

KUISIONER PENELITIAN

Pengaruh *Extraversion, Agreeableness, Conscientiousness, Emotional Stability Dan Openness To Experience Terhadap Learning Orientation, Performance Orientation Dan Job Performance Pada PT Inka Multi Solusi (Ims) Madiun*

a) IDENTITAS RESPONDEN

- a) Jabatan :
- b) Usia :
- c) Pendidikan :
- d) Lama Bekerja :

b) PETUNJUK PENGISIAN

PILIH SALAH SATU JAWABAN YANG MENURUT SAUDARA PALING SESUAI DENGAN MEMBERIKAN TANDA (√) PADA TEMPAT YANG TERSEDIA

c) KETERANGAN

SS	Sangat Setuju	5 Point
S	Setuju	4 Point
N	Netral	3 Point
TS	Tidak Setuju	2 Point
STS	Sangat Tidak Setuju	1 Point

No	Pernyataan	Kategori				
		SS	S	N	TS	STS
		5	4	3	2	1
<i>Extraversion</i>						
1	Saya aktif berkomunikasi dengan orang lain					
2	Saya berusaha membuat orang lain mengerti tentang maksud pembicaraan					
3	Saya tegas dalam berinteraksi dengan orang lain					
4	Saya jujur dalam mengungkapkan kemauan					

5	Saya pribadi yang penuh semangat					
6	Saya akan menyampaikan niat saya dengan baik					
7	Saya antusias saat berinteraksi dengan orang lain					
8	Saya akan merasa bersemangat ketika berinteraksi dengan orang lain					
9	saya senang bertemu bertemu orang baru					
10	Saya adalah pribadi yang mudah berinteraksi					
11	Saya yang cenderung banyak bicara ketika berinteraksi dengan orang lain					
12	Saya menjadi penyemangat ketika berinteraksi dengan orang lain					
<i>Agreeableness</i>						
1	Saya menghargai orang lain					
2	Saya mengapresiasi usaha yang dilakukan oleh orang lain					
3	Saya bisa dengan mudah memaafkan orang di lingkungan kerja					
4	Saya pribadi yang bisa mentolerir kesalahan					
5	Saya murah hati terhadap orang lain					
6	Saya akan dengan senang hati membantu orang lain					
7	Orang di sekitar saya, menilai saya sebagai pribadi yang baik					
8	Saya seseorang yang bisa mengendalikan diri dalam berinteraksi					
9	Saya mudah memberi perhatian ketika berinteraksi dengan orang lain					
10	Saya adalah pendengar yang baik ketika berinteraksi dengan orang lain					
11	Saya bisa dipercaya oleh komunitas dimana saya berada					
12	Saya adalah pribadi yang terbuka menerima pendapat orang lain ketika berinteraksi					

Conscientiousness					
1	Saya mampu berinteraksi dengan orang yang tepat				
2	Saya akan membicarakan tentang hal yang perlu saja ketika berinteraksi				
3	Saya mampu berinteraksi dengan baik				
4	Saya seorang yang merencanakan dengan baik apa yang akan saya bicarakan ketika berinteraksi				
5	Saya berinteraksi dengan tujuan yang jelas				
6	Saya akan berbicara hanya sesuai dengan topik ketika berinteraksi				
7	Saya dapat diandalkan oleh orang-orang yang ada di lingkungan kerja				
8	Saya adalah pribadi yang konsisten				
9	Saya pribadi yang bertanggung jawab dalam bekerja				
10	Saya akan bertanggung jawab akan semua hal yang saya lakukan				
11	Saya teliti dalam bekerja				
12	Saya pribadi yang menyukai hal secara detail				
Emotional Stability					
1	Saya mampu menjaga emosi saat berada dalam suatu komunitas				
2	Saya adalah pribadi yang tidak mudah cemas				
3	Saya mampu menerima diri saya apa adanya				
4	Saya percaya pada kemampuan diri sendiri				
5	Saya dapat bersikap rileks ketika menghadapi banyak orang				
6	Saya mudah membangun komunikasi dengan orang lain				
7	Saya pribadi yang tahan terhadap segala situasi				

8	Saya adalah seseorang yang memegang teguh prinsip					
9	Saya mempunyai emosi yang stabil ketika berhadapan dengan banyak orang					
10	Saya tidak mudah cemas ketika berhadapan dengan banyak orang					
11	Saya percaya diri saat di depan banyak orang					
12	Saya tidak mudah mengkhawatirkan tentang hal yang belum terjadi					
<i>Openness to Experience</i>						
1	Berinteraksi dengan orang lain akan meningkatkan kreatifitas saya					
2	Saya akan selalu menemukan hal baru ketika berinteraksi dengan orang lain					
3	Saya memiliki rasa ingin tahu yang tinggi saat berinteraksi dengan orang lain					
4	Rasa ingin tahu mendorong saya melakukan hal positif					
5	Saya pribadi yang imajinatif ketika berinteraksi dengan orang lain					
6	Saya pribadi yang selalu ingin mencoba hal baru					
7	Interaksi dengan orang lain akan membuat saya menjadi individu yang berwawasan luas					
8	Saya akan banyak belajar dari lawan bicara ketika berinteraksi					
9	Saya seorang yang terbuka terhadap pengalaman baru dari lingkungan sekitar					
10	Saya suka mengemukakan ide ketika berinteraksi					
11	Interaksi dengan orang lain akan menumbuhkan minat saya belajar tentang hal baru					
12	Berinteraksi membuat saya belajar tentang banyak hal baru					
<i>Learning Orientation</i>						
1	Saya memiliki keinginan kuat untuk meningkatkan keterampilan					
2	Saya adalah pribadi yang mempunyai banyak keterampilan					

3	Saya memiliki keinginan kuat untuk menguasai keterampilan tertentu					
4	Saya adalah pribadi yang belajar sampai tuntas tentang hal baru					
5	Saya adalah seorang pribadi pembelajar					
6	Saya suka belajar tentang hal baru					
7	Saya membuktikan kompetensi dengan prestasi					
8	Saya pribadi yang akan selalu meningkatkan kualitas diri					
9	Saya pribadi suka terhadap tantangan					
10	Saya adalah pribadi yang suka dengan pengembangan wawasan baru					
<i>Performance Orientation</i>						
1	Ketika bekerja, saya akan fokus pada pekerjaan yang saya lakukan					
2	Saya akan fokus pada pencapaian kinerja dengan baik					
3	Penghargaan merupakan bukti kalau kinerja saya baik					
4	Saya akan menyelesaikan pekerjaan tepat waktu					
5	Saya terbuka terhadap kritik orang lain					
6	Kritik dan saran adalah cara saya untuk memperbaiki cara bekerja					
7	Kesuksesan merupakan bukti dari kemampuan yang saya miliki					
8	Saya akan menjadi yang terdepan dalam pekerjaan yang saya lakukan					
<i>Job Performance</i>						
1	Saya akan menunjukkan kualitas yang baik dalam menyelesaikan pekerjaan					
2	Saya akan menyelesaikan pekerjaan dengan sempurna					
3	Saya menyelesaikan banyak pekerjaan dalam satu waktu dengan baik					
4	Target dan hasil dalam pekerjaan saya selalu sesuai					

5	Apapun pekerjaan saya, selalu selesai tepat waktu					
6	Saya menyelesaikan pekerjaan tepat waktu agar tidak mengganggu pekerjaan lain					
7	Saya menggunakan sumber daya secara tepat saat menyelesaikan pekerjaan					
8	Saya menggunakan cara terbaik untuk menyelesaikan pekerjaan					
9	Saya bisa menyelesaikan pekerjaan tanpa bergantung pada orang lain					
10	Saya mampu mengorganisir sendiri pekerjaan dengan baik sesuai target					
11	Saya memiliki komitmen kerja tinggi dalam menyelesaikan pekerjaan					
12	Saya sadar penuh akan tanggung jawab saya dalam bekerja					

~~~~TERIMAKASIH~~~~

## Lampiran-2

## Rekapitulasi Kuesioner

1. Rekapitulasi Kuesioner Variabel *Extraversion* (X1)

| Responden | X1_1 | X1_2 | X1_3 | X1_4 | X1_5 | X1_6 | X1_7 | X1_8 | X1_9 | X1_10 | X1_11 | X1_12 |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|
| 1         | 4    | 4    | 3    | 3    | 4    | 4    | 5    | 5    | 5    | 4     | 4     | 5     |
| 2         | 4    | 5    | 3    | 5    | 5    | 5    | 4    | 3    | 3    | 3     | 3     | 3     |
| 3         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 5     | 5     | 5     |
| 4         | 3    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 3     | 3     | 3     |
| 5         | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4     | 5     | 5     |
| 6         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 7         | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 4    | 5    | 4     | 5     | 4     |
| 8         | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 4     | 3     | 3     |
| 9         | 4    | 4    | 2    | 3    | 3    | 3    | 4    | 3    | 4    | 2     | 2     | 2     |
| 10        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 3     | 4     |
| 11        | 4    | 4    | 3    | 5    | 3    | 4    | 2    | 4    | 4    | 4     | 3     | 2     |
| 12        | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4    | 3    | 3     | 3     | 4     |
| 13        | 4    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 3     | 4     | 5     |
| 14        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 15        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 16        | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 2     | 4     |
| 17        | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4     | 4     | 4     |
| 18        | 4    | 4    | 5    | 3    | 4    | 5    | 4    | 4    | 4    | 4     | 3     | 3     |
| 19        | 4    | 4    | 3    | 5    | 4    | 4    | 3    | 5    | 3    | 4     | 5     | 3     |
| 20        | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 4     | 4     | 4     |
| 21        | 4    | 3    | 3    | 2    | 3    | 3    | 3    | 3    | 3    | 2     | 3     | 4     |
| 22        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 23        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 24        | 5    | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4     | 4     | 4     |
| 25        | 4    | 5    | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4     | 3     | 3     |
| 26        | 4    | 5    | 4    | 5    | 5    | 4    | 4    | 4    | 3    | 3     | 3     | 4     |
| 27        | 4    | 5    | 4    | 5    | 5    | 5    | 4    | 4    | 3    | 5     | 3     | 3     |
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| 32        | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 5    | 4    | 5     | 4     | 4     |
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| 35        | 3    | 4    | 3    | 4    | 3    | 4    | 4    | 4    | 3    | 3     | 3     | 3     |
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| 37        | 5    | 3    | 5    | 5    | 5    | 5    | 4    | 3    | 2    | 4     | 3     | 4     |







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| 159 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 3 | 5 |
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| 267 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 271 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 272 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 3 |
| 273 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 3 |
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|    |   |   |   |   |   |   |   |   |   |   |   |   |
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| 18 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 |
| 19 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 5 |
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| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 |
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| 27 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 |
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| 54 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 55 | 5 | 5 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 56 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 57 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 |
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| 59  | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 |
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| 78  | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
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| 86  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 89  | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
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| 93  | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 3 |
| 94  | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 |
| 95  | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 |
| 96  | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 97  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 98  | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
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| 105 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 106 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 |





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| 155 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
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| 175 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 |
| 176 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 177 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
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| 179 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |
| 180 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 181 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 3 |
| 182 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 |
| 183 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 185 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 |
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| 187 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 188 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 189 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 190 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 5 | 4 |
| 191 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 4 |
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| 193 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 195 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 5 | 3 | 5 |
| 196 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 2 | 3 | 4 | 2 | 3 |
| 197 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 198 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 |
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| 201 | 5 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 |
| 202 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |

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| 203 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
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| 207 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 |
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| 211 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 2 | 3 | 3 | 3 | 3 |
| 212 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 2 | 3 | 2 | 2 |
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| 216 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 |
| 217 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 |
| 218 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 |
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| 220 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 |
| 221 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 222 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 |
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| 225 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 |
| 226 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 227 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 |
| 228 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 2 | 5 | 4 | 4 |
| 229 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 3 |
| 230 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 231 | 5 | 5 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 2 |
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| 233 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 234 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 235 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 3 | 5 |
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| 238 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 239 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 242 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 4 |
| 243 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 |
| 244 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 |
| 245 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 5 | 5 | 5 |
| 246 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 247 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 248 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 249 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 250 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 |



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| 299 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 |
| 300 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 301 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 302 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 303 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 304 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 305 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 |
| 306 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |

### 3. Variabel *Conscientious* (X3)

| Responden | X3_1 | X3_2 | X3_3 | X3_4 | X3_5 | X3_6 | X3_7 | X3_8 | X3_9 | X3_10 | X3_11 | X3_12 |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|
| 1         | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4     | 3     | 3     |
| 2         | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 2    | 3    | 5     | 5     | 5     |
| 3         | 3    | 3    | 5    | 5    | 4    | 3    | 5    | 5    | 5    | 5     | 5     | 5     |
| 4         | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 4    | 4     | 4     | 4     |
| 5         | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 5     | 3     | 4     |
| 6         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 7         | 5    | 3    | 5    | 4    | 4    | 4    | 3    | 4    | 5    | 4     | 4     | 4     |
| 8         | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 5     | 3     | 4     |
| 9         | 4    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 3     | 3     | 3     |
| 10        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     |
| 11        | 4    | 4    | 4    | 5    | 3    | 4    | 4    | 5    | 4    | 5     | 5     | 4     |
| 12        | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5     | 4     | 4     |
| 13        | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 5    | 5    | 5     | 3     | 4     |
| 14        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 15        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 16        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     |
| 17        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     |
| 18        | 4    | 2    | 5    | 4    | 4    | 2    | 3    | 4    | 4    | 5     | 4     | 2     |
| 19        | 4    | 4    | 3    | 3    | 4    | 2    | 4    | 4    | 4    | 4     | 3     | 2     |
| 20        | 4    | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 21        | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 3     | 4     | 2     |
| 22        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 23        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 24        | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 4    | 5    | 4     | 5     | 4     |
| 25        | 5    | 4    | 5    | 5    | 5    | 3    | 5    | 5    | 5    | 5     | 4     | 5     |
| 26        | 4    | 3    | 4    | 4    | 5    | 4    | 5    | 5    | 5    | 5     | 5     | 5     |
| 27        | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 28        | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 29        | 5    | 5    | 4    | 4    | 4    | 5    | 4    | 3    | 4    | 5     | 4     | 4     |
| 30        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 31        | 5    | 4    | 5    | 3    | 5    | 3    | 5    | 5    | 4    | 4     | 4     | 3     |



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| 80  | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 81  | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 |
| 82  | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 |
| 83  | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 |
| 84  | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 |
| 85  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 86  | 5 | 1 | 5 | 5 | 5 | 1 | 5 | 4 | 5 | 4 | 5 | 5 |
| 87  | 3 | 5 | 3 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 3 |
| 88  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 89  | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 90  | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 |
| 91  | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 92  | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 94  | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 95  | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 3 |
