LAMPIRAN-LAMPIRAN

LAMPIRAN 1

MODEL PENINGKATAN KINERJA SDM MELALUI IDENTIFIKASI ORGANISASI DAN KETERLIBATAN KERJA

KUESIONER

Disusun Oleh :

HAFIIDH RIZKI AJI

NIM **:** 30401511749

UNIVERSITAS ISLAM SULTAN AGUNG

FAKULTAS EKONOMI PROGRAM STUDI MANAJEMEN

SEMARANG

2019

Semarang, 30 April 2019

Hal : Permohonan Pengisian Kuesioner

Kepada Yth.

Bapak/Ibu/Saudara/i Responden

Di Tempat

Dengan hormat,

Sehubungan dengan penyelesaian tugas akhir sebagai mahasiswa Program Strata Satu (S1) Universitas Islam Sultan Agung Semarang, saya :

Nama : HAFIIDH RIZKI AJI

NIM : 30401511749

Program studi : S1 MANAJEMEN

Bermaksud melakukan penelitian ilmiah untuk penyusunan skripsi dengan judul "MODEL PENINGKATAN KINERJA SDM MELALUI IDENTIFIKASI ORGANISASI DAN KETERLIBATAN KERJA".

Untuk itu saya sangat mengharapkan kesediaan bapak/ibu/saudara/i untuk menjadi responden dengan mengisi kuesioner ini secara lengkap dan sebelumnya saya mohon maaf telah mengganggu waktu bekerjanya. Data yang diperoleh hanya akan digunakan untuk kepentingan penelitian dan tidak digunakan sebagai penilaian kinerja di tempat bapak/ibu/saudara/i, sehingga kerahasiaannya akan saya jaga sesuai dengan etika penelitian.

- Dimohon untuk membaca setiap pertanyaan secara hati-hati dan menjawab dengan lengkap semua pertanyaan, karena apabila terdapat salah satu pertanyaan yang tidak dijawab maka kuesioner dianggap tidak berlaku.
- Tidak ada jawaban yang salah atau benar dalam pilihan ini, yang penting memilih jawaban yang sesuai dengan pendapat bapak/ibi/saudara/i.

Apabila bapak/ibu/saudara/i membutuhkan hasil dari penelitian ini, maka bapak/ibu/saudara/i dapat menghubungi saya (telepon dan email tertera di bawah). Atas kesediaan bapak/ibu/saudara/i meluangkan waktu untuk mengisi dan menjawab semua pertanyaan dalam kuesioner ini saya ucapkan terima kasih.

Mengetahui,
Dosen Pembimbing

Hormat saya
Peneliti

Hj. Olivia Fachurunisa, SE,M.Si., Ph.D

HAFIIDH RIZKI AJI

1. DATA IDENTITAS RESPONDEN

Isilah data dibawah ini dan berikan tanda (√) pada kotak yang sesuai dengan jawaban Bapak/Ibu.

Nama : ……..

Usia : ……..

Jenis Kelamin : ☐ Laki – laki

☐ Perempuan

Lama Waktu Kerja : ☐ 1-2 tahun

☐ 3-4 tahun

☐ > 5 tahun

Latar Belakang Pendidikan : ☐ SMA/sederajat ☐ Diploma ☐ S1 ☐ S2 ☐ Lainnya ……..

PETUNJUK PENGISIAN KUESIONER :

Berikan tanda (√) pada salah satu kolom yang sesuai dengan jawaban Bapak/Ibu.

[1]= Sangat Tidak Setuju
[2]= Tidak Setuju
[3]= Netral
[4]= Setuju
[5]= Sangat Setuju

1. Kuesioner Gaya Kepemimpinan Transformasional

No	Pertanyaan	Skala				
		1	**2**	**3**	**4**	**5**
***Idealized Influence* (pengaruh Ideal)**						
1	Pimpinan saya mampu menjadi *Role Model* (panutan) saya dalam hotel ini.					
2	Pimpinan saya selalu memberikan petunjuk kepada saya bagaimana menyelesaikan suatu pekerjaan.					
3	Pimpinan saya selalu menanamkan rasa bangga kepada saya selama bergabung bersamanya.					
***Inspirational Motivation* (Motivasi Inspirasional)**						
4	Pimpinan saya memberikan motivasi kepada saya untuk bekerja lebih baik.					
5	Pimpinan saya menumbuhkan rasa percaya diri dalam melakukan pekerjaan.					
6	Pimpinan saya memberikan keyakinan kepada saya bahwa tujuan perusahaan akan tercapai.					

