

# **LAMPIRAN-LAMPIRAN**

## KUESIONER

Kepada Yth,  
Sdra/Sdri  
PDAM Tirto Panguripan Kabupaten Kendal  
di tempat

Dengan hormat,

Bersama ini saya menyampaikan permohonan kepada Bapak/Ibu/Saudara untuk mengisi daftar pernyataan berikut secara sukarela, jujur dan benar. Adapun pernyataan ini dimaksudkan untuk mengetahui sejauh mana kinerja Saudara/Saudari selama bekerja di PDAM Tirto Panguripan Kabupaten Kendal.

Penelitian ini hanya untuk kepentingan ilmiah dan tidak akan dipublikasikan, sehingga saya akan menjamin kerahasiaan dari semua pendapat/opini atau komentar yang Bapak/Ibu/Saudara berikan. Oleh karena itu besar harapan saya Bapak/Ibu/Saudara berkenan mengisi semua pernyataan dalam kuesioner ini. Demikian surat permohonan ini saya sampaikan. Atas kesediaan dan partisipasi Bapak/Ibu/Saudara, saya mengucapkan terima kasih.

Semarang, 28 januari 2018

Hormat saya,  
Peneliti

Miftachul Arifin

## DAFTAR PERNYATAAN

### IDENTITAS RESPONDEN

No	IDENTITAS RESPONDEN	KETERANGAN
1.	Nama	
2.	Jenis Kelamin	
3.	Umur Responden	
4.	Pendidikan	
5.	Masa Kerja	

### II PERNYATAAN

#### Petunjuk :

Beri jawaban atas pernyataan-pernyataan di bawah ini dengan cara memberi tanda silang pada salah satu skor yang ada, yaitu 1 sampai dengan 5 untuk setiap pernyataan dengan ketentuan sebagai berikut :

<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>SS</b>	<b>S</b>	<b>N</b>	<b>TS</b>	<b>STS</b>

- |                        |      |   |
|------------------------|------|---|
| a. Sangat Setuju       | Skor | 5 |
| b. Setuju              | Skor | 4 |
| c. Netral              | Skor | 3 |
| d. Tidak setuju        | Skor | 2 |
| e. Sangat Tidak setuju | Skor | 1 |

**A. Keadilan Distributif**

		STS	TS	N	S	SS
1.	Perusahaan akan memberikan imbalan ketika saya melakukan sesuatu yang lebih dalam memajukan perusahaan					
2.	Perusahaan memberikan imbalan yang adil ketika saya memperhatikan besarnya tanggung jawab yang saya berikan					
3.	Perusahaan bersikap adil dalam memberikan imbalan ketika saya mengalami beban kerja dan pencapaian					
4.	Perusahaan bersikap adil dalam memberikan imbalan terhadap tingkat pendidikan karyawan					
5.	Perusahaan bersikap adil dalam memberikan imbalan ketika saya melaksanakan pekerjaan dengan baik (mencapai prestasi yang baik)					

**B. Keadilan Prosedural**

		STS	TS	N	S	SS
1.	Penilaian prestasi kerja di perusahaan betul-betul mencerminkan seberapa baik pelaksanaan pekerjaan					
2.	Menurut persepsi saya penilaian prestasi kerja tahun lalu sangat adil					
3.	Perusahaan saya selalu tepat dalam mengevaluasi prestasi kerja karyawan					
4.	Supervisor bersikap adil dalam melakukan penilaian prestasi bawahan					
5.	Penilaian prestasi kerja periode tahun yang lalu terbebas dari kesalahan					
6.	Jika saya melakukan penilaian prestasi saya sendiri, saya menemukan kemiripan penilaian dengan yang dilakukan supervisor saya					

