

## DAFTAR PUSTAKA

- Aakko, M., & Niinimäki, K. (2022). Quality matters: reviewing the connections between perceived quality and clothing use time. *Journal of Fashion Marketing and Management: An International Journal*, 26(1), 107–125.
- Adhi, A. S. (2023). Analisis Pengaruh Digital Marketing terhadap Volume Penjualan yang Dimediasi oleh Kualitas Intellectual Capital (Studi Empiris UMKM Sektor Ekonomi Kreatif di Kecamatan Laweyan, Kota Surakarta, Provinsi Jawa Tengah). *Economics Business Finance and Entrepreneurship*, 3(2), 189–200.
- Agustianti, R., Nussifera, L., Angelianawati, L., Meliana, I., Sidik, E. A., Nurlaila, Q., Simarmata, N., Himawan, I. S., Pawan, E., & Ikhram, F. (2022). *Metode Penelitian Kuantitatif Dan Kualitatif*. Tohar Media.
- Alvino, F., Di Vaio, A., Hassan, R., & Palladino, R. (2021). Intellectual capital and sustainable development: A systematic literature review. *Journal of Intellectual Capital*, 22(1), 76–94.
- Anggraini, F., Ilhamda, T., & Nurhuda, N. (2020). Peranan intellectual capital dan orientasi kewirausahaan pada usaha kecil dan menengah. *Jurnal Benefita*, 5(2), 238–251.
- Azhari, M. T., Al Fajri Bahri, M. P., Asrul, M. S., & Rafida, T. (2023). *Metode Penelitian Kuantitatif*. PT. Sonpedia Publishing Indonesia.
- Batbuall, B. (2021). *Self management untuk meningkatkan kinerja bidan*. Penerbit Adab.
- Beltramino, N. S., García-Perez-de-Lema, D., & Valdez-Juárez, L. E. (2020). The structural capital, the innovation and the performance of the industrial SMEs. *Journal of Intellectual Capital*, 21(6), 913–945.
- Berliana, G., & Hesti, T. (2021). Peran Intellectual Capital Terhadap Nilai Perusahaan (Kaitan Antara Nilai Tambah, Kinerja Keuangan dan Nilai Perusahaan). *Jurnal Syntax Admiration*, 2(5), 843–862.
- Caniago, A., & Rustanto, A. E. (2022). Kualitas Pelayanan dalam Meningkatkan Minat Beli Konsumen Pada UMKM di Jakarta (Studi Kasus Pembelian Melalui Shopee). *Responsive: Jurnal Pemikiran Dan Penelitian Administrasi, Sosial, Humaniora Dan Kebijakan Publik*, 5(1), 19–25.
- Chong, D., & Ali, H. (2022). Literature review: Competitive strategy, competitive advantages, and marketing performance on e-commerce Shopee Indonesia. *Dinasti International Journal of Digital Business Management*, 3(2), 299–309.
- Chusumastuti, D., Zulfikri, A., & Rukmana, A. Y. (2023). Pengaruh digital marketing dan kompetensi wirausaha terhadap kinerja pemasaran (Studi ada UMKM di Jawa Barat). *Jurnal Bisnis Dan Manajemen West Science*, 2(02), 83–93.
- Ekayani, N. N. S., Purbawangsa, I. B. A., Sariani, N. K., & Suriani, N. N. (2021). Inovasi teknologi memediasi pengaruh intellectual capital terhadap kinerja UMKM. *JPPI (Jurnal Penelitian Pendidikan Indonesia)*, 7(4), 658–669.
- Erlianti, D. (2019). Kualitas Pelayanan Publik. *Jurnal Administrasi Publik Dan Bisnis (JaPaBis)*, 1(1), 1–11.

