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LAMPIRAN A

ALAT UKUR PENELITIAN

SKALA KOMITMEN KARYAWAN

I. PETUNJUK PENGISIAN SKALA

1. Isilah skala ini dengan cara memberikan tanda centang (√) pada salah satu alternatif jawaban yang disediakan;
2. Bapak/Ibu/Saudara diminta untuk memilih pernyataan-pernyataan yang terdapat dalam skala tersebut dengan cara memilih:

   YA : Jika **sesuai** dengan diri saudara;

   TIDAK : Jika **tidak sesuai** dengan diri saudara;
3. Tidak ada jawaban yang dianggap salah dalam skala ini, yang diharapkan adalah jawaban yang paling sesuai dengan keadaan Bapak/Ibu/Saudara yang sesungguhnya;
4. Apabila terjadi kesalahan atau pembatalan maka berilah tanda silang (X) pada jawaban yang salah tersebut kemudian beri tanda centang (√) pada jawaban baru yang dianggap paling tepat;
5. Pada skala ini, Bapak/Ibu/Saudara **tidak perlu** menuliskan nama lengkap, hanya menuliskan **inisial** Bapak/Ibu/Saudara (**identitas responden akan dirahasiakan**), contohnya "**NF**." Skala ini tidak akan mempengaruhi kedudukan Bapak/Ibu/Saudara.

II. DATA IDENTITAS DIRI

Isilah data-data berikut ini sesuai dengan keadaan Bapak/Ibu/Saudara sekalian dan dapat kami informasikan jika data ini terjamin kerahasiaannya.

1. Nama (**Inisial)** : .....
2. Jenis Kelamin : L/P (Lingkari)
3. Usia : ..... Tahun

No.	Uraian Pernyataan	Pilihan Jawaban	
		Ya	Tidak
1	Saya bekerja dengan sepenuh hati.		
2	Selama bekerja saya sering merasa kesal.		
3	Saya berusaha bekerja dengan sekuat tenaga agar dapat dipertahankan perusahaan.		
4	Percuma saja bekerja keras, karena atasan tidak memperhatikan.		
5	Bekerja untuk keberhasilan perusahaan adalah hal utama bagi saya.		
6	Jika tidak ada untungnya, maka saya bekerja sesuai jam kerja saja.		
7	Saya berusaha memberikan pelayanan terbaik agar perusahaan ini tetap memiliki citra baik di masyarakat.		
8	Saya tidak peduli dengan cerita masyarakat tentang perusahaan dimana saya bekerja.		
9	Saya akan dukung setiap kegiatan yang berhubungan dengan kemajuan perusahaan.		
10	Saya merasa dukungan yang saya berikan bagi perusahaan tidak ada artinya.		
11	Saya akan bersaing secara sehat dengan rekan kerja yang lain.		
12	Saya berusaha agar rekan kerja saya berada di bawah kendali saya.		
13	Saya mau mengorbankan waktu saya untuk kepentingan perusahaan.		
14	Saya akan mencari-cari alasan agar tidak mendapatkan pekerjaan tambahan dari perusahaan.		
15	Tetap bekerja di perusahaan ini merupakan kebutuhan sekaligus juga keinginan saya.		
16	Saya malas berbuat untuk perusahaan, jika tidak ada untungnya buat saya.		
17	Apapun yang dilakukan teman kerja saya juga harus mampu melakukannya.		
18	Sekalipun bekerja keras, saya yakin bahwa saya sewaktu-waktu dapat dikeluarkan dari perusahaan.		
19	Bagi saya keberhasilan perusahaan adalah keberhasilan saya juga.		
20	Keberhasilan perusahaan sepenuhnya menjadi tanggung jawab pimpinan.		

No.	Uraian Pernyataan	Pilihan Jawaban	
		Ya	Tidak
21	Saya senang menyampaikan gagasan dalam menyelesaikan suatu pekerjaan.		
22	Percuma saja menyampaikan gagasan di perusahaan ini.		
23	Sekalipun ada tawaran kerja di tempat lain, saya akan tetap bertahan bekerja di sini.		
24	Saya tidak begitu peduli dengan kinerja yang saya tunjukan di perusahaan ini.		
25	Setiap perintah yang disampaikan atasan, saya kerjakan dengan sungguh-sungguh.		
26	Pada dasarnya saya ingin membantah perintah tugas yang sering disampaikan atasan.		
27	Ketekunan dalam bekerja merupakan hal yang paling saya utamakan.		
28	Tidak ada gunanya rajin bekerja, karena gaji yang saya terima tidak berubah.		
29	Saya mempunyai rasa memiliki yang kuat terhadap perusahaan ini.		
30	Saya tidak suka jika dinilai melakukan pendekatan kepada atasan.		
31	Saya tidak memperhitungkan untung ruginya bekerja di perusahaan ini.		
32	Saya juga malas berbuat untuk keperluan perusahaan, jika teman-teman tidak ada membantu.		
33	Saya akan memenuhi permintaan atasan untuk kemajuan perusahaan.		
34	Saya terpaksa memenuhi keinginan atasan.		
35	Saya akan memberikan perhatian sepenuhnya kepada kemajuan perusahaan.		
36	Jika perusahaan ini mengalami masalah, saya tidak terima disalahkan.		
37	Apapun akan saya lakukan untuk mempertahankan perusahaan ini dari kegagalan.		
38	Bagi saya, keberhasilan perusahaan ini terletak pada pimpinan.		
39	Semboyan saya adalah bekerja sama dan sama-sama bekerja.		
40	Saya tidak mau ikut campur pada kegiatan kerja yang dilakukan teman.		

