

**DATA KUESIONER TUNTUTAN TUGAS**

No	Pertanyaan													Jumlah	Rata-rata
	1	2	3	4	5	6	7	8	9	10	11	12	13		
1	2	2	2	2	3	2	4	2	2	2	2	1	3	29	2.23
2	4	2	2	4	4	4	4	2	1	2	4	3	2	38	2.92
3	3	3	3	2	2	2	3	3	2	3	3	3	2	34	2.62
4	2	2	2	3	4	4	4	2	2	4	2	2	5	38	2.92
5	3	3	2	2	4	4	4	3	2	3	3	1	4	38	2.92
6	2	2	2	2	2	3	2	2	2	2	2	3	2	28	2.15
7	4	2	3	4	4	4	4	2	2	4	4	4	4	45	3.46
8	3	3	3	3	3	2	3	3	2	3	3	1	3	35	2.69
9	2	2	2	2	2	2	4	2	1	4	2	4	2	31	2.38
10	2	2	2	2	4	4	4	2	2	4	2	4	4	38	2.92
11	3	2	2	2	2	2	2	2	3	2	3	3	2	30	2.31
12	4	3	2	3	2	2	4	3	1	3	4	1	3	35	2.69
13	2	2	3	3	2	2	2	2	1	2	2	2	2	27	2.08
14	3	2	3	2	3	3	3	2	2	3	3	4	3	36	2.77
15	4	5	2	2	3	2	3	5	2	4	4	2	4	42	3.23
16	3	2	2	3	4	2	3	2	2	3	3	4	3	36	2.77
17	2	2	3	1	2	2	2	2	2	2	2	4	4	30	2.31
18	2	2	2	3	2	2	4	2	2	2	2	4	3	32	2.46
19	3	3	3	3	3	2	3	3	1	3	3	3	3	36	2.77
20	2	3	2	2	2	4	4	3	2	4	2	4	2	36	2.77
21	2	2	2	2	2	3	4	2	2	2	2	4	2	31	2.38
22	2	2	2	3	2	2	4	2	2	3	2	2	2	30	2.31
23	2	2	2	3	2	2	3	2	2	2	2	4	4	32	2.46
24	2	2	1	2	2	4	3	2	2	2	2	3	2	29	2.23
25	2	2	2	2	2	2	2	2	2	2	2	4	2	28	2.15
26	2	2	3	2	2	2	2	2	2	2	2	3	2	28	2.15
27	2	2	2	4	2	2	4	2	2	2	2	4	2	32	2.46
28	4	3	2	3	3	4	2	3	4	4	4	1	4	41	3.15
29	2	2	2	3	4	2	4	2	3	2	2	3	3	34	2.62
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31	2	2	2	3	3	4	4	2	2	2	2	2	3	33	2.54
32	2	2	3	2	3	2	3	2	4	3	2	3	3	34	2.62
33	4	2	4	4	3	4	4	2	3	4	4	4	4	46	3.54
34	3	2	3	2	2	2	3	2	2	2	3	3	2	31	2.38
35	3	3	3	4	4	4	3	3	3	2	3	3	3	41	3.15
36	3	3	3	2	2	2	3	3	2	2	3	3	2	33	2.54
37	3	2	4	3	3	3	3	2	2	3	3	3	3	37	2.85
38	3	3	3	4	4	3	4	3	2	3	3	4	3	42	3.23
39	3	2	2	4	4	4	3	2	2	3	3	3	2	37	2.85
40	4	3	2	3	3	3	3	3	2	3	4	4	4	41	3.15
41	3	3	2	3	3	3	4	3	2	2	3	4	2	37	2.85
42	2	3	3	3	3	2	2	3	2	3	2	3	2	33	2.54
43	4	2	2	2	4	3	3	2	2	3	4	4	4	39	3.00
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48	3	3	4	3	4	3	3	3	3	3	3	3	4	42	3.23
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50	2	3	3	2	2	2	2	3	2	2	2	2	2	29	2.23
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56	2	2	2	2	3	1	4	2	2	2	2	4	4	32	2.46
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61	2	2	4	4	2	1	3	2	2	2	2	4	2	32	2.46
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63	2	2	2	3	3	5	3	2	1	5	2	4	5	39	3.00
64	2	2	2	2	2	2	2	2	2	2	2	4	2	28	2.15
65	5	2	1	3	4	5	4	2	4	4	5	2	5	46	3.54
66	2	2	2	2	2	2	4	2	4	2	2	4	2	32	2.46
67	2	2	3	2	2	2	2	2	2	2	2	4	2	29	2.23
68	2	2	2	2	2	2	4	2	4	2	2	4	2	32	2.46
69	2	2	2	2	2	3	4	2	4	2	2	3	3	33	2.54
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71	2	2	3	2	2	2	2	2	2	2	2	3	2	28	2.15
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73	3	2	1	2	3	3	4	2	5	2	3	2	3	35	2.69
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79	2	2	1	3	2	2	2	2	2	1	2	2	1	24	1.85
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81	3	2	4	4	3	4	4	2	3	3	3	3	3	41	3.15
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87	3	2	2	4	3	4	3	2	3	3	3	3	3	38	2.92
88	3	2	3	4	4	4	4	2	1	4	3	3	3	40	3.08
89	4	2	2	4	4	4	4	2	4	3	4	3	3	43	3.31
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94	4	2	2	4	4	4	3	2	3	4	4	4	3	43	3.31
95	4	2	2	2	4	3	3	2	2	4	4	4	4	40	3.08
96	2	2	2	3	2	2	3	2	2	2	2	3	2	29	2.23
97	4	2	2	4	4	4	4	2	3	3	4	4	4	44	3.38
98	4	2	2	4	4	4	4	2	2	4	4	4	4	44	3.38
99	3	2	3	4	3	3	4	2	1	4	3	3	3	38	2.92
100	1	2	3	3	3	3	2	2	1	1	1	2	2	26	2.00
101	4	2	2	4	3	3	3	2	2	1	4	4	2	36	2.77
102	3	2	2	3	3	3	3	2	2	1	3	3	4	34	2.62
103	3	2	3	4	3	3	3	2	2	2	3	4	3	37	2.85
104	2	2	3	3	2	1	1	2	1	1	2	3	3	26	2.00
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106	4	2	3	2	3	3	2	2	2	2	4	4	4	37	2.85
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111	4	3	4	2	4	3	4	3	1	3	4	4	3	42	3.23
112	4	2	2	2	4	4	4	2	1	3	4	3	3	38	2.92
113	4	2	2	2	2	2	2	2	1	2	4	4	3	32	2.46
114	4	2	2	3	3	4	3	2	2	2	4	4	4	39	3.00

