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## KUISIONER PENELITIAN

### PENGARUH MOTIVASI KERJA DAN PENGEMBANGAN KARIER TERHADAP RITENSI KARYAWA PT. BUKIT ANGKASA MAKMUR

#### Bagian 1

##### Identitas Pribadi Responden

1. Nama Lengkap :
2. Jenis Kelamin : Laki-laki  Perempuan
3. Umur : 21 -30Tahun  30- 40 tahun   
40-50 tahun
4. Jabatan saat ini : Manajer  Supervisor  staf
5. Pendidikan terakhir : SMA  DIPLOMA  Sarjana

#### Bagian 2

##### Petunjuk Pengisian

1. Bacalah pertanyaan dengan teliti dan pilihlah jawaban yang paling sesuai
2. Berilah tanda ceklis pada jawaban yang sesuai. Keterangan Jawaban

No	Keterangan	Kode	Skor
1	Sangat Puas	SP	5
2	Puas	P	4
3	Netral	N	3
4	Tidak Puas	TP	2
5	Sangat Tidak Puas	STP	1

### Bagian 3

#### Pernyataan: Motivasi Kerja

No.	Indikator	Pernyataan	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
1	Penghargaan dan Pengakuan	Penghargaan dan Pengakuan	[ ]	[ ]	[ ]	[ ]	[ ]
2	Komunikasi yang efektif	Komunikasi yang efektif	[ ]	[ ]	[ ]	[ ]	[ ]
3	Peluang Pengembangan Diri	Peluang Pengembangan Diri	[ ]	[ ]	[ ]	[ ]	[ ]
4	Kepuasan Kerja	saya merasakan kepuasan bekerja di tempat saya bekerja	[ ]	[ ]	[ ]	[ ]	[ ]
5	Keseimbangan Kerja dan Kehidupan Pribadi	Perusahaan mendukung saya untuk mencapai keseimbangan antara pekerjaan dan kehidupan pribadi	[ ]	[ ]	[ ]	[ ]	[ ]
6	Autonomi dalam Pekerjaan	Saya diberikan kebebasan dan otonomi yang cukup dalam mengelola tugas pekerjaan saya	[ ]	[ ]	[ ]	[ ]	[ ]
7	Pekerjaan yang jelas	Saya memiliki pemahaman yang jelas tentang tugas dan tanggung jawab saya di pekerjaan ini.	[ ]	[ ]	[ ]	[ ]	[ ]
8	Tanggung Jawab dan Pekerjaan yang	Pekerjaan saya memberikan tantangan yang sesuai dengan kemampuan saya dan	[ ]	[ ]	[ ]	[ ]	[ ]

No.	Indikator	Pernyataan	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
	menantang	memungkinkan saya untuk berkembang					

*Pernyataan Pengembangan Karir*

No.	Indikator	Pernyataan	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
1	Kesempatan Pelatihan dan Pengembangan Kompetensi	Saya diberikan kesempatan yang cukup untuk mengikuti pelatihan dan pengembangan kompetensi yang mendukung pekerjaan saya.	[ ]	[ ]	[ ]	[ ]	[ ]
2	Akses pada informasi karir	Saya memiliki akses yang cukup untuk mendapatkan informasi tentang peluang karir di perusahaan ini	[ ]	[ ]	[ ]	[ ]	[ ]
3	Dukungan Supervisor dan Mentor	Supervisor dan mentor di perusahaan ini memberikan dukungan yang memadai dalam pengembangan karir saya.	[ ]	[ ]	[ ]	[ ]	[ ]
4	Lingkungan kerja yang mendukung	Lingkungan kerja di perusahaan ini mendukung saya untuk mengembangkan karir dan keterampilan profesional saya.	[ ]	[ ]	[ ]	[ ]	[ ]
5	Kesempatan kerja yang menantang	Saya diberikan kesempatan untuk	[ ]	[ ]	[ ]	[ ]	[ ]

