



Universitas  
**Esa Unggul**

## **LAMPIRAN**



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**Lampiran 1**  
**Kuesioner Pretest**

**KUESIONER SURVEY**

**A. Identitas Responden: (Berilah tanda “X” pada pilihan yang ada)**

1. Jenis kelamin anda:  
a. Pria    b. Wanita
2. Usia anda saat ini:  
a.  $\leq 25$  tahun    b. 26 tahun – 30 tahun    c.  $\geq 31$  thn
3. Pendidikan akhir:  
a. SMA    b. D3    c. S1
4. Sudah berapa lama anda menjadi anggota kepolisian di jajaran Polres Jakarta Selatan khusus Penyidik Reserse.  
a. 1-3 tahun    b. 4-6 tahun    c.  $\geq 7$  tahun
5. Pangkat:  
a. Pama    b. Bintara Tinggi    c. Bintara
6. Jabatan:  
a. Anggota Tim Penyidik    b. Kepala Tim    c. Kepala Unit
7. Pendapatan Perbulan:  
a.  $\leq$  Rp 4.000.000    b. Rp 4.100.000 – Rp 6.000.000    c.  $\geq 6.100.000$

**B. Kuesioner**

Saya mohon untuk kesediaan saudara/bapak/ibu untuk memberikan pendapat pernyataan-pernyataan dengan cara menyilang kotak pada salah satu nomer yang dapat dipilih pada skala 1 sampai 5. Skala nomor menunjukkan seberapa dekat jawaban saudara/bapak/ibu dengan pilihan yang tersedia, sebagai berikut:

1. Sangat tidak setuju (STS)
2. Tidak setuju (TS)
3. Antara setuju tidak setuju (ASTS)
4. Setuju (S)
5. Sangat Setuju (SS)

**Lampiran 1**  
**Kuesioner Pretest (lanjutan)**

| No  | Kuesioner  | 1 | 2 | 3 | 4 | 5 |
|-----|--|---|---|---|---|---|
| 1   | Pimpinan saya membuat mayoritas keputusannya tanpa berdiskusi dengan bawahan.                    |   |   |   |   |   |
| 2   | Pimpinan saya menghindari interaksi sosial dengan bawahannya.                                    |   |   |   |   |   |
| 3   | Saya seharusnya menyetujui keputusan yang dibuat oleh pimpinan saya.                             |   |   |   |   |   |
| 4   | Pimpinan saya sebaiknya tidak mendelegasikan tugas penting kepada bawahan.                       |   |   |   |   |   |
| 5   | Saya berusaha menyelesaikan tugas tepat waktu.   |   |   |   |   |   |
| 6   | Saya menerima resiko atas setiap keputusan yang saya ambil.                                      |   |   |   |   |   |
| 7   | Hal wajar bila saya gagal mengerjakan tugas yang sukar.  |   |   |   |   |   |
| 8   | Saya mengakui setiap kesalahan yang diyakini atas perbuatan saya.                                |   |   |   |   |   |
| 9   | Jika saya telah berbuat salah, saya berusaha untuk memperbaikinya.                               |   |   |   |   |   |
| 10  | Saya puas jika dapat melaksanakan tugas dengan maksimal.   |   |   |   |   |   |
| 11  | Saya berusaha agar prestasi saya lebih baik dibandingkan rekan kerja polisi lain.                |   |   |   |   |   |
| 12  | Saya senantiasa berusaha membina hubungan baik sesama rekan polisi dalam satu team kerja.        |   |   |   |   |   |
| 13  | Saya berupaya memiliki sebanyak mungkin teman dari rekan team polisi lain diberbagai divisi.     |   |   |   |   |   |
| 14  | Saya rajin membangun hubungan dengan pimpinan.   |   |   |   |   |   |
| 15. | Saya suka membantu sesama rekan kerja polisi yang kebetulan memerlukan bantuan.                  |   |   |   |   |   |
| 16  | Saya bersikap optimisme untuk mempengaruhi tim kepolisian dalam banyak hal agar tujuan tercapai. |   |   |   |   |   |

**Lampiran 1**  
**Kuesioner Pretest (lanjutan)**

| No  | Kuesioner  | 1 | 2 | 3 | 4 | 5 |
|-----|--|---|---|---|---|---|
| 17. | Saya senantiasa berusaha memperjuangkan ide-ide atau gagasan agar memperoleh kesepakatan dari teman-teman di kantor.   |   |   |   |   |   |
| 18. | Saya rela bekerja dengan giat agar memperoleh kenaikan pangkat yang lebih tinggi.                                      |   |   |   |   |   |
| 19. | Saya melihat jabatan sebagai puncak karir sehingga perlu di perjuangkan  |   |   |   |   |   |
| 20  | Saya berusaha menyusun strategi sejak awal untuk mendapat jabatan yang saya inginkan.                                  |   |   |   |   |   |
| 21  | Saya senang apabila menghabiskan sisa karir saya dengan organisasi kepolisian ini.                                     |   |   |   |   |   |
| 22  | Saya benar-benar merasa seolah-olah masalah organisasi ini adalah masalah saya sendiri.                                |   |   |   |   |   |
| 23  | Saya merasakan rasa yang kuat "milik" untuk organisasi kepolisian ini.   |   |   |   |   |   |
| 24  | Saya merasa "emosional" untuk organisasi ini.  |   |   |   |   |   |
| 25  | Saya merasa seperti "bagian dari keluarga" di organisasi tempat saya bekerja.  |   |   |   |   |   |
| 26  | Organisasi ini memiliki banyak makna pribadi bagi saya.  |   |   |   |   |   |
| 27  | Saya merasa berkewajiban untuk tetap setia dengan pimpinan saya saat ini.  |   |   |   |   |   |
| 28  | Bahkan jika ada hal lain yang menguntungkan, saya tidak akan meninggalkan organisasi saat ini.                         |   |   |   |   |   |
| 29  | Saya akan merasa bersalah jika meninggalkan organisasi.  |   |   |   |   |   |
| 30  | Organisasi ini layak untuk mendapat kesetiaan saya.  |   |   |   |   |   |
| 31  | Saya tidak akan meninggalkan organisasi ini sekarang karena adanya perasaan kewajiban terhadap orang-orang didalamnya. |   |   |   |   |   |
| 32  | Saya berhutang banyak kepada organisasi saya.  |   |   |   |   |   |
| 33  | Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar.   |   |   |   |   |   |

**Lampiran 1**  
**Kuesioner Pretest (lanjutan)**

| No | Kuesioner  | 1 | 2 | 3 | 4 | 5 |
|----|--|---|---|---|---|---|
| 34 | Saya dapat menyelesaikan setiap pekerjaan dengan teliti dan rapih sesuai dengan tujuan.                  |   |   |   |   |   |
| 35 | Pekerjaan yang saya selesaikan mempunyai manfaat bagi masyarakat.  |   |   |   |   |   |
| 36 | Rencana pekerjaan yang saya buat selalu sesuai dengan tujuan organisasi.                                 |   |   |   |   |   |
| 37 | Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan. |   |   |   |   |   |
| 38 | Atasan merespon baik atas kinerja saya dalam menangani kasus dengan cepat.                               |   |   |   |   |   |
| 39 | Gagasan yang saya berikan selalu berdampak positif bagi organisasi kepolisian.                           |   |   |   |   |   |
| 40 | Saya mengambil tindakan langsung untuk menyelesaikan permasalahan dalam setiap pekerjaan.                |   |   |   |   |   |
| 41 | Setiap pekerjaan yang saya selesaikan selalu direspon baik oleh sesama rekan kerja polisi.               |   |   |   |   |   |
| 42 | Saya tidak pernah disalahkan oleh atasan akan hasil kinerja saya.  |   |   |   |   |   |
| 43 | Saya mampu memberdayakan potensi yang ada pada organisasi untuk mencapai hasil melebihi target.          |   |   |   |   |   |
| 44 | Saya sering melakukan koordinasi lapangan kepada rekan kerja polisi untuk menghindari miss komunikasi.   |   |   |   |   |   |
| 45 | Saya mampu menyampaikan pesan dengan baik kepada pimpinan maupun rekan kerja.                            |   |   |   |   |   |

Terimakasih atas partisipasi saudara



**Lampiran 3**  
**Data Analisa Pre-test**

**Variabel Budaya Organisasi Validitas dan Reliabilitas**

**1. Dimensi Power Distance**

**KMO and Bartlett's Test**

|   |         |
|---|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy.    | .795    |
| Bartlett's Test of Sphericity    Approx. Chi-Square | 143.156 |
| df  | 6       |
| Sig.  | .000    |

**Anti-image Matrices**

|                        |     | BO1               | BO2               | BO3               | BO4               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | BO1 | .057              | -.057             | -.049             | .008              |
|                        | BO2 | -.057             | .168              | .008              | -.011             |
|                        | BO3 | -.049             | .008              | .071              | -.064             |
|                        | BO4 | .008              | -.011             | -.064             | .333              |
| Anti-image Correlation | BO1 | .718 <sup>a</sup> | -.578             | -.764             | .060              |
|                        | BO2 | -.578             | .859 <sup>a</sup> | .073              | -.048             |
|                        | BO3 | -.764             | .073              | .754 <sup>a</sup> | -.413             |
|                        | BO4 | .060              | -.048             | -.413             | .909 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| BO1 | .973      |
| BO2 | .931      |
| BO3 | .971      |
| BO4 | .875      |

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on<br>Standardized Items | N of Items |
|------------------|--|------------|
| .953             | .954   | 4          |

**Variabel Motivasi Validitas dan Reliabilitas**

**1. Dimensi Kebutuhan Prestasi**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .824               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 150.817            |
|  | df                 |
|  | 21                 |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                           |    | M1                | M2                | M3                | M4                | M5                | M6                | M7                |
|---------------------------|----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image<br>Covariance  | M1 | .783              | -.150             | .046              | -.039             | -.032             | .022              | -.007             |
|                           | M2 | -.150             | .280              | -.108             | -.001             | -.013             | -.005             | .022              |
|                           | M3 | .046              | -.108             | .144              | -.092             | -.029             | .027              | -.077             |
|                           | M4 | -.039             | -.001             | -.092             | .191              | .048              | -.118             | .028              |
|                           | M5 | -.032             | -.013             | -.029             | .048              | .261              | -.131             | -.125             |
|                           | M6 | .022              | -.005             | .027              | -.118             | -.131             | .228              | -.010             |
|                           | M7 | -.007             | .022              | -.077             | .028              | -.125             | -.010             | .360              |
| Anti-image<br>Correlation | M1 | .823 <sup>a</sup> | -.320             | .136              | -.100             | -.071             | .052              | -.012             |
|                           | M2 | -.320             | .862 <sup>a</sup> | -.538             | -.006             | -.050             | -.021             | .070              |
|                           | M3 | .136              | -.538             | .796 <sup>a</sup> | -.555             | -.152             | .149              | -.337             |
|                           | M4 | -.100             | -.006             | -.555             | .796 <sup>a</sup> | .213              | -.565             | .109              |
|                           | M5 | -.071             | -.050             | -.152             | .213              | .827 <sup>a</sup> | -.536             | -.409             |
|                           | M6 | .052              | -.021             | .149              | -.565             | -.536             | .805 <sup>a</sup> | -.035             |
|                           | M7 | -.012             | .070              | -.337             | .109              | -.409             | -.035             | .881 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)



**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Component Matrix<sup>a</sup>**

|    | Component |
|----|-----------|
|    | 1         |
| M1 | .455      |
| M2 | .849      |
| M3 | .921      |
| M4 | .879      |
| M5 | .854      |
| M6 | .867      |
| M7 | .808      |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on Standardized<br>Items | N of Items |
|------------------|--|------------|
| .911             | .911   | 7          |

**2. Dimensi Afiliasi**

**KMO and Bartlett's Test**

|  |                    |        |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .553               |        |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square | 43.676 |
|  | df                 | 6      |
|  | Sig.               | .000   |

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Anti-image Matrices**

|                        |     | M8                | M9                | M10               | M11               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | M8  | .917              | -.149             | .095              | -.098             |
|                        | M9  | -.149             | .350              | -.222             | .086              |
|                        | M10 | .095              | -.222             | .254              | -.213             |
|                        | M11 | -.098             | .086              | -.213             | .543              |
| Anti-image Correlation | M8  | .337 <sup>a</sup> | -.263             | .197              | -.138             |
|                        | M9  | -.263             | .561 <sup>a</sup> | -.744             | .196              |
|                        | M10 | .197              | -.744             | .532 <sup>a</sup> | -.574             |
|                        | M11 | -.138             | .196              | -.574             | .621 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| M8  | .267      |
| M9  | .866      |
| M10 | .931      |
| M11 | .783      |

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

**2. Dimensi Afiliasi (Iierasi 1)**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .583               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 41.875             |
|  | df                 |
|  | 3                  |
|  | Sig.               |
|  | .000               |

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Anti-image Matrices**

|                        |     | M9                | M10               | M11               |
|------------------------|-----|-------------------|-------------------|-------------------|
| Anti-image Covariance  | M9  | .376              | -.231             | .076              |
|                        | M10 | -.231             | .264              | -.215             |
|                        | M11 | .076              | -.215             | .553              |
| Anti-image Correlation | M9  | .587 <sup>a</sup> | -.732             | .167              |
|                        | M10 | -.732             | .550 <sup>a</sup> | -.563             |
|                        | M11 | .167              | -.563             | .643 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| M9  | .861      |
| M10 | .946      |
| M11 | .790      |

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on Standardized<br>Items | N of Items |
|------------------|--|------------|
| .831             | .833   | 3          |

## Lampiran 3

Data Analisa *Pre-test* (lanjutan)

## 3. Dimensi Kekuasaan

## KMO and Bartlett's Test

|   |        |
|---|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy.    | .646   |
| Bartlett's Test of Sphericity    Approx. Chi-Square | 77.592 |
| df  | 10     |
| Sig.  | .000   |

## Anti-image Matrices

|                        |     | M12               | M13               | M14               | M15               | M16               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | M12 | .516              | -.278             | .021              | -.088             | .132              |
|                        | M13 | -.278             | .363              | -.078             | .093              | -.186             |
|                        | M14 | .021              | -.078             | .307              | -.188             | -.011             |
|                        | M15 | -.088             | .093              | -.188             | .262              | -.146             |
|                        | M16 | .132              | -.186             | -.011             | -.146             | .358              |
| Anti-image Correlation | M12 | .555 <sup>a</sup> | -.643             | .052              | -.238             | .308              |
|                        | M13 | -.643             | .582 <sup>a</sup> | -.233             | .300              | -.515             |
|                        | M14 | .052              | -.233             | .741 <sup>a</sup> | -.663             | -.034             |
|                        | M15 | -.238             | .300              | -.663             | .633 <sup>a</sup> | -.476             |
|                        | M16 | .308              | -.515             | -.034             | -.476             | .692 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

Component Matrix<sup>a</sup>

|     | Component |       |
|-----|-----------|-------|
|     | 1         | 2     |
| M12 | .608      | .702  |
| M13 | .771      | .480  |
| M14 | .857      | -.303 |
| M15 | .843      | -.389 |
| M16 | .834      | -.249 |

Extraction Method: Principal  
Component Analysis.

a. 2 components extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**3. Dimensi Kekuasaan (literasi 1)**

**KMO and Bartlett's Test**

|   |        |
|---|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy.    | .710   |
| Bartlett's Test of Sphericity    Approx. Chi-Square | 60.793 |
| df  | 6      |
| Sig.  | .000   |

