

## LAMPIRAN

### Lampiran 1 Kuesioner

No : .....



## KUESIONER

### Bapak/Ibu/Saudara/i Responden yang terhormat,

Dalam rangka memenuhi syarat untuk menyelesaikan studi akhir S2 Fakultas Ekonomi dan Bisnis Universitas 17 Agustus 1945 Surabaya, saya Mohamad Ma'ruf, mengajukan tesis dengan judul “**Pengaruh Organization Pried, Komitmen Organisasi, Kepemimpinan Transformasional Terhadap Kepuasan Kerja Dan Kinerja Karyawan Pada PT Virama Karya (Persero) Cabang Jawa Timur**”. Kami memohon kesedian Bapak/Ibu/Saudara/i untuk meluangkan waktu dalam mengisi kuesioner ini. Maksud dari kuesioner ini adalah sebagai alat pengumpulan data dalam penulisan tesis. Apapun jawaban Bapak/Ibu/Saudara/i akan saya rahasiakan. Untuk waktu yang diberikan diantara kesibukan Bapak/Ibu/Saudara/i, saya ucapkan terima kasih.

Hormat saya,

Mohamad Ma'ruf

### IDENTITAS RESPONDEN

- Petunjuk pengisian kuisisioner: berikan tanda silang pada jawaban yang Anda anggap benar.
1. Jenis Kelamin :
    - a. Laki – Laki
    - b. Perempuan
  2. Usia :
    - a. 17 - 25 tahun
    - b. 26 - 35 tahun
    - c. > 35 tahun

- Mohon memberikan tanda centang (✓) pada pilihan jawaban yang tersedia. Setiap pertanyaan hanya mengharapkan satu jawaban. Setiap jawaban akan mewakili tingkat kesesuaian dengan pendapat Bapak/Ibu/Saudara, dimana:

STS = Sangat Tidak Setuju                      S = Setuju  
 TS = Tidak Setuju                                SS = Sangat Setuju  
 N = Netra

No	Pernyataan	STS	TS	N	S	SS
<b>Organizational Pride (X<sub>1</sub>)</b>						
1	Saya senang menjadi bagian dari PT Virama Karya (Persero) Cabang Jawa Timur					
2	Saya bangga dengan apa yang telah dicapai di PT Virama Karya (Persero) Cabang Jawa Timur					
3	Saya merasa bahwa telah melakukan sesuatu yang berarti untuk PT Virama Karya (Persero) Cabang Jawa Timur					
4	Saya bangga telah berkontribusi pada keberhasilan PT Virama Karya (Persero) Cabang Jawa Timur					
5	Saya bangga memperkenalkan orang lain ke PT Virama Karya (Persero) Cabang Jawa Timur tempat saya bekerja.					
<b>Komitmen Organisasi (X<sub>2</sub>)</b>						
6	Saya bangga kepada PT Virama Karya (Persero) Cabang Jawa Timur sebagai tempat bekerja					
7	Saya memiliki hubungan emosional dengan PT Virama Karya (Persero) Cabang Jawa Timur					
8	Saya merasa berat meninggalkan PT Virama Karya (Persero) Cabang Jawa Timur					
9	Saya merasa rugi jika meninggalkan PT Virama Karya (Persero) Cabang Jawa Timur					
10	Saya setuju dengan tujuan yang dimiliki PT Virama Karya (Persero) Cabang Jawa Timur					
11	Saya bersedia bekerja keras untuk					

	perkembangan PT Virama Karya (Persero) Cabang Jawa Timur					
<b>Kepemimpinan Transformasional (X<sub>3</sub>)</b>						
12	Pemimpin membuat saya merasa senang bila berada didekatnya					
13	Pemimpin mendapat rasa hormat dari para karyawannya.					
14	Pemimpin membuat saya merasa bangga menjadi rekan kerjanya					
15	Pemimpin selalu mempunyai cara untuk mendorong atau memberikan motivasi kepada saya					
16	Pemimpin mengkomunikasikan tentang harapan- harapan prestasi kerja yang tinggi kepada saya					
17	Pemimpin memberikan perhatian pribadi kepada saya					
18	Pemimpin mengetahui serta membantu keinginan saya					
19	Pemimpin memberikan perhatian pada siapa saja yang lalai dalam pekerjaan					
20	Pemimpin membuat saya mampu berpikir tentang masalah lama dengan cara baru					
21	Pemimpin menunjukkan cara-cara baru untuk menghadapi masalah					
22	Pemimpin memberikan semangat pada saya untuk mengekspresikan ide					
<b>Job Satisfaction (Z)</b>						
23	Saya puas dengan bekerja untuk PT Virama Karya (Persero) Cabang Jawa Timur					
24	Saya puas dengan pekerjaan di PT Virama Karya (Persero) Cabang Jawa Timur					
25	Saya puas dengan Pimpinan PT Virama Karya (Persero) Cabang Jawa Timur					
<b>Job Performance (Y)</b>						
1.	Saya telah memberikan kontribusi yang efektif terhadap kinerja karyawan PT Virama					

	Karya (Persero) Cabang Jawa Timur					
2.	Terkadang, saya bekerja lebih keras dari yang sebenarnya saya butuhkan karena saya suka melakukan pekerjaan dengan baik					
3.	Saya merasa bahagia ketika pekerjaan saya sesuai dengan standar saya yang biasa					
4.	Saya sering menemukan cara baru untuk melakukan pekerjaan saya dengan lebih efisien					
5.	Saya merasa puas ketika saya melakukan pekerjaan dengan baik					

🌿 TERIMA KASIH 🌿

## Lampiran 2 Data Penelitian

No			X1					J_X1
	JK	Usia	X1_1	X1_2	X1_3	X1_4	X1_5	
1	1	1	4	5	5	4	4	22
2	2	2	5	4	5	5	4	23
3	1	3	3	5	4	3	3	18
4	1	3	4	3	3	3	3	16
5	2	2	4	5	5	4	5	23
6	1	1	5	5	5	5	5	25
7	1	2	4	4	5	4	4	21
8	1	2	4	4	4	4	4	20
9	1	2	4	5	5	5	5	24
10	2	2	4	4	4	4	4	20
11	1	1	4	4	4	4	4	20
12	1	2	3	4	5	4	4	20
13	1	2	4	5	4	4	5	22
14	1	2	5	5	5	4	4	23
15	2	3	4	5	4	4	4	21
16	1	2	3	3	3	3	3	15
17	1	2	3	4	4	5	5	21
18	1	2	4	5	5	5	5	24
19	1	2	4	5	4	4	3	20
20	2	3	5	5	5	4	3	22
21	1	1	4	5	4	5	5	23
22	2	2	5	5	5	5	5	25
23	1	2	4	4	4	4	3	19
24	1	2	5	5	5	5	5	25
25	2	3	2	2	2	2	2	10
26	1	2	4	5	5	5	5	24
27	1	2	5	5	5	5	5	25
28	1	2	5	5	5	5	5	25
29	1	2	4	4	4	4	4	20
30	2	3	5	5	5	5	5	25
31	1	1	3	4	4	4	4	19
32	1	2	5	5	5	5	5	25

