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LAMPIRAN

Lampiran 1 Biodata

BIODATA

Identitas Diri

Nama	: Adeline Dwigita Syachputri Lottong
Tempat, Tanggal Lahir	: Makassar,7 April 2001
Jenis Kelamin	: Perempuan
Alamat Rumah	: Jl. Damai II Lorong 2a
Telepon Rumah dan HP	: 085256600624
Alamat E-mail	: adeline.dwigita@gmail.com

Riwayat Pendidikan

Pendidikan Formal

1. SD Frater Teratai 1 Makassar (2007-2013)
2. SMPN 2 Palu (2013-2016)
3. SMAN 2 Palu (2016-2019)

Pendidikan Nonformal

1. Tahun 2019
    a. Pelatihan *Basic Learning Skills, Character, & Creativity* (BALANCE) Universitas Hasanuddin.
2. Tahun 2020
    1. Latihan Dasar Kepemimpinan (LDK) Persekutuan Mahasiswa Kristen Oikumene Fakultas Ekonomi dan Bisnis Universitas Hasanuddin.

Pengalaman

Organisasi

1. Anggota Divisi Pengembangan Minat dan Bakat PMKO FEB-UH periode 2021-2022.

Kerja

1. Magang PT. Inbisco Niagatama Semesta Cabang Makassar (2022)

Demikian biodata ini dibuat dengan sebenar-benarnya.

Makassar, 24 September 2023

Adeline Dwigita
Syachputri Lottong

Lampiran 2 Deskripsi Responden

1. **Jenis Kelamin**

Jenis Kelamin	Frekuensi	Persentase (%)
Laki-laki	61	87,14
Perempuan	9	12,86
Jumlah	**70**	**100**

2. **Usia**

Usia	Frekuensi	Persentase (%)
<25	7	10
26-35	45	64,29
36-45	18	25,71
Jumlah	**70**	**100**

3. **Masa Kerja**

Masa Kerja	Frekuensi	Persentase (%)
<5 tahun	37	52,86
6-10 tahun	32	45,71
11-15 tahun	1	1,43
Jumlah	**70**	**100**

Lampiran 3 Kuesioner Penelitian

1. ***Affective Commitment***

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya merasa terikat secara emosional dengan perusahaan ini					
2	Perusahaan memiliki arti yang besar bagi saya					
3	Saya merasa sebagai bagian dari perusahaan ini					
4	Saya menganggap masalah perusahaan adalah masalah pribadi saya juga					
5	Saya ingin menghabiskan masa kerja di perusahaan ini					

2. *Normative Commitment*

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya tidak akan meninggalkan perusahaan saat ini					
2	Saya merasa memiliki kewajiban terhadap perusahaan					
3	Saya memiliki kewajiban moral untuk tetap berada dalam perusahaan					
4	Perusahaan layak mendapatkan kesetiaan saya					
5	Saya akan merasa bersalah apabila meninggalkan perusahaan saat ini					
6	Saya merasa memiliki tanggung jawab besar pada perusahaan					

3. *Instrumental Commitment*

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya memiliki beberapa pertimbangan untuk meninggalkan perusahaan					
2	Saya merasa rugi secara materi jika meninggalkan perusahaan saat ini					
3	Benefit yang diberikan perusahaan merupakan alasan utama saya untuk tetap bekerja di perusahaan ini					
4	Saya bekerja di perusahaan ini hanya untuk memenuhi kebutuhan pribadi					
5	Saya merasa kesulitan mencari pekerjaan lain apabila meninggalkan perusahaan ini					
6	Hidup saya akan terpengaruh jika memutuskan untuk meninggalkan perusahaan					
7	Saya merasa telah memberikan kontribusi yang besar untuk perusahaan ini					

4. *Imperative Commitment*

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya menggantungkan karir saya pada perusahaan ini					
2	Saya merasa karir saya akan berkembang jika saya tetap bekerja di perusahaan ini					
3	Kesuksesan yang telah saya capai adalah karena perusahaan ini					
4	Saya merasa tidak aman untuk mencari pekerjaan lain jika meninggalkan perusahan ini					

