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LAMPIRAN

Lampiran 1 : Skala

PENGANTAR

Yth.Bapak/Ibu/Saudara/i

Di tempat

Assalamualaikum

Salam Sejahtera untuk kita semua,

Perkenalkan saya Tien Evita Wulantami mahasiswa Prodi Psikologi Universitas Hasanuddin. Saat ini saya tengah melakukan penelitian guna memenuhi tugas akhir dalam hal ini skripsi sebagai syarat kelulusan saya. Saya memohon bantuan dan kesediaan Anda untuk berpartisipasi dalam mengisi skala penelitian ini. Kerahasiaan data yang diberikan akan dijaga sehingga dapat terhindar dari penyalahgunaan dalam bentuk apapun.

Apabila ada pertanyaan mengenai skala yang diberikan, Anda dapat menghubungi saya melalui WA : 081344427298 atau email : tienevitawulantami@gmail.com.

Saya mengucapkan banyak terima kasih atas kesediaan Anda mengisi skala penelitian ini. Wassalam

Peneliti

Tien Evita Wulantami

(Lanjutan)

IDENTITAS DIRI

Nama/Inisial	:
Usia	:
Jenis Kelamin	:
Lama Bekerja	:
Pendidikan Terakhir	:

SKALA 1 : SKALA IKLIM ORGANISASI (*Litwin and Stringer Organizational Climate Quessioner*)

Berikut merupakan preview Skala Iklim Organisasi yang digunakan dalam penelitian ini. Adapun nomor pernyataan yang ditampilkan merupakan pemilihan secara acak.

Ket.:

STS : Sangat Tidak Sesuai   **S** : Sesuai
TS : Tidak Sesuai   **SS** : Sangat Sesuai
CS : Cukup Sesuai

No.	Pernyataan	Respon				
		STS	TS	CS	S	SS
1	Pekerjaan pada organisasi ini ditetapkan dengan jelas dan terstruktur secara logis.					
2	Dalam organisasi ini terkadang tidak jelas siapa yang secara formal memimpin dalam membuat keputusan.					
3	Kebijakan dan struktur organisasi dari organisasi ini telah dipaparkan dengan jelas.					
13	Filosofi kami adalah menekankan agar semua orang dapat menyelesaikan masalahnya sendiri.					
14	Setiap kali seseorang berbuat kesalahan maka akan muncul banyak alasan.					
15	Salah satu masalah di organisasi ini yaitu ketika individu tidak akan bertanggung jawab atas pekerjaannya.					

	da tidak akan memperoleh nyak simpati dari para atasan di lam organisasi ini bila Anda membuat kesalahan.					
26	Jika Anda membuat kesalahan di organisasi ini, anda akan diberi hukuman.					
27	Anda merasa orang-orang dalam organisasi ini ramah.					
28	Organisasi ini memiliki iklim kerja yang santai dan fleksibel.					
29	Anda sangat sulit mengakrabkan diri dengan rekan kerja Anda.					
48	Pihak manajemen kami melihat bahwa konflik di antara unit-unit serta individu yang berkompetensi sebagai sesuatu yang sehat.					
49	Kami didorong untuk menyampaikan pendapat kami termasuk mengungkapkan ketidaksetujuan pada atasan.					
50	Rapat manajemen bertujuan untuk mengambil keputusan dengan tenang dan secepat mungkin.					

*Untuk informasi selengkapnya berkaitan dengan alat di atas, silahkan hubungi peneliti (tienevitawulantami@gmail.com). Terima kasih

(Lanjutan)

2 : *Satisfaction With Life Scale*

Ket.:

SS : Sangat Setuju   **AS** : Agak Setuju

ATS : Agak Tidak Setuju   **STS** : Sangat Tidak Setuju

S : Setuju

RR : Rata-Rata

TS : Tidak Setuju

1. Secara umum kehidupan saya sesuai dengan apa yang saya harapkan.

   SS   S   AS   RR   ATS   TS   STS

2. Kondisi kehidupan saya sangat baik.

   SS   S   AS   RR   ATS   TS   STS

3. Saya merasa puas dengan kehidupan saya.

   SS   S   AS   RR   ATS   TS   STS

4. Selama ini saya telah mendapatkan hal penting dalam kehidupan saya.

   SS   S   AS   RR   ATS   TS   STS

5. Jika saya dapat terlahir kembali, tidak ada yang ingin saya ubah dalam hidup saya.

   SS   S   AS   RR   ATS   TS   STS

(Lanjutan)

