

1) ANALISIS DESKRIPTIF

**Statistics**

		JK	USIA	PEKERJAAN
N	Valid	100	100	100
	Missing	0	0	0

**JK**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	41	41.0	41.0	41.0
	Perempuan	59	59.0	59.0	100.0
	Total	100	100.0	100.0	

**USIA**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15tahun	57	57.0	57.0	57.0
	16 tahun	24	24.0	24.0	81.0
	17 tahun	16	16.0	16.0	97.0
	>17 tahun	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

**PEKERJAAN ORANG TUA**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Karyawan swasta	16	16.0	16.0	16.0
	Wiraswasta	32	32.0	32.0	48.0
	PNS	44	44.0	44.0	92.0
	Lainnya	8	8.0	8.0	100.0
	Total	100	100.0	100.0	

2) JAWABAN RESPONDEN

- KEPENTINGAN

T1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	4.0	4.0	4.0
3	33	33.0	33.0	37.0
Valid 4	52	52.0	52.0	89.0
5	11	11.0	11.0	100.0
Total	100	100.0	100.0	

T2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	5.0	5.0	5.0
3	34	34.0	34.0	39.0
Valid 4	39	39.0	39.0	78.0
5	22	22.0	22.0	100.0
Total	100	100.0	100.0	

T3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2.0	2.0	2.0
2	3	3.0	3.0	5.0
Valid 3	27	27.0	27.0	32.0
4	38	38.0	38.0	70.0
5	30	30.0	30.0	100.0
Total	100	100.0	100.0	

**R1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.0	2.0	2.0
2	3	3.0	3.0	5.0
3	21	21.0	21.0	26.0
4	43	43.0	43.0	69.0
5	31	31.0	31.0	100.0
Total	100	100.0	100.0	

**R2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.0	1.0	1.0
2	4	4.0	4.0	5.0
3	36	36.0	36.0	41.0
4	37	37.0	37.0	78.0
5	22	22.0	22.0	100.0
Total	100	100.0	100.0	

**R3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	8.0	8.0	8.0
3	28	28.0	28.0	36.0
4	38	38.0	38.0	74.0
5	26	26.0	26.0	100.0
Total	100	100.0	100.0	

**RES1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	4.0	4.0	4.0
2	10	10.0	10.0	14.0
3	39	39.0	39.0	53.0
4	39	39.0	39.0	92.0

5	8	8.0	8.0	100.0
Total	100	100.0	100.0	

**RES2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2.0	2.0	2.0
3	30	30.0	30.0	32.0
Valid 4	54	54.0	54.0	86.0
5	14	14.0	14.0	100.0
Total	100	100.0	100.0	

**RES3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	8.0	8.0	8.0
3	32	32.0	32.0	40.0
Valid 4	41	41.0	41.0	81.0
5	19	19.0	19.0	100.0
Total	100	100.0	100.0	

**E1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	4.0	4.0	4.0
3	23	23.0	23.0	27.0
Valid 4	41	41.0	41.0	68.0
5	32	32.0	32.0	100.0
Total	100	100.0	100.0	

**E2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.0	2.0	2.0
2	7	7.0	7.0	9.0
3	29	29.0	29.0	38.0
4	47	47.0	47.0	85.0
5	15	15.0	15.0	100.0
Total	100	100.0	100.0	

**E3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.0	1.0	1.0
3	30	30.0	30.0	31.0
4	43	43.0	43.0	74.0
5	26	26.0	26.0	100.0
Total	100	100.0	100.0	

**A1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	3.0	3.0	3.0
2	12	12.0	12.0	15.0
3	28	28.0	28.0	43.0
4	31	31.0	31.0	74.0
5	26	26.0	26.0	100.0
Total	100	100.0	100.0	

**A2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.0	2.0	2.0
2	10	10.0	10.0	12.0
3	26	26.0	26.0	38.0
4	38	38.0	38.0	76.0