- Fajarini, A., & Meria, L. (2020). Pengaruh Kualitas Pelayanan Terhadap Kepercayaan dan Loyalitas Pelanggan Dimediasi Kepuasan Pelanggan (Studi Kasus Klinik Kecantikan Beauty INC). *JCA of Economics and Business*, 1(2), 1–11.
- Harju, C. (2022). The perceived quality of wooden building materials—A systematic literature review and future research agenda. *International Journal of Consumer Studies*, 46(1), 29–55.
- Huang, L., & Zheng, W. (2023). Hotel demand forecasting: a comprehensive literature review. *Tourism Review*, 78(1), 218–244.
- Hudha, N., Rahadhini, M. D., & Sarwono, A. E. (2022). Keunggulan Bersaing Sebagai Mediator Antara Digital Marketing dan Kinerja Pemasaran (Survei Pada UKM Tenun Lurik di Desa Mlese, Cawas, Klaten). *BALANCE: Economic, Business, Management and Accounting Journal*, 19(1), 70–80.
- Ibrahim, M., & Thawil, S. M. (2019). Pengaruh kualitas produk dan kualitas pelayanan terhadap kepuasan konsumen. *Jurnal Riset Manajemen Dan Bisnis (JRMB) Fakultas Ekonomi UNIAT*, 4(1), 175–182.
- Iskandar, V., Kartika, E. W., & Kristianto, D. (2021). *Pengaruh Kualitas Layanan Terhadap Kepuasan Konsumen Pada Era Kebiasaan Baru Pada Hotel Berbintang Lima Di Surabaya*. Petra Christian University.
- Istiyawari, L., Hanif, M. R., & Nuswantoro, A. (2021). Pengaruh Kualitas Pelayanan, Persepsi Harga, Dan Kepuasan Pelanggan Terhadap Loyalitas Pelanggan. *Solusi*, 19(3), 191–201.
- Kasiyani, M., Pramita, G., & Yacub, V. K. (2022). PERHITUNGAN KEBUTUHAN MATERIAL PELAT BETON PADA PROYEK PEMBANGUNAN HOTEL YELLO LAMPUNG. *Jurnal Teknik Sipil*, 3(02), 59–66.
- Kurniawan, D., Sutarjo, A., & Yanti, N. (2021). Pengaruh Kualitas Pelayanan Dan Kepuasan Pelanggan Terhadap Niat Perilaku Konsumen Pada Restoran Bagan Padang. *Matua Jurnal*, 3(4), 690–703.
- Kusmasti, E., & Indrianto, A. T. L. (2024). PERAN ENTREPREUNERIAL MARKETING DALAM MENGHADAPI TANTANGAN PENCAPAIAN PENDAPATAN DI HOTEL CIPUTRA SEMARANG. *JMBI UNSRAT (Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi)*, 11(1), 884–896.
- Margaretha, F., Wirawan, S. E., & Wowor, W. (2022). The influence of service quality toward customer loyalty at five-star hotel in Bali. *International Journal of Social and Management Studies*, 3(2), 175–186.
- Naibaho, E. R., & Hariyanto, O. I. B. (2022). The Effect of Service Quality on Revisit Intention With sWord Of Mouth Mediation Variables and Tourist Satisfaction. *Conference on Business, Social Sciences and Technology (CoNeSciNTech)*, 2(1), 185–195.
- Nasir, A., Waridin, W., Iskandar, D. D., Susilowati, I., & Hidayat, A. (2022). Shariah-Based Hospitality, Competitive Advantage and Tourists' Revisiting Interest on Indonesia Tourism. *Journal of Environmental Management & Tourism*, 13(8), 2134–2143.
- Pambreni, Y., Udriyah, U., & Rachmawati, D. (2023). MEDIATING INTELLECTUAL CAPITAL ON DIGITAL MARKETING FOR MARKETING PERFORMANCE IMPROVEMENT OF COPPER-BRASS CREATIVE INDUSTRY SMEs. *TECHNO-SOCIO EKONOMIKA*, 16(2), 209–222.

