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BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : Adil Wahyu Prihatmoko
2. NIM : 161500256
3. Program Studi : Manajemen
4. Tanggal Pengajuan Skripsi :
5. Judul Skripsi : Pengaruh Pelatihan Kerja, Lingkungan Kerja Dan Pengembangan Karir Terhadap Komitmen Organisasi Karyawan PT. Massindo Solaris Nusantara.
6. Dosen Pembimbing : Dr. Taudlikhul Afkar, S.Pd.,M.Pd.,M.Ak
7. Konsultasi :

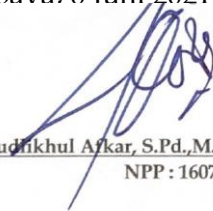
No.	Tanggal	Paraf Pembimbing	Uraian/ Kegiatan	Keterangan
1	20-Okt-20		Judul Skripsi	Acc
2	01-Des-20		Proposal	Revisi
3	08-Des-20		Proposal 1-3	Acc
4	14-Des-20		Bab 1	Revisi
5	21-Des-20		Bab 1	Acc
6	28-Des-20		Bab 2	Revisi
7	04-Jan-21		Bab 2	Acc
8	18-Jan-21		Bab 3	Revisi

9	08-Feb-21		Bab 3	Acc
10	22-Feb-21		Bab 4	Revisi
11	08-Mar-21		Bab 4	Acc
12	15-Mar-21		Bab 5	Revisi
13	24-Mar-21		Bab 5	Acc

8. Tanggal Selesai Menulis : 6 Juni 2021

9. Telah diuji dengan nilai :

Surabaya. 6 Juni 2021



Dr. Taudikhul Afkar, S.Pd., M.Pd., M.Ak
NPP : 1607787 / DY



UNIVERSITAS PGRI ADI BUANA SURABAYA
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Website : <http://www.unipasby.ac.id>

KARTU BIMBINGAN SKRIPSI

Nama	:	Adil Wahyu Prihatmoko
Prodi / NIM	:	Manajemen / 161500256
Judul Skripsi	:	Pengaruh Pelatihan Kerja. Pengembangan Lingkungan Kerja, Pengembangan Karir, Terhadap Komitmen Organisasi, Karyawan PT. Massindo Solaris Nusantara
Dosen Pembimbing	:	Taudlikhul Afkar, S.Pd., M. Pd., Dr
Periode Kepembimbingan	:	20 Oktober 2020 s/d 25 Maret 2021

URAIAN KEGIATAN KEPEMBIMBINGAN :

NO	TANGGAL	MATERI BIMBINGAN	KET.	TANDA TANGAN
	20/10	Judul Skripsi	Doc	
	1/12	Proposal	Relat	
	8/12	Proposal 1-3	Doc	
	14/12	Bab I	Relat	
	21/12	Bab II	Doc	
	28/12	Bab III	Relat	
	4/1	Bab IV	Doc	
	18/1	Bab V	Relat	
	8/2	Bab VI	Doc	
	22/2	Bab VII	Relat	
	8/3	Bab VIII	Doc	
	15/3	Bab IX	Relat	
	24/3	Bab X	Doc	

Bimbingan selesai pada tanggal:

Dosen Pembimbing,



Mahasiswa,

Adil Wahyu - P.



Unipa Surabaya

UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI DAN BISNIS

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

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

Nomor : 210040/01/FE/I/2021
Lampiran : -
Perihal : Ijin Penelitian dan Pengambilan Data

Kepada Yth:

Bapak/Ibu Pimpinan

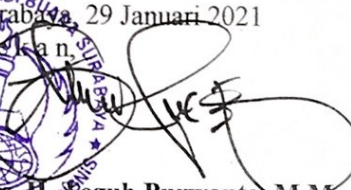
PT. Massindo Solaris Nusantara

Jl. Bypass Krian No. 33 Balongbendo, Kec. Balongbendo Sidoarjo, Jawa Timur.

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 : Adil Wahyu Prihatmoko
NIM : 161500256
Prodi : Manajemen
Judul Skripsi : Pengaruh Pelatihan Kerja, Lingkungan Kerja dan Pengembangan Karir Terhadap Komitmen Organisasi Karyawan PT. Massindo Solaris Nusantara Sidoarjo.

