

# **LAMPIRAN**

## Lampiran 1



### Kuesioner Penelitian

- Judul : Faktor-Faktor yang Mempengaruhi Promosi Jabatan PT Tri Citra Perdana Kota Metro
- Tujuan : Untuk mengetahui faktor-faktor yang mempengaruhi Promosi Jabatan pada karyawan PT Tri Citra Perdana Kota Metro
- Peneliti : Cindy Devina Natawijaya
- Tanggal : 9 Januari 2018
- Sasaran Responden : Karyawan PT Tri Citra Perdana Kota Metro

#### I. BIODATA RESPONDEN

- Jenis Kelamin :  Laki-laki  Perempuan
- Usia :  20 – 30 tahun  31 – 40 tahun  
 41 – 50 tahun  > 50 tahun
- Lama Kerja :  < 1 tahun  1 – 3 tahun  
 3 – 5 tahun  > 5 tahun
- Tingkat Pendidikan :  SMA  SMK  
 D3  S1

## **PETUNJUK PENGISIAN KUESIONER**

1. Pilihlah jawaban dengan memberikan tanda cheklist (√) pada salah satu jawaban yang paling sesuai menurut anda. Penilaian dilakukan berdasarkan skala sebagai berikut 1 s/d 5 yang memiliki makna sebagai berikut:

5 = Sangat setuju (SS)

4 = Setuju (S)

3 = Cukup Setuju (CS)

2 = Tidak Setuju (TS)

1 = Sangat Tidak Setuju (STS)

2. Setiap pernyataan hanya membutuhkan satu jawaban saja.
3. Mohon memberikan jawaban yang sebenarnya.
4. Setelah melakukan pengisian, mohon Bapak/Ibu/Saudara/Saudari mengembalikan kepada yang menyerahkan kuesioner.

## **II. DAFTAR PERTANYAAN**

### **A. KUESIONER TENTANG SENIORITAS (X1)**

<b>No</b>	<b>Pertanyaan</b>	<b>SS</b>	<b>S</b>	<b>CS</b>	<b>TS</b>	<b>STS</b>
		<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>1</b>	Karyawan dipandang sebagai senior karena dia mempunyai posisi yang tinggi					
<b>2</b>	Karyawan dari segi usia menjadi senior dalam dunia kerja maka dia akan di hormati karena usianya					
<b>3</b>	Karyawan diyakini akan lebih bijaksana dalam mengembangkan cara berpikir berdasarkan pengetahuan dan pengalaman yang telah didapat selama bertahun-tahun					
<b>4</b>	Karyawan dianggap senior karena masa kerjanya lama di sebuah perusahaan					

5	Karyawan yang memiliki masa kerja yang lama merupakan karyawan terbaik					
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**B. KUESIONER TENTANG PERILAKU KERJA (X2)**

No	Pertanyaan	SS	S	CS	TS	STS
		5	4	3	2	1
1	Karyawan memiliki kreativitas untuk menyelesaikan pekerjaan dalam mencapai hasil yang lebih baik					
2	Karyawan bertanggung jawab terhadap tugas yang di berikan oleh perusahaan					
3	Karyawan mampu memecahkan suatu masalah dalam tugas dengan baik					
4	Karyawan mampu menyelesaikan tugas sesuai dengan jumlah yang ditargetkan					
5	Karyawan mampu menyelesaikan tugas tepat waktu					

**C. KUESIONER TENTANG PENDIDIKAN dan PELATIHAN (X3)**

No	Pertanyaan	SS	S	CS	TS	STS
		5	4	3	2	1
1	Pendidikan yang berkelanjutan dapat meningkatkan keahlian dan pengetahuan					
2	Pendidikan akan membentuk kepribadian dan pengembangan wawasan					
3	Instruktur program pelatihan orang yang benar-benar menguasai baik secara teori maupun pelaksanaan di lapangan					

<b>4</b>	Materi pelatihan yang saya ikuti sangat sesuai dengan tugas dan pekerjaan di lapangan					
<b>5</b>	Fasilitas pelatihan sangat menunjang tercapainya tujuan pelatihan					

#### **D. KUESIONER TENTANG NEPOTISME (X4)**

<b>No</b>	<b>Pertanyaan</b>	<b>SS</b>	<b>S</b>	<b>CS</b>	<b>TS</b>	<b>STS</b>
		<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>1</b>	Atasan lebih mengutamakan kerabat dalam pekerjaan					
<b>2</b>	Atasan memberikan pekerjaan yang lebih penting kepada kerabat					
<b>3</b>	Atasan lebih mempercayai kerabat dalam informasi yang diberikan					
<b>4</b>	Atasan memberikan jabatan yang lebih tinggi pada kerabat					
<b>5</b>	Atasan mudah memberikan promosi jabatan kepada kerabat					

#### **E. KUESIONER TENTANG SPOIL SYSTEM (X5)**

<b>No</b>	<b>Pertanyaan</b>	<b>SS</b>	<b>S</b>	<b>CS</b>	<b>TS</b>	<b>STS</b>
		<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>1</b>	Atasan sering bertindak sesuai dengan kesenangannya saja					
<b>2</b>	Atasan selalu mengutamakan kepada beberapa karyawan atau bagian saja					
<b>3</b>	Atasan memfavoritkan beberapa karyawan saja dalam pembagian kerja					

<b>4</b>	Atasan pernah mempromosikan jabatan seseorang karena kesukaannya terhadap karyawan tersebut					
<b>5</b>	Atasan pernah mengangkat anggota kerabat keluarga untuk jabatan yang tinggi dalam perusahaan					

**F. KUESIONER TENTANG LIKE dan DISLIKE (X6)**

No	Pertanyaan	SS	S	CS	TS	STS
		5	4	3	2	1
<b>1</b>	Karyawan pernah merasakan ketidakadilan dalam pekerjaan					
<b>2</b>	Karyawan pernah melihat ketidakadilan dalam pekerjaan					
<b>3</b>	Atasan lebih mengutamakan karyawan yang lebih disukai untuk melakukan pekerjaan					
<b>4</b>	Atasan lebih mempercayai informasi yang diperoleh dari karyawan yang lebih disukai					
<b>5</b>	Atasan lebih memihak kepada karyawan yang lebih disukai					

**G. KUESIONER TENTANG KEPERCAYAAN (X7)**

No	Pertanyaan	SS	S	CS	TS	STS
		5	4	3	2	1
<b>1</b>	Karyawan yang memiliki sikap yang baik lebih dipercaya atasan					
<b>2</b>	Karyawan yang memiliki perilaku yang baik lebih dipercaya atasan					

<b>3</b>	Karyawan yang jujur lebih dipercaya atasan					
<b>4</b>	Karyawan yang bertanggung jawab atas pekerjaannya lebih dipercaya untuk melakukan pekerjaan yang penting					
<b>5</b>	Karyawan yang loyal pada perusahaan lebih dipercaya					

#### **H. KUESIONER TENTANG PROMOSI JABATAN (Y)**

<b>No</b>	<b>Pertanyaan</b>	<b>SS</b>	<b>S</b>	<b>CS</b>	<b>TS</b>	<b>STS</b>
		<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>1</b>	Promosi jabatan menuntut loyalitas yang tinggi terhadap pekerjaan dan perusahaan					
<b>2</b>	Karyawan dengan kemampuan manajerial yang baik layak dipromosikan					
<b>3</b>	Karyawan yang memiliki kinerja yang baik menjadi pertimbangan untuk dipromosikan					
<b>4</b>	Senioritas menjadi prioritas utama dalam kebijakan promosi jabatan					
<b>5</b>	Perilaku kerja karyawan akan menjadi pertimbangan penting dalam pengembangan karir karyawan					

