

DAFTAR PUSTAKA

- As'ad, M. 2003. *Seri Ilmu Sumber Daya Manusia, Psikologi Industri*. Yogyakarta : Penerbit Liberty
- Ardana, I.K, Mujiati, N.W., & Utama, I.W.M. 2011. *Manajemen Sumber Daya Manusia, Edisi Pertama*. Yogyakarta: Graha Ilmu.
- Azwar, S. 2004. *Penyusunan Skala Psikologi*. Yogyakarta : Pustaka Pelajar
- Azwar, S. 2005. *Tes Prestasi*. Yogyakarta : Pustaka Pelajar
- Baron, R. A. & Byrne, D. 2005. *Psikologi sosial*. Jilid 2. Alih bahasa : Ratna Djuwita. Edisi kesepuluh. Jakarta : Erlangga
- Danim, Sudarwan. 2000. *Metode Penelitian untuk Ilmu-ilmu Perilaku*. Jakarta : Bumi Aksara
- Dessler, G. 1997. *Human Resource Management. 7th Edition*. New Jersey : Prentice Hall Inc.
- Gomez, C., & Rosen, B. 2001. The leader-member exchange as a link between managerial trust and employee empowerment, *Group & Organizational Management*, 1 (1), pp: 93-113.
- Goodwin, C.J. 2005. *Research In Psychology : Methods and Design (4th Ed)*. USA : John Wiley & Sons, Inc.
- Hadi, S. 2000. *Metodologi Research (Jilid 1,2,3,4)*. Yogyakarta : Penerbit Andi
- Handoko, T.H. 2014. *Manajemen Personalia & Sumberdaya Manusia*. Yogyakarta : BPF.
- Kadarisman. 2012. *Manajemen Pengembangan Sumber Daya Manusia*. Jakarta: Raja Grafindo Persada.
- Kurniati, W. O., Nurtjahjanti, H., & Setyawan, I. 2005. Hubungan Antara Minat Terhadap Pengembangan Karir Dengan Perilaku Proaktif Pada Karyawan Kantor Pusat Bank Jateng. *Jurnal Psikologi UNDIP*, Vol.2 - No.2. Semarang : Universitas Diponegoro
- Luthans, F. 2005. *Organizational Behavior, 10th Edition*. Mc.Graw-Hill
- Mathis, R.L., & Jackson, J.H. 2006. *Human Resource Management (Manajemen Sumber Daya Manusia)*. Edisi 10. Jakarta : Salemba Empat.

- Moekijat. 2010, *Manajemen Sumber Daya Manusia*. CV Mandar Maju. Bandung.
- Munandar, A.S. 2001. *Psikologi Industri dan Organisasi*. Jakarta : Universitas Indonesia (UI-Press)
- Papalia, D. E., et. al. 2008. *Human Development (Psikologi Perkembangan)*. Alih Bahasa: A.K. Anwar. Jakarta: Prenada Media Group
- Priyatno, D. 2008. *Mandiri Belajar SPSS (Statistical Product and Service Solution) untuk Analisa Data & Uji Statistik*. Yogyakarta : MediaKom
- Puah, Priscilla & Subramaniam Ananthram. 2006. Exploring the Antecedents and Outcomes of Career Development Initiatives: Empirical Evidence from Singaporean Employees. *Research and Practice in Human Resource Management*, 14(1), pp: 112-142.
- Pushpakumari, M. D. 2008. *The impact of job satisfaction on job performance : An Empirical Analysis*. Diakses 29 November 2014 dari http://202.11.2.113/SEBM/ronso/no9_1/08_PUSHPAKUMARI.pdf
- Puspasari, S. 2011. Gambaran Kepuasan Kerja Karyawan Perusahaan Daerah Air Minum DKI Jakarta (PAM JAYA) Jakarta Pusat. *Jurnal Psikologi*, Vol 9 - Nomor 2. Jakarta : Universitas Esa Unggul
- Putri, U. A. F. 2008. Hubungan Antara Persepsi Terhadap Pengembangan Karir Dengan Kepuasan Kerja Karyawan Dinas Kehutanan Palembang Propinsi Sumatera Selatan. *Jurnal Psikologi & Ilmu Sosial Budaya UII*, Yogyakarta : Universitas Islam Indonesia
- Rakhman, M. A. 2013. Faktor-faktor Yang Mempengaruhi Kepuasan Kerja Karyawan Pada Dinas Perhubungan Propinsi Kalimantan Timur. *Jurnal Administrasi*, Vol 1 – No 1, Universitas Mulawarman.
- Rivai, V. & Sagala, E. J. 2011. *Manajemen Sumber Daya Manusia untuk Perusahaan*. Jakarta : PT. Raja Grafindo Persada
- Robbins, S. P. 2003. *Prinsip-Prinsip Perilaku Organisasi*. Jakarta : Erlangga
- Santrock, J.W. 2003. *Educational Psychology : Second Edition*. New York : Mc Graw Hill
- Schultz, D., & Schultz, S.E. 2002. *Psychology And Work Today An Introduction to Industrial & Organizational Psychology. 9th Edition*. Pearson Education Inc.
- Stoltz, P. G. 2000. “Adversity Quotient” - *Mengubah Hambatan Menjadi Peluang*. Alih Bahasa : T. Hermaya. Jakarta : PT. Gramedia Widiasarana Indonesia (Grasindo)
- Sugiarto., Siagian, D., Sunaryanto, L. T. & Oetomo, D. S. 2003. *Teknik Sampling*. Jakarta : PT Gramedia Pustaka Utama

Sugiyono. 2002. *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung: Alfabeta

Sulastrie. 2012. Perbedaan Persepsi Terhadap Pengembangan Karir Antara Wanita Menikah Dan Wanita Belum Menikah. *Jurnal Psikologi USU*, Vol.1-No.2. Medan : Universitas Sumatera Utara

Susanto, T. 2001. Perbedaan Stres Kerja & Kepuasan Kerja Pada Lingkungan Kerja Dengan Kondisi Yang Berbeda. *Jurnal UGM*, Yogyakarta : Program Pasca Sarjana Universitas Gajah Mada

Swarnalatha, C., & Sureshkrishna, G. 2013. Absenteeism- A Menace to Organization in Building Job Satisfaction Among Employees in Automotive Industries India. *Tactful Management Research Journal*. Diakses 3 Desember 2014 dari tmgt.lsrj.in/UploadedArticles/14.pdf

Waluyo, M. 2013. *Psikologi Industri*. Jakarta : Akademia Permata

Wexley, K. N. & Yukl, G. A. 1997. *Organizational Behavior and Personnel Psychology*. Jakarta : PT. Rineka Cipta

Wijono, S. 2010. *Psikologi Industri & Organisasi*. Jakarta : Penerbit Kencana

www.wikipedia.org. Diakses pada tanggal 29 November 2014



Lampiran 2. Data Mentah Skala Persepsi Pengembangan Karir

Subj/Aitem	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	Jumlah	
1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	2	3	2	2	3	3	74	
2	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	76	
3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	78	
4	4	4	4	4	3	4	3	3	3	2	4	3	3	4	3	3	4	3	3	3	3	3	3	4	3	4	3	87
5	1	3	2	3	3	1	1	2	4	3	3	1	1	4	2	2	1	3	4	2	3	3	1	3	3	3	62	
6	3	3	3	3	3	3	4	4	3	3	4	4	4	3	4	3	4	3	3	4	4	3	3	3	3	3	87	
7	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	2	3	3	3	84	
8	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	76	
9	4	3	3	3	3	3	4	4	2	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	2	3	2	79
10	2	2	2	4	3	2	2	2	4	1	1	1	2	4	2	2	2	3	3	2	3	3	2	3	4	4	65	
11	3	3	4	3	3	3	3	3	3	2	3	3	3	3	3	3	4	3	3	2	3	3	4	2	3	3	78	
12	3	4	4	4	2	4	3	3	3	2	3	3	3	4	4	4	4	3	3	4	4	2	3	4	4	4	88	
13	3	3	3	3	2	3	3	3	2	3	4	3	3	3	3	3	4	2	2	3	2	3	2	3	3	3	74	
14	3	4	4	3	2	3	3	4	3	4	4	4	4	3	3	3	3	3	3	4	4	3	2	3	4	3	86	
15	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	76	
16	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	76	
17	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	76	
18	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	2	3	3	3	3	75	
19	4	3	3	3	2	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	79	
20	4	3	3	3	2	4	2	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	76	
21	3	3	3	3	2	2	3	2	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	2	71	
22	4	4	4	4	2	4	4	4	3	2	4	4	4	3	3	3	4	4	4	4	4	3	4	3	2	3	3	90
23	4	3	3	3	2	4	3	3	4	2	3	3	3	3	3	3	4	4	4	3	4	3	2	3	4	3	83	
24	3	3	3	4	2	3	2	3	3	4	3	3	2	3	3	3	2	3	3	3	3	3	2	2	3	2	3	73
25	3	3	4	4	3	3	3	3	4	3	4	3	2	3	3	3	3	4	4	4	4	2	3	3	3	4	4	85
26	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	77
27	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	2	2	3	3	3	75
28	3	3	4	3	3	3	3	3	4	3	3	3	3	4	4	3	3	4	3	3	4	3	4	3	4	3	3	85
29	4	3	3	3	2	3	4	3	4	2	3	3	3	3	3	3	3	4	4	3	4	3	2	3	4	3	82	
30	3	3	4	3	3	3	3	3	4	3	3	3	3	4	4	3	3	4	3	3	4	3	4	3	3	3	85	
31	3	1	3	4	1	3	2	2	4	3	1	3	2	4	2	3	1	4	4	2	4	4	2	4	4	4	74	
32	4	3	4	4	3	4	4	4	4	3	4	4	4	4	4	3	4	3	4	4	4	4	3	3	3	3	94	
33	3	3	3	4	3	3	3	3	4	2	3	3	3	2	2	1	3	3	2	3	4	4	2	2	2	3	73	
34	3	3	3	3	2	3	3	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	75	
35	4	4	4	3	3	4	4	3	3	2	3	3	2	3	4	3	3	3	3	3	3	3	3	2	3	3	2	80
36	4	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	78
37	4	4	4	4	1	4	3	3	4	3	3	3	2	2	2	2	3	3	3	2	3	3	2	2	3	3	75	
38	4	4	4	4	1	3	3	3	3	3	3	3	3	4	2	3	2	3	3	4	2	3	2	3	4	3	79	
39	4	3	4	3	3	4	2	2	3	4	3	3	2	3	3	3	3	4	3	3	3	3	3	3	3	3	80	
40	4	4	3	3	2	3	3	3	2	3	3	3	3	4	4	3	3	4	3	3	3	3	2	3	3	4	81	
41	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	78	
42	4	3	3	4	2	4	3	4	3	2	3	3	3	4	3	3	4	3	3	4	3	3	4	4	4	4	87	
43	4	4	4	4	3	4	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	95
44	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	101
45	4	4	4	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	94
46	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	103
47	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	101
48	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	103
49	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	103
50	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	101
51	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	3	3	3	97
52	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	101
53	4	4	4	4	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	85

54	2	2	2	3	3	2	2	2	3	3	2	2	2	3	2	2	2	3	3	2	3	3	3	3	64			
55	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	78			
56	2	2	2	3	2	2	2	2	3	2	2	2	2	2	2	2	2	3	2	2	3	3	2	3	2	2	58	
57	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	75	
58	2	2	3	3	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	55	
59	2	2	2	3	3	2	2	2	3	3	2	2	2	3	2	2	2	3	3	2	3	3	2	3	3	3	64	
60	2	2	2	3	3	2	2	2	3	3	2	2	2	3	2	2	2	3	3	2	3	3	2	3	3	3	64	
61	2	2	4	4	3	2	2	2	4	2	2	2	2	2	2	2	2	4	3	2	3	3	1	3	3	3	66	
62	2	2	2	3	3	2	2	2	3	3	2	2	2	3	2	2	2	3	3	2	3	3	2	3	3	3	64	
63	2	2	2	3	3	2	2	2	3	3	2	2	2	3	2	2	2	3	3	2	3	3	2	3	3	3	64	
64	4	3	3	4	4	3	3	4	4	4	3	3	3	4	2	2	3	1	3	2	2	2	2	3	3	1	75	
65	3	3	3	3	2	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	4	2	3	3	75
66	3	3	3	3	2	2	2	2	4	4	4	3	2	4	3	2	4	2	3	4	3	4	2	2	3	3	76	
67	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	2	3	3	3	74	
68	2	2	3	3	2	2	3	3	2	2	2	3	3	3	2	2	2	1	3	3	2	3	2	2	3	3	63	
69	4	4	3	3	3	3	4	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	82	
70	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	3	3	2	3	3	3	81	
71	3	3	3	4	3	3	3	3	4	3	2	3	3	2	3	3	3	3	3	3	4	3	2	3	3	4	79	
72	3	3	3	3	4	3	4	4	3	3	2	4	2	3	2	1	4	4	3	4	2	3	3	4	4	3	81	
73	3	4	4	3	1	3	2	4	2	4	4	4	3	2	4	3	2	4	3	2	4	2	1	3	4	2	77	
74	4	4	4	3	1	3	2	4	3	3	3	4	4	3	3	4	3	3	4	4	3	3	2	3	4	4	85	
75	2	3	2	3	1	2	3	2	3	2	3	2	3	2	3	4	2	1	3	2	3	2	2	4	3	2	64	
76	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	4	4	3	4	3	4	3	3	4	4	4	86	
77	3	3	3	3	1	3	3	3	3	2	3	2	3	3	3	4	3	3	3	3	3	3	3	2	3	3	4	75
78	3	3	3	4	3	3	3	3	3	2	3	3	3	2	3	3	3	2	3	3	3	2	2	2	3	3	73	
79	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	78	
80	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	78	
81	2	3	2	3	3	4	2	3	3	2	3	2	3	2	3	4	3	2	3	3	2	3	3	3	2	3	71	
82	3	3	2	2	2	4	4	4	3	3	4	3	2	3	3	4	3	3	2	2	3	3	3	3	3	3	77	
83	3	2	4	3	3	3	3	3	4	2	3	2	2	4	3	2	4	2	4	3	4	2	3	3	3	3	77	



This page was created using Nitro PDF trial software.
 To purchase, go to <http://www.nitropdf.com/>

Lampiran 1. Data Mentah Skala Kepuasan Kerja

Subj\Aitem	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1	3	3	3	3	2	3	3	3	3	3	4	3	2	3	3	3	3	2	3	2	2	3	2	2	3	3	2
2	2	2	3	4	3	3	3	3	3	2	4	1	3	3	3	3	3	2	3	3	2	3	3	4	3	3	3
3	2	3	3	4	3	3	3	2	4	2	4	3	3	2	3	3	3	3	4	3	2	4	3	4	3	4	4
4	2	4	4	4	4	4	3	1	4	2	4	3	3	3	3	2	4	3	3	3	2	3	4	4	3	3	3
5	4	1	4	4	1	4	4	1	1	4	4	4	2	4	3	4	1	4	4	1	1	4	4	1	1	1	4
6	2	3	3	3	2	3	2	3	3	3	3	3	3	3	3	2	3	2	3	3	2	3	3	3	3	3	3
7	2	1	3	3	3	4	3	3	4	4	4	4	4	3	2	3	4	4	4	4	2	4	4	4	3	4	4
8	2	3	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3
9	3	3	3	4	3	4	3	3	4	2	4	3	2	2	3	3	4	2	4	3	3	3	3	3	3	3	3
10	2	3	4	4	1	1	1	1	2	1	2	4	4	4	2	1	1	2	2	1	1	3	1	1	1	3	3
11	2	3	2	3	2	2	3	2	4	3	3	3	2	4	3	3	3	3	3	4	1	3	3	2	3	3	3
12	3	4	4	3	2	3	3	3	4	4	3	2	3	3	3	2	4	2	3	4	2	3	2	3	3	4	4
13	2	2	3	3	2	4	1	3	2	3	2	3	3	2	3	2	3	2	3	2	3	3	2	3	3	4	3
14	2	2	3	4	2	4	2	2	3	3	3	2	4	3	3	2	3	2	3	4	3	3	2	4	4	3	3
15	2	3	3	2	3	2	3	2	3	2	3	2	3	3	3	2	3	2	3	3	3	3	2	3	3	3	3
16	2	3	3	3	2	3	2	3	2	3	3	2	3	3	3	2	3	2	3	3	3	3	2	3	3	3	3
17	2	3	3	3	2	3	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3
18	2	3	3	3	2	2	2	3	3	3	3	3	3	3	2	2	3	3	3	2	2	3	3	3	3	3	3
19	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	2	3	3	2	3	3	3	3	3	3
20	2	4	3	2	3	2	3	2	3	2	3	2	3	3	3	2	3	3	3	3	2	3	3	4	2	3	3
21	3	1	3	3	4	3	2	2	3	3	2	3	3	4	3	2	3	3	2	2	1	3	3	3	2	3	2
22	2	2	3	3	3	3	2	2	3	3	4	3	3	4	4	2	3	3	4	3	2	3	3	3	2	3	3
23	2	4	4	4	3	3	3	3	4	4	4	3	3	4	3	3	4	3	3	3	1	4	3	4	3	3	3
24	3	3	3	3	1	2	1	1	2	3	1	4	3	3	4	1	3	1	3	2	1	3	3	3	2	3	1
25	3	4	4	4	3	3	2	2	4	3	3	3	3	3	2	3	4	3	3	2	3	3	3	4	2	3	3
26	2	2	3	3	2	3	3	2	3	2	3	3	3	3	2	2	3	2	3	2	2	3	3	2	2	3	3
27	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	2	3	2	2	3	2	3	3	3	2
28	2	3	4	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	3	3	3
29	2	4	4	4	3	3	3	3	4	4	4	3	3	4	3	3	4	3	3	3	1	4	3	4	3	3	3
30	2	3	4	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	2	3	2	3	3	3	3
31	1	4	3	3	1	3	3	1	3	3	3	3	3	3	3	1	4	1	3	2	2	2	2	2	1	3	3
32	2	3	3	4	4	3	3	3	3	3	4	3	3	4	3	3	4	3	3	3	1	3	3	3	3	3	3
33	3	1	3	3	3	3	2	3	2	3	4	3	3	4	3	2	3	2	4	2	2	4	2	4	3	3	3
34	2	3	3	3	3	2	3	3	3	3	3	2	3	3	2	2	3	2	3	3	2	3	3	3	3	3	2
35	2	3	3	4	3	3	3	3	3	2	3	2	2	3	3	2	4	2	3	3	2	4	3	4	2	3	3
36	2	3	3	3	3	2	3	3	2	3	3	3	3	3	2	3	3	3	3	3	2	2	3	3	2	3	3
37	2	4	4	3	2	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	1	3	3	3	3	3	3
38	1	3	4	2	3	4	2	3	3	3	3	4	2	3	3	3	4	2	3	3	2	2	1	3	3	3	3
39	3	3	3	3	4	2	2	2	3	3	3	4	2	3	2	3	3	3	3	2	2	3	3	3	2	3	3
40	2	4	3	2	4	3	2	3	3	2	3	4	3	4	3	2	3	2	2	3	1	3	4	4	3	3	4
41	3	4	4	4	4	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	2	3	3	3	2	3	3
42	2	3	3	3	2	4	3	3	3	3	3	3	3	4	3	3	3	3	3	2	1	3	3	3	3	3	4
43	3	3	3	3	2	3	1	3	2	3	3	2	3	3	2	2	3	3	3	3	2	3	3	3	3	3	3
44	2	3	3	3	3	3	2	3	3	3	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3	3
45	2	3	3	3	2	3	2	3	3	3	3	4	2	3	3	2	3	3	3	3	2	3	4	4	3	4	4

46	2	4	4	4	4	4	1	4	4	4	4	4	4	4	4	1	4	4	4	4	1	4	4	4	4	4	4	4	4
47	1	4	4	4	4	4	4	4	4	4	4	3	4	4	1	2	4	3	4	4	1	4	3	4	3	4	3	4	4
48	2	3	3	3	4	3	2	3	3	3	3	4	3	3	3	2	3	3	3	3	2	3	4	4	3	4	4	4	4
49	2	4	4	4	4	4	1	4	4	4	4	4	4	4	4	1	4	4	4	4	1	4	4	4	4	4	4	4	4
50	2	3	3	3	4	3	2	3	3	3	3	4	3	3	3	2	3	3	3	3	2	3	4	4	3	4	4	4	4
51	2	4	3	3	3	3	3	3	2	4	4	2	3	4	2	3	4	2	3	3	2	3	3	3	3	3	3	3	3
52	2	4	4	4	4	4	1	4	4	4	4	4	4	4	4	1	4	4	4	4	1	4	4	4	4	4	4	4	4
53	2	4	3	3	3	3	3	3	2	4	4	2	3	4	2	3	4	2	3	3	2	3	3	3	3	3	3	3	3
54	2	3	3	3	2	2	2	2	2	2	2	2	2	3	3	3	2	2	2	2	3	3	3	2	2	2	3	2	2
55	3	3	3	3	2	2	2	3	2	3	2	2	3	3	2	2	2	2	2	2	3	3	3	2	3	2	3	3	3
56	2	3	3	2	2	2	2	2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	3	2	2
57	2	3	3	3	2	3	2	2	2	3	3	2	3	3	3	2	3	2	3	3	3	3	3	2	3	3	3	3	3
58	2	3	3	3	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	2	3	2	2	2	3	2	2
59	2	3	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	3	2
60	1	3	3	4	2	2	2	2	2	2	2	2	2	3	3	3	2	2	2	2	2	3	3	2	2	2	3	2	2
61	1	4	4	4	1	4	1	4	1	4	4	1	4	4	4	1	3	1	4	2	3	4	1	2	2	4	2	2	2
62	2	3	3	3	2	2	2	2	2	2	2	2	2	3	3	3	2	2	2	2	2	3	3	2	2	2	3	2	2
63	1	3	3	3	2	2	2	2	2	2	2	2	2	3	3	3	2	2	2	2	2	3	3	2	2	2	3	2	2
64	1	2	3	4	1	3	3	3	3	2	3	2	3	4	2	3	3	2	3	2	1	3	1	2	2	3	3	3	3
65	2	3	3	3	2	2	2	2	2	2	2	3	3	3	3	2	2	3	2	3	3	2	3	2	3	2	3	2	2
66	2	3	2	2	3	2	3	2	3	2	2	3	3	3	3	2	3	2	3	2	1	4	1	4	4	4	4	4	4
67	2	4	3	2	3	3	2	2	3	3	3	2	3	3	3	2	3	2	3	2	2	3	3	3	2	3	3	3	3
68	2	2	3	4	3	3	3	2	2	2	3	2	3	2	3	3	3	2	2	3	3	3	3	3	2	4	2	3	3
69	1	4	3	3	1	4	3	3	4	3	3	3	3	4	3	3	3	3	3	4	4	1	4	4	3	3	3	3	3
70	3	4	4	4	4	4	3	3	4	3	4	3	4	4	4	2	4	4	4	4	4	1	4	4	4	4	3	3	3
71	2	4	3	3	1	2	2	2	3	3	3	2	3	3	3	2	3	1	2	2	2	4	3	3	3	4	2	2	2
72	2	4	3	4	3	3	3	3	2	2	3	2	2	3	4	1	2	2	2	4	3	4	1	2	3	4	2	2	2
73	2	4	3	4	2	3	1	3	1	3	4	2	4	3	4	2	4	2	4	3	4	3	1	3	4	3	2	2	2
74	3	3	3	3	2	2	3	2	3	3	3	3	3	4	3	3	3	1	2	3	2	4	2	3	3	3	3	4	4
75	3	2	3	3	3	2	2	3	2	2	3	2	2	3	4	2	2	2	2	3	1	3	2	3	2	4	2	2	2
76	2	4	3	3	2	3	3	3	3	3	3	3	1	3	3	4	3	3	2	2	3	2	3	3	3	3	3	3	3
77	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	2	3	3	3	3	3	3	3
78	1	4	2	2	2	3	3	3	3	3	2	2	2	3	3	2	2	2	3	3	2	3	2	2	3	3	3	3	3
79	2	3	3	3	2	3	2	3	2	3	3	2	3	3	3	2	3	2	3	3	3	3	3	2	3	3	3	3	3
80	2	2	3	3	3	2	3	3	3	3	3	2	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3
81	3	3	2	3	1	3	2	2	2	2	3	1	3	3	2	1	3	3	3	2	3	4	2	2	3	2	3	2	3
82	3	1	4	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	2	3	2	3	3	4	4	2	4	4	4
83	2	2	3	3	2	2	3	3	4	3	3	1	3	3	3	3	4	3	4	3	2	3	4	2	3	4	2	3	4

