

## Lampiran 1. Kuosioner Penelitian

### KUOSIONER

#### “UPAYA MEMBANGUN ESPRIT DE CORPS (SEMANGAT KESATUAN) MELALUI ORIENTASI PASAR ISLAMI”

Nama Responden : .....

Unit/Lembaga/Fakultas : .....

Status Kepegawaian : Dosen / Karyawan

Usia : .....Tahun

Jenis Kelamin :  Pria  Wanita

Pendidikan  SD  Strata 1 Terakhir :  
 SMP  Strata 2  
 SMU  Strata 3  
 D3

Lama Bekerja : ..... Tahun

#### **PETUNJUK PENGISIAN KUISIONER**

Anda dimohon untuk memberikan pendapat anda pada pertanyaan berikut dengan cara memilih jawaban yang paling cocok dengan skala 1 -10 point ( sangat tidak setuju – sangat setuju ). Setelah itu anda dimohon untuk memberi tanda centang (✓) pada kotak angka yang tersedia pada pertanyaan tersebut.

#### **Contoh :**

Saya merasa orang-orang di Unissula memiliki kebersamaan dalam visi dan misi

Sangat Tidak Setuju

Sangat Setuju

1 2 3 4 5 6 7 8 9 10

Angka 8 merupakan jawaban dimana anda berpendapat jawaban yang anda berikan berkisar pada level 8 dari 10 poin keseluruhan.

### Esprit De Corps (Semangat Kesatuan)

1. Saya merasa orang-orang di Unissula memiliki kebersamaan dalam visi dan misi

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

2. Saya merasa bekerja untuk Unissula seperti menjadi bagian dari keluarga besar.

Sangat Tidak Setuju

Sangat Setuju

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3. Saya benar-benar peduli tentang kebutuhan dan masalah yang dihadapi Unissula

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

4. Saya bangga dan setia menjadi bagian dari Unissula

Sangat Tidak Setuju

Sangat Setuju

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5. Saya sangat bersemangat bila bekerja untuk kepentingan Unissula

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

Bagaimana cara anda mewujudkan Esprit De Corps di lingkungan Unissula?

## I. Orientasi Pasar Islami

1. Saya membantu mencari dan mendapatkan informasi dari masyarakat islam untuk kepentingan Unissula

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

2. Saya senang berbagi informasi yang baik kepada pihak lain tentang Unissula

Sangat Tidak Setuju

Sangat Setuju

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3. Saya berusaha semampunya untuk menjawab pertanyaan masyarakat terkait dengan Unissula

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

4. Saya beserta tim di unit bisnis kami menghabiskan waktu untuk mendiskusikan kebutuhan pelanggan di masa depan dengan departemen fungsional lainnya

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

5. Unit kami secara berkala mengedarkan dokumen (misalnya, laporan, buletin) yang memberikan informasi tentang pelanggan kami.

Sangat Tidak Setuju

Sangat Setuju

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6. Saya selalu berusaha membantu Unissula untuk mencari informasi tentang strategi bersaing Perguruan Tinggi lain

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

7. Ketika saya mengetahui bahwa klien (mahasiswa) tidak puas dengan kualitas layanan kami, kami segera mengambil tindakan korektif.

Sangat Tidak Setuju

Sangat Setuju

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Sejauh mana anda mampu mendukung orientasi pasar islami?

### III. Sikap terhadap nilai-nilai Islam

1. Tugas saya memberikan penghormatan kepada orang lain sesuai dengan ajaran Islam

Sangat Tidak Setuju

Sangat Setuju

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2. Saya mencoba menghindari aktivitas apa pun yang dapat menyakiti orang lain

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

3. Saya selalu berusaha membantu mereka yang membutuhkan bantuan

Sangat Tidak Setuju

Sangat Setuju

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4. Saya berusaha jujur dan adil dengan orang lain

Sangat Tidak Setuju

Sangat Setuju

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5. Saya selalu menghindari tindakan yang berakibat orang lain malu karena Islam melarang perbuatan tersebut

Sangat Tidak Setuju

Sangat Setuju

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Sejauh mana anda mampu mengimplementasikan nilai-nilai islam dalam kehidupan sehari-hari?

#### IV. Interelasi

1. Saya merasa sebagian besar departemen di Unissula rukun satu sama lain.

Sangat Tidak Setuju

Sangat Setuju

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2. Saya merasa nyaman bila beberapa orang dari berbagai departemen berkumpul

Sangat Tidak Setuju

Sangat Setuju

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3. Saya senang berinteraksi dengan orang-orang dari departemen lain

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

4. Saya sangat mudah untuk berbicara dengan siapa pun di Unissula, terlepas dari pangkat atau jabatannya.

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

5. Saya memiliki banyak waktu untuk berbincang-bincang secara informal di antara individu-individu dari berbagai departemen di Unissula

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

6. Saya memiliki kemudahan dalam mengakses informasi dari berbagai unit di Unissula.

Sangat Tidak Setuju

Sangat Setuju

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7. Departemen saya terbuka terhadap saran atau masukan dari individu atau departemen lain

Sangat Tidak Setuju

Sangat Setuju

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Bagaimana cara anda membangun hubungan individu antar departemen?

## V. Pelatihan Manajemen

1. Saya sering dibekali pelatihan untuk menjalankan tugas dengan sebaik-baiknya.

Sangat Tidak Setuju

Sangat Setuju

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2. Materi pelatihan dapat meningkatkan partisipasi saya dalam volume pekerjaan

Sangat Tidak Setuju

Sangat Setuju

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3. Pelatihan dapat membangkitkan rasa ingin tahu saya terhadap masalah yang berhubungan dengan pekerjaan.

Sangat Tidak Setuju

Sangat Setuju

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| 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       |

4. Pelatihan meningkatkan kemampuan saya untuk menghadapi pelanggan maupun kemampuan dalam bekerja.

Sangat Tidak Setuju

Sangat Setuju

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5. Pelatihan meningkatkan kemampuan saya untuk mencari solusi yang tepat

Sangat Tidak Setuju

Sangat Setuju

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6. Pelatihan meningkatkan kemampuan saya untuk berkomunikasi dengan orang lain.

Sangat Tidak Setuju

Sangat Setuju

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7. Pelatihan islami dapat meningkatkan pemahaman saya terhadap nilai-nilai Islam

Sangat Tidak Setuju

Sangat Setuju

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8. Pelatihan islami dapat meningkatkan kualitas perilaku hidup saya

Sangat Tidak Setuju

Sangat Setuju

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Sejauh mana pelatihan berpengaruh terhadap diri anda?



## Lampiran 2. Jumlah Populasi Karyawan dan Dosen Unissula

| NO | Unit/Fakultas                                       | Jumlah Dosen Tetap | Jumlah Karyawan Tetap |
|----|---|--------------------|-----------------------|
| 1  | Fakultas Psikologi                                  | 18                 | 8                     |
| 2  | Fakultas Agama Islam                                | 24                 | 13                    |
| 3  | Fakultas Bahasa dan Ilmu Komunikasi                 | 22                 | 7                     |
| 4  | Fakultas Ekonomi                                    | 57                 | 19                    |
| 5  | Fakultas Hukum                                      | 30                 | 14                    |
| 6  | Fakultas Ilmu Keperawatan                           | 27                 | 15                    |
| 7  | Fakultas Kedokteran                                 | 130                | 60                    |
| 8  | Fakultas Kedokteran Gigi                            | 32                 | 23                    |
| 9  | Fakultas Keguruan dan Ilmu Pendidikan               | 22                 | 4                     |
| 10 | Fakultas Teknik                                     | 29                 | 13                    |
| 11 | Fakultas Teknologi Industri                         | 31                 | 16                    |
| 12 | Biro Administrasi Akademik                          | -                  | 8                     |
| 13 | Biro Administrasi Umum                              | -                  | 83                    |
| 14 | Biro Keuangan                                       | -                  | 10                    |
| 15 | Lembaga Pengembangan Kemahasiswaan & Alumni         | -                  | 5                     |
| 16 | Lembaga Pengembangan Pendidikan Dan Penjaminan Mutu | -                  | 4                     |
| 17 | Lembaga Kajian Dan Penerapan Nilai-Nilai Islam      | -                  | 12                    |
| 18 | UPT Sistem Informasi                                | -                  | 15                    |
| 19 | LPPM  | -                  | 6                     |
| 20 | Biro SDI  | -                  | 11                    |
| 21 | UPT Pengembangan Bahasa International               | -                  | 3                     |
| 22 | UPT Perpustakaan                                    | -                  | 12                    |
| 23 | UPT PH  | -                  | 7                     |
|    | <b>Jumlah</b>                                       | <b>422</b>         | <b>368</b>            |







## LAMPIRAN 4. Karakteristik Responden

|   |         | Statistics                                   |                                    |                   |               |                                     |                         |
|---|---------|--|------------------------------------|-------------------|---------------|-------------------------------------|-------------------------|
|   |         | Unit /<br>Lembaga<br>/ Fakultas<br>Repsonden | Status<br>Kepegawaian<br>Responden | Umur<br>Responden | Jenis Kelamin | Pendidikan<br>Terakhir<br>Responden | Masa Kerja<br>Responden |
| N | Valid   | 104  | 104                                | 104               | 104           | 104                                 | 104                     |
|   | Missing | 0  | 0                                  | 0                 | 0             | 0                                   | 0                       |

### Unit / Lembaga / Fakultas Repsonden

|        |                  | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|--------|------------------|-----------|---------|---------------|-----------------------|
| Valid  | BAK              | 2         | 1,9     | 1,9           | 1,9                   |
|        | BAU              | 10        | 9,6     | 9,6           | 11,5                  |
|        | Cilad            | 1         | 1,0     | 1,0           | 12,5                  |
|        | FAI              | 6         | 5,8     | 5,8           | 18,3                  |
|        | Fakultas Teknolo | 3         | 2,9     | 2,9           | 21,2                  |
|        | FBIK             | 5         | 4,8     | 4,8           | 26,0                  |
|        | FE               | 11        | 10,6    | 10,6          | 36,5                  |
|        | FH               | 4         | 3,8     | 3,8           | 40,4                  |
|        | FIK              | 8         | 7,7     | 7,7           | 48,1                  |
|        | FK               | 12        | 11,5    | 11,5          | 59,6                  |
|        | FKG              | 7         | 6,7     | 6,7           | 66,3                  |
|        | FKIP             | 5         | 4,8     | 4,8           | 71,2                  |
|        | FT               | 7         | 6,7     | 6,7           | 77,9                  |
|        | FTI              | 3         | 2,9     | 2,9           | 80,8                  |
|        | KEU              | 1         | 1,0     | 1,0           | 81,7                  |
|        | LKPI             | 3         | 2,9     | 2,9           | 84,6                  |
|        | LP3M             | 1         | 1,0     | 1,0           | 85,6                  |
|        | LPKA             | 1         | 1,0     | 1,0           | 86,5                  |
|        | LPPM             | 1         | 1,0     | 1,0           | 87,5                  |
|        | PH               | 1         | 1,0     | 1,0           | 88,5                  |
|        | Psi              | 4         | 3,8     | 3,8           | 92,3                  |
|        | SDI              | 2         | 1,9     | 1,9           | 94,2                  |
|        | UPT Perpustakaan | 3         | 2,9     | 2,9           | 97,1                  |
| Upt SI | 3                | 2,9       | 2,9     | 100,0         |                       |
| Total  |                  | 104       | 100,0   | 100,0         |                       |

