

## Lampiran I

Bandar Lampung, Februari 2022

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Ajeng Anjani

NPM : 1812110330

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan Bank BRI Cabang Teluk, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH MOTIVASI KERJA DAN BUDAYA ORGANISASI TERHADAP KEPUASAN KERJA KARYAWAN BANK BRI CABANG TELUK”** Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Ajeng Anjani  
NPM. 1812110330

### PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :  
**PENGARUH MOTIVASI KERJA DAN BUDAYA ORGANISASI  
TERHADAP KEPUASAN KERJA KARYAWAN BANK BRI CABANG  
TELUK**

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

**SS = Sangat Setuju**

**S = Setuju**

**CS = Cukup**

**Setuju**

**TS = Tidak Setuju**

**STS = Sangat Tidak Setuju**

No. Res :

### IDENTITAS RESPONDEN

1. Nama Responden : .....(boleh tidak diisi)

2. Jenis Kelamin :  Laki – Laki  Perempuan

3. Usia :  17 – 22 tahun  29 – 34 tahun  
 23 – 28 tahun  > 35 tahun

## DAFTAR PERNYATAAN

MOTIVASI KERJA						
No	Pernyataan	STS	TS	CS	S	SS
<b>Bekerja Sesuai Standar</b>						
1	Saya bekerja sesuai dengan standar perusahaan					
2	Saya selalu mematuhi pertauran yang ditetapkan oleh perusahaan					
<b>Senang bekerja Keras</b>						
3	Saya selalu bersungguh-sungguh mengerjakan tugas yang diberikan oleh perusahaan					
4	Saya selalu mengerahkan kemampuan yang saya miliki untuk menyelesaikan tugas pekerjaan					
<b>Sedikit Memerlukan Pengawasan</b>						
5	Selalu menyelesaikan tugas yang telah menjadi tanggung jawab saya					
6	Saya memiliki inisiatif untuk menyelesaikan pekerjaan tanpa perintah atasan					
<b>Memiliki Semangat yang Tinggi</b>						
7	Saya tidak pernah menunda pekerjaan yang diberikan oleh perusahaan					
8	Saya selalu bersemngat dalam menyelesaikan tugas pekerjaan					
<b>Tidak Mudah Mengeluh</b>						
9	Saya tidak pernah mengeluh diberikan tugas kerja tambahan					
10	Saya tidak pernah mengeluh jika diharuskan lembur kerja					
<b>Tidak Mudah Menyerah</b>						
11	Selalu mencari solusi dalam menyelesaikan pekerjaan					
12	Tidak mudah menyerah saat menemui masalah di pekerjaan					

<b>BUDAYA ORGANISASI</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b><i>Visi Dan Misi</i></b>						
<b>1</b>	Perusahaan menetapkan tujuan yang ambisius, tetapi realistis					
<b>2</b>	Perusahaan memiliki strategi yang jelas untuk mencapai tujuan yang telah ditetapkan					
<b><i>Konsisten</i></b>						
<b>3</b>	Perusahaan memberikan peraturan kerja yang jelas kepada karyawan					
<b>4</b>	Perusahaan membimbing perilaku karyawan dengan baik					
<b><i>Adptabilitas</i></b>						
<b>5</b>	Perusahaan mendorong karyawan untuk meningkatkan pengetahuan dalam bekerja					
<b>6</b>	Perusahaan mendorong karyawan untuk meningkatkan keterampilan dalam bekerja					
<b><i>Pelibatan</i></b>						
<b>7</b>	Perusahaan memberikan kesempatan pada setiap karyawan untuk memberikan ide/saran untuk kemajuan perusahaan					
<b>8</b>	Kerjasama antar divisi didukung sepenuhnya oleh perusahaan					