28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	Jumlah
3	3	3	3	3	3	2	2	3	3	3	3	2	2	2	3	3	2	3	4	2	2	3	2	2	2	3	145
4	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	2	3	3	156
3	3	3	3	4	3	3	3	3	4	3	3	3	2	4	3	3	3	3	3	3	3	3	3	3	3	4	168
3	3	3	3	3	3	2	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	2	2	3	4	162
4	4	4	4	1	1	1	2	3	4	4	3	1	1	4	2	2	2	4	4	1	1	4	2	2	1	3	144
3	3	3	3	3	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	3	153
4	4	4	3	4	4	3	3	3	3	3	3	3	2	4	4	3	3	3	3	3	3	4	3	2	2	3	178
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	2	3	3	2	3	3	3	159
3	3	3	3	4	3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	3	3	2	3	3	166
2	3	4	4	1	1	1	3	3	3	4	2	1	3	3	2	1	1	4	2	1	2	4	2	3	2	1	119
3	3	3	4	3	4	3	3	3	3	3	3	3	3	3	3	4	3	3	4	3	3	3	4	3	3	3	161
3	4	4	3	4	4	3	2	3	4	4	3	3	3	4	3	3	3	3	4	3	2	3	3	3	3	4	171
3	3	2	3	3	1	3	2	3	3	3	4	4	2	2	3	3	4	2	4	2	2	3	2	3	3	3	146
3	4	2	4	3	2	3	2	3	4	4	4	4	3	3	3	4	4	2	3	2	1	2	3	3	3	3	159
3	3	2	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	2	3	2	2	3	2	3	3	3	146
3	3	2	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	2	3	2	2	3	2	3	3	3	147
3	3	3	4	4	3	3	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	158
2	3	3	3	3	3	2	3	2	2	2	3	2	2	2	3	3	2	3	3	3	3	2	2	2	2	3	141
3	3	3	3	3	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	3	154
2	3	3	3	4	2	3	3	3	3	3	3	3	1	3	3	2	3	3	2	1	3	3	1	2	3	2	144
3	3	3	3	3	3	2	2	3	3	3	3	3	1	1	2	3	3	2	3	3	2	3	3	3	2	3	142
3	3	3	3	4	3	2	2	3	3	3	3	2	2	2	3	2	2	3	4	3	2	3	3	3	4	3	154
2	4	4	3	3	3	2	2	3	3	4	3	3	2	3	3	3	3	3	3	2	2	3	3	3	2	3	165
2	4	3	2	3	2	3	1	3	3	4	3	2	2	2	3	2	4	2	2	1	2	4	1	3	3	3	132
3	3	3	3	4	3	2	3	3	3	3	3	2	2	4	4	3	2	3	4	2	3	4	1	3	3	4	162
3	3	3	3	3	2	2	2	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	2	3	144
2	3	3	3	3	3	2	3	3	3	2	3	2	3	3	3	3	3	3	3	2	3	3	2	3	3	2	147
3	4	4	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	3	3	159
2	4	4	3	3	3	2	2	3	3	4	3	3	2	3	3	3	3	3	3	2	2	3	3	3	2	3	165
3	4	3	2	3	2	3	1	3	3	4	3	2	2	2	3	2	4	2	2	1	2	4	1	3	3	3	132
3	3	3	3	3	3	2	3	3	3	3	3	2	2	3	3	3	3	3	3	2	3	4	1	3	3	4	162
3	3	3	3	3	2	2	2	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	2	3	144
2	3	3	3	3	3	2	3	3	3	2	3	2	3	3	3	3	3	3	3	2	3	3	2	3	3	2	147
3	4	4	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	3	3	159
2	4	4	3	3	3	2	2	3	3	4	3	3	2	3	3	3	3	3	3	2	2	3	3	3	2	3	165
3	4	4	3	3	3	3	3	3	4	3	3	3	2	3	3	3	3	3	3	2	3	3	3	3	3	3	159
1	3	3	2	2	3	1	3	3	2	4	3	1	3	1	3	3	1	4	4	1	2	3	1	2	3	1	129
4	4	4	4	4	3	2	3	4	3	3	3	3	4	4	3	3	3	4	3	3	3	4	3	3	3	3	173
2	3	3	4	4	2	3	3	3	3	3	3	2	3	3	2	3	2	2	4	3	2	4	2	2	3	2	152
3	3	3	3	3	3	2	2	2	3	3	3	2	2	3	3	2	2	3	3	2	2	3	2	2	2	2	141
3	3	3	3	3	3	2	3	3	4	3	3	2	2	3	3	3	3	3	3	2	3	3	2	3	3	3	154
3	3	3	2	3	3	3	3	2	2	2	3	3	2	2	3	3	2	3	3	3	2	3	2	2	2	3	144
3	3	3	3	3	3	3	3	2	3	3	3	2	3	2	3	2	3	3	3	3	3	3	1	3	3	3	156
2	3	2	3	2	2	4	1	3	3	2	3	3	3	3	3	2	3	1	3	2	1	3	2	3	3	4	144
2	3	2	2	3	4	2	4	3	2	2	3	2	3	3	4	2	3	3	2	2	3	4	2	2	3	3	148
3	4	4	4	4	4	3	3	3	3	3	4	3	1	3	3	3	2	1	4	2	2	3	2	3	4	4	161
3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	2	2	3	3	157
3	4	3	4	4	4	3	1	4	3	2	3	3	2	3	2	3	3	3	3	3	3	4	2	3	3	3	160
3	3	3	2	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	2	4	4	4	153
3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	3	3	1	4	4	4	161
4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	185

4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	1	4	4	4	201			
4	4	4	4	4	4	4	3	3	3	3	3	4	4	4	4	3	4	3	4	3	3	3	4	3	4	189		
4	4	4	4	4	4	4	3	4	4	3	3	3	3	4	4	4	4	4	4	4	4	2	4	4	4	183		
4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	1	4	4	4	201		
4	4	4	4	4	4	4	3	4	4	3	3	3	3	4	4	4	4	4	4	4	4	2	4	4	4	183		
3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	162		
4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	1	4	4	4	201		
3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	162		
2	3	3	3	2	2	2	3	3	3	3	2	2	3	3	3	2	2	3	2	2	2	3	2	3	2	2	131	
3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	3	3	146	
2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	115	
3	3	3	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	2	2	3	3	147	
2	2	3	3	2	2	2	2	2	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	119	
2	3	3	3	2	2	2	3	3	3	3	2	2	3	3	3	2	2	3	2	2	2	3	2	3	2	2	127	
2	3	3	3	3	2	2	3	3	3	3	2	2	3	3	3	2	2	3	2	2	2	3	2	3	2	2	131	
2	3	3	3	2	3	2	3	4	4	3	2	2	4	4	2	3	2	3	2	2	1	3	2	3	4	2	147	
2	3	3	3	2	2	2	3	3	3	3	2	2	3	3	3	2	2	3	2	2	2	3	2	3	2	2	130	
2	3	3	3	2	2	2	3	3	3	3	2	2	3	3	3	2	2	3	2	2	2	3	2	3	2	2	129	
2	3	4	4	3	3	3	1	3	4	4	3	2	3	3	2	3	2	4	4	2	3	3	4	4	3	1	147	
3	3	3	3	3	3	2	3	3	3	2	3	2	3	2	3	3	2	3	3	2	2	3	3	2	3	3	140	
4	3	2	3	2	3	3	1	4	3	3	4	3	3	4	2	2	2	3	2	3	3	3	2	3	3	3	148	
3	3	3	3	2	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	2	147	
2	3	2	3	2	2	2	2	3	2	2	3	3	3	3	2	2	2	2	2	2	3	3	3	2	3	3	138	
3	3	4	3	4	4	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	4	4	3	3	2	3	3	167
3	4	3	3	4	4	4	2	4	4	3	4	4	3	4	4	4	4	3	4	3	3	4	3	3	3	3	190	
2	3	3	3	3	3	3	2	2	4	3	3	3	3	3	3	3	3	2	3	1	3	3	1	2	3	3	143	
4	3	3	4	3	3	3	1	2	3	2	3	2	4	2	3	4	2	2	4	3	1	3	3	3	3	4	150	
3	3	3	4	3	1	3	1	4	3	4	3	4	3	4	3	4	3	2	4	1	2	4	1	4	4	4	160	
2	3	2	4	3	2	3	3	3	2	2	3	3	3	2	3	3	3	3	3	3	2	3	2	2	2	2	3	147
3	2	4	3	2	2	3	3	3	2	1	2	4	3	2	3	2	3	3	3	3	1	2	2	2	3	2	135	
3	3	4	4	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	156
3	3	4	3	3	4	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	2	2	2	3	3	3	2	153
3	3	3	3	1	2	3	1	3	3	3	3	3	3	2	3	3	3	3	3	3	2	2	2	2	3	3	140	
3	3	2	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	150	
3	3	3	3	3	4	3	3	3	3	2	3	3	3	3	3	3	3	2	3	2	2	3	3	2	3	3	153	
4	2	2	2	3	3	3	3	3	2	3	2	3	2	4	3	2	3	2	3	3	2	2	1	3	2	3	136	
2	3	1	3	4	3	2	2	2	4	2	3	2	3	4	4	3	3	2	2	3	3	2	3	3	3	3	153	
3	3	3	3	2	4	3	2	3	3	3	2	2	3	3	3	2	2	3	3	3	3	2	2	2	2	3	151	

Lampiran 3. Data Mentah Skala Kecerdasan Adversitas

Subj\Aitem	C	Or	R	E	R	E	C	Ov	R	E	C	Or	C	Ov	R	E	R	E	R	E	R	E	C
1	3	3	5	3	3	3	3	3	5	3	3	1	2	1	5	3	3	2	3	2	3	2	1
2	3	3	3	3	4	3	3	3	3	3	4	4	3	4	3	3	4	4	4	4	4	4	4
3	4	3	5	2	1	2	4	1	5	2	5	3	3	5	5	2	4	3	4	3	4	3	4
4	4	4	4	3	3	3	2	5	4	3	1	5	1	1	4	3	5	4	5	4	5	4	5
5	5	5	5	5	3	3	3	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
6	3	4	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	4	3	4	3	4	3
7	3	3	3	3	2	5	3	3	3	3	5	4	3	2	3	3	3	3	3	3	3	3	3
8	4	3	3	3	5	4	5	5	3	3	5	4	3	3	3	3	3	3	3	3	3	3	3
9	3	4	3	3	1	2	1	1	3	3	5	2	5	4	3	3	2	2	2	2	2	2	4
10	4	3	3	3	5	3	4	4	3	3	5	1	4	2	3	3	4	2	4	2	4	2	1
11	3	4	3	3	5	2	1	4	3	3	4	1	4	2	3	3	1	2	1	2	1	2	1
12	4	4	5	3	1	3	4	5	5	3	5	5	5	5	5	3	2	2	2	2	2	2	1
13	3	4	1	1	4	3	4	4	1	1	2	4	4	4	1	1	2	3	2	3	2	3	3
14	3	3	4	1	2	2	2	3	4	1	4	4	2	5	4	1	2	2	2	2	2	2	3
15	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
16	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
17	4	3	3	3	3	3	4	4	3	3	5	4	4	4	3	3	4	3	4	3	4	3	3
18	1	5	5	5	5	5	3	3	5	5	5	3	1	3	5	5	3	3	3	3	3	3	5
19	4	3	5	3	3	3	2	5	5	3	5	4	4	2	5	3	4	4	4	4	4	4	4
20	5	3	3	2	3	3	4	5	3	2	5	4	1	2	3	2	3	2	3	2	3	2	4
21	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
22	2	5	5	3	1	1	1	1	5	3	5	1	2	1	5	3	4	4	4	4	4	4	1
23	4	3	5	3	3	3	3	3	5	3	3	3	3	3	5	3	3	3	3	3	3	3	3
24	3	5	3	5	3	2	3	3	3	5	4	3	5	4	3	5	3	4	3	4	3	4	4
25	3	5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
26	4	4	5	4	5	4	5	5	5	4	5	5	4	1	5	4	4	2	4	2	4	2	5
27	5	4	5	4	5	3	5	5	5	4	2	3	1	1	5	4	4	4	4	4	4	4	3
28	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
29	4	3	5	3	3	3	3	3	5	3	3	3	3	3	5	3	3	3	3	3	3	3	3
30	3	4	4	5	5	5	5	5	4	5	5	1	4	3	4	5	3	3	3	3	3	3	2
31	3	4	3	5	5	5	3	1	3	5	5	4	1	1	3	5	4	5	4	5	4	5	2
32	3	3	3	1	4	1	2	3	3	1	5	5	4	2	3	1	5	3	5	3	5	3	4
33	4	5	4	3	5	2	4	3	4	3	4	3	4	1	4	3	4	3	4	3	4	3	5
34	3	3	3	2	1	2	3	4	3	2	3	3	1	3	3	2	4	3	4	3	4	3	4
35	3	3	5	3	2	5	3	5	5	3	5	5	4	3	5	3	3	3	3	3	3	3	3
36	4	5	3	3	3	2	4	3	3	3	3	4	3	3	3	3	3	1	3	1	3	1	4
37	5	3	5	3	5	3	5	5	5	3	5	3	1	3	5	3	4	3	4	3	4	3	5
38	4	4	2	4	2	2	2	1	2	4	1	2	3	4	2	4	2	2	2	2	2	2	3
39	5	3	5	2	4	2	4	4	5	2	4	4	4	3	5	2	4	2	4	2	4	2	1
40	3	4	4	3	2	2	4	2	4	3	4	4	3	4	4	3	1	2	1	2	1	2	3
41	5	3	5	2	4	2	4	4	5	2	4	4	4	3	5	2	4	2	4	2	4	2	1
42	4	4	5	3	5	4	2	2	5	3	5	4	3	3	5	3	3	4	3	4	3	4	3
43	5	5	2	5	3	3	2	1	2	5	4	1	1	1	2	5	3	2	3	2	3	2	2
44	5	3	3	2	3	3	5	1	3	2	5	5	1	1	3	2	5	3	5	3	5	3	3
45	5	3	3	3	3	3	5	1	3	3	5	5	1	1	3	3	5	3	5	3	5	3	1
46	5	3	3	3	3	3	5	1	3	3	5	5	1	1	3	3	5	3	5	3	5	3	1
47	5	5	5	4	5	5	5	5	5	4	5	5	5	1	5	4	5	5	5	5	5	5	5

48	5	3	3	3	3	3	5	1	3	3	5	5	1	1	3	3	5	3	5	3	5	3	1
49	5	3	3	3	3	3	5	1	3	3	5	5	1	1	3	3	5	3	5	3	5	3	3
50	5	3	3	2	3	3	5	1	3	2	5	5	1	1	3	2	5	3	5	3	5	3	3
51	5	5	5	4	5	4	5	5	5	4	5	4	1	1	5	4	5	4	5	4	5	4	1
52	5	3	3	3	3	3	5	1	3	3	5	5	1	1	3	3	5	3	5	3	5	3	1
53	5	2	5	4	5	4	4	5	5	4	5	4	1	1	5	4	5	4	5	4	5	4	1
54	1	3	5	3	1	3	1	3	5	3	1	3	1	1	5	3	5	3	5	3	5	3	1
55	2	3	5	2	5	3	3	3	5	2	4	4	1	1	5	2	4	3	4	3	4	3	1
56	1	2	5	3	5	3	1	1	5	3	1	3	1	1	5	3	3	3	3	3	3	3	1
57	1	2	3	3	3	3	1	3	3	3	1	3	1	1	3	3	3	3	3	3	3	3	1
58	1	2	3	2	3	2	1	1	3	2	1	2	1	1	3	2	5	2	5	2	5	2	1
59	1	3	5	3	5	3	1	3	5	3	1	3	1	1	5	3	5	2	5	2	5	2	1
60	1	3	5	3	5	3	1	1	5	3	1	3	1	1	5	3	5	3	5	3	5	3	1
61	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	1
62	1	3	5	3	5	3	1	3	5	3	1	3	1	1	5	3	5	3	5	3	5	3	1
63	1	3	5	3	5	3	1	3	5	3	1	3	1	1	5	3	5	3	5	3	5	3	1
64	5	3	5	3	2	1	2	5	5	3	5	1	5	5	5	3	5	3	5	3	5	3	4
65	3	2	2	2	2	2	3	5	2	2	5	3	4	2	2	2	1	4	1	4	1	4	2
66	2	3	2	1	1	3	2	2	2	1	2	1	4	2	2	1	3	5	3	5	3	5	1
67	4	4	3	3	2	3	2	4	3	3	1	1	1	3	3	3	3	5	3	5	3	5	4
68	2	3	3	2	3	5	3	4	3	2	1	3	3	2	3	2	4	2	4	2	4	2	3
69	4	3	4	3	4	3	4	4	4	3	4	5	2	4	4	3	5	4	5	4	5	4	4
70	4	3	3	2	5	3	2	4	3	2	1	2	5	5	3	2	1	2	1	2	1	2	2
71	2	4	5	2	3	2	3	3	5	2	3	4	4	3	5	2	2	1	2	1	2	1	1
72	3	2	2	3	3	3	2	2	2	3	1	1	4	1	2	3	3	2	3	2	3	2	4
73	5	3	5	3	2	3	1	5	5	3	4	2	1	1	5	3	1	1	1	1	1	1	1
74	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
75	3	3	2	4	2	2	1	2	2	4	2	4	2	2	2	4	1	1	1	1	1	1	2
76	5	5	5	1	3	5	5	5	5	1	1	5	5	5	5	1	3	3	3	3	3	3	5
77	5	2	5	5	4	1	2	5	5	5	1	5	5	5	5	5	5	5	5	5	5	5	2
78	3	4	4	3	4	2	1	4	4	3	1	4	1	4	4	3	4	3	4	3	4	3	1
79	3	4	2	3	4	3	2	2	2	3	5	1	2	5	2	3	1	1	1	1	1	1	3
80	2	3	3	3	1	1	3	5	3	3	1	3	1	1	3	3	2	3	2	3	2	3	5
81	1	3	2	2	3	2	3	3	2	2	3	3	2	3	2	2	3	3	3	3	3	3	2
82	5	5	2	2	4	2	2	2	2	2	3	4	5	5	2	2	1	3	1	3	1	3	2
83	2	3	3	4	5	3	3	3	3	4	4	4	3	3	3	4	3	5	3	5	3	5	4

Or	C	Ov	C	Or	R	E	R	E	R	E	C	Ov	C	Ov	C	Or	Jumlah
24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	
3	3	3	3	3	3	3	5	3	3	3	2	2	2	2	1	3	112
3	3	3	3	3	4	2	3	3	5	4	4	3	3	3	4	3	136
4	4	1	4	3	4	3	5	2	5	2	4	5	4	5	4	4	140
1	2	5	4	4	4	4	4	3	5	3	5	5	5	5	5	1	147
5	3	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	188
4	3	3	3	4	3	3	3	3	3	4	3	4	3	4	3	4	131
3	3	3	3	3	3	3	3	3	3	3	4	3	5	3	3	3	126
3	5	5	4	3	4	4	3	3	4	3	4	3	4	4	3	3	142
1	1	1	3	4	2	5	3	3	2	1	2	5	1	4	4	1	105
2	4	4	4	3	5	2	3	3	4	2	3	5	4	4	1	2	127
5	1	4	3	4	2	3	3	3	2	2	3	5	2	1	1	5	107
5	4	5	4	4	4	3	5	3	4	1	4	5	1	5	1	5	141
4	4	4	3	4	4	3	1	1	2	4	2	3	4	3	3	4	113
2	2	3	3	3	2	4	4	1	4	3	2	1	3	3	3	2	105
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	120
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	120
3	4	4	4	3	4	4	3	3	5	3	4	4	4	5	3	3	143
5	3	3	1	5	5	5	5	5	5	1	5	4	5	5	5	5	159
4	2	5	4	3	3	3	5	3	5	4	5	5	5	5	4	4	156
4	4	5	5	3	3	3	3	2	3	3	3	5	1	1	4	4	125
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	120
1	1	1	2	5	5	3	5	3	3	3	3	3	3	3	1	1	115
3	3	3	4	3	3	3	5	3	3	3	3	3	3	3	3	3	130
3	3	3	3	5	3	2	3	5	4	4	3	2	2	2	4	3	138
3	3	3	3	5	5	2	3	3	5	5	4	5	3	3	3	3	132
1	5	5	4	4	5	4	5	4	5	4	4	5	5	3	5	1	161
3	5	5	5	4	5	3	5	4	5	3	3	2	3	4	3	3	153
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	120
3	3	3	4	3	3	3	5	3	3	3	3	3	3	3	3	3	130
1	5	5	3	4	3	4	4	5	4	4	4	5	3	4	2	1	148
5	3	1	3	4	3	3	3	5	3	3	3	3	3	4	2	5	141
4	2	3	3	3	5	1	3	1	3	1	5	5	5	5	4	4	129
3	4	3	4	5	3	1	4	3	5	3	4	5	2	5	5	3	144
3	3	4	3	3	3	3	3	2	4	2	4	5	2	5	4	3	122
3	3	5	3	3	4	5	5	3	4	3	4	4	3	4	3	3	145
5	4	3	4	5	3	3	3	3	4	1	3	3	3	3	4	5	127
4	5	5	5	3	5	4	5	3	5	3	4	5	5	5	5	4	163
3	2	1	4	4	3	3	2	4	4	3	2	4	3	4	3	3	110
3	4	4	5	3	4	3	5	2	3	3	3	2	3	4	1	3	132
4	4	2	3	4	3	4	4	3	3	4	4	3	2	4	3	4	123
3	4	4	5	3	4	3	5	2	3	3	3	2	3	4	1	3	132
4	2	2	4	4	2	3	5	3	3	4	2	3	4	4	3	4	140
1	2	1	5	5	4	2	2	5	2	2	2	2	5	4	2	1	111
5	5	1	5	3	5	4	3	2	5	4	5	5	5	5	3	5	144
5	5	1	5	3	5	4	3	3	5	4	5	5	5	5	1	5	144
5	5	1	5	3	5	4	3	3	5	4	5	5	5	5	1	5	144
5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	192

This page was created using Nitro PDF trial software.