**Anti-image Matrices**

|                        |     | M13               | M14               | M15               | M16               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | M13 | .620              | -.114             | .082              | -.215             |
|                        | M14 | -.114             | .308              | -.196             | -.019             |
|                        | M15 | .082              | -.196             | .278              | -.144             |
|                        | M16 | -.215             | -.019             | -.144             | .395              |
| Anti-image Correlation | M13 | .709 <sup>a</sup> | -.261             | .197              | -.435             |
|                        | M14 | -.261             | .716 <sup>a</sup> | -.671             | -.053             |
|                        | M15 | .197              | -.671             | .658 <sup>a</sup> | -.435             |
|                        | M16 | -.435             | -.053             | -.435             | .766 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| M13 | .701      |
| M14 | .889      |
| M15 | .881      |
| M16 | .877      |

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on Standardized<br>Items | N of Items |
|------------------|--|------------|
| .855             | .858   | 4          |

**Variabel Komitmen Organisasional Validitas dan Reliabilitas**

**1. Dimensi Afektif**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .834               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 169.097            |
|  | df                 |
|  | 15                 |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                        |     | KO1               | KO2               | KO3               | KO4               | KO5               | KO6               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | KO1 | .309              | -.132             | -.011             | -.005             | -.010             | -.031             |
|                        | KO2 | -.132             | .231              | -.090             | .055              | -.033             | .005              |
|                        | KO3 | -.011             | -.090             | .135              | -.101             | .037              | -.035             |
|                        | KO4 | -.005             | .055              | -.101             | .172              | -.071             | -.009             |
|                        | KO5 | -.010             | -.033             | .037              | -.071             | .198              | -.117             |
|                        | KO6 | -.031             | .005              | -.035             | -.009             | -.117             | .182              |
| Anti-image Correlation | KO1 | .905 <sup>a</sup> | -.492             | -.056             | -.020             | -.041             | -.132             |
|                        | KO2 | -.492             | .815 <sup>a</sup> | -.508             | .274              | -.156             | .023              |
|                        | KO3 | -.056             | -.508             | .795 <sup>a</sup> | -.662             | .228              | -.225             |
|                        | KO4 | -.020             | .274              | -.662             | .812 <sup>a</sup> | -.383             | -.050             |
|                        | KO5 | -.041             | -.156             | .228              | -.383             | .823 <sup>a</sup> | -.614             |
|                        | KO6 | -.132             | .023              | -.225             | -.050             | -.614             | .870 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| KO1 | .850      |
| KO2 | .863      |
| KO3 | .927      |
| KO4 | .895      |
| KO5 | .885      |
| KO6 | .912      |

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

**Reliability Statistics**

|                  | Cronbach's Alpha<br>Based on<br>Standardized Items | N of Items |
|------------------|--|------------|
| Cronbach's Alpha | .947   | 6          |

**2. Dimensi Normatif**

**KMO and Bartlett's Test**

|  |                    |         |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. |                    | .904    |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square | 233.992 |
|  | df                 | 15      |
|  | Sig.               | .000    |

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Anti-image Matrices**

|                           |      | KO7               | KO8               | KO9               | KO10              | KO11              | KO12              |
|---------------------------|------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image<br>Covariance  | KO7  | .161              | .006              | -.048             | -.002             | -.010             | -.061             |
|                           | KO8  | .006              | .151              | -.083             | -.028             | -.022             | .014              |
|                           | KO9  | -.048             | -.083             | .129              | -.017             | .002              | .002              |
|                           | KO10 | -.002             | -.028             | -.017             | .099              | -.044             | -.036             |
|                           | KO11 | -.010             | -.022             | .002              | -.044             | .120              | -.040             |
|                           | KO12 | -.061             | .014              | .002              | -.036             | -.040             | .117              |
|                           | KO7  | .919 <sup>a</sup> | .037              | -.333             | -.014             | -.074             | -.447             |
| Anti-image<br>Correlation | KO8  | .037              | .888 <sup>a</sup> | -.593             | -.228             | -.161             | .108              |
|                           | KO9  | -.333             | -.593             | .883 <sup>a</sup> | -.151             | .018              | .016              |
|                           | KO10 | -.014             | -.228             | -.151             | .917 <sup>a</sup> | -.406             | -.335             |
|                           | KO11 | -.074             | -.161             | .018              | -.406             | .924 <sup>a</sup> | -.338             |
|                           | KO12 | -.447             | .108              | .016              | -.335             | -.338             | .895 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|      | Component |
|------|-----------|
|      | 1         |
| KO7  | .931      |
| KO8  | .920      |
| KO9  | .937      |
| KO10 | .961      |
| KO11 | .949      |
| KO12 | .941      |

Extraction Method:

Principal Component

Analysis.

a. 1 components  
extracted.



**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on Standardized<br>Items | N of Items |
|------------------|--|------------|
| .973             | .973   | 6          |

**Variabel Kinerja Validitas dan Reliabilitas**

**1. Dimensi Kualitas Kerja**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .743               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 158.792            |
|  | df                 |
|  | 3                  |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                        |    | K1                | K2                | K3                |
|------------------------|----|-------------------|-------------------|-------------------|
| Anti-image Covariance  | K1 | .043              | -.026             | -.001             |
|                        | K2 | -.026             | .027              | -.026             |
|                        | K3 | -.001             | -.026             | .067              |
| Anti-image Correlation | K1 | .757 <sup>a</sup> | -.772             | -.012             |
|                        | K2 | -.772             | .663 <sup>a</sup> | -.605             |
|                        | K3 | -.012             | -.605             | .833 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|    | Component |
|----|-----------|
|    | 1         |
| K1 | .987      |
| K2 | .994      |
| K3 | .982      |

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on<br>Standardized Items | N of Items |
|------------------|--|------------|
| .987             | .987   | 3          |

**2. Dimensi Kecepatan**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .765               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 111.467            |
|  | df                 |
|  | 3                  |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                        |    | K4                | K5                | K6                |
|------------------------|----|-------------------|-------------------|-------------------|
| Anti-image Covariance  | K4 | .107              | -.064             | -.025             |
|                        | K5 | -.064             | .082              | -.057             |
|                        | K6 | -.025             | -.057             | .149              |
| Anti-image Correlation | K4 | .766 <sup>a</sup> | -.688             | -.202             |
|                        | K5 | -.688             | .701 <sup>a</sup> | -.514             |
|                        | K6 | -.202             | -.514             | .843 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|    | Component |
|----|-----------|
|    | 1         |
| K4 | .972      |
| K5 | .981      |
| K6 | .964      |

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on Standardized<br>Items | N of Items |
|------------------|--|------------|
| .970             | .971   | 3          |

**3. Dimensi Inisiatif**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .500               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 29.568             |
|  | df                 |
|  | 1                  |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                        |    | K7                | K8                |
|------------------------|----|-------------------|-------------------|
| Anti-image Covariance  | K7 | .341              | -.277             |
|                        | K8 | -.277             | .341              |
| Anti-image Correlation | K7 | .500 <sup>a</sup> | -.812             |
|                        | K8 | -.812             | .500 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|    | Component |
|----|-----------|
|    | 1         |
| K7 | .952      |
| K8 | .952      |

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on Standardized<br>Items | N of Items |
|------------------|--|------------|
| .893             | .896   | 2          |

**4. Dimensi Kemampuan**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .778               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 99.808             |
|  | df                 |
|  | 3                  |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                        |     | K9                | K10               | K11               |
|------------------------|-----|-------------------|-------------------|-------------------|
| Anti-image Covariance  | K9  | .132              | -.077             | -.054             |
|                        | K10 | -.077             | .122              | -.063             |
|                        | K11 | -.054             | -.063             | .167              |
| Anti-image Correlation | K9  | .766 <sup>a</sup> | -.604             | -.367             |
|                        | K10 | -.604             | .746 <sup>a</sup> | -.444             |
|                        | K11 | -.367             | -.444             | .828 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| K9  | .969      |
| K10 | .972      |
| K11 | .961      |

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on<br>Standardized Items | N of Items |
|------------------|--|------------|
| .965             | .965   | 3          |

**5. Dimensi Komunikasi**

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .500               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 77.549             |
|  | df                 |
|  | 1                  |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                        |     | K12               | K13               |
|------------------------|-----|-------------------|-------------------|
| Anti-image Covariance  | K12 | .060              | -.058             |
|                        | K13 | -.058             | .060              |
| Anti-image Correlation | K12 | .500 <sup>a</sup> | -.970             |
|                        | K13 | -.970             | .500 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| K12 | .992      |
| K13 | .992      |

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on<br>Standardized Items | N of Items |
|------------------|--|------------|
| .985             | .985   | 2          |

Lampiran 4  
Data Penelitian

| No | BUTAH ORANVANSI |    |                   |    | MOTIVASI        |    |                    |    |                |     |     |     |                   |     |     |     | KOMITMEN ORANVANSI |     |                          |     |              |     | KNEBA    |      |           |      |    |    |    |    |    |    |    |    |    |     |     |     |     |   |   |   |   |   |
|----|-----------------|----|-------------------|----|-----------------|----|--------------------|----|----------------|-----|-----|-----|-------------------|-----|-----|-----|--------------------|-----|--------------------------|-----|--------------|-----|----------|------|-----------|------|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|---|---|---|---|---|
|    | Pewarisan       |    | Motivasi Prestasi |    | Motivasi Aktiva |    | Motivasi Ketahanan |    | Komitmen Aktif |     |     |     | Komitmen Normatif |     |     |     | Kualitas Kinerja   |     | Kepercayaan dan Kelemban |     | Isi dan Isif |     | Keuangan |      | Komitensi |      |    |    |    |    |    |    |    |    |    |     |     |     |     |   |   |   |   |   |
|    | M1              | M2 | M3                | M4 | M5              | M6 | M7                 | M8 | M9             | M10 | M11 | M12 | M13               | M14 | KO1 | KO2 | KO3                | KO4 | KO5                      | KO6 | KO7          | KO8 | KO9      | KO10 | KO11      | KO12 | K1 | K2 | K3 | K4 | K5 | K6 | K7 | K8 | K9 | K10 | K11 | K12 | K13 |   |   |   |   |   |
| 1  | 4               | 4  | 4                 | 4  | 3               | 4  | 3                  | 4  | 4              | 3   | 2   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 5   | 5        | 5    | 5         | 5    | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 4   | 4 | 4 |   |   |   |
| 2  | 4               | 4  | 4                 | 4  | 4               | 4  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 5   | 5        | 5    | 5         | 5    | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 |   |   |
| 3  | 4               | 4  | 4                 | 4  | 4               | 4  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 5   | 5        | 5    | 5         | 5    | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 |   |   |
| 4  | 4               | 5  | 5                 | 4  | 4               | 4  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 5   | 5        | 5    | 5         | 5    | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 |   |   |
| 5  | 4               | 4  | 5                 | 4  | 3               | 3  | 4                  | 4  | 4              | 3   | 3   | 4   | 4                 | 4   | 5   | 5   | 5                  | 5   | 4                        | 4   | 5            | 5   | 5        | 5    | 5         | 5    | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 |   |   |
| 6  | 4               | 4  | 4                 | 4  | 4               | 4  | 3                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 5   | 5        | 5    | 5         | 5    | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 |   |   |
| 7  | 4               | 3  | 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  | 3  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 4   | 4   | 5   | 5 | 5 | 5 |   |   |
| 8  | 4               | 4  | 4                 | 4  | 4               | 2  | 2                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 5   | 5   | 5                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 4   | 5   | 5   | 5   | 5 | 5 | 5 |   |   |
| 9  | 4               | 3  | 4                 | 4  | 4               | 2  | 2                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 |   |   |
| 10 | 4               | 4  | 3                 | 3  | 3               | 4  | 4                  | 3  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 |   |   |
| 11 | 4               | 3  | 4                 | 4  | 4               | 4  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| 12 | 4               | 4  | 4                 | 4  | 4               | 3  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 3   | 4                        | 4   | 4            | 3   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| 13 | 4               | 4  | 4                 | 4  | 4               | 4  | 4                  | 2  | 4              | 3   | 4   | 4   | 4                 | 4   | 4   | 5   | 5                  | 5   | 5                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 14 | 2               | 1  | 1                 | 1  | 1               | 1  | 3                  | 1  | 1              | 1   | 1   | 1   | 1                 | 1   | 1   | 2   | 2                  | 1   | 1                        | 1   | 1            | 1   | 1        | 1    | 2         | 2    | 1  | 1  | 2  | 1  | 1  | 2  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 |   |
| 15 | 4               | 4  | 4                 | 4  | 4               | 4  | 4                  | 4  | 2              | 4   | 4   | 3   | 4                 | 3   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| 16 | 4               | 3  | 4                 | 4  | 3               | 4  | 4                  | 4  | 5              | 5   | 5   | 4   | 5                 | 5   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 17 | 5               | 5  | 5                 | 4  | 4               | 4  | 4                  | 5  | 4              | 4   | 4   | 4   | 5                 | 4   | 4   | 5   | 5                  | 5   | 5                        | 5   | 5            | 5   | 5        | 5    | 5         | 5    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 | 5 | 5 |
| 18 | 4               | 4  | 5                 | 4  | 4               | 4  | 4                  | 5  | 4              | 4   | 4   | 4   | 4                 | 5   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 19 | 5               | 4  | 4                 | 4  | 5               | 5  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 5   | 5                  | 5   | 5                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 20 | 4               | 4  | 4                 | 4  | 4               | 4  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 21 | 5               | 5  | 4                 | 4  | 3               | 3  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 5   | 5                  | 5   | 5                        | 5   | 5            | 5   | 5        | 5    | 5         | 5    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 | 5 |   |
| 22 | 5               | 5  | 5                 | 4  | 4               | 4  | 4                  | 3  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 5   | 5                  | 5   | 5                        | 5   | 5            | 5   | 5        | 5    | 5         | 5    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 | 5 | 5 |
| 23 | 5               | 5  | 4                 | 4  | 5               | 4  | 5                  | 5  | 4              | 4   | 4   | 5   | 5                 | 5   | 4   | 5   | 5                  | 5   | 5                        | 5   | 5            | 5   | 5        | 5    | 5         | 5    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 | 5 | 5 |
| 24 | 5               | 3  | 5                 | 4  | 4               | 4  | 4                  | 3  | 4              | 3   | 4   | 4   | 4                 | 4   | 4   | 5   | 5                  | 5   | 5                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 25 | 4               | 4  | 3                 | 4  | 4               | 2  | 2                  | 4  | 4              | 4   | 3   | 4   | 4                 | 4   | 4   | 5   | 5                  | 5   | 5                        | 5   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 26 | 4               | 4  | 4                 | 4  | 4               | 4  | 2                  | 4  | 4              | 3   | 3   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 27 | 4               | 4  | 4                 | 4  | 3               | 3  | 4                  | 3  | 4              | 3   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 28 | 4               | 4  | 3                 | 4  | 4               | 2  | 4                  | 4  | 2              | 4   | 4   | 4   | 4                 | 3   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 29 | 5               | 3  | 5                 | 4  | 4               | 4  | 4                  | 4  | 5              | 4   | 5   | 4   | 5                 | 4   | 4   | 5   | 4                  | 4   | 4                        | 5   | 5            | 5   | 5        | 5    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 30 | 1               | 1  | 1                 | 1  | 1               | 1  | 1                  | 2  | 1              | 1   | 1   | 1   | 1                 | 1   | 1   | 1   | 1                  | 1   | 1                        | 1   | 1            | 1   | 1        | 1    | 1         | 1    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 |   |
| 31 | 1               | 1  | 1                 | 2  | 2               | 2  | 1                  | 1  | 1              | 2   | 2   | 2   | 2                 | 2   | 2   | 2   | 2                  | 2   | 1                        | 1   | 1            | 1   | 1        | 1    | 1         | 1    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 |   |
| 32 | 5               | 4  | 5                 | 4  | 5               | 5  | 5                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 5                  | 5   | 5                        | 5   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| 33 | 5               | 4  | 5                 | 5  | 5               | 5  | 5                  | 4  | 3              | 3   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 34 | 4               | 5  | 5                 | 5  | 5               | 5  | 4                  | 4  | 5              | 4   | 3   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 35 | 4               | 3  | 4                 | 4  | 4               | 3  | 3                  | 4  | 4              | 2   | 4   | 4   | 4                 | 3   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 36 | 4               | 4  | 4                 | 5  | 5               | 5  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 37 | 4               | 4  | 4                 | 4  | 4               | 4  | 4                  | 4  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 38 | 4               | 4  | 4                 | 4  | 4               | 4  | 4                  | 5  | 4              | 4   | 4   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 39 | 5               | 5  | 4                 | 4  | 4               | 4  | 4                  | 4  | 4              | 4   | 5   | 4   | 4                 | 4   | 4   | 4   | 4                  | 4   | 4                        | 4   | 4            | 4   | 4        | 4    | 4         | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| 40 | 1               | 1  | 1                 | 1  | 1               | 2  | 2                  | 2  | 2              | 3   | 2   | 1   | 1                 | 1   | 1   | 1   | 1                  | 1   | 1                        | 1   | 1            | 1   | 1        | 1    | 1         | 1    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 |   |



