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Lampiran 1. Rekapitulasi Data Hasil Penelitian

No Resp	Umur (X1)	JAK (X2)	Pengalam an (X3)	Pendi- dikan (X4)	Jabatan (J)	Sektor Usaha (SEU)	Skala Usaha (SKU)	Jam Kerja Market (Y1)	Produk-tifitas (Y2)	Upah (Y3)
	Tahun	Org	Tahun	Tahun	1=Office, 0=Lainnya	1=Industri, 0=Jasa	1=Besar 0=Kecil	Jam/Mg	Rp/Minggu	Rupiah/ Bulan
	X1	X2	X3	X5	J	Sk	SU	Y1	Y3	Y4
1	33	3	13	12	1	1	1	53	3.027.876	5.833.333
2	55	4	27	19	1	1	1	52	6.348.558	12.000.000
3	28	1	2	21	1	1	1	77	4.511.708	5.000.000
4	30	4	3	21	1	1	1	68	2.848.812	7.041.667
5	46	1	21	19	1	1	1	68	5.259.344	13.000.000
6	33	4	11	12	1	1	1	54	3.209.549	6.300.000
7	26	2	2	19	0	1	1	46	8.970.788	15.000.000
8	54	2	29	12	1	1	1	47	5.853.280	10.000.000
9	48	6	24	12	1	1	1	54	3.566.165	7.000.000
10	37	3	14	15	1	1	1	39	3.526.976	5.000.000
11	48	3	23	15	1	1	1	26	7.812.958	10.000.000
12	55	3	30	19	1	1	1	68	6.068.474	15.000.000
13	24	1	1	19	1	1	1	53	3.633.451	7.000.000
14	24	1	1	19	0	1	1	61	3.472.626	7.700.000
15	24	1	3	12	0	1	1	75	4.346.646	4.400.000
16	24	2	1	15	1	1	1	40	3.438.802	5.000.000

17	29	3	2	19	1	1	1	82	1.811.662	5.400.000
18	48	3	20	12	0	1	1	39	7.406.651	10.500.000
19	44	3	23	12	0	1	1	19	7.152.708	12.550.000
20	34	3	14	12	0	1	0	83	1.375.521	3.200.000
21	27	2	0	9	0	1	0	69	1.375.521	1.800.000
22	43	4	14	12	0	1	0	83	1.060.643	3.200.000
23	42	3	13	12	0	1	0	76	1.031.641	2.850.000
24	32	5	18	6	0	1	0	62	1.375.521	1.800.000
25	30	5	18	6	0	0	0	62	1.100.417	1.500.000
26	46	2	17	6	0	1	0	33	4.126.563	7.000.000
27	50	7	3	9	0	0	0	62	550.208	800.000
28	33	4	10	6	0	1	0	40	1.719.401	2.500.000
29	65	5	45	9	1	0	0	82	2.516.197	7.500.000
30	50	2	10	9	1	1	0	61	4.509.904	10.000.000
31	38	2	10	12	0	0	0	47	1.326.744	2.266.667
32	36	3	10	12	0	0	0	55	1.033.725	2.066.667
33	38	5	6	19	1	0	0	25	4.502.539	4.091.667
34	30	5	10	12	1	0	0	47	1.141.390	1.950.000
35	37	4	12	19	1	0	1	52	2.962.660	5.600.000
36	32	2	6	19	1	0	1	41	2.485.443	3.704.167
37	57	4	28	19	1	0	1	66	4.022.356	9.650.000
38	31	2	6	19	1	0	1	40	4.986.263	7.250.000
39	26	2	2	19	1	0	1	54	2.226.306	4.370.000
40	28	3	4	19	1	0	1	54	2.730.664	5.360.000
41	30	3	7	19	1	0	1	46	2.870.652	4.800.000

42	26	1	1	21	1	0	1	47	2.197.419	3.754.167
43	30	2	4	19	1	0	1	45	2.794.345	4.570.833
44	22	2	1	12	1	0	0	46	1.794.158	3.000.000
45	36	3	11	19	1	0	1	54	1.592.038	3.125.000
46	28	2	2	12	1	0	0	46	1.091.446	1.825.000
47	24	2	1	12	1	0	0	61	450.990	1.000.000
48	21	3	1	9	1	0	0	55	550.208	1.100.000
49	21	3	1	9	1	0	0	55	2.801.061	5.600.000
50	24	2	1	12	1	0	0	61	1.285.323	2.850.000
51	28	2	2	12	1	0	0	46	3.488.640	5.833.333
52	36	3	11	19	1	0	1	54	3.209.549	6.300.000
53	22	2	1	12	1	0	1	46	2.245.189	3.754.167
54	30	2	4	19	1	0	1	45	4.279.398	7.000.000
55	26	1	1	21	1	0	1	47	2.394.967	4.091.667
56	30	3	7	19	1	0	1	46	4.186.368	7.000.000
57	28	3	4	19	1	0	1	54	1.528.356	3.000.000
58	26	2	2	19	1	0	0	54	929.750	1.825.000
59	31	2	6	19	1	0	1	40	3.005.513	4.370.000
60	57	4	28	19	1	0	0	66	812.808	1.950.000
61	32	2	6	19	1	0	1	41	5.166.590	7.700.000
62	37	4	12	19	1	0	1	52	2.327.804	4.400.000
63	30	5	10	12	1	0	0	47	5.648.415	9.650.000
64	38	5	6	19	1	0	0	25	8.253.125	12.550.000
65	36	3	10	12	0	0	0	55	3.501.326	7.000.000
66	38	2	10	12	0	0	0	47	4.121.685	7.041.667

67	50	2	10	9	1	1	0	61	1.237.969	900.000
68	65	5	45	9	1	1	0	82	1.100.417	1.000.000
69	33	4	10	6	0	1	0	40	6.877.604	10.000.000
70	50	7	3	9	0	1	0	62	2.028.154	4.570.833
71	46	2	17	6	0	0	0	33	8.336.490	10.000.000
72	30	5	18	6	0	0	0	62	2.129.839	4.800.000
73	32	5	18	6	0	1	0	62	2.218.582	5.000.000
74	42	3	13	12	0	1	0	76	1.131.185	3.125.000
75	43	4	14	12	0	0	0	83	1.100.417	2.066.667
76	27	2	1	9	0	1	0	69	1.993.508	5.000.000
77	34	3	14	12	0	1	0	83	1.060.643	3.200.000
78	44	3	23	12	0	0	1	19	8.253.125	15.000.000
79	48	3	20	12	0	1	1	39	5.114.116	7.250.000
80	29	3	2	19	1	1	0	82	1.100.417	1.100.000
81	24	2	1	15	1	1	1	40	6.877.604	10.000.000
82	24	1	3	12	0	1	1	75	1.925.729	1.500.000
83	24	1	1	19	0	0	0	61	1.022.245	2.266.667
84	24	1	1	19	1	1	1	53	2.595.322	5.000.000
85	55	3	30	19	1	1	0	68	1.100.417	1.800.000
86	48	3	23	15	1	1	1	26	8.253.125	15.000.000
87	37	3	14	15	1	0	1	39	9.170.139	13.000.000
88	48	6	24	12	1	1	1	54	1.630.247	3.200.000
89	54	2	29	12	1	0	1	47	6.145.944	10.500.000
90	26	2	2	19	0	0	1	46	3.205.562	5.360.000
91	33	4	11	12	1	1	1	54	3.820.891	7.500.000

