



**UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
PROGRAM STUDI S1 AKUNTANSI**

Jl. Lingkar Barat, Tamantirto, Kasihan, Bantul, Yogyakarta, 55183

Yogyakarta, September 2016

**Kepada Yth.
Bapak/Ibu Responden
di tempat**

Dengan hormat,

Dalam rangka memenuhi tugas akhir sebagai mahasiswa Program Strata Satu (S1) Studi Akuntansi di Universitas Muhammadiyah Yogyakarta, saya:

Nama : Windasari Citra Kesuma,

NIM : 20130420096,

Fakultas/ Jurusan : Ekonomi/ Akuntansi,

bermaksud melakukan penelitian ilmiah untuk penyusunan skripsi dengan judul **“Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsional Audit”**.

Sehubungan dengan penelitian tersebut, saya sangat mengharapkan kesediaan Bapak/Ibu untuk menjadi responden dengan mengisi lembar kuesioner ini secara lengkap. Jawaban yang Bapak/Ibu berikan tidak akan dinilai sebagai BENAR atau SALAH karena apa yang menjadi kebenaran adalah apa yang dirasakan dan diyakini oleh responden. Data yang saya peroleh akan saya jaga kerahasiaannya dan tidak akan saya sebarluaskan, karena data tersebut semata-mata hanya akan saya gunakan untuk kepentingan penelitian saja. Apabila di antara Bapak/Ibu membutuhkan hasil penelitian ini, maka Bapak/Ibu dapat menghubungi saya (telepon dan e-mail tertera di bawah) *.

Demikian permohonan pengisian kuesioner ini saya sampaikan. Atas perhatian dan kesediaan Bapak/Ibu untuk meluangkan waktu dalam pengisian kuesioner ini, saya mengucapkan terima kasih.

Mengetahui,

Hormat saya,

Dr. Ietje Nazaruddin, S.E., M.Si., Ak., CA.
Dosen Pembimbing Skripsi

Windasari Citra Kesuma
Penel

* Telepon: 082242930748; E-mail: citrakesuma18@gmail.com

ISI KUESIONER

Bagian 1

Bapak/Ibu dimohon memberi tanda silang (X) pada jawaban yang dianggap paling sesuai dengan kondisi yang Bapak/Ibu rasakan dengan memilih satu dari 5 skala berikut:

| 1 | 2 | 3 | 4 | 5 |
|---------------------------|-------------------|------------|------------|--------------------|
| Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Setuju (S) | Sangat Setuju (SS) |

| No. | Pertanyaan | Skala Pengukuran | | | | |
|-----|---|------------------|----|---|---|----|
| | | STS | TS | N | S | SS |
| 1. | Saya merasa tidak mampu menghadapi pekerjaan. | 1 | 2 | 3 | 4 | 5 |
| 2. | Saya merasa marah/takut/khawatir/depresi apabila memiliki beban kerja. | 1 | 2 | 3 | 4 | 5 |
| 3. | Saya merasa sulit untuk mengendalikan emosi. | 1 | 2 | 3 | 4 | 5 |
| 4. | Saya merasa bingung dan tidak bisa berkonsentrasi. | 1 | 2 | 3 | 4 | 5 |
| 5. | Saya mau berusaha dengan sangat keras untuk membantu organisasi ini berhasil. | 1 | 2 | 3 | 4 | 5 |
| 6. | Saya berbicara kepada teman saya mengenai organisasi ini sebagai organisasi yang bagus untuk tempat bekerja. | 1 | 2 | 3 | 4 | 5 |
| 7. | Saya menerima hampir semua tugas pekerjaan agar dapat tetap bekerja di organisasi ini. | 1 | 2 | 3 | 4 | 5 |
| 8. | Saya menemukan bahwa nilai saya dan nilai organisasi sangat mirip. | 1 | 2 | 3 | 4 | 5 |
| 9. | Saya bangga memberitahukan yang lain bahwa saya bagian dari organisasi ini. | 1 | 2 | 3 | 4 | 5 |
| 10. | Organisasi ini menginspirasi yang terbaik dari saya dalam hal kinerja. | 1 | 2 | 3 | 4 | 5 |
| 11. | Saya sangat senang bahwa saya memilih organisasi ini untuk bekerja daripada organisasi yang lain yang saya pertimbangkan. | 1 | 2 | 3 | 4 | 5 |
| 12. | Bagi saya, organisasi ini adalah tempat yang terbaik untuk saya bekerja. | 1 | 2 | 3 | 4 | 5 |
| 13. | Saya sangat peduli dengan nasib dari organisasi ini. | 1 | 2 | 3 | 4 | 5 |

Bagian 2

Bapak/Ibu dimohon memberi tanda silang (X) pada jawaban yang dianggap paling mewakili kepribadian diri Bapak/Ibu dengan memilih satu dari 5 skala sebagai berikut:

| 1 | 2 | 3 | 4 | 5 |
|----------------------|---------------|-----------------------|---------------|-----------------------|
| Tidak Pernah (TP) | Jarang (J) | Kadang-Kadang (KK) | Sering (S) | Sangat Sering (SS) |

| No. | Pertanyaan | Skala Pengukuran | | | | |
|-----|--|------------------|---|----|---|----|
| | | TP | J | KK | S | SS |
| 1. | Aktif berbicara. | 1 | 2 | 3 | 4 | 5 |
| 2. | Cenderung suka mencari kesalahan dari orang lain. | 1 | 2 | 3 | 4 | 5 |
| 3. | Bekerja sesuai dengan rencana. | 1 | 2 | 3 | 4 | 5 |
| 4. | Mudah merasa tertekan, murung, cemas dan sedih. | 1 | 2 | 3 | 4 | 5 |
| 5. | Penuh dengan ide-ide baru. | 1 | 2 | 3 | 4 | 5 |
| 6. | Pendiam. | 1 | 2 | 3 | 4 | 5 |
| 7. | Suka menolong dan tidak mementingkan diri sendiri. | 1 | 2 | 3 | 4 | 5 |
| 8. | Ceroboh. | 1 | 2 | 3 | 4 | 5 |
| 9. | Tenang dan dapat mengatasi stres dengan baik. | 1 | 2 | 3 | 4 | 5 |
| 10. | Penasaran akan banyak hal. | 1 | 2 | 3 | 4 | 5 |
| 11. | Penuh dengan energi (sifat energik). | 1 | 2 | 3 | 4 | 5 |
| 12. | Senang berselisih dan membuat konflik dengan orang lain. | 1 | 2 | 3 | 4 | 5 |
| 13. | Dapat diandalkan. | 1 | 2 | 3 | 4 | 5 |
| 14. | Penuh ketegangan. | 1 | 2 | 3 | 4 | 5 |
| 15. | Cerdik dan berpikir secara mendalam. | 1 | 2 | 3 | 4 | 5 |
| 16. | Antusias. | 1 | 2 | 3 | 4 | 5 |
| 17. | Mudah memaafkan. | 1 | 2 | 3 | 4 | 5 |
| 18. | Cenderung tidak teratur. | 1 | 2 | 3 | 4 | 5 |
| 19. | Memiliki kecemasan dan kekhawatiran yang berlebih. | 1 | 2 | 3 | 4 | 5 |
| 20. | Imajinasi yang aktif. | 1 | 2 | 3 | 4 | 5 |
| 21. | Tidak terlalu bergairah. | 1 | 2 | 3 | 4 | 5 |
| 22. | Biasanya dapat dipercaya. | 1 | 2 | 3 | 4 | 5 |
| 23. | Cenderung malas. | 1 | 2 | 3 | 4 | 5 |
| 24. | Memiliki emosi yang stabil. | 1 | 2 | 3 | 4 | 5 |

| | | | | | | |
|-----|--|---|---|---|---|---|
| 25. | Inovatif dan artistik. | 1 | 2 | 3 | 4 | 5 |
| 26. | Kepribadian yang tegas dan pasti. | 1 | 2 | 3 | 4 | 5 |
| 27. | Terkesan cuek, tidak peduli. | 1 | 2 | 3 | 4 | 5 |
| 28. | Melakukan pekerjaan dengan cermat dan terinci. | 1 | 2 | 3 | 4 | 5 |
| 29. | Mudah murung. | 1 | 2 | 3 | 4 | 5 |
| 30. | Adanya apresiasi terhadap seni. | 1 | 2 | 3 | 4 | 5 |
| 31. | Pemalu dan susah bergaul. | 1 | 2 | 3 | 4 | 5 |
| 32. | Penuh perhatian dan baik hati pada hampir setiap orang. | 1 | 2 | 3 | 4 | 5 |
| 33. | Bekerja secara efisien. | 1 | 2 | 3 | 4 | 5 |
| 34. | Bersikap tenang meskipun dalam situasi yang menegangkan. | 1 | 2 | 3 | 4 | 5 |
| 35. | Suka sesuatu yang rutin. | 1 | 2 | 3 | 4 | 5 |
| 36. | Ramah dan suka bergaul. | 1 | 2 | 3 | 4 | 5 |
| 37. | Kadang tidak sopan pada orang lain. | 1 | 2 | 3 | 4 | 5 |
| 38. | Membuat rencana dan melakukan pekerjaan yang direncanakan. | 1 | 2 | 3 | 4 | 5 |
| 39. | Mudah gelisah. | 1 | 2 | 3 | 4 | 5 |
| 40. | Senang berperilaku dan berpikir secara spontan. | 1 | 2 | 3 | 4 | 5 |
| 41. | Memiliki ketertarikan yang tinggi pada seni. | 1 | 2 | 3 | 4 | 5 |
| 42. | Suka bekerjasama dengan orang lain. | 1 | 2 | 3 | 4 | 5 |
| 43. | Mudah bingung, kacau pikirannya. | 1 | 2 | 3 | 4 | 5 |
| 44. | Berpengalaman dengan seni, musik, atau kesusastraan. | 1 | 2 | 3 | 4 | 5 |