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

Surabaya, 29 Januari 2021

Drs. H. Peguh Purwanto, M.M.
NIP. 196012221990031001



SURAT KETERANGAN PRAKTEK KERJA LAPANGAN

No. 002 / S.Ket / MSN / III / 2021

Yang bertandatangan di bawah ini Regional HR Supervisor PT. Massindo Solaris Nusantara menerangkan bahwa :

Nama : Adil Wahyu Prihatmoko
Jurusan : Manajemen
Asal Sekolah : Universitas PGRI Adi Buana Surabaya

Benar menjadi peserta praktek kerja lapangan di PT. Massindo Solaris Nusantara dan diperkenankan mengambil sampel penelitian sejak 09 Maret 2021

Demikian surat keterangan ini dibuat untuk dipergunakan sebagaimana perlunya.

Dibuat di : Sidoarjo
Pada Tanggal : 09 Maret 2021

Mengetahui

Wazid Irawan

Regional HR Supervisor

DISTRIBUSI FREKUENSI

Jenis Kelamin Responden

No.	Jenis Kelamin	Jumlah	Presentase
1.	Laki-laki	63	86,3%
2.	Perempuan	10	13,7%
	Total	73	100%

Usia Responden

No.	Tingkat Usia	Jumlah	Presentase
1.	<30	21	28,7%
2.	30 - 40	39	53,4%
3.	40 - 50	9	12,3%
4.	> 50	4	5,4%
	Total	73	100%

Pendidikan Responden

No.	Tingkat Pendidikan	Jumlah	Presentase
1.	SLTA	44	60,2%
2.	Diploma	12	16,5%
3.	Sarjana	16	22%
4.	Magister	1	1,3%
	Total	73	100%

LAMA BEKERJA RESPONDEN

No.	Tingkat Masa Kerja	Jumlah	Presentase
1.	1-2 thn	28	38,3%
2.	3-4 thn	34	46,6%
3.	5-6 thn	8	11%
4.	>7 thn	3	4,1%
Total		73	100%

UJI FREKUENSI X_1

X1.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	19	26.0	26.0	30.1
	4	35	47.9	47.9	78.1
	5	16	21.9	21.9	100.0
Total		73	100.0	100.0	

X1.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	26.0	26.0	26.0
	4	33	45.2	45.2	71.2
	5	21	28.8	28.8	100.0
Total		73	100.0	100.0	

X1.1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	22	30.1	30.1	32.9
	4	37	50.7	50.7	83.6
	5	12	16.4	16.4	100.0
	Total	73	100.0	100.0	

X1.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	6	8.2	8.2	9.6
	3	17	23.3	23.3	32.9
	4	36	49.3	49.3	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

X1.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.8	6.8	6.8
	3	19	26.0	26.0	32.9
	4	35	47.9	47.9	80.8
	5	14	19.2	19.2	100.0
	Total	73	100.0	100.0	

X1.2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.8	6.8	6.8
	3	24	32.9	32.9	39.7
	4	30	41.1	41.1	80.8
	5	14	19.2	19.2	100.0
	Total	73	100.0	100.0	

X1.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	12.3	12.3	12.3
	3	32	43.8	43.8	56.2

	4	17	23.3	23.3	79.5
	5	15	20.5	20.5	100.0
	Total	73	100.0	100.0	

X1.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	13.7	13.7	13.7
	3	31	42.5	42.5	56.2
	4	25	34.2	34.2	90.4
	5	7	9.6	9.6	100.0
	Total	73	100.0	100.0	

X1.3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.2	8.2	8.2
	3	33	45.2	45.2	53.4
	4	25	34.2	34.2	87.7
	5	9	12.3	12.3	100.0
	Total	73	100.0	100.0	

X1.4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	4	5.5	5.5	6.8
	3	18	24.7	24.7	31.5
	4	26	35.6	35.6	67.1
	5	24	32.9	32.9	100.0
	Total	73	100.0	100.0	

X1.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.7	2.7	2.7
	2	3	4.1	4.1	6.8
	3	18	24.7	24.7	31.5
	4	31	42.5	42.5	74.0
	5	19	26.0	26.0	100.0
	Total	73	100.0	100.0	

X1.4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	11.0	11.0	11.0
	3	31	42.5	42.5	53.4
	4	22	30.1	30.1	83.6
	5	12	16.4	16.4	100.0
	Total	73	100.0	100.0	

X1.5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.2	8.2	8.2
	3	29	39.7	39.7	47.9
	4	28	38.4	38.4	86.3
	5	10	13.7	13.7	100.0
	Total	73	100.0	100.0	