No	X1							J_X1
	JK	Usia	X1_1	X1_2	X1_3	X1_4	X1_5	
33	1	3	5	5	5	5	5	25
34	1	2	3	3	4	3	3	16
35	2	3	3	3	3	3	3	15
36	1	2	4	4	4	4	4	20
37	1	2	5	5	5	3	5	23
38	1	2	5	4	5	5	4	23
39	1	2	4	4	4	4	4	20
40	2	3	5	5	5	5	5	25
41	1	1	3	3	3	3	3	15
42	1	2	5	5	5	5	5	25
43	1	2	4	4	4	4	4	20
44	1	2	5	5	5	5	5	25
45	2	3	3	3	3	3	3	15
46	1	2	4	4	4	4	4	20
47	1	2	5	5	5	5	5	25
48	1	2	3	3	3	3	3	15
49	1	2	2	3	3	3	3	14
50	2	3	3	4	4	4	4	19
51	1	1	3	3	3	3	3	15
52	1	2	4	4	4	4	4	20
53	1	2	4	5	5	3	4	21
54	1	2	5	4	5	4	4	22
55	2	3	4	5	5	4	5	23
56	1	2	4	4	4	4	5	21
57	1	2	2	5	3	2	1	13
58	1	2	5	5	5	5	5	25
59	1	2	4	4	4	4	5	21
60	2	3	4	5	4	4	5	22
61	1	1	3	3	4	2	4	16
62	1	2	5	5	5	5	5	25
63	1	2	3	4	3	5	5	20
64	1	2	5	5	5	5	5	25
65	2	3	3	3	3	3	3	15
66	1	2	5	5	5	5	5	25

No	X1							J_X1
	JK	Usia	X1_1	X1_2	X1_3	X1_4	X1_5	
67	1	2	5	5	5	5	4	24
68	1	2	3	4	4	4	4	19
69	1	2	5	4	4	4	4	21
70	2	3	5	5	5	5	5	25
71	1	1	5	5	5	5	5	25
72	1	2	2	2	2	2	2	10
73	1	2	3	4	3	3	4	17
74	1	2	4	4	4	4	4	20
75	2	3	4	4	3	4	5	20
76	1	2	5	5	5	5	5	25
77	1	2	5	5	5	4	5	24
78	1	2	5	5	5	5	5	25
79	1	2	5	5	5	5	2	22
80	2	3	4	4	4	4	4	20
81	1	1	3	3	4	3	3	16
82	1	2	4	5	5	5	5	24
83	1	2	5	5	5	5	5	25
84	1	2	5	5	5	5	5	25
85	2	3	4	4	4	4	5	21
86	1	2	5	5	4	4	5	23
87	1	2	5	5	5	5	5	25

No	X2						J_X2
	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	
1	4	4	4	4	4	4	24
2	4	4	4	4	4	5	25
3	3	3	3	2	4	4	19
4	3	3	3	3	3	4	19
5	4	3	3	1	3	5	19
6	4	4	2	4	5	5	24
7	4	3	3	3	4	4	21
8	4	3	3	3	4	4	21
9	5	5	5	4	5	5	29

No	X2						J_X2
	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	
10	3	4	3	3	3	5	21
11	4	4	4	4	4	4	24
12	3	3	3	3	3	3	18
13	4	3	3	3	3	4	20
14	5	5	5	5	5	5	30
15	4	4	3	3	3	4	21
16	2	2	3	2	3	3	15
17	5	5	5	5	5	5	30
18	4	3	3	3	3	5	21
19	5	4	4	4	2	5	24
20	4	5	4	5	4	5	27
21	4	4	3	3	3	4	21
22	5	5	5	3	5	5	28
23	3	3	4	4	4	4	22
24	5	5	5	2	5	5	27
25	3	2	3	2	2	3	15
26	5	5	5	4	4	4	27
27	5	5	4	5	5	5	29
28	5	5	5	5	5	5	30
29	4	4	4	4	4	4	24
30	5	5	5	5	5	5	30
31	3	4	3	4	4	5	23
32	5	5	5	4	5	5	29
33	5	3	4	4	4	3	23
34	3	3	3	3	3	4	19
35	3	3	3	3	3	3	18
36	4	5	4	5	4	5	27
37	4	4	3	4	4	4	23
38	5	5	4	4	4	4	26
39	4	4	4	4	5	4	25
40	5	4	4	4	4	5	26
41	3	3	3	3	3	3	18
42	5	5	4	5	5	5	29
43	4	4	4	4	4	4	24



No	X2						J_X2
	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	
44	5	5	3	4	5	5	27
45	3	3	4	4	4	4	22
46	4	4	4	4	4	4	24
47	5	5	5	5	5	5	30
48	3	3	3	3	3	3	18
49	4	4	2	4	3	3	20
50	4	4	4	4	4	4	24
51	4	4	3	3	3	3	20
52	4	4	4	4	4	4	24
53	4	5	4	5	4	4	26
54	5	5	5	4	4	4	27
55	4	4	5	4	5	5	27
56	4	3	4	3	3	4	21
57	1	4	2	3	1	3	14
58	5	5	5	5	5	5	30
59	4	4	4	3	3	4	22
60	4	4	4	4	3	4	23
61	4	3	3	2	3	4	19
62	5	5	5	5	5	5	30
63	5	5	4	4	5	5	28
64	5	5	5	5	5	5	30
65	3	3	3	3	3	3	18
66	5	5	3	3	3	5	24
67	5	5	5	4	5	4	28
68	4	4	4	4	4	4	24
69	4	4	4	4	5	4	25
70	5	5	5	5	5	5	30
71	4	3	3	2	3	3	18
72	3	2	3	2	2	3	15
73	3	3	3	3	3	3	18
74	4	4	5	4	5	5	27
75	2	4	3	4	3	5	21
76	4	4	4	4	4	4	24
77	5	4	4	4	4	4	25

No	X2						J_X2
	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	
78	4	4	3	3	4	5	23
79	5	5	4	1	5	5	25
80	4	4	4	4	4	4	24
81	3	3	3	3	3	4	19
82	5	5	4	4	4	5	27
83	5	5	5	5	5	5	30
84	4	5	4	4	4	4	25
85	4	3	4	3	3	4	21
86	3	3	4	2	2	4	18
87	4	4	4	4	4	4	24

No	X3											J_X3
	X3_1	X3_2	X3_3	X3_4	X3_5	X3_6	X3_7	X3_8	X3_9	X3_10	X3_11	
1	4	4	4	5	5	5	5	5	5	5	4	51
2	4	4	4	5	5	5	5	5	5	5	4	51
3	3	3	4	4	3	4	4	3	3	4	3	38
4	4	4	4	3	3	5	4	4	4	4	3	42
5	4	3	4	4	5	4	4	5	5	5	3	46
6	4	4	4	5	5	5	5	5	3	5	4	49
7	4	3	4	4	4	4	4	5	4	5	4	45
8	3	3	4	3	5	5	4	5	5	5	4	46
9	4	3	5	5	5	5	5	5	5	5	4	51
10	4	3	3	5	2	5	5	5	5	4	3	44
11	4	4	4	4	4	4	4	4	4	4	3	43
12	4	4	4	5	4	5	4	5	4	4	3	46
13	4	4	4	4	4	5	5	5	5	5	4	49
14	5	4	2	5	5	5	5	5	5	5	4	50
15	5	4	4	4	4	4	4	5	4	4	3	45
16	4	3	4	5	4	5	4	4	4	5	2	44
17	4	5	5	5	4	5	5	4	5	4	4	50
18	4	3	4	4	5	5	5	4	4	4	4	46
19	3	3	5	5	5	5	5	5	5	3	5	49