LAMPIRAN B

HASIL NILAI SKALA

	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	28	29	30	31	32	33	34	35	36	37	38	39	40	TOTAL
1	1	1	1	1	0	1	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	1	1	0	1	1	1	1	1	1	1	0	1	0	1	1	1	0	28
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3	1	0	1	0	1	1	1	0	1	1	1	0	1	0	1	0	1	1	0	1	1	0	0	0	1	0	1	0	1	1	1	1	1	0	1	0	0	0	1	0	23
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5	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	0	0	1	0	1	0	0	0	1	0	1	0	1	0	1	0	1	0	18
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12	1	1	1	1	1	1	1	1	1	0	1	0	1	0	1	1	1	0	1	1	1	0	0	0	1	0	1	1	1	1	0	1	1	0	1	1	1	1	1	1	30
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52	1	0	1	0	1	1	1	0	1	1	1	0	1	0	1	0	1	1	0	1	1	0	0	0	1	0	1	0	1	1	1	1	1	0	1	0	0	0	1	0	23
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62	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	23
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64	1	0	1	0	1	1	1	0	1	1	1	0	1	0	1	0	1	1	0	1	1	0	0	0	1	0	1	0	1	1	1	1	1	0	1	0	0	0	1	0	23
65	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	23
66	1	0	1	1	1	1	1	1	1	0	0	0	0	0	0	0	1	0	1	1	1	0	0	1	1	0	1	0	0	1	1	0	1	0	0	0	0	0	1	1	20
67	1	1	1	1	1	1	1	1	1	0	1	0	1	1	1	0	1	1	1	1	1	1	0	0	1	0	1	0	1	0	0	1	1	0	1	0	1	1	1	1	29
68	1	1	1	1	1	1	1	1	1	0	1	0	1	0	1	1	1	0	1	1	1	0	0	0	1	0	1	1	1	1	0	1	1	0	1	1	1	1	1	1	30
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72	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	0	0	1	0	1	0	1	1	1	0	1	0	1	1	1	1	1	0	24
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74	1	0	1	0	1	1	1	0	1	1	1	0	1	0	1	0	1	1	0	1	1	0	0	0	1	0	1	0	1	1	1	1	1	0	1	0	0	0	1	0	23
75	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	0	0	0	1	0	1	0	1	1	1	1	1	0	22
76	1	1	1	0	1	1	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	1	1	1	1	0	1	0	27
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80	1	0	1	1	1	1	1	1	1	0	0	0	0	0	0	0	1	0	1	1	1	0	0	1	1	0	1	0	0	1	1	0	1	0	0	0	0	0	1	1	20
81	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	23
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87	1	0	1	1	1	1	1	1	1	0	0	0	0	0	0	0	1	0	1	1	1	0	0	1	1	0	1	0	0	1	1	0	1	0	0	0	0	0	1	1	20
88	1	1	1	1	1	1	1	1	1	0	1	0	1	1	1	0	1	1	1	1	1	1	0	0	1	0	1	0	1	0	0	1	1	0	1	0	1	1	1	1	29
89	1	1	1	1	1	1	1	1	1	0	1	0	1	0	1	1	1	0	1	1	1	0	0	0	1	0	1	1	1	1	0	1	1	0	1	1	1	1	1	1	30
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	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	28	29	30	31	32	33	34	35	36	37	38	39	40	TOTAL
91	1	0	1	0	0	1	1	0	1	0	1	1	1	1	1	0	1	1	1	0	1	0	0	0	1	0	1	0	1	1	0	0	1	0	1	0	0	0	1	1	22
92	0	1	1	1	0	1	1	1	1	1	1	1	0	1	1	1	1	1	0	0	0	1	0	1	0	0	0	0	0	1	1	1	1	0	0	1	0	0	1	1	24
93	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	0	0	1	0	1	0	1	1	1	0	1	0	1	1	1	1	1	0	24
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96	1	1	1	1	0	1	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	1	1	0	1	1	1	1	1	1	1	0	1	0	1	1	1	0	28
97	1	0	1	0	1	1	1	0	1	1	1	0	1	0	1	0	1	1	0	1	1	0	0	0	1	0	1	0	1	1	1	1	1	0	1	0	0	0	1	0	23
98	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	23
99	1	1	1	1	0	1	1	0	1	1	1	0	0	1	1	1	0	1	1	0	0	0	0	1	1	0	0	1	1	1	1	1	1	0	1	1	1	1	1	1	28
100	1	0	1	0	1	1	1	0	1	1	1	0	1	0	1	0	1	1	0	1	1	0	0	0	1	0	1	0	1	1	1	1	1	0	1	0	0	0	1	0	23
101	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	23
102	1	1	1	1	0	1	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	1	1	0	1	1	1	1	1	1	1	0	1	0	1	1	1	0	28
103	1	0	1	0	1	1	1	0	1	1	1	0	1	0	1	0	1	1	0	1	1	0	0	0	1	0	1	0	1	1	1	1	1	0	1	0	0	0	1	0	23
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105	1	1	1	1	0	1	1	0	1	1	1	0	0	1	1	1	0	1	1	0	0	0	0	1	1	0	0	1	1	1	1	1	1	0	1	1	1	1	1	1	28
106	1	0	1	0	1	1	1	0	1	1	1	0	1	0	1	0	1	1	0	1	1	0	0	0	1	0	1	0	1	1	1	1	1	0	1	0	0	0	1	0	23
107	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	1	0	1	0	1	1	1	0	1	0	1	0	1	0	23