92	46	1	21	19	1	0	0	68	1.011.412	2.500.000
93	30	4	3	21	1	1	1	68	2.184.651	5.400.000
94	28	1	2	21	1	1	0	77	1.100.417	1.800.000
95	55	4	27	19	1	1	1	52	1.959.676	3.704.167
96	33	3	13	12	1	0	1	53	6.228.774	12.000.000
97	33	3	13	12	1	1	1	53	2.595.322	5.000.000
98	55	4	27	19	1	1	1	52	6.639.533	12.550.000
99	28	1	2	21	1	1	0	77	5.359.172	15.000.000
100	30	4	3	21	1	1	0	68	6.068.474	15.000.000
101	46	1	21	19	1	0	1	68	4.854.779	12.000.000
102	33	4	11	12	1	1	1	54	2.547.261	5.000.000
103	26	2	2	19	0	0	1	46	6.279.552	10.500.000
104	54	2	29	12	1	0	1	47	2.809.574	4.800.000
105	48	6	24	12	1	0	1	54	2.328.621	4.570.833
106	37	3	14	15	1	0	1	39	3.809.135	5.400.000
107	48	3	23	15	1	1	1	26	5.671.378	5.360.000
108	55	3	30	19	1	1	1	68	4.045.650	10.000.000
109	24	1	1	19	1	1	1	53	5.969.241	11.500.000
110	24	1	1	19	0	1	1	61	4.509.904	10.000.000
111	24	1	3	12	0	1	1	75	1.613.944	4.400.000
112	24	2	1	15	1	0	1	40	3.438.802	5.000.000
113	29	3	2	19	1	1	1	82	3.237.506	9.650.000
114	48	3	20	12	0	1	1	39	3.082.577	4.370.000
115	44	3	23	12	0	0	1	19	5.924.392	4.091.667
116	34	3	14	12	0	1	0	83	1.244.322	3.754.167

117	27	2	1	9	0	1	0	69	1.100.417	2.066.667
118	43	4	14	12	0	0	0	83	1.227.749	3.704.167
119	42	3	13	12	0	1	0	76	1.158.333	3.200.000
120	32	5	18	6	0	1	0	62	665.575	1.500.000
121	30	5	18	6	0	1	0	62	1.100.417	1.100.000
122	46	2	17	6	0	0	0	33	1.237.969	1.000.000
123	50	7	3	9	0	1	0	62	1.320.500	1.950.000
124	33	4	10	6	0	1	0	40	1.045.396	800.000
125	65	5	45	9	1	1	0	82	1.072.906	1.825.000
126	50	2	10	9	1	1	0	61	1.017.885	1.800.000
127	38	2	10	12	0	0	0	47	1.873.050	3.200.000
128	36	3	10	12	0	0	0	55	1.563.092	3.125.000
129	38	5	6	19	1	0	0	25	8.473.208	7.700.000
130	30	5	10	12	1	0	0	47	1.755.984	3.000.000
131	37	4	12	19	1	0	1	52	3.967.849	7.500.000
132	32	2	6	19	1	0	1	41	4.864.647	7.250.000
133	57	4	28	19	1	0	1	66	2.935.139	7.041.667
134	31	2	6	19	1	0	1	40	4.814.323	7.000.000
135	26	2	2	19	1	0	1	54	3.566.165	7.000.000
136	28	3	4	19	1	0	1	54	3.566.165	7.000.000
137	30	3	7	19	1	0	1	46	3.767.731	6.300.000
138	26	1	1	21	1	0	1	47	7.609.264	13.000.000
139	30	2	4	19	1	0	1	45	3.566.165	5.833.333
140	22	2	1	12	1	0	1	46	1.704.450	2.850.000
141	36	3	11	19	1	0	1	54	2.852.932	5.600.000

142	28	2	2	12	1	0	0	46	1.495.131	2.500.000
143	24	2	1	12	1	0	0	61	1.022.245	2.266.667
144	21	3	1	9	1	0	0	55	1.045.396	1.800.000
145	33	3	13	12	1	1	1	53	3.027.876	5.833.333
146	55	4	27	19	1	1	1	52	6.348.558	12.000.000
147	48	6	24	12	1	1	1	54	3.566.165	7.000.000
148	37	3	14	15	1	1	1	39	3.526.976	5.000.000
149	29	3	2	19	1	1	1	82	1.811.662	5.400.000
150	48	3	20	12	0	1	1	39	7.406.651	10.500.000
151	44	3	23	12	0	1	1	19	6.877.604	12.550.000
152	34	3	14	12	0	1	0	83	1.060.643	3.200.000
153	43	4	14	12	0	1	0	83	1.060.643	3.200.000
154	36	3	1	12	0	0	0	55	1.033.725	2.066.667
155	21	3	1	9	1	0	0	55	2.801.061	5.600.000
156	24	2	1	12	1	0	0	61	1.285.323	2.850.000
157	28	2	2	12	1	0	0	46	3.488.640	5.833.333
158	22	2	1	12	1	0	1	46	2.245.189	3.754.167
159	30	2	4	19	1	0	1	45	4.279.398	7.000.000
160	26	1	1	21	1	0	1	47	2.394.967	4.091.667
161	26	2	2	19	1	0	0	54	929.750	1.825.000
162	31	2	6	19	1	0	1	40	3.005.513	4.370.000
163	57	4	28	19	1	0	1	66	1.045.396	1.950.000
164	32	2	6	19	1	0	1	41	5.166.590	7.700.000
165	36	3	10	12	0	0	0	55	3.501.326	7.000.000
166	43	4	14	12	0	1	0	83	1.127.927	2.066.667

