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LAMPIRAN

BAGIAN I

SURAT IZIN PENELITIAN

KEMENTERIAN PENDIDIKAN, KEBUDAYAAN,
RISET, DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS EKONOMI DAN BISNIS
Jalan Perintis Kemerdekaan Km. 10, Tamalanrea, Makassar 90245
Telepon (0411) 583678 Laman: feb.unhas.ac.id Email: feb@unhas.ac.id

Nomor : 02435/UN4.4.8/PT.01.04/2024 25 April 2024
Lampiran:
Hal : Izin Penelitian dan Pengambilan Data
Kepada
Yth : Komandan Pusat Sandi dan SIBER TNI Angkatan Darat
Di
Tempat

Dengan hormat, disampaikan bahwa dalam rangka penyelesaian tugas akhir penulisan Disertasi bagi mahasiswa dibawah ini :

Nama	: **Deny Azhar Rizaldi**
No. Induk Mahasiswa	: **A033212041**
Jenjang Pendidikan	: **Doktor** (S3)
Program Studi	: **Manajemen**
Judul	: **Pengaruh Gaya Kepemimpinan Tranformasional, Teknologi Informasi dan Budaya Organisasi Terhadap Kinerja dan Kompetensi Sumber Daya Manusia Satuan Siber Tentara Nasional Indonesia Angkatan Darat Dalam Menjaga Pertahanan Negara.**

Sehubungan dengan hal tersebut, dimohon kiranya berkenan memberikan izin untuk melakukan Penelitian dan pengambilan data sesuai dengan judul kajian yang bersangkutan.

Atas perhatian dan kerjasamanya, disampaikan terima kasih.

Wakil Dekan Bidang Akademik dan
Kemahasiswaan Fakultas Ekonomi dan
Bisnis

Dr. Mursalim Nohong, S.E., M.Si.
NIP. 197106192000031001

Tembusan:
1.Dekan FEB Unhas "sebagai laporan"
2.WADANPUSSANSIAD
3.DIRFUNG PUSSANSIAD
4.DIRDIKLAT PUSSANSIAD
5.Mahasiswa yang bersangkutan
3. Pertinggal

KEMENTERIAN PENDIDIKAN, KEBUDAYAAN, RISET, DAN TEKNOLOGI UNIVERSITAS HASANUDDIN
FAKULTAS EKONOMI DAN BISNIS

Jalan Perintis Kemerdekaan Km. 10, Tamalanrea, Makassar 90245
Telepon (0411) 583678 Laman: feb.unhas.ac.id Email: feb@unhas.ac.id

Nomor : 02434/UN4.4.8/PT.01.04/2024 25 April 2024
Lampiran:
Hal : Izin Penelitian dan Pengambilan Data
Kepada
Yth : Kepala Staf TNI Angkatan Darat
Di
Tempat

Dengan hormat, disampaikan bahwa dalam rangka penyelesaian tugas akhir penulisan Disertasi bagi mahasiswa dibawah ini :

Nama	: Deny Azhar Rizaldi
No. Induk Mahasiswa	: A033212041
Jenjang Pendidikan	: Doktor (S3)
Program Studi	: Manajemen
Judul	: Pengaruh Gaya Kepemimpinan Tranformasional, Teknologi Informasi dan Budaya Organisasi Terhadap Kinerja dan Kompetensi Sumber Daya Manusia Satuan Siber Tentara Nasional Indonesia Angkatan Darat Dalam Menjaga Pertahanan Negara.

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Atas perhatian dan kerjasamanya, disampaikan terima kasih.

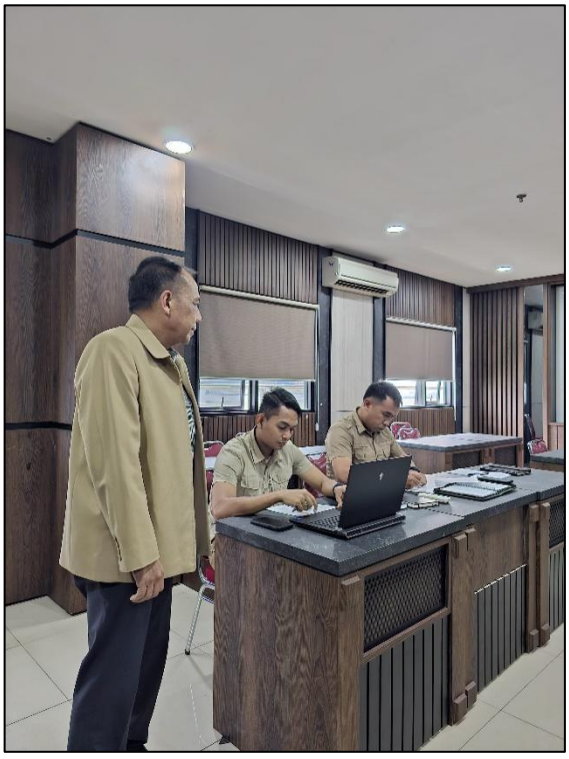
Wakil Dekan Bidang Akademik dan Kemahasiswaan Fakultas Ekonomi dan Bisnis

Dr. Mursalim Nohong, S.E., M.Si.
NIP. 197106192000031001

Tembusan:
1. Dekan FEB Unhas "sebagai laporan"
2. ASINTEL KASAD
3. ASPERS KASAD
4. DANPUSSANSIAD
5.Mahasiswa yang bersangkutan
3. Pertinggal

BAGIAN II

DOKUMENTASI PENELITIAN



BAGIAN III

KUESIONER

Identitas Responden

a. Usia : 20 s.d. 50 Tahun

b. Jenis Kelamin : Laki-laki

c. Masa kerja : 1 s.d. 20 Tahun

BAGIAN II

Petunjuk :

1. Berikan jawaban singkat pada bagian pertanyaan identitas yang membutuhkan jawaban tertulis Bapak/Ibu.
2. Berilah tanda silang (X)pada kolom yang tersedia sesuai dengan kondisi yang dialami oleh Bapak/Ibu.

Keterangan jawaban :

SS	:	**Sangat Setuju**	artinya sungguh-sungguh benar sesuai dengan apa yang dirasakan
S	:	**Setuju**	artinya lebih banyak benarnya daripada tidak benarnya.
KS	:	**Kurang Setuju**	artinya seimbang antara benarnya dan tidak benarnya.
TS	:	**Tidak Setuju**	artinya lebih banyak tidak benarnya daripada benarnya.
STS	:	**Sangat Tidak Setuju**	artinya apa yang terkandung dalam pernyataan yang diajukan sungguh-sungguh tidak benar.

KEPEMIMPINAN TRANSFORMASIONAL (X_1)

No	Pernyataan	Jawaban				
	Stimulasi Intelektual (*Intelectual Stimulation*) (X_{11})					
1	Saya mempunyai pemimpin yang bisa menjadi contoh panutan bagi bawahannya.	SS	S	KS	TS	STS
2	Saya mempunyai pemimpin yang pantas dihormati dan dipercaya.	SS	S	KS	TS	STS
3	Saya mempunyai pemimpin yang kharismatik.	SS	S	KS	TS	STS
4	Saya mempunyai pemimpin yang didukung anggota satuan.	SS	S	KS	TS	STS
	Motivasi Inspirasional (*Inspirational Motivation*) (X_{12})					
5	Saya termotivasi dari perilaku pimpinan	SS	S	KS	TS	STS
6	Saya mendapatkan inspirasi terhadap orang-orang disekitar saya yang terinspirasi dari perilaku pimpinan.	SS	S	KS	TS	STS
7	Saya mendapatkan motivasi dari perilaku pemimpin yang dapat membantu menyelesaikan pekerjaan saya	SS	S	KS	TS	STS
8	Saya mendapatkan dukungan dari pimpinan saat mempelajari hal – hal yang dapat meningkatkan kemampuan saya dalam melaksanakan tugas	SS	S	KS	TS	STS
9	Saya mendapatkan inspirasi dari pimpinan terhadap sesuatu yang penting secara sederhana.	SS	S	KS	TS	STS
	Pengaruh Idealis (*Idealized Influence*) (X_{13})					
10	Saya mendapatkan stimulasi dari pimpinan untuk berlaku inovatif.	SS	S	KS	TS	STS
11	Saya mendapatkan stimulasi dari	SS	S	KS	TS	STS

	pimpinan untuk berlaku kreatif.					
12	Saya mendapatkan stimulasi dari pimpinan dengan mengarahkan penyelesaian masalah dari situasi lama dengan cara yang baru.	SS	S	KS	TS	STS
13	Saya mendapatkan stimulasi dari pimpinan untuk selalu menggalakkan penggunaan kecerdasan.	SS	S	KS	TS	STS
14	Saya mendapatkan stimulasi dari pimpinan dengan mengutamakan rasionalitas.	SS	S	KS	TS	STS
15	Saya mendapatkan stimulasi dari pimpinan untuk melakukan pemecahan masalah secara teliti.	SS	S	KS	TS	STS
	Konsiderasi Individual (*Individual Consideration*) (X_{14})					
16	Saya mendapatkan reward dan punishment dari pimpinan dalam pekerjaan	SS	S	KS	TS	STS
17	Saya mendapatkan kesempatan untuk menyampaikan kendala yang dihadapi kepada pimpinan	SS	S	KS	TS	STS
18	Saya mendapatkan arahan dan bimbingan dari pimpinan dalam melaksanakan pekerjaan	SS	S	KS	TS	STS

INSTRUMEN teknologi (X2)

No	**Pernyataan**	**Jawaban**				
	Perangkat Keras (*Hardware*) (X21)					
1	Pekerjaan saya sangat mengandalkan perangkat keras?	SS	S	KS	TS	STS
2	Pekerjaan saya akan optimal jika didukung oleh perangkat keras yang memadai dan menunjang?	SS	S	KS	TS	STS

	Perangkat Lunak (*Software*) (X22)					
3	Pekerjaan saya sangat mengandalkan perangkat lunak?	SS	S	KS	TS	STS
4	Pekerjaan saya akan optimal jika didukung oleh perangkat lunak yang memadai dan menunjang?	SS	S	KS	TS	STS
	***Database* (X23)**					
5	Pekerjaan saya sangat mengandalkan system database?	SS	S	KS	TS	STS
6	Pekerjaan saya akan optimal jika didukung oleh system databse yang memadai dan menunjang?	SS	S	KS	TS	STS
	***Network* (X24)**					
7	Pekerjaan saya sangat dipengaruhi oleh network system?	SS	S	KS	TS	STS
8	Pekerjaan saya akan lebih optimal jika didukung oleh network system yang memadai dan menunjang?	SS	S	KS	TS	STS
	***People* (X25)**					
9	Pekerjaan saya akan optimal jika didukung oleh tim yang professional?	SS	S	KS	TS	STS
10	Orang – orang di lingkungan kerja sangat berpengaruh terhadap kinerja saya	SS	S	KS	TS	STS

BUDAYA ORGANISASI (X_3)

No	Pernyataan	Jawaban				
	***Keterlibatan* (X_{31})**					
1	Saya merasakan keterlibatan dalam kegiatan operasional	SS	S	KS	TS	STS
2	Saya berperan sesuai fungsi dan tugas saya dalam setiap kegiatan operasional	SS	S	KS	TS	STS

3	Saya merasakan kekompakan dengan rekan-rekan, atasan dan pimpinan	SS	S	KS	TS	STS
4	Saya selalu mengutamakan kepentingan tugas dibandingkan kepentingan pribadi	SS	S	KS	TS	STS
5	Saya mendapatan kesempatan pendidikan dan pelatihan yang berkaitan dengan pengembangan kemampuan operasional dalam pekerjaan	SS	S	KS	TS	STS
6	Saya memiliki pimpinan yang dapat mengembangkan kemampuan anggota dan satuan	SS	S	KS	TS	STS
	***Konsistensi* (X_{32})**					
7	Saya memahami kode etik dan peraturan yang berlaku dalam pekerjaan	SS	S	KS	TS	STS
8	Saya mendapatkan arahan dan perintah yang jelas dalam melaksanakan pekerjaan	SS	S	KS	TS	STS
9	Saya melaksanakan pekerjaan sesuai dengan prosedur yang berlaku	SS	S	KS	TS	STS
10	Saya mentaati segala peraturan dan prosedur yang berlaku dalam pekerjaan	SS	S	KS	TS	STS
11	Saya memiliki satuan yang mendorong masing – masing unit untuk dapat bekerja sama dengan unit dan satuan lainya	SS	S	KS	TS	STS
12	Saya memahami segala peraturan dan prosedur yang berlaku dalam pekerjaan	SS	S	KS	TS	STS
	***Adaptibilitas* (X_{33})**					
13	Saya memiliki satuan yang memiliki dinamika tugas yang fleksibel, responsif dan mudah berubah	SS	S	KS	TS	STS
14	Saya selalu siap menjalankan pekerjaan dalam kondisi dinamika tugas yang tinggi	SS	S	KS	TS	STS