115	4	3	3	2	3	3	3	3	2	2	4	3	3	38	2.92
116	4	3	3	3	3	4	4	3	2	3	4	3	3	42	3.23
117	3	2	3	3	3	4	4	2	2	3	3	3	4	39	3.00
118	3	2	2	3	3	4	3	1	2	3	3	3	3	35	2.69
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122	4	2	2	4	4	4	2	2	2	3	4	4	4	41	3.15
123	4	2	1	4	3	3	3	2	2	3	4	4	3	38	2.92
124	3	3	4	3	3	3	3	1	2	2	3	3	3	36	2.77
125	4	2	3	3	3	3	3	2	2	3	4	3	2	37	2.85
126	3	2	1	4	2	3	3	2	2	5	3	4	3	37	2.85
127	3	2	3	4	3	3	3	2	2	2	3	3	3	36	2.77
128	3	2	2	4	3	1	1	2	1	4	3	4	3	33	2.54
129	5	2	1	1	3	3	2	2	2	2	2	2	4	31	2.38
130	4	2	2	2	2	4	4	2	2	4	4	2	3	37	2.85
131	5	2	1	2	2	4	2	2	3	4	2	2	3	34	2.62
132	4	2	2	2	3	4	2	2	3	2	2	3	5	36	2.77
133	4	2	2	4	3	2	3	2	3	4	4	4	4	41	3.15
134	3	2	2	4	3	4	2	2	2	4	3	4	3	38	2.92
135	4	2	1	4	3	4	2	2	2	4	2	2	3	35	2.69
136	2	2	2	4	3	3	3	2	2	3	2	3	3	34	2.62
137	3	2	1	3	3	3	4	2	3	3	3	2	4	36	2.77
138	3	2	2	4	3	4	2	2	3	2	3	3	3	36	2.77
139	4	3	3	4	3	3	3	1	3	2	4	3	3	39	3.00
140	4	2	2	4	4	4	2	2	1	4	4	1	4	38	2.92
141	4	2	4	4	4	4	4	2	2	4	4	4	4	46	3.54
142	4	2	2	2	3	3	2	2	1	4	4	2	2	33	2.54
143	5	2	2	2	4	4	2	2	1	3	3	2	3	35	2.69
144	4	2	2	4	4	3	3	2	3	2	4	4	3	40	3.08
145	4	2	2	4	3	4	4	2	1	4	4	4	4	42	3.23
146	4	2	2	3	3	4	3	2	2	2	4	3	4	38	2.92
147	4	3	3	4	4	3	3	3	1	2	4	3	3	40	3.08
148	4	3	2	4	3	4	2	3	1	4	4	4	4	42	3.23
149	4	2	1	4	4	4	2	2	2	4	2	4	4	39	3.00
150	3	2	1	3	3	4	2	2	2	3	3	3	3	34	2.62
	450	331	360	433	431	443	451	326	335	404	436	473	441		

## Data Umum Responden

1. Jenis Kelamin. : Pria Wanita
2. Usia : a. 18 – 25    b. 26 – 35    c. 36 – 35    d. 46 – 55
3. Pendidikan : a. SD    b. SMP    c. SMA    d. Diploma    e. S1/S2    f. S3
4. Jabatan di Puskesmas saat Ini.: a. Staf    b. Ka.Puskesmas
5. Masa kerja di Puskesmas : a. 1 – 2 Th    b. 2 – 3 Th    c. 3– 5 Th    d. 5 – 10 Th    e.  
10 – 20 Th    f. > 20 Tahun

Petunjukan Pengisian :

Mohon dengan hormat bantuan dan kesediaan Bpk/Ibu untuk mengisi kuesioner ini yang berguna untuk menilai Kinerja Pegawai pada Bidang yang Bpk/Ibu Pimpin.

Berikan tanda (X) pada kolom yang tersedia dan dipilih dengan keadaan yang sebenarnya .  
Pilihan Jawaban yang tersedia adalah :

SP : Sangat Puas	SS : Sangat Setuju
P : Puas	S : Setuju
AP : Agak Puas	R : Ragu-ragu
TP : Tidak Puas	TS : Tidak Setuju
STP : Sangat Tidak Puas	STS : Sangat Tidak Setuju

No	Pernyataan Kinerja	Alternatif Jawaban				
		SS	S	R	TS	STS
1.	Pegawai dapat melaksanakan tugas secara berdaya guna ( efisien) dan berhasil guna (efektif)	5	4	3	2	1
2.	Hasil kerja pegawai melebihi hasil kerja rata-rata yang ditentukan	5	4	3	2	1
3.	Pegawai dapat menyelesaikan tugas sebaik-baiknya	5	4	3	2	1
4.	Pegawai mengutamakan kepentingan tugas dari pada kepentingan pribadi dan golongan	5	4	3	2	1
5.	Pegawai mentaati perintah kedinasan yang diberikan oleh atasan yang berwenang dengan sebaik-baiknya	5	4	3	2	1
6.	Pegawai Mentaati ketentuan-ketentuan jam kerja	5	4	3	2	1
7.	Pegawai tidak menyalahgunakan wewenangnya	5	4	3	2	1
8.	Pegawai melaporkan hasil kerjanya kepada atasannya menurut keadaan yang sebenarnya	5	4	3	2	1
9.	Pegawai mau peduli terhadap tugas orang lain dan bersedia menerima pendapat orang lain	5	4	3	2	1
10.	Pegawai mampu berkerja bersama –sama dengan orang lain	5	4	3	2	1
11.	Pegawai tanpa menunggu petunjuk atau perintah dari atasan dan dapat mengambil keputusan atau melakukan tindakan yang diperlukan	5	4	3	2	1
12.	Pegawai berusaha mencari tahu tata cara kerja baru dalam mencapai daya guna (efisiensi) dan hasil guna (efektifitas) yang sebesar-besarnya	5	4	3	2	1
13	Pegawai berusaha memberikan saran yang dipandang baik dan berguna kepada atasan baik di minta atau tidak diminta	5	4	3	2	1

No	Pertanyaan Kepuasan Kerja	Alternatif Jawaban				
		SP	P	AP	TP	STP
1.	Kondisi penerangan (lampu/cahaya) diruangan tempat kerja	5	4	3	2	1
2.	Suasana Kerja yang kondusif	5	4	3	2	1
3.	Semua karyawan memiliki peluang promosi/Karier yang sama	5	4	3	2	1
4.	Kebijakan Promosi (kenaikan pangkat atau jabatan) di tempat kerja	5	4	3	2	1
5.	Kesempatan yang diberikan kepada untuk meningkatkan karier	5	4	3	2	1
6.	Kejelasan atasan dalam memberikan peringatan kepada pegawai	5	4	3	2	1
7.	Ketegasan atasan dalam menegakkan disiplin	5	4	3	2	1
8.	Objektifitas atasan dalam menilai prestasi pegawai	5	4	3	2	1
9.	Bimbingan yang diberikan atasan kepada pegawai	5	4	3	2	1
10.	Kesediaan atasan untuk menyediakan waktu bagi pegawai yang mengemukakan keluhan	5	4	3	2	1
11.	Kesesuaian insentif yang saya terima dengan pendidikan	5	4	3	2	1
12.	Keseuaian insentif yang saya terima dengan masa kerja	5	4	3	2	1
13.	Kesesuaian insentif yang saya terima dengan tanggung jawab dan prestasi kerja	5	4	3	2	1