X1.5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	22	30.1	30.1	34.2

	4	32	43.8	43.8	78.1
	5	16	21.9	21.9	100.0
	Total	73	100.0	100.0	

X1.5.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.2	8.2	8.2
	3	26	35.6	35.6	43.8
	4	27	37.0	37.0	80.8
	5	14	19.2	19.2	100.0
	Total	73	100.0	100.0	

X1.6.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	4	5.5	5.5	6.8
	3	20	27.4	27.4	34.2
	4	29	39.7	39.7	74.0
	5	19	26.0	26.0	100.0
	Total	73	100.0	100.0	

X1.6.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.5	5.5	5.5
	3	23	31.5	31.5	37.0
	4	34	46.6	46.6	83.6
	5	12	16.4	16.4	100.0
	Total	73	100.0	100.0	

X1.6.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	12	16.4	16.4	17.8
	3	25	34.2	34.2	52.1
	4	26	35.6	35.6	87.7
	5	9	12.3	12.3	100.0
	Total	73	100.0	100.0	

UJI FREKUENSI X_2

X2.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	17	23.3	23.3	27.4
	4	35	47.9	47.9	75.3
	5	18	24.7	24.7	100.0
	Total	73	100.0	100.0	

X2.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.7	2.7	2.7
	2	2	2.7	2.7	5.5
	3	14	19.2	19.2	24.7
	4	30	41.1	41.1	65.8
	5	25	34.2	34.2	100.0
	Total	73	100.0	100.0	

X2.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	3	23	31.5	31.5	32.9
	4	39	53.4	53.4	86.3
	5	10	13.7	13.7	100.0
	Total	73	100.0	100.0	

X2.2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	30	41.1	41.1	43.8
	4	30	41.1	41.1	84.9
	5	11	15.1	15.1	100.0
	Total	73	100.0	100.0	

X2.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	21	28.8	28.8	32.9
	4	30	41.1	41.1	74.0

	5	19	26.0	26.0	100.0
	Total	73	100.0	100.0	

X2.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.8	6.8	6.8
	3	13	17.8	17.8	24.7
	4	29	39.7	39.7	64.4
	5	26	35.6	35.6	100.0
	Total	73	100.0	100.0	

X2.3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	11.0	11.0	11.0
	3	20	27.4	27.4	38.4
	4	25	34.2	34.2	72.6
	5	20	27.4	27.4	100.0
	Total	73	100.0	100.0	

X2.4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	4	5.5	5.5	6.8
	3	16	21.9	21.9	28.8
	4	27	37.0	37.0	65.8
	5	25	34.2	34.2	100.0
	Total	73	100.0	100.0	

X2.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.8	6.8	6.8
	3	21	28.8	28.8	35.6
	4	34	46.6	46.6	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

X2.4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.5	5.5	5.5
	3	27	37.0	37.0	42.5

	4	25	34.2	34.2	76.7
	5	17	23.3	23.3	100.0
	Total	73	100.0	100.0	

X2.5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	25	34.2	34.2	38.4
	4	25	34.2	34.2	72.6
	5	20	27.4	27.4	100.0
	Total	73	100.0	100.0	

X2.5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.5	5.5	5.5
	2	10	13.7	13.7	19.2
	3	27	37.0	37.0	56.2
	4	22	30.1	30.1	86.3
	5	10	13.7	13.7	100.0
	Total	73	100.0	100.0	

X2.5.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.5	5.5	5.5
	3	16	21.9	21.9	27.4
	4	36	49.3	49.3	76.7
	5	17	23.3	23.3	100.0
	Total	73	100.0	100.0	

X2.6.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	32	43.8	43.8	45.2
	4	27	37.0	37.0	82.2
	5	13	17.8	17.8	100.0
	Total	73	100.0	100.0	

X2.6.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	11.0	11.0	11.0

	3	29	39.7	39.7	50.7
	4	25	34.2	34.2	84.9
	5	11	15.1	15.1	100.0
	Total	73	100.0	100.0	

X2.6.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	5	6.8	6.8	8.2
	3	25	34.2	34.2	42.5
	4	20	27.4	27.4	69.9
	5	22	30.1	30.1	100.0
	Total	73	100.0	100.0	

UJI FREKUENSI X_3

X3.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1

	3	17	23.3	23.3	27.4
	4	35	47.9	47.9	75.3
	5	18	24.7	24.7	100.0
	Total	73	100.0	100.0	