LAMPIRAN C

UJI VALIDITAS

```
NONPAR CORR
  /VARIABLES=a1 a2 a3 a4 a5 a6 a7 a8 a9 a10 a11 a12 a13 a14 a15 a16 a17 a18 a19 a20
a21 a22 a23 a24 a25 a26 a27 a28 a29 a30 a31 a32 a33 a34 a35 a36 a37 a38 a39 a40 total
  /PRINT=SPEARMAN TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Nonparametric Correlations

Notes

Output Created		28-Nov-2015 00:43:01
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		NONPAR CORR /VARIABLES=a1 a2 a3 a4 a5 a6 a7 a8 a9 a10 a11 a12 a13 a14 a15 a16 a17 a18 a19 a20 a21 a22 a23 a24 a25 a26 a27 a28 a29 a30 a31 a32 a33 a34 a35 a36 a37 a38 a39 a40 total /PRINT=SPEARMAN TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.109
	Elapsed Time	00:00:00.108
	Number of Cases Allowed	18078 cases[a]

a. Based on availability of workspace memory

[DataSet0]

Correlation

Spearman's rho		a1	a2	a3	a4	a5	a6	a7	a8	a9	a10	a11	a12	a13	a14	a15	a16	a17	a18	a19	a20
a1	Correlation Coefficient	1.000	-.250**	.	-.214*	.348**	-.126	.	-.178	.	-.271**	-.052	-.650**	.357**	-.387**	-.070	-.387**	-.060	-.080	.357**	.140
	Sig. (2-tailed)	.	.009	.	.027	.000	.196	.	.067	.	.005	.594	.000	.000	.000	.473	.000	.541	.415	.000	.149
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a2	Correlation Coefficient	-.250**	1.000	.	.665**	-.495**	.419**	.	.054	.	.154	.209*	.038	-.383**	.408**	-.024	.645**	-.384**	-.014	.163	-.154
	Sig. (2-tailed)	.009	.	.	.000	.000	.000	.	.582	.	.112	.031	.696	.000	.000	.802	.000	.000	.886	.094	.112
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a3	Correlation Coefficient	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a4	Correlation Coefficient	-.214*	.665**	.	1.000	-.398**	.504**	.	.188	.	.042	-.288**	-.008	-.601**	.321**	-.387**	.554**	-.330**	-.331**	.242*	.020
	Sig. (2-tailed)	.027	.000	.	.	.000	.000	.	.053	.	.670	.003	.933	.000	.001	.000	.000	.001	.000	.012	.835
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a5	Correlation Coefficient	.348**	-.495**	.	-.398**	1.000	-.362**	.	.453**	.	-.184	-.150	-.535**	.357**	-.682**	-.201*	-.413**	.535**	-.229*	-.107	.403**
	Sig. (2-tailed)	.000	.000	.	.000	.	.000	.	.000	.	.058	.123	.000	.000	.000	.038	.000	.000	.018	.273	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a6	Correlation Coefficient	-.126	.419**	.	.504**	-.362**	1.000	.	-.286**	.	.464**	-.169	.194*	-.353**	.325**	-.227*	.325**	-.194*	-.021	-.255**	.368**
	Sig. (2-tailed)	.196	.000	.	.000	.000	.	.	.003	.	.000	.082	.046	.000	.001	.019	.001	.046	.834	.008	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a7	Correlation Coefficient	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107

Spearman's rho		a1	a2	a3	a4	a5	a6	a7	a8	a9	a10	a11	a12	a13	a14	a15	a16	a17	a18	a19	a20
a8	Correlation Coefficient	-.178	.054	.	.188	.453**	-.286**	.	1.000	.	-.450**	-.239*	-.065	-.098	-.192*	-.321**	.040	.336**	-.256**	.346**	-.113
	Sig. (2-tailed)	.067	.582	.	.053	.000	.003	.	.	.	.000	.013	.505	.313	.047	.001	.679	.000	.008	.000	.245
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a9	Correlation Coefficient	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a10	Correlation Coefficient	-.271**	.154	.	.042	-.184	.464**	.	-.450**	.	1.000	.192*	.063	-.434**	.262**	-.053	.505**	-.417**	.294**	-.667**	.272**
	Sig. (2-tailed)	.005	.112	.	.670	.058	.000	.	.000	.	.	.047	.520	.000	.006	.588	.000	.000	.002	.000	.005
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a11	Correlation Coefficient	-.052	.209*	.	-.288**	-.150	-.169	.	-.239*	.	.192*	1.000	.080	.479**	.135	.744**	.135	-.080	.655**	-.146	-.372**
	Sig. (2-tailed)	.594	.031	.	.003	.123	.082	.	.013	.	.047	.	.412	.000	.167	.000	.167	.412	.000	.133	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a12	Correlation Coefficient	-.650**	.038	.	-.008	-.535**	.194*	.	-.065	.	.063	.080	1.000	-.151	.596**	.108	.179	.092	.122	-.151	-.216*
	Sig. (2-tailed)	.000	.696	.	.933	.000	.046	.	.505	.	.520	.412	.	.121	.000	.269	.065	.347	.209	.121	.026
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a13	Correlation Coefficient	.357**	-.383**	.	-.601**	.357**	-.353**	.	-.098	.	-.434**	.479**	-.151	1.000	-.430**	.644**	-.703**	.549**	.222*	-.096	.066
	Sig. (2-tailed)	.000	.000	.	.000	.000	.000	.	.313	.	.000	.000	.121	.	.000	.000	.000	.000	.021	.325	.500
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a14	Correlation Coefficient	-.387**	.408**	.	.321**	-.682**	.325**	.	-.192*	.	.262**	.135	.596**	-.430**	1.000	.181	.485**	-.596**	.205*	.062	-.166
	Sig. (2-tailed)	.000	.000	.	.001	.000	.001	.	.047	.	.006	.167	.000	.000	.	.062	.000	.000	.034	.524	.087
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a15	Correlation Coefficient	-.070	-.024	.	-.387**	-.201*	-.227*	.	-.321**	.	-.053	.744**	.108	.644**	.181	1.000	-.186	-.108	.454**	-.196*	-.186

Spearman's rho		a1	a2	a3	a4	a5	a6	a7	a8	a9	a10	a11	a12	a13	a14	a15	a16	a17	a18	a19	a20
	Sig. (2-tailed)	.473	.802	.	.000	.038	.019	.	.001	.	.588	.000	.269	.000	.062	.	.056	.269	.000	.043	.055
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a16	Correlation Coefficient	-.387**	.645**	.	.554**	-.413**	.325**	.	.040	.	.505**	.135	.179	-.703**	.485**	-.186	1.000	-.596**	-.061	.062	-.166
	Sig. (2-tailed)	.000	.000	.	.000	.000	.001	.	.679	.	.000	.167	.065	.000	.000	.056	.	.000	.532	.524	.087
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a17	Correlation Coefficient	-.060	-.384**	.	-.330**	.535**	-.194*	.	.336**	.	-.417**	-.080	.092	.549**	-.596**	-.108	-.596**	1.000	-.122	-.167	.216*
	Sig. (2-tailed)	.541	.000	.	.001	.000	.046	.	.000	.	.000	.412	.347	.000	.000	.269	.000	.	.209	.085	.026
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a18	Correlation Coefficient	-.080	-.014	.	-.331**	-.229*	-.021	.	-.256**	.	.294**	.655**	.122	.222*	.205*	.454**	-.061	-.122	1.000	-.096	-.453**
	Sig. (2-tailed)	.415	.886	.	.000	.018	.834	.	.008	.	.002	.000	.209	.021	.034	.000	.532	.209	.	.327	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a19	Correlation Coefficient	.357**	.163	.	.242*	-.107	-.255**	.	.346**	.	-.667**	-.146	-.151	-.096	.062	-.196*	.062	-.167	-.096	1.000	-.588**
	Sig. (2-tailed)	.000	.094	.	.012	.273	.008	.	.000	.	.000	.133	.121	.325	.524	.043	.524	.085	.327	.	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a20	Correlation Coefficient	.140	-.154	.	.020	.403**	.368**	.	-.113	.	.272**	-.372**	-.216*	.066	-.166	-.186	-.166	.216*	-.453**	-.588**	1.000
	Sig. (2-tailed)	.149	.112	.	.835	.000	.000	.	.245	.	.005	.000	.026	.500	.087	.055	.087	.026	.000	.000	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a21	Correlation Coefficient	.530**	-.472**	.	-.405**	.656**	-.238*	.	.182	.	-.512**	-.098	-.300**	.674**	-.731**	-.132	-.731**	.815**	-.150	.065	.265**