5	24	24.0	24.0	100.0
Total	100	100.0	100.0	

**A3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.0	1.0	1.0
2	5	5.0	5.0	6.0
3	31	31.0	31.0	37.0
4	35	35.0	35.0	72.0
5	28	28.0	28.0	100.0
Total	100	100.0	100.0	

- KINERJA

**T1a**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	4.0	4.0	4.0
3	33	33.0	33.0	37.0
4	47	47.0	47.0	84.0
5	16	16.0	16.0	100.0
Total	100	100.0	100.0	

**T2a**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	8.0	8.0	8.0
3	27	27.0	27.0	35.0
4	50	50.0	50.0	85.0
5	15	15.0	15.0	100.0
Total	100	100.0	100.0	

**T3a**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	10	10.0	10.0	10.0
3	27	27.0	27.0	37.0
Valid 4	46	46.0	46.0	83.0
5	17	17.0	17.0	100.0
Total	100	100.0	100.0	

**R1a**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2.0	2.0	2.0
2	4	4.0	4.0	6.0
Valid 3	41	41.0	41.0	47.0
4	34	34.0	34.0	81.0
5	19	19.0	19.0	100.0
Total	100	100.0	100.0	

**R2a**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.0	1.0	1.0
2	9	9.0	9.0	10.0
Valid 3	35	35.0	35.0	45.0
4	37	37.0	37.0	82.0
5	18	18.0	18.0	100.0
Total	100	100.0	100.0	

**R3a**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	6.0	6.0	6.0
Valid 3	30	30.0	30.0	36.0
4	33	33.0	33.0	69.0
5	31	31.0	31.0	100.0

Total	100	100.0	100.0
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**RES1a**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2.0	2.0	2.0
2	7	7.0	7.0	9.0
Valid 3	38	38.0	38.0	47.0
4	41	41.0	41.0	88.0
5	12	12.0	12.0	100.0
Total	100	100.0	100.0	

**RES2a**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	5.0	5.0	5.0
2	9	9.0	9.0	14.0
Valid 3	51	51.0	51.0	65.0
4	27	27.0	27.0	92.0
5	8	8.0	8.0	100.0
Total	100	100.0	100.0	

**RES3a**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	13	13.0	13.0	13.0
3	40	40.0	40.0	53.0
Valid 4	33	33.0	33.0	86.0
5	14	14.0	14.0	100.0
Total	100	100.0	100.0	



**E1a**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	10	10.0	10.0	10.0
3	36	36.0	36.0	46.0
Valid 4	36	36.0	36.0	82.0
5	18	18.0	18.0	100.0
Total	100	100.0	100.0	

**E2a**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	5.0	5.0	5.0
2	16	16.0	16.0	21.0
Valid 3	37	37.0	37.0	58.0
4	35	35.0	35.0	93.0
5	7	7.0	7.0	100.0
Total	100	100.0	100.0	

**E3a**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2.0	2.0	2.0
2	10	10.0	10.0	12.0
Valid 3	38	38.0	38.0	50.0
4	37	37.0	37.0	87.0
5	13	13.0	13.0	100.0
Total	100	100.0	100.0	

**A1a**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	12	12.0	12.0	12.0
3	38	38.0	38.0	50.0
Valid 4	42	42.0	42.0	92.0
5	8	8.0	8.0	100.0
Total	100	100.0	100.0	

**A2a**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	4.0	4.0	4.0
2	20	20.0	20.0	24.0
Valid 3	35	35.0	35.0	59.0
4	29	29.0	29.0	88.0
5	12	12.0	12.0	100.0
Total	100	100.0	100.0	

**A3a**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	3.0	3.0	3.0
2	9	9.0	9.0	12.0
Valid 3	46	46.0	46.0	58.0
4	36	36.0	36.0	94.0
5	6	6.0	6.0	100.0
Total	100	100.0	100.0	