5	Perusahaan memberi rasa aman bagi saya					

5. *Contextual Performance*

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya biasanya memberikan kontribusi lebih dalam melakukan tugas ketika bekerja sama dengan orang lain					
2	Saya selalu siap membantu karyawan lain, bahkan ketika tidak memiliki banyak waktu kosong					
3	Saya biasanya melakukan tugas diluar tanggung jawab saya					
4	Saya ingin terus bekerja bahkan ketika saya merasa kurang sehat					
5	Saya akan menghindari tindakan yang dapat merugikan rekan kerja saya					
6	Saya mematuhi seluruh aturan dan prosedur yang diberlakukan oleh perusahaan bahkan saat tidak ada orang disekitar					
7	Saya memiliki keterampilan komunikasi yang baik sehingga dapat menarik perhatian semua orang					
8	Saya merasa sulit untuk mengungkapkan apa yang saya pikirkan					
9	Ketika memiliki pendapat yang berbeda dengan orang lain, saya biasanya meyakinkan bahwa opini saya yang lebih baik					
10	Saya biasanya mengambil inisiatif untuk memberikan umpan balik yang membangun, sehingga dapat meningkatkan kinerja karyawan lain					
11	Saya berinisiatif mencari pelatihan yang dibutuhkan apabila tidak disediakan oleh perusahaan					
12	Saya dapat menjalankan tugas secara efektif saat bekerja dibawah tekanan					
13	Saya dapat mengesampingkan masalah pribadi saat bekerja					

Lampiran 3 Tabulasi Data

Affective Commitment

Responden	Affective Commitment					Total
	X1.1	X1.2	X1.3	X1.4	X1.5	
1	1	5	5	3	4	18
2	1	5	5	1	3	15
3	4	4	4	2	4	18
4	1	5	5	5	5	21
5	1	4	4	2	2	13
6	4	4	4	3	3	18
7	4	4	4	4	4	20
8	4	4	5	4	4	21
9	2	4	4	2	1	13
10	1	5	5	5	3	19
11	5	5	5	5	5	25
12	4	5	4	5	5	23
13	3	4	5	4	4	20
14	5	5	4	4	4	22
15	4	5	5	3	4	21
16	4	4	4	3	1	16
17	1	4	4	4	3	16
18	4	4	4	3	4	19
19	1	3	2	3	3	12
20	3	4	5	4	4	20
21	2	4	4	2	4	16
22	4	4	4	4	4	20
23	5	5	4	4	3	21
24	3	5	3	1	5	17
25	1	4	4	4	4	17
26	2	4	5	2	3	16
27	5	5	5	5	5	25
28	5	5	5	3	5	23
29	2	5	5	5	4	21
30	4	4	4	2	3	17
31	5	5	5	5	5	25
32	5	5	5	5	5	25
33	5	4	4	5	5	23
34	4	4	4	2	4	18
35	2	4	4	4	4	18
36	4	4	5	2	2	17
37	5	5	5	5	5	25

38	4	4	5	4	5	22
39	3	4	4	4	4	19
40	3	4	4	2	4	17
41	2	4	4	4	3	17
42	5	5	5	5	5	25
43	3	4	4	2	4	17
44	4	5	5	1	3	18
45	4	5	5	1	4	19
46	4	4	4	4	4	20
47	4	2	5	2	4	17
48	2	4	4	2	3	15
49	4	4	5	5	5	23
50	4	4	5	3	4	20
51	2	3	4	4	4	17
52	5	5	5	5	5	25
53	4	4	4	4	3	3
54	4	4	4	4	4	20
55	4	4	4	4	4	20
56	5	4	4	1	4	18
57	4	4	4	4	4	20
58	5	4	5	4	5	23
59	4	4	5	3	4	20
60	2	4	4	2	2	14
61	4	4	4	2	4	18
62	3	5	5	3	5	21
63	4	5	5	5	5	24
64	4	5	4	3	5	21
65	3	4	5	4	3	19
66	4	5	4	2	3	18
67	4	4	4	4	4	20
68	4	5	4	4	4	21
69	4	4	5	3	2	18
70	5	5	5	4	4	23