### Status Kepegawaian Responden

|       |          | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|----------|-----------|---------|---------------|-----------------------|
| Valid | Dosen    | 50        | 48,1    | 48,1          | 48,1                  |
|       | Karyawan | 54        | 51,9    | 51,9          | 100,0                 |
|       | Total    | 104       | 100,0   | 100,0         |                       |

|       |    | Umur Responden |         |               | Cumulative Percent |
|-------|----|----------------|---------|---------------|--------------------|
|       |    | Frequency      | Percent | Valid Percent |                    |
| Valid | 25 | 1              | 1,0     | 1,0           | 1,0                |
|       | 27 | 3              | 2,9     | 2,9           | 3,8                |
|       | 28 | 3              | 2,9     | 2,9           | 6,7                |
|       | 29 | 7              | 6,7     | 6,7           | 13,5               |
|       | 30 | 11             | 10,6    | 10,6          | 24,0               |
|       | 31 | 5              | 4,8     | 4,8           | 28,8               |
|       | 32 | 3              | 2,9     | 2,9           | 31,7               |
|       | 33 | 4              | 3,8     | 3,8           | 35,6               |
|       | 34 | 4              | 3,8     | 3,8           | 39,4               |
|       | 35 | 6              | 5,8     | 5,8           | 45,2               |
|       | 36 | 3              | 2,9     | 2,9           | 48,1               |
|       | 37 | 4              | 3,8     | 3,8           | 51,9               |
|       | 38 | 2              | 1,9     | 1,9           | 53,8               |
|       | 39 | 7              | 6,7     | 6,7           | 60,6               |
|       | 40 | 2              | 1,9     | 1,9           | 62,5               |
|       | 41 | 3              | 2,9     | 2,9           | 65,4               |
|       | 42 | 3              | 2,9     | 2,9           | 68,3               |
|       | 43 | 1              | 1,0     | 1,0           | 69,2               |
|       | 44 | 3              | 2,9     | 2,9           | 72,1               |
|       | 45 | 4              | 3,8     | 3,8           | 76,0               |
|       | 46 | 1              | 1,0     | 1,0           | 76,9               |
|       | 47 | 2              | 1,9     | 1,9           | 78,8               |
|       | 48 | 1              | 1,0     | 1,0           | 79,8               |
|       | 49 | 3              | 2,9     | 2,9           | 82,7               |
| 50    | 3  | 2,9            | 2,9     | 85,6          |                    |
| 51    | 2  | 1,9            | 1,9     | 87,5          |                    |
| 53    | 6  | 5,8            | 5,8     | 93,3          |                    |
| 54    | 1  | 1,0            | 1,0     | 94,2          |                    |
| 55    | 2  | 1,9            | 1,9     | 96,2          |                    |
| 56    | 1  | 1,0            | 1,0     | 97,1          |                    |
| 57    | 1  | 1,0            | 1,0     | 98,1          |                    |
| 60    | 1  | 1,0            | 1,0     | 99,0          |                    |
| 61    | 1  | 1,0            | 1,0     | 100,0         |                    |
| Total |    | 104            | 100,0   | 100,0         |                    |

|       |        | Jenis Kelamin |         |               | Cumulative Percent |
|-------|--------|---------------|---------|---------------|--------------------|
|       |        | Frequency     | Percent | Valid Percent |                    |
| Valid | Pria   | 66            | 63,5    | 63,5          | 63,5               |
|       | Wanita | 38            | 36,5    | 36,5          | 100,0              |
|       | Total  | 104           | 100,0   | 100,0         |                    |

|       |       | Pendidikan Terakhir Responden |         |               | Cumulative Percent |
|-------|-------|-------------------------------|---------|---------------|--------------------|
|       |       | Frequency                     | Percent | Valid Percent |                    |
| Valid | D3    | 4                             | 3,8     | 3,8           | 3,8                |
|       | S1    | 45                            | 43,3    | 43,3          | 47,1               |
|       | S2    | 48                            | 46,2    | 46,2          | 93,3               |
|       | S3    | 7                             | 6,7     | 6,7           | 100,0              |
|       | Total | 104                           | 100,0   | 100,0         |                    |

|       |    | Masa Kerja Responden |         |               | Cumulative Percent |
|-------|----|----------------------|---------|---------------|--------------------|
|       |    | Frequency            | Percent | Valid Percent |                    |
| Valid | 10 | 8                    | 7,7     | 7,7           | 7,7                |
|       | 11 | 1                    | 1,0     | 1,0           | 8,7                |
|       | 12 | 1                    | 1,0     | 1,0           | 9,6                |
|       | 13 | 2                    | 1,9     | 1,9           | 11,5               |

|       |     |       |       |       |
|-------|-----|-------|-------|-------|
| 14    | 2   | 1,9   | 1,9   | 13,5  |
| 15    | 3   | 2,9   | 2,9   | 16,3  |
| 17    | 3   | 2,9   | 2,9   | 19,2  |
| 18    | 1   | 1,0   | 1,0   | 20,2  |
| 19    | 1   | 1,0   | 1,0   | 21,2  |
| 20    | 7   | 6,7   | 6,7   | 27,9  |
| 21    | 3   | 2,9   | 2,9   | 30,8  |
| 22    | 3   | 2,9   | 2,9   | 33,7  |
| 23    | 2   | 1,9   | 1,9   | 35,6  |
| 25    | 3   | 2,9   | 2,9   | 38,5  |
| 26    | 1   | 1,0   | 1,0   | 39,4  |
| 27    | 1   | 1,0   | 1,0   | 40,4  |
| 28    | 3   | 2,9   | 2,9   | 43,3  |
| 3     | 12  | 11,5  | 11,5  | 54,8  |
| 30    | 1   | 1,0   | 1,0   | 55,8  |
| 31    | 1   | 1,0   | 1,0   | 56,7  |
| 32    | 2   | 1,9   | 1,9   | 58,7  |
| 35    | 1   | 1,0   | 1,0   | 59,6  |
| 4     | 7   | 6,7   | 6,7   | 66,3  |
| 40    | 1   | 1,0   | 1,0   | 67,3  |
| 5     | 9   | 8,7   | 8,7   | 76,0  |
| 6     | 6   | 5,8   | 5,8   | 81,7  |
| 7     | 6   | 5,8   | 5,8   | 87,5  |
| 8     | 7   | 6,7   | 6,7   | 94,2  |
| 9     | 6   | 5,8   | 5,8   | 100,0 |
| Total | 104 | 100,0 | 100,0 |       |

## LAMPIRAN 5. Hasil Uji Validitas

### 5.1. Variabel Esprit De Corps

|                            |                     | Correlations      |                   |                   |                   |                   | Total Skor Esprit De Corps |
|----------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------------|
|                            |                     | Esprit De Corps 1 | Esprit De Corps 2 | Esprit De Corps 3 | Esprit De Corps 4 | Esprit De Corps 5 |                            |
| Esprit De Corps 1          | Pearson Correlation | 1                 | ,410**            | ,280**            | ,216*             | ,189              | ,614**                     |
|                            | Sig. (2-tailed)     |                   | ,000              | ,004              | ,027              | ,054              | ,000                       |
|                            | N                   | 104               | 104               | 104               | 104               | 104               | 104                        |
| Esprit De Corps 2          | Pearson Correlation | ,410**            | 1                 | ,625**            | ,616**            | ,626**            | ,850**                     |
|                            | Sig. (2-tailed)     | ,000              |                   | ,000              | ,000              | ,000              | ,000                       |
|                            | N                   | 104               | 104               | 104               | 104               | 104               | 104                        |
| Esprit De Corps 3          | Pearson Correlation | ,280**            | ,625**            | 1                 | ,501**            | ,528**            | ,761**                     |
|                            | Sig. (2-tailed)     | ,004              | ,000              |                   | ,000              | ,000              | ,000                       |
|                            | N                   | 104               | 104               | 104               | 104               | 104               | 104                        |
| Esprit De Corps 4          | Pearson Correlation | ,216*             | ,616**            | ,501**            | 1                 | ,801**            | ,792**                     |
|                            | Sig. (2-tailed)     | ,027              | ,000              | ,000              |                   | ,000              | ,000                       |
|                            | N                   | 104               | 104               | 104               | 104               | 104               | 104                        |
| Esprit De Corps 5          | Pearson Correlation | ,189              | ,626**            | ,528**            | ,801**            | 1                 | ,790**                     |
|                            | Sig. (2-tailed)     | ,054              | ,000              | ,000              | ,000              |                   | ,000                       |
|                            | N                   | 104               | 104               | 104               | 104               | 104               | 104                        |
| Total Skor Esprit De Corps | Pearson Correlation | ,614**            | ,850**            | ,761**            | ,792**            | ,790**            | 1                          |
|                            | Sig. (2-tailed)     | ,000              | ,000              | ,000              | ,000              | ,000              |                            |
|                            | N                   | 104               | 104               | 104               | 104               | 104               | 104                        |

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

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

### 5.2. Variabel Orientasi Pasar Islami

|                          |                     | Correlations             |                          |                          |                          |                          |                          | Total Skor Orientasi Pasar Islami |        |
|--------------------------|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----------------------------------|--------|
|                          |                     | Orientasi Pasar Islami 1 | Orientasi Pasar Islami 2 | Orientasi Pasar Islami 3 | Orientasi Pasar Islami 4 | Orientasi Pasar Islami 5 | Orientasi Pasar Islami 6 | Orientasi Pasar Islami 7          |        |
| Orientasi Pasar Islami 1 | Pearson Correlation | 1                        | ,446**                   | ,159                     | ,409**                   | ,237*                    | ,397**                   | ,172                              | ,600** |
|                          | Sig. (2-tailed)     |                          | ,000                     | ,108                     | ,000                     | ,015                     | ,000                     | ,082                              | ,000   |
|                          | N                   | 104                      | 104                      | 104                      | 104                      | 104                      | 104                      | 104                               | 104    |
| Orientasi Pasar Islami 2 | Pearson Correlation | ,446**                   | 1                        | ,507**                   | ,397**                   | ,302**                   | ,529**                   | ,417**                            | ,755** |
|                          | Sig. (2-tailed)     | ,000                     |                          | ,000                     | ,000                     | ,002                     | ,000                     | ,000                              | ,000   |
|                          | N                   | 104                      | 104                      | 104                      | 104                      | 104                      | 104                      | 104                               | 104    |
| Orientasi Pasar Islami 3 | Pearson Correlation | ,159                     | ,507**                   | 1                        | ,372**                   | ,054                     | ,186                     | ,240*                             | ,533** |
|                          | Sig. (2-tailed)     | ,108                     | ,000                     |                          | ,000                     | ,583                     | ,059                     | ,014                              | ,000   |
|                          | N                   | 104                      | 104                      | 104                      | 104                      | 104                      | 104                      | 104                               | 104    |



|                                   |                     |        |        |        |        |        |        |        |        |
|-----------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| Orientasi Pasar Islami 4          | Pearson Correlation | ,409** | ,397** | ,372** | 1      | ,513** | ,428** | ,312** | ,756** |
|                                   | Sig. (2-tailed)     | ,000   | ,000   | ,000   |        | ,000   | ,000   | ,001   | ,000   |
|                                   | N                   | 104    | 104    | 104    | 104    | 104    | 104    | 104    | 104    |
| Orientasi Pasar Islami 5          | Pearson Correlation | ,237*  | ,302** | ,054   | ,513** | 1      | ,510** | ,247*  | ,667** |
|                                   | Sig. (2-tailed)     | ,015   | ,002   | ,583   | ,000   |        | ,000   | ,011   | ,000   |
|                                   | N                   | 104    | 104    | 104    | 104    | 104    | 104    | 104    | 104    |
| Orientasi Pasar Islami 6          | Pearson Correlation | ,397** | ,529** | ,186   | ,428** | ,510** | 1      | ,355** | ,747** |
|                                   | Sig. (2-tailed)     | ,000   | ,000   | ,059   | ,000   | ,000   |        | ,000   | ,000   |
|                                   | N                   | 104    | 104    | 104    | 104    | 104    | 104    | 104    | 104    |
| Orientasi Pasar Islami 7          | Pearson Correlation | ,172   | ,417** | ,240*  | ,312** | ,247*  | ,355** | 1      | ,553** |
|                                   | Sig. (2-tailed)     | ,082   | ,000   | ,014   | ,001   | ,011   | ,000   |        | ,000   |
|                                   | N                   | 104    | 104    | 104    | 104    | 104    | 104    | 104    | 104    |
| Total Skor Orientasi Pasar Islami | Pearson Correlation | ,600** | ,755** | ,533** | ,756** | ,667** | ,747** | ,553** | 1      |
|                                   | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        |
|                                   | N                   | 104    | 104    | 104    | 104    | 104    | 104    | 104    | 104    |