- Putri, M. A., & Nisa, P. C. (2024). PENGARUH KOMUNIKASI MEREK, CITRA MEREK, PERSEPSI KUALITAS KONSUMEN DAN KEPERCAYAAN MEREK TERHADAP LOYALITAS KONSUMEN. *Journal of Advances in Digital Business and Entrepreneurship*, 3(01), 135–146.
- Putri, S. D., & Nuzula, N. F. (2019). Pengaruh Intellectual Capital Terhadap Kinerja Keuangan dan Nilai Perusahaan. *Jurnal Administrasi Bisnis*, 66(1), 28–36.
- Quoquab, F., Mohamed Sadom, N. Z., & Mohammad, J. (2020). Driving customer loyalty in the Malaysian fast food industry: The role of halal logo, trust and perceived reputation. *Journal of Islamic Marketing*, 11(6), 1367–1387.
- Rahmadi, I. H., & Mutasowifin, A. (2021). Pengaruh Intellectual Capital Terhadap Kinerja Keuangan dan Nilai Perusahaan (Studi Kasus Perusahaan Sektor Keuangan yang Terdaftar di Bursa Efek Indonesia Tahun 2017-2019). *INOBIS: Jurnal Inovasi Bisnis Dan Manajemen Indonesia*, 4(2), 279–294.
- Rini, K. S. (2020). Pengaruh Intellectual Capital Terhadap Kinerja Usaha Mikro Yang Dimediasi Oleh Perilaku Kerja Inovatif. *Pengaruh Intellectual Capital Terhadap Kinerja Usaha Mikro Yang Dimediasi Oleh Perilaku Kerja Inovatif*, 5(1).
- Rohaeni, H., & Marwa, N. (2018). Kualitas pelayanan terhadap kepuasan pelanggan. *Jurnal Ecodemica*, 2(2), 312–318.
- Rosari, R., Nugrahanti, T. P., Noor, L. S., Muslimin, M., & Zaroni, A. N. (2024). The Effect of Intellectual Capital on MSME Performance Through Innovation as an Intervening Variable. *International Journal of Social Science and Business*, 8(1), 161–168.
- Saleh, I., Veza, O., Setyabudhi, A. L., Arifin, N. Y., & Illiyas, A. (2021). Pengelolaan Sumber Daya Manusia Dalam Bisnis Hotel Studi Kasus Hotel Rezeki Batam, Nagoya Mansion Hotel, Hotel ZIA Boutique dan Asia Link Hotel. *Economic and Business Management International Journal (EABMIJ)*, 3(03), 78–85.
- Sevilmiş, A., Özdemir, İ., García-Fernández, J., & Zhang, J. J. (2022). Examining the relationships among perceived quality, perceived value, customer satisfaction, and behavioral intention in Turkish fitness centers. *Physical Culture and Sport. Studies and Research*, 96(1), 40–54.
- Sidi, A. P., & Yogatama, A. N. (2019). Mediasi Intellectual Capital atas Pengaruh Digital Marketing Terhadap Kinerja Pemasaran. *Iqtishoduna*, 15(2), 129–152.
- Styliidis, K., Wickman, C., & Söderberg, R. (2020). Perceived quality of products: a framework and attributes ranking method. *Journal of Engineering Design*, 31(1), 37–67.
- Sudarnaya, I. K., & Martini, K. R. (2023). PENGARUH HUMAN CAPITAL MANAGEMENT TERHADAP KUALITAS PELAYANAN YANG DIMEDIASI OLEH PENGEMBANGAN KARIR PADA KARYAWAN VILLA, DESA KALISADA, BULELENG-BALI. *Jurnal Daya Saing*, 9(3), 565–573.
- Syaifudin, R., Desmawan, D., & Setyadi, S. (2021). Strategi Hotel Branding Akibat Pandemi Covid-19 Studi Kasus Pada Hotel Bintang Empat dan Lima di Provinsi Banten. *Jurnal Valuasi: Jurnal Ilmiah Ilmu Manajemen Dan Kewirausahaan*, 1(1), 243–257.
- Tompo, I. (2022). Loyalitas Pelanggan: Digital Marketing Dan Costumer Perceived Value Terhadap Kepuasan Pelanggan Terhadap. *Jurnal Mirai Management*, 7(3), 669–682.