	Sig. (2-tailed)	.000	.000	.	.000	.000	.014	.	.060	.	.000	.313	.002	.000	.000	.175	.000	.000	.123	.505	.006
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a22	Correlation Coefficient	-.530**	.472**	.	.405**	-.056	.238*	.	.335**	.	.271**	.098	.300**	-.403**	.377**	-.321**	.448**	.113	.150	-.065	-.023
	Sig. (2-tailed)	.000	.000	.	.000	.566	.014	.	.000	.	.005	.313	.002	.000	.000	.001	.000	.248	.123	.505	.817

Spearman's rho		a1	a2	a3	a4	a5	a6	a7	a8	a9	a10	a11	a12	a13	a14	a15	a16	a17	a18	a19	a20
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a23	Correlation Coefficient	.140	-.032	.	-.337**	.034	-.548**	.	.125	.	-.518**	.188	-.216*	.393**	-.362**	.253**	-.362**	.216*	.288**	.393**	-.507**
	Sig. (2-tailed)	.149	.741	.	.000	.724	.000	.	.199	.	.000	.052	.026	.000	.000	.009	.000	.026	.003	.000	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a24	Correlation Coefficient	-.316**	.492**	.	.679**	-.665**	.307**	.	-.148	.	.115	-.424**	.111	-.639**	.352**	-.240*	.352**	-.486**	-.287**	.050	-.048
	Sig. (2-tailed)	.001	.000	.	.000	.000	.001	.	.128	.	.239	.000	.256	.000	.000	.013	.000	.000	.003	.612	.622
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a25	Correlation Coefficient	1.000**	-.250**	.	-.214*	.348**	-.126	.	-.178	.	-.271**	-.052	-.650**	.357**	-.387**	-.070	-.387**	-.060	-.080	.357**	.140
	Sig. (2-tailed)	.	.009	.	.027	.000	.196	.	.067	.	.005	.594	.000	.000	.000	.473	.000	.541	.415	.000	.149
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a26	Correlation Coefficient	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a27	Correlation Coefficient	.530**	-.472**	.	-.405**	.656**	-.238*	.	.182	.	-.512**	-.098	-.300**	.674**	-.731**	-.132	-.731**	.815**	-.150	.065	.265**
	Sig. (2-tailed)	.000	.000	.	.000	.000	.014	.	.060	.	.000	.313	.002	.000	.000	.175	.000	.000	.123	.505	.006
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a28	Correlation Coefficient	.134	.618**	.	.742**	-.409**	.347**	.	-.071	.	.095	.181	-.207*	-.287**	.100	-.076	.547**	-.444**	-.071	.282**	-.231*
	Sig. (2-tailed)	.167	.000	.	.000	.000	.000	.	.470	.	.332	.063	.033	.003	.306	.440	.000	.000	.465	.003	.017
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a29	Correlation Coefficient	.438**	.149	.	-.138	-.022	.098	.	-.054	.	.117	.588**	-.224*	.401**	-.018	.394**	-.018	-.136	.466**	-.012	-.050
	Sig. (2-tailed)	.000	.126	.	.156	.824	.314	.	.581	.	.231	.000	.021	.000	.850	.000	.850	.162	.000	.901	.610
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107

Spearman's rho		a1	a2	a3	a4	a5	a6	a7	a8	a9	a10	a11	a12	a13	a14	a15	a16	a17	a18	a19	a20
a30	Correlation Coefficient	-.120	.308**	.	.392**	-.345**	.769**	.	-.254**	.	.443**	-.161	.185	-.337**	.102	-.217*	.310**	-.185	-.125	-.337**	.256**
	Sig. (2-tailed)	.218	.001	.	.000	.000	.000	.	.008	.	.000	.097	.057	.000	.295	.025	.001	.057	.199	.000	.008
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a31	Correlation Coefficient	-.080	-.235*	.	-.169	.085	-.139	.	-.094	.	.294**	-.107	-.363**	-.223*	-.394**	-.144	-.061	-.122	.302**	-.096	-.282**
	Sig. (2-tailed)	.415	.015	.	.082	.384	.153	.	.338	.	.002	.273	.000	.021	.000	.140	.532	.209	.002	.327	.003
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a32	Correlation Coefficient	-.140	.276**	.	.059	-.173	.112	.	-.165	.	.518**	.372**	-.141	-.066	.118	.186	.362**	-.216*	.339**	-.300**	.130
	Sig. (2-tailed)	.149	.004	.	.546	.075	.250	.	.089	.	.000	.000	.149	.500	.228	.055	.000	.026	.000	.002	.181
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a33	Correlation Coefficient	-.056	.078	.	-.309**	-.161	-.025	.	-.256**	.	.207*	-.075	.086	-.157	.145	-.101	.145	-.086	.090	.011	.052
	Sig. (2-tailed)	.567	.425	.	.001	.097	.799	.	.008	.	.033	.441	.378	.106	.137	.300	.137	.378	.357	.911	.595
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a34	Correlation Coefficient	.063	.407**	.	.027	.182	.205*	.	.290**	.	.104	.085	-.097	-.202*	-.163	-.395**	.234*	.097	.130	.177	-.229*
	Sig. (2-tailed)	.517	.000	.	.782	.061	.034	.	.002	.	.286	.384	.319	.037	.093	.000	.015	.319	.183	.068	.018
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a35	Correlation Coefficient	.424**	.064	.	-.506**	-.035	-.189	.	-.419**	.	.132	.569**	-.212*	.379**	-.006	.377**	-.006	-.141	.446**	.090	-.135
	Sig. (2-tailed)	.000	.510	.	.000	.719	.051	.	.000	.	.175	.000	.029	.000	.954	.000	.954	.148	.000	.355	.166
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a36	Correlation Coefficient	-.260**	.362**	.	.278**	-.160	.013	.	.136	.	-.020	.200*	.050	-.178	.239*	.269**	.432**	-.400**	-.030	.143	-.293**
	Sig. (2-tailed)	.007	.000	.	.004	.101	.896	.	.161	.	.839	.039	.607	.066	.013	.005	.000	.000	.761	.142	.002
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a37	Correlation Coefficient	.283**	.386**	.	.201*	.023	-.445**	.	.332**	.	-.456**	.379**	-.435**	.133	-.089	.194*	.158	-.211*	.120	.698**	-.600**

Spearman's rho		a1	a2	a3	a4	a5	a6	a7	a8	a9	a10	a11	a12	a13	a14	a15	a16	a17	a18	a19	a20
	Sig. (2-tailed)	.003	.000	.	.038	.814	.000	.	.000	.	.000	.000	.000	.172	.362	.045	.105	.029	.218	.000	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a38	Correlation Coefficient	.134	.494**	.	.380**	-.409**	.038	.	-.272**	.	-.116	.181	-.207*	-.050	.298**	.243*	.298**	-.444**	.044	.377**	-.146
	Sig. (2-tailed)	.167	.000	.	.000	.000	.700	.	.005	.	.233	.063	.033	.608	.002	.012	.002	.000	.650	.000	.133
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a39	Correlation Coefficient	-.044	-.281**	.	-.241*	-.125	-.141	.	-.200*	.	-.305**	-.059	.067	.401**	.113	.623**	-.435**	-.067	-.089	-.122	.158
	Sig. (2-tailed)	.655	.003	.	.012	.198	.146	.	.039	.	.001	.549	.492	.000	.248	.000	.000	.492	.360	.210	.105
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a40	Correlation Coefficient	-.266**	.460**	.	.611**	-.399**	.474**	.	.120	.	.200*	-.357**	.408**	-.744**	.686**	-.479**	.686**	-.408**	-.319**	.225*	.092
	Sig. (2-tailed)	.006	.000	.	.000	.000	.000	.	.220	.	.039	.000	.000	.000	.000	.000	.000	.000	.001	.020	.348
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
total	Correlation Coefficient	-.076	.818**	.	.565**	-.285**	.382**	.	.151	.	.179	.423**	-.170	-.164	.244*	.110	.590**	-.323**	.238*	.198*	-.175
	Sig. (2-tailed)	.439	.000	.	.000	.003	.000	.	.121	.	.064	.000	.080	.091	.011	.261	.000	.001	.014	.041	.072
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107

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

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

Correlation

Spearman's rho		a21	a22	a23	a24	a25	a26	a27	a28	a29	a30	a31	a32	a33	a34	a35	a36	a37	a38	a39	a40	total
