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Lampiran 1

Teman sejawat yang saya hormati,

Dalam rangka kegiatan penelitian, bersama ini saya Mayolana Medja, mohon kesediaan rekan-rekan untuk mengisi kuesioner penelitian ini dengan jujur dan apa adanya. Adapun judul penelitian yang diambil adalah Pengaruh Kepemimpinan, Kompensasi, Pengembangan Karir Terhadap Komitmen Perawat Eka Hospital BSD, .

Kuesioner ini bertujuan untuk memperoleh gambaran yang tepat tentang pengaruh Kepemimpinan, Kompensasi, Pengembangan Karir terhadap Komitmen Perawat Eka Hospital BSD, . Peneliti menjamin bahwa penelitian ini tidak akan berdampak negatif terhadap perawat maupun institusi. Peneliti menghargai dan menjunjung tinggi hak-hak responden dengan cara menjaga kerahasiaan identitas dan data yang diperoleh.

Atas kesediaan dan partisipasi teman sejawat, saya haturkan banyak terima kasih

Jakarta, 4 Agustus 2012

Peneliti

Lampiran 2

LEMBAR PERSETUJUAN

Setelah membaca penjelasan diatas, saya memahami tujuan dan manfaat penelitian ini. Saya mengerti bahwa penelitian akan menghargai dan menjunjung tinggi hak-hak saya sebagai responden dan saya menyadari bahwa peneltian ini tidak akan berdampak negatif terhadap saya. Saya mengetahui bahwa keikutsertaan saya dalam penelitian ini sangat besar manfaatnya bagi perkembangan keperawatan di Eka Hospital BSD .

Dengan ditandatanganinya surat persetujuan ini, maka saya menyatakan bersedia berpartisipasi dalam penelitian ini.

Jakarta, 4 Agustus 2012

(.....)

Tanda Tangan & Nama Responden

Lampiran 3

KUISIONER PENELITIAN

I. Identitas

Kode :.....
Umur :.....
Jenis Kelamin : L/P
Pendidikan terakhir :.....
Tahun Lulus Pendidikan terakhir :.....
Masa kerja di Eka Hospital BSD :tahun,.....bulan
Jabatan / Level :.....
Bagian/unit :.....

II. Kuisisioner

Kuisisioner dibagi dalam 4 kelompok aspek penilaian, yaitu:

1. Kepemimpinan
2. Kompensasi
3. Pengembangan karir
4. Komitmen Karyawan Terhadap Organisasi

Lampiran 3 (Lanjutan)

A. Kepemimpinan

| No | Pernyataan | Sangat Setuju | Setuju | Cukup Setuju | Tidak Setuju | Sangat Tidak Setuju |
|----|---|---------------|--------|--------------|--------------|---------------------|
| 1 | Atasan langsung saya selalu menyampaikan informasi dengan jelas. | | | | | |
| 2 | Atasan langsung saya mendengarkan saran/ide bawahan | | | | | |
| 3 | Atasan langsung saya senantiasa memberikan pendapat, masukan, ataupun nasehat yang berguna bagi saya. | | | | | |
| 4 | Atasan langsung saya suka memberikan motivasi kepada bawahannya | | | | | |
| 5 | Atasan langsung saya sangat konsisten antara perkataan dan perbuatan. | | | | | |
| 6 | Atasan langsung saya menjadi role model yang baik kami | | | | | |
| 7 | Atasan langsung saya dapat diandalkan dalam situasi sulit sekalipun | | | | | |
| 8 | Atasan langsung saya menciptakan suasana kerja yang menyenangkan | | | | | |
| 9 | Atasan langsung selalu menjadi penengah yang baik, saat terjadi ketegangan/konflik antara karyawan | | | | | |
| 10 | Atasan langsung saya selalu membimbing bawahan. | | | | | |
| 11 | Atasan langsung saya memfasilitasi saya dengan pelatihan | | | | | |
| 12 | Atasan langsung saya berani dan cepat dalam mengambil keputusan. | | | | | |
| 13 | Atasan langsung saya bijaksana dalam mengambil keputusan | | | | | |