No	X3											J_X3
	X3_1	X3_2	X3_3	X3_4	X3_5	X3_6	X3_7	X3_8	X3_9	X3_10	X3_11	
20	4	4	4	5	4	5	4	4	5	5	3	47
21	5	5	5	5	5	5	5	5	4	4	4	52
22	5	4	5	5	5	5	5	5	5	5	5	54
23	4	3	4	4	4	4	4	4	4	4	3	42
24	3	2	3	4	2	5	3	5	3	5	4	39
25	2	2	3	2	2	3	2	2	2	2	2	24
26	4	4	5	5	4	4	4	4	5	4	4	47
27	5	4	5	5	5	4	4	4	5	4	4	49
28	5	5	5	5	5	5	5	5	5	5	5	55
29	4	4	4	4	4	4	4	4	4	4	4	44
30	5	5	5	5	5	5	5	5	5	5	5	55
31	5	4	5	5	5	5	5	4	3	4	3	48
32	5	5	5	5	5	5	5	5	5	5	5	55
33	5	5	5	5	5	5	5	5	5	5	5	55
34	4	3	4	4	3	4	3	3	4	4	3	39
35	4	3	3	3	3	5	3	4	3	4	4	39
36	4	4	4	4	4	4	5	4	5	4	4	46
37	4	3	4	5	4	4	4	4	4	4	4	44
38	4	4	3	4	4	4	5	5	5	5	5	48
39	4	4	4	4	4	4	4	4	4	4	4	44
40	5	5	5	5	5	5	5	5	3	5	5	53
41	4	3	3	3	3	5	3	4	3	4	4	39
42	5	5	5	5	5	5	5	5	5	5	5	55
43	4	4	4	4	4	4	4	4	4	4	4	44
44	5	4	5	5	5	5	5	5	5	5	5	54
45	3	3	4	4	3	4	4	4	3	4	3	39
46	4	3	3	4	4	4	4	4	4	4	4	42
47	5	5	5	5	5	5	5	5	5	5	5	55
48	3	3	3	3	3	3	3	3	3	3	3	33
49	3	2	2	3	3	3	3	3	3	3	2	30
50	4	4	4	4	4	4	4	4	4	4	4	44
51	5	3	3	3	4	5	4	3	3	3	2	38
52	4	4	4	4	4	4	4	5	5	4	4	46

No	X3											J_X3
	X3_1	X3_2	X3_3	X3_4	X3_5	X3_6	X3_7	X3_8	X3_9	X3_10	X3_11	
53	5	4	4	4	4	5	4	5	5	5	4	49
54	4	5	5	4	4	5	4	4	5	4	4	48
55	5	4	3	4	3	5	5	2	5	5	3	44
56	4	4	4	4	4	4	4	4	4	4	4	44
57	3	3	4	3	3	3	4	5	2	5	1	36
58	5	5	5	5	1	5	5	5	5	5	1	47
59	5	4	4	5	4	5	4	4	4	5	3	47
60	5	4	5	5	5	5	5	5	5	5	3	52
61	4	3	4	3	2	5	2	3	3	3	2	34
62	5	5	5	5	5	5	5	5	5	5	5	55
63	5	5	5	3	4	5	4	3	4	5	4	47
64	5	5	5	5	1	5	5	5	5	5	5	51
65	3	3	3	3	3	3	3	3	3	3	3	33
66	5	5	5	5	5	5	5	5	5	5	5	55
67	4	5	5	5	5	5	4	5	5	5	4	52
68	4	4	4	4	4	4	4	4	4	4	4	44
69	4	3	4	4	4	5	4	5	4	4	5	46
70	5	5	5	5	5	5	5	5	5	5	5	55
71	4	4	3	3	4	4	3	4	5	5	3	42
72	2	2	3	2	2	3	2	2	2	2	2	24
73	4	3	3	3	3	3	3	3	3	3	3	34
74	4	4	4	4	4	4	4	4	4	4	3	43
75	4	5	5	4	5	5	5	4	4	5	3	49
76	4	4	4	4	4	5	5	5	5	5	5	50
77	5	2	5	5	5	5	3	4	4	5	2	45
78	5	5	5	5	5	5	5	5	5	5	5	55
79	5	3	5	5	5	5	5	5	5	5	1	49
80	4	4	4	4	4	4	3	4	3	5	3	42
81	4	3	4	4	3	4	3	3	4	4	3	39
82	4	4	5	5	5	5	5	5	3	4	4	49
83	5	5	5	5	5	5	5	5	5	5	4	54
84	4	3	4	4	4	4	4	4	4	4	1	40
85	4	4	4	4	4	4	4	4	4	4	4	44
86	3	3	3	3	5	5	3	4	5	5	2	41
87	5	4	5	4	5	5	5	5	5	5	4	52

No	Z			J_Z	Y					J_Y
	Z1	Z2	Z3		Y1	Y2	Y3	Y4	Y5	
1	4	5	5	14	4	4	5	4	5	22
2	5	5	5	15	5	5	5	5	4	24
3	4	4	3	11	5	5	4	4	3	21
4	5	5	5	15	4	4	4	4	4	20
5	4	5	4	13	5	5	5	5	5	25
6	5	5	4	14	5	5	5	5	4	24
7	4	4	4	12	4	5	4	4	5	22
8	4	4	4	12	5	4	4	5	4	22
9	5	5	5	15	5	5	5	5	5	25
10	3	3	3	9	4	5	3	5	4	21
11	4	4	4	12	4	4	4	4	4	20
12	4	4	4	12	5	5	5	5	4	24
13	4	4	4	12	5	5	5	5	4	24
14	4	5	4	13	5	5	5	5	5	25
15	4	4	4	12	5	5	4	4	4	22
16	3	4	3	10	4	4	4	5	4	21
17	4	4	5	13	5	4	5	5	5	24
18	4	5	4	13	4	4	4	4	4	20
19	5	5	5	15	5	5	5	3	4	22
20	4	5	5	14	5	5	5	5	5	25
21	5	5	5	15	4	5	5	5	5	24
22	5	5	5	15	5	5	5	5	5	25
23	4	4	3	11	4	4	3	4	4	19
24	3	3	3	9	5	5	5	5	5	25
25	2	2	2	6	2	3	2	3	2	12
26	5	4	5	14	4	5	4	5	5	23
27	5	5	5	15	5	4	5	4	4	22
28	5	5	5	15	5	5	5	5	5	25
29	4	4	4	12	4	4	4	4	4	20
30	5	5	5	15	5	5	5	5	5	25
31	5	5	5	15	5	5	4	5	5	24
32	5	5	5	15	5	5	5	5	5	25
33	4	5	5	14	3	5	5	4	4	21
34	4	4	4	12	4	4	4	4	4	20