### C. Keadilan Interaksional

No	Keterangan	STS	TS	N	S	SS
1.	Kemajuan saya dalam mencapai tujuan yang dinilai oleh supervisor saya					
2.	Supervisor banyak memberikan bimbingan kepada saya untuk memperbaiki prestasi saya					
3.	Supervisor banyak meminta masukan dari saya selama proses penilaian prestasi kerja saya					
4	Supervisor sering mendiskusikan hasil penilaian prestasi kerja saya					
5	Proses penilaian prestasi kerja sering dilakukan perusahaan saya untuk menghasilkan penentuan tujuan baru untuk masa depan karyawan					
6	Kesempatan yang saya miliki untuk menyatakan pendapat selama proses penilaian prestasi kerja banyak dilakukan					

### D. Komitmen Afektif

No	Keterangan	STS	TS	N	S	SS
1.	Saya akan sangat bahagia menghabiskan sisa karir saya di PDAM Tirto Panguripan Kabupaten Kendal					
2.	Saya membanggakan perusahaan ini kepada orang lain di luar organisasi					
3.	Saya berfikir tidak akan mudah menjadi terikat dengan perusahaan lain, seperti saya terikat dengan perusahaan ini					
4.	Saya merasa terikat secara emosional pada PDAM Tirto Panguripan Kabupaten Kendal					
5	PDAM Tirto Panguripan Kabupaten Kendal memiliki arti yang sangat besar bagi saya					
6	Saya mempunyai rasa memiliki yang kuat terhadap PDAM Tirto Panguripan Kabupaten Kendal					

**D. Kinerja Pegawai**

No	Keterangan	STS	TS	N	S	SS
1.	Dalam menyelesaikan pekerjaan, saya selesaikan dengan ketelitian yang tinggi					
2.	Dalam menyelesaikan pekerjaan, saya selalu mempunyai inisiatif untuk mencari langkah yang terbaik					
3.	Praktek kerjasama antar tim berjalan dengan baik dan lancar					
4.	Hasil kerja yang saya lakukan mengutamakan kualitas					
5	Saya selalu menyelesaikan tugas dan pekerjaan tepat waktu sesuai dengan rencana yang ada					
6	Dalam menyelesaikan pekerjaan, saya mampu menyelesaikan target kerja yang dibebankan					

## lampiran

No	Keadilan Distributif						Keadila Prosedural						Keadilan Interaksional						Komitmen Afektif					kinerja pegawai									
Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2	X3.1	X3.2	X3.3	X3.4	X3.4	X3.5	X3	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1	Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Y2.6	Y2
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## Frequencies Keadilan Distributif

Statistics

		x1.1	x1.2	x1.3	x1.4	x1.5
N	Valid	64	64	64	64	64
	Missing	0	0	0	0	0
Mean		4.00	4.03	3.84	3.89	3.84
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Std. Deviation		.735	.712	.648	.693	.761

## Frequency Table

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.7	4.7	4.7
	Netral	8	12.5	12.5	17.2
	Setuju	39	60.9	60.9	78.1
	Sangat Setuju	14	21.9	21.9	100.0
	Total	64	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	12	18.8	18.8	20.3
	Setuju	35	54.7	54.7	75.0
	Sangat Setuju	16	25.0	25.0	100.0
	Total	64	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	13	20.3	20.3	23.4
	Setuju	42	65.6	65.6	89.1
	Sangat Setuju	7	10.9	10.9	100.0
	Total	64	100.0	100.0	

x1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	13	20.3	20.3	23.4
	Setuju	39	60.9	60.9	84.4
	Sangat Setuju	10	15.6	15.6	100.0
	Total	64	100.0	100.0	

x1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	18	28.1	28.1	31.3
	Setuju	32	50.0	50.0	81.3
	Sangat Setuju	12	18.8	18.8	100.0
	Total	64	100.0	100.0	

### Frequencies Keadilan Prosedural

Statistics

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6
N	Valid	64	64	64	64	64	64
	Missing	0	0	0	0	0	0
Mean		3.86	3.73	3.86	3.80	3.81	3.88
Median		4.00	4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4	4
Std. Deviation		.774	.696	.710	.739	.614	.630