## Lampiran 2

### Karakteristik Responden Berdasarkan Jenis Kelamin

#### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	31	62.0	62.0	62.0
Valid Perempuan	19	38.0	38.0	100.0
Total	50	100.0	100.0	

## Lampiran 3

### Karakteristik Responden Berdasarkan Usia

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
20 - 30 tahun	22	44.0	44.0	44.0
31 - 40 tahun	15	30.0	30.0	74.0
Valid 41 - 50 tahun	9	18.0	18.0	92.0
> 50 tahun	4	8.0	8.0	100.0
Total	50	100.0	100.0	

## Lampiran 4

### Karakteristik Responden Berdasarkan Lama Kerja

#### Lama Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
< 1 tahun	3	6.0	6.0	6.0
1 - 3 tahun	27	54.0	54.0	60.0
Valid 3 - 5 tahun	15	30.0	30.0	90.0
> 5 tahun	5	10.0	10.0	100.0
Total	50	100.0	100.0	

## Lampiran 5

### Karakteristik Responden Berdasarkan Tingkat Pendidikan

#### Tingkat Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	3	6.0	6.0	6.0
SMK	4	8.0	8.0	14.0
Valid D3	20	40.0	40.0	54.0
S1	23	46.0	46.0	100.0
Total	50	100.0	100.0	



## Lampiran 6

### Jawaban Kuesioner Responden Variabel Senioritas (X1)

No	X1.1	X1.2	X1.3	X1.4	X1.5	Total
1	4	5	5	3	4	21
2	5	3	3	4	5	20
3	4	5	3	4	4	20
4	5	3	3	4	5	20
5	4	4	4	4	4	20
6	4	5	5	5	4	23
7	4	4	4	4	4	20
8	2	4	3	5	2	16
9	4	5	4	4	4	21
10	3	3	3	3	3	15
11	2	4	4	4	2	16
12	4	5	5	5	4	23
13	2	2	2	2	2	10
14	2	2	2	2	2	10
15	5	4	4	4	5	22
16	4	3	3	5	4	19
17	3	3	3	3	3	15
18	3	4	4	4	3	18
19	4	4	4	3	4	19
20	4	5	5	5	4	23
21	2	2	3	3	3	13
22	4	3	3	3	4	17
23	4	4	4	4	4	20
24	4	4	4	4	4	20
25	3	4	4	4	3	18
26	4	4	3	3	4	18
27	3	4	4	4	3	18
28	3	3	3	3	4	16
29	3	5	5	5	4	22
30	4	4	3	3	5	19
31	5	3	4	4	5	21
32	3	4	4	4	4	19
33	3	4	5	4	4	20
34	4	5	5	5	4	23
35	4	4	4	4	5	21
36	3	3	5	5	5	21
37	4	3	3	3	5	18
38	5	4	3	3	4	19
39	3	4	3	4	4	18
40	3	3	4	4	4	18
41	4	5	4	3	4	20
42	4	2	3	4	3	16
43	5	5	5	5	5	25
44	4	4	2	3	3	16
45	3	4	5	3	4	19
46	3	3	4	4	3	17
47	4	5	4	4	4	21
48	4	3	3	5	4	19
49	3	4	3	4	3	17
50	5	3	2	3	3	16

## Lampiran 7

### Jawaban Kuesioner Responden Variabel Perilaku Kerja (X2)

No	X2.1	X2.2	X2.3	X2.4	X2.5	Total
1	4	4	4	4	4	20
2	5	5	5	5	5	25
3	2	2	2	2	2	10
4	2	2	2	2	2	10
5	4	4	4	4	4	20
6	3	3	5	3	3	17
7	3	3	3	3	3	15
8	4	4	4	4	4	20
9	3	3	3	3	3	15
10	4	4	4	4	4	20
11	2	2	5	2	2	13
12	3	3	3	3	3	15
13	4	4	4	4	4	20
14	4	4	4	4	4	20
15	4	4	4	4	4	20
16	4	3	3	3	3	16
17	4	4	4	4	4	20
18	3	3	3	3	3	15
19	5	5	5	5	5	25
20	4	3	3	3	3	16
21	4	5	4	4	5	22
22	3	4	4	3	4	18
23	4	5	3	3	2	17
24	3	5	4	5	3	20
25	5	5	5	5	5	25
26	3	3	2	2	3	13
27	5	3	3	4	3	18
28	4	2	4	4	5	19
29	5	4	4	2	2	17
30	5	3	3	4	4	19
31	5	3	2	4	4	18
32	5	3	3	2	2	15
33	5	5	3	5	5	23
34	4	3	5	3	4	19
35	5	4	4	2	4	19
36	5	3	3	3	3	17
37	3	4	4	5	5	21
38	3	5	4	4	2	18
39	2	3	3	2	3	13
40	1	5	5	4	2	17
41	2	5	4	2	5	18
42	3	4	5	2	2	16
43	5	4	4	4	4	21
44	3	5	3	2	3	16
45	5	4	5	3	1	18
46	4	5	5	5	3	22
47	4	5	5	3	2	19
48	5	4	5	5	2	21
49	5	3	5	4	4	21
50	5	4	3	4	5	21

## Lampiran 8

### Jawaban Kuesioner Responden Variabel Pendidikan dan Pelatihan (X3)

No	X3.1	X3.2	X3.3	X3.4	X3.5	Total
1	4	5	5	3	3	20
2	5	3	2	5	2	17
3	4	5	2	5	2	18
4	5	3	3	4	3	18
5	4	4	4	4	4	20
6	4	5	5	5	5	24
7	4	4	4	4	4	20
8	2	4	3	5	3	17
9	4	5	4	4	4	21
10	3	3	3	3	3	15
11	2	4	4	4	4	18
12	4	5	5	5	5	24
13	2	2	2	2	2	10
14	2	2	2	2	2	10
15	5	4	4	4	4	21
16	4	3	3	5	3	18
17	3	3	3	3	3	15
18	3	4	4	4	4	19
19	5	3	3	3	3	17
20	4	5	5	5	5	24
21	2	2	2	5	2	13
22	4	3	3	3	3	16
23	4	4	4	4	4	20
24	4	4	4	4	4	20
25	3	4	4	4	4	19
26	4	4	3	3	3	17
27	3	4	4	4	4	19
28	3	3	3	3	3	15
29	3	5	5	5	5	23
30	4	4	3	3	3	17
31	2	4	5	4	4	19
32	5	3	4	4	3	19
33	4	4	5	3	3	19
34	3	3	5	4	5	20
35	4	5	5	5	5	24
36	3	3	3	2	2	13
37	4	5	3	3	4	19
38	5	4	2	4	4	19
39	1	5	4	4	2	16
40	5	5	3	3	4	20
41	5	5	3	2	4	19
42	3	5	3	3	2	16
43	3	5	5	3	5	21
44	3	4	3	5	3	18
45	5	5	4	4	2	20
46	3	5	3	3	3	17
47	3	3	4	4	5	19
48	3	3	5	4	4	19
49	2	2	3	3	2	12
50	5	1	5	5	4	20

