

LAMPIRAN

Lampiran 1
Skala Uji Coba



**PROGRAM STUDI PSIKOLOGI
FAKULTAS PSIKOLOGI DAN ILMU SOSIAL BUDAYA
UNIVERSITAS ISLAM INDONESIA
Kampus Terpadu, Jl. Kaliurang Km 14,5 Sleman**

Yogyakarta, Juni 2018
Kepada Yth. Bapak/Ibu/Saudara/i
Responden
Di tempat

Assalamu'alaikum Wr. Wb.

Dalam rangka penelitian, dengan ini saya Lhana Laurenia Maizar memohon bantuan Bapak/Ibu/ Saudara/i untuk menjadi responden dalam penelitian ini. Saya mengharapkan Bapak/Ibu/Saudara/i dapat mengisi kuesioner ini dengan baik dan lengkap.

Kuesioner ini ditujukan untuk karyawan yang bekerja di PT. PLN (Persero) Wilayah Riau dan Kepulauan Riau. Data yang diperoleh dari kuisisioner ini akan kami gunakan untuk keperluan tugas akhir (skripsi). Tidak ada penilaian benar dan salah terhadap jawaban yang diberikan. Semua informasi yang terkumpul melalui kuesioner ini hanya akan digunakan untuk penelitian ini saja dan kami akan menjaga kerahasiannya sesuai dengan etika akademik dan kode etik penelitian.

Atas bantuan dan partisipasi dari Bapak/Ibu/Saudara/i, kami mengucapkan terimakasih.

Wassalamu'alaikum Wr. Wb.

Hormat Saya

Lhana Laurenia Maizar

IDENTITAS RESPONDEN

Identitas Responden (mohon diisi)

Nama/Inisial :
Usia :
Pendidikan terakhir :
Jabatan :
Status kerja : Tetap/Kontrak/*Outsourcing**
Lama bekerja :
Status : Menikah/Belum menikah*
Tinggal bersama : Sendiri/Keluarga*
Jumlah anak :
Rentang usia anak :

Dengan ini saya menyatakan bersedia untuk menjadi responden penelitian dan menjawab semua pertanyaan penelitian sesuai dengan keadaan saya yang sejujurnya.

Pekanbaru, 2018

Responden

* : coret yang tidak perlu

NB: Jika ada informasi yang ditanyakan, silahkan menghubungi via WA

082283805887 atau via email ghanalaurenia@gmail.com

PETUNJUK PENGISIAN

Berikut ini terdapat beberapa pernyataan. Anda diminta untuk memberikan penilaian terhadap pernyataan yang paling sesuai dengan diri Anda pada kolom jawaban yang sudah disediakan. Tidak ada salah benar dalam jawaban. Petunjuk jawaban sebagai berikut:

- 1 : Bila Anda merasa **sangat tidak sesuai** dengan pernyataan tersebut
- 2 : Bila Anda merasa **tidak sesuai** dengan pernyataan tersebut
- 3 : Bila Anda merasa **kurang sesuai** dengan pernyataan tersebut
- 4 : Bila Anda merasa **kadang sesuai** dengan pernyataan tersebut
- 5 : Bila Anda merasa **sesuai** dengan pernyataan tersebut
- 6 : Bila Anda merasa **sangat sesuai** dengan pernyataan tersebut

Berikan tanda silang (X) pada kolom yang Anda anggap sesuai dengan diri Anda.

Contoh pengisian:

Saya adalah orang yang tidak mudah putus asa.

Jika hal tersebut **SESUAI** dengan apa yang anda alami atau rasakan, maka **SILANG (X)** kolom bagian **5** seperti contoh dibawah ini:

| NO | Pernyataan | Pilihan Jawaban | | | | | |
|----|--|-----------------|---|---|---|--------------|---|
| 1 | Saya adalah orang yang tidak mudah putus asa | 1 | 2 | 3 | 4 | 5 | 6 |

* Apabila anda ingin memperbaiki jawaban, maka cukup beri tanda (=) pada jawaban yang sebelumnya.

BAGIAN A

Jawablah pertanyaan-pertanyaan berikut ini dengan memberi **SILANG (X)** pada pilihan jawaban yang paling menggambarkan diri anda!

| No | Pernyataan | Pilihan Jawaban | | | | | |
|----|---|-----------------|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Saya akan sangat senang menghabiskan sisa karir saya dengan organisasi/perusahaan ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. | Saya senang mendiskusikan hal-hal terkait dengan organisasi/perusahaan saya dengan orang-orang di luar organisasi/perusahaan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. | Saya benar-benar merasa seolah-olah masalah organisasi/perusahaan ini adalah masalah saya sendiri. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. | Saya berpikir bahwa saya dapat dengan mudah terikat pada organisasi/perusahaan lain seperti pada organisasi/perusahaan ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. | Saya tidak merasa seperti 'bagian dari keluarga' di organisasi/perusahaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6. | Saya tidak merasa 'terikat secara emosional' dengan organisasi ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. | Organisasi ini memiliki banyak makna pribadi bagi saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8. | Rasa memiliki organisasi/perusahaan kurang kuat saya rasakan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. | Saya tidak takut dengan apa yang dapat terjadi jika saya berhenti dari pekerjaan saya tanpa mempersiapkan langkah berikutnya. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|--|---|---|---|---|---|---|
| 10. | Akan sangat sulit bagi saya untuk meninggalkan organisasi/perusahaan saya sekarang, bahkan jika saya menginginkannya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 11. | Banyak hal dalam hidup saya yang akan terganggu jika saya memutuskan untuk meninggalkan perusahaan saya sekarang. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12. | Saya tidak akan merasa rugi jika meninggalkan organisasi/perusahaan sekarang. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13. | Bertahan pada organisasi/perusahaan merupakan keinginan saya saat ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. | Kecil kemungkinan bagi saya untuk meninggalkan organisasi/perusahaan ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 15. | Salah satu resiko meninggalkan perusahaan ini adalah kurang adanya alternatif untuk melanjutkan karir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16. | Salah satu alasan utama mengapa saya terus bekerja untuk perusahaan ini yaitu apabila saya berhenti akan memerlukan pengorbanan pribadi yang cukup besar karena perusahaan lain mungkin tidak memberikan manfaat sebesar yang saya dapatkan di sini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17. | Saya pikir orang-orang belakangan ini sering berpindah-pindah dari satu perusahaan ke perusahaan lain. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18. | Saya tidak percaya bahwa seseorang harus selalu setia kepada organisasi/perusahaan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19. | Berpindah-pindah dari satu organisasi/perusahaan ke organisasi/perusahaan lain sama sekali tidak etis bagi saya. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|---|---|---|---|---|---|---|
| 20. | Salah satu alasan utama mengapa saya terus bekerja untuk organisasi/perusahaan ini yaitu karena saya percaya bahwa kesetiaan itu penting dan oleh karena itu saya merasa ada kewajiban moral untuk tetap tinggal. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21. | Jika mendapat tawaran untuk pekerjaan yang lebih baik di tempat lain, saya tidak akan merasa benar meninggalkan organisasi/perusahaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 22. | Saya diajari untuk mengedepankan nilai setia pada satu organisasi/perusahaan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23. | Segala sesuatu menjadi lebih baik apabila seseorang bertahan dengan satu organisasi/perusahaan dalam sebagian besar karirnya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 24. | Saya merasa bahwa menjadi seorang karyawan di sebuah organisasi/perusahaan adalah pilihan yang tidak tepat. | 1 | 2 | 3 | 4 | 5 | 6 |

BAGIAN B

Jawablah pertanyaan-pertanyaan berikut ini dengan memberi **SILANG (X)** pada pilihan jawaban yang paling menggambarkan diri anda!