Lampiran 4  
Data Penelitian (lanjutan)

| No  | BUDAYA ORGANISASI |    | MOTIVASI          |    |    |                     |    |    |                     |     | KOMITEE ORGANISASIONAL |     |                   |     |     |                   |     |     |                           |     |     |           | KINERJA |     |             |     |            |    |    |    |    |    |    |     |     |     |     |   |   |   |   |   |
|-----|-------------------|----|-------------------|----|----|---------------------|----|----|---------------------|-----|------------------------|-----|-------------------|-----|-----|-------------------|-----|-----|---------------------------|-----|-----|-----------|---------|-----|-------------|-----|------------|----|----|----|----|----|----|-----|-----|-----|-----|---|---|---|---|---|
|     |                   |    | Motivasi Prestasi |    |    | Motivasi Affiliatif |    |    | Motivasi Kehormatan |     | Komitmen Adhikif       |     | Komitmen Verbalif |     |     | Komitmen Ekstropi |     |     | Kepercayaan dan Kecepatan |     |     | Inisiatif |         |     | Kepercayaan |     | Komitnansi |    |    |    |    |    |    |     |     |     |     |   |   |   |   |   |
|     | M1                | M2 | M3                | M4 | M5 | M6                  | M7 | M8 | M9                  | M10 | M11                    | M12 | M13               | M14 | K01 | K02               | K03 | K04 | K05                       | K06 | K07 | K08       | K09     | K00 | K01         | K02 | K03        | K4 | K5 | K6 | K7 | K8 | K9 | K10 | K11 | K12 | K13 |   |   |   |   |   |
| B01 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 |   |   |   |
| B02 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 |   |   |
| B03 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 |   |   |
| B04 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| B05 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| B06 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| B07 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| B08 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| B09 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| B10 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 |   |
| B11 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B12 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B13 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B14 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B15 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B16 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B17 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B18 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B19 | 4                 | 4  | 4                 | 4  | 4  | 4                   | 4  | 4  | 4                   | 4   | 4                      | 4   | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                         | 4   | 4   | 4         | 4       | 4   | 4           | 4   | 4          | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 |
| B20 | 1                 | 1  | 1                 | 1  | 1  | 1                   | 1  | 1  | 1                   | 1   | 1                      | 1   | 1                 | 1   | 1   | 1                 | 1   | 1   | 1                         | 1   | 1   | 1         | 1       | 1   | 1           | 1   | 1          | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 |   |





Lampiran 4  
Data Penelitian (lanjutan)

| No  | BUKALAH ORGANISASI |    |    |           |    |    | KOMITIE ORGANISASIONAL |    |    |                   |     |     |                   |     |     |                  |     |     | KUNERA                   |     |     |         |     |      |           |      |      |    |    |    |    |    |    |    |    |    |     |     |     |     |   |   |   |   |   |   |   |   |   |   |
|-----|--------------------|----|----|-----------|----|----|------------------------|----|----|-------------------|-----|-----|-------------------|-----|-----|------------------|-----|-----|--------------------------|-----|-----|---------|-----|------|-----------|------|------|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|---|---|---|---|---|---|---|---|---|---|
|     | Pemerintahan       |    |    | Militansi |    |    | Militansi Ekstrem      |    |    | Kampanye Ideologi |     |     | Kampanye Normatif |     |     | Kualitas Kinerja |     |     | Kecepatan dan Kelembutan |     |     | Insidif |     |      | Kombinasi |      |      |    |    |    |    |    |    |    |    |    |     |     |     |     |   |   |   |   |   |   |   |   |   |   |
|     | M1                 | M2 | M3 | M4        | M5 | M6 | M7                     | M8 | M9 | M10               | M11 | M12 | M13               | M14 | KO1 | KO2              | KO3 | KO4 | KO5                      | KO6 | KO7 | KO8     | KO9 | KO10 | KO11      | KO12 | KO13 | K1 | K2 | K3 | K4 | K5 | K6 | K7 | K8 | K9 | K10 | K11 | K12 | K13 |   |   |   |   |   |   |   |   |   |   |
| 161 | 4                  | 4  | 4  | 3         | 4  | 4  | 4                      | 4  | 4  | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 3   | 4       | 3   | 4    | 4         | 4    | 4    | 4  | 5  | 5  | 4  | 5  | 4  | 5  | 5  | 4  | 5   | 5   | 5   | 5   | 5 | 4 |   |   |   |   |   |   |   |   |
| 162 | 2                  | 2  | 1  | 1         | 1  | 2  | 2                      | 2  | 2  | 2                 | 1   | 1   | 1                 | 2   | 2   | 2                | 2   | 2   | 2                        | 2   | 1   | 1       | 1   | 1    | 1         | 1    | 2    | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 |   |   |   |   |   |   |
| 163 | 4                  | 4  | 4  | 5         | 5  | 5  | 4                      | 5  | 4  | 3                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 3   | 4                        | 4   | 4   | 3       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 5 | 5 | 5 | 5 |   |   |   |   |   |
| 164 | 4                  | 4  | 4  | 3         | 4  | 4  | 4                      | 4  | 4  | 3                 | 3   | 4   | 3                 | 3   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 5   | 4    | 5         | 4    | 5    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 5   | 5   | 5   | 5 | 5 | 5 | 5 | 4 |   |   |   |   |   |
| 165 | 4                  | 4  | 4  | 4         | 4  | 4  | 4                      | 4  | 4  | 3                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 5   | 5   | 5       | 4   | 5    | 5         | 4    | 5    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 3 | 5 | 5 | 4 | 5 |   |   |   |   |
| 166 | 4                  | 3  | 4  | 4         | 4  | 4  | 4                      | 4  | 5  | 5                 | 5   | 4   | 5                 | 5   | 4   | 4                | 4   | 4   | 4                        | 4   | 5   | 5       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 5   | 5 | 5 | 5 | 5 | 4 | 4 |   |   |   |   |
| 167 | 5                  | 5  | 4  | 4         | 4  | 4  | 4                      | 4  | 4  | 5                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 5                        | 5   | 5   | 5       | 5   | 5    | 5         | 5    | 5    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 5   | 4   | 4   | 5 | 5 | 5 | 5 | 5 | 5 |   |   |   |   |
| 168 | 4                  | 3  | 4  | 4         | 4  | 4  | 4                      | 4  | 5  | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 5                        | 5   | 5   | 4       | 5   | 4    | 5         | 5    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 5   | 5 | 4 | 5 | 5 | 4 |   |   |   |   |   |
| 169 | 5                  | 5  | 4  | 5         | 5  | 5  | 4                      | 4  | 4  | 4                 | 5   | 5   | 5                 | 5   | 5   | 5                | 5   | 5   | 5                        | 5   | 4   | 4       | 5   | 5    | 5         | 5    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5   | 4   | 5   | 5   | 5 | 5 | 5 | 5 | 5 | 5 |   |   |   |   |
| 170 | 4                  | 4  | 4  | 4         | 4  | 4  | 4                      | 4  | 4  | 5                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 5 | 5 | 4 | 5 | 5 |   |   |   |
| 171 | 5                  | 5  | 5  | 4         | 4  | 3  | 4                      | 4  | 4  | 4                 | 4   | 4   | 4                 | 4   | 5   | 3                | 5   | 5   | 5                        | 5   | 5   | 5       | 5   | 5    | 5         | 5    | 5    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |   |   |
| 172 | 5                  | 5  | 5  | 4         | 4  | 4  | 3                      | 4  | 4  | 5                 | 5   | 5   | 4                 | 5   | 5   | 5                | 5   | 4   | 4                        | 5   | 5   | 5       | 5   | 5    | 5         | 5    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |   |
| 173 | 5                  | 5  | 4  | 4         | 4  | 4  | 5                      | 5  | 5  | 5                 | 4   | 5   | 5                 | 5   | 5   | 5                | 5   | 5   | 5                        | 5   | 5   | 5       | 5   | 5    | 5         | 5    | 5    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |   |
| 174 | 5                  | 5  | 3  | 5         | 4  | 4  | 4                      | 4  | 3  | 3                 | 4   | 4   | 3                 | 3   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |   |
| 175 | 4                  | 4  | 4  | 4         | 4  | 3  | 4                      | 4  | 4  | 4                 | 4   | 4   | 4                 | 4   | 3   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |   |   |
| 176 | 4                  | 4  | 4  | 4         | 4  | 4  | 2                      | 4  | 4  | 3                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |   |
| 177 | 1                  | 1  | 1  | 1         | 1  | 2  | 1                      | 1  | 1  | 1                 | 1   | 1   | 1                 | 3   | 2   | 2                | 2   | 2   | 2                        | 2   | 2   | 1       | 1   | 1    | 1         | 1    | 1    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |   |   |
| 178 | 1                  | 1  | 1  | 1         | 1  | 1  | 2                      | 1  | 1  | 1                 | 1   | 1   | 2                 | 2   | 3   | 3                | 1   | 1   | 1                        | 1   | 1   | 1       | 1   | 1    | 1         | 1    | 1    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |   |   |
| 179 | 5                  | 5  | 5  | 5         | 4  | 4  | 4                      | 4  | 4  | 5                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |   |   |
| 180 | 4                  | 4  | 4  | 4         | 3  | 4  | 4                      | 4  | 4  | 4                 | 3   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |   |
| 181 | 4                  | 4  | 4  | 4         | 4  | 4  | 4                      | 4  | 4  | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |   |
| 182 | 4                  | 5  | 5  | 4         | 4  | 4  | 4                      | 4  | 4  | 5                 | 5   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 183 | 5                  | 5  | 4  | 4         | 4  | 4  | 5                      | 5  | 5  | 4                 | 4   | 4   | 4                 | 5   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 184 | 4                  | 4  | 4  | 4         | 4  | 2  | 4                      | 4  | 4  | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 185 | 4                  | 4  | 4  | 4         | 4  | 4  | 2                      | 4  | 4  | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 186 | 4                  | 4  | 3  | 4         | 4  | 4  | 4                      | 4  | 4  | 4                 | 3   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 187 | 4                  | 3  | 4  | 4         | 4  | 4  | 4                      | 4  | 4  | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 188 | 4                  | 4  | 4  | 4         | 4  | 4  | 4                      | 4  | 4  | 3                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 189 | 5                  | 5  | 4  | 4         | 4  | 4  | 4                      | 3  | 4  | 3                 | 3   | 5   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 190 | 5                  | 4  | 4  | 4         | 4  | 3  | 5                      | 3  | 4  | 4                 | 4   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 191 | 1                  | 1  | 1  | 3         | 2  | 2  | 2                      | 2  | 1  | 1                 | 2   | 1   | 2                 | 2   | 1   | 1                | 1   | 1   | 1                        | 1   | 1   | 1       | 1   | 1    | 1         | 1    | 1    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |   |
| 192 | 1                  | 1  | 1  | 1         | 1  | 1  | 1                      | 2  | 2  | 2                 | 1   | 1   | 1                 | 2   | 1   | 1                | 1   | 1   | 1                        | 1   | 1   | 1       | 1   | 1    | 1         | 1    | 1    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 193 | 4                  | 5  | 3  | 5         | 5  | 3  | 5                      | 5  | 4  | 4                 | 3   | 4   | 4                 | 4   | 5   | 5                | 5   | 5   | 5                        | 5   | 5   | 5       | 5   | 5    | 5         | 5    | 5    | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   | 5   | 5   | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 194 | 4                  | 4  | 4  | 4         | 4  | 4  | 4                      | 4  | 4  | 4                 | 3   | 4   | 4                 | 4   | 4   | 4                | 4   | 4   | 4                        | 4   | 4   | 4       | 4   | 4    | 4         | 4    | 4    | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 195 | 2                  | 2  | 2  | 3         | 2  | 2  | 1                      | 3  | 1  | 1                 | 1   | 1   | 1                 | 1   | 1   | 1                | 1   | 1   | 1                        | 1   | 1   | 1       | 1   | 1    | 1         | 1    | 1    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |   |

## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA*

## 1. Berdasarkan Jenis Kelamin

## Descriptives

|                         |        | N   | Mean      | Std. Deviation | Std. Error | 95% Confidence Interval for Mean |             | Minimum  | Maximum |
|-------------------------|--------|-----|-----------|----------------|------------|----------------------------------|-------------|----------|---------|
|                         |        |     |           |                |            | Lower Bound                      | Upper Bound |          |         |
| Budaya Organisasi       | Pria   | 148 | -.0589318 | 1.00254830     | .08240896  | -.2217912                        | .1039275    | -2.66185 | 1.04250 |
|                         | Wanita | 47  | .1855726  | .97932207      | .14284881  | -.1019671                        | .4731123    | -2.78966 | .85207  |
|                         | Total  | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.78966 | 1.04250 |
| Motivasi                | Pria   | 148 | -.0405680 | 1.01292250     | .08326172  | -.2051125                        | .1239766    | -2.85440 | 1.31524 |
|                         | Wanita | 47  | .1277459  | .95741580      | .13965345  | -.1533619                        | .4088537    | -2.78137 | 1.22078 |
|                         | Total  | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.85440 | 1.31524 |
| Komitmen Organisasional | Pria   | 148 | -.0199140 | 1.01957293     | .08380838  | -.1855390                        | .1457109    | -2.68311 | .94450  |
|                         | Wanita | 47  | .0627080  | .94346415      | .13761839  | -.2143034                        | .3397195    | -2.53219 | .94450  |
|                         | Total  | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.68311 | .94450  |
| Kinerja                 | Pria   | 148 | -.0278625 | 1.02289532     | .08408148  | -.1940272                        | .1383021    | -2.71517 | .61786  |
|                         | Wanita | 47  | .0877374  | .92917712      | .13553441  | -.1850792                        | .3605540    | -2.71517 | .61786  |
|                         | Total  | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.71517 | .61786  |

