

Lampiran 3

Hasil Uji Validitas dan Realibilitas Sebelum Uji Coba

A. Hasil Uji Validitas dan Reliabilitas Skala Disiplin Kerja

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.930	27

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
A1	81.99	114.362	.665	.926
A2	83.41	134.478	-.647	.941
A3	81.89	118.798	.466	.929
A4	82.04	114.621	.605	.927
A5	81.90	116.323	.758	.925
A6	82.00	112.783	.699	.925
B1	81.83	115.072	.800	.925
B2	82.43	118.596	.350	.932
B3	82.04	114.505	.697	.926
B4	81.99	122.478	.180	.933
B5	82.37	116.846	.480	.929
B6	82.29	116.236	.561	.928
B7	82.00	114.551	.791	.925
C1	81.81	114.153	.779	.925
C2	81.64	117.160	.606	.927
C3	81.66	115.678	.773	.925
C4	81.81	115.690	.611	.927

C5	81.70	115.459	.679	.926
C6	82.00	116.696	.685	.926
D1	82.14	117.979	.496	.929
D2	81.91	117.036	.674	.926
D3	81.99	115.956	.636	.927
D4	82.07	117.980	.575	.928
D5	82.13	115.273	.671	.926
D6	82.59	118.942	.504	.928
D7	82.19	120.762	.406	.930
D8	81.76	117.549	.652	.927

B. Hasil Uji Validitas dan Reliabilitas Skala Kepuasan Kerja

Case Processing Summary

		N	%
Cases	Valid	77	98.7
	Excluded ^a	1	1.3
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.901	36

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
I feel I am being paid a fair amount for the work I do.	145.25	458.636	.367	.899
There is really too little chance for promotion on my job.	146.08	446.599	.472	.898
My supervisor is quite competent in doing his/her job.	144.94	452.140	.510	.897
I am not satisfied with the benefits I receive.	145.39	453.267	.452	.898
When I do a good job, I receive the recognition for it that I should receive.	145.12	461.578	.350	.899
Many of our rules and procedures make doing a good job difficult.	145.69	451.638	.423	.898
I like the people I work with.	144.47	455.305	.512	.897

I sometimes feel my job is meaningless.	144.84	453.133	.473	.898
Communications seem good within this organization.	144.97	454.078	.485	.898
Raises are too few and far between.	146.30	436.265	.630	.895
Those who do well on the job stand a fair chance of being promoted.	144.62	466.817	.277	.900
My supervisor is unfair to me.	144.79	450.325	.527	.897
The benefits we receive are as good as most other organizations offer.	145.91	461.163	.298	.900
I do not feel that the work I do is appreciated.	144.88	447.447	.677	.895
My efforts to do a good job are seldom blocked by red tape.	146.03	510.657	-.495	.914
I find I have to work harder at my job because of the incompetence of people I work with.	146.83	474.037	.075	.903
I like doing the things I do at work.	144.52	464.753	.400	.899
The goals of this organization are not clear to me.	144.71	448.259	.611	.896
I feel unappreciated by the organization when I think about what they pay me.	145.35	441.231	.664	.895
People get ahead as fast here as they do in other places.	145.19	454.369	.285	.902
My supervisor shows too little interest in the feelings of subordinates.	145.08	450.994	.495	.897
The benefit package we have is equitable.	145.52	442.937	.559	.896

There are few rewards for those who work here.	145.83	437.405	.695	.894
I have too much to do at work.	146.47	455.515	.372	.899
I enjoy my coworkers.	144.57	463.538	.376	.899
I often feel that I do not know what is going on with the organization.	145.92	450.625	.434	.898
I feel a sense of pride in doing my job.	144.55	460.856	.398	.899
I feel satisfied with my chances for salary increases.	144.79	457.325	.435	.898
There are benefits we do not have which we should have.	146.26	447.432	.480	.898
I like my supervisor.	144.90	452.910	.511	.897
I have too much paperwork.	146.00	461.158	.264	.901
I don't feel my efforts are rewarded the way they should be.	145.42	437.851	.694	.894
I am satisfied with my chances for promotion.	145.17	447.747	.557	.896
There is too much bickering and fighting at work.	145.36	444.366	.569	.896
My job is enjoyable.	144.66	458.621	.474	.898
Work assignments are not fully explained.	145.44	452.960	.430	.898