Bagian 3

Bapak/Ibu dimohon untuk memberi tanda silang (X) pada jawaban yang dianggap paling tepat dengan memilih satu dari 5 skala berikut:

| 1 | 2 | 3 | 4 | 5 |
|---------------------------|-------------------|------------|------------|--------------------|
| Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Setuju (S) | Sangat Setuju (SS) |

| No. | Pertanyaan | Skala Pengukuran | | | | |
|---|---|------------------|----|---|---|----|
| | | STS | TS | N | S | SS |
| Saya akan menerima auditor yang melakukan penghentian prematur atas prosedur audit (<i>premature sign-off</i>) apabila: | | | | | | |
| 1. | Mereka percaya bahwa prosedur audit tidak akan menemukan kesalahan jika dihentikan. | 1 | 2 | 3 | 4 | 5 |
| 2. | Pada audit sebelumnya tidak terdapat permasalahan dengan sistem pencatatan klien. | 1 | 2 | 3 | 4 | 5 |
| 3. | Supervisor audit sangat memperhatikan kelebihan penggunaan waktu dalam menyelesaikan prosedur audit dan memberikan tekanan atas pelaksanaannya. | 1 | 2 | 3 | 4 | 5 |
| 4. | Mereka percaya bahwa prosedur audit tidak diperlukan. | 1 | 2 | 3 | 4 | 5 |
| Saya akan menerima auditor yang melakukan penyelesaian pekerjaan tanpa melaporkan waktu sesungguhnya yang digunakan (<i>under reporting time</i>) apabila: | | | | | | |
| 5. | Hal ini meningkatkan kesempatan mereka untuk kemajuan dan kenaikan pangkat/jabatan. | 1 | 2 | 3 | 4 | 5 |
| 6. | Hal ini meningkatkan evaluasi kinerja mereka. | 1 | 2 | 3 | 4 | 5 |
| 7. | Hal ini disarankan oleh atasannya langsung. | 1 | 2 | 3 | 4 | 5 |
| 8. | Yang lain tidak melaporkan waktu mereka dan hal tersebut diperlukan untuk dapat bersaing dengan mereka. | 1 | 2 | 3 | 4 | 5 |
| Saya akan menerima auditor yang melakukan penggantian prosedur audit yang telah ditetapkan (<i>altering or replacement of audit procedure</i>) apabila: | | | | | | |
| 9. | Mereka percaya bahwa prosedur audit yang sesungguhnya itu tidak diperlukan. | 1 | 2 | 3 | 4 | 5 |
| 10. | Pada audit sebelumnya tidak terdapat permasalahan dengan sistem pencatatan klien. | 1 | 2 | 3 | 4 | 5 |
| 11. | Mereka tidak percaya bahwa prosedur yang sesungguhnya akan menemukan sesuatu yang salah. | 1 | 2 | 3 | 4 | 5 |
| 12. | Mereka sering mengalami tekanan waktu dalam menyelesaikan audit. | 1 | 2 | 3 | 4 | 5 |

**TERIMA KASIH ATAS PARTISIPASI DAN KELENGKAPAN JAWABAN
BAPAK/IBU/SAUDARA/I.**



SURAT KETERANGAN
Nomor: KKSPJ/245-SKP/IX/2016

Yang bertandatangan dibawah ini:

Nama : Dr. Nina Mariani Noor, MA
Jabatan : HRD Manager
Alamat : CEO Suite Sahid Sudirman Center Lt.56 Jalan Jend. Sudirman Kav. 86
Jakarta 10220
Telepon : 0813 2576 5410

Dengan ini menyatakan bahwa mahasiswa dengan identitas:

Nama : Windasari Citra Kesuma
NIM : 20130420096
Fakultas / Program Studi : Ekonomi / Akuntansi
Asal Instansi : Universitas Muhammadiyah Yogyakarta

Telah melakukan penelitian dengan menggunakan metode kuesioner di **KAP Kumalahadi, Kuncara, Sugeng Pamudji & Rekan** untuk skripsi berjudul **"Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsional Audit"**.

Demikian surat keterangan ini dibuat untuk dapat digunakan sebagaimana mestinya.

Yogyakarta, 13 September 2016

Hormat Kami,


d.n. adhesion


Dr. Nina Mariani Noor, MA

HRD Manager KAP Kumalahadi, Kuncara, Sugeng Pamudji & Rekan Cabang Jakarta

Note: Surat ini harus disahkan dengan Cap & Tandatangan resmi KAP



BISMAR, MUNTALIB & YUNUS
Registered Public Accountant
Jl. Soka No. 24 Baciro, Yogyakarta 55225

SURAT KETERANGAN

Yang bertandatangan di bawah ini:

Nama : Putri Ayu Riandari
Jabatan : Manager Operasional
Kantor Akuntan Publik BISMAR, MUNTALIB & YUNUS
Cabang Yogyakarta

Bersama ini menerangkan bahwa:

Nama : Windasari Citra Kesuma
NIM : 20130420096
Universitas : Universitas Muhammadiyah Yogyakarta

Telah menyebarkan Kuisioner penelitian dalam rangka menyusun skripsi yang berjudul
"EFEKTIVITAS PEMODERASIAN SIFAT KEPRIBADIAN, KOMITMEN ORGANISASIONAL PADA HUBUNGAN STRES KERJA DENGAN PERILAKU DISFUNGSIONAL AUDIT"

Demikian surat keterangan ini dibuat dan untuk digunakan sebagaimana mestinya.

Yogyakarta, 14 September 2016
KAP Bismar, Muntalib & Yunus

Putri Ayu Riandari
Manager Operasional

Yogyakarta, 05 Oktober 2016

No : 017/SKP.MMA/LC/X/2016

Perihal : Surat Keterangan Penelitian

Kepada Yth :

Ibu Dr. Ietje Nazaruddin, S.E., M.Si., Ak., CA

Dosen Pembimbing Skripsi

Universitas Muhammadiyah Yogyakarta

Di Yogyakarta

SURAT KETERANGAN PENELITIAN

Saya yang bertanda tangan di bawah ini :

Nama : Prasetyaningrum Pancawati, S.E.

Jabatan : Office Manager

Dengan ini menerangkan bahwa :

Nama : Windasari Citra Kesuma

NIM : 20130420096

Program Studi : Akuntansi

Telah menyelesaikan penelitian dalam rangka persiapan penyusunan skripsi di kantor kami : Kantor Akuntan Publik Moh. Mahsun, Ak., M.Si., CPA, pada bulan September-Oktober 2016, dengan judul penelitian : "Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsional Audit".

Demikian surat keterangan ini disampaikan untuk digunakan dengan semestinya, atas perhatian dan kerjasamanya, kami ucapkan terima kasih.



Salam,
Office Manager

Prasetyaningrum P., S.E.



KANTOR AKUNTAN PUBLIK Drs. SOEROSO DONOSAPOETRO

IZIN USAHA : KEP. MENKEU NO. 254/KM.06/2004

JL. BEO No. 49 DEMANGAN BARU TELP/FAX. : 0274-589283, YOGYAKARTA 55281

SURAT KETERANGAN

Bersama ini, KAP Soeroso Donosapoetro menerangkan bahwa :

Nama : WINDASARI CITRA KESUMA
NIM / NIRM : 20130420096
Fakultas/ Jurusan : Ekonomi /Akuntansi
Universitas : Universitas Muhammadiyah Yogyakarta

Telah melakukan penelitian yang berjudul “Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsional Audit “ dengan menyebar kusioner di KAP Soeroso Donosapoetro.

Surat Keterangan ini kami keluarkan untuk dipergunakan sebagaimana mestinya.

Yogyakarta, 5 Oktober 2016

KAP. SOEROSO DONOSAPOETRO

Administrasi



Dewanggi Ira Veolita, SE



KANTOR AKUNTAN PUBLIK

DRS. HADIONO

REGISTERED PUBLIC ACCOUNTANT, TAX AND MANAGEMENT CONSULTANT
NIU KAP 98.2.0258

SURAT KETERANGAN

No. 0300/KAP/HDN/IX/2016

Yang bertandatangan dibawah ini, mewakili:

Nama : Drs. HADIONO
Jabatan : Pimpinan Kantor Akuntan Publik Drs. Hadiono
Alamat : Jl. Kusbini No. 27 Yogyakarta

Dengan ini menerangkan bahwa mahasiswa dengan identitas :

Nama : WINDASARI CITRA KESUMA
NIM : 20130420096
Program Studi : Akuntansi/ Pendidikan Akuntansi
Universitas : UNIVERSITAS MUHAMMADIYAH YOGYAKARTA

Benar-benar melakukan penelitian di KAP Drs. Hadiono dengan skripsi berjudul
“Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsional Audit.”

Demikian surat keterangan ini dibuat untuk dapat dipergunakan sebagaimana mestinya.

Yogyakarta, 05 Oktober 2016

Kantor Akuntan Publik “ DRS. HADIONO “
NIU-KAP 98.2.0258



RININTA RADITYASARI, SE., Ak., CA.

Griya HDN

Jl. Kusbini No.27 Yogyakarta Phone (0274) 555100 (Hunting), Fax. (0274) 555101



KANTOR AKUNTAN PUBLIK DR. PAYAMTA, CPA

Jl. Ir. Sutami 25 Surakarta 57126, Telp/Fax: 0271 – 669458; 854222; Email: Kappayamta@yahoo.com.
Registered Public Accountants, Tax & Management Consultants Ijin Menteri Keuangan RI No: KEP-1111/KMK.1/2010.

SURAT KETERANGAN PENELITIAN

Nomor : 2123SKP/PYT/IX/2016

Yang bertandatangan dibawah ini, atas nama Kantor Akuntan Publik Dr. Payamta, CPA menerangkan bahwa:

Nama : Windasari Citra Kesuma
NIM/NIRM : 20130420096
Asal PTN / PTS : UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
Fakultas / Jurusan : Fakultas Ekonomi / Akuntansi

Telah mengadakan Penelitian di Kantor Akuntan Publik Dr. Payamta, CPA melalui pengisian kuisioner untuk keperluan penelitian Tugas Akhir/Skripsi dengan judul:

EFEKTIVITAS PEMODERASIAN SIFAT KEPRIBADIAN, KOMITMEN ORGANISASIONAL PADA HUBUNGAN STRES KERJA DENGAN PERILAKU DISFUNGSIONAL AUDIT

Demikian surat keterangan ini dibuat untuk digunakan sebagaimana mestinya.

Surakarta, 26 September 2016

KANTOR AKUNTAN PUBLIK DR. PAYAMTA, CPA

Mamien, SE
Administrasi & Umum

SURAT KETERANGAN

Kantor Akuntan Publik **"WARTONO & REKAN"** dengan ini menerangkan bahwa :

NAMA : WINDASARI CITRA KESUMA
ASAL PT : UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
JURUSAN : AKUNTANSI

Telah melaksanakan penelitian di kantor akuntan kami dengan metode pengisian kuisioner yang berjudul "Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsional Audit" .

