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## IDENTITAS RESPONDEN

Nama : .....  
Jenis Kelamin : Laki-laki / Perempuan\*  
Usia : ..... Tahun  
Tingkat Pendidikan : .....  
Nama PTS : .....

Lingkari yang sesuai (\*)

### Petunjuk:

Pilihlah salah satu alternatif jawaban yang anda anggap mewakili diri Anda. Jawaban yang Anda berikan terjamin kerahasiaannya karena pemberian skala ini semata-mata untuk kepentingan penelitian. Tidak ada jawaban yang benar maupun salah, silahkan dijawab sejujur-jujurnya. Isilah dengan memberikan **tanda silang (X)** pada salah satu kolom jawaban yang telah disediakan.

Keterangan:

**SS** : Sangat setuju  
**S** : Setuju  
**KS** : Kurang setuju  
**TS** : Tidak setuju  
**STS** : Sangat tidak setuju



I	Pernyataan (Faktor Motivasi/ Intrinsik)	Jawaban				
1	Saya bangga bekerja di perusahaan ini karena mengakui atau menghargai prestasi	SS	S	KS	TS	STS
2	Saya merasa puas dengan pekerjaan saya karena memberi saya perasaan pencapaian yang sangat baik	SS	S	KS	TS	STS
3	Saya merasa telah berkontribusi terhadap institusi saya dengan cara yang positif	SS	S	KS	TS	STS
4	Saya akan memilih peningkatan karir dari pada insentif moneter (menerima uang sebagai insentif)	SS	S	KS	TS	STS
5	Pekerjaan saya mengizinkan saya untuk mempelajari keahlian baru untuk kemajuan/peningkatan karir	SS	S	KS	TS	STS
6	Pekerjaan saya menantang/menantang dan saya memiliki variasi dalam tugas yang saya lakukan	SS	S	KS	TS	STS
7	Saya merasa diberdayakan untuk melakukan pekerjaan saya	SS	S	KS	TS	STS
8	Saya merasa dihargai ketika saya bisa menyelesaikan/menyempurnakan pekerjaan saya	SS	S	KS	TS	STS
9	Atasan saya selalu berterima kasih kepada saya untuk pekerjaan yang telah saya laksanakan dengan baik	SS	S	KS	TS	STS
10	Saya menerima pengakuan/penghargaan karena saya telah melaksanakan pekerjaan dengan baik	SS	S	KS	TS	STS
11	Saya merasa bangga bekerja di institusi saya karena saya merasa tumbuh/berkembang sebagai manusia	SS	S	KS	TS	STS
12	Pekerjaan saya mengizinkan saya untuk mengembangkan pengalaman, keahlian dan kinerja saya	SS	S	KS	TS	STS
II	Pernyataan (Motivasi Ekstrinsik)	Jawaban				
1	Perilaku administrasi sangat akomodatif di institusi saya	SS	S	KS	TS	STS
2	Saya merasa bangga bekerja di institusi ini karena kebijakan institusi menyenangkan karyawannya	SS	S	KS	TS	STS
3	Saya memahami dengan baik misi institusi saya	SS	S	KS	TS	STS
4	Mudah berinteraksi dengan teman teman saya di institusi saya bekerja	SS	S	KS	TS	STS
5	Teman teman saya penting bagi saya di institusi saya bekerja	SS	S	KS	TS	STS
6	Saya merasa aman bekerja di institusi saya	SS	S	KS	TS	STS
7	Saya percaya mendapatkan gaji yang fair (pantas dan adil)	SS	S	KS	TS	STS