7	Pimpinan saya membangkitan antusiasme saya untuk melakukan pekerjaan.					
***Intellectual Stimulation* (stimulasi intelektual)**						
8	Pimpinan saya mendorong saya untuk menggunakan kreativitas dalam menyelesaikan pekerjaan.					
9	Pimpinan saya mendorong saya untuk selalu inovatif dalam menyelesaikan pekerjaan.					
10	Pemimpin saya bersemangat untuk mendengarkan ide/gagasan saya.					
11	Pemimpin saya mendorong saya untuk menyelesaikan masalah pekerjaan secara rasional/logis.					
12	Pemimpin saya menyelesaikan masalah dari berbagai sudut pandang.					
***Individual Consideration* (perhatian Individu)**						
11	Pemimpin saya berupaya meningkatkan pengembangan diri saya.					

12	Pemimpin saya memperlakukan saya sebagai individu pribadi, bukan hanya sebagai anggota dari suatu keompok kerja.					
13	Pemimpin saya bersedia mendengarkan kesulitan dan keluhan yang saya alami.					
14	Pemimpin saya memberikan nasihat yang sangat penting bagi pengembangan diri saya.					

2. Kuesioner *Work Engagement* (Keterlibatan kerja)

No	**Pertanyaan**	**Skala**				
		1	**2**	**3**	**4**	**5**
1	Saya selalu bersemangat untuk pergi bekerja.					
2	Saya bersemangat untuk melakukan pekerjaan saya setiap hari.					
3	Ketika di tempat kerja saya tidak mudah menyerah meskipun ada halangan dan kesulitan.					

4	Saya dapat bekerja dalam jangka waktu yang lama pada saat tertentu.					
5	Saya memilki ketahanan mental yang kuat ketika bekerja.					
6	Saya merasa bergairah ketika melakukan pekerjaan saya.					
7	Pekerjaan saya merupakan sumber kebanggaan bagi diri saya.					
8	Saya merasa bangga ketika mengerjakan pekerjaan secara lengkap dan menyeluruh					
9	Saya siap mencurahkan hati dan jiwa saya pada pekerjaan.					
10	Saya merasa pekerjaan yang saya lakukan sangat bermakna dan memiliki tujuan.					

3. Kuesioner Identifikasi Organisasi

No	**Pertanyaan**	**Skala**				
		1	**2**	**3**	**4**	**5**
1	Saya merasa memiliki hubungan serta keterlibatan yang kuat dengan hotel tempat saya bekerja.					

2	Saya merasa kesal jika cerita di media mengkritik hotel tempat saya bekerja					
3	Saya merasa bangga dengan hotel tempat saya bekerja					
4	Kesuksesan perusahaan ini adalah kesuksesan bagi saya					
5	Saya merasa senang berada dan bekerja di hotel ini					

4. Kuesioner Kinerja

No	**Pertanyaan**	**Skala**				
		1	**2**	**3**	**4**	**5**
1	Saya mampu berkomunikasi dengan baik kepada pelanggan					
2	Saya memiliki pengalaman dalam menyelesaikan masalah yang berupa keluhan dari pelanggan					
3	Saya selalu berusaha melayani pelanggan					
4	Saya selalu menyampaikan informasi penting untuk pelanggan					
5	Saya selalu mengutamakan kepuasan pelanggan					

LAMPIRAN 2 HASIL ANALISIS DATA

ANALISIS DESKRIPTIF

Statistics

		X1.11	X1.12	X1.13	X1.21	X1.22	X1.23	X1.24	X1.31	X1.32	X1.33	X1.34	X1.35	X1.41	X1.42	X1.43	X1.44	X1
N	Valid	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3.9647	3.8941	3.9529	3.8588	3.8824	3.9412	3.9765	3.8471	3.8824	4.0000	3.9176	3.8235	3.7647	3.9412	3.9529	3.9882	62.5882

X1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	17	20.0	20.0	21.2
	4.00	51	60.0	60.0	81.2
	5.00	16	18.8	18.8	100.0
	Total	85	100.0	100.0	

X1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	24	28.2	28.2	30.6
	4.00	40	47.1	47.1	77.6
	5.00	19	22.4	22.4	100.0
	Total	85	100.0	100.0	

X1.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	20	23.5	23.5	25.9
	4.00	43	50.6	50.6	76.5
	5.00	20	23.5	23.5	100.0
	Total	85	100.0	100.0	

X1.21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	24	28.2	28.2	30.6
	4.00	43	50.6	50.6	81.2
	5.00	16	18.8	18.8	100.0
	Total	85	100.0	100.0	

