794
KDK4	14,4054	8,297	,537	,860
KDK5	14,5338	8,046	,528	,866

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	148	100,0
	Excluded ^a	0	,0
	Total	148	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,854	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KPK1	20,2973	14,795	,598	,836
KPK2	20,4932	13,517	,769	,810
KPK3	20,3514	14,352	,718	,819
KPK4	20,5405	15,202	,564	,841
KPK5	20,3784	14,591	,694	,823
KPK6	20,5203	14,945	,491	,854
KPK7	20,4865	15,286	,511	,849

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	148	100,0
	Excluded ^a	0	,0
	Total	148	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,936	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	13,8919	11,226	,839	,919
KK2	13,9257	10,994	,866	,914
KK3	14,0000	11,170	,852	,917
KK4	13,9865	11,700	,790	,928
KK5	13,9257	11,185	,796	,927

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	148	100,0
	Excluded ^a	0	,0
	Total	148	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,944	17

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
EKI1	68,8919	59,349	,654	,941
EKI2	68,8919	58,913	,675	,941
EKI3	68,9459	60,351	,503	,944
EKI4	68,8108	59,284	,646	,941
EKI5	68,7703	58,355	,782	,939
EKI6	68,7973	58,340	,760	,939
EKI7	69,0203	57,925	,609	,943
EKI8	69,0135	57,129	,645	,942
EKI9	68,9324	58,785	,738	,940
EKI10	68,9122	59,128	,718	,940
EKI11	68,9054	56,767	,712	,940
EKI12	68,7432	58,709	,751	,939
EKI13	68,8649	59,859	,654	,941
EKI14	68,7635	58,617	,783	,939
EKI15	68,8919	57,743	,683	,941
EKI16	68,7838	58,688	,798	,939
EKI17	68,7635	58,277	,682	,941

Correlations

Correlations

		KDK1	KDK2	KDK3	KDK4	KDK5	KDK
KDK1	Pearson Correlation	1	,767**	,702**	,462**	,348**	,808**
	Sig. (1-tailed)		,000	,000	,000	,000	,000
	N	148	148	148	148	148	148
KDK2	Pearson Correlation	,767**	1	,874**	,481**	,497**	,901**
	Sig. (1-tailed)	,000		,000	,000	,000	,000
	N	148	148	148	148	148	148
KDK3	Pearson Correlation	,702**	,874**	1	,437**	,503**	,877**
	Sig. (1-tailed)	,000	,000		,000	,000	,000
	N	148	148	148	148	148	148
KDK4	Pearson Correlation	,462**	,481**	,437**	1	,429**	,703**
	Sig. (1-tailed)	,000	,000	,000		,000	,000
	N	148	148	148	148	148	148
KDK5	Pearson Correlation	,348**	,497**	,503**	,429**	1	,709**
	Sig. (1-tailed)	,000	,000	,000	,000		,000
	N	148	148	148	148	148	148
KDK	Pearson Correlation	,808**	,901**	,877**	,703**	,709**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	148	148	148	148	148	148