X3.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	23	31.5	31.5	34.2
	4	33	45.2	45.2	79.5
	5	15	20.5	20.5	100.0
	Total	73	100.0	100.0	

X3.1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	17	23.3	23.3	27.4
	4	32	43.8	43.8	71.2
	5	21	28.8	28.8	100.0
	Total	73	100.0	100.0	

X3.2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.4	1.4	1.4
2	7	9.6	9.6	11.0
3	20	27.4	27.4	38.4
4	24	32.9	32.9	71.2
5	21	28.8	28.8	100.0
Total	73	100.0	100.0	

X3.2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	6.8	6.8	6.8
3	14	19.2	19.2	26.0
4	39	53.4	53.4	79.5
5	15	20.5	20.5	100.0
Total	73	100.0	100.0	

X3.2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	1	1	1.4	1.4	1.4
	2	4	5.5	5.5	6.8
	3	20	27.4	27.4	34.2
	4	34	46.6	46.6	80.8
	5	14	19.2	19.2	100.0
	Total	73	100.0	100.0	

X3.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	23	31.5	31.5	34.2
	4	24	32.9	32.9	67.1
	5	24	32.9	32.9	100.0
	Total	73	100.0	100.0	

X3.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.8	6.8	6.8
	3	21	28.8	28.8	35.6
	4	29	39.7	39.7	75.3
	5	18	24.7	24.7	100.0

Total	73	100.0	100.0
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X3.3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	9.6	9.6	9.6
3	15	20.5	20.5	30.1
4	27	37.0	37.0	67.1
5	24	32.9	32.9	100.0
Total	73	100.0	100.0	

X3.4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	8.2	8.2	8.2
3	26	35.6	35.6	43.8
4	28	38.4	38.4	82.2
5	13	17.8	17.8	100.0
Total	73	100.0	100.0	

X3.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.2	8.2	8.2
	3	20	27.4	27.4	35.6
	4	30	41.1	41.1	76.7
	5	17	23.3	23.3	100.0
	Total	73	100.0	100.0	

X3.4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	11.0	11.0	11.0
	3	17	23.3	23.3	34.2
	4	36	49.3	49.3	83.6
	5	12	16.4	16.4	100.0
	Total	73	100.0	100.0	

X3.5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	2	2.7	2.7	4.1

	3	23	31.5	31.5	35.6
	4	27	37.0	37.0	72.6
	5	20	27.4	27.4	100.0
	Total	73	100.0	100.0	

X3.5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.2	8.2	8.2
	3	26	35.6	35.6	43.8
	4	30	41.1	41.1	84.9
	5	11	15.1	15.1	100.0
	Total	73	100.0	100.0	

X3.5.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	6	8.2	8.2	9.6
	3	14	19.2	19.2	28.8
	4	27	37.0	37.0	65.8
	5	25	34.2	34.2	100.0
	Total	73	100.0	100.0	

X3.6.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	19	26.0	26.0	30.1
	4	32	43.8	43.8	74.0
	5	19	26.0	26.0	100.0
	Total	73	100.0	100.0	

X3.6.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	19	26.0	26.0	28.8
	4	24	32.9	32.9	61.6
	5	28	38.4	38.4	100.0
	Total	73	100.0	100.0	

X3.6.3

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	8	11.0	11.0	11.0
	3	27	37.0	37.0	47.9
	4	26	35.6	35.6	83.6
	5	12	16.4	16.4	100.0
	Total	73	100.0	100.0	

UJI FREKUENSI Y

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	10	13.7	13.7	15.1
	4	40	54.8	54.8	69.9
	5	22	30.1	30.1	100.0
	Total	73	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.5	5.5	5.5
	3	26	35.6	35.6	41.1
	4	27	37.0	37.0	78.1
	5	16	21.9	21.9	100.0

Total	73	100.0	100.0
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Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.5	5.5	5.5
	3	22	30.1	30.1	35.6
	4	26	35.6	35.6	71.2
	5	21	28.8	28.8	100.0
	Total	73	100.0	100.0	

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	16	21.9	21.9	24.7
	4	33	45.2	45.2	69.9
	5	22	30.1	30.1	100.0
	Total	73	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	15	20.5	20.5	21.9
	4	35	47.9	47.9	69.9
	5	22	30.1	30.1	100.0
	Total	73	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	21	28.8	28.8	32.9
	4	39	53.4	53.4	86.3
	5	10	13.7	13.7	100.0
	Total	73	100.0	100.0	