No	Z			J_Z	Y					J_Y
	Z1	Z2	Z3		Y1	Y2	Y3	Y4	Y5	
35	4	4	4	12	4	4	4	4	4	20
36	4	4	4	12	5	5	4	4	5	23
37	4	4	4	12	4	4	4	4	4	20
38	4	4	5	13	5	4	4	4	4	21
39	4	4	4	12	4	4	4	4	4	20
40	5	5	5	15	5	5	5	5	5	25
41	4	4	4	12	4	4	4	4	4	20
42	5	5	5	15	5	5	5	5	5	25
43	4	4	4	12	4	4	4	4	4	20
44	5	5	5	15	5	5	5	5	5	25
45	3	4	3	10	4	4	4	4	4	20
46	4	4	4	12	4	4	4	4	4	20
47	5	5	5	15	5	5	5	5	5	25
48	3	3	3	9	3	3	3	3	3	15
49	4	4	4	12	4	4	4	4	4	20
50	4	4	4	12	4	4	4	4	4	20
51	3	3	3	9	4	4	4	3	4	19
52	4	4	4	12	5	5	5	5	4	24
53	4	5	4	13	5	5	5	4	5	24
54	4	3	4	11	5	5	4	5	4	23
55	5	5	4	14	4	4	4	4	4	20
56	4	4	4	12	4	4	4	4	4	20
57	2	2	2	6	5	3	3	5	3	19
58	5	5	5	15	5	1	5	5	5	21
59	4	4	3	11	5	4	4	5	4	22
60	5	5	4	14	5	5	5	5	5	25
61	3	4	3	10	5	4	3	4	3	19
62	5	5	5	15	5	5	5	5	5	25
63	5	5	5	15	4	5	5	5	5	24
64	4	4	4	12	5	5	5	5	5	25
65	3	3	3	9	3	3	3	3	3	15
66	5	5	5	15	5	5	5	5	5	25
67	5	4	4	13	5	5	4	5	5	24

No	Z			J_Z	Y					J_Y
	Z1	Z2	Z3		Y1	Y2	Y3	Y4	Y5	
68	4	4	4	12	4	4	4	4	4	20
69	4	4	4	12	5	5	5	5	4	24
70	5	5	5	15	5	5	5	5	5	25
71	4	4	3	11	3	4	3	4	3	17
72	2	2	2	6	2	3	2	3	2	12
73	3	3	3	9	3	3	3	3	3	15
74	4	4	4	12	4	4	4	4	4	20
75	4	4	4	12	5	4	4	5	3	21
76	5	5	5	15	5	5	5	5	5	25
77	5	5	4	14	5	5	5	5	5	25
78	5	5	5	15	5	5	5	5	5	25
79	5	5	5	15	5	5	5	5	5	25
80	4	3	5	12	5	4	5	4	4	22
81	4	4	4	12	4	4	4	4	4	20
82	4	5	5	14	5	4	5	5	5	24
83	5	5	5	15	5	5	5	5	5	25
84	4	4	4	12	4	4	4	4	4	20
85	4	4	4	12	4	4	4	4	4	20
86	3	5	3	11	5	4	3	5	5	22
87	4	4	4	12	5	5	5	5	5	25

### Lampiran 3 Statistik Deskriptif

#### Statistics

		Jenis Kelamin	Usia
N	Valid	87	87
	Missing	0	0

#### Frequency Table

##### Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	68	78,2	78,2	78,2
	Perempuan	19	21,8	21,8	100,0
Total		87	100,0	100,0	

##### Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17 - 25 tahun	10	11,5	11,5	11,5
	26 - 35 tahun	59	67,8	67,8	79,3
	> 35 tahun	18	20,7	20,7	100,0
Total		87	100,0	100,0	

#### Frequencies

##### Statistics

		X1_1	X1_2	X1_3	X1_4	X1_5
N	Valid	87	87	87	87	87
	Missing	0	0	0	0	0
Mean		4,0920	4,3333	4,2874	4,1264	4,1954
Std. Deviation		,88439	,80213	,80562	,86002	,92559



## Frequency Table

### X1\_1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	4	4,6	4,6	4,6
Ragu-Ragu	18	20,7	20,7	25,3
Setuju	31	35,6	35,6	60,9
Sangat Setuju	34	39,1	39,1	100,0
Total	87	100,0	100,0	

### X1\_2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	2,3	2,3	2,3
Ragu-Ragu	12	13,8	13,8	16,1
Setuju	28	32,2	32,2	48,3
Sangat Setuju	45	51,7	51,7	100,0
Total	87	100,0	100,0	

### X1\_3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	2,3	2,3	2,3
Ragu-Ragu	13	14,9	14,9	17,2
Setuju	30	34,5	34,5	51,7
Sangat Setuju	42	48,3	48,3	100,0
Total	87	100,0	100,0	

**X1\_4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	4	4,6	4,6	4,6
Ragu-Ragu	15	17,2	17,2	21,8
Setuju	34	39,1	39,1	60,9
Sangat Setuju	34	39,1	39,1	100,0
Total	87	100,0	100,0	

**X1\_5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setuju	1	1,1	1,1	1,1
Tidak Setuju	3	3,4	3,4	4,6
Ragu-Ragu	15	17,2	17,2	21,8
Setuju	27	31,0	31,0	52,9
Sangat Setuju	41	47,1	47,1	100,0
Total	87	100,0	100,0	

**Frequencies****Statistics**

	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6
N Valid	87	87	87	87	87	87
Missing	0	0	0	0	0	0
Mean	4,0575	4,0000	3,8046	3,6437	3,8621	4,2414
Std. Deviation	,85394	,86266	,81895	,95207	,92977	,71472

## Frequency Table

### X2\_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,1	1,1	1,1
	Tidak Setuju	2	2,3	2,3	3,4
	Ragu-Ragu	17	19,5	19,5	23,0
	Setuju	38	43,7	43,7	66,7
	Sangat Setuju	29	33,3	33,3	100,0
	Total	87	100,0	100,0	

### X2\_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,4	3,4	3,4
	Ragu-Ragu	23	26,4	26,4	29,9
	Setuju	32	36,8	36,8	66,7
	Sangat Setuju	29	33,3	33,3	100,0
	Total	87	100,0	100,0	

### X2\_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,4	3,4	3,4
	Ragu-Ragu	30	34,5	34,5	37,9
	Setuju	35	40,2	40,2	78,2
	Sangat Setuju	19	21,8	21,8	100,0
	Total	87	100,0	100,0	

**X2\_4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2,3	2,3	2,3
	Tidak Setuju	8	9,2	9,2	11,5
	Ragu-Ragu	24	27,6	27,6	39,1
	Setuju	38	43,7	43,7	82,8
	Sangat Setuju	15	17,2	17,2	100,0
	Total	87	100,0	100,0	

**X2\_5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,1	1,1	1,1
	Tidak Setuju	4	4,6	4,6	5,7
	Ragu-Ragu	26	29,9	29,9	35,6
	Setuju	31	35,6	35,6	71,3
	Sangat Setuju	25	28,7	28,7	100,0
	Total	87	100,0	100,0	

