

Lampiran 1 (Kuisisioner)

DAFTAR PERNYATAAN MENGENAI PENGARUH JIWA WIRAUSAHA TERHADAP PENGEMBANGAN KARIR INDIVIDU PADA DISTRIBUTOR MLM ORIFLAME

Identitas Responden

Nama :

Jenis kelamin :

Usia :

Pendidikan Terakhir :

Lama bergabung dengan Oriflame : tahun bulan

Berilah penilain sesuai dengan apa adanya terhadap pernyataan-pernyataan yang sesuai dengan kepribadian Anda dengan memberikan tanda chek list (√) atau tanda silang (x) pada tabel-tabel yang tersedia.

Pernyataan-pernyataan berikut berkaitan dengan percaya diri, orientasi tugas dan hasil, pengambilan resiko, kepemimpinan, keorisinilan, orientasi masa depan. Berikan opini anda

dengan cara memberi tanda (√) yang dianggap paling tepat dengan menggunakan skala sebagai berikut :

Keterangan Pilihan Jawaban:

Sangat Setuju (SS)	Setuju (S)	Ragu-Ragu (RG)	Tidak Setuju (TS)	Sangat Tidak Setuju (STS)
5	4	3	2	1

A. Pernyataan mengenai Percaya Diri

No	Pernyataan	Jawaban				
		SS	S	RG	TS	STS
1.	Saya selalu memiliki keyakinan akan usaha yang dilakukan.					
2.	Saya mampu menyelesaikan masalah sendiri tanpa selalu menunggu bantuan orang lain.					
3.	Saya memiliki rasa optimis akan keberhasilan dari usaha yang dilakukan.					

B. Pernyataan mengenai Berorientasi pada Tugas dan Hasil

No	Pernyataan	Jawaban				
		SS	S	RG	TS	STS
4.	Saya selalu berusaha untuk melakukan segala sesuatu dengan baik sehingga prestasi yang diharapkan berhasil.					
5.	Saya tidak memandang sesuatu hal dari sudut pandang diri sendiri.					
6.	Saya didalam melakukan segala sesuatu usaha dihitung berdasarkan keuntungan yang diperoleh.					
7.	Saya berpandangan bahwasannya peningkatan karir hanya diperoleh dari kerja keras.					
8.	Saya mempunyai dorongan yang kuat (ambisi) untuk berhasil.					
9.	Saya selalu mempunyai ide-ide baru yang dapat mendorong peningkatan karir.					

C. Pertanyaan mengenai Pengambilan Resiko

No	Pernyataan	Jawaban				
		SS	S	RG	TS	STS
10.	Saya dalam mengambil keputusan selalu memperhitungkan resiko					
11.	Saya siap dengan resiko dari keputusan yang diambil.					
12.	Saya bersedia menghadapi tantangan untuk keberhasilan yang saya inginkan.					

D. Pernyataan mengenai Kepemimpinan

No	Pernyataan	Jawaban				
		SS	S	RG	TS	STS
13.	Saya selalu mampu mempengaruhi orang lain untuk bertindak sesuai dengan yang saya inginkan.					
14.	Saya mudah bergaul /berinteraksi dengan orang lain.					
15.	Saya berusaha untuk menanggapi kritik yang disampaikan orang lain dengan baik.					

E. Pernyataan mengenai keorisinilan

No	Pernyataan	Jawaban				
		SS	S	RG	TS	STS
16.	Saya suka menciptakan sesuatu yang baru untuk usaha yang dilakukan.					

17.	Saya suka mencari informasi dengan membaca, bertanya pada orang yang memiliki banyak pengetahuan dan pengalaman					
18.	Saya memiliki banyak kenalan orang yang berhasil dalam berbagai sektor kehidupan.					

F. Pernyataan mengenai Berorientasi pada Hasil

No	Pernyataan	Jawaban				
		SS	S	RG	TS	STS
19.	Saya berpandangan bahwasannya aktivitas (pekerjaan) yang sekarang dilakukan berguna untuk dikemudian hari.					
20.	Saya mengerti apa yang akan dilakukan untuk mencapai keinginan.					

Untuk pernyataan pengembangan karir dibawah ini berilah penilaian sesuai dengan apa adanya dengan memberikan tanda chek list (√) atau tanda silang (x) pada pilihan (a. b, c, d atau e) yang tersedia dengan skala sebagai berikut :

Pilihan A diberi skor 5

Pilihan D diberi skor 2

Pilihan B diberi skor 4

Pilihan E diberi skor 1

Pilihan C diberi skor 3

G. Pernyataan mengenai Pengembangan Karir

21. Posisi level tertinggi yang sudah saya capai dalam *Oriflame*.

- a. > 5x21%
- b. 21%
- c. 12%- 18%
- d. 3% - 9%
- e. 0 %

22. Kurun waktu dalam mencapai posisi level diatas (dari level sebelumnya yang

pernah dicapai).