Y3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	4	5.5	5.5	6.8

	3	19	26.0	26.0	32.9
	4	35	47.9	47.9	80.8
	5	14	19.2	19.2	100.0
	Total	73	100.0	100.0	

Y3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	3	4.1	4.1	5.5
	3	19	26.0	26.0	31.5
	4	32	43.8	43.8	75.3
	5	18	24.7	24.7	100.0
	Total	73	100.0	100.0	

Y3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.5	5.5	5.5
	3	16	21.9	21.9	27.4
	4	32	43.8	43.8	71.2
	5	21	28.8	28.8	100.0
	Total	73	100.0	100.0	

UJI VALIDITAS PELATIHAN KERJA X1

		X1.1.1	X1.1.2	X1.1.3	X1.2.1
X1.1.1	Pearson Correlation	1	.356**	.006	.323
	Sig. (2-tailed)		.002	.957	.00
	N	73	73	73	7
X1.1.2	Pearson Correlation	.356**	1	.413**	.19
	Sig. (2-tailed)	.002		.000	.09
	N	73	73	73	7
X1.1.3	Pearson Correlation	.006	.413**	1	.09
	Sig. (2-tailed)	.957	.000		.44
	N	73	73	73	7
X1.2.1	Pearson Correlation	.323**	.198	.091	
	Sig. (2-tailed)	.005	.094	.443	
	N	73	73	73	7
X1.2.2	Pearson Correlation	.400**	.076	.093	.448
	Sig. (2-tailed)	.000	.521	.434	.00
	N	73	73	73	7
X1.2.3	Pearson Correlation	.072	.187	.158	.322
	Sig. (2-tailed)	.545	.114	.183	.00
	N	73	73	73	7
X1.3.1	Pearson Correlation	.357**	.135	-.073	.27
	Sig. (2-tailed)	.002	.254	.541	.02
	N	73	73	73	7
X1.3.2	Pearson Correlation	.115	.137	-.032	.449
	Sig. (2-tailed)	.334	.248	.788	.00

	N	73	73	73	7
X1.3.3	Pearson Correlation	.288*	.182	-.044	.10
	Sig. (2-tailed)	.013	.123	.713	.37
	N	73	73	73	7
X1.4.1	Pearson Correlation	.387**	.410**	.372**	.301
	Sig. (2-tailed)	.001	.000	.001	.01
	N	73	73	73	7
X1.4.2	Pearson Correlation	.377**	.045	.136	.19
	Sig. (2-tailed)	.001	.705	.251	.09
	N	73	73	73	7
X1.4.3	Pearson Correlation	-.064	-.125	.048	.22
	Sig. (2-tailed)	.590	.291	.688	.05
	N	73	73	73	7
X1.5.1	Pearson Correlation	.213	.064	.205	.29
	Sig. (2-tailed)	.071	.591	.083	.01
	N	73	73	73	7
X1.5.2	Pearson Correlation	.416**	.008	-.030	.339
	Sig. (2-tailed)	.000	.950	.801	.00
	N	73	73	73	7
X1.5.3	Pearson Correlation	.415**	.162	.264*	.381
	Sig. (2-tailed)	.000	.172	.024	.00
	N	73	73	73	7
X1.6.1	Pearson Correlation	.328**	.268*	.217	.331
	Sig. (2-tailed)	.005	.022	.066	.00
	N	73	73	73	7
X1.6.2	Pearson Correlation	.362**	.199	.337**	.446

	Sig. (2-tailed)	.002	.092	.004	.00
	N	73	73	73	7
X1.6.3	Pearson Correlation	.013	.316**	-.044	.01
	Sig. (2-tailed)	.915	.006	.710	.91
	N	73	73	73	7
TOTAL.X1	Pearson Correlation	.581**	.426**	.323**	.628
	Sig. (2-tailed)	.000	.000	.005	.00
	N	73	73	73	7

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

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

UJI VALIDITAS LINGKUNGAN KERJA X2

		X2.1.1	X2.1.2	X2.1.3	X2.2.1
X2.1.1	Pearson Correlation	1	.254*	.116	.346
	Sig. (2-tailed)		.030	.328	.00
	N	73	73	73	7
X2.1.2	Pearson Correlation	.254*	1	.023	-.01
	Sig. (2-tailed)	.030		.844	.88
	N	73	73	73	7
X2.1.3	Pearson Correlation	.116	.023	1	.23
	Sig. (2-tailed)	.328	.844		.05
	N	73	73	73	7
X2.2.1	Pearson Correlation	.346**	-.018	.230*	