UNIVERSITAS MEDAN AREA To purchase, go to <http://www.nitropdf.com/>

5	5	1	5	3	5	4	3	3	5	4	5	5	5	5	1	5	144
5	5	1	5	3	5	4	3	3	5	4	5	5	5	5	3	5	148
5	5	1	5	3	5	4	3	2	5	4	5	5	5	5	3	5	144
5	5	5	5	5	5	4	5	4	5	4	5	5	5	5	1	5	173
5	5	1	5	3	5	4	3	3	5	4	5	5	5	5	1	5	144
4	4	5	5	2	5	4	5	4	5	4	5	5	5	5	1	4	163
3	1	3	1	3	5	3	5	3	5	3	1	1	1	3	1	3	112
3	3	3	2	3	4	3	5	2	4	3	2	5	2	3	1	3	123
3	1	1	1	2	5	5	5	3	3	3	2	3	1	3	1	3	107
1	1	3	1	2	3	3	3	3	3	3	1	3	1	1	1	1	90
3	1	1	1	2	5	2	3	2	3	2	1	3	1	3	1	3	89
3	1	3	1	3	5	3	5	3	5	3	1	1	1	1	1	3	111
3	1	1	1	3	5	3	5	3	5	3	1	1	1	3	1	3	112
3	3	3	2	2	3	3	3	3	1	1	1	3	1	3	1	3	104
3	1	3	1	3	5	3	5	3	5	3	1	3	1	3	1	3	118
3	1	3	1	3	5	3	5	3	5	3	1	1	1	3	1	3	116
3	2	5	5	3	3	3	5	3	5	4	3	4	4	5	4	3	150
3	3	5	3	2	5	5	2	2	4	2	1	4	3	4	2	3	113
3	2	2	2	3	4	1	2	1	3	1	3	1	4	1	1	3	93
5	2	4	4	4	1	2	3	3	2	3	2	5	3	3	4	5	126
5	3	4	2	3	4	3	3	2	4	2	1	4	4	3	3	5	120
3	4	4	4	3	4	4	4	3	4	4	4	4	3	5	4	3	153
2	2	4	4	3	3	4	3	2	1	1	2	3	3	3	2	2	104
1	3	3	2	4	4	2	5	2	3	1	1	5	2	5	1	1	107
2	2	2	3	2	3	2	2	3	3	3	1	1	4	4	4	2	99
1	1	5	5	3	1	3	5	3	1	1	1	5	1	5	1	1	101
3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	118
2	1	2	3	3	2	1	2	4	1	2	2	3	3	2	2	2	86
5	5	5	5	5	2	5	5	1	4	3	5	5	4	5	5	5	159
5	2	5	5	2	5	3	5	5	5	5	5	5	5	5	2	5	171
1	1	4	3	4	4	4	4	3	4	4	2	3	3	3	1	1	120
4	2	2	3	4	2	3	2	3	3	3	4	2	3	4	3	4	106
1	3	5	2	3	3	3	3	3	3	2	5	5	2	3	5	1	111
1	3	3	1	3	2	2	2	2	2	2	2	3	2	3	2	1	94
4	2	2	5	5	1	3	2	2	3	3	2	4	2	4	2	4	113
3	3	3	2	3	4	5	3	4	3	1	4	4	4	3	4	3	138

This page was created using Nitro PDF trial software.

UNIVERSITAS MEDAN AREA To purchase, go to <http://www.nitropdf.com/>

Lampiran 4. Analisis Validitas & Reliabilitas Skala Persepsi Pengembangan Karir

a. Analisis Validitas (Daya Beda Aitem)

Correlations

		skortotal
butir1	Pearson Correlation	.760**
	Sig. (2-tailed)	.000
	N	83
butir2	Pearson Correlation	.738**
	Sig. (2-tailed)	.000
	N	83
butir3	Pearson Correlation	.728**
	Sig. (2-tailed)	.000
	N	83
butir4	Pearson Correlation	.467**
	Sig. (2-tailed)	.000
	N	83
butir5	Pearson Correlation	.338**
	Sig. (2-tailed)	.002
	N	83
butir6	Pearson Correlation	.765**
	Sig. (2-tailed)	.000
	N	83
butir7	Pearson Correlation	.695**
	Sig. (2-tailed)	.000
	N	83
butir8	Pearson Correlation	.763**
	Sig. (2-tailed)	.000
	N	83
butir9	Pearson Correlation	.418**
	Sig. (2-tailed)	.000
	N	83
butir10	Pearson Correlation	.466**
	Sig. (2-tailed)	.000

	N	83
butir11	Pearson Correlation	.712**
	Sig. (2-tailed)	.000
	N	83
butir12	Pearson Correlation	.816**
	Sig. (2-tailed)	.000
	N	83
butir13	Pearson Correlation	.759**
	Sig. (2-tailed)	.000
	N	83
butir14	Pearson Correlation	.580**
	Sig. (2-tailed)	.000
	N	83
butir15	Pearson Correlation	.783**
	Sig. (2-tailed)	.000
	N	83
butir16	Pearson Correlation	.660**
	Sig. (2-tailed)	.000
	N	83
butir17	Pearson Correlation	.775**
	Sig. (2-tailed)	.000
	N	83
butir18	Pearson Correlation	.577**
	Sig. (2-tailed)	.000
	N	83
butir19	Pearson Correlation	.639**
	Sig. (2-tailed)	.000
	N	83
butir20	Pearson Correlation	.762**
	Sig. (2-tailed)	.000
	N	83
butir21	Pearson Correlation	.536**
	Sig. (2-tailed)	.000
	N	83

butir22	Pearson Correlation	.487**
	Sig. (2-tailed)	.000
	N	83
butir23	Pearson Correlation	.684**
	Sig. (2-tailed)	.000
	N	83
butir24	Pearson Correlation	.210
	Sig. (2-tailed)	.057
	N	83
butir25	Pearson Correlation	.432**
	Sig. (2-tailed)	.000
	N	83
butir26	Pearson Correlation	.484**
	Sig. (2-tailed)	.000
	N	83
skortotal	Pearson Correlation	1
	Sig. (2-tailed)	
	N	83

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

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

b. Analisis Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	83	100.0
	Excluded ^a	0	.0
	Total	83	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.937	26

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
butir1	76.01	101.719	.728	.933
butir2	76.10	102.893	.707	.933
butir3	76.01	103.207	.696	.933
butir4	75.90	108.308	.430	.936
butir5	76.61	108.142	.273	.939
butir6	76.12	102.180	.736	.932
butir7	76.20	103.238	.659	.934
butir8	76.16	102.548	.735	.933
butir9	75.98	108.170	.372	.937
butir10	76.37	106.310	.410	.937
butir11	76.17	103.142	.678	.933
butir12	76.22	101.611	.793	.932
butir13	76.31	102.267	.730	.933
butir14	76.05	105.681	.539	.935
butir15	76.23	102.227	.756	.932
butir16	76.27	103.441	.620	.934
butir17	76.14	101.223	.745	.932
butir18	76.11	104.683	.529	.935
butir19	76.01	105.963	.608	.935
butir20	76.16	102.036	.732	.933
butir21	76.05	106.461	.494	.936
butir22	76.19	107.865	.448	.936
butir23	76.57	101.932	.640	.934
butir24	76.29	111.013	.165	.939
butir25	76.07	108.434	.391	.937
butir26	76.12	107.351	.441	.936

Lampiran 5. Analisis Validitas & Reliabilitas Skala Kecerdasan Adversitas

a. Analisis Validitas (Daya Beda Aitem)

Correlations

		butir1	butir2	butir3	butir4	butir5	butir6	butir7	butir8	butir9	butir1 0	butir1 1	butir1 2	butir1 3	butir1 4	butir1 5	butir1 6	butir1 7	butir1 8	butir1 9	butir2 0
butir1	Pearson Correlation	1	.209	.055	.091	.016	.030	.588**	.186	.055	.091	.467**	.328**	.186	.152	.055	.091	.137	.074	.137	.074
	Sig. (2-tailed)		.058	.622	.411	.884	.789	.000	.093	.622	.411	.000	.002	.093	.170	.622	.411	.217	.506	.217	.506
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir2	Pearson Correlation	.209	1	.063	.279*	.078	.122	.140	.017	.063	.279*	.176	.012	.220*	.198	.063	.279*	-.139	.070	-.139	.070
	Sig. (2-tailed)	.058		.573	.011	.485	.272	.207	.881	.573	.011	.111	.913	.045	.073	.573	.011	.210	.528	.210	.528
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir3	Pearson Correlation	.055	.063	1	.176	.219*	.143	.008	.316**	1.000**	.176	.063	.165	-.033	-.065	1.000**	.176	.362**	.105	.362**	.105
	Sig. (2-tailed)	.622	.573		.111	.047	.198	.941	.004	.000	.111	.569	.137	.770	.558	.000	.111	.001	.346	.001	.346
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir4	Pearson Correlation	.091	.279*	.176	1	.260*	.243*	.020	.032	.176	1.000**	.145	-.062	-.056	-.099	.176	1.000**	.120	.268*	.120	.268*
	Sig. (2-tailed)	.411	.011	.111		.018	.027	.859	.773	.111	.000	.190	.579	.618	.374	.111	.000	.280	.014	.280	.014
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir5	Pearson Correlation	.016	.078	.219*	.260*	1	.340**	.153	.169	.219*	.260*	.028	.107	-.064	-.182	.219*	.260*	.235*	.126	.235*	.126
	Sig. (2-tailed)																				
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.884	.485	.047	.018		.002	.167	.126	.047	.018	.802	.336	.567	.100	.047	.018	.033	.258	.033	.258
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir6	Pearson Correlation	.030	.122	.143	.243*	.340**	1	.336**	.166	.143	.243*	.159	.171	-.079	-.183	.143	.243*	.109	.180	.109	.180
	Sig. (2-tailed)	.789	.272	.198	.027	.002		.002	.134	.198	.027	.150	.121	.477	.099	.198	.027	.325	.103	.325	.103
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir7	Pearson Correlation	.588**	.140	.008	.020	.153	.336**	1	.173	.008	.020	.524**	.469**	.057	-.013	.008	.020	.244*	.113	.244*	.113
	Sig. (2-tailed)	.000	.207	.941	.859	.167	.002		.119	.941	.859	.000	.000	.607	.906	.941	.859	.026	.308	.026	.308
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir8	Pearson Correlation	.186	.017	.316**	.032	.169	.166	.173	1	.316**	.032	-.005	.070	.287**	.186	.316**	.032	-.078	.111	-.078	.111
	Sig. (2-tailed)	.093	.881	.004	.773	.126	.134	.119		.004	.773	.964	.528	.009	.092	.004	.773	.483	.319	.483	.319
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir9	Pearson Correlation	.055	.063	1.000**	.176	.219*	.143	.008	.316**	1	.176	.063	.165	-.033	-.065	1.000**	.176	.362**	.105	.362**	.105
	Sig. (2-tailed)	.622	.573	.000	.111	.047	.198	.941	.004		.111	.569	.137	.770	.558	.000	.111	.001	.346	.001	.346
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir10	Pearson Correlation	.091	.279*	.176	1.000**	.260*	.243*	.020	.032	.176	1	.145	-.062	-.056	-.099	.176	1.000**	.120	.268*	.120	.268*
	Sig. (2-tailed)	.411	.011	.111	.000	.018	.027	.859	.773	.111		.190	.579	.618	.374	.111	.000	.280	.014	.280	.014
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

butir1 1	Pearson	.467**	.176	.063	.145	.028	.159	.524**	-.005	.063	.145	1	.240*	.145	.046	.063	.145	.082	.071	.082	.071
	Correlation																				
	Sig. (2-tailed)	.000	.111	.569	.190	.802	.150	.000	.964	.569	.190		.029	.192	.677	.569	.190	.461	.523	.461	.523
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir1 2	Pearson	.328**	.012	.165	-.062	.107	.171	.469**	.070	.165	-.062	.240*	1	-.019	.013	.165	-.062	.354**	.216*	.354**	.216*
	Correlation																				
	Sig. (2-tailed)	.002	.913	.137	.579	.336	.121	.000	.528	.137	.579	.029		.866	.909	.137	.579	.001	.049	.001	.049
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir1 3	Pearson	.186	.220*	-.033	-.056	-.064	-.079	.057	.287**	-.033	-.056	.145	-.019	1	.598**	-.033	-.056	-.318**	.028	-.318**	.028
	Correlation																				
	Sig. (2-tailed)	.093	.045	.770	.618	.567	.477	.607	.009	.770	.618	.192	.866		.000	.770	.618	.003	.801	.003	.801
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir1 4	Pearson	.152	.198	-.065	-.099	-.182	-.183	-.013	.186	-.065	-.099	.046	.013	.598**	1	-.065	-.099	-.397**	-.027	-.397**	-.027
	Correlation																				
	Sig. (2-tailed)	.170	.073	.558	.374	.100	.099	.906	.092	.558	.374	.677	.909	.000		.558	.374	.000	.810	.000	.810
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir1 5	Pearson	.055	.063	1.000**	.176	.219*	.143	.008	.316**	1.000**	.176	.063	.165	-.033	-.065	1	.176	.362**	.105	.362**	.105
	Correlation																				
	Sig. (2-tailed)	.622	.573	.000	.111	.047	.198	.941	.004	.000	.111	.569	.137	.770	.558		.111	.001	.346	.001	.346
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir1 6	Pearson	.091	.279*	.176	1.000**	.260*	.243*	.020	.032	.176	1.000**	.145	-.062	-.056	-.099	.176	1	.120	.268*	.120	.268*
	Correlation																				
	Sig. (2-tailed)	.411	.011	.111	.000	.018	.027	.859	.773	.111	.000	.190	.579	.618	.374	.111		.280	.014	.280	.014

	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
7	butir1 Pearson Correlation	.137	-.139	.362**	.120	.235*	.109	.244*	-.078	.362**	.120	.082	.354**	-.318**	-.397**	.362**	.120	1	.402**	1.000**	.402**
	Sig. (2-tailed)	.217	.210	.001	.280	.033	.325	.026	.483	.001	.280	.461	.001	.003	.000	.001	.280		.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
8	butir1 Pearson Correlation	.074	.070	.105	.268*	.126	.180	.113	.111	.105	.268*	.071	.216*	.028	-.027	.105	.268*	.402**	1	.402**	1.000**
	Sig. (2-tailed)	.506	.528	.346	.014	.258	.103	.308	.319	.346	.014	.523	.049	.801	.810	.346	.014	.000		.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
9	butir1 Pearson Correlation	.137	-.139	.362**	.120	.235*	.109	.244*	-.078	.362**	.120	.082	.354**	-.318**	-.397**	.362**	.120	1.000**	.402**	1	.402**
	Sig. (2-tailed)	.217	.210	.001	.280	.033	.325	.026	.483	.001	.280	.461	.001	.003	.000	.001	.280	.000	.000		.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
0	butir2 Pearson Correlation	.074	.070	.105	.268*	.126	.180	.113	.111	.105	.268*	.071	.216*	.028	-.027	.105	.268*	.402**	1.000**	.402**	1
	Sig. (2-tailed)	.506	.528	.346	.014	.258	.103	.308	.319	.346	.014	.523	.049	.801	.810	.346	.014	.000	.000	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
1	butir2 Pearson Correlation	.137	-.139	.362**	.120	.235*	.109	.244*	-.078	.362**	.120	.082	.354**	-.318**	-.397**	.362**	.120	1.000**	.402**	1.000**	.402**
	Sig. (2-tailed)	.217	.210	.001	.280	.033	.325	.026	.483	.001	.280	.461	.001	.003	.000	.001	.280	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
2	butir2 Pearson Correlation	.074	.070	.105	.268*	.126	.180	.113	.111	.105	.268*	.071	.216*	.028	-.027	.105	.268*	.402**	1.000**	.402**	1.000**

	Sig. (2-tailed)	.506	.528	.346	.014	.258	.103	.308	.319	.346	.014	.523	.049	.801	.810	.346	.014	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
3	butir2 Pearson Correlation	.222*	.325**	-.050	.094	-.074	.093	.247*	.250*	-.050	.094	.146	.164	.272*	.304**	-.050	.094	-.027	.211	-.027	.211
	Sig. (2-tailed)	.044	.003	.654	.397	.506	.405	.024	.023	.654	.397	.187	.139	.013	.005	.654	.397	.808	.055	.808	.055
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
4	butir2 Pearson Correlation	.367**	.118	.028	.008	.135	.248*	.415**	-.108	.028	.008	.259*	.403**	-.001	.064	.028	.008	.278*	.277*	.278*	.277*
	Sig. (2-tailed)	.001	.287	.801	.945	.225	.024	.000	.331	.801	.945	.018	.000	.993	.566	.801	.945	.011	.011	.011	.011
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
5	butir2 Pearson Correlation	.588**	.140	.008	.020	.153	.336**	1.000**	.173	.008	.020	.524**	.469**	.057	-.013	.008	.020	.244*	.113	.244*	.113
	Sig. (2-tailed)	.000	.207	.941	.859	.167	.002	.000	.119	.941	.859	.000	.000	.607	.906	.941	.859	.026	.308	.026	.308
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
6	butir2 Pearson Correlation	.186	.017	.316**	.032	.169	.166	.173	1.000**	.316**	-.032	-.005	.070	.287**	.186	.316**	.032	-.078	.111	-.078	.111
	Sig. (2-tailed)	.093	.881	.004	.773	.126	.134	.119	.000	.004	.773	.964	.528	.009	.092	.004	.773	.483	.319	.483	.319
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
7	butir2 Pearson Correlation	1.000**	.209	.055	.091	.016	.030	.588**	.186	.055	.091	.467**	.328**	.186	.152	.055	.091	.137	.074	.137	.074
	Sig. (2-tailed)	.000	.058	.622	.411	.884	.789	.000	.093	.622	.411	.000	.002	.093	.170	.622	.411	.217	.506	.217	.506
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

butir2 8	Pearson	.209	1.000**	.063	.279*	.078	.122	.140	.017	.063	.279*	.176	.012	.220*	.198	.063	.279*	-.139	.070	-.139	.070
	Correlation																				
	Sig. (2-tailed)	.058	.000	.573	.011	.485	.272	.207	.881	.573	.011	.111	.913	.045	.073	.573	.011	.210	.528	.210	.528
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir2 9	Pearson	-.009	-.136	.277*	.128	.269*	.087	.282**	-.077	.277*	.128	.118	.326**	-.241*	-.402**	.277*	.128	.685**	.235*	.685**	.235*
	Correlation																				
	Sig. (2-tailed)	.934	.221	.011	.247	.014	.435	.010	.490	.011	.247	.288	.003	.028	.000	.011	.247	.000	.032	.000	.032
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir3 0	Pearson	.204	.030	.280*	.158	.132	.380**	.313**	.139	.280*	.158	.266*	.378**	-.031	.098	.280*	.158	.089	.187	.089	.187
	Correlation																				
	Sig. (2-tailed)	.065	.787	.010	.152	.234	.000	.004	.209	.010	.152	.015	.000	.783	.377	.010	.152	.421	.091	.421	.091
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir3 1	Pearson	.055	.063	1.000**	.176	.219*	.143	.008	.316**	1.000**	.176	.063	.165	-.033	-.065	1.000**	.176	.362**	.105	.362**	.105
	Correlation																				
	Sig. (2-tailed)	.622	.573	.000	.111	.047	.198	.941	.004	.000	.111	.569	.137	.770	.558	.000	.111	.001	.346	.001	.346
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir3 2	Pearson	.091	.279*	.176	1.000**	.260*	.243*	.020	.032	.176	1.000**	.145	-.062	-.056	-.099	.176	1.000**	.120	.268*	.120	.268*
	Correlation																				
	Sig. (2-tailed)	.411	.011	.111	.000	.018	.027	.859	.773	.111	.000	.190	.579	.618	.374	.111	.000	.280	.014	.280	.014
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir3 3	Pearson	.207	.088	.393**	.183	.198	.162	.388**	.076	.393**	.183	.203	.404**	-.150	-.154	.393**	.183	.697**	.306**	.697**	.306**
	Sig. (2-tailed)	.061	.430	.000	.099	.073	.143	.000	.494	.000	.099	.066	.000	.177	.165	.000	.099	.000	.005	.000	.005

	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
4	butir3 Pearson Correlation	.280*	.202	.225*	.371**	.274*	.264*	.313**	.017	.225*	.371**	.191	.339**	-.096	-.017	.225*	.371**	.426**	.401**	.426**	.401**
	Sig. (2-tailed)	.010	.067	.040	.001	.012	.016	.004	.882	.040	.001	.083	.002	.390	.882	.040	.001	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
5	butir3 Pearson Correlation	.606**	.154	.051	.117	-.012	.081	.635**	.134	.051	.117	.501**	.516**	.104	.051	.051	.117	.345**	.347**	.345**	.347**
	Sig. (2-tailed)	.000	.165	.650	.292	.915	.466	.000	.227	.650	.292	.000	.000	.349	.649	.650	.292	.001	.001	.001	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
6	butir3 Pearson Correlation	.445**	.177	.067	.080	-.016	.073	.427**	.224*	.067	.080	.424**	.343**	.072	.014	.067	.080	.119	.137	.119	.137
	Sig. (2-tailed)	.000	.109	.545	.470	.883	.515	.000	.042	.545	.470	.000	.002	.515	.897	.545	.470	.285	.218	.285	.218
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
7	butir3 Pearson Correlation	.595**	.110	-.079	.141	.109	.248*	.525**	.034	-.079	.141	.426**	.359**	.095	-.020	-.079	.141	.360**	.336**	.360**	.336**
	Sig. (2-tailed)	.000	.321	.480	.204	.325	.024	.000	.764	.480	.204	.000	.001	.393	.857	.480	.204	.001	.002	.001	.002
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
8	butir3 Pearson Correlation	.562**	.144	.226*	.105	.009	.075	.467**	.055	.226*	.105	.442**	.405**	.074	.108	.226*	.105	.326**	.147	.326**	.147
	Sig. (2-tailed)	.000	.194	.040	.346	.934	.503	.000	.620	.040	.346	.000	.000	.506	.329	.040	.346	.003	.185	.003	.185
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
9	butir3 Pearson Correlation	.222*	.325**	-.050	.094	-.074	.093	.247*	.250*	-.050	.094	.146	.164	.272*	.304**	-.050	.094	-.027	.211	-.027	.211

	Sig. (2-tailed)	.044	.003	.654	.397	.506	.405	.024	.023	.654	.397	.187	.139	.013	.005	.654	.397	.808	.055	.808	.055
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir40	Pearson Correlation	.367**	.118	.028	.008	.135	.248*	.415**	-.108	.028	.008	.259*	.403**	-.001	.064	.028	.008	.278*	.277*	.278*	.277*
	Sig. (2-tailed)	.001	.287	.801	.945	.225	.024	.000	.331	.801	.945	.018	.000	.993	.566	.801	.945	.011	.011	.011	.011
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
skortotal	Pearson Correlation	.594**	.312**	.453**	.399**	.310**	.363**	.635**	.342**	.453**	.399**	.486**	.535**	.149	.071	.453**	.399**	.529**	.511**	.529**	.511**
	Sig. (2-tailed)	.000	.004	.000	.000	.004	.001	.000	.002	.000	.000	.000	.000	.180	.526	.000	.000	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

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

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

b.