- a. < 3 bulan
- b. 4 – 6 bulan
- c. 7 – 9 bulan
- d. 10 – 12 bulan
- e. > 12 bulan

Terimakasih atas kelapangan waktu yang telah Anda berikan dan kejujuran Anda dalam menjawab pernyataan dalam kuesioner ini

Lampiran 2 Entri Coding

No.	x1			to	ra	x2						to	ra	x3			to	ra	x4			to	ra	x5	
Resp	1	2	3	tal	ta	1	2	3	4	5	6	tal	ta	1	2	3	tal	ta	1	2	3	tal	ta	1	2
1	4	4	4	12	4	5	4	3	3	4	4	23	4	5	4	4	13	4	4	4	4	12	4	4	4
2	4	4	5	13	4	4	4	3	4	4	3	22	4	5	3	3	11	4	3	2	4	9	3	3	3
3	4	4	5	13	4	5	5	4	4	5	4	27	5	4	4	3	11	4	4	4	4	12	4	4	3
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Lampiran 3: Validitas

Correlations X1 (Percaya Diri)

		Correlations			
		item1	item2	item3	total
item1	Pearson Correlation	1	.625**	.526**	.839**
	Sig. (2-tailed)		.000	.003	.000
	N	30	30	30	30
item2	Pearson Correlation	.625**	1	.668**	.873**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
item3	Pearson Correlation	.526**	.668**	1	.863**
	Sig. (2-tailed)	.003	.000		.000
	N	30	30	30	30
total	Pearson Correlation	.839**	.873**	.863**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Corelations X2 (Orientasi Tugas dan Hasil)

		Correlations						
		Item4	Item5	Item6	Item7	Item8	Item9	Total
Item4	Pearson Correlation	1	.383*	.106	.114	.302	.313	.561**
	Sig. (2-tailed)		.037	.576	.547	.105	.092	.001
	N	30	30	30	30	30	30	30
Item5	Pearson Correlation	.383*	1	.277	-.192	.464**	.000	.448*
	Sig. (2-tailed)	.037		.138	.310	.010	1.000	.013
	N	30	30	30	30	30	30	30
Item6	Pearson Correlation	.106	.277	1	.293	.304	.425*	.678**

	Sig. (2-tailed)	.576	.138		.117	.102	.019	.000
	N	30	30	30	30	30	30	30
Item7	Pearson Correlation	.114	-.192	.293	1	.170	.470**	.576**
	Sig. (2-tailed)	.547	.310	.117		.369	.009	.001
	N	30	30	30	30	30	30	30
Item8	Pearson Correlation	.302	.464**	.304	.170	1	.413*	.685**
	Sig. (2-tailed)	.105	.010	.102	.369		.023	.000
	N	30	30	30	30	30	30	30
Item9	Pearson Correlation	.313	.000	.425*	.470**	.413*	1	.731**
	Sig. (2-tailed)	.092	1.000	.019	.009	.023		.000
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	.561**	.448*	.678**	.576**	.685**	.731**	1
	Sig. (2-tailed)	.001	.013	.000	.001	.000	.000	
	N	30	30	30	30	30	30	30

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

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

Corellations X3 (Pengambilan Resiko)

Correlations

	Item10	Item11	Item12	total
Item10	1	.228	.078	.597**
		.226	.684	.001
	30	30	30	30
Item11	.228	1	.595**	.842**
	.226		.001	.000
	30	30	30	30
Item12	.078	.595**	1	.752**
	.684	.001		.000
	30	30	30	30
total	.597**	.842**	.752**	1

Sig. (2-tailed)	.001	.000	.000	
N	30	30	30	30

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

Corellations X4 (Kepemimpinan)

		Correlations			
		Item13	Item14	Item15	total
Item13	Pearson Correlation	1	.430*	.339	.801**
	Sig. (2-tailed)		.018	.067	.000
	N	30	30	30	30
Item14	Pearson Correlation	.430*	1	.162	.776**
	Sig. (2-tailed)	.018		.394	.000
	N	30	30	30	30
Item15	Pearson Correlation	.339	.162	1	.619**
	Sig. (2-tailed)	.067	.394		.000
	N	30	30	30	30
Total	Pearson Correlation	.801**	.776**	.619**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

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

Corellations X5 (Orisinil)

		Correlations			
		Item16	Item17	Item18	total
Item16	Pearson Correlation	1	.511**	.373*	.827**
	Sig. (2-tailed)		.004	.043	.000
	N	30	30	30	30
Item17	Pearson Correlation	.511**	1	.251	.739**
	Sig. (2-tailed)	.004		.181	.000

	N	30	30	30	30
Item18	Pearson Correlation	.373*	.251	1	.727**
	Sig. (2-tailed)	.043	.181		.000
	N	30	30	30	30
Total	Pearson Correlation	.827**	.739**	.727**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