| 96  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 97  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 98  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
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| 100 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 110 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 |
| 111 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
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| 117 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 |
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| 127 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 |

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| 154 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 162 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 170 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 172 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 1 |
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| 174 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 175 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 |

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| 176 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 5 | 3 | 5 |
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| 195 | 5 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 3 |
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| 197 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
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| 203 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
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| 207 | 5 | 2 | 3 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 |
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| 215 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 222 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 |
| 223 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |



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| 224 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 |
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| 227 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 |
| 228 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
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| 230 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 |
| 231 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 232 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 233 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
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| 239 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 240 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 3 |
| 241 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 242 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 5 |
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| 247 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 248 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 |
| 249 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 |
| 250 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 251 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 |
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| 259 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 260 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 262 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 |
| 263 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 |
| 264 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 265 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 5 |
| 266 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 267 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 268 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 269 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 |
| 270 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 |
| 271 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

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| 272 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 |
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| 275 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 276 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 |
| 277 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 278 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 282 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 283 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 284 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 285 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 |
| 286 | 3 | 5 | 2 | 4 | 4 | 4 | 3 | 2 | 5 | 5 | 4 | 5 |
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| 288 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 |
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| 292 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 293 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 294 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 295 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 296 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 297 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 298 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 299 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 |
| 300 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 301 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 302 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 303 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 304 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 305 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 |
| 306 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |

#### 4. Variabel *Emotional Stability* (X4)

| Responden | X4_1 | X4_2 | X4_3 | X4_4 | X4_5 | X4_6 | X4_7 | X4_8 | X4_9 | X4_10 | X4_11 | X4_12 |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|
| 1         | 3    | 3    | 2    | 3    | 3    | 3    | 2    | 4    | 4    | 3     | 4     | 5     |
| 2         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4     | 3     | 5     |
| 3         | 5    | 3    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 3     |
| 4         | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 4    | 3    | 3     | 3     | 3     |
| 5         | 5    | 3    | 5    | 5    | 4    | 4    | 4    | 5    | 4    | 2     | 3     | 3     |
| 6         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4     | 4     | 4     |
| 7         | 4    | 4    | 4    | 5    | 4    | 5    | 5    | 4    | 4    | 4     | 4     | 4     |

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| 8  | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 9  | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 |
| 10 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 11 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 3 | 4 |
| 12 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 |
| 13 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 5 | 3 | 2 | 2 | 2 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 5 | 2 | 5 | 5 | 3 | 4 | 2 | 4 | 3 | 2 | 3 | 5 |
| 19 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
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| 22 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 |
| 25 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 2 |
| 26 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 27 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 |
| 28 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 29 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 |
| 30 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 31 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 |
| 32 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 34 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 35 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 36 | 4 | 2 | 4 | 4 | 1 | 4 | 4 | 4 | 2 | 2 | 3 | 2 |
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| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 43 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 195 | 3 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |







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| 302 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 303 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 |
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| 305 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 |
| 306 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

### 5. Variabel *Openness to experience* (X5)

| Responden | X5_1 | X5_2 | X5_3 | X5_4 | X5_5 | X5_6 | X5_7 | X5_8 | X5_9 | X5_10 | X5_11 | X5_12 |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|
| 1         | 4    | 3    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 3     | 3     |
| 2         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5     | 5     | 4     |
| 3         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 3    | 5     | 5     | 5     |
| 4         | 3    | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 3     | 4     | 4     |
| 5         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4     | 5     | 5     |
| 6         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 7         | 4    | 3    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4     | 4     | 4     |
| 8         | 4    | 4    | 5    | 4    | 4    | 3    | 3    | 3    | 4    | 3     | 3     | 4     |
| 9         | 3    | 3    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 3     | 4     | 3     |
| 10        | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4     | 4     | 4     |
| 11        | 5    | 5    | 4    | 5    | 3    | 5    | 5    | 4    | 5    | 4     | 5     | 3     |
| 12        | 4    | 4    | 4    | 5    | 3    | 5    | 5    | 5    | 5    | 4     | 5     | 5     |
| 13        | 4    | 4    | 3    | 5    | 5    | 5    | 4    | 5    | 3    | 4     | 4     | 4     |
| 14        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 15        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 16        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     |
| 17        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     |
| 18        | 4    | 4    | 4    | 4    | 4    | 3    | 5    | 5    | 4    | 3     | 5     | 5     |
| 19        | 4    | 5    | 5    | 5    | 3    | 4    | 5    | 5    | 3    | 3     | 5     | 5     |
| 20        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4     | 5     | 5     |
| 21        | 3    | 3    | 4    | 2    | 2    | 4    | 3    | 2    | 4    | 3     | 3     | 3     |
| 22        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 23        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     |
| 24        | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5     | 4     | 4     |

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| 263 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 264 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |



**6. Variabel *Learning orientation* (Z1)**

| Responde<br>n | Z1_<br>1 | Z1_<br>2 | Z1_<br>3 | Z1_<br>4 | Z1_<br>5 | Z1_<br>6 | Z1_<br>7 | Z1_<br>8 | Z1_<br>9 | Z1_1<br>0 |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1             | 3        | 3        | 3        | 4        | 4        | 4        | 3        | 4        | 4        | 4         |
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| 3             | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         |
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| 6             | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         |
| 7             | 3        | 5        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 5         |
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| 14            | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         |
| 15            | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         |
| 16            | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         |
| 17            | 3        | 3        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         |
| 18            | 5        | 3        | 4        | 4        | 4        | 4        | 4        | 5        | 4        | 5         |
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| 20            | 4        | 5        | 4        | 4        | 5        | 4        | 4        | 5        | 4        | 5         |
| 21            | 5        | 4        | 4        | 4        | 3        | 4        | 3        | 5        | 4        | 4         |
| 22            | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         |
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| 24            | 4        | 4        | 5        | 5        | 5        | 4        | 4        | 4        | 4        | 4         |
| 25            | 5        | 4        | 5        | 5        | 5        | 5        | 4        | 5        | 4        | 5         |
| 26            | 5        | 4        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         |
| 27            | 5        | 4        | 5        | 5        | 5        | 5        | 4        | 5        | 4        | 4         |
| 28            | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 5        | 5        | 4         |
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| 30            | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         |
| 31            | 4        | 5        | 5        | 5        | 3        | 4        | 5        | 5        | 5        | 5         |
| 32            | 5        | 4        | 3        | 5        | 4        | 4        | 3        | 4        | 4        | 5         |
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| 35            | 3        | 4        | 3        | 3        | 3        | 4        | 3        | 4        | 4        | 4         |
| 36            | 5        | 3        | 4        | 4        | 3        | 4        | 3        | 4        | 4        | 4         |
| 37            | 3        | 4        | 3        | 4        | 3        | 4        | 4        | 3        | 4        | 4         |
| 38            | 4        | 4        | 4        | 3        | 3        | 3        | 3        | 3        | 3        | 3         |



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| 90  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
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| 180 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 220 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 |
| 221 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
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| 224 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 |
| 225 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 226 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 227 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 |
| 228 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 229 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 230 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 |





**7. Variabel Performance orientation (Z2)**

| Responden | Z2_1 | Z2_2 | Z2_3 | Z2_4 | Z2_5 | Z2_6 | Z2_7 | Z2_8 |
|-----------|------|------|------|------|------|------|------|------|
| 1         | 4    | 4    | 4    | 4    | 5    | 3    | 4    | 4    |
| 2         | 5    | 5    | 5    | 5    | 4    | 4    | 3    | 4    |
| 3         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 4         | 4    | 4    | 3    | 3    | 3    | 3    | 4    | 3    |
| 5         | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    |
| 6         | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 7         | 5    | 4    | 4    | 5    | 4    | 4    | 4    | 4    |
| 8         | 5    | 5    | 5    | 3    | 4    | 5    | 3    | 4    |
| 9         | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 3    |
| 10        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 11        | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 5    |
| 12        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    |
| 13        | 5    | 5    | 5    | 5    | 4    | 4    | 5    | 5    |
| 14        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 15        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 16        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 17        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 18        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    |
| 19        | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 3    |
| 20        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 21        | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 3    |
| 22        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 23        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 24        | 4    | 4    | 4    | 5    | 5    | 5    | 4    | 4    |
| 25        | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 4    |
| 26        | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 4    |
| 27        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 28        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 29        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 30        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    |
| 31        | 5    | 4    | 4    | 5    | 4    | 5    | 5    | 4    |
| 32        | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 33        | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 34        | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 5    |
| 35        | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    |
| 36        | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 4    |
| 37        | 4    | 3    | 4    | 3    | 3    | 4    | 5    | 5    |
| 38        | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 39        | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 4    |

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|----|---|---|---|---|---|---|---|---|
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| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 46 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
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| 51 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 53 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 57 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 |
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| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 64 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
| 65 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 73 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 |
| 74 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 75 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 |
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| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 80 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 81 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 82 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 83 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 3 |
| 84 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 85 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 86 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 87 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |



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|-----|---|---|---|---|---|---|---|---|
| 88  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 90  | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 91  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
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| 93  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 94  | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 |
| 95  | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 96  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 97  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 98  | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 99  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 100 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 101 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 102 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 103 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 104 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 4 |