### Frequency Table

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.7	4.7	4.7
	Netral	15	23.4	23.4	28.1
	Setuju	34	53.1	53.1	81.3
	Sangat Setuju	12	18.8	18.8	100.0
	Total	64	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.7	4.7	4.7
	Netral	17	26.6	26.6	31.3
	Setuju	38	59.4	59.4	90.6
	Sangat Setuju	6	9.4	9.4	100.0
	Total	64	100.0	100.0	

x2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	3.1	3.1	3.1
Netral	15	23.4	23.4	26.6
Setuju	37	57.8	57.8	84.4
Sangat Setuju	10	15.6	15.6	100.0
Total	64	100.0	100.0	

x2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	5	7.8	7.8	7.8
Netral	10	15.6	15.6	23.4
Setuju	42	65.6	65.6	89.1
Sangat Setuju	7	10.9	10.9	100.0
Total	64	100.0	100.0	

x2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	3.1	3.1	3.1
Netral	13	20.3	20.3	23.4
Setuju	44	68.8	68.8	92.2
Sangat Setuju	5	7.8	7.8	100.0
Total	64	100.0	100.0	

x2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	1.6	1.6	1.6
Netral	14	21.9	21.9	23.4
Setuju	41	64.1	64.1	87.5
Sangat Setuju	8	12.5	12.5	100.0
Total	64	100.0	100.0	

### Frequencies Keadilan Interaksional

Statistics

	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6
N Valid	64	64	64	64	64	64
Missing	0	0	0	0	0	0
Mean	3.83	3.88	3.98	3.89	3.83	4.00
Median	4.00	4.00	4.00	4.00	4.00	4.00
Mode	4	4	4	4	4	4
Std. Deviation	.656	.630	.630	.715	.606	.591

## Frequency Table

x3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	3.1	3.1	3.1
Netral	14	21.9	21.9	25.0
Setuju	41	64.1	64.1	89.1
Sangat Setuju	7	10.9	10.9	100.0
Total	64	100.0	100.0	

x3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	17	26.6	26.6	26.6
Setuju	38	59.4	59.4	85.9
Sangat Setuju	9	14.1	14.1	100.0
Total	64	100.0	100.0	

x3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	1.6	1.6	1.6
Netral	10	15.6	15.6	17.2
Setuju	42	65.6	65.6	82.8
Sangat Setuju	11	17.2	17.2	100.0
Total	64	100.0	100.0	

x3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	4	6.3	6.3	6.3
Netral	8	12.5	12.5	18.8
Setuju	43	67.2	67.2	85.9
Sangat Setuju	9	14.1	14.1	100.0
Total	64	100.0	100.0	

x3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	3.1	3.1	3.1
Netral	12	18.8	18.8	21.9
Setuju	45	70.3	70.3	92.2
Sangat Setuju	5	7.8	7.8	100.0
Total	64	100.0	100.0	

x3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	11	17.2	17.2	17.2
	Setuju	42	65.6	65.6	82.8
	Sangat Setuju	11	17.2	17.2	100.0
	Total	64	100.0	100.0	

### Frequencies Komitmen Afektif

Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
N	Valid	64	64	64	64	64
	Missing	0	0	0	0	0
Mean		4.02	4.00	3.98	4.00	3.89
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Std. Deviation		.745	.735	.678	.667	.715

### Frequency Table

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.7	4.7	4.7
	Netral	8	12.5	12.5	17.2
	Setuju	38	59.4	59.4	76.6
	Sangat Setuju	15	23.4	23.4	100.0
	Total	64	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	11	17.2	17.2	20.3
	Setuju	36	56.3	56.3	76.6
	Sangat Setuju	15	23.4	23.4	100.0
	Total	64	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	9	14.1	14.1	17.2
	Setuju	41	64.1	64.1	81.3
	Sangat Setuju	12	18.8	18.8	100.0
	Total	64	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	11	17.2	17.2	18.8
	Setuju	39	60.9	60.9	79.7
	Sangat Setuju	13	20.3	20.3	100.0
	Total	64	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	14	21.9	21.9	25.0
	Setuju	37	57.8	57.8	82.8
	Sangat Setuju	11	17.2	17.2	100.0
	Total	64	100.0	100.0	