## Lampiran 9

### Jawaban Kuesioner Responden Variabel Nepotisme (X4)

No	X4.1	X4.2	X4.3	X4.4	X4.5	Total
1	4	3	4	3	4	18
2	5	4	5	5	5	24
3	3	2	3	2	3	13
4	3	2	3	3	2	13
5	4	4	4	5	4	21
6	3	3	4	3	5	18
7	3	3	3	3	3	15
8	4	4	4	4	3	19
9	3	4	3	4	3	17
10	5	4	5	5	5	24
11	2	3	2	2	4	13
12	3	4	3	3	3	16
13	4	4	4	4	4	20
14	4	4	4	4	4	20
15	4	3	4	4	4	19
16	3	3	4	4	3	17
17	4	3	4	4	4	19
18	3	3	3	3	3	15
19	5	4	5	4	5	23
20	3	4	4	3	3	17
21	4	4	3	4	4	19
22	5	4	4	4	4	21
23	4	4	4	5	3	20
24	3	3	3	5	4	18
25	4	3	4	4	4	19
26	5	3	3	3	2	16
27	5	4	5	3	3	20
28	5	4	4	3	4	20
29	3	4	3	4	3	17
30	5	4	4	4	4	21
31	5	5	5	3	2	20
32	5	3	5	3	3	19
33	5	3	5	5	3	21
34	5	3	4	3	5	20
35	5	5	5	4	4	23
36	5	3	5	3	3	19
37	5	3	3	4	4	19
38	5	3	3	5	4	20
39	2	2	2	3	3	12
40	4	5	1	5	5	20
41	5	3	2	5	4	19
42	5	3	3	4	5	20
43	5	3	5	4	4	21
44	5	3	3	5	3	19
45	2	5	5	4	5	21
46	4	3	4	5	5	21
47	4	3	4	5	5	21
48	5	3	5	4	5	22
49	5	5	5	3	5	23
50	5	5	5	4	3	22

## Lampiran 10

### Jawaban Kuesioner Responden Variabel Spoil System (X5)

No	X5.1	X5.2	X5.3	X5.4	X5.5	Total
1	5	5	5	5	5	25
2	4	4	4	4	4	20
3	4	3	5	3	3	18
4	5	4	4	4	4	21
5	3	3	3	3	3	15
6	4	4	4	4	4	20
7	5	5	5	5	5	25
8	3	3	2	2	2	12
9	2	3	3	2	2	12
10	4	4	4	4	4	20
11	3	3	5	3	3	17
12	3	3	3	3	3	15
13	4	4	4	4	4	20
14	3	3	3	3	3	15
15	5	5	5	5	5	25
16	2	2	5	2	2	13
17	3	3	3	3	3	15
18	4	4	4	4	4	20
19	4	4	4	4	4	20
20	4	4	4	4	4	20
21	4	3	3	3	3	16
22	4	4	4	4	4	20
23	3	3	3	3	3	15
24	5	5	5	5	5	25
25	4	3	3	3	3	16
26	4	5	4	4	5	22
27	3	4	4	3	4	18
28	4	5	3	3	2	17
29	3	5	4	5	3	20
30	5	5	5	5	5	25
31	3	3	2	2	3	13
32	5	3	3	4	3	18
33	4	2	4	4	5	19
34	5	4	4	2	2	17
35	5	3	3	4	4	19
36	5	3	2	4	4	18
37	5	3	3	2	2	15
38	5	5	3	5	5	23
39	4	3	5	3	4	19
40	5	4	4	2	4	19
41	5	3	3	3	3	17
42	3	4	4	5	5	21
43	3	5	4	4	2	18
44	2	3	3	2	3	13
45	1	5	5	4	2	17
46	2	5	4	2	5	18
47	3	4	5	2	2	16
48	5	4	4	4	4	21
49	3	5	3	2	3	16
50	5	4	5	3	1	18

## Lampiran 11

### Jawaban Kuesioner Responden Variabel Like dan Dislike (X6)

No	X6.1	X6.2	X6.3	X6.4	X6.5	Total
1	5	4	5	5	5	24
2	4	4	4	4	4	20
3	3	2	4	3	5	17
4	4	4	5	4	4	21
5	3	3	3	3	3	15
6	4	2	4	4	4	18
7	5	4	5	5	5	24
8	2	2	3	3	2	12
9	2	3	2	3	2	10
10	4	5	4	4	4	21
11	3	4	3	3	5	18
12	3	3	3	3	3	15
13	4	3	4	4	4	19
14	3	5	3	3	3	17
15	5	4	5	5	5	24
16	2	2	2	2	5	13
17	3	4	3	3	3	16
18	4	4	4	4	4	20
19	4	4	4	4	4	20
20	4	3	4	4	4	19
21	3	4	4	3	3	17
22	4	3	4	4	4	19
23	3	3	3	3	3	15
24	5	3	5	5	5	23
25	3	4	4	3	3	17
26	4	2	4	5	4	19
27	5	5	3	4	4	21
28	4	4	4	5	3	20
29	3	3	3	5	4	18
30	5	4	5	5	5	24
31	5	3	3	3	2	16
32	5	4	5	3	3	20
33	5	5	4	2	4	20
34	3	1	5	4	4	17
35	5	5	5	3	3	21
36	5	5	5	3	2	20
37	5	3	5	3	3	19
38	5	3	5	5	3	21
39	5	3	4	3	5	20
40	5	5	5	4	4	23
41	5	3	5	3	3	19
42	5	3	3	4	4	19
43	5	3	3	5	4	20
44	2	2	2	3	3	12
45	4	5	1	5	5	20
46	5	3	2	5	4	19
47	5	3	3	4	5	20
48	5	3	5	4	4	21
49	5	3	3	5	3	19
50	2	5	5	4	5	21

## Lampiran 12

### Jawaban Kuesioner Responden Variabel Kepercayaan (X7)

No	X7.1	X7.2	X7.3	X7.4	X7.5	Total
1	5	2	3	4	4	18
2	5	2	2	2	3	14
3	4	3	3	3	4	17
4	4	4	4	4	4	20
5	5	5	5	5	5	25
6	4	4	4	4	5	21
7	5	3	3	3	4	18
8	4	4	4	4	4	20
9	3	3	3	3	2	14
10	4	4	4	4	4	20
11	5	5	5	5	5	25
12	2	2	2	2	2	10
13	2	2	2	2	3	11
14	4	4	4	4	2	18
15	5	3	3	3	4	18
16	3	3	3	3	2	14
17	4	4	4	4	5	21
18	3	3	3	3	5	17
19	5	5	5	5	5	25
20	5	2	2	2	3	14
21	3	3	3	3	4	16
22	4	4	4	4	5	21
23	4	4	4	4	5	21
24	4	4	4	4	3	19
25	3	3	3	3	5	17
26	4	4	4	4	4	20
27	3	3	3	3	2	14
28	5	5	5	5	5	25
29	3	3	3	3	4	16
30	4	4	5	5	3	21
31	4	3	4	4	4	19
32	3	3	2	3	4	15
33	4	5	3	5	5	22
34	5	5	5	4	4	23
35	2	2	3	4	3	14
36	3	4	3	3	3	16
37	4	4	5	2	4	19
38	4	2	2	2	4	14
39	3	4	4	2	3	16
40	2	4	4	2	5	17
41	3	2	2	4	2	13
42	3	5	5	5	5	23
43	5	3	4	5	4	21
44	4	2	4	2	4	16
45	3	3	3	3	3	15
46	4	5	5	4	5	23
47	4	4	2	2	3	15
48	3	2	3	4	4	16
49	5	4	2	3	3	17
50	4	2	5	2	5	18