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

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

### 5.3. Variabel Sikap terhadap Nilai-nilai Islam

|                              |                     | Correlations                 |                              |                              |                              |                              | Total Skor Nilai Islam |
|------------------------------|---------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------|
|                              |                     | Sikap terhadap Nilai Islam 1 | Sikap terhadap Nilai Islam 2 | Sikap terhadap Nilai Islam 3 | Sikap terhadap Nilai Islam 4 | Sikap terhadap Nilai Islam 5 |                        |
| Sikap terhadap Nilai Islam 1 | Pearson Correlation | 1                            | ,639**                       | ,622**                       | ,655**                       | ,462**                       | ,822**                 |
|                              | Sig. (2-tailed)     |                              | ,000                         | ,000                         | ,000                         | ,000                         | ,000                   |
|                              | N                   | 104                          | 104                          | 104                          | 104                          | 104                          | 104                    |
| Sikap terhadap Nilai Islam 2 | Pearson Correlation | ,639**                       | 1                            | ,663**                       | ,646**                       | ,432**                       | ,808**                 |
|                              | Sig. (2-tailed)     | ,000                         |                              | ,000                         | ,000                         | ,000                         | ,000                   |
|                              | N                   | 104                          | 104                          | 104                          | 104                          | 104                          | 104                    |
| Sikap terhadap Nilai Islam 3 | Pearson Correlation | ,622**                       | ,663**                       | 1                            | ,794**                       | ,423**                       | ,834**                 |
|                              | Sig. (2-tailed)     | ,000                         | ,000                         |                              | ,000                         | ,000                         | ,000                   |
|                              | N                   | 104                          | 104                          | 104                          | 104                          | 104                          | 104                    |
| Sikap terhadap Nilai Islam 4 | Pearson Correlation | ,655**                       | ,646**                       | ,794**                       | 1                            | ,453**                       | ,847**                 |
|                              | Sig. (2-tailed)     | ,000                         | ,000                         | ,000                         |                              | ,000                         | ,000                   |
|                              | N                   | 104                          | 104                          | 104                          | 104                          | 104                          | 104                    |
| Sikap terhadap Nilai Islam 5 | Pearson Correlation | ,462**                       | ,432**                       | ,423**                       | ,453**                       | 1                            | ,743**                 |
|                              | Sig. (2-tailed)     | ,000                         | ,000                         | ,000                         | ,000                         |                              | ,000                   |
|                              | N                   | 104                          | 104                          | 104                          | 104                          | 104                          | 104                    |

|                         |                     |        |        |        |        |        |     |
|-------------------------|---------------------|--------|--------|--------|--------|--------|-----|
| Total Skor Nilai Islami | Pearson Correlation | ,822** | ,808** | ,834** | ,847** | ,743** | 1   |
|                         | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   |     |
|                         | N                   | 104    | 104    | 104    | 104    | 104    | 104 |

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

#### 5.4.Variabel Interelasi

|                       |                     | Correlations |              |              |              |              |              |              | Total Skor Interelasi |
|-----------------------|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------------|
|                       |                     | Interelasi 1 | Interelasi 2 | Interelasi 3 | Interelasi 4 | Interelasi 5 | Interelasi 6 | Interelasi 7 |                       |
| Interelasi 1          | Pearson Correlation | 1            | ,555**       | ,488**       | ,525**       | ,251*        | ,400**       | ,301**       | ,680**                |
|                       | Sig. (2-tailed)     |              | ,000         | ,000         | ,000         | ,010         | ,000         | ,002         | ,000                  |
|                       | N                   | 104          | 104          | 104          | 104          | 104          | 104          | 104          | 104                   |
| Interelasi 2          | Pearson Correlation | ,555**       | 1            | ,767**       | ,627**       | ,270**       | ,368**       | ,483**       | ,758**                |
|                       | Sig. (2-tailed)     | ,000         |              | ,000         | ,000         | ,006         | ,000         | ,000         | ,000                  |
|                       | N                   | 104          | 104          | 104          | 104          | 104          | 104          | 104          | 104                   |
| Interelasi 3          | Pearson Correlation | ,488**       | ,767**       | 1            | ,762**       | ,374**       | ,388**       | ,635**       | ,829**                |
|                       | Sig. (2-tailed)     | ,000         | ,000         |              | ,000         | ,000         | ,000         | ,000         | ,000                  |
|                       | N                   | 104          | 104          | 104          | 104          | 104          | 104          | 104          | 104                   |
| Interelasi 4          | Pearson Correlation | ,525**       | ,627**       | ,762**       | 1            | ,375**       | ,439**       | ,607**       | ,823**                |
|                       | Sig. (2-tailed)     | ,000         | ,000         | ,000         |              | ,000         | ,000         | ,000         | ,000                  |
|                       | N                   | 104          | 104          | 104          | 104          | 104          | 104          | 104          | 104                   |
| Interelasi 5          | Pearson Correlation | ,251*        | ,270**       | ,374**       | ,375**       | 1            | ,418**       | ,399**       | ,645**                |
|                       | Sig. (2-tailed)     | ,010         | ,006         | ,000         | ,000         |              | ,000         | ,000         | ,000                  |
|                       | N                   | 104          | 104          | 104          | 104          | 104          | 104          | 104          | 104                   |
| Interelasi 6          | Pearson Correlation | ,400**       | ,368**       | ,388**       | ,439**       | ,418**       | 1            | ,490**       | ,692**                |
|                       | Sig. (2-tailed)     | ,000         | ,000         | ,000         | ,000         | ,000         |              | ,000         | ,000                  |
|                       | N                   | 104          | 104          | 104          | 104          | 104          | 104          | 104          | 104                   |
| Interelasi 7          | Pearson Correlation | ,301**       | ,483**       | ,635**       | ,607**       | ,399**       | ,490**       | 1            | ,742**                |
|                       | Sig. (2-tailed)     | ,002         | ,000         | ,000         | ,000         | ,000         | ,000         |              | ,000                  |
|                       | N                   | 104          | 104          | 104          | 104          | 104          | 104          | 104          | 104                   |
| Total Skor Interelasi | Pearson Correlation | ,680**       | ,758**       | ,829**       | ,823**       | ,645**       | ,692**       | ,742**       | 1                     |
|                       | Sig. (2-tailed)     | ,000         | ,000         | ,000         | ,000         | ,000         | ,000         | ,000         |                       |
|                       | N                   | 104          | 104          | 104          | 104          | 104          | 104          | 104          | 104                   |

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

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

## 5.5. Variabel Pelatihan Manajemen

|                                |                     | Correlations          |                       |                       |                       |                       |                       |                       |                       | Total Skor Pelatihan Manajemen |
|--------------------------------|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--------------------------------|
|                                |                     | Pelatihan Manajemen 1 | Pelatihan Manajemen 2 | Pelatihan Manajemen 3 | Pelatihan Manajemen 4 | Pelatihan Manajemen 5 | Pelatihan Manajemen 6 | Pelatihan Manajemen 7 | Pelatihan Manajemen 8 |                                |
| Pelatihan Manajemen 1          | Pearson Correlation | 1                     | ,765 <sup>*</sup>     | ,612 <sup>*</sup>     | ,628 <sup>*</sup>     | ,643 <sup>*</sup>     | ,403 <sup>*</sup>     | ,455 <sup>*</sup>     | ,407 <sup>*</sup>     | ,760 <sup>**</sup>             |
|                                | Sig. (2-tailed)     |                       | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                           |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |
| Pelatihan Manajemen 2          | Pearson Correlation | ,765 <sup>*</sup>     | 1                     | ,842 <sup>*</sup>     | ,861 <sup>*</sup>     | ,838 <sup>*</sup>     | ,635 <sup>*</sup>     | ,512 <sup>*</sup>     | ,463 <sup>*</sup>     | ,907 <sup>**</sup>             |
|                                | Sig. (2-tailed)     | ,000                  |                       | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                           |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |
| Pelatihan Manajemen 3          | Pearson Correlation | ,612 <sup>*</sup>     | ,842 <sup>*</sup>     | 1                     | ,893 <sup>*</sup>     | ,837 <sup>*</sup>     | ,702 <sup>*</sup>     | ,506 <sup>*</sup>     | ,454 <sup>*</sup>     | ,891 <sup>**</sup>             |
|                                | Sig. (2-tailed)     | ,000                  | ,000                  |                       | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                           |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |
| Pelatihan Manajemen 4          | Pearson Correlation | ,628 <sup>*</sup>     | ,861 <sup>*</sup>     | ,893 <sup>*</sup>     | 1                     | ,876 <sup>*</sup>     | ,754 <sup>*</sup>     | ,559 <sup>*</sup>     | ,517 <sup>*</sup>     | ,926 <sup>**</sup>             |
|                                | Sig. (2-tailed)     | ,000                  | ,000                  | ,000                  |                       | ,000                  | ,000                  | ,000                  | ,000                  | ,000                           |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |
| Pelatihan Manajemen 5          | Pearson Correlation | ,643 <sup>*</sup>     | ,838 <sup>*</sup>     | ,837 <sup>*</sup>     | ,876 <sup>*</sup>     | 1                     | ,659 <sup>*</sup>     | ,620 <sup>*</sup>     | ,576 <sup>*</sup>     | ,918 <sup>**</sup>             |
|                                | Sig. (2-tailed)     | ,000                  | ,000                  | ,000                  | ,000                  |                       | ,000                  | ,000                  | ,000                  | ,000                           |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |
| Pelatihan Manajemen 6          | Pearson Correlation | ,403 <sup>*</sup>     | ,635 <sup>*</sup>     | ,702 <sup>*</sup>     | ,754 <sup>*</sup>     | ,659 <sup>*</sup>     | 1                     | ,411 <sup>*</sup>     | ,406 <sup>*</sup>     | ,759 <sup>**</sup>             |
|                                | Sig. (2-tailed)     | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  |                       | ,000                  | ,000                  | ,000                           |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |
| Pelatihan Manajemen 7          | Pearson Correlation | ,455 <sup>*</sup>     | ,512 <sup>*</sup>     | ,506 <sup>*</sup>     | ,559 <sup>*</sup>     | ,620 <sup>*</sup>     | ,411 <sup>*</sup>     | 1                     | ,853 <sup>*</sup>     | ,729 <sup>**</sup>             |
|                                | Sig. (2-tailed)     | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  |                       | ,000                  | ,000                           |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |
| Pelatihan Manajemen 8          | Pearson Correlation | ,407 <sup>*</sup>     | ,463 <sup>*</sup>     | ,454 <sup>*</sup>     | ,517 <sup>*</sup>     | ,576 <sup>*</sup>     | ,406 <sup>*</sup>     | ,853 <sup>*</sup>     | 1                     | ,692 <sup>**</sup>             |
|                                | Sig. (2-tailed)     | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  |                       | ,000                           |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |
| Total Skor Pelatihan Manajemen | Pearson Correlation | ,760 <sup>*</sup>     | ,907 <sup>*</sup>     | ,891 <sup>*</sup>     | ,926 <sup>*</sup>     | ,918 <sup>*</sup>     | ,759 <sup>*</sup>     | ,729 <sup>*</sup>     | ,692 <sup>*</sup>     | 1                              |
|                                | Sig. (2-tailed)     | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  | ,000                  |                                |
|                                | N                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                   | 104                            |

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

## LAMPIRAN 6. Hasil Uji Realibilitas

### 6.1. Variabel Esprit De Corps

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,797                   | 5          |

| Item-Total Statistics |                            |                                |                                  |                                  |
|-----------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
|                       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Esprit De Corps 1     | 34,27                      | 12,995                         | ,326                             | ,863                             |
| Esprit De Corps 2     | 33,30                      | 11,978                         | ,753                             | ,707                             |
| Esprit De Corps 3     | 33,76                      | 12,437                         | ,608                             | ,749                             |
| Esprit De Corps 4     | 33,01                      | 12,476                         | ,666                             | ,733                             |
| Esprit De Corps 5     | 33,13                      | 12,732                         | ,672                             | ,734                             |