A1	Pearson Correlation	.333*	.188	.623**	.340*	.323*	.329*	.269	.201	.560**	.211	.371*	.215	1	.475**	.313*	.691**
	Sig. (1-tailed)	.036	.159	.000	.033	.041	.038	.075	.144	.001	.132	.022	.127		.004	.046	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
A2	Pearson Correlation	.385*	.288	.372*	.346*	.274	.930**	.432**	.288	.916**	.188	.320*	.491**	.475**	1	.213	.765**
	Sig. (1-tailed)	.018	.061	.021	.031	.072	.000	.009	.061	.000	.160	.042	.003	.004		.129	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
A3	Pearson Correlation	.121	.166	.095	.525**	.336*	.114	.373*	.118	.310*	.287	.393*	.056	.313*	.213	1	.476**
	Sig. (1-tailed)	.263	.191	.308	.001	.035	.275	.021	.268	.048	.062	.016	.384	.046	.129		.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.563**	.584**	.561**	.569**	.641**	.691**	.531**	.497**	.833**	.488**	.645**	.473**	.691**	.765**	.476**	1
	Sig. (1-tailed)	.001	.000	.001	.001	.000	.000	.001	.003	.000	.003	.000	.004	.000	.000	.004	
	N	30	30	30	30	30	30	30	30	30	30	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).

- KINERJA

Correlations

	T1a	T2a	T3a	R1a	R2a	R3a	RES1a	RES2a	RES3a	E1a	E2a	E3a	A1a	A2a	A3a	TOTAL_ KINERJA	
T1a	Pearson Correlation	1	.027	.306	.175	.354*	.347*	.382*	-.130	.026	.093	.027	.306	.175	.339*	.347*	.415*
	Sig. (1-tailed)		.443	.050	.177	.027	.030	.019	.247	.445	.313	.443	.050	.177	.034	.030	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
T2a	Pearson Correlation	.027	1	.083	.083	.378*	.472**	.174	.526**	.317*	.400*	1.000**	.083	.083	.366*	.472**	.666**
	Sig. (1-tailed)	.443		.331	.332	.020	.004	.178	.001	.044	.014	.000	.331	.332	.023	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
T3a	Pearson Correlation	.306	.083	1	.374*	.255	.244	.154	-.056	.338*	.253	.083	1.000**	.374*	.324*	.244	.553**
	Sig. (1-tailed)	.050	.331		.021	.087	.097	.208	.384	.034	.089	.331	.000	.021	.040	.097	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R1a	Pearson Correlation	.175	.083	.374*	1	.067	-.126	.115	.307*	.175	.167	.083	.374*	1.000**	.116	-.126	.423**
	Sig. (1-tailed)	.177	.332	.021		.362	.253	.273	.049	.178	.189	.332	.021	.000	.271	.253	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R2a	Pearson Correlation	.354*	.378*	.255	.067	1	.581**	.162	.171	.321*	.148	.378*	.255	.067	.984**	.581**	.685**
	Sig. (1-tailed)	.027	.020	.087	.362		.000	.196	.183	.042	.217	.020	.087	.362	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R3a	Pearson Correlation	.347*	.472**	.244	-.126	.581**	1	.266	.093	.313*	.267	.472**	.244	-.126	.537**	1.000**	.670**
	Sig. (1-tailed)	.030	.004	.097	.253	.000		.078	.312	.046	.077	.004	.097	.253	.001	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
RES1a	Pearson Correlation	.382 <sup>*</sup>	.174	.154	.115	.162	.266	1	.191	.152	.331 <sup>*</sup>	.174	.154	.115	.167	.266	.444 <sup>**</sup>
	Sig. (1-tailed)	.019	.178	.208	.273	.196	.078		.156	.211	.037	.178	.208	.273	.190	.078	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
RES2a	Pearson Correlation	-.130	.526 <sup>**</sup>	-.056	.307 <sup>*</sup>	.171	.093	.191	1	.231	.324 <sup>*</sup>	.526 <sup>**</sup>	-.056	.307 <sup>*</sup>	.190	.093	.459 <sup>**</sup>
	Sig. (1-tailed)	.247	.001	.384	.049	.183	.312	.156		.110	.040	.001	.384	.049	.157	.312	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
RES3a	Pearson Correlation	.026	.317 <sup>*</sup>	.338 <sup>*</sup>	.175	.321 <sup>*</sup>	.313 <sup>*</sup>	.152	.231	1	.573 <sup>**</sup>	.317 <sup>*</sup>	.338 <sup>*</sup>	.175	.297	.313 <sup>*</sup>	.586 <sup>**</sup>
	Sig. (1-tailed)	.445	.044	.034	.178	.042	.046	.211	.110		.000	.044	.034	.178	.055	.046	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
E1a	Pearson Correlation	.093	.400 <sup>*</sup>	.253	.167	.148	.267	.331 <sup>*</sup>	.324 <sup>*</sup>	.573 <sup>**</sup>	1	.400 <sup>*</sup>	.253	.167	.145	.267	.572 <sup>**</sup>
	Sig. (1-tailed)	.313	.014	.089	.189	.217	.077	.037	.040	.000		.014	.089	.189	.222	.077	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
E2a	Pearson Correlation	.027	1.000 <sup>**</sup>	.083	.083	.378 <sup>*</sup>	.472 <sup>**</sup>	.174	.526 <sup>**</sup>	.317 <sup>*</sup>	.400 <sup>*</sup>	1	.083	.083	.366 <sup>*</sup>	.472 <sup>**</sup>	.666 <sup>**</sup>
	Sig. (1-tailed)	.443	.000	.331	.332	.020	.004	.178	.001	.044	.014		.331	.332	.023	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
E3a	Pearson Correlation	.306	.083	1.000 <sup>**</sup>	.374 <sup>*</sup>	.255	.244	.154	-.056	.338 <sup>*</sup>	.253	.083	1	.374 <sup>*</sup>	.324 <sup>*</sup>	.244	.553 <sup>**</sup>
	Sig. (1-tailed)	.050	.331	.000	.021	.087	.097	.208	.384	.034	.089	.331		.021	.040	.097	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
A1a	Pearson Correlation	.175	.083	.374 <sup>*</sup>	1.000 <sup>**</sup>	.067	-.126	.115	.307 <sup>*</sup>	.175	.167	.083	.374 <sup>*</sup>	1	.116	-.126	.423 <sup>**</sup>
	Sig. (1-tailed)	.177	.332	.021	.000	.362	.253	.273	.049	.178	.189	.332	.021		.271	.253	.010