15	Saya merasakan perubahan positif di dalam satuan yang berkaitan dengan pelaksanaan tugas operasional	SS	S	KS	TS	STS
	Penghayatan Misi **(X_{24})**					
16	Saya mengerti tujuan dan sasaran yang ingin dicapai oleh satuan	SS	S	KS	TS	STS
17	Visi dari satuan juga mewakili visi saya dalam mencapai tujuan satuan kerja	SS	S	KS	TS	STS
18	Satuan saya memiliki tujuan dan arah dalam jangka panjang	SS	S	KS	TS	STS
19	Saya siap mewujudkan visi satuan kerja	SS	S	KS	TS	STS
20	Saya siap mewujudkan tujuan dan sasaran satuan kerja	SS	S	KS	TS	STS
21	Saya melaksanakan pekerjaan dengan professional dan tanggung jawab dalam mencapai arah dan tujuan strategis satuan	SS	S	KS	TS	STS

KINERJA ORGANISASI (Y1)

No	**Pernyataan**	**Jawaban**				
	Kualitas (*Quality*) (Y11)					
1	Saya berorientasi kerja pada faktor kualitas?	SS	S	KS	TS	STS
2	Saya bertanggung jawab terhadap kualitas outpout kerja yang saya lakukan?	SS	S	KS	TS	STS
3	Kualitas kerja saya sudah memenuhi standart yang telah ditetapkan?	SS	S	KS	TS	STS
	Kuantitas (*Quantity*) (Y12)					
4	Saya berorientasi kerja pada faktor kualitas?	SS	S	KS	TS	STS
5	Kuantitas kerja saya sudah memenuhi standart kerja yang ditetapkan?	SS	S	KS	TS	STS

	Penggunaan Waktu Kerja (Y13)					
6	Saya berorientasi kerja pada faktor efisiensi waktu kerja?	SS	S	KS	TS	STS
7	Saya mampu menyelesaikan pekerjaan tepat waktu?	SS	S	KS	TS	STS
8	Saya dapat menggunakan waktu kerja secara efektif & efisien?			KS		
	Kerjasama (Y14)					
9	Saya berorientasi kerja pada faktor kerjasama tim?	SS	S	KS	TS	STS
10	Saya mampu berinovasi dan mencapai target pekerjaan yang diberikan bersama tim?	SS	S	KS	TS	STS

KOMPETENSI SUMBER DAYA MANUSIA (Y2)

No	**Pernyataan**	**Jawaban**				
	Pengetahuan (*Knowladge*) (Y21)					
1	Pengetahuan yang saya miliki berpengaruh terhadap kompetensi kerja?	SS	S	KS	TS	STS
2	Saya dapat menggunakan pengetahuan saya dalam bekerja?	SS	S	KS	TS	STS
	Keterampilan (*Skills*) (Y22)					
3	Keterampilan yang saya miliki berpengaruh terhadap kompetensi kerja?	SS	S	KS	TS	STS
4	Saya dapat menggunakan keterampilan saya dalam bekerja?	SS	S	KS	TS	STS
	Sikap (*Attitude*) (Y23)					
5	Sikap perilaku saya miliki berpengaruh terhadap kompetensi kerja?	SS	S	KS	TS	STS
6	Sikap perilaku saya dapat menunjang kompetensi kerja?	SS	S	KS	TS	STS

BAGIAN IV

PENGUJIAN VALIDITAS DAN REALIBILITAS

```
RELIABILITY
  /VARIABLES=X11.1 X11.2 X11.3 X11.4
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:21:21
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=X11.1 X11.2 X11.3 X11.4 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.652	4

Tabel r Product Moment
Pada Sig.0,05 (Two Tail)

N	r	N	R	N	r	N	r	N	r	N	R
1	0.997	41	0.301	81	0.216	121	0.177	161	0.154	201	0.138
2	0.95	42	0.297	82	0.215	122	0.176	162	0.153	202	0.137

3	0.878	43	0.294	83	0.213	123	0.176	163	0.153	203	0.137
4	0.811	44	0.291	84	0.212	124	0.175	164	0.152	204	0.137
5	0.754	45	0.288	85	0.211	125	0.174	165	0.152	205	0.136
6	0.707	46	0.285	86	0.21	126	0.174	166	0.151	206	0.136
7	0.666	47	0.282	87	0.208	127	0.173	167	0.151	207	0.136
8	0.632	48	0.279	88	0.207	128	0.172	168	0.151	208	0.135
9	0.602	49	0.276	89	0.206	129	0.172	169	0.15	209	0.135
10	0.576	50	0.273	90	0.205	130	0.171	170	0.15	210	0.135
11	0.553	51	0.271	91	0.204	131	0.17	171	0.149	211	0.134
12	0.532	52	0.268	92	0.203	132	0.17	172	0.149	212	0.134
13	0.514	53	0.266	93	0.202	133	0.169	173	0.148	213	0.134
14	0.497	54	0.263	94	0.201	134	0.168	174	0.148	214	0.134
15	0.482	55	0.261	95	0.2	135	0.168	175	0.148	215	0.133
16	0.468	56	0.259	96	0.199	136	0.167	176	0.147	216	0.133
17	0.456	57	0.256	97	0.198	137	0.167	177	0.147	217	0.133
18	0.444	58	0.254	98	0.197	138	0.166	178	0.146	218	0.132
19	0.433	59	0.252	99	0.196	139	0.165	179	0.146	219	0.132
20	0.423	60	0.25	100	0.195	140	0.165	180	0.146	220	0.132
21	0.413	61	0.248	101	0.194	141	0.164	181	0.145	221	0.131
22	0.404	62	0.246	102	0.193	142	0.164	182	0.145	222	0.131
23	0.396	63	0.244	103	0.192	143	0.163	183	0.144	223	0.131
24	0.388	64	0.242	104	0.191	144	0.163	184	0.144	224	0.131
25	0.381	65	0.24	105	0.19	145	0.162	185	0.144	225	0.13
26	0.374	66	0.239	106	0.189	146	0.161	186	0.143	226	0.13
27	0.367	67	0.237	107	0.188	147	0.161	187	0.143	227	0.13
28	0.361	68	0.235	108	0.187	148	0.16	188	0.142	228	0.129
29	0.355	69	0.234	109	0.187	149	0.16	189	0.142	229	0.129
30	0.349	70	0.232	110	0.186	150	0.159	190	0.142	230	0.129
31	0.344	71	0.23	111	0.185	151	0.159	191	0.141	231	0.129
32	0.339	72	0.229	112	0.184	152	0.158	192	0.141	232	0.128
33	0.334	73	0.227	113	0.183	153	0.158	193	0.141	233	0.128
34	0.329	74	0.226	114	0.182	154	0.157	194	0.14	234	0.128
35	0.325	75	0.224	115	0.182	155	0.157	195	0.14	235	0.127
36	0.32	76	0.223	116	0.181	156	0.156	196	0.139	236	0.127
37	0.316	77	0.221	117	0.18	157	0.156	197	0.139	237	0.127

38	0.312	78	0.22	118	0.179	158	0.155	198	0.139	238	0.127
39	0.308	79	0.219	119	0.179	159	0.155	199	0.138	239	0.126
40	0.304	80	0.217	120	0.178	160	0.154	200	0.138	240	0.126

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X11.1	12.55	2.077	.598	.456
X11.2	12.27	3.467	.064	.770
X11.3	12.53	2.194	.514	.522
X11.4	12.53	2.078	.581	.468

```
RELIABILITY
  /VARIABLES=X11.1 X11.3 X11.4
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:21:36
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	

Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X11.1 X11.3 X11.4 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.770	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X11.1	8.19	1.752	.591	.704
X11.3	8.17	1.701	.609	.684
X11.4	8.17	1.701	.609	.684

```
RELIABILITY
  /VARIABLES=X12.1 X12.2 X12.3 X12.4 X12.5
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:21:48
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X12.1 X12.2 X12.3 X12.4 X12.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.869	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X12.1	16.62	6.546	.717	.835

X12.2	16.52	6.675	.697	.840
X12.3	16.56	6.595	.682	.844
X12.4	16.56	6.691	.683	.844
X12.5	16.48	6.944	.688	.843

```
RELIABILITY
  /VARIABLES=X13.1 X13.2 X13.3 X13.4 X13.5 X13.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:21:59
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=X13.1 X13.2 X13.3 X13.4 X13.5 X13.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

```
SORT CASES BY PENGARUHIDEALISX13 (A).
SORT CASES BY PENGARUHIDEALISX13 (A).
RELIABILITY
  /VARIABLES=X13.1 X13.2 X13.3 X13.4 X13.5 X13.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created	21-MAR-2024 16:23:33
Comments	

Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X13.1 X13.2 X13.3 X13.4 X13.5 X13.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.774	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X13.1	20.84	7.445	.656	.711
X13.2	20.84	7.349	.588	.723
X13.3	20.90	7.325	.595	.721
X13.4	20.87	6.963	.626	.711
X13.5	20.73	9.563	.044	.850
X13.6	20.97	6.701	.703	.689

```
RELIABILITY
  /VARIABLES=X13.1 X13.2 X13.3 X13.4 X13.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:23:52
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>

	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X13.1 X13.2 X13.3 X13.4 X13.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.850	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X13.1	16.54	6.693	.664	.820
X13.2	16.54	6.481	.631	.826
X13.3	16.60	6.569	.605	.833
X13.4	16.57	6.093	.674	.815
X13.6	16.68	5.913	.733	.798

```
RELIABILITY
  /VARIABLES=X14.1 X14.2 X14.3
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:24:05
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X14.1 X14.2 X14.3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.761	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X14.1	8.26	1.731	.537	.739
X14.2	8.18	1.669	.620	.650
X14.3	8.21	1.494	.623	.644

```
RELIABILITY
  /VARIABLES=X21.1 X21.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:24:19
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X21.1 X21.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.709	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X21.1	3.92	.610	.550	.
X21.2	4.01	.548	.550	.

```
RELIABILITY
  /VARIABLES=X22.1 X22.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:24:29
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X22.1 X22.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.724	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X22.1	4.10	.568	.570	.

X22.2	4.07	.697	.570	.

```
RELIABILITY
  /VARIABLES=X23.1 X23.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:24:39
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=X23.1 X23.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.754	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X23.1	4.08	.552	.607	.
X23.2	4.17	.643	.607	.

```
RELIABILITY
  /VARIABLES=X24.1 X24.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:24:48
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X24.1 X24.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

Scale: ALL VARIABLES

Case Processing Summary

	N	%

Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.697	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X24.1	4.06	.612	.537	.
X24.2	4.14	.508	.537	.

```
RELIABILITY
  /VARIABLES=X25.1 X25.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:24:57
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>

	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X25.1 X25.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.649	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X25.1	4.15	.573	.481	.
X25.2	4.10	.606	.481	.

```
RELIABILITY
  /VARIABLES=X31.1 X31.2 X31.3 X31.4 X31.5 X31.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:25:07
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=X31.1 X31.2 X31.3 X31.4 X31.5 X31.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

```
SORT CASES BY KETERLIBATANX31 (A).
DATASET ACTIVATE DataSet7.

