

# LAMPIRAN



I. Identitas Responden

a) Nama ..... (boleh diisi/tidak)

b) Umur ..... Tahun

c) Jenis Kelamin :  Laki-laki  Perempuan

d) Pendidikan :  D3  S2  
 S1  S3

Pendidikan lainnya

(sebutkan .....)

e) Masa Kerja ..... Tahun

f) Status Pegawai :  Tetap  Kontrak

<i>CAREER CALING</i>						
No	Scale	STS	TS	N	S	SS
1	Saya merasa terpanggil untuk menjalani pekerjaan saya saat ini					
	Alasan anda merasa terpanggil itu seperti apa ? Mohon dijelaskan					
2	Saya berusaha menjalani tujuan hidup ketika saya sedang bekerja					
	Tujuan hidup seperti apakah yang anda miliki ? Mohon dijelaskan					
3	Menjadi bermanfaat bagi orang lain merupakan salah satu tujuan hidup saya					
	Bermanfaat seperti apakah yang anda rasakan ? Mohon jelaskan					

<b>JOB SATISFACTION</b>						
<b>No</b>	<b>Scale</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>SS</b>
<b>1</b>	Saya merasa puas terhadap pekerjaan saya saat ini					
	Rasa puas seperti apakah yang anda rasakan ? Mohon dijelaskan _____					
<b>2</b>	Saya merasa puas dengan gaji yang saya terima saat ini					
	Rasa puas seperti apakah yang anda rasakan terhadap gaji yang anda terima? Mohon jelaskan _____					
<b>3</b>	Perusahaan memberikan kesempatan promosi jabatan					
	Promosi jabatan seperti apakah yang sudah perusahaan tawarkan kepada anda ? Mohon jelaskan _____					
<b>4</b>	Adanya hubungan baik dengan sesama rekan kerja					
	Hubungan baik seperti apakah yang anda rasakan terhadap rekan kerja ? Mohon jelaskan _____					
<b>5</b>	Pekerjaan saya sesuai dengan latar belakang pendidikan saya					
	Penempatan seperti apakah yang anda harapkan dari perusahaan ? Mohon jelaskan ? _____					
<b>6</b>	Saya merasa nyaman dengan lingkungan kerja					
	Perasaan seperti apakah yang anda rasakan ? Mohon jelaskan _____					
<b>7</b>	Pimpinan saya bertanggung jawab atas bawahannya					
	Perasaan seperti apa yang anda rasakan terhadap pimpinan ? Mohon					

	jelaskan <hr/> <hr/>
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<b>PSYCHOLOGICAL WELLBEING</b>						
No	Scale	STS	TS	N	S	SS
1	Saya merupakan pribadi yang mandiri					
	Perasaan seperti apakah yang anda rasakan terhadap kemandirian diri anda ? Mohon dijelaskan <hr/>					
2	Saya mampu beradaptasi dengan lingkungan kerja saya					
	Bagaimana perasaan anda terhadap lingkungan kerja anda ? Mohon dijelaskan <hr/>					
3	Saya mampu berkembang untuk lebih unggul pada saat bekerja di perusahaan					
	Berkembang seperti apakah yang anda rasakan ? Mohon jelaskan <hr/>					
4	Saya mampu bekerja sama dengan rekan kerja saya					
	Bekerja sama seperti apakah yang anda lakukan dengan rekan kerja ? Mohon jelaskan <hr/>					
5	Dengan pekerjaan saya sekarang ini, saya memiliki arah dan tujuan hidup					
	Tujuan hidup seperti apakah yang anda inginkan ? Mohon jelaskan <hr/>					
6	Saya mampu menerima keadaan diri					

	saya saat ini					
	Perasaan seperti apakah yang anda rasakan terhadap diri anda saat ini ? Mohon jelaskan ?	_____				
<b>7</b>	Saya merasa bahagia untuk menjalani hidup ini					
	Perasaan seperti apakah yang anda rasakan untuk menjalani hidup ? Mohon jelaskan	_____				
<b>8</b>	Saya merasa sejahtera terhadap kehidupan yang saya jalani saat ini					
	Perasaan seperti apa yang anda rasakan terhadap kehidupan anda ? Mohon jelaskan	_____				