| No | Pernyataan | Pilihan Jawaban | | | | | |
|----|---|-----------------|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Ketika saya sukses di tempat kerja, anggota keluarga saya menunjukkan bahwa mereka bangga dengan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. | Anggota keluarga saya membebani saya dengan hal-hal yang seharusnya dapat mereka tangani sendiri. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. | Anggota keluarga saya tampaknya tidak tertarik mendengar tentang pekerjaan saya sehari-hari. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. | Ketika sesuatu di tempat kerja mengganggu saya, anggota keluarga saya menunjukkan bahwa mereka memahami perasaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. | Saya dan anggota keluarga bekerja sama untuk menyelesaikan pekerjaan rumah. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6. | Ketika saya berbicara tentang pekerjaan saya, anggota keluarga saya tidak benar-benar mendengarkan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. | Seseorang di keluarga saya selalu bertanya kepada saya tentang pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8. | Jika saya harus pergi ke luar kota untuk pekerjaan saya, keluarga saya akan kesulitan mengurus tanggung jawab rumah tangga/pekerjaan rumah. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. | Selama saya menghasilkan uang, anggota keluarga saya tidak memperlakukan pekerjaan | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|---|---|---|---|---|---|---|
| | apa yang saya miliki. | | | | | | |
| 10. | Anggota keluarga saya selalu menuntut saya melakukan sesuatu untuk mereka. | 1 | 2 | 3 | 4 | 5 | 6 |
| 11. | Saya merasa lebih baik setelah mendiskusikan masalah yang berhubungan dengan pekerjaan dengan seorang anggota keluarga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12. | Anggota keluarga saya melakukan pembagian tugas rumah tangga/pekerjaan rumah secara adil. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13. | Ketika saya memiliki hari yang berat di tempat kerja, anggota keluarga mencoba untuk menghibur saya | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. | Anggota keluarga saya tertarik dengan pekerjaan saya | 1 | 2 | 3 | 4 | 5 | 6 |
| 15. | Saya mengalami kesulitan mendiskusikan kegiatan yang berhubungan dengan pekerjaan dengan anggota keluarga saya | 1 | 2 | 3 | 4 | 5 | 6 |
| 16. | Ketika saya frustrasi oleh pekerjaan saya, seseorang di keluarga saya mencoba untuk mengerti saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17 | Anggota keluarga saya bersedia melakukan pekerjaan rumah tangga bila diperlukan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18. | Anggota keluarga saya sepertinya selalu meluangkan waktu untuk saya jika saya perlu membahas pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19. | Saya berharap anggota keluarga saya akan lebih peduli tentang apa yang saya lakukan di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20. | Anggota keluarga saya sering memberikan sudut pandang yang berbeda terhadap masalah yang berhubungan dengan pekerjaan | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|---|---|---|---|---|---|---|
| | saya | | | | | | |
| 21. | Keluarga saya meninggalkan terlalu banyak tugas rumah tangga untuk saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 22. | Anggota keluarga saya tidak mau mendengarkan masalah yang berhubungan dengan pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23. | Anggota keluarga saya tampak bosan ketika saya berbicara tentang pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 24. | Seseorang di keluarga saya membantu saya mengerjakan tugas bila diperlukan | 1 | 2 | 3 | 4 | 5 | 6 |
| 25. | Anggota keluarga saya memiliki sedikit rasa hormat terhadap pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 26. | Anggota keluarga saya senang ketika saya berhasil di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 27. | Seseorang di keluarga saya membantu saya merasa lebih baik ketika saya kecewa tentang pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 28. | Jika pekerjaan saya sangat berat, seseorang di keluarga saya akan mengambil tanggung jawab ekstra untuk pekerjaan rumah tangga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 29. | Ketika mendiskusikan masalah pekerjaan saya dengan anggota keluarga, saya biasanya merasa itu berguna. | 1 | 2 | 3 | 4 | 5 | 6 |
| 30. | Anggota keluarga saya ingin saya menikmati pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 31. | Anggota keluarga saya memberi saya terlalu banyak tanggung jawab untuk perbaikan dan pemeliharaan rumah tangga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 32. | Anggota keluarga saya senang mendengar tentang pencapaian saya di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|--|---|---|---|---|---|---|
| 33. | Saya dapat bergantung pada anggota keluarga saya untuk membantu saya ketika saya terlambat bekerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 34. | Anggota keluarga saya memiliki sikap positif terhadap pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 35. | Ketika saya memiliki masalah di tempat kerja, anggota keluarga saya tampaknya menyalahkan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 36. | Anggota keluarga saya membantu saya mengerjakan tugas rutin rumah tangga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 37. | Ketika saya memiliki masalah di tempat kerja, anggota keluarga saya menyatakan keprihatinan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 38. | Saya mencari anggota keluarga untuk diyakinkan tentang pekerjaan saya ketika saya membutuhkannya | 1 | 2 | 3 | 4 | 5 | 6 |
| 39. | Jika saya harus bekerja lembur, saya bisa mengandalkan seseorang di keluarga saya untuk mengurus semua pekerjaan rumah tangga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 40. | Saya merasa nyaman untuk meminta saran tentang situasi masalah di tempat kerja kepada anggota keluarga saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 41. | Anggota keluarga saya bersimpati ketika saya kesal dengan pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 42. | Terlalu banyak waktu saya di rumah dihabiskan untuk melanjutkan tugas rumah tangga yang seharusnya dikerjakan anggota keluarga saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 43. | Anggota keluarga saya membantu melakukan lebih banyak tugas rumah tangga ketika saya mengalami minggu | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|--|---|---|---|---|---|---|
| | yang sibuk di tempat kerja. | | | | | | |
| 44. | Jika saya memiliki masalah di tempat kerja, saya biasanya membaginya dengan anggota keluarga saya. | 1 | 2 | 3 | 4 | 5 | 6 |

BAGIAN C

Jawablah pertanyaan-pertanyaan berikut ini dengan memberi SILANG (X) pada pilihan jawaban yang paling menggambarkan diri anda!

| No | Pernyataan | Pilihan Jawaban | | | | | |
|-----|--|-----------------|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Saya merasa dibayar cukup untuk pekerjaan yang saya lakukan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. | Benar-benar terlalu sedikit kesempatan untuk promosi di pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. | Supervisor saya cukup kompeten dalam melakukan pekerjaannya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. | Saya tidak puas dengan tunjangan tambahan yang saya terima. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. | Saya menerima pengakuan ketika saya melakukan pekerjaan dengan baik. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6. | Banyak aturan dan prosedur di perusahaan yang mempersulit untuk bekerja dengan baik. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. | Saya suka orang-orang yang bekerja dengan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8. | Terkadang saya merasa pekerjaan saya tidak ada artinya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. | Komunikasi dalam organisasi ini sangat baik. | 1 | 2 | 3 | 4 | 5 | 6 |
| 10. | Kenaikan gaji yang diberikan perusahaan sangat jarang dan sedikit. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|---|---|---|---|---|---|---|
| 11. | Mereka yang bekerja dengan baik di tempat kerja memiliki kesempatan yang adil untuk dipromosikan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12. | Atasan saya tidak adil kepada saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13. | Tunjangan tambahan yang kami terima sama bagusnya dengan tawaran yang diberikan sebagian besar organisasi lain. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. | Saya merasa bahwa pekerjaan yang saya lakukan tidak dihargai. | 1 | 2 | 3 | 4 | 5 | 6 |
| 15. | Upaya saya untuk melakukan pekerjaan dengan baik kadang diblokir oleh aturan dan proses resmi yang tampaknya tidak perlu dan menyebabkan penundaan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16. | Saya merasa saya harus bekerja lebih keras di pekerjaan saya karena ketidakmampuan orang yang bekerja dengan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17. | Saya suka melakukan hal-hal yang saya lakukan di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18. | Tujuan dari organisasi ini tidak jelas bagi saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19. | Saya merasa tidak dihargai oleh organisasi ketika saya memikirkan tentang apa yang mereka berikan kepada saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20. | Orang-orang yang bekerja di perusahaan ini sama cepatnya dengan orang-orang di perusahaan lain. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21. | Atasan saya kurang memperhatikan perasaan karyawan bawahan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 22. | Paket tunjangan yang kami terima dari perusahaan setimpal dengan pekerjaan yang kami kerjakan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23. | Ada beberapa penghargaan bagi mereka yang bekerja di sini. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|--|---|---|---|---|---|---|
| 24. | Saya memiliki terlalu banyak pekerjaan di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 25. | Saya menikmati bekerja dengan rekan kerja saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 26. | Saya sering merasa bahwa saya tidak tahu apa yang terjadi dengan organisasi. | 1 | 2 | 3 | 4 | 5 | 6 |
| 27. | Saya merasa bangga saat melakukan pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 28. | Saya merasa puas dengan peluang saya untuk kenaikan gaji. | 1 | 2 | 3 | 4 | 5 | 6 |
| 29. | Ada tunjangan tambahan yang tidak saya miliki yang seharusnya saya miliki. | 1 | 2 | 3 | 4 | 5 | 6 |
| 30. | Saya menyukai atasan saya | 1 | 2 | 3 | 4 | 5 | 6 |
| 31. | Saya memiliki terlalu banyak pekerjaan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 32. | Saya merasa usaha saya tidak dihargai sebagaimana seharusnya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 33. | Saya puas dengan peluang saya untuk promosi. | 1 | 2 | 3 | 4 | 5 | 6 |
| 34. | Ada terlalu banyak pertengkaran dan perkelahian di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 35. | Pekerjaan saya menyenangkan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 36. | Penugasan kerja yang diberikan tidak sepenuhnya dijelaskan. | 1 | 2 | 3 | 4 | 5 | 6 |

**MOHON DICEK KEMBALI, JANGAN SAMPAI ADA YANG
TERLEWATI
TERIMAKASIH ATAS KESEDIAANYA, SEMOGA ALLAH SWT
MELANCARKAN SEGALA URUSAN ANDA ☺**

