

LAMPIRAN A

UJI VALIDITAS DAN RELIABILITAS

Validitas Komitmen Karyawan

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item01	162.13	390.602	.271	.838
Item02	162.73	380.409	.525	.832
Item03	162.10	387.197	.388	.835
Item04	162.17	379.592	.552	.832
Item05	161.87	387.430	.466	.835
Item06	162.17	413.730	-.198	.848
Item07	162.73	380.409	.525	.832
Item08	162.33	397.195	.167	.840
Item09	162.83	384.902	.531	.833
Item10	162.17	379.592	.552	.832
Item11	162.53	399.154	.163	.840
Item12	162.20	383.821	.493	.834
Item13	162.10	391.059	.309	.837
Item14	162.60	384.179	.374	.835
Item15	162.17	380.006	.542	.832
Item16	162.07	392.961	.303	.837
Item17	162.27	380.754	.482	.833
Item18	161.87	387.430	.375	.836
Item19	162.40	377.559	.595	.831
Item20	162.80	415.338	-.249	.848
Item21	162.60	402.800	.044	.842
Item22	162.83	394.695	.224	.839
Item23	162.17	379.592	.552	.832
Item24	162.17	379.592	.552	.832
Item25	162.43	380.668	.480	.833
Item26	162.40	402.455	.048	.842
Item27	162.77	398.047	.199	.839

Item28	162.20	382.028	.538	.833
Item29	161.83	407.868	-.083	.844
Item30	162.97	401.344	.092	.841
Item31	162.10	387.197	.388	.835
Item32	162.60	384.179	.374	.835
Item33	161.87	387.430	.375	.836
Item34	162.17	379.592	.552	.832
Item35	162.77	393.702	.298	.837
Item36	162.13	397.361	.146	.840
Item37	162.10	387.197	.388	.835
Item38	162.83	384.902	.531	.833
Item39	161.57	405.082	-.005	.842
Item40	162.20	378.993	.492	.833
Item41	162.17	379.937	.529	.832
Item42	162.77	387.840	.462	.835
Item43	162.40	377.559	.595	.831
Item44	162.60	408.110	-.087	.845
Item45	162.83	401.868	.042	.843
Item46	162.40	377.559	.595	.831
Item47	162.67	400.782	.096	.841
Item48	162.60	384.179	.374	.835
Item49	161.57	405.082	-.005	.842
Item50	161.67	406.092	-.041	.842
Item51	162.53	410.671	-.165	.845
Item52	162.17	401.040	.049	.843
Item53	162.20	388.097	.324	.837
Item54	161.63	407.482	-.111	.842
Item55	162.83	413.109	-.205	.846
Item56	162.63	416.447	-.300	.847
Item57	162.63	416.447	-.300	.847
Item58	162.73	380.409	.525	.832

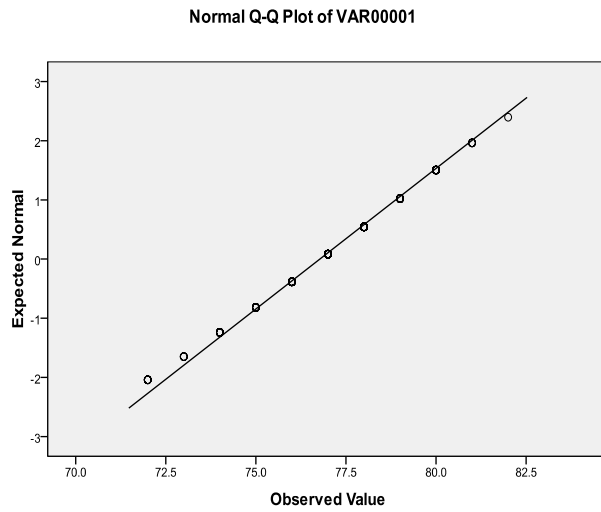
Item59	162.33	415.402	-.253	.848
Item60	162.60	421.697	-.359	.851

Reliabilitas Komitmen Karyawan

Cronbach's Alpha	N of Items
.840	60

LAMPIRAN B
UJI NORMALITAS, Z-SCORE DAN
CROSSTAB

Uji Normalitas



NPar Tests

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
Komitmen Organisasi	120	76.78	2.104	72	82

One-Sample Kolmogorov-Smirnov Test

		Komitmen Organisasi
N		120
Normal Parameters ^{a, b}	Mean	76.78
	Std. Deviation	2.104
Most Extreme Differences	Absolute	.101
	Positive	.085
	Negative	-.101
Kolmogorov-Smirnov Z		1.105
Asymp. Sig. (2-tailed)		.174

a. Test distribution is Normal.

b. Calculated from data.