S	S	S	12	S	S	N	S	S	S	S	27	S	S	S	S	S	S	S	S	32
SS	S	SS	14	S	S	N	SS	SS	SS	SS	31	S	S	S	SS	S	S	S	S	33
S	S	S	12	S	S	S	S	S	S	S	28	S	S	S	S	S	S	S	S	32
SS	S	SS	14	S	S	N	SS	SS	SS	SS	31	S	S	S	SS	S	S	S	S	33
SS	S	S	13	S	S	N	SS	SS	SS	SS	31	S	S	S	SS	S	S	S	S	33
S	S	S	12	S	S	N	S	S	S	S	27	S	S	S	S	S	S	S	S	32
SS	S	S	13	S	S	N	S	S	S	S	27	S	S	S	S	S	S	S	S	32
SS	SS	SS	15	SS	SS	S	SS	SS	SS	SS	34	SS	SS	S	SS	SS	SS	SS	SS	39
S	S	SS	13	S	S	N	S	S	S	S	27	S	S	N	S	S	S	S	S	31
N	S	S	11	S	S	N	S	S	S	S	27	S	S	S	S	S	S	S	S	32
S	S	SS	13	N	S	S	SS	SS	S	S	29	S	S	S	S	S	S	S	S	32
S	S	SS	13	S	TS	S	S	S	S	S	26	SS	S	N	S	S	N	S	S	31
N	S	SS	12	S	N	S	SS	SS	SS	SS	31	S	S	S	S	SS	S	S	S	33
S	S	S	12	S	N	S	S	S	S	S	27	S	S	S	S	S	S	S	S	32
S	S	S	12	S	N	TS	N	S	N	N	22	SS	N	SS	N	S	SS	S	S	33
N	S	N	10	N	N	N	S	N	S	N	23	N	N	N	S	S	N	N	N	26
S	S	S	12	N	TS	N	N	N	S	N	21	S	S	S	S	S	S	S	S	32
S	S	S	12	S	S	S	S	S	S	S	28	S	S	S	S	S	S	S	S	32
S	S	S	12	S	S	S	S	S	S	S	28	S	S	S	S	S	S	S	S	32
S	N	N	10	N	S	N	S	S	S	S	26	N	S	N	S	N	N	SS	S	29
S	N	N	10	N	S	N	S	S	S	S	26	N	S	N	S	N	N	SS	S	29
SS	S	SS	14	SS	S	SS	S	SS	SS	SS	33	SS	SS	SS	SS	SS	SS	SS	SS	40
S	S	S	12	S	N	N	S	S	S	N	25	S	S	N	S	S	S	S	S	31
S	S	S	12	S	N	N	S	S	S	N	25	S	S	N	S	S	S	S	S	31
N	S	S	11	N	N	N	S	S	S	N	24	N	S	S	S	S	S	S	N	30







S	S	SS	13	S	N	TS	SS	S	N	S	25	N	S	S	SS	S	N	SS	N	31
SS	S	SS	14	S	S	S	SS	SS	SS	S	31	S	S	S	S	S	S	SS	SS	34
SS	S	SS	14	S	N	S	SS	SS	SS	S	30	S	SS	S	SS	SS	S	SS	SS	37
SS	S	SS	14	S	N	S	SS	SS	SS	S	30	S	SS	S	SS	SS	S	SS	SS	37
SS	SS	SS	15	SS	TS	S	SS	SS	SS	N	29	SS	S	S	S	SS	SS	SS	SS	37
S	S	S	12	S	S	S	S	S	S	S	28	S	S	N	S	S	S	S	S	31



## HASIL UJI DESKRIPSI VARIABEL

### VARIABEL CAREER CALLING

#### Frequencies

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
CC1	100	3	5	4,14	,060	,603
CC2	100	3	5	3,98	,049	,492
CC3	100	3	5	4,45	,059	,592
Valid N (listwise)	100					

		CC1	CC2	CC3
N	Valid	100	100	100
	Missing	0	0	0
Mean		4,14	3,98	4,45

#### Frequency Table

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	12	12,0	12,0	12,0
	S	62	62,0	62,0	74,0
	SS	26	26,0	26,0	100,0
	Total	100	100,0	100,0	

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	13	13,0	13,0	13,0
	S	76	76,0	76,0	89,0
	SS	11	11,0	11,0	100,0
	Total	100	100,0	100,0	

**CC3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	5,0	5,0	5,0
	S	45	45,0	45,0	50,0
	SS	50	50,0	50,0	100,0
	Total	100	100,0	100,0	