### Lampiran 13

#### Jawaban Kuesioner Responden Variabel Promosi Jabatan (Y)

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Total
1	4	4	4	5	5	22
2	4	5	4	4	4	21
3	3	4	4	3	4	18
4	3	4	4	4	4	19
5	4	4	4	4	5	21
6	4	4	5	4	5	22
7	4	4	4	4	5	21
8	4	4	3	3	3	17
9	3	3	4	4	3	17
10	4	4	4	4	4	20
11	4	4	4	4	3	19
12	4	4	4	3	3	18
13	3	3	3	4	4	17
14	3	4	3	4	3	17
15	4	5	4	5	5	23
16	3	3	3	4	4	17
17	3	4	3	5	4	19
18	4	4	4	4	3	19
19	4	5	4	5	5	23
20	4	4	4	4	4	20
21	3	4	3	4	4	18
22	4	4	4	4	4	20
23	4	4	4	4	4	20
24	4	4	4	5	5	22
25	4	4	4	4	4	20
26	3	4	4	4	4	19
27	4	4	4	4	4	20
28	4	4	4	4	4	20
29	4	4	4	4	4	20
30	4	5	4	4	5	22
31	4	5	3	3	4	19
32	4	3	4	4	4	19
33	4	4	5	5	4	22
34	5	5	5	4	2	21
35	3	5	5	5	4	22
36	3	3	4	4	5	19
37	3	4	5	4	4	20
38	2	5	5	4	5	21
39	5	1	4	5	3	18
40	5	3	5	4	4	21
41	3	4	4	5	3	19
42	3	5	4	4	4	20
43	5	5	5	4	3	22
44	4	5	3	2	3	17
45	3	4	4	4	5	20
46	4	4	5	4	4	21
47	4	4	4	4	4	20
48	5	4	3	5	4	21
49	5	5	2	3	4	19
50	4	4	5	5	3	21



## Lampiran 14

### Frekuensi Hasil Jawaban Responden Variabel Senioritas (X1)

#### Pertanyaan 1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	10.0	10.0	10.0
3	15	30.0	30.0	40.0
Valid 4	23	46.0	46.0	86.0
5	7	14.0	14.0	100.0
Total	50	100.0	100.0	

#### Pertanyaan 2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8.0	8.0	8.0
3	14	28.0	28.0	36.0
Valid 4	21	42.0	42.0	78.0
5	11	22.0	22.0	100.0
Total	50	100.0	100.0	

#### Pertanyaan 3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8.0	8.0	8.0
3	18	36.0	36.0	44.0
Valid 4	18	36.0	36.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

#### Pertanyaan 4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.0	4.0	4.0
3	15	30.0	30.0	34.0
Valid 4	23	46.0	46.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8.0	8.0	8.0
3	11	22.0	22.0	30.0
Valid 4	26	52.0	52.0	82.0
5	9	18.0	18.0	100.0
Total	50	100.0	100.0	

**Lampiran 15**

**Frekuensi Hasil Jawaban Responden Variabel Perilaku Kerja (X2)**

**Pertanyaan 1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	5	10.0	10.0	12.0
Valid 3	12	24.0	24.0	36.0
4	16	32.0	32.0	68.0
5	16	32.0	32.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8.0	8.0	8.0
3	16	32.0	32.0	40.0
Valid 4	17	34.0	34.0	74.0
5	13	26.0	26.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8.0	8.0	8.0
3	15	30.0	30.0	38.0
Valid 4	18	36.0	36.0	74.0
5	13	26.0	26.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	11	22.0	22.0	22.0
3	13	26.0	26.0	48.0
Valid 4	18	36.0	36.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	11	22.0	22.0	24.0
Valid 3	14	28.0	28.0	52.0
4	15	30.0	30.0	82.0
5	9	18.0	18.0	100.0
Total	50	100.0	100.0	

**Lampiran 16**

**Frekuensi Hasil Jawaban Responden Variabel Pendidikan dan Pelatihan (X3)**

**Pertanyaan 1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	7	14.0	14.0	16.0
Valid 3	15	30.0	30.0	46.0
4	17	34.0	34.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 2**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	4	8.0	8.0	10.0
Valid 3	13	26.0	26.0	36.0
4	16	32.0	32.0	68.0
5	16	32.0	32.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	12.0	12.0	12.0
3	18	36.0	36.0	48.0
Valid 4	14	28.0	28.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8.0	8.0	8.0
3	15	30.0	30.0	38.0
Valid 4	19	38.0	38.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	10	20.0	20.0	20.0
3	15	30.0	30.0	50.0
Valid 4	17	34.0	34.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	

**Lampiran 17**

**Frekuensi Hasil Jawaban Responden Variabel Nepotisme (X4)**

**Pertanyaan 1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.0	6.0	6.0
3	11	22.0	22.0	28.0
Valid 4	13	26.0	26.0	54.0
5	23	46.0	46.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.0	6.0	6.0
3	24	48.0	48.0	54.0
Valid 4	17	34.0	34.0	88.0
5	6	12.0	12.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	3	6.0	6.0	8.0
Valid 3	14	28.0	28.0	36.0
4	18	36.0	36.0	72.0
5	14	28.0	28.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.0	4.0	4.0
3	16	32.0	32.0	36.0
Valid 4	20	40.0	40.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.0	6.0	6.0
3	17	34.0	34.0	40.0
Valid 4	18	36.0	36.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

## Lampiran 18

### Frekuensi Hasil Jawaban Responden Variabel Spoil System (X5)

#### Pertanyaan 1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	4	8.0	8.0	10.0
3	14	28.0	28.0	38.0
4	15	30.0	30.0	68.0
5	16	32.0	32.0	100.0
Total	50	100.0	100.0	

#### Pertanyaan 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.0	4.0	4.0
3	19	38.0	38.0	42.0
4	16	32.0	32.0	74.0
5	13	26.0	26.0	100.0
Total	50	100.0	100.0	

#### Pertanyaan 3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.0	6.0	6.0
3	16	32.0	32.0	38.0
4	19	38.0	38.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

#### Pertanyaan 4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	11	22.0	22.0	22.0
3	14	28.0	28.0	50.0
4	17	34.0	34.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	9	18.0	18.0	20.0
3	15	30.0	30.0	50.0
4	15	30.0	30.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

**Lampiran 19**

**Frekuensi Hasil Jawaban Responden Variabel Like dan Dislike (X6)**

**Pertanyaan 1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	10.0	10.0	10.0
3	11	22.0	22.0	32.0
4	12	24.0	24.0	56.0
5	22	44.0	44.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	6	12.0	12.0	14.0
3	20	40.0	40.0	54.0
4	14	28.0	28.0	82.0
5	9	18.0	18.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	4	8.0	8.0	10.0
3	14	28.0	28.0	38.0
4	15	30.0	30.0	68.0
5	16	32.0	32.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.0	4.0	4.0
3	19	38.0	38.0	42.0
Valid 4	16	32.0	32.0	74.0
5	13	26.0	26.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8.0	8.0	8.0
3	15	30.0	30.0	38.0
Valid 4	19	38.0	38.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

**Lampiran 20**

**Frekuensi Hasil Jawaban Responden Variabel Kepercayaan (X7)**

**Pertanyaan 1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8.0	8.0	8.0
3	14	28.0	28.0	36.0
Valid 4	20	40.0	40.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	11	22.0	22.0	22.0
3	14	28.0	28.0	50.0
Valid 4	17	34.0	34.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	



**Pertanyaan 3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	18.0	18.0	18.0
3	16	32.0	32.0	50.0
Valid 4	15	30.0	30.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	11	22.0	22.0	22.0
3	14	28.0	28.0	50.0
Valid 4	17	34.0	34.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	12.0	12.0	12.0
3	11	22.0	22.0	34.0
Valid 4	18	36.0	36.0	70.0
5	15	30.0	30.0	100.0
Total	50	100.0	100.0	