X1.22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	23	27.1	27.1	28.2
	4.00	46	54.1	54.1	82.4
	5.00	15	17.6	17.6	100.0
	Total	85	100.0	100.0	

X1.23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	24	28.2	28.2	29.4
	4.00	39	45.9	45.9	75.3
	5.00	21	24.7	24.7	100.0
	Total	85	100.0	100.0	

X1.24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	20	23.5	23.5	24.7
	4.00	44	51.8	51.8	76.5
	5.00	20	23.5	23.5	100.0
	Total	85	100.0	100.0	

X1.31

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	25	29.4	29.4	30.6
	4.00	45	52.9	52.9	83.5
	5.00	14	16.5	16.5	100.0
	Total	85	100.0	100.0	

X1.32

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.5	3.5	3.5
	3.00	18	21.2	21.2	24.7
	4.00	50	58.8	58.8	83.5
	5.00	14	16.5	16.5	100.0
	Total	85	100.0	100.0	

X1.33

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	17	20.0	20.0	21.2
	4.00	48	56.5	56.5	77.6
	5.00	19	22.4	22.4	100.0
	Total	85	100.0	100.0	

X1.34

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	22	25.9	25.9	27.1
	4.00	45	52.9	52.9	80.0
	5.00	17	20.0	20.0	100.0
	Total	85	100.0	100.0	

X1.35

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	25	29.4	29.4	30.6
	4.00	47	55.3	55.3	85.9
	5.00	12	14.1	14.1	100.0
	Total	85	100.0	100.0	

X1.41

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	26	30.6	30.6	32.9
	4.00	47	55.3	55.3	88.2
	5.00	10	11.8	11.8	100.0
	Total	85	100.0	100.0	

X1.42

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	22	25.9	25.9	27.1
	4.00	43	50.6	50.6	77.6
	5.00	19	22.4	22.4	100.0
	Total	85	100.0	100.0	

X1.43

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	21	24.7	24.7	25.9
	4.00	44	51.8	51.8	77.6
	5.00	19	22.4	22.4	100.0
	Total	85	100.0	100.0	

X1.44

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	24	28.2	28.2	28.2
	4.00	38	44.7	44.7	72.9
	5.00	23	27.1	27.1	100.0
	Total	85	100.0	100.0	

Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1
N	Valid	85	85	85	85	85	85
	Missing	0	0	0	0	0	0
Mean		3.7765	3.9294	4.0118	3.8118	3.7059	19.2353
Median		4.0000	4.0000	4.0000	4.0000	4.0000	20.0000
Std. Deviation		.74604	.75259	.74792	.68128	.73717	2.90995

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.5	3.5	3.5
	3.00	26	30.6	30.6	34.1
	4.00	43	50.6	50.6	84.7
	5.00	13	15.3	15.3	100.0
	Total	85	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.5	3.5	3.5
	3.00	18	21.2	21.2	24.7
	4.00	46	54.1	54.1	78.8
	5.00	18	21.2	21.2	100.0
	Total	85	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	17	20.0	20.0	22.4
	4.00	44	51.8	51.8	74.1
	5.00	22	25.9	25.9	100.0
	Total	85	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	26	30.6	30.6	31.8
	4.00	46	54.1	54.1	85.9
	5.00	12	14.1	14.1	100.0
	Total	85	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	33	38.8	38.8	41.2
	4.00	38	44.7	44.7	85.9
	5.00	12	14.1	14.1	100.0
	Total	85	100.0	100.0	

Statistics

		Y2.11	Y2.12	Y2.13	Y2.21	Y2.22	Y2.23	Y2.24	Y2.25	Y2.31	Y2.32	Y2
N	Valid	85	85	85	85	85	85	85	85	85	85	85
	Missing	0	0	0	0	0	0	0	0	0	0	0
Mean		4.0471	3.9765	4.1294	4.0824	4.0706	4.0000	4.0353	3.8235	3.9529	4.1059	40.2235
Median		4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	41.0000
Std. Deviation		.61540	.63577	.76824	.67633	.65079	.70711	.71459	.65785	.75445	.74039	4.50232

Y2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	8	9.4	9.4	11.8
	4.00	59	69.4	69.4	81.2
	5.00	16	18.8	18.8	100.0
	Total	85	100.0	100.0	

Y2.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	18	21.2	21.2	21.2
	4.00	51	60.0	60.0	81.2
	5.00	16	18.8	18.8	100.0
	Total	85	100.0	100.0	