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| 136 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
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| 234 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 |
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| 256 | 5 | 5 | 1 | 5 | 5 | 5 | 1 | 3 |
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| 258 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
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| 280 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 281 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
| 282 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 96  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 97  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 98  | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 5 |
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| 102 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 103 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 107 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 109 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
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| 111 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 112 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 1 |
| 113 | 3 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 5 |
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| 135 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |





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| 184 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 |
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| 192 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 197 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 198 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| 199 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 |
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| 201 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 |
| 202 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 203 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 204 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 205 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 207 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 3 |
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| 231 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |

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| 232 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 |
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| 235 | 4 | 3 | 2 | 3 | 3 | 5 | 4 | 4 | 2 | 2 | 3 | 3 |
| 236 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 239 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 280 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 305 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
| 306 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |

## Lampiran-3

## Frekuensi Jawaban Responden

Variabel *Extraversion* (X1)

## X1\_1

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 9         | 2,9     | 2,9           | 2,9                |
|       | Netral        | 67        | 21,9    | 21,9          | 24,8               |
|       | Setuju        | 116       | 37,9    | 37,9          | 62,7               |
|       | Sangat Setuju | 114       | 37,3    | 37,3          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

## X1\_2

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 1         | ,3      | ,3            | ,7                 |
|       | Netral              | 38        | 12,4    | 12,4          | 13,1               |
|       | Setuju              | 122       | 39,9    | 39,9          | 52,9               |
|       | Sangat Setuju       | 144       | 47,1    | 47,1          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

## X1\_3

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 18        | 5,9     | 5,9           | 5,9                |
|       | Netral        | 96        | 31,4    | 31,4          | 37,3               |
|       | Setuju        | 111       | 36,3    | 36,3          | 73,5               |
|       | Sangat Setuju | 81        | 26,5    | 26,5          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

## X1\_4

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 12        | 3,9     | 3,9           | 4,6                |
|       | Netral              | 62        | 20,3    | 20,3          | 24,8               |
|       | Setuju              | 102       | 33,3    | 33,3          | 58,2               |
|       | Sangat Setuju       | 128       | 41,8    | 41,8          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

## X1\_5

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 4         | 1,3     | 1,3           | 1,6                |
|       | Netral              | 51        | 16,7    | 16,7          | 18,3               |
|       | Setuju              | 119       | 38,9    | 38,9          | 57,2               |
|       | Sangat Setuju       | 131       | 42,8    | 42,8          | 100,0              |

|       |     |       |       |
|-------|-----|-------|-------|
| Total | 306 | 100,0 | 100,0 |
|-------|-----|-------|-------|

**X1\_6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 24        | 7,8     | 7,8           | 8,5                |
|       | Setuju        | 106       | 34,6    | 34,6          | 43,1               |
|       | Sangat Setuju | 174       | 56,9    | 56,9          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X1\_7**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 7         | 2,3     | 2,3           | 2,6                |
|       | Netral              | 53        | 17,3    | 17,3          | 19,9               |
|       | Setuju              | 132       | 43,1    | 43,1          | 63,1               |
|       | Sangat Setuju       | 113       | 36,9    | 36,9          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X1\_8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 6         | 2,0     | 2,0           | 2,0                |
|       | Netral        | 66        | 21,6    | 21,6          | 23,5               |
|       | Setuju        | 113       | 36,9    | 36,9          | 60,5               |
|       | Sangat Setuju | 121       | 39,5    | 39,5          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X1\_9**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 12        | 3,9     | 3,9           | 4,6                |
|       | Netral              | 74        | 24,2    | 24,2          | 28,8               |
|       | Setuju              | 111       | 36,3    | 36,3          | 65,0               |
|       | Sangat Setuju       | 107       | 35,0    | 35,0          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X1\_10**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3         | 1,0     | 1,0           | 1,0                |
|       | Tidak Setuju        | 24        | 7,8     | 7,8           | 8,8                |
|       | Netral              | 73        | 23,9    | 23,9          | 32,7               |
|       | Setuju              | 110       | 35,9    | 35,9          | 68,6               |
|       | Sangat Setuju       | 96        | 31,4    | 31,4          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X1\_11**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 6         | 2,0     | 2,0           | 2,0                |
|       | Tidak Setuju        | 35        | 11,4    | 11,4          | 13,4               |
|       | Netral              | 122       | 39,9    | 39,9          | 53,3               |
|       | Setuju              | 80        | 26,1    | 26,1          | 79,4               |
|       | Sangat Setuju       | 63        | 20,6    | 20,6          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X1\_12**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3         | 1,0     | 1,0           | 1,0                |
|       | Tidak Setuju        | 27        | 8,8     | 8,8           | 9,8                |
|       | Netral              | 104       | 34,0    | 34,0          | 43,8               |
|       | Setuju              | 105       | 34,3    | 34,3          | 78,1               |
|       | Sangat Setuju       | 67        | 21,9    | 21,9          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Variabel Agreeableness (X2)****X2\_1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | ,3      | ,3            | ,3                 |
|       | Netral        | 14        | 4,6     | 4,6           | 4,9                |
|       | Setuju        | 69        | 22,5    | 22,5          | 27,5               |
|       | Sangat Setuju | 222       | 72,5    | 72,5          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X2\_2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | ,3      | ,3            | ,3                 |
|       | Netral        | 14        | 4,6     | 4,6           | 4,9                |
|       | Setuju        | 88        | 28,8    | 28,8          | 33,7               |
|       | Sangat Setuju | 203       | 66,3    | 66,3          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X2\_3**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3         | 1,0     | 1,0           | 1,0                |
|       | Tidak Setuju        | 4         | 1,3     | 1,3           | 2,3                |
|       | Netral              | 62        | 20,3    | 20,3          | 22,5               |
|       | Setuju              | 121       | 39,5    | 39,5          | 62,1               |
|       | Sangat Setuju       | 116       | 37,9    | 37,9          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X2\_4**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3         | 1,0     | 1,0           | 1,0                |
|       | Tidak Setuju        | 11        | 3,6     | 3,6           | 4,6                |
|       | Netral              | 90        | 29,4    | 29,4          | 34,0               |
|       | Setuju              | 116       | 37,9    | 37,9          | 71,9               |
|       | Sangat Setuju       | 86        | 28,1    | 28,1          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X2\_5**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 3         | 1,0     | 1,0           | 1,3                |
|       | Netral              | 41        | 13,4    | 13,4          | 14,7               |
|       | Setuju              | 124       | 40,5    | 40,5          | 55,2               |
|       | Sangat Setuju       | 137       | 44,8    | 44,8          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |



**X2\_6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | ,3      | ,3            | ,3                 |
|       | Netral        | 22        | 7,2     | 7,2           | 7,5                |
|       | Setuju        | 85        | 27,8    | 27,8          | 35,3               |
|       | Sangat Setuju | 198       | 64,7    | 64,7          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X2\_7**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 5         | 1,6     | 1,6           | 2,0                |
|       | Netral              | 68        | 22,2    | 22,2          | 24,2               |
|       | Setuju              | 141       | 46,1    | 46,1          | 70,3               |
|       | Sangat Setuju       | 91        | 29,7    | 29,7          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X2\_8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 8         | 2,6     | 2,6           | 2,6                |
|       | Netral        | 56        | 18,3    | 18,3          | 20,9               |
|       | Setuju        | 143       | 46,7    | 46,7          | 67,6               |
|       | Sangat Setuju | 99        | 32,4    | 32,4          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X2\_9**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 12        | 3,9     | 3,9           | 3,9                |
|       | Netral        | 69        | 22,5    | 22,5          | 26,5               |
|       | Setuju        | 132       | 43,1    | 43,1          | 69,6               |
|       | Sangat Setuju | 93        | 30,4    | 30,4          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X2\_10**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 42        | 13,7    | 13,7          | 14,4               |
|       | Setuju        | 105       | 34,3    | 34,3          | 48,7               |
|       | Sangat Setuju | 157       | 51,3    | 51,3          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X2\_11**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 4         | 1,3     | 1,3           | 2,0                |
|       | Netral              | 57        | 18,6    | 18,6          | 20,6               |
|       | Setuju              | 122       | 39,9    | 39,9          | 60,5               |
|       | Sangat Setuju       | 121       | 39,5    | 39,5          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X2\_12**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 5         | 1,6     | 1,6           | 2,0                |
|       | Netral              | 43        | 14,1    | 14,1          | 16,0               |
|       | Setuju              | 98        | 32,0    | 32,0          | 48,0               |
|       | Sangat Setuju       | 159       | 52,0    | 52,0          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Variabel *Conscientious* (X3)****X3\_1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 45        | 14,7    | 14,7          | 15,4               |
|       | Setuju        | 118       | 38,6    | 38,6          | 53,9               |
|       | Sangat Setuju | 141       | 46,1    | 46,1          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X3\_2**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 6         | 2,0     | 2,0           | 2,0                |
|       | Tidak Setuju        | 12        | 3,9     | 3,9           | 5,9                |
|       | Netral              | 56        | 18,3    | 18,3          | 24,2               |
|       | Setuju              | 114       | 37,3    | 37,3          | 61,4               |
|       | Sangat Setuju       | 118       | 38,6    | 38,6          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X3\_3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 10        | 3,3     | 3,3           | 3,3                |
|       | Netral        | 53        | 17,3    | 17,3          | 20,6               |
|       | Setuju        | 114       | 37,3    | 37,3          | 57,8               |
|       | Sangat Setuju | 129       | 42,2    | 42,2          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X3\_4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 6         | 2,0     | 2,0           | 2,0                |
|       | Netral        | 61        | 19,9    | 19,9          | 21,9               |
|       | Setuju        | 120       | 39,2    | 39,2          | 61,1               |
|       | Sangat Setuju | 119       | 38,9    | 38,9          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X3\_5**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 2         | ,7      | ,7            | 1,0                |
|       | Netral              | 42        | 13,7    | 13,7          | 14,7               |
|       | Setuju              | 129       | 42,2    | 42,2          | 56,9               |
|       | Sangat Setuju       | 132       | 43,1    | 43,1          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X3\_6**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 6         | 2,0     | 2,0           | 2,0                |
|       | Tidak Setuju        | 10        | 3,3     | 3,3           | 5,2                |
|       | Netral              | 84        | 27,5    | 27,5          | 32,7               |
|       | Setuju              | 110       | 35,9    | 35,9          | 68,6               |
|       | Sangat Setuju       | 96        | 31,4    | 31,4          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X3\_7**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 13        | 4,2     | 4,2           | 4,2                |
|       | Netral        | 71        | 23,2    | 23,2          | 27,5               |
|       | Setuju        | 122       | 39,9    | 39,9          | 67,3               |
|       | Sangat Setuju | 100       | 32,7    | 32,7          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X3\_8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 11        | 3,6     | 3,6           | 3,6                |
|       | Netral        | 72        | 23,5    | 23,5          | 27,1               |
|       | Setuju        | 121       | 39,5    | 39,5          | 66,7               |
|       | Sangat Setuju | 102       | 33,3    | 33,3          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X3\_9**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 38        | 12,4    | 12,4          | 13,1               |
|       | Setuju        | 111       | 36,3    | 36,3          | 49,3               |
|       | Sangat Setuju | 155       | 50,7    | 50,7          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X3\_10**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | ,3      | ,3            | ,3                 |
|       | Netral        | 28        | 9,2     | 9,2           | 9,5                |
|       | Setuju        | 96        | 31,4    | 31,4          | 40,8               |
|       | Sangat Setuju | 181       | 59,2    | 59,2          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X3\_11**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 5         | 1,6     | 1,6           | 1,6                |
|       | Netral        | 60        | 19,6    | 19,6          | 21,2               |
|       | Setuju        | 142       | 46,4    | 46,4          | 67,6               |
|       | Sangat Setuju | 99        | 32,4    | 32,4          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X3\_12**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 11        | 3,6     | 3,6           | 4,2                |
|       | Netral              | 59        | 19,3    | 19,3          | 23,5               |
|       | Setuju              | 109       | 35,6    | 35,6          | 59,2               |
|       | Sangat Setuju       | 125       | 40,8    | 40,8          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Variabel *Emotional stability* (X4)****X4\_1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 6         | 2,0     | 2,0           | 2,0                |
|       | Netral        | 54        | 17,6    | 17,6          | 19,6               |
|       | Setuju        | 119       | 38,9    | 38,9          | 58,5               |
|       | Sangat Setuju | 127       | 41,5    | 41,5          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X4\_2**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 14        | 4,6     | 4,6           | 4,6                |
|       | Tidak Setuju        | 36        | 11,8    | 11,8          | 16,3               |
|       | Netral              | 109       | 35,6    | 35,6          | 52,0               |
|       | Setuju              | 89        | 29,1    | 29,1          | 81,0               |
|       | Sangat Setuju       | 58        | 19,0    | 19,0          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_3**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 5         | 1,6     | 1,6           | 2,0                |
|       | Netral              | 43        | 14,1    | 14,1          | 16,0               |
|       | Setuju              | 106       | 34,6    | 34,6          | 50,7               |
|       | Sangat Setuju       | 151       | 49,3    | 49,3          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 6         | 2,0     | 2,0           | 2,0                |
|       | Netral        | 52        | 17,0    | 17,0          | 19,0               |
|       | Setuju        | 106       | 34,6    | 34,6          | 53,6               |
|       | Sangat Setuju | 142       | 46,4    | 46,4          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X4\_5**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 9         | 2,9     | 2,9           | 2,9                |
|       | Tidak Setuju        | 20        | 6,5     | 6,5           | 9,5                |
|       | Netral              | 93        | 30,4    | 30,4          | 39,9               |