Lampiran 3 (Lanjutan)

| | | | | | | |
|----|---|--|--|--|--|--|
| 14 | Atasan langsung saya memberikan penghargaan terhadap tugas-tugas yang telah dilakukan dengan baik | | | | | |
| 15 | Atasan langsung saya selalu melihat masalah dari sisi positif. | | | | | |

B. Kompensasi

| No | Pernyataan | Sangat Setuju | Setuju | Cukup Setuju | Tidak Setuju | Sangat Tidak Setuju |
|----|---|---------------|--------|--------------|--------------|---------------------|
| 1 | Gaji yang saya terima sesuai dengan tugas saya | | | | | |
| 2 | Gaji yang saya terima sesuai dengan tanggung jawab saya | | | | | |
| 3 | Gaji yang saya terima sesuai dengan pendidikan saya | | | | | |
| 4 | Gaji yang saya terima saat ini tidak kalah bersaing dari perusahaan lain (Rumah sakit lain) | | | | | |
| 5 | Ketepatan perhitungan pemberian uang transport | | | | | |
| 6 | Waktu atau tanggal pemberian uang transport selalu tepat | | | | | |
| 7 | Saya setuju dengan adanya pemberian insentif (TPO) untuk memacu kerja tim. | | | | | |
| 8 | Saya setuju dengan kebijakan tunjangan hari raya (THR) 2 kali dalam setahun. | | | | | |
| 9 | Waktu atau tanggal pemberian THR sudah memadai. | | | | | |
| 10 | Perhitungan uang lembur yang diberikan Perusahaan sudah transparan. | | | | | |
| 11 | Waktu atau tanggal pemberian uang lembur selalu tepat waktu. | | | | | |
| 12 | Saya (pribadi) mendapatkan Tunjangan kesehatan yang sesuai dengan ketentuan perusahaan. | | | | | |

Lampiran 3 (Lanjutan)

| | | | | | | |
|----|--|--|--|--|--|--|
| 13 | Selama melaksanakan cuti tahunan, tetap memperoleh gaji. | | | | | |
| 14 | Perusahaan memfasilitasi dana pensiun untuk karyawan melalui Jamsostek | | | | | |

B. Pengembangan Karir

| No | Pernyataan | Sangat Setuju | Setuju | Cukup Setuju | Tidak Setuju | Sangat Tidak Setuju |
|----|---|---------------|--------|--------------|--------------|---------------------|
| 1 | Jenjang Pendidikan berpengaruh dalam menentukan jenjang karir perawat di perusahaan saya bekerja | | | | | |
| 2 | Pengembangan karir sesuai dengan pengalaman kerja | | | | | |
| 3 | Pengembangan karir sesuai dengan kompetensi | | | | | |
| 4 | Saya setuju jika jenjang karir disesuaikan dengan aturan penjenjangan | | | | | |
| 5 | Ada SAK (Standar Asuhan Keperawatan) yang digunakan sebagai pedoman dalam memberikan asuhan keperawatan pada pasien | | | | | |
| 6 | Saya mendapat tugas sesuai dengan kompetensi yang saya miliki. | | | | | |
| 7 | Sudah adanya informasi mengenai pengembangan karir perawat. | | | | | |
| 8 | Saya diberikan kesempatan untuk mengembangkan diri melalui Pelatihan. | | | | | |
| 9 | Standar asuhan keperawatan yang ada sudah mengacu pada standar praktek keperawatan dan kode etik keperawatan | | | | | |
| 10 | Saya tahu ada kebijakan tentang pengembangan karir | | | | | |

Lampiran 3 (Lanjutan)