**X2\_6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	14	16,1	16,1	16,1
	Setuju	38	43,7	43,7	59,8
	Sangat Setuju	35	40,2	40,2	100,0
	Total	87	100,0	100,0	

## Descriptives

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X3_1	87	2,00	5,00	4,1839	,72383
X3_2	87	2,00	5,00	3,8046	,86049
X3_3	87	2,00	5,00	4,1494	,78546
X3_4	87	2,00	5,00	4,2299	,80263
X3_5	87	1,00	5,00	4,0575	,99249
X3_6	87	3,00	5,00	4,5287	,64410
X3_7	87	2,00	5,00	4,2069	,82318
X3_8	87	2,00	5,00	4,2989	,80860
X3_9	87	2,00	5,00	4,2184	,86838
X3_10	87	2,00	5,00	4,3793	,73519
X3_11	87	1,00	5,00	3,6207	1,05919
Valid N (listwise)	87				

## Frequency Table

### X3\_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,3	2,3	2,3
	Ragu-Ragu	10	11,5	11,5	13,8
	Setuju	45	51,7	51,7	65,5
	Sangat Setuju	30	34,5	34,5	100,0
	Total	87	100,0	100,0	

**X3\_2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	5,7	5,7	5,7
	Ragu-Ragu	27	31,0	31,0	36,8
	Setuju	35	40,2	40,2	77,0
	Sangat Setuju	20	23,0	23,0	100,0
	Total	87	100,0	100,0	

**X3\_3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,3	2,3	2,3
	Ragu-Ragu	15	17,2	17,2	19,5
	Setuju	38	43,7	43,7	63,2
	Sangat Setuju	32	36,8	36,8	100,0
	Total	87	100,0	100,0	

**X3\_4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,3	2,3	2,3
	Ragu-Ragu	14	16,1	16,1	18,4
	Setuju	33	37,9	37,9	56,3
	Sangat Setuju	38	43,7	43,7	100,0
	Total	87	100,0	100,0	

**X3\_5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2,3	2,3	2,3
	Tidak Setuju	5	5,7	5,7	8,0
	Ragu-Ragu	13	14,9	14,9	23,0
	Setuju	33	37,9	37,9	60,9
	Sangat Setuju	34	39,1	39,1	100,0
	Total	87	100,0	100,0	

**X3\_6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	7	8,0	8,0	8,0
	Setuju	27	31,0	31,0	39,1
	Sangat Setuju	53	60,9	60,9	100,0
	Total	87	100,0	100,0	

**X3\_7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,4	3,4	3,4
	Ragu-Ragu	13	14,9	14,9	18,4
	Setuju	34	39,1	39,1	57,5
	Sangat Setuju	37	42,5	42,5	100,0
	Total	87	100,0	100,0	

**X3\_8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,4	3,4	3,4
	Ragu-Ragu	10	11,5	11,5	14,9
	Setuju	32	36,8	36,8	51,7
	Sangat Setuju	42	48,3	48,3	100,0
	Total	87	100,0	100,0	

**X3\_9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,4	3,4	3,4
	Ragu-Ragu	16	18,4	18,4	21,8
	Setuju	27	31,0	31,0	52,9
	Sangat Setuju	41	47,1	47,1	100,0
	Total	87	100,0	100,0	

**X3\_10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,3	2,3	2,3
	Ragu-Ragu	7	8,0	8,0	10,3
	Setuju	34	39,1	39,1	49,4
	Sangat Setuju	44	50,6	50,6	100,0
	Total	87	100,0	100,0	



**X3\_11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	4,6	4,6	4,6
	Tidak Setuju	8	9,2	9,2	13,8
	Ragu-Ragu	23	26,4	26,4	40,2
	Setuju	34	39,1	39,1	79,3
	Sangat Setuju	18	20,7	20,7	100,0
	Total	87	100,0	100,0	

**Frequencies****Statistics**

		Z1	Z2	Z3
N	Valid	87	87	87
	Missing	0	0	0
Mean		4,1609	4,2644	4,1379
Std. Deviation		,76056	,76947	,80943

**Frequency Table****Z1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,4	3,4	3,4
	Ragu-Ragu	10	11,5	11,5	14,9
	Setuju	44	50,6	50,6	65,5
	Sangat Setuju	30	34,5	34,5	100,0
	Total	87	100,0	100,0	

**Z2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	3	3,4	3,4	3,4
Ragu-Ragu	8	9,2	9,2	12,6
Setuju	39	44,8	44,8	57,5
Sangat Setuju	37	42,5	42,5	100,0
Total	87	100,0	100,0	

**Z3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	3	3,4	3,4	3,4
Ragu-Ragu	14	16,1	16,1	19,5
Setuju	38	43,7	43,7	63,2
Sangat Setuju	32	36,8	36,8	100,0
Total	87	100,0	100,0	

**Frequencies****Statistics**

	Y1	Y2	Y3	Y4	Y5
N Valid	87	87	87	87	87
Missing	0	0	0	0	0
Mean	4,4713	4,4023	4,3218	4,4483	4,2874
Std, Deviation	,71266	,72272	,75474	,64264	,72989

## Frequency Table

### Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,3	2,3	2,3
	Ragu-Ragu	5	5,7	5,7	8,0
	Setuju	30	34,5	34,5	42,5
	Sangat Setuju	50	57,5	57,5	100,0
	Total	87	100,0	100,0	

### Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,1	1,1	1,1
	Ragu-Ragu	6	6,9	6,9	8,0
	Setuju	36	41,4	41,4	49,4
	Sangat Setuju	44	50,6	50,6	100,0
	Total	87	100,0	100,0	

### Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,3	2,3	2,3
	Ragu-Ragu	9	10,3	10,3	12,6
	Setuju	35	40,2	40,2	52,9
	Sangat Setuju	41	47,1	47,1	100,0
	Total	87	100,0	100,0	

**Y4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ragu-Ragu	7	8,0	8,0	8,0
Setuju	34	39,1	39,1	47,1
Sangat Setuju	46	52,9	52,9	100,0
Total	87	100,0	100,0	

**Y5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	2,3	2,3	2,3
Ragu-Ragu	8	9,2	9,2	11,5
Setuju	40	46,0	46,0	57,5
Sangat Setuju	37	42,5	42,5	100,0
Total	87	100,0	100,0	

**Lampiran 4 Uji Validitas  
Correlations**

**Correlations**

		X1_1	X1_2	X1_3	X1_4	X1_5	Organization al Pride (X1)
X1_1	Pearson Correlation	1	,727**	,811**	,764**	,645**	,895**
	Sig, (2-tailed)		,000	,000	,000	,000	,000
	N	87	87	87	87	87	87
X1_2	Pearson Correlation	,727**	1	,804**	,714**	,632**	,873**
	Sig, (2-tailed)	,000		,000	,000	,000	,000
	N	87	87	87	87	87	87
X1_3	Pearson Correlation	,811**	,804**	1	,753**	,641**	,904**
	Sig, (2-tailed)	,000	,000		,000	,000	,000
	N	87	87	87	87	87	87
X1_4	Pearson Correlation	,764**	,714**	,753**	1	,743**	,902**
	Sig, (2-tailed)	,000	,000	,000		,000	,000
	N	87	87	87	87	87	87
X1_5	Pearson Correlation	,645**	,632**	,641**	,743**	1	,838**
	Sig, (2-tailed)	,000	,000	,000	,000		,000
	N	87	87	87	87	87	87
Organization al Pride (X1)	Pearson Correlation	,895**	,873**	,904**	,902**	,838**	1
	Sig, (2-tailed)	,000	,000	,000	,000	,000	
	N	87	87	87	87	87	87