No.	Indikator	Pernyataan	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
		mengerjakan tugas yang menantang yang dapat membantu saya berkembang dalam karir					
6	Komitmen Organisasi terhadap Pengembangan Karier	Perusahaan menunjukkan komitmen yang jelas terhadap pengembangan karir karyawan melalui berbagai program dan kebijakan.	[ ]	[ ]	[ ]	[ ]	[ ]
7	Keselarasn antara Karier dan Minat Pribadi	Saya merasa pekerjaan saya selaras dengan minat pribadi saya, yang membantu saya untuk berkembang lebih baik dalam karir	[ ]	[ ]	[ ]	[ ]	[ ]
8	Manajemen Kinerja yang Efektif	Proses manajemen kinerja di perusahaan ini efektif dalam mengidentifikasi dan mengembangkan potensi karyawan .	[ ]	[ ]	[ ]	[ ]	[ ]

*Pernyataan Retensi Karyawan*

No.	Indikator	Pernyataan	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
1	Lingkungan kerja yang kondusif	Lingkungan kerja di perusahaan ini mendukung saya untuk bekerja dengan nyaman dan produktif	[ ]	[ ]	[ ]	[ ]	[ ]
2	Motivasi kerja	Saya merasa termotivasi untuk bekerja dengan baik	[ ]	[ ]	[ ]	[ ]	[ ]

No.	Indikator	Pernyataan	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
		dan mencapai tujuan yang ditetapkan oleh perusahaan					
3	Pengembangan karir	Saya merasa perusahaan memberikan kesempatan yang cukup untuk mengembangkan karir saya	[ ]	[ ]	[ ]	[ ]	[ ]
4	Keseimbangan kerja dan kehidupan	Perusahaan mendukung saya untuk menjaga keseimbangan antara pekerjaan dan kehidupan pribadi saya.	[ ]	[ ]	[ ]	[ ]	[ ]
5	Pengakuan dan penghargaan	Saya merasa dihargai dan diakui atas kontribusi saya di tempat kerja	[ ]	[ ]	[ ]	[ ]	[ ]
6	Keamanan pekerjaan	Saya merasa aman dan stabil dalam pekerjaan saya di perusahaan ini.	[ ]	[ ]	[ ]	[ ]	[ ]

**REKAPITULASI JAWABAN RESPONDEN UJI INSTRUMEN**

RESPONDEN	Motivasi Kerja										Pengembangan Karier								Retensi Karyawan					(Y)		
	(X1)										(X2)															
	1	2	3	4	5	6	7	8	9	Total	1	2	3	4	5	6	7	8	Total	1	2	3	4	5	6	Total
1	4	4	3	3	4	4	4	5	5	36	4	2	4	4	4	3	4	4	29	4	4	4	4	4	5	25
2	3	3	4	4	4	4	3	3	3	31	5	4	3	4	4	3	5	4	32	4	4	4	5	5	3	25
3	5	5	5	5	5	5	5	5	5	45	5	1	2	3	4	5	4	3	27	5	5	5	5	5	5	30
4	4	2	2	4	4	4	4	4	2	30	4	4	4	4	4	4	4	4	32	4	3	3	5	5	4	24
5	4	4	4	4	4	5	5	5	4	39	4	4	4	4	4	4	4	4	32	5	5	5	5	5	5	30
6	4	4	4	4	4	4	2	2	2	30	5	5	5	5	5	5	5	5	40	5	5	4	4	4	5	27
7	3	4	3	4	4	3	3	3	5	32	4	4	4	4	4	4	4	4	32	4	4	4	4	5	4	25
8	3	2	2	2	2	2	3	4	5	25	5	5	5	5	5	5	5	5	40	4	4	4	4	4	4	24
9	5	5	5	5	5	5	5	5	5	45	1	1	1	1	1	1	1	1	8	5	5	5	4	4	5	28
10	5	5	5	5	5	5	5	4	5	44	2	5	4	3	2	2	3	3	24	5	5	5	5	5	5	30
11	4	3	3	3	3	4	4	3	3	30	5	4	5	4	4	5	4	4	35	4	5	5	4	4	3	25
12	3	3	3	3	4	3	3	4	4	30	5	5	5	5	5	5	5	5	40	4	4	4	4	4	4	24
13	5	4	4	4	3	3	4	5	2	34	4	4	4	4	4	4	4	4	32	4	4	4	4	5	4	25
14	5	3	5	5	3	5	4	4	5	39	3	2	3	3	3	3	3	3	23	5	5	5	3	5	4	27
15	4	3	4	3	4	4	4	4	2	32	3	4	3	4	4	3	3	4	28	4	4	5	4	5	5	27
16	5	2	2	3	3	3	5	3	2	28	4	3	3	3	3	3	3	3	25	3	3	4	4	5	3	22
17	4	3	4	4	4	4	4	4	3	34	4	5	5	4	4	4	4	4	34	5	5	4	4	4	4	26
18	5	3	2	3	4	4	3	5	5	34	3	4	3	2	5	3	4	2	26	3	4	3	5	5	4	24
19	5	4	5	5	4	5	5	4	4	41	3	4	4	3	3	3	4	3	27	5	5	5	5	5	5	30
20	5	5	5	3	4	5	5	5	5	42	1	2	2	1	2	2	2	1	13	5	5	5	5	4	5	29

