

## ATTACHMENT

### Appendix 1 Characteristics of Respondents

<b>NO</b>	<b>Name</b>	<b>Gender</b>	<b>Age</b>	<b>Final Education</b>	<b>Length of Service</b>
<b>1</b>	Mahmudi	Man	46-55 yrs	<b>SMA/SMK</b>	11-20 yrs
<b>2</b>	Muslim	Man	36-45 yrs	<b>JUNIOR</b>	1-10 yrs
<b>3</b>	Rupadi	Man	46-55 yrs	<b>JUNIOR</b>	<1 yr
<b>4</b>	Karmono	Man	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
<b>5</b>	Teguh Hadi Warsodo	Man	36-45 yrs	<b>BACHELOR</b>	11-20 yrs
<b>6</b>	Endarto Setijo Budi	Man	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
<b>7</b>	Sukaryo	Man	46-55 yrs	<b>SMA/SMK</b>	21-30 yrs
<b>8</b>	M Rizzal Prahata	Man	26-35 yrs	<b>SMA/SMK</b>	1-10 yrs
<b>9</b>	Mahendra Arijanto Putra	Man	36-45 yrs	<b>SMA/SMK</b>	11-20 yrs
<b>10</b>	Edy Kusyanto	Man	36-45 yrs	<b>SMA/SMK</b>	11-20 yrs
<b>11</b>	Mujiat	Man	46-55 yrs	<b>SMA/SMK</b>	>30 yrs
<b>12</b>	Sarmidi	Man	46-55 yrs	<b>SMA/SMK</b>	21-30 yrs
<b>13</b>	Vivi Ayu K	Woman	26-35 yrs	<b>BACHELOR</b>	1-10 yrs
<b>14</b>	Muchsin Isnaeni	Man	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
<b>15</b>	Dwi Ratnawati	Woman	46-55 yrs	<b>SMA/SMK</b>	>30 yrs
<b>16</b>	Melinda Indira S	Woman	26-35 yrs	<b>SMA/SMK</b>	1-10 yrs
<b>17</b>	Eko Hapdoyo	Man	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
<b>18</b>	Arum Ardhiani	Woman	46-55 yrs	<b>BACHELOR</b>	11-20 yrs
<b>19</b>	Mokh Irwanto	Man	46-55 yrs	<b>BACHELOR</b>	>30 yrs
<b>20</b>	Sumiyati	Woman	46-55 yrs	<b>BACHELOR</b>	11-20 yrs
<b>21</b>	Agus Setyo Utomo	Man	46-55 yrs	<b>BACHELOR</b>	>30 yrs
<b>22</b>	Masud	Man	46-55 yrs	<b>SMA/SMK</b>	11-20 yrs
<b>23</b>	Sutrisno	Man	36-45 yrs	<b>SMA/SMK</b>	1-10 yrs

24	Poniran	Man	46-55 yrs	<b>SD</b>	21-30 yrs
25	Ridzhal	Man	26-35 yrs	<b>BACHELOR</b>	1-10 yrs
26	Ahmad Dahlan	Man	46-55 yrs	<b>SMA/SMK</b>	21-30 yrs
27	Suyanto	Man	46-55 yrs	<b>SMA/SMK</b>	21-30 yrs
28	Zulfikar Rakhman Hussein	Man	26-35 yrs	<b>BACHELOR</b>	1-10 yrs
29	Siti Masruroh	Woman	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
30	Tri Tjanjo Poedjo P	Woman	46-55 yrs	<b>SMA/SMK</b>	>30 yrs
31	Famous Aji Plenary	Man	36-45 yrs	<b>BACHELOR</b>	11-20 yrs
32	Tutut Supriyono	Man	26-35 yrs	<b>SMA/SMK</b>	1-10 yrs
33	Lisa Fatmawati	Woman	15-25 yrs	<b>SMA/SMK</b>	1-10 yrs
34	Diar Syuchrul Amin	Man	26-35 yrs	<b>BACHELOR</b>	1-10 yrs
35	Haryono	Man	46-55 yrs	<b>BACHELOR</b>	>30 yrs
36	Wahono	Man	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
37	Aldhita Dwi Sukmaratih	Woman	36-45 yrs	<b>BACHELOR</b>	11-20 yrs
38	Kasmuri	Man	36-45 yrs	<b>SMA/SMK</b>	21-30 yrs
39	Yudi	Man	36-45 yrs	<b>SMA/SMK</b>	11-20 yrs
40	Ahmad Hidayat	Man	15-25 yrs	<b>SMA/SMK</b>	1-10 yrs
41	Sutikno	Man	36-45 yrs	<b>SMA/SMK</b>	11-20 yrs
42	Taufiq Anam	Man	26-35 yrs	<b>SMA/SMK</b>	1-10 yrs
43	Sarpangi	Man	-	<b>SMA/SMK</b>	11-20 yrs
44	Parno	Man	46-55 yrs	<b>BACHELOR</b>	>30 yrs
45	Antok Ari Nugroho	Man	36-45 yrs	<b>SMA/SMK</b>	11-20 yrs
46	Sukaeri	Man	36-45 yrs	<b>SMA/SMK</b>	11-20 yrs
47	Sutrisno	Man	36-45 yrs	<b>SMA/SMK</b>	1-10 yrs
48	Jarot Purnomo	Man	36-45 yrs	<b>SMA/SMK</b>	21-30 yrs
49	Moch	Man	26-35 yrs	<b>BACHELOR</b>	1-10 yrs