8	Saya merasa kinerja saya tumbuh/berkembang karena dukungan atasan saya	SS	S	KS	TS	STS
9	Saya merasa termotivasi untuk bekerja lebih keras karena gaji saya	SS	S	KS	TS	STS
<b>III</b>	<b>Pernyataan (Komitmen Organisasi)</b>	<b>Jawaban</b>				
1	Saya bersedia melakukan banyak upaya di luar yang biasanya diharapkan untuk membantu Institusi ini berhasil	SS	S	KS	TS	STS
2	Saya berbicara tentang Institusi ini kepada teman-teman saya sebagai Institusi yang hebat untuk bekerja	SS	S	KS	TS	STS
3	Saya menemukan bahwa nilai-nilai saya dan nilai-nilai Institusi sangat mirip	SS	S	KS	TS	STS
4	Saya bangga memberi tahu orang lain bahwa saya adalah bagian dari Institusi ini.	SS	S	KS	TS	STS
5	Saya juga bisa bekerja untuk Institusi yang berbeda selama jenis pekerjaan serupa	SS	S	KS	TS	STS
6	Saya sangat senang bahwa saya memilih Institusi ini untuk bekerja daripada orang lain yang saya pertimbangkan pada saat saya bergabung	SS	S	KS	TS	STS
7	Tidak terlalu banyak yang bisa diperoleh dengan tetap bekerja di Institusi ini tanpa batas waktu	SS	S	KS	TS	STS
8	Seringkali, saya merasa sulit untuk setuju dengan kebijakan Institusi ini tentang hal-hal penting yang berkaitan dengan karyawannya.	SS	S	KS	TS	STS
9	Bagi saya ini yang terbaik dari semua Institusi untuk bekerja	SS	S	KS	TS	STS
<b>IV</b>	<b>Pernyataan (Nilai Spiritual)</b>	<b>Jawaban</b>				
1	Saya dapat memahami tinggi rendahnya suatu permasalahan yang saya hadapi	SS	S	KS	TS	STS
2	Saya mampu beradaptasi di setiap lingkungan yang baru	SS	S	KS	TS	STS
3	Saya mampu menerima perubahan menjadi lebih baik	SS	S	KS	TS	STS
4	Saya mampu bertindak dengan pengawasan diri sendiri	SS	S	KS	TS	STS
5	Saya mampu untuk menyelesaikan setiap masalah	SS	S	KS	TS	STS
6	Saya bertindak dengan nilai kebaikan	SS	S	KS	TS	STS
7	Saya memiliki sifat yang tidak mudah putus asa.	SS	S	KS	TS	STS
8	Saya mampu mengambil hikmah dari setiap masalah	SS	S	KS	TS	STS
9	Saya mampu memotivasi diri sendiri	SS	S	KS	TS	STS

10	Saya mampu menilai diri sendiri sebelum menilai orang lain	SS	S	KS	TS	STS
11	Saya mampu mewujudkan cita-cita	SS	S	KS	TS	STS
<b>V</b>	<b>Pernyataan (Kinerja Individu/Dosen)</b>	<b>Jawaban</b>				
1	Saya masuk mengajar tepat waktu	SS	S	KS	TS	STS
2	Saya mengajar sesuai dengan RPS	SS	S	KS	TS	STS
3	Saya menggunakan peralatan teknologi untuk mengajar	SS	S	KS	TS	STS
4	Saya menghasilkan karya ilmiah per semester	SS	S	KS	TS	STS
5	Saya melaksanakan pengabdian kepada masyarakat per semester	SS	S	KS	TS	STS
6	Saya menggunakan buku pegangan saat mengajar	SS	S	KS	TS	STS
7	Saya berpendidikan Strata Dua	SS	S	KS	TS	STS
8	Saya mengajar mata kuliah sesuai dengan disiplin ilmu	SS	S	KS	TS	STS
9	Saya melakukan penelitian mandiri	SS	S	KS	TS	STS
10	Saya berpartisipasi pada kegiatan pengembangan akademik	SS	S	KS	TS	STS