**VARIABEL KEPUASAN KERJA**

**Frequencies**

**Statistics**

		KK1	KK2	KK3	KK4	KK5	KK6	KK7
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0
Mean		3,94	3,53	3,63	4,21	4,25	4,09	3,99

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation	
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
KK1	100	3	5	3,94	,057	,565
KK2	100	2	5	3,53	,064	,643
KK3	100	2	5	3,63	,061	,614
KK4	100	3	5	4,21	,052	,518
KK5	100	3	5	4,25	,052	,520
KK6	100	3	5	4,09	,060	,605
KK7	100	3	5	3,99	,050	,502
Valid N (listwise)	100					

## Frequency Table

**KK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
N	19	19,0	19,0	19,0
S	68	68,0	68,0	87,0
SS	13	13,0	13,0	100,0
Total	100	100,0	100,0	

**KK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	7,0	7,0	7,0
N	34	34,0	34,0	41,0
S	58	58,0	58,0	99,0
SS	1	1,0	1,0	100,0
Total	100	100,0	100,0	

**KK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	5,0	5,0	5,0
N	29	29,0	29,0	34,0
S	64	64,0	64,0	98,0
SS	2	2,0	2,0	100,0
Total	100	100,0	100,0	

**KK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
N	5	5,0	5,0	5,0
S	69	69,0	69,0	74,0
SS	26	26,0	26,0	100,0
Total	100	100,0	100,0	

**KK5**

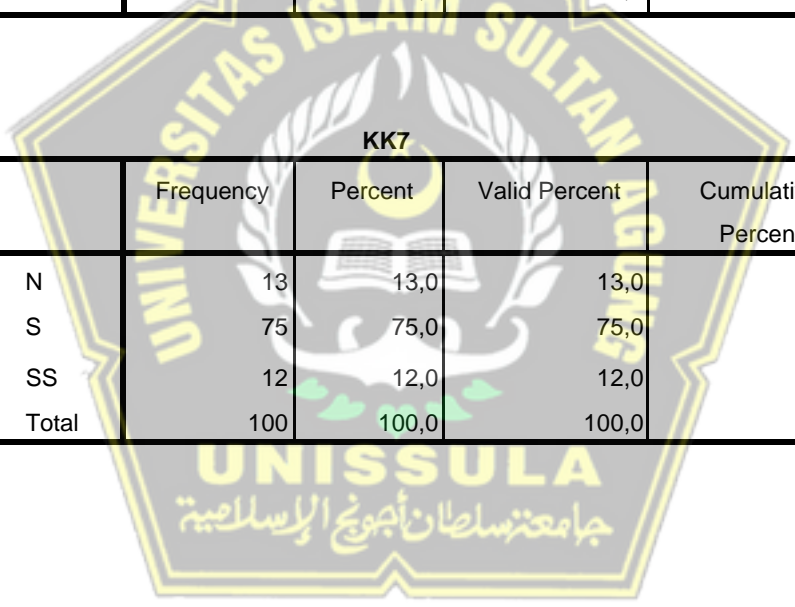
	Frequency	Percent	Valid Percent	Cumulative Percent
N	4	4,0	4,0	4,0
S	67	67,0	67,0	71,0
SS	29	29,0	29,0	100,0
Total	100	100,0	100,0	

**KK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
N	14	14,0	14,0	14,0
S	63	63,0	63,0	77,0
SS	23	23,0	23,0	100,0
Total	100	100,0	100,0	

**KK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
N	13	13,0	13,0	13,0
S	75	75,0	75,0	88,0
SS	12	12,0	12,0	100,0
Total	100	100,0	100,0	



**VARIABEL PSYCHOLOGICAL WELLBEING**  
**Frequencies**

**Statistics**

		PW1	PW2	PW3	PW4	PW5	PW6	PW7	PW8
N	Valid	100	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0	0
Mean		4,07	4,07	3,83	4,19	4,12	4,06	4,18	4,10

**Descriptive Statistics**

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
PW1	100	3	5	4,07	,052	,517
PW2	100	3	5	4,07	,038	,383
PW3	100	3	5	3,83	,049	,493
PW4	100	3	5	4,19	,046	,465
PW5	100	3	5	4,12	,050	,498
PW6	100	3	5	4,06	,047	,468
PW7	100	3	5	4,18	,046	,458
PW8	100	3	5	4,10	,056	,560
Valid N (listwise)		100				