Y2.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.5	3.5	3.5
	3.00	11	12.9	12.9	16.5
	4.00	43	50.6	50.6	67.1
	5.00	28	32.9	32.9	100.0
	Total	85	100.0	100.0	

Y2.21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	13	15.3	15.3	16.5
	4.00	49	57.6	57.6	74.1
	5.00	22	25.9	25.9	100.0
	Total	85	100.0	100.0	

Y2.22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	12	14.1	14.1	15.3
	4.00	52	61.2	61.2	76.5
	5.00	20	23.5	23.5	100.0
	Total	85	100.0	100.0	

Y2.23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	15	17.6	17.6	20.0
	4.00	49	57.6	57.6	77.6
	5.00	19	22.4	22.4	100.0
	Total	85	100.0	100.0	

Y2.24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	14	16.5	16.5	18.8
	4.00	48	56.5	56.5	75.3
	5.00	21	24.7	24.7	100.0
	Total	85	100.0	100.0	

Y2.25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	24	28.2	28.2	29.4
	4.00	49	57.6	57.6	87.1
	5.00	11	12.9	12.9	100.0
	Total	85	100.0	100.0	

Y2.31

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.5	3.5	3.5
	3.00	17	20.0	20.0	23.5
	4.00	46	54.1	54.1	77.6
	5.00	19	22.4	22.4	100.0
	Total	85	100.0	100.0	

Y2.32

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	19	22.4	22.4	22.4
	4.00	38	44.7	44.7	67.1
	5.00	28	32.9	32.9	100.0
	Total	85	100.0	100.0	

Statistics

		Y3.11	Y3.12	Y3.13	Y3.2	Y3.3	Y3
N	Valid	85	85	85	85	85	85
	Missing	0	0	0	0	0	0
Mean		3.9529	3.9412	4.0706	4.0353	4.1059	20.1059
Median		4.0000	4.0000	4.0000	4.0000	4.0000	20.0000
Std. Deviation		.73850	.69613	.68640	.82299	.67301	2.62326

Y3.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.7	4.7	4.7
	3.00	13	15.3	15.3	20.0
	4.00	51	60.0	60.0	80.0
	5.00	17	20.0	20.0	100.0
	Total	85	100.0	100.0	

Y3.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	17	20.0	20.0	22.4
	4.00	50	58.8	58.8	81.2
	5.00	16	18.8	18.8	100.0
	Total	85	100.0	100.0	

Y3.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	11	12.9	12.9	15.3
	4.00	51	60.0	60.0	75.3
	5.00	21	24.7	24.7	100.0
	Total	85	100.0	100.0	

Y3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.2	1.2	1.2
	3.00	24	28.2	28.2	29.4
	4.00	31	36.5	36.5	65.9
	5.00	29	34.1	34.1	100.0
	Total	85	100.0	100.0	

Y3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	15	17.6	17.6	17.6
	4.00	46	54.1	54.1	71.8
	5.00	24	28.2	28.2	100.0
	Total	85	100.0	100.0	

HASIL UJI VALIDITAS

X1

Correlations

		X1.11	X1.12	X1.13	X1.21	X1.22	X1.23	X1.24	X1.31	X1.32	X1.33	X1.34	X1.35	X1.41	X1.42	X1.43	X1.44	X1
X1.11	Pearson Correlation	1	.598**	.592**	.619**	.300**	.326**	.122	.194	.192	.338**	.272*	.305**	.323**	.119	.195	.143	.630**
	Sig. (2-tailed)		.000	.000	.000	.005	.002	.264	.075	.078	.002	.012	.005	.003	.279	.073	.191	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
X1.12	Pearson Correlation	.598**	1	.605**	.701**	.308**	.293**	.209	.168	.452**	.447**	.375**	.375**	.336**	.179	.098	.204	.715**
	Sig. (2-tailed)	.000		.000	.000	.004	.006	.055	.124	.000	.000	.000	.000	.002	.101	.374	.061	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
X1.13	Pearson Correlation	.592**	.605**	1	.689**	.238*	.285**	.172	.122	.432**	.412**	.348**	.427**	.394**	.254*	.236*	.041	.702**
	Sig. (2-tailed)	.000	.000		.000	.028	.008	.114	.267	.000	.000	.001	.000	.000	.019	.030	.708	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
X1.21	Pearson Correlation	.619**	.701**	.689**	1	.267*	.322**	.082	.119	.283**	.418**	.316**	.472**	.262*	.006	.143	.040	.645**