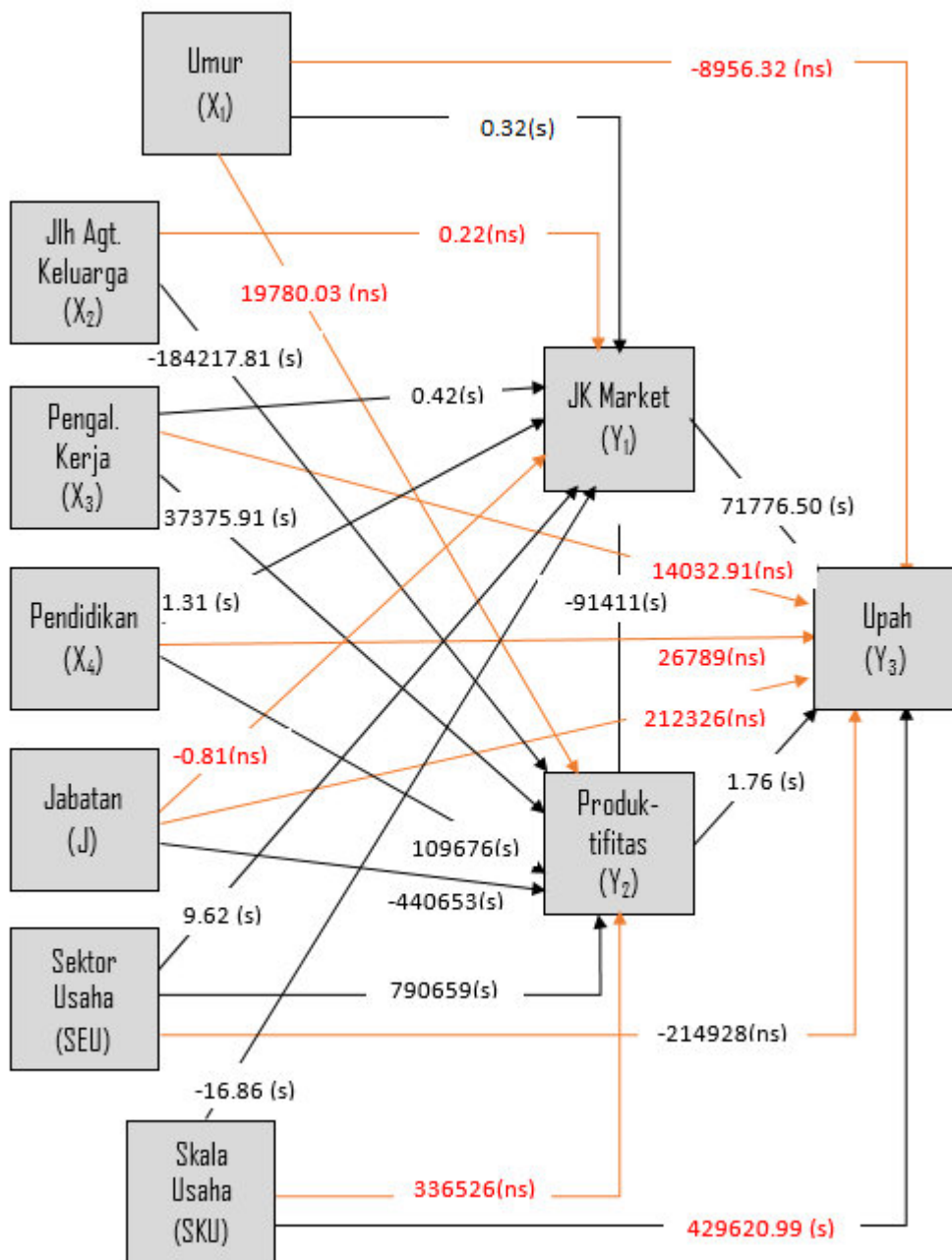
167	34	3	14	12	0	1	0	83	1.060.643	3.200.000
168	44	3	23	12	0	1	1	19	8.253.125	15.000.000
169	48	3	20	12	0	1	1	39	5.114.116	7.250.000
170	29	3	2	19	1	1	0	82	1.155.438	1.100.000
171	32	5	18	6	0	1	0	62	1.210.458	1.800.000
172	30	5	18	6	0	1	0	62	1.182.948	1.500.000
173	46	2	17	6	0	1	0	33	5.835.543	7.000.000
174	65	5	45	9	1	1	0	82	2.516.197	7.500.000
175	38	2	10	12	0	0	0	47	1.326.744	2.266.667
176	38	5	6	19	1	0	0	25	4.502.539	4.091.667
177	28	3	4	19	1	0	1	54	1.528.356	3.000.000
178	38	5	6	19	1	0	0	25	8.253.125	12.550.000
179	38	2	10	12	0	0	0	47	4.121.685	7.041.667
180	65	5	45	9	1	1	0	82	1.127.927	1.000.000
181	46	2	17	6	0	1	0	33	8.336.490	10.000.000
182	30	5	18	6	0	1	0	62	2.129.839	4.800.000
183	32	5	18	6	0	1	0	62	2.218.582	5.000.000
184	30	4	3	21	1	0	1	68	2.848.812	7.041.667
185	46	1	21	19	1	0	1	68	5.259.344	13.000.000
186	26	2	2	19	0	1	1	46	8.970.788	15.000.000
187	55	3	30	19	1	1	1	68	6.068.474	15.000.000
188	24	1	0	19	1	1	1	53	3.633.451	7.000.000
189	42	3	13	12	0	1	0	76	1.031.641	2.850.000
190	50	7	3	9	0	1	0	62	1.354.973	800.000
191	33	4	10	6	0	1	0	40	1.719.401	2.500.000