Demikian surat keterangan ini diberikan untuk dipergunakan sebagaimana semestinya.

Surakarta, 27 September 2016

Kantor Akuntan Publik
"WARTONO & REKAN"

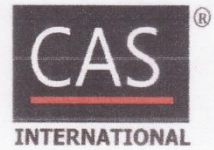


GANUNG BUDIARTO, SE.,Akt., CA
AUDITOR



Benny, Tony, Frans & Daniel

REGISTERED PUBLIC ACCOUNTANTS, MANAGEMENT AND TAX CONSULTANTS
Jl. Puri Anjasmoro Blok EE1 No. 6 Semarang 50144, Indonesia
Phone : (024) 7606011, 7611380, 7625794 Fax : (024) 7624491
Website : www.btfid.co.id E-mail : semarang@btfid.co.id
License No : 248/KM.1/2011



SURAT KETERANGAN

Yang bertanda tangan dibawah ini kami Kantor Akuntan Publik Benny, Tony, Frans, & Daniel menyatakan bahwa mahasiswa berikut ini:

Nama : Windasari Citra Kesuma
Program Studi : Akuntansi
NIM : 20130420096
Universitas : Universitas Muhammadiyah Yogyakarta

Menerangkan bahwa yang bersangkutan telah melaksanakan penelitian menggunakan kuesioner dengan judul "Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsional Audit" di Kantor Akuntan Publik Benny, Tony, Frans, & Daniel di Semarang, guna menyelesaikan Skripsi untuk program S-1 bidang Akuntansi.

Semarang, 07 September 2016



KAP . Benny, Tony, Frans, & Daniel

Other Offices :

JAKARTA : Jl. Tanah Abang IV No. 34-B Jakarta Pusat 10160 - Indonesia; Phone : (021) 3500103, 3500104, 37475705; Fax : (021) 3500104; E-mail : btfid_jakarta@yahoo.com
SURABAYA : Jl. Darmo Permai I/39 Surabaya 60226 - Indonesia; Phone : (031) 7313939, 7318139; Fax : (031) 7325735; E-mail : btfid_surabaya@yahoo.com
MAKASSAR : Jl. Nuri 30 Makassar 90121 - Indonesia; Phone : (0411) 872435, 851705, 857101; Fax : (0411) 857102; E-mail : btfid_makassar@yahoo.com
MALANG : Jl. Majapahit I D Malang 65121 - Indonesia; Phone : (0341) 325883, 365076; Fax : (0341) 328526; E-mail : btfid_malang@yahoo.com

SURAT KETERANGAN

Yang bertanda tangan di bawah ini adalah Pimpinan KAP SODIKIN & HARIJANTO Semarang menerangkan bahwa:

Nama : Windasari Citra Kesuma
No. Mahasiswa : 20130420096
Jurusan : Akuntansi
Fakultas : Ekonomi
Nama PTS/ PTN : Universitas Muhammadiyah Yogyakarta

Adalah benar telah mengirim kuesioner untuk penelitian dalam rangka menyusun skripsi dengan judul: **"Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsi Audit"**.

Demikian surat keterangan ini dibuat dan untuk dipergunakan sebagaimana perlunya.

Semarang, 25 Oktober 2016

KAP SODIKIN & HARIJANTO

Pimpinan,



SURAT KETERANGAN

Yang bertanda tangan di bawah ini adalah Pimpinan KAP TARMIZI ACHMAD Semarang menerangkan bahwa:

Nama : Windasari Citra Kesuma
No. Mahasiswa : 20130420096
Jurusan : Akuntansi
Fakultas : Ekonomi
Nama PTS/ PTN : Universitas Muhammadiyah Yogyakarta

Adalah benar telah mengirim kuesioner untuk penelitian dalam rangka menyusun skripsi dengan judul: **“Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsi Audit”**.

Demikian surat keterangan ini dibuat dan untuk dipergunakan sebagaimana perlunya.

Semarang, 25 Oktober 2016

KAP TARMIZI ACHMAD

Pimpinan,



KAP Tarmizi Achmad

SURAT KETERANGAN

Yang bertanda tangan di bawah ini adalah Pimpinan KAP TRI BOWO YULIANTI Semarang menerangkan bahwa:

Nama : Windasari Citra Kesuma
No. Mahasiswa : 20130420096
Jurusan : Akuntansi
Fakultas : Ekonomi
Nama PTS/ PTN : Universitas Muhammadiyah Yogyakarta

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Demikian surat keterangan ini dibuat dan untuk dipergunakan sebagaimana perlunya.

Semarang, 25 Oktober 2016

KAP TRI BOWO YULIANTI

Pimpinan,



SURAT KETERANGAN

Yang bertanda tangan di bawah ini adalah Pimpinan KAP DARSONO & BUDI CAHYO SANTOSO Semarang menerangkan bahwa:

Nama : Windasari Citra Kesuma
No. Mahasiswa : 20130420096
Jurusan : Akuntansi
Fakultas : Ekonomi
Nama PTS/ PTN : Universitas Muhammadiyah Yogyakarta

Adalah benar telah mengirim kuesioner untuk penelitian dalam rangka menyusun skripsi dengan judul: **“Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsi Audit”**.

Demikian surat keterangan ini dibuat dan untuk dipergunakan sebagaimana perlunya.

Semarang, 25 Oktober 2016

KAP DARSONO & BUDI CAHYO SANTOSO

Pimpinan,



Suhadi, SE, Akt. CA .



KANTOR AKUNTAN PUBLIK
ACHMAD, RASYID, HISBULLAH & JERRY

Rekan Pemimpin Cabang Semarang :

AKUNTAN PUBLIK PHO SENG KA

Jalan Muara Mas Timur 242 Semarang 50177, Telpon (024) 3558248, Fax (024) 3560093, Email : phoska@yahoo.co.id
Izin Usaha Kantor Cabang Semarang: Keputusan Menteri Keuangan Republik Indonesia Nomor Kep. 1349/KM.1/2009

SURAT KETERANGAN

Yang bertanda tangan dibawah ini menerangkan bahwa :

Nama : WINDASARI CITRA KESUMA
NIM : 20130420096
Fakultas/Jurusan : S1 Akuntansi
Perguruan Tinggi : UNIVERSITAS MUHAMADIYAH YOGYAKARTA

Telah melakukan penyebaran kuesioner di kantor kami dalam rangka penelitian untuk keperluan penulisan skripsi yang berjudul **PEFEKTIVITAS PEMODERASIAN SIFAT KEPERIBADIAN ,KOMITMEN ORGANISASIONAL PADA HUBUNGAN STRES KERJA DENGAN PERILAKU DISFUNGSIONAL AUDIT**
Demikian surat keterangan ini dibuat menurut keadaan yang sebenarnya.

Semarang, 25 Oktober 2016



(Fransisca)

Upp: 35

SURAT KETERANGAN

Yang bertanda tangan di bawah ini adalah Pimpinan KAP DRS. HANANTA BUDIANTO & REKAN Semarang menerangkan bahwa:

Nama : Windasari Citra Kesuma
No. Mahasiswa : 20130420096
Jurusan : Akuntansi
Fakultas : Ekonomi
Nama PTS/ PTN : Universitas Muhammadiyah Yogyakarta


Adalah benar telah mengirim kuesioner untuk penelitian dalam rangka menyusun skripsi dengan judul: **"Efektivitas Pemoderasian Sifat Kepribadian, Komitmen Organisasional pada Hubungan Stres Kerja dengan Perilaku Disfungsi Audit"**.

Demikian surat keterangan ini dibuat dan untuk dipergunakan sebagaimana perlunya.

Semarang, 25 Oktober 2016

KAP DRS. HANANTA BUDIANTO & REKAN

Pimpinan,


Arum - Rika M
Audit Manager

DAFTAR DEMOGRAFI RESPONDEN

| No. | Jenis Kelamin | Usia (tahun) | Pendidikan Terakhir | Jabatan | Lama Bekerja (tahun) |
|-----|---------------|--------------|---------------------|----------------|----------------------|
| 1 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 2 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 3 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 4 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 5 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 6 | Laki-Laki | 30 - 34 | Strata Satu (S1) | Auditor Senior | 6 - 10 |
| 7 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 8 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 9 | Perempuan | 25 - 29 | Strata Dua (S2) | Auditor Senior | 1 - 5 |
| 10 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 11 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 12 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 13 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 14 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 15 | Laki-Laki | 30 - 34 | Strata Dua (S2) | Auditor Senior | > 10 |
| 16 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 17 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 18 | Laki-Laki | 30 - 34 | Strata Dua (S2) | Auditor Senior | > 10 |
| 19 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 20 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 21 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 22 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 23 | Laki-Laki | 30 - 34 | Strata Dua (S2) | Manajer | > 10 |
| 24 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 25 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Partner | 6 - 10 |
| 26 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 27 | Perempuan | 20 - 24 | Strata Satu (S1) | Manajer | 1 - 5 |
| 28 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 29 | Perempuan | 30 - 34 | Strata Dua (S2) | Auditor Senior | 6 - 10 |
| 30 | Laki-Laki | > 34 | Strata Satu (S1) | Auditor Senior | > 10 |
| 31 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 32 | Laki-Laki | 25 - 29 | Strata Satu (S1) | Partner | 6 - 10 |
| 33 | Laki-Laki | 30 - 34 | Strata Satu (S1) | Partner | 6 - 10 |
| 34 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 35 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 36 | Perempuan | 25 - 29 | Strata Dua (S2) | Auditor Senior | 6 - 10 |
| 37 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 38 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 39 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |

| No. | Jenis Kelamin | Usia (tahun) | Pendidikan Terakhir | Jabatan | Lama Bekerja (tahun) |
|-----|---------------|--------------|---------------------|----------------|----------------------|
| 40 | Perempuan | 25 - 29 | Strata Dua (S2) | Auditor Senior | 6 - 10 |
| 41 | Laki-Laki | 30 - 34 | Strata Satu (S1) | Auditor Senior | 6 - 10 |
| 42 | Perempuan | 30 - 34 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 43 | Perempuan | 25 - 29 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 44 | Perempuan | 25 - 29 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 45 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 46 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 47 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 48 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 49 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 50 | Perempuan | 20 - 24 | Strata Dua (S2) | Auditor Junior | 1 - 5 |
| 51 | Perempuan | 25 - 29 | Strata Dua (S2) | Auditor Junior | 1 - 5 |
| 52 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 53 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 54 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 55 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 56 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 57 | Laki-Laki | 25 - 29 | Strata Dua (S2) | Auditor Senior | 6 - 10 |
| 58 | Laki-Laki | 30 - 34 | Strata Dua (S2) | Auditor Senior | 6 - 10 |
| 59 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 60 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 61 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 62 | Laki-Laki | 25 - 29 | Strata Dua (S2) | Auditor Senior | 6 - 10 |
| 63 | Perempuan | 25 - 29 | Strata Satu (S1) | Auditor Senior | 6 - 10 |
| 64 | Laki-Laki | 30 - 34 | Strata Satu (S1) | Auditor Senior | 6 - 10 |
| 65 | Perempuan | 30 - 34 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 66 | Perempuan | 25 - 29 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 67 | Laki-Laki | 25 - 29 | Strata Dua (S2) | Auditor Senior | 6 - 10 |
| 68 | Laki-Laki | 30 - 34 | Strata Satu (S1) | Auditor Senior | 6 - 10 |
| 69 | Perempuan | 30 - 34 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 70 | Perempuan | 25 - 29 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 71 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 72 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 73 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 74 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 75 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 76 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 77 | Laki-Laki | 30 - 34 | Strata Dua (S2) | Manajer | > 10 |
| 78 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 79 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 6 - 10 |

