

DAFTAR PUSTAKA

- Firaz, Chairunnisa, 2015, Faktor-Faktor Yang Berhubungan Dengan Perilaku Kerja Karyawan Penderita Aging Disease di PT. Holcim Indonesia Tbk Cilacap Plant, Skripsi, Universitas Diponegoro Semarang.
- Ghufron M.Nur dan Rini Risnawita S, 2017, Teori-Teori Psikologi, Ar-Ruzz Media, Jogjakarta.
- Ivancevich , M.J. dkk., 2007, Perilaku dan Manajemen Organisasi, Penerbit Erlangga, Jakarta.
- Kasmir, 2018, Manajemen Sumber Daya Manusia Teori dan Praktik, Rajawali Pers, Depok.
- Maulana, Thernando, 2013, Analisis Perilaku Kerja Karyawan di De Boliva Surabaya Town Square, Thesis, Universitas Kristen Petra Surabaya.
- Monangin, Virginia Clantina, 2015, Pengaruh Locus Of Control Internal Dan Gaya Kepemimpinan Transformasional Terhadap Kepuasan Kerja Serta Dampaknya Pada Kinerja Karyawan PT. Olah bumi Mandiri, (library.binus.ac.id/collections/ethesis_detail/2015-1-00417-MN. Diakses tanggal 05 November 2019).
- Mondy, R.W, 2008, Manajemen Sumber Daya Manusia, Erlangga, Jakarta.
- Putra, Agung Atsani, 2015, Pengaruh Orientasi Etika, *Locus Of Control* dan Budaya Organisasi terhadap Perilaku Etis Akuntan Studi Empiris pada BUMN di Kota Padang, Skripsi, Universitas Negeri Padang.

- Robbins, Stephen P. dan Timothy, A.J., 2008, *Perilaku Organisasi, Selemba Empat*, Jakarta.
- Safitri, Erni Dwi, 2018, *Pengaruh Locus Of Control dan Komitmen Organisasional terhadap Prestasi Kerja Pegawai pada PT. PLN (Persero) Area Sidoarjo*, Skripsi, Universitas PGRI Adi Buana Surabaya.
- Sari, Nurma Etika, 2019, *Pengaruh Motivasi Kerja terhadap Perilaku Prokrastinasi Kerja Karyawan Universitas Nusantara PGRI Kediri*, Skripsi, Universitas Nusantara PGRI Kediri.
- Sineambela, Lijan Poltak dan Sarton Sinambela, 2018, *Manajemen Kinerja, RajaGrafindo Persada*, Depok.
- Sugiyono, 2018, *Metode Penelitian Kuantitatif*, Alfabeta, Bandung.
- Sujarweni, 2019, *Metode Penelitian Bisnis dan Ekonomi*, Pustaka Baru Press, Yogyakarta.
- Suranta, Budi K, 2013, *Analisis Pengaruh Locus Of Control Internal dan Keterlibatan Kerja Terhadap Budaya Organisasi Yang Diterapkan Oleh Karyawan*, (library.binus.ac.id/collections/ethesis_detail/2013-2-01237-MN. Diakses tanggal 05 November 2019).
- Suryaningtyas, Indriani, 2018, *Pengaruh Locus Of Control dan Employee Engagement terhadap Perilaku Kerja Karyawan PT. Sumber Alfaria Trijaya di Sidoarjo*, Skripsi, Universitas PGRI Adi Buana Surabaya.
- Wibowo, 2017, *Manajemen Kinerja, Rajawali Pers*, Depok.

Wijaya, Candra, 2017, Perilaku Organisasi, Lembaga Peduli Pengembangan Pendidikan Indonesia, Medan.

<https://m.merdeka.com/arwana-citramulia>, Online, diakses tanggal 12 April 2020, pukul 12.13.

Lampiran 1. Surat Izin Penelitian dan Pengambilan Data



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI

Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234

Website : <http://www.fekampusby.ac.id>

Nomor : 191270 /01/FE/XII/2019
Lampiran : -
Perihal : Ijin Penelitian dan Pengambilan Data

Kepada Yth:
Bapak/Ibu Pimpinan
PT. Sinar Karya Duta Abadi
Jl. Wringin Anom Raya, KM 33, Pasiran Lemahputih, Kec. Krian, Kabupaten Gresik Jawa Timur 61176
di -
Gresik

Sesuai kurikulum Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya, maka mahasiswa wajib menulis Skripsi/Tugas Akhir dalam bentuk Laporan Penelitian dan Artikel Ilmiah. Berkaitan dengan hal tersebut mohon perkenan Bapak/Ibu untuk memberikan ijin penelitian kepada mahasiswa kami yang tersebut dibawah ini :

Nama : Sintia Emralda Sukardiana
NIM : 161500193
Prodi : Manajemen
Judul Skripsi : Pengaruh Locus Of Control Dan Motivasi Kerja Terhadap Perilaku Kerja Karyawan

Demikian atas perkenan serta kebijaksanaan Bapak/Ibu kami sampaikan terima kasih.

Surabaya, 09 Desember 2019
Ditandatangani,

Profa Siti Istikhroh, M.Si
FAKULTAS P. 19671019.199203.2001

Lampiran 2. Surat Balasan Penelitian



Arwana Ceramic Tiles

No. 017/ PERS-EXT/ SKDA/XII/2019

Kepada Yth,
Prodi S1 Manajemen
Fakultas Ekonomi
Universitas Adi Buana Surabaya
Surabaya

Hal: Konfirmasi Ijin Penelitian

Dengan Hormat,

Menindak lanjuti proposal perihal permohonan untuk melaksanakan penelitian dengan judul "Pengaruh Locus of Control dan Motivasi Kerja terhadap Perilaku Kerja Karyawan", maka kami memberikan kesempatan kepada Mahasiswaa/i Bapak/Ibu melaksanakan penelitian mulai tanggal 20 Januari- 20 Maret 2020.