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

Correlations

	KPK1	KPK2	KPK3	KPK4	KPK5	KPK6	KPK7	KPK
KPK1 Pearson Correlation	1	,596**	,550**	,408**	,416**	,254**	,457**	,716**
KPK1 Sig. (1-tailed)		,000	,000	,000	,000	,001	,000	,000
KPK1 N	148	148	148	148	148	148	148	148
KPK2 Pearson Correlation	,596**	1	,668**	,502**	,603**	,548**	,401**	,847**
KPK2 Sig. (1-tailed)	,000		,000	,000	,000	,000	,000	,000
KPK2 N	148	148	148	148	148	148	148	148
KPK3 Pearson Correlation	,550**	,668**	1	,472**	,660**	,350**	,449**	,802**
KPK3 Sig. (1-tailed)	,000	,000		,000	,000	,000	,000	,000
KPK3 N	148	148	148	148	148	148	148	148
KPK4 Pearson Correlation	,408**	,502**	,472**	1	,526**	,315**	,324**	,684**
KPK4 Sig. (1-tailed)	,000	,000	,000		,000	,000	,000	,000
KPK4 N	148	148	148	148	148	148	148	148
KPK5 Pearson Correlation	,416**	,603**	,660**	,526**	1	,457**	,385**	,782**
KPK5 Sig. (1-tailed)	,000	,000	,000	,000		,000	,000	,000
KPK5 N	148	148	148	148	148	148	148	148
KPK6 Pearson Correlation	,254**	,548**	,350**	,315**	,457**	1	,311**	,647**
KPK6 Sig. (1-tailed)	,001	,000	,000	,000	,000		,000	,000
KPK6 N	148	148	148	148	148	148	148	148
KPK7 Pearson Correlation	,457**	,401**	,449**	,324**	,385**	,311**	1	,649**
KPK7 Sig. (1-tailed)	,000	,000	,000	,000	,000	,000		,000
KPK7 N	148	148	148	148	148	148	148	148
KPK Pearson Correlation	,716**	,847**	,802**	,684**	,782**	,647**	,649**	1
KPK Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	
KPK N	148	148	148	148	148	148	148	148

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

Correlations

		KK1	KK2	KK3	KK4	KK5	KK
KK1	Pearson Correlation	1	,811**	,762**	,710**	,727**	,899**
	Sig. (1-tailed)		,000	,000	,000	,000	,000
	N	148	148	148	148	148	148
KK2	Pearson Correlation	,811**	1	,836**	,725**	,719**	,917**
	Sig. (1-tailed)	,000		,000	,000	,000	,000
	N	148	148	148	148	148	148
KK3	Pearson Correlation	,762**	,836**	1	,721**	,729**	,907**
	Sig. (1-tailed)	,000	,000		,000	,000	,000
	N	148	148	148	148	148	148
KK4	Pearson Correlation	,710**	,725**	,721**	1	,711**	,864**
	Sig. (1-tailed)	,000	,000	,000		,000	,000
	N	148	148	148	148	148	148
KK5	Pearson Correlation	,727**	,719**	,729**	,711**	1	,874**
	Sig. (1-tailed)	,000	,000	,000	,000		,000
	N	148	148	148	148	148	148
KK	Pearson Correlation	,899**	,917**	,907**	,864**	,874**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	148	148	148	148	148	148