|       | Setuju              | 104       | 34,0    | 34,0          | 73,9               |
|       | Sangat Setuju       | 80        | 26,1    | 26,1          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_6**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3         | 1,0     | 1,0           | 1,0                |
|       | Tidak Setuju        | 20        | 6,5     | 6,5           | 7,5                |
|       | Netral              | 77        | 25,2    | 25,2          | 32,7               |
|       | Setuju              | 117       | 38,2    | 38,2          | 70,9               |
|       | Sangat Setuju       | 89        | 29,1    | 29,1          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_7**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 16        | 5,2     | 5,2           | 5,6                |
|       | Netral              | 76        | 24,8    | 24,8          | 30,4               |
|       | Setuju              | 122       | 39,9    | 39,9          | 70,3               |
|       | Sangat Setuju       | 91        | 29,7    | 29,7          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_8**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 6         | 2,0     | 2,0           | 2,6                |
|       | Netral              | 54        | 17,6    | 17,6          | 20,3               |
|       | Setuju              | 128       | 41,8    | 41,8          | 62,1               |
|       | Sangat Setuju       | 116       | 37,9    | 37,9          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_9**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 13        | 4,2     | 4,2           | 4,9                |
|       | Netral              | 82        | 26,8    | 26,8          | 31,7               |
|       | Setuju              | 123       | 40,2    | 40,2          | 71,9               |
|       | Sangat Setuju       | 86        | 28,1    | 28,1          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_10**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 11        | 3,6     | 3,6           | 3,6                |
|       | Tidak Setuju        | 33        | 10,8    | 10,8          | 14,4               |
|       | Netral              | 100       | 32,7    | 32,7          | 47,1               |
|       | Setuju              | 89        | 29,1    | 29,1          | 76,1               |
|       | Sangat Setuju       | 73        | 23,9    | 23,9          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_11**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 8         | 2,6     | 2,6           | 2,6                |
|       | Tidak Setuju        | 32        | 10,5    | 10,5          | 13,1               |
|       | Netral              | 106       | 34,6    | 34,6          | 47,7               |
|       | Setuju              | 95        | 31,0    | 31,0          | 78,8               |
|       | Sangat Setuju       | 65        | 21,2    | 21,2          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**X4\_12**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 13        | 4,2     | 4,2           | 4,2                |
|       | Tidak Setuju        | 33        | 10,8    | 10,8          | 15,0               |
|       | Netral              | 90        | 29,4    | 29,4          | 44,4               |
|       | Setuju              | 101       | 33,0    | 33,0          | 77,5               |
|       | Sangat Setuju       | 69        | 22,5    | 22,5          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |



### Variabel *Openness to experience* (X5)

#### X5\_1

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 4         | 1,3     | 1,3           | 1,3                |
|       | Netral        | 46        | 15,0    | 15,0          | 16,3               |
|       | Setuju        | 108       | 35,3    | 35,3          | 51,6               |
|       | Sangat Setuju | 148       | 48,4    | 48,4          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

#### X5\_2

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 40        | 13,1    | 13,1          | 13,7               |
|       | Setuju        | 101       | 33,0    | 33,0          | 46,7               |
|       | Sangat Setuju | 163       | 53,3    | 53,3          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

#### X5\_3

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 6         | 2,0     | 2,0           | 2,0                |
|       | Netral        | 41        | 13,4    | 13,4          | 15,4               |
|       | Setuju        | 112       | 36,6    | 36,6          | 52,0               |
|       | Sangat Setuju | 147       | 48,0    | 48,0          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

#### X5\_4

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 4         | 1,3     | 1,3           | 1,3                |
|       | Netral        | 23        | 7,5     | 7,5           | 8,8                |
|       | Setuju        | 115       | 37,6    | 37,6          | 46,4               |
|       | Sangat Setuju | 164       | 53,6    | 53,6          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

#### X5\_5

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 12        | 3,9     | 3,9           | 3,9                |
|       | Netral        | 67        | 21,9    | 21,9          | 25,8               |
|       | Setuju        | 124       | 40,5    | 40,5          | 66,3               |
|       | Sangat Setuju | 103       | 33,7    | 33,7          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X5\_6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 5         | 1,6     | 1,6           | 1,6                |
|       | Netral        | 49        | 16,0    | 16,0          | 17,6               |
|       | Setuju        | 109       | 35,6    | 35,6          | 53,3               |
|       | Sangat Setuju | 143       | 46,7    | 46,7          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X5\_7**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 36        | 11,8    | 11,8          | 12,4               |
|       | Setuju        | 101       | 33,0    | 33,0          | 45,4               |
|       | Sangat Setuju | 167       | 54,6    | 54,6          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X5\_8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 6         | 2,0     | 2,0           | 2,0                |
|       | Netral        | 35        | 11,4    | 11,4          | 13,4               |
|       | Setuju        | 108       | 35,3    | 35,3          | 48,7               |
|       | Sangat Setuju | 157       | 51,3    | 51,3          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X5\_9**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 6         | 2,0     | 2,0           | 2,0                |
|       | Netral        | 55        | 18,0    | 18,0          | 19,9               |
|       | Setuju        | 121       | 39,5    | 39,5          | 59,5               |
|       | Sangat Setuju | 124       | 40,5    | 40,5          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X5\_10**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 9         | 2,9     | 2,9           | 2,9                |
|       | Netral        | 91        | 29,7    | 29,7          | 32,7               |
|       | Setuju        | 106       | 34,6    | 34,6          | 67,3               |
|       | Sangat Setuju | 100       | 32,7    | 32,7          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X5\_11**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 3         | 1,0     | 1,0           | 1,0                |
|       | Netral        | 54        | 17,6    | 17,6          | 18,6               |
|       | Setuju        | 108       | 35,3    | 35,3          | 53,9               |
|       | Sangat Setuju | 141       | 46,1    | 46,1          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**X5\_12**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 3         | 1,0     | 1,0           | 1,0                |
|       | Netral        | 40        | 13,1    | 13,1          | 14,1               |
|       | Setuju        | 102       | 33,3    | 33,3          | 47,4               |
|       | Sangat Setuju | 161       | 52,6    | 52,6          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

### Variabel *Learning orientation* (Z1)

#### Z1\_1

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 2         | ,7      | ,7            | 1,0                |
|       | Netral              | 35        | 11,4    | 11,4          | 12,4               |
|       | Setuju              | 117       | 38,2    | 38,2          | 50,7               |
|       | Sangat Setuju       | 151       | 49,3    | 49,3          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

#### Z1\_2

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 5         | 1,6     | 1,6           | 1,6                |
|       | Tidak Setuju        | 23        | 7,5     | 7,5           | 9,2                |
|       | Netral              | 86        | 28,1    | 28,1          | 37,3               |
|       | Setuju              | 115       | 37,6    | 37,6          | 74,8               |
|       | Sangat Setuju       | 77        | 25,2    | 25,2          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

#### Z1\_3

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 5         | 1,6     | 1,6           | 2,0                |
|       | Netral              | 50        | 16,3    | 16,3          | 18,3               |
|       | Setuju              | 122       | 39,9    | 39,9          | 58,2               |
|       | Sangat Setuju       | 128       | 41,8    | 41,8          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

#### Z1\_4

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 6         | 2,0     | 2,0           | 2,6                |
|       | Netral              | 63        | 20,6    | 20,6          | 23,2               |
|       | Setuju              | 125       | 40,8    | 40,8          | 64,1               |
|       | Sangat Setuju       | 110       | 35,9    | 35,9          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

#### Z1\_5

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3         | 1,0     | 1,0           | 1,0                |
|       | Tidak Setuju        | 6         | 2,0     | 2,0           | 2,9                |
|       | Netral              | 85        | 27,8    | 27,8          | 30,7               |
|       | Setuju              | 112       | 36,6    | 36,6          | 67,3               |

|  |               |     |       |       |       |
|--|---------------|-----|-------|-------|-------|
|  | Sangat Setuju | 100 | 32,7  | 32,7  | 100,0 |
|  | Total         | 306 | 100,0 | 100,0 |       |

**Z1\_6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 5         | 1,6     | 1,6           | 1,6                |
|       | Netral        | 45        | 14,7    | 14,7          | 16,3               |
|       | Setuju        | 111       | 36,3    | 36,3          | 52,6               |
|       | Sangat Setuju | 145       | 47,4    | 47,4          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Z1\_7**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 9         | 2,9     | 2,9           | 3,6                |
|       | Netral              | 79        | 25,8    | 25,8          | 29,4               |
|       | Setuju              | 120       | 39,2    | 39,2          | 68,6               |
|       | Sangat Setuju       | 96        | 31,4    | 31,4          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Z1\_8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 4         | 1,3     | 1,3           | 1,3                |
|       | Netral        | 42        | 13,7    | 13,7          | 15,0               |
|       | Setuju        | 114       | 37,3    | 37,3          | 52,3               |
|       | Sangat Setuju | 146       | 47,7    | 47,7          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Z1\_9**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 9         | 2,9     | 2,9           | 3,6                |
|       | Netral              | 63        | 20,6    | 20,6          | 24,2               |
|       | Setuju              | 109       | 35,6    | 35,6          | 59,8               |
|       | Sangat Setuju       | 123       | 40,2    | 40,2          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Z1\_10**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 4         | 1,3     | 1,3           | 1,3                |
|       | Netral        | 51        | 16,7    | 16,7          | 18,0               |
|       | Setuju        | 106       | 34,6    | 34,6          | 52,6               |
|       | Sangat Setuju | 145       | 47,4    | 47,4          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Variabel Performance orientation (Z2)****Z2\_1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | ,3      | ,3            | ,3                 |
|       | Netral        | 29        | 9,5     | 9,5           | 9,8                |
|       | Setuju        | 93        | 30,4    | 30,4          | 40,2               |
|       | Sangat Setuju | 183       | 59,8    | 59,8          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Z2\_2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | ,3      | ,3            | ,3                 |
|       | Netral        | 25        | 8,2     | 8,2           | 8,5                |
|       | Setuju        | 120       | 39,2    | 39,2          | 47,7               |
|       | Sangat Setuju | 160       | 52,3    | 52,3          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Z2\_3**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 2         | ,7      | ,7            | 1,0                |
|       | Netral              | 43        | 14,1    | 14,1          | 15,0               |
|       | Setuju              | 111       | 36,3    | 36,3          | 51,3               |
|       | Sangat Setuju       | 149       | 48,7    | 48,7          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Z2\_4**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 1         | ,3      | ,3            | ,7                 |
|       | Netral              | 35        | 11,4    | 11,4          | 12,1               |
|       | Setuju              | 102       | 33,3    | 33,3          | 45,4               |
|       | Sangat Setuju       | 167       | 54,6    | 54,6          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Z2\_5**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 1         | ,3      | ,3            | ,7                 |
|       | Netral              | 41        | 13,4    | 13,4          | 14,1               |
|       | Setuju              | 103       | 33,7    | 33,7          | 47,7               |
|       | Sangat Setuju       | 160       | 52,3    | 52,3          | 100,0              |

|       |     |       |       |
|-------|-----|-------|-------|
| Total | 306 | 100,0 | 100,0 |
|-------|-----|-------|-------|

**Z2\_6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | ,3      | ,3            | ,3                 |
|       | Netral        | 32        | 10,5    | 10,5          | 10,8               |
|       | Setuju        | 103       | 33,7    | 33,7          | 44,4               |
|       | Sangat Setuju | 170       | 55,6    | 55,6          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Z2\_7**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 1         | ,3      | ,3            | ,7                 |
|       | Netral              | 33        | 10,8    | 10,8          | 11,4               |
|       | Setuju              | 101       | 33,0    | 33,0          | 44,4               |
|       | Sangat Setuju       | 170       | 55,6    | 55,6          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Z2\_8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | ,3      | ,3            | ,3                 |
|       | Netral        | 52        | 17,0    | 17,0          | 17,3               |
|       | Setuju        | 121       | 39,5    | 39,5          | 56,9               |
|       | Sangat Setuju | 132       | 43,1    | 43,1          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Variabel Job performance (Y)****Y\_1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 34        | 11,1    | 11,1          | 11,8               |
|       | Setuju        | 125       | 40,8    | 40,8          | 52,6               |
|       | Sangat Setuju | 145       | 47,4    | 47,4          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Y\_2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral        | 34        | 11,1    | 11,1          | 11,1               |
|       | Setuju        | 140       | 45,8    | 45,8          | 56,9               |
|       | Sangat Setuju | 132       | 43,1    | 43,1          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Y\_3**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 5         | 1,6     | 1,6           | 2,3                |
|       | Netral              | 64        | 20,9    | 20,9          | 23,2               |
|       | Setuju              | 128       | 41,8    | 41,8          | 65,0               |
|       | Sangat Setuju       | 107       | 35,0    | 35,0          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Y\_4**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Tidak Setuju        | 4         | 1,3     | 1,3           | 1,6                |
|       | Netral              | 73        | 23,9    | 23,9          | 25,5               |
|       | Setuju              | 136       | 44,4    | 44,4          | 69,9               |
|       | Sangat Setuju       | 92        | 30,1    | 30,1          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Y\_5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 7         | 2,3     | 2,3           | 2,3                |
|       | Netral        | 60        | 19,6    | 19,6          | 21,9               |
|       | Setuju        | 120       | 39,2    | 39,2          | 61,1               |
|       | Sangat Setuju | 119       | 38,9    | 38,9          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |



**Y\_6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 3         | 1,0     | 1,0           | 1,0                |
|       | Netral        | 36        | 11,8    | 11,8          | 12,7               |
|       | Setuju        | 113       | 36,9    | 36,9          | 49,7               |
|       | Sangat Setuju | 154       | 50,3    | 50,3          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Y\_7**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 51        | 16,7    | 16,7          | 17,3               |
|       | Setuju        | 113       | 36,9    | 36,9          | 54,2               |
|       | Sangat Setuju | 140       | 45,8    | 45,8          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Y\_8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 2         | ,7      | ,7            | ,7                 |
|       | Netral        | 36        | 11,8    | 11,8          | 12,4               |
|       | Setuju        | 128       | 41,8    | 41,8          | 54,2               |
|       | Sangat Setuju | 140       | 45,8    | 45,8          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Y\_9**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | ,7      | ,7            | ,7                 |
|       | Tidak Setuju        | 15        | 4,9     | 4,9           | 5,6                |
|       | Netral              | 67        | 21,9    | 21,9          | 27,5               |
|       | Setuju              | 123       | 40,2    | 40,2          | 67,6               |
|       | Sangat Setuju       | 99        | 32,4    | 32,4          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

**Y\_10**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 7         | 2,3     | 2,3           | 2,3                |
|       | Netral        | 66        | 21,6    | 21,6          | 23,9               |
|       | Setuju        | 118       | 38,6    | 38,6          | 62,4               |
|       | Sangat Setuju | 115       | 37,6    | 37,6          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Y\_11**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 4         | 1,3     | 1,3           | 1,3                |
|       | Netral        | 46        | 15,0    | 15,0          | 16,3               |
|       | Setuju        | 110       | 35,9    | 35,9          | 52,3               |