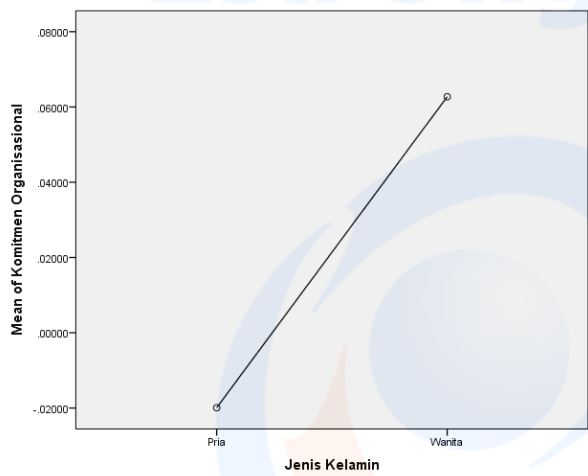
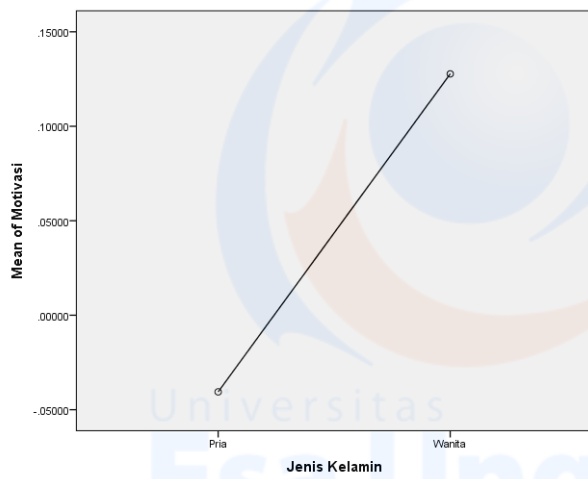
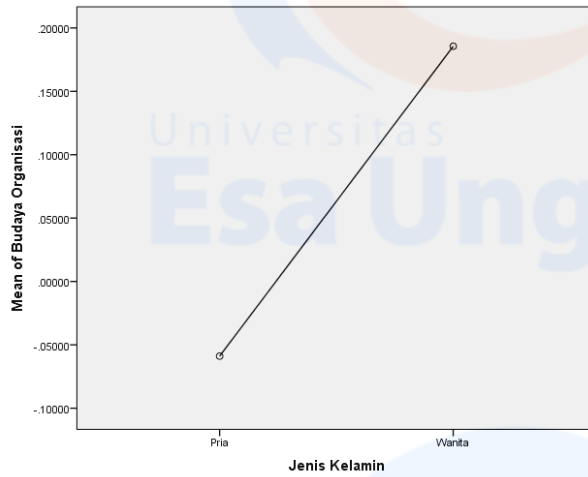
## Test of Homogeneity of Variances

|                         | Levene Statistic | df1 | df2 | Sig. |
|-------------------------|------------------|-----|-----|------|
| Budaya Organisasi       | .341             | 1   | 193 | .560 |
| Motivasi                | .265             | 1   | 193 | .608 |
| Komitmen Organisasional | .443             | 1   | 193 | .506 |
| Kinerja                 | 1.322            | 1   | 193 | .252 |

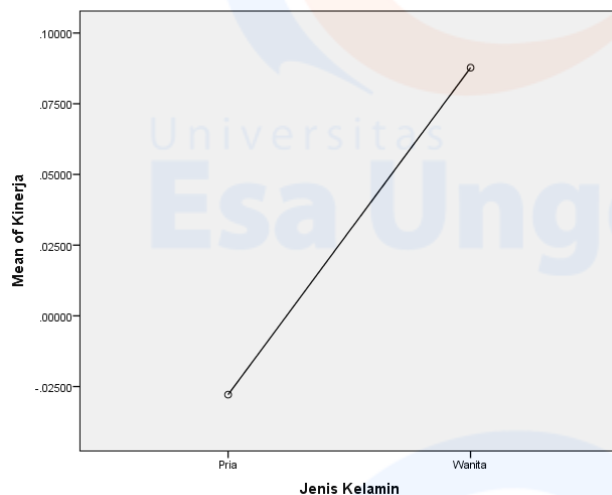
## ANOVA

|                         |                | Sum of Squares | df  | Mean Square | F     | Sig. |
|-------------------------|----------------|----------------|-----|-------------|-------|------|
| Budaya Organisasi       | Between Groups | 2.133          | 1   | .946        | .945  | .332 |
|                         | Within Groups  | 191.054        | 193 | 1.000       |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Motivasi                | Between Groups | 1.011          | 1   | 1.011       | 1.011 | .316 |
|                         | Within Groups  | 192.989        | 193 | 1.000       |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Komitmen Organisasional | Between Groups | .244           | 1   | .244        | .243  | .623 |
|                         | Within Groups  | 193.756        | 193 | 1.004       |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Kinerja                 | Between Groups | .477           | 1   | .477        | .475  | .491 |
|                         | Within Groups  | 193.523        | 193 | 1.003       |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |

## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## 2. Berdasarkan Usia

## Descriptives

|                         |                   | N   | Mean      | Std. Deviation | Std. Error | 95% Confidence Interval for Mean |             | Minimum  | Maximum |
|-------------------------|-------------------|-----|-----------|----------------|------------|----------------------------------|-------------|----------|---------|
|                         |                   |     |           |                |            | Lower Bound                      | Upper Bound |          |         |
| Budaya Organisasi       | < 25 tahun        | 51  | -.0683089 | 1.06908653     | .14970206  | -.3689944                        | .2323765    | -2.66185 | .85207  |
|                         | 26 tahun-30 tahun | 72  | -.0397521 | 1.05825621     | .12471669  | -.2884301                        | .2089259    | -2.78966 | 1.04250 |
|                         | > 31 tahun        | 72  | .0881376  | .89149581      | .10506379  | -.1213537                        | .2976288    | -2.66185 | 1.04250 |
|                         | Total             | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.78966 | 1.04250 |
| Motivasi                | < 25 tahun        | 51  | -.0563025 | 1.02403570     | .14339368  | -.3443172                        | .2317122    | -2.63070 | 1.22078 |
|                         | 26 tahun-30 tahun | 72  | -.0473183 | 1.09228645     | .12872719  | -.3039930                        | .2093565    | -2.85440 | 1.31524 |
|                         | > 31 tahun        | 72  | .0871992  | .88800957      | .10465293  | -.1214728                        | .2958713    | -2.54679 | 1.16324 |
|                         | Total             | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.85440 | 1.31524 |
| Komitmen Organisasional | < 25 tahun        | 51  | -.0520482 | 1.07470879     | .15048933  | -.3543149                        | .2502185    | -2.68311 | .94450  |
|                         | 26 tahun-30 tahun | 72  | -.0334807 | 1.04276451     | .12289098  | -.2785184                        | .2115569    | -2.53219 | .94450  |
|                         | > 31 tahun        | 72  | .0703482  | .90749972      | .10694987  | -.1429038                        | .2836002    | -2.60195 | .94450  |
|                         | Total             | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.68311 | .94450  |
| Kinerja                 | < 25 tahun        | 51  | -.0776211 | 1.08324276     | .15168433  | -.3822880                        | .2270459    | -2.71517 | .61786  |
|                         | 26 tahun-30 tahun | 72  | -.0488782 | 1.07793060     | .12703534  | -.3021794                        | .2044231    | -2.71517 | .61786  |
|                         | > 31 tahun        | 72  | .1038598  | .85230403      | .10044499  | -.0964219                        | .3041414    | -2.58695 | .61786  |
|                         | Total             | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.71517 | .61786  |

## Test of Homogeneity of Variances

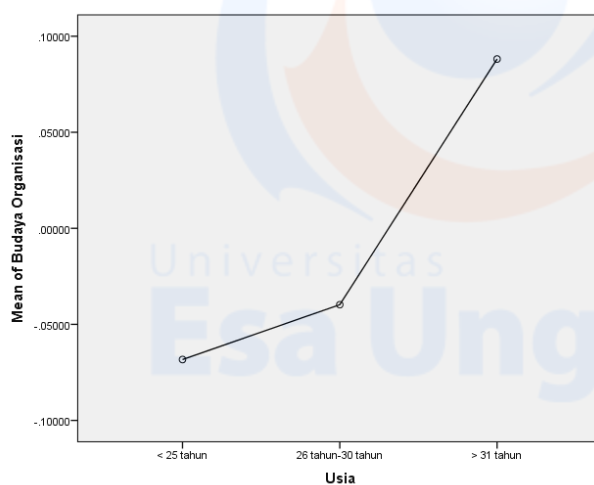
|                         | Levene Statistic | df1 | df2 | Sig. |
|-------------------------|------------------|-----|-----|------|
| Budaya Organisasi       | 1.902            | 2   | 192 | .152 |
| Motivasi                | 1.200            | 2   | 192 | .303 |
| Komitmen Organisasional | .843             | 2   | 192 | .432 |
| Kinerja                 | 3.108            | 2   | 192 | .047 |

## Lampiran 5

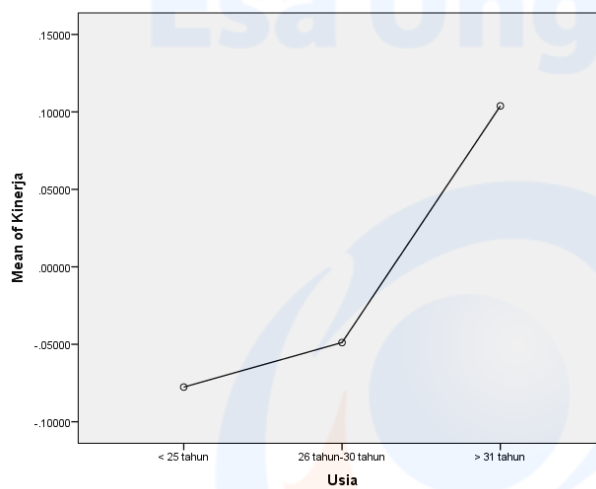
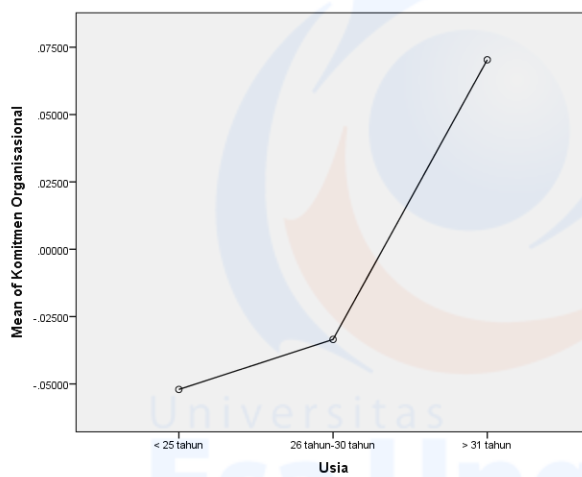
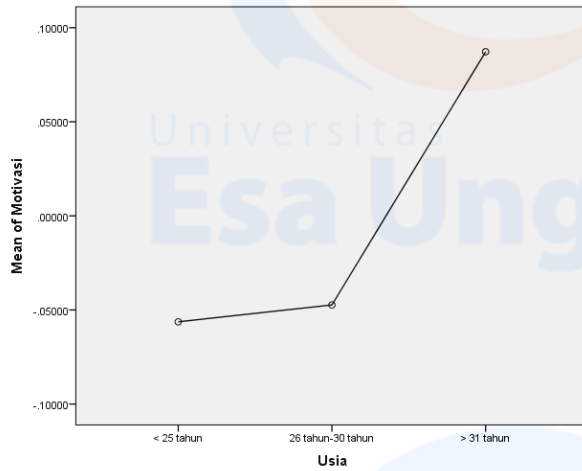
Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

ANOVA

|                         |                | Sum of Squares | df  | Mean Square | F    | Sig. |
|-------------------------|----------------|----------------|-----|-------------|------|------|
| Budaya Organisasi       | Between Groups | .504           | 2   | .252        | .250 | .779 |
|                         | Within Groups  | 193.496        | 192 | 1.008       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Motivasi                | Between Groups | .870           | 2   | .435        | .433 | .649 |
|                         | Within Groups  | 193.130        | 192 | 1.006       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Komitmen Organisasional | Between Groups | .575           | 2   | .288        | .285 | .752 |
|                         | Within Groups  | 193.425        | 192 | 1.007       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Kinerja                 | Between Groups | 1.256          | 2   | .628        | .626 | .536 |
|                         | Within Groups  | 192.744        | 192 | 1.004       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |



## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## 3. Berdasarkan Pendidikan Akhir

## Descriptives

|                         |       | N   | Mean      | Std. Deviation | Std. Error | 95% Confidence Interval for Mean |             | Minimum  | Maximum |
|-------------------------|-------|-----|-----------|----------------|------------|----------------------------------|-------------|----------|---------|
|                         |       |     |           |                |            | Lower Bound                      | Upper Bound |          |         |
| Budaya Organisasi       | SMA   | 88  | .1009209  | .86676007      | .09239693  | -.0827280                        | .2845698    | -2.66185 | .85354  |
|                         | D3    | 41  | -.0066334 | 1.11883157     | .17473214  | -.3597802                        | .3465134    | -2.58259 | 1.04250 |
|                         | S1    | 66  | -.1304405 | 1.08519283     | .13357800  | -.3972142                        | .1363332    | -2.78966 | .85289  |
|                         | Total | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.78966 | 1.04250 |
| Motivasi                | SMA   | 88  | .1391276  | .86588568      | .09230372  | -.0443361                        | .3225912    | -2.63070 | 1.22078 |
|                         | D3    | 41  | -.0802048 | 1.13681807     | .17754116  | -.4390288                        | .2786193    | -2.85440 | 1.31524 |
|                         | S1    | 66  | -.1356792 | 1.06622801     | .13124360  | -.3977908                        | .1264323    | -2.78137 | 1.16324 |
|                         | Total | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.85440 | 1.31524 |
| Komitmen Organisasional | SMA   | 88  | .1368006  | .87638296      | .09342274  | -.0488872                        | .3224885    | -2.68311 | .94450  |
|                         | D3    | 41  | -.0980294 | 1.11767172     | .17455100  | -.4508101                        | .2547513    | -2.68311 | .94450  |
|                         | S1    | 66  | -.1215038 | 1.06840688     | .13151180  | -.3841510                        | .1411434    | -2.60195 | .94450  |
|                         | Total | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.68311 | .94450  |
| Kinerja                 | SMA   | 88  | .1155333  | .85499030      | .09114227  | -.0656218                        | .2966885    | -2.71517 | .61786  |
|                         | D3    | 41  | -.0894624 | 1.12366043     | .17548628  | -.4441334                        | .2652086    | -2.71517 | .61786  |
|                         | S1    | 66  | -.0984693 | 1.09372366     | .13462808  | -.3673401                        | .1704015    | -2.71517 | .61786  |
|                         | Total | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.71517 | .61786  |

## Test of Homogeneity of Variances

|                         | Levene Statistic | df1 | df2 | Sig. |
|-------------------------|------------------|-----|-----|------|
| Budaya Organisasi       | 2.375            | 2   | 192 | .096 |
| Motivasi                | 2.263            | 2   | 192 | .107 |
| Komitmen Organisasional | 2.465            | 2   | 192 | .088 |
| Kinerja                 | 4.970            | 2   | 192 | .008 |