192	50	2	10	9	1	1	0	61	4.509.904	10.000.000
193	36	3	11	19	1	0	1	54	3.209.549	6.300.000
194	30	3	7	19	1	0	1	46	4.186.368	7.000.000
195	37	4	12	19	1	0	1	52	2.327.804	4.400.000
196	30	5	10	12	1	0	0	47	5.648.415	9.650.000
197	50	2	10	9	1	1	0	61	1.375.521	900.000
198	33	4	10	6	0	1	0	40	6.877.604	10.000.000
199	50	7	3	9	0	1	0	62	2.028.154	4.570.833
200	42	3	13	12	0	1	0	76	1.131.185	3.125.000
201	24	1	1	19	1	1	1	53	2.595.322	5.000.000
202	28	1	2	21	1	1	1	77	1.786.391	5.000.000
203	33	4	11	12	1	0	1	54	3.209.549	6.300.000
204	54	2	29	12	1	1	1	47	5.853.280	10.000.000
205	48	3	23	15	1	1	1	26	7.812.958	10.000.000
206	24	1	1	19	0	0	1	61	3.472.626	7.700.000
207	24	1	3	12	0	1	1	75	1.613.944	4.400.000
208	24	2	1	15	1	1	1	40	3.438.802	5.000.000
209	27	2	0	9	0	1	0	69	1.072.906	1.800.000
210	27	2	1	9	0	0	0	69	1.993.508	5.000.000
211	24	2	1	15	1	1	1	40	6.877.604	10.000.000
212	24	1	3	12	0	1	1	75	1.925.729	1.500.000
213	24	1	1	19	0	1	1	61	1.022.245	2.266.667
214	32	5	18	6	0	0	0	62	1.045.396	1.800.000
215	30	5	18	6	0	0	0	62	1.100.417	1.500.000
216	46	2	17	6	0	1	0	33	5.835.543	7.000.000

217	46	2	17	6	0	1	0	33	8.336.490	10.000.000
218	30	5	18	6	0	0	0	62	2.129.839	4.800.000
219	32	5	18	6	0	1	0	62	2.218.582	5.000.000
220	33	4	10	6	0	1	0	40	1.719.401	2.500.000
221	33	4	10	6	0	0	0	40	6.877.604	10.000.000
222	21	3	1	9	1	0	0	55	2.801.061	5.600.000
223	65	5	45	9	1	1	0	82	2.516.197	7.500.000
224	65	5	45	9	1	1	0	82	1.100.417	1.000.000
225	50	7	3	9	0	1	0	62	1.155.438	800.000
226	50	2	10	9	1	0	0	61	4.509.904	10.000.000
227	50	2	10	9	1	0	0	61	1.320.500	900.000
228	50	7	3	9	0	1	0	62	2.028.154	4.570.833
229	27	2	0	9	0	0	0	69	1.292.990	1.800.000
230	27	2	1	9	0	0	0	69	1.993.508	5.000.000
231	33	3	13	12	1	0	1	53	3.027.876	5.833.333
232	48	6	24	12	1	1	1	54	3.566.165	7.000.000
233	48	3	20	12	0	0	1	39	7.406.651	10.500.000
234	44	3	23	12	0	0	1	19	8.253.125	12.550.000
235	34	3	14	12	0	0	0	83	1.060.643	3.200.000
236	43	4	14	12	0	0	0	83	1.060.643	3.200.000
237	36	3	1	12	0	0	0	55	1.033.725	2.066.667
238	24	2	1	12	1	0	0	61	1.285.323	2.850.000
239	28	2	2	12	1	0	0	46	3.488.640	5.833.333
240	22	2	1	12	1	0	1	46	2.245.189	3.754.167

Sumber: Hasil Pengolahan Data Primer, 2012

Lampiran 2. Hasil Olah Data dengan Menggunakan AMOS



Parameter summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	3	0	0	0	0	3
Labeled	0	0	0	0	0	0
Unlabeled	23	14	10	0	0	47
Total	26	14	10	0	0	50

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x4	6.00000	21.00000	.01588	.10046	-1.24513	-3.93743
j	.00000	1.00000	-.40825	-2.58199	-1.83333	-5.79751
seu	.00000	1.00000	.00000	.00000	-2.00000	-6.32456
sku	.00000	1.00000	.00000	.00000	-2.00000	-6.32456
x2	1.00000	7.00000	.71534	4.52420	.13723	.43395
x3	.00000	45.00000	1.17701	7.44407	1.35761	4.29313
x1	21.00000	65.00000	.70901	4.48417	-.35402	-1.11950
y1	19.00000	83.00000	-.03524	-.22291	-.39283	-1.24225
y2	354973.00000	9170139.00000	.92686	5.86197	-.12027	-.38033
y3	800000.00000	15000000.00000	.81543	5.15723	-.08154	-.25787
Multivariate					14.99461	7.49730

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
129	37.33633	.00005	.01181
99	29.35381	.00109	.02880
100	27.46634	.00220	.01640
15	25.68294	.00419	.01909
27	25.55483	.00439	.00442
3	23.34559	.00954	.02874
190	22.99062	.01078	.01620
225	22.84016	.01135	.00662

Observation number	Mahalanobis d-squared	p1	p2
70	22.78417	.01157	.00214
199	22.78417	.01157	.00056
228	22.78417	.01157	.00013
123	22.10299	.01459	.00025
115	21.56488	.01748	.00037
226	21.47258	.01803	.00014
64	20.88350	.02192	.00032
178	20.88350	.02192	.00010
29	20.62928	.02383	.00008
71	20.15886	.02779	.00016
180	19.89477	.03026	.00015
68	19.75349	.03167	.00010
224	19.75349	.03167	.00003
33	19.24844	.03722	.00011
176	19.24844	.03722	.00004
30	19.12236	.03874	.00003
192	19.12236	.03874	.00001
85	19.05933	.03952	.00000
227	17.41619	.06565	.00464
125	17.40099	.06595	.00255
151	17.29291	.06813	.00206
78	17.20259	.07000	.00155
168	17.12596	.07162	.00111
181	16.84083	.07796	.00214
217	16.84083	.07796	.00110
82	16.74700	.08015	.00089
212	16.74700	.08015	.00044
197	16.49276	.08637	.00085
122	16.42368	.08813	.00063

Observation number	Mahalanobis d-squared	p1	p2
174	16.33229	.09051	.00052
223	16.33229	.09051	.00026
67	16.30355	.09127	.00015
87	15.89885	.10256	.00082
126	15.88369	.10301	.00047
94	15.87804	.10318	.00025
19	15.50835	.11460	.00117
7	15.26430	.12272	.00252
186	15.26430	.12272	.00145
92	14.98057	.13277	.00397
170	14.71697	.14273	.00933
60	14.66839	.14463	.00751
80	14.39860	.15557	.01781
12	14.16709	.16551	.03364
187	14.16709	.16551	.02317
83	13.99947	.17302	.03346
185	13.88061	.17851	.03910
26	13.49044	.19753	.12599
107	13.22041	.21161	.22611
233	13.12993	.21650	.23610
163	12.74467	.23830	.47614
234	12.52587	.25140	.60321
101	12.47121	.25476	.59160
213	12.26787	.26753	.70277
104	12.07174	.28028	.79550
221	11.85907	.29460	.87808
89	11.70944	.30497	.91429
5	11.69140	.30624	.89724
63	11.58308	.31393	.91580