|       | Sangat Setuju | 146       | 47,7    | 47,7          | 100,0              |
|       | Total         | 306       | 100,0   | 100,0         |                    |

**Y\_12**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,3      | ,3            | ,3                 |
|       | Netral              | 31        | 10,1    | 10,1          | 10,5               |
|       | Setuju              | 104       | 34,0    | 34,0          | 44,4               |
|       | Sangat Setuju       | 170       | 55,6    | 55,6          | 100,0              |
|       | Total               | 306       | 100,0   | 100,0         |                    |

## Lampiran-4

## Descriptive Indikator Pernyataan

Descriptives Variabel *Extraversion* (X1)

| Descriptive Statistics |     |         |         |        |                |
|------------------------|-----|---------|---------|--------|----------------|
|                        | N   | Minimum | Maximum | Mean   | Std. Deviation |
| X1_1                   | 306 | 2,00    | 5,00    | 4,0948 | ,83813         |
| X1_2                   | 306 | 1,00    | 5,00    | 4,3301 | ,72804         |
| X1_3                   | 306 | 2,00    | 5,00    | 3,8333 | ,88799         |
| X1_4                   | 306 | 1,00    | 5,00    | 4,1176 | ,90855         |
| X1_5                   | 306 | 1,00    | 5,00    | 4,2255 | ,79226         |
| X1_6                   | 306 | 2,00    | 5,00    | 4,4771 | ,66859         |
| X1_7                   | 306 | 1,00    | 5,00    | 4,1405 | ,80359         |
| X1_8                   | 306 | 2,00    | 5,00    | 4,1405 | ,81975         |
| X1_9                   | 306 | 1,00    | 5,00    | 4,0098 | ,89986         |
| X1_10                  | 306 | 1,00    | 5,00    | 3,8889 | ,97211         |
| X1_11                  | 306 | 1,00    | 5,00    | 3,5196 | 1,00553        |
| X1_12                  | 306 | 1,00    | 5,00    | 3,6732 | ,94664         |
| Valid N (listwise)     | 306 |         |         |        |                |

Descriptives Variabel *Agreeableness* (X2)

| Descriptive Statistics |     |         |         |        |                |
|------------------------|-----|---------|---------|--------|----------------|
|                        | N   | Minimum | Maximum | Mean   | Std. Deviation |
| X2_1                   | 306 | 2,00    | 5,00    | 4,6732 | ,57637         |
| X2_2                   | 306 | 2,00    | 5,00    | 4,6111 | ,59153         |
| X2_3                   | 306 | 1,00    | 5,00    | 4,1209 | ,84257         |
| X2_4                   | 306 | 1,00    | 5,00    | 3,8856 | ,89259         |
| X2_5                   | 306 | 1,00    | 5,00    | 4,2843 | ,75588         |
| X2_6                   | 306 | 2,00    | 5,00    | 4,5686 | ,64034         |
| X2_7                   | 306 | 1,00    | 5,00    | 4,0327 | ,78442         |
| X2_8                   | 306 | 2,00    | 5,00    | 4,0882 | ,77801         |
| X2_9                   | 306 | 2,00    | 5,00    | 4,0000 | ,82977         |
| X2_10                  | 306 | 2,00    | 5,00    | 4,3627 | ,73937         |
| X2_11                  | 306 | 1,00    | 5,00    | 4,1634 | ,81749         |
| X2_12                  | 306 | 1,00    | 5,00    | 4,3366 | ,80231         |
| Valid N (listwise)     | 306 |         |         |        |                |

### Descriptives Variabel *Conscientious* (X3)

| Descriptive Statistics |     |         |         |        |                |
|------------------------|-----|---------|---------|--------|----------------|
|                        | N   | Minimum | Maximum | Mean   | Std. Deviation |
| X3_1                   | 306 | 2,00    | 5,00    | 4,3007 | ,73850         |
| X3_2                   | 306 | 1,00    | 5,00    | 4,0654 | ,94902         |
| X3_3                   | 306 | 2,00    | 5,00    | 4,1830 | ,83323         |
| X3_4                   | 306 | 2,00    | 5,00    | 4,1503 | ,80385         |
| X3_5                   | 306 | 1,00    | 5,00    | 4,2712 | ,74325         |
| X3_6                   | 306 | 1,00    | 5,00    | 3,9150 | ,94399         |
| X3_7                   | 306 | 2,00    | 5,00    | 4,0098 | ,85502         |
| X3_8                   | 306 | 2,00    | 5,00    | 4,0261 | ,84503         |
| X3_9                   | 306 | 2,00    | 5,00    | 4,3693 | ,72263         |
| X3_10                  | 306 | 2,00    | 5,00    | 4,4935 | ,67384         |
| X3_11                  | 306 | 2,00    | 5,00    | 4,0948 | ,76018         |
| X3_12                  | 306 | 1,00    | 5,00    | 4,1242 | ,88943         |
| Valid N (listwise)     | 306 |         |         |        |                |

### Descriptives Variabel *Emotional stability* (X4)

| Descriptive Statistics |     |         |         |        |                |
|------------------------|-----|---------|---------|--------|----------------|
|                        | N   | Minimum | Maximum | Mean   | Std. Deviation |
| X4_1                   | 306 | 2,00    | 5,00    | 4,1993 | ,79515         |
| X4_2                   | 306 | 1,00    | 5,00    | 3,4608 | 1,06821        |
| X4_3                   | 306 | 1,00    | 5,00    | 4,3105 | ,79652         |
| X4_4                   | 306 | 2,00    | 5,00    | 4,2549 | ,80596         |
| X4_5                   | 306 | 1,00    | 5,00    | 3,7386 | 1,01317        |
| X4_6                   | 306 | 1,00    | 5,00    | 3,8791 | ,93830         |
| X4_7                   | 306 | 1,00    | 5,00    | 3,9346 | ,88465         |
| X4_8                   | 306 | 1,00    | 5,00    | 4,1438 | ,82118         |
| X4_9                   | 306 | 1,00    | 5,00    | 3,9085 | ,87859         |
| X4_10                  | 306 | 1,00    | 5,00    | 3,5882 | 1,07447        |
| X4_11                  | 306 | 1,00    | 5,00    | 3,5784 | 1,01887        |
| X4_12                  | 306 | 1,00    | 5,00    | 3,5882 | 1,08055        |
| Valid N (listwise)     | 306 |         |         |        |                |

### Descriptives Variabel *Openness to experience (X5)*

| Descriptive Statistics |     |         |         |        |                |
|------------------------|-----|---------|---------|--------|----------------|
|                        | N   | Minimum | Maximum | Mean   | Std. Deviation |
| X5_1                   | 306 | 2,00    | 5,00    | 4,3072 | ,77062         |
| X5_2                   | 306 | 2,00    | 5,00    | 4,3889 | ,73490         |
| X5_3                   | 306 | 2,00    | 5,00    | 4,3072 | ,77486         |
| X5_4                   | 306 | 2,00    | 5,00    | 4,4346 | ,68996         |
| X5_5                   | 306 | 2,00    | 5,00    | 4,0392 | ,84452         |
| X5_6                   | 306 | 2,00    | 5,00    | 4,2745 | ,78707         |
| X5_7                   | 306 | 2,00    | 5,00    | 4,4150 | ,72041         |
| X5_8                   | 306 | 2,00    | 5,00    | 4,3595 | ,76062         |
| X5_9                   | 306 | 2,00    | 5,00    | 4,1863 | ,79421         |
| X5_10                  | 306 | 2,00    | 5,00    | 3,9706 | ,86220         |
| X5_11                  | 306 | 2,00    | 5,00    | 4,2647 | ,77999         |
| X5_12                  | 306 | 2,00    | 5,00    | 4,3758 | ,74610         |
| Valid N (listwise)     | 306 |         |         |        |                |

### Descriptives Variabel *Learning orientation (Z1)*

| Descriptive Statistics |     |         |         |        |                |
|------------------------|-----|---------|---------|--------|----------------|
|                        | N   | Minimum | Maximum | Mean   | Std. Deviation |
| Z1_1                   | 306 | 1,00    | 5,00    | 4,3562 | ,73367         |
| Z1_2                   | 306 | 1,00    | 5,00    | 3,7712 | ,96494         |
| Z1_3                   | 306 | 1,00    | 5,00    | 4,2124 | ,79588         |
| Z1_4                   | 306 | 1,00    | 5,00    | 4,0948 | ,83421         |
| Z1_5                   | 306 | 1,00    | 5,00    | 3,9804 | ,87942         |
| Z1_6                   | 306 | 2,00    | 5,00    | 4,2941 | ,77572         |
| Z1_7                   | 306 | 1,00    | 5,00    | 3,9771 | ,86620         |
| Z1_8                   | 306 | 2,00    | 5,00    | 4,3137 | ,75505         |
| Z1_9                   | 306 | 1,00    | 5,00    | 4,1176 | ,87920         |
| Z1_10                  | 306 | 2,00    | 5,00    | 4,2810 | ,78475         |
| Valid N (listwise)     | 306 |         |         |        |                |

### Descriptives Variabel *Performance orientation (Z2)*

| Descriptive Statistics |     |         |         |        |                |
|------------------------|-----|---------|---------|--------|----------------|
|                        | N   | Minimum | Maximum | Mean   | Std. Deviation |
| Z2_1                   | 306 | 2,00    | 5,00    | 4,4967 | ,67871         |
| Z2_2                   | 306 | 2,00    | 5,00    | 4,4346 | ,65585         |
| Z2_3                   | 306 | 1,00    | 5,00    | 4,3235 | ,76173         |
| Z2_4                   | 306 | 1,00    | 5,00    | 4,4150 | ,72945         |
| Z2_5                   | 306 | 1,00    | 5,00    | 4,3725 | ,74993         |
| Z2_6                   | 306 | 2,00    | 5,00    | 4,4444 | ,69082         |
| Z2_7                   | 306 | 1,00    | 5,00    | 4,4314 | ,72215         |
| Z2_8                   | 306 | 2,00    | 5,00    | 4,2549 | ,74243         |
| Valid N (listwise)     | 306 |         |         |        |                |

**Descriptives Variabel *Job performance* (Y)**

| <b>Descriptive Statistics</b> |     |         |         |        |                |  |
|-------------------------------|-----|---------|---------|--------|----------------|--|
|                               | N   | Minimum | Maximum | Mean   | Std. Deviation |  |
| Y_1                           | 306 | 2,00    | 5,00    | 4,3497 | ,70032         |  |
| Y_2                           | 306 | 3,00    | 5,00    | 4,3203 | ,66435         |  |
| Y_3                           | 306 | 1,00    | 5,00    | 4,0882 | ,82306         |  |
| Y_4                           | 306 | 1,00    | 5,00    | 4,0261 | ,78884         |  |
| Y_5                           | 306 | 2,00    | 5,00    | 4,1471 | ,81055         |  |
| Y_6                           | 306 | 2,00    | 5,00    | 4,3660 | ,72656         |  |
| Y_7                           | 306 | 2,00    | 5,00    | 4,2778 | ,75832         |  |
| Y_8                           | 306 | 2,00    | 5,00    | 4,3268 | ,70437         |  |
| Y_9                           | 306 | 1,00    | 5,00    | 3,9869 | ,89433         |  |
| Y_10                          | 306 | 2,00    | 5,00    | 4,1144 | ,81983         |  |
| Y_11                          | 306 | 2,00    | 5,00    | 4,3007 | ,76895         |  |
| Y_12                          | 306 | 1,00    | 5,00    | 4,4444 | ,70025         |  |
| Valid N (listwise)            | 306 |         |         |        |                |  |

## Lampiran-5

## Uji Validitas dan Reliabilitas Sampel Besar

Reliability Variabel *Extraversion* (X1)

Scale: ALL VARIABLES

## Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 306 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 306 | 100,0 |

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

## Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,913             | 12         |

## Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1_1  | 44,3562                    | 46,040                         | ,685                             | ,904                             |
| X1_2  | 44,1209                    | 48,172                         | ,577                             | ,909                             |
| X1_3  | 44,6176                    | 45,417                         | ,696                             | ,904                             |
| X1_4  | 44,3333                    | 47,711                         | ,478                             | ,914                             |
| X1_5  | 44,2255                    | 46,497                         | ,685                             | ,904                             |
| X1_6  | 43,9739                    | 48,439                         | ,607                             | ,908                             |
| X1_7  | 44,3105                    | 45,946                         | ,729                             | ,902                             |
| X1_8  | 44,3105                    | 46,169                         | ,690                             | ,904                             |
| X1_9  | 44,4412                    | 46,208                         | ,614                             | ,907                             |
| X1_10 | 44,5621                    | 44,044                         | ,740                             | ,901                             |
| X1_11 | 44,9314                    | 44,976                         | ,633                             | ,907                             |
| X1_12 | 44,7778                    | 44,587                         | ,716                             | ,903                             |

## Reliability Variabel *Agreeableness* (X2)

Scale: ALL VARIABLES

### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 306 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 306 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,900             | 12         |

### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2_1  | 46,4542                    | 35,495                         | ,565                             | ,895                             |
| X2_2  | 46,5163                    | 35,162                         | ,598                             | ,894                             |
| X2_3  | 47,0065                    | 33,751                         | ,536                             | ,897                             |
| X2_4  | 47,2418                    | 33,272                         | ,547                             | ,897                             |
| X2_5  | 46,8431                    | 33,038                         | ,702                             | ,888                             |
| X2_6  | 46,5588                    | 34,339                         | ,660                             | ,891                             |
| X2_7  | 47,0948                    | 33,752                         | ,586                             | ,894                             |
| X2_8  | 47,0392                    | 33,212                         | ,657                             | ,890                             |
| X2_9  | 47,1275                    | 32,820                         | ,652                             | ,891                             |
| X2_10 | 46,7647                    | 33,440                         | ,669                             | ,890                             |
| X2_11 | 46,9641                    | 33,130                         | ,628                             | ,892                             |
| X2_12 | 46,7908                    | 32,579                         | ,708                             | ,887                             |



## Reliability Variabel *Conscientious* (X3)

Scale: ALL VARIABLES

### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 306 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 306 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,917             | 12         |

### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X3_1  | 45,7026                    | 43,882                         | ,612                             | ,913                             |
| X3_2  | 45,9379                    | 43,213                         | ,505                             | ,919                             |
| X3_3  | 45,8203                    | 42,509                         | ,664                             | ,910                             |
| X3_4  | 45,8529                    | 41,785                         | ,768                             | ,906                             |
| X3_5  | 45,7320                    | 42,787                         | ,728                             | ,908                             |
| X3_6  | 46,0882                    | 42,520                         | ,569                             | ,916                             |
| X3_7  | 45,9935                    | 41,580                         | ,735                             | ,907                             |
| X3_8  | 45,9771                    | 42,127                         | ,691                             | ,909                             |
| X3_9  | 45,6340                    | 43,052                         | ,721                             | ,908                             |
| X3_10 | 45,5098                    | 44,146                         | ,650                             | ,911                             |
| X3_11 | 45,9085                    | 43,100                         | ,675                             | ,910                             |
| X3_12 | 45,8791                    | 41,484                         | ,711                             | ,908                             |

## Reliability Variabel *Emotional stability*(X4)

Scale: ALL VARIABLES

### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 306 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 306 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,925             | 12         |

### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X4_1  | 42,3856                    | 61,792                         | ,569                             | ,923                             |
| X4_2  | 43,1242                    | 57,375                         | ,681                             | ,920                             |
| X4_3  | 42,2745                    | 62,036                         | ,547                             | ,924                             |
| X4_4  | 42,3301                    | 60,917                         | ,633                             | ,921                             |
| X4_5  | 42,8464                    | 56,589                         | ,782                             | ,915                             |
| X4_6  | 42,7059                    | 58,392                         | ,716                             | ,918                             |
| X4_7  | 42,6503                    | 59,054                         | ,713                             | ,918                             |
| X4_8  | 42,4412                    | 60,798                         | ,630                             | ,921                             |
| X4_9  | 42,6765                    | 59,393                         | ,692                             | ,919                             |
| X4_10 | 42,9967                    | 55,328                         | ,817                             | ,913                             |
| X4_11 | 43,0065                    | 56,636                         | ,773                             | ,915                             |
| X4_12 | 42,9967                    | 57,597                         | ,657                             | ,921                             |

## Reliability Variabel *Openness to experience* (X5)

### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 306 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 306 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,939             | 12         |

#### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X5_1  | 47,0163                    | 43,118                         | ,759                             | ,932                             |
| X5_2  | 46,9346                    | 43,727                         | ,733                             | ,933                             |
| X5_3  | 47,0163                    | 43,452                         | ,719                             | ,933                             |
| X5_4  | 46,8889                    | 44,047                         | ,750                             | ,933                             |
| X5_5  | 47,2843                    | 43,142                         | ,679                             | ,935                             |
| X5_6  | 47,0490                    | 43,129                         | ,740                             | ,933                             |
| X5_7  | 46,9085                    | 43,605                         | ,764                             | ,932                             |