	Muhaimin				
50	Kariyono	Man	46-55 yrs	<b>SMA/SMK</b>	>30 yrs
51	Nice Puthu Wijanarko	Man	15-25 yrs	<b>SMA/SMK</b>	1-10 yrs
52	Wiharhi	Woman	36-45 yrs	<b>BACHELOR</b>	21-30 yrs
53	Sugito	Man	36-45 yrs	<b>SMA/SMK</b>	1-10 yrs
54	Hendik Arif S	Man	-	-	-
55	Heru Cayadi	Man	36-45 yrs	<b>SMA/SMK</b>	1-10 yrs
56	Edy Winarno	Man	26-35 yrs	<b>SMA/SMK</b>	1-10 yrs
57	Rudi Hartoyo	Man	46-55 yrs	<b>SMA/SMK</b>	>30 yrs
58	Ernanda Dwi Susanto	Man	26-35 yrs	<b>BACHELOR</b>	1-10 yrs
59	Mu'tin Ni'mah	Woman	36-45 yrs	<b>BACHELOR</b>	21-30 yrs
60	Dina A Musfikasari	Woman	26-35 yrs	<b>BACHELOR</b>	1-10 yrs
61	Kartika Puspitasari	Woman	36-45 yrs	<b>BACHELOR</b>	11-20 yrs
62	Hendri Surya Indrata	Man	36-45 yrs	<b>BACHELOR</b>	11-20 yrs
63	Old Antony Heddy	Man	46-55 yrs	<b>BACHELOR</b>	>30 yrs
64	Budihanto	Man	46-55 yrs	<b>BACHELOR</b>	>30 yrs
65	Wawan	Man	15-25 yrs	<b>SMA/SMK</b>	1-10 yrs
66	Okky Billy Budiharjo	Man	26-35 yrs	<b>BACHELOR</b>	1-10 yrs
67	Slamet	Man	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
68	Koeri	Man	46-55 yrs	<b>SMA/SMK</b>	>30 yrs
69	Asrophy	Man	36-45 yrs	<b>SMA/SMK</b>	1-10 yrs
70	Suparno	Man	36-45 yrs	<b>SMA/SMK</b>	1-10 yrs
71	Katim	Man	46-55 yrs	<b>SMA/SMK</b>	21-30 yrs
72	Faris	Man	26-35 yrs	<b>SMA/SMK</b>	1-10 yrs
73	Wacju Wibowo	Man	46-55 yrs	<b>SMA/SMK</b>	21-30 yrs
74	Kholilur Rohman	Man	26-35 yrs	<b>SMA/SMK</b>	1-10 yrs
75	Arifin	Man	36-45 yrs	<b>SMA/SMK</b>	11-20 yrs

<b>76</b>	Suhartoyo	Man	46-55 yrs	<b>SMA/SMK</b>	21-30 yrs
<b>77</b>	Boediyono	Man	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
<b>78</b>	Rahma Prihariyani	Woman	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
<b>79</b>	Nur Laili Taniawati	Woman	15-25 yrs	<b>BACHELOR</b>	<1 yr
<b>80</b>	Dwi Setiawan	Man	26-35 yrs	<b>BACHELOR</b>	<1 yr
<b>81</b>	Lina Paramawati	Woman	36-45 yrs	<b>BACHELOR</b>	11-20 yrs
<b>82</b>	Wahju Tjahjono	Man	46-55 yrs	<b>BACHELOR</b>	21-30 yrs
<b>83</b>	Lukman Pramadi M	Man	36-45 yrs	<b>SMA/SMK</b>	1-10 yrs
<b>84</b>	Budi Prasetya	Man	26-35 yrs	<b>SMA/SMK</b>	1-10 yrs
<b>85</b>	Distyananda Dhuta P	Man	26-35 yrs	<b>SMA/SMK</b>	-

## Appendix 2 Tabulation

NO	Job Satisfaction (X1)								TOTAL
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
1	3	5	4	4	4	4	5	3	32
2	2	4	4	4	4	4	4	4	30
3	5	4	5	4	4	4	5	5	36
4	4	4	3	4	3	4	5	3	30
5	5	3	4	4	4	3	4	3	30
6	5	4	4	4	5	4	4	4	34
7	5	4	5	4	2	5	5	4	34
8	4	5	4	4	4	5	4	4	34
9	5	4	4	4	5	5	5	4	36
10	4	3	5	5	4	3	5	5	34
11	5	4	4	5	5	3	4	4	34
12	3	3	3	4	4	3	4	4	28
13	3	3	5	4	4	3	4	4	30
14	4	4	5	5	4	4	4	4	34
15	4	2	4	4	4	4	4	4	30