### Correlations

		X1_1	X1_2	X1_3	X1_4	X1_5	Organization al Pride (X1)
X1_1	Pearson Correlation	1	,727**	,811**	,764**	,645**	,895**
	Sig, (2-tailed)		,000	,000	,000	,000	,000
	N	87	87	87	87	87	87
X1_2	Pearson Correlation	,727**	1	,804**	,714**	,632**	,873**
	Sig, (2-tailed)	,000		,000	,000	,000	,000
	N	87	87	87	87	87	87
X1_3	Pearson Correlation	,811**	,804**	1	,753**	,641**	,904**
	Sig, (2-tailed)	,000	,000		,000	,000	,000
	N	87	87	87	87	87	87
X1_4	Pearson Correlation	,764**	,714**	,753**	1	,743**	,902**
	Sig, (2-tailed)	,000	,000	,000		,000	,000
	N	87	87	87	87	87	87
X1_5	Pearson Correlation	,645**	,632**	,641**	,743**	1	,838**
	Sig, (2-tailed)	,000	,000	,000	,000		,000
	N	87	87	87	87	87	87
Organization al Pride (X1)	Pearson Correlation	,895**	,873**	,904**	,902**	,838**	1
	Sig, (2-tailed)	,000	,000	,000	,000	,000	
	N	87	87	87	87	87	87

\*\* , Correlation is significant at the  
0,01 level (2-tailed),

### Correlations

		X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	Komitmen Organisasi (X2)
X2_1	Pearson Correlation	1	,710**	,665**	,455**	,684**	,568**	,829**
	Sig, (2-tailed)		,000	,000	,000	,000	,000	,000
	N	87	87	87	87	87	87	87
X2_2	Pearson Correlation	,710**	1	,625**	,651**	,681**	,660**	,881**
	Sig, (2-tailed)	,000		,000	,000	,000	,000	,000
	N	87	87	87	87	87	87	87
X2_3	Pearson Correlation	,665**	,625**	1	,551**	,682**	,499**	,818**
	Sig, (2-tailed)	,000	,000		,000	,000	,000	,000
	N	87	87	87	87	87	87	87
X2_4	Pearson Correlation	,455**	,651**	,551**	1	,587**	,418**	,761**
	Sig, (2-tailed)	,000	,000	,000		,000	,000	,000
	N	87	87	87	87	87	87	87
X2_5	Pearson Correlation	,684**	,681**	,682**	,587**	1	,611**	,869**
	Sig, (2-tailed)	,000	,000	,000	,000		,000	,000
	N	87	87	87	87	87	87	87
X2_6	Pearson Correlation	,568**	,660**	,499**	,418**	,611**	1	,748**
	Sig, (2-tailed)	,000	,000	,000	,000	,000		,000
	N	87	87	87	87	87	87	87
Komitmen Organisasi (X2)	Pearson Correlation	,829**	,881**	,818**	,761**	,869**	,748**	1
	Sig, (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	87	87	87	87	87	87	87

\*\* , Correlation is significant at the 0,01 level (2-tailed),

### Correlations

		X3_1	X3_2	X3_3	X3_4	X3_5	Kepemimpinan Transformasional (X3)
X3_1	Pearson Correlation	1	,656*	,544*	,627*	,438**	,752**
	Sig, (2-tailed)		,000	,000	,000	,000	,000
	N	87	87	87	87	87	87
X3_2	Pearson Correlation	,656**	1	,629*	,537*	,395**	,772**
	Sig, (2-tailed)	,000		,000	,000	,000	,000
	N	87	87	87	87	87	87
X3_3	Pearson Correlation	,544**	,629*	1	,646*	,481**	,725**
	Sig, (2-tailed)	,000	,000		,000	,000	,000
	N	87	87	87	87	87	87
X3_4	Pearson Correlation	,627**	,537*	,646*	1	,509**	,819**
	Sig, (2-tailed)	,000	,000	,000		,000	,000
	N	87	87	87	87	87	87
X3_5	Pearson Correlation	,438**	,395*	,481*	,509*	1	,695**
	Sig, (2-tailed)	,000	,000	,000	,000		,000
	N	87	87	87	87	87	87
Kepemimpinan Transformasional (X3)	Pearson Correlation	,752**	,772*	,725*	,819*	,695**	1
	Sig, (2-tailed)	,000	,000	,000	,000	,000	
	N	87	87	87	87	87	87

\*\*, Correlation is significant at the 0,01 level (2-tailed),



**Correlations**

		X3_6	X3_7	X3_8	X3_9	X3_10	X3_11	Kepemimpinan Transformasional (X3)
X3_6	<i>Pearson Correlation</i>	1	,581**	,541**	,519**	,603**	,366**	,719**
	<i>Sig. (2-tailed)</i>		,000	,000	,000	,000	,000	,000
	<i>N</i>	87	87	87	87	87	87	87
X3_7	<i>Pearson Correlation</i>	,581**	1	,675**	,619**	,580**	,504**	,851**
	<i>Sig. (2-tailed)</i>	,000		,000	,000	,000	,000	,000
	<i>N</i>	87	87	87	87	87	87	87
X3_8	<i>Pearson Correlation</i>	,541**	,675**	1	,552**	,668**	,487**	,777**
	<i>Sig. (2-tailed)</i>	,000	,000		,000	,000	,000	,000
	<i>N</i>	87	87	87	87	87	87	87
X3_9	<i>Pearson Correlation</i>	,519**	,619**	,552**	1	,597**	,445**	,758**
	<i>Sig. (2-tailed)</i>	,000	,000	,000		,000	,000	,000
	<i>N</i>	87	87	87	87	87	87	87
X3_10	<i>Pearson Correlation</i>	,603**	,580**	,668**	,597**	1	,321**	,746**
	<i>Sig. (2-tailed)</i>	,000	,000	,000	,000		,002	,000
	<i>N</i>	87	87	87	87	87	87	87
X3_11	<i>Pearson Correlation</i>	,366**	,504**	,487**	,445**	,321**	1	,659**
	<i>Sig. (2-tailed)</i>	,000	,000	,000	,000	,002		,000
	<i>N</i>	87	87	87	87	87	87	87
Kepemimpinan Transformasional (X3)	<i>Pearson Correlation</i>	,719**	,851**	,777**	,758**	,746**	,659**	1
	<i>Sig. (2-tailed)</i>	,000	,000	,000	,000	,000	,000	
	<i>N</i>	87	87	87	87	87	87	87