Normative Commitment

Responden	Normative Commitment						Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
1	5	5	5	5	4	5	29
2	4	4	4	3	4	4	23
3	4	4	2	4	2	4	20
4	5	5	5	5	5	5	30
5	4	4	4	5	4	4	25
6	2	5	4	4	4	4	23
7	4	4	4	4	4	4	24
8	5	4	3	4	3	4	23
9	4	4	4	1	4	5	22
10	4	5	5	5	5	5	29
11	5	5	5	5	3	5	28
12	5	5	5	5	4	4	28
13	4	4	4	4	4	4	24
14	3	4	4	4	3	4	22
15	4	5	4	5	3	5	26
16	5	4	4	4	3	4	24
17	4	4	4	4	4	4	24
18	4	4	4	4	4	4	24
19	4	4	4	4	3	5	24
20	5	4	4	4	4	4	25
21	4	4	4	4	2	4	22
22	4	5	4	4	3	4	24
23	4	5	4	4	3	4	24
24	5	5	5	5	5	5	30
25	4	4	4	4	4	4	24
26	4	2	4	4	3	4	21
27	5	5	5	5	5	5	30
28	4	5	4	4	4	5	26
29	4	4	4	5	5	5	27
30	3	5	4	4	3	5	24
31	5	5	5	5	5	5	30
32	5	5	5	5	5	5	30
33	4	5	5	4	5	5	28
34	5	4	4	4	4	4	25
35	4	4	4	4	4	4	24
36	3	5	5	5	3	5	26
37	5	5	5	5	5	5	30
38	4	5	4	4	4	5	26

39	4	5	4	5	5	4	27
40	4	4	3	4	3	4	22
41	3	4	4	3	3	4	21
42	5	5	5	5	5	5	30
43	4	4	4	4	2	4	22
44	4	5	4	5	5	5	28
45	5	5	4	5	5	5	29
46	4	4	4	4	4	4	24
47	4	5	3	5	3	5	25
48	4	4	4	4	4	4	24
49	5	5	5	5	5	5	30
50	5	5	4	5	3	5	27
51	4	4	4	4	4	4	24
52	4	5	5	4	4	5	27
53	4	3	4	4	4	4	23
54	4	4	4	4	4	4	24
55	4	4	4	4	4	4	24
56	4	4	4	4	2	5	23
57	4	4	4	3	4	4	23
58	5	5	5	5	5	5	30
59	4	4	4	4	4	4	24
60	4	4	4	4	2	4	22
61	4	4	4	4	3	4	23
62	5	5	5	5	5	5	30
63	5	5	5	5	5	5	30
64	5	5	5	5	5	5	30
65	3	4	4	4	3	4	22
66	4	5	4	4	4	5	26
67	3	3	3	4	3	3	19
68	5	5	4	4	4	5	27
69	5	4	4	4	3	4	24
70	5	5	5	5	5	5	30

Instrumental Commitment

Responden	Instrumental Commitment							Total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	
1	2	5	5	4	4	5	5	30
2	4	4	5	1	4	3	4	25
3	4	2	2	2	4	2	4	20
4	4	4	4	3	4	4	4	27

5	4	4	3	3	3	4	3	24
6	5	5	5	1	3	4	5	28
7	2	3	4	1	4	4	3	21
8	5	4	5	3	3	3	4	27
9	5	5	4	3	5	5	4	31
10	5	5	5	5	5	5	4	34
11	1	5	2	2	1	2	2	15
12	4	5	4	5	5	5	4	32
13	4	4	4	4	4	4	4	28
14	4	4	4	4	4	3	4	27
15	5	4	4	3	3	4	4	27
16	4	4	4	3	3	3	4	25
17	4	4	4	3	4	4	4	27
18	3	4	4	4	4	4	4	27
19	2	4	4	4	3	3	3	23
20	2	3	4	3	3	4	4	23
21	2	2	4	2	1	2	4	17
22	4	4	4	2	4	4	4	26
23	4	3	4	4	3	4	4	26
24	5	5	5	1	1	5	5	27
25	4	4	4	3	4	4	4	27
26	1	3	4	3	4	1	4	20
27	1	5	5	1	3	5	5	25
28	3	4	5	3	4	4	4	27
29	3	5	4	4	5	5	5	31
30	3	4	4	5	3	3	4	26
31	2	3	3	2	3	4	5	22
32	3	3	5	3	3	3	5	25
33	4	4	4	4	4	4	4	28
34	2	2	4	4	4	4	4	24
35	4	4	4	1	4	4	2	23
36	5	4	3	4	1	4	3	24
37	5	5	5	5	5	5	5	35
38	2	4	5	4	3	4	4	26
39	1	4	4	4	2	3	4	22
40	4	4	4	3	3	4	4	26
41	4	4	4	3	3	3	4	25
42	5	5	5	3	4	3	3	28
43	3	2	4	3	3	3	4	22
44	3	3	4	1	2	1	3	17
45	3	1	1	1	2	1	1	10
46	4	4	4	3	4	4	4	27

