**LAMPIRAN 1**
**Kuesioner *Pra Survey***

Kepada Yth.
Karyawan/ti
Hotel Sheraton Grand Gandaria City, Jakarta Selatan

Bersama ini saya mengharapkan kesediaaan Bapak/Ibu/saudara/i untuk mengisi daftar pernyataan dalam Pra Survey ini dengan tujuan sebagai data pendukung untuk mengetahui bagaimana pengaruh gaya kepemimpinan otoriter terhadap kepuasan kerja melalui pengembangan karir guna mendukung data dalam penyusunan skripsi dengan judul : "**Pengaruh Gaya Kepemimpinan Terhadap Kepuasan Kerja Melalui Pengembangan Karir Sebagai Variabel *Intervening* (Studi Kasus di Hotel Sheraton Grand Gandaria City).** Atas kesediaan Bapak/Ibu/saudara/i menjawabnya dengan sejujurnya dan sebaik-baiknya saya mengucapkan terima kasih.

Hormat saya,

Putri Mila Sari
201511276

Nama :
Jenis Kelamin :
Usia :
Pekerjaan :
Pendapatan Per bulan :

1. Permasalahan apa saja yang anda rasakan terkait dengan gaya kepemimpinan di Hotel Sheraton Grand Gandaria City Jakarta? Jelaskan sesuai gaya kepemimpinan!
   a. Gaya Kepemimpinan Otoriter

   _____
   _____
   _____

   b. Gaya Kepemimpinan Demokratis

   _____
   _____
   _____

   c. Gaya Kepemimpinan *Laizzzes-Faire*

   _____
   _____
   _____

   d. Gaya Kepemimpinan Situasional

   _____
   _____
   _____

   e. Gaya Kepemimpinan Transformasional

   _____
   _____
   _____

2. Permasalahan apa saja yang anda rasakan terkait dengan pengembangan karir di Hotel Sheraton Grand Gandaria City Jakarta?
   _____
   _____
   _____

**LAMPIRAN 2**
**Kuesioner Penelitian**

**PENGARUH GAYA KEPEMIMPINAN TERHADAP KEPUASAN KERJA MELALUI PENGEMBANGAN KARIR SEBAGAI VARIABEL INTERVENING**
**(Studi Pada Hotel Sheraton Grand Jakarta Gandaria City)**

Sehubungan dengan penyusunan skripsi dengan judul yang telah disebutkan di atas, maka dengan hormat, saya:
Nama : Putri Mila Sari
NIM : 2015-11-276

Memohon kesediaan Ibu/bapak, Saudara/i untuk mengisi kuesioner (daftar pertanyaan yang saya ajukan ini secara jujur dan terbuka.

Daftar pertanyaan ini saya ajukan semata-mata untuk keperluan penelitian sebagai salah satu syarat dalam menyelesaikan jenjang Strata satu (S1), Jurusan Manajemen, Fakultas Ekonomi, Universitas Esa Unggul Jakarta. Karenanya, kebenaran dan kelengkapan jawaban yang anda berikan akan sangat membantu bagi penulis, untuk selanjutnya akan menjadi masukan yang bermanfaat bagi hasil penelitian yang penulis lakukan.

Atas partisipasi Ibu/bapak, Saudara/i dalam mengisi pertanyaan/kuesioner ini, saya mengucapkan terima kasih.

Hormat Saya

Putri Mila Sari

**Petunjuk pengisian kuesioner:**

Pada pertanyaan di bawah ini, Anda dimohon untuk mengisi pertanyaan-pertanyaan tersebut dengan keadaan/kondisi yang sebenarnya. Pengisian dengan cara disilang (X).

IDENTITAS RESPONDEN

1. Jenis Kelamin : a. Pria b. Wanita
2. Usia saat ini : a. 19 thn – 30 thn c. 41 thn – 50 thn
   b. 31 thn – 40 thn d. >50 thn
3. Pendidikan terakhir : a. SMA/K
   b. Diploma III (D-III)
   c. Diploma IV (D-IV) atau Strata 1 (S-1)
4. Gaji perbulan : a. Rp 4.000.000 - Rp 5.000.000
   b. Rp 5.000.001 - Rp 10.000.000
   c. > Rp 10.000.000
5. Lama Bekerja : a. 1 tahun - 2 tahun
   b. > 2 tahun
6. Divisi/Bagian : a. Front Office d. HRD g. Finance
   b. House Keeping e. Food&Beverage h. Kitchen
   c. Engineering f. Sales&Marketing

**Petunjuk pengisian kuesioner**

Silahkan Anda pilih jawaban yang menurut Anda paling sesuai dengan kondisi yang Anda alami atau rasakan, dengan cara memberikan (✓ ) pada pilihan jawaban yang tersedia dari mulai skala 1 (Sangat Tidak Setuju) sampai 5 (Sangat Setuju). Masing-masing pilihan jawaban memiliki makna sebagai berikut:

**SS : Sangat Setuju nilainya 4**
**S : Setuju nilainya 3**
**TS : Tidak Setuju nilainya 2**
**STS : Sangat tidak setuju nilainya 1**

| No | Pernyataan | SS | S | TS | STS |
|---|---|---|---|---|---|
| 1. | Atasan saya memiliki kekuatan mental yang kuat ketika dihadapkan suatu masalah | | | | |
| 2. | Atasan saya memiliki stamina yang baik | | | | |
| 3. | Atasan saya tidak memiliki prasangka buruk terhadap bawahannya | | | | |
| 4. | Atasan saya tidak cepat marah kepada bawahannya | | | | |
| 5. | Atasan saya memiliki kepercayaan diri yang tinggi | | | | |
| 6. | Atasan saya memiliki rasa kepedulian yang tinggi terhadap bawahannya | | | | |
| 7. | Atasan saya memiliki keinginan yang besar untuk menjadi seorang pemimpin | | | | |
| 8. | Atasan saya dapat memotivasi dirinya sendiri | | | | |
| 9. | Atasan saya memiliki kemampuan yang baik dalam menyampaikan ide, pendapat serta keinginannya kepada bawahannya | | | | |