a1	Correlation Coefficient	.530**	-.530**	.140	-.316**	1.000**	.	.530**	.134	.438**	-.120	-.080	-.140	-.056	.063	.424**	-.260**	.283**	.134	-.044	-.266**	-.076
	Sig. (2-tailed)	.000	.000	.149	.001	.	.	.000	.167	.000	.218	.415	.149	.567	.517	.000	.007	.003	.167	.655	.006	.439
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a2	Correlation Coefficient	-.472**	.472**	-.032	.492**	-.250**	.	-.472**	.618**	.149	.308**	-.235*	.276**	.078	.407**	.064	.362**	.386**	.494**	-.281**	.460**	.818**
	Sig. (2-tailed)	.000	.000	.741	.000	.009	.	.000	.000	.126	.001	.015	.004	.425	.000	.510	.000	.000	.000	.003	.000	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a3	Correlation Coefficient	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a4	Correlation Coefficient	-.405**	.405**	-.337**	.679**	-.214*	.	-.405**	.742**	-.138	.392**	-.169	.059	-.309**	.027	-.506**	.278**	.201*	.380**	-.241*	.611**	.565**
	Sig. (2-tailed)	.000	.000	.000	.000	.027	.	.000	.000	.156	.000	.082	.546	.001	.782	.000	.004	.038	.000	.012	.000	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a5	Correlation Coefficient	.656**	-.056	.034	-.665**	.348**	.	.656**	-.409**	-.022	-.345**	.085	-.173	-.161	.182	-.035	-.160	.023	-.409**	-.125	-.399**	-.285**
	Sig. (2-tailed)	.000	.566	.724	.000	.000	.	.000	.000	.824	.000	.384	.075	.097	.061	.719	.101	.814	.000	.198	.000	.003
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a6	Correlation Coefficient	-.238*	.238*	-.548**	.307**	-.126	.	-.238*	.347**	.098	.769**	-.139	.112	-.025	.205*	-.189	.013	-.445**	.038	-.141	.474**	.382**
	Sig. (2-tailed)	.014	.014	.000	.001	.196	.	.014	.000	.314	.000	.153	.250	.799	.034	.051	.896	.000	.700	.146	.000	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a7	Correlation Coefficient	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107

Spearman's rho		a21	a22	a23	a24	a25	a26	a27	a28	a29	a30	a31	a32	a33	a34	a35	a36	a37	a38	a39	a40	total
a8	Correlation Coefficient	.182	.335**	.125	-.148	-.178	.	.182	-.071	-.054	-.254**	-.094	-.165	-.256**	.290**	-.419**	.136	.332**	-.272**	-.200*	.120	.151
	Sig. (2-tailed)	.060	.000	.199	.128	.067	.	.060	.470	.581	.008	.338	.089	.008	.002	.000	.161	.000	.005	.039	.220	.121
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a9	Correlation Coefficient	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a10	Correlation Coefficient	-.512**	.271**	-.518**	.115	-.271**	.	-.512**	.095	.117	.443**	.294**	.518**	.207*	.104	.132	-.020	-.456**	-.116	-.305**	.200*	.179
	Sig. (2-tailed)	.000	.005	.000	.239	.005	.	.000	.332	.231	.000	.002	.000	.033	.286	.175	.839	.000	.233	.001	.039	.064
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a11	Correlation Coefficient	-.098	.098	.188	-.424**	-.052	.	-.098	.181	.588**	-.161	-.107	.372**	-.075	.085	.569**	.200*	.379**	.181	-.059	-.357**	.423**
	Sig. (2-tailed)	.313	.313	.052	.000	.594	.	.313	.063	.000	.097	.273	.000	.441	.384	.000	.039	.000	.063	.549	.000	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a12	Correlation Coefficient	-.300**	.300**	-.216*	.111	-.650**	.	-.300**	-.207*	-.224*	.185	-.363**	-.141	.086	-.097	-.212*	.050	-.435**	-.207*	.067	.408**	-.170
	Sig. (2-tailed)	.002	.002	.026	.256	.000	.	.002	.033	.021	.057	.000	.149	.378	.319	.029	.607	.000	.033	.492	.000	.080
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a13	Correlation Coefficient	.674**	-.403**	.393**	-.639**	.357**	.	.674**	-.287**	.401**	-.337**	-.223*	-.066	-.157	-.202*	.379**	-.178	.133	-.050	.401**	-.744**	-.164
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.003	.000	.000	.021	.500	.106	.037	.000	.066	.172	.608	.000	.000	.091
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a14	Correlation Coefficient	-.731**	.377**	-.362**	.352**	-.387**	.	-.731**	.100	-.018	.102	-.394**	.118	.145	-.163	-.006	.239*	-.089	.298**	.113	.686**	.244*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.306	.850	.295	.000	.228	.137	.093	.954	.013	.362	.002	.248	.000	.011
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a15	Correlation Coefficient	-.132	-.321**	.253**	-.240*	-.070	.	-.132	-.076	.394**	-.217*	-.144	.186	-.101	-.395**	.377**	.269**	.194*	.243*	.623**	-.479**	.110

Spearman's rho		a21	a22	a23	a24	a25	a26	a27	a28	a29	a30	a31	a32	a33	a34	a35	a36	a37	a38	a39	a40	total
	Sig. (2-tailed)	.175	.001	.009	.013	.473	.	.175	.440	.000	.025	.140	.055	.300	.000	.000	.005	.045	.012	.000	.000	.261
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a16	Correlation Coefficient	-.731**	.448**	-.362**	.352**	-.387**	.	-.731**	.547**	-.018	.310**	-.061	.362**	.145	.234*	-.006	.432**	.158	.298**	-.435**	.686**	.590**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.000	.850	.001	.532	.000	.137	.015	.954	.000	.105	.002	.000	.000	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a17	Correlation Coefficient	.815**	.113	.216*	-.486**	-.060	.	.815**	-.444**	-.136	-.185	-.122	-.216*	-.086	.097	-.141	-.400**	-.211*	-.444**	-.067	-.408**	-.323**
	Sig. (2-tailed)	.000	.248	.026	.000	.541	.	.000	.000	.162	.057	.209	.026	.378	.319	.148	.000	.029	.000	.492	.000	.001
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a18	Correlation Coefficient	-.150	.150	.288**	-.287**	-.080	.	-.150	-.071	.466**	-.125	.302**	.339**	.090	.130	.446**	-.030	.120	.044	-.089	-.319**	.238*
	Sig. (2-tailed)	.123	.123	.003	.003	.415	.	.123	.465	.000	.199	.002	.000	.357	.183	.000	.761	.218	.650	.360	.001	.014
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a19	Correlation Coefficient	.065	-.065	.393**	.050	.357**	.	.065	.282**	-.012	-.337**	-.096	-.300**	.011	.177	.090	.143	.698**	.377**	-.122	.225*	.198*
	Sig. (2-tailed)	.505	.505	.000	.612	.000	.	.505	.003	.901	.000	.327	.002	.911	.068	.355	.142	.000	.000	.210	.020	.041
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a20	Correlation Coefficient	.265**	-.023	-.507**	-.048	.140	.	.265**	-.231*	-.050	.256**	-.282**	.130	.052	-.229*	-.135	-.293**	-.600**	-.146	.158	.092	-.175
	Sig. (2-tailed)	.006	.817	.000	.622	.149	.	.006	.017	.610	.008	.003	.181	.595	.018	.166	.002	.000	.133	.105	.348	.072
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a21	Correlation Coefficient	1.000	-.212*	.265**	-.596**	.530**	.	1.000**	-.299**	.139	-.227*	-.150	-.265**	-.106	.119	.127	-.491**	-.015	-.299**	-.082	-.501**	-.318**
	Sig. (2-tailed)	.	.028	.006	.000	.000	.	.	.002	.154	.019	.123	.006	.278	.221	.194	.000	.875	.002	.399	.000	.001
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a22	Correlation Coefficient	-.212*	1.000	-.265**	.023	-.530**	.	-.212*	.053	-.139	-.031	-.179	.265**	.106	.372**	-.127	-.044	.015	-.008	-.595**	.501**	.430**