Correlations

	butir21	butir22	butir23	butir24	butir25	butir26	butir27	butir28	butir29	butir30	butir31	butir32	butir33	butir34	butir35	butir36	butir37	butir38	butir39	
butir1	Pearson Correlation	.137	.074	.222*	.367**	.588**	.186	1.000**	.209	-.009	.204	.055	.091	.207	.280*	.606**	.445**	.595**	.562**	.222*
	Sig. (2-tailed)	.217	.506	.044	.001	.000	.093	.000	.058	.934	.065	.622	.411	.061	.010	.000	.000	.000	.000	.044
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir2	Pearson Correlation	-.139	.070	.325**	.118	.140	.017	.209	1.000**	-.136	.030	.063	.279*	.088	.202	.154	.177	.110	.144	.325**
	Sig. (2-tailed)	.210	.528	.003	.287	.207	.881	.058	.000	.221	.787	.573	.011	.430	.067	.165	.109	.321	.194	.003
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

butir3	Pearson Correlation	.362**	.105	-.050	.028	.008	.316**	.055	.063	.277*	.280*	1.000**	.176	.393**	.225*	.051	.067	-.079	.226*	-.050
	Sig. (2-tailed)	.001	.346	.654	.801	.941	.004	.622	.573	.011	.010	.000	.111	.000	.040	.650	.545	.480	.040	.654
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir4	Pearson Correlation	.120	.268*	.094	.008	.020	.032	.091	.279*	.128	.158	.176	1.000**	.183	.371**	.117	.080	.141	.105	.094
	Sig. (2-tailed)	.280	.014	.397	.945	.859	.773	.411	.011	.247	.152	.111	.000	.099	.001	.292	.470	.204	.346	.397
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir5	Pearson Correlation	.235*	.126	-.074	.135	.153	.169	.016	.078	.269*	.132	.219*	.260*	.198	.274*	-.012	-.016	.109	.009	-.074
	Sig. (2-tailed)	.033	.258	.506	.225	.167	.126	.884	.485	.014	.234	.047	.018	.073	.012	.915	.883	.325	.934	.506
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir6	Pearson Correlation	.109	.180	.093	.248*	.336**	.166	.030	.122	.087	.380**	.143	.243*	.162	.264*	.081	.073	.248*	.075	.093
	Sig. (2-tailed)	.325	.103	.405	.024	.002	.134	.789	.272	.435	.000	.198	.027	.143	.016	.466	.515	.024	.503	.405
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir7	Pearson Correlation	.244*	.113	.247*	.415**	1.000**	.173	.588**	.140	.282**	.313**	.008	.020	.388**	.313**	.635**	.427**	.525**	.467**	.247*
	Sig. (2-tailed)	.026	.308	.024	.000	.000	.119	.000	.207	.010	.004	.941	.859	.000	.004	.000	.000	.000	.000	.024
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir8	Pearson Correlation	-.078	.111	.250*	-.108	.173	1.000**	.186	.017	-.077	.139	.316**	.032	.076	.017	.134	.224*	.034	.055	.250*
	Sig. (2-tailed)	.483	.319	.023	.331	.119	.000	.093	.881	.490	.209	.004	.773	.494	.882	.227	.042	.764	.620	.023

N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir9 Pearson Correlation	.362**	.105	-.050	.028	.008	.316**	.055	.063	.277*	.280*	1.000**	.176	.393**	.225*	.051	.067	-.079	.226*	-.050
Sig. (2-tailed)	.001	.346	.654	.801	.941	.004	.622	.573	.011	.010	.000	.111	.000	.040	.650	.545	.480	.040	.654
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir10 Pearson Correlation	.120	.268*	.094	.008	.020	.032	.091	.279*	.128	.158	.176	1.000**	.183	.371**	.117	.080	.141	.105	.094
Sig. (2-tailed)	.280	.014	.397	.945	.859	.773	.411	.011	.247	.152	.111	.000	.099	.001	.292	.470	.204	.346	.397
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir11 Pearson Correlation	.082	.071	.146	.259*	.524**	-.005	.467**	.176	.118	.266*	.063	.145	.203	.191	.501**	.424**	.426**	.442**	.146
Sig. (2-tailed)	.461	.523	.187	.018	.000	.964	.000	.111	.288	.015	.569	.190	.066	.083	.000	.000	.000	.000	.187
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir12 Pearson Correlation	.354**	.216*	.164	.403**	.469**	.070	.328**	.012	.326**	.378**	.165	-.062	.404**	.339**	.516**	.343**	.359**	.405**	.164
Sig. (2-tailed)	.001	.049	.139	.000	.000	.528	.002	.913	.003	.000	.137	.579	.000	.002	.000	.002	.001	.000	.139
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir13 Pearson Correlation	-.318**	.028	.272*	-.001	.057	.287**	.186	.220*	-.241*	-.031	-.033	-.056	-.150	-.096	.104	.072	.095	.074	.272*
Sig. (2-tailed)	.003	.801	.013	.993	.607	.009	.093	.045	.028	.783	.770	.618	.177	.390	.349	.515	.393	.506	.013
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir14 Pearson Correlation	-.397**	-.027	.304**	.064	-.013	.186	.152	.198	-.402**	.098	-.065	-.099	-.154	-.017	.051	.014	-.020	.108	.304**

Sig. (2-tailed)	.000	.810	.005	.566	.906	.092	.170	.073	.000	.377	.558	.374	.165	.882	.649	.897	.857	.329	.005
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir15 Pearson Correlation	.362**	.105	-.050	.028	.008	.316**	.055	.063	.277*	.280*	1.000**	.176	.393**	.225*	.051	.067	-.079	.226*	-.050
Sig. (2-tailed)	.001	.346	.654	.801	.941	.004	.622	.573	.011	.010	.000	.111	.000	.040	.650	.545	.480	.040	.654
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir16 Pearson Correlation	.120	.268*	.094	.008	.020	.032	.091	.279*	.128	.158	.176	1.000**	.183	.371**	.117	.080	.141	.105	.094
Sig. (2-tailed)	.280	.014	.397	.945	.859	.773	.411	.011	.247	.152	.111	.000	.099	.001	.292	.470	.204	.346	.397
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir17 Pearson Correlation	1.000**	.402**	-.027	.278*	.244*	-.078	.137	-.139	.685**	.089	.362**	.120	.697**	.426**	.345**	.119	.360**	.326**	-.027
Sig. (2-tailed)	.000	.000	.808	.011	.026	.483	.217	.210	.000	.421	.001	.280	.000	.000	.001	.285	.001	.003	.808
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir18 Pearson Correlation	.402**	1.000**	.211	.277*	.113	.111	.074	.070	.235*	.187	.105	.268*	.306**	.401**	.347**	.137	.336**	.147	.211
Sig. (2-tailed)	.000	.000	.055	.011	.308	.319	.506	.528	.032	.091	.346	.014	.005	.000	.001	.218	.002	.185	.055
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir19 Pearson Correlation	1.000**	.402**	-.027	.278*	.244*	-.078	.137	-.139	.685**	.089	.362**	.120	.697**	.426**	.345**	.119	.360**	.326**	-.027
Sig. (2-tailed)	.000	.000	.808	.011	.026	.483	.217	.210	.000	.421	.001	.280	.000	.000	.001	.285	.001	.003	.808
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

butir20	Pearson Correlation	.402**	1.000**	.211	.277*	.113	.111	.074	.070	.235*	.187	.105	.268*	.306**	.401**	.347**	.137	.336**	.147	.211
	Sig. (2-tailed)	.000	.000	.055	.011	.308	.319	.506	.528	.032	.091	.346	.014	.005	.000	.001	.218	.002	.185	.055
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir21	Pearson Correlation	1	.402**	-.027	.278*	.244*	-.078	.137	-.139	.685**	.089	.362**	.120	.697**	.426**	.345**	.119	.360**	.326**	-.027
	Sig. (2-tailed)		.000	.808	.011	.026	.483	.217	.210	.000	.421	.001	.280	.000	.000	.001	.285	.001	.003	.808
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir22	Pearson Correlation	.402**	1	.211	.277*	.113	.111	.074	.070	.235*	.187	.105	.268*	.306**	.401**	.347**	.137	.336**	.147	.211
	Sig. (2-tailed)	.000		.055	.011	.308	.319	.506	.528	.032	.091	.346	.014	.005	.000	.001	.218	.002	.185	.055
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir23	Pearson Correlation	-.027	.211	1	.095	.247*	.250*	.222*	.325**	-.183	.150	-.050	.094	.171	.184	.360**	.298**	.323**	.241*	1.000**
	Sig. (2-tailed)	.808	.055		.391	.024	.023	.044	.003	.097	.175	.654	.397	.122	.096	.001	.006	.003	.028	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir24	Pearson Correlation	.278*	.277*	.095	1	.415**	-.108	.367**	.118	.206	.214	.028	.008	.358**	.349**	.399**	.292**	.361**	.308**	.095
	Sig. (2-tailed)	.011	.011	.391		.000	.331	.001	.287	.061	.052	.801	.945	.001	.001	.000	.007	.001	.005	.391
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir25	Pearson Correlation	.244*	.113	.247*	.415**	1	.173	.588**	.140	.282**	.313**	.008	.020	.388**	.313**	.635**	.427**	.525**	.467**	.247*
	Sig. (2-tailed)	.026	.308	.024	.000		.119	.000	.207	.010	.004	.941	.859	.000	.004	.000	.000	.000	.000	.024

N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir26 Pearson Correlation	-.078	.111	.250*	-.108	.173	1	.186	.017	-.077	.139	.316**	.032	.076	.017	.134	.224*	.034	.055	.250*
Sig. (2-tailed)	.483	.319	.023	.331	.119		.093	.881	.490	.209	.004	.773	.494	.882	.227	.042	.764	.620	.023
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir27 Pearson Correlation	.137	.074	.222*	.367**	.588**	.186	1	.209	-.009	.204	.055	.091	.207	.280*	.606**	.445**	.595**	.562**	.222*
Sig. (2-tailed)	.217	.506	.044	.001	.000	.093		.058	.934	.065	.622	.411	.061	.010	.000	.000	.000	.000	.044
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir28 Pearson Correlation	-.139	.070	.325**	.118	.140	.017	.209	1	-.136	.030	.063	.279*	.088	.202	.154	.177	.110	.144	.325**
Sig. (2-tailed)	.210	.528	.003	.287	.207	.881	.058		.221	.787	.573	.011	.430	.067	.165	.109	.321	.194	.003
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir29 Pearson Correlation	.685**	.235*	-.183	.206	.282**	-.077	-.009	-.136	1	.237*	.277*	.128	.650**	.313**	.235*	.096	.324**	.247*	-.183
Sig. (2-tailed)	.000	.032	.097	.061	.010	.490	.934	.221		.031	.011	.247	.000	.004	.033	.388	.003	.025	.097
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir30 Pearson Correlation	.089	.187	.150	.214	.313**	.139	.204	.030	.237*	1	.280*	.158	.298**	.309**	.266*	.289**	.229*	.339**	.150
Sig. (2-tailed)	.421	.091	.175	.052	.004	.209	.065	.787	.031		.010	.152	.006	.005	.015	.008	.037	.002	.175
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir31 Pearson Correlation	.362**	.105	-.050	.028	.008	.316**	.055	.063	.277*	.280*	1	.176	.393**	.225*	.051	.067	-.079	.226*	-.050

Sig. (2-tailed)	.001	.346	.654	.801	.941	.004	.622	.573	.011	.010		.111	.000	.040	.650	.545	.480	.040	.654
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir32 Pearson Correlation	.120	.268*	.094	.008	.020	.032	.091	.279*	.128	.158	.176	1	.183	.371**	.117	.080	.141	.105	.094
Sig. (2-tailed)	.280	.014	.397	.945	.859	.773	.411	.011	.247	.152	.111		.099	.001	.292	.470	.204	.346	.397
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir33 Pearson Correlation	.697**	.306**	.171	.358**	.388**	.076	.207	.088	.650**	.298**	.393**	.183	1	.575**	.437**	.238*	.372**	.426**	.171
Sig. (2-tailed)	.000	.005	.122	.001	.000	.494	.061	.430	.000	.006	.000	.099		.000	.000	.030	.001	.000	.122
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir34 Pearson Correlation	.426**	.401**	.184	.349**	.313**	.017	.280*	.202	.313**	.309**	.225*	.371**	.575**	1	.377**	.149	.409**	.252*	.184
Sig. (2-tailed)	.000	.000	.096	.001	.004	.882	.010	.067	.004	.005	.040	.001	.000		.000	.179	.000	.022	.096
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir35 Pearson Correlation	.345**	.347**	.360**	.399**	.635**	.134	.606**	.154	.235*	.266*	.051	.117	.437**	.377**	1	.549**	.654**	.514**	.360**
Sig. (2-tailed)	.001	.001	.001	.000	.000	.227	.000	.165	.033	.015	.650	.292	.000	.000		.000	.000	.000	.001
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir36 Pearson Correlation	.119	.137	.298**	.292**	.427**	.224*	.445**	.177	.096	.289**	.067	.080	.238*	.149	.549**	1	.366**	.548**	.298**
Sig. (2-tailed)	.285	.218	.006	.007	.000	.042	.000	.109	.388	.008	.545	.470	.030	.179	.000		.001	.000	.006
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

butir37	Pearson Correlation	.360**	.336**	.323**	.361**	.525**	.034	.595**	.110	.324**	.229*	-.079	.141	.372**	.409**	.654**	.366**	1	.522**	.323**
	Sig. (2-tailed)	.001	.002	.003	.001	.000	.764	.000	.321	.003	.037	.480	.204	.001	.000	.000	.001		.000	.003
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir38	Pearson Correlation	.326**	.147	.241*	.308**	.467**	.055	.562**	.144	.247*	.339**	.226*	.105	.426**	.252*	.514**	.548**	.522**	1	.241*
	Sig. (2-tailed)	.003	.185	.028	.005	.000	.620	.000	.194	.025	.002	.040	.346	.000	.022	.000	.000	.000		.028
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir39	Pearson Correlation	-.027	.211	1.000**	.095	.247*	.250*	.222*	.325**	-.183	.150	-.050	.094	.171	.184	.360**	.298**	.323**	.241*	1
	Sig. (2-tailed)	.808	.055	.000	.391	.024	.023	.044	.003	.097	.175	.654	.397	.122	.096	.001	.006	.003	.028	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir40	Pearson Correlation	.278*	.277*	.095	1.000**	.415**	-.108	.367**	.118	.206	.214	.028	.008	.358**	.349**	.399**	.292**	.361**	.308**	.095
	Sig. (2-tailed)	.011	.011	.391	.000	.000	.331	.001	.287	.061	.052	.801	.945	.001	.001	.000	.007	.001	.005	.391
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
skortotal	Pearson Correlation	.529**	.511**	.419**	.505**	.635**	.342**	.594**	.312**	.405**	.467**	.453**	.399**	.665**	.614**	.703**	.519**	.628**	.622**	.419**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.000	.004	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

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

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

Correlations

		butir40	skortotal
butir1	Pearson Correlation	.367**	.594**
	Sig. (2-tailed)	.001	.000
	N	83	83
butir2	Pearson Correlation	.118	.312**
	Sig. (2-tailed)	.287	.004
	N	83	83
butir3	Pearson Correlation	.028	.453**
	Sig. (2-tailed)	.801	.000
	N	83	83
butir4	Pearson Correlation	.008	.399**
	Sig. (2-tailed)	.945	.000
	N	83	83
butir5	Pearson Correlation	.135	.310**
	Sig. (2-tailed)	.225	.004
	N	83	83
butir6	Pearson Correlation	.248*	.363**
	Sig. (2-tailed)	.024	.001
	N	83	83
butir7	Pearson Correlation	.415**	.635**
	Sig. (2-tailed)	.000	.000
	N	83	83
butir8	Pearson Correlation	-.108	.342**
	Sig. (2-tailed)	.331	.002
	N	83	83
butir9	Pearson Correlation	.028	.453**
	Sig. (2-tailed)	.801	.000
	N	83	83
butir10	Pearson Correlation	.008	.399**
	Sig. (2-tailed)	.945	.000
	N	83	83
butir11	Pearson Correlation	.259*	.486**
	Sig. (2-tailed)	.018	.000

	N	83	83
butir12	Pearson Correlation	.403**	.535**
	Sig. (2-tailed)	.000	.000
	N	83	83
butir13	Pearson Correlation	-.001	.149
	Sig. (2-tailed)	.993	.180
	N	83	83
butir14	Pearson Correlation	.064	.071
	Sig. (2-tailed)	.566	.526
	N	83	83
butir15	Pearson Correlation	.028	.453**
	Sig. (2-tailed)	.801	.000
	N	83	83
butir16	Pearson Correlation	.008	.399**
	Sig. (2-tailed)	.945	.000
	N	83	83
butir17	Pearson Correlation	.278*	.529**
	Sig. (2-tailed)	.011	.000
	N	83	83
butir18	Pearson Correlation	.277*	.511**
	Sig. (2-tailed)	.011	.000
	N	83	83
butir19	Pearson Correlation	.278*	.529**
	Sig. (2-tailed)	.011	.000
	N	83	83
butir20	Pearson Correlation	.277*	.511**
	Sig. (2-tailed)	.011	.000
	N	83	83
butir21	Pearson Correlation	.278*	.529**
	Sig. (2-tailed)	.011	.000
	N	83	83
butir22	Pearson Correlation	.277*	.511**
	Sig. (2-tailed)	.011	.000
	N	83	83

butir23	Pearson Correlation	.095	.419**
	Sig. (2-tailed)	.391	.000
	N	83	83
butir24	Pearson Correlation	1.000**	.505**
	Sig. (2-tailed)	.000	.000
	N	83	83
butir25	Pearson Correlation	.415**	.635**
	Sig. (2-tailed)	.000	.000
	N	83	83
butir26	Pearson Correlation	-.108	.342**
	Sig. (2-tailed)	.331	.002
	N	83	83
butir27	Pearson Correlation	.367**	.594**
	Sig. (2-tailed)	.001	.000
	N	83	83
butir28	Pearson Correlation	.118	.312**
	Sig. (2-tailed)	.287	.004
	N	83	83
butir29	Pearson Correlation	.206	.405**
	Sig. (2-tailed)	.061	.000
	N	83	83
butir30	Pearson Correlation	.214	.467**
	Sig. (2-tailed)	.052	.000
	N	83	83
butir31	Pearson Correlation	.028	.453**
	Sig. (2-tailed)	.801	.000
	N	83	83
butir32	Pearson Correlation	.008	.399**
	Sig. (2-tailed)	.945	.000
	N	83	83
butir33	Pearson Correlation	.358**	.665**
	Sig. (2-tailed)	.001	.000
	N	83	83
butir34	Pearson Correlation	.349**	.614**

	Sig. (2-tailed)	.001	.000
	N	83	83
butir35	Pearson Correlation	.399**	.703**
	Sig. (2-tailed)	.000	.000
	N	83	83
butir36	Pearson Correlation	.292**	.519**
	Sig. (2-tailed)	.007	.000
	N	83	83
butir37	Pearson Correlation	.361**	.628**
	Sig. (2-tailed)	.001	.000
	N	83	83
butir38	Pearson Correlation	.308**	.622**
	Sig. (2-tailed)	.005	.000
	N	83	83
butir39	Pearson Correlation	.095	.419**
	Sig. (2-tailed)	.391	.000
	N	83	83
butir40	Pearson Correlation	1	.505**
	Sig. (2-tailed)		.000
	N	83	83
skortotal	Pearson Correlation	.505**	1
	Sig. (2-tailed)	.000	
	N	83	83

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

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

b. Analisis Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	83	100.0
	Excluded ^a	0	.0
	Total	83	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.906	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
butir1	125.69	459.803	.554	.902
butir2	125.67	481.637	.277	.906
butir3	125.37	471.408	.412	.904
butir4	126.11	477.147	.363	.905
butir5	125.73	476.978	.257	.906
butir6	126.17	478.239	.324	.905
butir7	126.07	457.165	.597	.901
butir8	125.94	473.618	.285	.906
butir9	125.37	471.408	.412	.904
butir10	126.11	477.147	.363	.905
butir11	125.63	461.432	.430	.904
butir12	125.71	464.525	.493	.903
butir13	126.45	485.299	.084	.909
butir14	126.57	490.322	.008	.910
butir15	125.37	471.408	.412	.904
butir16	126.11	477.147	.363	.905
butir17	125.61	465.093	.487	.903
butir18	126.10	471.600	.477	.904

butir19	125.61	465.093	.487	.903
butir20	126.10	471.600	.477	.904
butir21	125.61	465.093	.487	.903
butir22	126.10	471.600	.477	.904
butir23	126.45	469.031	.366	.905
butir24	125.82	465.565	.460	.903
butir25	126.07	457.165	.597	.901
butir26	125.94	473.618	.285	.906
butir27	125.69	459.803	.554	.902
butir28	125.67	481.637	.277	.906
butir29	125.35	473.523	.361	.905
butir30	125.83	473.581	.432	.904
butir31	125.37	471.408	.412	.904
butir32	126.11	477.147	.363	.905
butir33	125.35	459.791	.635	.901
butir34	126.07	465.019	.582	.902
butir35	125.98	451.682	.670	.900
butir36	125.39	464.167	.474	.903
butir37	125.90	456.917	.589	.902
butir38	125.36	462.502	.589	.902
butir39	126.45	469.031	.366	.905
butir40	125.82	465.565	.460	.903

Lampiran 6. Analisis Validitas & Reliabilitas Skala Kepuasan Kerja

a. Analisis Validitas (Daya Beda Aitem)

Correlations

	butir 1	butir 2	butir 3	butir 4	butir 5	butir 6	butir 7	butir 8	butir 9	butir 10	butir 11	butir 12	butir 13	butir 14	butir 15	butir 16	butir 17	butir 18	butir 19	butir 20	butir 21	butir 22	butir 23	butir 24	butir 25	butir 26	butir 27	butir 28
butir 1 Pearson Correlation	1	-.305**	.084	.067	.101	-.052	.015	-.174	-.061	.079	.069	.1369	-.189	-.039	-.018	.192	-.078	.183	-.021	-.117	-.066	.132	.202	.081	-.018	-.294**	.072	.158
Sig. (2-tailed)		.005	.448	.548	.365	.638	.889	.116	.583	.480	.534	.222	.087	.729	.874	.083	.484	.097	.852	.292	.555	.234	.068	.468	.875	.007	.515	.154
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 2 Pearson Correlation	-.305**	1	.215	.058	.088	.070	-.088	.151	.198	.163	.125	-.018	.144	.168	.123	-.189	.295**	-.069	.049	.245*	-.062	.102	.017	.134	.100	.269*	-.019	-.013
Sig. (2-tailed)	.005		.051	.601	.431	.531	.428	.172	.073	.141	.260	.874	.195	.130	.268	.087	.007	.538	.662	.026	.581	.360	.879	.227	.368	.014	.861	.909
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 3 Pearson Correlation	.084	.215	1	.472**	.271*	.374**	-.004	.157	.239*	.378**	.351**	.308**	.345**	.291**	.124	.098	.247*	.324**	.213	.149	-.215	.151	.178	.221*	.030	.032	.201	-.031
Sig. (2-tailed)				.001	.011	.001	.961	.116	.021	.001	.001	.001	.001	.001	.124	.124	.021	.001	.124	.149	.001	.151	.178	.001	.030	.032	.201	.031
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.448	.051		.000	.013	.000	.968	.156	.030	.000	.001	.005	.001	.008	.265	.380	.024	.003	.054	.180	.051	.173	.108	.045	.789	.775	.069	.784	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 4	Pearson Correlation	.067	.058	.472**	1	.123	.347**	.012	.144	.127	.141	.444**	.068	.291**	.201	.109	.074	.206	.232*	.276*	.161	-.017	.406**	.133	.080	.091	.021	.049	.154	
	Sig. (2-tailed)	.548	.601	.000		.267	.001	.915	.193	.252	.203	.000	.540	.008	.068	.328	.504	.061	.035	.011	.147	.880	.000	.229	.474	.413	.849	.661	.165	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 5	Pearson Correlation	.101	.088	.271*	.123	1	.247*	.116	.300**	.441**	.171	.378**	.352**	.110	.108	.038	.092	.424**	.487**	.167	.429**	-.218*	.097	.429**	.630**	.365**	.243*	.343**	.381**	
	Sig. (2-tailed)	.365	.431	.013	.267		.024	.298	.006	.000	.121	.000	.001	.323	.332	.732	.410	.000	.000	.131	.000	.048	.383	.000	.000	.001	.027	.002	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 6	Pearson Correlation	-.052	.070	.374**	.347**	.247*	1	.083	.418**	.318**	.500**	.580**	.246*	.226*	.218*	.202	.143	.493**	.374**	.591**	.372**	-.132	.306**	.323**	.362**	.415**	.081	.429**	.415**	
	Sig. (2-tailed)	.638	.531	.000	.001	.024		.455	.000	.003	.000	.000	.025	.040	.047	.067	.197	.000	.001	.000	.001	.235	.005	.003	.001	.000	.466	.000	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 7	Pearson Correlation	.015	-.088	-.004	.012	.116	.083	1	-.069	.332**	.045	.258*	-.115	-.298**	.043	-.253*	.601**	.118	.119	.063	.161	-.168	.045	.162	.000	.022	-.271*	.236*	.095	
	Sig. (2-tailed)																													
	N																													