**Lampiran 21**

**Frekuensi Hasil Jawaban Responden Variabel Promosi Jabatan (Y)**

**Pertanyaan 1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.0	2.0	2.0
3	15	30.0	30.0	32.0
Valid 4	28	56.0	56.0	88.0
5	6	12.0	12.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 2**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
3	6	12.0	12.0	14.0
Valid 4	31	62.0	62.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.0	2.0	2.0
3	9	18.0	18.0	20.0
Valid 4	30	60.0	60.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.0	2.0	2.0
3	5	10.0	10.0	12.0
Valid 4	33	66.0	66.0	78.0
5	11	22.0	22.0	100.0
Total	50	100.0	100.0	

**Pertanyaan 5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.0	2.0	2.0
3	11	22.0	22.0	24.0
Valid 4	27	54.0	54.0	78.0
5	11	22.0	22.0	100.0
Total	50	100.0	100.0	

**Lampiran 22**  
**Uji Validitas Senioritas (X1)**

		<b>Correlations</b>					
		X1.1	X1.2	X1.3	X1.4	X1.5	Total
X1.1	Pearson Correlation	1	.381*	.310*	.301	.925**	.762**
	Sig. (1-tailed)		.019	.048	.053	.000	.000
	N	30	30	30	30	30	30
X1.2	Pearson Correlation	.381*	1	.824**	.634**	.337*	.827**
	Sig. (1-tailed)	.019		.000	.000	.034	.000
	N	30	30	30	30	30	30
X1.3	Pearson Correlation	.310*	.824**	1	.635**	.291	.792**
	Sig. (1-tailed)	.048	.000		.000	.060	.000
	N	30	30	30	30	30	30
X1.4	Pearson Correlation	.301	.634**	.635**	1	.257	.730**
	Sig. (1-tailed)	.053	.000	.000		.085	.000
	N	30	30	30	30	30	30
X1.5	Pearson Correlation	.925**	.337*	.291	.257	1	.734**
	Sig. (1-tailed)	.000	.034	.060	.085		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.762**	.827**	.792**	.730**	.734**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

\*. Correlation is significant at the 0.05 level (1-tailed).

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

**Lampiran 23**  
**Uji Reliabilitas Senioritas (X1)**

**Reliability Statistics**

Cronbach's Alpha	N of Items
.828	5

**Lampiran 24**  
**Uji Validitas Perilaku Kerja (X2)**

		<b>Correlations</b>					
		X2.1	X2.2	X2.3	X2.4	X2.5	Total
X2.1	Pearson Correlation	1	.581**	.401*	.649**	.586**	.783**
	Sig. (1-tailed)		.000	.014	.000	.000	.000
	N	30	30	30	30	30	30
X2.2	Pearson Correlation	.581**	1	.524**	.683**	.512**	.808**
	Sig. (1-tailed)	.000		.001	.000	.002	.000
	N	30	30	30	30	30	30
X2.3	Pearson Correlation	.401*	.524**	1	.582**	.561**	.743**
	Sig. (1-tailed)	.014	.001		.000	.001	.000
	N	30	30	30	30	30	30
X2.4	Pearson Correlation	.649**	.683**	.582**	1	.812**	.911**
	Sig. (1-tailed)	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30
X2.5	Pearson Correlation	.586**	.512**	.561**	.812**	1	.850**
	Sig. (1-tailed)	.000	.002	.001	.000		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.783**	.808**	.743**	.911**	.850**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

\* . Correlation is significant at the 0.05 level (1-tailed).

**Lampiran 25**  
**Uji Reliabilitas Perilaku Kerja (X2)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.878	5

**Lampiran 26**  
**Uji Validitas Pendidikan dan Pelatihan (X3)**

		<b>Correlations</b>					
		X3.1	X3.2	X3.3	X3.4	X3.5	Total
X3.1	Pearson Correlation	1	.314*	.208	.188	.183	.503**
	Sig. (1-tailed)		.045	.135	.160	.167	.002
	N	30	30	30	30	30	30
X3.2	Pearson Correlation	.314*	1	.776**	.491**	.711**	.878**
	Sig. (1-tailed)	.045		.000	.003	.000	.000
	N	30	30	30	30	30	30
X3.3	Pearson Correlation	.208	.776**	1	.326*	.928**	.867**
	Sig. (1-tailed)	.135	.000		.039	.000	.000
	N	30	30	30	30	30	30
X3.4	Pearson Correlation	.188	.491**	.326*	1	.411*	.640**
	Sig. (1-tailed)	.160	.003	.039		.012	.000
	N	30	30	30	30	30	30
X3.5	Pearson Correlation	.183	.711**	.928**	.411*	1	.864**
	Sig. (1-tailed)	.167	.000	.000	.012		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.503**	.878**	.867**	.640**	.864**	1
	Sig. (1-tailed)	.002	.000	.000	.000	.000	
	N	30	30	30	30	30	30

\*. Correlation is significant at the 0.05 level (1-tailed).

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

**Lampiran 27**  
**Uji Reliabilitas Pendidikan dan Pelatihan (X3)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.807	5

**Lampiran 28**  
**Uji Validitas Nepotisme (X4)**

		<b>Correlations</b>					
		X4.1	X4.2	X4.3	X4.4	X4.5	Total
X4.1	Pearson Correlation	1	.470**	.729**	.401*	.350*	.794**
	Sig. (1-tailed)		.004	.000	.014	.029	.000
	N	30	30	30	30	30	30
X4.2	Pearson Correlation	.470**	1	.444**	.491**	.305	.691**
	Sig. (1-tailed)	.004		.007	.003	.051	.000
	N	30	30	30	30	30	30
X4.3	Pearson Correlation	.729**	.444**	1	.479**	.523**	.846**
	Sig. (1-tailed)	.000	.007		.004	.002	.000
	N	30	30	30	30	30	30
X4.4	Pearson Correlation	.401*	.491**	.479**	1	.392*	.740**
	Sig. (1-tailed)	.014	.003	.004		.016	.000
	N	30	30	30	30	30	30
X4.5	Pearson Correlation	.350*	.305	.523**	.392*	1	.689**
	Sig. (1-tailed)	.029	.051	.002	.016		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.794**	.691**	.846**	.740**	.689**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

\* . Correlation is significant at the 0.05 level (1-tailed).

**Lampiran 29**  
**Uji Reliabilitas Nepotisme (X4)**

**Reliability Statistics**

Cronbach's Alpha	N of Items
.805	5

**Lampiran 30**  
**Uji Validitas Spoil System (X5)**

		<b>Correlations</b>					
		X5.1	X5.2	X5.3	X5.4	X5.5	Total
X5.1	Pearson Correlation	1	.728**	.490**	.798**	.796**	.876**
	Sig. (1-tailed)		.000	.003	.000	.000	.000
	N	30	30	30	30	30	30
X5.2	Pearson Correlation	.728**	1	.443**	.857**	.733**	.866**
	Sig. (1-tailed)	.000		.007	.000	.000	.000
	N	30	30	30	30	30	30
X5.3	Pearson Correlation	.490**	.443**	1	.611**	.624**	.724**
	Sig. (1-tailed)	.003	.007		.000	.000	.000
	N	30	30	30	30	30	30
X5.4	Pearson Correlation	.798**	.857**	.611**	1	.867**	.953**
	Sig. (1-tailed)	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30
X5.5	Pearson Correlation	.796**	.733**	.624**	.867**	1	.929**
	Sig. (1-tailed)	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.876**	.866**	.724**	.953**	.929**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

**Lampiran 31**  
**Uji Reliabilitas Spoil System (X5)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.921	5

**Lampiran 32**  
**Uji Validitas Like dan Dislike (X6)**

		<b>Correlations</b>					
		X6.1	X6.2	X6.3	X6.4	X6.5	Total
X6.1	Pearson Correlation	1	.402*	.813**	.827**	.610**	.954**
	Sig. (1-tailed)		.014	.000	.000	.000	.000
	N	30	30	30	30	30	30
X6.2	Pearson Correlation	.402*	1	.235	.190	.037	.490**
	Sig. (1-tailed)	.014		.105	.157	.423	.003
	N	30	30	30	30	30	30
X6.3	Pearson Correlation	.813**	.235	1	.728**	.539**	.862**
	Sig. (1-tailed)	.000	.105		.000	.001	.000
	N	30	30	30	30	30	30
X6.4	Pearson Correlation	.827**	.190	.728**	1	.453**	.833**
	Sig. (1-tailed)	.000	.157	.000		.006	.000
	N	30	30	30	30	30	30
X6.5	Pearson Correlation	.610**	.037	.539**	.453**	1	.690**
	Sig. (1-tailed)	.000	.423	.001	.006		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.954**	.490**	.862**	.833**	.690**	1
	Sig. (1-tailed)	.000	.003	.000	.000	.000	
	N	30	30	30	30	30	30

\*. Correlation is significant at the 0.05 level (1-tailed).