	Sig. (2-tailed)	.000	.000	.000		.014	.003	.453	.280	.009	.000	.003	.000	.015	.953	.192	.717	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.300**	.308**	.238*	.267*	1	.660**	.608**	.525**	.091	.049	.076	.132	.066	.127	.154	.226*	.543**
X1.22	Sig. (2-tailed)	.005	.004	.028	.014		.000	.000	.000	.405	.653	.487	.227	.548	.248	.158	.038	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.326**	.293**	.285**	.322**	.660**	1	.581**	.475**	.031	-.023	.145	.165	.042	.229*	.255*	.271*	.573**
X1.23	Sig. (2-tailed)	.002	.006	.008	.003	.000		.000	.000	.779	.837	.186	.132	.705	.035	.019	.012	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.122	.209	.172	.082	.608**	.581**	1	.629**	.064	-.048	.043	-.057	-.011	.088	.066	.154	.419**
X1.24	Sig. (2-tailed)	.264	.055	.114	.453	.000	.000		.000	.562	.665	.699	.602	.918	.425	.547	.161	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.194	.168	.122	.119	.525**	.475**	.629**	1	.059	.123	.118	.068	.073	-.018	-.062	.042	.406**
X1.31	Sig. (2-tailed)	.075	.124	.267	.280	.000	.000	.000		.592	.260	.281	.535	.505	.871	.575	.702	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85

	Pearson Correlation	.192	.452**	.432**	.283**	.091	.031	.064	.059	1	.580**	.661**	.475**	.552**	.192	.058	.131	.585**
X1.32	Sig. (2-tailed)	.078	.000	.000	.009	.405	.779	.562	.592		.000	.000	.000	.000	.078	.596	.232	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.338**	.447**	.412**	.418**	.049	-.023	-.048	.123	.580**	1	.607**	.511**	.504**	.213	.096	.046	.584**
X1.33	Sig. (2-tailed)	.002	.000	.000	.000	.653	.837	.665	.260	.000		.000	.000	.000	.051	.384	.675	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.272*	.375**	.348**	.316**	.076	.145	.043	.118	.661**	.607**	1	.589**	.547**	.243*	.248*	.110	.632**
X1.34	Sig. (2-tailed)	.012	.000	.001	.003	.487	.186	.699	.281	.000	.000		.000	.000	.025	.022	.316	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.305**	.375**	.427**	.472**	.132	.165	-.057	.068	.475**	.511**	.589**	1	.579**	.148	.129	.114	.601**
X1.35	Sig. (2-tailed)	.005	.000	.000	.000	.227	.132	.602	.535	.000	.000	.000		.000	.177	.239	.300	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.323**	.336**	.394**	.262*	.066	.042	-.011	.073	.552**	.504**	.547**	.579**	1	.306**	.194	.111	.583**
X1.41	Sig. (2-tailed)	.003	.002	.000	.015	.548	.705	.918	.505	.000	.000	.000	.000		.004	.075	.312	.000

	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.119	.179	.254*	.006	.127	.229*	.088	-.018	.192	.213	.243*	.148	.306**	1	.514**	.522**	.466**
X1.42	Sig. (2-tailed)	.279	.101	.019	.953	.248	.035	.425	.871	.078	.051	.025	.177	.004		.000	.000	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.195	.098	.236*	.143	.154	.255*	.066	-.062	.058	.096	.248*	.129	.194	.514**	1	.484**	.430**
X1.43	Sig. (2-tailed)	.073	.374	.030	.192	.158	.019	.547	.575	.596	.384	.022	.239	.075	.000		.000	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.143	.204	.041	.040	.226*	.271*	.154	.042	.131	.046	.110	.114	.111	.522**	.484**	1	.413**
X1.44	Sig. (2-tailed)	.191	.061	.708	.717	.038	.012	.161	.702	.232	.675	.316	.300	.312	.000	.000		.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
	Pearson Correlation	.630**	.715**	.702**	.645**	.543**	.573**	.419**	.406**	.585**	.584**	.632**	.601**	.583**	.466**	.430**	.413**	1
X1	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85

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

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1
Y1.1	Pearson Correlation	1	.586**	.517**	.619**	.528**	.820**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	85	85	85	85	85	85
Y1.2	Pearson Correlation	.586**	1	.573**	.485**	.456**	.785**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	85	85	85	85	85	85
Y1.3	Pearson Correlation	.517**	.573**	1	.518**	.417**	.765**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	85	85	85	85	85	85
Y1.4	Pearson Correlation	.619**	.485**	.518**	1	.694**	.827**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	85	85	85	85	85	85
Y1.5	Pearson Correlation	.528**	.456**	.417**	.694**	1	.776**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	85	85	85	85	85	85
Y1	Pearson Correlation	.820**	.785**	.765**	.827**	.776**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	85	85	85	85	85	85