Adapun nama Mahasiswa tersebut adalah:

1. Sintia Emralda Sukardiana. (161500193)

Demikian pemberitahuan ini kami sampaikan dan terima kasih atas kerjasamanya.

Gresik, 19 Desember 2019

Hormat kami,



Gresik, 19 Desember 2019
Personaja

PT. Sinar Karya Duta Abadi

Corporate : Sentra Niaga Puri Indah, Blok T2 No. 24, Kembangan Selatan, Jakarta 11610, ph. +62-21 5830 2363, fax. +62-21 5830 2361, info@arwanacitra.com
Plant : Jl. Wringin Anom Raya Km. 33.9, Desa Wringin Anom, Kab. Gresik, Jawa Timur, Ph. +62-31898 2221, fax. +62-31 898 1679, info@skda.arwanacitra.com



www.arwanacitra.com

Lampiran 3. Berita Acara Bimbingan Skripsi



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI

Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234
Website : <http://www.fe.unipasby.ac.id>

KARTU BIMBINGAN SKRIPSI

| | | |
|------------------------|---|---|
| Nama | : | SINTIA EMPALDA SUKARDIANA |
| Prodi / NIM | : | MANAJEMEN / 161500193 |
| Judul Skripsi | : | Pengaruh Locus of Control dan Motivasi Kerja Terhadap Perilaku Kerja Karyawan pada PT. Sinar Karya Duta Abadi |
| Dosen Pembimbing | : | SITI SAMSIYAH, S.E., M.M. |
| Periode Kepembimbingan | : | 30 September 2019 s/d 30 Maret 2020 |

URAIAN KEGIATAN KEPEMBIMBINGAN :

| NO | TANGGAL | MATERI BIMBINGAN | KET. | TANDA TANGAN |
|----|----------|------------------------------------|--------|--------------|
| 1 | 03/10/19 | Pengantar judul | ACC | |
| 2 | 12/10/19 | Materi | Revisi | |
| 3 | 17/10/19 | metode | ACC | |
| 4 | 28/10/19 | Bab I Latar belakang | Revisi | |
| 5 | 30/10/19 | Bab I Latar belakang | ACC | |
| 6 | 11/11/19 | Bab II Telaah pustaka | Revisi | |
| 7 | 20/11/19 | Bab II Telaah pustaka | Revisi | |
| 8 | 9/12/19 | Bab III perlatan kerja | Revisi | |
| 9 | 9/12/19 | Bab III metode penelitian | Revisi | |
| 10 | 16/12/19 | Bab III Sampel & Definisi operatif | ACC | |
| 11 | 10/1/20 | Kuesioner | ACC | |
| 12 | 16/1/20 | Bab IV dan V | Revisi | |
| 13 | 25/1/20 | Bab IV dan V | ACC | |

Bimbingan selesai pada tanggal: 06 Juni 2020

Dosen Pembimbing,

Siti Samsiyah S.E., M.M.



Mahasiswa,

Sintia Empalda Sukardiana

Lampiran 4. Berita Acara Ujian Proposal Skripsi



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI

Kampus : Jl. Dukuh Menanggal XII/4, Telp- Fax: 031-8281183 Surabaya 60234

Website : <http://www.fe.unipasby.ac.id>

BERITA ACARA UJIAN PROPOSAL SKRIPSI

Pada hari ini Jumat tanggal 20 bulan Desember tahun 2019 bertempat di Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya telah dilaksanakan Ujian Proposal Skripsi Semester Ganjil / Genap *) Tahun Akademik 20 / 20

| | |
|----------------|---|
| Nama Mahasiswa | : Sintia Ernaldi Sukardiana |
| NIM | : 161500193 |
| Program Studi | : Manajemen |
| Judul Proposal | : Pengaruh Locus Of Control dan Motivasi Kerja terhadap Perilaku Kerja Karyawan pada PT Sinar Karya Duta Abadi. |

Dihadiri oleh :

| No | NIM | Nama Mahasiswa | Tanda Tangan |
|----|-----------|------------------------|--------------|
| 1 | 161500128 | Anf Frantoro | |
| 2 | 161500183 | Piza Wahyu A. | |
| 3 | 161500205 | Ally permans | |
| 4 | 161500053 | Miyi Astutika | |
| 5 | 161500127 | Ansu Rozana A | |
| 6 | 161500229 | Imelda Amanta Tira | |
| 7 | 161500072 | Mochamad Airun Naib | |
| 8 | 161600123 | Amalia Gustin Toporini | |
| 9 | 161600104 | Adex Silvianaprilia | |
| 10 | 161600050 | Laili Nur Afifah | |
| 11 | 161500124 | CHILFI DWI MELINDA | |
| 12 | 161500054 | INDAH PURWANINGSIH | |
| 13 | 161500123 | Nur Aeni | |
| 14 | 161500089 | Inggal Citra P | |
| 15 | 161500152 | Reza Ardiansyah | |

Surabaya, 20 Desember 2019

Penguji : Dra. Christina Menek S. S. E. Ph.D.,

Pembimbing : Siti Samsiyah S.E., M.M.