Observation number	Mahalanobis d-squared	p1	p2
196	11.58308	.31393	.89155
113	11.53165	.31762	.88776
86	11.37618	.32897	.92582
95	11.36102	.33009	.91008
72	11.27863	.33623	.91935
218	11.27863	.33623	.89636
105	11.20674	.34164	.90276
96	11.20323	.34191	.87846
25	10.90513	.36496	.96159
215	10.90513	.36496	.94868
111	10.73881	.37823	.97234
207	10.73881	.37823	.96247
88	10.66901	.38388	.96583
173	10.63709	.38648	.96158
216	10.63709	.38648	.94888
37	10.55008	.39363	.95767
75	10.50533	.39733	.95601
110	10.33481	.41163	.97830
121	10.31578	.41324	.97359
114	10.12844	.42930	.98936
11	10.08425	.43313	.98897
205	10.08425	.43313	.98448
124	10.01773	.43894	.98625
172	10.01509	.43917	.98121
182	10.01447	.43923	.97436
206	9.98446	.44186	.97122
103	9.81224	.45712	.98747
69	9.74125	.46348	.98945
198	9.74125	.46348	.98519

Observation number	Mahalanobis d-squared	p1	p2
133	9.69702	.46747	.98490
14	9.46678	.48845	.99638
214	9.39961	.49464	.99699
58	9.29643	.50422	.99821
161	9.29643	.50422	.99730

Models

Default model (Default model)

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 55

Number of distinct parameters to be estimated: 47

Degrees of freedom (55 - 47): 8

Result (Default model)

Minimum was achieved

Chi-square = 13.70249

Degrees of freedom = 8

Probability level = .08986

Group number 1 (Group number 1 - Default model)

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
y1 <--- x1	-.32271	.15312	-2.10764	.03506	par_1
y1 <--- sku	-16.86108	2.36755	-7.12173	***	par_6
y1 <--- seu	9.61718	1.90454	5.04960	***	par_7
y1 <--- j	-.81294	2.22730	-.36499	.71512	par_8

	Estimate	S.E.	C.R.	P	Label
y1 <--- x4	1.30599	.28763	4.54060	***	par_9
y1 <--- x3	.42064	.16535	2.54388	.01096	par_10
y1 <--- x2	.21796	.72300	.30146	.76306	par_11
y2 <--- x3	37375.90255	18288.92297	2.04364	.04099	par_3
y2 <--- x2	-184217.80771	78921.62008	-2.33419	.01959	par_4
y2 <--- x1	19780.03147	16865.35278	1.17282	.24087	par_12
y2 <--- x4	109676.48500	32716.74636	3.35230	***	par_13
y2 <--- j	-440652.79976	243150.25406	-1.81227	.06995	par_14
y2 <--- sku	336526.51958	284488.93893	1.18292	.23684	par_15
y2 <--- seu	790658.71833	218665.10305	3.61584	***	par_16
y2 <--- y1	-91411.46186	7059.54738	-12.94863	***	par_23
y3 <--- x1	-8956.32268	14398.81811	-.62202	.53393	par_2
y3 <--- y1	71776.49549	7961.53446	9.01541	***	par_5
y3 <--- x3	14032.91228	15964.14117	.87903	.37939	par_17
y3 <--- x4	26788.95812	28781.15531	.93078	.35197	par_18
y3 <--- j	212325.89363	210688.08151	1.00777	.31356	par_19
y3 <--- seu	-214928.08462	194492.48778	-1.10507	.26913	par_20
y3 <--- sku	429620.98805	246173.95068	1.74519	.08095	par_21
y3 <--- y2	1.75503	.05548	31.63337	***	par_22

Means: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x1	36.48333	.69899	52.19435	***	par_38
x2	3.05000	.09162	33.29114	***	par_39
x3	11.35417	.65879	17.23484	***	par_40
x4	13.60000	.30275	44.92197	***	par_41
j	.60000	.03182	18.85881	***	par_42
seu	.50000	.03250	15.38289	***	par_43
sku	.50000	.03199	15.63110	***	par_44

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
y1	47.70204	5.26430	9.06143	***	par_45
y2	5902161.93588	665953.19695	8.86273	***	par_46
y3	-4362805.65358	630704.37254	-6.91735	***	par_47

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
J <--> x4	1.20793	.15672	7.70762	***	par_24
seu <--> j	-.06139	.01489	-4.12409	***	par_25
seu <--> x4	-.44901	.12081	-3.71665	***	par_26
sku <--> x4	1.40847	.16578	8.49591	***	par_27
sku <--> j	.08958	.01577	5.67930	***	par_28
x2 <--> x4	-1.87688	.37074	-5.06246	***	par_29
x2 <--> sku	-.16595	.03979	-4.17023	***	par_30
x3 <--> x4	-11.29720	2.33905	-4.82982	***	par_31
x3 <--> seu	1.00411	.30161	3.32918	***	par_32
x3 <--> x2	5.34097	.94710	5.63926	***	par_33
x1 <--> x4	-6.60754	2.39441	-2.75957	.00579	par_34
x1 <--> seu	1.17001	.32014	3.65473	***	par_35
x1 <--> x3	91.27188	9.17481	9.94809	***	par_36
x1 <--> x2	5.80984	1.00426	5.78518	***	par_37

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x1	116.77233	10.60127	11.01494	***	par_38
x3	103.72747	9.43219	10.99718	***	par_39
x2	2.00604	.18158	11.04747	***	par_40
sku	.24455	.02216	11.03702	***	par_41
seu	.25250	.02301	10.97460	***	par_42
J	.24192	.02192	11.03461	***	par_43

	Estimate	S.E.	C.R.	P	Label
x4	21.90575	1.88736	11.60653	***	par_44
e1	188.99499	17.28886	10.93161	***	par_45
e2	2251136918143.52000	205929212036.84300	10.93161	***	par_46
e3	1693812813628.24000	154946389638.54100	10.93161	***	par_47

Matrices (Group number 1 - Default model)

Factor Score Weights (Group number 1 - Default model)

Total Effects (Group number 1 - Default model)

	x4	j	seu	sku	x2	x3	x1	y1	y2
y1	1.30599	-.81294	9.61718	-16.86108	.21796	.42064	-.32271	.00000	.00000
y2	-9705.86788	-366341.08603	-88461.70677	1877822.48765	-204141.64063	-1075.08202	49279.80023	-91411.46186	.00000
y3	103494.20983	-488962.08016	320106.72506	2515019.61117	-342629.70768	42337.91885	54367.73478	-88653.02422	1.75503