| No. | Jenis Kelamin | Usia (tahun) | Pendidikan Terakhir | Jabatan | Lama Bekerja (tahun) |
|------------|----------------------|---------------------|----------------------------|----------------|-----------------------------|
| 80 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 81 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 82 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 83 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 84 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 85 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Senior | 1 - 5 |
| 86 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 87 | Perempuan | 25 - 29 | Strata Dua (S2) | Auditor Senior | 1 - 5 |
| 88 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 89 | Laki-Laki | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |
| 90 | Laki-Laki | 25 - 29 | Strata Dua (S2) | Auditor Senior | 1 - 5 |
| 91 | Perempuan | 20 - 24 | Strata Satu (S1) | Auditor Junior | 1 - 5 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | | |
|-------------------------|------------------------------------|------|------|------|------|-------|-------|------------------|-----|-----|-----|------------------------------|-----|-----|-----|-----|-----|-----|
| Responden | Perilaku Disfungsional Audit (DAB) | | | | | | | Stres Kerja (JS) | | | | Komitmen Organisasional (OC) | | | | | | |
| | DAB1 | DAB2 | DAB3 | DAB4 | DAB9 | DAB11 | DAB12 | JS1 | JS2 | JS3 | JS4 | OC2 | OC4 | OC5 | OC6 | OC7 | OC8 | OC9 |
| Responden 1 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 2 |
| Responden 2 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 2 |
| Responden 3 | 2 | 1 | 2 | 2 | 2 | 4 | 4 | 2 | 3 | 2 | 2 | 3 | 4 | 4 | 3 | 4 | 2 | 3 |
| Responden 4 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 3 | 2 | 3 |
| Responden 5 | 3 | 1 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 6 | 2 | 1 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 3 | 4 |
| Responden 7 | 2 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| Responden 8 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| Responden 9 | 3 | 1 | 2 | 3 | 4 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 |
| Responden 10 | 2 | 1 | 4 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 |
| Responden 11 | 3 | 1 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 |
| Responden 12 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 |
| Responden 13 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 |
| Responden 14 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 |
| Responden 15 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 16 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 |
| Responden 17 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 3 |
| Responden 18 | 2 | 1 | 4 | 1 | 2 | 3 | 2 | 1 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 19 | 4 | 1 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| Responden 20 | 4 | 1 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |
| Responden 21 | 4 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 22 | 4 | 1 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 2 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | | |
|-------------------------|------------------------------------|------|------|------|------|-------|-------|------------------|-----|-----|-----|------------------------------|-----|-----|-----|-----|-----|-----|
| Responden | Perilaku Disfungsional Audit (DAB) | | | | | | | Stres Kerja (JS) | | | | Komitmen Organisasional (OC) | | | | | | |
| | DAB1 | DAB2 | DAB3 | DAB4 | DAB9 | DAB11 | DAB12 | JS1 | JS2 | JS3 | JS4 | OC2 | OC4 | OC5 | OC6 | OC7 | OC8 | OC9 |
| Responden 23 | 4 | 1 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 4 |
| Responden 24 | 3 | 1 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 3 |
| Responden 25 | 3 | 1 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| Responden 26 | 3 | 1 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 |
| Responden 27 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Responden 28 | 5 | 1 | 5 | 1 | 1 | 4 | 3 | 3 | 4 | 2 | 2 | 5 | 4 | 5 | 4 | 3 | 3 | 4 |
| Responden 29 | 3 | 1 | 4 | 2 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 30 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| Responden 31 | 2 | 1 | 3 | 2 | 2 | 2 | 4 | 3 | 4 | 1 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Responden 32 | 2 | 1 | 4 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 33 | 2 | 1 | 4 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 34 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 35 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 36 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| Responden 37 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 |
| Responden 38 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 5 | 5 | 5 | 4 | 4 | 3 | 4 |
| Responden 39 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| Responden 40 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 3 | 2 | 5 | 5 | 5 | 4 | 4 | 3 | 4 |
| Responden 41 | 4 | 1 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| Responden 42 | 3 | 1 | 2 | 1 | 1 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| Responden 43 | 3 | 1 | 3 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 |
| Responden 44 | 4 | 1 | 3 | 2 | 4 | 3 | 1 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | | |
|-------------------------|------------------------------------|------|------|------|------|-------|-------|------------------|-----|-----|-----|------------------------------|-----|-----|-----|-----|-----|-----|
| Responden | Perilaku Disfungsional Audit (DAB) | | | | | | | Stres Kerja (JS) | | | | Komitmen Organisasional (OC) | | | | | | |
| | DAB1 | DAB2 | DAB3 | DAB4 | DAB9 | DAB11 | DAB12 | JS1 | JS2 | JS3 | JS4 | OC2 | OC4 | OC5 | OC6 | OC7 | OC8 | OC9 |
| Responden 45 | 4 | 1 | 3 | 1 | 3 | 3 | 1 | 2 | 2 | 2 | 2 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
| Responden 46 | 4 | 1 | 3 | 2 | 3 | 3 | 1 | 3 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| Responden 47 | 4 | 1 | 3 | 1 | 3 | 3 | 2 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| Responden 48 | 4 | 1 | 3 | 1 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| Responden 49 | 4 | 1 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 2 |
| Responden 50 | 3 | 1 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 3 |
| Responden 51 | 2 | 1 | 4 | 2 | 1 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 |
| Responden 52 | 3 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| Responden 53 | 4 | 1 | 4 | 2 | 3 | 3 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 54 | 3 | 1 | 2 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 55 | 4 | 1 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 |
| Responden 56 | 3 | 1 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| Responden 57 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 |
| Responden 58 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| Responden 59 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| Responden 60 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 |
| Responden 61 | 2 | 1 | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| Responden 62 | 2 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |
| Responden 63 | 2 | 1 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 3 |
| Responden 64 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 3 |
| Responden 65 | 2 | 1 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| Responden 66 | 4 | 1 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | | |
|-------------------------|------------------------------------|------|------|------|------|-------|-------|------------------|-----|-----|-----|------------------------------|-----|-----|-----|-----|-----|-----|
| Responden | Perilaku Disfungsional Audit (DAB) | | | | | | | Stres Kerja (JS) | | | | Komitmen Organisasional (OC) | | | | | | |
| | DAB1 | DAB2 | DAB3 | DAB4 | DAB9 | DAB11 | DAB12 | JS1 | JS2 | JS3 | JS4 | OC2 | OC4 | OC5 | OC6 | OC7 | OC8 | OC9 |
| Responden 67 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| Responden 68 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 |
| Responden 69 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 4 |
| Responden 70 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 5 | 3 | 3 | 4 | 3 | 4 |
| Responden 71 | 3 | 1 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 3 |
| Responden 72 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 4 |
| Responden 73 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 74 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 75 | 2 | 1 | 4 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 76 | 3 | 1 | 2 | 3 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 |
| Responden 77 | 3 | 1 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| Responden 78 | 3 | 1 | 4 | 3 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| Responden 79 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Responden 80 | 2 | 1 | 3 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 5 | 4 | 5 | 4 | 4 | 4 | 4 |
| Responden 81 | 2 | 1 | 2 | 2 | 3 | 3 | 1 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| Responden 82 | 2 | 1 | 2 | 1 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| Responden 83 | 2 | 1 | 2 | 1 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| Responden 84 | 4 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 85 | 3 | 1 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 5 |
| Responden 86 | 2 | 1 | 3 | 2 | 1 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 |
| Responden 87 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| Responden 88 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | | |
|--------------------------------|---|-------------|-------------|-------------|-------------|--------------|--------------|-------------------------|------------|------------|------------|-------------------------------------|------------|------------|------------|------------|------------|------------|
| Responden | Perilaku Disfungsional Audit (DAB) | | | | | | | Stres Kerja (JS) | | | | Komitmen Organisasional (OC) | | | | | | |
| | DAB1 | DAB2 | DAB3 | DAB4 | DAB9 | DAB11 | DAB12 | JS1 | JS2 | JS3 | JS4 | OC2 | OC4 | OC5 | OC6 | OC7 | OC8 | OC9 |
| Responden 89 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| Responden 90 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| Responden 91 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | |
|--------------------------------|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------------------------|-----------|------------|------------|------------|------------|------------|
| Responden | <i>Openness to Experience (O)</i> | | | | | | | | | | <i>Conscientiousness (C)</i> | | | | | | |
| | O5 | O10 | O15 | O20 | O25 | O30 | O35 | O40 | O41 | O44 | C3 | C8 | C13 | C23 | C28 | C33 | C43 |
| Responden 1 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 2 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 5 | 4 | 4 | 4 | 4 |
| Responden 3 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
| Responden 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| Responden 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| Responden 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 5 |
| Responden 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| Responden 9 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| Responden 10 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 1 | 1 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| Responden 11 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 12 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| Responden 13 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 14 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| Responden 15 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| Responden 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| Responden 18 | 4 | 4 | 4 | 2 | 4 | 2 | 2 | 3 | 1 | 1 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| Responden 19 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 4 |
| Responden 20 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| Responden 21 | 4 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| Responden 22 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | |
|--------------------------------|-----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------------------------|-----------|------------|------------|------------|------------|------------|
| Responden | Openness to Experience (O) | | | | | | | | | | Conscientiousness (C) | | | | | | |
| | O5 | O10 | O15 | O20 | O25 | O30 | O35 | O40 | O41 | O44 | C3 | C8 | C13 | C23 | C28 | C33 | C43 |
| Responden 23 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 |
| Responden 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| Responden 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| Responden 27 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| Responden 28 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
| Responden 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 30 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| Responden 31 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 32 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 33 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 35 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Responden 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 38 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 2 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 39 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| Responden 40 | 5 | 4 | 3 | 5 | 2 | 5 | 5 | 3 | 3 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 41 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 |
| Responden 42 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Responden 43 | 4 | 5 | 3 | 1 | 4 | 1 | 1 | 4 | 3 | 1 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| Responden 44 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | |
|--------------------------------|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------------------------|-----------|------------|------------|------------|------------|------------|
| Responden | <i>Openness to Experience (O)</i> | | | | | | | | | | <i>Conscientiousness (C)</i> | | | | | | |
| | O5 | O10 | O15 | O20 | O25 | O30 | O35 | O40 | O41 | O44 | C3 | C8 | C13 | C23 | C28 | C33 | C43 |
| Responden 45 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Responden 46 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 |
| Responden 47 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 |
| Responden 48 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Responden 49 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| Responden 50 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| Responden 51 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| Responden 52 | 3 | 3 | 3 | 1 | 5 | 1 | 1 | 4 | 3 | 1 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| Responden 53 | 3 | 3 | 3 | 1 | 5 | 1 | 1 | 4 | 3 | 1 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| Responden 54 | 3 | 3 | 3 | 1 | 5 | 1 | 1 | 4 | 3 | 1 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| Responden 55 | 3 | 3 | 3 | 1 | 5 | 1 | 1 | 4 | 3 | 1 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| Responden 56 | 3 | 3 | 3 | 1 | 5 | 1 | 1 | 4 | 3 | 1 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| Responden 57 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Responden 58 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 59 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Responden 60 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 61 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 |
| Responden 62 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| Responden 63 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| Responden 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 66 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | 2 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | |
|--------------------------------|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------------------------|-----------|------------|------------|------------|------------|------------|
| Responden | <i>Openness to Experience (O)</i> | | | | | | | | | | <i>Conscientiousness (C)</i> | | | | | | |
| | O5 | O10 | O15 | O20 | O25 | O30 | O35 | O40 | O41 | O44 | C3 | C8 | C13 | C23 | C28 | C33 | C43 |
| Responden 67 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Responden 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Responden 69 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Responden 70 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Responden 71 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| Responden 72 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Responden 73 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 2 | 2 | 2 | 3 | 2 | 2 |
| Responden 75 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 76 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Responden 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| Responden 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| Responden 79 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| Responden 80 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 81 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| Responden 82 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| Responden 83 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 84 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| Responden 85 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| Responden 86 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| Responden 87 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 88 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | | | | |
|--------------------------------|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------------------------|-----------|------------|------------|------------|------------|------------|
| Responden | <i>Openness to Experience (O)</i> | | | | | | | | | | <i>Conscientiousness (C)</i> | | | | | | |
| | O5 | O10 | O15 | O20 | O25 | O30 | O35 | O40 | O41 | O44 | C3 | C8 | C13 | C23 | C28 | C33 | C43 |
| Responden 89 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 90 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Responden 91 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-----------|------------|--------------------------|-----------|------------|------------|------------|------------------------|-----------|------------|------------|------------|------------|
| Responden | Extraversion (E) | | | Agreeableness (A) | | | | | Neuroticism (N) | | | | | |
| | E1 | E6 | E31 | A2 | A7 | A17 | A32 | A42 | N4 | N9 | N14 | N24 | N29 | N39 |
| Responden 1 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 1 | 2 | 2 | 3 | 2 | 2 |
| Responden 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 1 | 1 | 2 | 3 | 1 | 2 |
| Responden 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 3 |
| Responden 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 2 | 2 | 2 |
| Responden 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 |
| Responden 6 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 7 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 2 | 1 | 2 | 1 | 1 | 2 |
| Responden 8 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 9 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 |
| Responden 10 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 2 | 1 | 2 | 1 | 1 | 1 |
| Responden 11 | 2 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 |
| Responden 12 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 |
| Responden 13 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 1 | 2 | 3 | 2 |
| Responden 14 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| Responden 15 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 |
| Responden 16 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 2 |
| Responden 17 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 1 | 1 | 1 | 1 | 1 | 1 |
| Responden 18 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 1 | 1 | 1 | 1 | 1 | 1 |
| Responden 19 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 1 | 1 |
| Responden 20 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 1 | 3 | 2 | 1 | 1 |
| Responden 21 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 |
| Responden 22 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-----------|------------|--------------------------|-----------|------------|------------|------------|------------------------|-----------|------------|------------|------------|------------|
| Responden | Extraversion (E) | | | Agreeableness (A) | | | | | Neuroticism (N) | | | | | |
| | E1 | E6 | E31 | A2 | A7 | A17 | A32 | A42 | N4 | N9 | N14 | N24 | N29 | N39 |
| Responden 23 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 2 |
| Responden 24 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 2 |
| Responden 25 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 1 | 2 | 2 | 1 | 3 |
| Responden 26 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 |
| Responden 27 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 2 | 2 | 1 | 2 | 2 |
| Responden 28 | 3 | 2 | 4 | 5 | 4 | 5 | 4 | 4 | 2 | 2 | 1 | 2 | 2 | 2 |
| Responden 29 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 2 |
| Responden 30 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 1 | 2 | 1 | 2 | 2 | 3 |
| Responden 31 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 1 | 3 | 1 | 1 | 2 |
| Responden 32 | 2 | 2 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 2 | 3 | 2 | 2 | 4 |
| Responden 33 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 4 |
| Responden 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 |
| Responden 35 | 2 | 2 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 2 | 3 | 3 | 2 | 4 |
| Responden 36 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| Responden 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
| Responden 38 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 2 | 2 | 2 |
| Responden 39 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 2 | 2 | 3 | 3 |
| Responden 40 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 |
| Responden 41 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 2 | 2 | 3 | 3 |
| Responden 42 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 2 | 1 | 2 | 2 | 1 | 2 |
| Responden 43 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 |
| Responden 44 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 2 | 1 | 2 | 1 | 1 | 1 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-----------|------------|--------------------------|-----------|------------|------------|------------|------------------------|-----------|------------|------------|------------|------------|
| Responden | Extraversion (E) | | | Agreeableness (A) | | | | | Neuroticism (N) | | | | | |
| | E1 | E6 | E31 | A2 | A7 | A17 | A32 | A42 | N4 | N9 | N14 | N24 | N29 | N39 |
| Responden 45 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 2 | 2 | 2 | 1 | 1 |
| Responden 46 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 2 | 2 | 1 | 1 |
| Responden 47 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 2 | 2 | 2 | 1 | 1 |
| Responden 48 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 2 | 2 | 2 | 1 | 2 |
| Responden 49 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 2 | 2 | 2 | 1 | 1 |
| Responden 50 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 51 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 52 | 2 | 2 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 |
| Responden 53 | 4 | 2 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 |
| Responden 54 | 2 | 2 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 |
| Responden 55 | 4 | 2 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 |
| Responden 56 | 4 | 2 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 |
| Responden 57 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 2 | 1 | 2 | 2 | 1 | 2 |
| Responden 58 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 1 | 1 |
| Responden 59 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 1 | 1 |
| Responden 60 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 2 | 2 | 2 | 1 | 1 |
| Responden 61 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 1 | 1 |
| Responden 62 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 |
| Responden 63 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 3 |
| Responden 64 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 2 | 2 | 2 |
| Responden 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 2 | 2 | 2 |
| Responden 66 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 1 | 1 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | |
|--------------------------------|-------------------------|-----------|------------|--------------------------|-----------|------------|------------|------------|------------------------|-----------|------------|------------|------------|------------|
| Responden | Extraversion (E) | | | Agreeableness (A) | | | | | Neuroticism (N) | | | | | |
| | E1 | E6 | E31 | A2 | A7 | A17 | A32 | A42 | N4 | N9 | N14 | N24 | N29 | N39 |
| Responden 67 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 1 | 1 |
| Responden 68 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 69 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 70 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 3 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 71 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 |
| Responden 72 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 73 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 2 | 2 | 2 | 2 | 3 |
| Responden 74 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 1 | 1 | 2 | 2 | 1 | 2 |
| Responden 75 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 |
| Responden 76 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 2 |
| Responden 77 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 1 | 2 | 2 | 1 | 3 |
| Responden 78 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 |
| Responden 79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 2 | 3 | 2 | 2 |
| Responden 80 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 |
| Responden 81 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 82 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 1 | 2 | 2 | 1 | 1 |
| Responden 83 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 1 | 2 | 2 | 1 | 2 |
| Responden 84 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 85 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 1 | 2 | 2 | 1 | 1 |
| Responden 86 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 1 | 2 | 1 | 1 | 1 |
| Responden 87 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 1 | 1 |
| Responden 88 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 1 | 1 |

| HASIL JAWABAN RESPONDEN | | | | | | | | | | | | | | |
|--------------------------------|--------------------------------|-----------|------------|---------------------------------|-----------|------------|------------|------------|-------------------------------|-----------|------------|------------|------------|------------|
| Responden | <i>Extraversion (E)</i> | | | <i>Agreeableness (A)</i> | | | | | <i>Neuroticism (N)</i> | | | | | |
| | E1 | E6 | E31 | A2 | A7 | A17 | A32 | A42 | N4 | N9 | N14 | N24 | N29 | N39 |
| Responden 89 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 1 | 1 |
| Responden 90 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 1 | 1 |
| Responden 91 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 1 | 1 |