**VARIABEL X1 (MOTIVASI INTRINSIK)**

NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12
1	4	5	5	5	4	5	5	4	5	5	5	4
2	4	4	5	5	4	5	5	3	4	3	5	5
3	5	4	5	4	4	3	2	4	4	4	4	4
4	3	3	4	4	4	5	5	5	4	5	5	5
5	4	4	5	4	5	5	5	5	4	4	5	5
6	5	5	4	5	5	4	4	4	3	3	4	4
7	4	4	5	4	5	5	4	4	3	3	4	4
8	2	1	2	2	2	1	1	1	2	1	2	2
9	4	5	5	5	4	5	5	4	5	5	5	4
10	4	4	5	4	4	5	5	3	4	3	5	5
11	5	4	5	4	4	3	2	4	4	4	4	4
12	3	3	4	4	4	5	5	4	4	5	5	5
13	4	4	5	4	5	5	5	5	4	4	5	5
14	5	5	4	4	5	4	4	4	3	3	4	4
15	4	4	5	4	5	5	4	4	3	3	4	4
16	4	5	4	5	4	5	5	5	5	4	4	4
17	3	2	2	2	1	1	2	2	2	1	1	2
18	4	4	5	4	4	5	5	3	4	3	5	5
19	5	4	5	4	4	3	2	4	4	4	4	4
20	3	3	4	4	4	5	5	4	4	5	5	5
21	5	5	4	4	5	4	4	4	3	3	4	4
22	4	4	5	4	5	5	4	4	3	3	4	4
23	4	5	4	5	4	5	5	5	5	4	4	4
24	3	2	2	2	1	1	2	2	2	1	1	2
25	4	4	5	4	4	5	5	3	4	3	5	5
26	4	4	5	4	5	5	4	5	4	4	5	5
27	5	5	4	4	5	4	4	4	3	3	4	4
28	4	4	5	4	5	5	4	4	3	3	4	4
29	1	1	2	2	2	2	2	2	1	3	3	3
30	2	2	2	2	1	1	2	2	2	1	1	2
31	4	4	5	4	4	5	5	3	4	3	5	5
32	4	4	5	4	5	5	5	5	4	4	5	5
33	5	5	4	4	5	4	4	4	3	3	4	4
34	4	4	5	4	5	5	4	4	3	3	4	4
35	2	2	2	2	1	1	2	2	1	1	2	1
36	3	5	5	5	5	4	4	5	5	5	5	5
37	4	4	4	5	5	4	4	5	5	4	4	5
38	2	2	1	2	1	2	2	1	1	2	2	2
39	4	4	5	5	4	4	4	5	5	5	5	5
40	2	2	2	1	1	2	1	2	1	2	2	2

41	3	3	4	4	4	5	5	4	4	5	5	5
42	4	4	5	4	5	5	5	5	4	4	5	5
43	5	5	4	4	5	4	4	4	3	3	4	4
44	2	2	2	2	2	1	1	2	2	2	2	1
45	5	4	5	5	5	5	5	5	4	5	5	5
46	5	5	4	4	5	4	4	4	3	3	4	4
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237	2	2	2	1	1	2	2	1	1	2	1	1
238	5	4	4	5	3	3	3	4	4	5	5	4
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### VARIABEL X2 (MOTIVASI EKSTRINSIK)

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6	5	5	5	4	3	3	4	4	4	37	4,1
7	3	4	5	5	5	4	5	5	4	40	4,4

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9	5	5	5	4	3	3	4	4	4	37	4,1
10	4	3	4	3	5	5	4	4	4	36	4,0
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14	5	5	5	4	3	3	4	4	4	37	4,1
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17	2	2	1	1	1	1	2	2	2	14	1,5
18	5	5	5	4	3	3	4	4	4	37	4,1
19	4	3	4	3	5	5	4	4	4	36	4,0
20	3	3	4	4	5	5	5	5	5	39	4,3
21	1	2	2	1	2	2	1	2	2	15	1,6
22	2	2	1	2	2	1	2	2	2	16	1,7
23	1	1	1	2	2	1	1	1	2	12	1,3
24	4	4	4	5	5	4	5	4	5	40	4,4
25	5	5	5	4	3	3	4	4	4	37	4,1
26	3	3	4	4	5	5	5	5	5	39	4,3
27	4	5	5	3	5	5	4	4	4	39	4,3
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32	3	3	4	4	5	5	5	5	5	39	4,3
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34	5	5	5	4	4	4	5	5	3	40	4,4
35	2	2	1	1	2	2	2	1	2	15	1,6
36	5	5	5	4	3	3	4	4	4	37	4,1
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38	2	2	2	1	2	2	1	2	2	16	1,7
39	5	5	5	4	3	3	4	4	4	37	4,1
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57	5	5	5	4	3	3	4	4	4	37	4,1
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74	4	3	4	3	5	5	4	4	4	36	4,0
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76	4	5	5	3	5	5	4	4	4	39	4,3
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79	4	3	4	3	5	5	4	4	4	36	4,0
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81	2	2	1	1	1	2	2	1	2	14	1,5
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83	5	5	5	4	3	3	4	4	4	37	4,1
84	4	3	4	3	5	5	4	4	4	36	4,0
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86	4	5	5	3	5	5	4	4	4	39	4,3
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91	4	3	4	3	5	5	4	4	4	36	4,0
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93	1	2	2	2	2	2	2	1	1	15	1,6