	Sig. (2-tailed)	.003	.880	.050	
	N	73	73	73	7
X2.2.2	Pearson Correlation	.257*	-.023	.084	.16
	Sig. (2-tailed)	.028	.845	.480	.16
	N	73	73	73	7
X2.2.3	Pearson Correlation	.259*	.201	-.019	.04
	Sig. (2-tailed)	.027	.088	.871	.70
	N	73	73	73	7
X2.3.1	Pearson Correlation	.132	.081	.150	.17
	Sig. (2-tailed)	.265	.497	.205	.13
	N	73	73	73	7
X2.3.2	Pearson Correlation	.328**	.169	-.164	.19
	Sig. (2-tailed)	.005	.152	.166	.10
	N	73	73	73	7
X2.3.3	Pearson Correlation	.104	.087	.063	.348
	Sig. (2-tailed)	.379	.463	.597	.00
	N	73	73	73	7
X2.4.1	Pearson Correlation	.250*	.284*	-.017	.306
	Sig. (2-tailed)	.033	.015	.886	.00
	N	73	73	73	7
X2.4.2	Pearson Correlation	.120	.103	.239*	.21
	Sig. (2-tailed)	.312	.388	.042	.06
	N	73	73	73	7
X2.4.3	Pearson Correlation	.310**	.271*	.095	.22
	Sig. (2-tailed)	.008	.020	.424	.06
	N	73	73	73	7

X2.5.1	Pearson Correlation	.300**	.194	.269*	.436
	Sig. (2-tailed)	.010	.100	.021	.00
	N	73	73	73	7
X2.5.2	Pearson Correlation	.354**	.113	-.015	.27
	Sig. (2-tailed)	.002	.342	.902	.02
	N	73	73	73	7
X2.5.3	Pearson Correlation	.158	.166	.094	-.01
	Sig. (2-tailed)	.181	.160	.428	.89
	N	73	73	73	7
X2.6.1	Pearson Correlation	.281*	.110	.126	.06
	Sig. (2-tailed)	.016	.354	.288	.60
	N	73	73	73	7
X2.6.2	Pearson Correlation	.150	.135	.251*	.25
	Sig. (2-tailed)	.206	.255	.032	.02
	N	73	73	73	7
X2.6.3	Pearson Correlation	.136	.119	.138	.17
	Sig. (2-tailed)	.252	.317	.246	.13
	N	73	73	73	7
TOTAL.X2	Pearson Correlation	.578**	.388**	.299*	.549
	Sig. (2-tailed)	.000	.001	.010	.00
	N	73	73	73	7

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

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

UJI VALIDITAS PENGEMBANGAN KARIR X3

		X3.1.1	X3.1.2	X3.1.3	X3.2.1
X3.1.1	Pearson Correlation	1	.467**	-.148	.10
	Sig. (2-tailed)		.000	.212	.39
	N	73	73	73	7
X3.1.2	Pearson Correlation	.467**	1	.121	.303
	Sig. (2-tailed)	.000		.308	.00
	N	73	73	73	7
X3.1.3	Pearson Correlation	-.148	.121	1	.20
	Sig. (2-tailed)	.212	.308		.08
	N	73	73	73	7
X3.2.1	Pearson Correlation	.100	.303**	.206	
	Sig. (2-tailed)	.399	.009	.080	
	N	73	73	73	7
X3.2.2	Pearson Correlation	.199	.294*	-.005	.319
	Sig. (2-tailed)	.092	.011	.966	.00
	N	73	73	73	7
X3.2.3	Pearson Correlation	.352**	.370**	.067	-.10
	Sig. (2-tailed)	.002	.001	.571	.37
	N	73	73	73	7
X3.3.1	Pearson Correlation	.115	.356**	.304**	-.02
	Sig. (2-tailed)	.335	.002	.009	.82
	N	73	73	73	7