**Frequency Table**

**PW1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	10	10,0	10,0	10,0
	S	73	73,0	73,0	83,0
	SS	17	17,0	17,0	100,0
	Total	100	100,0	100,0	

**PW2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	4,0	4,0	4,0
	S	85	85,0	85,0	89,0
	SS	11	11,0	11,0	100,0
	Total	100	100,0	100,0	

**PW3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	22	22,0	22,0	22,0
	S	73	73,0	73,0	95,0
	SS	5	5,0	5,0	100,0
	Total	100	100,0	100,0	

**PW4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	3,0	3,0	3,0
	S	75	75,0	75,0	78,0
	SS	22	22,0	22,0	100,0
	Total	100	100,0	100,0	

**PW5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	7,0	7,0	7,0
	S	74	74,0	74,0	81,0
	SS	19	19,0	19,0	100,0
	Total	100	100,0	100,0	



**PW6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	8,0	8,0	8,0
	S	78	78,0	78,0	86,0
	SS	14	14,0	14,0	100,0
	Total	100	100,0	100,0	

**PW7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	3,0	3,0	3,0
	S	76	76,0	76,0	79,0
	SS	21	21,0	21,0	100,0
	Total	100	100,0	100,0	

**PW8**

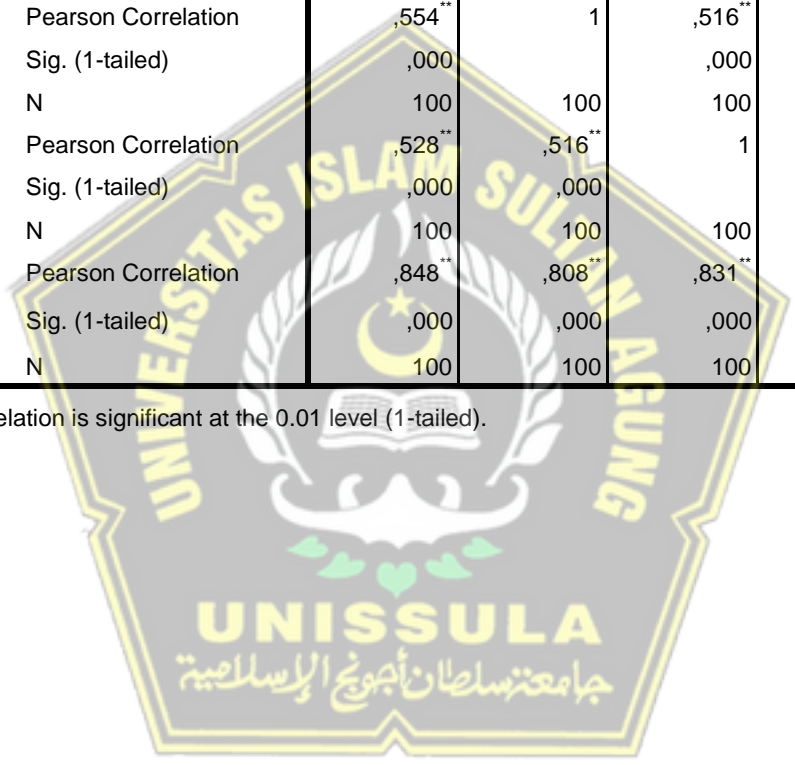
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	11	11,0	11,0	11,0
	S	68	68,0	68,0	79,0
	SS	21	21,0	21,0	100,0
	Total	100	100,0	100,0	

## HASIL UJI VALIDITAS

### Correlations

		CC1	CC2	CC3	CC
CC1	Pearson Correlation	1	,554**	,528**	,848**
	Sig. (1-tailed)		,000	,000	,000
	N	100	100	100	100
CC2	Pearson Correlation	,554**	1	,516**	,808**
	Sig. (1-tailed)	,000		,000	,000
	N	100	100	100	100
CC3	Pearson Correlation	,528**	,516**	1	,831**
	Sig. (1-tailed)	,000	,000		,000
	N	100	100	100	100
CC	Pearson Correlation	,848**	,808**	,831**	1
	Sig. (1-tailed)	,000	,000	,000	
	N	100	100	100	100

\*\* . Correlation is significant at the 0.01 level (1-tailed).



## Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK
KK1	Pearson Correlation	1	,283**	,547**	,457**	,498**	,577**	,318**	,766**
	Sig. (1-tailed)		,002	,000	,000	,000	,000	,001	,000
	N	100	100	100	100	100	100	100	100
KK2	Pearson Correlation	,283**	1	,195*	,087	,083	,240**	,486**	,514**
	Sig. (1-tailed)	,002		,026	,195	,205	,008	,000	,000
	N	100	100	100	100	100	100	100	100
KK3	Pearson Correlation	,547**	,195*	1	,183*	,293**	,417**	,283**	,620**
	Sig. (1-tailed)	,000	,026		,034	,002	,000	,002	,000
	N	100	100	100	100	100	100	100	100
KK4	Pearson Correlation	,457**	,087	,183*	1	,816**	,648**	,318**	,705**
	Sig. (1-tailed)	,000	,195	,034		,000	,000	,001	,000
	N	100	100	100	100	100	100	100	100
KK5	Pearson Correlation	,498**	,083	,293**	,816**	1	,731**	,396**	,770**
	Sig. (1-tailed)	,000	,205	,002	,000		,000	,000	,000
	N	100	100	100	100	100	100	100	100
KK6	Pearson Correlation	,577**	,240**	,417**	,648**	,731**	1	,336**	,817**
	Sig. (1-tailed)	,000	,008	,000	,000	,000		,000	,000
	N	100	100	100	100	100	100	100	100
KK7	Pearson Correlation	,318**	,486**	,283**	,318**	,396**	,336**	1	,639**
	Sig. (1-tailed)	,001	,000	,002	,001	,000	,000		,000
	N	100	100	100	100	100	100	100	100
KK	Pearson Correlation	,766**	,514**	,620**	,705**	,770**	,817**	,639**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	100	100	100	100	100	100	100	100

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).

## Correlations

Correlations

	PW1	PW2	PW3	PW4	PW5	PW6	PW7	PW8	PW
Pearson Correlation	1	,383**	,364**	,406**	,673**	,817**	,330**	,603**	,785**
PW1 Sig. (1-tailed)		,000	,000	,000	,000	,000	,000	,000	,000
N	100	100	100	100	100	100	100	100	100
Pearson Correlation	,383**	1	,277**	,606**	,538**	,315**	,676**	,486**	,700**
PW2 Sig. (1-tailed)	,000		,003	,000	,000	,001	,000	,000	,000
N	100	100	100	100	100	100	100	100	100
Pearson Correlation	,364**	,277**	1	,274**	,413**	,395**	,226*	,282**	,549**
PW3 Sig. (1-tailed)	,000	,003		,003	,000	,000	,012	,002	,000
N	100	100	100	100	100	100	100	100	100
Pearson Correlation	,406**	,606**	,274**	1	,686**	,365**	,550**	,470**	,725**
PW4 Sig. (1-tailed)	,000	,000	,003		,000	,000	,000	,000	,000
N	100	100	100	100	100	100	100	100	100
Pearson Correlation	,673**	,538**	,413**	,686**	1	,663**	,480**	,718**	,878**
PW5 Sig. (1-tailed)	,000	,000	,000	,000		,000	,000	,000	,000
N	100	100	100	100	100	100	100	100	100
Pearson Correlation	,817**	,315**	,395**	,365**	,663**	1	,326**	,633**	,775**
PW6 Sig. (1-tailed)	,000	,001	,000	,000	,000		,000	,000	,000
N	100	100	100	100	100	100	100	100	100
Pearson Correlation	,330**	,676**	,226*	,550**	,480**	,326**	1	,560**	,687**
PW7 Sig. (1-tailed)	,000	,000	,012	,000	,000	,000		,000	,000
N	100	100	100	100	100	100	100	100	100
Pearson Correlation	,603**	,486**	,282**	,470**	,718**	,633**	,560**	1	,815**
PW8 Sig. (1-tailed)	,000	,000	,002	,000	,000	,000	,000		,000
N	100	100	100	100	100	100	100	100	100
Pearson Correlation	,785**	,700**	,549**	,725**	,878**	,775**	,687**	,815**	1
PW Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
N	100	100	100	100	100	100	100	100	100

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).

