

**Frequency Table**

		kat_UsiaNew			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Muda	29	48,3	48,3	48,3
	Tua	31	51,7	51,7	100,0
	Total	60	100,0	100,0	

		Kat_MK			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	baru	23	38,3	38,3	38,3
	lama	37	61,7	61,7	100,0
	Total	60	100,0	100,0	

		Kat_Komitmen			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak berkomitmen	27	45,0	45,0	45,0
	berkomitmen	33	55,0	55,0	100,0
	Total	60	100,0	100,0	

		kat_DO			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang baik	27	45,0	45,0	45,0
	Baik	33	55,0	55,0	100,0
	Total	60	100,0	100,0	

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Usia	60	100,0%	0	0,0%	60	100,0%
MK	60	100,0%	0	0,0%	60	100,0%
TKK	60	100,0%	0	0,0%	60	100,0%
TDO	60	100,0%	0	0,0%	60	100,0%

Descriptives				
		Statistic	Std. Error	
Usia	Mean	33,900	1,2666	
	95% Confidence Interval for Mean	Lower Bound	31,365	
		Upper Bound	36,435	
	5% Trimmed Mean	33,370		
	Median	33,000		
	Variance	96,261		
	Std. Deviation	9,8113		
	Minimum	21,0		
	Maximum	56,0		
	Range	35,0		

Masa kerja	Interquartile Range		11,0		
	Skewness		,839	,309	
	Kurtosis		-,299	,608	
	Mean		9,767	1,2317	
	95% Confidence Interval for Mean	Lower Bound		7,302	
		Upper Bound		12,231	
	5% Trimmed Mean		8,944		
	Median		5,000		
	Variance		91,029		
	Std. Deviation		9,5409		
	Minimum		1,0		
	Maximum		34,0		
	Range		33,0		
	Interquartile Range		7,5		
Skewness		1,370	,309		
Kurtosis		,554	,608		
Komitmen kerja	Mean		13,117	,3242	
	95% Confidence Interval for Mean	Lower Bound		12,468	
		Upper Bound		13,765	
	5% Trimmed Mean		13,352		
	Median		15,000		
	Variance		6,308		
	Std. Deviation		2,5116		
	Minimum		6,0		
	Maximum		15,0		
	Range		9,0		
	Interquartile Range		3,0		
	Skewness		-1,106	,309	
	Kurtosis		,108	,608	
	Mean		10,433	,2222	
95% Confidence Interval for Mean	Lower Bound		9,989		
	Upper Bound		10,878		
5% Trimmed Mean		10,574			
Median		11,000			
Variance		2,962			
Dukungan organisasi	Std. Deviation		1,7209		
	Minimum		5,0		
	Maximum		12,0		
	Range		7,0		
	Interquartile Range		2,8		
	Skewness		-,998	,309	
	Kurtosis		,405	,608	

### Tests of Normality

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Usia	,143	60	,004	,895	60	,000
MK	,249	60	,000	,769	60	,000
TKK	,323	60	,000	,763	60	,000
TDO	,219	60	,000	,841	60	,000

a. Lilliefors Significance Correction

### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Kat_MK * Kat_Komitmen	60	100,0%	0	0,0%	60	100,0%
kat_DO * Kat_Komitmen	60	100,0%	0	0,0%	60	100,0%
kat_UsiaNew *	60	100,0%	0	0,0%	60	100,0%
Kat_Komitmen						

### KAT\_MasaKerja \* KAT\_KOMITMEN

#### Crosstab

		Kat_Komitmen		Total
		tidak berkomitmen	berkomitmen	
Kat_MK	baru	Count 19	Count 4	Count 23
		% within 82,6%	% within 17,4%	% within 100,0%
Kat_MK	lama	Count 8	Count 29	Count 37
		% within 21,6%	% within 78,4%	% within 100,0%
Total		Count 27	Count 33	Count 60
		% within 45,0%	% within 55,0%	% within 100,0%

### Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	21,315 <sup>a</sup>	1	,000		
Continuity Correction <sup>b</sup>	18,922	1	,000		
Likelihood Ratio	22,689	1	,000		
Fisher's Exact Test				,000	,000
Linear-by-Linear Association	20,959	1	,000		
N of Valid Cases	60				

a. 0 cells (,0%) have expected count less than 5. The minimum expected count is 10,35.

b. Computed only for a 2x2 table

### Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for Kat_MK (baru / lama)	17,219	4,543	65,259
For cohort Kat_Komitmen = tidak berkomitmen	3,821	2,012	7,257
For cohort Kat_Komitmen = berkomitmen	,222	,090	,549
N of Valid Cases	60		

### KAT\_DUKUNGAN ORGANISASI \* KAT\_KOMITMEN

#### Crosstab

		Kat_Komitmen		Total	
		tidak berkomitmen	berkomitmen		
kat_DO	kurang baik	Count 21	6	27	
	% within kat_DO	77,8%	22,2%	100,0%	
	baik	Count 6	27	33	
	% within kat_DO	18,2%	81,8%	100,0%	
Total		Count 27	33	60	
		% within kat_DO	45,0%	55,0%	100,0%

#### Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	21,310 <sup>a</sup>	1	,000		
Continuity Correction <sup>b</sup>	18,970	1	,000		
Likelihood Ratio	22,679	1	,000		
Fisher's Exact Test				,000	,000
Linear-by-Linear Association	20,955	1	,000		
N of Valid Cases	60				

a. 0 cells (,0%) have expected count less than 5. The minimum expected count is 12,15.

b. Computed only for a 2x2 table

### Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for kat_DO (kurang baik / baik)	15,750	4,436	55,924
For cohort Kat_Komitmen = tidak berkomitmen	4,278	2,018	9,068
For cohort Kat_Komitmen = berkomitmen	,272	,132	,560
N of Valid Cases	60		

**KAT\_USIA \* KAT\_KOMITMEN**

**Crosstab**

		Kat_Komitmen		Total
		tidak berkomitmen	berkomitmen	
kat_UsiaNew	1,00	Count 22	7	29
		% within kat_UsiaNew 75,9%	24,1%	100,0%
	2,00	Count 5	26	31
		% within kat_UsiaNew 16,1%	83,9%	100,0%
Total		Count 27	33	60
		% within kat_UsiaNew 45,0%	55,0%	100,0%

**Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	21,600 <sup>a</sup>	1	,000		
Continuity Correction <sup>b</sup>	19,254	1	,000		
Likelihood Ratio	23,130	1	,000		
Fisher's Exact Test				,000	,000
Linear-by-Linear Association	21,240	1	,000		
N of Valid Cases	60				

a. 0 cells (,0%) have expected count less than 5. The minimum expected count is 13,05.

b. Computed only for a 2x2 table

**Risk Estimate**

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for kat_UsiaNew (1,00 / 2,00)	16,343	4,542	58,803
For cohort Kat_Komitmen = tidak berkomitmen	4,703	2,054	10,771
For cohort Kat_Komitmen = berkomitmen	,288	,148	,559
N of Valid Cases	60		