X3.3.2	Pearson Correlation	-.037	-.083	.106	.341
	Sig. (2-tailed)	.758	.486	.372	.00
	N	73	73	73	7
X3.3.3	Pearson Correlation	-.006	.336**	.188	.22
	Sig. (2-tailed)	.959	.004	.111	.05
	N	73	73	73	7
X3.4.1	Pearson Correlation	-.094	.120	.198	.27
	Sig. (2-tailed)	.431	.311	.093	.01
	N	73	73	73	7
X3.4.2	Pearson Correlation	.038	-.029	.104	.407
	Sig. (2-tailed)	.750	.807	.382	.00
	N	73	73	73	7
X3.4.3	Pearson Correlation	-.009	.113	.313**	.25
	Sig. (2-tailed)	.942	.342	.007	.02
	N	73	73	73	7
X3.5.1	Pearson Correlation	.197	.243*	.143	.300
	Sig. (2-tailed)	.094	.038	.228	.01
	N	73	73	73	7
X3.5.2	Pearson Correlation	.147	.286*	.124	.342
	Sig. (2-tailed)	.216	.014	.296	.00
	N	73	73	73	7
X3.5.3	Pearson Correlation	.185	.095	.232*	.07
	Sig. (2-tailed)	.116	.424	.048	.55
	N	73	73	73	7
X3.6.1	Pearson Correlation	.220	.322**	.017	.390
	Sig. (2-tailed)	.061	.006	.888	.00

	N	73	73	73	7
X3.6.2	Pearson Correlation	.086	.302**	.232*	.19
	Sig. (2-tailed)	.469	.009	.048	.10
	N	73	73	73	7
X3.6.3	Pearson Correlation	-.079	.058	.226	.17
	Sig. (2-tailed)	.504	.629	.054	.14
	N	73	73	73	7
TOTAL.X3	Pearson Correlation	.285*	.497**	.377**	.530
	Sig. (2-tailed)	.014	.000	.001	.00
	N	73	73	73	7

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

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

UJI VALIDITAS KOMITMEN ORGANISASI Y

		Correlations				
		Y1.1	Y1.2	Y1.3	Y2.1	Y2.2
Y1.1	Pearson Correlation	1	.615**	.340**	.194	.38
	Sig. (2-tailed)		.000	.003	.101	.00
	N	73	73	73	73	7
Y1.2	Pearson Correlation	.615**	1	.158	-.131	.41
	Sig. (2-tailed)	.000		.183	.269	.00
	N	73	73	73	73	7
Y1.3	Pearson Correlation	.340**	.158	1	.354**	.48
	Sig. (2-tailed)	.003	.183		.002	.00

	N	73	73	73	73	73
Y2.1	Pearson Correlation	.194	-.131	.354**	.1	.20
	Sig. (2-tailed)	.101	.269	.002		.00
	N	73	73	73	73	73
Y2.2	Pearson Correlation	.382**	.412**	.487**	.205	
	Sig. (2-tailed)	.001	.000	.000	.082	
	N	73	73	73	73	73
Y2.3	Pearson Correlation	.145	-.004	.019	.200	.15
	Sig. (2-tailed)	.221	.972	.873	.090	.15
	N	73	73	73	73	73
Y3.1	Pearson Correlation	.304**	.149	.374**	.329**	.25
	Sig. (2-tailed)	.009	.208	.001	.005	.02
	N	73	73	73	73	73
Y3.2	Pearson Correlation	.279*	.119	.345**	.299*	.15
	Sig. (2-tailed)	.017	.317	.003	.010	.24
	N	73	73	73	73	73
Y3.3	Pearson Correlation	.173	.136	.319**	.245*	.28
	Sig. (2-tailed)	.143	.250	.006	.037	.01
	N	73	73	73	73	73
TOTAL.Y1	Pearson Correlation	.645**	.468**	.669**	.519**	.63
	Sig. (2-tailed)	.000	.000	.000	.000	.00
	N	73	73	73	73	73