HASIL TOTAL JUMLAH DATA PADA SETIAP VARIABEL

| Responden | TOTAL_DAB | TOTAL_JS | TOTAL_O | TOTAL_C | TOTAL_E | TOTAL_A | TOTAL_N | TOTAL_OC |
|--------------|-----------|----------|---------|---------|---------|---------|---------|----------|
| Responden 1 | 11 | 9 | 27 | 28 | 10 | 18 | 12 | 21 |
| Responden 2 | 11 | 9 | 27 | 27 | 9 | 18 | 10 | 23 |
| Responden 3 | 18 | 9 | 39 | 28 | 12 | 20 | 13 | 23 |
| Responden 4 | 15 | 8 | 38 | 28 | 12 | 20 | 13 | 23 |
| Responden 5 | 21 | 15 | 37 | 26 | 9 | 20 | 12 | 27 |
| Responden 6 | 20 | 13 | 40 | 32 | 14 | 16 | 9 | 29 |
| Responden 7 | 24 | 14 | 40 | 30 | 14 | 18 | 9 | 27 |
| Responden 8 | 20 | 14 | 40 | 32 | 14 | 18 | 9 | 27 |
| Responden 9 | 18 | 14 | 36 | 22 | 12 | 17 | 15 | 26 |
| Responden 10 | 16 | 8 | 27 | 33 | 15 | 18 | 8 | 23 |
| Responden 11 | 21 | 13 | 30 | 28 | 8 | 17 | 15 | 26 |
| Responden 12 | 19 | 11 | 34 | 26 | 7 | 17 | 18 | 24 |
| Responden 13 | 19 | 11 | 34 | 28 | 7 | 17 | 14 | 24 |
| Responden 14 | 19 | 13 | 32 | 27 | 7 | 16 | 17 | 24 |
| Responden 15 | 14 | 8 | 38 | 28 | 12 | 21 | 12 | 28 |
| Responden 16 | 15 | 8 | 39 | 26 | 9 | 19 | 14 | 23 |
| Responden 17 | 14 | 8 | 40 | 33 | 13 | 21 | 6 | 23 |
| Responden 18 | 17 | 7 | 27 | 33 | 13 | 21 | 6 | 27 |
| Responden 19 | 30 | 14 | 34 | 24 | 12 | 15 | 7 | 25 |
| Responden 20 | 26 | 14 | 36 | 23 | 11 | 15 | 10 | 25 |
| Responden 21 | 16 | 11 | 32 | 27 | 12 | 21 | 19 | 28 |
| Responden 22 | 25 | 14 | 33 | 26 | 11 | 19 | 12 | 22 |

| Responden | TOTAL_DAB | TOTAL_JS | TOTAL_O | TOTAL_C | TOTAL_E | TOTAL_A | TOTAL_N | TOTAL_OC |
|--------------|-----------|----------|---------|---------|---------|---------|---------|----------|
| Responden 23 | 30 | 18 | 34 | 28 | 12 | 17 | 15 | 27 |
| Responden 24 | 18 | 8 | 40 | 25 | 9 | 21 | 13 | 24 |
| Responden 25 | 18 | 9 | 40 | 27 | 13 | 21 | 12 | 26 |
| Responden 26 | 18 | 9 | 50 | 26 | 13 | 21 | 12 | 25 |
| Responden 27 | 15 | 9 | 37 | 27 | 14 | 24 | 11 | 35 |
| Responden 28 | 24 | 11 | 36 | 26 | 9 | 22 | 11 | 28 |
| Responden 29 | 25 | 9 | 38 | 28 | 8 | 20 | 13 | 28 |
| Responden 30 | 15 | 9 | 46 | 27 | 12 | 18 | 11 | 29 |
| Responden 31 | 17 | 10 | 41 | 28 | 14 | 24 | 11 | 35 |
| Responden 32 | 20 | 8 | 44 | 28 | 7 | 23 | 16 | 28 |
| Responden 33 | 20 | 13 | 41 | 28 | 8 | 17 | 20 | 28 |
| Responden 34 | 12 | 8 | 40 | 28 | 12 | 20 | 12 | 27 |
| Responden 35 | 10 | 8 | 44 | 27 | 7 | 23 | 17 | 28 |
| Responden 36 | 15 | 14 | 42 | 27 | 8 | 17 | 22 | 27 |
| Responden 37 | 7 | 8 | 40 | 27 | 12 | 19 | 12 | 23 |
| Responden 38 | 15 | 9 | 29 | 28 | 11 | 21 | 11 | 30 |
| Responden 39 | 15 | 9 | 42 | 26 | 15 | 23 | 16 | 25 |
| Responden 40 | 7 | 8 | 36 | 28 | 10 | 22 | 17 | 30 |
| Responden 41 | 19 | 7 | 41 | 25 | 14 | 23 | 16 | 30 |
| Responden 42 | 16 | 10 | 48 | 27 | 10 | 22 | 10 | 26 |
| Responden 43 | 19 | 14 | 27 | 22 | 9 | 21 | 17 | 29 |
| Responden 44 | 18 | 11 | 47 | 28 | 10 | 21 | 8 | 29 |
| Responden 45 | 17 | 8 | 43 | 27 | 11 | 22 | 10 | 31 |
| Responden 46 | 18 | 11 | 47 | 28 | 10 | 21 | 10 | 29 |

| Responden | TOTAL_DAB | TOTAL_JS | TOTAL_O | TOTAL_C | TOTAL_E | TOTAL_A | TOTAL_N | TOTAL_OC |
|--------------|-----------|----------|---------|---------|---------|---------|---------|----------|
| Responden 47 | 17 | 12 | 46 | 28 | 11 | 24 | 11 | 31 |
| Responden 48 | 18 | 8 | 46 | 27 | 11 | 22 | 11 | 29 |
| Responden 49 | 25 | 13 | 46 | 33 | 11 | 24 | 10 | 24 |
| Responden 50 | 23 | 12 | 47 | 33 | 12 | 24 | 9 | 23 |
| Responden 51 | 17 | 14 | 47 | 33 | 11 | 24 | 9 | 28 |
| Responden 52 | 19 | 12 | 25 | 22 | 7 | 20 | 17 | 27 |
| Responden 53 | 21 | 13 | 25 | 23 | 9 | 20 | 17 | 28 |
| Responden 54 | 20 | 11 | 25 | 22 | 7 | 20 | 17 | 28 |
| Responden 55 | 22 | 10 | 25 | 23 | 9 | 20 | 17 | 24 |
| Responden 56 | 24 | 9 | 25 | 23 | 9 | 20 | 17 | 26 |
| Responden 57 | 19 | 11 | 48 | 27 | 10 | 22 | 10 | 24 |
| Responden 58 | 12 | 9 | 22 | 28 | 9 | 17 | 8 | 19 |
| Responden 59 | 14 | 9 | 22 | 27 | 9 | 17 | 8 | 19 |
| Responden 60 | 7 | 8 | 43 | 28 | 11 | 22 | 10 | 23 |
| Responden 61 | 15 | 12 | 33 | 23 | 12 | 16 | 7 | 25 |
| Responden 62 | 16 | 10 | 36 | 23 | 10 | 15 | 13 | 25 |
| Responden 63 | 18 | 11 | 40 | 27 | 12 | 19 | 14 | 23 |
| Responden 64 | 15 | 8 | 38 | 28 | 12 | 19 | 13 | 23 |
| Responden 65 | 18 | 8 | 40 | 28 | 12 | 20 | 11 | 29 |
| Responden 66 | 26 | 14 | 31 | 16 | 12 | 15 | 7 | 25 |
| Responden 67 | 13 | 9 | 22 | 27 | 9 | 17 | 8 | 19 |
| Responden 68 | 20 | 11 | 40 | 35 | 15 | 16 | 9 | 24 |
| Responden 69 | 20 | 10 | 33 | 35 | 15 | 18 | 9 | 26 |
| Responden 70 | 20 | 10 | 32 | 35 | 15 | 18 | 9 | 26 |

| Responden | TOTAL_DAB | TOTAL_JS | TOTAL_O | TOTAL_C | TOTAL_E | TOTAL_A | TOTAL_N | TOTAL_OC |
|--------------|-----------|----------|---------|---------|---------|---------|---------|----------|
| Responden 71 | 16 | 10 | 33 | 23 | 12 | 18 | 15 | 24 |
| Responden 72 | 14 | 10 | 35 | 35 | 15 | 17 | 9 | 25 |
| Responden 73 | 15 | 8 | 44 | 28 | 12 | 23 | 14 | 28 |
| Responden 74 | 15 | 13 | 42 | 15 | 10 | 17 | 9 | 28 |
| Responden 75 | 16 | 10 | 40 | 28 | 12 | 20 | 12 | 28 |
| Responden 76 | 16 | 12 | 44 | 27 | 9 | 21 | 13 | 25 |
| Responden 77 | 17 | 12 | 40 | 29 | 13 | 21 | 12 | 27 |
| Responden 78 | 18 | 11 | 50 | 29 | 13 | 21 | 12 | 26 |
| Responden 79 | 15 | 11 | 41 | 30 | 15 | 25 | 13 | 35 |
| Responden 80 | 20 | 12 | 44 | 28 | 12 | 22 | 13 | 30 |
| Responden 81 | 15 | 8 | 47 | 29 | 12 | 21 | 9 | 29 |
| Responden 82 | 14 | 8 | 46 | 29 | 13 | 24 | 10 | 31 |
| Responden 83 | 15 | 8 | 46 | 28 | 13 | 22 | 10 | 29 |
| Responden 84 | 20 | 9 | 47 | 33 | 13 | 24 | 9 | 28 |
| Responden 85 | 23 | 8 | 47 | 34 | 11 | 24 | 9 | 27 |
| Responden 86 | 16 | 10 | 47 | 34 | 11 | 24 | 8 | 28 |
| Responden 87 | 12 | 9 | 23 | 28 | 9 | 17 | 8 | 19 |
| Responden 88 | 12 | 9 | 23 | 27 | 9 | 18 | 8 | 19 |
| Responden 89 | 14 | 9 | 23 | 28 | 9 | 17 | 8 | 19 |
| Responden 90 | 12 | 9 | 23 | 28 | 9 | 17 | 8 | 19 |
| Responden 91 | 14 | 9 | 24 | 27 | 9 | 17 | 8 | 19 |