HASIL UJI VALIDITAS X1

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	TOTAL X1
X1 .1	Pearson Correlation	1	.205**	.311**	.346**	.304**	.370**	.499**	.436**	.249**	.630*
	Sig. (2-tailed)		.009	.000	.000	.000	.000	.000	.000	.001	.000
	N	161	161	161	161	161	161	161	161	161	161
X1 .2	Pearson Correlation	.205**	1	.579**	.227**	.330**	.225**	.120	.239**	.156*	.582*
	Sig. (2-tailed)	.009		.000	.004	.000	.004	.128	.002	.048	.000
	N	161	161	161	161	161	161	161	161	161	161
X1 .3	Pearson Correlation	.311**	.579**	1	.470**	.413**	.436**	.330**	.280**	.140	.718*
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.077	.000
	N	161	161	161	161	161	161	161	161	161	161
X1 .4	Pearson Correlation	.346**	.227**	.470**	1	.479**	.371**	.347**	.296**	.142	.640*
	Sig. (2-tailed)	.000	.004	.000		.000	.000	.000	.000	.072	.000
	N	161	161	161	161	161	161	161	161	161	161
X1 .5	Pearson Correlation	.304**	.330**	.413**	.479**	1	.488**	.271**	.202*	.219**	.642*
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.001	.010	.005	.000
	N	161	161	161	161	161	161	161	161	161	161
X1 .6	Pearson Correlation	.370**	.225**	.436**	.371**	.488**	1	.460**	.264**	.281**	.675*
	Sig. (2-tailed)	.000	.004	.000	.000	.000		.000	.001	.000	.000
	N	161	161	161	161	161	161	161	161	161	161
X1 .7	Pearson Correlation	.499**	.120	.330**	.347**	.271**	.460**	1	.432**	.318**	.648*
	Sig. (2-tailed)	.000	.128	.000	.000	.001	.000		.000	.000	.000
	N	161	161	161	161	161	161	161	161	161	161
X1 .8	Pearson Correlation	.436**	.239**	.280**	.296**	.202*	.264**	.432**	1	.376**	.612*
	Sig. (2-tailed)	.000	.002	.000	.000	.010	.001	.000		.000	.000
	N	161	161	161	161	161	161	161	161	161	161
X1 .9	Pearson Correlation	.249**	.156*	.140	.142	.219**	.281**	.318**	.376**	1	.520*
	Sig. (2-tailed)	.001	.048	.077	.072	.005	.000	.000	.000		.000
	N	161	161	161	161	161	161	161	161	161	161
TOTAL X1 1	Pearson Correlation	.630**	.582**	.718**	.640**	.642**	.675**	.648**	.612**	.520**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	161	161	161	161	161	161	161	161	161	161

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

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

### HASIL UJI VALIDITAS X2

#### Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	TOTAL X2
X	Pearson	1	.406**	.515**	.526**	.544**	.702**	.663**	.135	.771**
2.	Correlation									
1	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.087	.000
	N	161	161	161	161	161	161	161	161	161
X	Pearson	.406**	1	.622**	.563**	.464**	.320**	.461**	.169*	.705**
2.	Correlation									
2	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.032	.000
	N	161	161	161	161	161	161	161	161	161
X	Pearson	.515**	.622**	1	.652**	.471**	.566**	.471**	.216**	.784**
2.	Correlation									
3	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.006	.000
	N	161	161	161	161	161	161	161	161	161
X	Pearson	.526**	.563**	.652**	1	.668**	.435**	.624**	.311**	.830**
2.	Correlation									
4	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	161	161	161	161	161	161	161	161	161
X	Pearson	.544**	.464**	.471**	.668**	1	.504**	.617**	.115	.758**
2.	Correlation									
5	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.147	.000
	N	161	161	161	161	161	161	161	161	161
X	Pearson	.702**	.320**	.566**	.435**	.504**	1	.720**	.134	.749**
2.	Correlation									
6	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.089	.000
	N	161	161	161	161	161	161	161	161	161
X	Pearson	.663**	.461**	.471**	.624**	.617**	.720**	1	.146	.808**
2.	Correlation									
7	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.064	.000
	N	161	161	161	161	161	161	161	161	161
X	Pearson	.135	.169*	.216**	.311**	.115	.134	.146	1	.380**
2.	Correlation									
8	Sig. (2-tailed)	.087	.032	.006	.000	.147	.089	.064		.000
	N	161	161	161	161	161	161	161	161	161
T	Pearson	.771**	.705**	.784**	.830**	.758**	.749**	.808**	.380**	1
O	Correlation									
T	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	