\*\**, Correlation is significant at the 0,01 level (2-tailed),*

## Correlations

Correlations

		Z1	Z2	Z3	Job Satisfaction (Z)
Z1	Pearson Correlation	1	,821**	,851**	,951**
	Sig, (2-tailed)		,000	,000	,000
	N	87	87	87	87
Z2	Pearson Correlation	,821**	1	,762**	,919**
	Sig, (2-tailed)	,000		,000	,000
	N	87	87	87	87
Z3	Pearson Correlation	,851**	,762**	1	,934**
	Sig, (2-tailed)	,000	,000		,000
	N	87	87	87	87
Job Satisfaction (Z)	Pearson Correlation	,951**	,919**	,934**	1
	Sig, (2-tailed)	,000	,000	,000	
	N	87	87	87	87

\*\* , Correlation is significant at the 0,01 level (2-tailed),

## Correlations

### Correlations

		Y1	Y2	Y3	Y4	Y5	Job Performance (Y)
Y1	Pearson Correlation	1	,531**	,688**	,727**	,631**	,850**
	Sig, (2-tailed)		,000	,000	,000	,000	,000
	N	87	87	87	87	87	87
Y2	Pearson Correlation	,531**	1	,591**	,534**	,572**	,771**
	Sig, (2-tailed)	,000		,000	,000	,000	,000
	N	87	87	87	87	87	87
Y3	Pearson Correlation	,688**	,591**	1	,610**	,759**	,875**
	Sig, (2-tailed)	,000	,000		,000	,000	,000
	N	87	87	87	87	87	87
Y4	Pearson Correlation	,727**	,534**	,610**	1	,664**	,833**
	Sig, (2-tailed)	,000	,000	,000		,000	,000
	N	87	87	87	87	87	87
Y5	Pearson Correlation	,631**	,572**	,759**	,664**	1	,867**
	Sig, (2-tailed)	,000	,000	,000	,000		,000
	N	87	87	87	87	87	87
Job Performance (Y)	Pearson Correlation	,850**	,771**	,875**	,833**	,867**	1
	Sig, (2-tailed)	,000	,000	,000	,000	,000	
	N	87	87	87	87	87	87

\*\* , Correlation is significant at the 0,01 level (2-tailed),

## Lampiran 5 Uji Reliabilitas

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	87	100,0
	Excluded <sup>a</sup>	0	,0
	Total	87	100,0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
,927	5

### Item Statistics

	Mean	Std. Deviation	N
X1_1	4,0920	,88439	87
X1_2	4,3333	,80213	87
X1_3	4,2874	,80562	87
X1_4	4,1264	,86002	87
X1_5	4,1954	,92559	87

## Reliability

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	87	100,0
	Excluded <sup>a</sup>	0	,0
	Total	87	100,0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
,900	6

### Item Statistics

	Mean	Std. Deviation	N
X2_1	4,0575	,85394	87
X2_2	4,0000	,86266	87
X2_3	3,8046	,81895	87
X2_4	3,6437	,95207	87
X2_5	3,8621	,92977	87
X2_6	4,2414	,71472	87

### Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	87	100,0
	Excluded <sup>a</sup>	0	,0
	Total	87	100,0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
,919	11

### Item Statistics

	Mean	Std. Deviation	N
X3_1	4,1839	,72383	87
X3_2	3,8046	,86049	87
X3_3	4,1494	,78546	87
X3_4	4,2299	,80263	87
X3_5	4,0575	,99249	87
X3_6	4,5287	,64410	87
X3_7	4,2069	,82318	87
X3_8	4,2989	,80860	87
X3_9	4,2184	,86838	87
X3_10	4,3793	,73519	87
X3_11	3,6207	1,05919	87

### Reliability

Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	87	100,0
	Excluded <sup>a</sup>	0	,0
	Total	87	100,0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
,928	3

### Item Statistics

	Mean	Std. Deviation	N
Z1	4,1609	,76056	87
Z2	4,2644	,76947	87
Z3	4,1379	,80943	87

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	87	100,0
	Excluded <sup>a</sup>	0	,0
	Total	87	100,0

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

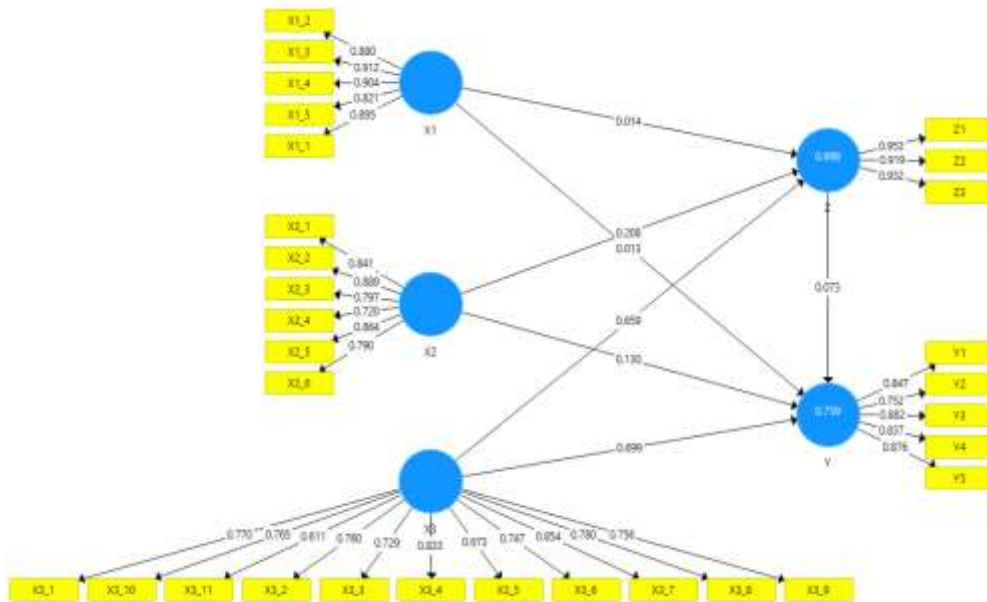
**Reliability Statistics**

Cronbach's Alpha	N of Items
,894	5

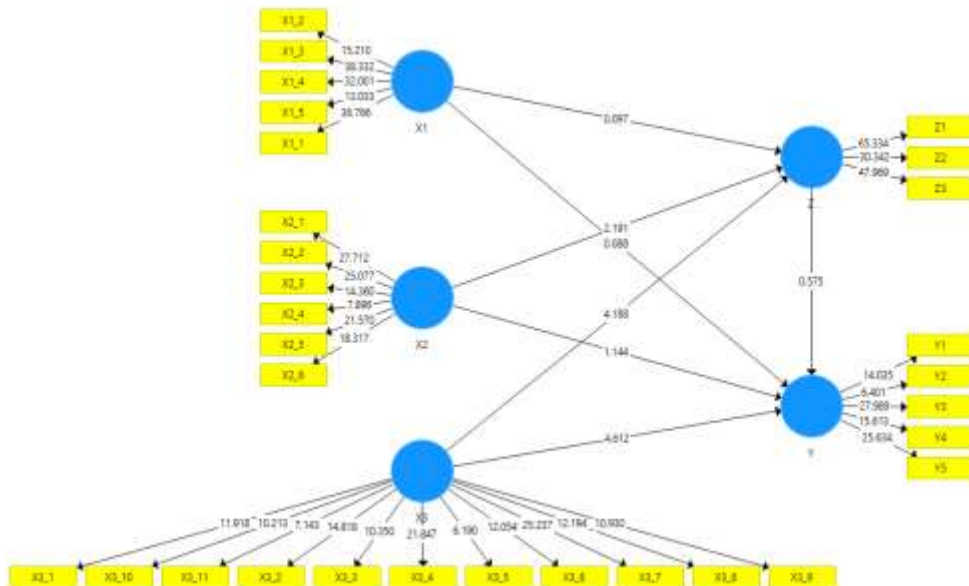
**Item Statistics**

	Mean	Std, Deviation	N
Y1	4,4713	,71266	87
Y2	4,4023	,72272	87
Y3	4,3218	,75474	87
Y4	4,4483	,64264	87
Y5	4,2874	,72989	87