SAVE OUTFILE='G:\My Drive\2024\rizky\dataWD2.sav'
  /COMPRESSED.
RELIABILITY
  /VARIABLES=X31.1 X31.2 X31.3 X31.4 X31.5 X31.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:26:02
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav

	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X31.1 X31.2 X31.3 X31.4 X31.5 X31.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.802	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X31.1	20.77	8.563	.600	.763
X31.2	20.72	7.817	.723	.732
X31.3	20.70	7.810	.709	.735
X31.4	20.72	8.086	.625	.756
X31.5	20.70	7.960	.689	.741
X31.6	20.57	10.420	.102	.871

```
RELIABILITY
  /VARIABLES=X31.1 X31.2 X31.3 X31.4 X31.5
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:26:23
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>

	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X31.1 X31.2 X31.3 X31.4 X31.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.871	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X31.1	16.50	7.272	.655	.853
X31.2	16.46	6.693	.745	.831
X31.3	16.43	6.690	.729	.835
X31.4	16.46	6.904	.655	.854
X31.5	16.44	6.864	.699	.843

```
RELIABILITY
  /VARIABLES=X32.1 X32.2 X32.3 X32.4 X32.5 X32.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:26:36
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X32.1 X32.2 X32.3 X32.4 X32.5 X32.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.899	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X32.1	20.42	11.150	.762	.878

X32.2	20.52	10.906	.692	.887
X32.3	20.52	10.983	.689	.887
X32.4	20.43	10.747	.700	.886
X32.5	20.45	10.423	.754	.877
X32.6	20.56	10.268	.775	.874

```
RELIABILITY
  /VARIABLES=X33.1 X33.2 X33.3
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:26:46
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=X33.1 X33.2 X33.3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.744	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X33.1	8.35	1.903	.564	.667
X33.2	8.37	1.909	.573	.656
X33.3	8.27	2.063	.576	.655

RELIABILITY

/VARIABLES=X34.1 X34.2 X34.3 X34.4 X34.5 X34.6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

Reliability

Notes

Output Created		21-MAR-2024 16:26:56
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X34.1 X34.2 X34.3 X34.4 X34.5 X34.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.879	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X34.1	20.33	9.840	.706	.855
X34.2	20.32	10.260	.661	.862
X34.3	20.47	9.944	.660	.862
X34.4	20.51	9.618	.660	.863
X34.5	20.35	9.288	.730	.850
X34.6	20.49	9.579	.703	.855

```
RELIABILITY
  /VARIABLES=Y11.1 Y11.2 Y11.3
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:27:07
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y11.1 Y11.2 Y11.3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.746	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y11.1	8.07	1.697	.600	.632
Y11.2	8.10	1.960	.606	.625
Y11.3	8.13	2.117	.520	.719

```
RELIABILITY
  /VARIABLES=Y12.1 Y12.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:27:17
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7

	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y12.1 Y12.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.642	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y12.1	4.09	.521	.476	.
Y12.2	4.10	.664	.476	.

```
RELIABILITY
  /VARIABLES=Y13.1 Y13.2 Y13.3
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:27:27
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y13.1 Y13.2 Y13.3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.845	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted

Y13.1	8.12	2.013	.741	.757
Y13.2	8.17	2.066	.689	.807
Y13.3	8.20	2.046	.707	.790

```
RELIABILITY
  /VARIABLES=Y14.1 Y14.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:27:36
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=Y14.1 Y14.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.749	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y14.1	4.17	.701	.599	.
Y14.2	4.03	.663	.599	.

```
RELIABILITY
  /VARIABLES=Y21.1 Y21.2
  /SCALE('ALL VARIABLES') ALL
```

/MODEL=ALPHA
/SUMMARY=TOTAL.

Reliability

Notes

Output Created		21-MAR-2024 16:27:51
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y21.1 Y21.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.759	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y21.1	3.97	.720	.612	.
Y21.2	4.04	.729	.612	.

```
RELIABILITY
  /VARIABLES=Y22.1 Y22.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created	21-MAR-2024 16:28:00
Comments	

Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y22.1 Y22.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.737	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y22.1	4.10	.568	.584	.
Y22.2	4.10	.587	.584	.

```
RELIABILITY
  /VARIABLES=Y23.1 Y23.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		21-MAR-2024 16:28:10
Comments		
Input	Data	G:\My Drive\2024\rizky\dataWD2.sav
	Active Dataset	DataSet7
	Filter	<none>

	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	105
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y23.1 Y23.2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.675	2

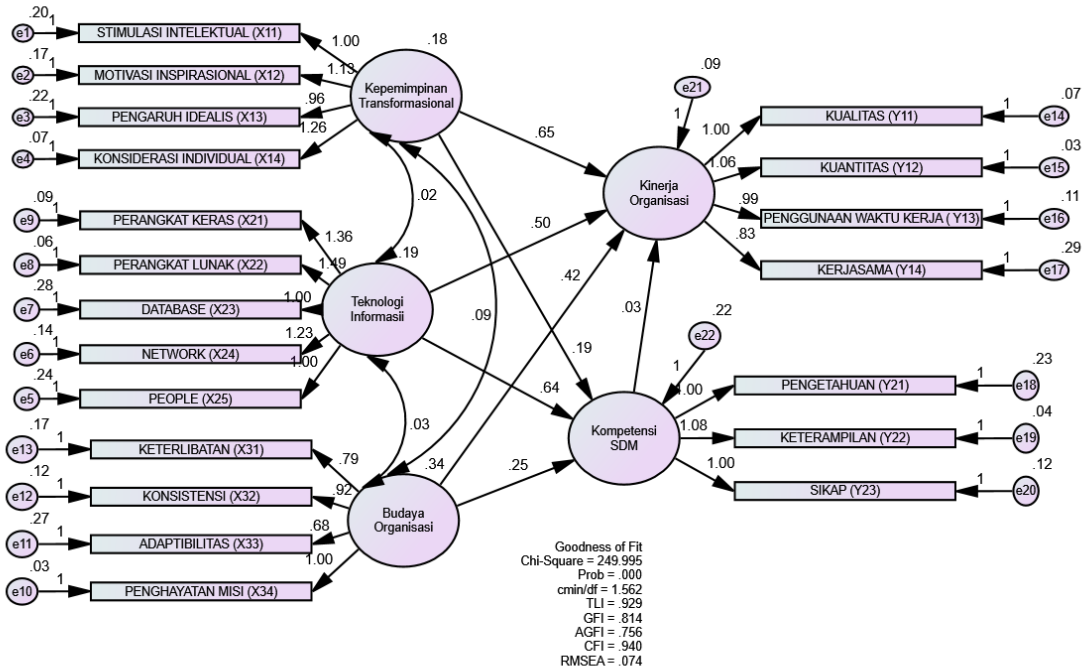
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y23.1	4.11	.564	.510	.
Y23.2	4.05	.623	.510	.

BAGIAN V

PENGUJIAN GOODNESS OF FIT

Goodness-Of-Fit (GOF)	Hasil Analisis	*Cut Off Value*	Evaluasi Model
Chi-square	χ^2 = 249.995 P = 0.000	Probabilitas ≥ 0,05	Kurang Baik
TLI	0.929	TLI > 0.90	Baik
GFI	0.814	GFI > 0.90	Mendekati
AGFI	0.756	AGFI > 0.90	Mendekati
CFI	0.940	CFI > 0.90	Baik
RMSEA	0.074	RMSEA ≤ 0.08	baik



BAGIAN VI

PENGUJIAN HIPOTESIS

			Estimate	S.E.	C.R.	P	Label
Kompetensi_SDM	<---	Budaya_Organisasi	.252	.098	2.580	.010	
Kompetensi_SDM	<---	Teknologi_Informasii	.636	.146	4.346	***	
Kompetensi_SDM	<---	Kepemimpinan_Transformasional	.190	.138	1.377	.168	
Kinerja_Organisasi	<---	Kepemimpinan_Transformasional	.647	.120	5.415	***	
Kinerja_Organisasi	<---	Teknologi_Informasii	.499	.113	4.410	***	
Kinerja_Organisasi	<---	Budaya_Organisasi	.423	.073	5.782	***	
Kinerja_Organisasi	<---	Kompetensi_SDM	.029	.079	.364	.716	
STIMULASIINTELEKTUALX11	<---	Kepemimpinan_Transformasional	1.000				
MOTIVASIINSPIRASIONALX12	<---	Kepemimpinan_Transformasional	1.130	.162	6.978	***	
PENGARUHIDEALISX13	<---	Kepemimpinan_Transformasional	.964	.158	6.122	***	
KONSIDERASIINDIVIDUALX14	<---	Kepemimpinan_Transformasional	1.259	.161	7.801	***	
PEOPLEX25	<---	Teknologi_Informasii	1.000				
NETWORKX24	<---	Teknologi_Informasii	1.230	.164	7.498	***	
DATABASEX23	<---	Teknologi_Informasii	1.003	.168	5.983	***	
PERANGKATLUNAKX22	<---	Teknologi_Informasii	1.494	.181	8.244	***	
PERANGKATKERASX2	<--	Teknologi_Informasii	1.360	.1	7.99	***	

			Estimate	S.E.	C.R.	P	Label
1	-			70	7		
PENGHAYATANMISIX34	<---	Budaya_Organisasi	1.000				
ADAPTIBILITASX33	<---	Budaya_Organisasi	.676	.095	7.102	***	
KONSISTENSIX32	<---	Budaya_Organisasi	.924	.075	12.258	***	
KETERLIBATANX31	<---	Budaya_Organisasi	.795	.080	9.899	***	
KUALITASY11	<---	Kinerja_Organisasi	1.000				
KUANTITASY12	<---	Kinerja_Organisasi	1.058	.057	18.556	***	
PENGGUNAANWAKTUKERJAY13	<---	Kinerja_Organisasi	.994	.072	13.852	***	
KERJASAMAY14	<---	Kinerja_Organisasi	.831	.097	8.544	***	
PENGETAHUANY21	<---	Kompetensi_SDM	1.000				
KETERAMPILANY22	<---	Kompetensi_SDM	1.085	.105	10.293	***	
SIKAPY23	<---	Kompetensi_SDM	.998	.104	9.589	***	

BAGIAN VII

PENGUJIAN HASIL PENELITIAN

Tabel Frekuensi

X11.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	28	26.7	26.7	26.7
	S	69	65.7	65.7	92.4
	SS	8	7.6	7.6	100.0
	Total	105	100.0	100.0	

X11.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	9	8.6	8.6	8.6
	S	58	55.2	55.2	63.8
	SS	38	36.2	36.2	100.0
	Total	105	100.0	100.0	

X11.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	28	26.7	26.7	26.7
	S	73	69.5	69.5	96.2
	SS	4	3.8	3.8	100.0
	Total	105	100.0	100.0	

X11.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.9	1.9	1.9
	N	84	80.0	80.0	81.9
	S	19	18.1	18.1	100.0

	Total	105	100.0	100.0	

STIMULASI INTELEKTUAL (X11)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	1.9	1.9	1.9
	3.25	5	4.8	4.8	6.7
	3.50	27	25.7	25.7	32.4
	3.75	34	32.4	32.4	64.8
	4.00	29	27.6	27.6	92.4
	4.25	8	7.6	7.6	100.0
	Total	105	100.0	100.0	

X12.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	7.6	7.6	7.6
	N	72	68.6	68.6	76.2
	S	24	22.9	22.9	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X12.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.8	4.8	4.8
	N	73	69.5	69.5	74.3
	S	27	25.7	25.7	100.0
	Total	105	100.0	100.0	

X12.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	19	18.1	18.1	18.1

	N	65	61.9	61.9	80.0
	S	19	18.1	18.1	98.1
	SS	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

X12.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	3.8	3.8	3.8
	N	74	70.5	70.5	74.3
	S	27	25.7	25.7	100.0
	Total	105	100.0	100.0	

X12.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.8	4.8	4.8
	N	61	58.1	58.1	62.9
	S	34	32.4	32.4	95.2
	SS	5	4.8	4.8	100.0
	Total	105	100.0	100.0	

MOTIVASI INSPIRASIONAL (X12)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.40	2	1.9	1.9	1.9
	2.60	4	3.8	3.8	5.7
	2.80	17	16.2	16.2	21.9
	3.00	25	23.8	23.8	45.7
	3.20	19	18.1	18.1	63.8
	3.40	19	18.1	18.1	81.9
	3.60	6	5.7	5.7	87.6
	3.80	8	7.6	7.6	95.2
	4.00	1	1.0	1.0	96.2

	4.20	3	2.9	2.9	99.0
	4.40	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X13.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.9	1.9	1.9
	N	75	71.4	71.4	73.3
	S	28	26.7	26.7	100.0
	Total	105	100.0	100.0	

X13.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	2.9	2.9	2.9
	N	73	69.5	69.5	72.4
	S	25	23.8	23.8	96.2
	SS	4	3.8	3.8	100.0
	Total	105	100.0	100.0	

X13.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	3.8	3.8	3.8
	N	73	69.5	69.5	73.3
	S	28	26.7	26.7	100.0
	Total	105	100.0	100.0	

X13.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	6.7	6.7	6.7
	N	70	66.7	66.7	73.3

	S	21	20.0	20.0	93.3
	SS	7	6.7	6.7	100.0
	Total	105	100.0	100.0	

X13.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	3.8	3.8	3.8
	N	67	63.8	63.8	67.6
	S	34	32.4	32.4	100.0
	Total	105	100.0	100.0	

X13.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	10	9.5	9.5	10.5
	N	72	68.6	68.6	79.0
	S	21	20.0	20.0	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

PENGARUH IDEALIS (X13)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.33	1	1.0	1.0	1.0
	2.50	2	1.9	1.9	2.9
	2.67	1	1.0	1.0	3.8
	2.83	4	3.8	3.8	7.6
	3.00	36	34.3	34.3	41.9
	3.17	17	16.2	16.2	58.1
	3.33	19	18.1	18.1	76.2
	3.50	9	8.6	8.6	84.8
	3.67	4	3.8	3.8	88.6

	3.83	7	6.7	6.7	95.2
	4.00	3	2.9	2.9	98.1
	4.17	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

X14.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.8	4.8	4.8
	N	73	69.5	69.5	74.3
	S	27	25.7	25.7	100.0
	Total	105	100.0	100.0	

X14.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.9	1.9	1.9
	TS	8	7.6	7.6	9.5
	N	70	66.7	66.7	76.2
	S	23	21.9	21.9	98.1
	SS	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

X14.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.9	1.9	1.9
	TS	13	12.4	12.4	14.3
	N	66	62.9	62.9	77.1
	S	21	20.0	20.0	97.1
	SS	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

KONSIDERASI INDIVIDUAL (X14)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.67	1	1.0	1.0	1.0
	2.33	4	3.8	3.8	4.8
	2.67	17	16.2	16.2	21.0
	3.00	43	41.0	41.0	61.9
	3.33	20	19.0	19.0	81.0
	3.67	9	8.6	8.6	89.5
	4.00	7	6.7	6.7	96.2
	4.33	3	2.9	2.9	99.0
	4.67	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

KEPEMIMPINAN TRANSFORMASIONAL (X1)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.73	1	1.0	1.0	1.0
	2.85	1	1.0	1.0	1.9
	2.89	1	1.0	1.0	2.9
	2.94	1	1.0	1.0	3.8
	2.94	1	1.0	1.0	4.8
	2.96	1	1.0	1.0	5.7
	2.99	1	1.0	1.0	6.7
	2.99	1	1.0	1.0	7.6
	3.00	1	1.0	1.0	8.6
	3.01	1	1.0	1.0	9.5
	3.05	1	1.0	1.0	10.5
	3.05	1	1.0	1.0	11.4
	3.06	1	1.0	1.0	12.4
	3.06	1	1.0	1.0	13.3
	3.06	1	1.0	1.0	14.3
	3.06	1	1.0	1.0	15.2
	3.06	1	1.0	1.0	16.2
	3.09	1	1.0	1.0	17.1

	3.11	1	1.0	1.0	18.1
	3.11	2	1.9	1.9	20.0
	3.12	2	1.9	1.9	21.9
	3.12	1	1.0	1.0	22.9
	3.12	1	1.0	1.0	23.8
	3.12	1	1.0	1.0	24.8
	3.16	1	1.0	1.0	25.7
	3.17	1	1.0	1.0	26.7
	3.17	1	1.0	1.0	27.6
	3.17	1	1.0	1.0	28.6
	3.17	1	1.0	1.0	29.5
	3.17	3	2.9	2.9	32.4
	3.17	3	2.9	2.9	35.2
	3.18	1	1.0	1.0	36.2
	3.22	2	1.9	1.9	38.1
	3.22	1	1.0	1.0	39.0
	3.23	3	2.9	2.9	41.9
	3.23	1	1.0	1.0	42.9
	3.27	2	1.9	1.9	44.8