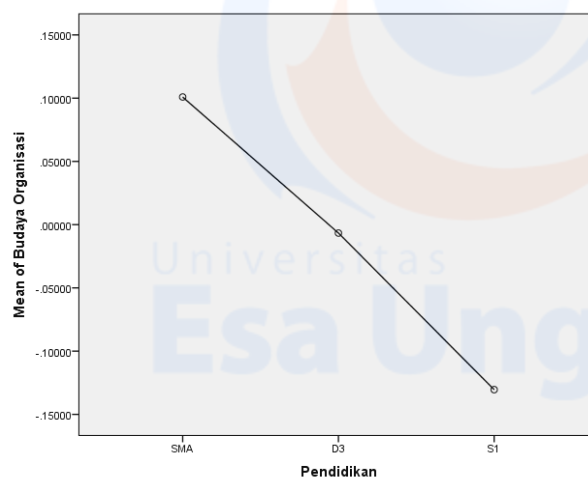


## Lampiran 5

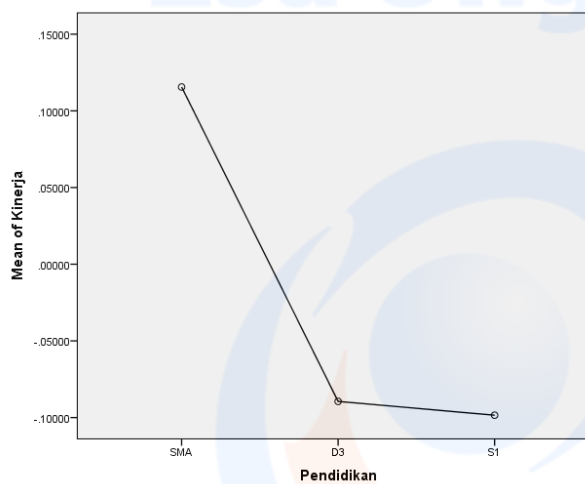
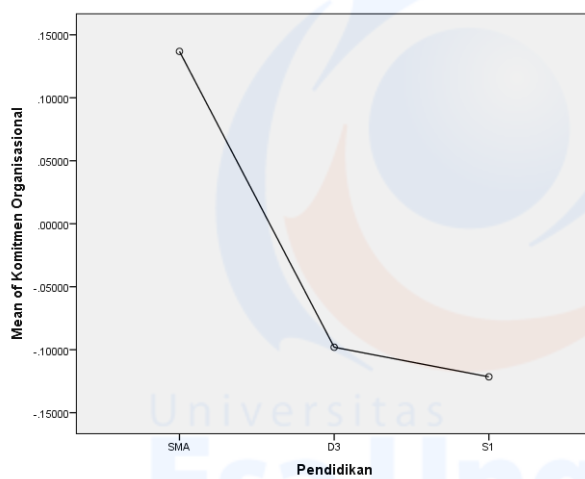
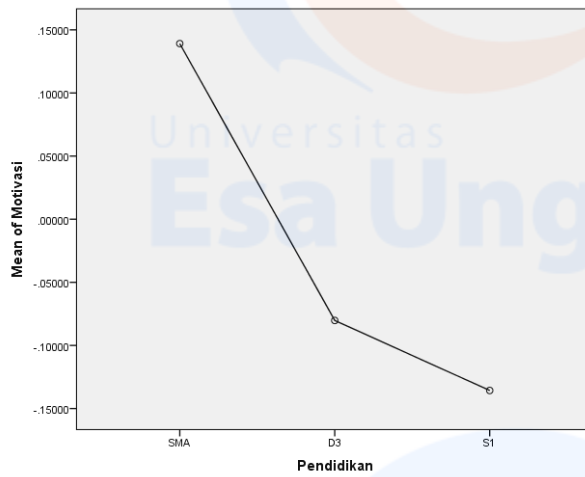
Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## ANOVA

|                         |                | Sum of Squares | df  | Mean Square | F     | Sig. |
|-------------------------|----------------|----------------|-----|-------------|-------|------|
| Budaya Organisasi       | Between Groups | 3.494          | 2   | 1.747       | 1.761 | .175 |
|                         | Within Groups  | 190.506        | 192 | .992        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Motivasi                | Between Groups | 3.182          | 2   | 1.591       | 1.601 | .204 |
|                         | Within Groups  | 190.818        | 192 | .994        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Komitmen Organisasional | Between Groups | 3.015          | 2   | 1.508       | 1.516 | .222 |
|                         | Within Groups  | 190.985        | 192 | .995        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Kinerja                 | Between Groups | 2.143          | 2   | 1.071       | 1.072 | .344 |
|                         | Within Groups  | 191.857        | 192 | .999        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |



## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)4. Berdasarkan Sudah Berapa Lama Anda Menjadi Anggota Kepolisian  
Descriptives

|                         |           | N   | Mean      | Std. Deviation | Std. Error | 95% Confidence Interval for Mean |             | Minimum  | Maximum |
|-------------------------|-----------|-----|-----------|----------------|------------|----------------------------------|-------------|----------|---------|
|                         |           |     |           |                |            | Lower Bound                      | Upper Bound |          |         |
| Budaya Organisasi       | 1-3 tahun | 51  | -.0019205 | 1.04368727     | .14614545  | -.2954623                        | .2916212    | -2.66185 | .85207  |
|                         | 4-6 tahun | 73  | -.1942617 | 1.15793928     | .13552654  | -.4644290                        | .0759055    | -2.66185 | 1.04250 |
|                         | > 7 tahun | 71  | .2011134  | .73065349      | .08671262  | .0281706                         | .3740563    | -2.78966 | .85354  |
|                         | Total     | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.78966 | 1.04250 |
| Motivasi                | 1-3 tahun | 51  | -.0144840 | 1.00720694     | .14103718  | -.2977655                        | .2687975    | -2.63070 | 1.22078 |
|                         | 4-6 tahun | 73  | -.1626528 | 1.17181842     | .13715097  | -.4360582                        | .1107527    | -2.85440 | 1.31524 |
|                         | > 7 tahun | 71  | .1776385  | .75806978      | .08996633  | -.0017936                        | .3570707    | -2.78137 | 1.16324 |
|                         | Total     | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.85440 | 1.31524 |
| Komitmen Organisasional | 1-3 tahun | 51  | .0122996  | 1.02915951     | .14411116  | -.2771562                        | .3017554    | -2.68311 | .94450  |
|                         | 4-6 tahun | 73  | -.1889569 | 1.15617841     | .13532045  | -.4587132                        | .0807995    | -2.68311 | .94450  |
|                         | > 7 tahun | 71  | .1854447  | .75346640      | .08942001  | .0071021                         | .3637872    | -2.53219 | .94450  |
|                         | Total     | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.68311 | .94450  |
| Kinerja                 | 1-3 tahun | 51  | -.0214482 | 1.01690792     | .14239559  | -.3074581                        | .2645618    | -2.71517 | .61786  |
|                         | 4-6 tahun | 73  | -.2149775 | 1.20087238     | .14055148  | -.4951618                        | .0652067    | -2.71517 | .61786  |
|                         | > 7 tahun | 71  | .2364396  | .66652369      | .07910181  | .0786761                         | .3942032    | -2.64965 | .61786  |
|                         | Total     | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.71517 | .61786  |

## Test of Homogeneity of Variances

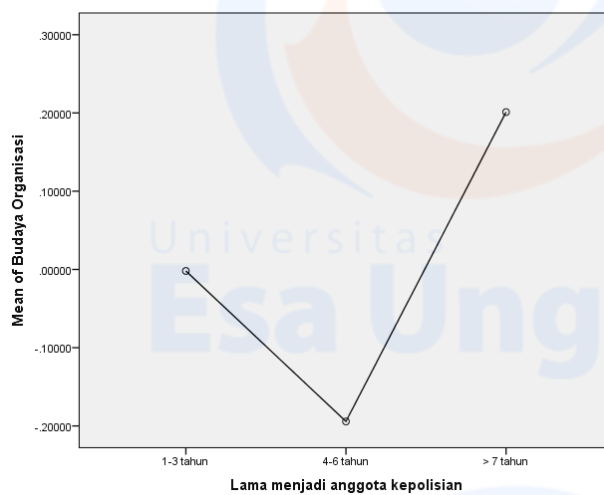
|                         | Levene Statistic | df1 | df2 | Sig. |
|-------------------------|------------------|-----|-----|------|
| Budaya Organisasi       | 8.468            | 2   | 192 | .000 |
| Motivasi                | 7.016            | 2   | 192 | .001 |
| Komitmen Organisasional | 6.211            | 2   | 192 | .002 |
| Kinerja                 | 15.731           | 2   | 192 | .000 |

## Lampiran 5

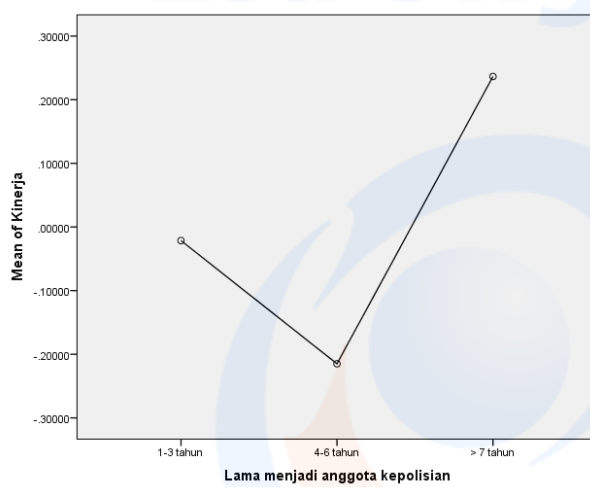
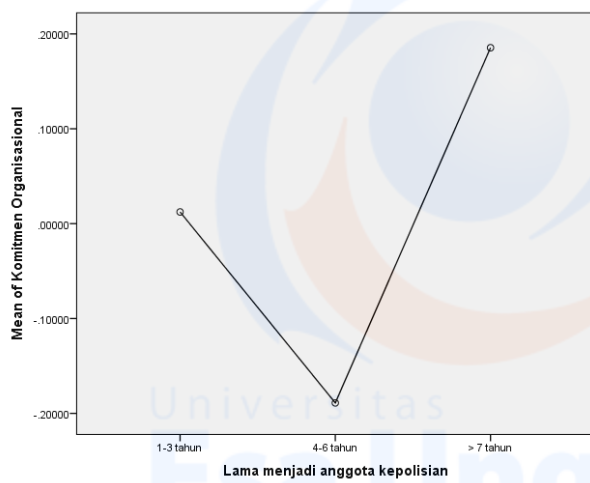
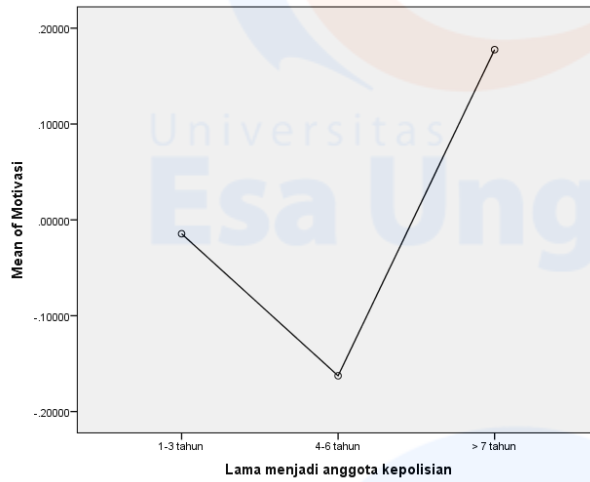
Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

ANOVA

|                         |                | Sum of Squares | df  | Mean Square | F     | Sig. |
|-------------------------|----------------|----------------|-----|-------------|-------|------|
| Budaya Organisasi       | Between Groups | 4.160          | 2   | 2.080       | 2.104 | .125 |
|                         | Within Groups  | 189.840        | 192 | .989        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Motivasi                | Between Groups | 4.182          | 2   | 2.091       | 2.115 | .123 |
|                         | Within Groups  | 189.818        | 192 | .989        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Komitmen Organisasional | Between Groups | 5.056          | 2   | 2.528       | 2.569 | .079 |
|                         | Within Groups  | 188.944        | 192 | .984        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Kinerja                 | Between Groups | 7.366          | 2   | 3.683       | 3.789 | .024 |
|                         | Within Groups  | 186.634        | 192 | .972        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |



## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## 5. Berdasarkan Pangkat

## Descriptives

|                         |                | N   | Mean      | Std. Deviation | Std. Error | 95% Confidence Interval for Mean |             | Minimum  | Maximum |
|-------------------------|----------------|-----|-----------|----------------|------------|----------------------------------|-------------|----------|---------|
|                         |                |     |           |                |            | Lower Bound                      | Upper Bound |          |         |
| Budaya Organisasi       | Pama           | 18  | .3665668  | .32120100      | .07570780  | .2068373                         | .5262963    | -.10147  | 1.04250 |
|                         | Bintara Tinggi | 73  | .1406893  | .77173198      | .09032440  | -.0393691                        | .3207477    | -2.63919 | .90897  |
|                         | Bintara        | 104 | -.1621973 | 1.17731559     | .11544529  | -.3911558                        | .0667612    | -2.78966 | 1.04250 |
|                         | Total          | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.78966 | 1.04250 |
| Motivasi                | Pama           | 18  | .3668657  | .34554225      | .08144509  | .1950316                         | .5386998    | -.18759  | .93348  |
|                         | Bintara Tinggi | 73  | .1541945  | .76532023      | .08957396  | -.0243680                        | .3327569    | -2.54679 | 1.31524 |
|                         | Bintara        | 104 | -.1717286 | 1.17652367     | .11536764  | -.4005331                        | .0570759    | -2.85440 | 1.31524 |
|                         | Total          | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.85440 | 1.31524 |
| Komitmen Organisasional | Pama           | 18  | .4147093  | .38450933      | .09062972  | .2234973                         | .6059213    | -.33752  | .94450  |
|                         | Bintara Tinggi | 73  | .1544442  | .78667704      | .09207358  | -.0291011                        | .3379896    | -2.52053 | .94450  |
|                         | Bintara        | 104 | -.1801846 | 1.16049506     | .11379590  | -.4058719                        | .0455028    | -2.68311 | .94450  |
|                         | Total          | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.68311 | .94450  |
| Kinerja                 | Pama           | 18  | .4141862  | .14720188      | .03469582  | .3409845                         | .4873880    | .10269   | .61786  |
|                         | Bintara Tinggi | 73  | .2018427  | .73088015      | .08554305  | .0313158                         | .3723697    | -2.71517 | .61786  |
|                         | Bintara        | 104 | -.2133642 | 1.18392869     | .11609376  | -.4436088                        | .0168804    | -2.71517 | .61786  |
|                         | Total          | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.71517 | .61786  |

## Test of Homogeneity of Variances

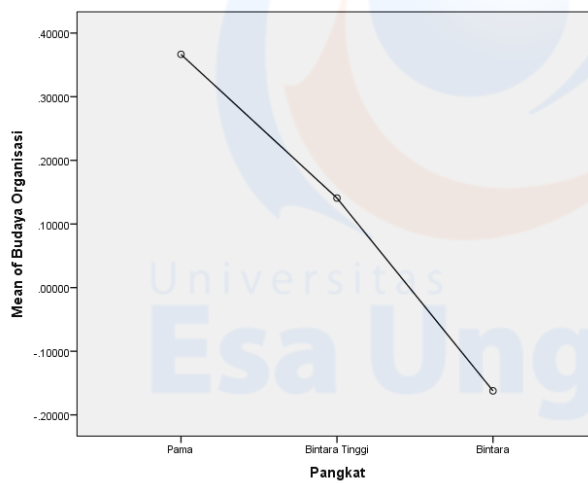
|                         | Levene Statistic | df1 | df2 | Sig. |
|-------------------------|------------------|-----|-----|------|
| Budaya Organisasi       | 11.369           | 2   | 192 | .000 |
| Motivasi                | 11.447           | 2   | 192 | .000 |
| Komitmen Organisasional | 10.576           | 2   | 192 | .000 |
| Kinerja                 | 22.757           | 2   | 192 | .000 |