Lampiran 5. Matrik Penelitian

Pengaruh *Locus Of Control* dan Motivasi Kerja terhadap Perilaku Kerja Karyawan pada PT. Sinar Karya Duta Abadi

| Konsep | Rumusan Masalah | Tujuan | Variabel dan Indikator | Hipotesis | Populasi dan Sampel | Pengumpulan Data | Teknik Analisis |
|---|--|--|--|--|---|-------------------------------------|---|
| <p>Menurut Kreitner dan Kinicki (2010) dalam Monangin (2015), <i>locus of control</i> merupakan salah satu variabel kepribadian, yang didefinisikan sebagai keyakinan individu terhadap mampu tidaknya mengontrol nasib sendiri.</p> <p>Menurut Hasibuan (2008) dalam Lijan Poltak Sinambela dan Sarton</p> | <p>1 Apakah <i>locus of control</i> berpengaruh terhadap perilaku kerja karyawan PT. Sinar Karya Duta Abadi?</p> <p>2. Apakah motivasi kerja berpengaruh</p> | <p>1. Untuk mengetahui apakah ada pengaruh <i>locus of control</i> terhadap perilaku kerja karyawan PT. Sinar Karya Duta Abadi</p> <p>2. Untuk mengetahui apakah ada pengaruh motivasi kerja</p> | <p><i>Locus of control</i> : <i>Locus of control</i> internal, <i>Locus of control</i> Eksternal</p> <p>Motivasi Kerja :Motif, Harapan, insentif</p> <p>Perilaku Kerja : Kemampuan berhubungan sosial,</p> | <p>1. Bahwa <i>locus of control</i> berpengaruh terhadap perilaku kerja karyawan PT. Sinar Karya Duta Abadi</p> <p>2. Bahwa motivasi kerja berpengaruh terhadap perilaku</p> | <p>Populasi :</p> <p>Seluruh karyawan PT. Sinar Karya Duta Abadi</p> <p>Sampel :</p> <p>Sebanyak 85 karyawan bagian sorting packing PT. Sinar Karya Duta Abadi dengan menggunakan</p> | <p>Kuesioner</p> <p>Dokumentasi</p> | <p>1. Uji instrumen penelitian</p> <p>2. Uji Asumsi Klasik</p> <p>3. Analisis Regresi Linier Berganda</p> <p>4. Uji Hipotesis</p> |

| | | | | | | | |
|--|--|--|---|---|---|--|--|
| <p>Sinambela (2018:583), mendefinisikan motivasi kerja adalah pemberian daya penggerak seseorang dengan segala daya upayanya untuk mencapai tujuan.</p> <p>Menurut Firaz (2015), perilaku kerja adalah tanggapan atau reaksi individu yang timbul balik berupa perbuatan atau sikap maupun anggapan seseorang terhadap pekerjaannya.</p> | <p>terhadap perilaku kerja karyawan PT. Sinar Karya Duta Abadi?</p> <p>3. Apakah <i>locus of control</i> dan motivasi kerja berpengaruh terhadap perilaku kerja karyawan PT. Sinar Karya Duta Abadi?</p> | <p>terhadap perilaku kerja karyawan PT. Sinar Karya Duta Abadi</p> <p>3. Untuk mengetahui apakah ada pengaruh <i>locus of control</i> dan motivasi kerja terhadap perilaku kerja karyawan PT. Sinar Karya Duta Abadi</p> | <p>Kualitas pekerjaan, Kebiasaan kerja, Pengendalian diri</p> | <p>kerja karyawan PT. Sinar Karya Duta Abadi</p> <p>3. Bahwa <i>locus of control</i> dan motivasi kerja berpengaruh terhadap perilaku kerja karyawan PT. Sinar Karya Duta Abadi</p> | <p>teknik <i>purposive sampling</i></p> | | |
|--|--|--|---|---|---|--|--|

Lampiran 6. Kuesioner Penelitian

Perihal : Permohonan Mencari Data Skripsi
Kepada Yth : Karyawan PT. Sinar Karya Duta Abadi
Di-
Gresik

Dengan Hormat,

Yang bertanda tangan di bawah ini saya :

Nama : Sintia Emralda Sukardiana

Nim : 161500193

Prodi : Manajemen

Dengan ini saya mengajukan permohonan untuk mencari data penelitian skripsi di PT. Sinar Karya Duta Abadi. Adapun yang saya gunakan data tersebut adalah seorang karyawan di PT. Sinar Karya Duta Abadi, yang penyajiannya menggunakan kuesioner penelitian.

Demikian atas kerja samanya saya sampaikan terima kasih.

Gresik, 23 Januari 2020

Hormat Saya

Sintia Emralda Sukardiana

KUESIONER PENELITIAN SKRIPSI

PENGARUH *LOCUS OF CONTROL* DAN MOTIVASI KERJA TERHADAP PERILAKU KERJA KARYAWAN PADA PT. SINAR KARYA DUTA ABADI

Terima kasih sebanyak banyaknya atas partisipan anda menjadi salah satu responden mengenai kuesioner ini. Penelitian ini bertujuan untuk memenuhi tugas akhir skripsi. Saya sangat mengharapkan Bapak/Ibu agar dapat memberikan jawaban sesuai dengan kondisi yang dirasakan saat ini. Atas kerja sama dan bantuannya saya mengucapkan banyak terima kasih.

A. Identitas Responden

Nama : (Boleh tidak diisi)

Pendidikan : SLTA Diploma S1 S2 S3

Jabatan/Golongan :

Usia : Tahun

Jenis Kelamin : Laki-laki Perempuan

Lama Bekerja :

B. Petunjuk Pengisian

Berilah tanda centang (\surd) pada jawaban yang anda anggap sesuai.