	3.27	2	1.9	1.9	46.7
	3.27	1	1.0	1.0	47.6
	3.28	1	1.0	1.0	48.6
	3.28	1	1.0	1.0	49.5
	3.28	2	1.9	1.9	51.4
	3.28	1	1.0	1.0	52.4
	3.28	1	1.0	1.0	53.3
	3.28	1	1.0	1.0	54.3
	3.29	1	1.0	1.0	55.2
	3.33	1	1.0	1.0	56.2
	3.33	3	2.9	2.9	59.0
	3.33	1	1.0	1.0	60.0
	3.34	2	1.9	1.9	61.9
	3.34	1	1.0	1.0	62.9
	3.38	1	1.0	1.0	63.8

	3.38	1	1.0	1.0	64.8
	3.39	1	1.0	1.0	65.7
	3.39	1	1.0	1.0	66.7
	3.40	1	1.0	1.0	67.6
	3.40	1	1.0	1.0	68.6
	3.41	1	1.0	1.0	69.5
	3.44	1	1.0	1.0	70.5
	3.44	2	1.9	1.9	72.4
	3.45	1	1.0	1.0	73.3
	3.49	1	1.0	1.0	74.3
	3.50	1	1.0	1.0	75.2
	3.50	1	1.0	1.0	76.2
	3.52	1	1.0	1.0	77.1
	3.54	1	1.0	1.0	78.1
	3.55	1	1.0	1.0	79.0
	3.56	1	1.0	1.0	80.0
	3.56	1	1.0	1.0	81.0
	3.60	1	1.0	1.0	81.9
	3.61	1	1.0	1.0	82.9
	3.62	1	1.0	1.0	83.8
	3.62	1	1.0	1.0	84.8
	3.62	1	1.0	1.0	85.7
	3.66	1	1.0	1.0	86.7
	3.67	1	1.0	1.0	87.6
	3.67	1	1.0	1.0	88.6
	3.67	1	1.0	1.0	89.5
	3.71	1	1.0	1.0	90.5
	3.79	1	1.0	1.0	91.4
	3.83	1	1.0	1.0	92.4
	3.84	1	1.0	1.0	93.3
	3.85	1	1.0	1.0	94.3
	3.88	1	1.0	1.0	95.2
	3.88	1	1.0	1.0	96.2
	3.89	1	1.0	1.0	97.1

	3.89	1	1.0	1.0	98.1
	3.89	1	1.0	1.0	99.0
	3.99	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X21.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	10	9.5	9.5	10.5
	N	67	63.8	63.8	74.3
	S	15	14.3	14.3	88.6
	SS	12	11.4	11.4	100.0
	Total	105	100.0	100.0	

X21.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	7.6	7.6	7.6
	N	67	63.8	63.8	71.4
	S	22	21.0	21.0	92.4
	SS	8	7.6	7.6	100.0
	Total	105	100.0	100.0	

PERANGKAT KERAS (X21)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.50	1	1.0	1.0	1.0
	2.00	2	1.9	1.9	2.9
	2.50	13	12.4	12.4	15.2
	3.00	55	52.4	52.4	67.6
	3.50	11	10.5	10.5	78.1
	4.00	8	7.6	7.6	85.7
	4.50	10	9.5	9.5	95.2

	5.00	5	4.8	4.8	100.0
	Total	105	100.0	100.0	

X22.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	8.6	8.6	8.6
	N	63	60.0	60.0	68.6
	S	32	30.5	30.5	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X22.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.9	1.9	1.9
	TS	22	21.0	21.0	22.9
	N	47	44.8	44.8	67.6
	S	32	30.5	30.5	98.1
	SS	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

PERANGKAT LUNAK (X22)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	5.7	5.7	5.7
	2.50	19	18.1	18.1	23.8
	3.00	40	38.1	38.1	61.9
	3.50	17	16.2	16.2	78.1
	4.00	20	19.0	19.0	97.1
	4.50	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

X23.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.9	1.9	1.9
	TS	7	6.7	6.7	8.6
	N	70	66.7	66.7	75.2
	S	25	23.8	23.8	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X23.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	17	16.2	16.2	16.2
	N	59	56.2	56.2	72.4
	S	25	23.8	23.8	96.2
	SS	4	3.8	3.8	100.0
	Total	105	100.0	100.0	

DATABASE (X23)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.50	1	1.0	1.0	1.0
	2.00	3	2.9	2.9	3.8
	2.50	18	17.1	17.1	21.0
	3.00	50	47.6	47.6	68.6
	3.50	12	11.4	11.4	80.0
	4.00	17	16.2	16.2	96.2
	4.50	3	2.9	2.9	99.0
	5.00	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X24.1

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	STS	1	1.0	1.0	1.0
	TS	6	5.7	5.7	6.7
	N	76	72.4	72.4	79.0
	S	20	19.0	19.0	98.1
	SS	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

X24.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	15	14.3	14.3	14.3
	N	62	59.0	59.0	73.3
	S	28	26.7	26.7	100.0
	Total	105	100.0	100.0	

NETWORK (X24)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	1.9	1.9	1.9
	2.50	18	17.1	17.1	19.0
	3.00	47	44.8	44.8	63.8
	3.50	27	25.7	25.7	89.5
	4.00	9	8.6	8.6	98.1
	4.50	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

X25.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	5.7	5.7	5.7
	N	66	62.9	62.9	68.6
	S	19	18.1	18.1	86.7
	SS	14	13.3	13.3	100.0
	Total	105	100.0	100.0	

X25.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	6	5.7	5.7	6.7
	N	66	62.9	62.9	69.5
	S	29	27.6	27.6	97.1
	SS	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

PEOPLE (X25)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	2.50	12	11.4	11.4	12.4
	3.00	47	44.8	44.8	57.1
	3.50	21	20.0	20.0	77.1
	4.00	12	11.4	11.4	88.6
	4.50	11	10.5	10.5	99.0
	5.00	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

INSTRUMEN teknologi (X2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.25	1	1.0	1.0	1.0
	2.32	1	1.0	1.0	1.9
	2.50	2	1.9	1.9	3.8
	2.60	1	1.0	1.0	4.8
	2.61	2	1.9	1.9	6.7
	2.68	3	2.9	2.9	9.5
	2.70	3	2.9	2.9	12.4
	2.71	2	1.9	1.9	14.3
	2.79	6	5.7	5.7	20.0
	2.82	3	2.9	2.9	22.9

	2.86	1	1.0	1.0	23.8
	2.89	9	8.6	8.6	32.4
	2.93	2	1.9	1.9	34.3
	3.00	17	16.2	16.2	50.5
	3.04	2	1.9	1.9	52.4
	3.07	1	1.0	1.0	53.3
	3.11	4	3.8	3.8	57.1
	3.14	4	3.8	3.8	61.0
	3.18	1	1.0	1.0	61.9
	3.20	2	1.9	1.9	63.8
	3.21	1	1.0	1.0	64.8
	3.29	4	3.8	3.8	68.6
	3.32	4	3.8	3.8	72.4
	3.36	1	1.0	1.0	73.3
	3.39	2	1.9	1.9	75.2
	3.43	2	1.9	1.9	77.1
	3.50	2	1.9	1.9	79.0
	3.79	1	1.0	1.0	80.0
	3.90	1	1.0	1.0	81.0
	3.93	2	1.9	1.9	82.9
	3.96	1	1.0	1.0	83.8
	4.00	3	2.9	2.9	86.7
	4.11	8	7.6	7.6	94.3
	4.18	1	1.0	1.0	95.2
	4.20	1	1.0	1.0	96.2
	4.30	1	1.0	1.0	97.1
	4.32	1	1.0	1.0	98.1
	4.39	1	1.0	1.0	99.0
	4.40	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X31.1

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	TS	8	7.6	7.6	7.6
	N	69	65.7	65.7	73.3
	S	25	23.8	23.8	97.1
	SS	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

X31.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.8	4.8	4.8
	N	61	58.1	58.1	62.9
	S	34	32.4	32.4	95.2
	SS	5	4.8	4.8	100.0
	Total	105	100.0	100.0	

X31.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	5	4.8	4.8	5.7
	N	67	63.8	63.8	69.5
	S	24	22.9	22.9	92.4
	SS	8	7.6	7.6	100.0
	Total	105	100.0	100.0	

X31.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	3.8	3.8	3.8
	N	62	59.0	59.0	62.9
	S	26	24.8	24.8	87.6
	SS	13	12.4	12.4	100.0
	Total	105	100.0	100.0	

X31.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	20	19.0	19.0	19.0
	N	74	70.5	70.5	89.5
	S	11	10.5	10.5	100.0
	Total	105	100.0	100.0	

X31.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	13	12.4	12.4	12.4
	N	70	66.7	66.7	79.0
	S	20	19.0	19.0	98.1
	SS	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

KETERLIBATAN (X31)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.17	1	1.0	1.0	1.0
	2.33	2	1.9	1.9	2.9
	2.50	1	1.0	1.0	3.8
	2.67	6	5.7	5.7	9.5
	2.83	16	15.2	15.2	24.8
	3.00	24	22.9	22.9	47.6
	3.17	19	18.1	18.1	65.7
	3.33	10	9.5	9.5	75.2
	3.50	4	3.8	3.8	79.0
	3.67	4	3.8	3.8	82.9
	3.83	1	1.0	1.0	83.8
	4.00	5	4.8	4.8	88.6
	4.17	9	8.6	8.6	97.1
	4.33	3	2.9	2.9	100.0

	Total	105	100.0	100.0	

X32.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	6.7	6.7	6.7
	N	71	67.6	67.6	74.3
	S	26	24.8	24.8	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X32.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	3.8	3.8	3.8
	N	65	61.9	61.9	65.7
	S	36	34.3	34.3	100.0
	Total	105	100.0	100.0	

X32.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	5.7	5.7	5.7
	N	64	61.0	61.0	66.7
	S	27	25.7	25.7	92.4
	SS	8	7.6	7.6	100.0
	Total	105	100.0	100.0	

X32.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	6.7	6.7	6.7
	N	62	59.0	59.0	65.7
	S	32	30.5	30.5	96.2

	SS	4	3.8	3.8	100.0
	Total	105	100.0	100.0	

X32.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.8	4.8	4.8
	N	60	57.1	57.1	61.9
	S	37	35.2	35.2	97.1
	SS	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

X32.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.9	1.9	1.9
	N	68	64.8	64.8	66.7
	S	34	32.4	32.4	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

KONSISTENSI (X32)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.50	2	1.9	1.9	1.9
	2.67	3	2.9	2.9	4.8
	2.83	11	10.5	10.5	15.2
	3.00	16	15.2	15.2	30.5
	3.17	26	24.8	24.8	55.2
	3.33	16	15.2	15.2	70.5
	3.50	7	6.7	6.7	77.1
	3.67	3	2.9	2.9	80.0
	3.83	10	9.5	9.5	89.5
	4.00	4	3.8	3.8	93.3

	4.17	5	4.8	4.8	98.1
	4.50	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

X33.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	2.9	2.9	2.9