### 6.2. Variabel Orientasi Pasar Islami

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,776                   | 7          |

| Item-Total Statistics    |                            |                                |                                  |                                  |
|--------------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
|                          | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Orientasi Pasar Islami 1 | 47,56                      | 29,472                         | ,442                             | ,759                             |
| Orientasi Pasar Islami 2 | 46,47                      | 27,902                         | ,655                             | ,723                             |
| Orientasi Pasar Islami 3 | 46,50                      | 29,961                         | ,341                             | ,780                             |
| Orientasi Pasar Islami 4 | 47,76                      | 26,456                         | ,633                             | ,720                             |
| Orientasi Pasar Islami 5 | 47,80                      | 26,163                         | ,463                             | ,763                             |
| Orientasi Pasar Islami 6 | 47,46                      | 26,251                         | ,614                             | ,724                             |
| Orientasi Pasar Islami 7 | 46,57                      | 31,219                         | ,421                             | ,764                             |

### 6.3. Variabel Sikap terhadap Nilai Islami

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,848                   | 5          |

| Item-Total Statistics        |                            |                                |                                  |                                  |
|------------------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
|                              | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Sikap terhadap Nilai Islam 1 | 35,95                      | 10,842                         | ,711                             | ,803                             |
| Sikap terhadap Nilai Islam 2 | 35,80                      | 11,541                         | ,708                             | ,808                             |
| Sikap terhadap Nilai Islam 3 | 35,89                      | 11,261                         | ,743                             | ,799                             |
| Sikap terhadap Nilai Islam 4 | 35,82                      | 11,316                         | ,766                             | ,795                             |
| Sikap terhadap Nilai Islam 5 | 35,81                      | 10,040                         | ,511                             | ,888                             |

### 6.4. Variabel Interelasi

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,847                   | 7          |

Item-Total Statistics

|              | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Interelasi 1 | 47,70                      | 32,425                         | ,542                             | ,836                             |
| Interelasi 2 | 47,38                      | 33,149                         | ,673                             | ,819                             |
| Interelasi 3 | 47,12                      | 31,734                         | ,761                             | ,806                             |
| Interelasi 4 | 47,28                      | 30,960                         | ,746                             | ,806                             |
| Interelasi 5 | 48,38                      | 31,266                         | ,451                             | ,861                             |
| Interelasi 6 | 48,12                      | 32,239                         | ,558                             | ,833                             |
| Interelasi 7 | 47,27                      | 32,898                         | ,647                             | ,821                             |

## 6.5. Variabel Pelatihan Manajemen

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,931             | 8          |

### Item-Total Statistics

|                       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Pelatihan Manajemen 1 | 58,06                      | 45,026                         | ,669                             | ,930                             |
| Pelatihan Manajemen 2 | 57,73                      | 42,529                         | ,869                             | ,913                             |
| Pelatihan Manajemen 3 | 57,55                      | 44,619                         | ,853                             | ,915                             |
| Pelatihan Manajemen 4 | 57,47                      | 44,368                         | ,901                             | ,911                             |
| Pelatihan Manajemen 5 | 57,45                      | 44,037                         | ,889                             | ,912                             |
| Pelatihan Manajemen 6 | 57,63                      | 45,729                         | ,675                             | ,928                             |
| Pelatihan Manajemen 7 | 57,00                      | 48,427                         | ,657                             | ,929                             |
| Pelatihan Manajemen 8 | 56,95                      | 48,609                         | ,608                             | ,932                             |

## LAMPIRAN 7. Analisis Statistik Deskriptif

### 7.1 Tanggapan dosen terhadap Esprit De Corps

| Esprit De Crops 1 |    |           |         |               |                    |
|-------------------|----|-----------|---------|---------------|--------------------|
|                   |    | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid             | 4  | 2         | 4,0     | 4,0           | 4,0                |
|                   | 5  | 2         | 4,0     | 4,0           | 8,0                |
|                   | 6  | 5         | 10,0    | 10,0          | 18,0               |
|                   | 7  | 9         | 18,0    | 18,0          | 36,0               |
|                   | 8  | 17        | 34,0    | 34,0          | 70,0               |
|                   | 9  | 9         | 18,0    | 18,0          | 88,0               |
|                   | 10 | 6         | 12,0    | 12,0          | 100,0              |
| Total             |    | 50        | 100,0   | 100,0         |                    |

| Esprit De Crops 2 |    |           |         |               |                    |
|-------------------|----|-----------|---------|---------------|--------------------|
|                   |    | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid             | 5  | 1         | 2,0     | 2,0           | 2,0                |
|                   | 6  | 1         | 2,0     | 2,0           | 4,0                |
|                   | 7  | 4         | 8,0     | 8,0           | 12,0               |
|                   | 8  | 10        | 20,0    | 20,0          | 32,0               |
|                   | 9  | 23        | 46,0    | 46,0          | 78,0               |
|                   | 10 | 11        | 22,0    | 22,0          | 100,0              |
| Total             |    | 50        | 100,0   | 100,0         |                    |

| Esprit De Crops 3 |    |           |         |               |                    |
|-------------------|----|-----------|---------|---------------|--------------------|
|                   |    | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid             | 6  | 3         | 6,0     | 6,0           | 6,0                |
|                   | 7  | 5         | 10,0    | 10,0          | 16,0               |
|                   | 8  | 24        | 48,0    | 48,0          | 64,0               |
|                   | 9  | 10        | 20,0    | 20,0          | 84,0               |
|                   | 10 | 8         | 16,0    | 16,0          | 100,0              |
| Total             |    | 50        | 100,0   | 100,0         |                    |

| Esprit De Crops 4 |    |           |         |               |                    |
|-------------------|----|-----------|---------|---------------|--------------------|
|                   |    | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid             | 6  | 2         | 4,0     | 4,0           | 4,0                |
|                   | 7  | 3         | 6,0     | 6,0           | 10,0               |
|                   | 8  | 11        | 22,0    | 22,0          | 32,0               |
|                   | 9  | 13        | 26,0    | 26,0          | 58,0               |
|                   | 10 | 21        | 42,0    | 42,0          | 100,0              |
| Total             |    | 50        | 100,0   | 100,0         |                    |

| Esprit De Crops 5 |    |           |         |               |                    |
|-------------------|----|-----------|---------|---------------|--------------------|
|                   |    | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid             | 6  | 1         | 2,0     | 2,0           | 2,0                |
|                   | 7  | 2         | 4,0     | 4,0           | 6,0                |
|                   | 8  | 16        | 32,0    | 32,0          | 38,0               |
|                   | 9  | 18        | 36,0    | 36,0          | 74,0               |
|                   | 10 | 13        | 26,0    | 26,0          | 100,0              |
| Total             |    | 50        | 100,0   | 100,0         |                    |

| Descriptive Statistics |    |         |         |      |                |
|------------------------|----|---------|---------|------|----------------|
|                        | N  | Minimum | Maximum | Mean | Std. Deviation |
| Esprit De Crops 1      | 50 | 4       | 10      | 7,76 | 1,492          |
| Esprit De Crops 2      | 50 | 5       | 10      | 8,72 | 1,089          |
| Esprit De Crops 3      | 50 | 6       | 10      | 8,30 | 1,055          |
| Esprit De Crops 4      | 50 | 6       | 10      | 8,96 | 1,124          |
| Esprit De Crops 5      | 50 | 6       | 10      | 8,80 | ,948           |
| Valid N (listwise)     | 50 |         |         |      |                |

## 7.2 Tanggapan karyawan terhadap Esprit De Corps

## Esprit De Corps 1

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 1  | 1         | 1,9     | 1,9           | 1,9                |
|       | 5  | 2         | 3,7     | 3,7           | 5,6                |
|       | 6  | 9         | 16,7    | 16,7          | 22,2               |
|       | 7  | 11        | 20,4    | 20,4          | 42,6               |
|       | 8  | 20        | 37,0    | 37,0          | 79,6               |
|       | 9  | 10        | 18,5    | 18,5          | 98,1               |
|       | 10 | 1         | 1,9     | 1,9           | 100,0              |
| Total |    | 54        | 100,0   | 100,0         |                    |

## Esprit De Corps 2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 6     | 2         | 3,7     | 3,7           | 3,7                |
|       | 7     | 7         | 13,0    | 13,0          | 16,7               |
|       | 8     | 19        | 35,2    | 35,2          | 51,9               |
|       | 9     | 18        | 33,3    | 33,3          | 85,2               |
|       | 10    | 8         | 14,8    | 14,8          | 100,0              |
|       | Total |           | 54      | 100,0         | 100,0              |

## Esprit De Corps 3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 2         | 3,7     | 3,7           | 3,7                |
|       | 6     | 5         | 9,3     | 9,3           | 13,0               |
|       | 7     | 10        | 18,5    | 18,5          | 31,5               |
|       | 8     | 18        | 33,3    | 33,3          | 64,8               |
|       | 9     | 16        | 29,6    | 29,6          | 94,4               |
|       | 10    | 3         | 5,6     | 5,6           | 100,0              |
|       | Total |           | 54      | 100,0         | 100,0              |

## Esprit De Corps 4

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 6     | 1         | 1,9     | 1,9           | 1,9                |
|       | 7     | 3         | 5,6     | 5,6           | 7,4                |
|       | 8     | 20        | 37,0    | 37,0          | 44,4               |
|       | 9     | 14        | 25,9    | 25,9          | 70,4               |
|       | 10    | 16        | 29,6    | 29,6          | 100,0              |
|       | Total |           | 54      | 100,0         | 100,0              |

## Esprit De Corps 5

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 7  | 9         | 16,7    | 16,7          | 16,7               |
|       | 8  | 15        | 27,8    | 27,8          | 44,4               |
|       | 9  | 14        | 25,9    | 25,9          | 70,4               |
|       | 10 | 16        | 29,6    | 29,6          | 100,0              |
| Total |    | 54        | 100,0   | 100,0         |                    |

## Descriptive Statistics

|                            | N  | Minimum | Maximum | Sum  | Mean  | Std. Deviation |
|----------------------------|----|---------|---------|------|-------|----------------|
| Esprit De Corps 1          | 54 | 1       | 10      | 402  | 7,44  | 1,449          |
| Esprit De Corps 2          | 54 | 6       | 10      | 455  | 8,43  | 1,021          |
| Esprit De Corps 3          | 54 | 5       | 10      | 428  | 7,93  | 1,195          |
| Esprit De Corps 4          | 54 | 6       | 10      | 473  | 8,76  | 1,008          |
| Esprit De Corps 5          | 54 | 7       | 10      | 469  | 8,69  | 1,079          |
| Total Skor Esprit De Corps | 54 | 32      | 50      | 2227 | 41,24 | 4,116          |
| Valid N (listwise)         | 54 |         |         |      |       |                |