47	4	3	3	1	2	2	5	20
48	4	4	4	2	2	2	4	22
49	1	1	2	1	1	1	1	8
50	3	3	4	3	3	3	4	23
51	4	4	4	4	4	4	4	28
52	4	4	4	1	3	3	4	23
53	4	4	4	4	3	3	4	26
54	4	4	4	4	4	4	4	28
55	4	4	4	4	4	4	4	28
56	2	2	4	2	2	2	4	18
57	4	4	4	3	3	4	3	25
58	5	5	5	2	4	4	4	29
59	4	4	5	3	4	4	4	28
60	4	4	4	4	2	2	4	24
61	2	2	4	3	3	4	4	22
62	5	5	5	3	3	5	5	31
63	4	3	5	4	4	5	5	30
64	5	5	5	3	3	3	2	26
65	3	4	4	3	3	3	3	23
66	2	3	4	3	4	4	4	24
67	4	4	4	4	4	4	4	28
68	3	4	4	1	4	4	4	24
69	5	3	4	5	4	3	4	28
70	2	5	3	2	5	4	4	25

Imperative Commitment

Responden	Imperative Commitment					Total
	X4.1	X4.2	X4.3	X4.4	X4.5	
1	4	4	4	4	5	21
2	4	5	4	4	4	21
3	2	4	4	4	4	18
4	4	4	4	4	4	20
5	4	4	4	4	4	20
6	4	4	4	3	4	19
7	4	4	3	4	4	19
8	4	5	5	3	4	21
9	4	5	4	3	5	21
10	5	5	5	5	5	25
11	4	2	5	2	4	17
12	4	5	5	5	5	24

13	4	4	4	4	4	20
14	4	4	4	3	4	19
15	4	4	4	3	4	19
16	3	3	4	3	4	17
17	4	4	4	4	5	21
18	4	4	4	4	4	20
19	3	2	4	3	4	16
20	4	4	4	3	4	19
21	4	4	4	2	4	18
22	4	4	4	4	4	20
23	2	4	4	2	3	15
24	5	5	5	5	5	25
25	4	4	4	3	4	19
26	2	4	4	3	5	18
27	5	5	5	5	5	25
28	5	5	5	5	5	25
29	4	5	5	4	5	23
30	3	4	5	3	4	19
31	5	5	5	5	5	25
32	5	5	5	3	5	23
33	5	5	5	5	4	24
34	4	4	4	4	4	20
35	4	4	4	4	4	20
36	2	2	2	2	4	12
37	5	5	5	5	5	25
38	4	4	4	3	4	19
39	4	4	3	3	4	18
40	4	4	4	3	4	19
41	3	4	3	4	4	18
42	5	5	5	3	4	22
43	4	4	4	3	4	19
44	2	5	2	1	4	14
45	3	5	2	1	4	15
46	4	4	4	4	4	20
47	5	4	4	2	5	20
48	2	4	4	4	4	18
49	4	5	5	5	5	24
50	4	5	4	3	4	20
51	4	4	4	4	4	20
52	5	4	4	1	1	15
53	4	4	4	4	4	20
54	4	4	4	4	4	20