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

**Lampiran 33**  
**Uji Reliabilitas Like dan Dislike (X6)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.823	5



**Lampiran 34**  
**Uji Validitas Kepercayaan (X7)**

		<b>Correlations</b>					
		X7.1	X7.2	X7.3	X7.4	X7.5	Total
X7.1	Pearson Correlation	1	.403*	.449**	.493**	.409*	.656**
	Sig. (1-tailed)		.014	.006	.003	.012	.000
	N	30	30	30	30	30	30
X7.2	Pearson Correlation	.403*	1	.963**	.908**	.520**	.910**
	Sig. (1-tailed)	.014		.000	.000	.002	.000
	N	30	30	30	30	30	30
X7.3	Pearson Correlation	.449**	.963**	1	.981**	.497**	.931**
	Sig. (1-tailed)	.006	.000		.000	.003	.000
	N	30	30	30	30	30	30
X7.4	Pearson Correlation	.493**	.908**	.981**	1	.504**	.930**
	Sig. (1-tailed)	.003	.000	.000		.002	.000
	N	30	30	30	30	30	30
X7.5	Pearson Correlation	.409*	.520**	.497**	.504**	1	.724**
	Sig. (1-tailed)	.012	.002	.003	.002		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.656**	.910**	.931**	.930**	.724**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

\*. Correlation is significant at the 0.05 level (1-tailed).

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

**Lampiran 35**  
**Uji Reliabilitas Kepercayaan (X7)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.884	5

**Lampiran 36**  
**Uji Validitas Promosi Jabatan (Y)**

		<b>Correlations</b>					
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Total
Y1.1	Pearson Correlation	1	.498**	.562**	.085	.278	.662**
	Sig. (1-tailed)		.003	.001	.327	.068	.000
	N	30	30	30	30	30	30
Y1.2	Pearson Correlation	.498**	1	.331*	.261	.400*	.707**
	Sig. (1-tailed)	.003		.037	.082	.014	.000
	N	30	30	30	30	30	30
Y1.3	Pearson Correlation	.562**	.331*	1	.048	.360*	.636**
	Sig. (1-tailed)	.001	.037		.401	.025	.000
	N	30	30	30	30	30	30
Y1.4	Pearson Correlation	.085	.261	.048	1	.562**	.603**
	Sig. (1-tailed)	.327	.082	.401		.001	.000
	N	30	30	30	30	30	30
Y1.5	Pearson Correlation	.278	.400*	.360*	.562**	1	.810**
	Sig. (1-tailed)	.068	.014	.025	.001		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.662**	.707**	.636**	.603**	.810**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

\* . Correlation is significant at the 0.05 level (1-tailed).

**Lampiran 37**  
**Uji Reliabilitas Promosi Jabatan (Y)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.716	5

**Lampiran 38**  
**Uji Multikolinieritas**

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
	(Constant)	1.114	.536		2.078	.044	
Senioritas	.102	.024	.188	4.209	.000	.360	2.776
Perilaku Kerja	.135	.021	.275	6.326	.000	.377	2.652
Pendidikan dan Pelatihan	.185	.023	.357	7.988	.000	.359	2.785
Nepotisme	.120	.026	.203	4.604	.000	.367	2.725
Spoil System	.116	.026	.239	4.394	.000	.242	4.140
Like dan Dislike	.198	.030	.359	6.593	.000	.241	4.156
Kepercayaan	.156	.012	.349	12.732	.000	.953	1.049

a. Dependent Variable: Promosi Jabatan

**Lampiran 39**  
**Uji Normalitas Data**

**One-Sample Kolmogorov-Smirnov Test**

	Senioritas	Perilaku Kerja	Pendidikan dan Pelatihan	Nepotisme	Spoil System	Like dan Dislike	Kepercayaan	Promosi Jabatan
N	50	50	50	50	50	50	50	50
Normal Parameters <sup>a,b</sup>								
Mean	18.7200	18.2600	18.2800	19.0800	18.3400	18.9000	18.0400	19.8600
Std. Deviation	3.03073	3.36737	3.18824	2.79825	3.40833	3.00510	3.68649	1.65381
Most Extreme Differences								
Absolute	.126	.097	.149	.189	.113	.173	.091	.134
Positive	.086	.088	.135	.106	.113	.122	.091	.106
Negative	-.126	-.097	-.149	-.189	-.075	-.173	-.077	-.134
Kolmogorov-Smirnov Z	.892	.688	1.056	1.334	.800	1.225	.644	.946
Asymp. Sig. (2-tailed)	.404	.731	.215	.057	.544	.099	.801	.333

a. Test distribution is Normal.

b. Calculated from data.

**Lampiran 40**  
**Uji Linieritas Senioritas**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			40.008	11	3.637	1.470	.183
Promosi Jabatan * Senioritas	Between	Linearity	29.404	1	29.404	11.885	.001
	Groups	Deviation from Linearity	10.604	10	1.060	.429	.923
	Within Groups		94.012	38	2.474		
Total			134.020	49			

**Lampiran 41**  
**Uji Linearitas Perilaku Kerja**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			43.098	11	3.918	1.637	.127
Promosi Jabatan * Perilaku Kerja	Between	Linearity	24.984	1	24.984	10.442	.003
	Groups	Deviation from Linearity	18.114	10	1.811	.757	.668
	Within Groups		90.922	38	2.393		
Total			134.020	49			

**Lampiran 42**  
**Uji Linearitas Pendidikan dan Pelatihan**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			57.020	11	5.184	2.558	.016
Promosi Jabatan * Pendidikan dan Pelatihan	Between	Linearity	24.719	1	24.719	12.199	.001
	Groups	Deviation from Linearity	32.301	10	3.230	1.594	.146
	Within Groups		77.000	38	2.026		
Total			134.020	49			

**Lampiran 43**  
**Uji Linearitas Nepotisme**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			59.387	11	5.399	2.749	.010
Promosi Jabatan * Nepotisme	Between	Linearity	22.329	1	22.329	11.369	.002
	Groups	Deviation from Linearity	37.057	10	3.706	1.887	.078
	Within Groups		74.633	38	1.964		
Total			134.020	49			

**Lampiran 44**  
**Uji Linearitas Spoil System**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			64.664	11	5.879	3.221	.004
Promosi Jabatan * Spoil System	Between	Linearity	52.810	1	52.810	28.935	.000
	Groups	Deviation from Linearity	11.854	10	1.185	.649	.762
	Within Groups		69.356	38	1.825		
Total			134.020	49			