### 7.3 Tanggapan dosen terhadap Orientasi Pasar Islami

| Orientasi Pasar Islami 1 |       |           |         |               |                    |
|--------------------------|-------|-----------|---------|---------------|--------------------|
|                          |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid                    | 5     | 1         | 2,0     | 2,0           | 2,0                |
|                          | 6     | 6         | 12,0    | 12,0          | 14,0               |
|                          | 7     | 10        | 20,0    | 20,0          | 34,0               |
|                          | 8     | 24        | 48,0    | 48,0          | 82,0               |
|                          | 9     | 7         | 14,0    | 14,0          | 96,0               |
|                          | 10    | 2         | 4,0     | 4,0           | 100,0              |
|                          | Total | 50        | 100,0   | 100,0         |                    |

| Orientasi Pasar Islami 2 |       |           |         |               |                    |
|--------------------------|-------|-----------|---------|---------------|--------------------|
|                          |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid                    | 7     | 4         | 8,0     | 8,0           | 8,0                |
|                          | 8     | 10        | 20,0    | 20,0          | 28,0               |
|                          | 9     | 21        | 42,0    | 42,0          | 70,0               |
|                          | 10    | 15        | 30,0    | 30,0          | 100,0              |
|                          | Total | 50        | 100,0   | 100,0         |                    |

| Orientasi Pasar Islami 3 |       |           |         |               |                    |
|--------------------------|-------|-----------|---------|---------------|--------------------|
|                          |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid                    | 2     | 1         | 2,0     | 2,0           | 2,0                |
|                          | 7     | 2         | 4,0     | 4,0           | 6,0                |
|                          | 8     | 14        | 28,0    | 28,0          | 34,0               |
|                          | 9     | 18        | 36,0    | 36,0          | 70,0               |
|                          | 10    | 15        | 30,0    | 30,0          | 100,0              |
|                          | Total | 50        | 100,0   | 100,0         |                    |

| Orientasi Pasar Islami 4 |       |           |         |               |                    |
|--------------------------|-------|-----------|---------|---------------|--------------------|
|                          |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid                    | 5     | 3         | 6,0     | 6,0           | 6,0                |
|                          | 6     | 6         | 12,0    | 12,0          | 18,0               |
|                          | 7     | 16        | 32,0    | 32,0          | 50,0               |
|                          | 8     | 19        | 38,0    | 38,0          | 88,0               |
|                          | 9     | 5         | 10,0    | 10,0          | 98,0               |
|                          | 10    | 1         | 2,0     | 2,0           | 100,0              |
|                          | Total | 50        | 100,0   | 100,0         |                    |

| Orientasi Pasar Islami 5 |       |           |         |               |                    |
|--------------------------|-------|-----------|---------|---------------|--------------------|
|                          |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid                    | 4     | 1         | 2,0     | 2,0           | 2,0                |
|                          | 5     | 2         | 4,0     | 4,0           | 6,0                |
|                          | 6     | 6         | 12,0    | 12,0          | 18,0               |
|                          | 7     | 15        | 30,0    | 30,0          | 48,0               |
|                          | 8     | 15        | 30,0    | 30,0          | 78,0               |
|                          | 9     | 8         | 16,0    | 16,0          | 94,0               |
|                          | 10    | 3         | 6,0     | 6,0           | 100,0              |
|                          | Total | 50        | 100,0   | 100,0         |                    |

| Orientasi Pasar Islami 6 |       |           |         |               |                    |
|--------------------------|-------|-----------|---------|---------------|--------------------|
|                          |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid                    | 5     | 1         | 2,0     | 2,0           | 2,0                |
|                          | 6     | 5         | 10,0    | 10,0          | 12,0               |
|                          | 7     | 14        | 28,0    | 28,0          | 40,0               |
|                          | 8     | 14        | 28,0    | 28,0          | 68,0               |
|                          | 9     | 11        | 22,0    | 22,0          | 90,0               |
|                          | 10    | 5         | 10,0    | 10,0          | 100,0              |
|                          | Total | 50        | 100,0   | 100,0         |                    |



**Orientasi Pasar Islami 7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 6     | 1         | 2,0     | 2,0           | 2,0                |
|       | 7     | 8         | 16,0    | 16,0          | 18,0               |
|       | 8     | 16        | 32,0    | 32,0          | 50,0               |
|       | 9     | 17        | 34,0    | 34,0          | 84,0               |
|       | 10    | 8         | 16,0    | 16,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

**Descriptive Statistics**

|                                   | N  | Minimum | Maximum | Mean  | Std. Deviation |
|-----------------------------------|----|---------|---------|-------|----------------|
| Orientasi Pasar Islami 1          | 50 | 5       | 10      | 7,72  | 1,051          |
| Orientasi Pasar Islami 2          | 50 | 7       | 10      | 8,94  | ,913           |
| Orientasi Pasar Islami 3          | 50 | 2       | 10      | 8,80  | 1,309          |
| Orientasi Pasar Islami 4          | 50 | 5       | 10      | 7,40  | 1,088          |
| Orientasi Pasar Islami 5          | 50 | 4       | 10      | 7,54  | 1,297          |
| Orientasi Pasar Islami 6          | 50 | 5       | 10      | 7,88  | 1,223          |
| Orientasi Pasar Islami 7          | 50 | 6       | 10      | 8,46  | 1,014          |
| Total Skor Orientasi Pasar Islami | 50 | 43      | 70      | 56,74 | 5,325          |
| Valid N (listwise)                | 50 |         |         |       |                |

**7.4 Tanggapan karyawan terhadap Orientasi Pasar Islami****Orientasi Pasar Islami 1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1,9     | 1,9           | 1,9                |
|       | 5     | 5         | 9,3     | 9,3           | 11,1               |
|       | 6     | 6         | 11,1    | 11,1          | 22,2               |
|       | 7     | 16        | 29,6    | 29,6          | 51,9               |
|       | 8     | 21        | 38,9    | 38,9          | 90,7               |
|       | 9     | 3         | 5,6     | 5,6           | 96,3               |
|       | 10    | 2         | 3,7     | 3,7           | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Orientasi Pasar Islami 2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 1         | 1,9     | 1,9           | 1,9                |
|       | 6     | 3         | 5,6     | 5,6           | 7,4                |
|       | 7     | 11        | 20,4    | 20,4          | 27,8               |
|       | 8     | 17        | 31,5    | 31,5          | 59,3               |
|       | 9     | 14        | 25,9    | 25,9          | 85,2               |
|       | 10    | 8         | 14,8    | 14,8          | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Orientasi Pasar Islami 3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,9     | 1,9           | 1,9                |
|       | 6     | 2         | 3,7     | 3,7           | 5,6                |
|       | 7     | 5         | 9,3     | 9,3           | 14,8               |
|       | 8     | 24        | 44,4    | 44,4          | 59,3               |
|       | 9     | 14        | 25,9    | 25,9          | 85,2               |
|       | 10    | 8         | 14,8    | 14,8          | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Orientasi Pasar Islami 4**

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 2  | 1         | 1,9     | 1,9           | 1,9                |
|       | 5  | 6         | 11,1    | 11,1          | 13,0               |
|       | 6  | 13        | 24,1    | 24,1          | 37,0               |
|       | 7  | 9         | 16,7    | 16,7          | 53,7               |
|       | 8  | 15        | 27,8    | 27,8          | 81,5               |
|       | 9  | 8         | 14,8    | 14,8          | 96,3               |
|       | 10 | 2         | 3,7     | 3,7           | 100,0              |
| Total |    | 54        | 100,0   | 100,0         |                    |

**Orientasi Pasar Islami 5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 2         | 3,7     | 3,7           | 3,7                |
|       | 3     | 1         | 1,9     | 1,9           | 5,6                |
|       | 4     | 2         | 3,7     | 3,7           | 9,3                |
|       | 5     | 3         | 5,6     | 5,6           | 14,8               |
|       | 6     | 12        | 22,2    | 22,2          | 37,0               |
|       | 7     | 13        | 24,1    | 24,1          | 61,1               |
|       | 8     | 9         | 16,7    | 16,7          | 77,8               |
|       | 9     | 9         | 16,7    | 16,7          | 94,4               |
|       | 10    | 3         | 5,6     | 5,6           | 100,0              |
|       | Total |           | 54      | 100,0         | 100,0              |

**Orientasi Pasar Islami 6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |  |
|-------|-------|-----------|---------|---------------|--------------------|--|
| Valid | 3     | 1         | 1,9     | 1,9           | 1,9                |  |
|       | 4     | 2         | 3,7     | 3,7           | 5,6                |  |
|       | 5     | 2         | 3,7     | 3,7           | 9,3                |  |
|       | 6     | 10        | 18,5    | 18,5          | 27,8               |  |
|       | 7     | 15        | 27,8    | 27,8          | 55,6               |  |
|       | 8     | 12        | 22,2    | 22,2          | 77,8               |  |
|       | 9     | 10        | 18,5    | 18,5          | 96,3               |  |
|       | 10    | 2         | 3,7     | 3,7           | 100,0              |  |
|       | Total |           | 54      | 100,0         | 100,0              |  |

**Orientasi Pasar Islami 7**

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 6  | 1         | 1,9     | 1,9           | 1,9                |
|       | 7  | 8         | 14,8    | 14,8          | 16,7               |
|       | 8  | 21        | 38,9    | 38,9          | 55,6               |
|       | 9  | 14        | 25,9    | 25,9          | 81,5               |
|       | 10 | 10        | 18,5    | 18,5          | 100,0              |
| Total |    | 54        | 100,0   | 100,0         |                    |

**Descriptive Statistics**

|                          | N  | Minimum | Maximum | Mean | Std. Deviation |
|--------------------------|----|---------|---------|------|----------------|
| Orientasi Pasar Islami 1 | 50 | 5       | 10      | 7,72 | 1,051          |
| Orientasi Pasar Islami 2 | 50 | 7       | 10      | 8,94 | ,913           |
| Orientasi Pasar Islami 3 | 50 | 2       | 10      | 8,80 | 1,309          |
| Orientasi Pasar Islami 4 | 50 | 5       | 10      | 7,40 | 1,088          |
| Orientasi Pasar Islami 5 | 50 | 4       | 10      | 7,54 | 1,297          |
| Orientasi Pasar Islami 6 | 50 | 5       | 10      | 7,88 | 1,223          |
| Orientasi Pasar Islami 7 | 50 | 6       | 10      | 8,46 | 1,014          |

|                                   |    |    |    |       |       |
|-----------------------------------|----|----|----|-------|-------|
| Total Skor Orientasi Pasar Islami | 50 | 43 | 70 | 56,74 | 5,325 |
| Valid N (listwise)                | 50 |    |    |       |       |

## 7.5 Tanggapan dosen Sikap terhadap Nilai-nilai Islam

### Sikap terhadap Nilai Islam 1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 7     | 3         | 6,0     | 6,0           | 6,0                |
|       | 8     | 11        | 22,0    | 22,0          | 28,0               |
|       | 9     | 19        | 38,0    | 38,0          | 66,0               |
|       | 10    | 17        | 34,0    | 34,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

### Sikap terhadap Nilai Islam 2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 7     | 1         | 2,0     | 2,0           | 2,0                |
|       | 8     | 14        | 28,0    | 28,0          | 30,0               |
|       | 9     | 22        | 44,0    | 44,0          | 74,0               |
|       | 10    | 13        | 26,0    | 26,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

### Sikap terhadap Nilai Islam 3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 7     | 3         | 6,0     | 6,0           | 6,0                |
|       | 8     | 16        | 32,0    | 32,0          | 38,0               |
|       | 9     | 16        | 32,0    | 32,0          | 70,0               |
|       | 10    | 15        | 30,0    | 30,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

### Sikap terhadap Nilai Islam 4

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 7     | 3         | 6,0     | 6,0           | 6,0                |
|       | 8     | 13        | 26,0    | 26,0          | 32,0               |
|       | 9     | 18        | 36,0    | 36,0          | 68,0               |
|       | 10    | 16        | 32,0    | 32,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

### Sikap terhadap Nilai Islam 5

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 7     | 3         | 6,0     | 6,0           | 6,0                |
|       | 8     | 14        | 28,0    | 28,0          | 34,0               |
|       | 9     | 21        | 42,0    | 42,0          | 76,0               |
|       | 10    | 12        | 24,0    | 24,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

### Descriptive Statistics

|                              | N  | Min | Max | Mean  | Std. Deviation |
|------------------------------|----|-----|-----|-------|----------------|
| Sikap terhadap Nilai Islam 1 | 50 | 7   | 10  | 9,00  | ,904           |
| Sikap terhadap Nilai Islam 2 | 50 | 7   | 10  | 8,94  | ,793           |
| Sikap terhadap Nilai Islam 3 | 50 | 7   | 10  | 8,86  | ,926           |
| Sikap terhadap Nilai Islam 4 | 50 | 7   | 10  | 8,94  | ,913           |
| Sikap terhadap Nilai Islam 5 | 50 | 7   | 10  | 8,84  | ,866           |
| Total Skor Nilai Islami      | 50 | 36  | 50  | 44,58 | 3,659          |
| Valid N (listwise)           | 50 |     |     |       |                |