## HASL UJI RELIABILITAS

### Reliability

#### Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded <sup>a</sup>	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,769	3

### Reliability

#### Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded <sup>a</sup>	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,811	7

## Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded <sup>a</sup>	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,881	8

## HASIL UJI NORMALITAS

### NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	Unstandardized Residual
N		100	100
Normal Parameters <sup>a,b</sup>	Mean	0E-7	0E-7
	Std. Deviation	1,79465436	1,53596894
	Absolute	,134	,121
Most Extreme Differences	Positive	,110	,121
	Negative	-,134	-,072
Kolmogorov-Smirnov Z		1,341	1,211
Asymp. Sig. (2-tailed)		,055	,106

a. Test distribution is Normal.

b. Calculated from data.

## HASIL UJI HETEROKEDSTIITAS PERSAMAAN I

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,342	1,049		1,279	,204
CC	,002	,083	,003	,027	,978

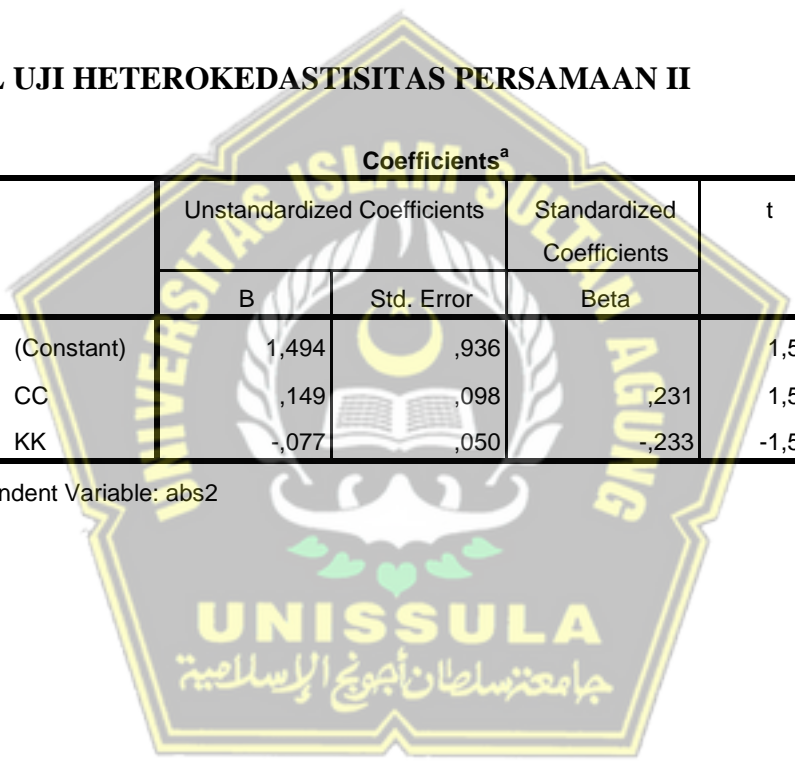
a. Dependent Variable: abs1

## HASIL UJI HETEROKEDASTISITAS PERSAMAAN II

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,494	,936		1,595	,114
CC	,149	,098	,231	1,522	,131
KK	-,077	,050	-,233	-1,529	,130

a. Dependent Variable: abs2



## HASIL UJI REGRESI PERSAMAAN I

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	CC <sup>b</sup>		Enter

a. Dependent Variable: KK

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,752 <sup>a</sup>	,566	,562	1,804

a. Predictors: (Constant), CC

b. Dependent Variable: KK

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

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	416,182	1	416,182	127,912	,000 <sup>b</sup>
	Residual	318,858	98	3,254		
	Total	735,040	99			

a. Dependent Variable: KK

b. Predictors: (Constant), CC

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9,253	1,636		5,657	,000		
	CC	1,463	,129	,752	11,310	,000	1,000	1,000

a. Dependent Variable: KK



## HASIL UJI REGRESI PERSAMAAN II

### Regression

Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	KK, CC <sup>b</sup>	.	Enter

a. Dependent Variable: PW

b. All requested variables entered.

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,843 <sup>a</sup>	,710	,704	1,552

a. Predictors: (Constant), KK, CC

b. Dependent Variable: PW

ANOVA<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	571,999	2	286,000	118,778	,000 <sup>b</sup>
	Residual	233,561	97	2,408		
	Total	805,560	99			

a. Dependent Variable: PW

b. Predictors: (Constant), KK, CC

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
	1 (Constant)	8,365	1,621				
CC	1,059	,169	,521	6,271	,000	,434	2,305
KK	,396	,087	,378	4,555	,000	,434	2,305

a. Dependent Variable: PW