: *Positive and Negative Experience Scale*

Ket. :

SJ : Sangat Jarang **S** : Sering

J : Jarang **SS** : Sangat Sering

KK : Kadang-kadang

NO.	Pernyataan	Respon				
		SJ	J	KK	S	SS
1	Saya merasa positif					
2	Saya merasa negative					
3	Saya merasa baik					
4	Saya merasa buruk					
5	Saya merasa senang					
6	Saya merasa tidak senang					
7	Saya merasa bahagia					
8	Saya merasa sedih					
9	Saya merasa takut					
10	Saya merasa riang gembira					
11	Saya merasa marah					
12	Saya merasa puas					
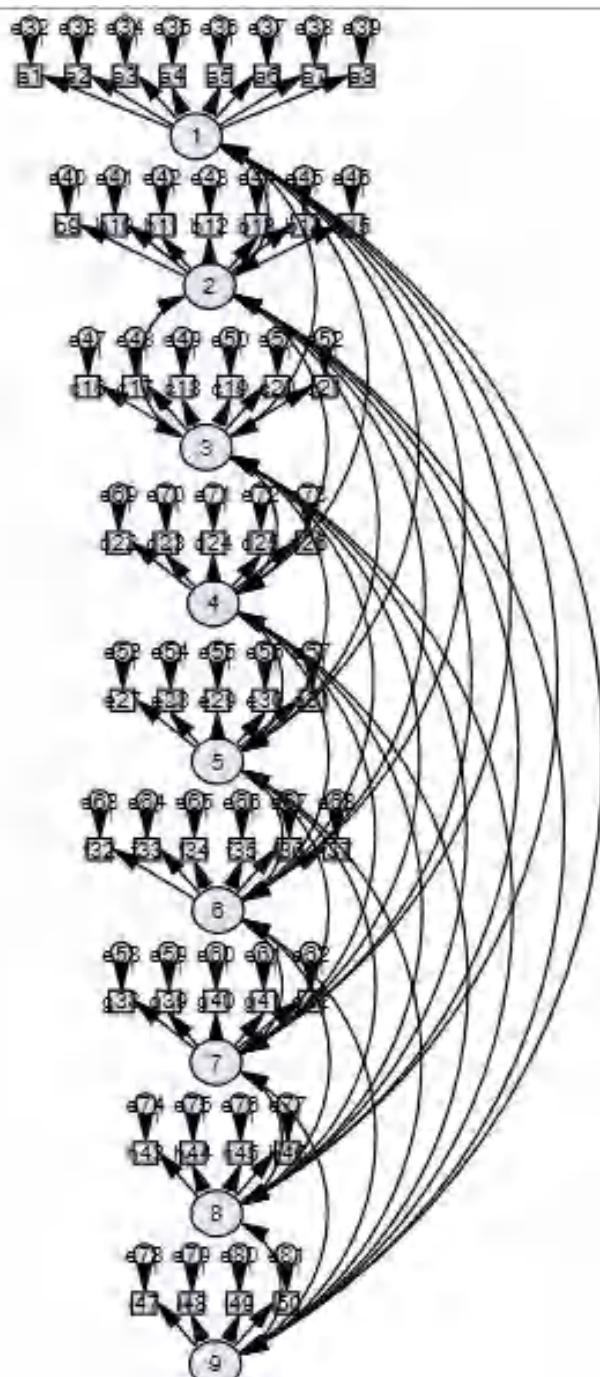
RGANISASI

(Lanjutan)