No	Pertanyaan Kepemimpinan	Alternatif Jawaban				
		SP	P	AP	TP	STP
1.	Pimpinan menjabarkan program kerja dengan jelas	5	4	3	2	1
2.	Pimpinan dapat memutuskan apa yang harus dilakukan dan bagaimana menjalankannya	5	4	3	2	1
3.	Pimpinan memberikan petunjuk yang jelas tentang pekerjaan yang akan dilaksanakan	5	4	3	2	1
4.	Pimpinan melakukan umpan balik atas kinerja yang dicapai	5	4	3	2	1
5.	Pimpinan dapat mempertahankan standar prestasi kerja dengan pasti	5	4	3	2	1
6.	Pimpinan memberikan inspirasi dan dorongan pada anggota tim kerja	5	4	3	2	1
7.	Pimpinan memberikan penghargaan atas inovasi dan kreatifitas	5	4	3	2	1
8.	Pimpinan mendukung ide-ide yang dapat meningkatkan kinerja	5	4	3	2	1
9.	Pimpinan memberikan penjelasan dan arahan atas pekerjaan	5	4	3	2	1
10.	Pimpinan memberikan dukungan bagi keberhasilan pencapaian tugas	5	4	3	2	1
11.	Pimpinan memberikan dorongan untuk mematuhi standar prosedur yang ada	5	4	3	2	1
12.	Pimpinan meminta untuk mengikuti standar-standar peraturan	5	4	3	2	1
13.	Pimpinan membantu dlm menjalankan pekerjaan sehingga menjadi lebih menyenangkan	5	4	3	2	1

No	Pertanyaan Tuntutan Tugas	Alternatif Jawaban				
		SS	S	R	TS	STS
1.	Pekerjaan yang saya lakukan menuntut tingkat kesulitan yang tinggi	5	4	3	2	1
2	Pekerjaan saya menuntut kehadiran yang tinggi	5	4	3	2	1
3	Pekerjaan yang saya lakukan sesuai dengan pendidikan dan pengalaman	5	4	3	2	1
4	Saya mengalami konflik dalam menjalankan berbagai tugas yang diberikan atasan yang berlainan	5	4	3	2	1
5	Kondisi kerja saya tidak nyaman	5	4	3	2	1
6	Saya mengalami kesulitan memperoleh bahan-bahan habis pakai (seperti kertas, klip) yang saya butuhkan dalam pekerjaan saya	5	4	3	2	1
7	Saya merasakan kondisi kerja masih belum maksimal	5	4	3	2	1
8	Saya tidak memiliki ruangan kantor yang cukup luas untuk menjalankan pekerjaan saya	5	4	3	2	1
9	Pekerjaan yang saya lakukan menuntut persyaratan kerja yang prima	5	4	3	2	1
10	Saya sering mendapat waktu istirahat yang kurang dari pada yang saya butuhkan untuk menjalankan pekerjaan saya	5	4	3	2	1
11	Saya tertekan dengan beban tugas pekerjaan yang ada	5	4	3	2	1
12	Pekerjaan yang saya lakukan menuntut tingkat kelayakan / keberhasilan yang tinggi	5	4	3	2	1
13	Saya tidak mempunyai cukup waktu untuk menyelesaikan semua pekerjaan saya	5	4	3	2	1



# Valid X1

## Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
Q1	Pearson Correlation	1	.331	.000	-.152	.583**	.455*	.337	.088	-.088	.558**
	Sig. (2-tailed)	.	.074	1.000	.424	.001	.012	.068	.642	.642	.001
	N	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.331	1	.304	.212	.629**	.529**	.088	.432*	.494**	.449*
	Sig. (2-tailed)	.074	.	.102	.261	.000	.003	.643	.017	.006	.013
	N	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.000	.304	1	.410*	.176	.242	.109	-.033	.277	.126
	Sig. (2-tailed)	1.000	.102	.	.025	.353	.197	.567	.864	.139	.506
	N	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	-.152	.212	.410*	1	.214	.165	.065	.102	.238	.305
	Sig. (2-tailed)	.424	.261	.025	.	.257	.383	.734	.592	.206	.101
	N	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.583**	.629**	.176	.214	1	.499**	.136	.184	.261	.423*
	Sig. (2-tailed)	.001	.000	.353	.257	.	.005	.474	.330	.163	.020
	N	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.455*	.529**	.242	.165	.499**	1	.745**	.323	.526**	.602**
	Sig. (2-tailed)	.012	.003	.197	.383	.005	.	.000	.082	.003	.000
	N	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.337	.088	.109	.065	.136	.745**	1	.156	.198	.495**
	Sig. (2-tailed)	.068	.643	.567	.734	.474	.000	.	.411	.293	.005
	N	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.088	.432*	-.033	.102	.184	.323	.156	1	.485**	.418*
	Sig. (2-tailed)	.642	.017	.864	.592	.330	.082	.411	.	.007	.022
	N	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	-.088	.494**	.277	.238	.261	.526**	.198	.485**	1	.159
	Sig. (2-tailed)	.642	.006	.139	.206	.163	.003	.293	.007	.	.403
	N	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.558**	.449*	.126	.305	.423*	.602**	.495**	.418*	.159	1
	Sig. (2-tailed)	.001	.013	.506	.101	.020	.000	.005	.022	.403	.
	N	30	30	30	30	30	30	30	30	30	30
Q11	Pearson Correlation	.237	.331	.102	.441*	.287	.395*	.241	.412*	.319	.658**
	Sig. (2-tailed)	.206	.074	.591	.015	.124	.031	.200	.024	.086	.000
	N	30	30	30	30	30	30	30	30	30	30
Q12	Pearson Correlation	.188	.362*	.364*	.669**	.329	.326	.181	.100	.295	.583**
	Sig. (2-tailed)	.319	.050	.048	.000	.076	.079	.338	.598	.113	.001
	N	30	30	30	30	30	30	30	30	30	30
Q13	Pearson Correlation	.000	.244	.219	.726**	.066	.081	-.011	.090	.027	.411*
	Sig. (2-tailed)	1.000	.193	.244	.000	.730	.672	.953	.636	.886	.024
	N	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.431*	.672**	.413*	.584**	.581**	.743**	.483**	.490**	.533**	.804**
	Sig. (2-tailed)	.017	.000	.023	.001	.001	.000	.007	.006	.002	.000
	N	30	30	30	30	30	30	30	30	30	30