**Lampiran 45**  
**Uji Linearitas Like dan Dislike**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			71.268	10	7.127	4.429	.000
Promosi Jabatan * Like dan Dislike	Between	Linearity	61.004	1	61.004	37.914	.000
	Groups	Deviation from Linearity	10.264	9	1.140	.709	.697
	Within Groups		62.752	39	1.609		
Total			134.020	49			

**Lampiran 46**  
**Uji Linearitas Kepercayaan**

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
(Combined)		45.425	13	3.494	1.420	.198
Promosi Jabatan * Kepercayaan	Between Groups	19.957	1	19.957	8.109	.007
	Deviation from Linearity	25.468	12	2.122	.862	.590
	Within Groups	88.595	36	2.461		
Total		134.020	49			

**Lampiran 47**  
**Regresi Linier Berganda**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.985 <sup>a</sup>	.970	.965	.30957

a. Predictors: (Constant), Kepercayaan, Like dan Dislike, Pendidikan dan Pelatihan, Nepotisme, Perilaku Kerja, Senioritas, Spoil System

## Lampiran 48

### Uji t

#### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
Senioritas	.102	.024	.188	4.209	.000	.360	2.776
Perilaku Kerja	.135	.021	.275	6.326	.000	.377	2.652
Pendidikan dan Pelatihan	.185	.023	.357	7.988	.000	.359	2.785
Nepotisme	.120	.026	.203	4.604	.000	.367	2.725
Spoil System	.116	.026	.239	4.394	.000	.242	4.140
Like dan Dislike	.198	.030	.359	6.593	.000	.241	4.156
Kepercayaan	.156	.012	.349	12.732	.000	.953	1.049

a. Dependent Variable: Promosi Jabatan

## Lampiran 49

### Uji F

#### ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	129.995	7	18.571	193.778	.000 <sup>b</sup>
Residual	4.025	42	.096		
Total	134.020	49			

a. Dependent Variable: Promosi Jabatan

b. Predictors: (Constant), Kepercayaan, Like dan Dislike, Pendidikan dan Pelatihan, Nepotisme, Perilaku Kerja, Senioritas, Spoil System

## Lampiran 50

### Distribusi Nilai $t_{\text{tabel}}$

d.f	$t_{0.10}$	$t_{0.05}$	$t_{0.025}$	$t_{0.01}$	$t_{0.005}$	d.f	$t_{0.10}$	$t_{0.05}$	$t_{0.025}$	$t_{0.01}$	$t_{0.005}$
1	3.078	6.314	12.71	31.82	63.66	61	1.296	1.671	2.000	2.390	2.659
2	1.886	2.920	4.303	6.965	9.925	62	1.296	1.671	1.999	2.389	2.659
3	1.638	2.353	3.182	4.541	5.841	63	1.296	1.670	1.999	2.389	2.658
4	1.533	2.132	2.776	3.747	4.604	64	1.296	1.670	1.999	2.388	2.657
5	1.476	2.015	2.571	3.365	4.032	65	1.296	1.670	1.998	2.388	2.657
6	1.440	1.943	2.447	3.143	3.707	66	1.295	1.670	1.998	2.387	2.656
7	1.415	1.895	2.365	2.998	3.499	67	1.295	1.670	1.998	2.387	2.655
8	1.397	1.860	2.306	2.896	3.355	68	1.295	1.670	1.997	2.386	2.655
9	1.383	1.833	2.262	2.821	3.250	69	1.295	1.669	1.997	2.386	2.654
10	1.372	1.812	2.228	2.764	3.169	70	1.295	1.669	1.997	2.385	2.653
11	1.363	1.796	2.201	2.718	3.106	71	1.295	1.669	1.996	2.385	2.653
12	1.356	1.782	2.179	2.681	3.055	72	1.295	1.669	1.996	2.384	2.652
13	1.350	1.771	2.160	2.650	3.012	73	1.295	1.669	1.996	2.384	2.651
14	1.345	1.761	2.145	2.624	2.977	74	1.295	1.668	1.995	2.383	2.651
15	1.341	1.753	2.131	2.602	2.947	75	1.295	1.668	1.995	2.383	2.650
16	1.337	1.746	2.120	2.583	2.921	76	1.294	1.668	1.995	2.382	2.649
17	1.333	1.740	2.110	2.567	2.898	77	1.294	1.668	1.994	2.382	2.649
18	1.330	1.734	2.101	2.552	2.878	78	1.294	1.668	1.994	2.381	2.648
19	1.328	1.729	2.093	2.539	2.861	79	1.294	1.668	1.994	2.381	2.647
20	1.325	1.725	2.086	2.528	2.845	80	1.294	1.667	1.993	2.380	2.647
21	1.323	1.721	2.080	2.518	2.831	81	1.294	1.667	1.993	2.380	2.646
22	1.321	1.717	2.074	2.508	2.819	82	1.294	1.667	1.993	2.379	2.645
23	1.319	1.714	2.069	2.500	2.807	83	1.294	1.667	1.992	2.379	2.645
24	1.318	1.711	2.064	2.492	2.797	84	1.294	1.667	1.992	2.378	2.644
25	1.316	1.708	2.060	2.485	2.787	85	1.294	1.666	1.992	2.378	2.643
26	1.315	1.706	2.056	2.479	2.779	86	1.293	1.666	1.991	2.377	2.643
27	1.314	1.703	2.052	2.473	2.771	87	1.293	1.666	1.991	2.377	2.642
28	1.313	1.701	2.048	2.467	2.763	88	1.293	1.666	1.991	2.376	2.641
29	1.311	1.699	2.045	2.462	2.756	89	1.293	1.666	1.990	2.376	2.641
30	1.310	1.697	2.042	2.457	2.750	90	1.293	1.666	1.990	2.375	2.640
31	1.309	1.696	2.040	2.453	2.744	91	1.293	1.665	1.990	2.374	2.639
32	1.309	1.694	2.037	2.449	2.738	92	1.293	1.665	1.989	2.374	2.639
33	1.308	1.692	2.035	2.445	2.733	93	1.293	1.665	1.989	2.373	2.638
34	1.307	1.691	2.032	2.441	2.728	94	1.293	1.665	1.989	2.373	2.637
35	1.306	1.690	2.030	2.438	2.724	95	1.293	1.665	1.988	2.372	2.637
36	1.306	1.688	2.028	2.434	2.719	96	1.292	1.664	1.988	2.372	2.636
37	1.305	1.687	2.026	2.431	2.715	97	1.292	1.664	1.988	2.371	2.635
38	1.304	1.686	2.024	2.429	2.712	98	1.292	1.664	1.987	2.371	2.635
39	1.304	1.685	2.023	2.426	2.708	99	1.292	1.664	1.987	2.370	2.634
40	1.303	1.684	2.021	2.423	2.704	100	1.292	1.664	1.987	2.370	2.633
41	1.303	1.683	2.020	2.421	2.701	101	1.292	1.663	1.986	2.369	2.633
42	1.302	1.682	2.018	2.418	2.698	102	1.292	1.663	1.986	2.369	2.632
43	1.302	1.681	2.017	2.416	2.695	103	1.292	1.663	1.986	2.368	2.631
44	1.301	1.680	2.015	2.414	2.692	104	1.292	1.663	1.985	2.368	2.631
45	1.301	1.679	2.014	2.412	2.690	105	1.292	1.663	1.985	2.367	2.630
46	1.300	1.679	2.013	2.410	2.687	106	1.291	1.663	1.985	2.367	2.629
47	1.300	1.678	2.012	2.408	2.685	107	1.291	1.662	1.984	2.366	2.629
48	1.299	1.677	2.011	2.407	2.682	108	1.291	1.662	1.984	2.366	2.628
49	1.299	1.677	2.010	2.405	2.680	109	1.291	1.662	1.984	2.365	2.627
50	1.299	1.676	2.009	2.403	2.678	110	1.291	1.662	1.983	2.365	2.627
51	1.298	1.675	2.008	2.402	2.676	111	1.291	1.662	1.983	2.364	2.626
52	1.298	1.675	2.007	2.400	2.674	112	1.291	1.661	1.983	2.364	2.625
53	1.298	1.674	2.006	2.399	2.672	113	1.291	1.661	1.982	2.363	2.625
54	1.297	1.674	2.005	2.397	2.670	114	1.291	1.661	1.982	2.363	2.624
55	1.297	1.673	2.004	2.396	2.668	115	1.291	1.661	1.982	2.362	2.623
56	1.297	1.673	2.003	2.395	2.667	116	1.290	1.661	1.981	2.362	2.623
57	1.297	1.672	2.002	2.394	2.665	117	1.290	1.661	1.981	2.361	2.622
58	1.296	1.672	2.002	2.392	2.663	118	1.290	1.660	1.981	2.361	2.621
59	1.296	1.671	2.001	2.391	2.662	119	1.290	1.660	1.980	2.360	2.621
60	1.296	1.671	2.000	2.390	2.660	120	1.290	1.660	1.980	2.360	2.620