| X5_8  | 46,9641                    | 43,464                         | ,733                             | ,933                             |
| X5_9  | 47,1373                    | 43,791                         | ,663                             | ,935                             |
| X5_10 | 47,3529                    | 43,337                         | ,644                             | ,937                             |
| X5_11 | 47,0588                    | 42,882                         | ,774                             | ,931                             |
| X5_12 | 46,9477                    | 43,420                         | ,754                             | ,932                             |

## Reliability Variabel *Learning orientation* (Z1)

### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 306 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 306 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,934             | 10         |

#### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Z1_1  | 37,0425                    | 36,421                         | ,693                             | ,929                             |
| Z1_2  | 37,6275                    | 34,425                         | ,683                             | ,930                             |
| Z1_3  | 37,1863                    | 35,831                         | ,696                             | ,929                             |
| Z1_4  | 37,3039                    | 34,540                         | ,801                             | ,923                             |
| Z1_5  | 37,4183                    | 34,415                         | ,766                             | ,925                             |
| Z1_6  | 37,1046                    | 35,622                         | ,742                             | ,927                             |
| Z1_7  | 37,4216                    | 34,736                         | ,745                             | ,926                             |
| Z1_8  | 37,0850                    | 35,678                         | ,759                             | ,926                             |
| Z1_9  | 37,2810                    | 34,537                         | ,753                             | ,926                             |
| Z1_10 | 37,1176                    | 35,422                         | ,755                             | ,926                             |

## Reliability Variabel *Performance orientation* (Z2)

Scale: ALL VARIABLES

### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 306 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 306 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,918             | 8          |

### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Z2_1 | 30,6765                    | 16,508                         | ,716                             | ,908                             |
| Z2_2 | 30,7386                    | 16,404                         | ,769                             | ,905                             |
| Z2_3 | 30,8497                    | 16,036                         | ,705                             | ,909                             |
| Z2_4 | 30,7582                    | 16,020                         | ,748                             | ,906                             |
| Z2_5 | 30,8007                    | 15,931                         | ,739                             | ,906                             |
| Z2_6 | 30,7288                    | 16,159                         | ,771                             | ,904                             |
| Z2_7 | 30,7418                    | 16,395                         | ,684                             | ,911                             |
| Z2_8 | 30,9183                    | 16,167                         | ,703                             | ,909                             |

## Reliability Variabel *Job performance* (Y)

### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 306 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 306 | 100,0 |

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

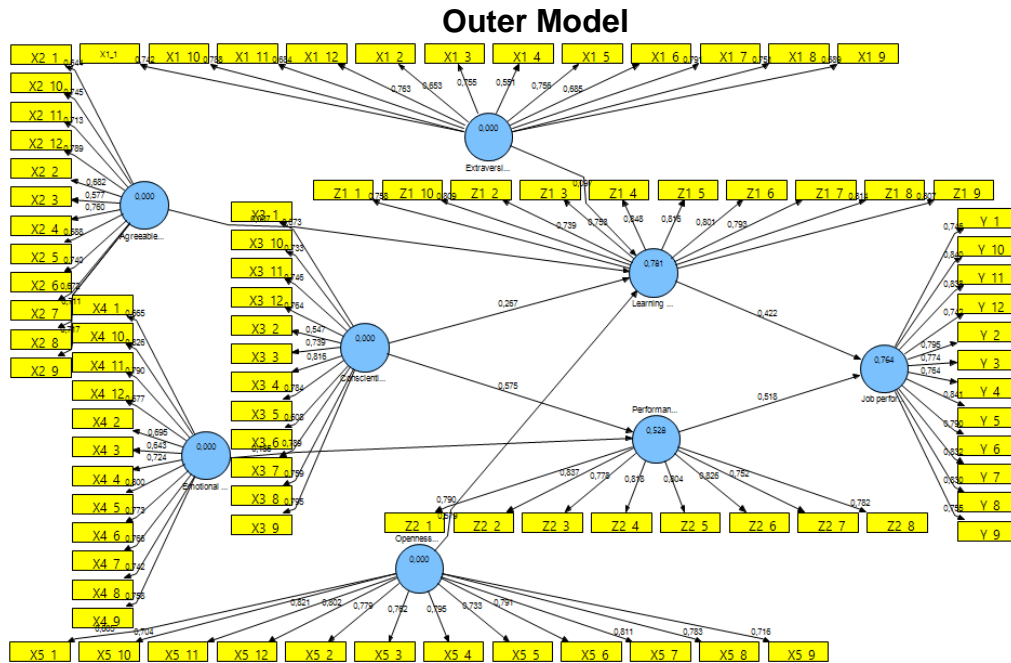
#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,947             | 12         |

#### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y_1  | 46,3987                    | 46,247                         | ,682                             | ,944                             |
| Y_2  | 46,4281                    | 46,062                         | ,746                             | ,942                             |
| Y_3  | 46,6601                    | 44,533                         | ,730                             | ,943                             |
| Y_4  | 46,7222                    | 44,936                         | ,726                             | ,943                             |
| Y_5  | 46,6013                    | 43,860                         | ,812                             | ,940                             |
| Y_6  | 46,3824                    | 45,417                         | ,744                             | ,942                             |
| Y_7  | 46,4706                    | 44,663                         | ,789                             | ,941                             |
| Y_8  | 46,4216                    | 45,294                         | ,785                             | ,941                             |
| Y_9  | 46,7614                    | 43,953                         | ,715                             | ,944                             |
| Y_10 | 46,6340                    | 43,754                         | ,812                             | ,940                             |
| Y_11 | 46,4477                    | 44,432                         | ,801                             | ,940                             |
| Y_12 | 46,3039                    | 46,206                         | ,687                             | ,944                             |

Lampiran-6



Outer Loadings

|       | Agreeableness | Conscientious | Emotional stability | Extraversio n | Job performanc e | Learning orientation | Openness to experience | Performan ce orientation |
|-------|---------------|---------------|---------------------|---------------|------------------|----------------------|------------------------|--------------------------|
| X1_1  |               |               |                     | 0,741597      |                  |                      |                        |                          |
| X1_10 |               |               |                     | 0,788079      |                  |                      |                        |                          |
| X1_11 |               |               |                     | 0,683555      |                  |                      |                        |                          |
| X1_12 |               |               |                     | 0,763102      |                  |                      |                        |                          |
| X1_2  |               |               |                     | 0,653152      |                  |                      |                        |                          |
| X1_3  |               |               |                     | 0,754562      |                  |                      |                        |                          |
| X1_4  |               |               |                     | 0,550628      |                  |                      |                        |                          |
| X1_5  |               |               |                     | 0,755712      |                  |                      |                        |                          |
| X1_6  |               |               |                     | 0,685468      |                  |                      |                        |                          |
| X1_7  |               |               |                     | 0,790718      |                  |                      |                        |                          |
| X1_8  |               |               |                     | 0,751466      |                  |                      |                        |                          |
| X1_9  |               |               |                     | 0,689009      |                  |                      |                        |                          |
| X2_1  | 0,643959      |               |                     |               |                  |                      |                        |                          |
| X2_10 | 0,744543      |               |                     |               |                  |                      |                        |                          |
| X2_11 | 0,713376      |               |                     |               |                  |                      |                        |                          |





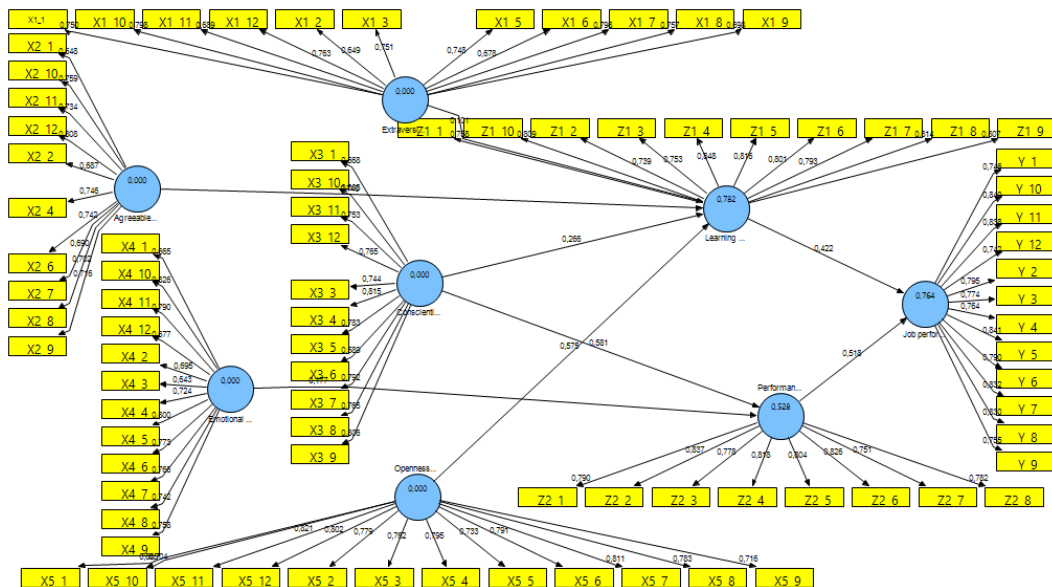


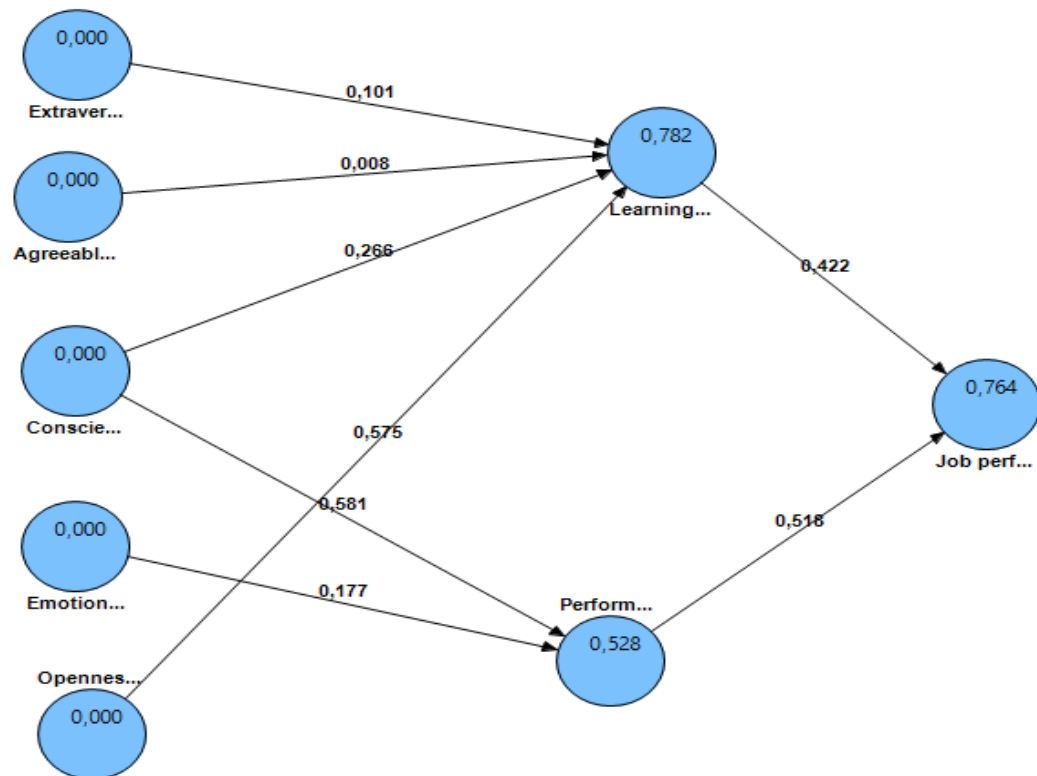
### Path Coefficients

|                         | Job performance | Learning orientation | Openness to experience | Performance orientation |
|-------------------------|-----------------|----------------------|------------------------|-------------------------|
| Agreeableness           |                 | 0,006703             |                        |                         |
| Conscientious           |                 | 0,266976             |                        | 0,574750                |
| Emotional stability     |                 |                      |                        | 0,184933                |
| Extraversion            |                 | 0,097102             |                        |                         |
| Job performance         |                 |                      |                        |                         |
| Learning orientation    | 0,422192        |                      |                        |                         |
| Openness to experience  |                 | 0,578809             |                        |                         |
| Performance orientation | 0,518083        |                      |                        |                         |

Pengujian Ulang dengan Menghilangkan yang tidak valid

### Structural Model Specification





## PLS

### Quality Criteria

### Overview

|                                | AVE      | Composite Reliability | R Square | Cronbachs Alpha | Communality | Redundancy |
|--------------------------------|----------|-----------------------|----------|-----------------|-------------|------------|
| <b>Agreeableness</b>           | 0,524827 | 0,916718              |          | 0,898876        | 0,524827    |            |
| <b>Conscientious</b>           | 0,562104 | 0,933427              |          | 0,921004        | 0,562104    |            |
| <b>Emotional stability</b>     | 0,548271 | 0,935412              |          | 0,925091        | 0,548271    |            |
| <b>Extraversion</b>            | 0,541748 | 0,928327              |          | 0,914768        | 0,541748    |            |
| <b>Job performance</b>         | 0,634614 | 0,954119              | 0,764177 | 0,947376        | 0,634614    | 0,313780   |
| <b>Learning orientation</b>    | 0,631163 | 0,944705              | 0,781630 | 0,934829        | 0,631163    | 0,007478   |
| <b>Openness to experience</b>  | 0,602119 | 0,947696              |          | 0,939637        | 0,602119    |            |
| <b>Performance orientation</b> | 0,638083 | 0,933726              | 0,527817 | 0,918837        | 0,638083    | 0,314975   |

## Latent Variable Correlations

|                         | Agreeableness | Conscientious | Emotional stability | Extraversion |
|-------------------------|---------------|---------------|---------------------|--------------|
| Agreeableness           | 1,000000      |               |                     |              |
| Conscientious           | 0,816084      | 1,000000      |                     |              |
| Emotional stability     | 0,703880      | 0,773513      | 1,000000            |              |
| Extraversion            | 0,725804      | 0,729719      | 0,767980            | 1,000000     |
| Job performance         | 0,707163      | 0,762891      | 0,685415            | 0,658480     |
| Learning orientation    | 0,717352      | 0,793971      | 0,746132            | 0,700137     |
| Openness to experience  | 0,727741      | 0,777941      | 0,722910            | 0,693380     |
| Performance orientation | 0,692841      | 0,717772      | 0,626404            | 0,607235     |

|                         | Job performance | Learning orientation | Openness to experience | Performance orientation |
|-------------------------|-----------------|----------------------|------------------------|-------------------------|
| Agreeableness           |                 |                      |                        |                         |
| Conscientious           |                 |                      |                        |                         |
| Emotional stability     |                 |                      |                        |                         |
| Extraversion            |                 |                      |                        |                         |
| Job performance         | 1,000000        |                      |                        |                         |
| Learning orientation    | 0,798116        | 1,000000             |                        |                         |
| Openness to experience  | 0,733799        | 0,858293             | 1,000000               |                         |
| Performance orientation | 0,824513        | 0,725587             | 0,717909               | 1,000000                |

## Outer Loadings

|       | Agreeableness | Conscientious | Emotional stability | Extraversion | Job performance | Learning orientation | Openness to experience | Performance orientation |
|-------|---------------|---------------|---------------------|--------------|-----------------|----------------------|------------------------|-------------------------|
| X1_1  |               |               |                     | 0,749530     |                 |                      |                        |                         |
| X1_10 |               |               |                     | 0,797660     |                 |                      |                        |                         |
| X1_11 |               |               |                     | 0,689148     |                 |                      |                        |                         |
| X1_12 |               |               |                     | 0,763210     |                 |                      |                        |                         |
| X1_2  |               |               |                     | 0,649404     |                 |                      |                        |                         |
| X1_3  |               |               |                     | 0,750831     |                 |                      |                        |                         |
| X1_5  |               |               |                     | 0,748268     |                 |                      |                        |                         |
| X1_6  |               |               |                     | 0,678460     |                 |                      |                        |                         |
| X1_7  |               |               |                     | 0,798456     |                 |                      |                        |                         |
| X1_8  |               |               |                     | 0,756812     |                 |                      |                        |                         |
| X1_9  |               |               |                     | 0,698410     |                 |                      |                        |                         |
| X2_1  | 0,648111      |               |                     |              |                 |                      |                        |                         |
| X2_10 | 0,759158      |               |                     |              |                 |                      |                        |                         |
| X2_11 | 0,733949      |               |                     |              |                 |                      |                        |                         |
| X2_12 | 0,807579      |               |                     |              |                 |                      |                        |                         |
| X2_2  | 0,687439      |               |                     |              |                 |                      |                        |                         |
| X2_4  | 0,745688      |               |                     |              |                 |                      |                        |                         |
| X2_6  | 0,741626      |               |                     |              |                 |                      |                        |                         |
| X2_7  | 0,689931      |               |                     |              |                 |                      |                        |                         |
| X2_8  | 0,702386      |               |                     |              |                 |                      |                        |                         |
| X2_9  | 0,716274      |               |                     |              |                 |                      |                        |                         |
| X3_1  |               | 0,667700      |                     |              |                 |                      |                        |                         |
| X3_10 |               | 0,739687      |                     |              |                 |                      |                        |                         |
| X3_11 |               | 0,752727      |                     |              |                 |                      |                        |                         |
| X3_12 |               | 0,764636      |                     |              |                 |                      |                        |                         |
| X3_3  |               | 0,744123      |                     |              |                 |                      |                        |                         |
| X3_4  |               | 0,814602      |                     |              |                 |                      |                        |                         |
| X3_5  |               | 0,782860      |                     |              |                 |                      |                        |                         |
| X3_6  |               | 0,688983      |                     |              |                 |                      |                        |                         |
| X3_7  |               | 0,792351      |                     |              |                 |                      |                        |                         |
| X3_8  |               | 0,764894      |                     |              |                 |                      |                        |                         |
| X3_9  |               | 0,805584      |                     |              |                 |                      |                        |                         |
| X4_1  |               |               | 0,664683            |              |                 |                      |                        |                         |
| X4_10 |               |               | 0,826371            |              |                 |                      |                        |                         |

|       |  |  |          |     |          |          |  |
|-------|--|--|----------|-----|----------|----------|--|
| X4_11 |  |  | 0,789814 |     |          |          |  |
| X4_12 |  |  | 0,676948 |     |          |          |  |
| X4_2  |  |  | 0,695332 |     |          |          |  |