Direct Effects (Group number 1 - Default model)

	x4	j	seu	sku	x2	x3	x1	y1	y2
y1	1.30599	-.81294	9.61718	-16.86108	.21796	.42064	-.32271	.00000	.00000
y2	109676.48500	-440652.79976	790658.71833	336526.51958	-184217.80771	37375.90255	19780.03147	-91411.46186	.00000
y3	26788.95812	212325.89363	-214928.08462	429620.98805	.00000	14032.91228	-8956.32268	71776.49549	1.75503

Indirect Effects (Group number 1 - Default model)

	x4	j	seu	sku	x2	x3	x1	y1	y2
y1	.00000	.00000	.00000	.00000	.00000	.00000	.00000	.00000	.00000
y2	-119382.35288	74311.71373	-879120.42510	1541295.96807	-19923.83292	-38450.98457	29499.76876	.00000	.00000
y3	76705.25171	-701287.97379	535034.80967	2085398.62312	-342629.70768	28305.00657	63324.05746	-160429.51971	.00000

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

	M.I.	Par Change
--	------	------------

Variances: (Group number 1 - Default model)

	M.I.	Par Change
--	------	------------

Regression Weights: (Group number 1 - Default model)

	M.I.	Par Change
--	------	------------

Minimization History (Default model)

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0 e	6		-.46977	9999.00000	1354.85285	0	9999.00000
1 e*	1		-.48509	1.17218	529.46549	18	.97193
2 e*	0	1149.3595		.60751	217.94280	4	.98640
3 e	0	694.90366		.31394	143.01408	6	.00000
4 e	0	368.01495		.63495	63.26400	2	.00000
5 e	0	218.06611		.41200	18.83029	1	1.16017
6 e	0	196.98047		.17925	13.86066	1	1.10272
7 e	0	205.37143		.03315	13.70285	1	1.02931
8 e	0	208.22922		.00117	13.70249	1	1.00200
9 e	0	204.96081		.00000	13.70249	1	1.00000

Miscellaneous

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	47	13.70249	8	.08986	1.71281
Saturated model	55	.00000	0		
Independence model	10	1370.12732	45	.00000	30.44727

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	16178614485.51450	.98893	.92393	.14385
Saturated model	.00000	1.00000		
Independence model	978976361951.55200	.52464	.41900	.42925

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.99000	.94374	.99581	.97579	.99570
Saturated model	1.00000		1.00000		1.00000
Independence model	.00000	.00000	.00000	.00000	.00000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.17778	.17600	.17701
Saturated model	.00000	.00000	.00000
Independence model	1.00000	.00000	.00000

NCP

Model	NCP	LO 90	HI 90
Default model	5.70249	.00000	20.06757
Saturated model	.00000	.00000	.00000
Independence model	1325.12732	1208.01458	1449.62675

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.05733	.02386	.00000	.08396
Saturated model	.00000	.00000	.00000	.00000

Model	FMIN	F0	LO 90	HI 90
Independence model	5.73275	5.54447	5.05445	6.06538

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.05461	.00000	.10245	.38384
Independence model	.35101	.33514	.36713	.00000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	107.70249	112.23758	271.29252	318.29252
Saturated model	110.00000	115.30702	301.43514	356.43514
Independence model	1390.12732	1391.09224	1424.93371	1434.93371

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	.45064	.42678	.51074	.46961
Saturated model	.46025	.46025	.46025	.48246
Independence model	5.81643	5.32642	6.33735	5.82047

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	271	351
Independence model	11	13

Execution time summary

Minimization: .07800

Miscellaneous: 1.65800

Bootstrap: .00000

Total: 1.73600

SURVEI UPAH IBU RUMAH TANGGA PEKERJA

Nomor :

**RESPONDEN ADALAH IBU RUMAH TANGGA YANG BEKERJA DI SEKTOR
MANUFAKTUR DAN JASA**

I. KARAKTERISTIK RESPONDEN

1. Nama responden :
2. Tempat/Tgl. lahir : Umur..... tahun
3. Agama : Islam Kristen (Katolik/Protestan)
 Hindu Budha Lainnya,sebutkan....
4. Status : Menikah Janda
5. Suku :
6. Alamat : Tip/HP :
Kelurahan :
Kecamatan :
Kota :
7. Pendidikan Terakhir : SD / Sederajat Diploma S3
 SMP / Sederajat S1
 SMU / Sederajat S2
8. Jumlah tanggungan Rumah Tangga termasuk anak, suami dan keluarga lainnya

II. KARAKTERISTIK PEKERJAAN

9. Tempat Kerja
PT :
10. Alamat Kantor :
11. Masa Kerja : tahun; bulan
12. Bidang Pekerjaan Administrasi Pengolahan

Sti Maria P0500309054

MAHASISWA PROGRAM PASCASARJANA UNIVERSITAS ILASANUDDIN

Terima kasih anda telah menginformasikan data sebetulnya

13. Sebutkan jabatan yang Ibu jabat sekarang?

- a. Manager
- b. Kepala divisi.....
- c. Staf
- d. Lainnya.....

14. Berapa lama jam kerja anda di tempat kerja dari jam..... s/d jam.....

15. Berapa jam perusahaan anda menetapkan waktu istirahat dari jams/d jam.....

16. Apa nama unit produk yang anda hasilkan dalam sehari bekerja.....

17. Jika anda bekerja dalam sehari (jam kerja normal) berapa rata-rata produk tersebut yang anda hasilkan :..... (unit/buah/lembar)

18. Berapa jam rata-rata anda lembur :jam/hari;.....jam/minggu

19. Dalam lembur tersebut berapa produk yang anda hasilkan.....
(unit/buah/lembar)

20. Berapa total unit produk yang dihasilkan sebulan :...../unit

21. Nilai dari tiap unit produk yang dihasilkan berapa : Rp...../unit

II. KARAKTERISTIK RUMAH TANGGA

22. Waktu setiap hari yang dibutuhkan untuk aktivitas selain bekerja di perusahaan jika anda yang mengerjakan pekerjaan rumah

1. Kegiatan merawat anak jam/hari
2. Kegiatan Membersihkan rumah jam/hari
3. Kegiatan memasak jam/hari
4. Kegiatan mencuci..... jam/hari
5. Kegiatan lainnya..... jam/hari

23. Pemanfaatan waktu di luar bekerja formal

- a. Bekerja tambahan di rumah dengan mendapatkan upah rata-rata :..... . jam/hari
- b. Bekerja tambahan di luar rumah mendapatkan upah rata-rata:..... jam/hari

24. Pemanfaatan waktu luang

- a. bersantai di rumah rata-rata :..... jam/hari;.....jam/minggu
- b. pergi ke mall, tempat rekreasi, atau acara keluarga lainnya (arisan, pengajian, pesta) rata-rata:.....jam/minggu;.....jam/bulan

25. Berapa lama rata-rata anda istirahat/tidur..... Jam/hari

26. Jika anda masih memiliki suami, apakah suami anda memiliki pekerjaan tetap

- Ya Tidak

III. KARAKTERISTIK PENDAPATAN

27. Besarnya upah/penghasilan rata-rata yang diterima untuk tiga bulan terakhir :

- a. Upah yang diterima rata-rata Rp...../bulan
- b. Penghasilan diluar upah

Jenis Kegiatan	Rata-rata Upah/bulan
a. Tunjangan jabatan	
b. Tunjangan kesehatan	
c. Lainnya	
d.	
e.	