Keterangan

| |
|---------------------------|
| Keterangan |
| Sangat Setuju (SS) |
| Setuju (S) |
| Ragu-Ragu (RR) |
| Tidak Setuju (TS) |
| Sangat Tidak Setuju (STS) |

1.

Locus Of Control (X₁)

| No | Pertanyaan | Jawaban | | | | |
|----|--|---------|---|----|----|-----|
| | | SS | S | RR | TS | STS |
| 1 | 1. Saya bisa melakukan pekerjaan dengan baik jika saya melakukannya dengan sungguh-sungguh. 2. Prestasi yang saya raih selama ini, saya dapatkan dari hasil kerja keras saya. 3. Dengan kemampuan yang saya miliki, pekerjaan apa saja yang diberikan saya dapat menyelesaikannya. | | | | | |
| 2 | 1. Agar mendapat pekerjaan yang baik saya perlu memiliki teman atau keluarga yang menduduki jabatan tinggi. 2. Menurut saya promosi hanya merupakan sebuah keberuntungan (nasib baik). 3. Saya tidak akan bekerja apabila tidak ada arahan dari atasan. | | | | | |

2.

Motivasi Kerja (X₂)

| No | Pertanyaan | Jawaban | | | | |
|----|---|---------|---|----|----|-----|
| | | SS | S | RR | TS | STS |
| 1 | 1. Saya giat bekerja karena adanya kesempatan untuk menduduki posisi tertentu 2. Pimpinan selalu memberikan saya dorongan dan semangat untuk bekerja lebih baik 3. Gaji dapat memberikan dorongan untuk bekerja lebih giat. | | | | | |

| | | | | | | |
|---|---|--|--|--|--|--|
| 2 | <ol style="list-style-type: none"> 1. Mendapat pengakuan atau penghargaan dari rekan kerja atau pimpinan jika saya berhasil menyelesaikan pekerjaan yang memuaskan 2. Atasan selalu memberikan pelatihan-pelatihan kepada karyawan untuk meningkatkan kemampuan dan keterampilan 3. Adanya program promosi dalam perusahaan membuat karyawan giat dalam bekerja. | | | | | |
| 3 | <ol style="list-style-type: none"> 1. Mengembangkan keahlian karyawan tertentu dengan mengikutsertakan dalam pelatihan-pelatihan 2. Insentif yang saya terima saat ini sudah sangat memuaskan 3. Penghargaan bagi karyawan yang berprestasi dalam pekerjaan memberikan dorongan dan semangat untuk bekerja lebih baik. | | | | | |

3. Perilaku Kerja (Y)

| No | Pertanyaan | Jawaban | | | | |
|----|--|---------|---|----|----|-----|
| | | SS | S | RR | TS | STS |
| 1 | <ol style="list-style-type: none"> 1. Komunikasi yang baik dapat mempermudah saya untuk saling mengerti satu sama lain dalam mencapai tujuan bersama 2. Hubungan sosialisasi antar karyawan terjalin dengan baik 3. Saya selalu membantu jika ada rekan kerja yang kesulitan dalam menyelesaikan tugas. | | | | | |
| 2 | <ol style="list-style-type: none"> 1. Tugas dan tanggung jawab yang diberikan sesuai dengan kemampuan saya 2. Saya selalu berusaha keras untuk memperbaiki kinerja saya 3. Saya mengerjakan tugas selalu | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| | tepat waktu. | | | | | |
| 3 | <ol style="list-style-type: none"> 1. Saya tidak pernah mengeluh dalam melakukan pekerjaan 2. Saya cenderung menyelesaikan pekerjaan sebanyak-banyaknya daripada terjadi penumpukan pekerjaan 3. Saya akan menunda mengerjakan tugas jika pikiran saya sedang tertekan. | | | | | |
| 4 | <ol style="list-style-type: none"> 1. Masalah pribadi yang saya hadapi tidak berpengaruh pada pekerjaan saya 2. Saya dapat menyesuaikan diri dengan baik di lingkungan pekerjaan 3. Saya tidak merasa rendah diri bila mengalami kegagalan dalam menjalankan tugas pekerjaan 4. Saya lebih menghindari aktivitas yang tidak penting. | | | | | |