| X4_3  |  |  | 0,642965 |     |          |          |  |
| X4_4  |  |  | 0,723840 |     |          |          |  |
| X4_5  |  |  | 0,800009 |     |          |          |  |
| X4_6  |  |  | 0,773476 |     |          |          |  |
| X4_7  |  |  | 0,766348 |     |          |          |  |
| X4_8  |  |  | 0,742311 |     |          |          |  |
| X4_9  |  |  | 0,758329 |     |          |          |  |
| X5_1  |  |  |          |     |          | 0,804604 |  |
| X5_10 |  |  |          |     |          | 0,703928 |  |
| X5_11 |  |  |          |     |          | 0,820952 |  |
| X5_12 |  |  |          |     |          | 0,802038 |  |
| X5_2  |  |  |          |     |          | 0,779094 |  |
| X5_3  |  |  |          |     |          | 0,761926 |  |
| X5_4  |  |  |          |     |          | 0,795458 |  |
| X5_5  |  |  |          |     |          | 0,732523 |  |
| X5_6  |  |  |          |     |          | 0,790772 |  |
| X5_7  |  |  |          |     |          | 0,810968 |  |
| X5_8  |  |  |          |     |          | 0,782655 |  |
| X5_9  |  |  |          |     |          | 0,716172 |  |
| Y_1   |  |  |          | Y_1 | 0,745660 |          |  |
| Y_10  |  |  |          |     | 0,840183 |          |  |
| Y_11  |  |  |          |     | 0,838343 |          |  |
| Y_12  |  |  |          |     | 0,742430 |          |  |
| Y_2   |  |  |          |     | 0,795390 |          |  |
| Y_3   |  |  |          |     | 0,773852 |          |  |
| Y_4   |  |  |          |     | 0,764183 |          |  |
| Y_5   |  |  |          |     | 0,841398 |          |  |
| Y_6   |  |  |          | Y_6 | 0,790145 |          |  |
| Y_7   |  |  |          |     | 0,832279 |          |  |
| Y_8   |  |  |          |     | 0,830469 |          |  |
| Y_9   |  |  |          |     | 0,754529 |          |  |
| Z1_1  |  |  |          |     |          | 0,758412 |  |
| Z1_10 |  |  |          |     |          | 0,808837 |  |
| Z1_2  |  |  |          |     |          | 0,739212 |  |
| Z1_3  |  |  |          |     |          | 0,753134 |  |

|      |  |  |  |  |  |          |  |          |
|------|--|--|--|--|--|----------|--|----------|
| Z1_4 |  |  |  |  |  | 0,847597 |  |          |
| Z1_5 |  |  |  |  |  | 0,816025 |  |          |
| Z1_6 |  |  |  |  |  | 0,801342 |  |          |
| Z1_7 |  |  |  |  |  | 0,793370 |  |          |
| Z1_8 |  |  |  |  |  | 0,813593 |  |          |
| Z1_9 |  |  |  |  |  | 0,806689 |  |          |
| Z2_1 |  |  |  |  |  |          |  | 0,789868 |
| Z2_2 |  |  |  |  |  |          |  | 0,837286 |
| Z2_3 |  |  |  |  |  |          |  | 0,778052 |
| Z2_4 |  |  |  |  |  |          |  | 0,818113 |
| Z2_5 |  |  |  |  |  |          |  | 0,804065 |
| Z2_6 |  |  |  |  |  |          |  | 0,825784 |
| Z2_7 |  |  |  |  |  |          |  | 0,751412 |
| Z2_8 |  |  |  |  |  |          |  | 0,782301 |

### Cross Loadings

|       | Agreeableness | Conscientious | Emotional stability | Extraversion | Job performance | Learning orientation | Openness to experience | Performance orientation |
|-------|---------------|---------------|---------------------|--------------|-----------------|----------------------|------------------------|-------------------------|
| X1_1  | 0,446820      | 0,493318      | 0,562581            | 0,749530     | 0,408760        | 0,473766             | 0,455566               | 0,380755                |
| X1_10 | 0,530129      | 0,569457      | 0,662579            | 0,797660     | 0,488851        | 0,540219             | 0,525059               | 0,422613                |
| X1_11 | 0,453244      | 0,442830      | 0,501235            | 0,689148     | 0,417712        | 0,414380             | 0,428949               | 0,347139                |
| X1_12 | 0,591103      | 0,594638      | 0,610852            | 0,763210     | 0,544318        | 0,544926             | 0,490848               | 0,492377                |
| X1_2  | 0,544313      | 0,541720      | 0,494516            | 0,649404     | 0,480186        | 0,502719             | 0,525987               | 0,468316                |
| X1_3  | 0,535345      | 0,566725      | 0,594803            | 0,750831     | 0,502255        | 0,521080             | 0,515609               | 0,417505                |
| X1_5  | 0,581398      | 0,568965      | 0,681897            | 0,748268     | 0,528581        | 0,581592             | 0,560896               | 0,521503                |
| X1_6  | 0,573260      | 0,578149      | 0,519556            | 0,678460     | 0,542542        | 0,509920             | 0,509099               | 0,543680                |
| X1_7  | 0,563772      | 0,534150      | 0,535244            | 0,798456     | 0,516396        | 0,545890             | 0,561706               | 0,474366                |
| X1_8  | 0,527947      | 0,518102      | 0,514631            | 0,756812     | 0,462327        | 0,503902             | 0,519558               | 0,451058                |
| X1_9  | 0,498460      | 0,470617      | 0,505031            | 0,698410     | 0,409663        | 0,496311             | 0,494869               | 0,361727                |
| X2_1  | 0,648111      | 0,500984      | 0,420385            | 0,417407     | 0,401159        | 0,405730             | 0,420361               | 0,460313                |
| X2_10 | 0,759158      | 0,591105      | 0,478764            | 0,506294     | 0,512328        | 0,503242             | 0,540890               | 0,493782                |
| X2_11 | 0,733949      | 0,662060      | 0,551106            | 0,547361     | 0,582613        | 0,549123             | 0,510678               | 0,507341                |
| X2_12 | 0,807579      | 0,682873      | 0,527945            | 0,542849     | 0,540961        | 0,579362             | 0,625387               | 0,546487                |
| X2_2  | 0,687439      | 0,520160      | 0,399721            | 0,419244     | 0,498276        | 0,493871             | 0,517515               | 0,542523                |
| X2_4  | 0,745688      | 0,583408      | 0,548533            | 0,550077     | 0,547275        | 0,536090             | 0,527130               | 0,522234                |
| X2_6  | 0,741626      | 0,563965      | 0,469363            | 0,479401     | 0,521034        | 0,570335             | 0,575434               | 0,549230                |
| X2_7  | 0,689931      | 0,536869      | 0,570271            | 0,534239     | 0,522836        | 0,501952             | 0,484635               | 0,477616                |

|       |          |          |          |          |          |          |          |          |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|
| X2_8  | 0,702386 | 0,623966 | 0,560306 | 0,589324 | 0,487548 | 0,504673 | 0,512286 | 0,442519 |
| X2_9  | 0,716274 | 0,626286 | 0,561720 | 0,657699 | 0,488221 | 0,524472 | 0,531410 | 0,470308 |
| X3_1  | 0,631924 | 0,667700 | 0,542524 | 0,500452 | 0,503498 | 0,555230 | 0,559883 | 0,492423 |
| X3_10 | 0,678693 | 0,739687 | 0,557889 | 0,512361 | 0,607684 | 0,620539 | 0,624642 | 0,623030 |
| X3_11 | 0,591873 | 0,752727 | 0,611329 | 0,537632 | 0,592076 | 0,553935 | 0,548656 | 0,552110 |
| X3_12 | 0,607656 | 0,764636 | 0,555120 | 0,519419 | 0,537907 | 0,546711 | 0,605517 | 0,533840 |
| X3_3  | 0,642612 | 0,744123 | 0,660127 | 0,679092 | 0,586970 | 0,641771 | 0,658807 | 0,526708 |
| X3_4  | 0,644805 | 0,814602 | 0,578226 | 0,588022 | 0,601142 | 0,664746 | 0,629648 | 0,532191 |
| X3_5  | 0,635398 | 0,782860 | 0,543201 | 0,511943 | 0,590512 | 0,609672 | 0,649124 | 0,582405 |
| X3_6  | 0,417365 | 0,588983 | 0,477399 | 0,399422 | 0,396692 | 0,465540 | 0,412562 | 0,388962 |
| X3_7  | 0,598258 | 0,792351 | 0,624768 | 0,545568 | 0,612134 | 0,631964 | 0,544763 | 0,536346 |
| X3_8  | 0,598292 | 0,764894 | 0,642415 | 0,622860 | 0,591092 | 0,630622 | 0,582105 | 0,531270 |
| X3_9  | 0,645375 | 0,805584 | 0,575160 | 0,572900 | 0,630477 | 0,597291 | 0,565140 | 0,586602 |
| X4_1  | 0,615164 | 0,607191 | 0,664683 | 0,504081 | 0,497393 | 0,541087 | 0,565614 | 0,488443 |
| X4_10 | 0,473312 | 0,549104 | 0,826371 | 0,592133 | 0,456959 | 0,518273 | 0,495786 | 0,395286 |
| X4_11 | 0,480410 | 0,549422 | 0,789814 | 0,631817 | 0,494657 | 0,593745 | 0,532093 | 0,410003 |
| X4_12 | 0,392924 | 0,404709 | 0,676948 | 0,465983 | 0,376318 | 0,472702 | 0,379973 | 0,323547 |
| X4_2  | 0,361716 | 0,410911 | 0,695332 | 0,475631 | 0,343622 | 0,427059 | 0,370644 | 0,286733 |
| X4_3  | 0,461025 | 0,467785 | 0,642965 | 0,418898 | 0,430960 | 0,481411 | 0,497922 | 0,458984 |
| X4_4  | 0,550070 | 0,603631 | 0,723840 | 0,591161 | 0,531244 | 0,600511 | 0,586181 | 0,516660 |
| X4_5  | 0,438165 | 0,540591 | 0,800009 | 0,589633 | 0,481013 | 0,526239 | 0,494522 | 0,390720 |
| X4_6  | 0,582592 | 0,619326 | 0,773476 | 0,711493 | 0,532854 | 0,580685 | 0,576750 | 0,476628 |
| X4_7  | 0,535961 | 0,615429 | 0,766348 | 0,572484 | 0,522847 | 0,545687 | 0,547626 | 0,450924 |
| X4_8  | 0,645300 | 0,701506 | 0,742311 | 0,617873 | 0,662860 | 0,633150 | 0,625496 | 0,634889 |
| X4_9  | 0,523702 | 0,607690 | 0,758329 | 0,563614 | 0,565237 | 0,579852 | 0,569635 | 0,508020 |
| X5_1  | 0,572438 | 0,621330 | 0,604283 | 0,592016 | 0,555174 | 0,677119 | 0,804604 | 0,559664 |
| X5_10 | 0,516557 | 0,610292 | 0,641815 | 0,558847 | 0,580303 | 0,678269 | 0,703928 | 0,490478 |
| X5_11 | 0,590822 | 0,626770 | 0,568441 | 0,528433 | 0,595549 | 0,746006 | 0,820952 | 0,606845 |
| X5_12 | 0,569000 | 0,564507 | 0,454904 | 0,467947 | 0,586795 | 0,688481 | 0,802038 | 0,617746 |
| X5_2  | 0,548351 | 0,551652 | 0,525136 | 0,509056 | 0,528525 | 0,614789 | 0,779094 | 0,520023 |
| X5_3  | 0,469736 | 0,517748 | 0,482030 | 0,508133 | 0,520857 | 0,571090 | 0,761926 | 0,501051 |
| X5_4  | 0,608242 | 0,634582 | 0,510626 | 0,507798 | 0,556446 | 0,640884 | 0,795458 | 0,590877 |
| X5_5  | 0,508905 | 0,606425 | 0,620597 | 0,567586 | 0,578909 | 0,659457 | 0,732523 | 0,478022 |
| X5_6  | 0,563633 | 0,631951 | 0,630982 | 0,582267 | 0,576692 | 0,726332 | 0,790772 | 0,546404 |
| X5_7  | 0,579130 | 0,579854 | 0,553362 | 0,544057 | 0,595145 | 0,680283 | 0,810968 | 0,578670 |
| X5_8  | 0,652413 | 0,646034 | 0,537916 | 0,529627 | 0,576786 | 0,657839 | 0,782655 | 0,631845 |
| X5_9  | 0,585606 | 0,639309 | 0,583947 | 0,554689 | 0,568491 | 0,615042 | 0,716172 | 0,549007 |
| Y_1   | 0,600641 | 0,650608 | 0,532482 | 0,555059 | 0,745660 | 0,640905 | 0,602118 | 0,722937 |



|              |          |          |          |          |          |          |          |          |
|--------------|----------|----------|----------|----------|----------|----------|----------|----------|
| <b>Y_10</b>  | 0,575899 | 0,663562 | 0,632049 | 0,582931 | 0,840183 | 0,690001 | 0,586726 | 0,625282 |
| <b>Y_11</b>  | 0,611120 | 0,629304 | 0,624402 | 0,590344 | 0,838343 | 0,683475 | 0,641310 | 0,684023 |
| <b>Y_12</b>  | 0,540105 | 0,526248 | 0,429316 | 0,405384 | 0,742430 | 0,562685 | 0,549951 | 0,625552 |
| <b>Y_2</b>   | 0,572063 | 0,620382 | 0,522287 | 0,537619 | 0,795390 | 0,630290 | 0,583973 | 0,696207 |
| <b>Y_3</b>   | 0,532546 | 0,566957 | 0,559291 | 0,503125 | 0,773852 | 0,644663 | 0,571709 | 0,610989 |
| <b>Y_4</b>   | 0,514769 | 0,573468 | 0,576680 | 0,520855 | 0,764183 | 0,633686 | 0,552692 | 0,562387 |
| <b>Y_5</b>   | 0,548437 | 0,589629 | 0,495371 | 0,519637 | 0,841398 | 0,583580 | 0,519825 | 0,648117 |
| <b>Y_6</b>   | 0,519593 | 0,583804 | 0,490579 | 0,477180 | 0,790145 | 0,584022 | 0,581198 | 0,671399 |
| <b>Y_7</b>   | 0,587178 | 0,630832 | 0,538842 | 0,535181 | 0,832279 | 0,657335 | 0,632998 | 0,707598 |
| <b>Y_8</b>   | 0,624515 | 0,671185 | 0,572323 | 0,536244 | 0,830469 | 0,675537 | 0,651184 | 0,742746 |
| <b>Y_9</b>   | 0,509884 | 0,561496 | 0,568190 | 0,513123 | 0,754529 | 0,628588 | 0,515201 | 0,548169 |
| <b>Z1_1</b>  | 0,551102 | 0,598696 | 0,548384 | 0,488048 | 0,569929 | 0,758412 | 0,724360 | 0,579850 |
| <b>Z1_10</b> | 0,516666 | 0,609869 | 0,570411 | 0,561823 | 0,631438 | 0,808837 | 0,704714 | 0,599292 |
| <b>Z1_2</b>  | 0,557187 | 0,623532 | 0,657712 | 0,596778 | 0,590382 | 0,739212 | 0,579217 | 0,462650 |
| <b>Z1_3</b>  | 0,560889 | 0,600795 | 0,553270 | 0,431211 | 0,553262 | 0,753134 | 0,647759 | 0,548347 |
| <b>Z1_4</b>  | 0,672363 | 0,717802 | 0,674415 | 0,634740 | 0,706693 | 0,847597 | 0,732858 | 0,630449 |
| <b>Z1_5</b>  | 0,580387 | 0,652248 | 0,598447 | 0,558518 | 0,659902 | 0,816025 | 0,650439 | 0,579493 |
| <b>Z1_6</b>  | 0,587406 | 0,607624 | 0,555366 | 0,578359 | 0,645580 | 0,801342 | 0,769037 | 0,611209 |
| <b>Z1_7</b>  | 0,551806 | 0,617041 | 0,610603 | 0,568522 | 0,640646 | 0,793370 | 0,624557 | 0,550968 |
| <b>Z1_8</b>  | 0,578336 | 0,634690 | 0,529182 | 0,532395 | 0,673336 | 0,813593 | 0,681237 | 0,602133 |
| <b>Z1_9</b>  | 0,536411 | 0,640276 | 0,632025 | 0,598708 | 0,654508 | 0,806689 | 0,692204 | 0,586672 |
| <b>Z2_1</b>  | 0,533493 | 0,578615 | 0,478843 | 0,470244 | 0,630829 | 0,555019 | 0,556862 | 0,789868 |
| <b>Z2_2</b>  | 0,625646 | 0,638834 | 0,536396 | 0,519826 | 0,720724 | 0,622909 | 0,607753 | 0,837286 |
| <b>Z2_3</b>  | 0,565905 | 0,573796 | 0,471068 | 0,516283 | 0,637754 | 0,588702 | 0,602060 | 0,778052 |
| <b>Z2_4</b>  | 0,588259 | 0,606900 | 0,534517 | 0,530470 | 0,706174 | 0,566991 | 0,546652 | 0,818113 |
| <b>Z2_5</b>  | 0,563102 | 0,583301 | 0,509293 | 0,469515 | 0,621961 | 0,582728 | 0,556048 | 0,804065 |
| <b>Z2_6</b>  | 0,533243 | 0,552881 | 0,502250 | 0,436070 | 0,606461 | 0,594203 | 0,592041 | 0,825784 |
| <b>Z2_7</b>  | 0,449914 | 0,449600 | 0,406435 | 0,430462 | 0,598102 | 0,462240 | 0,512852 | 0,751412 |
| <b>Z2_8</b>  | 0,547293 | 0,579734 | 0,544855 | 0,493724 | 0,724631 | 0,644360 | 0,606325 | 0,782301 |

## Total Effects

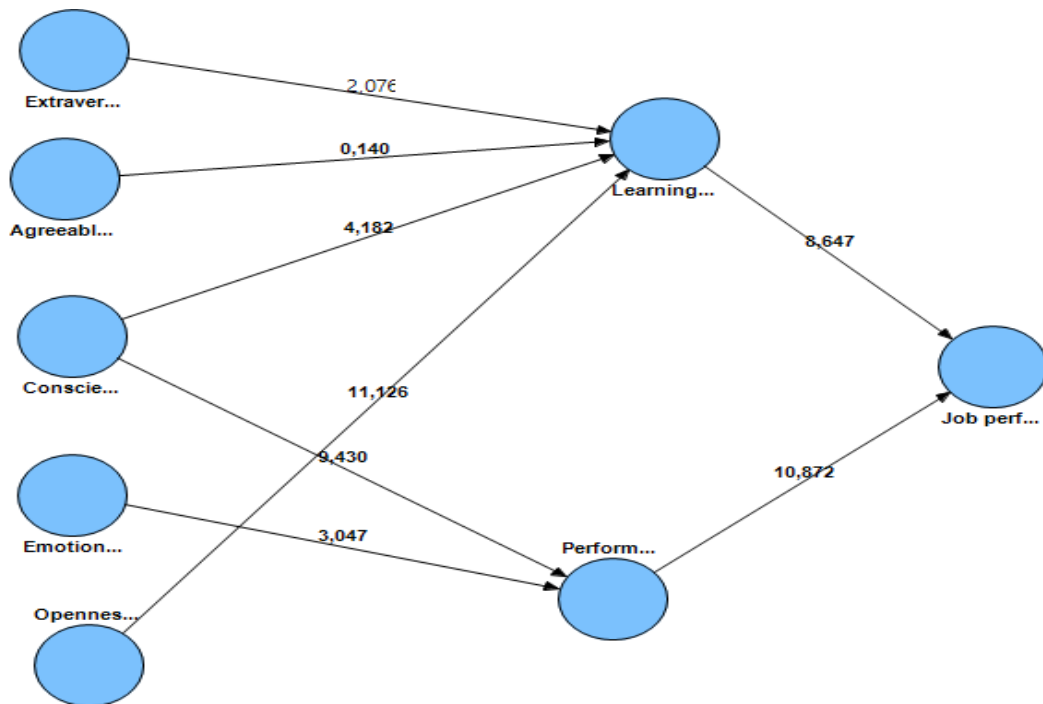
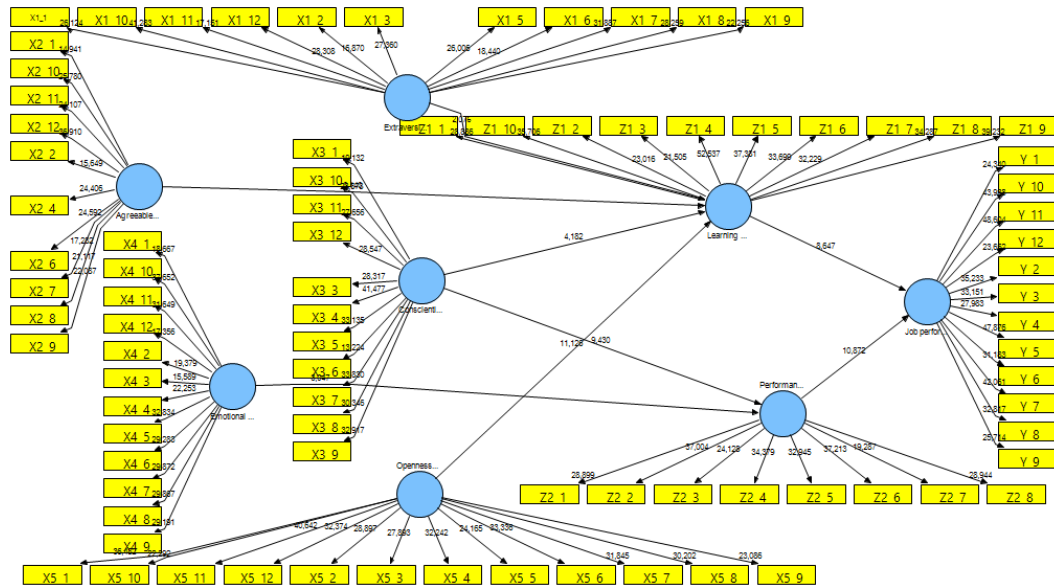
|                         | Job performance | Learning orientation | Openness to experience | Performance orientation |
|-------------------------|-----------------|----------------------|------------------------|-------------------------|
| Agreeableness           | 0,003508        | 0,008310             |                        |                         |
| Conscientious           | 0,413093        | 0,265726             |                        | 0,580666                |
| Emotional stability     | 0,091863        |                      |                        | 0,177252                |
| Extraversion            | 0,042763        | 0,101316             |                        |                         |
| Job performance         |                 |                      |                        |                         |
| Learning orientation    | 0,422071        |                      |                        |                         |
| Openness to experience  | 0,242807        | 0,575275             |                        |                         |
| Performance orientation | 0,518264        |                      |                        |                         |

## Path Coefficients

|                         | Job performance | Learning orientation | Openness to experience | Performance orientation |
|-------------------------|-----------------|----------------------|------------------------|-------------------------|
| Agreeableness           |                 | 0,008606             |                        |                         |
| Conscientious           |                 | 0,285449             |                        | 0,673941                |
| Emotional stability     |                 |                      |                        | 0,190431                |
| Extraversion            |                 | 0,100597             |                        |                         |
| Job performance         |                 |                      |                        |                         |
| Learning orientation    | 0,323950        |                      |                        |                         |
| Openness to experience  |                 | 0,720995             |                        |                         |
| Performance orientation | 0,368165        |                      |                        |                         |

LAMPIRAN 8

Inner Model T-Statistic



### Inner Model T-Statistic

|                         | Job performance | Learning orientation | Openness to experience | Performance orientation |
|-------------------------|-----------------|----------------------|------------------------|-------------------------|
| Agreeableness           |                 | 0,140250             |                        |                         |
| Conscientious           |                 | 4,182369             |                        | 9,429952                |
| Emotional stability     |                 |                      |                        | 3,046727                |
| Extraversion            |                 | 2,075681             |                        |                         |
| Job performance         |                 |                      |                        |                         |
| Learning orientation    | 8,646676        |                      |                        |                         |
| Openness to experience  |                 | 11,125883            |                        |                         |
| Performance orientation | 10,871787       |                      |                        |                         |

### Path Coefficients (Mean, STDEV, T-Values)

|                                                | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | Standard Error (STERR) | T Statistics ( O/STERR ) |
|------------------------------------------------|---------------------|-----------------|----------------------------|------------------------|--------------------------|
| Agreeableness -> Learning orientation          | 0,008310            | 0,008097        | 0,059255                   | 0,059255               | 0,140250                 |
| Conscientious -> Learning orientation          | 0,265726            | 0,261979        | 0,063535                   | 0,063535               | 4,182369                 |
| Conscientious -> Performance orientation       | 0,580666            | 0,580656        | 0,061577                   | 0,061577               | 9,429952                 |
| Emotional stability -> Performance orientation | 0,177252            | 0,182111        | 0,058178                   | 0,058178               | 3,046727                 |
| Extraversion -> Learning orientation           | 0,101316            | 0,104318        | 0,048811                   | 0,048811               | 2,075681                 |
| Learning orientation -> Job performance        | 0,422071            | 0,428439        | 0,048813                   | 0,048813               | 8,646676                 |
| Openness to experience -> Learning orientation | 0,575275            | 0,579307        | 0,051706                   | 0,051706               | 11,125883                |
| Performance orientation -> Job performance     | 0,518264            | 0,512814        | 0,047671                   | 0,047671               | 10,871787                |

### Total Effects (Mean, STDEV, T-Values)

|                                                          | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | Standard Error (STERR) | T Statistics ( O/STERR ) |
|----------------------------------------------------------|---------------------|-----------------|----------------------------|------------------------|--------------------------|
| <b>Agreeableness -&gt; Job performance</b>               | 0,003508            | 0,003389        | 0,025264                   | 0,025264               | 0,138837                 |
| <b>Agreeableness -&gt; Learning orientation</b>          | 0,008310            | 0,008097        | 0,059255                   | 0,059255               | 0,140250                 |
| <b>Conscientious -&gt; Job performance</b>               | 0,413093            | 0,410153        | 0,050200                   | 0,050200               | 8,228895                 |
| <b>Conscientious -&gt; Learning orientation</b>          | 0,265726            | 0,261979        | 0,063535                   | 0,063535               | 4,182369                 |
| <b>Conscientious -&gt; Performance orientation</b>       | 0,580666            | 0,580656        | 0,061577                   | 0,061577               | 9,429952                 |