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96	5	5	5	4	3	3	4	4	4	37	4,1
97	4	3	4	3	5	5	4	4	4	36	4,0
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99	5	5	5	4	3	3	4	4	4	37	4,1
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102	5	5	5	4	3	3	4	4	4	37	4,1
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**(NILAI SPIRITUAL)**

NO	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	Jumlah
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238	4	5	5	4	5	5	4	4	3	4	5	4
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### VARIABEL Y1 (KOMITMEN ORGANISASI)

NO	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Jumlah	Rata-Rata
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3	5	5	4	5	3	4	4	4	3	37	4,11
4	5	5	5	3	3	4	4	5	4	38	4,22
5	4	4	5	5	3	4	5	4	4	38	4,22
6	4	4	5	5	5	4	3	4	5	39	4,33
7	3	4	4	5	5	5	4	5	5	40	4,44
8	2	2	1	2	2	2	2	1	2	16	1,78
9	5	4	4	5	5	3	4	4	3	37	4,11
10	4	5	5	4	3	5	4	3	3	36	4,00
11	5	5	4	5	3	4	4	4	3	37	4,11
12	5	5	5	3	3	4	4	5	4	38	4,22
13	4	4	5	5	3	4	5	4	4	38	4,22
14	4	4	5	5	5	4	3	4	5	39	4,33
15	3	4	4	5	5	5	4	5	5	40	4,44
16	3	3	4	4	5	5	5	4	4	37	4,11
17	2	1	1	1	2	2	2	2	2	15	1,67
18	4	4	5	5	5	4	3	4	5	39	4,33
19	3	4	4	5	5	5	4	5	5	40	4,44
20	4	3	4	4	5	5	4	4	5	38	4,22
21	2	2	2	1	2	2	1	3	2	17	1,89
22	2	3	2	2	1	2	2	3	2	19	2,11
23	2	2	2	1	1	1	2	2	2	15	1,67
24	5	5	5	3	3	4	4	5	4	38	4,22
25	4	4	5	5	3	4	5	4	4	38	4,22
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27	3	4	4	5	5	5	4	5	3	38	4,22