**Lampiran 51**  
**Distribusi Nilai F<sub>tabel</sub>**

	1	2	3	4	5	6	7	8	9	10	12	15	20	24	30	40	60	120	∞
1	161	200	216	225	230	234	237	239	241	242	244	246	248	249	250	251	252	253	254
2	18,5	19,0	19,2	19,2	19,3	19,3	19,4	19,4	19,4	19,4	19,4	19,4	19,4	19,5	19,5	19,5	19,5	19,5	19,5
3	10,1	9,55	9,28	9,12	9,01	8,94	8,89	8,85	8,81	8,79	8,74	8,70	8,66	8,64	8,62	8,59	8,57	8,55	8,53
4	7,71	6,94	6,59	6,39	6,26	6,16	6,09	6,04	6,00	5,96	5,91	5,86	5,80	5,77	5,75	5,72	5,69	5,66	5,63
5	6,61	5,79	5,41	5,19	5,05	4,95	4,88	4,82	4,77	4,74	4,68	4,62	4,56	4,53	4,50	4,46	4,43	4,40	4,37
6	5,99	5,14	4,76	4,53	4,39	4,28	4,21	4,15	4,10	4,06	4,00	3,94	3,87	3,84	3,81	3,77	3,74	3,70	3,67
7	5,59	4,74	4,35	4,12	3,97	3,87	3,79	3,73	3,68	3,64	3,57	3,51	3,44	3,41	3,38	3,34	3,30	3,27	3,23
8	5,32	4,46	4,07	3,84	4,69	3,58	3,50	3,44	3,39	3,35	3,28	3,22	3,15	3,12	3,08	3,04	3,01	2,97	2,93
9	5,12	4,26	3,86	3,63	3,48	3,37	3,29	3,23	3,18	3,14	3,07	3,01	2,94	2,90	2,86	2,83	2,79	2,75	2,71
10	4,96	4,10	3,71	3,48	3,33	3,22	3,14	3,07	3,02	2,98	2,91	2,85	2,77	2,74	2,70	2,66	2,62	2,58	2,54
11	4,84	3,98	3,59	3,36	3,20	3,09	3,01	2,95	2,90	2,85	2,79	2,72	2,65	2,61	2,57	2,53	2,49	2,45	2,40
12	4,75	3,89	3,49	3,26	3,11	3,00	2,91	2,85	2,80	2,75	2,69	2,62	2,54	2,51	2,47	2,43	2,38	2,34	2,30
13	4,67	3,81	3,41	3,13	3,03	2,92	2,83	2,77	2,71	2,67	2,60	2,53	2,46	2,42	2,38	2,34	2,30	2,25	2,21
14	4,60	3,74	3,34	3,11	2,96	2,85	2,76	2,70	2,65	2,60	2,53	2,46	2,39	2,35	2,31	2,27	2,22	2,18	2,13
15	4,54	3,68	3,29	3,06	2,90	2,79	2,71	2,64	2,59	2,54	2,48	2,40	2,33	2,29	2,25	2,20	2,16	2,11	2,07
16	4,49	3,63	3,24	3,01	2,85	2,74	2,66	2,59	2,54	2,49	2,42	2,35	2,28	2,24	2,19	2,15	2,11	2,06	2,01
17	4,45	3,59	3,20	2,96	2,81	2,70	2,61	2,55	2,49	2,45	2,38	2,31	2,23	2,19	2,15	2,10	2,06	2,01	1,96
18	4,41	3,55	3,16	2,93	2,77	2,66	2,58	2,51	2,46	2,41	2,34	2,27	2,19	2,15	2,11	2,06	2,02	1,97	1,92
19	4,38	3,52	3,13	2,90	2,74	2,63	2,54	2,48	2,42	2,38	2,31	2,23	2,16	2,11	2,07	2,03	1,98	1,93	1,88
20	4,35	3,49	3,10	2,87	2,71	2,60	2,51	2,45	2,39	2,35	2,28	2,20	2,12	2,08	2,04	1,99	1,95	1,90	1,84
21	4,32	3,47	3,07	2,84	2,68	2,57	2,49	2,42	2,37	2,32	2,25	2,18	2,10	2,05	2,01	1,96	1,92	1,87	1,81
22	4,30	3,44	3,05	2,82	2,66	2,55	2,46	2,40	2,34	2,30	2,23	2,15	2,07	2,03	1,98	1,94	1,89	1,84	1,78
23	4,28	3,42	3,03	2,80	2,64	2,53	2,44	2,37	2,32	2,27	2,20	2,13	2,05	2,01	1,96	1,91	1,86	1,81	1,76
24	4,26	3,40	3,01	2,78	2,62	2,51	2,42	2,36	2,30	2,25	2,18	2,11	2,03	1,98	1,94	1,89	1,84	1,79	1,73
25	4,24	3,39	2,99	2,76	2,60	2,49	2,40	2,34	2,28	2,24	2,16	2,09	2,01	1,96	1,92	1,87	1,82	1,77	1,71
30	4,17	3,32	2,92	2,69	2,53	2,42	2,33	2,27	2,21	2,16	2,09	2,01	1,93	1,89	1,84	1,79	1,74	1,68	1,62
40	4,08	3,23	2,84	2,61	2,45	2,34	2,25	2,18	2,12	2,08	2,00	1,92	1,84	1,79	1,74	1,69	1,64	1,58	1,51
50	4,08	3,18	2,79	2,56	2,40	2,29	2,20	2,13	2,07	2,02	1,95	1,87	1,78	1,74	1,69	1,63	1,56	1,50	1,41
60	4,00	3,15	2,76	2,53	2,37	2,25	2,17	2,10	2,04	1,99	1,92	1,84	1,75	1,70	1,65	1,59	1,53	1,47	1,39
100	3,94	3,09	2,70	2,46	2,30	2,19	2,10	2,03	1,97	1,92	1,85	1,80	1,68	1,63	1,57	1,51	1,46	1,40	1,28
120	3,92	3,07	2,68	2,45	2,29	2,18	2,09	2,02	1,96	1,91	1,83	1,75	1,66	1,61	1,55	1,50	1,43	1,35	1,22
∞	3,84	3,00	2,60	2,37	2,21	2,10	2,01	1,94	1,88	1,83	1,75	1,67	1,57	1,52	1,46	1,39	1,32	1,22	1,00