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

Correlations

		Y2.11	Y2.12	Y2.13	Y2.21	Y2.22	Y2.23	Y2.24	Y2.25	Y2.31	Y2.32	Y2
Y2.11	Pearson Correlation	1	.338**	.465**	.277*	.378**	.356**	.375**	.138	.364**	.302**	.606**
	Sig. (2-tailed)		.002	.000	.010	.000	.001	.000	.207	.001	.005	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.12	Pearson Correlation	.338**	1	.567**	.032	.349**	.397**	.238*	.303**	.295**	.385**	.597**
	Sig. (2-tailed)	.002		.000	.770	.001	.000	.028	.005	.006	.000	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.13	Pearson Correlation	.465**	.567**	1	.277*	.601**	.438**	.447**	.305**	.401**	.541**	.783**
	Sig. (2-tailed)	.000	.000		.010	.000	.000	.000	.005	.000	.000	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.21	Pearson Correlation	.277*	.032	.277*	1	.365**	.373**	.314**	.167	.124	.291**	.494**
	Sig. (2-tailed)	.010	.770	.010		.001	.000	.003	.127	.257	.007	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.22	Pearson Correlation	.378**	.349**	.601**	.365**	1	.310**	.225*	.141	.225*	.404**	.612**
	Sig. (2-tailed)	.000	.001	.000	.001		.004	.038	.199	.038	.000	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.23	Pearson Correlation	.356**	.397**	.438**	.373**	.310**	1	.565**	.333**	.469**	.546**	.744**
	Sig. (2-tailed)	.001	.000	.000	.000	.004		.000	.002	.000	.000	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.24	Pearson Correlation	.375**	.238*	.447**	.314**	.225*	.565**	1	.216*	.423**	.420**	.660**
	Sig. (2-tailed)	.000	.028	.000	.003	.038	.000		.047	.000	.000	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.25	Pearson Correlation	.138	.303**	.305**	.167	.141	.333**	.216*	1	.367**	.332**	.508**

	Sig. (2-tailed)	.207	.005	.005	.127	.199	.002	.047		.001	.002	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.31	Pearson Correlation	.364**	.295**	.401**	.124	.225*	.469**	.423**	.367**	1	.670**	.683**
	Sig. (2-tailed)	.001	.006	.000	.257	.038	.000	.000	.001		.000	.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2.32	Pearson Correlation	.302**	.385**	.541**	.291**	.404**	.546**	.420**	.332**	.670**	1	.768**
	Sig. (2-tailed)	.005	.000	.000	.007	.000	.000	.000	.002	.000		.000
	N	85	85	85	85	85	85	85	85	85	85	85
Y2	Pearson Correlation	.606**	.597**	.783**	.494**	.612**	.744**	.660**	.508**	.683**	.768**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	85	85	85	85	85	85	85	85	85	85	85

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

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

Correlations

		Y3.11	Y3.12	Y3.13	Y3.2	Y3.3	Y3
Y3.11	Pearson Correlation	1	.504**	.335**	.532**	.298**	.746**
	Sig. (2-tailed)		.000	.002	.000	.006	.000
	N	85	85	85	85	85	85
Y3.12	Pearson Correlation	.504**	1	.407**	.565**	.395**	.792**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	85	85	85	85	85	85
Y3.13	Pearson Correlation	.335**	.407**	1	.312**	.344**	.650**
	Sig. (2-tailed)	.002	.000		.004	.001	.000
	N	85	85	85	85	85	85
Y3.2	Pearson Correlation	.532**	.565**	.312**	1	.337**	.781**
	Sig. (2-tailed)	.000	.000	.004		.002	.000
	N	85	85	85	85	85	85
Y3.3	Pearson Correlation	.298**	.395**	.344**	.337**	1	.641**
	Sig. (2-tailed)	.006	.000	.001	.002		.000
	N	85	85	85	85	85	85

	Pearson Correlation	.746**	.792**	.650**	.781**	.641**	1
Y3	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	85	85	85	85	85	85