## 7.6 Tanggapan karyawan Sikap terhadap Nilai-nilai Islam

### Sikap terhadap Nilai Islam 1

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 6 | 1         | 1,9     | 1,9           | 1,9                |
| 7       | 6         | 11,1    | 11,1          | 13,0               |
| 8       | 16        | 29,6    | 29,6          | 42,6               |
| 9       | 14        | 25,9    | 25,9          | 68,5               |
| 10      | 17        | 31,5    | 31,5          | 100,0              |
| Total   | 54        | 100,0   | 100,0         |                    |

### Sikap terhadap Nilai Islam 2

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 7 | 3         | 5,6     | 5,6           | 5,6                |
| 8       | 13        | 24,1    | 24,1          | 29,6               |
| 9       | 14        | 25,9    | 25,9          | 55,6               |
| 10      | 24        | 44,4    | 44,4          | 100,0              |
| Total   | 54        | 100,0   | 100,0         |                    |

### Sikap terhadap Nilai Islam 3

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 7 | 2         | 3,7     | 3,7           | 3,7                |
| 8       | 15        | 27,8    | 27,8          | 31,5               |
| 9       | 19        | 35,2    | 35,2          | 66,7               |
| 10      | 18        | 33,3    | 33,3          | 100,0              |
| Total   | 54        | 100,0   | 100,0         |                    |

### Sikap terhadap Nilai Islam 4

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 7 | 1         | 1,9     | 1,9           | 1,9                |
| 8       | 14        | 25,9    | 25,9          | 27,8               |
| 9       | 20        | 37,0    | 37,0          | 64,8               |
| 10      | 19        | 35,2    | 35,2          | 100,0              |
| Total   | 54        | 100,0   | 100,0         |                    |

### Sikap terhadap Nilai Islam 5

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 7 | 3         | 5,6     | 5,6           | 5,6                |
| 8       | 14        | 25,9    | 25,9          | 31,5               |
| 9       | 18        | 33,3    | 33,3          | 64,8               |
| 10      | 19        | 35,2    | 35,2          | 100,0              |
| Total   | 54        | 100,0   | 100,0         |                    |

### Descriptive Statistics

|                                   | N  | Min | Maximum | Sum  | Mean  | Std. Deviation |
|-----------------------------------|----|-----|---------|------|-------|----------------|
| Orientasi Pasar Islami 1          | 54 | 2   | 10      | 390  | 7,22  | 1,369          |
| Orientasi Pasar Islami 2          | 54 | 5   | 10      | 442  | 8,19  | 1,199          |
| Orientasi Pasar Islami 3          | 54 | 1   | 10      | 446  | 8,26  | 1,403          |
| Orientasi Pasar Islami 4          | 54 | 2   | 10      | 385  | 7,13  | 1,542          |
| Orientasi Pasar Islami 5          | 54 | 1   | 10      | 374  | 6,93  | 1,951          |
| Orientasi Pasar Islami 6          | 54 | 3   | 10      | 392  | 7,26  | 1,494          |
| Orientasi Pasar Islami 7          | 54 | 6   | 10      | 456  | 8,44  | 1,022          |
| Total Skor Orientasi Pasar Islami | 54 | 38  | 67      | 2885 | 53,43 | 6,350          |
| Valid N (listwise)                | 54 |     |         |      |       |                |

## 7.7 Tanggapan dosen terhadap interelasi

## 6. Interelasi 1

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 4  | 1         | 2,0     | 2,0           | 2,0                |
|       | 5  | 2         | 4,0     | 4,0           | 6,0                |
|       | 6  | 4         | 8,0     | 8,0           | 14,0               |
|       | 7  | 9         | 18,0    | 18,0          | 32,0               |
|       | 8  | 17        | 34,0    | 34,0          | 66,0               |
|       | 9  | 13        | 26,0    | 26,0          | 92,0               |
|       | 10 | 4         | 8,0     | 8,0           | 100,0              |
| Total |    | 50        | 100,0   | 100,0         |                    |

## Interelasi 2

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 7  | 9         | 18,0    | 18,0          | 18,0               |
|       | 8  | 23        | 46,0    | 46,0          | 64,0               |
|       | 9  | 13        | 26,0    | 26,0          | 90,0               |
|       | 10 | 5         | 10,0    | 10,0          | 100,0              |
| Total |    | 50        | 100,0   | 100,0         |                    |

## Interelasi 3

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 6  | 1         | 2,0     | 2,0           | 2,0                |
|       | 7  | 7         | 14,0    | 14,0          | 16,0               |
|       | 8  | 18        | 36,0    | 36,0          | 52,0               |
|       | 9  | 16        | 32,0    | 32,0          | 84,0               |
|       | 10 | 8         | 16,0    | 16,0          | 100,0              |
| Total |    | 50        | 100,0   | 100,0         |                    |

## Interelasi 4

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 5  | 1         | 2,0     | 2,0           | 2,0                |
|       | 6  | 2         | 4,0     | 4,0           | 6,0                |
|       | 7  | 11        | 22,0    | 22,0          | 28,0               |
|       | 8  | 15        | 30,0    | 30,0          | 58,0               |
|       | 9  | 13        | 26,0    | 26,0          | 84,0               |
|       | 10 | 8         | 16,0    | 16,0          | 100,0              |
| Total |    | 50        | 100,0   | 100,0         |                    |

## Interelasi 5

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 2,0     | 2,0           | 2,0                |
|       | 4     | 1         | 2,0     | 2,0           | 4,0                |
|       | 5     | 1         | 2,0     | 2,0           | 6,0                |
|       | 6     | 9         | 18,0    | 18,0          | 24,0               |
|       | 7     | 11        | 22,0    | 22,0          | 46,0               |
|       | 8     | 18        | 36,0    | 36,0          | 82,0               |
|       | 9     | 7         | 14,0    | 14,0          | 96,0               |
|       | 10    | 2         | 4,0     | 4,0           | 100,0              |
|       | Total |           | 50      | 100,0         | 100,0              |

## Interelasi 6

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 4 | 1         | 2,0     | 2,0           | 2,0                |
|       | 5 | 2         | 4,0     | 4,0           | 6,0                |
|       | 6 | 5         | 10,0    | 10,0          | 16,0               |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 7     | 15 | 30,0  | 30,0  | 46,0  |
| 8     | 18 | 36,0  | 36,0  | 82,0  |
| 9     | 7  | 14,0  | 14,0  | 96,0  |
| 10    | 2  | 4,0   | 4,0   | 100,0 |
| Total | 50 | 100,0 | 100,0 |       |

| Interelasi 7 |       |           |         |               |                    |
|--------------|-------|-----------|---------|---------------|--------------------|
|              |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid        | 5     | 1         | 2,0     | 2,0           | 2,0                |
|              | 6     | 1         | 2,0     | 2,0           | 4,0                |
|              | 7     | 9         | 18,0    | 18,0          | 22,0               |
|              | 8     | 20        | 40,0    | 40,0          | 62,0               |
|              | 9     | 11        | 22,0    | 22,0          | 84,0               |
|              | 10    | 8         | 16,0    | 16,0          | 100,0              |
|              | Total | 50        | 100,0   | 100,0         |                    |

| Descriptive Statistics |  |    |         |         |      |                |
|------------------------|--|----|---------|---------|------|----------------|
|                        |  | N  | Minimum | Maximum | Mean | Std. Deviation |
| Interelasi 1           |  | 50 | 4       | 10      | 7,88 | 1,335          |
| Interelasi 2           |  | 50 | 7       | 10      | 8,28 | ,882           |
| Interelasi 3           |  | 50 | 6       | 10      | 8,46 | ,994           |
| Interelasi 4           |  | 50 | 5       | 10      | 8,22 | 1,200          |
| Interelasi 5           |  | 50 | 1       | 10      | 7,36 | 1,535          |
| Interelasi 6           |  | 50 | 4       | 10      | 7,52 | 1,216          |
| Interelasi 7           |  | 50 | 5       | 10      | 8,26 | 1,121          |
| Valid N (listwise)     |  | 50 |         |         |      |                |

## 5.8. Tanggapan karyawan terhadap interelasi

### 6. Interelasi 1

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 4  | 1         | 1,9     | 1,9           | 1,9                |
|       | 5  | 2         | 3,7     | 3,7           | 5,6                |
|       | 6  | 7         | 13,0    | 13,0          | 18,5               |
|       | 7  | 9         | 16,7    | 16,7          | 35,2               |
|       | 8  | 18        | 33,3    | 33,3          | 68,5               |
|       | 9  | 12        | 22,2    | 22,2          | 90,7               |
|       | 10 | 5         | 9,3     | 9,3           | 100,0              |
| Total | 54 | 100,0     | 100,0   |               |                    |

| Interelasi 2 |       |           |         |               |                    |
|--------------|-------|-----------|---------|---------------|--------------------|
|              |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid        | 4     | 1         | 1,9     | 1,9           | 1,9                |
|              | 6     | 4         | 7,4     | 7,4           | 9,3                |
|              | 7     | 11        | 20,4    | 20,4          | 29,6               |
|              | 8     | 17        | 31,5    | 31,5          | 61,1               |
|              | 9     | 16        | 29,6    | 29,6          | 90,7               |
|              | 10    | 5         | 9,3     | 9,3           | 100,0              |
|              | Total | 54        | 100,0   | 100,0         |                    |

| Interelasi 3 |   |           |         |               |                    |
|--------------|---|-----------|---------|---------------|--------------------|
|              |   | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid        | 5 | 1         | 1,9     | 1,9           | 1,9                |
|              | 6 | 2         | 3,7     | 3,7           | 5,6                |
|              | 7 | 11        | 20,4    | 20,4          | 25,9               |
|              | 8 | 12        | 22,2    | 22,2          | 48,1               |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | 9     | 17 | 31,5  | 31,5  | 79,6  |
|  | 10    | 11 | 20,4  | 20,4  | 100,0 |
|  | Total | 54 | 100,0 | 100,0 |       |

| Interelasi 4 |       |           |         |               |                    |
|--------------|-------|-----------|---------|---------------|--------------------|
|              |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid        | 5     | 1         | 1,9     | 1,9           | 1,9                |
|              | 6     | 4         | 7,4     | 7,4           | 9,3                |
|              | 7     | 8         | 14,8    | 14,8          | 24,1               |
|              | 8     | 16        | 29,6    | 29,6          | 53,7               |
|              | 9     | 15        | 27,8    | 27,8          | 81,5               |
|              | 10    | 10        | 18,5    | 18,5          | 100,0              |
|              | Total | 54        | 100,0   | 100,0         |                    |

| Interelasi 5 |    |           |         |               |                    |  |
|--------------|----|-----------|---------|---------------|--------------------|--|
|              |    | Frequency | Percent | Valid Percent | Cumulative Percent |  |
| Valid        | 3  | 4         | 7,4     | 7,4           | 7,4                |  |
|              | 4  | 2         | 3,7     | 3,7           | 11,1               |  |
|              | 5  | 3         | 5,6     | 5,6           | 16,7               |  |
|              | 6  | 10        | 18,5    | 18,5          | 35,2               |  |
|              | 7  | 11        | 20,4    | 20,4          | 55,6               |  |
|              | 8  | 14        | 25,9    | 25,9          | 81,5               |  |
|              | 9  | 7         | 13,0    | 13,0          | 94,4               |  |
|              | 10 | 3         | 5,6     | 5,6           | 100,0              |  |
|              |    | Total     | 54      | 100,0         | 100,0              |  |