	Sig. (2-tailed)	.889	.428	.968	.915	.298	.455		.536	.002	.684	.018	.302	.006	.698	.021	.000	.290	.284	.575	.147	.129	.688	.145	1.000	.840	.013	.032	.392
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 8	Pearson Correlation	-.174	.151	.157	.144	.300**	.418**	-.069	1	.230*	.485**	.424**	-.031	.208	.249*	.110	.026	.408**	.256*	.352**	.529**	-.089	.251*	.206	.388**	.525**	.432**	.306**	.389**
	Sig. (2-tailed)	.116	.172	.156	.193	.006	.000	.536		.036	.000	.000	.778	.059	.023	.321	.816	.000	.020	.001	.000	.424	.022	.062	.000	.000	.000	.005	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 9	Pearson Correlation	-.061	.198	.239*	.127	.441**	.318**	.332**	.230*	1	.252*	.348**	.332**	.111	.165	.000	.223*	.590**	.466**	.359**	.500**	-.434**	.237*	.529**	.533**	.377**	.332**	.479**	.229*
	Sig. (2-tailed)	.583	.073	.030	.252	.000	.003	.002	.036		.021	.001	.002	.318	.136	.996	.043	.000	.000	.001	.000	.000	.031	.000	.000	.000	.002	.000	.037
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 10	Pearson Correlation	.079	.163	.378**	.141	.171	.500**	.045	.485**	.252*	1	.481**	.236*	.270*	.445**	.116	.145	.497**	.352**	.503**	.349**	-.234*	.268*	.362**	.309**	.312**	.170	.339**	.243*
	Sig. (2-tailed)	.480	.141	.000	.203	.121	.000	.684	.000	.021		.000	.031	.014	.000	.297	.191	.000	.001	.000	.001	.033	.014	.001	.005	.004	.124	.002	.027
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 11	Pearson Correlation	.069	.125	.351**	.444**	.378**	.580**	.258*	.424**	.348**	.481**	1	.133	.214	.380**	.108	.301**	.594**	.406**	.660**	.395**	-.176	.395**	.362**	.400**	.377**	.074	.409**	.358**
	Sig. (2-tailed)																												
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.534	.260	.001	.000	.000	.000	.018	.000	.001	.000		.230	.052	.000	.332	.006	.000	.000	.000	.000	.112	.000	.001	.000	.000	.508	.000	.001	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 12	Pearson Correlation	.136	-.018	.308**	.068	.352**	.246*	-.115	-.031	.332**	.236*	.133	1	.038	.261*	.045	.009	.146	.411**	.283**	.049	-.505**	.092	.388**	.293**	.027	.145	.401**	.200	
	Sig. (2-tailed)	.222	.874	.005	.540	.001	.025	.302	.778	.002	.031	.230		.731	.017	.685	.934	.189	.000	.010	.661	.000	.408	.000	.007	.808	.191	.000	.070	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 13	Pearson Correlation	-.189	.144	.345**	.291**	.110	.226*	-.298**	.208	.111	.270*	.214	.038	1	.313**	-.011	-.258*	.279*	.193	.295**	.224*	-.061	.254*	.094	.277*	.290**	.239*	.173	.093	
	Sig. (2-tailed)	.087	.195	.001	.008	.323	.040	.006	.059	.318	.014	.052	.731		.004	.925	.019	.011	.080	.007	.042	.581	.020	.400	.011	.008	.029	.117	.404	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 14	Pearson Correlation	-.039	.168	.291**	.201	.108	.218*	.043	.249*	.165	.445**	.380**	.261*	.313**	1	.117	.080	.190	.280*	.263*	.141	-.609**	.392**	.195	.114	.035	-.019	.248*	.134	
	Sig. (2-tailed)	.729	.130	.008	.068	.332	.047	.698	.023	.136	.000	.000	.017	.004		.292	.473	.085	.010	.016	.203	.000	.000	.077	.304	.756	.863	.024	.228	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 15	Pearson Correlation	-.018	.123	.124	.109	.038	.202	-.253*	.110	.000	.116	.108	.045	-.011	.117	1	-.244*	.047	-.066	.106	.178	-.040	.158	.002	.099	.221*	.208	-.040	.093	
	Sig. (2-tailed)																													
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	

	Sig. (2-tailed)	.874	.268	.265	.328	.732	.067	.021	.321	.996	.297	.332	.685	.925	.292		.026	.671	.556	.339	.108	.720	.153	.985	.375	.044	.060	.717	.405	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 16	Pearson Correlation	.192	-.189	.098	.074	.092	.143	.601**	.026	.223*	.145	.301**	.009	-.258*	.080	-.244*	1	.148	.246*	.107	.065	-.140	-.035	.258*	.070	.111	-.349**	.208	-.002	
	Sig. (2-tailed)	.083	.087	.380	.504	.410	.197	.000	.816	.043	.191	.006	.934	.019	.473	.026		.183	.025	.335	.562	.207	.753	.019	.529	.317	.001	.060	.984	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 17	Pearson Correlation	-.078	.295**	.247*	.206	.424**	.493**	.118	.408**	.590**	.497**	.594**	.146	.279*	.190	.047	.148	1	.239	.538**	.486**	-.148	.146	.350**	.603**	.493**	.282**	.322**	.196	
	Sig. (2-tailed)	.484	.007	.024	.061	.000	.000	.290	.000	.000	.000	.000	.189	.011	.085	.671	.183		.029	.000	.000	.181	.187	.001	.000	.000	.010	.003	.076	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 18	Pearson Correlation	.183	-.069	.324**	.232*	.487**	.374**	.119	.256*	.466**	.352**	.406**	.411**	.193*	.280*	-.066	.246*	.239*	1	.464**	.360**	-.374**	.277*	.630**	.354**	.273*	.016	.514**	.513**	
	Sig. (2-tailed)	.097	.538	.003	.035	.000	.001	.284	.020	.000	.001	.000	.000	.080	.010	.556	.025	.029		.000	.001	.000	.011	.000	.001	.012	.883	.000	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 19	Pearson Correlation	-.021	.049	.213	.276*	.167	.591**	.063	.352**	.359**	.503**	.660**	.283**	.295**	.263*	.106	.107	.538**	.464**	1	.316**	-.179	.369**	.343**	.327**	.286**	.201	.370**	.405**	
	Sig. (2-tailed)																													
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	

	Sig. (2-tailed)	.852	.662	.054	.011	.131	.000	.575	.001	.001	.000	.000	.010	.007	.016	.339	.335	.000	.000		.004	.105	.001	.001	.003	.009	.069	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 20	Pearson Correlation	-.117	.245*	.149	.161	.429**	.372**	.161	.529**	.500**	.349**	.395**	.049	.224*	.141	.178	.065	.486**	.360**	.316**	1	-.080	.214	.343**	.505**	.607**	.353**	.351**	.449**
	Sig. (2-tailed)	.292	.026	.180	.147	.000	.001	.147	.000	.000	.001	.000	.661	.042	.203	.108	.562	.000	.001	.004		.470	.052	.001	.000	.000	.001	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 21	Pearson Correlation	-.066	-.062	-.215	-.017	-.218*	-.132	-.168	-.089	-.434**	-.234*	-.176	-.505**	-.061	-.609**	-.040	-.140	-.148	-.374**	-.179	-.080	1	-.250*	-.392**	-.215	-.007	-.109	-.317**	-.157
	Sig. (2-tailed)	.555	.581	.051	.880	.048	.235	.129	.424	.000	.033	.112	.000	.581	.000	.720	.207	.181	.000	.105	.470		.023	.000	.050	.953	.328	.004	.157
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 22	Pearson Correlation	.132	.102	.151	.406**	.097	.306**	.045	.251*	.237*	.268*	.395**	.092	.254*	.392**	.158	-.035	.146	.277*	.369**	.214	1	-.250*	.200	.288**	.306**	.227*	.276*	.317**
	Sig. (2-tailed)	.234	.360	.173	.000	.383	.005	.688	.022	.031	.014	.000	.408	.020	.000	.153	.753	.187	.011	.001	.052	.023		.070	.008	.005	.039	.012	.003
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 23	Pearson Correlation	.202	.017	.178	.133	.429**	.323**	.162	.206	.529**	.362**	.362**	.388**	.094	.195	.002	.258*	.350**	.630**	.343**	.343**	1	-.392**	.200	.454**	.220*	.053	.454**	.405**
	Sig. (2-tailed)																												

	Sig. (2-tailed)	.068	.879	.108	.229	.000	.003	.145	.062	.000	.001	.001	.000	.400	.077	.985	.019	.001	.000	.001	.001	.000	.070		.000	.046	.635	.000	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 24	Pearson Correlation	.081	.134	.221	.080	.630	.362	.000	.388	.533	.309	.400	.293	.277	.114	.099	.070	.603	.354	.327	.505	-.215	.288	.454	1	.530	.367	.475	.344	
	Sig. (2-tailed)	.468	.227	.045	.474	.000	.001	1.000	.000	.000	.005	.000	.007	.011	.304	.375	.529	.000	.001	.003	.000	.050	.008	.000		.000	.001	.000	.001	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 25	Pearson Correlation	-.018	.100	.030	.091	.365	.415	.022	.525	.377	.312	.377	.027	.290	.035	.221	.111	.493	.273	.286	.607	-.007	.306	.220	.530	1	.233	.376	.390	
	Sig. (2-tailed)	.875	.368	.789	.413	.001	.000	.840	.000	.000	.004	.000	.808	.008	.756	.044	.317	.000	.012	.009	.000	.953	.005	.046	.000		.034	.000	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 26	Pearson Correlation	-.294	.269	.032	.021	.243	.081	-.271	.432	.332	.170	.074	.145	.239	-.019	.208	-.349	.282	.016	.201	.353	-.109	.227	.053	.367	.233	1	.155	.290	
	Sig. (2-tailed)	.007	.014	.775	.849	.027	.466	.013	.000	.002	.124	.508	.191	.029	.863	.060	.001	.010	.883	.069	.001	.328	.039	.635	.001	.034		.163	.008	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 27	Pearson Correlation	.072	-.019	.201	.049	.343	.429	.236	.306	.479	.339	.409	.401	.173	.248	-.040	.208	.322	.514	.370	.351	-.317	.276	.454	.475	.376	.155	1	.487	
	Sig. (2-tailed)																													
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	

	Sig. (2-tailed)	.515	.861	.069	.661	.002	.000	.032	.005	.000	.002	.000	.000	.117	.024	.717	.060	.003	.000	.001	.001	.004	.012	.000	.000	.000	.163		.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 28	Pearson Correlation	.158	-.013	-.031	.154	.381**	.415**	.095	.389**	.229*	.243*	.358**	.200	.093	.134	.093	-.002	.196	.513**	.405**	.449**	-.157	.317**	.405**	.344**	.390**	.290**	.487**	1
	Sig. (2-tailed)	.154	.909	.784	.165	.000	.000	.392	.000	.037	.027	.001	.070	.404	.228	.405	.984	.076	.000	.000	.000	.157	.003	.000	.001	.000	.008	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 29	Pearson Correlation	.003	.128	.426**	.271*	.325**	.443**	.063	.226*	.394**	.522**	.315**	.545**	.298**	.378**	.161	.098	.353**	.425**	.365**	.357**	-.378**	.297**	.436**	.442**	.309**	.217*	.489**	.352**
	Sig. (2-tailed)	.979	.248	.000	.013	.003	.000	.574	.040	.000	.000	.004	.000	.006	.000	.146	.380	.001	.000	.001	.001	.000	.006	.000	.000	.004	.049	.000	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 30	Pearson Correlation	-.121	.211	.303**	.282**	.153	.179	.061	.240*	.287**	.276*	.279*	.348**	.147	.401**	.088	-.030	.093	.360**	.237*	.199	-.472**	.238*	.357**	.118	-.107	.307**	.197**	.314**
	Sig. (2-tailed)	.276	.056	.005	.010	.169	.106	.583	.029	.008	.011	.011	.001	.186	.000	.427	.790	.405	.001	.031	.071	.000	.030	.001	.287	.337	.005	.075	.004
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 31	Pearson Correlation	-.099	.013	.143	.296**	.174	.269*	.023	.304**	.150	.136	.290**	.233*	.183	.435**	.237*	.041	.005	.199	.121	.247*	-.192	.328**	.118	.171	.296**	.208	.407**	.372**
	Sig. (2-tailed)																												
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.374	.908	.199	.007	.116	.014	.837	.005	.175	.220	.008	.034	.098	.000	.031	.711	.964	.071	.277	.024	.082	.003	.289	.122	.007	.059	.000	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 32	Pearson Correlation	.128	.094	.146	.175	.448**	.390**	.047	.429**	.519**	.292**	.444**	.287**	.248*	.188	.032	.104	.554**	.422**	.380**	.515**	-.131	.245*	.485**	.709**	.449**	.297**	.430**	.374**
	Sig. (2-tailed)	.249	.396	.189	.113	.000	.000	.675	.000	.000	.007	.000	.009	.024	.088	.775	.347	.000	.000	.000	.000	.238	.026	.000	.000	.000	.006	.000	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 33	Pearson Correlation	-.043	.207	.093	.057	.430**	.271*	.208	.464**	.662**	.388**	.352**	.246*	.109	.277	-.060	.087	.498**	.482**	.324**	.495**	-.379**	.212	.581**	.454**	.335**	.394**	.441**	.403**
	Sig. (2-tailed)	.702	.061	.402	.611	.000	.013	.060	.000	.000	.000	.001	.025	.327	.011	.587	.436	.000	.000	.003	.000	.000	.054	.000	.000	.002	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 34	Pearson Correlation	-.119	.183	-.013	-.117	.323**	.369**	-.103	.571**	.331**	.289**	.222*	.167*	.181	.090	.174	-.016	.387**	.263*	.357**	.598**	-.120	.185	.270*	.518**	.629**	.512**	.415**	.517**
	Sig. (2-tailed)	.282	.097	.909	.291	.003	.001	.354	.000	.002	.008	.043	.131	.102	.418	.115	.885	.000	.016	.001	.000	.282	.094	.014	.000	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 35	Pearson Correlation	.016	.087	.174	.159	.290**	-.037	-.139	.129	.183	.075	.214	.247*	.162	.082	-.089	-.144	.079	.284**	.095	.148	-.059	.095	.366**	.195	-.076	.143	.188	.094

	Sig. (2-tailed)	.885	.435	.115	.150	.008	.740	.210	.247	.099	.500	.052	.024	.142	.458	.422	.195	.477	.009	.395	.182	.598	.391	.001	.078	.497	.198	.089	.396
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 36	Pearson Correlation	-.056	.171	.068	.177	.226*	.355**	-.280*	.215	.109	.197	.242	.267	.284	.233	.278	-.099	.275	.222	.386	.126	-.134	.217	.143	.253	.235	.304	.328	.362
	Sig. (2-tailed)	.618	.122	.541	.110	.040	.001	.010	.051	.327	.074	.027	.015	.009	.034	.011	.373	.012	.044	.000	.257	.227	.049	.198	.021	.032	.005	.002	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 37	Pearson Correlation	-.007	.042	.341**	.318**	.128	.430**	-.073	.278	.266	.240	.261	.167	.175	.151	.246	-.020	.168	.249	.349	.247	-.126	.351**	.234	.307**	.260	.268	.298	.317
	Sig. (2-tailed)	.947	.706	.002	.003	.247	.000	.513	.011	.015	.029	.017	.132	.114	.173	.025	.855	.130	.023	.001	.024	.257	.001	.033	.005	.018	.014	.006	.003
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 38	Pearson Correlation	-.040	.138	.152	.285**	-.159	.112	-.060	-.118	.000	.222	.121	.090	.210	.240	-.053	-.065	.171	.019	.228	-.059	-.045	.115	.001	.000	-.066	-.005	.077	.032
	Sig. (2-tailed)	.720	.213	.169	.009	.151	.312	.591	.288	.998	.043	.275	.417	.057	.029	.631	.557	.121	.863	.039	.593	.689	.301	.992	1.000	.556	.966	.490	.773
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 39	Pearson Correlation	.096	.119	.123	.065	.401**	.501**	.011	.303	.419	.379	.329	.474	.183	.200	.171	.064	.464	.314	.377	.431	-.290	.221	.373	.632	.569	.206	.536	.438
	Sig. (2-tailed)					.001	.001		.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001

	Sig. (2-tailed)	.387	.283	.267	.559	.000	.000	.919	.005	.000	.000	.002	.000	.097	.070	.123	.568	.000	.004	.000	.000	.008	.045	.001	.000	.000	.062	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 40	Pearson Correlation	-.062	.275*	.047	.020	.299**	.380**	-.086	.534**	.279*	.330**	.285**	.106	.270*	.021	.145	.027	.394**	.264*	.292**	.626**	-.026	.205	.226*	.497**	.657**	.391**	.398**	.451**
	Sig. (2-tailed)	.577	.012	.674	.860	.006	.000	.439	.000	.011	.002	.009	.339	.014	.850	.191	.812	.000	.016	.007	.000	.815	.064	.040	.000	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 41	Pearson Correlation	-.294**	.287**	.090	.256*	.109	.125	-.199	.349**	.043	.160	.146	-.065	.181	.090	.147	-.269*	.162	-.048	.112	.350**	.137	.150	-.119	.023	.305**	.412**	.080	.144
	Sig. (2-tailed)	.007	.009	.420	.019	.328	.261	.072	.001	.698	.148	.188	.557	.102	.418	.183	.014	.144	.666	.311	.001	.218	.175	.285	.840	.005	.000	.469	.193
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 42	Pearson Correlation	.093	.088	.328**	.337**	.228*	.365**	.000	.290**	.237*	.274*	.408**	.090	.356**	.198	.028	.108	.295**	.434**	.407**	.239*	-.075	.481**	.240*	.337**	.399**	.106	.466**	.424**
	Sig. (2-tailed)	.402	.427	.002	.002	.038	.001	1.000	.008	.031	.012	.000	.417	.001	.073	.798	.332	.007	.000	.000	.030	.503	.000	.029	.002	.000	.340	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 43	Pearson Correlation	.073	.165	.128	.031	.479**	.200	-.142	.277*	.449**	.314**	.202	.292**	.135	-.050	-.066	-.076	.400**	.433**	.183	.471**	-.032	.084	.474**	.512**	.275*	.347**	.276*	.336**

	Sig. (2-tailed)	.512	.136	.249	.784	.000	.070	.200	.011	.000	.004	.067	.007	.225	.655	.553	.492	.000	.000	.097	.000	.772	.449	.000	.000	.012	.001	.012	.002
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 44	Pearson Correlation	-.026	.240*	.112	.259*	.319**	.514**	-.015	.494**	.355**	.443**	.448**	.204	.215	.209	.225	-.010	.466**	.283**	.354**	.582**	-.043	.225*	.315**	.504**	.547**	.350**	.363**	.463**
	Sig. (2-tailed)	.816	.029	.314	.018	.003	.000	.896	.000	.001	.000	.000	.064	.051	.058	.041	.929	.000	.010	.001	.000	.701	.041	.004	.000	.000	.001	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 45	Pearson Correlation	.093	.139	.120	.107	.358**	.466**	-.096	.390**	.358**	.420**	.240*	.234*	.188	.021	.146	-.006	.408**	.320**	.340**	.535**	-.103	.254*	.417**	.593**	.547**	.321**	.373**	.467**
	Sig. (2-tailed)	.402	.209	.281	.335	.001	.000	.386	.000	.001	.000	.029	.034	.089	.847	.189	.958	.000	.003	.002	.000	.356	.020	.000	.000	.000	.003	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 46	Pearson Correlation	-.057	.121	.183	.345**	.077	.074	.090	.051	.248*	.207	.214	.290**	.100	.304**	.045	.018	.044	.327**	.255*	-.001	-.345**	.143	.283**	.000	-.201	.196	.297**	.261*
	Sig. (2-tailed)	.611	.278	.098	.001	.487	.505	.419	.647	.024	.060	.053	.008	.369	.005	.686	.873	.695	.003	.020	.991	.001	.196	.009	1.000	.069	.076	.006	.017
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 47	Pearson Correlation	.128	.104	.132	.231*	.228**	.515**	.073	.363**	.357**	.384**	.527**	.345**	.006	.281*	.142	.058	.415**	.299**	.499**	.354**	-.179	.174	.288**	.287**	.256*	.245*	.416**	.499**

	Sig. (2-tailed)	.247	.348	.233	.036	.038	.000	.511	.001	.001	.000	.000	.001	.957	.010	.201	.605	.000	.006	.000	.001	.105	.115	.008	.009	.019	.025	.000	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 48	Pearson Correlation	-.025	.048	-.091	-.010	.335**	.335**	-.006	.606**	.385**	.269*	.281*	.132	.061	.159	.072	.026	.242*	.444**	.312**	.510**	-.224*	.210	.438**	.372**	.455**	.397**	.507**	.602**	
	Sig. (2-tailed)	.822	.668	.414	.925	.002	.002	.956	.000	.000	.014	.010	.233	.585	.151	.520	.814	.027	.000	.004	.000	.042	.057	.000	.001	.000	.000	.000	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 49	Pearson Correlation	-.051	.157	.017	.052	.364**	.224*	.070	.275*	.558**	.230*	.199	.303**	.190	.113	-.023	.140	.395**	.454**	.271*	.322**	-.296**	.197	.604**	.458**	.387**	.273*	.493**	.355**	
	Sig. (2-tailed)	.646	.155	.875	.640	.001	.042	.530	.012	.000	.037	.071	.005	.085	.308	.840	.206	.000	.000	.013	.003	.007	.075	.000	.000	.000	.013	.000	.001	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 50	Pearson Correlation	.121	.152	.296**	.319**	.237*	.208	-.233*	.077	.085	.226*	.244*	.509**	.175	.304**	.198	.013	.211	.311**	.387**	-.024	-.213	.172	.310**	.200	.014	.173	.202	.277*	
	Sig. (2-tailed)	.277	.171	.007	.003	.031	.059	.034	.490	.447	.040	.026	.000	.114	.005	.072	.906	.055	.004	.000	.828	.053	.120	.004	.070	.899	.117	.066	.011	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 51	Pearson Correlation	-.071	-.256*	-.068	.103	.077	.084	.479**	.062	.183	-.018	.160	-.162	-.145	.081	-.232*	.427**	.018	.009	-.033	.224*	-.107	-.027	-.023	-.044	.074	-.129	.069	.043	
	Sig. (2-tailed)																													
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	

	Sig. (2-tailed)	.522	.020	.543	.354	.486	.452	.000	.576	.097	.874	.148	.143	.191	.468	.035	.000	.873	.936	.769	.042	.334	.811	.835	.695	.506	.244	.537	.700
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 52	Pearson Correlation	-.201	.211	.210	.244*	.170	.246*	-.329**	.358**	.061	.185	.092	.228	.298**	.230*	.087	-.231*	.190	.255*	.179	.232*	-.056	.168	.011	.237*	.293**	.309**	.277*	.296**
	Sig. (2-tailed)	.068	.055	.057	.026	.124	.025	.002	.001	.583	.094	.407	.038	.006	.036	.434	.036	.085	.020	.104	.035	.617	.129	.924	.031	.007	.004	.011	.007
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 53	Pearson Correlation	-.125	.189	.065	.058	.365**	.400**	-.342**	.442**	.182	.242	.270	.231*	.248*	.130	.372**	-.267*	.401**	.161	.319**	.468**	-.043	.062	.204	.520**	.434**	.447**	.301**	.349**
	Sig. (2-tailed)	.260	.087	.559	.601	.001	.000	.002	.000	.100	.027	.014	.035	.024	.240	.001	.015	.000	.147	.003	.000	.700	.578	.065	.000	.000	.000	.006	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 54	Pearson Correlation	.177	.180	.182	.127	.441**	.459**	-.038	.372**	.371**	.381**	.371**	.343**	.061	.018	.167	.092	.460**	.443**	.335**	.555**	-.042	.250*	.450**	.539**	.555**	.298**	.489**	.631**
	Sig. (2-tailed)	.110	.103	.100	.253	.000	.000	.733	.001	.001	.000	.001	.001	.581	.871	.130	.410	.000	.000	.002	.000	.705	.023	.000	.000	.000	.006	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
skor total	Pearson Correlation	.023	.248*	.362**	.358**	.571**	.635**	.065	.597**	.623**	.581**	.646**	.419**	.337**	.369**	.182	.129	.643**	.620**	.607**	.679**	-.316**	.434**	.603**	.689**	.609**	.430**	.656**	.640**

Sig. (2-tailed)	.834	.024	.001	.001	.000	.000	.556	.000	.000	.000	.000	.000	.000	.002	.001	.099	.246	.000	.000	.000	.000	.004	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

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

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

b.