s (Group number 1 - Default model)
Scalar Estimates (Group number 1 - Default model)
Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
a1	<---	1	1.000				
a2	<---	1	1.649	.884	1.864	.062	par_1
a3	<---	1	3.129	1.182	2.647	.008	par_2
a4	<---	1	3.094	1.315	2.354	.019	par_3
a5	<---	1	-1.505	.801	-1.879	.060	par_4
a6	<---	1	1.035	.726	1.427	.154	par_5
a7	<---	1	.144	.475	.304	.761	par_6
a8	<---	1	-1.868	.895	-2.087	.037	par_7
b9	<---	2	1.000				
b10	<---	2	2.495	1.613	1.546	.122	par_8
b11	<---	2	3.103	2.213	1.402	.161	par_9
b12	<---	2	4.746	3.440	1.380	.168	par_10
b13	<---	2	1.327	1.112	1.193	.233	par_11
b14	<---	2	2.975	2.264	1.314	.189	par_12
b15	<---	2	1.946	1.424	1.366	.172	par_13
c16	<---	3	1.000				
c17	<---	3	-11.008	39.176	-.281	.779	par_14
c18	<---	3	-12.027	42.609	-.282	.778	par_15
c19	<---	3	-7.879	28.114	-.280	.779	par_16
c20	<---	3	-17.560	61.938	-.284	.777	par_17
c21	<---	3	-10.131	35.887	-.282	.778	par_18
e27	<---	5	1.000				
e28	<---	5	-.243	.547	-.444	.657	par_19
e29	<---	5	-8.279	5.263	-1.573	.116	par_20
e30	<---	5	-21.662	17.584	-1.232	.218	par_21
e31	<---	5	2.260	1.534	1.474	.141	par_22
g38	<---	7	1.000				
g39	<---	7	.883	.093	9.457	***	par_23
g40	<---	7	-.709	.133	-5.336	***	par_24
g41	<---	7	-.656	.131	-5.013	***	par_25
g42	<---	7	.971	.103	9.440	***	par_26
f32	<---	6	1.000				
f33	<---	6	2.489	1.434	1.736	.083	par_27
f34	<---	6	2.017	1.145	1.761	.078	par_28
f35	<---	6	5.010	2.694	1.860	.063	par_29
f36	<---	6	3.579	1.980	1.808	.071	par_30

		Estimate	S.E.	C.R.	P	Label
f37 <--- 6		-1.530	1.063	-1.440	.150	par_31
d22 <--- 4		1.000				
d23 <--- 4		.463	.121	3.838	***	par_32
d24 <--- 4		.496	.118	4.216	***	par_33
d25 <--- 4		.434	.114	3.801	***	par_34
d26 <--- 4		.495	.135	3.652	***	par_35
h43 <--- 8		1.000				
h44 <--- 8		.154	.302	.510	.610	par_36
h45 <--- 8		2.794	.766	3.647	***	par_37
h46 <--- 8		1.111	.329	3.375	***	par_38
i47 <--- 9		1.000				
i48 <--- 9		1.679	.302	5.564	***	par_39
i49 <--- 9		1.543	.305	5.057	***	par_40
i50 <--- 9		1.726	.292	5.909	***	par_41

Standardized Regression Weights: (Group number 1 - Default model)

		Estimate
a1 <--- 1		.260
a2 <--- 1		.247
a3 <--- 1		.574
a4 <--- 1		.579
a5 <--- 1		-.287
a6 <--- 1		.161
a7 <--- 1		.029
a8 <--- 1		-.365
b9 <--- 2		.147
b10 <--- 2		.321
b11 <--- 2		.401
b12 <--- 2		.575
b13 <--- 2		.180
b14 <--- 2		.341
b15 <--- 2		.265
c16 <--- 3		.023
c17 <--- 3		-.252
c18 <--- 3		-.297
c19 <--- 3		-.202
c20 <--- 3		-.485
c21 <--- 3		-.269
e27 <--- 5		.072
e28 <--- 5		-.021
e29 <--- 5		-.539
e30 <--- 5		-1.371
e31 <--- 5		.188

			Estimate
g38 <---	7	.733
g39 <---	7	.724
g40 <---	7	-.420
g41 <---	7	-.404
g42 <---	7	.687
f32 <---	6	.145
f33 <---	6	.358
f34 <---	6	.305
f35 <---	6	.786
f36 <---	6	.528
f37 <---	6	-.201
d22 <---	4	.598
d23 <---	4	.334
d24 <---	4	.360
d25 <---	4	.333
d26 <---	4	.321
h43 <---	8	.311
h44 <---	8	.039
h45 <---	8	.920
h46 <---	8	.356
i47 <---	9	.452
i48 <---	9	.666
i49 <---	9	.559
i50 <---	9	.784

Model fit summary

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.078	.074	.082	.000
Independence model	.105	.101	.109	.000

(Lanjutan)