| No | Pernyataan | SS | S | TS | STS |
|---|---|---|---|---|---|
| 10. | Atasan saya selalu mengajarkan dalam kedisplinan | | | | |
| 11. | Atasan saya memberikan penjelasan secara rinci mengenai tugas dan tanggung jawab bawahannya | | | | |
| 12. | Atasan saya selalu memberikan dukungan untuk pengembangan karir setiap karyawannya | | | | |
| 13. | Atasan saya suka menolong jika saya mengalami kesulitan dalam hal teknis | | | | |
| 14. | Atasan saya merasa senang jika bawahannya bisa berkembang dalam pekerjaannya | | | | |
| 15. | Atasan saya bersikap ramah terhadap semua orang | | | | |
| 16. | Atasan saya memiliki kecakapan dalam merencanakan suatu hal | | | | |
| 17. | Atasan saya mengatur setiap organisasi dengan baik dan terarah | | | | |
| 18. | Atasan saya memiliki kecakapan dalam mendelegasikan wewenang kepada bawahannya | | | | |
| 19. | Atasan saya melibatkan bawahannya untuk mengambil suatu keputusan | | | | |
| 20. | Atasan saya selalu menerima ide atau gagasan baru dari bawahannya untuk menyusun konsep kerja yang baru | | | | |
| 21. | Proses seleksi dan penempatan karyawan baru dilakukan secara terbuka dan tepat sesuai dengan kebutuhan perusahaan, minat dan keahlian masing-masing karyawan | | | | |
| 22. | Perusahaan memberikan pelatihan yang dapat menunjang pengembangan karir karyawan dan memperkuat keahlian karyawan di bidang pekerjaannya | | | | |
| 23. | Promosi jabatan dilakukan berdasarkan penilaian kinerja karyawan | | | | |
| 24. | Dalam jangka pendek, pengembangan karir saya harus meningkat lebih baik | | | | |
| 25. | Dalam jangka panjang, perpindahan saya sama pentingnya dengan promosi yang mengembangkan karir seseorang | | | | |
| 26. | Perusahaan memiliki prosedur yang jelas mengenai masalah pemberhentian/pensiun karyawan | | | | |

| No | Pernyataan | SS | S | TS | STS |
|---|---|---|---|---|---|
| 27. | Perusahaan mengkomunikasikan kesempatan berkarir kepada karyawan dengan jelas | | | | |
| 28. | Perusahaan memberikan informasi lowongan pekerjaan bagi calon pelamar di situs website yang menyediakan jasa iklan lowongan pekerjaan | | | | |
| 29. | Saya puas terhadap pemimpin yang memiliki kekuatan mental kuat ketika dihadapkan masalah | | | | |
| 30. | Saya puas terhadap pemimpin saya yang memiliki semangat dengan baik | | | | |
| 31. | Saya puas terhadap pemimpin yang tidak memiliki prasangka buruk terhadap bawahannya | | | | |
| 32. | Saya puas terhadap pemimpin yang tidak cepat marah kepada bawahannya | | | | |
| 33. | Saya puas terhadap pemimpin yang memiliki kepercayaan yang tinggi | | | | |
| 34. | Saya puas terhadap pemimpin yang memiliki rasa kepedulian yang tinggi terhadap bawahannya | | | | |
| 35. | Saya puas terhadap atasan saya yang memiliki keingingan besar untuk menjadi pemimpin | | | | |
| 36. | Saya puas terhadap pemimpin saya yang memiliki semangat dengan baik | | | | |
| 37. | Saya puas terhadap pemimpin yang tidak memiliki prasangka buruk terhadap bawahannya | | | | |
| 38. | Saya puas terhadap pemimpin yang tidak cepat marah kepada bawahannya | | | | |
| 39. | Saya puas terhadap pemimpin yang memiliki kepercayaan yang tinggi | | | | |
| 40. | Saya puas terhadap pemimpin yang memiliki rasa kepedulian yang tinggi terhadap bawahannya | | | | |
| 41. | Saya puas terhadap atasan saya yang memiliki keingingan besar untuk menjadi pemimpin | | | | |
| 42. | Saya puas terhadap pemimpin saya yang memiliki semangat dengan baik | | | | |
| 43. | Saya puas terhadap pemimpin yang tidak memiliki prasangka buruk terhadap bawahannya | | | | |
| 44. | Saya puas terhadap pemimpin yang tidak cepat marah kepada bawahannya | | | | |
| 45. | Saya puas terhadap pemimpin yang memiliki kepercayaan yang tinggi | | | | |
| 46. | Saya puas terhadap pemimpin yang memiliki rasa kepedulian yang tinggi terhadap bawahannya | | | | |

| No | Pernyataan | SS | S | TS | STS |
|---|---|---|---|---|---|
| 47. | Saya puas terhadap pemimpin yang melibatkan karyawan dalam pengambilan keputusan | | | | |
| 48. | Saya puas karena ide atau gagasan dari bawahannya untuk menyusun konsep kerja yang baru diterima atasan saya | | | | |
| 49. | Saya puas terhadap proses seleksi dan penempatan karyawan baru dilakukan secara terbuka | | | | |
| 50. | Saya puas karena perusahaan memberikan pelatihan yang dapat menunjang pengembangan karir karyawan | | | | |
| 51. | Saya puas karena promosi jabatan dilakukan berdasarkan penilaian kinerja karyawan | | | | |
| 52. | Saya puas karena pengembangan karir harus meningkat lebih baik dalam jangka pendek | | | | |
| 53. | Saya puas karena perpindahan saya sama pentingnya dalam promosi yang mengembangkan karir dalam jangka panjang | | | | |
| 54. | Saya puas, jika perusahaan memiliki proseduryang jelas mengenai masalah pemberhentian karyawan | | | | |
| 55. | Saya puas karena perusahaan mengkomunikasikan kesempatan berkarir kepada karyawan dengan jelas | | | | |
| 56. | Saya puas karena perusahaan memberikan informasi lowongan pekerjaan bagi calon pelamar di situs website yang menyediakan jasa iklan lowongan pekerjaan | | | | |

***Terima kasih atas partisipasi Anda ☺**

**Lampiran 3**
**Hasil Tabulasi Karakteristik 68 Responden**

| Keterangan | | Jumlah Responden | Total |
|---|---|---|---|
| **Jenis Kelamin** | Pria | 35 | 68 |
| | Wanita | 33 | |
| **Usia** | 19 thn – 30 thn | 44 | 68 |
| | 31 thn – 40 thn | 21 | |
| | 41 thn - 50 thn | 3 | |
| **Pendidikan terakhir** | SMA/K | 30 | 68 |
| | Diploma III | 10 | |
| | Diploma IV atau S1 | 28 | |
| **Gaji Perbulan** | Rp 3.940.000 - Rp 5.000.000 | 25 | 68 |
| | Rp 5.000.001 - Rp 10.000.000 | 15 | |
| | ≥ Rp 10.000.000 | 28 | |
| **Lama Bekerja** | 1 - 2 Tahun | 35 | 68 |
| | ≥ 2 Tahun | 33 | |
| **Divisi/Bagian** | Front Office | 16 | 68 |
| | House Keeping | 5 | |
| | Engineering | 5 | |
| | HRD | 5 | |
| | Food&Beverages | 15 | |
| | Sales&Marketing | 5 | |
| | Finance | 5 | |
| | Kitchen | 12 | |