Correlations

	butir 29	butir 30	butir 31	butir 32	butir 33	butir 34	butir 35	butir 36	butir 37	butir 38	butir 39	butir 40	butir 41	butir 42	butir 43	butir 44	butir 45	butir 46	butir 47	butir 48	butir 49	butir 50	butir 51	butir 52	butir 53	butir 54	skort otal	
butir 1	Pearson Correlation	.003	-.12	-.09	.128	-.04	-.11	.016	-.05	-.00	-.04	.096	-.06	-.29	.093	.073	-.02	.093	-.05	.128	-.02	-.05	.121	-.07	-.20	-.12	.177	.023
	Sig. (2-tailed)	.979	.276	.374	.249	.702	.282	.885	.618	.947	.720	.387	.577	.007	.402	.512	.816	.402	.611	.247	.822	.646	.277	.522	.068	.260	.110	.834
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 2	Pearson Correlation	.128	.211	.013	.094	.207	.183	.087	.171	.042	.138	.119	.275*	.287*	.088	.165	.240*	.139	.121	.104	.048	.157	.152	-.25	.211	.189	.180	.248*
	Sig. (2-tailed)	.248	.056	.908	.396	.061	.097	.435	.122	.706	.213	.283	.012	.009	.427	.136	.029	.209	.278	.348	.668	.155	.171	.020	.055	.087	.103	.024
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 3	Pearson Correlation	.426*	.303*	.143	.146	.093	-.01	.174	.068	.341*	.152	.123	.047	.090	.328*	.128	.112	.120	.183	.132	-.09	.017	.296*	-.06	.210	.065	.182	.362*
	Sig. (2-tailed)	.000	.001	.104	.111	.172	.963	.074	.468	.000	.138	.123	.468	.138	.000	.138	.123	.138	.123	.138	.123	.138	.123	.138	.123	.138	.123	.138
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.000	.005	.199	.189	.402	.909	.115	.541	.002	.169	.267	.674	.420	.002	.249	.314	.281	.098	.233	.414	.875	.007	.543	.057	.559	.100	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 4	Pearson Correlation	.271*	.282*	.296*	.175	.057	-.117	.159	.177	.318*	.285*	.065	.020	.256*	.337*	.031	.259*	.107	.345*	.231*	-.010	.052	.319*	.103	.244*	.058	.127	.358*
	Sig. (2-tailed)	.013	.010	.007	.113	.611	.291	.150	.110	.003	.009	.559	.860	.019	.002	.784	.018	.335	.001	.036	.925	.640	.003	.354	.026	.601	.253	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 5	Pearson Correlation	.325*	.153	.174	.448*	.430*	.323*	.290*	.226*	.128	-.159	.401*	.299*	.109	.228*	.479*	.319*	.358*	.077	.228*	.335*	.364*	.237*	.077	.170	.365*	.441*	.571*
	Sig. (2-tailed)	.003	.169	.116	.000	.000	.003	.008	.040	.247	.151	.000	.006	.328	.038	.000	.003	.001	.487	.038	.002	.001	.031	.486	.124	.001	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 6	Pearson Correlation	.443*	.179	.269*	.390*	.271*	.369*	-.037	.355*	.430*	.112	.501*	.380*	.125	.365*	.200	.514*	.466*	.074	.515*	.335*	.224*	.208	.084	.246*	.400*	.459*	.635*
	Sig. (2-tailed)	.000	.106	.014	.000	.013	.001	.740	.001	.000	.312	.000	.000	.261	.001	.070	.000	.000	.505	.000	.002	.042	.059	.452	.025	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 7	Pearson Correlation	.063	.061	.023	.047	.208	-.103	-.139	-.280*	-.073	-.060	.011	-.086	-.199	.000	-.142	-.015	-.096	.090	.073	-.006	.070	-.233	.479*	-.329**	-.342**	-.038	.065
	Sig. (2-tailed)																											
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.574	.583	.837	.675	.060	.354	.210	.010	.513	.591	.919	.439	.072	1.000	.200	.896	.386	.419	.511	.956	.530	.034	.000	.002	.002	.733	.556
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 8	Pearson Correlation	.226*	.240*	.304*	.429*	.464*	.571*	.129	.215	.278*	-.118	.303*	.534*	.349*	.290*	.277*	.494*	.390*	.051	.363*	.606*	.275*	.077	.062	.358*	.442*	.372*	.597*
	Sig. (2-tailed)	.040	.029	.005	.000	.000	.000	.247	.051	.011	.288	.005	.000	.001	.008	.011	.000	.000	.647	.001	.000	.012	.490	.576	.001	.000	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 9	Pearson Correlation	.394*	.287*	.150	.519*	.662*	.331*	.183	.109	.266*	.000	.419*	.279*	.043	.237*	.449*	.355*	.358*	.248*	.357*	.385*	.558*	.085	.183	.061	.182	.371*	.623*
	Sig. (2-tailed)	.000	.008	.175	.000	.000	.002	.099	.327	.015	.998	.000	.011	.698	.031	.000	.001	.001	.024	.001	.000	.000	.447	.097	.583	.100	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 10	Pearson Correlation	.522*	.276*	.136	.292*	.388*	.289*	.075	.197	.240*	.222*	.379*	.330*	.160	.274*	.314*	.443*	.420*	.207	.384*	.269*	.230*	.226*	-.018	.185	.242*	.381*	.581*
	Sig. (2-tailed)	.000	.011	.220	.007	.000	.008	.500	.074	.029	.043	.000	.002	.148	.012	.004	.000	.000	.060	.000	.014	.037	.040	.874	.094	.027	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 11	Pearson Correlation	.315*	.279*	.290*	.444*	.352*	.222*	.214	.242*	.261*	.121	.329*	.285*	.146	.408*	.202	.448*	.240*	.214	.527*	.281*	.199	.244*	.160	.092	.270*	.371*	.646*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.004	.011	.008	.000	.001	.043	.052	.027	.017	.275	.002	.009	.188	.000	.067	.000	.029	.053	.000	.010	.071	.026	.148	.407	.014	.001	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 12	Pearson Correlation	.545*	.348*	.233*	.287*	.246*	.167	.247*	.267*	.167	.090	.474*	.106	-.065	.090	.292*	.204	.234*	.290*	.345*	.132	.303*	.509*	-.162	.228*	.231*	.343*	.419*	
	Sig. (2-tailed)	.000	.001	.034	.009	.025	.131	.024	.015	.132	.417	.000	.339	.557	.417	.007	.064	.034	.008	.001	.233	.005	.000	.143	.038	.035	.001	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 13	Pearson Correlation	.298*	.147	.183	.248*	.109	.181	.162	.284*	.175	.210	.183	.270*	.181	.356*	.135	.215	.188	.100	.006	.061	.190	.175	-.145	.298*	.248*	.061	.337*	
	Sig. (2-tailed)	.006	.186	.098	.024	.327	.102	.142	.009	.114	.057	.097	.014	.102	.001	.225	.051	.089	.369	.957	.585	.085	.114	.191	.006	.024	.581	.002	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 14	Pearson Correlation	.378*	.401*	.435*	.188	.277*	.090	.082	.233*	.151	.240*	.200	.021	.090	.198	-.050	.209	.021	.304*	.281*	.159	.113	.304*	.081	.230*	.130	.018	.369*	
	Sig. (2-tailed)	.000	.000	.000	.088	.011	.418	.458	.034	.173	.029	.070	.850	.418	.073	.655	.058	.847	.005	.010	.151	.308	.005	.468	.036	.240	.871	.001	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	
butir 15	Pearson Correlation	.161	.088	.237*	.032	-.060	.174	-.089	.278*	.246*	-.053	.171	.145	.147	.028	-.066	.225*	.146	.045	.142	.072	-.023	.198	-.232*	.087	.372*	.167	.182	
	Sig. (2-tailed)																												
	N																												

	Sig. (2-tailed)	.146	.427	.031	.775	.587	.115	.422	.011	.025	.631	.123	.191	.183	.798	.553	.041	.189	.686	.201	.520	.840	.072	.035	.434	.001	.130	.099
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 16	Pearson Correlation	.098	-.030	.041	.104	.087	-.016	-.144	-.099	-.020	-.065	.064	.027	-.269	.108	-.076	-.010	-.006	.018	.058	.026	.140	.013	.427*	-.231*	-.267*	.092	.129
	Sig. (2-tailed)	.380	.790	.711	.347	.436	.885	.195	.373	.855	.557	.568	.812	.014	.332	.492	.929	.958	.873	.605	.814	.206	.906	.000	.036	.015	.410	.246
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 17	Pearson Correlation	.353*	.093	.005	.554*	.498*	.387*	.079	.275*	.168	.171	.464*	.394*	.162	.295*	.400*	.466*	.408*	.044	.415*	.242*	.395*	.211	.018	.190	.401*	.460*	.643*
	Sig. (2-tailed)	.001	.405	.964	.000	.000	.000	.477	.012	.130	.121	.000	.000	.144	.007	.000	.000	.000	.695	.000	.027	.000	.055	.873	.085	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 18	Pearson Correlation	.425*	.360*	.199	.422*	.482*	.263*	.284*	.222*	.249*	.019	.314*	.264*	-.048	.434*	.433*	.283*	.320*	.327*	.299*	.444*	.454*	.311*	.009	.255*	.161	.443*	.620*
	Sig. (2-tailed)	.000	.001	.071	.000	.000	.016	.009	.044	.023	.863	.004	.016	.666	.000	.000	.010	.003	.003	.006	.000	.000	.004	.936	.020	.147	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 19	Pearson Correlation	.365*	.237*	.121	.380*	.324*	.357*	.095	.386*	.349*	.228*	.377*	.292*	.112	.407*	.183	.354*	.340*	.255*	.499*	.312*	.271*	.387*	-.033	.179	.319*	.335*	.607*

	Sig. (2-tailed)	.001	.031	.277	.000	.003	.001	.395	.000	.001	.039	.000	.007	.311	.000	.097	.001	.002	.020	.000	.004	.013	.000	.769	.104	.003	.002	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 20	Pearson Correlation	.357*	.199	.247*	.515*	.495*	.598*	.148	.126	.247*	-.059	.431*	.626*	.350*	.239*	.471*	.582*	.535*	-.001	.354*	.510*	.322*	-.024	.224*	.232*	.468*	.555*	.679*
	Sig. (2-tailed)	.001	.071	.024	.000	.000	.000	.182	.257	.024	.593	.000	.000	.001	.030	.000	.000	.000	.991	.001	.000	.003	.828	.042	.035	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 21	Pearson Correlation	-.378**	-.472**	-.192	-.131	-.379**	-.120	-.059	-.134	-.126	-.045	-.290**	-.026	.1375	-.075	-.032	-.043	-.103	-.345**	-.179	-.224	-.296**	-.213	-.107	-.056	-.043	-.046**	-.316**
	Sig. (2-tailed)	.000	.000	.082	.238	.000	.282	.598	.227	.257	.689	.008	.815	.218	.503	.772	.701	.356	.001	.105	.042	.007	.053	.334	.617	.700	.705	.004
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 22	Pearson Correlation	.297*	.238*	.328*	.245*	.212	.185	.095	.217*	.351*	.115	.221*	.205	.150	.481*	.084	.225*	.254*	.143	.174	.210	.197	.172	-.027	.168	.062	.250*	.434*
	Sig. (2-tailed)	.006	.030	.003	.026	.054	.094	.391	.049	.001	.301	.045	.064	.175	.000	.449	.041	.020	.196	.115	.057	.075	.120	.811	.129	.578	.023	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 23	Pearson Correlation	.436*	.357*	.118	.485*	.581*	.270*	.366*	.143	.234*	.001	.373*	.226*	-.119	.240*	.474*	.315*	.417*	.283*	.288*	.438*	.604*	.310*	-.023	.011	.204	.450*	.603*
	Sig. (2-tailed)	.000	.000	.118	.000	.000	.000	.000	.143	.001	.373*	.226*	.115	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.000	.001	.289	.000	.000	.014	.001	.198	.033	.992	.001	.040	.285	.029	.000	.004	.000	.009	.008	.000	.000	.004	.835	.924	.065	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 24	Pearson Correlation	.442*	.118	.171	.709*	.454*	.518*	.195	.253*	.307*	.000	.632*	.497*	.023	.337*	.512*	.504*	.593*	.000	.287*	.372*	.458*	.200	-.04	.237*	.520*	.539*	.689*
	Sig. (2-tailed)	.000	.287	.122	.000	.000	.000	.078	.021	.005	1.00	.000	.000	.840	.002	.000	.000	.000	1.00	.009	.001	.000	.070	.695	.031	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 25	Pearson Correlation	.309*	-.107	.296*	.449*	.335*	.629*	-.076	.235*	.260*	-.066	.569*	.657*	.305*	.399*	.275*	.547*	.547*	-.201	.256*	.455*	.387*	.014	.074	.293*	.434*	.555*	.609*
	Sig. (2-tailed)	.004	.337	.007	.000	.002	.000	.497	.032	.018	.556	.000	.000	.005	.000	.012	.000	.000	.069	.019	.000	.000	.899	.506	.007	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 26	Pearson Correlation	.217*	.307*	.208	.297*	.394*	.512*	.143	.304*	.268*	-.005	.206	.391*	.412*	.106	.347*	.350*	.321*	.196	.245*	.397*	.273*	.173	-.12	.309*	.447*	.298*	.430*
	Sig. (2-tailed)	.049	.005	.059	.006	.000	.000	.198	.005	.014	.966	.062	.000	.000	.340	.001	.001	.003	.076	.025	.000	.013	.117	.244	.004	.000	.006	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 27	Pearson Correlation	.489*	.197	.407*	.430*	.441*	.415*	.188	.328*	.298*	.077	.536*	.398*	.080	.466*	.276*	.363*	.373*	.297*	.416*	.507*	.493*	.202	.069	.277*	.301*	.489*	.656*

	Sig. (2-tailed)	.000	.075	.000	.000	.000	.000	.089	.002	.006	.490	.000	.000	.469	.000	.012	.001	.001	.006	.000	.000	.000	.066	.537	.011	.006	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 28	Pearson Correlatio n	.352*	.314*	.372*	.374*	.403*	.517*	.094	.362*	.317*	.032	.438*	.451*	.144	.424*	.336*	.463*	.467*	.261*	.499*	.602*	.355*	.277*	.043	.296*	.349*	.631*	.640*
	Sig. (2-tailed)	.001	.004	.001	.001	.000	.000	.396	.001	.003	.773	.000	.000	.193	.000	.002	.000	.000	.017	.000	.000	.001	.011	.700	.007	.001	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 29	Pearson Correlatio n	1	.518*	.445*	.430*	.392*	.328*	.043	.451*	.510*	.372*	.554*	.309*	.090	.401*	.356*	.455*	.465*	.331*	.386*	.191	.301*	.555*	.065	.425*	.290*	.443*	.683*
	Sig. (2-tailed)		.000	.000	.000	.000	.002	.697	.000	.000	.001	.000	.005	.420	.000	.001	.000	.000	.002	.000	.084	.006	.000	.562	.000	.008	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 30	Pearson Correlatio n	.518*	1	.409*	.208	.382*	.161	.262*	.241*	.318*	.263*	.082	.128	.059	.191	.133	.228*	.123	.527*	.389*	.212	.243*	.370*	.099	.240*	.165	.105	.449*
	Sig. (2-tailed)	.000		.000	.059	.000	.145	.017	.028	.003	.016	.461	.249	.595	.083	.229	.038	.270	.000	.000	.054	.027	.001	.375	.029	.136	.345	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 31	Pearson Correlatio n	.445*	.409*	1	.276*	.104	.310*	-.017	.367*	.432*	.133	.324*	.263*	.310*	.296*	.034	.438*	.219*	.291*	.452*	.257*	.192	.351*	.163	.368*	.255*	.221*	.476*

	Sig. (2-tailed)	.000	.000		.012	.349	.004	.876	.001	.000	.231	.003	.017	.004	.007	.759	.000	.046	.008	.000	.019	.082	.001	.141	.001	.020	.044	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 32	Pearson Correlatio n	.430*	.208	.276*	1	.578*	.486*	.236*	.219*	.328*	.004	.508*	.423*	.058	.313*	.511*	.561*	.512*	.079	.475*	.476*	.496*	.310*	.076	.319*	.525*	.519*	.720*
	Sig. (2-tailed)	.000	.059	.012		.000	.000	.032	.047	.002	.975	.000	.000	.602	.004	.000	.000	.000	.476	.000	.000	.000	.004	.493	.003	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 33	Pearson Correlatio n	.392*	.382*	.104	.578*	1	.423*	.327*	.191	.246*	-.110	.347*	.245*	.209	.273*	.460*	.470*	.315*	.247*	.361*	.576*	.562*	.184	.182	.187	.417*	.400*	.665*
	Sig. (2-tailed)	.000	.000	.349	.000		.000	.003	.083	.025	.323	.001	.026	.057	.012	.000	.000	.004	.024	.001	.000	.000	.097	.100	.090	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 34	Pearson Correlatio n	.328*	.161	.310*	.486*	.423*	1	.024	.337*	.328*	-.072	.483*	.756*	.318*	.286*	.400*	.548*	.710*	-.050	.414*	.578*	.431*	.177	-.022	.415*	.546*	.539*	.652*
	Sig. (2-tailed)	.002	.145	.004	.000	.000		.832	.002	.002	.520	.000	.000	.003	.009	.000	.000	.000	.653	.000	.000	.000	.109	.844	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 35	Pearson Correlatio n	.043	.262*	-.017	.236*	.327*	.024	1	.111	-.012	-.119	-.045	.055	.140	.175	.358*	.089	.089	.366*	.005	.252*	.333*	.111	-.167	.045	.125	.014	.269*

	Sig. (2-tailed)	.697	.017	.876	.032	.003	.832		.320	.913	.283	.686	.619	.205	.114	.001	.421	.424	.001	.964	.021	.002	.318	.131	.684	.259	.900	.014
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 36	Pearson Correlation	.451*	.241*	.367*	.219*	.191	.337*	.111	1	.323*	.191	.292*	.355*	.337*	.438*	.227*	.319*	.403*	.421*	.245*	.298*	.323*	.596*	-.124	.457*	.462*	.265*	.508*
	Sig. (2-tailed)	.000	.028	.001	.047	.083	.002	.320		.003	.083	.007	.001	.002	.000	.039	.003	.000	.000	.026	.006	.003	.000	.262	.000	.000	.016	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 37	Pearson Correlation	.510*	.318*	.432*	.328*	.246*	.328*	-.012	.323*	1	.412*	.353*	.196	.208	.515*	.197	.445*	.402*	.269*	.325*	.223*	.253*	.354*	.072	.488*	.400*	.299*	.542*
	Sig. (2-tailed)	.000	.003	.000	.002	.025	.002	.913	.003		.000	.001	.076	.059	.000	.075	.000	.000	.014	.003	.043	.021	.001	.517	.000	.000	.006	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 38	Pearson Correlation	.372*	.263*	.133	.004	-.110	-.072	-.119	.191	.412*	1	.139	-.042	-.019	.224*	-.067	.096	.045	.235*	.209	-.217	-.035	.280*	-.114	.428*	.068	.020	.162
	Sig. (2-tailed)	.001	.016	.231	.975	.323	.520	.283	.083	.000		.211	.708	.863	.042	.545	.388	.686	.032	.058	.049	.752	.010	.306	.000	.544	.860	.144
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 39	Pearson Correlation	.554*	.082	.324*	.508*	.347*	.483*	-.045	.292*	.353*	.139	1	.530*	.073	.219*	.321*	.636*	.530*	.061	.553*	.297*	.371*	.312*	.025	.261*	.513*	.519*	.659*

	Sig. (2-tailed)	.000	.461	.003	.000	.001	.000	.686	.007	.001	.211		.000	.513	.047	.003	.000	.000	.585	.000	.006	.001	.004	.822	.017	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 40	Pearson Correlation	.309*	.128	.263*	.423*	.245*	.756*	.055	.355*	.196	-.04	.530*	1	.312*	.349*	.352*	.529*	.757*	-.07	.321*	.458*	.293*	.049	-.00	.379*	.449*	.495*	.621*
	Sig. (2-tailed)	.005	.249	.017	.000	.026	.000	.619	.001	.076	.708	.000		.004	.001	.001	.000	.000	.528	.003	.000	.007	.659	.971	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 41	Pearson Correlation	.090	.059	.310*	.058	.209	.318*	.140	.337*	.208	-.01	.073	.312*	1	.260*	.237*	.330*	.266*	.215	.104	.354*	.161	.177	.002	.389*	.358*	.096	.332*
	Sig. (2-tailed)	.420	.595	.004	.602	.057	.003	.205	.002	.059	.863	.513	.004		.018	.031	.002	.015	.051	.349	.001	.145	.109	.988	.000	.001	.387	.002
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 42	Pearson Correlation	.401*	.191	.296*	.313*	.273*	.286*	.175	.438*	.515*	.224*	.219*	.349*	.260*	1	.243*	.204	.342*	.170	.110	.263*	.288*	.396*	-.05	.437*	.229*	.373*	.564*
	Sig. (2-tailed)	.000	.083	.007	.004	.012	.009	.114	.000	.000	.042	.047	.001	.018		.027	.065	.002	.125	.320	.016	.008	.000	.651	.000	.038	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 43	Pearson Correlation	.356*	.133	.034	.511*	.460*	.400*	.358*	.227*	.197	-.06	.321*	.352*	.237*	.243*	1	.441*	.567*	.181	.308*	.403*	.433*	.203	-.10	.282*	.326*	.499*	.563*
	Sig. (2-tailed)	.000	.133	.034	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.001	.229	.759	.000	.000	.000	.001	.039	.075	.545	.003	.001	.031	.027		.000	.000	.101	.005	.000	.000	.065	.356	.010	.003	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83		83	83	83	83	83	83	83	83	83	83	83	83
butir 44	Pearson Correlation	.455*	.228*	.438*	.561*	.470*	.548*	.089	.319*	.445*	.096	.636*	.529*	.330*	.204	.441*	1	.574*	.172	.661*	.474*	.401*	.232*	.120	.389*	.566*	.538*	.735*
	Sig. (2-tailed)	.000	.038	.000	.000	.000	.000	.421	.003	.000	.388	.000	.000	.002	.065	.000	.000	.121	.000	.000	.000	.000	.035	.281	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 45	Pearson Correlation	.465*	.123	.219*	.512*	.315*	.710*	.089	.403*	.402*	.045	.530*	.757*	.266*	.342*	.567*	.574*	1	.049	.301*	.427*	.424*	.197	.013	.406*	.462*	.550*	.681*
	Sig. (2-tailed)	.000	.270	.046	.000	.004	.000	.424	.000	.000	.686	.000	.000	.015	.002	.000	.000	.660	.006	.000	.000	.000	.075	.905	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 46	Pearson Correlation	.331*	.527*	.291*	.079	.247*	-.050	.366*	.421*	.269*	.235*	.061	-.070	.215	.170	.181	.172	.049	1	.220*	.314*	.462*	.427*	-.012	.183	.027	-.085	.355*
	Sig. (2-tailed)	.002	.000	.008	.476	.024	.653	.001	.000	.014	.032	.585	.528	.051	.125	.101	.121	.660	.045	.004	.000	.000	.000	.914	.097	.811	.445	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 47	Pearson Correlation	.386*	.389*	.452*	.475*	.361*	.414*	.005	.245*	.325*	.209	.553*	.321*	.104	.110	.308*	.661*	.301*	.220*	1	.345*	.188	.344*	.056	.290*	.391*	.451*	.618*