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

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

# Valid X2



**Correlations**

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10			
Q1	Pearson Correlation	1	.668**	.402*	.523**	.543**	.357	.509**	.426*	.614**	.414*			
	Sig. (2-tailed)	.	.000	.028	.003	.002	.053	.004	.019	.000	.023			
	N	30	30	30	30	30	30	30	30	30	30			
Q2	Pearson Correlation	.668**	1	.614**	.489**	.680**	.561**	.540**	.436*	.470**	.504**			
	Sig. (2-tailed)	.000	.	.000	.006	.000	.001	.002	.016	.009	.000			
	N	30	30	30	30	30	30	30	30	30	30			
Q3	Pearson Correlation	.402*	.614**	1	.483**	.543**	.448*	.367*	.245	.277	.201			
	Sig. (2-tailed)	.028	.000	.	.007	.002	.013	.046	.191	.139	.288			
	N	30	30	30	30	30	30	30	30	30	30			
Q4	Pearson Correlation	.523**	.489**	.483**	1	.677**	.189	.261	.324	.345	.511**			
	Sig. (2-tailed)	.003	.006	.007	.	.000	.317	.164	.081	.062	.004			
	N	30	30	30	30	30	30	30	30	30	30			
Q5	Pearson Correlation	.543**	.680**	.543**	.677**	1	.630**	.625**	.417*	.406*	.633**			
	Sig. (2-tailed)	.002	.000	.002	.000	.	.000	.000	.022	.026	.000			
	N	30	30	30	30	30	30	30	30	30	30			
Q6	Pearson Correlation	.357	.561**	.448*	.189	.630**	1	.845**	.390*	.574**	.524**			
	Sig. (2-tailed)	.053	.001	.013	.317	.000	.	.000	.033	.001	.003			
	N	30	30	30	30	30	30	30	30	30	30			
Q7	Pearson Correlation	.509**	.540**	.367*	.261	.625**	.845**	1	.410*	.591**	.501**			
	Sig. (2-tailed)	.004	.002	.046	.164	.000	.000	.	.024	.001	.005			
	N	30	30	30	30	30	30	30	30	30	30			
Q8	Pearson Correlation	.426*	.436*	.245	.324	.417*	.390*	.410*	1	.779**	.488**			
	Sig. (2-tailed)	.019	.016	.191	.081	.022	.033	.024	.	.000	.006			
	N	30	30	30	30	30	30	30	30	30	30			
Q9	Pearson Correlation	.614**	.470**	.277	.345	.406*	.574**	.591**	.779**	1	.565**			
	Sig. (2-tailed)	.000	.009	.139	.062	.026	.001	.001	.000	.	.001			
	N	30	30	30	30	30	30	30	30	30	30			
Q10	Pearson Correlation	.414*	.502**	.201	.511**	.633**	.442*	.437*	.565**	.462*	1			
	Sig. (2-tailed)	.023	.005	.288	.004	.000	.014	.016	.001	.010	.			
	N	30	30	30	30	30	30	30	30	30	30			
Q11	Pearson Correlation	.634**	.610**	.456*	.410*	.636**	.524**	.501**	.488**	.565**	.488**	1		
	Sig. (2-tailed)	.000	.000	.011	.025	.000	.003	.005	.006	.001	.006	.		
	N	30	30	30	30	30	30	30	30	30	30	30		
Q12	Pearson Correlation	.504**	.522**	.365*	.569**	.583**	.303	.256	.452*	.376*	.501**	.488**	1	
	Sig. (2-tailed)	.004	.003	.048	.001	.001	.103	.172	.012	.040	.005	.006	.	
	N	30	30	30	30	30	30	30	30	30	30	30	30	
Q13	Pearson Correlation	.341	.202	.000	.143	.133	.155	.175	.218	.282	.259**	.456*	.456*	1
	Sig. (2-tailed)	.065	.285	1.000	.451	.484	.413	.354	.248	.131	.171	.011	.011	.
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.759**	.791**	.587**	.656**	.827**	.722**	.739**	.682**	.756**	.703**	.488**	.488**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

**Valid Y1**

**Valid Y2**

**Correlations**

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11
Q1	Pearson Correlation	1	.442*	.524**	.430*	.456*	.495**	.517**	.284	.511**	.419*	.332
	Sig. (2-tailed)	.	.014	.003	.018	.011	.005	.003	.128	.004	.021	.073
	N	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.442*	1	.200	.011	-.036	.131	.382*	.409*	.538**	.381*	.289
	Sig. (2-tailed)	.014	.	.288	.952	.850	.491	.037	.025	.002	.038	.122
	N	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.524**	.200	1	.407*	.459*	.476**	.410*	.194	.242	.494**	.255
	Sig. (2-tailed)	.003	.288	.	.025	.011	.008	.025	.303	.198	.006	.173
	N	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	.430*	.011	.407*	1	.477**	.463*	.290	.244	.069	.114	.280
	Sig. (2-tailed)	.018	.952	.025	.	.008	.010	.120	.193	.718	.550	.134
	N	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.456*	-.036	.459*	.477**	1	.712**	.248	.299	.117	.153	.378*
	Sig. (2-tailed)	.011	.850	.011	.008	.	.000	.187	.109	.540	.419	.040
	N	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.495**	.131	.476**	.463*	.712**	1	.267	.404*	.158	.227	.364*
	Sig. (2-tailed)	.005	.491	.008	.010	.000	.	.153	.027	.405	.227	.048
	N	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.517**	.382*	.410*	.290	.248	.267	1	.345	.274	.370*	.451*
	Sig. (2-tailed)	.003	.037	.025	.120	.187	.153	.	.062	.144	.044	.012
	N	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.284	.409*	.194	.244	.299	.404*	.345	1	.134	-.052	.405*
	Sig. (2-tailed)	.128	.025	.303	.193	.109	.027	.062	.	.479	.784	.026
	N	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.511**	.538**	.242	.069	.117	.158	.274	.134	1	.413*	.158
	Sig. (2-tailed)	.004	.002	.198	.718	.540	.405	.144	.479	.	.023	.405
	N	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.419*	.381*	.494**	.114	.153	.227	.370*	-.052	.413*	1	.275
	Sig. (2-tailed)	.021	.038	.006	.550	.419	.227	.044	.784	.023	.	.142
	N	30	30	30	30	30	30	30	30	30	30	30
Q11	Pearson Correlation	.332	.289	.255	.280	.378*	.364*	.451*	.405*	.158	.275	1
	Sig. (2-tailed)	.073	.122	.173	.134	.040	.048	.012	.026	.405	.142	.
	N	30	30	30	30	30	30	30	30	30	30	30
Q12	Pearson Correlation	.528**	.052	.448*	.157	.524**	.515**	.191	.324	.410*	.482**	.482**
	Sig. (2-tailed)	.003	.785	.013	.406	.003	.004	.313	.080	.024	.007	.007
	N	30	30	30	30	30	30	30	30	30	30	30
Q13	Pearson Correlation	.390*	.059	.510**	.575**	.597**	.517**	.286	.369*	.094	.472**	.472**
	Sig. (2-tailed)	.033	.756	.004	.001	.000	.003	.125	.044	.620	.008	.008
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.779**	.471**	.691**	.549**	.660**	.708**	.622**	.550**	.504**	.579**	.579**
	Sig. (2-tailed)	.000	.009	.000	.002	.000	.000	.000	.002	.005	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