<b>KEPUASAN KERJA</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b><i>Pekerjaan</i></b>						
<b>1</b>	Pekerjaan yang diberikan perusahaan menambah kemampuan dan keterampilan saya					
<b>2</b>	Saya merasa puas dengan beban pekerjaan yang terkadang dilimpahkan					
<b><i>Gaji</i></b>						
<b>3</b>	Gaji yang diberikan perusahaan sudah sesuai dengan harapan saya					
<b>4</b>	Gaji yang diberikan sudah memenuhi kebutuhan saya					
<b><i>Kesempatan Promosi</i></b>						
<b>5</b>	Keadailan kebijakan promosi karyawan sudah ditetapkan dengan baik oleh perusahaan					
<b>6</b>	Frekuensi waktu untuk promosi untuk karyawan dirasakan sudah tepat					
<b><i>Pengawasan</i></b>						
<b>7</b>	Atasan secara obyektif menilai prestasi kerja karyawan					
<b>8</b>	Atasan memberikan pengarahan dalam menyelesaikan tugas pekerjaan					
<b><i>Rekan Kerja</i></b>						
<b>9</b>	Sesama rekan kerja saling memberi nasihat dan dukungan apabila menghadapi kesulitan dalam pekerjaan					
<b>10</b>	Saya mampu bekerja bersama team					
<b><i>Kondisi Pekerjaan</i></b>						
<b>11</b>	Fasilitas pekerjaan yang ada diperusahaan dalam kondisi baik					
<b>12</b>	Suasana kekeluargaan dalam pekerjaan terbina dengan baik					



NO	K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K
1	3	2	2	3	2	2	3	3	2	2	2	3	29
2	5	5	4	4	4	4	3	3	4	4	4	3	47
3	5	5	4	3	3	4	4	4	3	3	4	4	46
4	3	2	1	2	3	5	3	3	2	3	1	3	31
5	3	3	3	3	3	3	3	3	3	3	3	3	36
6	2	2	3	2	3	3	2	2	2	3	3	2	29
7	4	4	3	4	3	3	3	3	4	3	3	3	40
8	3	3	5	3	2	1	3	3	3	2	5	3	36
9	3	3	4	2	4	4	3	4	3	3	4	3	40
10	4	3	4	4	3	4	3	5	3	3	4	5	45
11	4	4	5	3	5	5	5	5	4	4	5	4	53
12	2	3	5	4	5	5	5	5	4	4	4	5	51
13	4	4	2	3	2	3	2	2	3	3	5	3	36
14	3	3	4	3	3	4	3	3	3	3	4	3	39
15	3	3	4	4	4	4	4	4	4	4	4	4	46
16	3	3	3	3	3	3	4	4	3	3	3	4	39
17	4	4	3	4	4	3	3	3	4	4	3	3	42
18	4	3	4	4	4	4	4	4	4	4	4	4	47
19	4	4	3	4	5	3	3	3	4	5	3	3	44
20	2	2	3	2	2	3	2	3	2	3	2	3	29
21	4	4	4	3	3	3	4	4	4	3	4	3	43
22	3	5	3	3	3	3	2	4	2	2	4	5	39
23	3	5	4	3	4	4	3	4	5	5	5	5	50
24	1	4	4	2	3	4	2	3	3	3	5	4	38
25	4	4	4	4	4	3	3	2	3	3	4	3	41
26	2	5	5	5	5	5	3	5	3	3	4	3	48
27	4	5	5	5	5	5	3	5	2	4	5	3	51
28	2	4	2	2	2	4	4	2	1	3	4	4	34
29	4	5	3	4	3	5	4	3	3	2	3	4	43
30	4	5	3	2	3	5	3	3	3	3	3	5	42
31	2	2	3	2	3	3	3	3	5	3	3	2	34
32	2	2	2	5	3	2	5	5	3	3	2	5	39
33	2	2	1	2	4	1	2	2	2	4	2	5	29
34	3	3	3	3	4	3	4	4	3	4	3	4	41
35	3	3	3	3	3	3	2	2	3	3	3	2	33
36	4	4	3	4	4	3	3	3	4	4	3	3	42
37	3	3	3	3	4	3	2	2	3	4	3	5	38
38	3	3	2	3	2	2	3	3	3	2	2	3	31
39	4	4	3	4	4	3	4	4	4	4	3	4	45
40	5	5	4	5	4	4	4	4	5	4	4	4	52
41	3	3	3	3	3	3	3	3	3	3	3	3	36
42	3	3	3	3	3	3	2	2	3	3	3	2	33
43	3	3	2	3	1	2	2	2	3	5	5	5	36
44	4	4	3	4	4	3	3	3	4	4	3	3	42
45	4	4	3	4	3	3	4	4	4	3	3	4	43