- Verdilla, V., & Albari, A. (2018). Dampak Dimensi Ekuitas Merek Dalam Membentuk Minat Beli Ulang. *Jurnal Manajemen Maranatha*, 17(2), 81–90.
- Waruwu, M. (2023). Pendekatan Penelitian Pendidikan: Metode Penelitian Kualitatif, Metode Penelitian Kuantitatif dan Metode Penelitian Kombinasi (Mixed Method). *Jurnal Pendidikan Tambusai*, 7(1), 2896–2910.
- Welly, Y., Ikhsan, A., & Situmeang, C. (2021). The effect of capital employed, human capital and structural capital on financial performance on the consumer goods sector period 2015-2019. *International Journal of Trends in Accounting Research*, 2(1), 72–86.
- Xu, J., & Li, J. (2022). The interrelationship between intellectual capital and firm performance: evidence from China's manufacturing sector. *Journal of Intellectual Capital*, 23(2), 313–341.

# **LAMPIRAN**

### KUISIONER QUALITY SERVICES (X1)

| No. | Pernyataan n  | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 1   | Kemampuan karyawan Hotel Bintang 3 dalam memberikan layanan yang dijanjikan dengan segera, akurat dan memuaskan |     |    |   |   |    |
| 2   | Kemampuan karyawan Hotel Bintang 3 dalam membantu para konsumen dan memberikan layanan dengan tangga            |     |    |   |   |    |
| 3   | Kemampuan dan pengetahuan karyawan Hotel Bintang 3 dalam memberikan keterangan kepada konsumen                  |     |    |   |   |    |
| 4   | Karyawan Hotel Bintang 3 memberikan perhatian individu kepada setiap konsumennya                                |     |    |   |   |    |
| 5   | Hotel Bintang 3 di Makassar mempunyai fasilitas yang lengkap  |     |    |   |   |    |

### PERCEIVED QUALITY (X2)

| No. | Pernyataan n   | STS | TS | N | S | SS |
|-----|--|-----|----|---|---|----|
| 1   | Saya merasa nyaman menginap di hotel Bintang 3 di Makassar                         |     |    |   |   |    |
| 2   | Saya menilai keputusan menginap di hotel Bintang 3 akan diterima oleh orang lain   |     |    |   |   |    |
| 3   | Hotel Bintang 3 di Makassar yang anda kunjungi memiliki kualitas yang baik         |     |    |   |   |    |
| 4   | Tarif menginap di hotel Bintang 3 di Makassar sesuai dengan apa yang anda dapatkan |     |    |   |   |    |

### MARKETING PERFORMANCE (Z)

| No. | Pernyataan n  | STS | TS | N  | S  | SS |
|-----|---|-----|----|----|----|----|
| 1   | Anda mendapatkan informasi yang cukup tentang fasilitas dan layanan hotel kami sebelum kedatangan | 23  | 12 | 40 | 25 |    |
| 2   | Promosi yang kami tawarkan sesuai dengan apa yang dijanjikan                                      | 17  | 40 | 33 | 10 |    |
| 3   | Promosi hotel kami efektif dalam menarik minat Anda   |     | 37 | 40 | 23 |    |
| 4   | Proses pemesanan kamar di hotel kami mudah dan efisien.   | 20  | 29 | 41 | 10 |    |
| 5   | Tim layanan pelanggan kami responsif dan membantu menjawab pertanyaan atau kebutuhan Anda.        | 12  | 30 | 38 | 20 |    |
| 6   | Pengalaman Anda dengan media sosial dan website kami memuaskan                                    |     | 35 | 41 | 24 |    |

## **INTELLECTUAL CAPITAL (Y)**

| No. | Pernyataan<br>n   | STS | TS | N  | S  | SS |
|-----|---|-----|----|----|----|----|
| 1   | Sistem manajemen pengetahuan di hotel kami membantu dalam strategi pemasaran yang efektif.                                  |     |    | 25 | 40 | 35 |
| 2   | Kemampuan untuk mengembangkan paket promosi atau layanan baru meningkatkan daya saing hotel kami.                           |     |    | 17 | 54 | 29 |
| 3   | Tim pemasaran kami memiliki pengetahuan dan keterampilan yang diperlukan untuk menerapkan strategi pemasaran yang inovatif. |     | 11 | 32 | 40 | 17 |
| 4   | Penggunaan teknologi informasi yang canggih membantu dalam analisis data dan segmentasi pasar untuk strategi pemasaran.     |     |    | 13 | 67 | 20 |
| 5   | <i>Intellectual Capital</i> di hotel kami mendukung hubungan yang kuat dan berkelanjutan dengan pelanggan.                  |     | 5  | 20 | 45 | 30 |
| 6   | Budaya belajar dan inovasi di hotel kami memungkinkan untuk adaptasi dan penyesuaian strategi pemasaran.                    |     |    | 17 | 60 | 23 |
| 7   | Integrasi manajemen pengetahuan di seluruh departemen hotel mendukung efisiensi dan efektivitas strategi pemasaran.         |     | 15 | 20 | 41 | 24 |