## Lampiran 4
## Tabulasi Data *Pre Test* 30 Responden

| No. Responden | Gaya Kepemimpinan Otoriter (X) | | | | | | | | | | | | | | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | X.1 | X.2 | X.3 | X.4 | X.5 | X.6 | X.7 | X.8 | X.9 | X.10 | X.11 | X.12 | X.13 | X.14 | X.15 | X.16 | X.17 | X.18 | X.19 | X.20 | |
| 1 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 54 |
| 2 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 58 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 51 |
| 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 60 |
| 5 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 52 |
| 6 | 2 | 3 | 3 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 49 |
| 7 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 50 |
| 8 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 47 |
| 9 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 58 |
| 10 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 49 |
| 11 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 51 |
| 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 44 |
| 13 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 65 |
| 14 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 46 |
| 15 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 51 |
| 16 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 3 | 4 | 3 | 2 | 2 | 3 | 53 |
| 17 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 51 |
| 18 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 65 |
| 19 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 58 |
| 20 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 57 |
| 21 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 46 |
| 22 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 55 |
| 23 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 58 |
| 24 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 53 |
| 25 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 61 |
| 26 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 60 |
| 27 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 3 | 53 |
| 28 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 63 |
| 29 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 61 |
| 30 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 62 |

**Tabulasi Data *Pre Test* 30 Responden**

| No. Responden | Pengembangan Karir (Z) | | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|
| | Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | Z.6 | Z.7 | Z.8 | |
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 2 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 29 |
| 5 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 21 |
| 6 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 22 |
| 7 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 21 |
| 8 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 21 |
| 9 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 11 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 22 |
| 12 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 23 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 25 |
| 14 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 3 | 24 |
| 15 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 24 |
| 16 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 23 |
| 17 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 27 |
| 18 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 19 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 20 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 22 |
| 21 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 22 |
| 22 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 27 |
| 23 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 26 |
| 24 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 24 |
| 25 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 24 |
| 26 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 29 |
| 27 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 27 |
| 28 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 29 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 27 |
| 30 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 29 |

# Tabulasi Data *Pre Test* 30 Responden

| No. Responden | Kepuasan Kerja (Y) | | | | | | | | | | | | | | | | | | | | | | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 | Y.17 | Y.18 | Y.19 | Y.20 | Y.21 | Y.22 | Y.23 | Y.24 | Y.25 | Y.26 | Y.27 | Y.28 | |
| 1 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 78 |
| 2 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 86 |
| 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 81 |
| 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 89 |
| 5 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 73 |
| 6 | 2 | 3 | 3 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 71 |
| 7 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 71 |
| 8 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 68 |
| 9 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 81 |
| 10 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 73 |
| 11 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 73 |
| 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 67 |
| 13 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 90 |
| 14 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 3 | 70 |
| 15 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 76 |
| 16 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 75 |
| 17 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 78 |
| 18 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 96 |
| 19 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 86 |
| 20 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 79 |
| 21 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 67 |
| 22 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 82 |
| 23 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 84 |
| 24 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 77 |
| 25 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 85 |
| 26 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 89 |
| 27 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 80 |
| 28 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 89 |
| 29 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 88 |
| 30 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 91 |

**LAMPIRAN 5**

## Hasil Uji Validitas 68 Responden

## Validitas Variabel Gaya Kepemimpinan (X)

**Correlations**

| | | X.1 | X.2 | X.3 | X.4 | X.5 | X.6 | X.7 | X.8 | X.9 | X.10 | X.11 | X.12 | X.13 | X.14 | X.15 | X.16 | X.17 | X.18 | X.19 | X.20 | Total_X |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X.1 | Pearson Correlation | 1 | .730** | .302* | .267* | .270* | .333** | .105 | .197 | .293* | .409** | .207 | .139 | .220 | .435** | .383** | .285* | .376** | .217 | .245* | .240* | .367** |
| | Sig. (2-tailed) | | .000 | .012 | .028 | .026 | .006 | .395 | .107 | .015 | .001 | .090 | .259 | .072 | .000 | .001 | .019 | .002 | .075 | .044 | .049 | .002 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.2 | Pearson Correlation | .730** | 1 | .433** | .230 | .329** | .372** | .237 | .205 | .314** | .416** | .212 | .109 | .260* | .347** | .411** | .306* | .350** | .146 | .152 | .157 | .365** |
| | Sig. (2-tailed) | .000 | | .000 | .059 | .006 | .002 | .052 | .093 | .009 | .000 | .082 | .375 | .032 | .004 | .001 | .011 | .003 | .235 | .217 | .202 | .002 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.3 | Pearson Correlation | .302* | .433** | 1 | .372** | .369** | .301* | .170 | .128 | .425** | .164 | .231 | .087 | .303* | .232 | .348** | .320** | .184 | .412** | .471** | .402** | .369** |
| | Sig. (2-tailed) | .012 | .000 | | .002 | .002 | .013 | .166 | .298 | .000 | .182 | .058 | .481 | .012 | .057 | .004 | .008 | .132 | .000 | .000 | .001 | .002 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.4 | Pearson Correlation | .267* | .230 | .372** | 1 | .497** | .631** | .440** | .543** | .531** | .423** | .303* | .351** | .366** | .440** | .387** | .319** | .198 | .529** | .548** | .497** | .543** |
| | Sig. (2-tailed) | .028 | .059 | .002 | | .000 | .000 | .000 | .000 | .000 | .000 | .012 | .003 | .002 | .000 | .001 | .008 | .106 | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.5 | Pearson Correlation | .270* | .329** | .369** | .497** | 1 | .646** | .670** | .546** | .761** | .501** | .670** | .513** | .550** | .534** | .614** | .387** | .489** | .671** | .642** | .591** | .711** |
| | Sig. (2-tailed) | .026 | .006 | .002 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.6 | Pearson Correlation | .333** | .372** | .301* | .631** | .646** | 1 | .655** | .731** | .653** | .531** | .484** | .560** | .512** | .519** | .440** | .318** | .420** | .500** | .557** | .466** | .601** |
| | Sig. (2-tailed) | .006 | .002 | .013 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .008 | .000 | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X.7 | Pearson Correlation | .105 | .237 | .170 | .440** | .670** | .655** | 1 | .729** | .571** | .509** | .463** | .496** | .526** | .491** | .333** | .232 | .282* | .482** | .350** | .416** | .630** |
| | Sig. (2-tailed) | .395 | .052 | .166 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .057 | .020 | .000 | .003 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.8 | Pearson Correlation | .197 | .205 | .128 | .543** | .546** | .731** | .729** | 1 | .564** | .470** | .403** | .583** | .382** | .478** | .324** | .259* | .344** | .375** | .442** | .540** | .533** |
| | Sig. (2-tailed) | .107 | .093 | .298 | .000 | .000 | .000 | .000 | | .000 | .000 | .001 | .000 | .001 | .000 | .007 | .033 | .004 | .002 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.9 | Pearson Correlation | .293* | .314** | .425** | .531** | .761** | .653** | .571** | .564** | 1 | .543** | .686** | .615** | .673** | .620** | .695** | .458** | .528** | .685** | .689** | .563** | .728** |
| | Sig. (2-tailed) | .015 | .009 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.10 | Pearson Correlation | .409** | .416** | .164 | .423** | .501** | .531** | .509** | .470** | .543** | 1 | .493** | .479** | .460** | .484** | .536** | .314** | .464** | .384** | .345** | .345** | .629** |
| | Sig. (2-tailed) | .001 | .000 | .182 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .009 | .000 | .001 | .004 | .004 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.11 | Pearson Correlation | .207 | .212 | .231 | .303* | .670** | .484** | .463** | .403** | .686** | .493** | 1 | .693** | .677** | .635** | .570** | .467** | .371** | .606** | .552** | .475** | .679** |
| | Sig. (2-tailed) | .090 | .082 | .058 | .012 | .000 | .000 | .000 | .001 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.12 | Pearson Correlation | .139 | .109 | .087 | .351** | .513** | .560** | .496** | .583** | .615** | .479** | .693** | 1 | .688** | .645** | .510** | .328** | .383** | .544** | .499** | .398** | .635** |
| | Sig. (2-tailed) | .259 | .375 | .481 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .006 | .001 | .000 | .000 | .001 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.13 | Pearson Correlation | .220 | .260* | .303* | .366** | .550** | .512** | .526** | .382** | .673** | .460** | .677** | .688** | 1 | .701** | .586** | .274* | .252* | .586** | .497** | .417** | .681** |
| | Sig. (2-tailed) | .072 | .032 | .012 | .002 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | | .000 | .000 | .024 | .038 | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.14 | Pearson Correlation | .435** | .347** | .232 | .440** | .534** | .519** | .491** | .478** | .620** | .484** | .635** | .645** | .701** | 1 | .611** | .280* | .395** | .551** | .467** | .417** | .759** |
| | Sig. (2-tailed) | .000 | .004 | .057 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .021 | .001 | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.15 | Pearson Correlation | .383** | .411** | .348** | .387** | .614** | .440** | .333** | .324** | .695** | .536** | .570** | .510** | .586** | .611** | 1 | .477** | .533** | .634** | .605** | .595** | .613** |
| | Sig. (2-tailed) | .001 | .001 | .004 | .001 | .000 | .000 | .006 | .007 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |

| | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X.16 | Pearson Correlation | .285* | .306* | .320** | .319** | .387** | .318** | .232 | .259* | .458** | .314** | .467** | .328** | .274* | .280* | .477** | 1 | .464** | .417** | .484** | .506** | .392** |
| | Sig. (2-tailed) | .019 | .011 | .008 | .008 | .001 | .008 | .057 | .033 | .000 | .009 | .000 | .006 | .024 | .021 | .000 | | .000 | .000 | .000 | .000 | .001 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.17 | Pearson Correlation | .376** | .350** | .184 | .198 | .489** | .420** | .282* | .344** | .528** | .464** | .371** | .383** | .252* | .395** | .533** | .464** | 1 | .494** | .501** | .476** | .528** |
| | Sig. (2-tailed) | .002 | .003 | .132 | .106 | .000 | .000 | .020 | .004 | .000 | .000 | .002 | .001 | .038 | .001 | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.18 | Pearson Correlation | .217 | .146 | .412** | .529** | .671** | .500** | .482** | .375** | .685** | .384** | .606** | .544** | .586** | .551** | .634** | .417** | .494** | 1 | .766** | .700** | .725** |
| | Sig. (2-tailed) | .075 | .235 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.19 | Pearson Correlation | .245* | .152 | .471** | .548** | .642** | .557** | .350** | .442** | .689** | .345** | .552** | .499** | .497** | .467** | .605** | .484** | .501** | .766** | 1 | .729** | .587** |
| | Sig. (2-tailed) | .044 | .217 | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| X.20 | Pearson Correlation | .240* | .157 | .402** | .497** | .591** | .466** | .416** | .540** | .563** | .345** | .475** | .398** | .417** | .417** | .595** | .506** | .476** | .700** | .729** | 1 | .534** |
| | Sig. (2-tailed) | .049 | .202 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .004 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Total_X | Pearson Correlation | .367** | .365** | .369** | .543** | .711** | .601** | .630** | .533** | .728** | .629** | .679** | .635** | .681** | .759** | .613** | .392** | .528** | .725** | .587** | .534** | 1 |
| | Sig. (2-tailed) | .002 | .002 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |

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

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

## Validitas Variabel Pengembangan Karir (Z)

| | | Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | Z.6 | Z.7 | Z.8 | Total_Z |
|---|---|---|---|---|---|---|---|---|---|---|
| Z.1 | Pearson Correlation | 1 | .491** | .130 | .005 | .261* | .339** | .298* | .222 | .521** |
| | Sig. (2-tailed) | | .000 | .292 | .965 | .032 | .005 | .014 | .068 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Z.2 | Pearson Correlation | .491** | 1 | .428** | .068 | .318** | .338** | .207 | .339** | .601** |
| | Sig. (2-tailed) | .000 | | .000 | .583 | .008 | .005 | .091 | .005 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Z.3 | Pearson Correlation | .130 | .428** | 1 | .241* | .277* | .291* | .109 | .316** | .556** |
| | Sig. (2-tailed) | .292 | .000 | | .048 | .022 | .016 | .375 | .009 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Z.4 | Pearson Correlation | .005 | .068 | .241* | 1 | .600** | .174 | .206 | .216 | .541** |
| | Sig. (2-tailed) | .965 | .583 | .048 | | .000 | .155 | .093 | .077 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Z.5 | Pearson Correlation | .261* | .318** | .277* | .600** | 1 | .312** | .483** | .566** | .772** |
| | Sig. (2-tailed) | .032 | .008 | .022 | .000 | | .010 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Z.6 | Pearson Correlation | .339** | .338** | .291* | .174 | .312** | 1 | .502** | .570** | .693** |
| | Sig. (2-tailed) | .005 | .005 | .016 | .155 | .010 | | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Z.7 | Pearson Correlation | .298* | .207 | .109 | .206 | .483** | .502** | 1 | .524** | .645** |
| | Sig. (2-tailed) | .014 | .091 | .375 | .093 | .000 | .000 | | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Z.8 | Pearson Correlation | .222 | .339** | .316** | .216 | .566** | .570** | .524** | 1 | .726** |
| | Sig. (2-tailed) | .068 | .005 | .009 | .077 | .000 | .000 | .000 | | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Total_Z | Pearson Correlation | .521** | .601** | .556** | .541** | .772** | .693** | .645** | .726** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |

## Validitas Variabel Kepuasan Kerja (Y)

| Correlations | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 | Y.17 | Y.18 | Y.19 | Y.20 | Y.21 | Y.22 | Y.23 | Y.24 | Y.25 | Y.26 | Y.27 | Y.28 | Total_Y |
| Y.1 | Pearson Correlation | 1 | .730** | .302* | .267* | .270* | .333** | .105 | .197 | .293* | .409** | .207 | .139 | .220 | .435** | .383** | .285* | .376** | .217 | .245* | .240* | .013 | .094 | .180 | .352** | .089 | .153 | -.045 | .023 | .452** |
| | Sig. (2-tailed) | | .000 | .012 | .028 | .026 | .006 | .395 | .107 | .015 | .001 | .090 | .259 | .072 | .000 | .001 | .019 | .002 | .075 | .044 | .049 | .913 | .445 | .142 | .003 | .472 | .213 | .716 | .854 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.2 | Pearson Correlation | .730** | 1 | .433** | .230 | .329** | .372** | .237 | .205 | .314** | .416** | .212 | .109 | .260* | .347** | .411** | .306* | .350** | .146 | .152 | .157 | -.121 | -.032 | .163 | .370** | .253* | .252* | .068 | .162 | .468** |
| | Sig. (2-tailed) | .000 | | .000 | .059 | .006 | .002 | .052 | .093 | .009 | .000 | .082 | .375 | .032 | .004 | .001 | .011 | .003 | .235 | .217 | .202 | .326 | .795 | .185 | .002 | .037 | .038 | .580 | .188 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.3 | Pearson Correlation | .302* | .433** | 1 | .372** | .369** | .301* | .170 | .128 | .425** | .164 | .231 | .087 | .303* | .232 | .348** | .320** | .184 | .412** | .471** | .402** | .291* | .186 | .184 | .282* | .269* | .332** | .108 | .051 | .497** |
| | Sig. (2-tailed) | .012 | .000 | | .002 | .002 | .013 | .166 | .298 | .000 | .182 | .058 | .481 | .012 | .057 | .004 | .008 | .132 | .000 | .000 | .001 | .016 | .128 | .133 | .020 | .027 | .006 | .381 | .682 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.4 | Pearson Correlation | .267* | .230 | .372** | 1 | .497** | .631** | .440** | .543** | .531** | .423** | .303* | .351** | .366** | .440** | .387** | .319** | .198 | .529** | .548** | .497** | .286* | .204 | .199 | .332** | .547** | .200 | .264* | .258* | .640** |
| | Sig. (2-tailed) | .028 | .059 | .002 | | .000 | .000 | .000 | .000 | .000 | .000 | .012 | .003 | .002 | .000 | .001 | .008 | .106 | .000 | .000 | .000 | .018 | .095 | .105 | .006 | .000 | .102 | .030 | .034 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.5 | Pearson Correlation | .270* | .329** | .369** | .497** | 1 | .646** | .670** | .546** | .761** | .501** | .670** | .513** | .550** | .534** | .614** | .387** | .489** | .671** | .642** | .591** | .139 | .220 | .275* | .443** | .567** | .331** | .332** | .215 | .801** |
| | Sig. (2-tailed) | .026 | .006 | .002 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .257 | .071 | .023 | .000 | .000 | .006 | .006 | .078 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.6 | Pearson Correlation | .333** | .372** | .301* | .631** | .646** | 1 | .655** | .731** | .653** | .531** | .484** | .560** | .512** | .519** | .440** | .318** | .420** | .500** | .557** | .466** | .187 | .230 | .183 | .437** | .554** | .244* | .339** | .203 | .751** |
| | Sig. (2-tailed) | .006 | .002 | .013 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .008 | .000 | .000 | .000 | .000 | .128 | .060 | .135 | .000 | .000 | .045 | .005 | .097 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.7 | Pearson Correlation | .105 | .237 | .170 | .440** | .670** | .655** | 1 | .729** | .571** | .509** | .463** | .496** | .526** | .491** | .333** | .232 | .282* | .482** | .350** | .416** | .150 | .083 | .095 | .451** | .575** | .255* | .411** | .291* | .653** |
| | Sig. (2-tailed) | .395 | .052 | .166 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .057 | .020 | .000 | .003 | .000 | .221 | .500 | .440 | .000 | .000 | .036 | .000 | .016 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.8 | Pearson Correlation | .197 | .205 | .128 | .543** | .546** | .731** | .729** | 1 | .564** | .470** | .403** | .583** | .382** | .478** | .324** | .259* | .344** | .375** | .442** | .540** | .189 | .102 | .227 | .296* | .451** | .254* | .362** | .253* | .649** |
| | Sig. (2-tailed) | .107 | .093 | .298 | .000 | .000 | .000 | .000 | | .000 | .000 | .001 | .000 | .001 | .000 | .007 | .033 | .004 | .002 | .000 | .000 | .123 | .408 | .063 | .014 | .000 | .036 | .002 | .037 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Y.9 | Pearson Correlation | .293** | .314** | .425** | .531** | .761** | .653** | .571** | .564** | 1 | .543** | .686** | .615** | .673** | .620** | .695** | .458** | .528** | .685** | .689** | .563** | .179 | .214 | .253* | .416** | .527** | .451** | .462** | .246* | .848** |
| | Sig. (2-tailed) | .015 | .009 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .145 | .080 | .037 | .000 | .000 | .000 | .000 | .043 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.10 | Pearson Correlation | .409** | .416** | .164 | .423** | .501** | .531** | .509** | .470** | .543** | 1 | .493** | .479** | .460** | .484** | .536** | .314** | .464** | .384** | .345** | .345** | .240* | .227 | .214 | .336** | .376** | .430** | .262* | .255* | .663** |
| | Sig. (2-tailed) | .001 | .000 | .182 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .009 | .000 | .001 | .004 | .004 | .048 | .062 | .080 | .005 | .002 | .000 | .031 | .036 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.11 | Pearson Correlation | .207 | .212 | .231 | .303* | .670** | .484** | .463** | .403** | .686** | .493** | 1 | .693** | .677** | .635** | .570** | .467** | .371** | .606** | .552** | .475** | .116 | .312** | .262* | .373** | .420** | .458** | .386** | .195 | .734** |
| | Sig. (2-tailed) | .090 | .082 | .058 | .012 | .000 | .000 | .000 | .001 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .346 | .010 | .031 | .002 | .000 | .000 | .001 | .110 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.12 | Pearson Correlation | .139 | .109 | .087 | .351** | .513** | .560** | .496** | .583** | .615** | .479** | .693** | 1 | .688** | .645** | .510** | .328** | .383** | .544** | .499** | .398** | .226 | .275* | .226 | .450** | .427** | .369** | .420** | .247* | .703** |
| | Sig. (2-tailed) | .259 | .375 | .481 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .006 | .001 | .000 | .000 | .001 | .064 | .023 | .064 | .000 | .000 | .002 | .000 | .042 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.13 | Pearson Correlation | .220 | .260* | .303* | .366** | .550** | .512** | .526** | .382** | .673** | .460** | .677** | .688** | 1 | .701** | .586** | .274* | .252* | .586** | .497** | .417** | .250* | .276* | .153 | .504** | .427** | .389** | .422** | .237 | .725** |
| | Sig. (2-tailed) | .072 | .032 | .012 | .002 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | | .000 | .000 | .024 | .038 | .000 | .000 | .000 | .040 | .023 | .213 | .000 | .000 | .001 | .000 | .052 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.14 | Pearson Correlation | .435** | .347** | .232 | .440** | .534** | .519** | .491** | .478** | .620** | .484** | .635** | .645** | .701** | 1 | .611** | .280* | .395** | .551** | .467** | .417** | .132 | .269* | .061 | .546** | .477** | .267* | .338** | .117 | .727** |
| | Sig. (2-tailed) | .000 | .004 | .057 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .021 | .001 | .000 | .000 | .000 | .284 | .027 | .620 | .000 | .000 | .028 | .005 | .342 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.15 | Pearson Correlation | .383** | .411** | .348** | .387** | .614** | .440** | .333** | .324** | .695** | .536** | .570** | .510** | .586** | .611** | 1 | .477** | .533** | .634** | .605** | .595** | .279* | .356** | .224 | .246* | .362** | .490** | .336** | .218 | .761** |