Studi Fungsi Upah Wanita Pekerja
Pada Sektor Manufaktur dan Jasa di Kalimantan Timur

28. Berapakah besar uang yang anda terima sebagai hasil dari melakukan tambahan jam kerja (lembur) Rp..... /jam dan Rp..... /minggu
29. Apa yang menjadi dasar perhitungan lembur per jamnya diperusahaan anda..... (gaji pokok/jam-dalam sebulan, lainnya)
Jelaskan.....
30. Berapa besar rata-rata uang lembur yang anda terima dalam satu bulan Rp.....
31. Jika anda memiliki usaha lain selain bekerja di perusahaan, berapakah rata-rata penghasilan anda dari usaha tersebut dalam satu bulan Rp.....
32. Jika suami anda memiliki pekerjaan tetap, berapakah rata-rata anda terima dalam sebulan dari penghasilan suami anda tersebut Rp.....
33. Apakah penghasilan yang diterima dari perusahaan tempat anda bekerja untuk kebutuhan sebulan sudah di anggap
 Lebih Cukup Kurang

Terima Kasih

Semua Jawaban Anda akan dijaga kerahasiannya dan akan digunakan untuk data statistik saja



KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS HASANUDDIN
FAKULTAS EKONOMI DAN BISNIS
PROGRAM DOKTOR (S-3)

Jl. Kandos No. 99 Makassar Telp/Fax: (0411) 5025732 Kode Pos 90133 Komplek Cadas Bontang

Nomor : 179 /UN4.19.1.1/PP.31/S3/PL/2012
Hal : Izin Penelitian

07 Februari 2012

Kepada
Yth: **Manajer Humas PT. Pupuk Kaltim**
Di-
Bontang

Dengan hormat, disampaikan bahwa dalam rangka penyelesaian tugas akhir mahasiswa Program Doktor (Penyusunan Disertasi), maka:

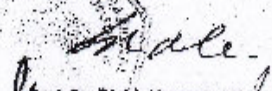
Nama : Siti Marfa
No. Induk Mhs : P0500309054
Jenjang Pendidikan : Doktor (S3)
Program Studi : Ilmu Ekonomi

Akan mengadakan penelitian guna mendukung penulisan disertasi yang berjudul:

"Studi Fungsi Upah Wanita Pekerja Industri Manufaktur dan Jasa
di Provinsi Kalimantan Timur"

Sehubungan dengan hal tersebut, maka kiranya dapat mengizinkan kepada mahasiswa yang bersangkutan untuk mengadakan penelitian dan pengambilan data pada PT. Pupuk Kaltim di Bontang.

Atas perhatian dan kerjasamanya disampaikan terima kasih.

Ketua Program S3
Ilmu Ekonomi

Prof. Dr. Djabir Hamzah, MA
NIP. 19470115 197503 1 001



Kantor Pusat dan Pusat Produksi
Jl. James Simons (Jadek No. 1 Bontang) 75313, Kalimantan Timur, Indonesia
Telepon : (0546) 41202, 41203 | Faks : (0546) 41618, 41620 | Website : www.pupuk Kaltim.com

Kantor Perwakilan Jakarta
Plaza Pupuk Kalsin
Jl. Kahin Sili Raya No. 6A Jakarta Pusat 10110
Telepon : (021) 344 3344-45 (hunting) | Faks : (021) 344 3344

Nomor : 462 /HS/II.2012 Bontang, 15 Februari 2012
Hal : Ijin Penelitian

Kepada Yth.
Ketua Program S3 Ilmu Ekonomi
Universitas Hasanuddin
Di -
Makassar

Dengan hormat,

Menjawab surat Ketua Program S3 Ilmu Ekonomi, Universitas Hasanuddin Makassar, No. 179/UN4.19.1.1/PP.31/S3/PL/2012, tanggal 07 Februari 2012, perihal Ijin Penelitian, untuk mendukung penulisan disertasi yang berjudul "Studi Fungsi Upah Wanita Pekerja Industri Manufaktur dan Jasa di Provinsi Kalimantan Timur"

Berkaitan dengan hal tersebut, pada prinsipnya PT. Pupuk Kaltim mengijinkan kepada **Siti Maria**, untuk melakukan kegiatan penelitian dan pengambilan data di PT. Pupuk Kalimantan Timur, pada :

Hari : Selasa dan Rabu
Tanggal : 28 & 29 Februari 2012
Waktu : Jam 09.00 Wita s/d selesai
Unit Kerja : Departemen Kesejahteraan dan Hubungan Industrial

Demikian kami sampaikan atas perhatian dan kerjasamanya kami ucapkan terimakasih.

PT PUPUK KALIMANTAN TIMUR
Departemen Humas,

PUPUK KALTIM

Tedy Nawardin
Manager

Tembusan :

- Dept. Kesejahteraan dan Hubungan Industrial
- Arsip



Nomor : BBC.SMR/FTR.084-A/2012
Tarakan : 14 Februari 2012

Kepada Yth,
Ketua Program S3 Ilmu Ekonomi
Universitas Hasanuddin
Di -
Makassar

PT Bank Mandiri (Persero) Tbk.
Business Banking Floor Tarakan
Jl. Yos Sudarso No. 10 Tarakan 77113
Telp. : 0951 - 31788 ; 33233 (Direct)
0951 - 25880 (Hunting)
Fak. : 0951 - 33233
Email : vtdc.tarakan@bankmandiri.co.id

Perihal : Ijin Penelitian A.N Siti Maria

Dengan ini,

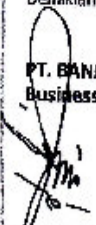
Menunjuk surat Ketua Program S3 Ilmu Ekonomi, Universitas Hasanuddin Makassar No.179/UN4.19.1.1/PP.31/53/PL/2012 tanggal 07 Februari 2012, perihal Ijin Penelitian, untuk mendukung penulisan disertasi yang berjudul " Studi Fungsi Upah Wanita Pekerja Industri Manufaktur dan Jasa di Provinsi Kalimantan Timur".