## Lampiran 6 Output PLS Measurement



## Bootstrapping





## R Square

	R Square	R Square Adjusted
Y	0.759	0.748
Z	0.698	0.687

## Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
X1	0.929	0.933	0.946	0.779
X2	0.901	0.913	0.924	0.670
X3	0.924	0.927	0.935	0.570
Y	0.895	0.905	0.923	0.706
Z	0.928	0.929	0.954	0.874

## Discriminant Validity

### Cross Loadings

	X1	X2	X3	Y	Z
X1_2	0.880	0.602	0.744	0.695	0.602
X1_3	0.912	0.690	0.749	0.705	0.660
X1_4	0.904	0.756	0.803	0.697	0.728
X1_5	0.821	0.586	0.661	0.565	0.583
X2_1	0.733	0.841	0.618	0.589	0.648
X2_2	0.657	0.889	0.641	0.668	0.573
X2_3	0.545	0.797	0.499	0.443	0.413
X2_4	0.414	0.720	0.503	0.403	0.488
X2_5	0.624	0.864	0.582	0.568	0.582
X2_6	0.659	0.790	0.670	0.674	0.656
X3_1	0.634	0.596	0.770	0.640	0.691
X3_10	0.716	0.496	0.765	0.748	0.567
X3_11	0.523	0.526	0.611	0.485	0.524
X3_2	0.590	0.609	0.760	0.529	0.615

	X1	X2	X3	Y	Z
X3_3	0.554	0.549	0.729	0.612	0.634
X3_4	0.722	0.667	0.833	0.747	0.694
X3_5	0.561	0.374	0.673	0.565	0.622
X3_6	0.575	0.489	0.747	0.739	0.620
X3_7	0.677	0.627	0.854	0.680	0.683
X3_8	0.683	0.475	0.780	0.756	0.528
X3_9	0.713	0.607	0.756	0.621	0.638
Y1	0.579	0.561	0.679	0.847	0.544
Y2	0.528	0.432	0.628	0.752	0.510
Y3	0.698	0.687	0.809	0.882	0.790
Y4	0.614	0.494	0.712	0.837	0.505
Y5	0.710	0.712	0.781	0.876	0.742
Z1	0.701	0.679	0.778	0.704	0.953
Z2	0.679	0.571	0.759	0.701	0.919
Z3	0.654	0.704	0.770	0.694	0.932
X1_1	0.895	0.678	0.741	0.642	0.617

#### Path Coefficients

#### Direct Effect

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
X1 -> Y	0.013	0.034	0.152	0.088	<b>0.930</b>
X1 -> Z	0.014	0.009	0.149	0.097	<b>0.923</b>
X2 -> Y	0.130	0.121	0.114	1.144	<b>0.253</b>
X2 -> Z	0.208	0.205	0.095	2.191	<b>0.029</b>
X3 -> Y	0.699	0.689	0.152	4.612	<b>0.000</b>
X3 -> Z	0.659	0.667	0.157	4.188	<b>0.000</b>
Z -> Y	0.073	0.073	0.127	0.575	<b>0.566</b>

### Indirect Effect

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
X1 -> Y	0.001	0.006	0.024	0.044	<b>0.965</b>
X1 -> Z					
X2 -> Y	0.015	0.018	0.033	0.466	<b>0.641</b>
X2 -> Z					
X3 -> Y	0.048	0.041	0.081	0.594	<b>0.553</b>
X3 -> Z					
Z -> Y					

### Outer Loadings

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
X1_2 <- X1	0.880	0.877	0.058	15.210	<b>0.000</b>
X1_3 <- X1	0.912	0.912	0.024	38.332	<b>0.000</b>
X1_4 <- X1	0.904	0.906	0.028	32.001	<b>0.000</b>
X1_5 <- X1	0.821	0.816	0.063	13.033	<b>0.000</b>
X2_1 <- X2	0.841	0.843	0.030	27.712	<b>0.000</b>
X2_2 <- X2	0.889	0.887	0.035	25.077	<b>0.000</b>
X2_3 <- X2	0.797	0.793	0.056	14.360	<b>0.000</b>
X2_4 <- X2	0.720	0.708	0.091	7.896	<b>0.000</b>
X2_5 <- X2	0.864	0.862	0.040	21.570	<b>0.000</b>
X2_6 <- X2	0.790	0.790	0.043	18.317	<b>0.000</b>
X3_1 <- X3	0.770	0.763	0.065	11.918	<b>0.000</b>
X3_10 <- X3	0.765	0.756	0.075	10.213	<b>0.000</b>
X3_11 <- X3	0.611	0.610	0.086	7.143	<b>0.000</b>
X3_2 <- X3	0.760	0.756	0.051	14.818	<b>0.000</b>
X3_3 <- X3	0.729	0.737	0.070	10.350	<b>0.000</b>
X3_4 <- X3	0.833	0.835	0.038	21.847	<b>0.000</b>
X3_5 <- X3	0.673	0.686	0.109	6.190	<b>0.000</b>
X3_6 <- X3	0.747	0.743	0.062	12.054	<b>0.000</b>
X3_7 <- X3	0.854	0.853	0.034	25.237	<b>0.000</b>

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
<b>X3_8 &lt;- X3</b>	0.780	0.778	0.064	12.194	<b>0.000</b>
<b>X3_9 &lt;- X3</b>	0.756	0.754	0.069	10.930	<b>0.000</b>
<b>Y1 &lt;- Y</b>	0.847	0.841	0.060	14.035	<b>0.000</b>
<b>Y2 &lt;- Y</b>	0.752	0.765	0.117	6.401	<b>0.000</b>
<b>Y3 &lt;- Y</b>	0.882	0.883	0.031	27.989	<b>0.000</b>
<b>Y4 &lt;- Y</b>	0.837	0.833	0.054	15.613	<b>0.000</b>
<b>Y5 &lt;- Y</b>	0.876	0.875	0.034	25.634	<b>0.000</b>
<b>Z1 &lt;- Z</b>	0.953	0.953	0.015	65.334	<b>0.000</b>
<b>Z2 &lt;- Z</b>	0.919	0.917	0.030	30.342	<b>0.000</b>
<b>Z3 &lt;- Z</b>	0.932	0.932	0.019	47.969	<b>0.000</b>
<b>X1_1 &lt;- X1</b>	0.895	0.896	0.024	36.766	<b>0.000</b>