A	N	161	161	161	161	161	161	161	161	161
L.										
X										
2										

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

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

#### HASIL UJI VALIDITAS Y

Correlations								
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	TOTAL.Y
Y.1	Pearson Correlation	1	.479**	.254**	.218**	.216**	.271**	.674**
	Sig. (2-tailed)		.000	.001	.005	.006	.001	.000
	N	161	161	161	161	161	161	161
Y.2	Pearson Correlation	.479**	1	.387**	.290**	.068	.108	.677**
	Sig. (2-tailed)	.000		.000	.000	.393	.173	.000
	N	161	161	161	161	161	161	161
Y.3	Pearson Correlation	.254**	.387**	1	.366**	-.025	.109	.613**
	Sig. (2-tailed)	.001	.000		.000	.755	.169	.000
	N	161	161	161	161	161	161	161
Y.4	Pearson Correlation	.218**	.290**	.366**	1	.323**	.149	.659**
	Sig. (2-tailed)	.005	.000	.000		.000	.060	.000
	N	161	161	161	161	161	161	161
Y.5	Pearson Correlation	.216**	.068	-.025	.323**	1	.103	.453**
	Sig. (2-tailed)	.006	.393	.755	.000		.193	.000
	N	161	161	161	161	161	161	161
Y.6	Pearson Correlation	.271**	.108	.109	.149	.103	1	.474**
	Sig. (2-tailed)	.001	.173	.169	.060	.193		.000
	N	161	161	161	161	161	161	161
TOTAL.Y	Pearson Correlation	.674**	.677**	.613**	.659**	.453**	.474**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	161	161	161	161	161	161	161

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

HASIL UJI RELIABILITAS X1

Case Processing Summary			
		N	%
Cases	Valid	161	100.0
	Excluded <sup>a</sup>	0	.0
	Total	161	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.803	9

HASIL UJI RELIABILITAS X2

Case Processing Summary			
		N	%
Cases	Valid	161	100.0
	Excluded <sup>a</sup>	0	.0
	Total	161	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.870	8

## HASIL UJI RELIABILITAS Y

<b>Case Processing Summary</b>			
		N	%
Cases	Valid	161	100.0
	Excluded <sup>a</sup>	0	.0
	Total	161	100.0

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

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.630	6

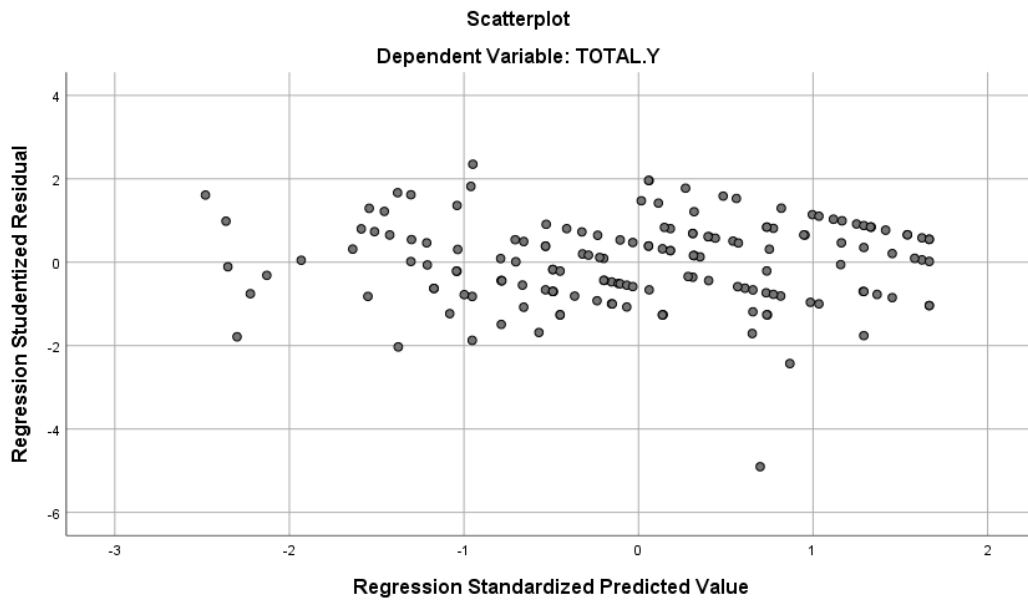
HASIL UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		161
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.90214275
Most Extreme Differences	Absolute	.057
	Positive	.047
	Negative	-.057
Test Statistic		.057
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