## Reliability X1

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

### RELIABILITY ANALYSIS - SCALE (ALPHA)

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	115.6667	104.0230	10.1992	14

#### Item-total Statistics

Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted

Q1	111.1667	99.3161	.3839	.7410
Q2	111.0000	96.8276	.6410	.7319
Q3	111.0667	99.1678	.3611	.7411
Q4	110.9667	97.2747	.5438	.7341
Q5	111.1000	97.6103	.5423	.7350
Q6	111.3667	95.3437	.7152	.7270
Q7	111.4667	97.4989	.4263	.7366
Q8	111.2000	97.6828	.4362	.7368
Q9	111.1333	97.0851	.4821	.7346
Q10	111.3667	92.9989	.7776	.7197
Q11	111.4667	93.1540	.7003	.7213
Q12	111.4000	94.7310	.7134	.7254
Q13	111.1333	95.2920	.4757	.7312
TOTAL	57.8333	26.0057	1.0000	.8456

Reliability Coefficients

N of Cases = 30.0                      N of Items = 14  
Alpha = .7486

## Reliability X2

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   ( A L P H A )

Statistics for	Mean	Variance	Std Dev	N of
SCALE	97.1333	129.2920	11.3707	Variables
				14

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
Q1	93.5000	117.0862	.7519	.7300
Q2	93.7000	122.9759	.4266	.7458
Q3	93.3333	118.5747	.6560	.7344
Q4	93.0667	121.7195	.5075	.7425
Q5	93.3333	120.5057	.6280	.7387
Q6	93.2667	118.0644	.6738	.7331
Q7	93.6000	119.4897	.5805	.7372
Q8	93.4333	119.9782	.4989	.7395
Q9	93.5667	121.9782	.4570	.7437
Q10	93.3333	120.9885	.5379	.7407
Q11	93.5000	120.1207	.5496	.7389
Q12	93.2667	117.5816	.6600	.7323
Q13	93.2667	118.8230	.6734	.7347
TOTAL	48.5667	32.3230	1.0000	.8694

## Reliability Coefficients

N of Cases = 30.0

N of Items = 14

Alpha = .7545

## Reliability Y1

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

### RELIABILITY ANALYSIS - SCALE (ALPHA)

Statistics for	Mean	Variance	Std Dev	N of
SCALE	98.2000	95.8207	9.7888	Variables 14

### Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
Q1	94.2000	87.9586	.6173	.7293
Q2	94.5000	86.5345	.6731	.7245
Q3	94.4667	88.6023	.5178	.7327
Q4	94.3667	84.2402	.7540	.7164
Q5	94.4000	90.2483	.5034	.7370
Q6	94.4667	87.5678	.6552	.7277
Q7	94.2333	90.1851	.5043	.7368
Q8	94.4000	90.1103	.5170	.7365
Q9	94.6333	87.2747	.6374	.7271
Q10	94.4333	91.0816	.4071	.7404
Q11	94.4000	91.1448	.4804	.7396
Q12	94.4667	90.3954	.4585	.7380
Q13	94.5333	89.7057	.4164	.7373
TOTAL	49.1000	23.9552	1.0000	.8481

## Reliability Coefficients

N of Cases = 30.0

N of Items = 14

Alpha = .7492

## Reliability Y2

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

### RELIABILITY ANALYSIS - SCALE (ALPHA)

N of

Statistics for	Mean	Variance	Std Dev	Variables
SCALE	85.5333	221.7057	14.8898	14

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
Q1	82.0667	203.8575	.7342	.7442
Q2	82.0333	207.2747	.7740	.7484
Q3	81.8667	208.3264	.5499	.7514
Q4	82.0000	203.0345	.6146	.7447
Q5	82.1667	203.4540	.8096	.7431
Q6	82.1667	202.6264	.6897	.7432
Q7	82.2667	200.4092	.7053	.7403
Q8	82.7667	205.7713	.6512	.7474
Q9	82.9333	201.5816	.7274	.7415
Q10	82.9000	203.0586	.6726	.7439
Q11	82.0667	207.8575	.7420	.7493
Q12	82.0000	209.3103	.6595	.7516
Q13	81.9333	212.9609	.3404	.7587
TOTAL	42.7667	55.4264	1.0000	.9064

Reliability Coefficients

N of Cases = 30.0

N of Items = 14

Alpha = .7637

# Correlations : Y1

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	TOTAL
Q1	Pearson Correlation	1	.458*	.388*	.406*	.389*	.587**	.386*	.097	.553**	-.094	.221	.184	.377*	.657**
	Sig. (2-tailed)	.	.011	.034	.026	.033	.001	.035	.609	.002	.620	.240	.331	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.458*	1	.256	.589**	.196	.353	.503**	.285	.441*	.510**	.325	.219	.276	.711**
	Sig. (2-tailed)	.011	.	.173	.001	.299	.056	.005	.127	.015	.004	.080	.245	.140	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.388*	.256	1	.294	.398*	.301	.424*	.489**	.186	.099	.247	.160	.164	.569**
	Sig. (2-tailed)	.034	.173	.	.115	.029	.106	.019	.006	.325	.601	.188	.400	.388	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	.406*	.589**	.294	1	.395*	.386*	.300	.316	.695**	.371*	.450*	.573**	.204	.788**
	Sig. (2-tailed)	.026	.001	.115	.	.031	.035	.107	.089	.000	.044	.013	.001	.279	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.389*	.196	.398*	.395*	1	.333	.090	.545**	.221	.176	.103	.472**	.000	.545**
	Sig. (2-tailed)	.033	.299	.029	.031	.	.072	.636	.002	.240	.352	.587	.008	1.000	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.587**	.353	.301	.386*	.333	1	.459*	.235	.439*	.297	.490**	.173	.328	.692**
	Sig. (2-tailed)	.001	.056	.106	.035	.072	.	.011	.212	.015	.111	.006	.362	.076	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.386*	.503**	.424*	.300	.090	.459*	1	.203	.234	.193	.359	-.028	.145	.546**
	Sig. (2-tailed)	.035	.005	.019	.107	.636	.011	.	.283	.212	.307	.052	.882	.444	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.097	.285	.489**	.316	.545**	.235	.203	1	.037	.397*	.362*	.258	.264	.558**
	Sig. (2-tailed)	.609	.127	.006	.089	.002	.212	.283	.	.847	.030	.049	.169	.159	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.553**	.441*	.186	.695**	.221	.439*	.234	.037	1	.086	.357	.482**	.333	.678**
	Sig. (2-tailed)	.002	.015	.325	.000	.240	.015	.212	.847	.	.650	.053	.007	.072	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	-.094	.510**	.099	.371*	.176	.297	.193	.397*	.086	1	.075	.326	.142	.455*
	Sig. (2-tailed)	.620	.004	.601	.044	.352	.111	.307	.030	.650	.	.693	.079	.454	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q11	Pearson Correlation	.221	.325	.247	.450*	.103	.490**	.359	.362*	.357	.075	1	-.073	.200	.518**
	Sig. (2-tailed)	.240	.080	.188	.013	.587	.006	.052	.049	.053	.693	.	.700	.289	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q12	Pearson Correlation	.184	.219	.160	.573**	.472**	.173	-.028	.258	.482**	.326	-.073	1	.111	.505**
	Sig. (2-tailed)	.331	.245	.400	.001	.008	.362	.882	.169	.007	.079	.700	.	.560	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q13	Pearson Correlation	.377*	.276	.164	.204	.000	.328	.145	.264	.333	.142	.200	.111	1	.476**
	Sig. (2-tailed)	.040	.140	.388	.279	1.000	.076	.444	.159	.072	.454	.289	.560	.	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.657**	.711**	.569**	.788**	.545**	.692**	.546**	.558**	.678**	.455*	.518**	.505**	.476**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.002	.000	.002	.001	.000	.012	.003	.004	.008	.
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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