### Frequencies Kinerja Pegawai

Statistics

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Y2.6
N	Valid	64	64	64	64	64	64
	Missing	0	0	0	0	0	0
Mean		4.13	3.91	3.97	3.95	4.30	4.19
Median		4.00	4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	5	4
Std. Deviation		.701	.610	.854	.722	.706	.710

### Frequency Table

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	9	14.1	14.1	15.6
	Setuju	35	54.7	54.7	70.3
	Sangat Setuju	19	29.7	29.7	100.0
	Total	64	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	15	23.4	23.4	23.4
	Setuju	40	62.5	62.5	85.9
	Sangat Setuju	9	14.1	14.1	100.0
	Total	64	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	7.8	7.8	7.8
	Netral	9	14.1	14.1	21.9
	Setuju	33	51.6	51.6	73.4
	Sangat Setuju	17	26.6	26.6	100.0
	Total	64	100.0	100.0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	12	18.8	18.8	21.9
	Setuju	37	57.8	57.8	79.7
	Sangat Setuju	13	20.3	20.3	100.0
	Total	64	100.0	100.0	

Y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	9	14.1	14.1	14.1
	Setuju	27	42.2	42.2	56.3
	Sangat Setuju	28	43.8	43.8	100.0
	Total	64	100.0	100.0	

Y2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	8	12.5	12.5	14.1
	Setuju	33	51.6	51.6	65.6
	Sangat Setuju	22	34.4	34.4	100.0
	Total	64	100.0	100.0	

## Correlations

		Correlations					Keadilan distributif
		x1.1	x1.2	x1.3	x1.4	x1.5	
x1.1	Pearson Correlation	1	.546**	.634**	.624**	.653**	.853**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	64	64	64	64	64	64
x1.2	Pearson Correlation	.546**	1	.561**	.651**	.507**	.801**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	64	64	64	64	64	64
x1.3	Pearson Correlation	.634**	.561**	1	.563**	.497**	.790**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	64	64	64	64	64	64
x1.4	Pearson Correlation	.624**	.651**	.563**	1	.539**	.827**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	64	64	64	64	64	64
x1.5	Pearson Correlation	.653**	.507**	.497**	.539**	1	.796**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	64	64	64	64	64	64
Keadilan distributif	Pearson Correlation	.853**	.801**	.790**	.827**	.796**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64

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

## Correlations

		Correlations						Keadilan prosedural
		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	
x2.1	Pearson Correlation	1	.578**	.686**	.588**	.712**	.452**	.852**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	64	64	64	64	64	64	64
x2.2	Pearson Correlation	.578**	1	.566**	.542**	.588**	.394**	.772**
	Sig. (2-tailed)	.000		.000	.000	.000	.001	.000
	N	64	64	64	64	64	64	64
x2.3	Pearson Correlation	.686**	.566**	1	.641**	.631**	.351**	.821**
	Sig. (2-tailed)	.000	.000		.000	.000	.005	.000
	N	64	64	64	64	64	64	64
x2.4	Pearson Correlation	.588**	.542**	.641**	1	.615**	.525**	.826**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	64	64	64	64	64	64	64
x2.5	Pearson Correlation	.712**	.588**	.631**	.615**	1	.431**	.830**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	64	64	64	64	64	64	64
x2.6	Pearson Correlation	.452**	.394**	.351**	.525**	.431**	1	.651**
	Sig. (2-tailed)	.000	.001	.005	.000	.000		.000
	N	64	64	64	64	64	64	64
Keadilan prosedural	Pearson Correlation	.852**	.772**	.821**	.826**	.830**	.651**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64	64

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



## Correlations

		x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	Keadilan interaksional
x3.1	Pearson Correlation	1	.562**	.685**	.568**	.524**	.328**	.811**
	Sig. (2-tailed)		.000	.000	.000	.000	.008	.000
	N	64	64	64	64	64	64	64
x3.2	Pearson Correlation	.562**	1	.555**	.498**	.567**	.298*	.764**
	Sig. (2-tailed)	.000		.000	.000	.000	.017	.000
	N	64	64	64	64	64	64	64
x3.3	Pearson Correlation	.685**	.555**	1	.595**	.575**	.299*	.818**
	Sig. (2-tailed)	.000	.000		.000	.000	.017	.000
	N	64	64	64	64	64	64	64
x3.4	Pearson Correlation	.568**	.498**	.595**	1	.542**	.376**	.800**
	Sig. (2-tailed)	.000	.000	.000		.000	.002	.000
	N	64	64	64	64	64	64	64
x3.5	Pearson Correlation	.524**	.567**	.575**	.542**	1	.355**	.779**
	Sig. (2-tailed)	.000	.000	.000	.000		.004	.000
	N	64	64	64	64	64	64	64
x3.6	Pearson Correlation	.328**	.298*	.299*	.376**	.355**	1	.572**
	Sig. (2-tailed)	.008	.017	.017	.002	.004		.000
	N	64	64	64	64	64	64	64
Keadilan interaksional	Pearson Correlation	.811**	.764**	.818**	.800**	.779**	.572**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64	64

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

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

## Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Komitmen afektif
Y1.1	Pearson Correlation	1	.638**	.691**	.703**	.599**	.877**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	64	64	64	64	64	64
Y1.2	Pearson Correlation	.638**	1	.542**	.648**	.483**	.798**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	64	64	64	64	64	64
Y1.3	Pearson Correlation	.691**	.542**	1	.632**	.553**	.814**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	64	64	64	64	64	64
Y1.4	Pearson Correlation	.703**	.648**	.632**	1	.466**	.820**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	64	64	64	64	64	64
Y1.5	Pearson Correlation	.599**	.483**	.553**	.466**	1	.707**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	64	64	64	64	64	64
Komitmen afektif	Pearson Correlation	.877**	.798**	.814**	.820**	.707**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64

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

## Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Y2.6	Kinerja pegawai
Y2.1	Pearson Correlation	1	.584**	.616**	.576**	.533**	.940**	.866**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	64	64	64	64	64	64	64
Y2.2	Pearson Correlation	.584**	1	.634**	.638**	.361**	.591**	.768**
	Sig. (2-tailed)	.000		.000	.000	.003	.000	.000
	N	64	64	64	64	64	64	64
Y2.3	Pearson Correlation	.616**	.634**	1	.718**	.437**	.638**	.841**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	64	64	64	64	64	64	64
Y2.4	Pearson Correlation	.576**	.638**	.718**	1	.557**	.637**	.846**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	64	64	64	64	64	64	64
Y2.5	Pearson Correlation	.533**	.361**	.437**	.557**	1	.489**	.690**
	Sig. (2-tailed)	.000	.003	.000	.000		.000	.000
	N	64	64	64	64	64	64	64
Y2.6	Pearson Correlation	.940**	.591**	.638**	.637**	.489**	1	.877**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	64	64	64	64	64	64	64
Kinerja pegawai	Pearson Correlation	.866**	.768**	.841**	.846**	.690**	.877**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64	64

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

## Reliability

### Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded <sup>a</sup>	0	.0
	Total	64	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.871	5

### Item Statistics

	Mean	Std. Deviation	N
x1.1	4.00	.735	64
x1.2	4.03	.712	64
x1.3	3.84	.648	64
x1.4	3.89	.693	64
x1.5	3.84	.761	64

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	15.61	5.258	.754	.830
x1.2	15.58	5.549	.680	.849
x1.3	15.77	5.801	.678	.850
x1.4	15.72	5.507	.723	.838
x1.5	15.77	5.420	.660	.855

## Reliability

**Case Processing Summary**

		N	%
Cases	Valid	64	100.0
	Excluded <sup>a</sup>	0	.0
	Total	64	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.882	6

**Item Statistics**

	Mean	Std. Deviation	N
x2.1	3.86	.774	64
x2.2	3.73	.696	64
x2.3	3.86	.710	64
x2.4	3.80	.739	64
x2.5	3.81	.614	64
x2.6	3.88	.630	64