HASIL UJI MULTIKOLINEARITAS

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.474	1.470		7.124	.000		
	TOTAL.X1	.356	.033	.647	10.842	.000	.998	1.002
	TOTAL.X2	.070	.023	.178	2.984	.003	.998	1.002
a. Dependent Variable: TOTAL.Y								

HASIL Uji HETEROSKEDASTITAS



HASIL Uji ANALISIS REGRESI LINEAR BERGANDA

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.474	1.470		7.124	.000		
	TOTAL.X1	.356	.033	.647	10.842	.000	.998	1.002
	TOTAL.X2	.070	.023	.178	2.984	.003	.998	1.002

a. Dependent Variable: TOTAL.Y

HASIL UJI KOEFISEN DETERMINASI

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.663 <sup>a</sup>	.439	.432	1.914
a. Predictors: (Constant), TOTAL.X2, TOTAL.X1				
b. Dependent Variable: TOTAL.Y				

HASIL UJI HIPOTESIS T

Coefficients <sup>a</sup>							
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
	B	Std. Error	Beta	t		Tolerance	VIF
1 (Constant)	10.474	1.470		7.124	.000		
TOTAL.X1	.356	.033	.647	10.842	.000	.998	1.002
TOTAL.X2	.070	.023	.178	2.984	.003	.998	1.002
a. Dependent Variable: TOTAL.Y							

HASIL UJI HIPOTESIS F

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	452.898	2	226.449	61.805	.000 <sup>b</sup>
	Residual	578.904	158	3.664		
	Total	1031.801	160			
a. Dependent Variable: TOTAL.Y						
b. Predictors: (Constant), TOTAL.X2, TOTAL.X1						

HASIL UJI STATISTIK DESKRIPTIF TANGGAPAN RESPONDEN X1

Statistics										
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9
N	Valid	161	161	161	161	161	161	161	161	161
	Missing	0	0	0	0	0	0	0	0	0
Mean		4.38	4.04	4.15	4.27	4.29	4.35	4.34	4.30	4.14
Sum		705	650	668	687	691	701	698	693	667

FREKUENSI TABEL

X1.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	N	16	9.9	9.9	10.6
	S	65	40.4	40.4	50.9
	SS	79	49.1	49.1	100.0
	Total	161	100.0	100.0	

X1.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	3.1	3.1	3.1
	TS	7	4.3	4.3	7.5
	N	27	16.8	16.8	24.2
	S	60	37.3	37.3	61.5
	SS	62	38.5	38.5	100.0
	Total	161	100.0	100.0	

X1.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	5.6	5.6	5.6
	N	28	17.4	17.4	23.0
	S	54	33.5	33.5	56.5
	SS	70	43.5	43.5	100.0
	Total	161	100.0	100.0	

X1.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.9	1.9	1.9
	N	27	16.8	16.8	18.6
	S	55	34.2	34.2	52.8
	SS	76	47.2	47.2	100.0
	Total	161	100.0	100.0	

X1.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	N	22	13.7	13.7	14.3
	S	67	41.6	41.6	55.9
	SS	71	44.1	44.1	100.0
	Total	161	100.0	100.0	

X1.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.9	1.9	1.9
	N	20	12.4	12.4	14.3
	S	55	34.2	34.2	48.4
	SS	83	51.6	51.6	100.0
	Total	161	100.0	100.0	