### Lampiran III (Hasil Uji Frekuensi)

#### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	21	46.7	46.7	46.7
Perempuan	24	53.3	53.3	100.0
Total	45	100.0	100.0	

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 35 tahun	7	15.6	15.6	15.6
17 – 22 tahun	15	33.3	33.3	48.9
23 – 28 tahun	9	20.0	20.0	68.9
29 – 34 tahun	14	31.1	31.1	100.0
Total	45	100.0	100.0	

#### M1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	10	22.2	22.2	24.4
3	14	31.1	31.1	55.6
4	10	22.2	22.2	77.8
5	10	22.2	22.2	100.0
Total	45	100.0	100.0	

#### M2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	4	8.9	8.9	11.1
3	20	44.4	44.4	55.6
4	19	42.2	42.2	97.8
5	1	2.2	2.2	100.0
Total	45	100.0	100.0	

#### M3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	10	22.2	22.2	22.2
3	23	51.1	51.1	73.3
4	7	15.6	15.6	88.9
5	5	11.1	11.1	100.0
Total	45	100.0	100.0	



**M4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	10	22.2	22.2	24.4
3	18	40.0	40.0	64.4
4	11	24.4	24.4	88.9
5	5	11.1	11.1	100.0
Total	45	100.0	100.0	

**M5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	10	22.2	22.2	22.2
3	15	33.3	33.3	55.6
4	11	24.4	24.4	80.0
5	9	20.0	20.0	100.0
Total	45	100.0	100.0	

**M6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	10	22.2	22.2	24.4
3	14	31.1	31.1	55.6
4	17	37.8	37.8	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**M7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	17.8	17.8	17.8
3	7	15.6	15.6	33.3
4	14	31.1	31.1	64.4
5	16	35.6	35.6	100.0
Total	45	100.0	100.0	

**M8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	7	15.6	15.6	17.8
3	19	42.2	42.2	60.0
4	8	17.8	17.8	77.8
5	10	22.2	22.2	100.0
Total	45	100.0	100.0	

**M9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.2	2.2	2.2
2	10	22.2	22.2	24.4
3	22	48.9	48.9	73.3
4	9	20.0	20.0	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**M10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	17.8	17.8	17.8
3	19	42.2	42.2	60.0
4	12	26.7	26.7	86.7
5	6	13.3	13.3	100.0
Total	45	100.0	100.0	

**M11**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	11.1	11.1	11.1
3	10	22.2	22.2	33.3
4	15	33.3	33.3	66.7
5	15	33.3	33.3	100.0
Total	45	100.0	100.0	

**M12**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.2	2.2	2.2
2	5	11.1	11.1	13.3
3	20	44.4	44.4	57.8
4	10	22.2	22.2	80.0
5	9	20.0	20.0	100.0
Total	45	100.0	100.0	

**B1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	15	33.3	33.3	33.3
3	18	40.0	40.0	73.3
4	9	20.0	20.0	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**B2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	13	28.9	28.9	28.9
3	19	42.2	42.2	71.1
4	13	28.9	28.9	100.0
Total	45	100.0	100.0	

**B3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	11	24.4	24.4	24.4
3	24	53.3	53.3	77.8
4	8	17.8	17.8	95.6
5	2	4.4	4.4	100.0
Total	45	100.0	100.0	

**B4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	17.8	17.8	17.8
3	15	33.3	33.3	51.1
4	14	31.1	31.1	82.2
5	8	17.8	17.8	100.0
Total	45	100.0	100.0	