Lampiran 2
Tabulasi Data Uji Coba

KOMITMEN ORGANISASI

| | A1 | A2 | A3 | A4 | A5 | A6 | A7 | A8 | A9 | A10 | A11 | A12 | A13 | A14 | A15 | A16 | A17 |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 3 | 2 | 3 | 4 | 5 | 2 | 3 | 2 | 5 | 3 | 1 | 4 | 5 | 3 | 3 | 3 | 2 |
| 2 | 6 | 3 | 4 | 4 | 6 | 6 | 6 | 6 | 3 | 5 | 5 | 5 | 5 | 6 | 2 | 2 | 2 |
| 3 | 6 | 4 | 3 | 2 | 5 | 6 | 4 | 5 | 5 | 5 | 5 | 6 | 3 | 5 | 5 | 2 | 6 |
| 4 | 4 | 6 | 2 | 3 | 5 | 5 | 4 | 5 | 5 | 6 | 5 | 2 | 5 | 6 | 2 | 5 | 5 |
| 5 | 4 | 4 | 4 | 3 | 5 | 2 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 |
| 6 | 4 | 1 | 3 | 4 | 3 | 3 | 4 | 5 | 6 | 4 | 5 | 5 | 4 | 3 | 1 | 3 | 5 |
| 7 | 5 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 2 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 2 |
| 8 | 5 | 5 | 3 | 4 | 5 | 5 | 6 | 2 | 3 | 5 | 4 | 2 | 5 | 4 | 3 | 3 | 4 |
| 9 | 4 | 5 | 2 | 3 | 6 | 6 | 4 | 5 | 6 | 6 | 5 | 2 | 4 | 4 | 4 | 5 | 4 |
| 10 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 5 |
| 11 | 2 | 3 | 3 | 2 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 5 |
| 12 | 3 | 5 | 5 | 4 | 6 | 6 | 6 | 4 | 1 | 4 | 5 | 6 | 6 | 5 | 5 | 6 | 1 |
| 13 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 5 | 5 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 3 |
| 14 | 4 | 6 | 2 | 3 | 5 | 5 | 4 | 5 | 5 | 6 | 5 | 2 | 5 | 6 | 2 | 5 | 5 |
| 15 | 6 | 6 | 6 | 3 | 1 | 5 | 6 | 5 | 2 | 6 | 4 | 3 | 6 | 6 | 4 | 4 | 4 |
| 16 | 5 | 5 | 1 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 4 | 5 | 5 |
| 17 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 18 | 2 | 2 | 2 | 5 | 5 | 5 | 2 | 5 | 5 | 2 | 2 | 5 | 2 | 2 | 2 | 5 | 2 |
| 19 | 3 | 2 | 1 | 4 | 6 | 6 | 4 | 6 | 4 | 5 | 5 | 6 | 6 | 6 | 5 | 3 | 3 |
| 20 | 4 | 5 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 5 |
| 21 | 5 | 3 | 4 | 4 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 |
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| | C1 | C2 | C3 | C4 | C5 | C6 | C7 | C8 | C9 | C10 | C11 | C12 | C13 | C14 |
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| 16 | 4 | 4 | 5 | 4 | 2 | 5 | 2 | 5 | 5 | 2 | 3 | 2 |
| 17 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 18 | 5 | 6 | 4 | 2 | 5 | 6 | 6 | 6 | 5 | 6 | 5 | 6 |
| 19 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 20 | 4 | 4 | 5 | 2 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 |
| 21 | 5 | 3 | 2 | 2 | 2 | 5 | 4 | 5 | 4 | 3 | 5 | 2 |
| 22 | 4 | 3 | 5 | 2 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 |
| 23 | 4 | 1 | 3 | 3 | 3 | 5 | 4 | 3 | 4 | 2 | 4 | 3 |
| 24 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 25 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 26 | 3 | 5 | 3 | 3 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 2 |
| 27 | 5 | 2 | 5 | 2 | 2 | 5 | 2 | 6 | 4 | 3 | 4 | 1 |
| 28 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 29 | 4 | 2 | 1 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 4 | 2 |
| 30 | 5 | 1 | 5 | 3 | 6 | 6 | 1 | 6 | 6 | 6 | 1 | 6 |
| 31 | 5 | 5 | 5 | 3 | 4 | 3 | 2 | 5 | 5 | 5 | 4 | 2 |
| 32 | 5 | 5 | 4 | 3 | 2 | 4 | 4 | 5 | 4 | 4 | 2 | 3 |
| 33 | 1 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 5 | 1 |
| 34 | 2 | 2 | 2 | 5 | 3 | 4 | 5 | 4 | 2 | 5 | 4 | 2 |
| 35 | 4 | 4 | 4 | 3 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 3 |
| 36 | 3 | 4 | 4 | 2 | 4 | 5 | 3 | 5 | 5 | 6 | 5 | 6 |
| 37 | 5 | 2 | 5 | 2 | 2 | 5 | 4 | 5 | 5 | 3 | 5 | 2 |
| 38 | 3 | 4 | 5 | 2 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 3 |
| 39 | 5 | 2 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 2 | 3 | 4 |
| 40 | 5 | 4 | 1 | 2 | 6 | 5 | 6 | 5 | 5 | 6 | 4 | 6 |
| 41 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 |
| 42 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 43 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 4 |
| 44 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 4 | 5 | 2 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 |
| 46 | 5 | 4 | 2 | 6 | 4 | 6 | 5 | 1 | 2 | 4 | 4 | 2 |
| 47 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 2 |
| 48 | 5 | 6 | 5 | 3 | 4 | 6 | 3 | 6 | 6 | 4 | 5 | 4 |
| 49 | 5 | 2 | 5 | 2 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 |

| | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|
| 50 | 6 | 6 | 6 | 3 | 4 | 6 | 3 | 6 | 6 | 4 | 5 | 3 |
| 51 | 4 | 4 | 5 | 2 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 |
| 52 | 3 | 5 | 1 | 4 | 2 | 4 | 5 | 4 | 3 | 5 | 4 | 2 |
| 53 | 4 | 4 | 4 | 2 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 3 |
| 54 | 5 | 2 | 5 | 3 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 3 |
| 55 | 5 | 4 | 3 | 2 | 5 | 5 | 6 | 5 | 4 | 3 | 5 | 6 |
| 56 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 57 | 5 | 5 | 5 | 1 | 4 | 6 | 4 | 6 | 6 | 1 | 6 | 5 |
| 58 | 4 | 1 | 3 | 4 | 3 | 6 | 4 | 6 | 4 | 2 | 4 | 3 |
| 59 | 5 | 4 | 5 | 3 | 3 | 6 | 3 | 5 | 6 | 3 | 5 | 3 |
| 60 | 3 | 1 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 2 | 1 | 3 |
| 61 | 3 | 1 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 2 | 1 | 3 |
| 62 | 6 | 2 | 6 | 1 | 2 | 6 | 2 | 6 | 5 | 2 | 6 | 3 |
| 63 | 5 | 6 | 5 | 3 | 4 | 6 | 3 | 6 | 6 | 4 | 5 | 3 |
| 64 | 4 | 1 | 1 | 5 | 1 | 6 | 5 | 6 | 2 | 6 | 5 | 1 |
| 65 | 4 | 5 | 5 | 3 | 4 | 2 | 3 | 5 | 5 | 5 | 5 | 5 |
| 66 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 67 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 4 |
| 68 | 5 | 1 | 6 | 3 | 6 | 6 | 1 | 6 | 6 | 6 | 1 | 6 |
| 69 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 |
| 70 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| 71 | 5 | 5 | 3 | 2 | 3 | 4 | 3 | 5 | 5 | 3 | 5 | 2 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 4 | 5 | 6 | 6 |
| 73 | 5 | 2 | 5 | 2 | 2 | 5 | 2 | 5 | 5 | 2 | 1 | 2 |
| 74 | 5 | 1 | 6 | 3 | 6 | 6 | 1 | 6 | 6 | 6 | 1 | 6 |
| 75 | 5 | 6 | 4 | 2 | 4 | 6 | 4 | 5 | 6 | 3 | 6 | 4 |
| 76 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 6 | 4 | 2 | 4 | 3 |
| 77 | 4 | 4 | 5 | 2 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 |
| 78 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 79 | 1 | 3 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 5 |
| 80 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 6 | 4 | 5 | 5 | 3 |
| 81 | 6 | 6 | 6 | 1 | 5 | 6 | 6 | 6 | 6 | 5 | 6 | 6 |
| 82 | 5 | 6 | 5 | 2 | 2 | 4 | 6 | 5 | 5 | 6 | 6 | 3 |
| 83 | 3 | 1 | 3 | 6 | 5 | 5 | 2 | 5 | 5 | 1 | 3 | 3 |
| 84 | 5 | 6 | 5 | 3 | 4 | 6 | 3 | 6 | 6 | 4 | 5 | 3 |
| 85 | 3 | 6 | 5 | 2 | 3 | 6 | 5 | 6 | 6 | 3 | 5 | 3 |
| 86 | 3 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 3 | 3 | 5 | 3 |
| 87 | 5 | 5 | 5 | 2 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 2 |
| 88 | 3 | 5 | 3 | 2 | 3 | 3 | 5 | 3 | 5 | 4 | 6 | 5 |
| 89 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 90 | 2 | 1 | 5 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 2 | 3 |
| 91 | 5 | 6 | 5 | 2 | 5 | 6 | 4 | 6 | 5 | 6 | 5 | 5 |
| 92 | 2 | 5 | 6 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 93 | 3 | 4 | 5 | 4 | 4 | 6 | 4 | 6 | 5 | 4 | 5 | 4 |
| 94 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 |
| 95 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 3 |
| 96 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 97 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 98 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 |
| 99 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 |

| | | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|
| 100 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 2 |
| 101 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 |
| 102 | 5 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 3 |
| 103 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 3 |
| 104 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 6 | 2 |
| 105 | 4 | 6 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 106 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 3 |
| 107 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 |
| 108 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 3 |
| 109 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 3 |
| 110 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 |
| 111 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 112 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 113 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 3 |
| 114 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 115 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 116 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 117 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 118 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 6 | 3 |
| 119 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 |
| 120 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 |
| 121 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 |
| 122 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 |
| 123 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 3 |
| 124 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
| 125 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 3 |
| 126 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 127 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
| 128 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 3 |
| 129 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 3 |
| 130 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 3 |
| 131 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 |
| 132 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 3 |
| 133 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
| 134 | 5 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 135 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 3 |
| 136 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 5 | 4 |
| 137 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 138 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 139 | 5 | 4 | 5 | 4 | 1 | 3 | 2 | 5 | 4 | 2 | 3 | 2 |
| 140 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 141 | 5 | 3 | 3 | 2 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 |
| 142 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 143 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 2 | 4 | 4 |
| 144 | 4 | 5 | 4 | 3 | 3 | 4 | 2 | 5 | 5 | 4 | 5 | 4 |
| 145 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 146 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 |
| 147 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 |
| 148 | 3 | 2 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 |
| 149 | 4 | 5 | 4 | 3 | 3 | 4 | 2 | 5 | 5 | 4 | 6 | 3 |

| | | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|
| 150 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 151 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 152 | 4 | 5 | 4 | 3 | 2 | 5 | 4 | 5 | 4 | 4 | 5 | 3 |
| 153 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 154 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 155 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 156 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 3 |
| 157 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
| 158 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 159 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 3 |
| 160 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 161 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 2 |
| 162 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 3 |
| 163 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |

Lampiran 3
Validitas dan Reliabilitas Data Uji Coba

Komitmen Organisasi

A. Putaran 1

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .734 | .730 | 24 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|-------------------------------|-----------------------------------|--|---------------------------------|--|
| a1 | 93.18 | 96.752 | .342 | .477 | .722 |
| a2 | 93.75 | 94.273 | .319 | .512 | .722 |
| a3 | 94.20 | 95.616 | .344 | .438 | .721 |
| a4 | 93.88 | 105.091 | -.116 | .393 | .751 |
| a5 | 93.00 | 96.728 | .244 | .620 | .727 |
| a6 | 93.33 | 92.865 | .383 | .598 | .717 |
| a7 | 93.03 | 97.647 | .275 | .630 | .726 |
| a8 | 93.58 | 90.999 | .437 | .545 | .712 |
| a9 | 93.58 | 97.814 | .177 | .536 | .733 |
| a10 | 93.48 | 90.350 | .565 | .709 | .704 |
| a11 | 93.74 | 87.118 | .558 | .724 | .700 |
| a12 | 93.58 | 90.763 | .508 | .603 | .707 |
| a13 | 92.80 | 95.854 | .389 | .475 | .719 |
| a14 | 93.45 | 91.817 | .487 | .627 | .710 |
| a15 | 94.15 | 104.386 | -.085 | .423 | .749 |
| a16 | 93.29 | 95.592 | .353 | .404 | .720 |
| a17 | 93.75 | 98.026 | .159 | .510 | .735 |
| a18 | 93.53 | 94.115 | .356 | .481 | .719 |
| a19 | 94.17 | 101.230 | .041 | .504 | .743 |
| a20 | 93.33 | 96.801 | .313 | .472 | .723 |
| a21 | 93.73 | 96.667 | .236 | .527 | .728 |
| a22 | 93.27 | 99.297 | .152 | .632 | .733 |
| a23 | 93.21 | 98.796 | .187 | .642 | .731 |
| a24 | 93.25 | 103.091 | -.021 | .410 | .744 |

B. Putaran 2

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .808 | .805 | 13 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|-------------------------------|-----------------------------------|--|---------------------------------|--|
| a1 | 48.86 | 60.258 | .396 | .273 | .799 |
| a2 | 49.44 | 56.630 | .444 | .396 | .795 |
| a3 | 49.88 | 61.368 | .259 | .214 | .809 |
| a6 | 49.01 | 58.592 | .338 | .240 | .805 |
| a8 | 49.26 | 54.625 | .530 | .427 | .787 |
| a10 | 49.16 | 54.876 | .632 | .629 | .779 |
| a11 | 49.42 | 50.752 | .697 | .670 | .769 |
| a12 | 49.26 | 56.455 | .491 | .495 | .791 |
| a13 | 48.48 | 59.671 | .434 | .376 | .797 |
| a14 | 49.13 | 54.940 | .620 | .582 | .780 |
| a16 | 48.98 | 60.172 | .343 | .227 | .803 |
| a18 | 49.21 | 61.392 | .208 | .306 | .815 |
| a20 | 49.01 | 60.339 | .359 | .331 | .802 |

Dukungan Keluarga

A. Putaran 1

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .894 | .910 | 44 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|----|-------------------------------|-----------------------------------|--|---------------------------------|--|
| b1 | 193.04 | 363.510 | .494 | . | .891 |

| | | | | | |
|-----|--------|---------|-------|---|------|
| b2 | 193.64 | 375.998 | -.019 | . | .897 |
| b3 | 193.41 | 359.997 | .408 | . | .891 |
| b4 | 193.64 | 353.601 | .636 | . | .888 |
| b5 | 193.27 | 360.396 | .490 | . | .890 |
| b6 | 193.39 | 361.634 | .386 | . | .891 |
| b7 | 193.38 | 361.583 | .398 | . | .891 |
| b8 | 193.91 | 379.775 | -.099 | . | .900 |
| b9 | 194.65 | 379.093 | -.089 | . | .899 |
| b10 | 193.56 | 355.037 | .466 | . | .890 |
| b11 | 193.67 | 354.186 | .582 | . | .889 |
| b12 | 193.63 | 356.728 | .519 | . | .890 |
| b13 | 193.37 | 353.654 | .605 | . | .889 |
| b14 | 193.53 | 358.929 | .499 | . | .890 |
| b15 | 193.99 | 368.549 | .138 | . | .896 |
| b16 | 193.25 | 356.470 | .605 | . | .889 |
| b17 | 193.36 | 361.799 | .386 | . | .891 |
| b18 | 193.51 | 356.461 | .593 | . | .889 |
| b19 | 195.02 | 381.234 | -.123 | . | .901 |
| b20 | 194.23 | 363.300 | .293 | . | .893 |
| b21 | 193.61 | 359.103 | .350 | . | .892 |
| b22 | 193.28 | 356.436 | .579 | . | .889 |
| b23 | 193.33 | 359.418 | .412 | . | .891 |
| b24 | 193.95 | 356.578 | .522 | . | .890 |
| b25 | 194.44 | 359.383 | .267 | . | .894 |
| b26 | 192.99 | 363.913 | .394 | . | .892 |
| b27 | 193.69 | 350.760 | .493 | . | .890 |
| b28 | 193.52 | 353.868 | .544 | . | .889 |
| b29 | 193.52 | 357.264 | .521 | . | .890 |
| b30 | 193.26 | 359.588 | .554 | . | .890 |
| b31 | 193.81 | 357.846 | .439 | . | .891 |
| b32 | 193.21 | 354.454 | .705 | . | .888 |
| b33 | 194.29 | 351.987 | .441 | . | .891 |
| b34 | 193.14 | 356.924 | .559 | . | .889 |
| b35 | 193.22 | 358.840 | .408 | . | .891 |
| b36 | 193.61 | 361.919 | .401 | . | .891 |
| b37 | 193.88 | 350.331 | .551 | . | .889 |
| b38 | 193.89 | 365.482 | .207 | . | .894 |
| b39 | 193.86 | 361.628 | .304 | . | .893 |
| b40 | 193.61 | 354.103 | .642 | . | .888 |
| b41 | 193.76 | 351.665 | .682 | . | .888 |

| | | | | | |
|-----|--------|---------|------|---|------|
| b42 | 193.66 | 370.165 | .118 | . | .895 |
| b43 | 193.77 | 359.365 | .454 | . | .891 |
| b44 | 194.12 | 363.763 | .269 | . | .893 |

B. Putaran 2

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .926 | .931 | 34 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|-------------------------------|-----------------------------------|--|---------------------------------|--|
| b1 | 152.99 | 309.302 | .546 | .668 | .924 |
| b3 | 153.36 | 308.862 | .360 | .548 | .926 |
| b4 | 153.60 | 299.539 | .694 | .721 | .922 |
| b5 | 153.22 | 306.581 | .526 | .595 | .924 |
| b6 | 153.34 | 311.460 | .303 | .714 | .926 |
| b7 | 153.33 | 308.618 | .400 | .502 | .925 |
| b10 | 153.52 | 303.634 | .440 | .557 | .925 |
| b11 | 153.62 | 299.990 | .640 | .759 | .923 |
| b12 | 153.58 | 301.936 | .589 | .671 | .923 |
| b13 | 153.32 | 299.688 | .658 | .644 | .922 |
| b14 | 153.48 | 305.757 | .515 | .728 | .924 |
| b16 | 153.20 | 302.961 | .641 | .711 | .923 |
| b17 | 153.31 | 309.251 | .374 | .541 | .926 |
| b18 | 153.46 | 302.978 | .628 | .727 | .923 |
| b21 | 153.56 | 309.124 | .282 | .674 | .927 |
| b22 | 153.23 | 304.732 | .553 | .715 | .924 |
| b23 | 153.28 | 307.991 | .375 | .723 | .926 |
| b24 | 153.90 | 301.398 | .605 | .686 | .923 |
| b26 | 152.94 | 309.897 | .428 | .637 | .925 |
| b27 | 153.64 | 298.010 | .508 | .809 | .924 |
| b28 | 153.47 | 300.164 | .584 | .652 | .923 |
| b29 | 153.47 | 303.127 | .571 | .691 | .923 |
| b30 | 153.21 | 306.524 | .567 | .668 | .924 |
| b31 | 153.76 | 306.109 | .414 | .624 | .925 |
| b32 | 153.17 | 301.818 | .716 | .716 | .922 |
| b33 | 154.25 | 297.618 | .488 | .743 | .925 |

| | | | | | |
|-----|--------|---------|------|------|------|
| b34 | 153.09 | 304.627 | .551 | .640 | .924 |
| b35 | 153.17 | 308.402 | .345 | .597 | .926 |
| b36 | 153.56 | 307.433 | .452 | .692 | .925 |
| b37 | 153.83 | 297.230 | .578 | .822 | .923 |
| b39 | 153.81 | 309.451 | .285 | .537 | .927 |
| b40 | 153.56 | 299.902 | .705 | .808 | .922 |
| b41 | 153.71 | 299.293 | .690 | .665 | .922 |
| b43 | 153.72 | 307.364 | .431 | .644 | .925 |