Lampiran 7. Tabulasi Data

LOCUS OF CONTROL

| NO Responden | Internal (X1.1) | | | Eksternal (X1.2) | | | Total X1 |
|--------------|-----------------|--------|--------|------------------|--------|--------|----------|
| | X1.1_1 | X1.1_2 | X1.1_3 | X1.2_1 | X1.2_2 | X1.2_3 | |
| 1 | 4 | 4 | 5 | 3 | 4 | 2 | 22 |
| 2 | 4 | 4 | 5 | 3 | 4 | 2 | 22 |
| 3 | 4 | 4 | 4 | 3 | 4 | 2 | 21 |
| 4 | 4 | 4 | 4 | 3 | 4 | 2 | 21 |
| 5 | 4 | 4 | 5 | 4 | 4 | 3 | 24 |
| 6 | 4 | 4 | 4 | 2 | 4 | 2 | 20 |
| 7 | 4 | 4 | 4 | 4 | 4 | 2 | 22 |
| 8 | 5 | 5 | 5 | 2 | 5 | 2 | 24 |
| 9 | 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 10 | 5 | 4 | 4 | 3 | 5 | 1 | 22 |
| 11 | 4 | 4 | 4 | 2 | 4 | 1 | 19 |
| 12 | 4 | 4 | 4 | 2 | 4 | 2 | 20 |
| 13 | 4 | 5 | 5 | 2 | 4 | 2 | 22 |
| 14 | 5 | 5 | 5 | 2 | 4 | 1 | 22 |
| 15 | 5 | 5 | 5 | 2 | 5 | 2 | 24 |
| 16 | 5 | 4 | 5 | 1 | 5 | 2 | 22 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 17 | 4 | 4 | 4 | 2 | 5 | 1 | 20 |
| 18 | 5 | 5 | 4 | 2 | 5 | 2 | 23 |
| 19 | 5 | 4 | 4 | 2 | 4 | 2 | 21 |
| 20 | 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 21 | 4 | 4 | 4 | 2 | 4 | 1 | 19 |
| 22 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 23 | 4 | 4 | 4 | 2 | 4 | 2 | 20 |
| 24 | 4 | 4 | 5 | 1 | 4 | 1 | 19 |
| 25 | 4 | 4 | 4 | 3 | 4 | 2 | 21 |
| 26 | 4 | 4 | 5 | 3 | 4 | 2 | 22 |
| 27 | 4 | 4 | 5 | 4 | 4 | 3 | 24 |
| 28 | 4 | 4 | 4 | 3 | 4 | 2 | 21 |
| 29 | 4 | 4 | 5 | 3 | 4 | 2 | 22 |
| 30 | 4 | 4 | 5 | 3 | 4 | 1 | 21 |
| 31 | 4 | 4 | 3 | 4 | 4 | 2 | 21 |
| 32 | 4 | 4 | 3 | 2 | 4 | 2 | 19 |
| 33 | 4 | 4 | 3 | 2 | 4 | 2 | 19 |
| 34 | 4 | 4 | 5 | 2 | 4 | 2 | 21 |
| 35 | 4 | 4 | 3 | 3 | 5 | 1 | 20 |
| 36 | 4 | 4 | 3 | 2 | 4 | 1 | 18 |
| 37 | 5 | 5 | 3 | 2 | 5 | 1 | 21 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 38 | 4 | 4 | 4 | 3 | 4 | 1 | 20 |
| 39 | 5 | 5 | 5 | 4 | 5 | 3 | 27 |
| 40 | 5 | 5 | 5 | 3 | 5 | 2 | 25 |
| 41 | 4 | 4 | 3 | 1 | 4 | 1 | 17 |
| 42 | 4 | 4 | 3 | 2 | 4 | 1 | 18 |
| 43 | 4 | 4 | 4 | 1 | 4 | 2 | 19 |
| 44 | 4 | 4 | 3 | 2 | 4 | 2 | 19 |
| 45 | 4 | 4 | 4 | 1 | 4 | 2 | 19 |
| 46 | 4 | 4 | 4 | 4 | 4 | 1 | 21 |
| 47 | 4 | 4 | 4 | 2 | 4 | 2 | 20 |
| 48 | 5 | 5 | 5 | 3 | 5 | 2 | 25 |
| 49 | 5 | 5 | 3 | 4 | 5 | 1 | 23 |
| 50 | 5 | 5 | 5 | 4 | 5 | 2 | 26 |
| 51 | 4 | 4 | 4 | 2 | 4 | 1 | 19 |
| 52 | 4 | 4 | 5 | 4 | 4 | 1 | 22 |
| 53 | 5 | 5 | 5 | 3 | 5 | 2 | 25 |
| 54 | 5 | 5 | 5 | 4 | 5 | 2 | 26 |
| 55 | 4 | 4 | 4 | 1 | 4 | 2 | 19 |
| 56 | 5 | 5 | 5 | 2 | 5 | 1 | 23 |
| 57 | 4 | 4 | 4 | 1 | 4 | 2 | 19 |
| 58 | 4 | 4 | 4 | 2 | 4 | 2 | 20 |
| 59 | 4 | 4 | 5 | 5 | 4 | 1 | 23 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 60 | 5 | 5 | 5 | 4 | 5 | 2 | 26 |
| 61 | 5 | 5 | 4 | 2 | 5 | 1 | 22 |
| 62 | 4 | 4 | 5 | 3 | 4 | 1 | 21 |
| 63 | 5 | 5 | 4 | 2 | 5 | 2 | 23 |
| 64 | 4 | 4 | 5 | 2 | 4 | 1 | 20 |
| 65 | 4 | 4 | 5 | 3 | 4 | 1 | 21 |
| 66 | 5 | 5 | 5 | 4 | 5 | 2 | 26 |
| 67 | 5 | 5 | 4 | 2 | 5 | 1 | 22 |
| 68 | 4 | 4 | 4 | 3 | 4 | 2 | 21 |
| 69 | 5 | 5 | 4 | 4 | 5 | 2 | 25 |
| 70 | 4 | 4 | 5 | 4 | 4 | 1 | 22 |
| 71 | 5 | 5 | 5 | 5 | 4 | 2 | 26 |
| 72 | 5 | 5 | 5 | 3 | 5 | 2 | 25 |
| 73 | 4 | 4 | 4 | 4 | 5 | 1 | 22 |
| 74 | 5 | 5 | 5 | 4 | 4 | 2 | 25 |
| 75 | 4 | 4 | 4 | 4 | 4 | 2 | 22 |
| 76 | 5 | 5 | 5 | 5 | 5 | 2 | 27 |
| 77 | 5 | 5 | 4 | 3 | 5 | 2 | 24 |
| 78 | 5 | 5 | 4 | 4 | 5 | 1 | 24 |
| 79 | 5 | 5 | 5 | 5 | 5 | 2 | 27 |
| 80 | 4 | 4 | 4 | 4 | 4 | 2 | 22 |

| | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|----|
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 38 |
| 15 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| 16 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 42 |
| 17 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 34 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 19 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 21 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 5 | 5 | 35 |
| 22 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 23 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 27 |
| 24 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 35 |
| 25 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 37 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 27 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 28 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 31 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 32 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 33 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |

| | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|----|
| 34 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 35 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 37 |
| 36 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 37 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 38 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 35 |
| 39 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 32 |
| 40 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 5 | 5 | 34 |
| 41 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 36 |
| 42 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 35 |
| 43 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 45 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 47 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 36 |
| 48 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 39 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 50 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 36 |
| 51 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 36 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 53 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 54 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 37 |
| 55 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |

| | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 57 |
| 8 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 51 |
| 9 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 61 |
| 10 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 11 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 1 | 46 |
| 12 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 61 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 62 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 15 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 60 |
| 16 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 54 |
| 17 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 46 |
| 18 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 55 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 58 |
| 20 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 50 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 54 |
| 22 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 1 | 45 |
| 23 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 57 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 25 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 1 | 1 | 1 | 1 | 4 | 41 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 62 |
| 27 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 2 | 47 |

| | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 28 | 4 | 4 | 1 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 46 |
| 29 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 1 | 49 |
| 30 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 60 |
| 31 | 1 | 1 | 4 | 5 | 1 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 1 | 39 |
| 32 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 53 |
| 33 | 1 | 1 | 3 | 1 | 1 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 1 | 38 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 35 | 3 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 36 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 2 | 46 |
| 37 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 2 | 42 |
| 38 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 1 | 49 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 1 | 1 | 1 | 1 | 2 | 45 |
| 40 | 4 | 4 | 1 | 4 | 4 | 3 | 3 | 5 | 2 | 2 | 2 | 2 | 3 | 39 |
| 41 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| 42 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 59 |
| 43 | 5 | 5 | 5 | 5 | 5 | 1 | 1 | 5 | 3 | 3 | 3 | 3 | 3 | 47 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 57 |
| 45 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 46 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 61 |
| 47 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 58 |
| 48 | 5 | 5 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 52 |
| 49 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 3 | 5 | 5 | 5 | 5 | 3 | 51 |

| | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 50 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 56 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 63 |
| 52 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 53 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 57 |
| 54 | 1 | 1 | 5 | 1 | 1 | 5 | 5 | 5 | 2 | 2 | 2 | 2 | 2 | 34 |
| 55 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 4 | 53 |
| 56 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 4 | 50 |
| 57 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 53 |
| 58 | 2 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 55 |
| 59 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 58 |
| 60 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 58 |
| 61 | 3 | 3 | 4 | 4 | 4 | 1 | 1 | 4 | 5 | 5 | 4 | 4 | 3 | 45 |
| 62 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 56 |
| 63 | 5 | 5 | 3 | 5 | 5 | 1 | 1 | 2 | 5 | 5 | 5 | 5 | 4 | 51 |
| 64 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 35 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 66 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 1 | 46 |
| 67 | 1 | 1 | 3 | 1 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 33 |
| 68 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 54 |
| 69 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 1 | 1 | 1 | 5 | 46 |
| 70 | 4 | 2 | 5 | 3 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |

| | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 71 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 55 |
| 72 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 1 | 5 | 5 | 5 | 4 | 51 |
| 73 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 58 |
| 74 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 51 |
| 75 | 4 | 4 | 1 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 55 |
| 76 | 5 | 3 | 4 | 3 | 3 | 2 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 50 |
| 77 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 61 |
| 78 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 61 |
| 79 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 5 | 4 | 4 | 4 | 4 | 34 |
| 80 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 59 |
| 81 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 55 |
| 83 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 5 | 4 | 3 | 3 | 3 | 4 | 46 |
| 84 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 2 | 50 |
| 85 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 62 |

Lampiran 8. Output SPSS

UJI VALIDITAS

Correlations

| | | X1.1_1 | X1.1_2 | X1.1_3 | X1.2_1 | X1.2_2 | X1.2_3 | X1 |
|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| X1.1_1 | Pearson Correlation | 1 | ,901** | ,298** | ,176 | ,776** | ,028 | ,699** |
| | Sig. (2-tailed) | | ,000 | ,006 | ,106 | ,000 | ,800 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X1.1_2 | Pearson Correlation | ,901** | 1 | ,324** | ,219* | ,723** | ,048 | ,720** |
| | Sig. (2-tailed) | ,000 | | ,002 | ,044 | ,000 | ,664 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X1.1_3 | Pearson Correlation | ,298** | ,324** | 1 | ,272* | ,170 | ,112 | ,589** |

| | | | | | | | | |
|--------|---------------------|--------|--------|-------|--------|-------|--------|--------|
| | Sig. (2-tailed) | ,006 | ,002 | | ,012 | ,119 | ,307 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X1.2_1 | Pearson Correlation | ,176 | ,219* | ,272* | 1 | ,175 | ,291** | ,709** |
| | Sig. (2-tailed) | ,106 | ,044 | ,012 | | ,109 | ,007 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X1.2_2 | Pearson Correlation | ,776** | ,723** | ,170 | ,175 | 1 | -,017 | ,615** |
| | Sig. (2-tailed) | ,000 | ,000 | ,119 | ,109 | | ,875 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X1.2_3 | Pearson Correlation | ,028 | ,048 | ,112 | ,291** | -,017 | 1 | ,442** |
| | Sig. (2-tailed) | ,800 | ,664 | ,307 | ,007 | ,875 | | ,000 |

| | | | | | | | | |
|----|---------------------|--------|--------|--------|--------|--------|--------|----|
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X1 | Pearson Correlation | ,699** | ,720** | ,589** | ,709** | ,615** | ,442** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 |