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
A2a	Pearson Correlation	.339*	.366*	.324*	.116	.984**	.537**	.167	.190	.297	.145	.366*	.324*	.116	1	.537**	.694**
	Sig. (1-tailed)	.034	.023	.040	.271	.000	.001	.190	.157	.055	.222	.023	.040	.271		.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
A3a	Pearson Correlation	.347*	.472**	.244	-.126	.581**	1.000**	.266	.093	.313*	.267	.472**	.244	-.126	.537**	1	.670**
	Sig. (1-tailed)	.030	.004	.097	.253	.000	.000	.078	.312	.046	.077	.004	.097	.253	.001		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.415*	.666**	.553**	.423**	.685**	.670**	.444**	.459**	.586**	.572**	.666**	.553**	.423**	.694**	.670**	1
_KINE	Sig. (1-tailed)	.011	.000	.001	.010	.000	.000	.007	.005	.000	.000	.000	.001	.010	.000	.000	
RJA	N	30	30	30	30	30	30	30	30	30	30	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).



#### 4) RELIABILITAS

##### Reliabel

Scale: KEPENTINGAN

##### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

##### Reliability Statistics

Cronbach's Alpha	N of Items
.872	15

Scale: KINERJA

##### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

##### Reliability Statistics

Cronbach's Alpha	N of Items
.850	15