C. Putaran 3

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .928 | .932 | 32 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|-------------------------------|-----------------------------------|--|---------------------------------|--|
| b1 | 144.15 | 282.781 | .573 | .645 | .926 |
| b3 | 144.52 | 282.560 | .370 | .524 | .928 |
| b4 | 144.75 | 274.054 | .692 | .715 | .924 |
| b5 | 144.37 | 280.853 | .522 | .556 | .926 |
| b6 | 144.49 | 286.177 | .278 | .595 | .929 |
| b7 | 144.48 | 282.906 | .393 | .481 | .928 |
| b10 | 144.67 | 277.815 | .442 | .547 | .927 |
| b11 | 144.77 | 274.078 | .651 | .750 | .925 |
| b12 | 144.74 | 275.825 | .604 | .652 | .925 |
| b13 | 144.47 | 274.066 | .660 | .639 | .925 |
| b14 | 144.64 | 279.739 | .523 | .714 | .926 |
| b16 | 144.35 | 276.760 | .660 | .707 | .925 |
| b17 | 144.46 | 283.410 | .370 | .537 | .928 |
| b18 | 144.61 | 277.473 | .621 | .727 | .925 |
| b22 | 144.38 | 279.101 | .548 | .715 | .926 |
| b23 | 144.43 | 282.506 | .362 | .719 | .928 |
| b24 | 145.06 | 275.830 | .603 | .670 | .925 |
| b26 | 144.09 | 283.973 | .426 | .620 | .927 |
| b27 | 144.79 | 272.067 | .519 | .806 | .927 |
| b28 | 144.63 | 274.964 | .573 | .638 | .926 |

| | | | | | |
|-----|--------|---------|------|------|------|
| b29 | 144.62 | 277.089 | .583 | .680 | .926 |
| b30 | 144.36 | 280.343 | .581 | .666 | .926 |
| b31 | 144.91 | 280.412 | .410 | .528 | .928 |
| b32 | 144.32 | 275.984 | .724 | .703 | .924 |
| b33 | 145.40 | 272.500 | .480 | .732 | .928 |
| b34 | 144.25 | 278.828 | .553 | .636 | .926 |
| b35 | 144.33 | 282.616 | .341 | .580 | .929 |
| b36 | 144.71 | 281.737 | .445 | .689 | .927 |
| b37 | 144.98 | 271.352 | .589 | .821 | .925 |
| b40 | 144.72 | 274.438 | .702 | .800 | .924 |
| b41 | 144.87 | 273.883 | .686 | .655 | .924 |
| b43 | 144.87 | 282.101 | .411 | .607 | .928 |

Kepuasan Kerja

A. Putaran 1

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .844 | .856 | 36 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|-------------------------------|-----------------------------------|--|---------------------------------|--|
| c1 | 143.59 | 200.070 | .339 | .631 | .840 |
| c2 | 144.73 | 197.305 | .330 | .644 | .840 |
| c3 | 143.78 | 200.758 | .233 | .656 | .843 |
| c4 | 144.24 | 195.103 | .453 | .651 | .837 |
| c5 | 143.64 | 200.432 | .349 | .587 | .840 |
| c6 | 144.21 | 198.117 | .303 | .551 | .841 |
| c7 | 143.28 | 200.425 | .456 | .679 | .839 |
| c8 | 143.93 | 197.716 | .340 | .532 | .840 |
| c9 | 143.62 | 197.169 | .428 | .602 | .838 |
| c10 | 144.68 | 195.586 | .410 | .638 | .838 |
| c11 | 144.12 | 193.873 | .476 | .729 | .836 |
| c12 | 144.07 | 185.803 | .640 | .747 | .830 |
| c13 | 144.89 | 198.211 | .293 | .597 | .841 |

| | | | | | |
|-----|--------|---------|-------|------|------|
| c14 | 143.76 | 193.898 | .493 | .620 | .836 |
| c15 | 145.73 | 219.103 | -.309 | .738 | .861 |
| c16 | 144.28 | 210.552 | -.085 | .653 | .856 |
| c17 | 144.02 | 198.528 | .361 | .703 | .839 |
| c18 | 143.65 | 192.714 | .636 | .794 | .833 |
| c19 | 143.70 | 192.038 | .625 | .807 | .833 |
| c20 | 144.25 | 197.296 | .410 | .611 | .838 |
| c21 | 144.19 | 187.469 | .517 | .730 | .834 |
| c22 | 144.01 | 199.112 | .321 | .662 | .840 |
| c23 | 145.15 | 221.224 | -.493 | .666 | .858 |
| c24 | 144.93 | 200.678 | .301 | .621 | .841 |
| c25 | 143.67 | 199.540 | .347 | .605 | .840 |
| c26 | 144.42 | 205.053 | .098 | .517 | .846 |
| c27 | 143.32 | 198.319 | .498 | .621 | .837 |
| c28 | 143.73 | 195.479 | .531 | .622 | .836 |
| c29 | 144.38 | 197.877 | .359 | .476 | .839 |
| c30 | 143.68 | 198.604 | .327 | .716 | .840 |
| c31 | 144.79 | 201.012 | .240 | .723 | .843 |
| c32 | 143.97 | 193.384 | .514 | .586 | .835 |
| c33 | 144.32 | 195.139 | .479 | .652 | .836 |
| c34 | 143.63 | 194.322 | .464 | .568 | .836 |
| c35 | 143.51 | 201.183 | .320 | .546 | .841 |
| c36 | 144.14 | 192.880 | .529 | .690 | .835 |

B. Putaran 2

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .889 | .891 | 29 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|----|-------------------------------|-----------------------------------|--|---------------------------------|--|
| c1 | 119.04 | 191.775 | .330 | .571 | .888 |
| c2 | 120.18 | 189.154 | .319 | .581 | .888 |
| c4 | 119.69 | 187.208 | .434 | .641 | .886 |
| c5 | 119.09 | 191.893 | .350 | .555 | .887 |
| c6 | 119.66 | 189.008 | .324 | .465 | .888 |

| | | | | | |
|-----|--------|---------|------|------|------|
| c7 | 118.73 | 191.466 | .482 | .649 | .886 |
| c8 | 119.38 | 188.238 | .375 | .499 | .887 |
| c9 | 119.07 | 189.865 | .381 | .483 | .887 |
| c10 | 120.13 | 188.710 | .356 | .582 | .887 |
| c11 | 119.57 | 184.494 | .512 | .717 | .884 |
| c12 | 119.52 | 175.866 | .695 | .679 | .879 |
| c14 | 119.21 | 184.428 | .533 | .571 | .883 |
| c17 | 119.47 | 189.518 | .381 | .572 | .887 |
| c18 | 119.10 | 183.145 | .689 | .774 | .881 |
| c19 | 119.15 | 182.450 | .676 | .784 | .881 |
| c20 | 119.70 | 188.098 | .439 | .563 | .885 |
| c21 | 119.64 | 178.829 | .528 | .712 | .884 |
| c22 | 119.46 | 190.349 | .331 | .616 | .888 |
| c24 | 120.38 | 193.081 | .262 | .239 | .889 |
| c25 | 119.12 | 190.141 | .384 | .566 | .887 |
| c27 | 118.77 | 189.420 | .520 | .606 | .885 |
| c28 | 119.18 | 186.222 | .568 | .566 | .883 |
| c29 | 119.83 | 190.214 | .330 | .388 | .888 |
| c30 | 119.13 | 191.020 | .294 | .593 | .889 |
| c32 | 119.42 | 184.133 | .546 | .533 | .883 |
| c33 | 119.77 | 187.469 | .450 | .562 | .885 |
| c34 | 119.08 | 184.956 | .499 | .529 | .884 |
| c35 | 118.96 | 192.086 | .345 | .499 | .887 |
| c36 | 119.59 | 185.423 | .495 | .541 | .884 |

Lampiran 4 Skala Penelitian



**PROGRAM STUDI PSIKOLOGI
FAKULTAS PSIKOLOGI DAN ILMU SOSIAL BUDAYA
UNIVERSITAS ISLAM INDONESIA
Kampus Terpadu, Jl. Kaliurang Km 14,5 Sleman**

Yogyakarta, Juni 2018
Kepada Yth. Bapak/Ibu/Saudara/i
Responden
Di tempat

Assalamu'alaikum Wr. Wb.

Dalam rangka penelitian, dengan ini saya Lhana Laurenia Maizar memohon bantuan Bapak/Ibu/ Saudara/i untuk menjadi responden dalam penelitian ini. Saya mengharapkan Bapak/Ibu/Saudara/i dapat mengisi kuesioner ini dengan baik dan lengkap.

Kuesioner ini ditujukan untuk karyawan yang bekerja di PT. PLN (Persero) Wilayah Riau dan Kepulauan Riau. Data yang diperoleh dari kuisisioner ini akan kami gunakan untuk keperluan tugas akhir (skripsi). Tidak ada penilaian benar dan salah terhadap jawaban yang diberikan. Semua informasi yang terkumpul melalui kuesioner ini hanya akan digunakan untuk penelitian ini saja dan kami akan menjaga kerahasiannya sesuai dengan etika akademik dan kode etik penelitian.

Atas bantuan dan partisipasi dari Bapak/Ibu/Saudara/i, kami mengucapkan terimakasih.

Wassalamu'alaikum Wr. Wb.

Hormat Saya

Lhana Laurenia Maizar

IDENTITAS RESPONDEN

Identitas Responden (mohon diisi)

Nama/Inisial :
Usia :
Pendidikan terakhir :
Jabatan :
Status kerja : Tetap/Kontrak/*Outsourcing**
Lama bekerja :
Status : Menikah/Belum menikah*
Tinggal bersama : Sendiri/Keluarga*
Jumlah anak :
Rentang usia anak :

Dengan ini saya menyatakan bersedia untuk menjadi responden penelitian dan menjawab semua pertanyaan penelitian sesuai dengan keadaan saya yang sejujurnya.