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	19.08	7.184	.763	.849
x2.2	19.20	7.879	.662	.866
x2.3	19.08	7.597	.728	.855
x2.4	19.14	7.456	.731	.854
x2.5	19.13	7.952	.756	.853
x2.6	19.06	8.631	.519	.887

## Reliability

**Case Processing Summary**

		N	%
Cases	Valid	64	100.0
	Excluded <sup>a</sup>	0	.0
	Total	64	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.853	6

**Item Statistics**

	Mean	Std. Deviation	N
x3.1	3.83	.656	64
x3.2	3.88	.630	64
x3.3	3.98	.630	64
x3.4	3.89	.715	64
x3.5	3.83	.606	64
x3.6	4.00	.591	64

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x3.1	19.58	5.803	.707	.815
x3.2	19.53	6.063	.647	.826
x3.3	19.42	5.867	.722	.812
x3.4	19.52	5.651	.678	.821
x3.5	19.58	6.089	.673	.822
x3.6	19.41	6.848	.411	.866

## Reliability

**Case Processing Summary**

		N	%
Cases	Valid	64	100.0
	Excluded <sup>a</sup>	0	.0
	Total	64	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.880	5

**Item Statistics**

	Mean	Std. Deviation	N
Y1.1	4.02	.745	64
Y1.2	4.00	.735	64
Y1.3	3.98	.678	64
Y1.4	4.00	.667	64
Y1.5	3.89	.715	64

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	15.88	5.190	.805	.831
Y1.2	15.89	5.559	.687	.860
Y1.3	15.91	5.674	.726	.851
Y1.4	15.89	5.686	.739	.849
Y1.5	16.00	5.841	.615	.877

**Reliability****Case Processing Summary**

		N	%
Cases	Valid	64	100.0
	Excluded <sup>a</sup>	0	.0
	Total	64	100.0

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

**Reliability Statistics**

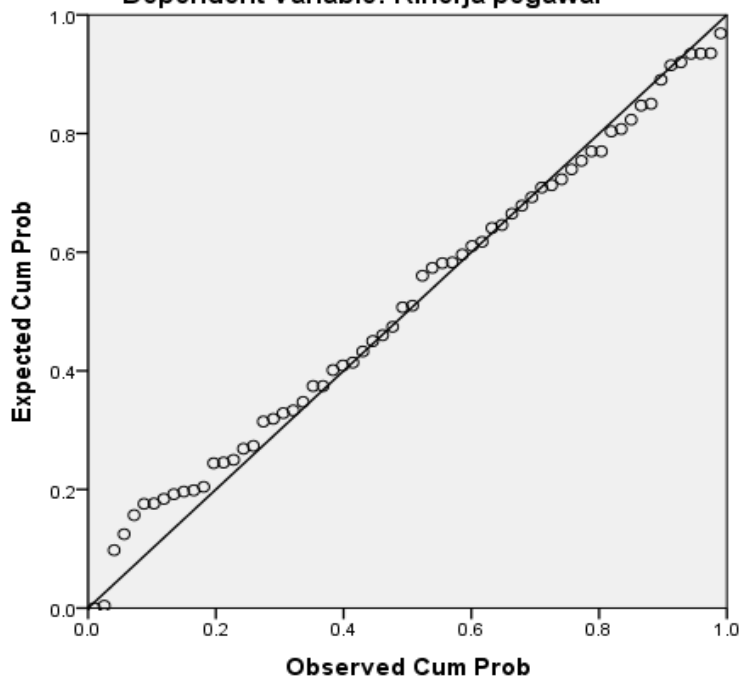
Cronbach's Alpha	N of Items
.897	6

**Item Statistics**

	Mean	Std. Deviation	N
Y2.1	4.13	.701	64
Y2.2	3.91	.610	64
Y2.3	3.97	.854	64
Y2.4	3.95	.722	64
Y2.5	4.30	.706	64
Y2.6	4.19	.710	64

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	20.31	8.567	.800	.867
Y2.2	20.53	9.428	.680	.886
Y2.3	20.47	8.031	.741	.878
Y2.4	20.48	8.571	.769	.872
Y2.5	20.14	9.424	.559	.903
Y2.6	20.25	8.476	.814	.865