Z-Score

No.	Total Score Dimensi			Zscore			Kategori
	Afektif	Normatif	Kontinuans	ZAfektif	ZNormatif	Zkontinuans	
1	20	29	23	0.09340	-0.19331	-157.398	Afektif
2	18	31	28	-0.42790	0.27533	0.25269	Normatif
3	19	31	28	-0.16725	0.27533	0.25269	Normatif
4	22	29	28	0.61470	-0.19331	0.25269	Afektif
5	24	24	32	113.600	-136.492	171.403	Kontinuans
6	18	31	28	-0.42790	0.27533	0.25269	Normatif
7	19	28	28	-0.16725	-0.42764	0.25269	Kontinuans
8	20	29	23	0.09340	-0.19331	-157.398	Afektif
9	21	26	29	0.35405	-0.89628	0.61802	Kontinuans
10	19	31	28	-0.16725	0.27533	0.25269	Normatif
11	19	31	28	-0.16725	0.27533	0.25269	Normatif
12	21	26	29	0.35405	-0.89628	0.61802	Kontinuans
13	19	28	28	-0.16725	-0.42764	0.25269	Kontinuans
14	25	28	21	139.665	-0.42764	-230.465	Afektif
15	21	26	29	0.35405	-0.89628	0.61802	Afektif
16	19	28	28	-0.16725	-0.42764	0.25269	Kontinuans
17	22	29	28	0.61470	-0.19331	0.25269	Afektif
18	24	24	32	113.600	-136.492	171.403	Kontinuans
19	19	31	28	-0.16725	0.27533	0.25269	Normatif
20	25	28	21	139.665	-0.42764	-230.465	Afektif
21	21	26	29	0.35405	-0.89628	0.61802	Kontinuans
22	19	28	28	-0.16725	-0.42764	0.25269	Kontinuans
23	18	31	28	-0.42790	0.27533	0.25269	Normatif
24	9	42	27	-277.375	285.286	-0.11264	Normatif
25	18	31	28	-0.42790	0.27533	0.25269	Normatif
26	19	31	28	-0.16725	0.27533	0.25269	Normatif
27	21	29	23	0.35405	-0.19331	-157.398	Afektif
28	19	28	28	-0.16725	-0.42764	0.25269	Kontinuans
29	21	29	23	0.35405	-0.19331	-157.398	Afektif
30	18	31	28	-0.42790	0.27533	0.25269	Normatif
31	25	28	21	139.665	-0.42764	-230.465	Afektif
32	9	42	25	-277.375	285.286	-0.84331	Normatif

33	18	31	28	-0.42790	0.27533	0.25269	Normatif
34	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
35	22	29	28	0.61470	-0.19331	0.25269	Afektif
36	18	31	28	-0.42790	0.27533	0.25269	Normatif
37	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
38	25	28	21	139.665	-0.42764	-230.465	Afektif
39	19	28	28	-0.16725	-0.42764	0.25269	Kontinuan
40	22	29	28	0.61470	-0.19331	0.25269	Afektif
41	24	24	32	113.600	-136.492	171.403	Kontinuan
42	22	29	28	0.61470	-0.19331	0.25269	Afektif
43	18	31	28	-0.42790	0.27533	0.25269	Normatif
44	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
45	19	28	28	-0.16725	-0.42764	0.25269	Kontinuan
46	24	29	29	113.600	-0.19331	0.61802	Kontinuan
47	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
No.	Total Score Dimensi			Zscore			Kategori
	Afektif	Normatif	Kontinuans	ZAfektif	ZNormatif	Zkontinuan	
48	24	24	32	113.600	-136.492	171.403	Kontinuan
49	19	31	28	-0.16725	0.27533	0.25269	Normatif
50	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
51	25	28	21	139.665	-0.42764	-230.465	Kontinuan
52	9	42	25	-277.375	285.286	-0.84331	Normatif
53	19	31	28	-0.16725	0.27533	0.25269	Normatif
54	18	31	28	-0.42790	0.27533	0.25269	Normatif
55	25	28	21	139.665	-0.42764	-230.465	Afektif
56	9	42	26	-277.375	285.286	-0.47798	Normatif
57	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
58	19	31	28	-0.16725	0.27533	0.25269	Normatif
59	18	31	28	-0.42790	0.27533	0.25269	Normatif
60	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
61	24	24	32	113.600	-136.492	171.403	Kontinuan
62	22	30	29	0.61470	0.04101	0.61802	Kontinuan
63	19	31	28	-0.16725	0.27533	0.25269	Normatif
64	9	42	22	-277.375	285.286	-193.932	Normatif
65	18	31	28	-0.42790	0.27533	0.25269	Normatif
66	21	26	29	0.35405	-0.89628	0.61802	Kontinuan

67	18	31	28	-0.42790	0.27533	0.25269	Normatif
68	19	31	28	-0.16725	0.27533	0.25269	Normatif
69	18	31	28	-0.42790	0.27533	0.25269	Normatif
70	19	31	28	-0.16725	0.27533	0.25269	Normatif
71	25	28	21	139.665	-0.42764	-230.465	Afektif
72	20	29	23	0.09340	-0.19331	-157.398	Afektif
73	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
74	9	42	24	-277.375	285.286	-120.865	Normatif
75	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
76	18	31	28	-0.42790	0.27533	0.25269	Normatif
77	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
78	22	29	28	0.61470	-0.19331	0.25269	Afektif
79	18	31	28	-0.42790	0.27533	0.25269	Normatif
80	19	28	28	-0.16725	-0.42764	0.25269	Kontinuan
81	25	28	21	139.665	-0.42764	-230.465	Afektif
82	19	28	28	-0.16725	-0.42764	0.25269	Kontinuan
83	18	31	28	-0.42790	0.27533	0.25269	Normatif
84	19	31	28	-0.16725	0.27533	0.25269	Normatif
85	25	28	21	139.665	-0.42764	-230.465	Afektif
86	19	31	28	-0.16725	0.27533	0.25269	Normatif
87	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
88	19	28	28	-0.16725	-0.42764	0.25269	Kontinuan
89	19	31	28	-0.16725	0.27533	0.25269	Normatif
90	19	31	28	-0.16725	0.27533	0.25269	Normatif
91	24	24	32	113.600	-136.492	171.403	Kontinuan
92	22	29	28	0.61470	-0.19331	0.25269	Afektif
93	19	31	28	-0.16725	0.27533	0.25269	Normatif
94	19	28	28	-0.16725	-0.42764	0.25269	Kontinuan
95	10	42	27	-251.310	285.286	-0.11264	Normatif
96	19	31	28	-0.16725	0.27533	0.25269	Normatif
97	22	29	28	0.61470	-0.19331	0.25269	Afektif
No.	Total Score Dimensi			Zscore			Kategori
	Afektif	Normatif	Kontinuans	ZAfektif	ZNormatif	Zkontinuan	
98	9	42	25	-277.375	285.286	-0.84331	Normatif
99	25	28	21	139.665	-0.42764	-230.465	Afektif
100	18	31	28	-0.42790	0.27533	0.25269	Normatif

101	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
102	25	28	21	139.665	-0.42764	-230.465	Afektif
103	22	29	28	0.61470	-0.19331	0.25269	Afektif
104	18	31	28	-0.42790	0.27533	0.25269	Normatif
105	22	29	28	0.61470	-0.19331	0.25269	Afektif
106	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
107	18	31	28	-0.42790	0.27533	0.25269	Normatif
108	22	30	29	0.61470	0.04101	0.61802	Kontinuan
109	9	43	20	-277.375	308.718	-266.999	Normatif
110	22	30	29	0.61470	0.04101	0.61802	Kontinuan
111	21	26	29	0.35405	-0.89628	0.61802	Kontinuan
112	22	29	28	0.61470	-0.19331	0.25269	Afektif
113	19	31	28	-0.16725	0.27533	0.25269	Normatif
114	18	31	28	-0.42790	0.27533	0.25269	Normatif
115	19	31	28	-0.16725	0.27533	0.25269	Normatif
116	24	24	32	113.600	-136.492	171.403	Kontinuan
117	18	31	28	-0.42790	0.27533	0.25269	Normatif
118	22	29	28	0.61470	-0.19331	0.25269	Afektif
119	19	28	28	-0.16725	-0.42764	0.25269	Afektif
120	10	42	27	-251.310	285.286	-0.11264	Normatif

Crosstabs Komitmen Karyawan terhadap Program 5S dengan Data Responden

Usia * Komitmen Karyawan Crosstabulation

		Komitmen Karyawan		Total	
		Tinggi	Rendah		
Usia	Dewasa Awal (18-40 Tahun)	Count	38	21	59
		% within Usia	64.4%	35.6%	100.0%
		% within Komitmen	84.4%	67.7%	77.6%
		% of Total	50.0%	27.6%	77.6%
	Dewasa Madya (41-50 Tahun)	Count	7	10	17
		% within Usia	41.2%	58.8%	100.0%
		% within Komitmen	15.6%	32.3%	22.4%
		% of Total	9.2%	13.2%	22.4%
Total		Count	45	31	76
		% within Usia	59.2%	40.8%	100.0%
		% within Komitmen	100.0%	100.0%	100.0%
		% of Total	59.2%	40.8%	100.0%

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.949 ^a	1	.086
Likelihood Ratio	2.907	1	.088
Linear-by-Linear Association	2.910	1	.088
N of Valid Cases	120		

Pendidikan * Komitmen Karyawan terhadap Program 5S

Crosstabulation

			Komitmen Karyawan			Total
			Tinggi	Sedang	Rendah	
Pendidikan	SD	Count	0	1	1	2
		% within Pendidikan	.0%	50.0%	50.0%	100.0%
		% within Organisasi	.0%	2.3%	3.2%	1.7%
		Komitmen				
		% of Total	.0%	.8%	.8%	1.7%
SMP	SMP	Count	2	0	0	2
		% within Pendidikan	100.0%	.0%	.0%	100.0%
		% within Organisasi	4.4%	.0%	.0%	1.7%
		Komitmen				
		% of Total	1.7%	.0%	.0%	1.7%
SMA	SMA	Count	24	27	15	66
		% within Pendidikan	36.4%	40.9%	22.7%	100.0%
		% within Organisasi	53.3%	61.4%	48.4%	55.0%
		Komitmen				
		% of Total	20.0%	22.5%	12.5%	55.0%
D3	D3	Count	4	3	2	9
		% within Pendidikan	44.4%	33.3%	22.2%	100.0%
		% within Organisasi	8.9%	6.8%	6.5%	7.5%
		Komitmen				
		% of Total	3.3%	2.5%	1.7%	7.5%
S1	S1	Count	12	12	13	37
		% within Pendidikan	32.4%	32.4%	35.1%	100.0%
		% within Organisasi	26.7%	27.3%	41.9%	30.8%
		Komitmen				

	% of Total	10.0%	10.0%	10.8%	30.8%
S2	Count	3	1	0	4
	% within Pendidikan	75.0%	25.0%	.0%	100.0%
	% within Organisasi	6.7%	2.3%	.0%	3.3%
	Komitmen				
	% of Total	2.5%	.8%	.0%	3.3%
Total	Count	45	44	31	120
	% within Pendidikan	37.5%	36.7%	25.8%	100.0%
	% within Organisasi	100.0%	100.0%	100.0%	100.0%
	Komitmen				
	% of Total	37.5%	36.7%	25.8%	100.0%

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.769 ^a	10	.461
Likelihood Ratio	11.601	10	.313
Linear-by-Linear Association	.022	1	.881
N of Valid Cases	120		

a. 12 cells (66,7%) have expected count less than 5. The minimum expected count is ,52.

Status Karyawan * Komitmen Karyawan terhadap Program 5S

Crosstabulation

			Komitmen Karyawan			Total
			Tinggi	Sedang	Rendah	
Status Karyawan	Tetap	Count	33	35	23	91
		% within Status Karyawan	36.3%	38.5%	25.3%	100.0%
		% within Komitmen	73.3%	79.5%	74.2%	75.8%
		% of Total	27.5%	29.2%	19.2%	75.8%
	Kontrak	Count	12	9	8	29
		% within Status Karyawan	41.4%	31.0%	27.6%	100.0%
		% within Komitmen	26.7%	20.5%	25.8%	24.2%
		% of Total	10.0%	7.5%	6.7%	24.2%
Total	Count	45	44	31	120	
	% within Status Karyawan	37.5%	36.7%	25.8%	100.0%	
	% within Komitmen	100.0%	100.0%	100.0%	100.0%	
	% of Total	37.5%	36.7%	25.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.530 ^a	2	.767
Likelihood Ratio	.538	2	.764
Linear-by-Linear Association	.028	1	.868
N of Valid Cases	120		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 7,49.

Masa Kerja*Komitmen Karyawan terhadap Program 5S

Crosstab

			Komitmen Karyawan			Total
			Tinggi	Sedang	Rendah	
Masa Kerja	< 5 Tahun	Count	28	28	20	76
		% within Masa Kerja	36.8%	36.8%	26.3%	100.0%
		% within Komitmen	62.2%	63.6%	64.5%	63.3%
		% of Total	23.3%	23.3%	16.7%	63.3%
	5-10 Tahun	Count	16	14	8	38
		% within Masa Kerja	42.1%	36.8%	21.1%	100.0%
		% within Komitmen	35.6%	31.8%	25.8%	31.7%
		% of Total	13.3%	11.7%	6.7%	31.7%
	10-15 Tahun	Count	1	1	3	5
		% within Masa Kerja	20.0%	20.0%	60.0%	100.0%
		% within Komitmen	2.2%	2.3%	9.7%	4.2%
		% of Total	.8%	.8%	2.5%	4.2%
15-20 Tahun	Count	0	1	0	1	
	% within Masa Kerja	.0%	100.0%	.0%	100.0%	
	% within Komitmen	.0%	2.3%	.0%	.8%	
	% of Total	.0%	.8%	.0%	.8%	
Total	Count	45	44	31	120	
	% within Masa Kerja	37.5%	36.7%	25.8%	100.0%	
	% within Komitmen	100.0%	100.0%	100.0%	100.0%	
	% of Total	37.5%	36.7%	25.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.341 ^a	6	.501
Likelihood Ratio	5.175	6	.522
Linear-by-Linear Association	.134	1	.714
N of Valid Cases	120		

a. 6 cells (50,0%) have expected count less than 5. The minimum expected count is ,26.

Jenis Kelamin* Komitmen Karyawan terhadap Program 5S

Crosstab

			Komitmen Karyawan			Total
			Tinggi	Sedang	Rendah	
Jenis Kelamin	Laki-Laki	Count	32	28	24	84
		% within Jenis Kelamin	38.1%	33.3%	28.6%	100.0%
		% within Komitmen	71.1%	63.6%	77.4%	70.0%
		% of Total	26.7%	23.3%	20.0%	70.0%
	Perempuan	Count	13	16	7	36
		% within Jenis Kelamin	36.1%	44.4%	19.4%	100.0%
		% within Komitmen	28.9%	36.4%	22.6%	30.0%
		% of Total	10.8%	13.3%	5.8%	30.0%
Total	Count	45	44	31	120	
	% within Jenis Kelamin	37.5%	36.7%	25.8%	100.0%	
	% within Komitmen	100.0%	100.0%	100.0%	100.0%	
	% of Total	37.5%	36.7%	25.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.688 ^a	2	.430
Likelihood Ratio	1.703	2	.427
Linear-by-Linear Association	.206	1	.650
N of Valid Cases	120		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 9,30.