C. Komitmen Karyawan

| No | Pernyataan | Sangat Setuju | Setuju | Cukup Setuju | Tidak Setuju | Sangat Tidak Setuju |
|----|---|---------------|--------|--------------|--------------|---------------------|
| 1 | Saya bangga menjadi anggota dari perusahaan ini | | | | | |
| 2 | Saya sering menceritakan kepada orang lain tentang perusahaan saya bekerja. | | | | | |
| 3 | Saya bangga menggunakan atribut perusahaan | | | | | |
| 4 | Saya akan bekerja diperusahaan ini dalam waktu yang lama | | | | | |
| 5 | Saya merasa menjadi bagian dari perusahaan ini | | | | | |
| 6 | Saya tidak ingin untuk berpaling kepada perusahaan lain | | | | | |
| 7 | Saya selalu terlibat aktif dalam setiap kegiatan perusahaan | | | | | |
| 8 | Saya dapat menerima nilai-nilai dan visi perusahaan. | | | | | |
| 9 | Masalah yang terjadi di tempat kerja merupakan masalah saya juga | | | | | |

Lampiran 5

Hasil Kuisiner Kompensasi (X2)

| No Responden | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|--------------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|
| 1 | 2 | 2 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 2 |
| 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 2 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 4 | 4 | 4 |
| 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 3 |
| 5 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 5 | 5 | 1 | 3 | 4 | 4 | 3 |
| 6 | 3 | 3 | 2 | 3 | 3 | 4 | 5 | 5 | 4 | 2 | 4 | 3 | 4 | 3 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 3 |
| 8 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 2 |
| 9 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 |
| 10 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 5 | 4 | 2 | 3 | 3 | 5 | 2 |
| 11 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 5 | 5 | 2 | 3 | 3 | 4 | 3 |
| 12 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 |
| 13 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 |
| 14 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 |
| 15 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 4 | 2 | 2 | 2 | 4 | 2 |
| 16 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 2 |
| 17 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 3 | 3 | 3 |
| 18 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 |
| 19 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 20 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 1 | 3 | 4 | 4 | 3 |
| 21 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 2 |
| 22 | 4 | 4 | 3 | 2 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 |
| 23 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 3 |
| 24 | 3 | 3 | 1 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 |
| 25 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 5 | 2 | 2 | 2 | 3 | 4 | 3 |
| 26 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 5 | 5 | 2 | 2 | 3 | 3 | 3 |
| 27 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 2 | 2 | 2 | 4 | 2 | 4 | 3 | 5 | 5 | 2 | 2 | 3 | 3 | 2 |
| 29 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 |
| 30 | 3 | 3 | 3 | 3 | 1 | 2 | 5 | 5 | 3 | 2 | 2 | 1 | 3 | 3 |
| 31 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |
| 32 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 5 | 3 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 34 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 |
| 35 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 3 |
| 36 | 2 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 2 |
| 37 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 |
| 38 | 2 | 2 | 1 | 2 | 3 | 3 | 5 | 4 | 3 | 1 | 3 | 3 | 3 | 2 |
| 39 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 5 | 2 | 1 | 1 | 2 | 2 | 3 |
| 40 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 2 |
| 41 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 2 |
| 42 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 |
| 43 | 3 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 2 | 3 | 3 | 3 | 3 |
| 44 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 1 | 1 | 4 | 4 | 1 |
| 45 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 4 | 4 | 1 | 1 | 4 | 4 | 1 |
| 46 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 3 |
| 47 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |
| 48 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 49 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 2 | 4 | 5 | 4 |
| 50 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 3 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 |
| 52 | 2 | 2 | 2 | 2 | 3 | 3 | 5 | 5 | 4 | 2 | 2 | 3 | 4 | 2 |
| 53 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 |
| 54 | 2 | 2 | 2 | 2 | 3 | 3 | 5 | 5 | 3 | 2 | 3 | 2 | 3 | 2 |
| 55 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 |