| Correlations |                     |        |        |        |        |        |
|--------------|---------------------|--------|--------|--------|--------|--------|
|              | X1.1                | X1.2   | X1.3   | X1.4   | X1.5   | TOTX1  |
| X1.1         | Pearson Correlation | 1      | .618** | .651** | .561** | .417** |
|              | Sig. (2-tailed)     |        | 0,000  | 0,000  | 0,000  | 0,000  |
|              | N                   | 100    | 100    | 100    | 100    | 100    |
| X1.2         | Pearson Correlation | .618** | 1      | .554** | .749** | .510** |
|              | Sig. (2-tailed)     | 0,000  |        | 0,000  | 0,000  | 0,000  |
|              | N                   | 100    | 100    | 100    | 100    | 100    |
| X1.3         | Pearson Correlation | .651** | .554** | 1      | .601** | .571** |
|              | Sig. (2-tailed)     | 0,000  | 0,000  |        | 0,000  | 0,000  |
|              | N                   | 100    | 100    | 100    | 100    | 100    |
| X1.4         | Pearson Correlation | .561** | .749** | .601** | 1      | .576** |
|              | Sig. (2-tailed)     | 0,000  | 0,000  | 0,000  |        | 0,000  |
|              | N                   | 100    | 100    | 100    | 100    | 100    |
| X1.5         | Pearson Correlation | .417** | .510** | .571** | .576** | 1      |
|              | Sig. (2-tailed)     | 0,000  | 0,000  | 0,000  | 0,000  |        |
|              | N                   | 100    | 100    | 100    | 100    | 100    |
| TOTX1        | Pearson Correlation | .812** | .839** | .831** | .850** | .743** |
|              | Sig. (2-tailed)     | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  |
|              | N                   | 100    | 100    | 100    | 100    | 100    |

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

### Correlations

|       |                     | X2.1   | X2.2   | X2.3   | X2.4   | TOTX2  |
|-------|---------------------|--------|--------|--------|--------|--------|
| X2.1  | Pearson Correlation | 1      | .307** | .314** | .207*  | .692** |
|       | Sig. (2-tailed)     |        | 0,002  | 0,001  | 0,039  | 0,000  |
|       | N                   | 100    | 100    | 100    | 100    | 100    |
| X2.2  | Pearson Correlation | .307** | 1      | 0,051  | .224*  | .642** |
|       | Sig. (2-tailed)     | 0,002  |        | 0,616  | 0,025  | 0,000  |
|       | N                   | 100    | 100    | 100    | 100    | 100    |
| X2.3  | Pearson Correlation | .314** | 0,051  | 1      | 0,072  | .581** |
|       | Sig. (2-tailed)     | 0,001  | 0,616  |        | 0,476  | 0,000  |
|       | N                   | 100    | 100    | 100    | 100    | 100    |
| X2.4  | Pearson Correlation | .207*  | .224*  | 0,072  | 1      | .601** |
|       | Sig. (2-tailed)     | 0,039  | 0,025  | 0,476  |        | 0,000  |
|       | N                   | 100    | 100    | 100    | 100    | 100    |
| TOTX2 | Pearson Correlation | .692** | .642** | .581** | .601** | 1      |
|       | Sig. (2-tailed)     | 0,000  | 0,000  | 0,000  | 0,000  |        |
|       | N                   | 100    | 100    | 100    | 100    | 100    |