## Lampiran 5

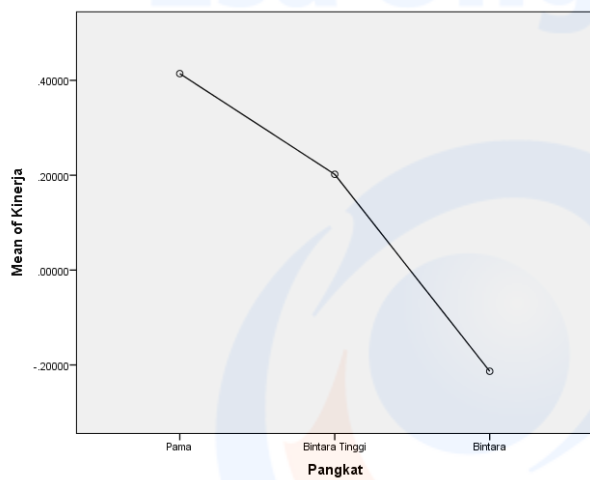
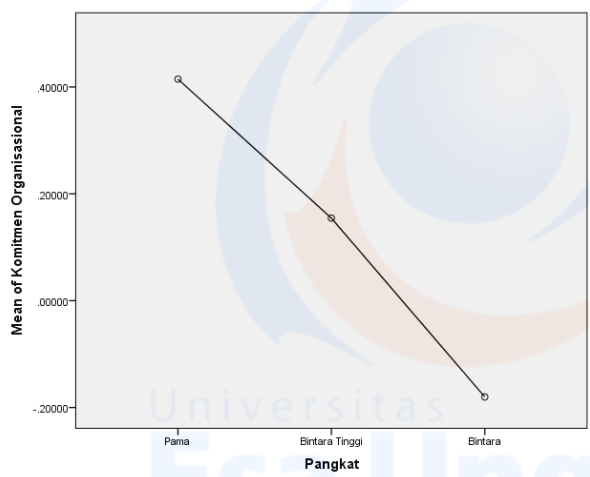
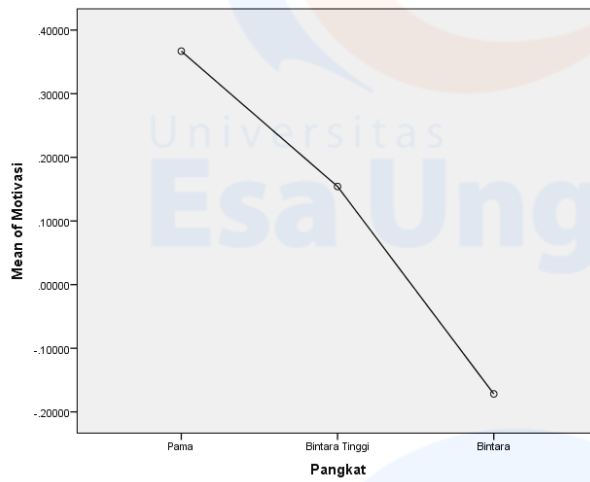
Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## ANOVA

|                         |                | Sum of Squares | df  | Mean Square | F     | Sig. |
|-------------------------|----------------|----------------|-----|-------------|-------|------|
| Budaya Organisasi       | Between Groups | 5.077          | 2   | 2.539       | 2.850 | .078 |
|                         | Within Groups  | 188.923        | 192 | .984        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Motivasi                | Between Groups | 7.225          | 2   | 3.613       | 3.714 | .026 |
|                         | Within Groups  | 186.775        | 192 | .973        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Komitmen Organisasional | Between Groups | 8.213          | 2   | 4.107       | 4.244 | .016 |
|                         | Within Groups  | 185.787        | 192 | .968        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |
| Kinerja                 | Between Groups | 10.796         | 2   | 5.398       | 5.657 | .004 |
|                         | Within Groups  | 183.204        | 192 | .954        |       |      |
|                         | Total          | 194.000        | 194 |             |       |      |



## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)



## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## 6. Berdasarkan Jabatan

## Descriptives

|                         |             | N   | Mean      | Std. Deviation | Std. Error | 95% Confidence Interval for Mean |             | Minimum  | Maximum |
|-------------------------|-------------|-----|-----------|----------------|------------|----------------------------------|-------------|----------|---------|
|                         |             |     |           |                |            | Lower Bound                      | Upper Bound |          |         |
| Budaya Organisasi       | Anggota Tim | 173 | -.0043945 | 1.01598453     | .07724387  | -.1568625                        | .1480735    | -2.78966 | 1.04250 |
|                         | Penyidik    |     |           |                |            |                                  |             |          |         |
|                         | Kepala Tim  | 15  | -.1016907 | 1.02912627     | .26571926  | -.6716019                        | .4682204    | -2.66185 | .90897  |
|                         | Kepala Unit | 7   | .3265148  | .34766396      | .13140462  | .0049793                         | .6480504    | -.09261  | .72533  |
|                         | Total       | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.78966 | 1.04250 |
| Motivasi                | Anggota Tim | 173 | -.0004979 | 1.02412677     | .07786292  | -.1541878                        | .1531920    | -2.85440 | 1.31524 |
|                         | Penyidik    |     |           |                |            |                                  |             |          |         |
|                         | Kepala Tim  | 15  | -.1101976 | .94515464      | .24403788  | -.6336068                        | .4132116    | -2.52411 | 1.31524 |
|                         | Kepala Unit | 7   | .2484428  | .28271505      | .10685624  | -.0130250                        | .5099107    | -.08003  | .67603  |
|                         | Total       | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.85440 | 1.31524 |
| Komitmen Organisasional | Anggota Tim | 173 | -.0076061 | 1.01897376     | .07747114  | -.1605227                        | .1453105    | -2.68311 | .94450  |
|                         | Penyidik    |     |           |                |            |                                  |             |          |         |
|                         | Kepala Tim  | 15  | -.0383968 | 1.00348123     | .25909774  | -.5941062                        | .5173125    | -2.60195 | .94450  |
|                         | Kepala Unit | 7   | .2702581  | .35825128      | .13540626  | -.0610691                        | .6015853    | -.18468  | .70395  |
|                         | Total       | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.68311 | .94450  |
| Kinerja                 | Anggota Tim | 173 | -.0163273 | 1.01707241     | .07732658  | -.1689585                        | .1363040    | -2.71517 | .61786  |
|                         | Penyidik    |     |           |                |            |                                  |             |          |         |
|                         | Kepala Tim  | 15  | -.0059596 | 1.02255193     | .26402177  | -.5722300                        | .5603108    | -2.58674 | .61786  |
|                         | Kepala Unit | 7   | .4162880  | .17256095      | .06522191  | .2566958                         | .5758803    | .16763   | .61786  |
|                         | Total       | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.71517 | .61786  |

## Test of Homogeneity of Variances

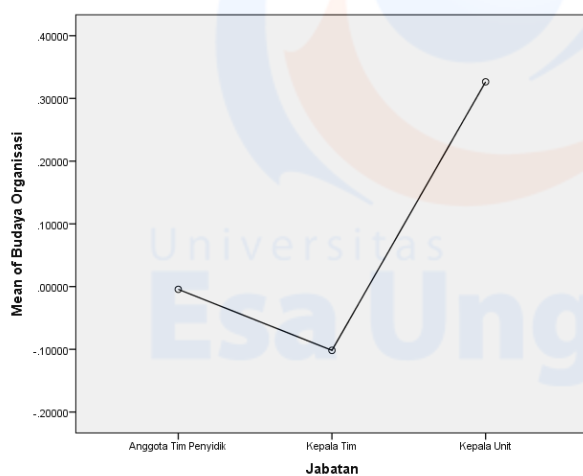
|                         | Levene Statistic | df1 | df2 | Sig. |
|-------------------------|------------------|-----|-----|------|
| Budaya Organisasi       | .947             | 2   | 192 | .390 |
| Motivasi                | 1.442            | 2   | 192 | .239 |
| Komitmen Organisasional | 1.152            | 2   | 192 | .318 |
| Kinerja                 | 1.930            | 2   | 192 | .148 |

## Lampiran 5

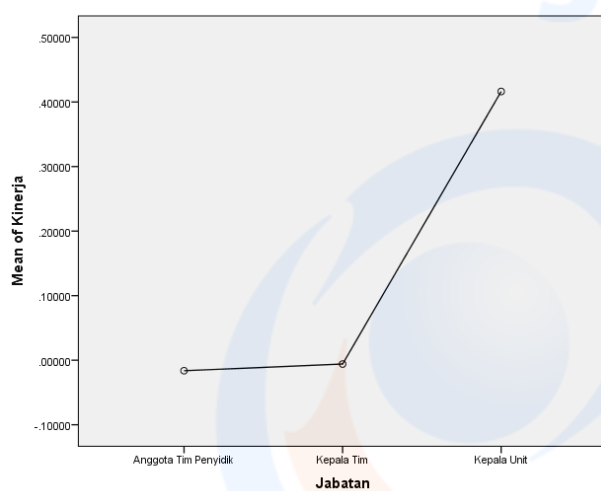
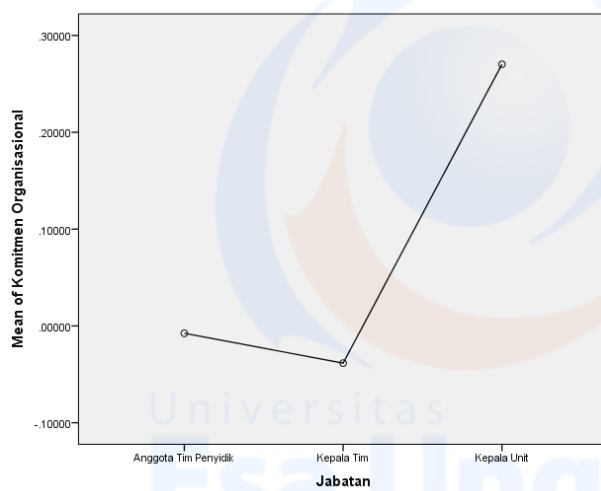
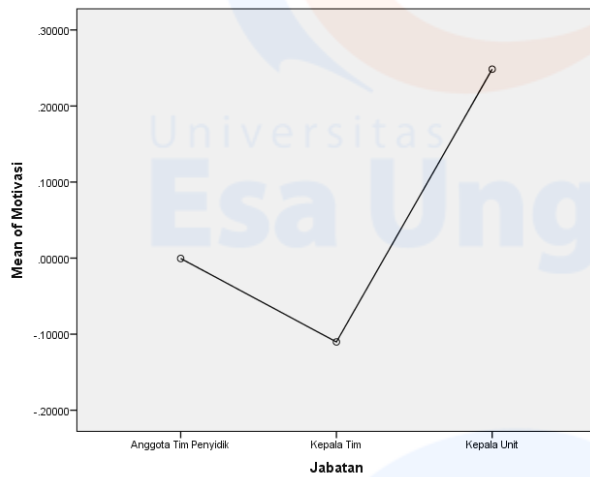
Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## ANOVA

|                         |                | Sum of Squares | df  | Mean Square | F    | Sig. |
|-------------------------|----------------|----------------|-----|-------------|------|------|
| Budaya Organisasi       | Between Groups | .730           | 2   | .452        | .363 | .696 |
|                         | Within Groups  | 193.270        | 192 | 1.006       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Motivasi                | Between Groups | .614           | 2   | .307        | .305 | .738 |
|                         | Within Groups  | 193.386        | 192 | 1.007       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Komitmen Organisasional | Between Groups | .543           | 2   | .272        | .270 | .764 |
|                         | Within Groups  | 193.457        | 192 | 1.008       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Kinerja                 | Between Groups | 1.260          | 2   | .630        | .627 | .535 |
|                         | Within Groups  | 192.740        | 192 | 1.004       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |



## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## 7. Berdasarkan Pendapatan Perbulan

## Descriptives

|                         |                             | N   | Mean      | Std. Deviation | Std. Error | 95% Confidence Interval for Mean |             | Minimum  | Maximum |
|-------------------------|-----------------------------|-----|-----------|----------------|------------|----------------------------------|-------------|----------|---------|
|                         |                             |     |           |                |            | Lower Bound                      | Upper Bound |          |         |
| Budaya Organisasi       | < Rp 4.000.000              | 37  | .0314459  | .90661887      | .14904722  | -.2708358                        | .3337277    | -2.59180 | .84195  |
|                         | Rp 4.100.000 - Rp 6.000.000 | 139 | -.0423617 | 1.04786619     | .08887885  | -.2181022                        | .1333788    | -2.66185 | 1.04250 |
|                         | Rp 6.100.000                | 19  | .2486724  | .79656642      | .18274487  | -.1352604                        | .6326051    | -2.78966 | .83305  |
|                         | Total                       | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.78966 | 1.04250 |
| Motivasi                | < Rp 4.000.000              | 37  | .0743847  | .89818303      | .14766038  | -.2250845                        | .3738538    | -2.54679 | 1.16324 |
|                         | Rp 4.100.000 - Rp 6.000.000 | 139 | -.0539597 | 1.04786811     | .08887901  | -.2297005                        | .1217811    | -2.85440 | 1.31524 |
|                         | Rp 6.100.000                | 19  | .2499034  | .80394131      | .18443678  | -.1375839                        | .6373907    | -2.78137 | 1.00825 |
|                         | Total                       | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.85440 | 1.31524 |
| Komitmen Organisasional | < Rp 4.000.000              | 37  | .0808616  | .91285657      | .15007270  | -.2234999                        | .3852232    | -2.68311 | .94450  |
|                         | Rp 4.100.000 - Rp 6.000.000 | 139 | -.0519572 | 1.04950423     | .08901779  | -.2279724                        | .1240579    | -2.68311 | .94450  |
|                         | Rp 6.100.000                | 19  | .2226409  | .76159946      | .17472290  | -.1444383                        | .5897201    | -2.53219 | .94450  |
|                         | Total                       | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.68311 | .94450  |
| Kinerja                 | < Rp 4.000.000              | 37  | .0628719  | .91164365      | .14987329  | -.2410852                        | .3668290    | -2.71517 | .61786  |
|                         | Rp 4.100.000 - Rp 6.000.000 | 139 | -.0485640 | 1.05352753     | .08935904  | -.2252540                        | .1281259    | -2.71517 | .61786  |
|                         | Rp 6.100.000                | 19  | .2328494  | .72293285      | .16585217  | -.1155930                        | .5812919    | -2.64965 | .61786  |
|                         | Total                       | 195 | .0000000  | 1.00000000     | .07161149  | -.1412370                        | .1412370    | -2.71517 | .61786  |

## Test of Homogeneity of Variances

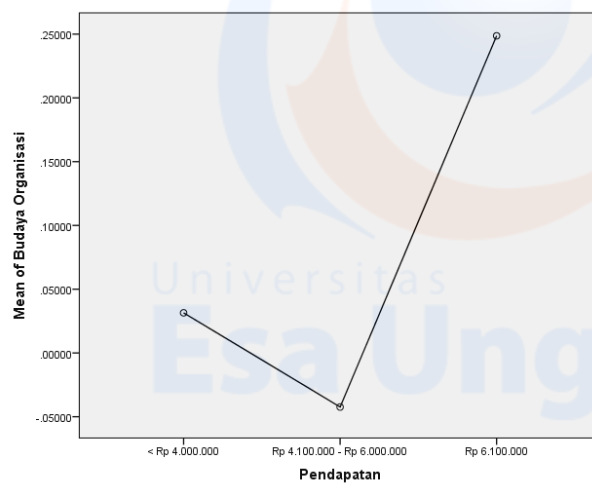
|                         | Levene Statistic | df1 | df2 | Sig. |
|-------------------------|------------------|-----|-----|------|
| Budaya Organisasi       | 1.530            | 2   | 192 | .219 |
| Motivasi                | 1.561            | 2   | 192 | .213 |
| Komitmen Organisasional | 1.901            | 2   | 192 | .152 |
| Kinerja                 | 3.124            | 2   | 192 | .046 |

## Lampiran 5

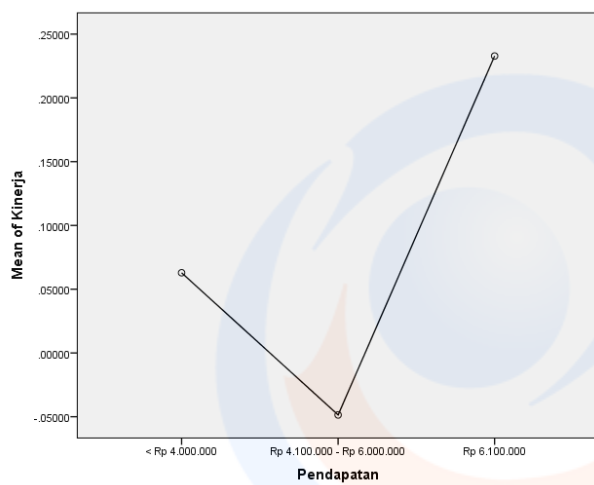
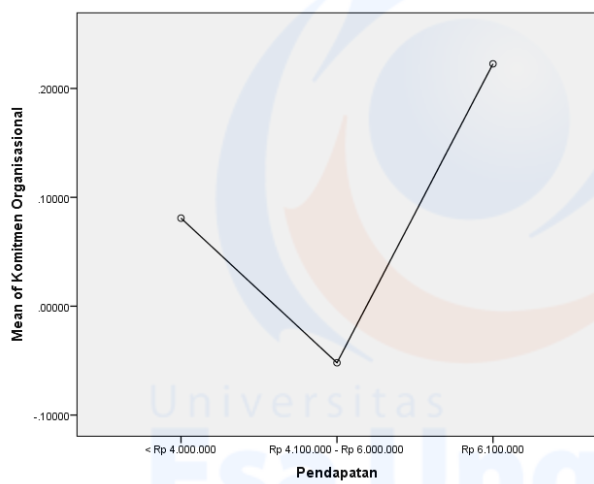
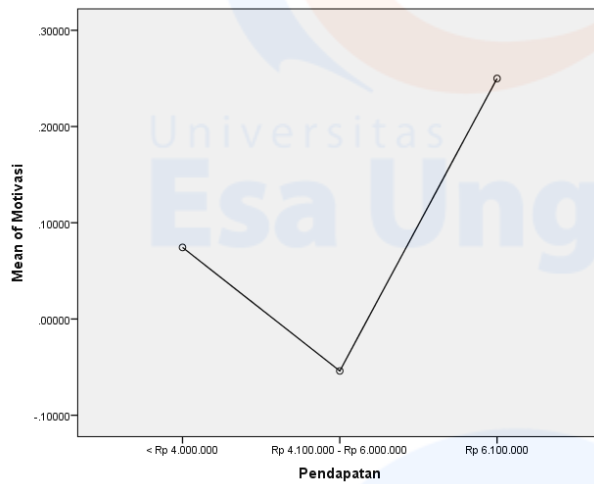
Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

## ANOVA

|                         |                | Sum of Squares | df  | Mean Square | F    | Sig. |
|-------------------------|----------------|----------------|-----|-------------|------|------|
| Budaya Organisasi       | Between Groups | .816           | 2   | .408        | .405 | .667 |
|                         | Within Groups  | 193.184        | 192 | 1.006       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Motivasi                | Between Groups | 1.796          | 2   | .898        | .897 | .409 |
|                         | Within Groups  | 192.204        | 192 | 1.001       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Komitmen Organisasional | Between Groups | 1.559          | 2   | .779        | .778 | .461 |
|                         | Within Groups  | 192.441        | 192 | 1.002       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |
| Kinerja                 | Between Groups | 1.504          | 2   | .752        | .750 | .474 |
|                         | Within Groups  | 192.496        | 192 | 1.003       |      |      |
|                         | Total          | 194.000        | 194 |             |      |      |



## Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA* (lanjutan)

**Lampiran 6****Hasil Uji Analisa *Structural Equation Model***

LISREL 8.80

BY

Karl G. Jöreskog &amp; Dag Sörbom

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The following lines were read from file  
C:\Users\ASUS\Desktop\LATIHAN\Syafriadi\SEM SYAFRIADI REVISI\REVISIOK.pr2:

raw data from file REVISIOK.PSF

latent variables: BO M KO K

relationship

BO1 = BO

BO2 = BO

BO3 = BO

BO4 = BO

M1 = M

M2 = M

M3 = M

KO1 = KO

KO2 = KO

K1 = K

K2 = K

K3 = K

K4 = K

K5 = K

K = BO M KO

KO = BO M

SET ERROR COVARIANCE OF K1 AND KO2 FREE

SET ERROR COVARIANCE OF K5 AND K4 FREE

SET ERROR COVARIANCE OF BO4 AND KO1 FREE  
 SET ERROR COVARIANCE BO1 AND K2 FREE  
 SET ERROR COVARIANCE OF K4 AND K2 FREE  
 SET ERROR COVARIANCE OF K1 AND KO1 FREE  
 SET ERROR COVARIANCE OF K4 AND K3 FREE

OPTIONS SC  
 PATH DIAGRAM  
 END OF PROBLEMS

Sample Size = 195

Covariance Matrix

|     | KO1  | KO2  | K1   | K2   | K3   | K4   |
|-----|------|------|------|------|------|------|
| KO1 | 1.00 |      |      |      |      |      |
| KO2 | 0.94 | 1.00 |      |      |      |      |
| K1  | 0.91 | 0.95 | 1.00 |      |      |      |
| K2  | 0.89 | 0.90 | 0.91 | 1.00 |      |      |
| K3  | 0.90 | 0.91 | 0.90 | 0.93 | 1.00 |      |
| K4  | 0.88 | 0.89 | 0.90 | 0.93 | 0.94 | 1.00 |
| K5  | 0.89 | 0.90 | 0.89 | 0.91 | 0.93 | 0.95 |
| BO1 | 0.97 | 0.97 | 0.96 | 0.95 | 0.99 | 0.97 |
| BO2 | 0.97 | 0.98 | 0.97 | 0.97 | 0.98 | 0.96 |
| BO3 | 0.93 | 0.94 | 0.92 | 0.92 | 0.94 | 0.93 |
| BO4 | 0.99 | 0.96 | 0.95 | 0.94 | 0.97 | 0.95 |
| M1  | 0.84 | 0.84 | 0.83 | 0.87 | 0.86 | 0.86 |
| M2  | 0.79 | 0.80 | 0.79 | 0.83 | 0.83 | 0.84 |
| M3  | 0.83 | 0.84 | 0.82 | 0.84 | 0.86 | 0.86 |

Covariance Matrix

|     | K5   | BO1  | BO2  | BO3  | BO4  | M1   |
|-----|------|------|------|------|------|------|
| K5  | 1.00 |      |      |      |      |      |
| BO1 | 0.97 | 1.18 |      |      |      |      |
| BO2 | 0.97 | 1.12 | 1.24 |      |      |      |
| BO3 | 0.94 | 1.07 | 1.10 | 1.28 |      |      |
| BO4 | 0.96 | 1.08 | 1.07 | 1.02 | 1.29 |      |
| M1  | 0.87 | 0.93 | 0.96 | 0.90 | 0.89 | 1.00 |
| M2  | 0.82 | 0.87 | 0.89 | 0.81 | 0.86 | 0.78 |
| M3  | 0.84 | 0.94 | 0.92 | 0.91 | 0.91 | 0.85 |



## Covariance Matrix

|    | M2   | M3   |
|----|------|------|
| M2 | 1.00 |      |
| M3 | 0.84 | 1.00 |

Number of Iterations = 44

## LISREL Estimates (Maximum Likelihood)

## Measurement Equations

$$KO1 = 0.96 * KO, \text{ Errorvar.} = 0.072, R^2 = 0.93$$

(0.011)  
6.59

$$KO2 = 0.97 * KO, \text{ Errorvar.} = 0.053, R^2 = 0.95$$

(0.026)      (0.0097)  
36.70      5.48

$$K1 = 0.94 * K, \text{ Errorvar.} = 0.12, R^2 = 0.88$$

(0.014)  
8.62

$$K2 = 0.96 * K, \text{ Errorvar.} = 0.087, R^2 = 0.91$$

(0.034)      (0.011)  
28.51      8.00

$$K3 = 0.97 * K, \text{ Errorvar.} = 0.066, R^2 = 0.93$$

(0.032)      (0.0088)  
30.13      7.47

$$K4 = 0.95 * K, \text{ Errorvar.} = 0.089, R^2 = 0.91$$

(0.034)      (0.011)  
28.30      8.06

$$K5 = 0.96 * K, \text{ Errorvar.} = 0.088, R^2 = 0.91$$

(0.034)      (0.011)  
28.47      8.12

$$\begin{array}{l} \text{BO1} = 1.06 * \text{BO}, \text{Errorvar.} = 0.060, R^2 = 0.95 \\ (0.057) \quad (0.010) \\ 18.67 \quad 6.01 \end{array}$$

$$\begin{array}{l} \text{BO2} = 1.06 * \text{BO}, \text{Errorvar.} = 0.11, R^2 = 0.91 \\ (0.059) \quad (0.014) \\ 18.02 \quad 7.79 \end{array}$$

$$\begin{array}{l} \text{BO3} = 1.01 * \text{BO}, \text{Errorvar.} = 0.25, R^2 = 0.81 \\ (0.063) \quad (0.027) \\ 16.11 \quad 9.08 \end{array}$$

$$\begin{array}{l} \text{BO4} = 1.01 * \text{BO}, \text{Errorvar.} = 0.26, R^2 = 0.80 \\ (0.063) \quad (0.028) \\ 16.03 \quad 9.11 \end{array}$$

$$\begin{array}{l} \text{M1} = 0.92 * \text{M}, \text{Errorvar.} = 0.16, R^2 = 0.84 \\ (0.055) \quad (0.020) \\ 16.72 \quad 7.79 \end{array}$$

$$\begin{array}{l} \text{M2} = 0.88 * \text{M}, \text{Errorvar.} = 0.22, R^2 = 0.78 \\ (0.057) \quad (0.026) \\ 15.57 \quad 8.58 \end{array}$$

$$\begin{array}{l} \text{M3} = 0.92 * \text{M}, \text{Errorvar.} = 0.15, R^2 = 0.85 \\ (0.055) \quad (0.019) \\ 16.90 \quad 7.60 \end{array}$$

$$\begin{array}{l} \text{Error Covariance for K1 and KO1} = 0.035 \\ (0.010) \\ 3.37 \end{array}$$

$$\begin{array}{l} \text{Error Covariance for K1 and KO2} = 0.066 \\ (0.011) \\ 5.96 \end{array}$$

$$\begin{array}{l} \text{Error Covariance for K4 and K2} = 0.026 \\ (0.0068) \\ 3.75 \end{array}$$

$$\text{Error Covariance for K4 and K3} = 0.017$$

(0.0059)  
2.92

Error Covariance for K5 and K4 = 0.043

(0.0079)  
5.40

Error Covariance for BO1 and K2 = -0.02

(0.0069)  
-3.22

Error Covariance for BO4 and KO1 = 0.046

(0.013)  
3.66

#### Structural Equations

$KO = 0.57*BO + 0.40*M$ , Errorvar.= 0.086 ,  $R^2_i = 0.91$

(0.13) (0.13) (0.014)  
4.44 3.13 6.23

$K = 0.39*KO + 0.27*BO + 0.34*M$ , Errorvar.= 0.032 ,  $R^2_i = 0.97$

(0.088) (0.10) (0.10) (0.0067)  
4.47 2.67 3.29 4.87

#### Reduced Form Equations

$KO = 0.57*BO + 0.40*M$ , Errorvar.= 0.086,  $R^2_i = 0.91$

(0.13) (0.13)  
4.44 3.13

$K = 0.49*BO + 0.50*M$ , Errorvar.= 0.046,  $R^2_i = 0.95$

(0.12) (0.12)  
4.13 4.16

#### Correlation Matrix of Independent Variables

|    | BO   | M |
|----|------|---|
| BO | 1.00 |   |
| M  |      |   |

M 0.96 1.00  
(0.01)  
94.25

#### Covariance Matrix of Latent Variables

|    | KO   | K    | BO   | M    |
|----|------|------|------|------|
| KO | 1.00 |      |      |      |
| K  | 0.97 | 1.00 |      |      |
| BO | 0.95 | 0.97 | 1.00 |      |
| M  | 0.94 | 0.97 | 0.96 | 1.00 |

#### Goodness of Fit Statistics

Degrees of Freedom = 64

Minimum Fit Function Chi-Square = 92.00 (P = 0.012)

Normal Theory Weighted Least Squares Chi-Square = 84.58 (P = 0.043)

Estimated Non-centrality Parameter (NCP) = 20.58

90 Percent Confidence Interval for NCP = (0.70 ; 48.56)

Minimum Fit Function Value = 0.47

Population Discrepancy Function Value (F0) = 0.11

90 Percent Confidence Interval for F0 = (0.0036 ; 0.25)

Root Mean Square Error of Approximation (RMSEA) = 0.041

90 Percent Confidence Interval for RMSEA = (0.0075 ; 0.063)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.74

Expected Cross-Validation Index (ECVI) = 0.86

90 Percent Confidence Interval for ECVI = (0.76 ; 1.00)

ECVI for Saturated Model = 1.08

ECVI for Independence Model = 67.35

Chi-Square for Independence Model with 91 Degrees of Freedom = 13037.02

Independence AIC = 13065.02

Model AIC = 166.58

Saturated AIC = 210.00

Independence CAIC = 13124.84

Model CAIC = 341.78

Saturated CAIC = 658.66

Normed Fit Index (NFI) = 0.99

Non-Normed Fit Index (NNFI) = 1.00  
 Parsimony Normed Fit Index (PNFI) = 0.70  
 Comparative Fit Index (CFI) = 1.00  
 Incremental Fit Index (IFI) = 1.00  
 Relative Fit Index (RFI) = 0.99

Critical N (CN) = 197.56

Root Mean Square Residual (RMR) = 0.011  
 Standardized RMR = 0.011

Goodness of Fit Index (GFI) = 0.94  
 Adjusted Goodness of Fit Index (AGFI) = 0.90  
 Parsimony Goodness of Fit Index (PGFI) = 0.57

#### Standardized Solution

##### LAMBDA-Y

|     | KO    | K     |
|-----|-------|-------|
|     | ----- | ----- |
| KO1 | 0.96  | --    |
| KO2 | 0.97  | --    |
| K1  | --    | 0.94  |
| K2  | --    | 0.96  |
| K3  | --    | 0.97  |
| K4  | --    | 0.95  |
| K5  | --    | 0.96  |

##### LAMBDA-X

|     | BO    | M     |
|-----|-------|-------|
|     | ----- | ----- |
| BO1 | 1.06  | --    |
| BO2 | 1.06  | --    |
| BO3 | 1.01  | --    |
| BO4 | 1.01  | --    |
| M1  | --    | 0.92  |
| M2  | --    | 0.88  |
| M3  | --    | 0.92  |

##### BETA

|    | KO    | K     |
|----|-------|-------|
|    | ----- | ----- |
| KO | --    | --    |
| K  | 0.39  | --    |

## GAMMA

|    | BO    | M     |
|----|-------|-------|
|    | ----- | ----- |
| KO | 0.57  | 0.40  |
| K  | 0.27  | 0.34  |

## Correlation Matrix of ETA and KSI

|    | KO    | K     | BO    | M     |
|----|-------|-------|-------|-------|
|    | ----- | ----- | ----- | ----- |
| KO | 1.00  |       |       |       |
| K  | 0.97  | 1.00  |       |       |
| BO | 0.95  | 0.97  | 1.00  |       |
| M  | 0.94  | 0.97  | 0.96  | 1.00  |

## PSI

Note: This matrix is diagonal.