**Correlations**

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	TOTAL
Q1	Pearson Correlation	1	.331	.000	-.152	.583**	.455*	.337	.088	-.088	.558**	.237	.188	.000	.431*
	Sig. (2-tailed)	.	.074	1.000	.424	.001	.012	.068	.642	.642	.001	.206	.319	1.000	.017
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.331	1	.304	.212	.629**	.529**	.088	.432*	.494**	.449*	.331	.362*	.244	.672**
	Sig. (2-tailed)	.074	.	.102	.261	.000	.003	.643	.017	.006	.013	.074	.050	.193	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.000	.304	1	.410*	.176	.242	.109	-.033	.277	.126	.102	.364*	.219	.413*
	Sig. (2-tailed)	1.000	.102	.	.025	.353	.197	.567	.864	.139	.506	.591	.048	.244	.023
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	-.152	.212	.410*	1	.214	.165	.065	.102	.238	.305	.441*	.669**	.726**	.584**
	Sig. (2-tailed)	.424	.261	.025	.	.257	.383	.734	.592	.206	.101	.015	.000	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.583**	.629**	.176	.214	1	.499**	.136	.184	.261	.423*	.287	.329	.066	.581**
	Sig. (2-tailed)	.001	.000	.353	.257	.	.005	.474	.330	.163	.020	.124	.076	.730	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.455*	.529**	.242	.165	.499**	1	.745**	.323	.526**	.602**	.395*	.326	.081	.743**
	Sig. (2-tailed)	.012	.003	.197	.383	.005	.	.000	.082	.003	.000	.031	.079	.672	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.337	.088	.109	.065	.136	.745**	1	.156	.198	.495**	.241	.181	-.011	.483**
	Sig. (2-tailed)	.068	.643	.567	.734	.474	.000	.	.411	.293	.005	.200	.338	.953	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.088	.432*	-.033	.102	.184	.323	.156	1	.485**	.418*	.412*	.100	.090	.490**
	Sig. (2-tailed)	.642	.017	.864	.592	.330	.082	.411	.	.007	.022	.024	.598	.636	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	-.088	.494**	.277	.238	.261	.526**	.198	.485**	1	.159	.319	.295	.027	.533**
	Sig. (2-tailed)	.642	.006	.139	.206	.163	.003	.293	.007	.	.403	.086	.113	.886	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.558**	.449*	.126	.305	.423*	.602**	.495**	.418*	.159	1	.658**	.583**	.411*	.804**
	Sig. (2-tailed)	.001	.013	.506	.101	.020	.000	.005	.022	.403	.	.000	.001	.024	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q11	Pearson Correlation	.237	.331	.102	.441*	.287	.395*	.241	.412*	.319	.658**	1	.666**	.463**	.737**
	Sig. (2-tailed)	.206	.074	.591	.015	.124	.031	.200	.024	.086	.000	.	.000	.010	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q12	Pearson Correlation	.188	.362*	.364*	.669**	.329	.326	.181	.100	.295	.583**	.666**	1	.610**	.743**
	Sig. (2-tailed)	.319	.050	.048	.000	.076	.079	.338	.598	.113	.001	.000	.	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q13	Pearson Correlation	.000	.244	.219	.726**	.066	.081	-.011	.090	.027	.411*	.463**	.610**	1	.540**
	Sig. (2-tailed)	1.000	.193	.244	.000	.730	.672	.953	.636	.886	.024	.010	.000	.	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.431*	.672**	.413*	.584**	.581**	.743**	.483**	.490**	.533**	.804**	.737**	.743**	.540**	1
	Sig. (2-tailed)	.017	.000	.023	.001	.001	.000	.007	.006	.002	.000	.000	.000	.002	.
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