FREKUENSI RESPONDEN

Statistics

| | | Jenis Kelamin | Usia | Pendidikan Terakhir | Jabatan di KAP | Lama Bekerja |
|---|---------|---------------|------|---------------------|----------------|--------------|
| N | Valid | 91 | 91 | 91 | 91 | 91 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

Jenis Kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-Laki | 39 | 42.9 | 42.9 | 42.9 |
| | Perempuan | 52 | 57.1 | 57.1 | 100.0 |
| Total | | 91 | 100.0 | 100.0 | |

Usia

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | 20 - 24 | 61 | 67.0 | 67.0 | 67.0 |
| | 25 - 29 | 15 | 16.5 | 16.5 | 83.5 |
| | 30 - 34 | 14 | 15.4 | 15.4 | 98.9 |
| | > 34 | 1 | 1.1 | 1.1 | 100.0 |
| Total | | 91 | 100.0 | 100.0 | |

Pendidikan Terakhir

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------------|-----------|---------|---------------|--------------------|
| Valid | Strata Satu (S1) | 75 | 82.4 | 82.4 | 82.4 |
| | Strata Dua (S2) | 16 | 17.6 | 17.6 | 100.0 |
| Total | | 91 | 100.0 | 100.0 | |

Jabatan di KAP

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------|-----------|---------|---------------|--------------------|
| Valid | Partner | 3 | 3.3 | 3.3 | 3.3 |
| | Manajer | 3 | 3.3 | 3.3 | 6.6 |
| | Auditor Senior | 38 | 41.8 | 41.8 | 48.4 |
| | Auditor Junior | 47 | 51.6 | 51.6 | 100.0 |
| | Total | 91 | 100.0 | 100.0 | |

Lama Bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 1 - 5 | 70 | 76.9 | 76.9 | 76.9 |
| | 6 - 10 | 16 | 17.6 | 17.6 | 94.5 |
| | > 10 | 5 | 5.5 | 5.5 | 100.0 |
| | Total | 91 | 100.0 | 100.0 | |

**UJI VALIDITAS DAN RELIABILITAS
VARIABEL PERILAKU DISFUNGSIONAL AUDIT (DAB)**

VALIDITAS - DAB

KMO and Bartlett's Test

| | |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .768 |
| Bartlett's Test of Sphericity | Approx. Chi-Square |
| | 581.504 |
| | df |
| | 66 |
| | Sig. |
| | .000 |

Rotated Component Matrix^a

| | Component | | |
|-------|-----------|-------|-------|
| | 1 | 2 | 3 |
| DAB1 | .763 | -.007 | -.133 |
| DAB2 | .657 | .201 | .388 |
| DAB3 | .775 | -.107 | .321 |
| DAB4 | .648 | .166 | .088 |
| DAB5 | .068 | .671 | .489 |
| DAB6 | .136 | .177 | .867 |
| DAB7 | .156 | .807 | .358 |
| DAB8 | .020 | .400 | .751 |
| DAB9 | .615 | .573 | -.150 |
| DAB10 | .163 | .858 | .187 |
| DAB11 | .756 | .244 | -.013 |
| DAB12 | .586 | .383 | .277 |

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.^a

a. Rotation converged in 6 iterations.

RELIABILITAS - DAB

Reliability Statistics

| | |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .847 | 7 |

UJI VALIDITAS DAN RELIABILITAS VARIABEL STRES KERJA (JS)

VALIDITAS - JS

KMO and Bartlett's Test

| | |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .695 |
| Bartlett's Test of Sphericity | Approx. Chi-Square |
| | 66.150 |
| | df |
| | 6 |
| | Sig. |
| | .000 |

Component Matrix^a

| | Component |
|-----|-----------|
| | 1 |
| JS1 | .777 |
| JS2 | .702 |
| JS3 | .668 |
| JS4 | .767 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

RELIABILITAS - JS

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 91 | 91.0 |
| | Excluded ^a | 9 | 9.0 |
| | Total | 100 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .705 | 4 |

**UJI VALIDITAS DAN RELIABILITAS
VARIABEL SIFAT KEPRIBADIAN**

VALIDITAS - SIFAT KEPRIBADIAN (O, C, E, A, N)

KMO and Bartlett's Test

| | |
|---|----------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .759 |
| Bartlett's Test of Sphericity Approx. Chi-Square | 4684.274 |
| df | 946 |
| Sig. | .000 |

Rotated Component Matrix^a

| | Component | | | | | | | | |
|-----|-----------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| O5 | .747 | .106 | .023 | .300 | -.058 | .106 | -.068 | .359 | -.104 |
| O10 | .710 | .191 | -.002 | .213 | .144 | -.117 | .291 | -.053 | .065 |
| O15 | .555 | .050 | .144 | .216 | .508 | .071 | -.024 | .092 | -.222 |
| O20 | .828 | .241 | -.077 | .157 | .113 | -.048 | -.229 | .236 | -.178 |
| O25 | .697 | -.138 | .224 | .069 | .019 | .185 | .344 | -.023 | .207 |
| O30 | .846 | .236 | -.060 | .138 | .127 | -.060 | -.192 | .210 | -.168 |
| O35 | .821 | .247 | -.110 | .164 | .064 | -.042 | -.232 | .188 | -.169 |
| O40 | .793 | -.192 | .254 | -.159 | -.134 | .107 | .264 | .087 | .092 |
| O41 | .874 | .043 | .107 | .056 | .026 | -.004 | .081 | -.125 | .138 |
| O44 | .807 | .164 | -.054 | -.127 | .107 | -.172 | -.171 | .036 | .002 |
| C3 | .154 | .882 | -.070 | .043 | .149 | .135 | .198 | .006 | -.023 |
| C8 | .175 | .843 | .005 | .150 | .100 | .080 | .081 | -.055 | .107 |
| C13 | .130 | .791 | -.234 | .072 | .108 | .156 | -.036 | .054 | .039 |
| C18 | -.101 | .365 | -.395 | .505 | -.202 | .055 | .206 | .087 | .009 |
| C23 | .034 | .454 | -.020 | -.071 | .250 | .641 | .143 | .147 | -.050 |
| C28 | .012 | .470 | -.089 | .048 | .320 | -.056 | -.053 | -.045 | .705 |
| C33 | .116 | .874 | -.161 | .122 | .002 | .042 | .049 | .030 | .136 |
| C38 | -.030 | .332 | .019 | .015 | .277 | .702 | .192 | .199 | .056 |
| C43 | .097 | .882 | -.137 | -.083 | .059 | .224 | .078 | .059 | -.079 |
| E1 | .057 | .042 | -.125 | -.067 | .808 | .244 | .127 | .021 | .261 |
| E6 | .106 | .173 | -.176 | -.065 | .843 | .176 | .011 | .011 | -.012 |
| E11 | .770 | .103 | -.143 | .307 | .328 | .149 | -.015 | -.234 | .046 |
| E16 | .648 | -.087 | .086 | .589 | .080 | .012 | .158 | -.047 | .042 |

| | | | | | | | | | |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| E21 | .689 | .170 | -.137 | .404 | .277 | .176 | -.054 | -.200 | .039 |
| E26 | .411 | .038 | -.183 | .722 | .108 | -.234 | -.051 | .059 | -.140 |
| E31 | .439 | .224 | -.254 | .074 | .563 | .112 | .307 | .052 | .144 |
| E36 | .697 | .006 | -.098 | .273 | .330 | .261 | -.010 | -.303 | .059 |
| A2 | .028 | .231 | .062 | .402 | .026 | .428 | .489 | .301 | .055 |
| A7 | .417 | -.034 | .041 | .422 | .343 | -.302 | .184 | .263 | -.081 |
| A12 | -.132 | .283 | -.316 | .296 | -.039 | .233 | .687 | .104 | -.003 |
| A17 | .290 | .132 | .000 | .750 | -.112 | .193 | .146 | -.182 | -.009 |
| A22 | .022 | .210 | -.241 | .091 | .188 | .692 | .143 | -.240 | -.043 |
| A27 | .391 | .240 | -.079 | -.058 | .480 | .234 | .108 | .570 | -.016 |
| A32 | .607 | .040 | .278 | .579 | -.091 | -.035 | .114 | .056 | .209 |
| A37 | .019 | .137 | -.171 | .057 | .215 | .131 | .853 | -.068 | -.040 |
| A42 | .555 | .080 | .202 | .587 | -.062 | .096 | .087 | .133 | .203 |
| N4 | .291 | -.031 | .778 | .005 | -.106 | .205 | .092 | -.045 | .137 |
| N9 | .044 | -.073 | .850 | .004 | -.036 | -.264 | -.137 | -.187 | -.235 |
| N14 | -.172 | -.116 | .640 | .044 | -.135 | .081 | -.010 | .149 | .089 |
| N19 | -.466 | -.290 | .305 | .189 | -.397 | .289 | -.120 | .090 | .270 |
| N24 | -.277 | -.347 | .455 | .002 | -.427 | .087 | .195 | .096 | .274 |
| N29 | -.055 | -.084 | .868 | -.071 | .015 | -.256 | -.171 | -.152 | -.186 |
| N34 | -.695 | -.247 | .256 | -.210 | -.167 | .289 | -.007 | .171 | .221 |
| N39 | .048 | -.243 | .794 | -.005 | -.171 | -.043 | -.149 | .179 | .066 |

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.^a

a. Rotation converged in 16 iterations.

RELIABILITAS – “O”

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .937 | 10 |

RELIABILITAS – “C”

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .914 | 7 |

RELIABILITAS - “E”

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .841 | 3 |

RELIABILITAS – “A”

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .806 | 5 |

RELIABILITAS – “N”

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .868 | 6 |

**UJI VALIDITAS DAN RELIABILITAS
VARIABEL SIFAT KEPRIBADIAN KOMITMEN ORGANISASIONAL
(OC)**

VALIDITAS – OC

KMO and Bartlett's Test

| | |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .809 |
| Bartlett's Test of Sphericity | Approx. Chi-Square |
| | 305.606 |
| | df |
| | 36 |
| | Sig. |
| | .000 |

Rotated Component Matrix^a

| | Component | |
|-----|-----------|------|
| | 1 | 2 |
| OC1 | .002 | .856 |
| OC2 | .405 | .655 |
| OC3 | .194 | .565 |
| OC4 | .606 | .282 |
| OC5 | .470 | .654 |
| OC6 | .795 | .196 |
| OC7 | .768 | .119 |
| OC8 | .704 | .141 |
| OC9 | .727 | .364 |

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.^a

a. Rotation converged in 3 iterations.