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

Correlations

	EK11	EK12	EK13	EK14	EK15	EK16	EK17	EK18	EK19	EK10	EK11	EK12	EK13	EK14	EK15	EK16	EK17	EK1
EK11 Pearson Correlation	1	.671**	.384**	.463**	.489**	.495**	.402**	.408**	.559**	.482**	.434**	.474**	.400**	.559**	.475**	.571**	.488**	.696**
Sig. (1-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK12 Pearson Correlation	.671**	1	.614**	.566**	.596**	.512**	.362**	.432**	.558**	.593**	.433**	.458**	.481**	.503**	.387**	.457**	.409**	.716**
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK13 Pearson Correlation	.384**	.614**	1	.645**	.529**	.462**	.301**	.235**	.366**	.398**	.264**	.346**	.400**	.367**	.237**	.334**	.235**	.562**
Sig. (1-tailed)				.000	.000	.000	.000	.002	.000	.000	.001	.000	.000	.000	.002	.000	.002	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK14 Pearson Correlation	.463**	.566**	.645**	1	.698**	.616**	.370**	.349**	.406**	.507**	.423**	.517**	.456**	.512**	.358**	.432**	.386**	.689**
Sig. (1-tailed)					.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK15 Pearson Correlation	.489**	.596**	.529**	.698**	1	.747**	.500**	.554**	.566**	.557**	.589**	.604**	.518**	.622**	.531**	.584**	.460**	.810**
Sig. (1-tailed)						.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK16 Pearson Correlation	.495**	.512**	.462**	.616**	.747**	1	.578**	.547**	.568**	.636**	.546**	.526**	.469**	.598**	.503**	.578**	.505**	.792**
Sig. (1-tailed)							.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK17 Pearson Correlation	.402**	.362**	.301**	.370**	.500**	.578**	1	.604**	.469**	.489**	.390**	.383**	.322**	.458**	.348**	.538**	.660**	.670**
Sig. (1-tailed)								.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK18 Pearson Correlation	.408**	.432**	.235**	.349**	.554**	.547**	.604**	1	.623**	.534**	.463**	.498**	.448**	.432**	.430**	.509**	.531**	.703**
Sig. (1-tailed)			.002	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK19 Pearson Correlation	.559**	.558**	.366**	.406**	.566**	.568**	.469**	.623**	1	.661**	.555**	.593**	.488**	.543**	.514**	.633**	.541**	.771**
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK10 Pearson Correlation	.482**	.593**	.398**	.507**	.557**	.636**	.489**	.534**	.661**	1	.527**	.602**	.419**	.512**	.450**	.604**	.466**	.752**
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK11 Pearson Correlation	.434**	.433**	.264**	.423**	.589**	.546**	.390**	.463**	.555**	.527**	1	.739**	.515**	.666**	.712**	.651**	.500**	.760**
Sig. (1-tailed)			.001	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK12 Pearson Correlation	.474**	.458**	.346**	.517**	.604**	.526**	.383**	.498**	.593**	.602**	.739**	1	.580**	.657**	.644**	.681**	.505**	.783**
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK13 Pearson Correlation	.400**	.481**	.400**	.456**	.518**	.469**	.322**	.448**	.488**	.419**	.515**	.580**	1	.634**	.563**	.544**	.501**	.693**
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK14 Pearson Correlation	.559**	.503**	.367**	.512**	.622**	.598**	.458**	.432**	.543**	.512**	.666**	.657**	.634**	1	.706**	.784**	.623**	.810**
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK15 Pearson Correlation	.475**	.387**	.237**	.358**	.531**	.503**	.348**	.430**	.514**	.450**	.712**	.644**	.563**	.706**	1	.722**	.502**	.729**
Sig. (1-tailed)			.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK16 Pearson Correlation	.571**	.457**	.334**	.432**	.584**	.578**	.538**	.509**	.633**	.604**	.651**	.681**	.544**	.784**	.722**	1	.679**	.822**
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK17 Pearson Correlation	.488**	.409**	.235**	.386**	.460**	.505**	.660**	.531**	.541**	.466**	.500**	.505**	.501**	.623**	.502**	.679**	1	.726**
Sig. (1-tailed)			.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148
EK1 Pearson Correlation	.696**	.716**	.562**	.689**	.810**	.792**	.670**	.703**	.771**	.752**	.760**	.783**	.693**	.810**	.729**	.822**	.726**	1
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148	148

** Correlation is significant at the 0.01 level (1-tailed).

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Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	3,4865	,83207	148
X1	3,5541	,68376	148
X2	3,4065	,63092	148
X3	4,3037	,47752	148

Correlations

		Y	X1	X2	X3
Pearson Correlation	Y	1,000	,736	,648	,163
	X1	,736	1,000	,682	,250
	X2	,648	,682	1,000	,390
	X3	,163	,250	,390	1,000
Sig. (1-tailed)	Y	.	,000	,000	,024
	X1	,000	.	,000	,001
	X2	,000	,000	.	,000
	X3	,024	,001	,000	.
N	Y	148	148	148	148
	X1	148	148	148	148
	X2	148	148	148	148
	X3	148	148	148	148

Variables Entered/Removed^a

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

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,767 ^a	,589	,580	,53902

a. Predictors: (Constant), X3, X1, X2

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	59,935	3	19,978	68,761	,000 ^a
	Residual	41,838	144	,291		
	Total	101,773	147			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,436	,425		1,026	,307
	X1	,666	,089	,547	7,486	,000
	X2	,411	,101	,311	4,051	,000
	X3	-,166	,101	-,095	-1,644	,102

a. Dependent Variable: Y