**Correlations : X1**



Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	TOTAL
Q1	Pearson Correlation	1	.331	.000	-.152	.583**	.455*	.337	.088	-.088	.558**	.237	.188	.000	.431*
	Sig. (2-tailed)	.	.074	1.000	.424	.001	.012	.068	.642	.642	.001	.206	.319	1.000	.017
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.331	1	.304	.212	.629**	.529**	.088	.432*	.494**	.449*	.331	.362*	.244	.672**
	Sig. (2-tailed)	.074	.	.102	.261	.000	.003	.643	.017	.006	.013	.074	.050	.193	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.000	.304	1	.410*	.176	.242	.109	-.033	.277	.126	.102	.364*	.219	.413*
	Sig. (2-tailed)	1.000	.102	.	.025	.353	.197	.567	.864	.139	.506	.591	.048	.244	.023
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	-.152	.212	.410*	1	.214	.165	.065	.102	.238	.305	.441*	.669**	.726**	.584**
	Sig. (2-tailed)	.424	.261	.025	.	.257	.383	.734	.592	.206	.101	.015	.000	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.583**	.629**	.176	.214	1	.499**	.136	.184	.261	.423*	.287	.329	.066	.581**
	Sig. (2-tailed)	.001	.000	.353	.257	.	.005	.474	.330	.163	.020	.124	.076	.730	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.455*	.529**	.242	.165	.499**	1	.745**	.323	.526**	.602**	.395*	.326	.081	.743**
	Sig. (2-tailed)	.012	.003	.197	.383	.005	.	.000	.082	.003	.000	.031	.079	.672	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.337	.088	.109	.065	.136	.745**	1	.156	.198	.495**	.241	.181	-.011	.483**
	Sig. (2-tailed)	.068	.643	.567	.734	.474	.000	.	.411	.293	.005	.200	.338	.953	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.088	.432*	-.033	.102	.184	.323	.156	1	.485**	.418*	.412*	.100	.090	.490**
	Sig. (2-tailed)	.642	.017	.864	.592	.330	.082	.411	.	.007	.022	.024	.598	.636	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	-.088	.494**	.277	.238	.261	.526**	.198	.485**	1	.159	.319	.295	.027	.533**
	Sig. (2-tailed)	.642	.006	.139	.206	.163	.003	.293	.007	.	.403	.086	.113	.886	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.558**	.449*	.126	.305	.423*	.602**	.495**	.418*	.159	1	.658**	.583**	.411*	.804**
	Sig. (2-tailed)	.001	.013	.506	.101	.020	.000	.005	.022	.403	.	.000	.001	.024	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q11	Pearson Correlation	.237	.331	.102	.441*	.287	.395*	.241	.412*	.319	.658**	1	.666**	.463**	.737**
	Sig. (2-tailed)	.206	.074	.591	.015	.124	.031	.200	.024	.086	.000	.	.000	.010	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q12	Pearson Correlation	.188	.362*	.364*	.669**	.329	.326	.181	.100	.295	.583**	.666**	1	.610**	.743**
	Sig. (2-tailed)	.319	.050	.048	.000	.076	.079	.338	.598	.113	.001	.000	.	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q13	Pearson Correlation	.000	.244	.219	.726**	.066	.081	-.011	.090	.027	.411*	.463**	.610**	1	.540**
	Sig. (2-tailed)	1.000	.193	.244	.000	.730	.672	.953	.636	.886	.024	.010	.000	.	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.431*	.672**	.413*	.584**	.581**	.743**	.483**	.490**	.533**	.804**	.737**	.743**	.540**	1
	Sig. (2-tailed)	.017	.000	.023	.001	.001	.000	.007	.006	.001	.000	.000	.000	.002	.
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

# Correlations : X2

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	TOTAL
Q1	Pearson Correlation	1	.668**	.402*	.523**	.543**	.357	.509**	.426*	.614**	.414*	.634**	.504**	.341	.759**
	Sig. (2-tailed)	.	.000	.028	.003	.002	.053	.004	.019	.000	.023	.000	.004	.065	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.668**	1	.614**	.489**	.680**	.561**	.540**	.436*	.470**	.502**	.610**	.522**	.202	.791**
	Sig. (2-tailed)	.000	.	.000	.006	.000	.001	.002	.016	.009	.005	.000	.003	.285	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.402*	.614**	1	.483**	.543**	.448*	.367*	.245	.277	.201	.456*	.365*	.000	.587**
	Sig. (2-tailed)	.028	.000	.	.007	.002	.013	.046	.191	.139	.288	.011	.048	1.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	.523**	.489**	.483**	1	.677**	.189	.261	.324	.345	.511**	.410*	.569**	.143	.656**
	Sig. (2-tailed)	.003	.006	.007	.	.000	.317	.164	.081	.062	.004	.025	.001	.451	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.543**	.680**	.543**	.677**	1	.630**	.625**	.417*	.406*	.633**	.636**	.583**	.133	.827**
	Sig. (2-tailed)	.002	.000	.002	.000	.	.000	.000	.022	.026	.000	.000	.001	.484	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.357	.561**	.448*	.189	.630**	1	.845**	.390*	.574**	.442*	.524**	.303	.155	.722**
	Sig. (2-tailed)	.053	.001	.013	.317	.000	.	.000	.033	.001	.014	.003	.103	.413	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.509**	.540**	.367*	.261	.625**	.845**	1	.410*	.591**	.437*	.501**	.256	.175	.739**
	Sig. (2-tailed)	.004	.002	.046	.164	.000	.000	.	.024	.001	.016	.005	.172	.354	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.426*	.436*	.245	.324	.417*	.390*	.410*	1	.779**	.565**	.488**	.452*	.218	.682**
	Sig. (2-tailed)	.019	.016	.191	.081	.022	.033	.024	.	.000	.001	.006	.012	.248	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.614**	.470**	.277	.345	.406*	.574**	.591**	.779**	1	.462*	.565**	.376*	.282	.756**
	Sig. (2-tailed)	.000	.009	.139	.062	.026	.001	.001	.000	.	.010	.001	.040	.131	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.414*	.502**	.201	.511**	.633**	.442*	.437*	.565**	.462*	1	.481**	.406*	.256	.706**
	Sig. (2-tailed)	.023	.005	.288	.004	.000	.014	.016	.001	.010	.	.007	.026	.172	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q11	Pearson Correlation	.634**	.610**	.456*	.410*	.636**	.524**	.501**	.488**	.565**	.481**	1	.570**	.175	.761**
	Sig. (2-tailed)	.000	.000	.011	.025	.000	.003	.005	.006	.001	.007	.	.001	.354	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q12	Pearson Correlation	.504**	.522**	.365*	.569**	.583**	.303	.256	.452*	.376*	.406*	.570**	1	.499**	.683**
	Sig. (2-tailed)	.004	.003	.048	.001	.001	.103	.172	.012	.040	.026	.001	.	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Q13	Pearson Correlation	.341	.202	.000	.143	.133	.155	.175	.218	.282	.256	.175	.499**	1	.388*
	Sig. (2-tailed)	.065	.285	1.000	.451	.484	.413	.354	.248	.131	.172	.354	.005	.	.034
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.759**	.791**	.587**	.656**	.827**	.722**	.739**	.682**	.756**	.706**	.761**	.683**	.388*	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.034	.
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

## Reliability : Y1

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

### RELIABILITY ANALYSIS - SCALE (ALPHA)

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	98.2000	95.8207	9.7888	14

#### Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
Q1	94.2000	87.9586	.6173	.7293
Q2	94.5000	86.5345	.6731	.7245
Q3	94.4667	88.6023	.5178	.7327
Q4	94.3667	84.2402	.7540	.7164
Q5	94.4000	90.2483	.5034	.7370
Q6	94.4667	87.5678	.6552	.7277
Q7	94.2333	90.1851	.5043	.7368
Q8	94.4000	90.1103	.5170	.7365
Q9	94.6333	87.2747	.6374	.7271
Q10	94.4333	91.0816	.4071	.7404
Q11	94.4000	91.1448	.4804	.7396
Q12	94.4667	90.3954	.4585	.7380
Q13	94.5333	89.7057	.4164	.7373
TOTAL	49.1000	23.9552	1.0000	.8481

#### Reliability Coefficients

N of Cases = 30.0

N of Items = 14

Alpha = .7492

## Reliability : Y2

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

### RELIABILITY ANALYSIS - SCALE (ALPHA)

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	85.5333	221.7057	14.8898	14

#### Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
Q1	82.0667	203.8575	.7342	.7442
Q2	82.0333	207.2747	.7740	.7484
Q3	81.8667	208.3264	.5499	.7514
Q4	82.0000	203.0345	.6146	.7447
Q5	82.1667	203.4540	.8096	.7431
Q6	82.1667	202.6264	.6897	.7432
Q7	82.2667	200.4092	.7053	.7403
Q8	82.7667	205.7713	.6512	.7474
Q9	82.9333	201.5816	.7274	.7415
Q10	82.9000	203.0586	.6726	.7439
Q11	82.0667	207.8575	.7420	.7493
Q12	82.0000	209.3103	.6595	.7516
Q13	81.9333	212.9609	.3404	.7587
TOTAL	42.7667	55.4264	1.0000	.9064

#### Reliability Coefficients

N of Cases = 30.0

N of Items = 14

Alpha = .7637

## Reliability : X1

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

### RELIABILITY ANALYSIS - SCALE (ALPHA)

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	115.6667	104.0230	10.1992	14

#### Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
Q1	111.1667	99.3161	.3839	.7410
Q2	111.0000	96.8276	.6410	.7319
Q3	111.0667	99.1678	.3611	.7411
Q4	110.9667	97.2747	.5438	.7341
Q5	111.1000	97.6103	.5423	.7350
Q6	111.3667	95.3437	.7152	.7270
Q7	111.4667	97.4989	.4263	.7366
Q8	111.2000	97.6828	.4362	.7368
Q9	111.1333	97.0851	.4821	.7346
Q10	111.3667	92.9989	.7776	.7197
Q11	111.4667	93.1540	.7003	.7213
Q12	111.4000	94.7310	.7134	.7254
Q13	111.1333	95.2920	.4757	.7312
TOTAL	57.8333	26.0057	1.0000	.8456

#### Reliability Coefficients

N of Cases = 30.0

N of Items = 14

Alpha = .7486

## Reliability : X2

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

### RELIABILITY ANALYSIS - SCALE (ALPHA)

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	97.1333	129.2920	11.3707	14

#### Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
Q1	93.5000	117.0862	.7519	.7300
Q2	93.7000	122.9759	.4266	.7458
Q3	93.3333	118.5747	.6560	.7344
Q4	93.0667	121.7195	.5075	.7425
Q5	93.3333	120.5057	.6280	.7387
Q6	93.2667	118.0644	.6738	.7331
Q7	93.6000	119.4897	.5805	.7372
Q8	93.4333	119.9782	.4989	.7395
Q9	93.5667	121.9782	.4570	.7437
Q10	93.3333	120.9885	.5379	.7407
Q11	93.5000	120.1207	.5496	.7389
Q12	93.2667	117.5816	.6600	.7323
Q13	93.2667	118.8230	.6734	.7347
TOTAL	48.5667	32.3230	1.0000	.8694

#### Reliability Coefficients

N of Cases = 30.0

N of Items = 14

Alpha = .7545

## Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
pml	50	2,38	4,38	3,5796	,45783
mauk	50	2,23	5,00	3,8710	,57241
kronjo	50	2,38	4,62	3,7610	,40247
Valid N (listwise)	50				

## Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
pml	50	2,15	5,00	3,6214	,74953
mauk	50	1,92	4,77	3,7654	,68972
kronjo	50	2,31	4,46	3,7542	,39693
Valid N (listwise)	50				





## Regression

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	kepemimpinan, tuntutan tugas	.	Enter

a. All requested variables entered.

b. Dependent Variable: kepuasan

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,477 <sup>a</sup>	,227	,217	,43760

a. Predictors: (Constant), kepemimpinan, tuntutan tugas

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,278	2	4,139	21,615	,000 <sup>a</sup>
	Residual	28,150	147	,191		
	Total	36,428	149			

a. Predictors: (Constant), kepemimpinan, tuntutan tugas

b. Dependent Variable: kepuasan

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,316	,430		5,391	,000
	tuntutan tugas	-,113	,101	-,083	-1,120	,265
	kepemimpinan	,431	,070	,454	6,147	,000

a. Dependent Variable: kepuasan

## Regression

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	kepuasan <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: kinerja

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,222 <sup>a</sup>	,049	,043	,61672

a. Predictors: (Constant), kepuasan

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,910	1	2,910	7,651	,006 <sup>a</sup>
	Residual	56,290	148	,380		
	Total	59,200	149			

a. Predictors: (Constant), kepuasan

b. Dependent Variable: kinerja

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,657	,385		6,899	,000
	kepuasan	,283	,102	,222	2,766	,006

a. Dependent Variable: kinerja

## Regression

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	kepemimpinan, tuntutan tugas	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: kepuasan

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,682 <sup>a</sup>	,465	,443	,34182

- a. Predictors: (Constant), kepemimpinan, tuntutan tugas

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4,779	2	2,390	20,452	,000 <sup>a</sup>
	Residual	5,492	47	,117		
	Total	10,271	49			

- a. Predictors: (Constant), kepemimpinan, tuntutan tugas  
b. Dependent Variable: kepuasan

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,558	,608		2,561	,014
	tuntutan tugas	-,072	,143	-,056	-,500	,619
	kepemimpinan	,585	,098	,664	5,967	,000

- a. Dependent Variable: kepuasan

## Regression

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	kepuasan <sup>a</sup>	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: kinerja

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,241 <sup>a</sup>	,058	,039	,73496

a. Predictors: (Constant), kepuasan

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,600	1	1,600	2,962	,092 <sup>a</sup>
	Residual	25,928	48	,540		
	Total	27,528	49			

a. Predictors: (Constant), kepuasan

b. Dependent Variable: kinerja

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,209	,827		2,669	,010
	kepuasan	,395	,229	,241	1,721	,092

a. Dependent Variable: kinerja

## Regression

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	tutntutan tugas, kepemimpinan <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: kepuasan

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,686 <sup>a</sup>	,470	,448	,42531

a. Predictors: (Constant), tutntutan tugas, kepemimpinan

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7,553	2	3,777	20,877	,000 <sup>a</sup>
	Residual	8,502	47	,181		
	Total	16,055	49			

a. Predictors: (Constant), tutntutan tugas, kepemimpinan

b. Dependent Variable: kepuasan

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,518	,762		,680	,500
	kepemimpinan	,835	,135	,686	6,167	,000
	tutntutan tugas	,001	,149	,001	,009	,993

a. Dependent Variable: kepuasan

## Regression

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	kepuasan <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: kinerja

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,080 <sup>a</sup>	,006	-,014	,69465

a. Predictors: (Constant), kepuasan

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,148	1	,148	,308	,582 <sup>a</sup>
	Residual	23,162	48	,483		
	Total	23,310	49			

a. Predictors: (Constant), kepuasan

b. Dependent Variable: kinerja

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,393	,678		5,003	,000
	kepuasan	,096	,173	,080	,555	,582

a. Dependent Variable: kinerja