55	4	4	4	4	4	20
56	4	5	4	2	5	20
57	4	4	4	4	4	20
58	5	5	5	5	5	25
59	4	4	4	4	4	20
60	4	4	2	2	4	16
61	4	4	4	2	4	18
62	4	3	4	4	4	19
63	5	3	4	3	5	20
64	3	3	4	3	3	16
65	4	4	4	4	4	4
66	4	4	4	4	5	21
67	4	4	3	4	4	19
68	4	4	3	4	4	19
69	3	3	3	2	4	15
70	4	4	4	3	4	5

Contextual Performance

Respondent	Contextual Performance													Total
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	12	13	
1	4	4	4	4	5	5	5	3	3	4	3	4	5	53
2	3	4	2	4	4	4	5	3	4	3	3	4	4	47
3	4	4	2	4	4	4	4	2	4	4	2	4	4	46
4	2	1	2	4	5	4	4	3	4	3	3	4	5	44
5	4	4	4	3	4	4	4	3	4	4	4	4	5	51
6	5	5	4	3	5	4	4	3	3	4	2	4	4	50
7	4	4	4	4	5	5	4	2	3	4	4	4	4	51
8	4	5	2	5	5	5	5	3	4	5	5	5	5	58
9	4	5	1	3	5	5	4	4	5	5	4	5	5	55
10	4	5	5	5	5	5	5	2	1	4	3	5	5	54
11	3	3	3	3	5	5	3	2	2	4	3	5	5	46
12	5	5	5	5	5	5	5	5	4	5	5	5	5	64
13	4	4	4	4	4	4	4	4	4	4	4	4	4	52
14	4	4	3	3	4	3	4	4	4	4	4	4	4	49
15	4	5	4	3	5	5	5	3	5	5	5	5	5	59
16	5	4	3	3	3	4	4	4	3	4	3	4	5	49
17	4	4	4	3	5	4	4	3	3	4	4	4	4	50
18	4	4	4	4	4	4	3	3	3	4	4	4	4	49
19	4	4	3	3	4	4	4	3	3	3	3	3	4	45

20	4	4	4	5	4	4	4	4	3	4	5	4	4	53
21	2	2	2	2	4	5	4	2	2	2	2	4	2	35
22	4	4	3	4	5	5	4	2	4	4	3	4	4	50
23	5	4	2	2	5	5	4	1	3	4	4	5	5	49
24	5	5	5	3	5	5	5	1	3	5	5	5	5	57
25	4	4	4	4	5	4	4	3	4	4	4	4	4	52
26	3	2	2	2	4	4	5	4	4	3	3	3	4	43
27	5	5	1	5	5	5	5	2	2	5	3	5	5	53
28	5	4	3	4	4	4	4	3	4	4	4	4	4	51
29	4	4	4	4	4	4	4	3	2	4	4	4	4	49
30	4	4	3	3	4	4	4	2	4	4	4	4	4	48
31	5	5	4	5	5	5	5	4	4	5	4	5	5	61
32	5	5	5	5	5	5	5	3	3	5	5	3	5	59
33	5	4	4	5	4	5	4	4	4	4	4	5	4	56
34	4	2	3	2	4	4	4	3	3	4	4	4	4	45
35	4	4	2	4	4	4	4	4	4	4	4	4	4	50
36	5	5	5	1	5	3	5	1	2	5	5	5	5	52
37	5	5	5	5	5	5	5	5	5	5	5	5	5	65
38	4	3	2	3	4	4	4	4	4	4	3	4	4	47
39	4	4	3	4	5	4	4	3	3	4	4	3	5	50
40	4	4	4	3	5	5	4	3	3	4	3	4	5	51
41	4	4	3	3	4	4	3	3	3	4	4	4	3	46
42	5	4	5	5	5	5	5	3	3	5	3	4	5	57
43	4	4	3	3	3	4	4	3	4	4	4	4	4	48
44	3	1	1	1	5	5	4	1	3	4	4	1	5	38
45	2	1	1	1	5	5	4	2	2	4	4	2	1	34
46	4	4	4	4	4	4	4	4	4	4	4	4	4	52
47	5	5	5	5	4	5	5	2	5	5	5	5	4	60
48	2	4	4	4	4	4	4	2	4	4	4	4	4	48
49	3	4	4	3	5	5	4	2	2	5	4	3	5	49
50	4	4	4	5	4	4	3	4	4	4	4	4	5	53
51	4	4	4	4	4	4	4	4	4	4	4	4	4	52
52	5	5	5	5	5	5	5	2	4	5	4	4	5	59
53	4	4	3	4	4	4	4	4	4	4	4	4	4	51
54	4	4	4	4	4	4	4	4	4	4	4	4	4	52
55	4	4	4	4	4	4	4	4	4	4	4	4	4	52
56	4	4	4	2	2	4	5	4	2	4	4	4	4	47
57	4	4	4	4	4	4	4	3	4	4	4	4	4	51
58	4	4	4	4	4	4	5	4	4	4	1	4	5	51
59	4	4	5	3	4	4	4	3	3	4	3	4	5	50
60	4	4	2	4	4	4	4	2	4	4	2	4	2	44
61	4	4	2	2	2	3	4	2	3	4	3	3	4	40