	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.964	.026	.003	.058	.000	.003	.349	.320	.005	.000	.006	.045		.001	.089	.001	.616	.008	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 48	Pearson Correlation	.191	.212	.257*	.476*	.576*	.578*	.252*	.298*	.223*	-.217*	.297*	.458*	.354*	.263*	.403*	.474*	.427*	.314*	.345*	1	.554*	.114	.165	.303*	.379*	.459*	.626*
	Sig. (2-tailed)	.084	.054	.019	.000	.000	.000	.021	.006	.043	.049	.006	.000	.001	.016	.000	.000	.000	.004	.001		.000	.303	.135	.005	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 49	Pearson Correlation	.301*	.243*	.192	.496*	.562*	.431*	.333*	.323*	.253*	-.035	.371*	.293*	.161	.288*	.433*	.401*	.424*	.462*	.188	.554*	1	.298*	-.030	.208	.403*	.361*	.612*
	Sig. (2-tailed)	.006	.027	.082	.000	.000	.000	.002	.003	.021	.752	.001	.007	.145	.008	.000	.000	.000	.000	.089	.000		.006	.784	.059	.000	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 50	Pearson Correlation	.555*	.370*	.351*	.310*	.184	.177	.111	.596*	.354*	.280*	.312*	.049	.177	.396*	.203	.232*	.197	.427*	.344*	.114	.298*	1	-.225*	.371*	.327*	.272*	.464*
	Sig. (2-tailed)	.000	.001	.001	.004	.097	.109	.318	.000	.001	.010	.004	.659	.109	.000	.065	.035	.075	.000	.001	.303	.006		.041	.001	.003	.013	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 51	Pearson Correlation	.065	.099	.163	.076	.182	-.022	-.167	-.124	.0724	-.114	.0254	-.004	.002	-.050	-.103	.120	.013	-.012	.056	.165	-.030	-.225*	1	-.123	-.123	-.096	.071
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

	Sig. (2-tailed)	.562	.375	.141	.493	.100	.844	.131	.262	.517	.306	.822	.971	.988	.651	.356	.281	.905	.914	.616	.135	.784	.041		.270	.270	.389	.526
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 52	Pearson Correlation	.425*	.240*	.368*	.319*	.187	.415*	.045	.457*	.488*	.428*	.261*	.379*	.389*	.437*	.282*	.389*	.406*	.183	.290*	.303*	.208	.371*	-.123	1	.501*	.349*	.490*
	Sig. (2-tailed)	.000	.029	.001	.003	.090	.000	.684	.000	.000	.000	.017	.000	.000	.000	.010	.000	.000	.097	.008	.005	.059	.001	.270		.000	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 53	Pearson Correlation	.290*	.165	.255*	.525*	.417*	.546*	.125	.462*	.400*	.068	.513*	.449*	.358*	.229*	.326*	.566*	.462*	.027	.391*	.379*	.403*	.327*	-.123	.501*	1	.503*	.595*
	Sig. (2-tailed)	.008	.136	.020	.000	.000	.000	.259	.000	.000	.544	.000	.000	.001	.038	.003	.000	.000	.811	.000	.000	.000	.003	.270	.000		.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
butir 54	Pearson Correlation	.443*	.105	.221*	.519*	.400*	.539*	.014	.265*	.299*	.020	.519*	.495*	.096	.373*	.499*	.538*	.550*	-.085	.451*	.459*	.361*	.272*	-.096	.349*	.503*	1	.686*
	Sig. (2-tailed)	.000	.345	.044	.000	.000	.000	.900	.016	.006	.860	.000	.000	.387	.001	.000	.000	.000	.445	.000	.000	.001	.013	.389	.001	.000		.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83
skort total	Pearson Correlation	.683*	.449*	.476*	.720*	.665*	.652*	.269*	.508*	.542*	.162	.659*	.621*	.332*	.564*	.563*	.735*	.681*	.355*	.618*	.626*	.612*	.464*	.071	.490*	.595*	.686*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.014	.000	.000	.144	.000	.000	.002	.000	.000	.000	.000	.001	.000	.000	.000	.000	.526	.000	.000	.000
N	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83	83

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

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



b. Analisis Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	83	100.0
	Excluded ^a	0	.0
	Total	83	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.938	54

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
butir1	151.28	311.959	-.010	.939
butir2	150.36	305.478	.203	.939
butir3	150.20	305.897	.336	.938
butir4	150.19	304.865	.328	.938
butir5	150.83	294.996	.536	.936
butir6	150.52	296.765	.610	.936
butir7	150.95	310.949	.025	.940
butir8	150.81	297.840	.571	.936
butir9	150.57	295.566	.595	.936
butir10	150.55	298.762	.555	.936
butir11	150.33	297.100	.623	.936
butir12	150.73	300.685	.380	.938
butir13	150.42	306.198	.311	.938
butir14	150.19	305.133	.341	.938
butir15	150.54	308.349	.147	.939
butir16	151.13	309.458	.091	.939
butir17	150.34	296.958	.619	.936
butir18	150.94	296.813	.594	.936
butir19	150.43	298.907	.584	.936

butir20	150.60	295.925	.657	.936
butir21	151.36	320.917	-.353	.942
butir22	150.22	304.708	.411	.937
butir23	150.72	294.861	.571	.936
butir24	150.40	294.047	.666	.935
butir25	150.64	297.697	.584	.936
butir26	150.25	304.460	.405	.937
butir27	150.43	297.005	.633	.936
butir28	150.53	296.886	.615	.936
butir29	150.20	300.165	.667	.936
butir30	150.30	301.872	.417	.937
butir31	150.23	303.008	.451	.937
butir32	150.37	293.237	.698	.935
butir33	150.53	293.764	.638	.936
butir34	150.69	296.291	.628	.936
butir35	150.86	305.637	.229	.938
butir36	150.36	303.282	.487	.937
butir37	150.28	301.471	.519	.937
butir38	150.47	308.764	.125	.939
butir39	150.43	300.590	.643	.936
butir40	150.67	296.466	.594	.936
butir41	150.69	304.291	.296	.938
butir42	150.40	299.340	.537	.936
butir43	150.39	301.850	.542	.937
butir44	150.52	296.082	.717	.935
butir45	150.61	295.752	.659	.936
butir46	150.52	304.350	.322	.938
butir47	150.31	297.998	.593	.936
butir48	150.90	295.625	.599	.936
butir49	150.81	296.133	.584	.936
butir50	150.33	303.247	.439	.937
butir51	151.14	310.808	.029	.940
butir52	150.64	300.892	.460	.937
butir53	150.51	298.960	.571	.936
butir54	150.43	294.712	.663	.935

Lampiran 7. Analisis Frekuensi Subjek Penelitian

Jns.Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lk	45	54.2	54.2	54.2
	Pr	38	45.8	45.8	100.0
	Total	83	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 25 tahun	15	18.1	18.1	18.1
	26 - 30 tahun	33	39.8	39.8	57.8
	31 - 35 tahun	21	25.3	25.3	83.1
	36 - 40 tahun	8	9.6	9.6	92.8
	41 - 45 tahun	5	6.0	6.0	98.8
	> 45 tahun	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

Pend.Akhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	12	14.5	14.5	14.5
	D3	33	39.8	39.8	54.2
	S1	38	45.8	45.8	100.0
	Total	83	100.0	100.0	

Lama_kerja

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	1 - 4 tahun	59	71.1	71.1	71.1
	5 - 8 tahun	17	20.5	20.5	91.6
	9 - 12 tahun	3	3.6	3.6	95.2
	13 - 15 tahun	3	3.6	3.6	98.8
	16 - 18 tahun	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

Kep.Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rendah	10	12.0	12.0	12.0
	sedang	64	77.1	77.1	89.2
	tinggi	9	10.8	10.8	100.0
	Total	83	100.0	100.0	

Persepsi.P.Karir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rendah	12	14.5	14.5	14.5
	sedang	59	71.1	71.1	85.5
	tinggi	12	14.5	14.5	100.0
	Total	83	100.0	100.0	

Kec.Adversitas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rendah	13	15.7	15.7	15.7
	sedang	53	63.9	63.9	79.5
	tinggi	17	20.5	20.5	100.0
	Total	83	100.0	100.0	

Lampiran 8. Uji Asumsi (Uji Normalitas, Uji Linearitas, & Uji Multikolinearitas)

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
Kepuasan Kerja	83	110.08	15.664	73	152
Persepsi terhadap Pengembangan Karir	83	67.30	9.879	47	88
Kecerdasan Adversitas	83	83.81	17.627	46	125

One-Sample Kolmogorov-Smirnov Test

		Kepuasan Kerja	Persepsi terhadap Pengembangan Karir	Kecerdasan Adversitas
N		83	83	83
Normal Parameters ^{a,b}	Mean	110.08	67.30	83.81
	Std. Deviation	15.664	9.879	17.627
Most Extreme Differences	Absolute	.125	.118	.089
	Positive	.125	.118	.089
	Negative	-.100	-.115	-.072
Kolmogorov-Smirnov Z		1.135	1.079	.810
Asymp. Sig. (2-tailed)		.152	.194	.528

a. Test distribution is Normal.

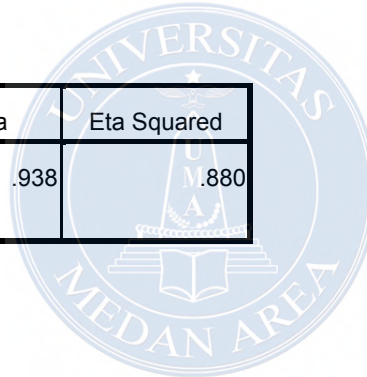
b. Calculated from data.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja * Persepsi terhadap Pengembangan Karir	Between Groups	(Combined)	17701.351	28	632.191	14.124	.000
		Linearity	14603.088	1	14603.088	326.251	.000
		Deviation from Linearity	3098.263	27	114.750	2.564	.002
	Within Groups		2417.058	54	44.760		
	Total		20118.410	82			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kepuasan Kerja * Persepsi terhadap Pengembangan Karir	.852	.726	.938	.880



ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja *	Between Groups	(Combined)	15055.259	43	350.122	2.697	.001
Kecerdasan Adversitas		Linearity	3842.622	1	3842.622	29.599	.000
		Deviation from Linearity	11212.637	42	266.968	2.056	.013
	Within Groups		5063.151	39	129.824		
	Total		20118.410	82			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kepuasan Kerja * Kecerdasan Adversitas	.437	.191	.865	.748

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	18.172	6.492		2.799	.006		
	Persepsi terhadap Pengembangan Karir	1.319	.105	.832	12.541	.000	.775	1.291
	Kecerdasan Adversitas	.037	.059	.042	.635	.527	.775	1.291

a. Dependent Variable: Kepuasan Kerja

Lampiran 9. Uji Hipotesis (Analisis Regresi Ganda)

Descriptive Statistics

	Mean	Std. Deviation	N
Kepuasan Kerja	110.08	15.664	83
Persepsi terhadap Pengembangan Karir	67.30	9.879	83
Kecerdasan Adversitas	83.81	17.627	83

Correlations

		Kepuasan Kerja	Persepsi terhadap Pengembangan Karir	Kecerdasan Adversitas
Pearson Correlation	Kepuasan Kerja	1.000	.852	.437
	Persepsi terhadap Pengembangan Karir	.852	1.000	.475
	Kecerdasan Adversitas	.437	.475	1.000
Sig. (1-tailed)	Kepuasan Kerja	.	.000	.000
	Persepsi terhadap Pengembangan Karir	.000	.	.000
	Kecerdasan Adversitas	.000	.000	.

N	Kepuasan Kerja	83	83	83
	Persepsi terhadap Pengembangan Karir	83	83	83
	Kecerdasan Adversitas	83	83	83

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Kecerdasan Adversitas, Persepsi terhadap Pengembangan Karir ^a		Enter



a. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.853 ^a	.727	.720	8.282	.727	106.645	2	80	.000	2.228

a. Predictors: (Constant), Kecerdasan Adversitas, Persepsi terhadap Pengembangan Karir

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.852 ^a	.726	.722	8.252	.726	214.466	1	81	.000	2.203

a. Predictors: (Constant), Persepsi terhadap Pengembangan Karir

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.437 ^a	.191	.181	14.175	.191	19.124	1	81	.000	1.721

a. Predictors: (Constant), Kecerdasan Adversitas

b. Dependent Variable: Kepuasan Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14630.761	2	7315.380	106.645	.000 ^a
	Residual	5487.649	80	68.596		
	Total	20118.410	82			

a. Predictors: (Constant), Kecerdasan Adversitas, Persepsi terhadap Pengembangan Karir

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	18.172	6.492		2.799	.006					
	Persepsi terhadap Pengembangan Karir	1.319	.105	.832	12.541	.000	.852	.814	.732	.775	1.291
	Kecerdasan Adversitas	.037	.059	.042	.635	.527	.437	.071	.037	.775	1.291

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Persepsi terhadap Pengembangan Karir	Kecerdasan Adversitas
1	1	2.967	1.000	.00	.00	.00
	2	.023	11.460	.24	.05	.93
	3	.010	17.153	.76	.94	.07

a. Dependent Variable: Kepuasan Kerja





Lampiran 10. Deskripsi Umum Subjek Penelitian

Subjek	Usia	Jenis Kelamin	Pendidikan Akhir	Lama Kerja	Kategori Kep.Kerja	Kategori Persepsi P.Karir	Kategori Kec.Adversitas
1	37 tahun	Lk	S1	2 tahun	Sedang	Sedang	Sedang
2	34 tahun	Pr	S1	4 tahun	Sedang	Sedang	Sedang
3	32 tahun	Lk	D3	2 tahun	Sedang	Sedang	Tinggi
4	44 tahun	Pr	S1	13 tahun	Sedang	Sedang	Sedang
5	39 tahun	Lk	S1	8 tahun	Sedang	Rendah	Tinggi
6	33 tahun	Pr	D3	4 tahun	Sedang	Sedang	Sedang
7	38 tahun	Pr	S1	3 tahun	Tinggi	Sedang	Sedang
8	39 tahun	Lk	S1	13 tahun	Sedang	Sedang	Sedang
9	44 tahun	Lk	S1	18 tahun	Sedang	Sedang	Rendah
10	35 tahun	Lk	SMA	5 tahun	Rendah	Rendah	Sedang
11	30 tahun	Lk	SMA	3 tahun	Sedang	Sedang	Rendah
12	29 tahun	Lk	SMA	7 tahun	Sedang	Sedang	Sedang
13	28 tahun	Pr	S1	2 tahun	Sedang	Sedang	Sedang
14	25 tahun	Pr	S1	3 tahun	Sedang	Sedang	Sedang
15	28 tahun	Pr	S1	2 tahun	Sedang	Sedang	Sedang
16	28 tahun	Lk	S1	3 tahun	Sedang	Sedang	Sedang
17	26 tahun	Pr	S1	1 tahun	Sedang	Sedang	Sedang
18	27 tahun	Pr	S1	2 tahun	Sedang	Sedang	Sedang
19	29 tahun	Lk	D3	3 tahun	Sedang	Sedang	Tinggi
20	35 tahun	Lk	S1	5 tahun	Sedang	Sedang	Sedang
21	33 tahun	Lk	S1	3 tahun	Sedang	Sedang	Sedang
22	30 tahun	Pr	S1	1 tahun	Sedang	Tinggi	Sedang
23	24 tahun	Pr	SMA	1 tahun	Sedang	Sedang	Sedang
24	36 tahun	Lk	S1	6 tahun	Rendah	Sedang	Sedang
25	45 tahun	Pr	SMA	15 tahun	Sedang	Sedang	Sedang
26	36 tahun	Lk	S1	5 tahun	Sedang	Sedang	Sedang
27	30 tahun	Lk	S1	2 tahun	Sedang	Sedang	Sedang
28	27 tahun	Pr	D3	3 tahun	Sedang	Sedang	Sedang
29	31 tahun	Lk	S1	1 tahun	Sedang	Sedang	Sedang
30	33 tahun	Lk	S1	5 tahun	Sedang	Sedang	Sedang
31	29 tahun	Pr	S1	4 tahun	Rendah	Sedang	Sedang
32	23 tahun	Lk	SMA	1 tahun	Sedang	Tinggi	Sedang
33	30 tahun	Lk	SMA	2 tahun	Sedang	Sedang	Sedang
34	25 tahun	Pr	S1	1 tahun	Sedang	Sedang	Sedang
35	28 tahun	Pr	S1	3 tahun	Sedang	Sedang	Sedang

This page was created using Nitro PDF trial software.

To purchase, go to <http://www.nitropdf.com/>

36	22 tahun	Lk	D3	1 tahun	Sedang	Sedang	Sedang
37	29 tahun	Lk	S1	4 tahun	Sedang	Sedang	Tinggi
38	29 tahun	Lk	S1	3 tahun	Sedang	Sedang	Rendah
39	32 tahun	Lk	S1	10 tahun	Sedang	Sedang	Sedang
40	32 tahun	Lk	S1	4 tahun	Sedang	Sedang	Sedang
41	35 tahun	Pr	S1	9 tahun	Sedang	Sedang	Sedang
42	32 tahun	Pr	S1	2 tahun	Sedang	Sedang	Sedang
43	33 tahun	Pr	D3	9 tahun	Sedang	Tinggi	Sedang
44	30 tahun	Pr	SMA	6 tahun	Sedang	Tinggi	Tinggi
45	35 tahun	Lk	D3	5 tahun	Tinggi	Tinggi	Tinggi
46	30 tahun	Lk	D3	3 tahun	Tinggi	Tinggi	Tinggi
47	35 tahun	Lk	SMA	3 tahun	Tinggi	Tinggi	Tinggi
48	45 tahun	Lk	S1	3 tahun	Tinggi	Tinggi	Tinggi
49	29 tahun	Lk	D3	4 tahun	Tinggi	Tinggi	Tinggi
50	28 tahun	Lk	D3	4 tahun	Tinggi	Tinggi	Tinggi
51	35 tahun	Lk	D3	2 tahun	Sedang	Tinggi	Tinggi
52	28 tahun	Lk	SMA	3 tahun	Tinggi	Tinggi	Tinggi
53	27 tahun	Lk	D3	3 tahun	Sedang	Sedang	Tinggi
54	30 tahun	Lk	S1	4 tahun	Rendah	Rendah	Sedang
55	38 tahun	Lk	S1	7 tahun	Sedang	Sedang	Sedang
56	35 tahun	Lk	SMA	6 tahun	Rendah	Rendah	Sedang
57	45 tahun	Lk	SMA	5 tahun	Sedang	Sedang	Rendah
58	55 tahun	Lk	D3	8 tahun	Rendah	Rendah	Rendah
59	34 tahun	Lk	S1	7 tahun	Rendah	Rendah	Sedang
60	31 tahun	Pr	S1	5 tahun	Rendah	Rendah	Sedang
61	31 tahun	Pr	S1	3 tahun	Sedang	Rendah	Rendah
62	30 tahun	Pr	S1	2 tahun	Rendah	Rendah	Sedang
63	39 tahun	Lk	S1	6 tahun	Rendah	Rendah	Sedang
64	29 tahun	Pr	D3	3 tahun	Sedang	Sedang	Sedang
65	21 tahun	Pr	D3	1 tahun	Sedang	Sedang	Sedang
66	24 tahun	Pr	D3	2 tahun	Sedang	Sedang	Rendah
67	25 tahun	Pr	D3	2 tahun	Sedang	Sedang	Sedang
68	20 tahun	Lk	D3	1 tahun	Sedang	Rendah	Sedang
69	28 tahun	Pr	D3	4 tahun	Sedang	Sedang	Tinggi
70	24 tahun	Lk	D3	1 tahun	Tinggi	Sedang	Rendah
71	25 tahun	Lk	D3	3 tahun	Sedang	Sedang	Sedang
72	26 tahun	Pr	D3	2 tahun	Sedang	Sedang	Rendah
73	30 tahun	Pr	D3	4 tahun	Sedang	Sedang	Rendah
74	26 tahun	Pr	D3	3 tahun	Sedang	Sedang	Sedang

This page was created using Nitro PDF trial software.

To purchase, go to <http://www.nitropdf.com/>

75	24 tahun	Pr	D3	2 tahun	Sedang	Rendah	Rendah
76	23 tahun	Pr	D3	2 tahun	Sedang	Sedang	Tinggi
77	26 tahun	Pr	D3	1 tahun	Sedang	Sedang	Tinggi
78	30 tahun	Pr	D3	5 tahun	Sedang	Sedang	Sedang
79	25 tahun	Pr	D3	2 tahun	Sedang	Sedang	Rendah
80	25 tahun	Lk	D3	3 tahun	Sedang	Sedang	Sedang
81	27 tahun	Lk	D3	4 tahun	Sedang	Sedang	Rendah
82	31 tahun	Pr	D3	3 tahun	Sedang	Sedang	Sedang
83	26 tahun	Pr	D3	2 tahun	Sedang	Sedang	Sedang





Lampiran 11. Instrumen / Skala Penelitian

RAHASIA



**MAGISTER ILMU PSIKOLOGI
SEKOLAH PASCA SARJANA
UNIVERSITAS MEDAN AREA
MEDAN
2015**

Dengan Hormat,

Dalam rangka memenuhi Tugas Akhir di Magister Ilmu Psikologi Universitas Medan Area, saya bermaksud mengadakan penelitian dan membutuhkan sejumlah data yang hanya diperoleh dengan adanya kerjasama dari Bapak/Ibu/Saudara/Saudari dalam mengisi skala ini.