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

HASIL UJI RELIABILITAS

(X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.852	16

Reliability Statistics

Cronbach's Alpha	N of Items
.853	5

Reliability Statistics

Cronbach's Alpha	N of Items
.847	10

Reliability Statistics

Cronbach's Alpha	N of Items
.772	5

HASIL UJI REGRESI LINEAR BERGANDA

Output Regresi persamaan 1

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X1[b]	.	Enter

a. Dependent Variable: Y1

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.581[a]	.337	.329	2.38333

a. Predictors: (Constant), X1

b. Dependent Variable: Y1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	239.834	1	239.834	42.223	.000[b]
	Residual	471.460	83	5.680		
	Total	711.294	84			

a. Dependent Variable: Y1

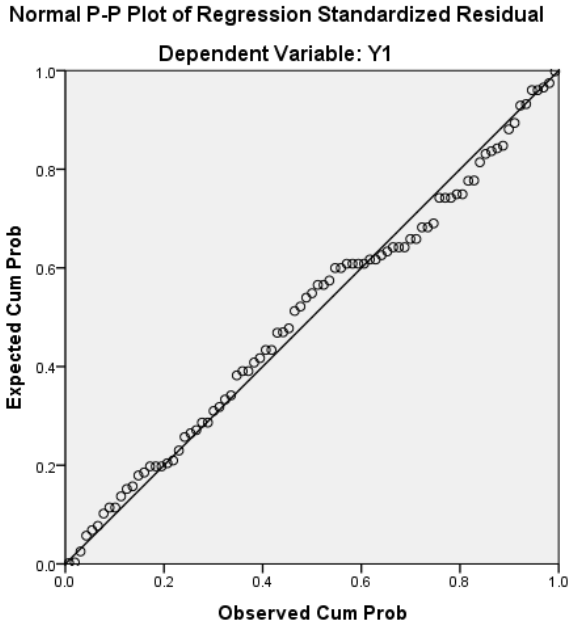
b. Predictors: (Constant), X1

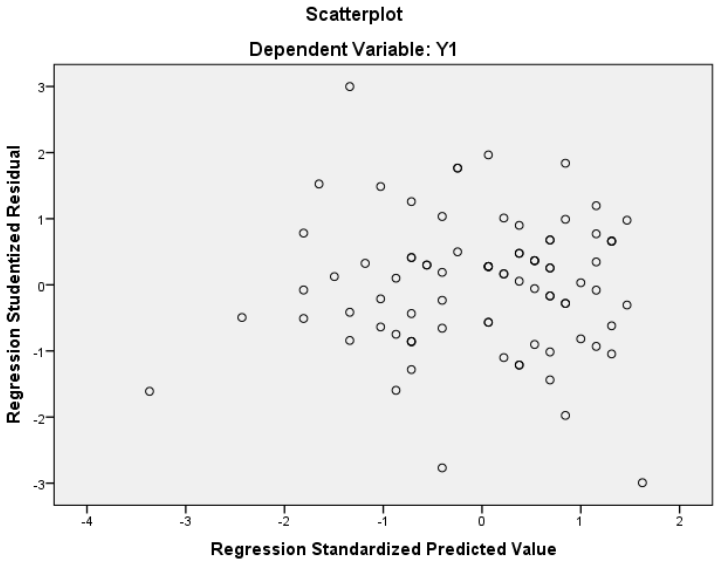
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.744	2.551		1.076	.285
	X1	.263	.041	.581	6.498	.000

a. Dependent Variable: Y1

Charts





Regression

Output Regresi persamaan 2

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X1[b]	.	Enter

a. Dependent Variable: Y2

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.417[a]	.174	.164	4.11723

a. Predictors: (Constant), X1

b. Dependent Variable: Y2

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	295.770	1	295.770	17.448	.000[b]
	Residual	1406.983	83	16.952		
	Total	1702.753	84			