	N	61	58.1	58.1	61.0
	S	35	33.3	33.3	94.3
	SS	6	5.7	5.7	100.0
	Total	105	100.0	100.0	

X33.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.8	4.8	4.8
	N	78	74.3	74.3	79.0
	S	21	20.0	20.0	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X33.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	14	13.3	13.3	13.3
	N	73	69.5	69.5	82.9
	S	18	17.1	17.1	100.0
	Total	105	100.0	100.0	

ADAPTIBILITAS (X33)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.33	2	1.9	1.9	1.9

	2.67	11	10.5	10.5	12.4
	3.00	44	41.9	41.9	54.3
	3.33	28	26.7	26.7	81.0
	3.67	10	9.5	9.5	90.5
	4.00	7	6.7	6.7	97.1
	4.33	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

X34.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.8	4.8	4.8
	N	81	77.1	77.1	81.9
	S	19	18.1	18.1	100.0
	Total	105	100.0	100.0	

X34.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	11	10.5	10.5	11.4
	N	61	58.1	58.1	69.5
	S	31	29.5	29.5	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X34.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	5.7	5.7	5.7
	TS	7	6.7	6.7	12.4
	N	71	67.6	67.6	80.0
	S	20	19.0	19.0	99.0
	SS	1	1.0	1.0	100.0

	Total	105	100.0	100.0	

X34.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.9	1.9	1.9
	TS	10	9.5	9.5	11.4
	N	69	65.7	65.7	77.1
	S	16	15.2	15.2	92.4
	SS	8	7.6	7.6	100.0
	Total	105	100.0	100.0	

X34.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	2.9	2.9	2.9
	TS	10	9.5	9.5	12.4
	N	68	64.8	64.8	77.1
	S	23	21.9	21.9	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

X34.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	10	9.5	9.5	10.5
	N	67	63.8	63.8	74.3
	S	26	24.8	24.8	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

PENGHAYATAN MISI (X34)

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	1.67	1	1.0	1.0	1.0
	2.17	1	1.0	1.0	1.9
	2.50	5	4.8	4.8	6.7
	2.67	9	8.6	8.6	15.2
	2.83	15	14.3	14.3	29.5
	3.00	36	34.3	34.3	63.8
	3.17	7	6.7	6.7	70.5
	3.33	6	5.7	5.7	76.2
	3.50	4	3.8	3.8	80.0
	3.67	7	6.7	6.7	86.7
	3.83	6	5.7	5.7	92.4
	4.00	5	4.8	4.8	97.1
	4.17	2	1.9	1.9	99.0
	4.33	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

BUDAYA ORGANISASI (X3)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.62	2	1.9	1.9	1.9
	2.72	1	1.0	1.0	2.9
	2.77	1	1.0	1.0	3.8
	2.80	2	1.9	1.9	5.7
	2.81	1	1.0	1.0	6.7
	2.85	2	1.9	1.9	8.6
	2.85	1	1.0	1.0	9.5
	2.86	1	1.0	1.0	10.5
	2.86	4	3.8	3.8	14.3
	2.87	2	1.9	1.9	16.2
	2.90	1	1.0	1.0	17.1
	2.91	2	1.9	1.9	19.0
	2.91	1	1.0	1.0	20.0
	2.95	1	1.0	1.0	21.0
	2.95	1	1.0	1.0	21.9

	2.95	4	3.8	3.8	25.7
	2.95	2	1.9	1.9	27.6
	2.99	1	1.0	1.0	28.6
	3.00	3	2.9	2.9	31.4
	3.00	7	6.7	6.7	38.1
	3.01	2	1.9	1.9	40.0
	3.01	1	1.0	1.0	41.0
	3.05	3	2.9	2.9	43.8
	3.05	2	1.9	1.9	45.7
	3.05	2	1.9	1.9	47.6
	3.06	1	1.0	1.0	48.6
	3.09	2	1.9	1.9	50.5
	3.09	2	1.9	1.9	52.4
	3.10	2	1.9	1.9	54.3
	3.11	1	1.0	1.0	55.2
	3.14	2	1.9	1.9	57.1
	3.14	3	2.9	2.9	60.0
	3.15	1	1.0	1.0	61.0
	3.18	1	1.0	1.0	61.9
	3.19	1	1.0	1.0	62.9
	3.19	1	1.0	1.0	63.8
	3.19	1	1.0	1.0	64.8
	3.19	1	1.0	1.0	65.7
	3.23	2	1.9	1.9	67.6
	3.24	1	1.0	1.0	68.6
	3.28	2	1.9	1.9	70.5
	3.29	2	1.9	1.9	72.4
	3.29	1	1.0	1.0	73.3
	3.33	1	1.0	1.0	74.3
	3.33	1	1.0	1.0	75.2
	3.38	1	1.0	1.0	76.2
	3.38	1	1.0	1.0	77.1
	3.38	1	1.0	1.0	78.1
	3.39	1	1.0	1.0	79.0

	3.49	1	1.0	1.0	80.0
	3.72	1	1.0	1.0	81.0
	3.77	1	1.0	1.0	81.9
	3.80	1	1.0	1.0	82.9
	3.81	1	1.0	1.0	83.8
	3.81	1	1.0	1.0	84.8
	3.85	2	1.9	1.9	86.7
	3.85	1	1.0	1.0	87.6
	3.89	2	1.9	1.9	89.5
	3.89	1	1.0	1.0	90.5
	3.90	2	1.9	1.9	92.4
	3.90	1	1.0	1.0	93.3
	3.96	2	1.9	1.9	95.2
	4.05	1	1.0	1.0	96.2
	4.13	1	1.0	1.0	97.1
	4.14	1	1.0	1.0	98.1
	4.18	1	1.0	1.0	99.0
	4.19	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

Y11.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	8	7.6	7.6	8.6
	N	60	57.1	57.1	65.7
	S	31	29.5	29.5	95.2
	SS	5	4.8	4.8	100.0
	Total	105	100.0	100.0	

Y11.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	10	9.5	9.5	9.5

	N	54	51.4	51.4	61.0
	S	39	37.1	37.1	98.1
	SS	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

Y11.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	6.7	6.7	6.7
	N	51	48.6	48.6	55.2
	S	38	36.2	36.2	91.4
	SS	9	8.6	8.6	100.0
	Total	105	100.0	100.0	

KUALITAS (Y11)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.33	6	5.7	5.7	5.7
	2.67	13	12.4	12.4	18.1
	3.00	21	20.0	20.0	38.1
	3.33	31	29.5	29.5	67.6
	3.67	7	6.7	6.7	74.3
	4.00	20	19.0	19.0	93.3
	4.33	3	2.9	2.9	96.2
	4.67	3	2.9	2.9	99.0
	5.00	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

Y12.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	2.9	2.9	2.9
	N	68	64.8	64.8	67.6
	S	31	29.5	29.5	97.1

	SS	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

Y12.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	8.6	8.6	8.6
	N	78	74.3	74.3	82.9
	S	18	17.1	17.1	100.0
	Total	105	100.0	100.0	

KUANTITAS (Y12)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	2.50	6	5.7	5.7	6.7
	3.00	62	59.0	59.0	65.7
	3.50	24	22.9	22.9	88.6
	4.00	9	8.6	8.6	97.1
	4.50	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

Y13.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	3.8	3.8	3.8
	N	67	63.8	63.8	67.6
	S	30	28.6	28.6	96.2
	SS	4	3.8	3.8	100.0
	Total	105	100.0	100.0	

Y13.2

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	STS	1	1.0	1.0	1.0
	TS	8	7.6	7.6	8.6
	N	52	49.5	49.5	58.1
	S	38	36.2	36.2	94.3
	SS	6	5.7	5.7	100.0
	Total	105	100.0	100.0	

Y13.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	3.8	3.8	3.8
	TS	4	3.8	3.8	7.6
	N	61	58.1	58.1	65.7
	S	35	33.3	33.3	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

PENGGUNAAN WAKTU KERJA (Y13)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	2.33	5	4.8	4.8	5.7
	2.67	7	6.7	6.7	12.4
	3.00	37	35.2	35.2	47.6
	3.33	22	21.0	21.0	68.6
	3.67	12	11.4	11.4	80.0
	4.00	13	12.4	12.4	92.4
	4.33	6	5.7	5.7	98.1
	4.67	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

Y14.1

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	STS	2	1.9	1.9	1.9
	TS	12	11.4	11.4	13.3
	N	50	47.6	47.6	61.0
	S	25	23.8	23.8	84.8
	SS	16	15.2	15.2	100.0
	Total	105	100.0	100.0	

Y14.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.9	1.9	1.9
	TS	9	8.6	8.6	10.5
	N	56	53.3	53.3	63.8
	S	34	32.4	32.4	96.2
	SS	4	3.8	3.8	100.0
	Total	105	100.0	100.0	

KERJASAMA (Y14)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.5	2	1.9	1.9	1.9
	2.0	3	2.9	2.9	4.8
	2.5	15	14.3	14.3	19.0
	3.0	40	38.1	38.1	57.1
	3.5	10	9.5	9.5	66.7
	4.0	20	19.0	19.0	85.7
	4.5	13	12.4	12.4	98.1
	5.0	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

Y21.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.9	1.9	1.9

	TS	9	8.6	8.6	10.5
	N	64	61.0	61.0	71.4
	S	30	28.6	28.6	100.0
	Total	105	100.0	100.0	

Y21.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	2.9	2.9	2.9
	N	65	61.9	61.9	64.8
	S	36	34.3	34.3	99.0
	SS	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

PENGETAHUAN (Y21)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	2.9	2.9	2.9
	2.50	8	7.6	7.6	10.5
	3.00	42	40.0	40.0	50.5
	3.50	38	36.2	36.2	86.7
	4.00	14	13.3	13.3	100.0
	Total	105	100.0	100.0	

Y22.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	11	10.5	10.5	11.4
	N	62	59.0	59.0	70.5
	S	27	25.7	25.7	96.2
	SS	4	3.8	3.8	100.0
	Total	105	100.0	100.0	

Y22.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	5.7	5.7	5.7
	TS	7	6.7	6.7	12.4
	N	61	58.1	58.1	70.5
	S	18	17.1	17.1	87.6
	SS	13	12.4	12.4	100.0
	Total	105	100.0	100.0	

KETERAMPILAN (Y22)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.5	1	1.0	1.0	1.0
	2.0	6	5.7	5.7	6.7
	2.5	13	12.4	12.4	19.0
	3.0	46	43.8	43.8	62.9
	3.5	17	16.2	16.2	79.0
	4.0	11	10.5	10.5	89.5
	4.5	8	7.6	7.6	97.1
	5.0	3	2.9	2.9	100.0
	Total	105	100.0	100.0	

Y23.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.9	1.9	1.9
	TS	9	8.6	8.6	10.5
	N	73	69.5	69.5	80.0
	S	14	13.3	13.3	93.3
	SS	7	6.7	6.7	100.0
	Total	105	100.0	100.0	

Y23.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	2.9	2.9	2.9
	TS	9	8.6	8.6	11.4