RELIABILITAS - OC

Reliability Statistics

| | |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .849 | 7 |

UJI ASUMSI KLASIK NORMALITAS

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|----------------------------|
| N | | 91 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 3.52516211 |
| Most Extreme Differences | Absolute | .079 |
| | Positive | .079 |
| | Negative | -.045 |
| Test Statistic | | .079 |
| 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.

UJI ASUMSI KLASIK HETEROSKEDASTISITAS

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|--------------------------------|------------|------------------------------|-------|------|----------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 3.064 | 3.273 | | .936 | .352 | | |
| | TOTAL_JS | .057 | .119 | .059 | .477 | .635 | .766 | 1.306 |
| | TOTAL_O | -.020 | .039 | -.071 | -.501 | .618 | .578 | 1.730 |
| | TOTAL_C | -.060 | .079 | -.100 | -.770 | .443 | .686 | 1.459 |
| | TOTAL_E | -.099 | .135 | -.101 | -.729 | .468 | .607 | 1.646 |
| | TOTAL_A | .147 | .134 | .178 | 1.097 | .276 | .442 | 2.264 |
| | TOTAL_N | -.041 | .082 | -.064 | -.498 | .620 | .694 | 1.440 |
| | TOTAL_OC | .006 | .096 | .009 | .059 | .953 | .485 | 2.060 |

a. Dependent Variable: RES_2

**UJI ASUMSI KLASIK
MULTIKOLINIERITAS**

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|--------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | .094 | 5.367 | | .017 | .986 | | |
| TOTAL_JS | 1.209 | .195 | .615 | 6.202 | .000 | .766 | 1.306 |
| TOTAL_O | -.003 | .064 | -.006 | -.051 | .960 | .578 | 1.730 |
| TOTAL_C | .017 | .129 | .013 | .129 | .898 | .686 | 1.459 |
| TOTAL_E | .062 | .222 | .031 | .281 | .780 | .607 | 1.646 |
| TOTAL_A | .077 | .220 | .046 | .349 | .728 | .442 | 2.264 |
| TOTAL_N | -.051 | .135 | -.039 | -.375 | .708 | .694 | 1.440 |
| TOTAL_OC | .110 | .158 | .087 | .696 | .489 | .485 | 2.060 |

a. Dependent Variable: TOTAL_DAB

**REGRESI MODEL SATU
UJI HIPOTESIS 1**

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|-----------------------|-------------------|--------|
| 1 | TOTAL_JS ^b | . | Enter |

a. Dependent Variable: TOTAL_DAB

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .597 ^a | .356 | .349 | 3.594 | 1.268 |

a. Predictors: (Constant), TOTAL_JS

b. Dependent Variable: TOTAL_DAB

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 636.320 | 1 | 636.320 | 49.254 | .000 ^b |
| | Residual | 1149.812 | 89 | 12.919 | | |
| | Total | 1786.132 | 90 | | | |

a. Dependent Variable: TOTAL_DAB

b. Predictors: (Constant), TOTAL_JS

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.279 | 1.770 | | 2.982 | .004 |
| | TOTAL_JS | 1.173 | .167 | .597 | 7.018 | .000 |

a. Dependent Variable: TOTAL_DAB

REGRESI MODEL DUA
UJI HIPOTESIS 2a

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--------------------------------------|-------------------|--------|
| 1 | JS*O, TOTAL_O, TOTAL_JS ^b | . | Enter |

a. Dependent Variable: TOTAL_DAB

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .629 ^a | .396 | .375 | 3.521 | 1.295 |

a. Predictors: (Constant), JS*O, TOTAL_O, TOTAL_JS

b. Dependent Variable: TOTAL_DAB

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 707.559 | 3 | 235.853 | 19.024 | .000 ^b |
| | Residual | 1078.573 | 87 | 12.397 | | |
| | Total | 1786.132 | 90 | | | |

a. Dependent Variable: TOTAL_DAB

b. Predictors: (Constant), JS*O, TOTAL_O, TOTAL_JS

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -17.834 | 10.022 | | -1.779 | .079 |
| | TOTAL_JS | 3.338 | .992 | 1.699 | 3.366 | .001 |
| | TOTAL_O | .622 | .266 | 1.105 | 2.340 | .022 |
| | JS*O | -.058 | .026 | -1.502 | -2.211 | .030 |

a. Dependent Variable: TOTAL_DAB

**REGRESI MODEL DUA
UJI HIPOTESIS 2b**

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--------------------------------------|-------------------|--------|
| 1 | JS*C, TOTAL_C, TOTAL_JS ^b | . | Enter |

a. Dependent Variable: TOTAL_DAB

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .603 ^a | .363 | .341 | 3.615 | 1.301 |

a. Predictors: (Constant), JS*C, TOTAL_C, TOTAL_JS

b. Dependent Variable: TOTAL_DAB

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 648.985 | 3 | 216.328 | 16.551 | .000 ^b |
| | Residual | 1137.147 | 87 | 13.071 | | |
| | Total | 1786.132 | 90 | | | |

a. Dependent Variable: TOTAL_DAB

b. Predictors: (Constant), JS*C, TOTAL_C, TOTAL_JS

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -9.170 | 16.216 | | -.565 | .573 |
| | TOTAL_JS | 2.280 | 1.381 | 1.161 | 1.651 | .102 |
| | TOTAL_C | .515 | .581 | .420 | .887 | .377 |
| | JS*C | -.040 | .050 | -.601 | -.793 | .430 |

a. Dependent Variable: TOTAL_DAB

**REGRESI MODEL DUA
UJI HIPOTESIS 2c**

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--------------------------------------|-------------------|--------|
| 1 | JS*E, TOTAL_E, TOTAL_JS ^b | . | Enter |

a. Dependent Variable: TOTAL_DAB

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .604 ^a | .365 | .343 | 3.612 | 1.273 |

a. Predictors: (Constant), JS*E, TOTAL_E, TOTAL_JS

b. Dependent Variable: TOTAL_DAB

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 651.185 | 3 | 217.062 | 16.639 | .000 ^b |
| | Residual | 1134.947 | 87 | 13.045 | | |
| | Total | 1786.132 | 90 | | | |

a. Dependent Variable: TOTAL_DAB

b. Predictors: (Constant), JS*E, TOTAL_E, TOTAL_JS

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 8.181 | 10.357 | | .790 | .432 |
| | TOTAL_JS | .723 | .973 | .368 | .743 | .459 |
| | TOTAL_E | -.270 | .911 | -.136 | -.296 | .768 |
| | JS*E | .042 | .086 | .309 | .483 | .630 |

a. Dependent Variable: TOTAL_DAB

**REGRESI MODEL DUA
UJI HIPOTESIS 2d**

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | JS*A, TOTAL_A, TOTAL_JS ^b | | Enter |

a. Dependent Variable: TOTAL_DAB

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .648 ^a | .420 | .400 | 3.451 | 1.274 |

a. Predictors: (Constant), JS*A, TOTAL_A, TOTAL_JS

b. Dependent Variable: TOTAL_DAB

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 749.807 | 3 | 249.936 | 20.982 | .000 ^b |
| | Residual | 1036.325 | 87 | 11.912 | | |
| | Total | 1786.132 | 90 | | | |

a. Dependent Variable: TOTAL_DAB

b. Predictors: (Constant), JS*A, TOTAL_A, TOTAL_JS

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -36.930 | 13.907 | | -2.656 | .009 |
| | TOTAL_JS | 4.751 | 1.242 | 2.418 | 3.826 | .000 |
| | TOTAL_A | 2.122 | .699 | 1.262 | 3.038 | .003 |
| | JS*A | -.182 | .064 | -1.811 | -2.858 | .005 |

a. Dependent Variable: TOTAL_DAB

REGRESI MODEL DUA
UJI HIPOTESIS 2e

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | JS*N, TOTAL_JS, TOTAL_N ^b | | Enter |

a. Dependent Variable: TOTAL_DAB

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .617 ^a | .381 | .360 | 3.565 | 1.259 |

a. Predictors: (Constant), JS*N, TOTAL_JS, TOTAL_N

b. Dependent Variable: TOTAL_DAB

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 680.377 | 3 | 226.792 | 17.844 | .000 ^b |
| | Residual | 1105.755 | 87 | 12.710 | | |
| | Total | 1786.132 | 90 | | | |

a. Dependent Variable: TOTAL_DAB

b. Predictors: (Constant), JS*N, TOTAL_JS, TOTAL_N

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -5.394 | 6.371 | | -.847 | .400 |
| | TOTAL_JS | 2.204 | .584 | 1.122 | 3.776 | .000 |
| | TOTAL_N | .881 | .515 | .680 | 1.709 | .091 |
| | JS*N | -.084 | .046 | -.957 | -1.828 | .071 |

a. Dependent Variable: TOTAL_DAB

REGRESI MODEL TIGA UJI HIPOTESIS 3

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | JS*OC, TOTAL_OC, TOTAL_JS ^b | | Enter |

a. Dependent Variable: TOTAL_DAB

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .675 ^a | .456 | .437 | 3.343 | 1.340 |

a. Predictors: (Constant), JS*OC, TOTAL_OC, TOTAL_JS

b. Dependent Variable: TOTAL_DAB

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -63.390 | 17.730 | | -3.575 | .001 |
| | TOTAL_JS | 8.004 | 1.843 | 4.074 | 4.343 | .000 |
| | TOTAL_OC | 2.602 | .667 | 2.051 | 3.899 | .000 |
| | JS*OC | -.258 | .069 | -4.145 | -3.730 | .000 |

a. Dependent Variable: TOTAL_DAB

Coefficient Correlations^a

| Model | | | JS*OC | TOTAL_OC | TOTAL_JS |
|-------|--------------|----------|-------|----------|----------|
| 1 | Correlations | JS*OC | 1.000 | -.989 | -.996 |
| | | TOTAL_OC | -.989 | 1.000 | .984 |
| | | TOTAL_JS | -.996 | .984 | 1.000 |
| | Covariances | JS*OC | .005 | -.046 | -.127 |
| | | TOTAL_OC | -.046 | .445 | 1.210 |
| | | TOTAL_JS | -.127 | 1.210 | 3.396 |

a. Dependent Variable: TOTAL_DAB