62	5	4	5	5	5	5	5	5	5	5	5	5	5	64
63	4	5	3	1	5	5	5	3	3	5	4	3	4	50
64	4	4	3	2	4	4	4	4	4	4	4	4	4	49
65	4	4	3	4	4	3	3	3	4	4	4	4	4	48
66	4	4	4	4	5	5	5	3	2	5	4	5	5	55
67	4	4	4	4	5	4	4	4	4	4	4	4	4	53
68	4	4	4	4	5	5	4	2	3	5	4	4	5	53
69	4	4	5	4	5	5	4	2	3	4	4	5	5	54
70	5	5	5	5	5	5	5	1	3	4	4	5	5	57

Lampiran 4 Hasil Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	Total_X1
X1.1	Pearson Correlation	1	.218	.226	.212	.407**	.564**
	Sig. (2-tailed)		.072	.060	.078	<,001	<,001
	N	70	69	70	70	70	70
X1.2	Pearson Correlation	.218	1	.352**	.229	.322**	.536**
	Sig. (2-tailed)	.072		.003	.058	.007	<,001
	N	69	69	69	69	69	69
X1.3	Pearson Correlation	.226	.352**	1	.251*	.244*	.490**
	Sig. (2-tailed)	.060	.003		.036	.042	<,001
	N	70	69	70	70	70	70
X1.4	Pearson Correlation	.212	.229	.251*	1	.471**	.572**
	Sig. (2-tailed)	.078	.058	.036		<,001	<,001
	N	70	69	70	70	70	70
X1.5	Pearson Correlation	.407**	.322**	.244*	.471**	1	.639**
	Sig. (2-tailed)	<,001	.007	.042	<,001		<,001
	N	70	69	70	70	70	70
Total_X1	Pearson Correlation	.564**	.536**	.490**	.572**	.639**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	
	N	70	69	70	70	70	70

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

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total_X2
X2.1	Pearson Correlation	1	.319**	.427**	.429**	.417**	.400**	.668**
	Sig. (2-tailed)		.007	<,001	<,001	<,001	<,001	<,001
	N	70	70	70	70	70	70	70
X2.2	Pearson Correlation	.319**	1	.535**	.521**	.441**	.710**	.765**
	Sig. (2-tailed)	.007		<,001	<,001	<,001	<,001	<,001
	N	70	70	70	70	70	70	70
X2.3	Pearson Correlation	.427**	.535**	1	.456**	.609**	.570**	.796**
	Sig. (2-tailed)	<,001	<,001		<,001	<,001	<,001	<,001

	N	70	70	70	70	70	70	70
X2.4	Pearson Correlation	.429**	.521**	.456**	1	.394**	.434**	.719**
	Sig. (2-tailed)	<,001	<,001	<,001		<,001	<,001	<,001
	N	70	70	70	70	70	70	70
X2.5	Pearson Correlation	.417**	.441**	.609**	.394**	1	.440**	.776**
	Sig. (2-tailed)	<,001	<,001	<,001	<,001		<,001	<,001
	N	70	70	70	70	70	70	70
X2.6	Pearson Correlation	.400**	.710**	.570**	.434**	.440**	1	.760**
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001		<,001
	N	70	70	70	70	70	70	70
Total_X2	Pearson Correlation	.668**	.765**	.796**	.719**	.776**	.760**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	<,001	
	N	70	70	70	70	70	70	70