Pekanbaru, 2018

Responden

* : coret yang tidak perlu

NB: Jika ada informasi yang ditanyakan, silahkan menghubungi via WA

082283805887 atau via email ghanalaurenia@gmail.com

PETUNJUK PENGISIAN

Berikut ini terdapat beberapa pernyataan. Anda diminta untuk memberikan penilaian terhadap pernyataan yang paling sesuai dengan diri Anda pada kolom jawaban yang sudah disediakan. Tidak ada salah benar dalam jawaban. Petunjuk jawaban sebagai berikut:

- 1 : Bila Anda merasa **sangat tidak sesuai** dengan pernyataan tersebut
- 2 : Bila Anda merasa **tidak sesuai** dengan pernyataan tersebut
- 3 : Bila Anda merasa **kurang sesuai** dengan pernyataan tersebut
- 4 : Bila Anda merasa **kadang sesuai** dengan pernyataan tersebut
- 5 : Bila Anda merasa **sesuai** dengan pernyataan tersebut
- 6 : Bila Anda merasa **sangat sesuai** dengan pernyataan tersebut

Berikan tanda silang (X) pada kolom yang Anda anggap sesuai dengan diri Anda.

Contoh pengisian:

Saya adalah orang yang tidak mudah putus asa.

Jika hal tersebut **SESUAI** dengan apa yang anda alami atau rasakan, maka **SILANG (X)** kolom bagian **5** seperti contoh dibawah ini:

| NO | Pernyataan | Pilihan Jawaban | | | | | |
|----|--|-----------------|---|---|---|--------------|---|
| 1 | Saya adalah orang yang tidak mudah putus asa | 1 | 2 | 3 | 4 | 5 | 6 |

* Apabila anda ingin memperbaiki jawaban, maka cukup beri tanda (=) pada jawaban yang sebelumnya.

BAGIAN A

Jawablah pertanyaan-pertanyaan berikut ini dengan memberi **SILANG (X)** pada pilihan jawaban yang paling menggambarkan diri anda!

| No | Pernyataan | Pilihan Jawaban | | | | | |
|-----|---|-----------------|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Saya akan sangat senang menghabiskan sisa karir saya dengan organisasi/perusahaan ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. | Saya senang mendiskusikan hal-hal terkait dengan organisasi/perusahaan saya dengan orang-orang di luar organisasi/perusahaan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. | Saya tidak merasa 'terikat secara emosional' dengan organisasi ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. | Rasa memiliki organisasi/perusahaan kurang kuat saya rasakan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. | Akan sangat sulit bagi saya untuk meninggalkan organisasi/perusahaan saya sekarang, bahkan jika saya menginginkannya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6. | Banyak hal dalam hidup saya yang akan terganggu jika saya memutuskan untuk meninggalkan perusahaan saya sekarang. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. | Saya tidak akan merasa rugi jika meninggalkan organisasi/perusahaan sekarang. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8. | Bertahan pada organisasi/perusahaan merupakan keinginan saya saat ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. | Kecil kemungkinan bagi saya untuk meninggalkan organisasi/perusahaan ini. | 1 | 2 | 3 | 4 | 5 | 6 |
| 10. | Salah satu alasan utama mengapa saya terus bekerja untuk perusahaan ini yaitu apabila saya | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|---|---|---|---|---|---|---|
| | berhenti akan memerlukan pengorbanan pribadi yang cukup besar karena perusahaan lain mungkin tidak memberikan manfaat sebesar yang saya dapatkan di sini. | | | | | | |
| 11. | Salah satu alasan utama mengapa saya terus bekerja untuk organisasi/perusahaan ini yaitu karena saya percaya bahwa kesetiaan itu penting dan oleh karena itu saya merasa ada kewajiban moral untuk tetap tinggal. | 1 | 2 | 3 | 4 | 5 | 6 |

BAGIAN B

Jawablah pertanyaan-pertanyaan berikut ini dengan memberi SILANG (X) pada pilihan jawaban yang paling menggambarkan diri anda!

| No | Pernyataan | Pilihan Jawaban | | | | | |
|----|--|-----------------|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Ketika saya sukses di tempat kerja, anggota keluarga saya menunjukkan bahwa mereka bangga dengan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. | Anggota keluarga saya tampaknya tidak tertarik mendengar tentang pekerjaan saya sehari-hari. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. | Ketika sesuatu di tempat kerja mengganggu saya, anggota keluarga saya menunjukkan bahwa mereka memahami perasaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. | Saya dan anggota keluarga bekerja sama untuk menyelesaikan pekerjaan rumah. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. | Seseorang di keluarga saya selalu bertanya kepada saya tentang pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|---|---|---|---|---|---|---|
| 6. | Anggota keluarga saya selalu menuntut saya melakukan sesuatu untuk mereka. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. | Saya merasa lebih baik setelah mendiskusikan masalah yang berhubungan dengan pekerjaan dengan seorang anggota keluarga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8. | Anggota keluarga saya melakukan pembagian tugas rumah tangga/pekerjaan rumah secara adil. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. | Ketika saya memiliki hari yang berat di tempat kerja, anggota keluarga mencoba untuk menghibur saya | 1 | 2 | 3 | 4 | 5 | 6 |
| 10. | Anggota keluarga saya tertarik dengan pekerjaan saya | 1 | 2 | 3 | 4 | 5 | 6 |
| 11. | Ketika saya frustrasi oleh pekerjaan saya, seseorang di keluarga saya mencoba untuk mengerti saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12. | Anggota keluarga saya bersedia melakukan pekerjaan rumah tangga bila diperlukan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13. | Anggota keluarga saya sepertinya selalu meluangkan waktu untuk saya jika saya perlu membahas pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. | Anggota keluarga saya tidak mau mendengarkan masalah yang berhubungan dengan pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 15. | Anggota keluarga saya tampak bosan ketika saya berbicara tentang pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16. | Seseorang di keluarga saya membantu saya mengerjakan tugas bila diperlukan | 1 | 2 | 3 | 4 | 5 | 6 |
| 17. | Anggota keluarga saya senang ketika saya berhasil di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|---|---|---|---|---|---|---|
| 18. | Seseorang di keluarga saya membantu saya merasa lebih baik ketika saya kecewa tentang pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19. | Jika pekerjaan saya sangat berat, seseorang di keluarga saya akan mengambil tanggung jawab ekstra untuk pekerjaan rumah tangga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20. | Ketika mendiskusikan masalah pekerjaan saya dengan anggota keluarga, saya biasanya merasa itu berguna. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21. | Anggota keluarga saya ingin saya menikmati pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 22. | Anggota keluarga saya memberi saya terlalu banyak tanggung jawab untuk perbaikan dan pemeliharaan rumah tangga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23. | Anggota keluarga saya senang mendengar tentang pencapaian saya di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 24. | Saya dapat bergantung pada anggota keluarga saya untuk membantu saya ketika saya terlambat bekerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 25. | Anggota keluarga saya memiliki sikap positif terhadap pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 26. | Ketika saya memiliki masalah di tempat kerja, anggota keluarga saya tampaknya menyalahkan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 27. | Anggota keluarga saya membantu saya mengerjakan tugas rutin rumah tangga. | 1 | 2 | 3 | 4 | 5 | 6 |
| 28. | Ketika saya memiliki masalah di tempat kerja, anggota keluarga saya menyatakan keprihatinan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 29. | Saya merasa nyaman untuk meminta saran tentang situasi masalah di tempat kerja kepada | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|---|---|---|---|---|---|---|
| | anggota keluarga saya. | | | | | | |
| 30. | Anggota keluarga saya bersimpati ketika saya kesal dengan pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 31. | Anggota keluarga saya membantu melakukan lebih banyak tugas rumah tangga ketika saya mengalami minggu yang sibuk di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |

BAGIAN C

Jawablah pertanyaan-pertanyaan berikut ini dengan memberi SILANG (X) pada pilihan jawaban yang paling menggambarkan diri anda!