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|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 56 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 |
| 57 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 5 | 4 | 2 | 2 | 3 | 4 | 2 |
| 58 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 2 |
| 59 | 4 | 2 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 1 | 3 | 4 | 4 | 4 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 61 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 3 |
| 62 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 2 | 2 | 5 | 4 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 64 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 65 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 4 |
| 66 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 2 |
| 67 | 1 | 1 | 1 | 3 | 1 | 3 | 5 | 5 | 5 | 1 | 5 | 4 | 5 | 1 |
| 68 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 2 | 3 | 5 | 5 | 4 |
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| 72 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 2 |
| 73 | 1 | 2 | 2 | 2 | 3 | 5 | 5 | 5 | 4 | 2 | 3 | 5 | 5 | 1 |
| 74 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 1 | 2 | 4 | 4 | 4 |
| 75 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 2 | 3 | 3 | 3 | 4 |
| 76 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 77 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 3 |
| 78 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | 5 | 3 |
| 79 | 2 | 2 | 2 | 3 | 4 | 4 | 5 | 5 | 4 | 2 | 3 | 2 | 5 | 2 |
| 80 | 2 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 2 | 3 | 1 | 4 | 2 |
| 81 | 3 | 3 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 3 |
| 82 | 2 | 2 | 2 | 3 | 4 | 4 | 5 | 5 | 4 | 2 | 3 | 2 | 5 | 2 |
| 83 | 2 | 2 | 2 | 5 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 2 |
| 84 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 4 |
| 85 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 86 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 4 |
| 87 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 |
| 88 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 89 | 2 | 2 | 2 | 1 | 2 | 3 | 5 | 5 | 3 | 2 | 3 | 3 | 5 | 2 |
| 90 | 3 | 3 | 2 | 4 | 3 | 4 | 5 | 5 | 4 | 2 | 2 | 2 | 5 | 3 |
| 91 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 4 |
| 92 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 5 | 4 |
| 93 | 2 | 2 | 2 | 2 | 3 | 2 | 5 | 5 | 4 | 2 | 2 | 2 | 5 | 2 |
| 94 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 |
| 95 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 5 | 5 | 3 | 2 | 3 | 4 | 2 |
| 96 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 3 | 3 |
| 97 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 |
| 98 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 5 | 2 | 1 | 2 | 4 | 2 |
| 99 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 2 | 1 | 2 | 4 | 2 |
| 100 | 1 | 1 | 1 | 1 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 1 |
| 101 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
| 102 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 |
| 103 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 2 | 2 | 3 | 4 | 3 |
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| 105 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 |
| 106 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 4 | 1 | 3 | 3 | 3 | 3 |
| 107 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 108 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 |

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|-----|---|---|---|---|---|---|---|---|---|---|
| 56 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 |
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| 59 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 4 |
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| 61 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 62 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
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| 72 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 73 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
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| 75 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 |
| 76 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 80 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 3 | 5 |
| 81 | 3 | 2 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 82 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 84 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 |
| 85 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 87 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 88 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 89 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| 90 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 91 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 93 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 94 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 95 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 96 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 97 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 98 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 5 |
| 99 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 5 |
| 100 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 101 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 102 | 2 | 2 | 2 | 3 | 4 | 3 | 2 | 4 | 4 | 4 |
| 103 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 |
| 104 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 105 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 106 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 |
| 107 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 108 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |

Lampiran 7

Hasil Kuisisioner Komitmen Karyawan (Y)

| No Responden | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|--------------|---|---|---|---|---|---|---|---|---|
| 1 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 10 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 |
| 11 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 4 |
| 12 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 |
| 13 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 17 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 18 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 19 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 20 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 |
| 21 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 |
| 22 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 |
| 25 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 |
| 26 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 |
| 29 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 3 |
| 30 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 31 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 32 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 33 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 36 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 37 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |
| 39 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 40 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 41 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 |
| 42 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 |
| 45 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 46 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 50 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 51 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 53 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 |
| 54 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 55 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |

| | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|
| 56 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 58 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 2 |
| 59 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 3 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 61 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 |
| 62 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 65 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 |
| 66 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 3 |
| 67 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 68 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 70 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 72 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 74 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 2 |
| 75 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 76 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 78 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 79 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 80 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 |
| 81 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 82 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 83 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 84 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 85 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |
| 86 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 87 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 88 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 90 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 |
| 91 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 92 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 93 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 94 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 95 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 96 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 97 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 98 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 |
| 99 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 |
| 100 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 101 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 102 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 103 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 |
| 104 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |
| 105 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 106 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 107 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 108 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |

Lampiran 8

Hasil Uji Validitas dan Reliabilitas Variabel Kepemimpinan

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,957 | 15 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| No.1 | 50,5000 | 73,362 | ,722 | ,954 |
| No.2 | 50,6000 | 73,766 | ,746 | ,954 |
| No.3 | 50,4667 | 75,223 | ,696 | ,955 |
| No.4 | 50,4667 | 72,809 | ,691 | ,955 |
| No.5 | 50,9667 | 70,309 | ,829 | ,952 |
| No.6 | 50,9000 | 71,610 | ,768 | ,953 |
| No.7 | 51,0000 | 69,931 | ,863 | ,951 |
| No.8 | 50,8000 | 73,200 | ,739 | ,954 |
| No.9 | 50,7333 | 74,823 | ,611 | ,956 |
| No.10 | 50,7000 | 75,666 | ,546 | ,958 |
| No.11 | 50,6333 | 71,344 | ,780 | ,953 |
| No.12 | 50,7667 | 70,944 | ,781 | ,953 |
| No.13 | 50,9667 | 70,378 | ,871 | ,951 |
| No.14 | 50,8000 | 72,097 | ,833 | ,952 |
| No.15 | 50,8333 | 71,523 | ,823 | ,952 |

Lampiran 9

Hasil Uji Validitas dan Reliabilitas Variabel Kompensasi

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,886 | 16 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| No.1 | 49,4667 | 46,602 | ,686 | ,874 |
| No.2 | 49,4333 | 46,116 | ,691 | ,873 |
| No.3 | 49,6000 | 49,283 | ,347 | ,886 |
| No.4 | 49,6000 | 49,007 | ,409 | ,884 |
| No.5 | 49,2667 | 47,926 | ,403 | ,885 |
| No.6 | 49,2667 | 45,720 | ,687 | ,873 |
| No.7 | 48,7667 | 44,944 | ,619 | ,876 |
| No.8 | 48,1667 | 48,902 | ,367 | ,886 |
| No.9 | 47,5667 | 47,495 | ,576 | ,878 |
| No.10 | 47,8333 | 47,040 | ,540 | ,879 |
| No.11 | 49,8000 | 47,614 | ,511 | ,880 |
| No.12 | 49,2667 | 44,547 | ,717 | ,871 |
| No.13 | 48,8333 | 45,385 | ,665 | ,874 |
| No.14 | 48,2000 | 48,648 | ,494 | ,881 |
| No.15 | 48,1000 | 46,990 | ,596 | ,877 |
| No.16 | 47,8333 | 50,075 | ,295 | ,888 |

Sumber : Hasil Pengolahan SPSS versi 19.0 for Windows

Lampiran 10

Hasil Uji Validitas dan Reliabilitas Variabel Pengembangan Karir

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,845 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| No.1 | 34,4333 | 14,875 | ,682 | ,816 |
| No.2 | 34,6667 | 14,782 | ,616 | ,826 |
| No.3 | 34,5333 | 16,464 | ,465 | ,840 |
| No.4 | 34,3667 | 16,930 | ,652 | ,823 |
| No.5 | 34,1333 | 18,326 | ,429 | ,840 |
| No.6 | 34,3000 | 17,183 | ,788 | ,819 |
| No.7 | 34,5333 | 16,947 | ,550 | ,830 |
| No.8 | 34,3333 | 17,195 | ,373 | ,849 |
| No.9 | 34,3000 | 17,941 | ,572 | ,832 |
| No.10 | 34,5000 | 16,810 | ,592 | ,826 |

Lampiran 11

Hasil Uji Validitas dan Reliabilitas Variabel Komitmen Karyawan

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,943 | 9 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| No.1 | 30,0333 | 24,723 | ,671 | ,941 |
| No.2 | 30,2333 | 23,840 | ,766 | ,937 |
| No.3 | 30,3000 | 21,597 | ,901 | ,928 |
| No.4 | 30,4000 | 22,179 | ,881 | ,930 |
| No.5 | 30,2000 | 22,510 | ,877 | ,930 |
| No.6 | 30,6333 | 22,033 | ,821 | ,934 |
| No.7 | 30,5333 | 25,016 | ,638 | ,943 |
| No.8 | 30,1333 | 24,120 | ,736 | ,938 |
| No.9 | 30,3333 | 24,575 | ,715 | ,939 |