16	4	5	4	5	4	3	5	4	34
17	4	5	4	5	5	5	5	5	38
18	5	4	4	4	4	5	5	4	35
19	4	4	4	4	4	4	5	4	33
20	5	4	4	4	4	4	4	4	33
21	4	4	4	4	4	3	4	4	31
22	4	4	4	4	4	3	4	4	31
23	5	4	4	4	5	4	4	4	34
24	5	5	4	4	5	5	4	5	37
25	5	5	4	5	5	5	5	5	39
26	5	4	5	5	4	5	5	5	38
27	5	5	4	5	5	5	5	5	39
28	4	4	5	5	4	4	4	4	34
29	4	4	5	5	3	3	3	3	30
30	4	4	5	4	4	4	5	5	35
31	5	5	5	5	4	5	5	5	39
32	4	4	5	3	4	3	5	4	32
33	4	5	5	5	4	5	5	4	37
34	4	4	4	5	4	4	5	4	34
35	5	4	4	5	4	4	5	4	35
36	5	4	5	5	4	4	4	5	36
37	5	4	5	4	5	4	5	5	37
38	4	4	5	4	4	5	4	3	33
39	3	4	4	4	4	3	4	4	30
40	5	5	4	4	4	5	4	5	36
41	4	4	5	4	4	5	4	5	35
42	5	5	3	3	3	3	3	4	29
43	4	4	4	4	4	5	5	3	33
44	5	4	4	4	5	5	5	4	36
45	4	4	4	4	4	4	4	4	32
46	5	5	5	4	4	3	4	5	35
47	5	5	5	4	3	5	5	4	36
48	5	5	4	4	4	4	4	4	34
49	4	4	5	5	3	4	5	4	34
50	5	3	2	3	3	5	5	3	29



NO	Employee Commitment										TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	4	5	4	3	4	5	5	5	4	4	43
2	4	4	4	4	4	4	4	4	3	2	37
3	5	5	4	5	5	5	5	5	5	5	49
4	3	4	3	4	3	4	3	3	3	3	33
5	4	4	3	3	4	4	4	5	3	4	38
6	4	4	3	3	3	4	4	3	3	4	35
7	4	4	3	3	5	4	4	4	3	4	38
8	4	4	4	4	4	4	4	4	4	4	40
9	3	4	4	3	4	4	4	3	3	3	35
10	4	5	3	4	4	5	4	4	4	4	41
11	4	5	3	4	4	5	4	4	4	4	41
12	3	4	4	4	3	4	4	3	3	4	36
13	4	4	3	4	4	4	4	4	3	4	38
14	4	4	3	3	4	4	4	4	4	3	37
15	3	3	2	2	2	4	3	3	3	3	28
16	4	5	5	3	5	5	4	4	4	4	43
17	4	5	5	4	5	5	5	5	5	5	48
18	5	5	4	4	5	4	5	4	4	5	45
19	4	5	4	4	4	5	4	4	4	4	42
20	4	5	4	4	4	5	4	4	4	4	42
21	4	4	4	4	4	4	4	4	4	4	40
22	4	4	4	4	4	4	4	4	4	4	40
23	4	4	4	4	4	5	4	4	4	4	41
24	5	4	5	5	5	4	5	3	4	5	45
25	4	3	3	3	3	3	3	3	3	4	32
26	5	5	5	5	5	5	5	5	5	5	50
27	5	5	5	5	5	5	5	5	5	5	50
28	4	5	4	4	5	5	4	5	4	4	44
29	4	5	3	3	5	5	3	5	3	3	39
30	5	5	5	4	4	4	4	5	4	5	45
31	5	5	5	4	4	5	5	4	4	5	46
32	2	4	5	3	4	5	4	5	4	4	40

33	4	4	4	4	4	5	4	4	4	5	42
34	4	4	4	4	4	5	4	4	4	4	41
35	4	5	4	4	4	5	4	4	4	4	42
36	4	4	4	4	4	4	5	4	4	4	41
37	5	5	5	5	4	5	5	5	4	5	48
38	5	4	5	5	5	5	5	5	4	4	47
39	3	4	4	4	3	5	4	4	4	4	39
40	2	4	4	4	4	5	4	5	4	4	40
41	2	4	4	4	3	4	4	4	4	4	37
42	5	3	3	3	4	5	3	3	3	3	35
43	5	5	5	5	5	5	5	5	5	4	49
44	4	5	5	4	5	5	5	5	4	5	47
45	3	5	3	2	3	4	4	4	4	5	37
46	3	5	4	4	3	4	3	5	3	3	37
47	3	4	4	5	5	5	5	4	4	5	44
48	4	5	5	4	4	4	4	4	4	4	42
49	5	5	5	4	4	4	4	4	4	4	43
50	5	5	3	3	3	3	3	3	3	3	34
51	3	4	1	3	1	5	3	5	3	4	32
52	4	4	3	3	4	4	4	3	4	4	37
53	4	4	4	4	4	4	4	4	4	4	40
54	5	4	3	3	4	4	4	5	4	4	40
55	5	4	4	4	4	4	4	5	4	4	42
56	3	4	4	4	1	5	5	5	4	4	39
57	4	4	3	3	4	4	3	4	4	3	36
58	4	4	3	3	4	4	4	4	4	3	37
59	5	5	4	4	4	5	5	4	4	4	44
60	4	3	4	3	4	4	3	4	4	4	37
61	5	4	5	5	4	5	5	5	4	4	46
62	4	3	4	4	4	4	3	3	3	3	35
63	3	4	4	4	3	4	4	3	3	3	35
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65	3	3	4	3	3	3	4	3	3	3	32
66	5	5	5	5	5	4	4	4	4	5	46
67	4	4	4	4	4	5	4	4	4	4	41