	Sig. (2-tailed)	.028	.	.006	.817	.000	.	.028	.585	.154	.754	.064	.006	.278	.000	.194	.654	.875	.935	.000	.000	.000

Spearman's rho		a21	a22	a23	a24	a25	a26	a27	a28	a29	a30	a31	a32	a33	a34	a35	a36	a37	a38	a39	a40	total
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a23	Correlation Coefficient	.265**	-.265**	1.000	-.092	.140	.	.265**	-.146	.056	-.589**	.288**	.088	.202*	.111	.331**	-.128	.496**	.066	.158	-.528**	-.070
	Sig. (2-tailed)	.006	.006	.	.345	.149	.	.006	.133	.568	.000	.003	.365	.037	.254	.000	.188	.000	.497	.105	.000	.472
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a24	Correlation Coefficient	-.596**	.023	-.092	1.000	-.316**	.	-.596**	.423**	-.331**	.381**	.132	.048	.019	-.200*	-.418**	.176	-.053	.334**	.138	.406**	.155
	Sig. (2-tailed)	.000	.817	.345	.	.001	.	.000	.000	.000	.000	.175	.622	.844	.038	.000	.070	.590	.000	.156	.000	.110
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a25	Correlation Coefficient	.530**	-.530**	.140	-.316**	1.000	.	.530**	.134	.438**	-.120	-.080	-.140	-.056	.063	.424**	-.260**	.283**	.134	-.044	-.266**	-.076
	Sig. (2-tailed)	.000	.000	.149	.001	.	.	.000	.167	.000	.218	.415	.149	.567	.517	.000	.007	.003	.167	.655	.006	.439
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a26	Correlation Coefficient	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	Sig. (2-tailed)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a27	Correlation Coefficient	1.000**	-.212*	.265**	-.596**	.530**	.	1.000	-.299**	.139	-.227*	-.150	-.265**	-.106	.119	.127	-.491**	-.015	-.299**	-.082	-.501**	-.318**
	Sig. (2-tailed)	.	.028	.006	.000	.000	.	.	.002	.154	.019	.123	.006	.278	.221	.194	.000	.875	.002	.399	.000	.001
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a28	Correlation Coefficient	-.299**	.053	-.146	.423**	.134	.	-.299**	1.000	.307**	.416**	-.071	.146	-.417**	.126	-.103	.359**	.476**	.440**	-.324**	.249**	.678**
	Sig. (2-tailed)	.002	.585	.133	.000	.167	.	.002	.	.001	.000	.465	.133	.000	.197	.291	.000	.000	.000	.001	.010	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a29	Correlation Coefficient	.139	-.139	.056	-.331**	.438**	.	.139	.307**	1.000	.119	-.182	.420**	-.128	.144	.510**	-.127	.272**	.039	-.100	-.241*	.493**
	Sig. (2-tailed)	.154	.154	.568	.000	.000	.	.154	.001	.	.221	.061	.000	.189	.138	.000	.194	.005	.693	.308	.013	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107

Spearman's rho		a21	a22	a23	a24	a25	a26	a27	a28	a29	a30	a31	a32	a33	a34	a35	a36	a37	a38	a39	a40	total
a30	Correlation Coefficient	-.227*	-.031	-.589**	.381**	-.120	.	-.227*	.416**	.119	1.000	-.004	-.123	-.173	.196*	-.283**	.243*	-.425**	.010	-.135	.277**	.275**
	Sig. (2-tailed)	.019	.754	.000	.000	.218	.	.019	.000	.221	.	.968	.208	.074	.043	.003	.012	.000	.921	.166	.004	.004
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a31	Correlation Coefficient	-.150	-.179	.288**	.132	-.080	.	-.150	-.071	-.182	-.004	1.000	.111	.090	.130	-.047	-.030	.005	-.187	-.089	-.432**	-.142
	Sig. (2-tailed)	.123	.064	.003	.175	.415	.	.123	.465	.061	.968	.	.254	.357	.183	.633	.761	.956	.054	.360	.000	.144
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a32	Correlation Coefficient	-.265**	.265**	.088	.048	-.140	.	-.265**	.146	.420**	-.123	.111	1.000	.399**	-.111	.446**	-.365**	.009	.104	-.158	.032	.426**
	Sig. (2-tailed)	.006	.006	.365	.622	.149	.	.006	.133	.000	.208	.254	.	.000	.254	.000	.000	.923	.288	.105	.740	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a33	Correlation Coefficient	-.106	.106	.202*	.019	-.056	.	-.106	-.417**	-.128	-.173	.090	.399**	1.000	.091	.612**	-.375**	-.198*	.194*	-.063	.211*	-.046
	Sig. (2-tailed)	.278	.278	.037	.844	.567	.	.278	.000	.189	.074	.357	.000	.	.350	.000	.000	.041	.045	.520	.029	.637
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a34	Correlation Coefficient	.119	.372**	.111	-.200*	.063	.	.119	.126	.144	.196*	.130	-.111	.091	1.000	.149	.090	.224*	-.219*	-.690**	.097	.353**
	Sig. (2-tailed)	.221	.000	.254	.038	.517	.	.221	.197	.138	.043	.183	.254	.350	.	.125	.354	.020	.023	.000	.319	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a35	Correlation Coefficient	.127	-.127	.331**	-.418**	.424**	.	.127	-.103	.510**	-.283**	-.047	.446**	.612**	.149	1.000	-.258**	.249**	.317**	-.103	-.217*	.205*
	Sig. (2-tailed)	.194	.194	.000	.000	.000	.	.194	.291	.000	.003	.633	.000	.000	.125	.	.007	.010	.001	.292	.025	.035
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a36	Correlation Coefficient	-.491**	-.044	-.128	.176	-.260**	.	-.491**	.359**	-.127	.243*	-.030	-.365**	-.375**	.090	-.258**	1.000	.362**	.401**	.168	.128	.345**
	Sig. (2-tailed)	.000	.654	.188	.070	.007	.	.000	.000	.194	.012	.761	.000	.000	.354	.007	.	.000	.000	.084	.190	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a37	Correlation Coefficient	-.015	.015	.496**	-.053	.283**	.	-.015	.476**	.272**	-.425**	.005	.009	-.198*	.224*	.249**	.362**	1.000	.476**	-.154	-.149	.513**

Spearman's rho		a21	a22	a23	a24	a25	a26	a27	a28	a29	a30	a31	a32	a33	a34	a35	a36	a37	a38	a39	a40	total
	Sig. (2-tailed)	.875	.875	.000	.590	.003	.	.875	.000	.005	.000	.956	.923	.041	.020	.010	.000	.	.000	.112	.127	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a38	Correlation Coefficient	-.299**	-.008	.066	.334**	.134	.	-.299**	.440**	.039	.010	-.187	.104	.194*	-.219*	.317**	.401**	.476**	1.000	.151	.207*	.521**
	Sig. (2-tailed)	.002	.935	.497	.000	.167	.	.002	.000	.693	.921	.054	.288	.045	.023	.001	.000	.000	.	.120	.033	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a39	Correlation Coefficient	-.082	-.595**	.158	.138	-.044	.	-.082	-.324**	-.100	-.135	-.089	-.158	-.063	-.690**	-.103	.168	-.154	.151	1.000	-.298**	-.332**
	Sig. (2-tailed)	.399	.000	.105	.156	.655	.	.399	.001	.308	.166	.360	.105	.520	.000	.292	.084	.112	.120	.	.002	.000
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
a40	Correlation Coefficient	-.501**	.501**	-.528**	.406**	-.266**	.	-.501**	.249**	-.241*	.277**	-.432**	.032	.211*	.097	-.217*	.128	-.149	.207*	-.298**	1.000	.268**
	Sig. (2-tailed)	.000	.000	.000	.000	.006	.	.000	.010	.013	.004	.000	.740	.029	.319	.025	.190	.127	.033	.002	.	.005
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107
total	Correlation Coefficient	-.318**	.430**	-.070	.155	-.076	.	-.318**	.678**	.493**	.275**	-.142	.426**	-.046	.353**	.205*	.345**	.513**	.521**	-.332**	.268**	1.000
	Sig. (2-tailed)	.001	.000	.472	.110	.439	.	.001	.000	.000	.004	.144	.000	.637	.000	.035	.000	.000	.000	.000	.005	.
	N	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107	107

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