28	3	3	4	4	5	5	5	4	4	37	4,11
29	2	1	2	2	2	1	2	2	2	16	1,78
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34	3	3	4	4	5	5	5	4	4	37	4,11
35	2	2	1	1	2	2	2	3	2	17	1,89
36	4	4	5	5	5	4	3	4	4	38	4,22
37	3	4	4	5	5	5	4	5	5	40	4,44
38	2	2	3	1	1	2	2	2	2	17	1,89
39	5	5	5	5	3	4	4	5	3	39	4,33
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41	4	4	5	5	5	4	3	4	5	39	4,33
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43	3	3	4	4	5	5	4	4	4	36	4,00
44	2	2	1	2	2	2	1	2	2	16	1,78
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50	3	3	4	4	5	5	5	4	4	37	4,11
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76	3	4	4	5	5	5	4	5	5	40	4,44
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78	5	5	4	4	5	4	4	5	5	41	4,56
79	3	3	4	4	5	5	5	4	4	37	4,11
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82	3	3	4	4	5	5	5	4	4	37	4,11
83	5	5	3	4	5	4	4	5	5	40	4,44
84	3	3	4	4	5	5	5	4	4	37	4,11
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92	4	3	4	4	4	5	5	4	4	37	4,11
93	2	2	1	2	2	2	1	2	2	16	1,78
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95	5	4	5	5	3	4	5	4	5	40	4,44
96	4	4	3	5	5	4	3	4	5	37	4,11
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125	4	4	4	5	5	4	3	4	5	38	4,22
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129	4	5	4	5	5	3	4	3	5	38	4,22
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152	4	5	4	5	3	4	5	4	3	37	4,11
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159	5	5	4	5	3	4	5	4	3	38	4,22
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162	5	4	5	3	4	4	3	5	4	37	4,11
163	5	4	5	5	3	3	5	4	4	38	4,22
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166	4	4	5	4	4	5	4	3	3	36	4,00
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172	5	5	4	5	3	4	3	4	4	37	4,11
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223	5	4	5	5	3	3	5	4	4	38	4,22
224	4	5	4	4	5	5	3	3	4	37	4,11
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226	2	2	1	1	2	2	2	2	2	16	1,78
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233	5	4	5	3	4	5	4	5	4	39	4,33
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236	5	4	5	5	3	3	5	4	4	38	4,22
237	2	2	1	1	2	2	2	2	1	15	1,67
238	3	5	5	5	3	4	5	4	5	39	4,33
239	2	2	1	2	2	3	2	2	2	18	2,00
240	4	4	5	3	3	3	5	4	4	35	3,89