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

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Total_X3
X3.1	Pearson Correlation	1	.413**	.303*	.185	.242*	.298*	.150	.586**
	Sig. (2-tailed)		<,001	.011	.125	.044	.012	.215	<,001
	N	70	70	70	70	70	70	70	70
X3.2	Pearson Correlation	.413**	1	.502**	.216	.349**	.567**	.286*	.709**
	Sig. (2-tailed)	<,001		<,001	.073	.003	<,001	.016	<,001
	N	70	70	70	70	70	70	70	70
X3.3	Pearson Correlation	.303*	.502**	1	.237*	.326**	.500**	.538**	.691**
	Sig. (2-tailed)	.011	<,001		.048	.006	<,001	<,001	<,001

	N	70	70	70	70	70	70	70	70
X3.4	Pearson Correlation	.185	.216	.237*	1	.379**	.343**	.229	.586**
	Sig. (2-tailed)	.125	.073	.048		.001	.004	.057	<,001
	N	70	70	70	70	70	70	70	70
X3.5	Pearson Correlation	.242*	.349**	.326**	.379**	1	.556**	.307**	.684**
	Sig. (2-tailed)	.044	.003	.006	.001		<,001	.010	<,001
	N	70	70	70	70	70	70	70	70
X3.6	Pearson Correlation	.298*	.567**	.500**	.343**	.556**	1	.495**	.800**
	Sig. (2-tailed)	.012	<,001	<,001	.004	<,001		<,001	<,001
	N	70	70	70	70	70	70	70	70
X3.7	Pearson Correlation	.150	.286*	.538**	.229	.307**	.495**	1	.604**
	Sig. (2-tailed)	.215	.016	<,001	.057	.010	<,001		<,001
	N	70	70	70	70	70	70	70	70
Total_X3	Pearson Correlation	.586**	.709**	.691**	.586**	.684**	.800**	.604**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	<,001	<,001	
	N	70	70	70	70	70	70	70	70

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

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		X4.1	X4.2	X4.3	X4.4	X4.5	Total_X4
X4.1	Pearson Correlation	1	.399**	.521**	.385**	.268*	.521**
	Sig. (2-tailed)		<,001	<,001	.001	.025	<,001
	N	70	70	70	70	70	70

X4.2	Pearson Correlation	.399**	1	.346**	.329**	.359**	.507**
	Sig. (2-tailed)	<,001		.003	.005	.002	<,001
	N	70	70	70	70	70	70
X4.3	Pearson Correlation	.521**	.346**	1	.532**	.330**	.571**
	Sig. (2-tailed)	<,001	.003		<,001	.005	<,001
	N	70	70	70	70	70	70
X4.4	Pearson Correlation	.385**	.329**	.532**	1	.461**	.583**
	Sig. (2-tailed)	.001	.005	<,001		<,001	<,001
	N	70	70	70	70	70	70
X4.5	Pearson Correlation	.268*	.359**	.330**	.461**	1	.513**
	Sig. (2-tailed)	.025	.002	.005	<,001		<,001
	N	70	70	70	70	70	70
Total_X4	Pearson Correlation	.521**	.507**	.571**	.583**	.513**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	
	N	70	70	70	70	70	70

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

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Total_Y
Y.1	Pearson Correlation	1	.713**	.465**	.382**	.097	.116	.341**	.138	.164	.576**	.285*	.469**	.422**	.707**
	Sig. (2-tailed)		<,001	<,001	.001	.426	.339	.004	.254	.174	<,001	.017	<,001	<,001	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.2	Pearson Correlation	.713**	1	.511**	.455**	.125	.117	.367**	.080	.156	.600**	.287*	.564**	.398**	.744**
	Sig. (2-tailed)	<,001		<,001	<,001	.303	.333	.002	.513	.197	<,001	.016	<,001	<,001	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70