	N	73	69.5	69.5	81.0
	S	18	17.1	17.1	98.1
	SS	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

SIKAP (Y23)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.50	2	1.9	1.9	1.9
	2.00	2	1.9	1.9	3.8
	2.50	17	16.2	16.2	20.0
	3.00	56	53.3	53.3	73.3
	3.50	15	14.3	14.3	87.6
	4.00	7	6.7	6.7	94.3
	4.50	4	3.8	3.8	98.1
	5.00	2	1.9	1.9	100.0
	Total	105	100.0	100.0	

KOMPETENSI SUMBER DAYA MANUSIA (Y2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.37	1	1.0	1.0	1.0
	2.67	1	1.0	1.0	1.9
	2.70	1	1.0	1.0	2.9
	2.74	1	1.0	1.0	3.8
	2.75	2	1.9	1.9	5.7
	2.75	1	1.0	1.0	6.7
	2.76	1	1.0	1.0	7.6
	2.80	1	1.0	1.0	8.6
	2.80	1	1.0	1.0	9.5

	2.82	1	1.0	1.0	10.5
	2.86	1	1.0	1.0	11.4
	2.87	2	1.9	1.9	13.3
	2.88	1	1.0	1.0	14.3
	2.88	2	1.9	1.9	16.2
	2.93	1	1.0	1.0	17.1
	2.93	3	2.9	2.9	20.0
	2.94	1	1.0	1.0	21.0
	2.94	3	2.9	2.9	23.8
	2.95	1	1.0	1.0	24.8
	2.99	3	2.9	2.9	27.6
	3.00	4	3.8	3.8	31.4
	3.01	1	1.0	1.0	32.4
	3.05	1	1.0	1.0	33.3
	3.06	7	6.7	6.7	40.0
	3.07	6	5.7	5.7	45.7
	3.11	3	2.9	2.9	48.6
	3.12	1	1.0	1.0	49.5
	3.13	1	1.0	1.0	50.5
	3.18	1	1.0	1.0	51.4
	3.18	1	1.0	1.0	52.4
	3.19	1	1.0	1.0	53.3
	3.20	1	1.0	1.0	54.3
	3.20	2	1.9	1.9	56.2
	3.23	2	1.9	1.9	58.1
	3.23	1	1.0	1.0	59.0
	3.29	1	1.0	1.0	60.0
	3.30	1	1.0	1.0	61.0
	3.32	2	1.9	1.9	62.9
	3.33	1	1.0	1.0	63.8
	3.36	2	1.9	1.9	65.7
	3.36	1	1.0	1.0	66.7
	3.38	1	1.0	1.0	67.6
	3.43	1	1.0	1.0	68.6

	3.44	1	1.0	1.0	69.5
	3.45	1	1.0	1.0	70.5
	3.49	1	1.0	1.0	71.4
	3.49	1	1.0	1.0	72.4
	3.51	1	1.0	1.0	73.3
	3.55	3	2.9	2.9	76.2
	3.56	1	1.0	1.0	77.1
	3.57	1	1.0	1.0	78.1
	3.61	1	1.0	1.0	79.0
	3.62	3	2.9	2.9	81.9
	3.62	1	1.0	1.0	82.9
	3.68	1	1.0	1.0	83.8
	3.69	1	1.0	1.0	84.8
	3.74	1	1.0	1.0	85.7
	3.75	1	1.0	1.0	86.7
	3.75	2	1.9	1.9	88.6
	3.80	1	1.0	1.0	89.5
	3.81	1	1.0	1.0	90.5
	3.82	1	1.0	1.0	91.4
	3.86	1	1.0	1.0	92.4
	3.87	2	1.9	1.9	94.3
	3.88	1	1.0	1.0	95.2
	3.93	1	1.0	1.0	96.2
	4.31	1	1.0	1.0	97.1
	4.43	1	1.0	1.0	98.1
	4.51	1	1.0	1.0	99.0
	4.57	1	1.0	1.0	100.0
	Total	105	100.0	100.0	

Analisis Regresi dan Korelasi

Correlations

Notes

Output Created	19-MAR-2024 23:02:46
Comments	

Input	Data	G:\My Drive\2024\rizky\data.sav
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	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=KEPEMIMPINANTRANSFORMASIONALX1 INSTRUMENteknologiX2 BUDAYAORGANISASIX3 KINERJAORGANISASIY1 KOMPETENSISUMBERDAYAMANUSIAY2 /PRINT=TWOTAIL NOSIG FULL /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Correlations

	KEPEMIMPINAN TRANSFORMASIONAL (X1)	INSTRUMEN teknologi (X2)	BUDAYA ORGANISASI (X3)	KINERJA ORGANISASI (Y1)	KOMPETENSI SUMBER DAYA MANUSIA (Y2)

KEPEMIMPINAN TRANSFORMASIONAL (X1)	Pearson Correlation	1	.754**	.849**	.396**	.494**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001
	N	105	105	105	105	105
INSTRUMEN teknologi (X2)	Pearson Correlation	.754**	1	.881**	.544**	.630**
	Sig. (2-tailed)	<.001		<.001	<.001	<.001
	N	105	105	105	105	105
BUDAYA ORGANISASI (X3)	Pearson Correlation	.849**	.881**	1	.621**	.708**
	Sig. (2-tailed)	<.001	<.001		<.001	<.001
	N	105	105	105	105	105
KINERJA ORGANISASI (Y1)	Pearson Correlation	.396**	.544**	.621**	1	.925**
	Sig. (2-tailed)	<.001	<.001	<.001		<.001
	N	105	105	105	105	105
KOMPETENSI SUMBER DAYA MANUSIA (Y2)	Pearson Correlation	.494**	.630**	.708**	.925**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	
	N	105	105	105	105	105

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

Regression

Notes

Output Created		19-MAR-2024 23:03:24
Comments		
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KOMPETENSISUMBERDAYA MANUSIAY2 /METHOD=ENTER KEPEMIMPINANTRANSFOR MASIONALX1 INSTRUMENteknologiX2 BUDAYAORGANISASIX3 /SCATTERPLOT=(*ZRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
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	Additional Memory Required for Residual Plots	864 bytes

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method

1	BUDAYA ORGANISASI (X3), KEPEMIMPINAN TRANSFORMASIONAL (X1), INSTRUMEN teknologi (X2)[b]	.	Enter

a. Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.736[a]	.542	.528	.28384

a. Predictors: (Constant), BUDAYA ORGANISASI (X3), KEPEMIMPINAN TRANSFORMASIONAL (X1), INSTRUMEN teknologi (X2)

b. Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.622	3	3.207	39.813	<.001[b]
	Residual	8.137	101	.081		
	Total	17.759	104			

a. Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)

b. Predictors: (Constant), BUDAYA ORGANISASI (X3), KEPEMIMPINAN TRANSFORMASIONAL (X1), INSTRUMEN teknologi (X2)

Coefficients[a]

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Collinearity Statistics

		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.755	.376		4.666	<.001		
	KEPEMIMPINAN TRANSFORMASIONAL (X1)	-.592	.197	-.382	-3.001	.003	.280	3.575
	INSTRUMEN teknologi (X2)	.029	.114	.037	.259	.796	.223	4.480
	BUDAYA ORGANISASI (X3)	1.050	.186	1.000	5.644	<.001	.145	6.914

a. Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	KEPEMIMPINAN TRANSFORMASIONAL (X1)	INSTRUMEN teknologi (X2)	BUDAYA ORGANISASI (X3)
1	1	3.983	1.000	.00	.00	.00	.00
	2	.014	16.980	.19	.00	.17	.01
	3	.002	40.833	.44	.13	.72	.29
	4	.001	60.261	.37	.86	.11	.70

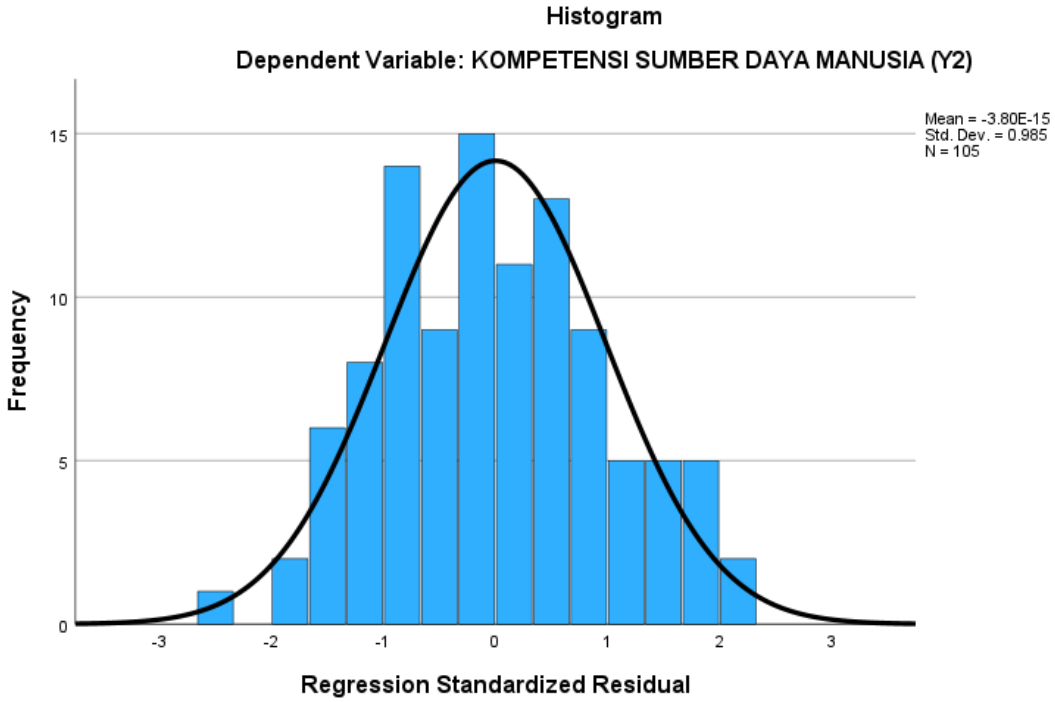
a. Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.9015	4.2576	3.2624	.30418	105
Residual	-.66639	.63646	.00000	.27971	105
Std. Predicted Value	-1.186	3.272	.000	1.000	105
Std. Residual	-2.348	2.242	.000	.985	105

a. Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)

Charts


Histogram
Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)
Mean = -3.80E-15
Std. Dev. = 0.985
N = 105
Frequency
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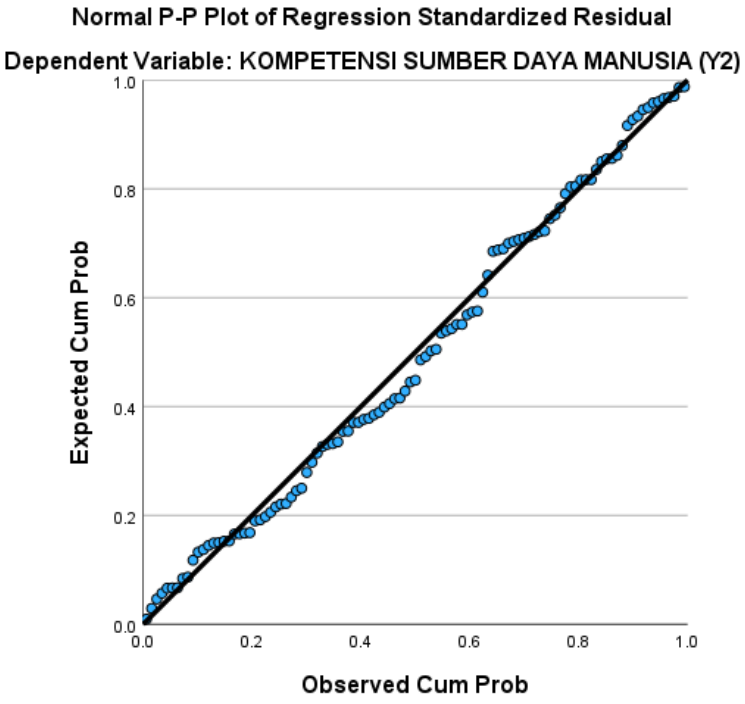
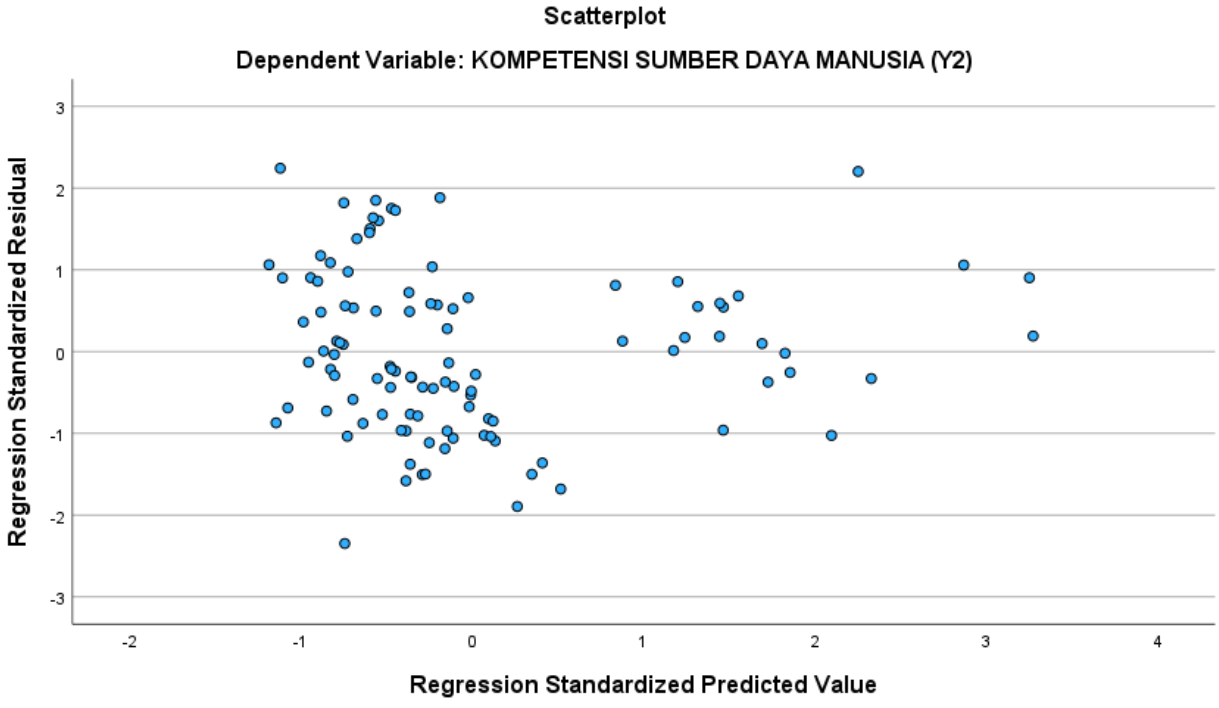
10
5
0
-3
-2
-1
0
1
2
3
Regression Standardized Residual


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)
Expected Cum Prob
Observed Cum Prob
0.0
0.2
0.4
0.6
0.8
1.0


Scatterplot
Dependent Variable: KOMPETENSI SUMBER DAYA MANUSIA (Y2)
Regression Standardized Residual
Regression Standardized Predicted Value
3
2
1
0
-1
-2
-3
-2
-1
0
1
2
3
4

Regression

Notes

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	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KINERJAORGANISASIY1 /METHOD=ENTER KEPEMIMPINANTRANSFOR MASIONALX1 INSTRUMENteknologiX2 BUDAYAORGANISASIX3 KOMPETENSISUMBERDAYA MANUSIAY2 /SCATTERPLOT=(*ZRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
Resources	Processor Time	00:00:00.44
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	Memory Required	7584 bytes
	Additional Memory Required for Residual Plots	848 bytes

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method

1	KOMPETENSI SUMBER DAYA MANUSIA (Y2), KEPEMIMPINAN TRANSFORMASIONAL (X1), INSTRUMEN teknologi (X2), BUDAYA ORGANISASI (X3)[b]	.	Enter

a. Dependent Variable: KINERJA ORGANISASI (Y1)

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.928[a]	.860	.855	.17211

a. Predictors: (Constant), KOMPETENSI SUMBER DAYA MANUSIA (Y2), KEPEMIMPINAN TRANSFORMASIONAL (X1), INSTRUMEN teknologi (X2), BUDAYA ORGANISASI (X3)

b. Dependent Variable: KINERJA ORGANISASI (Y1)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.270	4	4.567	154.188	<.001[b]
	Residual	2.962	100	.030		
	Total	21.232	104			

a. Dependent Variable: KINERJA ORGANISASI (Y1)

b. Predictors: (Constant), KOMPETENSI SUMBER DAYA MANUSIA (Y2), KEPEMIMPINAN TRANSFORMASIONAL (X1), INSTRUMEN teknologi (X2), BUDAYA ORGANISASI (X3)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	.352	.251		1.399	.165		
	KEPEMIMPINAN TRANSFORMASIONAL (X1)	-.177	.125	-.105	-1.423	.158	.257	3.893
	INSTRUMEN teknologi (X2)	-.034	.069	-.039	-.489	.626	.223	4.483
	BUDAYA ORGANISASI (X3)	.083	.129	.072	.643	.522	.110	9.095
	KOMPETENSI SUMBER DAYA MANUSIA (Y2)	1.038	.060	.950	17.209	<.001	.458	2.183

a. Dependent Variable: KINERJA ORGANISASI (Y1)