X1.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	2	1.2	1.2	1.9
	N	18	11.2	11.2	13.0
	S	61	37.9	37.9	50.9
	SS	79	49.1	49.1	100.0
	Total	161	100.0	100.0	

X1.9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	10	6.2	6.2	6.8
	N	22	13.7	13.7	20.5
	S	60	37.3	37.3	57.8
	SS	68	42.2	42.2	100.0
	Total	161	100.0	100.0	

HASIL UJI STATISTIK DESKRIPTIF TANGGAPAN RESPONDEN X2

		Statistics							
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8
N	Valid	161	161	161	161	161	161	161	161
	Missing	0	0	0	0	0	0	0	0
Mean		3.80	3.53	3.54	3.57	3.73	3.65	3.78	3.70
Sum		611	569	570	575	600	587	608	596

FREKUENSI TABEL

X2.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	4.3	4.3	4.3
	TS	11	6.8	6.8	11.2
	N	39	24.2	24.2	35.4
	S	55	34.2	34.2	69.6
	SS	49	30.4	30.4	100.0
	Total	161	100.0	100.0	

X2.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	17	10.6	10.6	10.6
	TS	14	8.7	8.7	19.3
	N	32	19.9	19.9	39.1
	S	62	38.5	38.5	77.6
	SS	36	22.4	22.4	100.0
	Total	161	100.0	100.0	

<b>X2.3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	8	5.0	5.0	5.0
	TS	18	11.2	11.2	16.1
	N	50	31.1	31.1	47.2
	S	49	30.4	30.4	77.6
	SS	36	22.4	22.4	100.0
	Total	161	100.0	100.0	

<b>X2.4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	12	7.5	7.5	7.5
	TS	17	10.6	10.6	18.0
	N	36	22.4	22.4	40.4
	S	59	36.6	36.6	77.0
	SS	37	23.0	23.0	100.0
	Total	161	100.0	100.0	

<b>X2.5</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	4.3	4.3	4.3
	TS	20	12.4	12.4	16.8
	N	25	15.5	15.5	32.3
	S	67	41.6	41.6	73.9
	SS	42	26.1	26.1	100.0
	Total	161	100.0	100.0	

X2.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	3.7	3.7	3.7
	TS	14	8.7	8.7	12.4
	N	55	34.2	34.2	46.6
	S	42	26.1	26.1	72.7
	SS	44	27.3	27.3	100.0
	Total	161	100.0	100.0	

X2.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	3.1	3.1	3.1
	TS	14	8.7	8.7	11.8
	N	38	23.6	23.6	35.4
	S	59	36.6	36.6	72.0
	SS	45	28.0	28.0	100.0
	Total	161	100.0	100.0	

X2.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	3.7	3.7	3.7
	TS	15	9.3	9.3	13.0
	N	42	26.1	26.1	39.1
	S	56	34.8	34.8	73.9
	SS	42	26.1	26.1	100.0
	Total	161	100.0	100.0	

HASIL UJI STATISTIK DESKRIPTIF TANGGAPAN RESPONDEN Y

Statistics							
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6
N	Valid	161	161	161	161	161	161
	Missing	0	0	0	0	0	0
Mean		4.40	4.35	4.33	4.39	4.38	4.32
Sum		709	700	697	706	705	695

FREKUENSI TABEL

Y.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	N	12	7.5	7.5	8.1
	S	69	42.9	42.9	50.9
	SS	79	49.1	49.1	100.0
	Total	161	100.0	100.0	

Y.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	2	1.2	1.2	1.9
	N	19	11.8	11.8	13.7
	S	57	35.4	35.4	49.1
	SS	82	50.9	50.9	100.0
	Total	161	100.0	100.0	

Y.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.2	1.2	1.2
	N	24	14.9	14.9	16.1
	S	54	33.5	33.5	49.7
	SS	81	50.3	50.3	100.0
	Total	161	100.0	100.0	

Y.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.2	1.2	1.2
	N	14	8.7	8.7	9.9
	S	65	40.4	40.4	50.3
	SS	80	49.7	49.7	100.0
	Total	161	100.0	100.0	

Y.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	N	15	9.3	9.3	9.9
	S	67	41.6	41.6	51.6
	SS	78	48.4	48.4	100.0
	Total	161	100.0	100.0	

Y.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	N	17	10.6	10.6	11.2
	S	73	45.3	45.3	56.5
	SS	70	43.5	43.5	100.0
	Total	161	100.0	100.0	