**B5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.4	4.4	4.4
2	6	13.3	13.3	17.8
3	20	44.4	44.4	62.2
4	10	22.2	22.2	84.4
5	7	15.6	15.6	100.0
Total	45	100.0	100.0	

**B6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	15.6	15.6	15.6
3	15	33.3	33.3	48.9
4	18	40.0	40.0	88.9
5	5	11.1	11.1	100.0
Total	45	100.0	100.0	

**B7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	6	13.3	13.3	15.6
3	17	37.8	37.8	53.3
4	14	31.1	31.1	84.4
5	7	15.6	15.6	100.0
Total	45	100.0	100.0	

**B8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	17.8	17.8	17.8
3	18	40.0	40.0	57.8
4	12	26.7	26.7	84.4
5	7	15.6	15.6	100.0
Total	45	100.0	100.0	

**K1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	8	17.8	17.8	20.0
3	17	37.8	37.8	57.8
4	16	35.6	35.6	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**K2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	15.6	15.6	15.6
3	16	35.6	35.6	51.1
4	13	28.9	28.9	80.0
5	9	20.0	20.0	100.0
Total	45	100.0	100.0	

**K3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.4	4.4	4.4
2	6	13.3	13.3	17.8
3	20	44.4	44.4	62.2
4	12	26.7	26.7	88.9
5	5	11.1	11.1	100.0
Total	45	100.0	100.0	

**K4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	20.0	20.0	20.0
3	18	40.0	40.0	60.0
4	14	31.1	31.1	91.1
5	4	8.9	8.9	100.0
Total	45	100.0	100.0	

**K5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	6	13.3	13.3	15.6
3	19	42.2	42.2	57.8
4	14	31.1	31.1	88.9
5	5	11.1	11.1	100.0
Total	45	100.0	100.0	

**K6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.4	4.4	4.4
2	4	8.9	8.9	13.3
3	21	46.7	46.7	60.0
4	11	24.4	24.4	84.4
5	7	15.6	15.6	100.0
Total	45	100.0	100.0	

**K7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	10	22.2	22.2	22.2
3	21	46.7	46.7	68.9
4	11	24.4	24.4	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**K8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	20.0	20.0	20.0
3	18	40.0	40.0	60.0
4	12	26.7	26.7	86.7
5	6	13.3	13.3	100.0
Total	45	100.0	100.0	

**K9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	7	15.6	15.6	17.8
3	21	46.7	46.7	64.4
4	13	28.9	28.9	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**K10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	11.1	11.1	11.1
3	23	51.1	51.1	62.2
4	14	31.1	31.1	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**K11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	5	11.1	11.1	13.3
3	18	40.0	40.0	53.3
4	14	31.1	31.1	84.4
5	7	15.6	15.6	100.0
Total	45	100.0	100.0	

**K12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	8.9	8.9	8.9
3	20	44.4	44.4	53.3
4	12	26.7	26.7	80.0
5	9	20.0	20.0	100.0
Total	45	100.0	100.0	



	Pearson Correlation	.206	.180	.095	.438**	.537**	.231	.319*	.368*	.683**	1	.358*	.325*	.625**
M10	Sig. (2-tailed)	.175	.238	.536	.003	.000	.126	.033	.013	.000		.016	.029	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.179	.373*	-.181	.548**	.624**	.454**	.965**	.149	.263	.358*	1	.141	.658**
M11	Sig. (2-tailed)	.239	.012	.235	.000	.000	.002	.000	.327	.081	.016		.355	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.111	.058	.391**	.448**	.428**	.184	.086	.961**	.343*	.325*	.141	1	.602**
M12	Sig. (2-tailed)	.470	.703	.008	.002	.003	.226	.572	.000	.021	.029	.355		.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.565**	.472**	.379*	.873**	.849**	.561**	.624**	.648**	.636**	.625**	.658**	.602**	1
M	Sig. (2-tailed)	.000	.001	.010	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	45	45	45	45	45	45	45	45	45	45	45	45	45