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

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

UJI REABILITAS X1

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

UJI REABILITAS X2

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

UJI REABILITAS X3

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

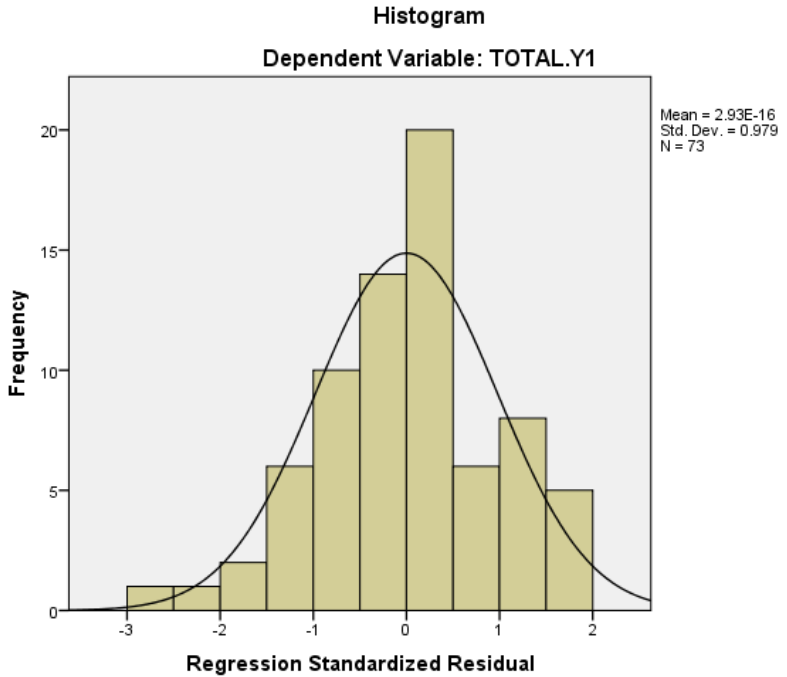
UJI REABILITAS Y

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

UJI NORMALITAS



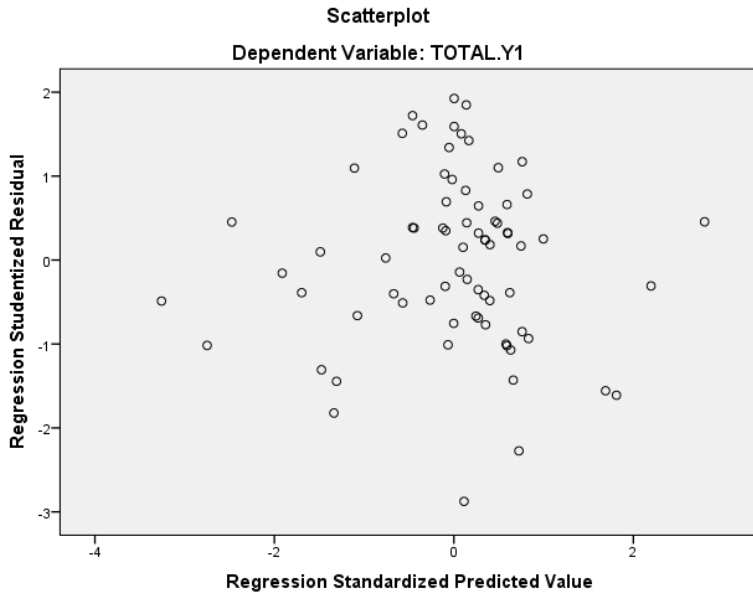
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		73
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.96403024
Most Extreme Differences	Absolute	.068

	Positive	.061
	Negative	-.068
Test Statistic		.068
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 HETEROKEDASTISITAS



Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.582	2.094		.756	.452
	TOTAL .X1	-.035	.035	-.158	-.979	.331
	TOTAL .X2	.037	.043	.157	.874	.385
	TOTAL .X3	.008	.040	.038	.202	.840

a. Dependent Variable: RES2

UJI MULTIKOLINERITAS

Variabel	Collinearity Statistics	
	Tolerance	VIF
Pelatihan Kerja (X_1)	0,546	1.832<10

Lingkungan Kerja (X_2)	0,440	2.273<10
Pengembangan Karir (X_3)	0,410	2.438<10

UJI REGRESI

Variabel	Unstandardized Coefficients	
	B	Std. Error
(Constant)	4,759	3,632
Pelatihan Kerja (X_1)	0,136	0,061
Lingkungan Kerja (X_2)	0,166	0,074
Pengembangan Karir (X_3)	0,146	0,069
R	: 0,715 ^a	
R Square	: 0,512	
F hitung	: 24,088	
Sig. F	: 0,000 ^b	
Ket : Jumlah Data : 73 Responden		
Dependen Variabel : Komitmen Organisasi (Y)		

UJI T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	4.759	3.632		1.310	.194		
TOTAL.X1	.136	.061	.253	2.218	.030	.546	1.832
TOTAL.X2	.166	.074	.283	2.233	.029	.440	2.273
TOTAL.X3	.146	.069	.277	2.111	.038	.410	2.438

a. Dependent Variable: TOTAL.Y1

UJI F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	662.487	3	220.829	24.088	.000 ^b
	Residual	632.554	69	9.167		
	Total	1295.041	72			

a. Dependent Variable: TOTAL.Y1

b. Predictors: (Constant), TOTAL.X3, TOTAL.X1, TOTAL.X2