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

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

|      |                     | Correlations |            |            |            |            |            |            |        |
|------|---------------------|--------------|------------|------------|------------|------------|------------|------------|--------|
|      |                     | Y1           | Y2         | Y3         | Y4         | Y5         | Y6         | Y7         | TOTY   |
| Y1   | Pearson Correlation | 1            | -<br>0,098 | -.222*     | -<br>0,107 | -<br>0,045 | 0,029      | 0,114      | .271** |
|      | Sig. (2-tailed)     |              | 0,331      | 0,027      | 0,288      | 0,653      | 0,775      | 0,261      | 0,006  |
|      | N                   | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y2   | Pearson Correlation | -<br>0,098   | 1          | .249*      | -<br>0,017 | .372**     | -<br>0,184 | 0,052      | .519** |
|      | Sig. (2-tailed)     | 0,331        |            | 0,013      | 0,867      | 0,000      | 0,066      | 0,606      | 0,000  |
|      | N                   | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y3   | Pearson Correlation | -.222*       | .249*      | 1          | 0,111      | 0,008      | -.298**    | -<br>0,010 | .381** |
|      | Sig. (2-tailed)     | 0,027        | 0,013      |            | 0,270      | 0,934      | 0,003      | 0,921      | 0,000  |
|      | N                   | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y4   | Pearson Correlation | -<br>0,107   | -<br>0,017 | 0,111      | 1          | -<br>0,041 | 0,016      | -<br>0,092 | .232*  |
|      | Sig. (2-tailed)     | 0,288        | 0,867      | 0,270      |            | 0,687      | 0,873      | 0,362      | 0,020  |
|      | N                   | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y5   | Pearson Correlation | -<br>0,045   | .372**     | 0,008      | -<br>0,041 | 1          | -.247*     | 0,107      | .489** |
|      | Sig. (2-tailed)     | 0,653        | 0,000      | 0,934      | 0,687      |            | 0,013      | 0,291      | 0,000  |
|      | N                   | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y6   | Pearson Correlation | 0,029        | -<br>0,184 | -.298**    | 0,016      | -.247*     | 1          | -<br>0,039 | 0,016  |
|      | Sig. (2-tailed)     | 0,775        | 0,066      | 0,003      | 0,873      | 0,013      |            | 0,698      | 0,876  |
|      | N                   | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| Y7   | Pearson Correlation | 0,114        | 0,052      | -<br>0,010 | -<br>0,092 | 0,107      | -<br>0,039 | 1          | .559** |
|      | Sig. (2-tailed)     | 0,261        | 0,606      | 0,921      | 0,362      | 0,291      | 0,698      |            | 0,000  |
|      | N                   | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100    |
| TOTY | Pearson Correlation | .271**       | .519**     | .381**     | .232*      | .489**     | 0,016      | .559**     | 1      |
|      | Sig. (2-tailed)     | 0,006        | 0,000      | 0,000      | 0,020      | 0,000      | 0,876      | 0,000      |        |
|      | N                   | 100          | 100        | 100        | 100        | 100        | 100        | 100        | 100    |

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

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

### Correlations

|      | Z1                  | Z2         | Z3         | Z4         | Z5         | Z6         | TOTZ                 |
|------|---------------------|------------|------------|------------|------------|------------|----------------------|
| Z1   | Pearson Correlation | 1          | 0,104      | 0,029      | 0,002      | -<br>0,151 | 0,057<br>.519**      |
|      | Sig. (2-tailed)     |            | 0,305      | 0,776      | 0,987      | 0,135      | 0,571<br>0,000       |
|      | N                   | 100        | 100        | 100        | 100        | 100        | 100                  |
| Z2   | Pearson Correlation | 0,104      | 1          | -<br>0,104 | -<br>0,159 | 0,015      | -<br>0,066<br>.343** |
|      | Sig. (2-tailed)     | 0,305      |            | 0,303      | 0,114      | 0,881      | 0,512<br>0,000       |
|      | N                   | 100        | 100        | 100        | 100        | 100        | 100                  |
| Z4   | Pearson Correlation | 0,029      | -<br>0,104 | 1          | .307**     | -<br>0,124 | -<br>0,042<br>.392** |
|      | Sig. (2-tailed)     | 0,776      | 0,303      |            | 0,002      | 0,220      | 0,680<br>0,000       |
|      | N                   | 100        | 100        | 100        | 100        | 100        | 100                  |
| Z5   | Pearson Correlation | 0,002      | -<br>0,159 | .307**     | 1          | 0,067      | -<br>0,070<br>.478** |
|      | Sig. (2-tailed)     | 0,987      | 0,114      | 0,002      |            | 0,507      | 0,490<br>0,000       |
|      | N                   | 100        | 100        | 100        | 100        | 100        | 100                  |
| Z6   | Pearson Correlation | -<br>0,151 | 0,015      | -<br>0,124 | 0,067      | 1          | -<br>0,048<br>.333** |
|      | Sig. (2-tailed)     | 0,135      | 0,881      | 0,220      | 0,507      |            | 0,632<br>0,001       |
|      | N                   | 100        | 100        | 100        | 100        | 100        | 100                  |
| TOTZ | Pearson Correlation | .519**     | .343**     | .392**     | .478**     | .333**     | .291**<br>1          |
|      | Sig. (2-tailed)     | 0,000      | 0,000      | 0,000      | 0,000      | 0,001      | 0,003                |
|      | N                   | 100        | 100        | 100        | 100        | 100        | 100                  |