**VARIABEL Y1 (KINERJA ORGANISASI)**

<b>NO</b>	<b>Y2.1</b>	<b>Y2.2</b>	<b>Y2.3</b>	<b>Y2.4</b>	<b>Y2.5</b>	<b>Y2.6</b>	<b>Y2.7</b>	<b>Y2.8</b>	<b>Y2.9</b>	<b>Jumlah</b>	<b>Rata-Rata</b>
1	5	5	5	4	4	5	5	4	4	41	4,56
2	5	5	4	5	4	4	3	4	4	38	4,22
3	3	3	4	4	5	5	5	4	3	36	4,00
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5	4	4	5	5	4	4	5	5	4	40	4,44
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7	5	5	4	4	5	5	4	5	4	41	4,56
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9	5	5	4	4	5	5	4	4	5	41	4,56
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35	2	2	1	2	2	1	2	2	2	16	1,78
36	5	5	4	4	4	5	4	5	5	41	4,56
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39	5	4	4	5	4	5	5	4	5	41	4,56
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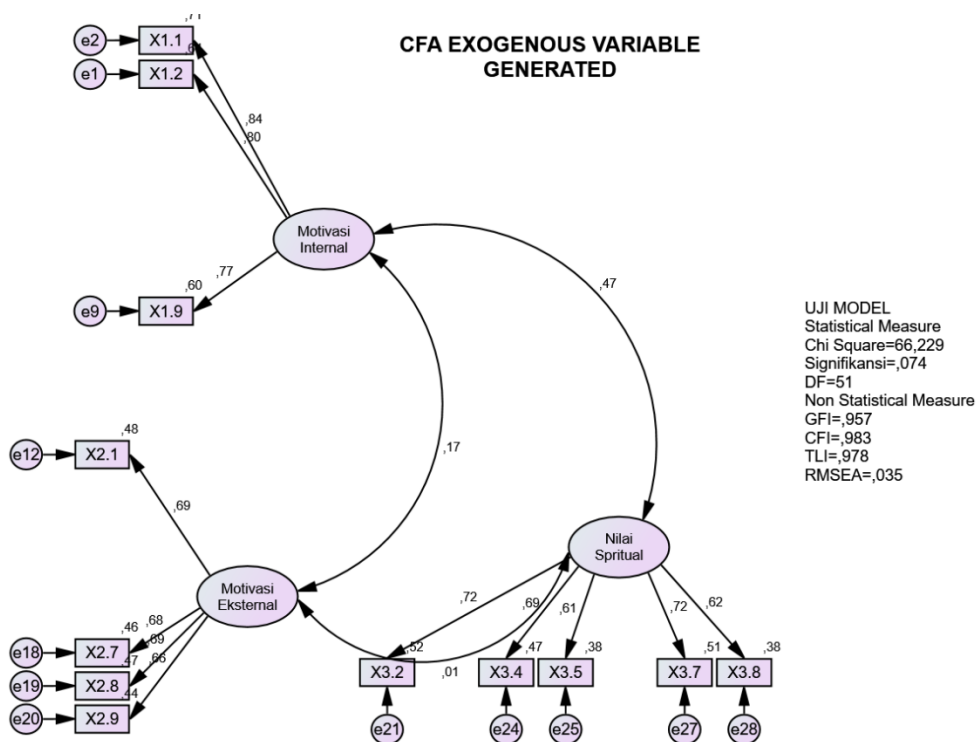
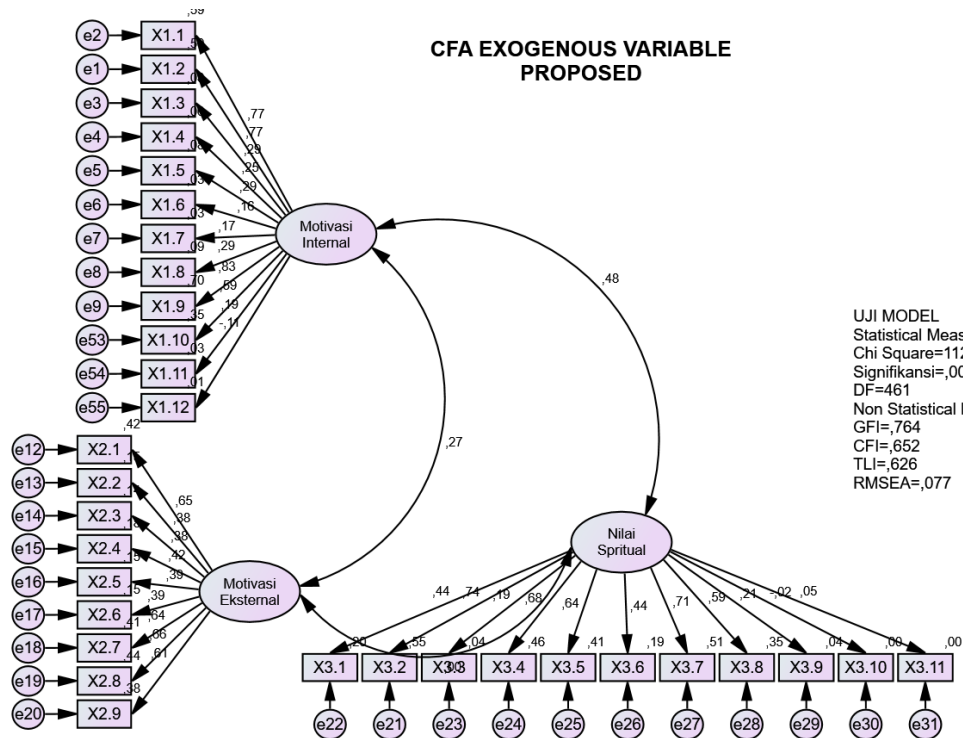
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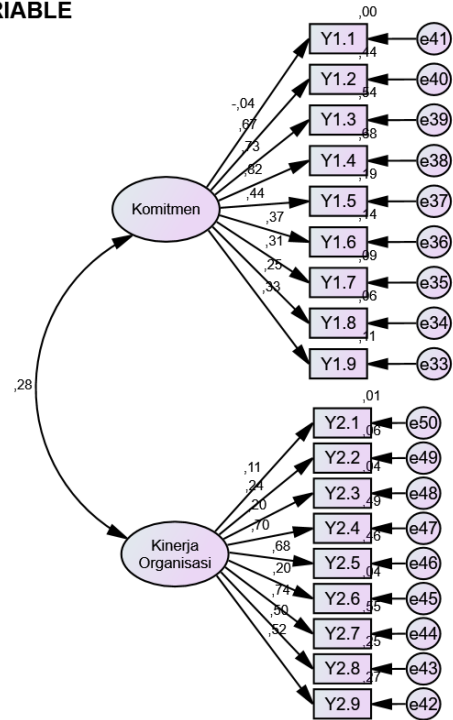
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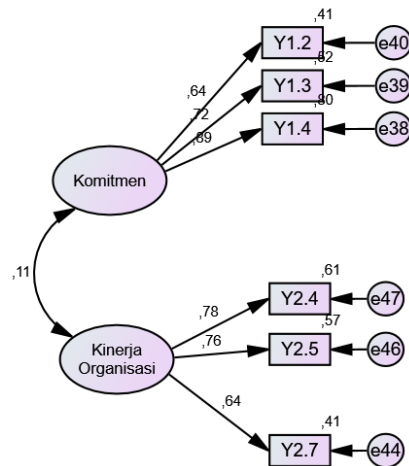
**CFA ENDOGENOUS VARIABLE PROPOSED**