Berdasarkan dengan perihal tersebut diatas, pada prinsipnya PT. Bank Mandiri (Persero) Tbk. Business Banking Floor Tarakan mengijinkan kepada **Siti Maria**, untuk melakukan kegiatan penelitian dan pengambilan data, dengan keterangan kegiatan sbb:

Hari : Kamis dan Jumat
Tanggal : 23 dan 24 Februari 2012
Waktu : Jam 09.00 wita s/d selesai
Unit Kerja : PT. Bank Mandiri (Persero) Tbk Cabang Tarakan Yos Sudarso

Demikian kami sampaikan atas kerjasamanya kami ucapkan terima kasih.

PT. BANK MANDIRI (Persero) Tbk.
Business Banking Floor Tarakan


Masrihani
Team Leader

Surat Keterangan

Nomor : 038/GM-HH/III/2012

Kami Manajemen Hotel New Hayani menerangkan bahwa :


Nama : Siti Maria
No. Induk Mhs : P0500309054
Jenjang Pendidikan : Doktor (S3)
Program Studi : Ilmu Ekonomi

Adalah benar mengadakan penelitian guna penulisan disertasi yang berjudul :

**" Studi Fungsi Upah Wanita Pekerja Industri Manufaktur dan Jasa
di Provinsi Kalimantan Timur "**

Demikian Surat Keterangan ini kami buat untuk kepentingan yang bersangkutan.

Samarinda, 28 Maret 2012
Hotel New Hayani


Filizy Edrus
General Manager

Samarinda, 11 Mei 2012

SURAT KETERANGAN
Nomor : 017/V/RPM/2012

Kepada Yth.
Ketua Program Studi Doktor (S3) Ilmu Ekonomi
Fakultas Ekonomi Universitas Hasanuddin
di-

Tempat

Dengan ini, PT. RIZKY PRATAMA MULIA Kota Samarinda menyatakan bahwa :

Nama Mahasiswa : Siti Maria
No. Induk : PO500309054
Jenjang Pendidikan : Doktor (S3)
Program Studi : Ilmu Ekonomi
Judul Disertasi :

**"Studi Fungsi Upah Wanita Pekerja Industri Manufaktur dan Jasa
di Provinsi Kalimantan Timur"**

Yang bersangkutan diatas benar-benar telah melaksanakan pengambilan data di
RIZKY PRATAMA MULIA Kota Samarinda. Demikian surat keterangan ini agar dapat
digunakan sebagaimana mestinya.

Mengetahui,

Pimpinan/Kepala/Kepala Divisi
PT. RIZKY PRATAMA MULIA

MARDIYATI DIRA, SE



HOTEL

Grand Victoria

A Promise of Harmony

SURAT KETERANGAN

No.008/HRD-HGV/III/2012




Saya yang bertanda tangan di bawah ini :

Nama : Asep Halim
Jabatan : Asst. HRM

Mencerangkan dengan sebenarnya bahwa :

Nama : Siti Maria
No.Induk Mhs : P0500309054
Jenjang Pendidikan : Doktor (S3)
Program Studi : Ilmu Ekonomi (Universitas Hasanoddin)
Fakultas Ekonomi dan Bisnis

Yang bersangkutan benar telah mengadakan penelitian dengan judul " Studi Fungsi Upah Wanita Pekerja Industri Manufaktur dan Jasa di Provinsi Kalimantan Timur " , pada Hotel Grand Victoria Samarinda. Demikian surat keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.


Samarinda, 29 Maret 2012

Asep Halim
Asst. HRM



SURAT KETERANGAN

No. 032/05-MBRH/III/2012

Yang bertanda tangan dibawah ini menerangkan bahwa :

Nama : Siti Maria
N I M : PO 500309054
Jurusan : Ilmu Ekonomi (IE)
Program Studi : Pasca Sarjana Strata III
Fakultas : Ekonomi
Universitas/PT : Universitas Mulawarman
Judul Disertasi : "Studi fungsi upah wanita pekerja pada sektor manufaktur dan jasa di Kalimantan Timur".

Telah benar yang bersangkutan diatas benar-benar telah melakukan penelitian Di Mesra Business & Resort Hotel Samarinda.

Demikian surat keterangan ini diberikan untuk dipergunakan sebagaimana mestinya.

Samarinda, 31 Maret 2012
Mesra Business & Resort Hotel



Jl. Pahlawan No. 1
Tel. (62-541) 732772
Fax. (62-541) 741017
www.mesra.com
hotelmesra@mesra.com
Samarinda - INDONESIA



PT. KAYU LAPIS ASLI MURNI

HEAD OFFICE : KOMPLEK PERKANTORAN DUTA MERLIN, BLOK A NO. 48 JL. GAJANI BADA NO. 78, JAKARTA 15121 - INDONESIA
PHONE (021) 6335680 - 6336670 - 6324873 - 6315621 - FAX : 6337816 TELBX : 44026 KALIMATI 1A
FACTORY SITE : DESA LOA BUAH, KECAMATAN SINGOH HUN, AND, KOTA SAMARINDA, KALIMANTAN UTARA, INDONESIA
PHONE : (0541) 6278025, 62758641 FAX. 6278038 KALTIM-INDONESIA

Samarinda, 20 Maret 2012

Nomor: 103/km/2012
Temp. : --
Perihal: Izin Penelitian

Kepada Yth,
Dekan
Fakultas Ekonomi
Universitas Hasanuddin
Di --
Makassar

Dengan Hormat

Menindak lanjuti surat bapak No. 179/UN4.19.1.1/PP.31/S3/PL/2012 tentang permohonan izin penelitian mahasiswa program Pascasarjana (S3) pada PT Kalamur Loa Buah dengan judul: "Studi Fungsi upah Wanita Pekerja Industri Manufactur dan Jasa di Kalimantan Timur". Dengan ini kami Memberikan Izin Penelitian/Praktek kepada :

Nama : Siti Maria
Nim : P0500309054
Pekerjaan : Mahasiswa Program Pascasarjana (S3) Universitas Hasanuddin

Demikian kami sampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih


Marsudi Widodo