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

| <b>Reliability Statistics</b> |            |
|-------------------------------|------------|
| Cronbach's Alpha              | N of Items |
| .859                          | 5          |

| <b>Reliability Statistics</b> |            |
|-------------------------------|------------|
| Cronbach's Alpha              | N of Items |
| .793                          | 6          |

| <b>Reliability Statistics</b> |            |
|-------------------------------|------------|
| Cronbach's Alpha              | N of Items |
| .749                          | 7          |

  

| <b>Reliability Statistics</b> |            |
|-------------------------------|------------|
| Cronbach's Alpha              | N of Items |
| .799                          | 4          |

### Statistics

|                    | X1.1   | X1.2   | X1.3   | X1.4   | X1.5   | TOTX1   |
|--------------------|--------|--------|--------|--------|--------|---------|
| N                  | 100    | 100    | 100    | 100    | 100    | 100     |
| Valid              |        |        |        |        |        |         |
| Missing            | 0      | 0      | 0      | 0      | 0      | 0       |
| Mean               | 3.4400 | 3.6900 | 3.4700 | 3.6700 | 3.7300 | 18.0000 |
| Std. Error of Mean | .07009 | .05979 | .06269 | .06039 | .05835 | .25386  |
| Median             | 3.0000 | 4.0000 | 3.0000 | 4.0000 | 4.0000 | 18.0000 |
| Mode               | 3.00   | 4.00   | 3.00   | 4.00   | 4.00   | 17.00   |

|                |        |        |        |        |        |         |
|----------------|--------|--------|--------|--------|--------|---------|
| Std. Deviation | .70094 | .59789 | .62692 | .60394 | .58353 | 2.53859 |
| Variance       | .491   | .357   | .393   | .365   | .341   | 6.444   |
| Range          | 3.00   | 2.00   | 2.00   | 2.00   | 2.00   | 10.00   |
| Minimum        | 2.00   | 3.00   | 3.00   | 3.00   | 3.00   | 15.00   |
| Maximum        | 5.00   | 5.00   | 5.00   | 5.00   | 5.00   | 25.00   |
| Sum            | 344.00 | 369.00 | 347.00 | 367.00 | 373.00 | 1800.00 |

### Statistics

|                    |         | X2.1   | X2.2   | X2.3   | X2.4   | TOTX2   |
|--------------------|---------|--------|--------|--------|--------|---------|
| N                  | Valid   | 100    | 100    | 100    | 100    | 100     |
|                    | Missing | 0      | 0      | 0      | 0      | 0       |
| Mean               |         | 4.1900 | 4.2200 | 4.2100 | 4.1800 | 16.8000 |
| Std. Error of Mean |         | .05631 | .06902 | .06860 | .06572 | .16268  |
| Median             |         | 4.0000 | 4.0000 | 4.0000 | 4.0000 | 17.0000 |
| Mode               |         | 4.00   | 4.00   | 4.00   | 4.00   | 17.00   |
| Std. Deviation     |         | .56309 | .69019 | .68601 | .65721 | 1.62680 |
| Variance           |         | .317   | .476   | .471   | .432   | 2.646   |
| Range              |         | 2.00   | 3.00   | 3.00   | 2.00   | 6.00    |
| Minimum            |         | 3.00   | 2.00   | 2.00   | 3.00   | 14.00   |
| Maximum            |         | 5.00   | 5.00   | 5.00   | 5.00   | 20.00   |
| Sum                |         | 419.00 | 422.00 | 421.00 | 418.00 | 1680.00 |