| Interelasi 6 |    |           |         |               |                    |  |
|--------------|----|-----------|---------|---------------|--------------------|--|
|              |    | Frequency | Percent | Valid Percent | Cumulative Percent |  |
| Valid        | 3  | 1         | 1,9     | 1,9           | 1,9                |  |
|              | 4  | 1         | 1,9     | 1,9           | 3,7                |  |
|              | 5  | 3         | 5,6     | 5,6           | 9,3                |  |
|              | 6  | 9         | 16,7    | 16,7          | 25,9               |  |
|              | 7  | 14        | 25,9    | 25,9          | 51,9               |  |
|              | 8  | 15        | 27,8    | 27,8          | 79,6               |  |
|              | 9  | 8         | 14,8    | 14,8          | 94,4               |  |
|              | 10 | 3         | 5,6     | 5,6           | 100,0              |  |
|              |    | Total     | 54      | 100,0         | 100,0              |  |

| Interelasi 7 |       |           |         |               |                    |
|--------------|-------|-----------|---------|---------------|--------------------|
|              |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid        | 5     | 2         | 3,7     | 3,7           | 3,7                |
|              | 6     | 1         | 1,9     | 1,9           | 5,6                |
|              | 7     | 8         | 14,8    | 14,8          | 20,4               |
|              | 8     | 19        | 35,2    | 35,2          | 55,6               |
|              | 9     | 17        | 31,5    | 31,5          | 87,0               |
|              | 10    | 7         | 13,0    | 13,0          | 100,0              |
|              | Total | 54        | 100,0   | 100,0         |                    |

| Descriptive Statistics |    |         |         |     |      |                |  |
|------------------------|----|---------|---------|-----|------|----------------|--|
|                        | N  | Minimum | Maximum | Sum | Mean | Std. Deviation |  |
| Interelasi 1           | 54 | 4       | 10      | 421 | 7,80 | 1,379          |  |
| Interelasi 2           | 54 | 4       | 10      | 435 | 8,06 | 1,220          |  |
| Interelasi 3           | 54 | 5       | 10      | 453 | 8,39 | 1,235          |  |
| Interelasi 4           | 54 | 5       | 10      | 448 | 8,30 | 1,253          |  |
| Interelasi 5           | 54 | 3       | 10      | 377 | 6,98 | 1,807          |  |
| Interelasi 6           | 54 | 3       | 10      | 396 | 7,33 | 1,467          |  |
| Interelasi 7           | 54 | 5       | 10      | 447 | 8,28 | 1,156          |  |
| Valid N (listwise)     | 54 |         |         |     |      |                |  |

## 5.9. Tanggapan dosen terhadap Pelatihan Manajemen

Pelatihan Manajemen 1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 1         | 2,0     | 2,0           | 2,0                |
|       | 6     | 4         | 8,0     | 8,0           | 10,0               |
|       | 7     | 10        | 20,0    | 20,0          | 30,0               |
|       | 8     | 21        | 42,0    | 42,0          | 72,0               |
|       | 9     | 9         | 18,0    | 18,0          | 90,0               |
|       | 10    | 5         | 10,0    | 10,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

Pelatihan Manajemen 2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 6     | 4         | 8,0     | 8,0           | 8,0                |
|       | 7     | 4         | 8,0     | 8,0           | 16,0               |
|       | 8     | 23        | 46,0    | 46,0          | 62,0               |
|       | 9     | 15        | 30,0    | 30,0          | 92,0               |
|       | 10    | 4         | 8,0     | 8,0           | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

Pelatihan Manajemen 3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 7     | 8         | 16,0    | 16,0          | 16,0               |
|       | 8     | 22        | 44,0    | 44,0          | 60,0               |
|       | 9     | 13        | 26,0    | 26,0          | 86,0               |
|       | 10    | 7         | 14,0    | 14,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

Pelatihan Manajemen 4

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 6     | 1         | 2,0     | 2,0           | 2,0                |
|       | 7     | 5         | 10,0    | 10,0          | 12,0               |
|       | 8     | 20        | 40,0    | 40,0          | 52,0               |
|       | 9     | 20        | 40,0    | 40,0          | 92,0               |
|       | 10    | 4         | 8,0     | 8,0           | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

Pelatihan Manajemen 5

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 6     | 3         | 6,0     | 6,0           | 6,0                |
|       | 7     | 3         | 6,0     | 6,0           | 12,0               |
|       | 8     | 18        | 36,0    | 36,0          | 48,0               |
|       | 9     | 22        | 44,0    | 44,0          | 92,0               |
|       | 10    | 4         | 8,0     | 8,0           | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

Pelatihan Manajemen 6

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 1         | 2,0     | 2,0           | 2,0                |
|       | 6     | 2         | 4,0     | 4,0           | 6,0                |
|       | 7     | 3         | 6,0     | 6,0           | 12,0               |
|       | 8     | 24        | 48,0    | 48,0          | 60,0               |
|       | 9     | 15        | 30,0    | 30,0          | 90,0               |
|       | 10    | 5         | 10,0    | 10,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |



**Pelatihan Manajemen 7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 6     | 1         | 2,0     | 2,0           | 2,0                |
|       | 8     | 17        | 34,0    | 34,0          | 36,0               |
|       | 9     | 24        | 48,0    | 48,0          | 84,0               |
|       | 10    | 8         | 16,0    | 16,0          | 100,0              |
|       | Total | 50        | 100,0   | 100,0         |                    |

**Pelatihan Manajemen 8**

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 6  | 1         | 2,0     | 2,0           | 2,0                |
|       | 7  | 2         | 4,0     | 4,0           | 6,0                |
|       | 8  | 14        | 28,0    | 28,0          | 34,0               |
|       | 9  | 21        | 42,0    | 42,0          | 76,0               |
|       | 10 | 12        | 24,0    | 24,0          | 100,0              |
| Total | 50 | 100,0     | 100,0   |               |                    |

**Descriptive Statistics**

|                                | N  | Minimum | Maximum | Mean  | Std. Deviation |
|--------------------------------|----|---------|---------|-------|----------------|
| Pelatihan Manajemen 1          | 50 | 5       | 10      | 7,96  | 1,142          |
| Pelatihan Manajemen 2          | 50 | 6       | 10      | 8,22  | ,996           |
| Pelatihan Manajemen 3          | 50 | 7       | 10      | 8,38  | ,923           |
| Pelatihan Manajemen 4          | 50 | 6       | 10      | 8,42  | ,859           |
| Pelatihan Manajemen 5          | 50 | 6       | 10      | 8,42  | ,950           |
| Pelatihan Manajemen 6          | 50 | 5       | 10      | 8,30  | 1,015          |
| Pelatihan Manajemen 7          | 50 | 6       | 10      | 8,76  | ,797           |
| Pelatihan Manajemen 8          | 50 | 6       | 10      | 8,82  | ,919           |
| Total Skor Pelatihan Manajemen | 50 | 49      | 80      | 67,28 | 6,484          |
| Valid N (listwise)             | 50 |         |         |       |                |

## 5.10. Tanggapan Karyawan terhadap Pelatihan Manajemen

**Pelatihan Manajemen 1**

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 4  | 1         | 1,9     | 1,9           | 1,9                |
|       | 5  | 5         | 9,3     | 9,3           | 11,1               |
|       | 6  | 8         | 14,8    | 14,8          | 25,9               |
|       | 7  | 15        | 27,8    | 27,8          | 53,7               |
|       | 8  | 16        | 29,6    | 29,6          | 83,3               |
|       | 9  | 4         | 7,4     | 7,4           | 90,7               |
|       | 10 | 5         | 9,3     | 9,3           | 100,0              |
| Total | 54 | 100,0     | 100,0   |               |                    |

**Pelatihan Manajemen 2**

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 4  | 1         | 1,9     | 1,9           | 1,9                |
|       | 5  | 1         | 1,9     | 1,9           | 3,7                |
|       | 6  | 11        | 20,4    | 20,4          | 24,1               |
|       | 7  | 9         | 16,7    | 16,7          | 40,7               |
|       | 8  | 18        | 33,3    | 33,3          | 74,1               |
|       | 9  | 5         | 9,3     | 9,3           | 83,3               |
|       | 10 | 9         | 16,7    | 16,7          | 100,0              |
| Total | 54 | 100,0     | 100,0   |               |                    |

**Pelatihan Manajemen 3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 1         | 1,9     | 1,9           | 1,9                |
|       | 6     | 4         | 7,4     | 7,4           | 9,3                |
|       | 7     | 17        | 31,5    | 31,5          | 40,7               |
|       | 8     | 17        | 31,5    | 31,5          | 72,2               |
|       | 9     | 6         | 11,1    | 11,1          | 83,3               |
|       | 10    | 9         | 16,7    | 16,7          | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Pelatihan Manajemen 4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 1         | 1,9     | 1,9           | 1,9                |
|       | 6     | 4         | 7,4     | 7,4           | 9,3                |
|       | 7     | 15        | 27,8    | 27,8          | 37,0               |
|       | 8     | 14        | 25,9    | 25,9          | 63,0               |
|       | 9     | 12        | 22,2    | 22,2          | 85,2               |
|       | 10    | 8         | 14,8    | 14,8          | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Pelatihan Manajemen 5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 1         | 1,9     | 1,9           | 1,9                |
|       | 6     | 5         | 9,3     | 9,3           | 11,1               |
|       | 7     | 11        | 20,4    | 20,4          | 31,5               |
|       | 8     | 18        | 33,3    | 33,3          | 64,8               |
|       | 9     | 10        | 18,5    | 18,5          | 83,3               |
|       | 10    | 9         | 16,7    | 16,7          | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Pelatihan Manajemen 6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4     | 1         | 1,9     | 1,9           | 1,9                |
|       | 5     | 2         | 3,7     | 3,7           | 5,6                |
|       | 6     | 4         | 7,4     | 7,4           | 13,0               |
|       | 7     | 17        | 31,5    | 31,5          | 44,4               |
|       | 8     | 11        | 20,4    | 20,4          | 64,8               |
|       | 9     | 12        | 22,2    | 22,2          | 87,0               |
|       | 10    | 7         | 13,0    | 13,0          | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Pelatihan Manajemen 7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 6     | 3         | 5,6     | 5,6           | 5,6                |
|       | 7     | 7         | 13,0    | 13,0          | 18,5               |
|       | 8     | 12        | 22,2    | 22,2          | 40,7               |
|       | 9     | 17        | 31,5    | 31,5          | 72,2               |
|       | 10    | 15        | 27,8    | 27,8          | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Pelatihan Manajemen 8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 1         | 1,9     | 1,9           | 1,9                |
|       | 6     | 2         | 3,7     | 3,7           | 5,6                |
|       | 7     | 6         | 11,1    | 11,1          | 16,7               |
|       | 8     | 9         | 16,7    | 16,7          | 33,3               |
|       | 9     | 23        | 42,6    | 42,6          | 75,9               |
|       | 10    | 13        | 24,1    | 24,1          | 100,0              |
|       | Total | 54        | 100,0   | 100,0         |                    |

**Descriptive Statistics**

|                                | N  | Minimum | Maximum | Sum  | Mean  | Std. Deviation |
|--------------------------------|----|---------|---------|------|-------|----------------|
| Pelatihan Manajemen 1          | 54 | 4       | 10      | 396  | 7,33  | 1,427          |
| Pelatihan Manajemen 2          | 54 | 4       | 10      | 417  | 7,72  | 1,472          |
| Pelatihan Manajemen 3          | 54 | 5       | 10      | 428  | 7,93  | 1,257          |
| Pelatihan Manajemen 4          | 54 | 5       | 10      | 434  | 8,04  | 1,258          |
| Pelatihan Manajemen 5          | 54 | 5       | 10      | 436  | 8,07  | 1,272          |
| Pelatihan Manajemen 6          | 54 | 4       | 10      | 423  | 7,83  | 1,411          |
| Pelatihan Manajemen 7          | 54 | 6       | 10      | 466  | 8,63  | 1,186          |
| Pelatihan Manajemen 8          | 54 | 5       | 10      | 468  | 8,67  | 1,182          |
| Total Skor Pelatihan Manajemen | 54 | 48      | 80      | 3468 | 64,22 | 8,409          |
| Valid N (listwise)             | 54 |         |         |      |       |                |

## LAMPIRAN 8. Uji Asumsi Klasik

### 8.1 Uji Normalitas

#### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 104                     |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                |
|                                  | Std. Deviation | 2,84646645              |
| Most Extreme Differences         | Absolute       | ,071                    |
|                                  | Positive       | ,047                    |
|                                  | Negative       | -,071                   |
| Test Statistic                   |                | ,071                    |
| 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.