Corellations X6 (Oreintasi Masa Depan)

Correlations				
		Item19	Item20	total
Item19	Pearson Correlation	1	.385*	.754**
	Sig. (2-tailed)		.036	.000
	N	30	30	30
Item20	Pearson Correlation	.385*	1	.897**
	Sig. (2-tailed)	.036		.000
	N	30	30	30
Total	Pearson Correlation	.754**	.897**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

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

Corellations Y (Pengembangan Karir)

Correlations				
		Item21	Item22	total
Item21	Pearson Correlation	1	.503**	.866**
	Sig. (2-tailed)		.005	.000
	N	30	30	30
Item22	Pearson Correlation	.503**	1	.868**
	Sig. (2-tailed)	.005		.000

	N	30	30	30
Total	Pearson Correlation	.866**	.868**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Lampiran 5 : *Reliability*

Reliability X1 (Percaya Diri)

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.813	3

Reliability X2 (Orientasi Tugas dan Hasil)

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.665	6

Reliability X3 (Pengambilan Resiko)**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.565	3

Reliability X4 (Kepemimpinan)**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.572	3

Reliability X5 (Orisinil)**Case Processing Summary**

	N	%
Cases Valid	30	100.0
Excluded ^a	0	.0
Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.643	3

Reliability X6 (Orientasi Masa Depan)**Case Processing Summary**

	N	%
Cases Valid	30	100.0
Excluded ^a	0	.0
Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.526	2

Reliability Y (Pengembangan Karir)**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.670	2

Lampiran 5: Frequencies

Frequencies X1 (Percaya Diri)

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	5.7	5.7	5.7
	4	26	37.1	37.1	42.9
	5	40	57.1	57.1	100.0
	Total	70	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	17.1	17.1	17.1
	4	47	67.1	67.1	84.3
	5	11	15.7	15.7	100.0
	Total	70	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	10.0	10.0	10.0
	4	32	45.7	45.7	55.7
	5	31	44.3	44.3	100.0
	Total	70	100.0	100.0	

Frequencies X2 (Orientasi Tugas dan Hasil)

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	2.9	2.9	2.9
	4	24	34.3	34.3	37.1
	5	44	62.9	62.9	100.0
	Total	70	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	24	34.3	34.3	34.3
	5	46	65.7	65.7	100.0
	Total	70	100.0	100.0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.6	8.6	8.6
	4	35	50.0	50.0	58.6
	5	29	41.4	41.4	100.0
	Total	70	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	25	35.7	35.7	38.6
	4	31	44.3	44.3	82.9
	5	12	17.1	17.1	100.0
	Total	70	100.0	100.0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	2.9	2.9	2.9
	4	24	34.3	34.3	37.1
	5	44	62.9	62.9	100.0
	Total	70	100.0	100.0	

x2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	8	11.4	11.4	12.9
	4	46	65.7	65.7	78.6
	5	15	21.4	21.4	100.0
	Total	70	100.0	100.0	

Frequencies X3 (Pengambilan Resiko)

x3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	5.7	5.7	5.7
	4	41	58.6	58.6	64.3
	5	25	35.7	35.7	100.0
	Total	70	100.0	100.0	

x3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	32.9	32.9	32.9
	4	36	51.4	51.4	84.3
	5	11	15.7	15.7	100.0
	Total	70	100.0	100.0	

x3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.3	4.3	4.3
	3	20	28.6	28.6	32.9
	4	38	54.3	54.3	87.1
	5	9	12.9	12.9	100.0
	Total	70	100.0	100.0	

Frequencies X4 (Kepemimpinan)

x4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	3	21	30.0	30.0	31.4
	4	39	55.7	55.7	87.1
	5	9	12.9	12.9	100.0
	Total	70	100.0	100.0	

x4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	9	12.9	12.9	15.7
	4	37	52.9	52.9	68.6
	5	22	31.4	31.4	100.0
	Total	70	100.0	100.0	

x4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	5	7.1	7.1	8.6
	4	45	64.3	64.3	72.9
	5	19	27.1	27.1	100.0
	Total	70	100.0	100.0	

Frequencies X5 (Orisinil)**x5.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	28.6	28.6	28.6
	4	46	65.7	65.7	94.3
	5	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

x5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	20.0	20.0	20.0
	4	39	55.7	55.7	75.7
	5	17	24.3	24.3	100.0
	Total	70	100.0	100.0	

x5.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	30.0	30.0	30.0
	4	36	51.4	51.4	81.4
	5	13	18.6	18.6	100.0
	Total	70	100.0	100.0	

Frequencies X6 (Orientasi Masa Depan)

x6.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	19	27.1	27.1	27.1
	5	51	72.9	72.9	100.0
	Total	70	100.0	100.0	

x6.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	17.1	17.1	17.1
	4	41	58.6	58.6	75.7
	5	17	24.3	24.3	100.0
	Total	70	100.0	100.0	

Frequencies Y (Pengembangan Karir)

y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	15.7	15.7	15.7
	3	30	42.9	42.9	58.6
	4	27	38.6	38.6	97.1
	5	2	2.9	2.9	100.0
	Total	70	100.0	100.0	

y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	11.4	11.4	11.4
	4	48	68.6	68.6	80.0
	5	14	20.0	20.0	100.0
	Total	70	100.0	100.0	

Lampiran 6 : Frekuensi Rata-Rata Variabel

Frequencies

Statistics

		x1	x2	x3	x4	x5	x6	y
N	Valid	70	70	70	70	70	70	70
	Missing	0	0	0	0	0	0	0

Frequencies Table

x1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.9	12.9	12.9
	4	33	47.1	47.1	60.0
	5	28	40.0	40.0	100.0
	Total	70	100.0	100.0	

x2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	46	65.7	65.7	65.7
	5	24	34.3	34.3	100.0
	Total	70	100.0	100.0	

x3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	24.3	24.3	24.3
	4	42	60.0	60.0	84.3
	5	11	15.7	15.7	100.0
	Total	70	100.0	100.0	

x4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	11.4	11.4	11.4
	4	49	70.0	70.0	81.4
	5	13	18.6	18.6	100.0
	Total	70	100.0	100.0	

x5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	21.4	21.4	21.4
	4	44	62.9	62.9	84.3
	5	11	15.7	15.7	100.0
	Total	70	100.0	100.0	

x6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	25	35.7	35.7	35.7
	5	45	64.3	64.3	100.0
	Total	70	100.0	100.0	

y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.6	8.6	8.6
	4	61	87.1	87.1	95.7
	5	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

Lampiran 7 : Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Pengembangan karir	7.3714	.70549	70
Percaya diri	12.8429	1.54766	70
Oreintasi tugas dan hasil	26.0143	2.17024	70
Pengambilan resiko	11.8857	1.46992	70
kepemimpinan	12.0857	1.46201	70
Orisnil	11.7000	1.49734	70
Orientasi masa depan	8.8000	.87807	70

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	6.1014	8.6983	7.3714	.56236	70
Std. Predicted Value	-2.258	2.359	.000	1.000	70
Standard Error of Predicted Value	.078	.205	.138	.031	70
Adjusted Predicted Value	5.9695	8.6568	7.3669	.56422	70
Residual	-.98040	.88862	.00000	.42600	70
Std. Residual	-2.199	1.993	.000	.956	70
Stud. Residual	-2.339	2.146	.005	1.012	70
Deleted Residual	-1.10947	1.03048	.00453	.47870	70
Stud. Deleted Residual	-2.429	2.212	.003	1.027	70
Mahal. Distance	1.142	13.549	5.914	3.005	70
Cook's Distance	.000	.154	.018	.029	70
Centered Leverage Value	.017	.196	.086	.044	70

a. Dependent Variable: pengembangan karir

Correlations

		Pengembangan karir	Percaya diri	Oreinatasi tugas dan hasil	Pengambilan resiko	Kepemimpinan	Orisinil	Orientasi masa depan
Pearson Correlation	Pengembangan karir	1.000	.506	.479	.125	.320	.423	.566
	Percaya diri	.506	1.000	.074	-.237	.128	-.002	.296
	Oreinatasi tugas dan hasil	.479	.074	1.000	.278	-.055	.385	.367
	Pengambilan resiko	.125	-.237	.278	1.000	.052	.083	.049
	Kepemimpinan	.320	.128	-.055	.052	1.000	.052	.205
	Orisin	.423	-.002	.385	.083	.052	1.000	.406
	Orientasi masa depan	.566	.296	.367	.049	.205	.406	1.000
Sig. (1-tailed)	Pengembangan karir	.	.000	.000	.151	.003	.000	.000
	Percaya diri	.000	.	.271	.024	.146	.494	.006
	Oreinatasi tugas dan hasil	.000	.271	.	.010	.325	.001	.001
	Pengambilan resiko	.151	.024	.010	.	.335	.247	.342
	Kepemimpinan	.003	.146	.325	.335	.	.336	.044
	Orisin	.000	.494	.001	.247	.336	.	.000
	Orientasi masa depan	.000	.006	.001	.342	.044	.000	.
N	Pengembangan karir	70	70	70	70	70	70	70
	Percaya diri	70	70	70	70	70	70	70
	Oreinatasi tugas dan hasil	70	70	70	70	70	70	70
	Pengambilan resiko	70	70	70	70	70	70	70
	Kepemimpinan	70	70	70	70	70	70	70
	Orisin	70	70	70	70	70	70	70
	Orientasi masa depan	70	70	70	70	70	70	70

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.797 ^a	.635	.601	.44583	.635	18.297	6	63	.000	2.285

a. Predictors: (Constant), orientasi masa depan, pengambilan resiko, kepemimpinan, percaya diri, orisinil, orientasi masa depan

b. Dependent Variable: pengembangan karir

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.821	6	3.637	18.297	.000 ^a
	Residual	12.522	63	.199		
	Total	34.343	69			

a. Predictors: (Constant), orientasi masa depan, pengambilan resiko, kepemimpinan, percaya diri, orisinil, orientasi masa depan

b. Dependent Variable: pengembangan karir

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1.960	.957		-2.048	.045		
	Percaya diri	.193	.038	.424	5.053	.000	.823	1.216
	Oreinatasi tugas dan hasil	.088	.029	.272	3.027	.004	.716	1.397
	Pengambilan resiko	.053	.040	.111	1.340	.185	.844	1.185
	Kepemimpinan	.107	.038	.222	2.809	.007	.923	1.084
	Orisin	.102	.041	.216	2.467	.016	.755	1.324
	Orientasi masa depan	.162	.074	.202	2.184	.033	.677	1.477

a. Dependent Variable: pengembangan karir

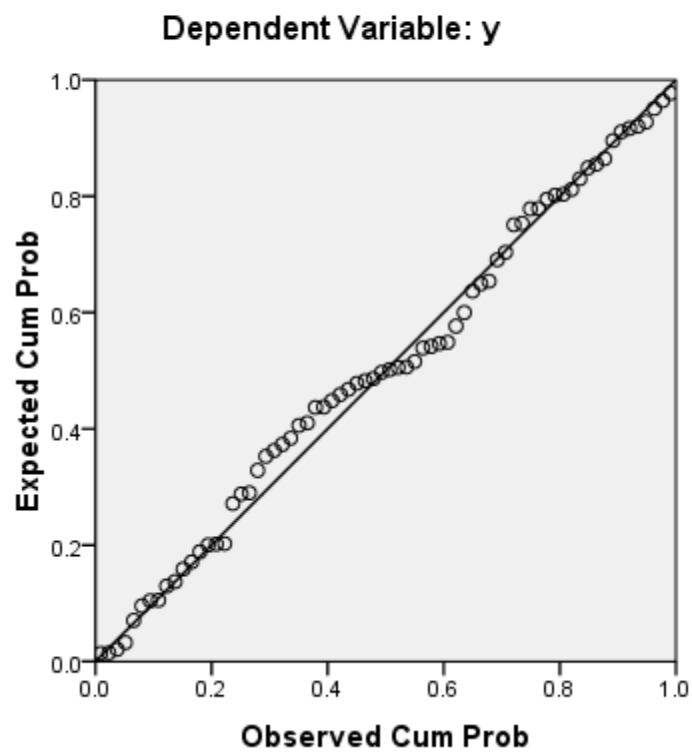
Collinearity Diagnostics^a

Model	Dimensi	Eigenvalue	Condition Index	Variance Proportions						
				(Constant)	Percaya diri	Orientasi tugas dan hasil	Pengambilan resiko	Kepemimpinan	Orisinil	Orientasi masa depan
1	1	6.942	1.000	.00	.00	.00	.00	.00	.00	.00
	2	.019	19.219	.00	.27	.01	.29	.03	.03	.01
	3	.015	21.361	.00	.00	.01	.13	.27	.36	.02
	4	.012	24.359	.00	.23	.02	.11	.52	.16	.00
	5	.006	35.122	.00	.23	.03	.03	.01	.35	.78
	6	.005	39.069	.06	.12	.60	.37	.02	.09	.19
	7	.002	52.899	.93	.15	.34	.07	.16	.01	.01

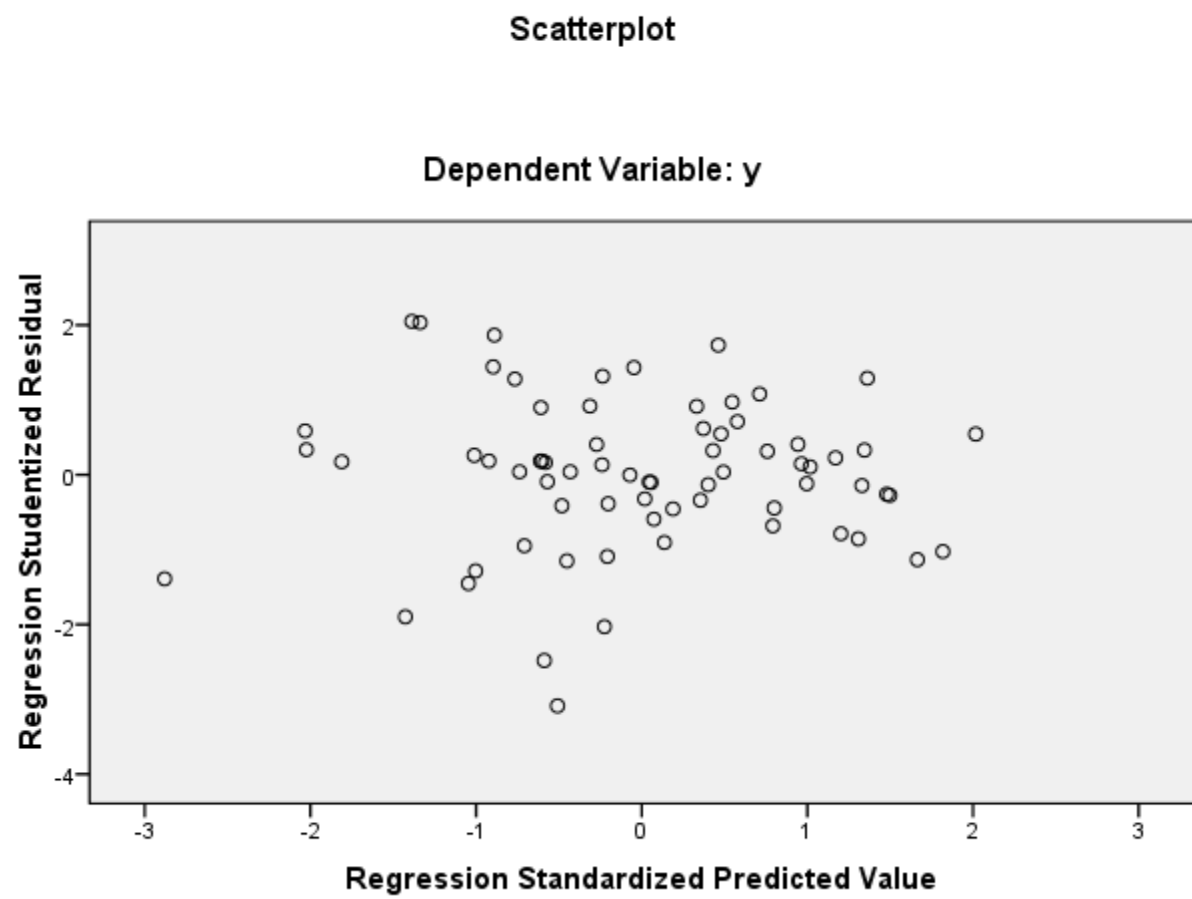
a. Dependent Variable:
pengembangan karir

Lampiran 8 : Normalitas

Normal P-P Plot of Regression Standardized Residual



Lampiran 9 : Heterokedastisitas



Lampiran 10 : Tabel Harga Kritis dari r Product Moment

n	Selang Kepercayaan		n	Selang Kepercayaan		n	Selang Kepercayaan	
	95%	99%		95%	99%		95%	99%
3	0,997	1,000	51	0,276	0,358	99	0,198	0,258
4	0,950	0,990	52	0,273	0,354	100	0,197	0,256
5	0,878	0,959	53	0,271	0,351	101	0,196	0,255
6	0,811	0,917	54	0,268	0,348	102	0,195	0,254
7	0,754	0,875	55	0,266	0,345	103	0,194	0,253
8	0,707	0,834	56	0,263	0,341	104	0,193	0,252
9	0,666	0,798	57	0,261	0,339	105	0,192	0,250
10	0,632	0,765	58	0,259	0,336	106	0,191	0,249
11	0,602	0,735	59	0,256	0,333	107	0,190	0,248
12	0,576	0,708	60	0,254	0,330	108	0,189	0,247
13	0,553	0,684	61	0,252	0,327	109	0,188	0,246
14	0,532	0,661	62	0,250	0,325	110	0,187	0,245
15	0,514	0,641	63	0,248	0,322	111	0,187	0,244
16	0,497	0,623	64	0,246	0,320	112	0,186	0,242
17	0,482	0,606	65	0,244	0,317	113	0,185	0,241
18	0,468	0,590	66	0,242	0,315	114	0,184	0,240
19	0,456	0,575	67	0,240	0,313	115	0,183	0,239
20	0,444	0,561	68	0,239	0,310	116	0,182	0,238
21	0,433	0,549	69	0,237	0,308	117	0,182	0,237
22	0,423	0,537	70	0,235	0,306	118	0,181	0,236
23	0,413	0,526	71	0,234	0,304	119	0,180	0,235
24	0,404	0,515	72	0,232	0,302	120	0,179	0,234
25	0,396	0,505	73	0,230	0,300	121	0,179	0,233
26	0,388	0,496	74	0,229	0,298	122	0,178	0,232
27	0,381	0,487	75	0,227	0,296	123	0,177	0,231
28	0,374	0,479	76	0,226	0,294	124	0,176	0,231
29	0,367	0,471	77	0,224	0,292	125	0,176	0,230
30	0,361	0,463	78	0,223	0,290	126	0,175	0,229
31	0,355	0,456	79	0,221	0,288	127	0,174	0,228
32	0,349	0,449	80	0,220	0,286	128	0,174	0,227
33	0,344	0,442	81	0,219	0,285	129	0,173	0,226
34	0,339	0,436	82	0,217	0,283	130	0,172	0,225
35	0,334	0,430	83	0,216	0,281	131	0,172	0,224
36	0,329	0,424	84	0,215	0,280	132	0,171	0,223
37	0,325	0,418	85	0,213	0,278	133	0,170	0,223
38	0,320	0,413	86	0,212	0,276	134	0,170	0,222
39	0,316	0,408	87	0,211	0,275	135	0,169	0,221
40	0,312	0,403	88	0,210	0,273	136	0,168	0,220
41	0,308	0,398	89	0,208	0,272	137	0,168	0,219
42	0,304	0,393	90	0,207	0,270	138	0,167	0,219
43	0,301	0,389	91	0,206	0,269	139	0,167	0,218
44	0,297	0,384	92	0,205	0,267	140	0,166	0,217
45	0,294	0,380	93	0,204	0,266	141	0,165	0,216
46	0,291	0,376	94	0,203	0,264	142	0,165	0,216
47	0,288	0,372	95	0,202	0,263	143	0,164	0,215
48	0,285	0,368	96	0,201	0,262	144	0,164	0,214
49	0,282	0,365	97	0,200	0,260	145	0,163	0,213
50	0,279	0,361	98	0,199	0,259	146	0,163	0,213

Lampiran 11 : Tabel Harga Kritis Distribusi F pada $\alpha = 0,05$ (5%)

dk penyebut (df2)	dk pembilang (df1)					
	1	2	3	4	5	6
1	161,448	199,500	215,707	224,583	230,162	233,986
2	18,513	19,000	19,164	19,247	19,296	19,330
3	10,128	9,552	9,277	9,117	9,013	8,941
4	7,709	6,944	6,591	6,388	6,256	6,163
5	6,608	5,786	5,409	5,192	5,050	4,950
6	5,987	5,143	4,757	4,534	4,387	4,284
7	5,591	4,737	4,347	4,120	3,972	3,866
8	5,318	4,459	4,066	3,838	3,687	3,581
9	5,117	4,256	3,863	3,633	3,482	3,374
10	4,965	4,103	3,708	3,478	3,326	3,217
11	4,844	3,982	3,587	3,357	3,204	3,095
12	4,747	3,885	3,490	3,259	3,106	2,996
13	4,667	3,806	3,411	3,179	3,025	2,915
14	4,600	3,739	3,344	3,112	2,958	2,848
15	4,543	3,682	3,287	3,056	2,901	2,790
16	4,494	3,634	3,239	3,007	2,852	2,741
17	4,451	3,592	3,197	2,965	2,810	2,699
18	4,414	3,555	3,160	2,928	2,773	2,661
19	4,381	3,522	3,127	2,895	2,740	2,628
20	4,351	3,493	3,098	2,866	2,711	2,599
21	4,325	3,467	3,072	2,840	2,685	2,573
22	4,301	3,443	3,049	2,817	2,661	2,549
23	4,279	3,422	3,028	2,796	2,640	2,528
24	4,260	3,403	3,009	2,776	2,621	2,508
25	4,242	3,385	2,991	2,759	2,603	2,490
26	4,225	3,369	2,975	2,743	2,587	2,474
27	4,210	3,354	2,960	2,728	2,572	2,459
28	4,196	3,340	2,947	2,714	2,558	2,445
29	4,183	3,328	2,934	2,701	2,545	2,432
30	4,171	3,316	2,922	2,690	2,534	2,421
31	4,160	3,305	2,911	2,679	2,523	2,409
32	4,149	3,295	2,901	2,668	2,512	2,399
33	4,139	3,285	2,892	2,659	2,503	2,389
34	4,130	3,276	2,883	2,650	2,494	2,380
35	4,121	3,267	2,874	2,641	2,485	2,372
36	4,113	3,259	2,866	2,634	2,477	2,364
37	4,105	3,252	2,859	2,626	2,470	2,356
38	4,098	3,245	2,852	2,619	2,463	2,349
39	4,091	3,238	2,845	2,612	2,456	2,342
40	4,085	3,232	2,839	2,606	2,449	2,336
50	4,034	3,183	2,790	2,557	2,400	2,286

60	4,001	3,150	2,758	2,525	2,368	2,254
64	3,991	3,140	2,748	2,515	2.358	2,244
70	3,978	3,128	2,736	2,503	2,346	2,231
76	3,967	3,117	2,725	2,492	2,335	2,220
80	3,960	3,111	2,719	2,486	2,329	2,214
90	3,947	3,098	2,706	2,473	2,316	2,201
97	3,939	3,090	2,698	2,465	2,308	2,194
100	3,936	3,087	2,696	2,463	2,305	2,191
110	3,927	3,079	2,687	2,454	2,297	2,182
120	3,920	3,072	2,680	2,447	2,290	2,175

Lampiran 12 : Tabel Harga Kritis distribusi t

df	Taraf Nyata (α)		df	Taraf Nyata (α)		df	Taraf Nyata (α)	
	5%	1%		5%	1%		5%	1%
1	12,706	63,657	49	2,010	2,680	97	1,985	2,627
2	4,303	9,925	50	2,009	2,678	98	1,984	2,627
3	3,182	5,841	51	2,008	2,676	99	1,984	2,626
4	2,776	4,604	52	2,007	2,674	100	1,984	2,626
5	2,571	4,032	53	2,006	2,672	101	1,984	2,625
6	2,447	3,707	54	2,005	2,670	102	1,983	2,625
7	2,365	3,499	55	2,004	2,668	103	1,983	2,624
8	2,306	3,355	56	2,003	2,667	104	1,983	2,624
9	2,262	3,250	57	2,002	2,665	105	1,983	2,623
10	2,228	3,169	58	2,002	2,663	106	1,983	2,623
11	2,201	3,106	59	2,001	2,662	107	1,982	2,623
12	2,179	3,055	60	2,000	2,660	108	1,982	2,622
13	2,160	3,012	61	2,000	2,659	109	1,982	2,622
14	2,145	2,977	62	1,999	2,657	110	1,982	2,621
15	2,131	2,947	63	1,998	2,656	111	1,982	2,621
16	2,120	2,921	64	1,998	2,655	112	1,981	2,620
17	2,110	2,898	65	1,997	2,654	113	1,981	2,620
18	2,101	2,878	66	1,997	2,652	114	1,981	2,620
19	2,093	2,861	67	1,996	2,651	115	1,981	2,619
20	2,086	2,845	68	1,995	2,650	116	1,981	2,619
21	2,080	2,831	69	1,995	2,649	117	1,980	2,619
22	2,074	2,819	70	1,994	2,648	118	1,980	2,618
23	2,069	2,807	71	1,994	2,647	119	1,980	2,618
24	2,064	2,797	72	1,993	2,646	120	1,980	2,617
25	2,060	2,787	73	1,993	2,645	121	1,980	2,617
26	2,056	2,779	74	1,993	2,644	122	1,980	2,617
27	2,052	2,771	75	1,992	2,643	123	1,979	2,616
28	2,048	2,763	76	1,992	2,642	124	1,979	2,616
29	2,045	2,756	77	1,991	2,641	125	1,979	2,616
30	2,042	2,750	78	1,991	2,640	126	1,979	2,615
31	2,040	2,744	79	1,990	2,640	127	1,979	2,615
32	2,037	2,738	80	1,990	2,639	128	1,979	2,615
33	2,035	2,733	81	1,990	2,638	129	1,979	2,614
34	2,032	2,728	82	1,989	2,637	130	1,978	2,614
35	2,030	2,724	83	1,989	2,636	131	1,978	2,614
36	2,028	2,719	84	1,989	2,636	132	1,978	2,614
37	2,026	2,715	85	1,988	2,635	133	1,978	2,613
38	2,024	2,712	86	1,988	2,634	134	1,978	2,613
39	2,023	2,708	87	1,988	2,634	135	1,978	2,613
40	2,021	2,704	88	1,987	2,633	136	1,978	2,612
41	2,020	2,701	89	1,987	2,632	137	1,977	2,612
42	2,018	2,698	90	1,987	2,632	138	1,977	2,612
43	2,017	2,695	91	1,986	2,631	139	1,977	2,612
44	2,015	2,692	92	1,986	2,630	140	1,977	2,611
45	2,014	2,690	93	1,986	2,630	141	1,977	2,611
46	2,013	2,687	94	1,986	2,629	142	1,977	2,611
47	2,012	2,685	95	1,985	2,629	143	1,977	2,611
48	2,011	2,682	96	1,985	2,628	144	1,977	2,610

CURICULUM VITAE

	Name	Ayu Ambarini
	Place/date of Birth	B.Lampung / 01 Agust 1988
	Gender	Female
	Religion	Islam
	Address	Jl.Imam Bonjol Gg.Sosial No. 9 Gedong Air B.lampung
	Contact Number	0856-588-01-876
	E-mail	ayu_arini88@yahoo.co.id

EDUCATIONAL BACKGROUND

Time	Institution	Institution Type	Description
2006-2010	Lampung University	Public University	Major : Business Administration GPA : 3,4 (Max 4) Final Assignment Quantitative Research Title: " THE INFLUENCE OF ENTREPRENEUR SPIRIT TO INDIVIDUAL CAREER DEVELOPMENT (Study on Multi Level Marketing of Oriflame Distributor in Bandar Lampung)
2003-2006	SMA N 1 B. Lampung	Public Junior High School	
2000-2003	SMP N 25 B. Lampung	Public Junior High School	
1994-2000	SD Kartika II-6 B.Lampung	Public Elementary School	