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

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

Correlations

| | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|----|
| X2.1_1 | X2.1_2 | X2.1_3 | X2.2_1 | X2.2_2 | X2.2_3 | X2.3_1 | X2.3_2 | X2.3_3 | X2 |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|----|

| | | | | | | | | | | | |
|--------|---------------------|--------|--------|-------|--------|--------|-------|-------|-------|-------|--------|
| X2.1_1 | Pearson Correlation | 1 | ,771** | ,172 | ,331** | ,311** | -,090 | -,006 | ,124 | ,151 | ,542** |
| | Sig. (2-tailed) | | ,000 | ,116 | ,002 | ,004 | ,411 | ,956 | ,257 | ,167 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X2.1_2 | Pearson Correlation | ,771** | 1 | ,217* | ,481** | ,435** | ,135 | ,157 | ,178 | ,205 | ,703** |
| | Sig. (2-tailed) | ,000 | | ,046 | ,000 | ,000 | ,220 | ,152 | ,103 | ,060 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X2.1_3 | Pearson Correlation | ,172 | ,217* | 1 | ,084 | ,209 | ,155 | ,121 | -,022 | -,001 | ,426** |
| | Sig. (2-tailed) | ,116 | ,046 | | ,444 | ,055 | ,155 | ,272 | ,842 | ,995 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X2.2_1 | Pearson Correlation | ,331** | ,481** | ,084 | 1 | ,903** | ,202 | ,253* | ,041 | ,041 | ,635** |

| | | | | | | | | | | | |
|--------|---------------------|--------|--------|------|--------|------|--------|--------|------|-------|--------|
| | Sig. (2-tailed) | ,002 | ,000 | ,444 | | ,000 | ,064 | ,019 | ,709 | ,709 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X2.2_2 | Pearson Correlation | ,311** | ,435** | ,209 | ,903** | 1 | ,117 | ,173 | ,042 | ,042 | ,620** |
| | Sig. (2-tailed) | ,004 | ,000 | ,055 | ,000 | | ,286 | ,112 | ,700 | ,700 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X2.2_3 | Pearson Correlation | -,090 | ,135 | ,155 | ,202 | ,117 | 1 | ,934** | ,064 | -,015 | ,505** |
| | Sig. (2-tailed) | ,411 | ,220 | ,155 | ,064 | ,286 | | ,000 | ,559 | ,892 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| X2.3_1 | Pearson Correlation | -,006 | ,157 | ,121 | ,253* | ,173 | ,934** | 1 | ,155 | ,053 | ,569** |

| | | | | | | | | | | | | | | | |
|-------|---------------------|--------|--------|------|--------|--------|------|------|------|------|------|------|------|------|--------|
| | Sig. (2-tailed) | ,000 | | ,217 | ,000 | ,000 | ,039 | ,068 | ,219 | ,855 | ,449 | ,482 | ,377 | ,038 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| Y.1_3 | Pearson Correlation | ,157 | ,135 | 1 | ,141 | ,119 | ,105 | ,098 | ,113 | ,037 | ,103 | ,045 | ,045 | ,168 | ,350** |
| | Sig. (2-tailed) | ,150 | ,217 | | ,197 | ,280 | ,340 | ,373 | ,301 | ,735 | ,348 | ,685 | ,685 | ,124 | ,001 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| Y.2_1 | Pearson Correlation | ,731** | ,791** | ,141 | 1 | ,904** | ,199 | ,172 | ,166 | ,055 | ,078 | ,064 | ,084 | ,133 | ,668** |
| | Sig. (2-tailed) | ,000 | ,000 | ,197 | | ,000 | ,068 | ,116 | ,130 | ,617 | ,480 | ,563 | ,443 | ,225 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| Y.2_2 | Pearson Correlation | ,819** | ,891** | ,119 | ,904** | 1 | ,168 | ,142 | ,157 | ,010 | ,113 | ,097 | ,117 | ,192 | ,701** |
| | Sig. (2-tailed) | ,000 | ,000 | ,280 | ,000 | | ,125 | ,195 | ,152 | ,928 | ,303 | ,377 | ,286 | ,078 | ,000 |

| | | | | | | | | | | | | | | | |
|-------|---------------------|------|-------|------|------|------|--------|--------|--------|-------|-------|-------|-------|-------|--------|
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | |
| Y.2_3 | Pearson Correlation | ,161 | ,224* | ,105 | ,199 | ,168 | 1 | ,975** | ,373** | -,028 | -,026 | -,039 | -,018 | ,149 | ,470** |
| | Sig. (2-tailed) | ,141 | ,039 | ,340 | ,068 | ,125 | | ,000 | ,000 | ,800 | ,813 | ,725 | ,870 | ,174 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| Y.3_1 | Pearson Correlation | ,135 | ,199 | ,098 | ,172 | ,142 | ,975** | 1 | ,393** | -,032 | -,030 | -,043 | -,022 | ,103 | ,446** |
| | Sig. (2-tailed) | ,218 | ,068 | ,373 | ,116 | ,195 | ,000 | | ,000 | ,771 | ,782 | ,697 | ,842 | ,347 | ,000 |
| | N | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| Y.3_2 | Pearson Correlation | ,139 | ,135 | ,113 | ,166 | ,157 | ,373** | ,393** | 1 | -,051 | ,024 | ,002 | ,051 | -,034 | ,340** |
| | Sig. (2-tailed) | ,203 | ,219 | ,301 | ,130 | ,152 | ,000 | ,000 | | ,641 | ,827 | ,982 | ,644 | ,759 | ,001 |