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

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



**Correlations**

		B1	B2	B3	B4	B5	B6	B7	B8	B
B1	Pearson Correlation	1	.719**	.706**	.532**	.555**	.253	.609**	.522**	.793**
	Sig. (2-tailed)		.000	.000	.000	.000	.094	.000	.000	.000
	N	45	45	45	45	45	45	45	45	45
B2	Pearson Correlation	.719**	1	.566**	.328*	.341*	.264	.568**	.307*	.649**
	Sig. (2-tailed)	.000		.000	.028	.022	.079	.000	.040	.000
	N	45	45	45	45	45	45	45	45	45
B3	Pearson Correlation	.706**	.566**	1	.601**	.772**	.439**	.397**	.530**	.812**
	Sig. (2-tailed)	.000	.000		.000	.000	.003	.007	.000	.000
	N	45	45	45	45	45	45	45	45	45
B4	Pearson Correlation	.532**	.328*	.601**	1	.730**	.506**	.515**	.719**	.822**
	Sig. (2-tailed)	.000	.028	.000		.000	.000	.000	.000	.000
	N	45	45	45	45	45	45	45	45	45
B5	Pearson Correlation	.555**	.341*	.772**	.730**	1	.451**	.392**	.599**	.803**
	Sig. (2-tailed)	.000	.022	.000	.000		.002	.008	.000	.000
	N	45	45	45	45	45	45	45	45	45
B6	Pearson Correlation	.253	.264	.439**	.506**	.451**	1	.428**	.623**	.654**
	Sig. (2-tailed)	.094	.079	.003	.000	.002		.003	.000	.000
	N	45	45	45	45	45	45	45	45	45
B7	Pearson Correlation	.609**	.568**	.397**	.515**	.392**	.428**	1	.596**	.743**
	Sig. (2-tailed)	.000	.000	.007	.000	.008	.003		.000	.000
	N	45	45	45	45	45	45	45	45	45
B8	Pearson Correlation	.522**	.307*	.530**	.719**	.599**	.623**	.596**	1	.815**
	Sig. (2-tailed)	.000	.040	.000	.000	.000	.000	.000		.000
	N	45	45	45	45	45	45	45	45	45
B	Pearson Correlation	.793**	.649**	.812**	.822**	.803**	.654**	.743**	.815**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	45	45	45	45	45	45	45	45	45

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

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

**Correlations**

		K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K
K1	Pearson Correlation	1	.567**	.197	.459**	.206	.184	.237	.130	.407**	.194	.164	-.025	.520**
	Sig. (2-tailed)		.000	.196	.002	.175	.225	.116	.394	.006	.202	.281	.869	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K2	Pearson Correlation	.567**	1	.433**	.412**	.331*	.477**	.142	.241	.279	.149	.517**	.178	.679**
	Sig. (2-tailed)	.000		.003	.005	.026	.001	.353	.111	.063	.328	.000	.241	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K3	Pearson Correlation	.197	.433**	1	.374*	.512**	.469**	.301*	.556**	.377*	.120	.676**	-.023	.717**
	Sig. (2-tailed)	.196	.003		.011	.000	.001	.044	.000	.011	.433	.000	.878	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K4	Pearson Correlation	.459**	.412**	.374*	1	.473**	.154	.417**	.497**	.409**	.253	.156	.097	.655**
	Sig. (2-tailed)	.002	.005	.011		.001	.314	.004	.001	.005	.093	.307	.528	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K5	Pearson Correlation	.206	.331*	.512**	.473**	1	.459**	.329*	.477**	.402**	.528**	.139	.073	.689**
	Sig. (2-tailed)	.175	.026	.000	.001		.002	.027	.001	.006	.000	.362	.633	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K6	Pearson Correlation	.184	.477**	.469**	.154	.459**	1	.328*	.434**	.109	.127	.282	.103	.597**
	Sig. (2-tailed)	.225	.001	.001	.314	.002		.028	.003	.477	.405	.061	.501	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K7	Pearson Correlation	.237	.142	.301*	.417**	.329*	.328*	1	.662**	.349*	.093	.048	.290	.583**
	Sig. (2-tailed)	.116	.353	.044	.004	.027	.028		.000	.019	.545	.755	.053	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K8	Pearson Correlation	.130	.241	.556**	.497**	.477**	.434**	.662**	1	.290	.093	.222	.347*	.700**
	Sig. (2-tailed)	.394	.111	.000	.001	.001	.003	.000		.053	.543	.143	.020	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K9	Pearson Correlation	.407**	.279	.377*	.409**	.402**	.109	.349*	.290	1	.461**	.223	.006	.592**
	Sig. (2-tailed)	.006	.063	.011	.005	.006	.477	.019	.053		.001	.140	.967	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K10	Pearson Correlation	.194	.149	.120	.253	.528**	.127	.093	.093	.461**	1	.244	.269	.473**
	Sig. (2-tailed)	.202	.328	.433	.093	.000	.405	.545	.543	.001		.106	.074	.001
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
K11	Pearson Correlation	.164	.517**	.676**	.156	.139	.282	.048	.222	.223	.244	1	.176	.554**
	Sig. (2-tailed)	.281	.000	.000	.307	.362	.061	.755	.143	.140	.106		.248	.000