### Statistics

|                    |         | Y1     | Y2     | Y3                | Y4     | Y5     | Y6     | Y7     | TOTY    |
|--------------------|---------|--------|--------|-------------------|--------|--------|--------|--------|---------|
| N                  | Valid   | 100    | 100    | 100               | 100    | 100    | 100    | 100    | 100     |
|                    | Missing | 0      | 0      | 0                 | 0      | 0      | 0      | 0      | 0       |
| Mean               |         | 3.9300 | 3.9400 | 3.6200            | 3.8100 | 3.8400 | 3.9100 | 3.7500 | 26.8000 |
| Std. Error of Mean |         | .07818 | .07630 | .08965            | .07205 | .08130 | .07120 | .09886 | .29198  |
| Median             |         | 4.0000 | 4.0000 | 4.0000            | 4.0000 | 4.0000 | 4.0000 | 4.0000 | 27.0000 |
| Mode               |         | 4.00   | 4.00   | 3.00 <sup>a</sup> | 4.00   | 4.00   | 4.00   | 4.00   | 27.00   |
| Std. Deviation     |         | .78180 | .76303 | .89646            | .72048 | .81303 | .71202 | .98857 | 2.91980 |
| Variance           |         | .611   | .582   | .804              | .519   | .661   | .507   | .977   | 8.525   |
| Range              |         | 3.00   | 3.00   | 3.00              | 3.00   | 3.00   | 3.00   | 3.00   | 12.00   |
| Minimum            |         | 2.00   | 2.00   | 2.00              | 2.00   | 2.00   | 2.00   | 2.00   | 21.00   |
| Maximum            |         | 5.00   | 5.00   | 5.00              | 5.00   | 5.00   | 5.00   | 5.00   | 33.00   |
| Sum                |         | 393.00 | 394.00 | 362.00            | 381.00 | 384.00 | 391.00 | 375.00 | 2680.00 |

a. Multiple modes exist. The smallest value is shown

### Statistics

|   |         | Y2.1 | Y2.2 | Y2.3 | Y2.4 | Y2.5 | Y2.6 | TOTY2 |
|---|---------|------|------|------|------|------|------|-------|
| N | Valid   | 100  | 100  | 100  | 100  | 100  | 100  | 100   |
|   | Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0     |

|                    |         |        |        |        |        |        |         |
|--------------------|---------|--------|--------|--------|--------|--------|---------|
| Mean               | 3.3100  | 3.6100 | 3.8200 | 3.5500 | 3.6300 | 3.9100 | 21.8300 |
| Std. Error of Mean | .10020  | .08516 | .07572 | .09574 | .08950 | .07398 | .31942  |
| Median             | 3.0000  | 4.0000 | 4.0000 | 4.0000 | 4.0000 | 4.0000 | 21.0000 |
| Mode               | 3.00    | 3.00   | 4.00   | 4.00   | 4.00   | 4.00   | 20.00   |
| Std. Deviation     | 1.00197 | .85156 | .75719 | .95743 | .89505 | .73985 | 3.19423 |
| Variance           | 1.004   | .725   | .573   | .917   | .801   | .547   | 10.203  |
| Range              | 3.00    | 3.00   | 2.00   | 3.00   | 3.00   | 2.00   | 13.00   |
| Minimum            | 2.00    | 2.00   | 3.00   | 2.00   | 2.00   | 3.00   | 17.00   |
| Maximum            | 5.00    | 5.00   | 5.00   | 5.00   | 5.00   | 5.00   | 30.00   |
| Sum                | 331.00  | 361.00 | 382.00 | 355.00 | 363.00 | 391.00 | 2183.00 |