|  | KO    | K     |
|--|-------|-------|
|  | ----- | ----- |
|  | 0.09  | 0.03  |

## Regression Matrix ETA on KSI (Standardized)

|    | BO    | M     |
|----|-------|-------|
|    | ----- | ----- |
| KO | 0.57  | 0.40  |
| K  | 0.49  | 0.50  |

## Completely Standardized Solution

## LAMBDA-Y

|  | KO    | K     |
|--|-------|-------|
|  | ----- | ----- |

|     |      |      |
|-----|------|------|
| KO1 | 0.96 | --   |
| KO2 | 0.97 | --   |
| K1  | --   | 0.94 |
| K2  | --   | 0.96 |
| K3  | --   | 0.97 |
| K4  | --   | 0.95 |
| K5  | --   | 0.96 |

## LAMBDA-X

|     | BO    | M     |
|-----|-------|-------|
|     | ----- | ----- |
| BO1 | 0.97  | --    |
| BO2 | 0.96  | --    |
| BO3 | 0.90  | --    |
| BO4 | 0.89  | --    |
| M1  | --    | 0.92  |
| M2  | --    | 0.88  |
| M3  | --    | 0.92  |

## BETA

|    | KO    | K     |
|----|-------|-------|
|    | ----- | ----- |
| KO | --    | --    |
| K  | 0.39  | --    |

## GAMMA

|    | BO    | M     |
|----|-------|-------|
|    | ----- | ----- |
| KO | 0.57  | 0.40  |
| K  | 0.27  | 0.34  |

## Correlation Matrix of ETA and KSI

|    | KO    | K     | BO    | M     |
|----|-------|-------|-------|-------|
|    | ----- | ----- | ----- | ----- |
| KO | 1.00  |       |       |       |
| K  | 0.97  | 1.00  |       |       |
| BO | 0.95  | 0.97  | 1.00  |       |
| M  | 0.94  | 0.97  | 0.96  | 1.00  |

PSI

Note: This matrix is diagonal.

| KO   | K    |
|------|------|
| 0.09 | 0.03 |

THETA-EPS

|     | KO1  | KO2  | K1   | K2   | K3   | K4   |
|-----|------|------|------|------|------|------|
| KO1 | 0.07 |      |      |      |      |      |
| KO2 | --   | 0.05 |      |      |      |      |
| K1  | 0.04 | 0.07 | 0.12 |      |      |      |
| K2  | --   | --   | --   | 0.09 |      |      |
| K3  | --   | --   | --   | --   | 0.07 |      |
| K4  | --   | --   | --   | 0.03 | 0.02 | 0.09 |
| K5  | --   | --   | --   | --   | --   | 0.04 |

THETA-EPS

| K5   |
|------|
| 0.09 |

THETA-DELTA-EPS

|     | KO1  | KO2 | K1 | K2    | K3 | K4 |
|-----|------|-----|----|-------|----|----|
| BO1 | --   | --  | -- | -0.02 | -- | -- |
| BO2 | --   | --  | -- | --    | -- | -- |
| BO3 | --   | --  | -- | --    | -- | -- |
| BO4 | 0.04 | --  | -- | --    | -- | -- |
| M1  | --   | --  | -- | --    | -- | -- |
| M2  | --   | --  | -- | --    | -- | -- |
| M3  | --   | --  | -- | --    | -- | -- |

THETA-DELTA-EPS

| K5  |    |
|-----|----|
| BO1 | -- |
| BO2 | -- |



BO3 --  
 BO4 --  
 M1 --  
 M2 --  
 M3 --

THETA-DELTA

| BO1  | BO2  | BO3  | BO4  | M1   | M2   |
|------|------|------|------|------|------|
| 0.05 | 0.09 | 0.19 | 0.20 | 0.16 | 0.22 |

THETA-DELTA

| M3   |
|------|
| 0.15 |

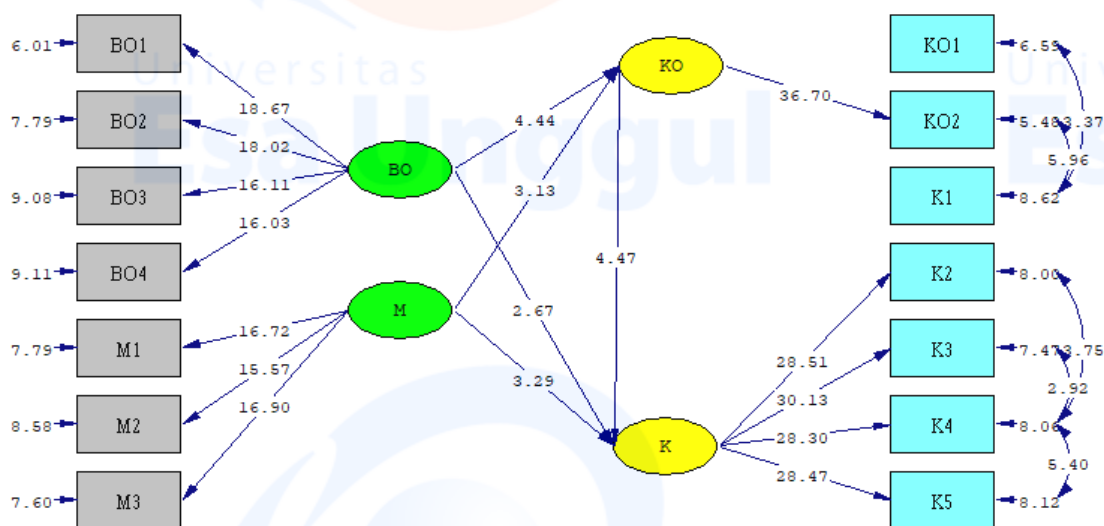
Regression Matrix ETA on KSI (Standardized)

|    | BO   | M    |
|----|------|------|
| KO | 0.57 | 0.40 |
| K  | 0.49 | 0.50 |

Time used: 0.078 Seconds

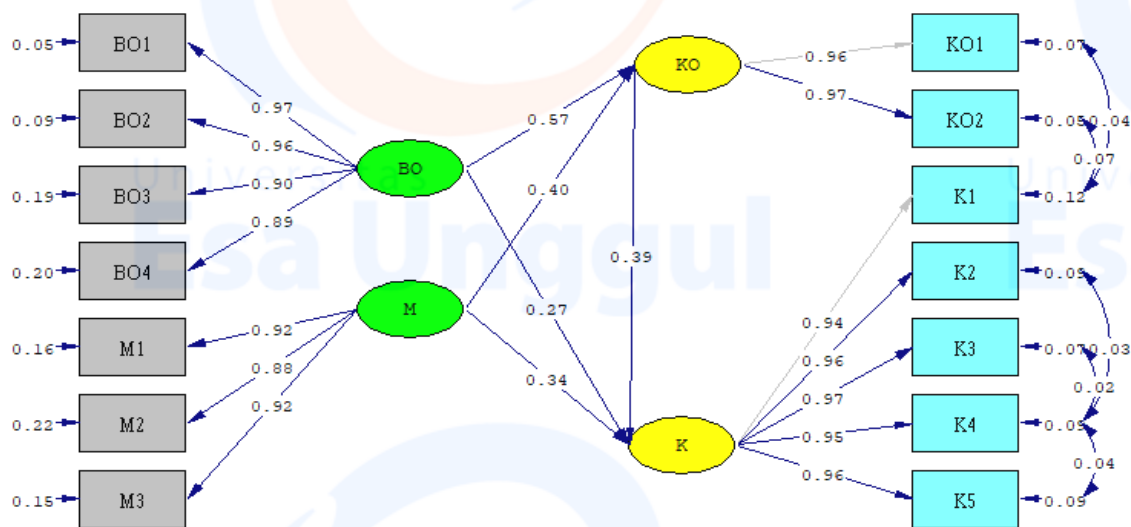
**Lampiran 7**  
**Path Diagram**

**Path Diagram T-Value**



Chi-Square=84.58, df=64, P-value=0.04346, RMSEA=0.041

**Path Diagram Standar Solution**



Chi-Square=84.58, df=64, P-value=0.04346, RMSEA=0.041

**Lampiran 8**  
**Kuesioner Penelitian**

**KUESIONER PENELITIAN**

**C. Identitas Responden: (Berilah tanda “X” pada pilihan yang ada)**

1. Jenis kelamin anda:  
a. Pria    b. Wanita
2. Usia anda saat ini:  
a.  $\leq 25$  tahun    b. 26 tahun – 30 tahun    c.  $\geq 31$  thn
3. Pendidikan akhir:  
a. SMA    b. D3    c. S1
4. Sudah berapa lama anda menjadi anggota kepolisian di jajaran Polres Jakarta Selatan khusus Penyidik Reserse.  
a. 1-3 tahun    b. 4-6 tahun    c.  $\geq 7$  tahun
5. Pangkat:  
a. Pama    b. Bintara Tinggi    c. Bintara
6. Jabatan:  
a. Anggota Tim Penyidik    b. Kepala Tim    c. Kepala Unit
7. Pendapatan Perbulan:  
a.  $\leq$  Rp 4.000.000    b. Rp 4.100.000 – Rp 6.000.000    c.  $\geq 6.100.000$

**D. Kuesioner**

Saya mohon untuk kesediaan saudara/bapak/ibu untuk memberikan pendapat pernyataan-pernyataan dengan cara menyilang kotak pada salah satu nomer yang dapat dipilih pada skala 1 sampai 5. Skala nomor menunjukkan seberapa dekat jawaban saudara/bapak/ibu dengan pilihan yang tersedia, sebagai berikut:

1. Sangat tidak setuju (STS)
2. Tidak setuju (TS)
3. Antara setuju tidak setuju (ASTS)
4. Setuju (S)
5. Sangat Setuju (SS)

## Lampiran 8

## Kuesioner Penelitian (lanjutan)

| No  | Kuesioner   | 1 | 2 | 3 | 4 | 5 |
|-----|---|---|---|---|---|---|
| 1   | Pimpinan saya membuat mayoritas keputusannya tanpa berdiskusi dengan bawahan.                     |   |   |   |   |   |
| 2   | Pimpinan saya menghindari interaksi sosial dengan bawahannya.                                     |   |   |   |   |   |
| 3   | Saya seharusnya menyetujui keputusan yang dibuat oleh pimpinan saya.                              |   |   |   |   |   |
| 4   | Pimpinan saya sebaiknya tidak mendelegasikan tugas penting kepada bawahan.                        |   |   |   |   |   |
| 5   | Saya berusaha menyelesaikan tugas tepat waktu.  |   |   |   |   |   |
| 6   | Saya menerima resiko atas setiap keputusan yang saya ambil.                                       |   |   |   |   |   |
| 7   | Hal wajar bila saya gagal mengerjakan tugas yang sukar.   |   |   |   |   |   |
| 8   | Saya mengakui setiap kesalahan yang diyakini atas perbuatan saya.                                 |   |   |   |   |   |
| 9   | Jika saya telah berbuat salah, saya berusaha untuk memperbaikinya.                                |   |   |   |   |   |
| 10  | Saya puas jika dapat melaksanakan tugas dengan maksimal.  |   |   |   |   |   |
| 11  | Saya berusaha agar prestasi saya lebih baik dibandingkan rekan kerja polisi lain.                 |   |   |   |   |   |
| 12  | Saya senantiasa berusaha membina hubungan baik sesama rekan polisi dalam satu team kerja.         |   |   |   |   |   |
| 13  | Saya berupaya memiliki sebanyak mungkin teman dari rekan team polisi lain diberbagai divisi.      |   |   |   |   |   |
| 14  | Saya rajin membangun hubungan dengan pimpinan.  |   |   |   |   |   |
| 15. | Saya suka membantu sesama rekan kerja polisi yang kebetulan memerlukan bantuan.                   |   |   |   |   |   |
| 16  | Saya bersikap optimisme untuk mempengaruhi team kepolisian dalam banyak hal agar tujuan tercapai. |   |   |   |   |   |

## Lampiran 8

## Kuesioner Penelitian (lanjutan)

| No  | Kuesioner  | 1 | 2 | 3 | 4 | 5 |
|-----|--|---|---|---|---|---|
| 17. | Saya senantiasa berusaha memperjuangkan ide-ide atau gagasan agar memperoleh kesepakatan dari teman-teman di kantor.   |   |   |   |   |   |
| 18. | Saya rela bekerja dengan giat agar memperoleh kenaikan pangkat yang lebih tinggi.                                      |   |   |   |   |   |
| 19. | Saya melihat jabatan sebagai puncak karir sehingga perlu di perjuangkan  |   |   |   |   |   |
| 20  | Saya berusaha menyusun strategi sejak awal untuk mendapat jabatan yang saya inginkan.                                  |   |   |   |   |   |
| 21  | Saya senang apabila menghabiskan sisa karir saya dengan organisasi kepolisian ini.                                     |   |   |   |   |   |
| 22  | Saya benar-benar merasa seolah-olah masalah organisasi ini adalah masalah saya sendiri.                                |   |   |   |   |   |
| 23  | Saya merasakan rasa yang kuat "milik" untuk organisasi kepolisian ini.   |   |   |   |   |   |
| 24  | Saya merasa "emosional" untuk organisasi ini.  |   |   |   |   |   |
| 25  | Saya merasa seperti "bagian dari keluarga" di organisasi tempat saya bekerja.  |   |   |   |   |   |
| 26  | Organisasi ini memiliki banyak makna pribadi bagi saya.  |   |   |   |   |   |
| 27  | Saya merasa berkewajiban untuk tetap setia dengan pimpinan saya saat ini.  |   |   |   |   |   |
| 28  | Bahkan jika ada hal lain yang menguntungkan, saya tidak akan meninggalkan organisasi saat ini.                         |   |   |   |   |   |
| 29  | Saya akan merasa bersalah jika meninggalkan organisasi.  |   |   |   |   |   |
| 30  | Organisasi ini layak untuk mendapat kesetiaan saya.  |   |   |   |   |   |
| 31  | Saya tidak akan meninggalkan organisasi ini sekarang karena adanya perasaan kewajiban terhadap orang-orang didalamnya. |   |   |   |   |   |
| 32  | Saya berhutang banyak kepada organisasi saya.  |   |   |   |   |   |
| 33  | Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar.   |   |   |   |   |   |

## Lampiran 8

## Kuesioner Penelitian (lanjutan)

| No | Kuesioner  | 1 | 2 | 3 | 4 | 5 |
|----|--|---|---|---|---|---|
| 34 | Saya dapat menyelesaikan setiap pekerjaan dengan teliti dan rapih sesuai dengan tujuan.                  |   |   |   |   |   |
| 35 | Pekerjaan yang saya selesaikan mempunyai manfaat bagi masyarakat.  |   |   |   |   |   |
| 36 | Rencana pekerjaan yang saya buat selalu sesuai dengan tujuan organisasi.                                 |   |   |   |   |   |
| 37 | Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan. |   |   |   |   |   |
| 38 | Atasan merespon baik atas kinerja saya dalam menangani kasus dengan cepat.                               |   |   |   |   |   |
| 39 | Gagasan yang saya berikan selalu berdampak positif bagi organisasi kepolisian.                           |   |   |   |   |   |
| 40 | Saya mengambil tindakan langsung untuk menyelesaikan permasalahan dalam setiap pekerjaan.                |   |   |   |   |   |
| 41 | Setiap pekerjaan yang saya selesaikan selalu direspon baik oleh sesama rekan kerja polisi.               |   |   |   |   |   |
| 42 | Saya tidak pernah disalahkan oleh atasan akan hasil kinerja saya.  |   |   |   |   |   |
| 43 | Saya mampu memberdayakan potensi yang ada pada organisasi untuk mencapai hasil melebihi target.          |   |   |   |   |   |
| 44 | Saya sering melakukan koordinasi lapangan kepada rekan kerja polisi untuk menghindari miss komunikasi.   |   |   |   |   |   |
| 45 | Saya mampu menyampaikan pesan dengan baik kepada pimpinan maupun rekan kerja.                            |   |   |   |   |   |

Terimakasih atas partisipasi saudara

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**Jakarta, 10 September 2018**



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