```
RELIABILITY
  /VARIABLES=a1 a2 a3 a4 a5 a7 a8 a9 a10 a11 a12 a13 a14 a15 a16 a17 a18 a19 a20 a21
a22 a23 a24 a25 a26 a27 a28 a29 a30 a31 a32 a33 a34 a35 a36 a37 a38 a39 a40
  /SCALE('ALL VARIABLES') ALL
  /MODEL=SPLIT.
```

Reliability

Notes

Output Created		28-Nov-2015 00:58:19
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=a1 a2 a3 a4 a5 a7 a8 a9 a10 a11 a12 a13 a14 a15 a16 a17 a18 a19 a20 a21 a22 a23 a24 a25 a26 a27 a28 a29 a30 a31 a32 a33 a34 a35 a36 a37 a38 a39 a40 /SCALE('ALL VARIABLES') ALL /MODEL=SPLIT.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.031

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	107	100.0
	Excluded[a]	0	.0
	Total	107	100.0

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

Reliability Statistics

Cronbach's Alpha	Part 1	Value	-.705[a]
		N of Items	20[b]
	Part 2	Value	.353
		N of Items	19[c]
	Total N of Items		39
Correlation Between Forms			.378
Spearman-Brown Coefficient	Equal Length		.549
	Unequal Length		.549
Guttman Split-Half Coefficient			.503

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

b. The items are: a1, a2, a3, a4, a5, a7, a8, a9, a10, a11, a12, a13, a14, a15, a16, a17, a18, a19, a20, a21.

c. The items are: a21, a22, a23, a24, a25, a26, a27, a28, a29, a30, a31, a32, a33, a34, a35, a36, a37, a38, a39, a40.

LAMPIRAN D

UJI NORMALITAS