Skala berisi sejumlah pernyataan berkaitan dengan peran Bapak/Ibu/Saudara/Saudari sebagai pegawai. Skala ini terdiri dari tiga (3) bagian, yaitu bagian pertama (I), bagian kedua (II) dan bagian ketiga (III). Setelah Bapak/Ibu/Saudara/Saudari mengerjakan bagian pertama (I), kemudian dilanjutkan kepada bagian kedua (II) dan ketiga (III). Cara mengisi skala akan dijelaskan dalam petunjuk pengisian. Saya berharap Bapak/Ibu/Saudara/Saudari memeriksa kembali jawaban supaya tidak ada yang terlewatkan. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk keperluan penelitian ini saja.

Bantuan Bapak/Ibu/Saudara/Saudari dalam menjawab pernyataan pada skala ini merupakan bantuan yang amat besar artinya bagi keberhasilan penelitian. Untuk itu saya mengucapkan terima kasih.

Hormat Saya,

Diny Atrizka S.Psi

DATA IDENTITAS

Nama : _____
Usia : _____
Jenis Kelamin : L / P (lingkari yang sesuai)
Pendidikan Terakhir : _____
Dept/Bagian/Divisi : _____
Asal Perusahaan : _____
Lama Bekerja : _____

BAGIAN I

PETUNJUK PENGISIAN

Pada skala berikut ini, Bapak/Ibu/Saudara/Saudari akan menjumpai sejumlah pernyataan. Baca dan pahami setiap pernyataan dan pilihlah satu dari empat (4) alternatif jawaban dengan cara memberi tanda silang (X) dalam kotak yang telah disediakan, yaitu :

- SS** = Sangat Sesuai
S = Sesuai
TS = Tidak Sesuai
STS = Sangat Tidak Sesuai

Tidak ada jawaban yang salah. Semua pilihan jawaban adalah benar, karena itu pilihlah jawaban yang sesuai dengan diri Anda. Jawaban yang diharapkan adalah jawaban yang menggambarkan keadaan Bapak/Ibu/Saudara/Saudari sesungguhnya. Oleh karena itu, saya berharap Bapak/Ibu/Saudara/i bersedia memberikan jawaban sejujur-jujurnya, tanpa mendiskusikannya dengan orang lain.

Contoh :

No	Pernyataan	STS	TS	S	SS
1.	Sanksi yang diterapkan tidak merugikan karyawan.	STS	TS	S	SS

SELAMAT MENGERJAKAN TERIMA KASIH ATAS PARTISIPASI ANDA

SKALA I

No	Pernyataan	STS	TS	S	SS
1.	Prestasi yang sudah saya capai belum sesuai dengan keinginan saya.	STS	TS	S	SS
2.	Saya suka melakukan pekerjaan yang tidak bertentangan dengan hati nurani saya.	STS	TS	S	SS
3.	Saya menyelesaikan tugas yang diberikan dengan baik.	STS	TS	S	SS
4.	Saya mencintai pekerjaan saya.	STS	TS	S	SS
5.	Terlalu sedikit kesempatan untuk mendapatkan kesempatan promosi di pekerjaan saya.	STS	TS	S	SS

6.	Peraturan-peraturan dalam institusi yang diterapkan tidak memberatkan karyawan.	STS	TS	S	SS
7.	Atasan kurang tegas dalam memberikan peringatan kepada karyawan.	STS	TS	S	SS
8.	Saya merasa sudah memperoleh gaji yang sesuai untuk pekerjaan yang saya lakukan.	STS	TS	S	SS
9.	Sesama pegawai tidak menghormati hak-hak individual masing-masing.	STS	TS	S	SS
10.	Kebersihan di ruang kerja saya sudah cukup baik.	STS	TS	S	SS
11.	Tempat kerja saya memperhatikan keselamatan kerja karyawannya.	STS	TS	S	SS
12.	Belum banyak pengalaman yang saya peroleh dalam pekerjaan saya.	STS	TS	S	SS
13.	Orang lain dapat menerima masukan yang saya berikan.	STS	TS	S	SS
14.	Saya berada ditempat tugas pada saat jam kerja.	STS	TS	S	SS
15.	Sanksi yang diterapkan tidak merugikan karyawan.	STS	TS	S	SS
16.	Gaji yang saya terima tidak sesuai dengan tingkat pendidikan saya.	STS	TS	S	SS
17.	Suasana kekeluargaan dalam kerja terbina dengan baik.	STS	TS	S	SS
18.	Kelengkapan peralatan kerja belum memadai.	STS	TS	S	SS
19.	Tempat kerja saya peduli dengan kesehatan kerja karyawannya.	STS	TS	S	SS
20.	Saya merasa prestasi saya dihargai dengan pantas.	STS	TS	S	SS
21.	Saya melimpahkan tugas kepada rekan kerja.	STS	TS	S	SS
22.	Saya bangga dengan pekerjaan yang saya miliki.	STS	TS	S	SS
23.	Saya tidak mendapatkan penghargaan atas prestasi yang saya raih.	STS	TS	S	SS
24.	Institusi tempat saya bekerja memberikan kesempatan seluas-luasnya bagi setiap karyawan untuk dapat naik jabatan.	STS	TS	S	SS
25.	Besar dan jenis tunjangan yang saya terima sudah sesuai.	STS	TS	S	SS
26.	Rekan kerja memberi dukungan ketika saya menghadapi kesulitan dalam pekerjaan.	STS	TS	S	SS
27.	Fasilitas-fasilitas di kantor yang disediakan perusahaan menunjang aktivitas kerja / pekerjaan.	STS	TS	S	SS
28.	Ketika saya melakukan pekerjaan, saya mendapatkan imbalan penghargaan dari kantor.	STS	TS	S	SS
29.	Saya diberi tugas karena saya dianggap mampu oleh atasan.	STS	TS	S	SS
30.	Saya kesal melakukan tugas ini.	STS	TS	S	SS
31.	Saya merasa bahwa tugas yang diberikan merupakan sesuatu yang berarti.	STS	TS	S	SS
32.	Proses kenaikan jabatan di tempat saya bekerja terbuka bagi siapa saja yang berpotensi tanpa diskriminasi.	STS	TS	S	SS
33.	Atasan kurang menghargai keberhasilan bawahan	STS	TS	S	SS

	dalam menjalankan tugas.				
34.	Gaji saya sesuai dengan tingkat keterampilan yang saya miliki.	STS	TS	S	SS
35.	Saya suka mengerjakan tugas seorang diri.	STS	TS	S	SS
36.	Tugas yang diberikan kepada saya sesuai dengan keahlian dan pengalaman saya.	STS	TS	S	SS
37.	Saya bahagia dengan pekerjaan saya.	STS	TS	S	SS
38.	Setiap ada peluang untuk mengembangkan diri, saya lakukan walaupun tanpa mendapat dukungan dari atasan.	STS	TS	S	SS
39.	Atasan memberikan umpan balik yang membangun terhadap pekerjaan yang saya lakukan.	STS	TS	S	SS
40.	Gaji saya sudah sesuai dengan standar gaji yang ditetapkan pemerintah.	STS	TS	S	SS
41.	Tugas yang saya kerjakan sesuai dengan latar belakang pendidikan saya.	STS	TS	S	SS
42.	Pekerjaan saya menarik sehingga saya merasa tidak jenuh.	STS	TS	S	SS
43.	Tempat kerja saya memberi kesempatan pelatihan kepada setiap karyawannya .	STS	TS	S	SS
44.	Atasan saya konsisten dalam menerapkan aturan-aturan bagi saya dan pegawai lainnya.	STS	TS	S	SS
45.	Gaji saya sudah sesuai dengan undang-undang ketenagakerjaan.	STS	TS	S	SS
46.	Saya merasa tugas saya di bagian ini kurang menyenangkan.	STS	TS	S	SS
47.	Atasan memberikan masukan-masukan apabila saya mengalami kesulitan dalam mengerjakan tugas.	STS	TS	S	SS
48.	Saya memperoleh pendapatan yang belum memadai.	STS	TS	S	SS
49.	Sanksi yang diberlakukan perusahaan tidak sesuai dengan kesalahan yang diperbuat.	STS	TS	S	SS
50.	Saya bersemangat dalam menjalankan tugas.	STS	TS	S	SS
51.	Tugas saya setiap hari seolah-olah tidak ada habisnya.	STS	TS	S	SS
52.	Saya senang bila selalu disibukkan dengan pekerjaan setiap waktu.	STS	TS	S	SS
53.	Menurut saya, sanksi yang ditetapkan perusahaan sesuai dengan kesalahan yang diperbuat.	STS	TS	S	SS
54.	Ketika saya berprestasi, saya diberi penghargaan atas prestasi saya..	STS	TS	S	SS

**Mohon periksa kembali jawaban Anda agar tidak ada yang terlewatkan
Terima Kasih !!!**

Berlanjut ke Bagian – II

BAGIAN II

PETUNJUK PENGISIAN

Pada skala berikut ini, Bapak/Ibu/Saudara/Saudari akan menjumpai 26 pernyataan. Baca dan pahami setiap pernyataan dan **pilihlah satu dari empat (4) alternatif jawaban yang paling sesuai dengan diri Bapak/Ibu dengan cara memberi tanda silang (X) dalam kotak yang telah tersedia, yaitu :**

- SS** = Sangat Sesuai
S = Sesuai
TS = Tidak Sesuai
STS = Sangat Tidak Sesuai

Tidak ada jawaban yang salah, jawaban yang diharapkan adalah **jawaban yang menggambarkan keadaan Bapak/Ibu/Saudara/Saudari sesungguhnya.** Oleh karena itu, saya berharap Bapak/Ibu/Saudara/i bersedia memberikan jawaban sejujur-jujurnya, tanpa mendiskusikannya dengan orang lain.

Contoh :

No	Pernyataan	STS	TS	S	SS
1.	Saya berperan sebagai pemimpin kelompok.	STS	TS	S	SS

**SELAMAT MENGERJAKAN
TERIMA KASIH ATAS PARTISIPASI ANDA**

SKALA II

No	Pernyataan	STS	TS	S	SS
1.	Proses rekrutmen calon pelamar di tempat saya bekerja dilakukan secara terbuka dan tanpa diskriminasi.	STS	TS	S	SS
2.	Perusahaan memberikan umpan balik terhadap kemajuan karir karyawan.	STS	TS	S	SS
3.	Promosi jabatan dilakukan berdasarkan penilaian kinerja karyawan.	STS	TS	S	SS
4.	Saya senang menolong seseorang yang membutuhkan pertolongan.	STS	TS	S	SS
5.	Pekerjaan saya tidak sesuai dengan keahlian yang saya miliki.	STS	TS	S	SS
6.	Proses seleksi dan penetapan karyawan baru di tempat kerja saya dilakukan secara terbuka dan sesuai dengan kebutuhan perusahaan.	STS	TS	S	SS
7.	Atasan menilai prestasi kerja karyawan secara obyektif.	STS	TS	S	SS
8.	Perusahaan menyediakan informasi yang lengkap mengenai persyaratan posisi kepada setiap karyawan.	STS	TS	S	SS
9.	Saya senang membaca dan belajar hal yang baru.	STS	TS	S	SS
10.	Saya berperan sebagai pemimpin kelompok.	STS	TS	S	SS
11.	Perusahaan menyediakan rencana karir	STS	TS	S	SS

	perorangan bagi karyawan.				
12.	Atasan saya konsisten dalam menerapkan aturan – aturan bagi saya dan pegawai lainnya.	STS	TS	S	SS
13.	Perusahaan tempat kerja saya memberikan informasi yang jelas kepada karyawan mengenai rencana penggantian posisi.	STS	TS	S	SS
14.	Saya suka dengan kegiatan merancang, merencanakan, menemukan, membuat dan menciptakan hal yang baru.	STS	TS	S	SS
15.	Perusahaan memberikan pelatihan yang dapat menunjang pengembangan karir karyawan.	STS	TS	S	SS
16.	Dalam meningkatkan kemampuan saya, atasan menawarkan pelatihan.	STS	TS	S	SS
17.	Perusahaan tempat saya bekerja membuka kesempatan bagi karyawan yang berpotensi untuk dapat naik jabatan tanpa diskriminasi.	STS	TS	S	SS
18.	Saya suka dengan aktivitas yang melibatkan banyak orang.	STS	TS	S	SS
19.	Saya menikmati belajar hal-hal baru dan mengembangkan ide-ide baru.	STS	TS	S	SS
20.	Perusahaan memberikan kesempatan seluas-luasnya bagi karyawan yang berprestasi untuk dipromosikan tanpa diskriminasi.	STS	TS	S	SS
21.	Saya menyukai bekerja sama dengan orang lain.	STS	TS	S	SS
22.	Saya menikmati aktivitas yang banyak melibatkan orang setiap harinya.	STS	TS	S	SS
23.	Sedikit peluang untuk memperoleh promosi.	STS	TS	S	SS
24.	Saya melihat diri saya sebagai seorang yang sangat ahli dalam bidang yang saya tekuni, sehingga nasehat saya sebagai ahli sering kali diperlukan orang.	STS	TS	S	SS
25.	Saya merasa puas karena saya mampu menggunakan bakat dan kemampuan saya untuk menunjang karir saya.	STS	TS	S	SS
26.	Saya merasa sukses karena saya mampu mengatasi tantangan kerja yang sulit.	STS	TS	S	SS

**Mohon periksa kembali jawaban Anda agar tidak ada yang terlewatkan
Terima Kasih !!!**

Berlanjut ke Bagian III

BAGIAN III

PETUNJUK PENGISIAN

Pada skala berikut ini, Bapak/Ibu/Saudara/i akan menjumpai 24 pernyataan. Baca dan pahami setiap pernyataan dan **pilihlah satu dari lima (5) angka alternatif jawaban yang paling sesuai dengan diri Bapak/Ibu dengan cara memberi tanda silang (X) pada pilihan angka dari 1 - 5 yang telah tersedia.**

Tidak ada jawaban yang salah, jawaban yang diharapkan adalah **jawaban yang paling sesuai menggambarkan keadaan Bapak/Ibu/Saudara/Saudari sesungguhnya**. Oleh karena itu, saya berharap Bapak/Ibu/Saudara/i bersedia memberikan jawaban sejujurnya, tanpa mendiskusikannya dengan orang lain.

SELAMAT MENGERJAKAN TERIMA KASIH ATAS PARTISIPASI ANDA

SKALA III

Peristiwa – I

Rekan – rekan kerja anda tidak menerima ide - ide anda

1. Yang menyebabkan rekan kerja saya tidak menerima ide saya merupakan sesuatu yang :
 - 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 - Bisa saya kendalikan sepenuhnya
2. Penyebab rekan kerja saya tidak menerima ide saya berkaitan dengan :
 - 1 – Saya
 - 2 – Biasanya Saya
 - 3 – Kadang Saya, kadang orang lain atau faktor lain
 - 4 – Biasanya orang lain atau faktor lain
 - 5 – Orang lain atau faktor lain

Peristiwa – II

Orang tidak tanggap terhadap presentasi saya di suatu rapat

3. Yang menyebabkan orang tidak tanggap terhadap presentasi saya adalah sesuatu yang :
 - 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
4. Penyebab orang tidak tanggap terhadap presentasi saya adalah sesuatu yang :
 - 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa - III

Hubungan anda dengan orang-orang yang anda cintai tampaknya semakin menjauh.

5. Yang menyebabkan hubungan kami tampaknya semakin jauh adalah sesuatu yang :
 - 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
6. Penyebab hubungan kami yang tampaknya semakin jauh :
 - 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – IV

Anda bertengkar dengan pasangan hidup anda (orang lain yang penting)

7. Yang menyebabkan kami bertengkar hebat adalah sesuatu yang :
 - 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 - Bisa saya kendalikan sepenuhnya
8. Hasil dari peristiwa ini adalah sesuatu yang saya rasa :
 - 1 – Bukan tanggung jawab saya sama sekali
 - 2 – Jarang menjadi tanggung jawab saya
 - 3 – Kadang bukan tanggung jawab saya, kadang tanggung jawab saya
 - 4 – Cukup sering menjadi tanggung jawab saya
 - 5 – Tanggung jawab saya sepenuhnya

Peristiwa – V

Anda diminta pindah tempat kalau anda ingin tetap bekerja.

9. Yang menyebabkan saya diminta untuk pindah tempat adalah sesuatu yang :
 - 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
10. Penyebab saya diminta untuk pindah tempat
 - 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – VI

Seorang teman karib tidak menelepon pada hari ulang tahun anda.

11. Yang menyebabkan teman saya tidak menelepon pada hari ulang tahun saya adalah sesuatu yang :
 - 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 – Bisa saya kendalikan sepenuhnya
12. Penyebab teman saya tidak menelepon pada hari ulang tahun saya sepenuhnya berkaitan dengan :
 - 1 – Saya
 - 2 – Biasanya Saya
 - 3 – Kadang Saya, kadang orang lain atau faktor lain
 - 4 – Biasanya orang lain atau faktor lain
 - 5 – Orang lain atau faktor lain

Peristiwa – VII

Seorang sahabat karib anda sakit parah.

13. Yang menyebabkan sahabat saya sakit parah adalah sesuatu yang :
 - 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 – Bisa saya kendalikan sepenuhnya
14. Hasil dari peristiwa ini adalah sesuatu yang saya rasa :
 - 1 – Bukan tanggung jawab saya sama sekali
 - 2 – Jarang menjadi tanggung jawab saya
 - 3 – Kadang bukan tanggung jawab saya, kadang tanggung jawab saya
 - 4 – Cukup sering menjadi tanggung jawab saya
 - 5 – Tanggung jawab saya sepenuhnya

Peristiwa – VIII

Anda tidak mendapat penugasan yang penting.

15. Yang menyebabkan saya ditolak untuk penugasan tersebut adalah sesuatu yang :
 - 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
16. Penyebab saya ditolak untuk penugasan tersebut.
 - 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – IX

Anda mendapat umpan balik yang negatif dari seorang teman kerja yang dekat dengan Anda.

17. Yang menyebabkan saya mendapat umpan balik negatif adalah sesuatu yang :
- 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
18. Penyebab saya mendapat umpan balik negatif itu :
- 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – X

Seseorang yang dekat dengan Anda didiagnosis menderita kanker.

19. Yang menyebabkan dia mengidap kanker adalah sesuatu yang :
- 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
20. Penyebab dia mengidap kanker :
- 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – XI

Strategi investasi anda yang mutakhir mendatangkan kerugian.

21. Yang menyebabkan strategi saya gagal adalah sesuatu yang :
- 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
22. Penyebab strategi saya gagal :
- 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – XII

Anda ketinggalan pesawat.

23. Yang menyebabkan saya ketinggalan pesawat adalah sesuatu yang :
- 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 – Bisa saya kendalikan sepenuhnya
24. Penyebab saya ketinggalan pesawat sepenuhnya berkaitan dengan :
- 1 – Saya
 - 2 – Biasanya Saya
 - 3 – Kadang Saya, kadang orang lain atau faktor lain
 - 4 – Biasanya orang lain atau faktor lain
 - 5 – Orang lain atau faktor lain

Peristiwa – XIII

Proyek yang anda tangani gagal.

25. Yang menyebabkan proyek tersebut gagal adalah sesuatu yang :
- 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 – Bisa saya kendalikan sepenuhnya
26. Hasil dari peristiwa ini adalah sesuatu yang saya rasa :
- 1 – Bukan tanggung jawab saya sama sekali
 - 2 – Jarang menjadi tanggung jawab saya
 - 3 – Kadang bukan tanggung jawab saya, kadang tanggung jawab saya
 - 4 – Cukup sering menjadi tanggung jawab saya
 - 5 – Tanggung jawab saya sepenuhnya

Peristiwa – XIV

Atasan atau pimpinan anda menawarkan untuk memotong gaji anda sebesar 30 persen kalau anda ingin tetap bekerja.

27. Yang menyebabkan saya diminta menerima pemotongan gaji adalah sesuatu yang :
- 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 – Bisa saya kendalikan sepenuhnya
28. Penyebab saya diminta menerima pemotongan gaji sepenuhnya berkaitan dengan
- 1 – Saya
 - 2 – Biasanya Saya
 - 3 – Kadang Saya, kadang orang lain atau faktor lain
 - 4 – Biasanya orang lain atau faktor lain
 - 5 – Orang lain atau faktor lain

Peristiwa – XV

Mobil anda mogok dalam perjalanan ke sebuah janji pertemuan.

29. Yang menyebabkan mobil saya mogok adalah sesuatu yang :
- 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
30. Penyebab mobil saya mogok :
- 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – XVI

Dokter anda memberi tahu bahwa kadar kolesterol anda terlampau tinggi.

31. Yang menyebabkan kolesterol saya terlampau tinggi adalah sesuatu yang :
- 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
32. Penyebab kolesterol saya terlampau tinggi :
- 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – XVII

Anda menelepon seorang teman berkali-kali dan meninggalkan pesan, tapi tidak satu pun yang dibalas.

33. Yang menyebabkan teman saya tidak menjawab telepon saya adalah sesuatu yang :
- 1 – Mempengaruhi semua aspek kehidupan saya
 - 2 – Cenderung mempengaruhi semua aspek kehidupan saya
 - 3 – Kadang mempengaruhi semua aspek kehidupan saya, kadang hanya berpengaruh pada situasi ini saja
 - 4 – Cenderung mempengaruhi situasi ini saja
 - 5 – Hanya berpengaruh pada situasi ini saja
34. Penyebab teman saya tidak menjawab telepon saya :
- 1 – Akan selalu ada
 - 2 – Biasanya ada
 - 3 – Kadang ada, kadang tidak ada
 - 4 – Biasanya tidak akan ada lagi
 - 5 – Tidak akan pernah ada lagi

Peristiwa – XVIII

Saat pemeriksaan kesehatan, dokter Anda memperingatkan kesehatan Anda.

35. Yang menyebabkan dokter saya memperingatkan saya adalah sesuatu yang :
- 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 – Bisa saya kendalikan sepenuhnya
36. Hasil dari peristiwa ini adalah sesuatu yang saya rasa :
- 1 – Bukan tanggung jawab saya sama sekali
 - 2 – Jarang menjadi tanggung jawab saya
 - 3 – Kadang bukan tanggung jawab saya, kadang tanggung jawab saya
 - 4 – Cukup sering menjadi tanggung jawab saya
 - 5 – Tanggung jawab saya sepenuhnya

Peristiwa – XIX

Hasil penilaian kinerja Anda tidak menyenangkan.

37. Yang menyebabkan saya menerima penilaian seperti itu adalah sesuatu yang :
- 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 – Bisa saya kendalikan sepenuhnya
38. Hasil dari peristiwa ini adalah sesuatu yang saya rasa :
- 1 – Bukan tanggung jawab saya sama sekali
 - 2 – Jarang menjadi tanggung jawab saya
 - 3 – Kadang bukan tanggung jawab saya, kadang tanggung jawab saya
 - 4 – Cukup sering menjadi tanggung jawab saya
 - 5 – Tanggung jawab saya sepenuhnya

Peristiwa – XX

Anda tidak menerima promosi yang sangat anda harapkan.

39. Yang menyebabkan saya tidak mendapat promosi adalah sesuatu yang :
- 1 – Tidak bisa saya kendalikan
 - 2 – Kurang bisa saya kendalikan
 - 3 – Kadang tidak bisa saya kendalikan, kadang bisa saya kendalikan
 - 4 – Cukup bisa saya kendalikan
 - 5 – Bisa saya kendalikan sepenuhnya
40. Penyebab saya tidak mendapat promosi berkaitan dengan :
- 1 – Saya
 - 2 – Biasanya Saya
 - 3 – Kadang Saya, kadang orang lain atau faktor lain
 - 4 – Biasanya orang lain atau faktor lain
 - 5 – Orang lain atau faktor lain

**Mohon periksa kembali jawaban Anda agar tidak ada yang terlewatkan
Terima Kasih !!!**