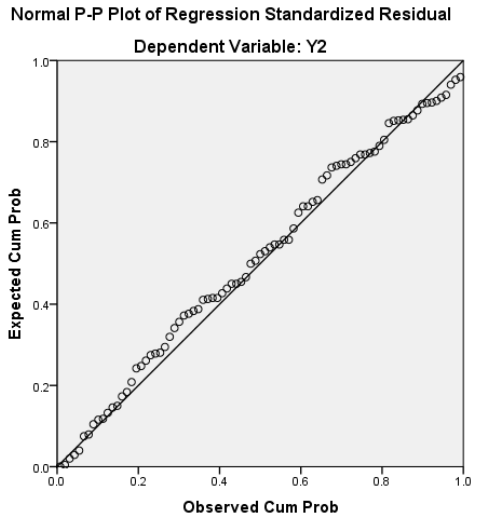
a. Dependent Variable: Y2

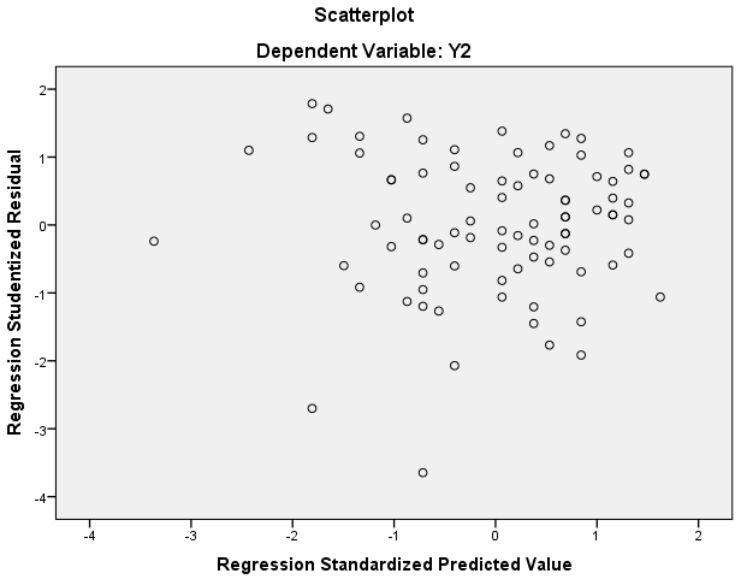
b. Predictors: (Constant), X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.910	4.407		4.972	.000
	X1	.293	.070	.417	4.177	.000

a. Dependent Variable: Y2





Regression

Output Regresi persamaan 3

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Y2, Y1[b]	.	Enter

a. Dependent Variable: Y3

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.658[a]	.432	.419	2.00038

a. Predictors: (Constant), Y2, Y1

b. Dependent Variable: Y3

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	249.921	2	124.961	31.228	.000[b]
	Residual	328.126	82	4.002		
	Total	578.047	84			

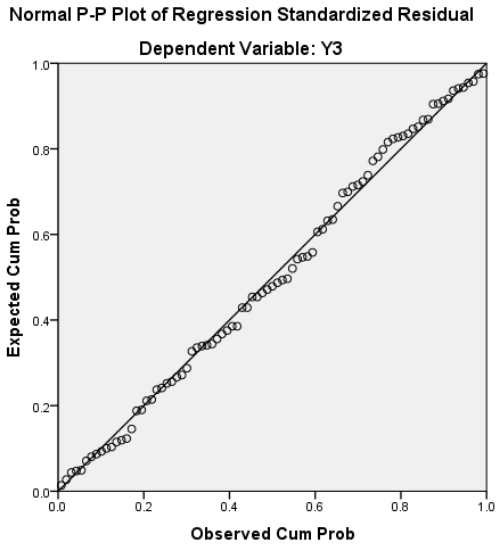
a. Dependent Variable: Y3

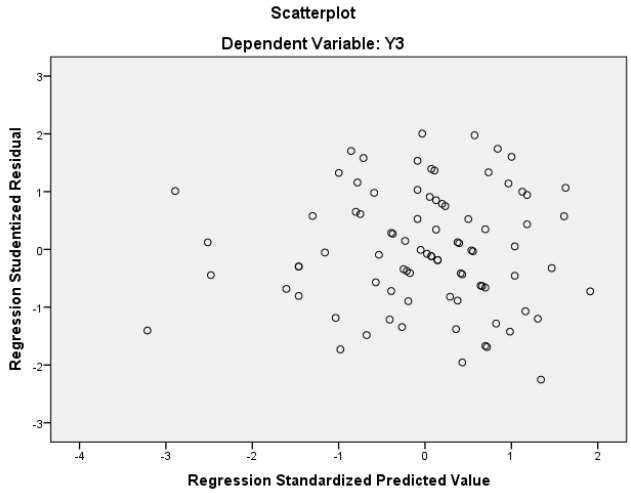
b. Predictors: (Constant), Y2, Y1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.211	2.033		2.071	.041
	Y1	.246	.087	.273	2.833	.006
	Y2	.278	.056	.476	4.945	.000

a. Dependent Variable: Y3





Multikoliniearitas

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Y1	.746	1.340
	Y2	.746	1.340

a. Dependent Variable: Y3

Heteroskedastisitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.736	1.142		.644	.521
	Y1	.070	.049	.182	1.442	.153
	Y2	-.012	.032	-.047	-.373	.710

a. Dependent Variable: AbsResidual3

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		85
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.97642553
Most Extreme Differences	Absolute	.054
	Positive	.045
	Negative	-.054
Kolmogorov-Smirnov Z		.498
Asymp. Sig. (2-tailed)		.965

a. Test distribution is Normal.

b. Calculated from data.