```
COMPUTE A1=VAR00001 + VAR00002 + VAR00003 + VAR00004 + VAR00005 +
VAR00006.
VARIABLE LABELS  A1 'SKOR SIKAP'.
EXECUTE.
COMPUTE A2=VAR00007 + VAR00008 + VAR00009 + VAR00010.
VARIABLE LABELS  A2 'KEHENDAK'.
EXECUTE.
COMPUTE A3=VAR00011 + VAR00012 + VAR00013 + VAR00014.
VARIABLE LABELS  A3 'MENEJEMEN'.
EXECUTE.
FACTOR
  /VARIABLES A1 A2 A3
  /MISSING LISTWISE
  /ANALYSIS A1 A2 A3
  /PRINT INITIAL CORRELATION SIG KMO EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Notes

Output Created		28-Nov-2015 01:05:19
Comments		
Input	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
Missing Value Handling	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.

Syntax		FACTOR /VARIABLES A1 A2 A3 /MISSING LISTWISE /ANALYSIS A1 A2 A3 /PRINT INITIAL CORRELATION SIG KMO EXTRACTION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /ROTATION NOROTATE /METHOD=CORRELATION.
Resources	Processor Time	00:00:00.031
	Elapsed Time	00:00:00.047
	Maximum Memory Required	1860 (1.816K) bytes

[DataSet2]

Correlation Matrix

		SKOR SIKAP	KEHENDAK	MENEJEMEN
Correlation	SKOR SIKAP	1.000	.633	.520
	KEHENDAK	.633	1.000	.607
	MENEJEMEN	.520	.607	1.000
Sig. (1-tailed)	SKOR SIKAP		.000	.000
	KEHENDAK	.000		.000
	MENEJEMEN	.000	.000	

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.701
Bartlett's Test of Sphericity	Approx. Chi-Square	106.300
	Df	3
	Sig.	.000

Communalities

	Initial	Extraction
SKOR SIKAP	1.000	.710
KEHENDAK	1.000	.778
MENEJEMEN	1.000	.687

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component		Initial Eigenvalues			Extraction Sums of Squared Loadings		
		Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
dimension0	1	2.174	72.477	72.477	2.174	72.477	72.477
	2	.481	16.041	88.518			
	3	.344	11.482	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
SKOR SIKAP	.842
KEHENDAK	.882
MENEJEMEN	.829

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

```
NEW FILE.
DATASET NAME DataSet3 WINDOW=FRONT.
DATASET ACTIVATE DataSet2.
DATASET CLOSE DataSet3.
DESCRIPTIVES VARIABLES=A1 A2 A3
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

Notes

Output Created		28-Nov-2015 01:11:51
Comments		
Input	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=A1 A2 A3 /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00:00:00.016
	Elapsed Time	00:00:00.015

[DataSet2]

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
SKOR SIKAP	107	1.00	6.00	3.9252	1.32964
KEHENDAK	107	.00	4.00	1.1402	1.31356
MENEJEMEN	107	1.00	4.00	2.2897	.65889
Valid N (listwise)	107				

```
STRING A11 (A12).
RECODE A1 (4 thru 5='rata-rata') (5 thru Highest='tinggi') (Lowest thru 4='rendah') INTO
A11.
VARIABLE LABELS  A11 'KATEGORI SIKAP'.
EXECUTE.
STRING A21 (A12).
RECODE A2 (1 thru 2='rata-rata') (Lowest thru 1='kurang') (2 thru Highest='tinggi') INTO
A21.
VARIABLE LABELS  A21 'KATEGORI KEHEMDAK'.
EXECUTE.
```

```
STRING A31 (A12).
RECODE A3 (1 thru 2='rata-rata') (Lowest thru 1='kurang') (2 thru Highest='tinggi') INTO
A31.
VARIABLE LABELS  A31 'KATEGORI MANAJEMEN'.
EXECUTE.
FREQUENCIES VARIABLES=A11 A21 A31
  /PIECHART FREQ
  /ORDER=ANALYSIS.
```

Frequencies

Notes

Output Created		28-Nov-2015 01:21:58
Comments		
Input	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=A11 A21 A31 /PIECHART FREQ /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.609
	Elapsed Time	00:00:00.641

[DataSet2]

Statistics

		KATEGORI SIKAP	KATEGORI KEHENDAK	KATEGORI MANAJEMEN
N	Valid	107	107	107
	Missing	0	0	0

Frequency Table

KATEGORI SIKAP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rata-rata	43	40.2	40.2	40.2
	Rendah	43	40.2	40.2	80.4
	Tinggi	21	19.6	19.6	100.0
	Total	107	100.0	100.0	

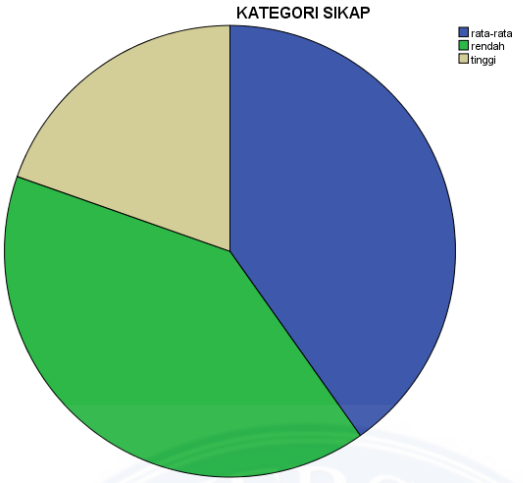
KATEGORI KEHENDAK

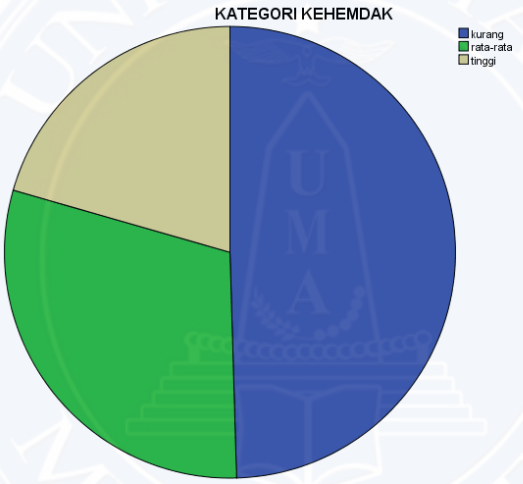
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	53	49.5	49.5	49.5
	rata-rata	32	29.9	29.9	79.4
	Tinggi	22	20.6	20.6	100.0
	Total	107	100.0	100.0	

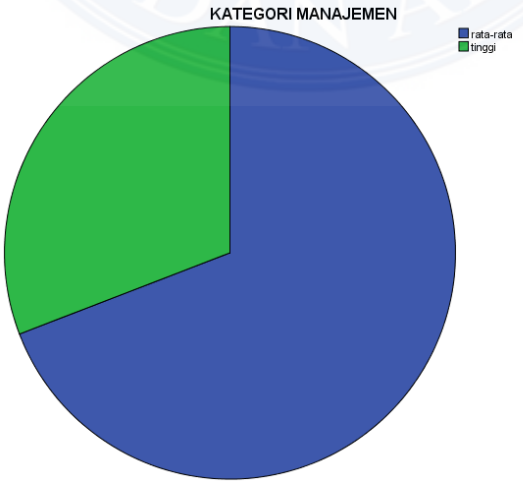
KATEGORI MANAJEMEN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rata-rata	74	69.2	69.2	69.2
	Tinggi	33	30.8	30.8	100.0
	Total	107	100.0	100.0	

Pie Chart


KATEGORI SIKAP
rata-rata
rendah
tinggi


KATEGORI KEHEMDAK
kurang
rata-rata
tinggi


KATEGORI MANAJEMEN
rata-rata
tinggi

LAMPIRAN E

SURAT PENELITIAN