### 8.2. Uji Multikolinieritas

#### 8.2.1. Jalur I

| Model                          |            | Coefficients <sup>a</sup>   |      |                           |      |      | Collinearity Statistics |     |
|--------------------------------|------------|-----------------------------|------|---------------------------|------|------|-------------------------|-----|
|                                |            | Unstandardized Coefficients |      | Standardized Coefficients | t    | Sig. | Tolerance               | VIF |
| B                              | Std. Error | Beta                        |      |                           |      |      |                         |     |
| 1 (Constant)                   | 16,586     | 5,824                       |      | 2,848                     | ,005 |      |                         |     |
| Total Skor Nilai Islami        | ,118       | ,131                        | ,079 | ,903                      | ,369 | ,806 | 1,241                   |     |
| Total Skor Interelasi          | ,336       | ,101                        | ,361 | 3,341                     | ,001 | ,527 | 1,897                   |     |
| Total Skor Pelatihan Manajemen | ,220       | ,083                        | ,277 | 2,650                     | ,009 | ,561 | 1,782                   |     |

a. Dependent Variable: Total Skor Orientasi Pasar Islami

#### 8.2.1. Jalur II

| Model                             |            | Coefficients <sup>a</sup>   |      |                           |      |      | Collinearity Statistics |     |
|-----------------------------------|------------|-----------------------------|------|---------------------------|------|------|-------------------------|-----|
|                                   |            | Unstandardized Coefficients |      | Standardized Coefficients | t    | Sig. | Tolerance               | VIF |
| B                                 | Std. Error | Beta                        |      |                           |      |      |                         |     |
| 1 (Constant)                      | 3,719      | 3,632                       |      | 1,024                     | ,308 |      |                         |     |
| Total Skor Orientasi Pasar Islami | ,205       | ,060                        | ,289 | 3,419                     | ,001 | ,615 | 1,626                   |     |
| Total Skor Nilai Islami           | ,242       | ,079                        | ,228 | 3,072                     | ,003 | ,799 | 1,252                   |     |
| Total Skor Interelasi             | ,199       | ,064                        | ,301 | 3,127                     | ,002 | ,474 | 2,109                   |     |
| Total Skor Pelatihan Manajemen    | ,076       | ,052                        | ,135 | 1,472                     | ,144 | ,524 | 1,907                   |     |

a. Dependent Variable: Total Skor Esprit De Corps

### 9.3. Uji Heteroskedastisitas (Rank Spearman)

#### 9.3.1. Jalur 1

|                                |                     | Correlations            |                       |                                |         |
|--------------------------------|---------------------|-------------------------|-----------------------|--------------------------------|---------|
|                                |                     | Total Skor Nilai Islami | Total Skor Interelasi | Total Skor Pelatihan Manajemen | Abs_RES |
| Total Skor Nilai Islami        | Pearson Correlation | 1                       | ,428**                | ,361**                         | ,004    |
|                                | Sig. (2-tailed)     |                         | ,000                  | ,000                           | ,967    |
|                                | N                   | 104                     | 104                   | 104                            | 104     |
| Total Skor Interelasi          | Pearson Correlation | ,428**                  | 1                     | ,656**                         | ,001    |
|                                | Sig. (2-tailed)     | ,000                    |                       | ,000                           | ,991    |
|                                | N                   | 104                     | 104                   | 104                            | 104     |
| Total Skor Pelatihan Manajemen | Pearson Correlation | ,361**                  | ,656**                | 1                              | ,041    |
|                                | Sig. (2-tailed)     | ,000                    | ,000                  |                                | ,677    |
|                                | N                   | 104                     | 104                   | 104                            | 104     |
| Abs_RES                        | Pearson Correlation | ,004                    | ,001                  | ,041                           | 1       |
|                                | Sig. (2-tailed)     | ,967                    | ,991                  | ,677                           |         |
|                                | N                   | 104                     | 104                   | 104                            | 104     |

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

#### 9.3.2. Jalur 2

|                                   |                     | Correlations            |                       |                                |                                   |         |
|-----------------------------------|---------------------|-------------------------|-----------------------|--------------------------------|-----------------------------------|---------|
|                                   |                     | Total Skor Nilai Islami | Total Skor Interelasi | Total Skor Pelatihan Manajemen | Total Skor Orientasi Pasar Islami | Abs_RES |
| Total Skor Nilai Islami           | Pearson Correlation | 1                       | ,428**                | ,361**                         | ,334**                            | ,087    |
|                                   | Sig. (2-tailed)     |                         | ,000                  | ,000                           | ,001                              | ,381    |
|                                   | N                   | 104                     | 104                   | 104                            | 104                               | 104     |
| Total Skor Interelasi             | Pearson Correlation | ,428**                  | 1                     | ,656**                         | ,577**                            | ,077    |
|                                   | Sig. (2-tailed)     | ,000                    |                       | ,000                           | ,000                              | ,437    |
|                                   | N                   | 104                     | 104                   | 104                            | 104                               | 104     |
| Total Skor Pelatihan Manajemen    | Pearson Correlation | ,361**                  | ,656**                | 1                              | ,543**                            | ,054    |
|                                   | Sig. (2-tailed)     | ,000                    | ,000                  |                                | ,000                              | ,585    |
|                                   | N                   | 104                     | 104                   | 104                            | 104                               | 104     |
| Total Skor Orientasi Pasar Islami | Pearson Correlation | ,334**                  | ,577**                | ,543**                         | 1                                 | -,114   |
|                                   | Sig. (2-tailed)     | ,001                    | ,000                  | ,000                           |                                   | ,249    |
|                                   | N                   | 104                     | 104                   | 104                            | 104                               | 104     |
| Abs_RES                           | Pearson Correlation | ,087                    | ,077                  | ,054                           | -,114                             | 1       |
|                                   | Sig. (2-tailed)     | ,381                    | ,437                  | ,585                           | ,249                              |         |
|                                   | N                   | 104                     | 104                   | 104                            | 104                               | 104     |

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

## LAMPIRAN 9. Hasil Uji Regresi Linier Berganda

### 9.1. Persamaan 1

|       |                                | Coefficients <sup>a</sup>   |            |                           |       |      |
|-------|--------------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model |                                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|       |                                | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)                     | 16,586                      | 5,824      |                           | 2,848 | ,005 |
|       | Total Skor Nilai Islami        | ,118                        | ,131       | ,079                      | ,903  | ,369 |
|       | Total Skor Interelasi          | ,336                        | ,101       | ,361                      | 3,341 | ,001 |
|       | Total Skor Pelatihan Manajemen | ,220                        | ,083       | ,277                      | 2,650 | ,009 |

a. Dependent Variable: Total Skor Orientasi Pasar Islami

### 9.2. Persamaan 2

|       |                                   | Coefficients <sup>a</sup>   |            |                           |       |      |
|-------|-----------------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model |                                   | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|       |                                   | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)                        | 3,719                       | 3,632      |                           | 1,024 | ,308 |
|       | Total Skor Nilai Islami           | ,242                        | ,079       | ,228                      | 3,072 | ,003 |
|       | Total Skor Interelasi             | ,199                        | ,064       | ,301                      | 3,127 | ,002 |
|       | Total Skor Pelatihan Manajemen    | ,076                        | ,052       | ,135                      | 1,472 | ,144 |
|       | Total Skor Orientasi Pasar Islami | ,205                        | ,060       | ,289                      | 3,419 | ,001 |

a. Dependent Variable: Total Skor Esprit De Corps

## LAMPIRAN 10. Hasil Uji Koefisien Determinasi

### 10.1 Persamaan 1

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,621 <sup>a</sup> | ,385     | ,367              | 4,842                      |

a. Predictors: (Constant), Total Skor Pelatihan Manajemen, Total Skor Nilai Islami, Total Skor Interelasi

b. Dependent Variable: Total Skor Orientasi Pasar Islami

### 10.2. Persamaan 2

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,752 <sup>a</sup> | ,565     | ,547              | 2,903                      |

a. Predictors: (Constant), Total Skor Orientasi Pasar Islami, Total Skor Nilai Islami, Total Skor Pelatihan Manajemen, Total Skor Interelasi

b. Dependent Variable: Total Skor Esprit De Corps

## LAMPIRAN 11. Hasil Uji Statistik F

### 11.1. Persamaan 1

|       |            | ANOVA <sup>a</sup> |     |             |        |                   |
|-------|------------|--------------------|-----|-------------|--------|-------------------|
| Model |            | Sum of Squares     | df  | Mean Square | F      | Sig.              |
| 1     | Regression | 1467,763           | 3   | 489,254     | 20,871 | ,000 <sup>b</sup> |
|       | Residual   | 2344,199           | 100 | 23,442      |        |                   |
|       | Total      | 3811,962           | 103 |             |        |                   |

a. Dependent Variable: Total Skor Orientasi Pasar Islami

b. Predictors: (Constant), Total Skor Pelatihan Manajemen, Total Skor Nilai Islami, Total Skor Interelasi

### 11.2. Persamaan 2

|       |            | ANOVA <sup>a</sup> |     |             |        |                   |
|-------|------------|--------------------|-----|-------------|--------|-------------------|
| Model |            | Sum of Squares     | df  | Mean Square | F      | Sig.              |
| 1     | Regression | 1083,571           | 4   | 270,893     | 32,135 | ,000 <sup>b</sup> |
|       | Residual   | 834,544            | 99  | 8,430       |        |                   |
|       | Total      | 1918,115           | 103 |             |        |                   |

a. Dependent Variable: Total Skor Esprit De Corps

b. Predictors: (Constant), Total Skor Orientasi Pasar Islami, Total Skor Nilai Islami, Total Skor Pelatihan Manajemen, Total Skor Interelasi



## LAMPIRAN 12. Hasil Uji Statistik t

### 12.1. Persamaan 1

|       |                                | Coefficients <sup>a</sup> |            | Standardized Coefficients | t     | Sig. |
|-------|--------------------------------|---------------------------|------------|---------------------------|-------|------|
| Model |                                | B                         | Std. Error |                           |       |      |
| 1     | (Constant)                     | 16,586                    | 5,824      |                           | 2,848 | ,005 |
|       | Total Skor Nilai Islami        | ,118                      | ,131       | ,079                      | ,903  | ,369 |
|       | Total Skor Interelasi          | ,336                      | ,101       | ,361                      | 3,341 | ,001 |
|       | Total Skor Pelatihan Manajemen | ,220                      | ,083       | ,277                      | 2,650 | ,009 |

a. Dependent Variable: Total Skor Orientasi Pasar Islami

### 12.2. Persamaan 2

|       |                                   | Coefficients <sup>a</sup> |            | Standardized Coefficients | t     | Sig. |
|-------|-----------------------------------|---------------------------|------------|---------------------------|-------|------|
| Model |                                   | B                         | Std. Error |                           |       |      |
| 1     | (Constant)                        | 3,719                     | 3,632      |                           | 1,024 | ,308 |
|       | Total Skor Nilai Islami           | ,242                      | ,079       | ,228                      | 3,072 | ,003 |
|       | Total Skor Interelasi             | ,199                      | ,064       | ,301                      | 3,127 | ,002 |
|       | Total Skor Pelatihan Manajemen    | ,076                      | ,052       | ,135                      | 1,472 | ,144 |
|       | Total Skor Orientasi Pasar Islami | ,205                      | ,060       | ,289                      | 3,419 | ,001 |

a. Dependent Variable: Total Skor Esprit De Corps