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 Chi Square=793,460  
 Signifikansi=,000  
 DF=134  
 Non Statistical Measure  
 GFI=,710  
 CFI=,486  
 TLI=,414  
 RMSEA=,143

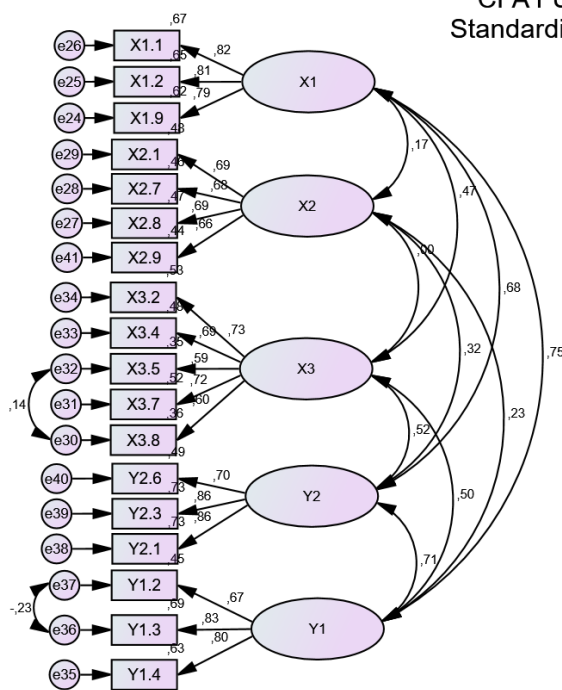


**CFA ENDOGENOUS VARIABLE GENERATED**

UJI MODEL  
 Statistical Measure  
 Chi Square=8,250  
 Signifikansi=,409  
 DF=8  
 Non Statistical Measure  
 GFI=,989  
 CFI=,999  
 TLI=,999  
 RMSEA=,011