68	5	5	4	4	4	4	4	4	4	4	42
69	4	4	3	4	4	5	3	4	4	4	39
70	4	3	4	3	3	5	3	3	3	3	34
71	4	4	4	4	4	5	4	4	4	4	41
72	4	5	5	5	4	5	5	5	4	4	46
73	2	5	5	4	4	5	4	5	4	4	42
74	4	5	5	4	4	5	5	5	5	4	46
75	4	4	4	5	5	5	5	4	3	4	43
76	4	4	4	4	5	5	5	5	4	4	44
77	4	5	4	4	4	5	5	5	4	5	45
78	4	5	3	4	4	5	4	4	3	5	41
79	5	4	5	4	4	5	4	4	4	4	43
80	5	5	5	5	5	5	5	5	5	5	50
81	3	4	3	3	4	4	4	4	4	4	37
82	4	4	3	4	4	4	4	4	4	4	39
83	2	5	5	5	5	5	5	5	4	4	45
84	4	4	3	4	4	4	4	4	4	4	39
85	4	4	3	4	4	5	4	4	4	5	41

Self Efficacy												
X3.	X3.	X3.	X3.	X3.	X3.	X3.	X3.	X3.	X3.	X3.	X3.	TOT
1	2	3	4	5	6	7	8	9	10	11	12	AL
4	3	4	3	3	4	4	4	2	4	5	4	44
4	5	4	3	4	5	4	4	3	4	4	4	48
5	5	5	5	5	5	5	5	3	5	5	5	58
4	4	4	4	4	4	4	4	4	4	4	4	48
5	3	4	4	5	4	3	4	4	5	3	4	48
5	4	4	4	4	3	3	4	4	4	5	4	48
4	3	4	4	4	4	3	3	4	4	4	4	45
4	4	4	4	4	4	4	4	4	4	4	4	48
5	4	4	4	5	4	4	4	3	4	4	4	49
4	4	4	4	4	3	4	5	3	4	4	4	47
4	4	4	4	4	3	4	5	3	4	4	4	47
3	3	3	3	3	4	3	3	3	3	4	4	39
3	3	4	3	3	4	4	3	3	4	4	4	42
4	4	4	4	4	4	4	3	4	3	4	5	47



3	3	4	3	4	4	3	4	2	4	4	3	41
4	5	5	4	4	5	4	5	3	5	5	4	53
5	4	4	4	4	5	5	4	4	4	4	4	51
4	3	4	3	4	4	3	4	4	4	4	4	45
4	4	4	4	4	3	4	4	4	4	3	4	46
4	4	4	4	4	4	4	4	4	4	3	4	47
5	5	5	4	4	5	4	5	2	5	5	5	54
3	3	4	4	3	4	4	3	3	3	4	4	42
4	4	4	4	3	4	4	4	3	4	4	4	46
4	4	4	4	4	5	4	4	4	4	5	5	51
4	4	4	4	4	4	4	4	4	4	4	4	48
5	5	5	5	5	4	5	5	4	5	4	5	57
5	4	4	4	4	4	3	4	4	4	4	4	48
2	4	3	4	3	4	4	3	3	3	3	4	40
3	5	4	4	4	4	4	4	4	4	4	3	47
3	3	4	3	3	4	3	3	3	4	3	4	40
4	4	5	5	4	5	4	4	3	4	4	5	51
4	4	4	4	4	4	4	4	3	3	4	4	46
4	4	4	4	4	4	4	4	4	4	4	4	48
3	3	4	4	3	4	4	3	3	3	3	4	41
3	3	4	3	3	3	3	3	4	4	3	3	39
4	5	5	5	4	5	3	4	2	4	5	5	51
5	5	5	4	4	4	4	4	3	5	4	4	51
3	4	4	4	3	4	4	4	4	4	4	5	47
4	4	5	5	4	4	4	4	4	4	4	4	50
3	5	5	5	3	3	3	3	3	3	3	3	42
3	4	4	4	4	4	4	5	4	5	4	4	49
4	4	4	4	4	5	4	4	4	3	4	4	48
4	4	4	4	4	4	4	4	5	4	4	4	49
5	5	5	5	5	4	5	4	5	4	4	4	55
5	5	5	5	5	4	5	4	5	5	5	5	58
4	3	4	3	3	3	4	4	3	4	4	4	43
4	3	4	4	4	4	4	4	4	4	4	4	47
5	5	4	4	4	5	5	5	2	4	5	5	53
4	4	5	4	4	4	4	3	4	4	4	5	49

4	4	4	4	4	4	4	4	4	4	4	4	48
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N O	Employee Performance										
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOT AL
1	4	4	4	5	5	4	5	5	4	4	44
2	4	4	4	4	4	4	4	4	4	4	40
3	5	5	5	5	5	5	5	5	5	5	50
4	4	4	4	4	4	3	4	4	3	4	38
5	3	3	3	4	3	3	4	3	3	3	32
6	3	3	3	4	3	3	3	3	3	3	31
7	4	4	4	4	5	5	4	4	3	5	42
8	4	4	4	4	4	4	4	4	4	4	40
9	5	5	5	4	4	4	5	4	4	4	44
10	5	5	5	5	4	4	4	4	4	4	44
11	5	5	5	5	3	3	3	3	4	4	40
12	3	3	3	3	3	3	3	3	3	3	30
13	4	4	4	4	4	4	4	3	3	4	38
14	4	5	4	3	3	4	4	4	4	3	38
15	4	4	3	4	1	3	4	4	3	3	33
16	4	4	5	5	5	5	5	4	3	4	44
17	5	4	5	5	5	4	5	5	4	4	46
18	5	4	5	5	5	4	5	5	4	4	46
19	5	4	5	5	5	4	5	5	4	4	46
20	3	3	3	4	3	4	3	3	3	3	32
21	5	4	4	5	4	4	4	4	4	4	42
22	5	4	4	4	4	4	4	4	4	4	41
23	4	4	4	4	4	4	4	4	4	4	40
24	5	5	4	5	4	5	5	4	5	4	46
25	5	5	4	5	5	5	5	5	4	5	48
26	5	5	4	5	5	5	5	5	5	5	49
27	5	5	5	5	5	5	5	5	4	5	49
28	4	4	4	4	4	4	4	5	4	5	42
29	4	4	4	4	4	4	4	5	4	5	42
30	4	4	4	5	4	4	4	5	4	4	42
31	5	5	4	5	4	4	5	5	5	5	47

32	5	4	5	4	4	5	4	4	2	3	40
33	5	4	4	4	5	5	4	4	5	4	44
34	4	4	5	4	4	5	5	4	4	4	43
35	4	4	5	5	4	4	4	4	4	4	42
36	4	4	4	4	4	4	4	4	4	4	40
37	4	5	5	5	5	5	5	5	4	4	47
38	5	4	5	5	4	5	5	4	4	5	46
39	4	4	4	4	4	4	4	4	4	4	40
40	5	5	5	4	5	5	5	4	5	5	48
41	5	4	5	4	5	4	4	4	5	4	44
42	5	5	5	5	4	5	5	4	5	5	48
43	4	4	4	5	4	4	4	4	4	4	41
44	5	5	5	5	5	5	5	5	3	4	47
45	4	4	4	5	4	4	4	4	4	4	41
46	4	4	4	5	4	4	4	4	4	4	41
47	4	4	4	4	4	4	4	4	4	4	40
48	4	4	4	4	4	4	4	4	4	4	40
49	4	4	4	4	4	4	4	4	4	4	40
50	3	3	3	5	4	3	3	3	3	3	33
51	5	4	4	4	4	5	5	4	4	5	44
52	5	5	5	5	4	5	5	5	4	4	47
53	4	3	4	4	4	3	4	4	4	4	38
54	4	4	3	4	4	4	4	4	4	4	39
55	4	4	3	4	3	4	4	4	4	4	38
56	5	4	4	5	4	5	5	4	4	5	45
57	4	4	4	5	4	4	4	4	4	4	41
58	4	4	4	4	4	4	4	4	4	4	40
59	4	5	4	5	5	5	5	5	4	5	47
60	4	4	4	4	4	4	4	4	4	4	40
61	5	4	5	4	5	5	4	5	4	5	46
62	4	4	4	4	4	4	4	4	3	4	39
63	4	3	4	2	4	4	3	4	4	4	36
64	4	3	3	3	4	3	3	4	4	3	34
65	4	3	3	4	3	3	3	3	3	3	32
66	5	4	5	5	4	4	5	5	4	5	46



### Appendix 3 Questionnaire

#### INTRODUCTION TO THE RESEARCH QUESTIONNAIRE

To Dear.

Research Respondents

On-site

Respectfully,

Introduce saya Wiwid Ayu Pujiati student from the University of August 17, 1945 Surabaya, Management Study Program. I am currently conducting research as an effort to compile a final project (thesis) which is a requirement to complete S1 education with the title "**The Influence of Job Satisfaction, Organizational Commitment and Self Efficacy on Employee Performance at the Perumda Air Minum Tirta Lestari Tuban District**".

In this regard, I ask for the willingness of Mr/Mrs/Saudara/i, to take the time to fill out this questionnaire. The answer that you give will not be judged right at the wrong time. All information provided will be guaranteed confidentiality and will only be used academically.

Thus this statement I convey, abag of attention and cooperation of the research respondents, I express my deepest gratitude.

Sincerely,

**Wiwid Ayu Pujiati**

#### I. Questionnaire Filling Instructions

This questionnaire is displayed in a statement format. Please check the question in the field displayed and select only one answer by giving a checklist mark (√) to the statement that you think corresponds to the actual conditions. Available statements relate to job satisfaction, employee commitment, self-efficacy and employee performance.

#### II. Answer Description

Category	Ket.	Score
<b>SS</b>	If you <b>strongly agree</b> with the statement	5
<b>S</b>	If you <b>agree</b> with the statement	4
<b>N</b>	If you are <b>Neutral</b> with such statements	3
<b>TS</b>	If you <b>disagree</b> with the statement	2
<b>STS</b>	If you <b>strongly disagree</b> with the statement	1

### III. Respondent's Personal Data

<b>Full Name</b>					
<b>Gender*</b>	<b>Man</b>	<input type="checkbox"/>			
	<b>Woman</b>	<input type="checkbox"/>			
<b>Age*</b>	<b>15 – 25 years old</b>	<input type="checkbox"/>			
	<b>26 – 35 years old</b>	<input type="checkbox"/>			
	<b>36 – 45 years old</b>	<input type="checkbox"/>			
	<b>46 – 55 years old</b>	<input type="checkbox"/>			
<b>Division</b>					
<b>Position</b>					
<b>Last education*</b>	<b>SD</b>	<input type="checkbox"/>			
	<b>JUNIOR</b>	<input type="checkbox"/>			
	<b>High School/Vocational School</b>	<input type="checkbox"/>			
	<b>D1 – D3</b>	<input type="checkbox"/>			
	<b>Bachelor</b>	<input type="checkbox"/>			
<b>Length of work*</b>	<b>Less than 1 year</b>	<input type="checkbox"/>			
	<b>1 - 10 years</b>	<input type="checkbox"/>			
	<b>11 - 20 years</b>	<input type="checkbox"/>			
	<b>21 – 30 years</b>	<input type="checkbox"/>			
	<b>More than 30 years</b>	<input type="checkbox"/>			

\*put a checkmark on one of the appropriate criteria

### IV. List of Statements

JOB SATISFACTION						
NO	STATEMENT	SS	S	N	TS	STS
1	The work I do requires superior abilities and skills					
2	I feel more satisfied if I complete a challenging job than a less challenging job					
3	I am satisfied with the comfort of the facilities and favorable working conditions					



4	My work environment makes it easy to get work done					
5	I am satisfied with the payment of the salary given by the company according to the work I do					
6	I am satisfied to be rewarded if I do a very good job					
7	The attitude of tolerance and support from colleagues really helped me in my work					
8	I can convey my complaints and suggestions well to the superiors					

<b>EMPLOYEE COMMITMENT</b>						
<b>NO</b>	<b>STATEMENT</b>	<b>SS</b>	<b>S</b>	<b>N</b>	<b>TS</b>	<b>STS</b>
1	I feel that the problem that thappened in the company became a problem for me too					
2	Saya feel part of this company.					
3	I am proud to tell others that I am part of this organization					
4	I am not as easily attached to another organization as I am bound to this organization					
5	I am willing to make extra efforts in addition to the predetermined work to help the organization succeed					
6	Ithinkthat responsibility is what I have to do					
7	Deciding to work for this organization was the right decision for me					
8	I will feel very happy to spend the rest of my career in this company					
9	I found a match between the values I hold and the values of this organization					

10	This organization value has a very big meaning to me.					
----	---	--	--	--	--	--

<b>SELF EFFICACY</b>						
<b>NO</b>	<b>STATEMENT</b>	<b>SS</b>	<b>S</b>	<b>N</b>	<b>TS</b>	<b>STS</b>
1	I feel that the work I do is in accordance with the abilities and skills I have					
2	I can complete challenging work					
3	I was able to adapt quickly to the work within the company					
4	I quickly learned and understood new things in doing work					
5	I feel that the work I am doing is in line with my expectations					
6	I always set achievement targets for the work I do					
7	I have technical knowledge in the completion of the work					
8	I can find a solution when I encounter obstacles in working					
9	I feel I have the same abilities of my co-workers					
10	With the ability I have I can make the maximum contribution to the company					
11	Experience in previous work helped me a lot to be confident in getting the job done					
12	I learn from my experience to solve problems in my work					

## PERFORMANCE RESEARCH QUESTIONNAIRE

### I. Employee Personal Data

<b>Name</b>	
<b>Gender*</b>	<b>Man</b> <input type="checkbox"/> <b>Woman</b> <input type="checkbox"/>
<b>Division</b>	
<b>Position</b>	

### II. List of Statements

EMPLOYEE PERFORMANCE						
NO	STATEMENT	SS	S	N	TS	STS
<b>In the opinion of the father / mother, the employee whose name is mentioned above:</b>						
1	The skills he has can complete every job with quality results					
2	To achieve the work standards set by the company so that the results are satisfactory					
3	Can complete work according to the targeted					
4	Always enter and leave work in accordance with the company's working hours regulations					
5	Can complete tasks according to the predetermined time / on time					
6	Can complete the given work quickly					
7	Always mean and meticulously in completing the assigned tasks					