Y.3	Pearson Correlation	.465**	.511**	1	.432**	.174	.137	.282*	.121	-.001	.371**	.354**	.381**	.391**	.674**
	Sig. (2-tailed)	<,001	<,001		<,001	.151	.260	.018	.319	.994	.002	.003	.001	<,001	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.4	Pearson Correlation	.382**	.455**	.432**	1	.193	.229	.177	.282*	.309**	.262*	.137	.468**	.307**	.685**
	Sig. (2-tailed)	.001	<,001	<,001		.109	.057	.142	.018	.009	.029	.257	<,001	.010	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.5	Pearson Correlation	.097	.125	.174	.193	1	.623**	.263*	-.244*	-.083	.400**	.190	.188	.347**	.386**
	Sig. (2-tailed)	.426	.303	.151	.109		<,001	.028	.042	.495	<,001	.116	.119	.003	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.6	Pearson Correlation	.116	.117	.137	.229	.623**	1	.410**	-.211	-.128	.395**	.147	.224	.266*	.382**
	Sig. (2-tailed)	.339	.333	.260	.057	<,001		<,001	.080	.292	<,001	.224	.062	.026	.001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.7	Pearson Correlation	.341**	.367**	.282*	.177	.263*	.410**	1	.006	.014	.431**	.150	.258*	.338**	.497**
	Sig. (2-tailed)	.004	.002	.018	.142	.028	<,001		.960	.910	<,001	.215	.031	.004	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70

Y.8	Pearson Correlation	.138	.080	.121	.282*	-.244*	-.211	.006	1	.478**	.004	.120	.100	.025	.327**
	Sig. (2-tailed)	.254	.513	.319	.018	.042	.080	.960		<,001	.972	.323	.410	.838	.006
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.9	Pearson Correlation	.164	.156	-.001	.309**	-.083	-.128	.014	.478**	1	.105	.207	.167	.039	.372**
	Sig. (2-tailed)	.174	.197	.994	.009	.495	.292	.910	<,001		.386	.086	.166	.746	.002
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.10	Pearson Correlation	.576**	.600**	.371**	.262*	.400**	.395**	.431**	.004	.105	1	.533**	.333**	.478**	.704**
	Sig. (2-tailed)	<,001	<,001	.002	.029	<,001	<,001	<,001	.972	.386		<,001	.005	<,001	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.11	Pearson Correlation	.285*	.287*	.354**	.137	.190	.147	.150	.120	.207	.533**	1	.201	.211	.518**
	Sig. (2-tailed)	.017	.016	.003	.257	.116	.224	.215	.323	.086	<,001		.095	.079	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Y.12	Pearson Correlation	.469**	.564**	.381**	.468**	.188	.224	.258*	.100	.167	.333**	.201	1	.356**	.647**
	Sig. (2-tailed)	<,001	<,001	.001	<,001	.119	.062	.031	.410	.166	.005	.095		.002	<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70

Y.13	Pearson Correlation	.422**	.398**	.391**	.307**	.347**	.266*	.338**	.025	.039	.478**	.211	.356**	1	.607**
	Sig. (2-tailed)	<,001	<,001	<,001	.010	.003	.026	.004	.838	.746	<,001	.079	.002		<,001
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Total_Y	Pearson Correlation	.707**	.744**	.674**	.685**	.386**	.382**	.497**	.327**	.372**	.704**	.518**	.647**	.607**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	.001	<,001	.006	.002	<,001	<,001	<,001	<,001	
	N	70	70	70	70	70	70	70	70	70	70	70	70	70	70

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

*. Correlation is significant at the 0.05 level (2-tailed).

Lampiran 5 Hasil Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.644	5

Reliability Statistics

Cronbach's Alpha	N of Items
.831	6

Reliability Statistics

Cronbach's Alpha	N of Items
.780	7

Reliability Statistics

Cronbach's Alpha	N of Items
.758	5

Reliability Statistics

Cronbach's Alpha	N of Items
.808	13

Lampiran 6 Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			70
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		4.43242417
Most Extreme Differences	Absolute		.069
	Positive		.052
	Negative		-.069
Test Statistic			.069
Asymp. Sig. (2-tailed)[c]			.200[d]
Monte Carlo Sig. (2-tailed)[e]	Sig.		.559
	99% Confidence Interval	Lower Bound	.546
		Upper Bound	.572

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.