	N	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	-.025	.178	-.023	.097	.073	.103	.290	.347*	.006	.269	.176	1	.344*
K12	Sig. (2-tailed)	.869	.241	.878	.528	.633	.501	.053	.020	.967	.074	.248		.021
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.520**	.679**	.717**	.655**	.689**	.597**	.583**	.700**	.592**	.473**	.554**	.344*	1
K	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.021	
	N	45	45	45	45	45	45	45	45	45	45	45	45	45

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

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

## Lampiran V (Hasil Uji Reliabilitas)

### Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded <sup>a</sup>	0	.0
	Total	45	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.859	12

### Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded <sup>a</sup>	0	.0
	Total	45	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.896	8

### Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded <sup>a</sup>	0	.0
	Total	45	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.833	12

## Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		M	B	K
N		45	45	45
Normal Parameters <sup>a,b</sup>	Mean	40.80	26.13	40.18
	Std. Deviation	7.455	5.607	6.583
Most Extreme Differences	Absolute	.066	.142	.071
	Positive	.060	.087	.071
	Negative	-.066	-.142	-.053
Kolmogorov-Smirnov Z		.444	.949	.473
Asymp. Sig. (2-tailed)		.989	.328	.979

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
K * M	Between Groups	(Combined)	1090.044	22	49.547	1.335	.252
		Linearity	623.359	1	623.359	16.795	.000
		Deviation from Linearity	466.686	21	22.223	.599	.878
	Within Groups	816.533	22	37.115			
Total			1906.578	44			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
K * B	Between Groups	(Combined)	1536.069	17	90.357	6.585	.000
		Linearity	1136.747	1	1136.747	82.838	.000
		Deviation from Linearity	399.322	16	24.958	1.819	.083
	Within Groups	370.508	27	13.723			
Total			1906.578	44			

## Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	9.098	3.562		2.554	.014		
	M	.275	.084	.312	3.260	.002	.838	1.193
	B	.759	.112	.647	6.762	.000	.838	1.193

a. Dependent Variable: K

## Lampiran IV (Hasil Uji Regresi Berganda)

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.823 <sup>a</sup>	.678	.662	3.825

a. Predictors: (Constant), B, M

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.098	3.562		2.554	.014
	M	.275	.084	.312	3.260	.002
	B	.759	.112	.647	6.762	.000

a. Dependent Variable: K

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1292.169	2	646.084	44.165	.000 <sup>b</sup>
	Residual	614.409	42	14.629		
	Total	1906.578	44			

a. Dependent Variable: K

b. Predictors: (Constant), B, M