| No | Pernyataan | Pilihan Jawaban | | | | | |
|-----|--|-----------------|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Saya merasa dibayar cukup untuk pekerjaan yang saya lakukan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. | Benar-benar terlalu sedikit kesempatan untuk promosi di pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. | Saya tidak puas dengan tunjangan tambahan yang saya terima. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. | Saya menerima pengakuan ketika saya melakukan pekerjaan dengan baik. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. | Banyak aturan dan prosedur di perusahaan yang mempersulit untuk bekerja dengan baik. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6. | Saya suka orang-orang yang bekerja dengan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. | Terkadang saya merasa pekerjaan saya tidak ada artinya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8. | Komunikasi dalam organisasi ini sangat baik. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. | Kenaikan gaji yang diberikan perusahaan sangat jarang dan sedikit. | 1 | 2 | 3 | 4 | 5 | 6 |
| 10. | Mereka yang bekerja dengan baik di tempat kerja memiliki | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | |
|-----|--|---|---|---|---|---|---|
| | kesempatan yang adil untuk dipromosikan. | | | | | | |
| 11. | Atasan saya tidak adil kepada saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12. | Saya merasa bahwa pekerjaan yang saya lakukan tidak dihargai. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13. | Saya suka melakukan hal-hal yang saya lakukan di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. | Tujuan dari organisasi ini tidak jelas bagi saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 15. | Saya merasa tidak dihargai oleh organisasi ketika saya memikirkan tentang apa yang mereka berikan kepada saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16. | Orang-orang yang bekerja di perusahaan ini sama cepatnya dengan orang-orang di perusahaan lain. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17. | Atasan saya kurang memperhatikan perasaan karyawan bawahan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18. | Paket tunjangan yang kami terima dari perusahaan setimpal dengan pekerjaan yang kami kerjakan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19. | Saya menikmati bekerja dengan rekan kerja saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20. | Saya merasa bangga saat melakukan pekerjaan saya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21. | Saya merasa puas dengan peluang saya untuk kenaikan gaji. | 1 | 2 | 3 | 4 | 5 | 6 |
| 22. | Ada tunjangan tambahan yang tidak saya miliki yang seharusnya saya miliki. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23. | Saya merasa usaha saya tidak dihargai sebagaimana seharusnya. | 1 | 2 | 3 | 4 | 5 | 6 |
| 24. | Saya puas dengan peluang saya untuk promosi. | 1 | 2 | 3 | 4 | 5 | 6 |
| 25. | Ada terlalu banyak pertengkaran dan perkelahian di tempat kerja. | 1 | 2 | 3 | 4 | 5 | 6 |
| 26. | Pekerjaan saya menyenangkan. | 1 | 2 | 3 | 4 | 5 | 6 |
| 27. | Penugasan kerja yang diberikan | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | |
|------------------------------|--|--|--|--|--|--|
| tidak sepenuhnya dijelaskan. | | | | | | |
|------------------------------|--|--|--|--|--|--|

**MOHON DICEK KEMBALI, JANGAN SAMPAI ADA YANG
TERLEWATI
TERIMAKASIH ATAS KESEDIAANYA, SEMOGA ALLAH SWT
MELANCARKAN SEGALA URUSAN ANDA ☺**

Lampiran 5
Tabulasi Data Penelitian

KOMITMEN ORGANISASI

| | A1 | A2 | A3 | A4 | A5 | A6 | A7 | A8 | A9 |
|----|----|----|----|----|----|----|----|----|----|
| 1 | 3 | 2 | 2 | 2 | 3 | 1 | 4 | 5 | 3 |
| 2 | 6 | 3 | 6 | 6 | 5 | 5 | 5 | 5 | 6 |
| 3 | 6 | 4 | 6 | 5 | 5 | 5 | 6 | 3 | 5 |
| 4 | 4 | 6 | 5 | 5 | 6 | 5 | 2 | 5 | 6 |
| 5 | 4 | 4 | 2 | 4 | 5 | 4 | 5 | 5 | 5 |
| 6 | 4 | 1 | 3 | 5 | 4 | 5 | 5 | 4 | 3 |
| 7 | 5 | 3 | 5 | 5 | 2 | 2 | 2 | 5 | 5 |
| 8 | 5 | 5 | 5 | 2 | 5 | 4 | 2 | 5 | 4 |
| 9 | 4 | 5 | 6 | 5 | 6 | 5 | 2 | 4 | 4 |
| 10 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 |
| 11 | 2 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 12 | 3 | 5 | 6 | 4 | 4 | 5 | 6 | 6 | 5 |
| 13 | 4 | 4 | 4 | 5 | 2 | 2 | 4 | 3 | 3 |
| 14 | 4 | 6 | 5 | 5 | 6 | 5 | 2 | 5 | 6 |
| 15 | 6 | 6 | 5 | 5 | 6 | 4 | 3 | 6 | 6 |
| 16 | 5 | 5 | 3 | 4 | 4 | 5 | 2 | 5 | 5 |
| 17 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 18 | 2 | 2 | 5 | 5 | 2 | 2 | 5 | 2 | 2 |
| 19 | 3 | 2 | 6 | 6 | 5 | 5 | 6 | 6 | 6 |
| 20 | 4 | 5 | 2 | 3 | 4 | 2 | 2 | 4 | 4 |
| 21 | 5 | 3 | 6 | 5 | 5 | 5 | 4 | 5 | 5 |
| 22 | 5 | 5 | 2 | 4 | 4 | 3 | 2 | 3 | 3 |
| 23 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 |
| 24 | 5 | 4 | 2 | 2 | 4 | 3 | 4 | 5 | 5 |
| 25 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 3 |
| 26 | 4 | 4 | 5 | 2 | 5 | 4 | 5 | 6 | 5 |
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DUKUNGAN KELUARGA

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| | B18 | B19 | B20 | B21 | B22 | B23 | B24 | B25 | B26 | B27 | B28 |
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KEPUASAN KERJA

| | C1 | C2 | C3 | C4 | C5 | C6 | C7 | C8 | C9 | C10 | C11 | C12 | C13 | C14 | C15 | C16 | C17 | C18 | C19 | C20 |
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| 73 | 5 | 2 | 2 | 5 | 6 | 5 | 6 | 5 | 2 | 5 | 4 | 6 | 5 | 6 | 6 | 5 | 2 | 5 | 5 | 5 |
| 74 | 6 | 3 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 1 | 6 | 6 | 6 |
| 75 | 4 | 4 | 3 | 6 | 4 | 5 | 4 | 6 | 4 | 6 | 6 | 6 | 5 | 6 | 6 | 5 | 6 | 4 | 6 | 5 |
| 76 | 5 | 3 | 3 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 6 |
| 77 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 78 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 6 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 |
| 79 | 5 | 4 | 5 | 2 | 6 | 4 | 5 | 3 | 5 | 1 | 3 | 5 | 5 | 3 | 3 | 1 | 3 | 4 | 4 | 5 |
| 80 | 3 | 4 | 2 | 4 | 5 | 5 | 6 | 4 | 2 | 3 | 6 | 6 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 6 |

| | | | | | | | | | | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 81 | 6 | 4 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 82 | 6 | 3 | 6 | 5 | 6 | 5 | 3 | 6 | 6 | 5 | 6 | 3 | 3 | 6 | 6 | 5 | 6 | 5 | 4 | 5 |
| 83 | 3 | 1 | 2 | 2 | 5 | 5 | 5 | 6 | 1 | 5 | 2 | 4 | 3 | 4 | 2 | 3 | 1 | 3 | 5 | 5 |
| 84 | 5 | 4 | 4 | 5 | 3 | 6 | 5 | 5 | 3 | 6 | 6 | 6 | 5 | 6 | 6 | 5 | 6 | 5 | 6 | 6 |
| 85 | 6 | 4 | 5 | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 6 | 5 | 6 | 6 |
| 86 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 2 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 5 |
| 87 | 5 | 2 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 88 | 3 | 5 | 2 | 4 | 1 | 2 | 4 | 5 | 2 | 3 | 1 | 3 | 1 | 4 | 1 | 3 | 5 | 3 | 3 | 3 |
| 89 | 4 | 5 | 5 | 3 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 90 | 5 | 4 | 4 | 5 | 4 | 5 | 2 | 5 | 4 | 5 | 1 | 4 | 4 | 2 | 4 | 2 | 1 | 5 | 4 | 3 |
| 91 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 5 | 6 | 6 |
| 92 | 5 | 4 | 4 | 5 | 5 | 6 | 5 | 6 | 4 | 5 | 5 | 5 | 6 | 5 | 5 | 2 | 5 | 6 | 5 | 5 |
| 93 | 5 | 4 | 5 | 5 | 4 | 6 | 6 | 6 | 2 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 6 | 6 |
| 94 | 5 | 2 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 95 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 3 | 2 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 3 | 5 |
| 96 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 97 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 98 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 5 |
| 99 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 5 |
| 100 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 101 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 5 |
| 102 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 103 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 104 | 5 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 105 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 6 | 5 | 5 | 5 |
| 106 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 10 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 5 |

| | | | | | | | | | | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 | | | | | | | | | | | | | | | | | | | | |
| 13 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 |
| 13 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 13 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 13 6 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 5 |
| 13 7 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 13 8 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 13 9 | 4 | 2 | 2 | 6 | 4 | 4 | 2 | 3 | 2 | 3 | 2 | 2 | 6 | 4 | 3 | 5 | 4 | 5 | 3 | 5 |
| 14 0 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 14 1 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 5 |
| 14 2 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 14 3 | 5 | 4 | 4 | 5 | 2 | 5 | 4 | 5 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 |
| 14 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 14 5 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 5 |
| 14 6 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 5 |
| 14 7 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 5 |
| 14 8 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 5 |
| 14 9 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 15 0 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 15 1 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 15 2 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 15 3 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 5 |
| 15 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 5 |
| 15 5 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 5 |
| 15 6 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 |
| 15 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 |

| | | | | | | | | | | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 7 | | | | | | | | | | | | | | | | | | | | |
| 15 8 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 15 9 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 16 0 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 16 1 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 16 2 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 16 3 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 5 |

Lampiran 6
Validitas dan Reliabilitas Data Penelitian

Lampiran 7
Uji Asumsi

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | ko | dk | kp |
|----------------------------------|----------------|-------|--------|--------|
| N | | 163 | 163 | 163 |
| Normal Parameters ^{a,b} | Mean | 53.26 | 144.49 | 115.79 |
| | Std. Deviation | 8.164 | 16.917 | 13.519 |
| | Absolute | .106 | .100 | .084 |
| Most Extreme Differences | Positive | .073 | .100 | .084 |
| | Negative | -.106 | -.089 | -.070 |
| Kolmogorov-Smirnov Z | | 1.355 | 1.283 | 1.070 |
| Asymp. Sig. (2-tailed) | | .051 | .074 | .202 |

a. Test distribution is Normal.

b. Calculated from data.