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

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

UJI RELIABILITAS

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 85 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 85 | 100,0 |

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

Locus Of Control

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,643 | 6 |

Motivasi Kerja

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,709 | 9 |

Perilaku Kerja

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,784 | 13 |

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 85 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 3,49121684 |
| Most Extreme Differences | Absolute | ,074 |
| | Positive | ,039 |
| | Negative | -,074 |
| Test Statistic | | ,074 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

UJI MULTIKOLONIERITAS

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | | | Collinearity Statistics | |
|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | t | Sig. | Tolerance | VIF |
| 1 (Constant) | 34,498 | 5,419 | | 6,366 | ,000 | | |
| Locus Of Control | ,149 | ,161 | ,098 | ,927 | ,357 | ,956 | 1,046 |
| Motivasi Kerja | ,434 | ,142 | ,323 | 3,066 | ,003 | ,956 | 1,046 |

a. Dependent Variable: Perilaku Kerja

UJI AUTOKORELASI

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | ,612 ^a | ,374 | ,359 | 3,770 | 1,751 |

a. Predictors: (Constant), Motivasi Kerja, Locus Of Control

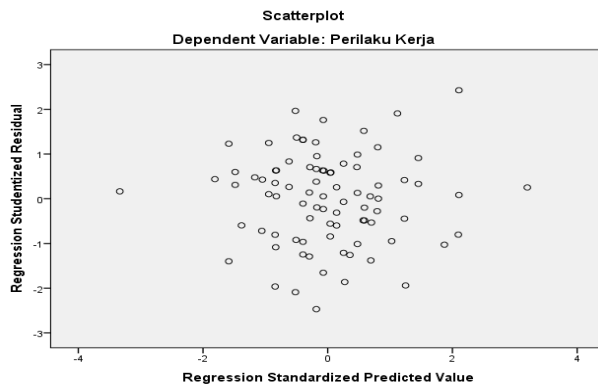
b. Dependent Variable: Perilaku Kerja

UJI HETEROSKEDASTISITAS

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients Beta | t | Sig. |
|------------------|-----------------------------|------------|-----------------------------------|-------|------|
| | B | Std. Error | | | |
| 1 (Constant) | 2,266 | 3,174 | | ,714 | ,477 |
| Locus Of Control | -,070 | ,094 | -,083 | -,739 | ,462 |
| Motivasi Kerja | ,057 | ,083 | ,077 | ,686 | ,494 |

a. Dependent Variable: RES2



UJI REGRESI LINIER BERGANDA

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 25,343 | 6,874 | | 3,687 | ,000 |
| | Locus Of Control | ,612 | ,268 | ,240 | 2,285 | ,025 |
| | Motivasi Kerja | ,370 | ,141 | ,276 | 2,630 | ,010 |

a. Dependent Variable: Perilaku Kerja

$$Y = 25,343 + 0,612X_1 + 0,370X_2$$

UJI T

Coefficients^a

| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
|-------|-----------------------------|---------------------------|---|------|
| | | s | | |

| | | B | Std. Error | Beta | | |
|---|------------------|--------|------------|------|-------|------|
| 1 | (Constant) | 25,343 | 6,874 | | 3,687 | ,000 |
| | Locus Of Control | ,612 | ,268 | ,240 | 2,285 | ,025 |
| | Motivasi Kerja | ,370 | ,141 | ,276 | 2,630 | ,010 |

a. Dependent Variable: Perilaku Kerja

UJI F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 200,605 | 2 | 100,303 | 8,456 | ,000 ^b |
| | Residual | 972,642 | 82 | 11,861 | | |
| | Total | 1173,247 | 84 | | | |







a. Dependent Variable: Perilaku Kerja

b. Predictors: (Constant), Motivasi Kerja, Locus Of Control

Lampiran 9. Berita Acara Bimbingan Revisi Skripsi

BERITA ACARA BIMBINGAN REVISI SKRIPSI

1. Nama : Sintia Emralda Sukardiana
2. NIM : 161500193
3. Program Studi : Manajemen
4. Judul Skripsi : Pengaruh *Locus Of Control* dan Motivasi Kerja terhadap Perilaku Kerja karyawan pada PT. Sinar Karya Duta Abadi
5. Dosen Penguji : 1. Dra. Martha Suhardiyah, SE., M.Ak.
2. Ferry Hariawan, SE., M.M.

| No | Tanggal | Materi Konsultasi | Paraf Penguji | |
|----|-----------------|--------------------|---|--|
| | | | Penguji I | Penguji II |
| 1 | 03 Agustus 2020 | Revisi BAB III |  |  |
| 2 | 03 Agustus 2020 | Revisi BAB IV |  |  |
| 3 | 05 Agustus 2020 | BAB III dan IV Acc |  |  |

Penguji I


Dra. Martha Suhardiyah, S.E., M.A
NPP.8602112/DY

Surabaya, 05 Agustus 2020
Penguji II



Ferry Hariawan, S.E., M.M.
NPP. 1512763/DY

Lampiran 10. Lembar Persetujuan

LEMBAR PERSETUJUAN

Skripsi ini telah disetujui oleh dosen pembimbing dan layak untuk diuji :

Tanggal: 21 Juli 2020

Dosen Pembimbing,



Siti Samsiyah, S.E., M.M.

NPP: 1511749/DY