| | Sig. (2-tailed) | .001 | .001 | .004 | .001 | .000 | .000 | .006 | .007 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .021 | .003 | .066 | .043 | .002 | .000 | .005 | .074 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.16 | Pearson Correlation | .285* | .306* | .320** | .319** | .387** | .318** | .232 | .259* | .458** | .314** | .467** | .328** | .274* | .280* | .477** | 1 | .464** | .417** | .484** | .506** | .249* | .270* | .109 | .176 | .268* | .425** | .309* | .160 | .572** |
| | Sig. (2-tailed) | .019 | .011 | .008 | .008 | .001 | .008 | .057 | .033 | .000 | .009 | .000 | .006 | .024 | .021 | .000 | | .000 | .000 | .000 | .000 | .041 | .026 | .377 | .151 | .027 | .000 | .010 | .193 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.17 | Pearson Correlation | .376** | .350** | .184 | .198 | .489** | .420** | .282* | .344** | .528** | .464** | .371** | .383** | .252* | .395** | .533** | .464** | 1 | .494** | .501** | .476** | .045 | .047 | .023 | .281* | .150 | .181 | .076 | -.099 | .550** |
| | Sig. (2-tailed) | .002 | .003 | .132 | .106 | .000 | .000 | .020 | .004 | .000 | .000 | .002 | .001 | .038 | .001 | .000 | .000 | | .000 | .000 | .000 | .716 | .702 | .854 | .020 | .221 | .139 | .538 | .423 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Y.18 | Pearson Correlation | .217 | .146 | .412** | .529** | .671** | .500** | .482** | .375** | .685** | .384** | .606** | .544** | .586** | .551** | .634** | .417** | .494** | 1 | .766** | .700** | .356** | .400** | .211 | .334** | .406** | .420** | .372** | .146 | .776** |
| | Sig. (2-tailed) | .075 | .235 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .003 | .001 | .084 | .005 | .001 | .000 | .002 | .234 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.19 | Pearson Correlation | .245* | .152 | .471** | .548** | .642** | .557** | .350** | .442** | .689** | .345** | .552** | .499** | .497** | .467** | .605** | .484** | .501** | .766** | 1 | .729** | .377** | .330** | .212 | .304** | .418** | .281* | .300* | .043 | .751** |
| | Sig. (2-tailed) | .044 | .217 | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .002 | .006 | .082 | .012 | .000 | .020 | .013 | .727 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.20 | Pearson Correlation | .240* | .157 | .402** | .497** | .591** | .466** | .416** | .540** | .563** | .345** | .475** | .398** | .417** | .417** | .595** | .506** | .476** | .700** | .729** | 1 | .402** | .323** | .298* | .133 | .351** | .304* | .230 | .195 | .706** |
| | Sig. (2-tailed) | .049 | .202 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .004 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .001 | .007 | .014 | .278 | .003 | .012 | .059 | .111 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.21 | Pearson Correlation | .013 | -.121 | .291* | .286* | .139 | .187 | .150 | .189 | .179 | .240* | .116 | .226 | .250* | .132 | .279* | .249* | .045 | .356** | .377** | .402** | 1 | .491** | .237 | .005 | .261* | .339** | .298* | .222 | .377** |
| | Sig. (2-tailed) | .913 | .326 | .016 | .018 | .257 | .128 | .221 | .123 | .145 | .048 | .346 | .064 | .040 | .284 | .021 | .041 | .716 | .003 | .002 | .001 | | .000 | .052 | .965 | .032 | .005 | .014 | .068 | .002 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.22 | Pearson Correlation | .094 | -.032 | .186 | .204 | .220 | .230 | .083 | .102 | .214 | .227 | .312** | .275* | .276* | .269* | .356** | .270* | .047 | .400** | .330** | .323** | .491** | 1 | .529** | .068 | .318** | .338** | .207 | .339** | .422** |
| | Sig. (2-tailed) | .445 | .795 | .128 | .095 | .071 | .060 | .500 | .408 | .080 | .062 | .010 | .023 | .023 | .027 | .003 | .026 | .702 | .001 | .006 | .007 | .000 | | .000 | .583 | .008 | .005 | .091 | .005 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.23 | Pearson Correlation | .180 | .163 | .184 | .199 | .275* | .183 | .095 | .227 | .253* | .214 | .262* | .226 | .153 | .061 | .224 | .109 | .023 | .211 | .212 | .298* | .237 | .529** | 1 | .176 | .437** | .300* | .221 | .469** | .391** |
| | Sig. (2-tailed) | .142 | .185 | .133 | .105 | .023 | .135 | .440 | .063 | .037 | .080 | .031 | .064 | .213 | .620 | .066 | .377 | .854 | .084 | .082 | .014 | .052 | .000 | | .152 | .000 | .013 | .071 | .000 | .001 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.24 | Pearson Correlation | .352** | .370** | .282* | .332** | .443** | .437** | .451** | .296* | .416** | .336** | .373** | .450** | .504** | .546** | .246* | .176 | .281* | .334** | .304* | .133 | .005 | .068 | .176 | 1 | .600** | .174 | .206 | .216 | .562** |
| | Sig. (2-tailed) | .003 | .002 | .020 | .006 | .000 | .000 | .000 | .014 | .000 | .005 | .002 | .000 | .000 | .000 | .043 | .151 | .020 | .005 | .012 | .278 | .965 | .583 | .152 | | .000 | .155 | .093 | .077 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.25 | Pearson Correlation | .089 | .253* | .269* | .547** | .567** | .554** | .575** | .451** | .527** | .376** | .420** | .427** | .427** | .477** | .362** | .268* | .150 | .406** | .418** | .351** | .261* | .318** | .437** | .600** | 1 | .312** | .483** | .566** | .674** |
| | Sig. (2-tailed) | .472 | .037 | .027 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .002 | .027 | .221 | .001 | .000 | .003 | .032 | .008 | .000 | .000 | | .010 | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.26 | Pearson Correlation | .153 | .252* | .332** | .200 | .331** | .244* | .255* | .254* | .451** | .430** | .458** | .369** | .389** | .267* | .490** | .425** | .181 | .420** | .281* | .304* | .339** | .338** | .300* | .174 | .312** | 1 | .502** | .570** | .566** |
| | Sig. (2-tailed) | .213 | .038 | .006 | .102 | .006 | .045 | .036 | .036 | .000 | .000 | .000 | .002 | .001 | .028 | .000 | .000 | .139 | .000 | .020 | .012 | .005 | .005 | .013 | .155 | .010 | | .000 | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Y.27 | Pearson Correlation | -.045 | .068 | .108 | .264* | .332** | .339** | .411** | .362** | .462** | .262* | .386** | .420** | .422** | .338** | .336** | .309* | .076 | .372** | .300* | .230 | .298* | .207 | .221 | .206 | .483** | .502** | 1 | .524** | .510** |
| | Sig. (2-tailed) | .716 | .580 | .381 | .030 | .006 | .005 | .000 | .002 | .000 | .031 | .001 | .000 | .000 | .005 | .005 | .010 | .538 | .002 | .013 | .059 | .014 | .091 | .071 | .093 | .000 | .000 | | .000 | .000 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Y.28 | Pearson Correlation | .023 | .162 | .051 | .258* | .215 | .203 | .291* | .253* | .246* | .255* | .195 | .247* | .237 | .117 | .218 | .160 | -.099 | .146 | .043 | .195 | .222 | .339** | .469** | .216 | .566** | .570** | .524** | 1 | .391** |
| | Sig. (2-tailed) | .854 | .188 | .682 | .034 | .078 | .097 | .016 | .037 | .043 | .036 | .110 | .042 | .052 | .342 | .074 | .193 | .423 | .234 | .727 | .111 | .068 | .005 | .000 | .077 | .000 | .000 | .000 | | .001 |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |
| Total_Y | Pearson Correlation | .452** | .468** | .497** | .640** | .801** | .751** | .653** | .649** | .848** | .663** | .734** | .703** | .725** | .727** | .761** | .572** | .550** | .776** | .751** | .706** | .377** | .422** | .391** | .562** | .674** | .566** | .510** | .391** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | |
| | N | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 | 68 |

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

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

**LAMPIRAN 7**

## Hasil Uji Reliabilitas

| Reliability Statistics | | |
|---|---|---|
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .971 | .971 | 56 |

| Item-Total Statistics | | | | | |
|---|---|---|---|---|---|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X.1 | 130.91 | 306.052 | .323 | . | .954 |
| X.2 | 130.76 | 306.242 | .332 | . | .954 |
| X.3 | 131.21 | 303.509 | .405 | . | .954 |
| X.4 | 131.31 | 298.575 | .579 | . | .953 |
| X.5 | 131.04 | 296.640 | .738 | . | .952 |
| X.6 | 131.07 | 295.860 | .742 | . | .952 |
| X.7 | 131.01 | 299.119 | .619 | . | .953 |
| X.8 | 131.09 | 301.097 | .614 | . | .953 |
| X.9 | 131.12 | 293.747 | .811 | . | .952 |
| X.10 | 130.96 | 301.953 | .575 | . | .953 |
| X.11 | 131.18 | 296.237 | .686 | . | .952 |
| X.12 | 131.07 | 298.039 | .673 | . | .952 |
| X.13 | 130.99 | 299.000 | .676 | . | .952 |
| X.14 | 131.10 | 296.870 | .657 | . | .952 |
| X.15 | 130.93 | 296.875 | .678 | . | .952 |
| X.16 | 131.01 | 304.015 | .482 | . | .953 |
| X.17 | 131.22 | 299.906 | .485 | . | .954 |
| X.18 | 131.22 | 296.294 | .736 | . | .952 |
| X.19 | 131.47 | 292.342 | .739 | . | .952 |
| X.20 | 131.15 | 296.426 | .662 | . | .952 |
| Z.1 | 130.90 | 306.362 | .370 | . | .954 |
| Z.2 | 130.96 | 306.729 | .406 | . | .954 |
| Z.3 | 130.93 | 307.442 | .290 | . | .954 |
| Z.4 | 131.00 | 300.746 | .500 | . | .953 |

| Item-Total Statistics | | | | | |
|---|---|---|---|---|---|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Z.5 | 131.04 | 297.207 | .671 | . | .952 |
| Z.6 | 131.00 | 302.866 | .459 | . | .954 |
| Z.7 | 130.91 | 303.723 | .519 | . | .953 |
| Z.8 | 130.75 | 307.265 | .372 | . | .954 |
| Y.1 | 130.81 | 303.560 | .523 | . | .953 |
| Y.2 | 131.09 | 301.306 | .509 | . | .953 |
| Y.3 | 131.10 | 297.288 | .748 | . | .952 |
| Y.4 | 131.16 | 299.242 | .613 | . | .953 |
| Y.5 | 131.34 | 302.018 | .452 | . | .954 |
| Y.6 | 131.15 | 301.799 | .534 | . | .953 |
| Y.7 | 131.21 | 299.121 | .574 | . | .953 |
| Y.8 | 131.16 | 305.481 | .356 | . | .954 |
| Y.9 | 131.16 | 299.421 | .587 | . | .953 |
| Y.10 | 131.18 | 301.043 | .514 | . | .953 |
| Y.11 | 131.19 | 302.157 | .463 | . | .954 |
| Y.12 | 131.19 | 300.605 | .594 | . | .953 |
| Y.13 | 131.00 | 300.119 | .657 | . | .953 |
| Y.14 | 131.09 | 303.723 | .513 | . | .953 |
| Y.15 | 130.90 | 302.004 | .552 | . | .953 |
| Y.16 | 130.81 | 303.560 | .523 | . | .953 |
| Y.17 | 131.09 | 301.306 | .509 | . | .953 |
| Y,18 | 131.10 | 297.288 | .748 | . | .952 |
| Y.19 | 131.16 | 299.242 | .613 | . | .953 |
| Y.20 | 131.34 | 302.018 | .452 | . | .954 |
| Y.21 | 131.15 | 301.799 | .534 | . | .953 |
| Y.22 | 131.21 | 299.121 | .574 | . | .953 |
| Y.23 | 131.16 | 305.481 | .356 | . | .954 |
| Y.24 | 131.16 | 299.421 | .587 | . | .953 |
| Y.25 | 131.18 | 301.043 | .514 | . | .953 |
| Y.26 | 131.19 | 302.157 | .463 | . | .954 |
| Y.27 | 131.19 | 300.605 | .594 | . | .953 |
| Y.28 | 131.00 | 300.119 | .657 | . | .953 |

**LAMPIRAN 7**

## Tabulasi Data 68 Responden

| No. Responden | Gaya Kepemimpinan Otoriter (X) | | | | | | | | | | | | | | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | X.1 | X.2 | X.3 | X.4 | X.5 | X.6 | X.7 | X.8 | X.9 | X.10 | X.11 | X.12 | X.13 | X.14 | X.15 | X.16 | X.17 | X.18 | X.19 | X.20 | |
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| 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 59 |
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| 7 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 51 |
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| 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 44 |
| 13 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 63 |
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| 17 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 51 |
| 18 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 60 |
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| 25 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 57 |
| 26 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 58 |
| 27 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 3 | 55 |
| 28 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 61 |
| 29 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 57 |
| 30 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 58 |
| 31 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 70 |
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| 33 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 34 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 1 | 4 | 4 | 4 | 68 |

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
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| 36 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 76 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 77 |
| 38 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 74 |
| 39 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 85 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 67 |
| 41 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 83 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| 43 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 71 |
| 44 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 86 |
| 45 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 1 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 71 |
| 46 | 4 | 4 | 1 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 2 | 81 |
| 47 | 3 | 2 | 1 | 4 | 2 | 3 | 4 | 4 | 2 | 3 | 1 | 3 | 3 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 64 |
| 48 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 84 |
| 49 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 84 |
| 50 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 83 |
| 51 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 1 | 2 | 1 | 1 | 76 |
| 52 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 68 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 97 |
| 54 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 91 |
| 55 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 102 |
| 56 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 94 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 107 |
| 58 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 104 |
| 59 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 96 |
| 60 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 102 |
| 61 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 99 |
| 62 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 93 |
| 63 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 92 |
| 64 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 47 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 115 |
| 66 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 106 |
| 67 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 114 |
| 68 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 116 |

| No. Responden | Pengembangan Karir (Z) | | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|
| | Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | Z.6 | Z.7 | Z.8 | |
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 2 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 29 |
| 5 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 21 |
| 6 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 22 |
| 7 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 21 |
| 8 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 21 |
| 9 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 11 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 22 |
| 12 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 23 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 25 |
| 14 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 3 | 24 |
| 15 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 24 |
| 16 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 23 |
| 17 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 27 |
| 18 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 19 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 20 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 22 |
| 21 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 22 |
| 22 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 27 |
| 23 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 26 |
| 24 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 24 |
| 25 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 24 |
| 26 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 29 |
| 27 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 27 |
| 28 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 29 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 27 |
| 30 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 29 |
| 31 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 32 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 29 |
| 33 | 4 | 4 | 1 | 1 | 4 | 4 | 4 | 4 | 26 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 35 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 36 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 26 |
| 37 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 29 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 38 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 28 |
| 39 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 28 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 44 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 21 |
| 45 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 25 |
| 46 | 1 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 21 |
| 47 | 4 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 25 |
| 48 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 49 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |
| 50 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 20 |
| 51 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 27 |
| 52 | 3 | 3 | 2 | 4 | 4 | 2 | 3 | 4 | 25 |
| 53 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 30 |
| 54 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |
| 55 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 27 |
| 56 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 58 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 59 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 28 |
| 60 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 61 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 28 |
| 62 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 64 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 22 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 68 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 28 |

| No. Responden | Kepuasan Kerja (Y) | | | | | | | | | | | | | | | | | | | | | | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 | Y.17 | Y.18 | Y.19 | Y.20 | Y.21 | Y.22 | Y.23 | Y.24 | Y.25 | Y.26 | Y.27 | Y.28 | |
| 1 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 78 |
| 2 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 86 |
| 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 81 |
| 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 89 |
| 5 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 73 |
| 6 | 2 | 3 | 3 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 71 |
| 7 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 71 |
| 8 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 68 |
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| 11 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 73 |
| 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 67 |
| 13 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 90 |
| 14 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 3 | 70 |
| 15 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 76 |
| 16 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 75 |
| 17 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 78 |
| 18 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 96 |
| 19 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 86 |
| 20 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 79 |
| 21 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 67 |
| 22 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 82 |
| 23 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 84 |
| 24 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 77 |
| 25 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 85 |
| 26 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 89 |
| 27 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 80 |
| 28 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 89 |
| 29 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 88 |
| 30 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 91 |
| 31 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 94 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 106 |
| 33 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 95 |
| 34 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 98 |
| 35 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 103 |
| 36 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 96 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 100 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 38 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 94 |
| 39 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 104 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 82 |
| 41 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 98 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 112 |
| 43 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 82 |
| 44 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 93 |
| 45 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 1 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 81 |
| 46 | 4 | 4 | 1 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 2 | 1 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 86 |
| 47 | 3 | 2 | 1 | 4 | 2 | 3 | 4 | 4 | 2 | 3 | 1 | 3 | 3 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 73 |
| 48 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 90 |
| 49 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 91 |
| 50 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 83 |
| 51 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 82 |
| 52 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 73 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 106 |
| 54 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 93 |
| 55 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 104 |
| 56 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 95 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 111 |
| 58 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 106 |
| 59 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 96 |
| 60 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 95 |
| 61 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 96 |
| 62 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 85 |
| 63 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 93 |
| 64 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 68 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 112 |
| 66 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 102 |
| 67 | 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 | 110 |
| 68 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 106 |

**Lampiran 8**

## Hasil Uji Analisis Jalur (*Path Analysis*)

**Tahap 1**

### Nilai Koefisien Determinasi Gaya Kepemimpinan Terhadap Pengembangan Karir

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | ,527[a] | ,278 | ,267 | 2,835 |

a. Predictors: (Constant), Gaya Kepemimpinan

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 204.303 | 1 | 204.303 | 25.415 | .000[b] |
| | Residual | 530.564 | 66 | 8.039 | | |
| | Total | 734.868 | 67 | | | |

a. Dependent Variable: Pengembangan Karir

b. Predictors: (Constant), Gaya Kepemimpinan

### Nilai Koefisien Regresi dan Uji t

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 19,809 | 1,284 | | 15,432 | ,000 |
| | Gaya Kepemimpinan | ,087 | ,017 | ,527 | 5,041 | ,000 |

a. Dependent Variable: Pengembangan Karir

**Tahap 2**

### Nilai Koefisien Determinasi Gaya Kepemimpinan dan Pengembangan Karir Terhadap Kepuasan Kerja

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .711[a] | .505 | .490 | 5.005 |

a. Predictors: (Constant), Pengembangan Karir, Gaya Kepemimpinan

**ANOVA[a]**

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 1663.752 | 2 | 831.876 | 33.215 | .000[b] |
| | Residual | 1627.939 | 65 | 25.045 | | |
| | Total | 3291.691 | 67 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Pengembangan Karir, Gaya Kepemimpinan

**Nilai Koefisien Regresi dan Uji t**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 13.610 | 4.864 | | 2.798 | .007 |
| | Gaya Kepemimpinan | .147 | .036 | .421 | 4.100 | .000 |
| | Pengembangan Karir | .831 | .217 | .393 | 3.824 | .000 |

a. Dependent Variable: Kepuasan Kerja

# LAMPIRAN 9

**Titik Persentase Distribusi F untuk Probabilita = 0,05**

| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| 37 | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |

| | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

# Tabel r

**Titik Persentase Distribusi F untuk Probabilita = 0,05**

| **df untuk penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **84** | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |

| | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **85** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **86** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| **87** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| **88** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| **89** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| **90** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |