

Uji Validitas Harapan

Correlations

| | H1 | H2 | H3 | H4 | H5 | H6 | H7 | H8 | H9 | H10 | H11 | H12 |
|------------------------|---------|--------|--------|--------|---------|--------|--------|--------|--------|--------|---------|---------|
| H1 Pearson Correlation | 1 | ,354** | ,310** | ,339** | 1,000** | ,216* | ,299** | ,230* | ,182 | ,276** | ,299** | ,216* |
| Sig. (2-tailed) | | ,000 | ,002 | ,001 | ,000 | ,031 | ,003 | ,021 | ,070 | ,005 | ,003 | ,031 |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H2 Pearson Correlation | ,354** | 1 | ,095 | ,066 | ,354** | ,323** | ,310** | ,186 | ,277** | ,054 | ,310** | ,323** |
| Sig. (2-tailed) | ,000 | | ,349 | ,517 | ,000 | ,001 | ,002 | ,063 | ,005 | ,591 | ,002 | ,001 |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H3 Pearson Correlation | ,310** | ,095 | 1 | ,152 | ,310** | ,145 | ,334** | ,239* | ,351** | ,061 | ,334** | ,145 |
| Sig. (2-tailed) | ,002 | ,349 | | ,132 | ,002 | ,151 | ,001 | ,017 | ,000 | ,546 | ,001 | ,151 |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H4 Pearson Correlation | ,339** | ,066 | ,152 | 1 | ,339** | ,158 | ,298** | ,420** | ,119 | ,334** | ,298** | ,158 |
| Sig. (2-tailed) | ,001 | ,517 | ,132 | | ,001 | ,117 | ,003 | ,000 | ,240 | ,001 | ,003 | ,117 |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H5 Pearson Correlation | 1,000** | ,354** | ,310** | ,339** | 1 | ,216* | ,299** | ,230* | ,182 | ,276** | ,299** | ,216* |
| Sig. (2-tailed) | ,000 | ,000 | ,002 | ,001 | | ,031 | ,003 | ,021 | ,070 | ,005 | ,003 | ,031 |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H6 Pearson Correlation | ,216* | ,323** | ,145 | ,158 | ,216* | 1 | ,313** | ,243* | ,195 | ,348** | ,313** | 1,000** |
| Sig. (2-tailed) | ,031 | ,001 | ,151 | ,117 | ,031 | | ,002 | ,015 | ,052 | ,000 | ,002 | ,000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H7 Pearson Correlation | ,299** | ,310** | ,334** | ,298** | ,299** | ,313** | 1 | ,347** | ,273** | ,366** | 1,000** | ,313** |
| Sig. (2-tailed) | ,003 | ,002 | ,001 | ,003 | ,003 | ,002 | | ,000 | ,006 | ,000 | ,000 | ,002 |

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|-----|---------------------|--------|--------|--------|--------|--------|---------|---------|--------|--------|--------|--------|--------|
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H8 | Pearson Correlation | ,230* | ,186 | ,239* | ,420** | ,230* | ,243* | ,347** | 1 | ,174 | ,266** | ,347** | ,243* |
| | Sig. (2-tailed) | ,021 | ,063 | ,017 | ,000 | ,021 | ,015 | ,000 | | ,083 | ,008 | ,000 | ,015 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H9 | Pearson Correlation | ,182 | ,277** | ,351** | ,119 | ,182 | ,195 | ,273** | ,174 | 1 | ,207* | ,273** | ,195 |
| | Sig. (2-tailed) | ,070 | ,005 | ,000 | ,240 | ,070 | ,052 | ,006 | ,083 | | ,039 | ,006 | ,052 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H10 | Pearson Correlation | ,276** | ,054 | ,061 | ,334** | ,276** | ,348** | ,366** | ,266** | ,207* | 1 | ,366** | ,348** |
| | Sig. (2-tailed) | ,005 | ,591 | ,546 | ,001 | ,005 | ,000 | ,000 | ,008 | ,039 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H11 | Pearson Correlation | ,299** | ,310** | ,334** | ,298** | ,299** | ,313** | 1,000** | ,347** | ,273** | ,366** | 1 | ,313** |
| | Sig. (2-tailed) | ,003 | ,002 | ,001 | ,003 | ,003 | ,002 | ,000 | ,000 | ,006 | ,000 | | ,002 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H12 | Pearson Correlation | ,216* | ,323** | ,145 | ,158 | ,216* | 1,000** | ,313** | ,243* | ,195 | ,348** | ,313** | 1 |
| | Sig. (2-tailed) | ,031 | ,001 | ,151 | ,117 | ,031 | ,000 | ,002 | ,015 | ,052 | ,000 | ,002 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H13 | Pearson Correlation | ,091 | ,049 | ,284** | ,129 | ,091 | ,366** | ,325** | ,128 | ,165 | ,282** | ,325** | ,366** |
| | Sig. (2-tailed) | ,366 | ,627 | ,004 | ,200 | ,366 | ,000 | ,001 | ,206 | ,101 | ,004 | ,001 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H14 | Pearson Correlation | ,460** | ,262** | ,255* | ,174 | ,460** | ,306** | ,203* | ,152 | ,202* | ,077 | ,203* | ,306** |
| | Sig. (2-tailed) | ,000 | ,008 | ,010 | ,084 | ,000 | ,002 | ,042 | ,131 | ,044 | ,447 | ,042 | ,002 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H15 | Pearson Correlation | ,196 | ,189 | ,262** | ,208* | ,196 | ,261** | ,248* | ,284** | ,224* | ,111 | ,248* | ,261** |

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|--------|---------------------|--------|--------|--------|--------|--------|--------|---------|--------|--------|--------|---------|--------|
| | Sig. (2-tailed) | ,050 | ,059 | ,008 | ,038 | ,050 | ,009 | ,013 | ,004 | ,025 | ,270 | ,013 | ,009 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H16 | Pearson Correlation | ,211* | ,271** | ,343** | ,075 | ,211* | ,019 | ,239* | -,006 | ,309** | ,020 | ,239* | ,019 |
| | Sig. (2-tailed) | ,035 | ,006 | ,000 | ,455 | ,035 | ,852 | ,017 | ,950 | ,002 | ,847 | ,017 | ,852 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H17 | Pearson Correlation | ,346** | ,239* | ,075 | ,176 | ,346** | ,284** | ,201* | ,227* | ,136 | ,177 | ,201* | ,284** |
| | Sig. (2-tailed) | ,000 | ,017 | ,458 | ,081 | ,000 | ,004 | ,045 | ,023 | ,176 | ,079 | ,045 | ,004 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H18 | Pearson Correlation | ,299** | ,310** | ,334** | ,298** | ,299** | ,313** | 1,000** | ,347** | ,273** | ,366** | 1,000** | ,313** |
| | Sig. (2-tailed) | ,003 | ,002 | ,001 | ,003 | ,003 | ,002 | ,000 | ,000 | ,006 | ,000 | ,000 | ,002 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H19 | Pearson Correlation | ,071 | ,058 | ,186 | ,118 | ,071 | ,257** | ,213* | ,205* | ,097 | ,108 | ,213* | ,257** |
| | Sig. (2-tailed) | ,483 | ,567 | ,063 | ,242 | ,483 | ,010 | ,034 | ,041 | ,337 | ,285 | ,034 | ,010 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H20 | Pearson Correlation | ,164 | -,010 | ,168 | ,294** | ,164 | ,356** | ,194 | ,335** | ,117 | ,334** | ,194 | ,356** |
| | Sig. (2-tailed) | ,103 | ,919 | ,095 | ,003 | ,103 | ,000 | ,054 | ,001 | ,247 | ,001 | ,054 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| TOT AL | Pearson Correlation | ,611** | ,452** | ,516** | ,468** | ,611** | ,604** | ,720** | ,516** | ,460** | ,494** | ,720** | ,604** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Correlations

| | H13 | H14 | H15 | H16 | H17 | H18 | H19 | H20 | TOTAL |
|------------------------|------|--------|------|-------|--------|--------|------|------|--------|
| H1 Pearson Correlation | ,091 | ,460** | ,196 | ,211* | ,346** | ,299** | ,071 | ,164 | ,611** |

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|-----|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|--------|
| H11 | Pearson Correlation | ,325** | ,203* | ,248* | ,239* | ,201* | 1,000** | ,213* | ,194 | ,720** |
| | Sig. (2-tailed) | ,001 | ,042 | ,013 | ,017 | ,045 | ,000 | ,034 | ,054 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H12 | Pearson Correlation | ,366** | ,306** | ,261** | ,019 | ,284** | ,313** | ,257** | ,356** | ,604** |
| | Sig. (2-tailed) | ,000 | ,002 | ,009 | ,852 | ,004 | ,002 | ,010 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H13 | Pearson Correlation | 1 | ,155 | ,157 | ,117 | ,266** | ,325** | ,248* | ,325** | ,488** |
| | Sig. (2-tailed) | | ,123 | ,119 | ,245 | ,007 | ,001 | ,013 | ,001 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H14 | Pearson Correlation | ,155 | 1 | ,142 | ,327** | ,266** | ,203* | ,294** | ,138 | ,525** |
| | Sig. (2-tailed) | ,123 | | ,160 | ,001 | ,008 | ,042 | ,003 | ,170 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H15 | Pearson Correlation | ,157 | ,142 | 1 | ,231* | ,110 | ,248* | -,049 | ,118 | ,445** |
| | Sig. (2-tailed) | ,119 | ,160 | | ,021 | ,276 | ,013 | ,626 | ,244 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H16 | Pearson Correlation | ,117 | ,327** | ,231* | 1 | ,174 | ,239* | ,157 | ,337** | ,431** |
| | Sig. (2-tailed) | ,245 | ,001 | ,021 | | ,084 | ,017 | ,118 | ,001 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H17 | Pearson Correlation | ,266** | ,266** | ,110 | ,174 | 1 | ,201* | ,143 | ,288** | ,469** |
| | Sig. (2-tailed) | ,007 | ,008 | ,276 | ,084 | | ,045 | ,155 | ,004 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H18 | Pearson Correlation | ,325** | ,203* | ,248* | ,239* | ,201* | 1 | ,213* | ,194 | ,720** |
| | Sig. (2-tailed) | ,001 | ,042 | ,013 | ,017 | ,045 | | ,034 | ,054 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H19 | Pearson Correlation | ,248* | ,294** | -,049 | ,157 | ,143 | ,213* | 1 | ,371** | ,400** |
| | Sig. (2-tailed) | ,013 | ,003 | ,626 | ,118 | ,155 | ,034 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| H20 | Pearson Correlation | ,325** | ,138 | ,118 | ,337** | ,288** | ,194 | ,371** | 1 | ,506** |

| | | | | | | | | | | |
|-------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|------|
| | Sig. (2-tailed) | ,001 | ,170 | ,244 | ,001 | ,004 | ,054 | ,000 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| TOTAL | Pearson | | | | | | | | | |
| L | Correlation | ,488** | ,525** | ,445** | ,431** | ,469** | ,720** | ,400** | ,506** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

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

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

| | | | | | | | | | | | | | |
|-------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|--------|-----|
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| K8 Pearson Correlation | ,190 | ,308** | ,271** | ,372** | ,341** | ,494** | ,191 | 1 | ,324** | ,246* | ,375** | ,166 | |
| Sig. (2-tailed) | ,059 | ,002 | ,006 | ,000 | ,001 | ,000 | ,057 | | ,001 | ,014 | ,000 | ,100 | |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| K9 Pearson Correlation | ,213* | ,320** | ,117 | ,390** | ,218* | ,145 | -,017 | ,324** | 1 | ,103 | ,291** | ,247* | |
| Sig. (2-tailed) | ,034 | ,001 | ,246 | ,000 | ,029 | ,150 | ,867 | ,001 | | ,307 | ,003 | ,013 | |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| K10 Pearson Correlation | ,349** | ,179 | ,261** | ,310** | ,231* | ,121 | ,226* | ,246* | ,103 | 1 | ,123 | ,209* | |
| Sig. (2-tailed) | ,000 | ,075 | ,009 | ,002 | ,021 | ,231 | ,024 | ,014 | ,307 | | ,223 | ,037 | |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| K11 Pearson Correlation | ,328** | ,197* | ,212* | ,288** | ,300** | ,273** | ,228* | ,375** | ,291** | ,123 | 1 | ,495** | |
| Sig. (2-tailed) | ,001 | ,050 | ,034 | ,004 | ,002 | ,006 | ,023 | ,000 | ,003 | ,223 | | ,000 | |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| K12 Pearson Correlation | ,177 | ,111 | ,077 | ,326** | ,140 | ,221* | ,213* | ,166 | ,247* | ,209* | ,495** | 1 | |
| Sig. (2-tailed) | ,079 | ,273 | ,445 | ,001 | ,166 | ,027 | ,033 | ,100 | ,013 | ,037 | ,000 | | |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| K13 Pearson Correlation | ,279** | ,233* | ,102 | ,270** | ,339** | ,172 | ,336** | ,437** | ,131 | ,178 | ,604** | ,440** | |
| Sig. (2-tailed) | ,005 | ,019 | ,315 | ,007 | ,001 | ,087 | ,001 | ,000 | ,194 | ,076 | ,000 | ,000 | |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| K14 Pearson Correlation | ,272** | ,007 | ,252* | ,274** | ,062 | ,122 | ,226* | ,167 | ,199* | ,176 | ,340** | ,416** | |
| Sig. (2-tailed) | ,006 | ,949 | ,011 | ,006 | ,539 | ,225 | ,024 | ,098 | ,048 | ,080 | ,001 | ,000 | |
| N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| K15 Pearson Correlation | ,145 | ,100 | ,278** | ,101 | ,258** | -,017 | ,279** | ,228* | -,006 | ,248* | ,268** | ,184 | |

| | | | | | | | | | | |
|------------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| K20 | Pearson | | | | | | | | | |
| | Correlation | ,135 | ,160 | ,013 | ,061 | ,164 | ,385** | ,195 | 1 | ,510** |
| | Sig. (2-tailed) | ,182 | ,111 | ,897 | ,547 | ,104 | ,000 | ,052 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KTOT AL | Pearson | | | | | | | | | |
| | Correlation | ,636** | ,547** | ,479** | ,512** | ,428** | ,584** | ,615** | ,510** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

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

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

Uji Reabilitas Harapan

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 100 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 100 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,869 | 20 |

Uji Reabilitas Kinerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 100 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 100 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,863 | 20 |

Importance Performance Analysis