**Charts****Normal P-P Plot of Regression Standardized Residual****Dependent Variable: Kinerja pegawai****One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		64
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	.98014748
Most Extreme Differences	Absolute	.090
	Positive	.043
	Negative	-.090
Test Statistic		.090
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	Keadilan distributif	.241	4.156
	Keadilan prosedural	.331	3.020
	Keadilan interaksional	.279	3.586
	Komitmen afektif	.248	4.031

a. Dependent Variabel: Kinerja pegawai

## Regression (Heteroskedastisitas)

**Variabels Entered/Removed<sup>a</sup>**

Model	Variabels Entered	Variabels Removed	Method
1	Komitmen afektif, Keadilan prosedural, Keadilan interaksional, Keadilan distributif <sup>b</sup>		Enter

a. Dependent Variabel: abs\_res

b. All requested variabels entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.394 <sup>a</sup>	.155	.098	.66471

a. Predictors: (Constant), Komitmen afektif, Keadilan prosedural, Keadilan interaksional, Keadilan distributif

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.782	4	1.195	.706	.339 <sup>b</sup>
	Residual	26.068	59	.442		
	Total	30.850	63			

a. Dependent Variabel: abs\_res

b. Predictors: (Constant), Komitmen afektif, Keadilan prosedural, Keadilan interaksional, Keadilan distributif

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.778	.692		4.016	.000
	Keadilan distributif	-.036	.059	-.147	-.601	.550
	Keadilan prosedural	-.048	.044	-.225	-1.080	.285
	Keadilan interaksional	-.050	.054	-.209	-.920	.361
	Komitmen afektif	.043	.060	.174	.725	.472

a. Dependent Variabel: abs\_res

## Regression (Model 1)

**Variabels Entered/Removed<sup>a</sup>**

Model	Variabels Entered	Variabels Removed	Method
1	Keadilan interaksional, Keadilan prosedural, Keadilan distributif <sup>b</sup>		Enter

a. Dependent Variabel: Komitmen afektif

b. All requested variabels entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.867 <sup>a</sup>	.752	.740	1.438

a. Predictors: (Constant), Keadilan interaksional, Keadilan prosedural, Keadilan distributive

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	375.914	3	125.305	60.620	.000 <sup>b</sup>
	Residual	124.023	60	2.067		
	Total	499.938	63			

a. Dependent Variabel: Komitmen afektif

b. Predictors: (Constant), Keadilan interaksional, Keadilan prosedural, Keadilan distributif

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.017	1.490		.682	.498
	Keadilan distributive	.386	.118	.395	3.274	.002
	Keadilan procedural	.254	.089	.298	2.840	.006
	Keadilan interaksional	.238	.114	.246	2.092	.041

a. Dependent Variabel: Komitmen afektif

## Regression (Model 2)

**Variabels Entered/Removed<sup>a</sup>**

Model	Variabels Entered	Variabels Removed	Method
1	Komitmen afektif, Keadilan prosedural, Keadilan interaksional, Keadilan distributif <sup>b</sup>		Enter

a. Dependent Variabel: Kinerja pegawai

b. All requested variabels entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.940 <sup>a</sup>	.884	.857	1.013

a. Predictors: (Constant), Komitmen afektif, Keadilan prosedural, Keadilan interaksional, Keadilan distributif



ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	717.227	4	179.307	174.793	.000 <sup>b</sup>
	Residual	60.523	59	1.026		
	Total	777.750	63			

a. Dependent Variabel: Kinerja pegawai

b. Predictors: (Constant), Komitmen afektif, Keadilan prosedural, Keadilan interaksional, Keadilan distributif

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.633	1.054		-1.550	.127
	Keadilan distributif	.265	.090	.197	2.938	.005
	Keadilan prosedural	.136	.067	.128	2.025	.047
	Keadilan interaksional	.223	.083	.185	2.685	.009
	Komitmen afektif	.629	.091	.504	6.911	.000

a. Dependent Variabel: Kinerja pegawai