2. Uji Linearitas

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|------------|---------------|----------------|----------------|-----|-------------|--------|------|
| ko * kp | | (Combined) | 6643.100 | 43 | 154.491 | 4.426 | .000 |
| | Between | Linearity | 1982.961 | 1 | 1982.961 | 56.805 | .000 |
| | Groups | Deviation from | 4660.139 | 42 | 110.956 | 3.178 | .000 |
| | | Linearity | | | | | |
| | Within Groups | | 4154.078 | 119 | 34.908 | | |
| Total | | | 10797.178 | 162 | | | |

Measures of Association

| | R | R Squared | Eta | Eta Squared |
|---------|------|-----------|------|-------------|
| ko * kp | .429 | .184 | .784 | .615 |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|------------|---------------|----------------|----------------|-----|-------------|--------|------|
| ko * dk | | (Combined) | 5517.900 | 60 | 91.965 | 1.777 | .005 |
| | Between | Linearity | 894.692 | 1 | 894.692 | 17.286 | .000 |
| | Groups | Deviation from | 4623.208 | 59 | 78.359 | 1.514 | .033 |
| | | Linearity | | | | | |
| | Within Groups | | 5279.278 | 102 | 51.758 | | |
| Total | | | 10797.178 | 162 | | | |

Measures of Association

| | R | R Squared | Eta | Eta Squared |
|---------|------|-----------|------|-------------|
| ko * dk | .288 | .083 | .715 | .511 |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| | | (Combined) | 16869.484 | 60 | 281.158 | 2.252 | .000 |
| kp * dk | Between Groups | Linearity | 6197.970 | 1 | 6197.970 | 49.638 | .000 |
| | | Deviation from Linearity | 10671.514 | 59 | 180.873 | 1.449 | .051 |
| | Within Groups | | 12736.001 | 102 | 124.863 | | |
| Total | | | 29605.485 | 162 | | | |

Measures of Association

| | R | R Squared | Eta | Eta Squared |
|---------|------|-----------|------|-------------|
| kp * dk | .458 | .209 | .755 | .570 |

Lampiran 8
Uji Hipotesis dan Mediator

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 3.1

Written by Andrew F. Hayes, Ph.D. www.afhayes.com
Documentation available in Hayes (2018). www.guilford.com/p/hayes3

Model : 4
Y : ko
X : dk
M : kp

Sample
Size: 163

OUTCOME VARIABLE:
kp

Model Summary

| | R | R-sq | MSE | F | df1 | df2 | p |
|---------|------|------|---------|--------|-------|-----|---|
| 161.000 | .458 | .209 | 145.388 | 42.630 | 1.000 | | |

Model

| | coeff | se | t | p | LLCI | ULCI |
|----------|--------|-------|-------|------|--------|--------|
| constant | 62.954 | 8.146 | 7.728 | .000 | 46.866 | 79.042 |
| dk | .366 | .056 | 6.529 | .000 | .255 | .476 |

OUTCOME VARIABLE:
ko

Model Summary

| | R | R-sq | MSE | F | df1 | df2 | p |
|---------|------|------|--------|--------|-------|-----|---|
| 160.000 | .441 | .194 | 54.370 | 19.294 | 2.000 | | |

Model

| | coeff | se | t | p | LLCI | ULCI |
|----------|--------|-------|-------|------|-------|--------|
| constant | 18.912 | 5.833 | 3.242 | .001 | 7.392 | 30.431 |
| dk | .056 | .039 | 1.455 | .148 | -.020 | .132 |
| kp | .227 | .048 | 4.704 | .000 | .132 | .322 |

***** TOTAL EFFECT MODEL

OUTCOME VARIABLE:
ko

Model Summary

| | R | R-sq | MSE | F | df1 | df2 | p |
|---------|------|------|--------|--------|-------|-----|---|
| 161.000 | .288 | .083 | 61.506 | 14.546 | 1.000 | | |

Model

| | coeff | se | t | p | LLCI | ULCI |
|--|-------|----|---|---|------|------|
|--|-------|----|---|---|------|------|

| | | | | | | |
|----------|--------|-------|-------|------|--------|--------|
| constant | 33.185 | 5.299 | 6.263 | .000 | 22.721 | 43.649 |
| dk | .139 | .036 | 3.814 | .000 | .067 | .211 |

***** TOTAL, DIRECT, AND INDIRECT EFFECTS OF X ON Y *****

| Total effect of X on Y | | | | | | |
|------------------------|--------|------|------|------|------|------|
| | Effect | se | t | p | LLCI | ULCI |
| c_cs | .139 | .036 | | | | |
| | 3.814 | .000 | .067 | .211 | .017 | .288 |

| Direct effect of X on Y | | | | | | |
|-------------------------|--------|------|-------|------|------|------|
| | Effect | se | t | p | LLCI | ULCI |
| c'_cs | .056 | .039 | 1.455 | .148 | | |
| | -.020 | .132 | .007 | .116 | | |

| Indirect effect(s) of X on Y: | | | | |
|-------------------------------|--------|--------|----------|----------|
| | Effect | BootSE | BootLLCI | BootULCI |
| kp | .083 | .022 | .040 | .127 |

| Partially standardized indirect effect(s) of X on Y: | | | | |
|--|--------|--------|----------|----------|
| | Effect | BootSE | BootLLCI | BootULCI |
| kp | .010 | .003 | .005 | .016 |

| Completely standardized indirect effect(s) of X on Y: | | | | |
|---|--------|--------|----------|----------|
| | Effect | BootSE | BootLLCI | BootULCI |
| kp | .172 | .048 | .081 | .267 |

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:
95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
5000

----- END MATRIX -----

Lampiran 9
Surat Izin Penelitian



UNIVERSITAS ISLAM INDONESIA
FAKULTAS PSIKOLOGI DAN ILMU SOSIAL BUDAYA

Program Studi Psikologi (S1), Program Studi Ilmu Komunikasi (S1), Program Pendidikan Bahasa Inggris (S1),
Program Studi Hubungan Internasional (S1), Program Magister Profesi Psikologi (S2)

Tanggal : 31 Mei 2018
Nomor : 24 / Dek / 70/Div.Um.RT / V / 2018
Hal : Permohonan Ijin Pengambilan Data untuk Skripsi
Kepada Yth.
Kepala SDM PT. PLN (Persero) Wilayah Riau dan Kepulauan Riau
Di tempat

Assalamualaikum Wr. Wb

Dalam rangka mempersiapkan mahasiswa untuk menempuh ujian, bagi setiap mahasiswa diwajibkan membuat skripsi/tugas akhir.

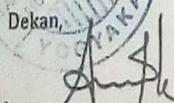
Sehubungan dengan hal tersebut di atas diperlukan data, baik dari Instansi Pemerintah, Badan Usaha Milik Negara, Perusahaan Swasta dan Lembaga maupun individu. Selanjutnya kami mohon ijin penelitian/pengambilan data mahasiswa Fakultas Psikologi dan Ilmu Sosial Budaya Universitas Islam Indonesia tersebut dibawah ini :

Nama : LHANA LAURENIA MAIZAR
Nomor Mahasiswa : 14320203
Judul Skripsi : *PENGARUH KEPUASAN KERJA DAN DUKUNGAN KELUARGA TERHADAP KOMITMEN ORGANISASI KARYAWAN*

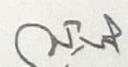
Demikian permohonan kami, atas perhatian dan bantuan Bapak/Ibu/Saudara/i kami ucapkan terimakasih.

Wassalamualaikum Wr. Wb

Dekan,


Dr. Fer. nat. Arief Fahmie, S.Psi., MA., Psikolog

Dosen Pembimbing,


Thobagus Moh. Nu'man, S.Psi., Psikolog. MA.

Lampiran 10
Surat Keterangan Selesai Penelitian



**PT. PLN (PERSERO)
WILAYAH RIAU DAN KEPRI**

Jalan : Musyawarah RT. 01 / RW. 09 Kel. Labuhbaru Barat Kec. Payung Sekaki Pekanbaru - Riau 28292

Telp. : (0761) 855840, 855841

Faximile : (0761) 855310

Alamat Kawat :

(0761) 853737, 855309

No : 0359 /SDM.04.10/MSDMUMUM/2018

05 Juli 2018

Lampiran : -

Sifat : -

Perihal : Jawaban Permohonan Penelitian

Kepada:

Yth. Dekan Fakultas Psikologi dan Ilmu
Sosial Budaya
Universitas Islam Indonesia
Jl. Kaliurang km 14,5
Yogyakarta

Dengan Hormat,

Menjawab surat saudara nomor 524/Dek/70/Div.Um.RT/V/2018 tanggal 31 Mei 2018 perihal Permohonan Mengadakan Penelitian kepada mahasiswa sbb:

| No | Nama Mahasiswa | Nomor Mahasiswa | Program Studi |
|----|-----------------------|-----------------|---------------|
| 1 | Lhana Laurenia Maizar | 14320203 | Psikologi |

Bersama ini dapat kami sampaikan bahwa Mahasiswa tersebut di atas dapat kami terima untuk melaksanakan penelitian di PT PLN (Persero) Wilayah Riau Dan Kepulauan Riau dalam rangka penelitian penulisan skripsi dengan judul: "Pengaruh Kepuasan Kerja dan Dukungan Keluarga terhadap Komitmen Organisasi Karyawan".

Demikian kami disampaikan, atas perhatian dan kerjasamanya diucapkan terima kasih.

PLH MANAJER SDM & UMUM
DM. HUKUM & HUMAS

TAJUDDIN NUR

Tembusan :

1. General Manager (sebagai laporan)