X3 .4	Pearson Correlation	.42 4**	.59 9**	.60 2**	1	.42 2**	.26 8*	.43 6**	.42 8**	.29 2**	.28 2**	.31 0**	.41 9**	.676**
	Sig. (2-tailed)	.00 0	.00 0	.00 0		.00 0	.01 3	.00 0	.00 0	.00 7	.00 9	.00 4	.00 0	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85
X3 .5	Pearson Correlation	.63 1**	.41 3**	.26 3*	.42 2**	1	.26 4*	.31 8**	.45 9**	.35 3**	.46 7**	.32 1**	.32 6**	.662**
	Sig. (2-tailed)	.00 0	.00 0	.01 5	.00 0		.01 5	.00 3	.00 0	.00 1	.00 0	.00 3	.00 2	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85
X3 .6	Pearson Correlation	.28 8**	.41 6**	.42 6**	.26 8*	.26 4*	1	.40 1**	.32 6**	.13 0	.38 0**	.52 2**	.56 1**	.597**
	Sig. (2-tailed)	.00 7	.00 0	.00 0	.01 3	.01 5		.00 0	.00 2	.23 7	.00 0	.00 0	.00 0	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85
X3 .7	Pearson Correlation	.29 8**	.38 2**	.32 8**	.43 6**	.31 8**	.40 1**	1	.50 0**	.19 0	.36 2**	.32 2**	.38 1**	.603**
	Sig. (2-tailed)	.00 6	.00 0	.00 2	.00 0	.00 3	.00 0		.00 0	.08 1	.00 1	.00 3	.00 0	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85
X3 .8	Pearson Correlation	.55 6**	.59 1**	.34 7**	.42 8**	.45 9**	.32 6**	.50 0**	1	.18 4	.64 1**	.53 3**	.45 6**	.752**
	Sig. (2-tailed)	.00 0	.00 0	.00 1	.00 0	.00 0	.00 2	.00 0		.09 2	.00 0	.00 0	.00 0	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85
X3 .9	Pearson Correlation	.27 2*	.24 8*	.21 3	.29 2**	.35 3**	.13 0	.19 0	.18 4	1	.27 3*	.07 2	.23 5*	.472**
	Sig. (2-tailed)	.01 2	.02 2	.05 1	.00 7	.00 1	.23 7	.08 1	.09 2		.01 1	.51 0	.03 0	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85
X3 .10	Pearson Correlation	.52 3**	.47 3**	.54 5**	.28 2**	.46 7**	.38 0**	.36 2**	.64 1**	.27 3*	1	.44 2**	.47 5**	.730**
	Sig. (2-tailed)	.00 0	.00 0	.00 0	.00 9	.00 0	.00 0	.00 1	.00 0	.01 1		.00 0	.00 0	.000
	N	85	85	85	85	85	85	85	85	85	85	85	85	85
X3 .11	Pearson Correlation	.48 3**	.43 7**	.39 6**	.31 0**	.32 1**	.52 2**	.32 2**	.53 3**	.07 2	.44 2**	1	.72 9**	.660**







## Appendix 5

### Reliability Test

- a. Job Satisfaction (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.735	8

- b. Employee Commitment (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.870	10

- c. Self Efficacy (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.885	12

- d. Kryawan Performance (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.931	10

## Appendix 6

### Normality Test

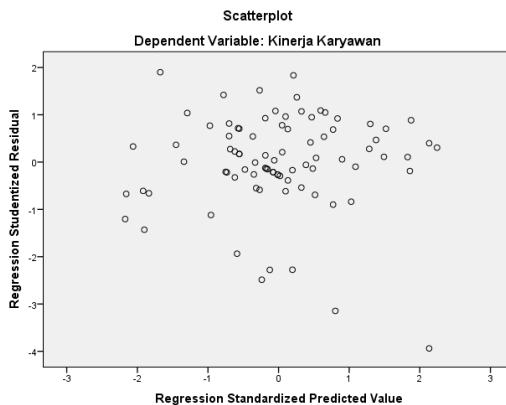
One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		85
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	3.76544283
Most Extreme Differences	Absolute	.144
	Positive	.077
	Negative	-.144
Test Statistics		.144
Asymp. Sig. (2-tailed)		.000 <sup>c</sup>
Exact Sig. (2-tailed)		.064

**Appendix 7**  
**Multicholnearity Test**

Coefficients <sup>a</sup>								
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIFs
1	(Constant)	4.314	5.318		.811	.420		
	Job Satisfaction	.340	.236	.191	1.440	.154	.424	2.358
	Commitment of The Work	.098	.113	.096	.864	.390	.600	1.666
	Self Efficacy	.438	.127	.418	3.458	.001	.512	1.954

a. Dependent Variable: Employee Performance

**Appendix 8**  
**Heteroskedasticity Test**



**Appendix 9**  
**Multiple Linear Regression Test**

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4,314	5,318		,811	,420

Job Satisfaction	,340	,236	,191	1,440	,154
Commitment of The Work	,098	,113	,096	,864	,390
Self Efficacy	,438	,127	,418	3,458	,001

### Appendix 10

#### Coefficient of Determination (R<sup>2</sup>)

Model <sup>Summary b</sup>				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.628 <sup>a</sup>	.395	.372	3.835
a. Predictors: (Constant), Self Efficacy, Work Commitment, Job Satisfaction				
b. Dependent Variable: Employee Performance				

### Appendix 11

#### t-test

Coefficients <sup>a</sup>						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.314	5.318		.811	.420
	Job Satisfaction	.340	.236	.191	1.440	.154
	Commitment of The Work	.098	.113	.096	.864	.390
	Self Efficacy	.438	.127	.418	3.458	.001

a. Dependent Variable: Employee Performance

### Appendix 12

#### Test F

ANOVA <sup>a</sup>						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	776.813	3	258.938	17.610	,000 <sup>b</sup>
	Residual	1190.999	81	14.704		
	Total	1967.812	84			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Self Efficacy, Work Commitment, Job Satisfaction						