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	KEPEMIMPINAN TRANSFORMASIONAL (X1)	INSTRUMEN teknologi (X2)	BUDAYA ORGANISASI (X3)	KOMPETENSI SUMBER DAYA MANUSIA (Y2)
1	1	4.976	1.000	.00	.00	.00	.00	.00
	2	.014	18.977	.16	.00	.17	.01	.00
	3	.007	26.161	.02	.03	.06	.00	.76
	4	.002	45.699	.36	.14	.69	.21	.00

5	.001	75.735	.46	.83	.08	.78	.24

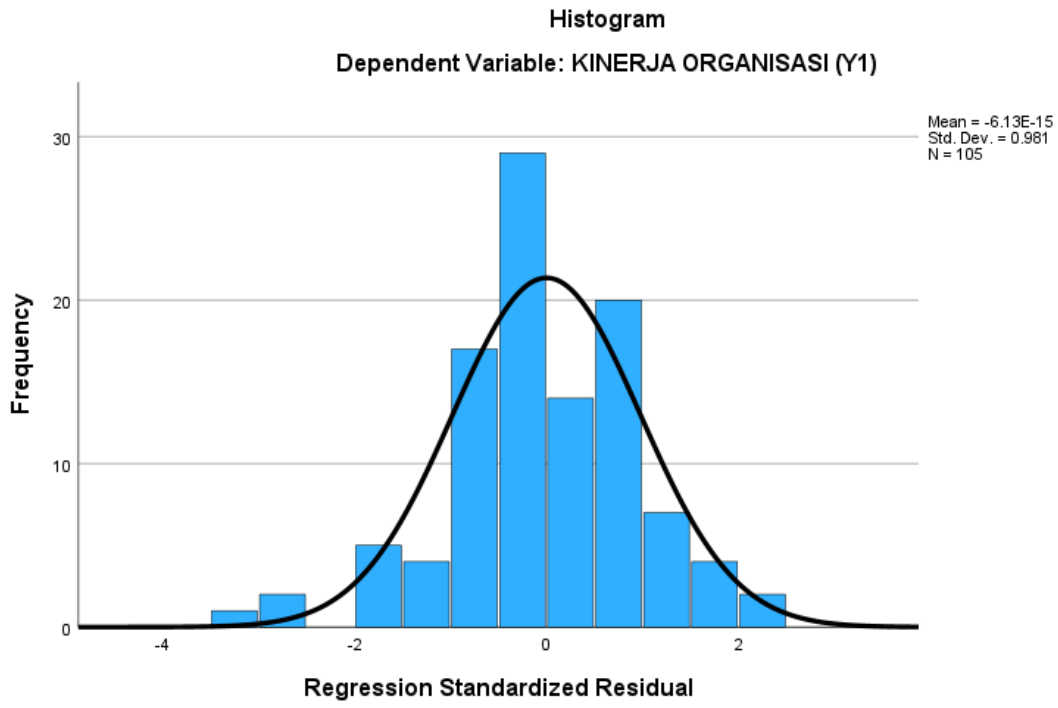
a. Dependent Variable: KINERJA ORGANISASI (Y1)

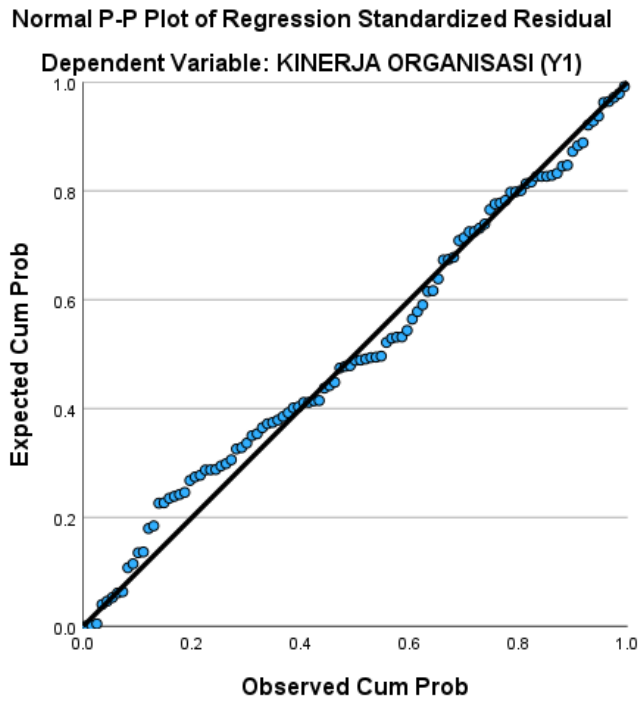
Residuals Statistics[a]

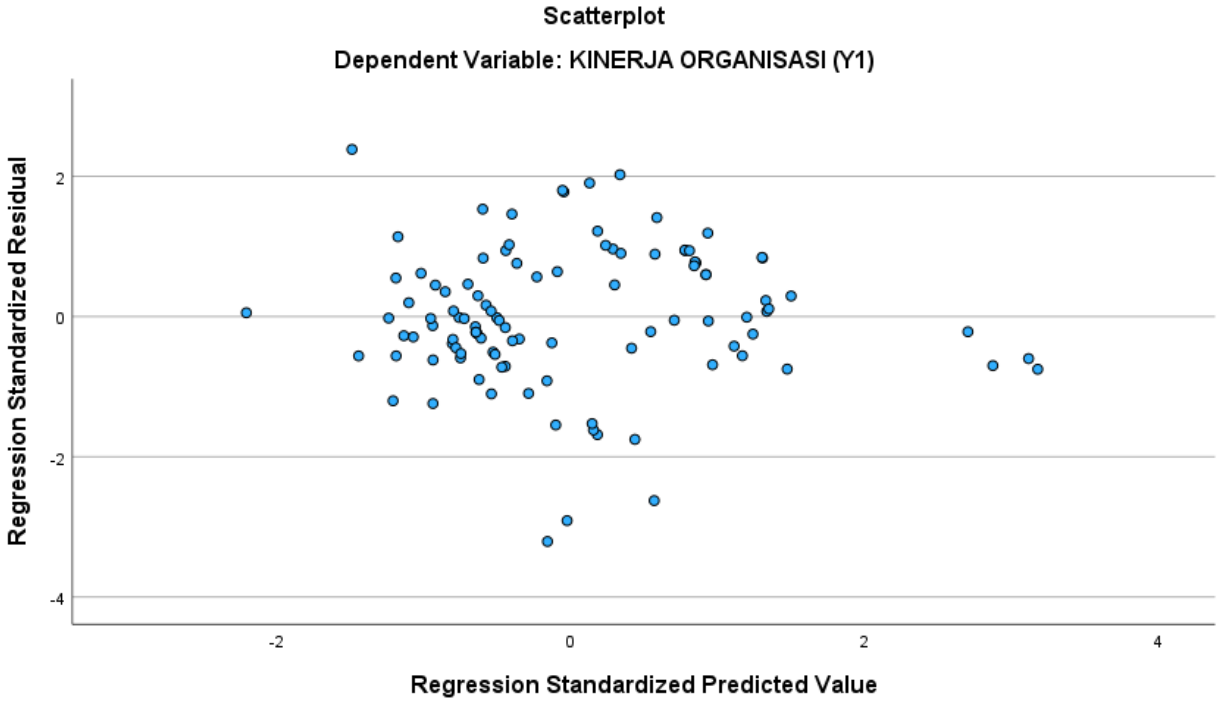
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.3836	4.6413	3.3076	.41913	105
Residual	-.55221	.41023	.00000	.16877	105
Std. Predicted Value	-2.204	3.182	.000	1.000	105
Std. Residual	-3.208	2.383	.000	.981	105

a. Dependent Variable: KINERJA ORGANISASI (Y1)

Charts




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: KINERJA ORGANISASI (Y1)
Expected Cum Prob
Observed Cum Prob
0.0
0.2
0.4
0.6
0.8
1.0


Scatterplot
Dependent Variable: KINERJA ORGANISASI (Y1)
Regression Standardized Residual
Regression Standardized Predicted Value
2
0
-2
-4
-2
0
2
4

Oneway

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on cases with no missing data for any variable in the analysis.
Syntax		ONEWAY KEPEMIMPINANTRANSFORMASIONALX1 INSTRUMENteknologiX2 BUDAYAORGANISASIX3 KINERJAORGANISASIY1 KOMPETENSISUMBERDAYAMANUSIAY2 BY Jabatan /ES=OVERALL /STATISTICS DESCRIPTIVES /PLOT MEANS /MISSING ANALYSIS /CRITERIA=CILEVEL(0.95) /POSTHOC=TUKEY ALPHA(0.05).
Resources	Processor Time	00:00:00.77
	Elapsed Time	00:00:00.80

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
KEPEMIMPINAN TRANSFORMASIONAL (X1)	Perwira	4	3.5506	.23115	.11558	3.1828	3.9184	3.34	3.85
	Bintara	84	3.2319	.18446	.02013	3.1919	3.2720	2.73	3.67
	Tamtama	17	3.7563	.14494	.03515	3.6818	3.8309	3.49	3.99
	Total	105	3.3290	.26697	.02605	3.2773	3.3806	2.73	3.99
INSTRUMEN teknologi (X2)	Perwira	4	4.2000	.21602	.10801	3.8563	4.5437	3.90	4.40
	Bintara	84	2.9884	.27292	.02978	2.9292	3.0477	2.25	3.79
	Tamtama	17	4.0924	.12440	.03017	4.0285	4.1564	3.93	4.39
	Total	105	3.2133	.51749	.05050	3.1132	3.3135	2.25	4.40
BUDAYA ORGANISASI (X3)	Perwira	4	4.1600	.02722	.01361	4.1167	4.2033	4.13	4.19
	Bintara	84	3.0437	.17790	.01941	3.0051	3.0823	2.62	3.49
	Tamtama	17	3.8710	.07937	.01925	3.8302	3.9118	3.72	4.05
	Total	105	3.2202	.39319	.03837	3.1441	3.2963	2.62	4.19
KINERJA ORGANISASI (Y1)	Perwira	4	4.4554	.06548	.03274	4.3512	4.5595	4.39	4.51

	Bintara	84	3.1600	.35072	.03827	3.0839	3.2361	2.39	4.00
	Tamtama	17	3.7668	.14261	.03459	3.6935	3.8401	3.50	4.00
	Total	105	3.3076	.45183	.04409	3.2202	3.3950	2.39	4.51
KOMPETENSI SUMBER DAYA MANUSIA (Y2)	Perwira	4	4.4565	.11179	.05590	4.2786	4.6344	4.31	4.57
	Bintara	84	3.1075	.26287	.02868	3.0504	3.1645	2.37	3.74
	Tamtama	17	3.7468	.13187	.03198	3.6790	3.8146	3.43	3.93
	Total	105	3.2624	.41324	.04033	3.1824	3.3424	2.37	4.57

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
KEPEMIMPINAN TRANSFORMASIONAL (X1)	Between Groups	4.092	2	2.046	62.847	<.001
	Within Groups	3.321	102	.033		
	Total	7.413	104			
INSTRUMEN teknologi (X2)	Between Groups	21.281	2	10.640	165.192	<.001
	Within Groups	6.570	102	.064		
	Total	27.851	104			
BUDAYA ORGANISASI (X3)	Between Groups	13.349	2	6.674	249.370	<.001
	Within Groups	2.730	102	.027		
	Total	16.079	104			

KINERJA ORGANISASI (Y1)	Between Groups	10.684	2	5.342	51.659	<.001
	Within Groups	10.548	102	.103		
	Total	21.232	104			
KOMPETENSI SUMBER DAYA MANUSIA (Y2)	Between Groups	11.709	2	5.854	98.684	<.001
	Within Groups	6.051	102	.059		
	Total	17.759	104			

ANOVA Effect Sizes[a]

			95% Confidence Interval	
		Point Estimate	Lower	Upper
KEPEMIMPINAN TRANSFORMASIONAL (X1)	Eta-squared	.552	.416	.639
	Epsilon-squared	.543	.405	.632
	Omega-squared Fixed-effect	.541	.402	.630
	Omega-squared Random-effect	.371	.252	.460
INSTRUMEN teknologi (X2)	Eta-squared	.764	.681	.812
	Epsilon-squared	.759	.674	.808
	Omega-squared Fixed-effect	.758	.672	.807
	Omega-squared Random-effect	.610	.506	.676
BUDAYA ORGANISASI (X3)	Eta-squared	.830	.768	.865
	Epsilon-squared	.827	.764	.862
	Omega-squared Fixed-effect	.826	.762	.861
	Omega-squared Random-effect	.703	.615	.756
KINERJA ORGANISASI (Y1)	Eta-squared	.503	.360	.598
	Epsilon-squared	.493	.347	.591

	Omega-squared Fixed-effect	.491	.345	.588
	Omega-squared Random-effect	.325	.209	.417
KOMPETENSI SUMBER DAYA MANUSIA (Y2)	Eta-squared	.659	.546	.728
	Epsilon-squared	.653	.537	.722
	Omega-squared Fixed-effect	.650	.535	.720
	Omega-squared Random-effect	.482	.365	.563

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

Post Hoc Tests

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Jabatan	(J) Jabatan	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval Lower Bound	95% Confidence Interval Upper Bound
KEPEMIMPINAN TRANSFORMASIONAL (X1)	Perwira	Bintara	.31862*	.09234	.002	.0990	.5382
		Tamtama	-.20576	.10027	.105	-.4442	.0327
	Bintara	Perwira	-.31862*	.09234	.002	-.5382	-.0990
		Tamtama	-.52438*	.04798	<.001	-.6385	-.4103
	Tamtama	Perwira	.20576	.10027	.105	-.0327	.4442
		Bintara	.52438*	.04798	<.001	.4103	.6385
INSTRUMEN teknologi (X2)	Perwira	Bintara	1.21156*	.12988	<.001	.9026	1.5205
		Tamtama	.10756	.14104	.727	-.2279	.4430
	Bintara	Perwira	-1.21156*	.12988	<.001	-1.5205	-.9026
		Tamtama	-1.10400*	.06750	<.001	-1.2645	-.9435
	Tamtama	Perwira	-.10756	.14104	.727	-.4430	.2279
		Bintara	1.10400*	.06750	<.001	.9435	1.2645

BUDAYA ORGANISASI (X3)	Perwira	Bintara	1.11627*	.08372	<.001	.9171	1.3154
		Tamtama	.28902*	.09091	.006	.0728	.5053
	Bintara	Perwira	-1.11627*	.08372	<.001	-1.3154	-.9171
		Tamtama	-.82725*	.04351	<.001	-.9307	-.7238
	Tamtama	Perwira	-.28902*	.09091	.006	-.5053	-.0728
		Bintara	.82725*	.04351	<.001	.7238	.9307
KINERJA ORGANISASI (Y1)	Perwira	Bintara	1.29535*	.16457	<.001	.9039	1.6868
		Tamtama	.68855*	.17871	<.001	.2635	1.1136
	Bintara	Perwira	-1.29535*	.16457	<.001	-1.6868	-.9039
		Tamtama	-.60680*	.08552	<.001	-.8102	-.4034
	Tamtama	Perwira	-.68855*	.17871	<.001	-1.1136	-.2635
		Bintara	.60680*	.08552	<.001	.4034	.8102
KOMPETENSI SUMBER DAYA MANUSIA (Y2)	Perwira	Bintara	1.34903*	.12465	<.001	1.0526	1.6455
		Tamtama	.70972*	.13535	<.001	.3878	1.0316
	Bintara	Perwira	-1.34903*	.12465	<.001	-1.6455	-1.0526
		Tamtama	-.63932*	.06478	<.001	-.7934	-.4853
	Tamtama	Perwira	-.70972*	.13535	<.001	-1.0316	-.3878
		Bintara	.63932*	.06478	<.001	.4853	.7934

*. The mean difference is significant at the 0.05 level.

Homogeneous Subsets

KEPEMIMPINAN TRANSFORMASIONAL (X1)

Tukey HSD[a,b]

		Subset for alpha = 0.05		
Jabatan	N	1	2	3
Bintara	84	3.2319		
Perwira	4		3.5506	
Tamtama	17			3.7563
Sig.		1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9.354.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

INSTRUMEN teknologi (X2)

Tukey HSD[a,b]

Jabatan	N	Subset for alpha = 0.05	
		1	2
Bintara	84	2.9884	
Tamtama	17		4.0924
Perwira	4		4.2000
Sig.		1.000	.631

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9.354.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

BUDAYA ORGANISASI (X3)

Tukey HSD[a,b]

Jabatan	N	Subset for alpha = 0.05		
		1	2	3
Bintara	84	3.0437		
Tamtama	17		3.8710	
Perwira	4			4.1600
Sig.		1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9.354.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

KINERJA ORGANISASI (Y1)

Tukey HSD[a,b]

Jabatan	N	Subset for alpha = 0.05		
		1	2	3
Bintara	84	3.1600		
Tamtama	17		3.7668	
Perwira	4			4.4554
Sig.		1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9.354.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

KOMPETENSI SUMBER DAYA MANUSIA (Y2)

Tukey HSD[a,b]

Jabatan	N	Subset for alpha = 0.05		
		1	2	3
Bintara	84	3.1075		
Tamtama	17		3.7468	
Perwira	4			4.4565
Sig.		1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9.354.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.