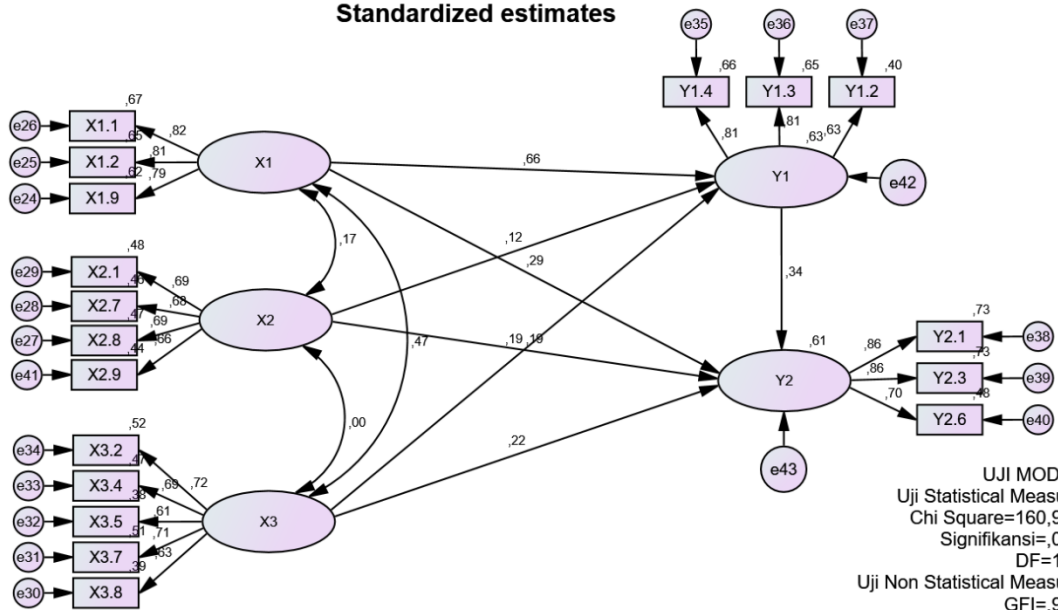


CFA FULL MODEL  
Standardized estimates



UJI MODEL  
Uji Statistical Measure  
Chi Square=152,670  
Signifikansi=,036  
DF=123  
Uji Non Statistical Measure  
GFI=,934  
CFI=,983  
TLI=,979  
RMSEA=,032

CFA FULL MODEL  
Standardized estimates



UJI MODEL  
Uji Statistical Measure  
Chi Square=160,965  
Signifikansi=,017  
DF=125  
Uji Non Statistical Measure  
GFI=,931  
CFI=,980  
TLI=,975  
RMSEA=,035

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

Loading Factor:

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X1.9 <--- X1	,789

	Estimate
X1.2 <--- X1	,808
X1.1 <--- X1	,817
X2.8 <--- X2	,686
X2.7 <--- X2	,679
X2.1 <--- X2	,694
X3.8 <--- X3	,626
X3.7 <--- X3	,712
X3.5 <--- X3	,614
X3.4 <--- X3	,689
X3.2 <--- X3	,721
Y1.3 <--- Y1	,805
Y2.1 <--- Y2	,856
Y2.3 <--- Y2	,857
Y2.6 <--- Y2	,696
X2.9 <--- X2	,660
Y1.4 <--- Y1	,811
Y1.2 <--- Y1	,632

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

**Hypotheses:**

	Estimate	S.E.	C.R.	P	Label
Y1 <--- X1	,745	,095	7,882	***	
Y1 <--- X2	,120	,065	1,836	,066	
Y1 <--- X3	,235	,091	2,579	,010	
Y2 <--- X1	,376	,140	2,682	,007	
Y2 <--- X3	,312	,104	2,994	,003	
Y2 <--- X2	,225	,074	3,023	,003	
Y2 <--- Y1	,391	,133	2,932	,003	
X1.9 <--- X1	1,000				
X1.2 <--- X1	1,179	,093	12,693	***	
X1.1 <--- X1	1,146	,089	12,835	***	
X2.8 <--- X2	1,000				
X2.7 <--- X2	,984	,120	8,206	***	
X2.1 <--- X2	1,006	,121	8,320	***	
X3.8 <--- X3	1,000				
X3.7 <--- X3	1,224	,145	8,456	***	
X3.5 <--- X3	,965	,127	7,602	***	
X3.4 <--- X3	1,135	,137	8,270	***	
X3.2 <--- X3	1,244	,146	8,524	***	
Y1.3 <--- Y1	,937	,075	12,441	***	
Y2.1 <--- Y2	1,000				
Y2.3 <--- Y2	,897	,060	15,036	***	

	Estimate	S.E.	C.R.	P	Label
Y2.6 <--- Y2	,807	,069	11,674	***	
X2.9 <--- X2	,901	,112	8,057	***	
Y1.4 <--- Y1	1,000				
Y1.2 <--- Y1	,764	,079	9,632	***	