## Appendix 13 Research Permit



**PEMERINTAH KABUPATEN TUBAN  
PERUSAHAAN UMUM DAERAH AIR MINUM  
“ TIRTA LESTARI ”**



Jl. Dr. Wahidin Sudiro Husodo No. 34 Telp. (0356) 321478 - 327241 Fax 324829 Tuban - 62315  
Email : [pdamtuban@ymhoo.co.id](mailto:pdamtuban@ymhoo.co.id) Website : [perumdaairminumtuban.co.id](http://perumdaairminumtuban.co.id)

Nomor	: 895.4/ <i>6es</i> /414.301/2022	Tuban, <i>28</i> November 2022
Sifat	: Biasa	Kepada
Lampiran	: -	Yth. Dekan Fakultas Ekonomi dan Bisnis
Perihal	: <u>Persetujuan Izin Penelitian</u>	Universitas 17 Agustus 1945 (Untag)
		Surabaya
		di
		<u>Surabaya</u>

Menjawab surat saudara tanggal 21 November 2022 nomor : 3317/K/FEB/XI/2022 perihal Permohonan Izin Untuk Mengadakan Penelitian, bersama ini disampaikan bahwa kami tidak keberatan dan bersedia untuk menerima mahasiswa Universitas 17 Agustus 1945 (Untag) Surabaya sebagai berikut :

Nama : WIWID AYU PUJIATI  
N.P.M. : 1211900024  
Fakultas/ Prodi : Ekonomi dan Bisnis/ Manajemen  
Alamat : Dsn. Pandan Ds. Minohorejo RT 06/ RW 01 Kec. Widang Kabupaten Tuban

untuk melaksanakan Penelitian dalam rangka penyusunan Skripsi yang berjudul “ Pengaruh Kepuasan Kerja, Komitmen Karyawan, dan Self Efficacy Terhadap Kinerja Karyawan Pada Perumda Air Minum Tirta Lestari Kabupaten Tuban ” di Perumda Air Minum Tirta Lestari Kabupaten Tuban dengan tetap mematuhi protokol kesehatan 3M (Memakai Masker, Mencuci Tangan dan Menjaga Jarak) serta sanggup dan bersedia mematuhi semua peraturan di Perumda Air Minum Tirta Lestari Kabupaten Tuban.

Demikian disampaikan atas kerjasamanya diucapkan terima kasih.

**a.n. DIREKTUR PERUMDA AIR MINUM TIRTA LESTARI  
KABUPATEN TUBAN  
KEPALA BAGIAN UMUM**

  
  
**AGUS SETYO UTOMO, SH**  
**NPP. 802 930 016**



**Appendix 14**  
**Thesis Guidance Card**



**UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA**  
**FAKULTAS EKONOMI DAN BISNIS**  
Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp (031) 5925289, E-mail: [untag@untag-sby.ac.id](mailto:mailto:untag@untag-sby.ac.id)

**SEMESTER**  
Gasal / Genap  
**2022, 2023**

**KARTU BIMBINGAN SKRIPSI**



**Nama Mahasiswa / NBI :** WIWID AYU PUJIATI / 12.11.008090030  
**Nama Pembimbing :** Dr. Sumiati, MM  
**Judul Skripsi :** PENGARUH KEPUASAN KERJA, KOMITMEN KARYAWAN DAN SELF EFFICACY TERHADAP KINERJA KARYAWAN PADA PERUMDA AIR MINUM TIPTA LESTARI KABUPATEN TUBAN  
**Mulai Program Skripsi :** Semester 7... Thn. Ak. 2019... **Selesai Bimbingan Tanggal :** .....

No.	HARI / TANGGAL	KONSENTRASI		PARAF
		BAB / HAL	KETERANGAN REVISI	
1.	Rabu 21/09/22		Konsultasi Awal	<i>[Signature]</i>
2.	29/09/22		Pengajuan Judul .B	<i>[Signature]</i>
3.	29/09/22		Acc Judul dan Pengajuan Bab I - III	<i>[Signature]</i>
4.	09/10/22		Revisi bab I - III	<i>[Signature]</i>
5.	18/10/22		Acc Bab I - III	<i>[Signature]</i>
6.	13/11/22		Pengajuan Kuesioner	<i>[Signature]</i>
7.	1/12/22		Acc Kuesioner	<i>[Signature]</i>
8.	31/12/22		Pengajuan Bab 4&5	<i>[Signature]</i>
9.	03/01/23		Revisi Bab 4&5	<i>[Signature]</i>
10.	03/01/2023		ACC Bab 4&5	<i>[Signature]</i>

Perpanjangan I \_\_\_\_\_  
Semester : \_\_\_\_\_  
Th Ak. : \_\_\_\_\_  
Paraf Kajar : \_\_\_\_\_

Surabaya, 03 - 01 - 2023  
*[Signature]*  
Dr. Hj. Sumiati, MM.  
( Nama dan tanda tangan Pembimbing )