SWLS (*Life Satisfaction*)
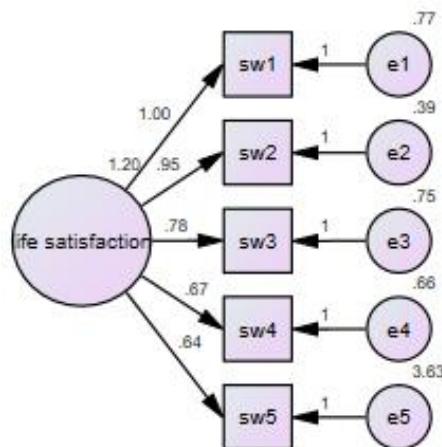
Estimates (Group number 1 - Default model)
Scalar Estimates (Group number 1 - Default model)
Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
sw1	<---	SWLS	1.000				
sw2	<---	SWLS	.950	.081	11.785	***	par_1
sw3	<---	SWLS	.783	.080	9.783	***	par_2
sw4	<---	SWLS	.672	.073	9.148	***	par_3
sw5	<---	SWLS	.641	.138	4.651	***	par_4

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
sw1	<---	SWLS	.780
sw2	<---	SWLS	.858
sw3	<---	SWLS	.704
sw4	<---	SWLS	.669
sw5	<---	SWLS	.345

Model Fit Summary

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.082	.018	.143	.160
Independence model	.412	.376	.450	.000

Lampiran 3 : Uji Reliabilitas

Reliability Scale: IKLIM ORGANISASI

Case Processing Summary		
	N	%
Cases Valid	204	100,0
Excluded[a]	0	,0
Total	204	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,751	50

Reliability Scale: SWLS

Case Processing Summary		
	N	%
Cases Valid	204	100,0
Excluded[a]	0	,0
Total	204	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,750	5

Reliability Scale: SPANE-P

Case Processing Summary		
	N	%
Cases Valid	204	100,0
Excluded[a]	0	,0
Total	204	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,646	6

(Lanjutan)

Reliability Scale: SPANE-N

Case Processing Summary

		N	%
Cases	Valid	204	100,0
	Excluded[a]	0	,0
	Total	204	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,658	6

Lampiran 4 : Uji Asumsi

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		Iklim Organisasi	SWLS	SPANE-B
N		89	89	89
Normal Parameters[a,b]	Mean	177.91	26.44	3.11
	Std. Deviation	4.542	3.820	4.804
Most Extreme Differences	Absolute	.090	.091	.094
	Positive	.082	.091	.094
	Negative	-.090	-.083	-.068
Test Statistic		.090	.091	.094
Asymp. Sig. (2-tailed)		.073[c]	.064[c]	.052[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Uji Linearitas

Iklim Organisasi - SWLS

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
SWLS * IklimOrganisasi	Between Groups	(Combined)	98,152	15	6,543	,403	,974
		Linearity	19,160	1	19,160	1,180	,281
		Deviation from Linearity	78,992	14	5,642	,347	,985
	Within Groups		1185,758	73	16,243		
	Total		1283,910	88			

(Lanjutan)

Iklim Organisasi – SPANEb

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
SPANE-B * IklimOrganisasi	Between Groups	(Combined)	256,822	15	17,121	,705	,772
		Linearity	,068	1	,068	,003	,958
		Deviation from Linearity	256,754	14	18,340	,755	,713
	Within Groups		1185,758	1774,055	73	24,302	
	Total		1283,910	2030,876	88		

Lampiran 5 : Uji *Bivariate Correlation*

Correlations

		Usia	Pendidikan Terakhir	Lama Bekerja	Iklim Organisasi	SWLS	SPANE-B
Usia	Pearson Correlation	1	-.082	.239*	.122	-.035	-.043
	Sig. (2-tailed)		.443	.024	.257	.745	.688
	N	89	89	89	89	89	89
Pendidikan Terakhir	Pearson Correlation	-.082	1	.169	.179	.115	.040
	Sig. (2-tailed)	.443		.114	.094	.285	.713
	N	89	89	89	89	89	89
Lama Bekerja	Pearson Correlation	.239*	.169	1	.061	.046	.019
	Sig. (2-tailed)	.024	.114		.569	.671	.862
	N	89	89	89	89	89	89
Iklim Organisasi	Pearson Correlation	.122	.179	.061	1	-.122	-.006
	Sig. (2-tailed)	.257	.094	.569		.254	.957
	N	89	89	89	89	89	89
SWLS	Pearson Correlation	-.035	.115	.046	-.122	1	.026
	Sig. (2-tailed)	.745	.285	.671	.254		.811
	N	89	89	89	89	89	89
SPANE-B	Pearson Correlation	-.043	.040	.019	-.006	.026	1
	Sig. (2-tailed)	.688	.713	.862	.957	.811	

| N | 89 | 89 | 89 | 89 | 89 | 89 |

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

b. Cannot be computed because at least one of the variables is constant.

Lampiran 6 : Uji Hipotesis

Hipotesis Pertama

"Kontribusi Iklim Terhadap Penilaian Kognitif (*life satisfaction*)pada kondisi *subjective well being*"

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	IKLIM ORGANISASI[b]	.	Enter

a. Dependent Variable: SWLS
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,122[a]	,015	,004	3,813

a. Predictors: (Constant), IKLIMORGANISASI
b. Dependent Variable: SWLS

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19,160	1	19,160	1,318	,254[b]
	Residual	1264,750	87	14,537		
	Total	1283,910	88			

a. Dependent Variable: SWLS
b. Predictors: (Constant), IKLIMORGANISASI

(Lanjutan)

Coefficientsª

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	44,716	15,926		2,808	,006
	IKLIMORGANIS ASI	-,103	,089	-,122	-1,148	,254

a. Dependent Variable: SWLS

Hipotesis Kedua

"Kontribusi Iklim Terhadap Penilaian Afektif (SPANE)pada kondisi *subjective well being*"

Regression

Variables Entered/Removedª

Model	Variables Entered	Variables Removed	Method
1	IKLIMORGAN ISASIᵇ	.	Enter

a. Dependent Variable: SPANE-B
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,006ª	,000	-,011	4,831

a. Predictors: (Constant), IKLIMORGANISASI
b. Dependent Variable: SPANE-B

(Lanjutan)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,068	1	,068	,003	,957[b]
	Residual	2030,809	87	23,343		
	Total	2030,876	88			

a. Dependent Variable: SPANE-B
b. Predictors: (Constant), IKLIMORGANISASI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,200	20,181		,208	,836
	KT	-,006	,113	-,006	-,054	,957

a. Dependent Variable: SPANE-B

UJI PER-DIMENSI IKLIM ORGANISASI

Dimensi Iklim Organisasi – SWLS

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41,651	15,998		2,604	,011
	struktur	-,370	,189	-,217	-1,957	,054
	responsibility	,203	,177	,150	1,144	,256
	reward	-,036	,250	-,017	-,143	,887
	risk	-,197	,242	-,088	-,816	,417
	warmth	-,240	,282	-,106	-,852	,397
	support	-,064	,239	-,031	-,266	,791
	standart	-,166	,295	-,068	-,562	,576
	conflict	,154	,365	,050	,421	,675
	identity	,071	,291	,028	,245	,807

a. Dependent Variable: SWLS

Dimensi Iklim Organisasi – SPANE-b

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,354	20,371		-,017	,986
	struktur	,273	,241	,127	1,132	,261
	responsibility	,046	,226	,027	,204	,839
	reward	-,147	,318	-,054	-,462	,646
	risk	-,716	,308	-,253	-2,327	,023
	warmth	,409	,359	,144	1,138	,258
	support	-,041	,305	-,016	-,136	,892
	standart	-,180	,376	-,059	-,480	,633
	conflict	,551	,465	,141	1,185	,240
	identity	-,085	,370	-,027	-,231	,818

dent Variable: SPANEb

Dimensi Iklim Organisasi – SPANE-p

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	12,550	13,502		,929	,355
	struktur	,196	,160	,129	1,224	,225
	responsibility	,027	,150	,023	,184	,855
	reward	,103	,211	,054	,486	,628
	risk	-,609	,204	-,305	-2,984	,004
	warmth	,510	,238	,254	2,141	,035
	support	,081	,202	,044	,403	,688
	standart	-,418	,249	-,194	-1,678	,097
	conflict	,745	,308	,270	2,417	,018
	identity	-,105	,245	-,047	-,429	,669

a. Dependent Variable: SPANEp

Dimensi Iklim Organisasi – SPANE-n

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	12,904	17,798		,725	,471
	struktur	-,077	,211	-,043	-,367	,715
	responsibility	-,019	,197	-,013	-,094	,925
	reward	,249	,278	,110	,897	,372
	risk	,107	,269	,045	,400	,691
	warmth	,101	,314	,042	,321	,749
	support	,123	,266	,056	,461	,646
	standart	-,238	,328	-,093	-,724	,471
	conflict	,194	,406	,059	,477	,635
	identity	-,020	,323	-,007	-,061	,952

a. Dependent Variable: SPANEn