| <b>Emotional stability -&gt; Job performance</b>         | 0,091863            | 0,093353        | 0,031031                   | 0,031031               | 2,960351                 |
| <b>Emotional stability -&gt; Performance orientation</b> | 0,177252            | 0,182111        | 0,058178                   | 0,058178               | 3,046727                 |
| <b>Extraversion -&gt; Job performance</b>                | 0,042763            | 0,045106        | 0,022617                   | 0,022617               | 1,890708                 |
| <b>Extraversion -&gt; Learning orientation</b>           | 0,101316            | 0,104318        | 0,048811                   | 0,048811               | 2,075681                 |
| <b>Learning orientation -&gt; Job performance</b>        | 0,422071            | 0,428439        | 0,048813                   | 0,048813               | 8,646676                 |
| <b>Openness to experience -&gt; Job performance</b>      | 0,242807            | 0,248128        | 0,035372                   | 0,035372               | 6,864297                 |
| <b>Openness to experience -&gt; Learning orientation</b> | 0,575275            | 0,579307        | 0,051706                   | 0,051706               | 11,125883                |
| <b>Performance orientation -&gt; Job performance</b>     | 0,518264            | 0,512814        | 0,047671                   | 0,047671               | 10,871787                |

## Mapping Penelitian Terdahulu

| NO | Nama Peneliti, Tahun dan Judul Penelitian                                                                                                                                | Variabel yang digunakan                                                                                                                                                          | Alat Analisis | Hasil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Mahlamäki, T., Rintamäki, T., & Rajah, E. (2019). <i>The Role Of Personality And Motivation On Key Account Manager Job Performance</i>                                   | <i>Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness To Experience, Learning Orientation, Performance Orientation dan Job Performance</i>            | PLS-SEM       | Motivasi yang terdiri dari <i>learning orientation</i> dan <i>performance orientation</i> berpengaruh terhadap kinerja manajer utama. Selain itu, penelitian ini menemukan bahwa terdapat hubungan antara kepribadian dan motivasi, antara lain <i>extraversion, agreeableness, conscientiousness, dan emotional stability</i> mempunyai hubungan yang signifikan dengan konsep motivasi pada <i>performance orientation</i> . Sedangkan dua kepribadian lainnya mempunyai hubungan yang signifikan dengan kedua konsep motivasi yaitu <i>learning orientation</i> dan <i>performance orientation</i> . |
| 2. | Barrick, M. R., Stewart, G. L., & Piotrowski, M. (2002). <i>Personality and Job Performance: Test of the Mediating Effects of Motivation Among Sales Representatives</i> | <i>Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness To Experience, Communion Striving, Status Striving, Accomplishment striving Job Performance</i> | PLS-SEM       | Penelitian ini melihat konsep motivasi dari sisi <i>communion striving, status striving</i> dan <i>accomplishment striving</i> yang lebih berfokus pada interaksi sosial, sesuai dengan obyek penelitiannya yaitu tenaga di bidang penjualan. Hasil penelitian menunjukkan bahwa <i>status striving</i> dan <i>accomplishment striving</i> memediasi pengaruh dari <i>extraversion</i> dan <i>conscientiousness</i> pada kinerja tenaga penjualan. Penelitian ini juga menunjukkan walaupun <i>agreeableness</i> berhubungan erat dengan <i>communion</i>                                               |

|    |                                                                                                                                                     |                                                                                                                                                                                             |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                                                                                                                     |                                                                                                                                                                                             |                      | <i>striving</i> , akan tetapi pada akhirnya <i>agreeableness</i> juga memengaruhi kinerja tenaga penjualan walaupun secara tidak langsung.                                                                                                                                                                                                                                                                                                                                        |
| 3. | Tommi Mahlamäki, Olavi Uusitalo, Mika Ojala. (2015). <i>The Influence Of Personality On The Job Performance Of Key Account Managers</i>             | <i>Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness To Experience, Sales Performance, Relationship Performance dan Job Performance.</i>                        | PLS-SEM              | Extraversion mempunyai hubungan positif dengan sales performance, relationship performance dan overall job performance, agreeableness mempunyai hubungan positif dengan relationship performance, dan overall job performance, conscientiousness is positively related with sales performance, relationship performance dan overall job performance, emotional stability tidak berhubungan dengan job performance openness to experience tidak berhubungan dengan job performance |
| 4. | Joyce Hogan and Brent Holland Hogan. (2003). <i>Using Theory to Evaluate Personality and Job-Performance Relations: A Socioanalytic Perspective</i> | <i>Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness To Experience, Adjustment, ambition, Sociability, Likeability, Prudence, Intellactance, School Success</i> | <i>Meta Analysis</i> | Penelitian ini menggunakan teori sosioanalitik untuk memahami perbedaan individu dalam kinerja orang di tempat kerja. Secara khusus, jika prediktor dan kriteria diselaraskan dengan menggunakan teori, maka validitas meta-analitik dari ukuran kepribadian melebihi pendekatan atheoretical. Saat penilaian kinerja berpindah dari kriteria pekerjaan umum ke khusus, semua dimensi kepribadian Lima Besar lebih tepat memprediksi variabel kriteria yang relevan.              |
| 5. | Andreas Klang. (2012). <i>The Relationship between</i>                                                                                              | <i>Extraversion, Agreeableness, Conscientiousness, Emotional</i>                                                                                                                            | PLS-SEM              | Seperti yang dihipotesiskan, ditemukan bahwa Extroversion, Conscientiousness,                                                                                                                                                                                                                                                                                                                                                                                                     |

|    |                                                                                                                                                                 |                                                                                                                          |                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <i>Personality and Job Performance in Sales: A Replication of Past Research and an Extension to a Swedish Context</i>                                           | <i>Stability, Openness To Experience, dan Job Performance.</i>                                                           |                                              | dan Neuroticism berkorelasi sedang dengan prestasi kerja. Sejalan dengan penelitian sebelumnya, ini menunjukkan bahwa individu, yang menunjukkan tingkat Ekstroversi dan Kesadaran yang tinggi, serta tingkat Neurotisme yang rendah, berkinerja lebih baik dalam pekerjaan yang berhubungan dengan penjualan. Tidak seperti hipotesis, tidak ada korelasi yang ditemukan antara kinerja pekerjaan dan Agreeableness dan Openness to Experience. |
| 6. | Muslim Nasyroh dan Rinandita Wikansari. (2017). Hubungan Antara Kepribadian ( <i>Big Five Personality Model</i> ) Dengan Kinerja Karyawan                       | <i>Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness To Experience, dan Job Performance.</i> | Regresi Linier Berganda                      | Hasil penelitian menunjukkan bahwa kepribadian dan kinerja memiliki hubungan. Diantara 5 dimensi kepribadian ditemukan bahwa <i>Agreeableness</i> dan <i>Neuroticism</i> dimensi kepribadian yang secara signifikan memiliki hubungan dengan kinerja.                                                                                                                                                                                            |
| 7. | Dimika Sari Dewi, Ni Wayan Mujiati. (2015). <i>The Big Five Personality</i> Dan Kepemimpinan Transformasional Terhadap Kinerja Karyawan Di Karma Jimbaran Villa | The Big Five Personality, Kepemimpinan Transformasional Dan Kinerja Karyawan                                             | analisis jalur (path analysis) dan Uji Sobel | the big five personality berpengaruh positif dan signifikan terhadap kepemimpinan transformasional, the big five personality berpengaruh positif dan signifikan terhadap kinerja karyawan, kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan, dan kepemimpinan transformasional memediasi pengaruh the big five personality terhadap kinerja karyawan.                                                  |
| 8. | Sri Suhandiah, Oktaviani, Ayuningtyas. (2017).                                                                                                                  | <i>Extraversion, Agreeableness, Conscientiousness,</i>                                                                   | SEM-PLS                                      | Hasilnya menunjukkan bahwa <i>Conscientiousness</i> dan <i>Openness to</i>                                                                                                                                                                                                                                                                                                                                                                       |



|     |                                                                                                                                                                                 |                                                                                                          |                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | Pengaruh Kepribadian Terhadap Kinerja Individu : Pendekatan <i>Big-Five Theory</i>                                                                                              | <i>Neuroticism, Openness To Experience, Komitmen Organisasi dan Kinerja.</i>                             |                                                         | <i>Experience</i> berpengaruh terhadap kinerja, sedangkan <i>Extraversion, Agreeableness</i> dan <i>Neuroticism</i> tidak berpengaruh terhadap kinerja. Penelitian ini juga menemukan bahwa komitmen organisasi bukan sebagai variabel moderasi dari sifat individu dan kinerja karyawan.                                                                                                                                            |
| 9.  | Lisda Rahmasari (2022)<br><br>Pengaruh Orientasi Pembelajaran, Kerja Cerdas Dan Kerja Cerdas Terhadap Kinerja Tenaga Penjualan Perusahaan <i>Freight Forwarding</i> Di Semarang | Orientasi Pembelajaran, Kerja Cerdas, Kerja Keras dan Kinerja                                            | SEM (Structural Equation Modelling) dengan Program AMOS | Hasil penelitian membuktikan orientasi pembelajaran, kerja cerdas dan kerja keras mempunyai pengaruh yang positif terhadap kinerja tenaga penjual                                                                                                                                                                                                                                                                                    |
| 10. | Jesus F. Salgado (2017)<br><br><i>The Five Factor Model of Personality and Job Performance in the European Community</i>                                                        | <i>Emotional Stability, Extraversion, Openness, Agreeableness, Conscientiousnes, and Job Performance</i> | <i>Meta-Analytic</i>                                    | Hasilnya menunjukkan bahwa <i>Conscientiousness</i> dan <i>Emotional Stability</i> adalah prediktor yang valid di seluruh kriteria pekerjaan dan kelompok pekerjaan. Faktor yang tersisa hanya valid untuk beberapa kriteria dan untuk beberapa kelompok pekerjaan. <i>Extraversion</i> adalah prediktor untuk 2 pekerjaan, terakhir <i>Openness</i> dan <i>Agreeableness</i> adalah prediktor yang valid untuk kemahiran pelatihan. |
| 11. | Sri Ismulyaty dan Etty Puji Lestari (2017)<br><br><i>DETERMINANTS OF LEARNING ORIENTATION AND MOTIVATIONON</i>                                                                  | <i>Learning orientation, Motivation, Job Performance</i>                                                 | <i>Smart PLS (Partial Least Square).</i>                | Terdapat hubungan positif antara orientasi pembelajaran dengan kinerja karyawan ditunjukkan oleh nilai estimasi sampel asli dari 0,854 dan t-statistik dari 4228 yang lebih besar dari t-test 1,96. Sedangkan motivasi                                                                                                                                                                                                               |

|     |                                                                                                                                                             |                                                                                                                          |                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | <i>EMPLOYEES PERFORMANCE</i>                                                                                                                                |                                                                                                                          |                                     | kerja hubungan dan kinerja memiliki dampak negatif.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 12. | Wilhelmus Antonius Djula (2021)<br><br>Pengaruh <i>The Big Five Model Personality</i> Terhadap Kinerja Pegawai Pada Kantor Dinas Pendidikan Kabupaten MAPPI | <i>Neouriticism, Extraversion, Openness to experience, Agreeableness, Conscientiousnes</i> dan Kinerja pegawai           | Regresi Linier Berganda             | <i>Neouriticism, Extraversion, Openness to experience, Agreeableness, Conscientiousnes</i> berpengaruh positif dan signifikan terhadap Kinerja pegawai                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 13. | Neni Poniarsih (2019)<br><br>Pengaruh Teori <i>The Big Five- Personality</i> Terhadap Kinerja Pegawai Badan Penanggulangan Bencana Daerah DIY               | <i>Neouriticism, Extraversion, Openness To Experience, Agreeableness, Conscientiosness</i> dan Kinerja pegawai           | Regresi Linier Berganda             | Terdapat pengaruh positif antara perdimensi <i>conscientiousness</i> dengan perdimensi kinerja efektif efisien dan pengaruh positif dimensi <i>extraversion</i> terhadap dimensi kinerja disiplin. Implikasi manajerial yang dapat dilakukan berkaitan dengan peningkatan kinerja pegawai diantaranya variabel <i>conscientiousness</i> dan <i>extraversion</i> memiliki peran yang paling tinggi pada kinerja pegawai khususnya pada dimensi efektif efisien dan dimensi disiplin pada BPBD DIY diantara variabel lainnya yang tidak memiliki pengaruh terhadap kinerja BPBD DIY. |
| 14. | Rinandita Wikansari. (2017). Hubungan Antara Kepribadian ( <i>Big Five Personality Model</i> ) Dengan Kinerja Karyawan                                      | <i>Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness To Experience, dan Job Performance.</i> | Regresi Linier Berganda             | Hasil penelitian menunjukkan bahwa kepribadian dan kinerja memiliki hubungan. Diantara 5 dimensi kepribadian ditemukan bahwa <i>Agreeableness</i> dan <i>Neuroticism</i> dimensi kepribadian yang secara signifikan memiliki hubungan dengan kinerja.                                                                                                                                                                                                                                                                                                                              |
| 15. | Hafizh Amrullah (2021)                                                                                                                                      | <i>Entrepreneurial Leadership; Job Performance; Learning</i>                                                             | <i>Partial Least Square (PLS) –</i> | Kompetensi manajerial berpengaruh positif terhadap kinerja pekerjaan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

|     |                                                                                                                                                                                                                       |                                                                                                                    |                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | Pengaruh <i>Managerial Competency</i> Dan <i>Learning Orientation</i> Terhadap <i>Job Performance</i> Melalui <i>Entrepreneurial Leadership</i> Di Lembaga Pendidikan Tinggi                                          | <i>Orientation; Managerial Competency</i>                                                                          | SEM                     | pimpinan di lembaga pendidikan tinggi; orientasi pembelajaran berpengaruh positif terhadap kinerja pekerjaan pimpinan di lembaga pendidikan tinggi; kepemimpinan kewirausahaan memediasi hubungan kompetensi manajerial dan orientasi pembelajaran dengan kinerja pekerjaan pimpinan di lembaga pendidikan tinggi.                                                                                                                                                                                                                                        |
| 16. | Irfan Mahdi (2021)<br><br><i>Big Five Personality Theory</i> dan Dampaknya terhadap Kinerja dengan <i>Job Autonomy</i> sebagai Variabel Moderator pada Petugas Penyuluh Koperasi Lapangan Kementrian Koperasi dan Ukm | <i>Openness to Experiences, Conscientiousness, Extraversion, Agreeableness, Neuroticism, Kinerja, Job Autonomy</i> | Regresi Linier Berganda | Hasil dari regresi menunjukkan bahwa <i>Openness to Experiences, Conscientiousness, Extraversion, dan Agreeableness</i> memberikan pengaruh terhadap kinerja PPKL Kementerian Koperasi dan UKM Republik Indonesia. Sedangkan, <i>Neuroticism</i> tidak memberikan pengaruh terhadap kinerja. Selain itu, <i>Job Autonomy</i> hanya dapat memoderasi pengaruh <i>Agreeableness</i> terhadap kinerja. <i>Job Autonomy</i> tidak dapat memoderasi pengaruh <i>Openness to Experiences, Conscientiousness, Extraversion, dan Neuroticism</i> terhadap kinerja |
| 17. |                                                                                                                                                                                                                       |                                                                                                                    |                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |