

**PENGARUH PELAKSANAAN PROGRAM KESEJAHTERAAN  
TERHADAP SEMANGAT KERJA KARYAWAN  
PADA PT WAHANA PASIR SAKTI  
CABANG LAMPUNG**

(Skripsi)

Oleh

**AYU SILVIA USMAN**



**FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS LAMPUNG  
BANDARLAMPUNG  
2012**

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TERHADAP SEMANGAT KERJA KARYAWAN  
PADA PT WAHANA PASIR SAKTI  
CABANG LAMPUNG**

**Oleh**

**AYU SILVIA USMAN**

**Skripsi**

**Sebagai Salah Satu Syarat untuk Mencapai Gelar  
SARJANA EKONOMI**

**Pada**

**Jurusan Manajemen  
Fakultas Ekonomi dan Bisnis Universitas Lampung**



**FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS LAMPUNG  
BANDARLAMPUNG  
20122w2q**

## DAFTAR PERTANYAAN

### **Pengaruh Pelaksanaan Program Kesejahteraan Terhadap Semangat Kerja Karyawan Pada PT Wahana Pasir Sakti cabang Lampung**

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Bandar Lampung, ..... 2012

Kepada Yth. Bapak/ Ibu/ Saudara

Di

Tempat

Dengan Hormat,

Sehubungan dengan pengerjaan skripsi sebagai salah satu syarat untuk mendapatkan gelar Sarjana Ekonomi pada Fakultas Ekonomi Universitas Lampung, tanpa bermaksud mengganggu aktivitas dan kenyamanan bapak/ ibu/ saudara, saya mohon kesediaannya untuk mengisi daftar pertanyaan yang diberikan sebagai bahan lampiran skripsi saya.

Atas bantuan dan kesediaan waktu yang bapak/ ibu/ saudara berikan, saya ucapkan terima kasih.

Hormat saya,

Ayu Silvia Usman  
NPM 0851011016

**PETUNJUK PENGISIAN :**

1. Mohon diisi pertanyaan-pertanyaan di bawah ini dengan benar.
2. Berilah tanda (√) pada jawaban yang sesuai dengan pendapat anda.

**IDENTITAS RESPONDEN** (Tidak perlu menyebutkan nama)

Usia : Tahun

Jenis kelamin : ☐ Pria ☐ Wanita

Status Perkawinan : ☐ Belum menikah ☐ Menikah

Masa Kerja : ☐ < 1 tahun ☐ 1 – 6 tahun ☐ > 6 tahun

Jabatan :

**KETERANGAN :**

**SS** : untuk jawaban **Sangat Setuju**

**S** : untuk jawaban **Setuju**

**N** : untuk jawaban **Netral**

**TS** : untuk jawaban **Tidak Setuju**

**STS** : untuk jawaban **Sangat Tidak Setuju**

**A. PELAKSANAAN PROGRAM KESEJAHTERAAN (X)**

| No | Pernyataan                                                                                              | Alternatif Jawaban |   |   |    |     |
|----|---------------------------------------------------------------------------------------------------------|--------------------|---|---|----|-----|
|    |                                                                                                         | SS                 | S | N | TS | STS |
|    | <b>Faktor Ekonomis</b>                                                                                  |                    |   |   |    |     |
| 1  | Uang transport yang diberikan perusahaan membantu meringankan saya                                      |                    |   |   |    |     |
| 2  | Saya mendapat tunjangan hari raya (THR)                                                                 |                    |   |   |    |     |
| 3  | Uang pengobatan yang diberikan perusahaan membantu meringankan beban saya.                              |                    |   |   |    |     |
| 4  | Saya mendapat santunan duka.                                                                            |                    |   |   |    |     |
|    | <b>Pemberian Fasilitas</b>                                                                              |                    |   |   |    |     |
| 5  | Perusahaan menyediakan fasilitas untuk ibadah                                                           |                    |   |   |    |     |
| 6  | Banyak macam variasi makanan yang disediakan oleh kantin                                                |                    |   |   |    |     |
| 7  | Koperasi di perusahaan memudahkan saya dalam memenuhi kebutuhan sehari-hari dan melakukan simpan pinjam |                    |   |   |    |     |
| 8  | Perusahaan memberikan cuti tahunan                                                                      |                    |   |   |    |     |
|    | <b>Pelayanan</b>                                                                                        |                    |   |   |    |     |
| 9  | Perusahaan menyediakan pelayanan tenaga medis yang baik                                                 |                    |   |   |    |     |
| 10 | Perusahaan memberikan asuransi jamsostek                                                                |                    |   |   |    |     |
| 11 | Perusahaan membantu dalam membeli rumah                                                                 |                    |   |   |    |     |
| 12 | Saya merasa aman dengan adanya bantuan hukum dari perusahaan                                            |                    |   |   |    |     |

## B. SEMANGAT KERJA KARYAWAN (Y)

| No | Pernyataan                                                                                        | Alternatif Jawaban |   |   |    |     |
|----|---------------------------------------------------------------------------------------------------|--------------------|---|---|----|-----|
|    |                                                                                                   | SP                 | P | N | TP | STP |
|    | <b>Faktor Produktivitas</b>                                                                       |                    |   |   |    |     |
| 1  | Saya selalu memikirkan cara agar hasil kerja saya menjadi lebih baik                              |                    |   |   |    |     |
| 2  | Saya merasa puas dan semangat bila tugas saya selesai pada waktunya                               |                    |   |   |    |     |
|    | <b>Tingkat Absensi</b>                                                                            |                    |   |   |    |     |
| 3  | Saya selalu menaati jam masuk kantor dan jam pulang kantor                                        |                    |   |   |    |     |
| 4  | Saya selalu bersemangat datang ke tempat bekerja                                                  |                    |   |   |    |     |
| 5  | Saya pernah tidak masuk kantor tanpa alasan .                                                     |                    |   |   |    |     |
|    | <b>Tingkat Perputaran</b>                                                                         |                    |   |   |    |     |
| 6  | Tidak pernah terlintas di pikiran saya untuk pindah ke tempat kerja lain                          |                    |   |   |    |     |
| 7  | Di tempat saya bekerja tingkat perputarannya cukup besar                                          |                    |   |   |    |     |
|    | <b>Tuntutan</b>                                                                                   |                    |   |   |    |     |
| 8  | Saya mampu menyelesaikan pekerjaan sesuai dengan rencana perusahaan                               |                    |   |   |    |     |
| 9  | Waktu yang diberikan oleh perusahaan cukup untuk dapat menyelesaikan pekerjaan                    |                    |   |   |    |     |
| 10 | Saya melakukan pekerjaan dengan baik sesuai dengan kemampuan saya                                 |                    |   |   |    |     |
|    | <b>Pemogokan</b>                                                                                  |                    |   |   |    |     |
| 11 | Setiap masalah di tempat kerja selalu di selesaikan dengan cara kekeluargaan                      |                    |   |   |    |     |
| 12 | Sering terjadi aksi demonstrasi apabila permasalahan tidak dapat diselesaikan secara kekeluargaan |                    |   |   |    |     |
| 13 | Saya ikut demonstrasi atas keinginan saya sendiri karena setuju dengan tujuan demonstrasi         |                    |   |   |    |     |

Terima kasih atas kerjasamanya dalam pengisian kuesioner penelitian ini

## Lampiran 2 Display Data

### 1. Pelaksanaan Program Kesejahteraan

| No<br>Resp | PROG KESEJAHTERAAN |   |   |   |     |           |   |   |   |     |           |    |    |    |     | Jml |
|------------|--------------------|---|---|---|-----|-----------|---|---|---|-----|-----------|----|----|----|-----|-----|
|            | Ekonomis           |   |   |   |     | Fasilitas |   |   |   |     | Pelayanan |    |    |    |     |     |
|            | 1                  | 2 | 3 | 4 | PK1 | 5         | 6 | 7 | 8 | PK2 | 9         | 10 | 11 | 12 | PK3 |     |
| 1          | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 5 | 17  | 2         | 2  | 2  | 4  | 10  | 43  |
| 2          | 4                  | 3 | 3 | 3 | 13  | 3         | 4 | 4 | 4 | 15  | 4         | 4  | 4  | 3  | 15  | 43  |
| 3          | 2                  | 4 | 4 | 4 | 14  | 4         | 4 | 4 | 4 | 16  | 4         | 1  | 1  | 1  | 7   | 37  |
| 4          | 4                  | 4 | 3 | 3 | 14  | 4         | 4 | 4 | 4 | 16  | 4         | 4  | 4  | 4  | 16  | 46  |
| 5          | 4                  | 3 | 3 | 3 | 13  | 3         | 4 | 4 | 4 | 15  | 1         | 2  | 1  | 3  | 7   | 35  |
| 6          | 2                  | 4 | 4 | 4 | 14  | 4         | 4 | 4 | 4 | 16  | 2         | 2  | 2  | 4  | 10  | 40  |
| 7          | 5                  | 4 | 4 | 4 | 17  | 4         | 5 | 5 | 5 | 19  | 5         | 5  | 5  | 4  | 19  | 55  |
| 8          | 4                  | 4 | 3 | 4 | 15  | 4         | 2 | 2 | 4 | 12  | 1         | 4  | 4  | 4  | 13  | 40  |
| 9          | 4                  | 3 | 3 | 3 | 13  | 3         | 4 | 4 | 4 | 15  | 4         | 4  | 4  | 3  | 15  | 43  |
| 10         | 4                  | 4 | 4 | 4 | 16  | 4         | 1 | 2 | 4 | 11  | 4         | 4  | 4  | 4  | 16  | 43  |
| 11         | 4                  | 3 | 3 | 3 | 13  | 3         | 3 | 3 | 3 | 12  | 3         | 3  | 3  | 1  | 10  | 35  |
| 12         | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 4 | 16  | 4         | 4  | 4  | 4  | 16  | 48  |
| 13         | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 4 | 16  | 4         | 5  | 5  | 4  | 18  | 50  |
| 14         | 5                  | 5 | 5 | 5 | 20  | 3         | 5 | 5 | 5 | 18  | 5         | 5  | 5  | 5  | 20  | 58  |
| 15         | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 4 | 16  | 4         | 4  | 4  | 4  | 16  | 48  |
| 16         | 2                  | 2 | 2 | 2 | 8   | 2         | 2 | 2 | 4 | 10  | 2         | 2  | 2  | 2  | 8   | 26  |
| 17         | 4                  | 4 | 4 | 4 | 16  | 4         | 5 | 5 | 5 | 19  | 4         | 4  | 4  | 4  | 16  | 51  |
| 18         | 3                  | 3 | 3 | 3 | 12  | 3         | 3 | 3 | 4 | 13  | 3         | 3  | 3  | 1  | 10  | 35  |
| 19         | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 4 | 16  | 2         | 2  | 2  | 1  | 7   | 39  |
| 20         | 4                  | 4 | 4 | 4 | 16  | 4         | 1 | 1 | 3 | 9   | 4         | 4  | 4  | 1  | 13  | 38  |
| 21         | 3                  | 3 | 3 | 3 | 12  | 3         | 4 | 4 | 5 | 16  | 3         | 3  | 3  | 3  | 12  | 40  |
| 22         | 1                  | 1 | 2 | 2 | 6   | 1         | 3 | 3 | 4 | 11  | 4         | 4  | 4  | 4  | 16  | 33  |
| 23         | 3                  | 3 | 3 | 3 | 12  | 3         | 2 | 2 | 3 | 10  | 3         | 1  | 1  | 3  | 8   | 30  |
| 24         | 3                  | 3 | 3 | 3 | 12  | 3         | 2 | 2 | 4 | 11  | 3         | 3  | 3  | 3  | 12  | 35  |
| 25         | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 4 | 16  | 4         | 4  | 4  | 3  | 15  | 47  |
| 26         | 5                  | 2 | 2 | 1 | 10  | 2         | 2 | 2 | 5 | 11  | 5         | 4  | 4  | 4  | 17  | 38  |
| 27         | 1                  | 1 | 2 | 2 | 6   | 1         | 2 | 2 | 4 | 9   | 4         | 3  | 3  | 3  | 13  | 28  |
| 28         | 3                  | 3 | 2 | 2 | 10  | 3         | 2 | 2 | 4 | 11  | 4         | 2  | 2  | 1  | 9   | 30  |
| 29         | 4                  | 2 | 5 | 5 | 16  | 2         | 2 | 2 | 5 | 11  | 4         | 3  | 4  | 2  | 13  | 40  |
| 30         | 1                  | 2 | 5 | 5 | 13  | 2         | 4 | 3 | 4 | 13  | 4         | 4  | 4  | 1  | 13  | 39  |
| 31         | 3                  | 3 | 2 | 2 | 10  | 4         | 3 | 2 | 4 | 13  | 5         | 4  | 1  | 4  | 14  | 37  |
| 32         | 2                  | 3 | 4 | 3 | 12  | 4         | 3 | 2 | 5 | 14  | 4         | 4  | 5  | 4  | 17  | 43  |
| 33         | 4                  | 2 | 5 | 3 | 14  | 1         | 3 | 1 | 4 | 9   | 5         | 5  | 4  | 4  | 18  | 41  |
| 34         | 2                  | 4 | 5 | 4 | 15  | 5         | 2 | 1 | 4 | 12  | 5         | 5  | 4  | 5  | 19  | 46  |
| 35         | 2                  | 3 | 4 | 3 | 12  | 4         | 3 | 3 | 4 | 14  | 5         | 5  | 5  | 4  | 19  | 45  |
| 36         | 3                  | 4 | 4 | 3 | 14  | 3         | 1 | 4 | 4 | 12  | 5         | 4  | 4  | 3  | 16  | 42  |
| 37         | 1                  | 1 | 3 | 2 | 7   | 2         | 2 | 1 | 4 | 9   | 4         | 5  | 4  | 4  | 17  | 33  |
| 38         | 4                  | 3 | 4 | 4 | 15  | 1         | 3 | 1 | 4 | 9   | 4         | 4  | 5  | 3  | 16  | 40  |
| 39         | 3                  | 2 | 5 | 5 | 15  | 5         | 4 | 4 | 3 | 16  | 4         | 4  | 5  | 5  | 18  | 49  |
| 40         | 3                  | 1 | 3 | 1 | 8   | 5         | 4 | 4 | 4 | 17  | 2         | 3  | 2  | 2  | 9   | 34  |
| 41         | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 4 | 16  | 5         | 4  | 5  | 4  | 18  | 50  |
| 42         | 3                  | 3 | 2 | 2 | 10  | 2         | 2 | 1 | 5 | 10  | 5         | 5  | 5  | 5  | 20  | 40  |
| 43         | 4                  | 2 | 2 | 2 | 10  | 4         | 4 | 4 | 4 | 16  | 4         | 4  | 4  | 4  | 16  | 42  |
| 44         | 2                  | 1 | 3 | 2 | 8   | 3         | 3 | 3 | 2 | 11  | 2         | 2  | 2  | 2  | 8   | 27  |
| 45         | 3                  | 3 | 2 | 1 | 9   | 2         | 2 | 1 | 4 | 9   | 4         | 4  | 4  | 4  | 16  | 34  |
| 46         | 4                  | 2 | 2 | 2 | 10  | 5         | 4 | 4 | 3 | 16  | 3         | 3  | 3  | 3  | 12  | 38  |
| 47         | 4                  | 4 | 3 | 5 | 16  | 5         | 5 | 5 | 4 | 19  | 4         | 4  | 4  | 1  | 13  | 48  |
| 48         | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 5 | 17  | 4         | 5  | 4  | 4  | 17  | 50  |
| 49         | 3                  | 1 | 3 | 1 | 8   | 4         | 2 | 1 | 3 | 10  | 3         | 5  | 3  | 3  | 14  | 32  |
| 50         | 4                  | 4 | 3 | 4 | 15  | 5         | 4 | 4 | 5 | 18  | 5         | 3  | 5  | 4  | 17  | 50  |
| 51         | 3                  | 5 | 4 | 4 | 16  | 1         | 1 | 1 | 3 | 6   | 4         | 3  | 3  | 3  | 13  | 35  |
| 52         | 4                  | 4 | 4 | 4 | 16  | 4         | 4 | 4 | 3 | 15  | 3         | 4  | 3  | 3  | 13  | 44  |
| 53         | 1                  | 1 | 3 | 2 | 7   | 4         | 1 | 1 | 4 | 10  | 4         | 4  | 4  | 3  | 15  | 32  |
| 54         | 5                  | 4 | 5 | 5 | 19  | 5         | 3 | 3 | 5 | 16  | 5         | 5  | 4  | 4  | 18  | 53  |

|     |     |     |     |     |    |     |     |     |     |    |     |     |     |     |    |      |
|-----|-----|-----|-----|-----|----|-----|-----|-----|-----|----|-----|-----|-----|-----|----|------|
| 55  | 1   | 1   | 3   | 2   | 7  | 1   | 1   | 4   | 1   | 7  | 1   | 3   | 2   | 3   | 9  | 23   |
| 56  | 1   | 1   | 3   | 2   | 7  | 3   | 3   | 1   | 3   | 10 | 3   | 2   | 2   | 1   | 8  | 25   |
| 57  | 4   | 4   | 3   | 2   | 13 | 4   | 2   | 1   | 4   | 11 | 2   | 5   | 5   | 2   | 14 | 38   |
| 58  | 1   | 1   | 3   | 2   | 7  | 1   | 1   | 4   | 1   | 7  | 2   | 5   | 5   | 1   | 13 | 27   |
| 59  | 4   | 4   | 4   | 5   | 17 | 2   | 5   | 4   | 4   | 15 | 3   | 5   | 5   | 5   | 18 | 50   |
| 60  | 4   | 4   | 4   | 3   | 15 | 3   | 2   | 3   | 4   | 12 | 2   | 2   | 2   | 5   | 11 | 38   |
| 61  | 3   | 3   | 3   | 2   | 11 | 2   | 2   | 4   | 4   | 12 | 4   | 3   | 5   | 5   | 17 | 40   |
| 62  | 3   | 1   | 3   | 1   | 8  | 2   | 2   | 2   | 2   | 8  | 2   | 4   | 1   | 3   | 10 | 26   |
| 63  | 3   | 3   | 2   | 5   | 13 | 4   | 5   | 2   | 3   | 14 | 5   | 3   | 4   | 4   | 16 | 43   |
| 64  | 3   | 3   | 3   | 3   | 12 | 2   | 2   | 1   | 4   | 9  | 4   | 3   | 4   | 5   | 16 | 37   |
| 65  | 4   | 4   | 5   | 5   | 18 | 2   | 5   | 4   | 5   | 16 | 5   | 4   | 4   | 2   | 15 | 49   |
| 66  | 1   | 4   | 3   | 4   | 12 | 2   | 1   | 1   | 4   | 8  | 4   | 4   | 4   | 4   | 16 | 36   |
| 67  | 5   | 1   | 3   | 5   | 14 | 1   | 3   | 1   | 4   | 9  | 4   | 4   | 4   | 4   | 16 | 39   |
| 68  | 2   | 4   | 5   | 3   | 14 | 4   | 4   | 4   | 5   | 17 | 3   | 4   | 5   | 5   | 17 | 48   |
| 69  | 4   | 4   | 5   | 4   | 17 | 3   | 3   | 1   | 5   | 12 | 4   | 5   | 5   | 4   | 18 | 47   |
| 70  | 4   | 3   | 4   | 4   | 15 | 4   | 4   | 3   | 4   | 15 | 5   | 4   | 5   | 5   | 19 | 49   |
| 71  | 4   | 4   | 4   | 2   | 14 | 3   | 3   | 1   | 4   | 11 | 4   | 1   | 2   | 5   | 12 | 37   |
| 72  | 4   | 4   | 4   | 2   | 14 | 3   | 3   | 1   | 5   | 12 | 4   | 5   | 4   | 5   | 18 | 44   |
| 73  | 4   | 3   | 4   | 3   | 14 | 4   | 4   | 2   | 4   | 14 | 3   | 4   | 4   | 5   | 16 | 44   |
| 74  | 4   | 4   | 4   | 2   | 14 | 5   | 5   | 4   | 4   | 18 | 4   | 3   | 4   | 4   | 15 | 47   |
| 75  | 5   | 4   | 3   | 4   | 16 | 4   | 4   | 2   | 5   | 15 | 4   | 4   | 4   | 4   | 16 | 47   |
| 76  | 1   | 4   | 4   | 4   | 13 | 2   | 2   | 2   | 1   | 7  | 4   | 4   | 4   | 5   | 17 | 37   |
| 77  | 1   | 2   | 1   | 5   | 9  | 5   | 4   | 5   | 4   | 18 | 2   | 3   | 4   | 4   | 13 | 40   |
| 78  | 4   | 1   | 4   | 2   | 11 | 5   | 5   | 4   | 4   | 18 | 4   | 4   | 4   | 5   | 17 | 46   |
| 79  | 1   | 2   | 1   | 4   | 8  | 5   | 4   | 4   | 1   | 14 | 2   | 3   | 5   | 4   | 14 | 36   |
| 80  | 4   | 4   | 4   | 4   | 16 | 5   | 3   | 1   | 4   | 13 | 4   | 4   | 5   | 5   | 18 | 47   |
| 81  | 4   | 4   | 4   | 1   | 13 | 2   | 1   | 1   | 5   | 9  | 5   | 4   | 5   | 4   | 18 | 40   |
| 82  | 5   | 5   | 5   | 4   | 19 | 4   | 5   | 4   | 4   | 17 | 5   | 5   | 4   | 4   | 18 | 54   |
| 83  | 4   | 4   | 4   | 4   | 16 | 5   | 3   | 4   | 3   | 15 | 4   | 2   | 3   | 2   | 11 | 42   |
| 84  | 2   | 2   | 4   | 4   | 12 | 4   | 4   | 3   | 2   | 13 | 2   | 2   | 4   | 4   | 12 | 37   |
| 85  | 5   | 4   | 5   | 1   | 15 | 4   | 3   | 1   | 3   | 11 | 4   | 4   | 1   | 2   | 11 | 37   |
| 86  | 3   | 3   | 4   | 1   | 11 | 2   | 1   | 4   | 3   | 10 | 3   | 3   | 5   | 4   | 15 | 36   |
| 87  | 4   | 4   | 4   | 5   | 17 | 5   | 5   | 5   | 4   | 19 | 5   | 5   | 3   | 5   | 18 | 54   |
| 88  | 1   | 2   | 2   | 5   | 10 | 4   | 5   | 4   | 2   | 15 | 4   | 4   | 4   | 4   | 16 | 41   |
| 89  | 4   | 4   | 4   | 4   | 16 | 4   | 4   | 2   | 4   | 14 | 3   | 3   | 1   | 2   | 9  | 39   |
| 90  | 1   | 3   | 4   | 1   | 9  | 4   | 3   | 5   | 4   | 16 | 4   | 4   | 4   | 3   | 15 | 40   |
| 91  | 5   | 4   | 5   | 4   | 18 | 4   | 4   | 4   | 2   | 14 | 3   | 3   | 4   | 4   | 14 | 46   |
| 92  | 1   | 2   | 4   | 3   | 10 | 3   | 3   | 4   | 2   | 12 | 3   | 3   | 2   | 3   | 11 | 33   |
| 93  | 4   | 4   | 4   | 1   | 13 | 4   | 3   | 5   | 5   | 17 | 4   | 5   | 5   | 5   | 19 | 49   |
| 94  | 4   | 4   | 3   | 4   | 15 | 4   | 4   | 4   | 2   | 14 | 5   | 5   | 3   | 4   | 17 | 46   |
| 95  | 5   | 3   | 5   | 5   | 18 | 5   | 5   | 1   | 4   | 15 | 4   | 4   | 2   | 5   | 15 | 48   |
| 96  | 2   | 2   | 2   | 2   | 8  | 2   | 4   | 3   | 3   | 12 | 4   | 1   | 1   | 1   | 7  | 27   |
| 97  | 4   | 4   | 4   | 4   | 16 | 4   | 2   | 4   | 4   | 14 | 2   | 2   | 5   | 4   | 13 | 43   |
| 98  | 3   | 3   | 3   | 3   | 12 | 3   | 4   | 4   | 4   | 15 | 4   | 1   | 1   | 1   | 7  | 34   |
| 99  | 4   | 4   | 4   | 4   | 16 | 4   | 4   | 3   | 3   | 14 | 3   | 2   | 4   | 4   | 13 | 43   |
| 100 | 5   | 3   | 5   | 5   | 18 | 5   | 5   | 1   | 4   | 15 | 4   | 4   | 2   | 5   | 15 | 48   |
|     | 327 | 311 | 354 | 324 |    | 339 | 323 | 293 | 378 |    | 365 | 358 | 356 | 347 |    | 4075 |

## 2. Semangat Kerja

| No<br>Resp | Semangat Kerja |   |     |         |   |   |     |         |   |     |             |   |    |     |           |    |    |     | JML |
|------------|----------------|---|-----|---------|---|---|-----|---------|---|-----|-------------|---|----|-----|-----------|----|----|-----|-----|
|            | Prdvts         |   |     | Absensi |   |   |     | Tk Perp |   |     | kgls tunttn |   |    |     | pemogokan |    |    |     |     |
|            | 1              | 2 | SK1 | 3       | 4 | 5 | SK2 | 6       | 7 | SK3 | 8           | 9 | 10 | SK4 | 11        | 12 | 13 | SK5 |     |
| 1          | 5              | 2 | 7   | 5       | 2 | 4 | 11  | 4       | 4 | 8   | 4           | 4 | 4  | 12  | 4         | 4  | 4  | 12  | 50  |
| 2          | 4              | 4 | 8   | 4       | 4 | 3 | 11  | 4       | 4 | 8   | 4           | 3 | 3  | 10  | 4         | 4  | 3  | 11  | 48  |
| 3          | 4              | 4 | 8   | 4       | 5 | 1 | 10  | 4       | 4 | 8   | 4           | 4 | 4  | 12  | 4         | 2  | 4  | 10  | 48  |
| 4          | 4              | 4 | 8   | 4       | 4 | 4 | 12  | 4       | 4 | 8   | 4           | 4 | 4  | 12  | 4         | 4  | 4  | 12  | 52  |
| 5          | 4              | 4 | 8   | 4       | 4 | 3 | 11  | 4       | 4 | 8   | 4           | 3 | 3  | 10  | 4         | 4  | 3  | 11  | 48  |
| 6          | 4              | 2 | 6   | 4       | 2 | 4 | 10  | 4       | 4 | 8   | 4           | 4 | 4  | 12  | 4         | 2  | 4  | 10  | 46  |
| 7          | 5              | 5 | 10  | 1       | 5 | 1 | 7   | 5       | 1 | 6   | 5           | 4 | 4  | 13  | 4         | 5  | 4  | 13  | 49  |
| 8          | 4              | 4 | 8   | 4       | 4 | 4 | 12  | 2       | 1 | 3   | 1           | 4 | 4  | 9   | 3         | 4  | 4  | 11  | 43  |
| 9          | 4              | 4 | 8   | 1       | 1 | 1 | 3   | 4       | 1 | 5   | 1           | 2 | 2  | 5   | 4         | 4  | 3  | 11  | 32  |
| 10         | 4              | 1 | 5   | 4       | 1 | 4 | 9   | 1       | 1 | 2   | 4           | 1 | 4  | 9   | 4         | 4  | 4  | 12  | 37  |
| 11         | 3              | 1 | 4   | 1       | 1 | 1 | 3   | 3       | 1 | 4   | 1           | 2 | 4  | 7   | 3         | 4  | 3  | 10  | 28  |
| 12         | 4              | 4 | 8   | 4       | 4 | 4 | 12  | 4       | 4 | 8   | 4           | 4 | 4  | 12  | 4         | 4  | 4  | 12  | 52  |
| 13         | 4              | 4 | 8   | 4       | 5 | 4 | 13  | 4       | 4 | 8   | 4           | 4 | 4  | 12  | 4         | 4  | 4  | 12  | 53  |
| 14         | 5              | 5 | 10  | 5       | 5 | 5 | 15  | 5       | 5 | 10  | 5           | 5 | 5  | 15  | 5         | 5  | 5  | 15  | 65  |
| 15         | 4              | 4 | 8   | 4       | 4 | 4 | 12  | 4       | 3 | 7   | 4           | 4 | 2  | 10  | 4         | 4  | 4  | 12  | 49  |
| 16         | 4              | 2 | 6   | 4       | 2 | 2 | 8   | 2       | 2 | 4   | 2           | 2 | 2  | 6   | 2         | 2  | 4  | 8   | 32  |
| 17         | 5              | 4 | 9   | 5       | 4 | 4 | 13  | 5       | 5 | 10  | 5           | 4 | 4  | 13  | 4         | 4  | 4  | 12  | 57  |
| 18         | 4              | 3 | 7   | 4       | 3 | 3 | 10  | 3       | 3 | 6   | 3           | 3 | 3  | 9   | 3         | 3  | 3  | 9   | 41  |
| 19         | 4              | 2 | 6   | 4       | 2 | 1 | 7   | 4       | 2 | 6   | 4           | 4 | 4  | 12  | 4         | 4  | 4  | 12  | 43  |
| 20         | 3              | 2 | 5   | 2       | 1 | 1 | 4   | 1       | 1 | 2   | 1           | 2 | 4  | 7   | 4         | 4  | 4  | 12  | 30  |
| 21         | 5              | 3 | 8   | 5       | 3 | 3 | 11  | 4       | 4 | 8   | 4           | 3 | 5  | 12  | 3         | 3  | 3  | 9   | 48  |
| 22         | 4              | 4 | 8   | 4       | 4 | 4 | 12  | 3       | 3 | 6   | 4           | 4 | 1  | 9   | 1         | 1  | 1  | 3   | 38  |
| 23         | 3              | 3 | 6   | 3       | 3 | 3 | 9   | 2       | 2 | 4   | 2           | 3 | 3  | 8   | 3         | 5  | 3  | 11  | 38  |
| 24         | 4              | 3 | 7   | 4       | 3 | 3 | 10  | 2       | 2 | 4   | 2           | 3 | 4  | 9   | 3         | 3  | 3  | 9   | 39  |
| 25         | 4              | 4 | 8   | 4       | 4 | 3 | 11  | 4       | 4 | 8   | 3           | 4 | 4  | 11  | 4         | 4  | 4  | 12  | 50  |
| 26         | 5              | 5 | 10  | 5       | 4 | 4 | 13  | 2       | 2 | 4   | 2           | 5 | 2  | 9   | 5         | 5  | 2  | 12  | 48  |
| 27         | 4              | 4 | 8   | 4       | 3 | 3 | 10  | 2       | 3 | 5   | 4           | 4 | 1  | 9   | 1         | 1  | 1  | 3   | 35  |
| 28         | 2              | 4 | 6   | 2       | 2 | 1 | 5   | 2       | 2 | 4   | 4           | 2 | 4  | 10  | 1         | 3  | 3  | 7   | 32  |
| 29         | 5              | 4 | 9   | 4       | 4 | 2 | 10  | 2       | 1 | 3   | 5           | 5 | 2  | 12  | 5         | 4  | 2  | 11  | 45  |
| 30         | 4              | 4 | 8   | 4       | 4 | 1 | 9   | 4       | 2 | 6   | 2           | 5 | 2  | 9   | 4         | 1  | 2  | 7   | 39  |
| 31         | 4              | 5 | 9   | 4       | 1 | 4 | 9   | 3       | 2 | 5   | 4           | 5 | 4  | 13  | 1         | 3  | 3  | 7   | 43  |
| 32         | 5              | 4 | 9   | 4       | 5 | 4 | 13  | 3       | 2 | 5   | 4           | 5 | 2  | 11  | 5         | 2  | 3  | 10  | 48  |
| 33         | 3              | 1 | 4   | 1       | 1 | 1 | 3   | 3       | 1 | 4   | 1           | 2 | 2  | 5   | 5         | 4  | 2  | 11  | 27  |
| 34         | 4              | 3 | 7   | 3       | 4 | 5 | 12  | 2       | 1 | 3   | 4           | 4 | 2  | 10  | 4         | 2  | 4  | 10  | 42  |
| 35         | 4              | 5 | 9   | 5       | 5 | 4 | 14  | 3       | 3 | 6   | 4           | 5 | 3  | 12  | 4         | 2  | 3  | 9   | 50  |
| 36         | 4              | 5 | 9   | 4       | 4 | 3 | 11  | 1       | 4 | 5   | 4           | 4 | 3  | 11  | 5         | 3  | 4  | 12  | 48  |
| 37         | 3              | 2 | 5   | 4       | 2 | 2 | 8   | 2       | 1 | 3   | 1           | 4 | 1  | 6   | 1         | 1  | 1  | 3   | 25  |
| 38         | 3              | 1 | 4   | 1       | 1 | 1 | 3   | 3       | 1 | 4   | 1           | 2 | 3  | 6   | 4         | 4  | 3  | 11  | 28  |
| 39         | 3              | 4 | 7   | 4       | 5 | 5 | 14  | 4       | 4 | 8   | 5           | 5 | 4  | 14  | 5         | 3  | 2  | 10  | 53  |
| 40         | 5              | 5 | 10  | 4       | 4 | 5 | 13  | 4       | 4 | 8   | 5           | 4 | 1  | 10  | 1         | 3  | 1  | 5   | 46  |
| 41         | 1              | 1 | 2   | 4       | 4 | 4 | 12  | 4       | 4 | 8   | 4           | 4 | 4  | 12  | 5         | 4  | 4  | 13  | 47  |
| 42         | 3              | 2 | 5   | 4       | 2 | 2 | 8   | 2       | 1 | 3   | 1           | 4 | 2  | 7   | 2         | 3  | 3  | 8   | 31  |
| 43         | 4              | 4 | 8   | 4       | 4 | 4 | 12  | 4       | 4 | 8   | 4           | 4 | 1  | 9   | 1         | 4  | 2  | 7   | 44  |
| 44         | 3              | 1 | 4   | 2       | 3 | 3 | 8   | 3       | 3 | 6   | 3           | 3 | 2  | 8   | 2         | 2  | 1  | 5   | 31  |
| 45         | 3              | 2 | 5   | 4       | 2 | 2 | 8   | 2       | 1 | 3   | 1           | 4 | 1  | 6   | 1         | 3  | 3  | 7   | 29  |
| 46         | 4              | 4 | 8   | 4       | 4 | 5 | 13  | 4       | 4 | 8   | 4           | 4 | 1  | 9   | 4         | 4  | 2  | 10  | 48  |
| 47         | 5              | 5 | 10  | 5       | 5 | 5 | 15  | 5       | 5 | 10  | 5           | 5 | 3  | 13  | 5         | 4  | 4  | 13  | 61  |
| 48         | 3              | 4 | 7   | 4       | 4 | 4 | 12  | 4       | 4 | 8   | 4           | 4 | 4  | 12  | 4         | 4  | 4  | 12  | 51  |
| 49         | 2              | 2 | 4   | 2       | 2 | 4 | 8   | 2       | 1 | 3   | 1           | 3 | 1  | 5   | 1         | 3  | 1  | 5   | 25  |
| 50         | 5              | 5 | 10  | 4       | 4 | 5 | 13  | 4       | 4 | 8   | 5           | 4 | 3  | 12  | 4         | 4  | 4  | 12  | 55  |
| 51         | 3              | 2 | 5   | 2       | 1 | 1 | 4   | 1       | 1 | 2   | 1           | 2 | 4  | 7   | 2         | 3  | 5  | 10  | 28  |
| 52         | 2              | 4 | 6   | 4       | 1 | 4 | 9   | 4       | 4 | 8   | 4           | 4 | 3  | 11  | 4         | 4  | 4  | 12  | 46  |
| 53         | 2              | 2 | 4   | 4       | 4 | 4 | 12  | 1       | 1 | 2   | 4           | 4 | 1  | 9   | 1         | 1  | 1  | 3   | 30  |
| 54         | 4              | 4 | 8   | 3       | 3 | 5 | 11  | 3       | 3 | 6   | 5           | 3 | 4  | 12  | 5         | 5  | 4  | 14  | 51  |
| 55         | 1              | 4 | 5   | 4       | 2 | 1 | 7   | 1       | 4 | 5   | 1           | 2 | 1  | 4   | 1         | 1  | 1  | 3   | 24  |

|     |     |     |    |     |     |     |    |     |     |    |     |     |     |    |     |     |     |    |      |
|-----|-----|-----|----|-----|-----|-----|----|-----|-----|----|-----|-----|-----|----|-----|-----|-----|----|------|
| 56  | 2   | 2   | 4  | 2   | 2   | 3   | 7  | 3   | 1   | 4  | 3   | 3   | 1   | 7  | 1   | 1   | 1   | 3  | 25   |
| 57  | 2   | 2   | 4  | 3   | 3   | 4   | 10 | 2   | 1   | 3  | 1   | 3   | 2   | 6  | 5   | 4   | 4   | 13 | 36   |
| 58  | 4   | 3   | 7  | 4   | 1   | 1   | 6  | 1   | 4   | 5  | 1   | 1   | 1   | 3  | 1   | 1   | 1   | 3  | 24   |
| 59  | 2   | 2   | 4  | 1   | 5   | 2   | 8  | 5   | 4   | 9  | 2   | 3   | 2   | 7  | 4   | 4   | 4   | 12 | 40   |
| 60  | 3   | 4   | 7  | 4   | 2   | 3   | 9  | 2   | 3   | 5  | 4   | 2   | 2   | 8  | 4   | 4   | 4   | 12 | 41   |
| 61  | 2   | 2   | 4  | 4   | 1   | 2   | 7  | 2   | 4   | 6  | 2   | 2   | 3   | 7  | 2   | 3   | 3   | 8  | 32   |
| 62  | 1   | 5   | 6  | 5   | 1   | 2   | 8  | 2   | 2   | 4  | 2   | 2   | 1   | 5  | 1   | 3   | 1   | 5  | 28   |
| 63  | 2   | 1   | 3  | 1   | 5   | 4   | 10 | 5   | 2   | 7  | 5   | 4   | 4   | 13 | 3   | 3   | 3   | 9  | 42   |
| 64  | 2   | 4   | 6  | 5   | 4   | 2   | 11 | 2   | 1   | 3  | 4   | 4   | 3   | 11 | 4   | 3   | 3   | 10 | 41   |
| 65  | 2   | 4   | 6  | 5   | 1   | 2   | 8  | 5   | 4   | 9  | 4   | 4   | 2   | 10 | 4   | 4   | 4   | 12 | 45   |
| 66  | 4   | 4   | 8  | 4   | 5   | 2   | 11 | 1   | 1   | 2  | 1   | 1   | 4   | 6  | 5   | 1   | 4   | 10 | 37   |
| 67  | 3   | 1   | 4  | 1   | 1   | 1   | 3  | 3   | 1   | 4  | 1   | 2   | 5   | 8  | 5   | 5   | 1   | 11 | 30   |
| 68  | 3   | 4   | 7  | 5   | 3   | 4   | 12 | 4   | 4   | 8  | 4   | 4   | 2   | 10 | 5   | 2   | 4   | 11 | 48   |
| 69  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 2   | 2   | 4  | 2   | 4   | 4   | 10 | 2   | 3   | 5   | 10 | 44   |
| 70  | 4   | 3   | 7  | 3   | 3   | 4   | 10 | 5   | 5   | 10 | 4   | 2   | 3   | 9  | 4   | 4   | 4   | 12 | 48   |
| 71  | 2   | 4   | 6  | 4   | 4   | 4   | 12 | 5   | 5   | 10 | 3   | 2   | 1   | 6  | 1   | 1   | 1   | 3  | 37   |
| 72  | 4   | 3   | 7  | 5   | 4   | 4   | 13 | 2   | 2   | 4  | 2   | 4   | 4   | 10 | 5   | 5   | 4   | 14 | 48   |
| 73  | 4   | 3   | 7  | 3   | 3   | 4   | 10 | 4   | 3   | 7  | 4   | 2   | 1   | 7  | 1   | 1   | 1   | 3  | 34   |
| 74  | 2   | 4   | 6  | 4   | 4   | 4   | 12 | 5   | 3   | 8  | 5   | 2   | 1   | 8  | 1   | 1   | 1   | 3  | 37   |
| 75  | 5   | 4   | 9  | 4   | 4   | 4   | 12 | 5   | 4   | 9  | 5   | 2   | 2   | 9  | 5   | 4   | 4   | 13 | 52   |
| 76  | 4   | 4   | 8  | 4   | 4   | 3   | 11 | 4   | 3   | 7  | 4   | 3   | 1   | 8  | 1   | 1   | 1   | 3  | 37   |
| 77  | 4   | 3   | 7  | 2   | 2   | 4   | 8  | 4   | 3   | 7  | 4   | 3   | 2   | 9  | 4   | 4   | 4   | 12 | 43   |
| 78  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 3   | 2   | 5  | 2   | 1   | 2   | 5  | 4   | 4   | 4   | 12 | 42   |
| 79  | 2   | 3   | 5  | 5   | 4   | 3   | 12 | 4   | 4   | 8  | 3   | 3   | 4   | 10 | 5   | 1   | 4   | 10 | 45   |
| 80  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 5   | 5   | 10 | 4   | 4   | 5   | 13 | 5   | 5   | 1   | 11 | 54   |
| 81  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 3   | 1   | 4  | 1   | 1   | 2   | 4  | 5   | 2   | 4   | 11 | 39   |
| 82  | 5   | 5   | 10 | 5   | 5   | 5   | 15 | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 2   | 3   | 5   | 10 | 55   |
| 83  | 4   | 4   | 8  | 4   | 2   | 4   | 10 | 4   | 4   | 8  | 4   | 5   | 3   | 12 | 4   | 4   | 4   | 12 | 50   |
| 84  | 2   | 2   | 4  | 2   | 2   | 2   | 6  | 4   | 3   | 7  | 3   | 4   | 1   | 8  | 1   | 1   | 1   | 3  | 28   |
| 85  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 2   | 4   | 6  | 4   | 2   | 2   | 8  | 5   | 4   | 4   | 13 | 47   |
| 86  | 3   | 3   | 6  | 3   | 3   | 3   | 9  | 4   | 4   | 8  | 4   | 4   | 1   | 9  | 1   | 1   | 1   | 3  | 35   |
| 87  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 4   | 3   | 7  | 3   | 3   | 2   | 8  | 4   | 4   | 4   | 12 | 47   |
| 88  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 2   | 4   | 6  | 4   | 4   | 2   | 10 | 4   | 4   | 4   | 12 | 48   |
| 89  | 5   | 3   | 8  | 3   | 5   | 3   | 11 | 5   | 4   | 9  | 4   | 4   | 1   | 9  | 1   | 1   | 1   | 3  | 40   |
| 90  | 3   | 2   | 5  | 2   | 1   | 1   | 4  | 4   | 4   | 8  | 4   | 3   | 3   | 10 | 4   | 4   | 3   | 11 | 38   |
| 91  | 3   | 3   | 6  | 3   | 3   | 3   | 9  | 4   | 3   | 7  | 3   | 1   | 4   | 8  | 5   | 3   | 2   | 10 | 40   |
| 92  | 4   | 3   | 7  | 3   | 4   | 3   | 10 | 4   | 4   | 8  | 4   | 3   | 1   | 8  | 1   | 3   | 1   | 5  | 38   |
| 93  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 4   | 3   | 7  | 3   | 3   | 4   | 10 | 5   | 4   | 4   | 13 | 50   |
| 94  | 5   | 1   | 6  | 4   | 2   | 5   | 11 | 4   | 4   | 8  | 4   | 4   | 2   | 10 | 2   | 3   | 3   | 8  | 43   |
| 95  | 3   | 2   | 5  | 2   | 1   | 1   | 4  | 4   | 4   | 8  | 4   | 2   | 1   | 7  | 1   | 4   | 2   | 7  | 31   |
| 96  | 4   | 4   | 8  | 4   | 4   | 4   | 12 | 2   | 4   | 6  | 4   | 4   | 2   | 10 | 4   | 4   | 4   | 12 | 48   |
| 97  | 5   | 3   | 8  | 3   | 5   | 3   | 11 | 5   | 4   | 9  | 4   | 4   | 1   | 9  | 1   | 1   | 1   | 3  | 40   |
| 98  | 3   | 2   | 5  | 2   | 1   | 1   | 4  | 4   | 4   | 8  | 4   | 3   | 3   | 10 | 4   | 4   | 3   | 11 | 38   |
| 99  | 3   | 3   | 6  | 3   | 3   | 3   | 9  | 4   | 3   | 7  | 3   | 1   | 4   | 8  | 5   | 3   | 2   | 10 | 40   |
| 100 | 3   | 3   | 6  | 3   | 3   | 3   | 9  | 4   | 3   | 7  | 3   | 1   | 4   | 8  | 5   | 3   | 2   | 10 | 40   |
|     | 355 | 328 |    | 355 | 316 | 314 |    | 330 | 294 |    | 327 | 326 | 269 |    | 329 | 313 | 295 |    | 4151 |

### Lampiran 3 Hasil Uji Validitas Faktor

#### 1. Variabel Pelaksanaan Program Kesejahteraan

##### Factor Analysis

##### KMO and Bartlett's Test

|                                                  |                    |         |
|--------------------------------------------------|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. |                    | ,652    |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square | 343,036 |
|                                                  | Df                 | 66      |
|                                                  | Sig.               | ,000    |

|                | K1    | K2    | K3    | K4    | K5    | K6    | K7    | K8    | K9    | K10   | K11   | K12   |
|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Correlation K1 | 1,000 | ,523  | ,383  | ,229  | ,280  | ,328  | ,030  | ,412  | ,247  | ,195  | ,085  | ,204  |
| K2             | ,523  | 1,000 | ,471  | ,402  | ,307  | ,191  | ,154  | ,351  | ,271  | ,112  | ,175  | ,217  |
| K3             | ,383  | ,471  | 1,000 | ,364  | ,167  | ,168  | ,021  | ,214  | ,220  | ,233  | ,149  | ,189  |
| K4             | ,229  | ,402  | ,364  | 1,000 | ,282  | ,463  | ,192  | ,070  | ,153  | ,082  | ,189  | ,136  |
| K5             | ,280  | ,307  | ,167  | ,282  | 1,000 | ,501  | ,322  | ,093  | ,030  | ,042  | ,022  | ,169  |
| K6             | ,328  | ,191  | ,168  | ,463  | ,501  | 1,000 | ,522  | ,164  | ,145  | ,035  | -,019 | ,134  |
| K7             | ,030  | ,154  | ,021  | ,192  | ,322  | ,522  | 1,000 | -,035 | -,104 | -,067 | ,102  | -,034 |
| K8             | ,412  | ,351  | ,214  | ,070  | ,093  | ,164  | -,035 | 1,000 | ,384  | ,215  | ,229  | ,211  |
| K9             | ,247  | ,271  | ,220  | ,153  | ,030  | ,145  | -,104 | ,384  | 1,000 | ,444  | ,334  | ,252  |
| K10            | ,195  | ,112  | ,233  | ,082  | ,042  | ,035  | -,067 | ,215  | ,444  | 1,000 | ,594  | ,386  |
| K11            | ,085  | ,175  | ,149  | ,189  | ,022  | -,019 | ,102  | ,229  | ,334  | ,594  | 1,000 | ,440  |
| K12            | ,204  | ,217  | ,189  | ,136  | ,169  | ,134  | -,034 | ,211  | ,252  | ,386  | ,440  | 1,000 |

##### Communalities

|     | Initial | Extraction |
|-----|---------|------------|
| K1  | 1,000   | ,625       |
| K2  | 1,000   | ,635       |
| K3  | 1,000   | ,463       |
| K4  | 1,000   | ,433       |
| K5  | 1,000   | ,517       |
| K6  | 1,000   | ,710       |
| K7  | 1,000   | ,646       |
| K8  | 1,000   | ,442       |
| K9  | 1,000   | ,474       |
| K10 | 1,000   | ,698       |
| K11 | 1,000   | ,737       |
| K12 | 1,000   | ,465       |

Extraction Method: Principal Component Analysis.

## 2. Variabel Semangat Kerja

### Factor Analysis

#### KMO and Bartlett's Test

|                                                  |                    |         |
|--------------------------------------------------|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. |                    | ,729    |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square | 485,885 |
|                                                  | df                 | 78      |
|                                                  | Sig.               | ,000    |

| CORELATION | S1    | S2    | S3    | S4    | S5    | S6    | S7    | S8    | S9    | S10   | S11   | S12   | S13   |
|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| S1         | 1,000 | ,376  | ,271  | ,385  | ,337  | ,200  | ,192  | ,333  | ,301  | ,149  | ,207  | ,196  | ,240  |
| S2         | ,376  | 1,000 | ,542  | ,512  | ,365  | ,142  | ,320  | ,376  | ,312  | ,005  | ,136  | ,065  | ,154  |
| S3         | ,271  | ,542  | 1,000 | ,349  | ,476  | -,042 | ,360  | ,273  | ,358  | ,044  | ,102  | -,089 | ,200  |
| S4         | ,385  | ,512  | ,349  | 1,000 | ,515  | ,311  | ,281  | ,418  | ,401  | ,066  | ,222  | -,074 | ,119  |
| S5         | ,337  | ,365  | ,476  | ,515  | 1,000 | ,238  | ,357  | ,487  | ,355  | ,028  | ,152  | ,104  | ,189  |
| S6         | ,200  | ,142  | -,042 | ,311  | ,238  | 1,000 | ,583  | ,535  | ,216  | ,096  | ,134  | ,115  | -,003 |
| S7         | ,192  | ,320  | ,360  | ,281  | ,357  | ,583  | 1,000 | ,580  | ,204  | ,038  | ,060  | ,055  | ,054  |
| S8         | ,333  | ,376  | ,273  | ,418  | ,487  | ,535  | ,580  | 1,000 | ,431  | ,077  | ,103  | ,090  | ,082  |
| S9         | ,301  | ,312  | ,358  | ,401  | ,355  | ,216  | ,204  | ,431  | 1,000 | ,036  | ,038  | ,069  | ,101  |
| S10        | ,149  | ,005  | ,044  | ,066  | ,028  | ,096  | ,038  | ,077  | ,036  | 1,000 | ,568  | ,486  | ,567  |
| S11        | ,207  | ,136  | ,102  | ,222  | ,152  | ,134  | ,060  | ,103  | ,038  | ,568  | 1,000 | ,567  | ,578  |
| S12        | ,196  | ,065  | -,089 | -,074 | ,104  | ,115  | ,055  | ,090  | ,069  | ,486  | ,567  | 1,000 | ,514  |
| S13        | ,240  | ,154  | ,200  | ,119  | ,189  | -,003 | ,054  | ,082  | ,101  | ,567  | ,578  | ,514  | 1,000 |

#### Communalities

|     | Initial | Extraction |
|-----|---------|------------|
| S1  | 1,000   | ,376       |
| S2  | 1,000   | ,585       |
| S3  | 1,000   | ,657       |
| S4  | 1,000   | ,550       |
| S5  | 1,000   | ,536       |
| S6  | 1,000   | ,822       |
| S7  | 1,000   | ,646       |
| S8  | 1,000   | ,711       |
| S9  | 1,000   | ,381       |
| S10 | 1,000   | ,650       |
| S11 | 1,000   | ,699       |
| S12 | 1,000   | ,653       |
| S13 | 1,000   | ,701       |

Extraction Method: Principal Component Analysis.

#### **Lampiran 4 Hasil Uji Reliabilitas**

##### **1. Variabel Pelaksanaan Program Kesejahteraan (X)**

**Reliability**

**Scale: ALL VARIABLES**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|----------------------------------------------|------------|
| ,764             | ,770                                         | 12         |

##### **2. Variabel Semangat Kerja (Y)**

**Reliability**

**Scale: ALL VARIABLES**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|----------------------------------------------|------------|
| ,783             | ,783                                         | 11         |

## Lampiran 5 Deskripsi Data

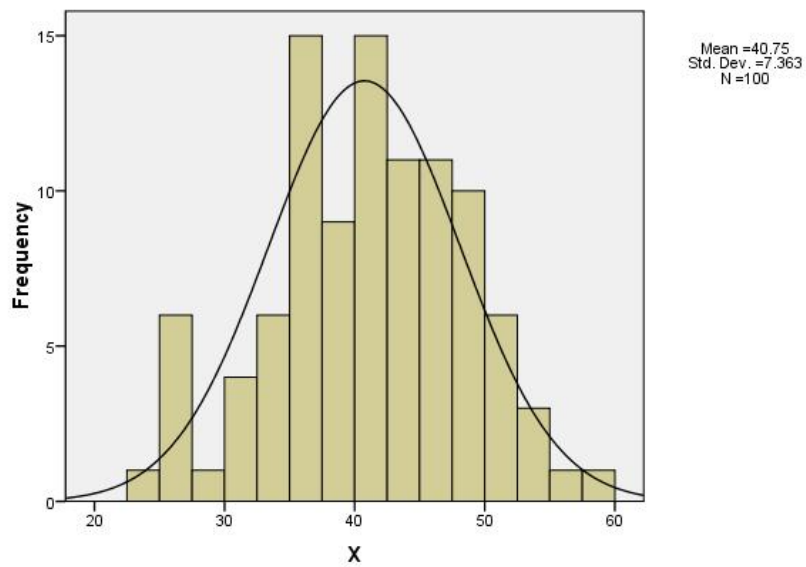
### 1. Variabel Pelaksanaan Program Kesejahteraan (X)

#### Frequencies

Statistics

|         |         |       |
|---------|---------|-------|
| X       |         |       |
| N       | Valid   | 100   |
|         | Missing | 0     |
| Mean    |         | 40.75 |
| Median  |         | 40.00 |
| Mode    |         | 40    |
| Minimum |         | 23    |
| Maximum |         | 58    |
| Sum     |         | 4075  |

Histogram

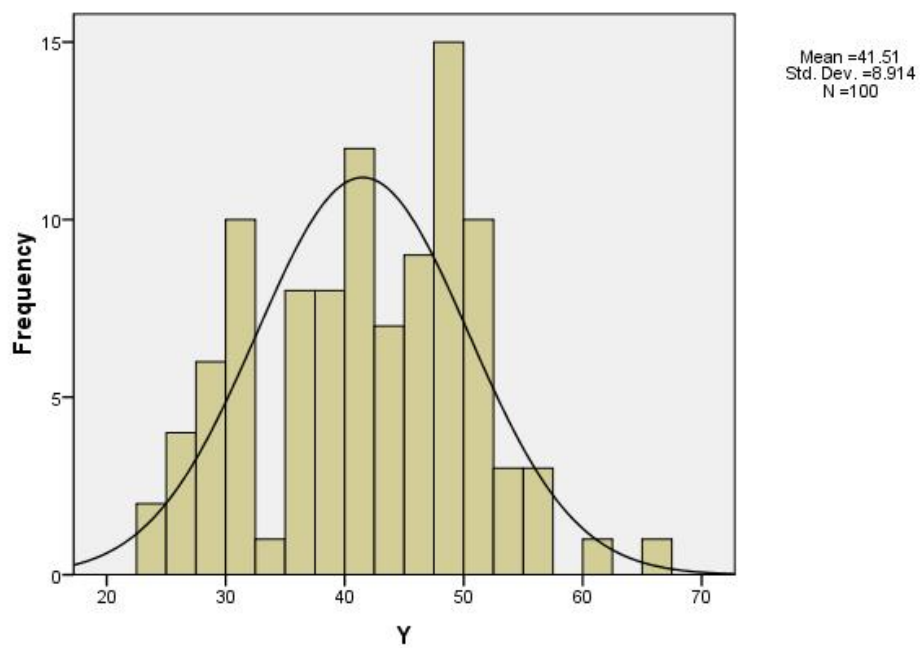


## 2. Variabel Semangat Kerja (Y)

### Frequencies

| Statistics |         |       |
|------------|---------|-------|
| Y          |         |       |
| N          | Valid   | 100   |
|            | Missing | 0     |
| Mean       |         | 41.51 |
| Median     |         | 42.00 |
| Mode       |         | 48    |
| Minimum    |         | 24    |
| Maximum    |         | 65    |
| Sum        |         | 4151  |

Histogram



## Lampiran 5 Disribusi Jawaban Responden

### 1. Vaeiabel Pelaksanaan Program Kesejahteraan

#### Frequency Table

**X01**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 15        | 15.0    | 15.0          | 15.0               |
|       | tidak setuju        | 10        | 10.0    | 10.0          | 25.0               |
|       | netral              | 19        | 19.0    | 19.0          | 44.0               |
|       | setuju              | 45        | 45.0    | 45.0          | 89.0               |
|       | sangat setuju       | 11        | 11.0    | 11.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

**X02**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 13        | 13.0    | 13.0          | 13.0               |
|       | tidak setuju        | 14        | 14.0    | 14.0          | 27.0               |
|       | netral              | 25        | 25.0    | 25.0          | 52.0               |
|       | setuju              | 45        | 45.0    | 45.0          | 97.0               |
|       | sangat setuju       | 3         | 3.0     | 3.0           | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

**X03**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 2         | 2.0     | 2.0           | 2.0                |
|       | tidak setuju        | 13        | 13.0    | 13.0          | 15.0               |
|       | netral              | 29        | 29.0    | 29.0          | 44.0               |
|       | setuju              | 41        | 41.0    | 41.0          | 85.0               |
|       | sangat setuju       | 15        | 15.0    | 15.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

**X04**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 10        | 10.0    | 10.0          | 10.0               |
|       | tidak setuju        | 21        | 21.0    | 21.0          | 31.0               |
|       | netral              | 19        | 19.0    | 19.0          | 50.0               |
|       | setuju              | 35        | 35.0    | 35.0          | 85.0               |
|       | sangat setuju       | 15        | 15.0    | 15.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

**X05**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 8         | 8.0     | 8.0           | 8.0                |
|       | tidak setuju        | 17        | 17.0    | 17.0          | 25.0               |
|       | netral              | 19        | 19.0    | 19.0          | 44.0               |
|       | setuju              | 40        | 40.0    | 40.0          | 84.0               |
|       | sangat setuju       | 16        | 16.0    | 16.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

**X06**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 10        | 10.0    | 10.0          | 10.0               |
|       | tidak setuju        | 20        | 20.0    | 20.0          | 30.0               |
|       | netral              | 21        | 21.0    | 21.0          | 51.0               |
|       | setuju              | 35        | 35.0    | 35.0          | 86.0               |
|       | sangat setuju       | 14        | 14.0    | 14.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

**X07**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 23        | 23.0    | 23.0          | 23.0               |
|       | tidak setuju        | 17        | 17.0    | 17.0          | 40.0               |
|       | netral              | 12        | 12.0    | 12.0          | 52.0               |
|       | setuju              | 40        | 40.0    | 40.0          | 92.0               |
|       | sangat setuju       | 8         | 8.0     | 8.0           | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

**X08**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 5         | 5.0     | 5.0           | 5.0                |
|       | tidak setuju        | 13        | 13.0    | 13.0          | 18.0               |
|       | netral              | 21        | 21.0    | 21.0          | 39.0               |
|       | setuju              | 41        | 41.0    | 41.0          | 80.0               |
|       | sangat setuju       | 20        | 20.0    | 20.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

**X09**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 3         | 3.0     | 3.0           | 3.0                |
|       | tidak setuju        | 14        | 14.0    | 14.0          | 17.0               |
|       | netral              | 17        | 17.0    | 17.0          | 34.0               |
|       | setuju              | 47        | 47.0    | 47.0          | 81.0               |
|       | sangat setuju       | 19        | 19.0    | 19.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

X10

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 4         | 4.0     | 4.0           | 4.0                |
|       | tidak setuju        | 7         | 7.0     | 7.0           | 11.0               |
|       | netral              | 15        | 15.0    | 15.0          | 26.0               |
|       | setuju              | 55        | 55.0    | 55.0          | 81.0               |
|       | sangat setuju       | 19        | 19.0    | 19.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

X11

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 9         | 9.0     | 9.0           | 9.0                |
|       | tidak setuju        | 14        | 14.0    | 14.0          | 23.0               |
|       | netral              | 12        | 12.0    | 12.0          | 35.0               |
|       | setuju              | 42        | 42.0    | 42.0          | 77.0               |
|       | sangat setuju       | 23        | 23.0    | 23.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

X12

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 12        | 12.0    | 12.0          | 12.0               |
|       | tidak setuju        | 9         | 9.0     | 9.0           | 21.0               |
|       | netral              | 19        | 19.0    | 19.0          | 40.0               |
|       | setuju              | 40        | 40.0    | 40.0          | 80.0               |
|       | sangat setuju       | 20        | 20.0    | 20.0          | 100.0              |
|       | Total               | 100       | 100.0   | 100.0         |                    |

## 2. Variabel Semangat Kerja

### Frequency Table

Y01

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 3         | 3.0     | 3.0           | 3.0                |
|       | tidak puas        | 15        | 15.0    | 15.0          | 18.0               |
|       | netral            | 22        | 22.0    | 22.0          | 40.0               |
|       | puas              | 44        | 44.0    | 44.0          | 84.0               |
|       | sangat puas       | 16        | 16.0    | 16.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

Y02

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 9         | 9.0     | 9.0           | 9.0                |
|       | tidak puas        | 19        | 19.0    | 19.0          | 28.0               |
|       | netral            | 18        | 18.0    | 18.0          | 46.0               |
|       | puas              | 43        | 43.0    | 43.0          | 89.0               |
|       | sangat puas       | 11        | 11.0    | 11.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

Y03

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 8         | 8.0     | 8.0           | 8.0                |
|       | tidak puas        | 11        | 11.0    | 11.0          | 19.0               |
|       | netral            | 13        | 13.0    | 13.0          | 32.0               |
|       | puas              | 54        | 54.0    | 54.0          | 86.0               |
|       | sangat puas       | 14        | 14.0    | 14.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

Y04

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 17        | 17.0    | 17.0          | 17.0               |
|       | tidak puas        | 16        | 16.0    | 16.0          | 33.0               |
|       | netral            | 15        | 15.0    | 15.0          | 48.0               |
|       | puas              | 38        | 38.0    | 38.0          | 86.0               |
|       | sangat puas       | 14        | 14.0    | 14.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

**Y05**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 17        | 17.0    | 17.0          | 17.0               |
|       | tidak puas        | 12        | 12.0    | 12.0          | 29.0               |
|       | netral            | 21        | 21.0    | 21.0          | 50.0               |
|       | puas              | 40        | 40.0    | 40.0          | 90.0               |
|       | sangat puas       | 10        | 10.0    | 10.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

**Y06**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 8         | 8.0     | 8.0           | 8.0                |
|       | tidak puas        | 23        | 23.0    | 23.0          | 31.0               |
|       | netral            | 14        | 14.0    | 14.0          | 45.0               |
|       | puas              | 41        | 41.0    | 41.0          | 86.0               |
|       | sangat puas       | 14        | 14.0    | 14.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

**Y07**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 22        | 22.0    | 22.0          | 22.0               |
|       | tidak puas        | 14        | 14.0    | 14.0          | 36.0               |
|       | netral            | 18        | 18.0    | 18.0          | 54.0               |
|       | puas              | 40        | 40.0    | 40.0          | 94.0               |
|       | sangat puas       | 6         | 6.0     | 6.0           | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

**Y08**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 17        | 17.0    | 17.0          | 17.0               |
|       | tidak puas        | 11        | 11.0    | 11.0          | 28.0               |
|       | netral            | 12        | 12.0    | 12.0          | 40.0               |
|       | puas              | 48        | 48.0    | 48.0          | 88.0               |
|       | sangat puas       | 12        | 12.0    | 12.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

**Y09**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 8         | 8.0     | 8.0           | 8.0                |
|       | tidak puas        | 20        | 20.0    | 20.0          | 28.0               |
|       | netral            | 20        | 20.0    | 20.0          | 48.0               |
|       | puas              | 42        | 42.0    | 42.0          | 90.0               |
|       | sangat puas       | 10        | 10.0    | 10.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

**Y10**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 23        | 23.0    | 23.0          | 23.0               |
|       | tidak puas        | 25        | 25.0    | 25.0          | 48.0               |
|       | netral            | 16        | 16.0    | 16.0          | 64.0               |
|       | puas              | 32        | 32.0    | 32.0          | 96.0               |
|       | sangat puas       | 4         | 4.0     | 4.0           | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

**Y11**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 24        | 24.0    | 24.0          | 24.0               |
|       | tidak puas        | 8         | 8.0     | 8.0           | 32.0               |
|       | netral            | 7         | 7.0     | 7.0           | 39.0               |
|       | puas              | 37        | 37.0    | 37.0          | 76.0               |
|       | sangat puas       | 24        | 24.0    | 24.0          | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

**Y12**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 18        | 18.0    | 18.0          | 18.0               |
|       | tidak puas        | 9         | 9.0     | 9.0           | 27.0               |
|       | netral            | 23        | 23.0    | 23.0          | 50.0               |
|       | puas              | 42        | 42.0    | 42.0          | 92.0               |
|       | sangat puas       | 8         | 8.0     | 8.0           | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

Y13

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak puas | 22        | 22.0    | 22.0          | 22.0               |
|       | tidak puas        | 11        | 11.0    | 11.0          | 33.0               |
|       | netral            | 21        | 21.0    | 21.0          | 54.0               |
|       | puas              | 42        | 42.0    | 42.0          | 96.0               |
|       | sangat puas       | 4         | 4.0     | 4.0           | 100.0              |
|       | Total             | 100       | 100.0   | 100.0         |                    |

## Lampiran 6 Hasil Uji Regresi Linier Sederhana

### Regression

Model Summary

| Model | R       | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|---------|----------|-------------------|----------------------------|
| 1     | ,676(a) | ,457     | ,451              | 6,60453                    |

ANOVA<sup>b</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.    |
|-------|------------|----------------|----|-------------|--------|---------|
| 1     | Regression | 3592,246       | 1  | 3592,246    | 82,353 | ,000(a) |
|       | Residual   | 4274,744       | 98 | 43,620      |        |         |
|       | Total      | 7866,990       | 99 |             |        |         |

a. Predictors: (Constant), X

b. Dependent Variable: Y

Coefficients<sup>a</sup>

| Model |                       | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. |
|-------|-----------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                       | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)            | 8,171                       | 3,733      |                           | 2,189 | ,031 |
|       | Program Kesejahteraan | ,818                        | ,090       | ,676                      | 9,075 | ,000 |

a. Dependent Variable: Y

## Lampiran 7 Tabel

### Statistik

#### 1. Tabel t Pada Tingkat Kepercayaan 95% ( $\sigma = 0.05$ )

| df       | t.100 | t.050        | t.025  | t.010  | t.005  |
|----------|-------|--------------|--------|--------|--------|
| 1        | 3.078 | 6.314        | 12.706 | 31.821 | 63.657 |
| 2        | 1.886 | 2.920        | 4.303  | 6.965  | 9.925  |
| 3        | 1.638 | 2.353        | 3.182  | 4.541  | 5.841  |
| 4        | 1.533 | 2.132        | 2.776  | 3.747  | 4.604  |
| 5        | 1.476 | 2.015        | 2.571  | 3.365  | 4.032  |
| 6        | 1.44  | 1.943        | 2.447  | 3.143  | 3.707  |
| 7        | 1.415 | 1.895        | 2.365  | 2.998  | 3.499  |
| 8        | 1.397 | 1.860        | 2.306  | 2.896  | 3.355  |
| 9        | 1.383 | 1.833        | 2.262  | 2.821  | 3.250  |
| 10       | 1.372 | 1.812        | 2.228  | 2.764  | 3.169  |
| 11       | 1.363 | 1.796        | 2.201  | 2.718  | 3.106  |
| 12       | 1.356 | 1.782        | 2.179  | 2.681  | 3.055  |
| 13       | 1.35  | 1.771        | 2.160  | 2.65   | 3.012  |
| 14       | 1.345 | 1.761        | 2.145  | 2.624  | 2.977  |
| 15       | 1.341 | 1.753        | 2.131  | 2.602  | 2.947  |
| 16       | 1.337 | 1.746        | 2.12   | 2.583  | 2.921  |
| 17       | 1.333 | 1.74         | 2.11   | 2.567  | 2.898  |
| 18       | 1.33  | 1.734        | 2.101  | 2.552  | 2.878  |
| 19       | 1.328 | 1.729        | 2.093  | 2.539  | 2.861  |
| 20       | 1.325 | 1.725        | 2.086  | 2.528  | 2.845  |
| 21       | 1.323 | 1.721        | 2.08   | 2.518  | 2.831  |
| 22       | 1.321 | 1.717        | 2.074  | 2.508  | 2.819  |
| 23       | 1.319 | 1.714        | 2.069  | 2.500  | 2.807  |
| 24       | 1.318 | 1.711        | 2.064  | 2.492  | 2.797  |
| 25       | 1.316 | 1.708        | 2.06   | 2.485  | 2.787  |
| 26       | 1.315 | 1.706        | 2.056  | 2.479  | 2.779  |
| 27       | 1.314 | 1.703        | 2.052  | 2.473  | 2.771  |
| 28       | 1.313 | 1.701        | 2.048  | 2.467  | 2.763  |
| 29       | 1.311 | 1.699        | 2.045  | 2.462  | 2.756  |
| 30       | 1.310 | 1.697        | 2.042  | 2.457  | 2.75   |
| 35       | 1.306 | 1.69         | 2.030  | 2.438  | 2.724  |
| 40       | 1.303 | 1.684        | 2.021  | 2.423  | 2.705  |
| 45       | 1.301 | 1.679        | 2.014  | 2.412  | 2.690  |
| 50       | 1.299 | 1.676        | 2.009  | 2.403  | 2.678  |
| 60       | 1.296 | 1.671        | 2.000  | 2.390  | 2.66   |
| 70       | 1.294 | 1.667        | 1.994  | 2.381  | 2.648  |
| 80       | 1.292 | 1.664        | 1.990  | 2.374  | 2.639  |
| 90       | 1.291 | <b>1.662</b> | 1.987  | 2.369  | 2.632  |
| 100      | 1.290 | 1.660        | 1.984  | 2.364  | 2.626  |
| 120      | 1.289 | 1.658        | 1.980  | 2.358  | 2.617  |
| 140      | 1.288 | 1.656        | 1.977  | 2.353  | 2.611  |
| 160      | 1.287 | 1.654        | 1.975  | 2.350  | 2.607  |
| 180      | 1.286 | 1.653        | 1.973  | 2.347  | 2.603  |
| 200      | 1.286 | 1.653        | 1.972  | 2.345  | 2.601  |
| $\infty$ | 1.282 | 1.645        | 1.960  | 2.326  | 2.576  |

Sumber : Pengantar Metode Statistik Jilid II, LP3ES

## 2. Tabel R

Tabel Nilai Kritis untuk Korelasi r Product – Moment

| Interval Kepercayaan |       |       | Interval Kepercayaan |       |       | Interval Kepercayaan |       |       |
|----------------------|-------|-------|----------------------|-------|-------|----------------------|-------|-------|
| n                    | 95%   | 99%   | n                    | 95%   | 99%   | n                    | 95%   | 99%   |
| 3                    | 0.997 | 0.999 | 26                   | 0.388 | 0.496 | 55                   | 0.266 | 0.345 |
| 4                    | 0.950 | 0.990 | 27                   | 0.381 | 0.487 | 60                   | 0.254 | 0.330 |
| 5                    | 0.878 | 0.959 | 28                   | 0.374 | 0.478 | 65                   | 0.244 | 0.317 |
| 6                    | 0.811 | 0.917 | 29                   | 0.367 | 0.470 | 70                   | 0.235 | 0.306 |
| 7                    | 0.754 | 0.874 | 30                   | 0.361 | 0.463 | 75                   | 0.227 | 0.296 |
| 8                    | 0.707 | 0.874 | 31                   | 0.355 | 0.456 | 80                   | 0.220 | 0.286 |
| 9                    | 0.666 | 0.798 | 32                   | 0.349 | 0.449 | 85                   | 0.213 | 0.278 |
| 10                   | 0.632 | 0.765 | 33                   | 0.344 | 0.442 | 90                   | 0.207 | 0.270 |
| 11                   | 0.602 | 0.735 | 34                   | 0.339 | 0.436 | 95                   | 0.202 | 0.263 |
| 12                   | 0.576 | 0.708 | 35                   | 0.334 | 0.430 | 100                  | 0.195 | 0.256 |
| 13                   | 0.553 | 0.684 | 36                   | 0.329 | 0.424 | 125                  | 0.176 | 0.230 |
| 14                   | 0.532 | 0.661 | 37                   | 0.325 | 0.418 | 150                  | 0.159 | 0.210 |
| 15                   | 0.514 | 0.641 | 38                   | 0.320 | 0.413 | 175                  | 0.148 | 0.194 |
| 16                   | 0.497 | 0.623 | 39                   | 0.316 | 0.408 | 200                  | 0.138 | 0.181 |
| 17                   | 0.482 | 0.606 | 40                   | 0.312 | 0.403 | 300                  | 0.113 | 0.148 |
| 18                   | 0.468 | 0.590 | 41                   | 0.308 | 0.396 | 400                  | 0.098 | 0.128 |
| 19                   | 0.456 | 0.575 | 42                   | 0.304 | 0.393 | 500                  | 0.088 | 0.115 |
| 20                   | 0.444 | 0.561 | 43                   | 0.301 | 0.389 | 600                  | 0.080 | 0.105 |
| 21                   | 0.433 | 0.549 | 44                   | 0.297 | 0.384 | 700                  | 0.074 | 0.097 |
| 22                   | 0.423 | 0.537 | 45                   | 0.294 | 0.380 | 800                  | 0.070 | 0.091 |
| 23                   | 0.413 | 0.526 | 46                   | 0.291 | 0.276 | 900                  | 0.065 | 0.086 |
| 24                   | 0.404 | 0.515 | 47                   | 0.288 | 0.372 | 000                  | 0.062 | 0.081 |
| 25                   | 0.396 | 0.505 | 48                   | 0.284 | 0.368 |                      |       |       |
|                      |       |       | 49                   | 0.281 | 0.364 |                      |       |       |
|                      |       |       | 50                   | 0.297 | 0.361 |                      |       |       |