

Appendix I

Questionnaire

Kuesioner Penelitian Analysis the Influence of Job Rotation and Job Promotion

On Commitment with Job Satisfaction as an Intervening Variable

Employees BRI Branch of Wonosobo

(Study Case in BRI Branch of Wonosobo)

Terima kasih atas partisipasi Anda menjadi salah satu responden untuk mengisi kuesioner ini. Kuesioner ini merupakan salah satu instrumen penelitian yang dilakukan oleh :

Peneliti : Mochamad Gani Anggoro Pradigdo

NIM : 12311005

Jurusan : Manajemen (IP)

Fakultas : Ekonomi Universitas Islam Indonesia

Saya sangat menghargai kejujuran Anda dalam mengisi kuesioner ini dan menjamin kerahasiaan Anda. Semoga hasil penelitian ini dapat menjadi masukan bagi pihak-pihak membutuhkan dalam rangka pengelolaan sumber daya manusia. Atas kerjasama dan bantuan Anda, saya ucapkan terimakasih.

IDENTITAS RESPONDEN

Jenis Kelamin : Laki-laki Perempuan

Usia : <25 Tahun 36-40 Tahun
 26-30 Tahun 41-45 Tahun
 31-35 Tahun 46- 50 Tahun
 >50 Tahun

Pendidikan Terakhir : SMU Diploma S1
 S2 S3

Masa Kerja : 1-5 Tahun 11-15 Tahun

6-10 Tahun 16-20 Tahun

21-25 Tahun 26- 30 Tahun

Gaji : < 3.000.000 5.100.000-7.000.000

3.100.000 – 5.000.000 7.100.000-9.000.000

>9.100.000

Jabatan :

Petunjuk Pengisian

1. Jawablah setiap pertanyaan ini sesuai pendapat Bapak/ Ibu/ Saudara sejujurnya dan perlu diketahui bahwa jawaban dari kuesioner ini tidak berhubungan dengan benar atau salah.

2. Pilih jawaban dengan memberi tanda checklist (√) pada salah satu jawaban yang paling sesuai menurut Bapak/ Ibu/ Saudara. Adapun makna tanda tersebut adalah sebagai berikut:

STS= Sangat Tidak Setuju

TS = Tidak Setuju

KS = Kurang Setuju

S = Setuju

SS = Sangat Setuju

<i>JOB ROTATION</i>						
NO	PERNYATAAN	SS	S	KS	TS	STS
<i>The level of saturation of employment</i>						
1.	Rotasi Kerja dapat mengurangi aktivitas saya yang monoton di lingkungan kerja					
2.	Rotasi kerja dapat dilakukan karena adanya ketidakpuasaan saya dalam bekerja					
3.	Rotasi kerja yang dilakukan dapat membuat					

	sayamenjadi ahli dalam bidang saya					
<i>The additional knowledge, skills, and competencies</i>						
4.	Rotasi kerja yang dilakukan menurut saya dapat meningkatkan produktivitas dilingkungan kerja					
5.	Rotasi kerja dapat meningkatkan keinginan saya untuk terus belajar					
6.	Rotasi kerja dapat meningkatkan level motivasi saya					
<i>Preparation of management</i>						
7.	Dengan rotasi kerja saya dapat meningkatkan kemampuan membagi waktu dan tugas untuk mencapai tujuan saya					
8.	Rotasi kerja dapat meningkatkan kemampuan saya dalam menyelesaikan masalah					
9.	Rotasi kerja dapat meningkatkan kemampuan saya dalam pengambilan keputusan					
<i>The choice of the appropriate working position</i>						
10.	Rotasi kerja dapat meningkatkan performa kerja saya					
11.	Rotasi kerja dapat membuat saya lebih menikmati pekerjaan					
<i>The development of social relationships</i>						
12.	Rotasi kerja dapat menumbuhkan hubungan yang harmonis antara pekerja					
13.	Rotasi kerja dapat membuat saya menikmati kehidupan sosial dan kondisi lingkungan					
14.	Rotasi kerja dapat membuat orang lebih berkarakter					

<i>JOB PROMOTION</i>						
NO	PERNYATAAN	SS	S	KS	TS	STS
<i>Experience</i>						
1.	Promosi jabatan dapat meningkatkan komunikasi internal di lingkungan pekerjaan saya					
2.	Promosi jabatan dapat dilakukan dengan adanya keterlibatan yang signifikan dalam pekerjaan					
<i>Skill</i>						
3.	Promosi jabatan dapat membuat saya menjadi multitasking dalam bekerja					
4.	Kemampuan berkomunikasi akan meningkat					

	dengan adanya promosi jabatan					
5.	Promosi jabatan dapat dilakukan terhadap orang yang memiliki kemampuan negosiasi yang baik					
<i>Loyalty</i>						
6.	Promosi jabatan dapat dilakukan bila telah melakukan partisipasi aktif dalam mencapai tujuan perusahaan					
7.	Promosi jabatan dapat meningkatkan umpan balik performa dalam bekerja					
8.	Promosi jabatan dapat dilakukan bergantung dengan kualitas dalam pengawasan bekerja					
<i>Leadership</i>						
9.	Kemampuan dalam mengeksekusi strategi perusahaan dapat dijadikan dasar untuk promosi jabatan					
10.	Kemampuan dalam pengambilan keputusan dapat dijadikan dasar untuk promosi jabatan					
11.	Kemampuan dalam mempengaruhi teman kerja untuk bekerja dalam tim adalah satu inti terjadinya promosi jabatan					
<i>Communicative</i>						
12.	Dengan adanya promosi jabatan dapat meningkatkan hubungan dan kerjasama dalam pekerjaan					
13.	Promosi jabatan dapat meningkatkan lingkungan kerja yang kreatif					

<i>COMMITMENT</i>						
NO	PERNYATAAN	SS	S	KS	TS	STS
<i>Affective Commitment</i>						
1.	Saya merasa memiliki ikatan emosional yang kuat dengan perusahaan					
2.	Saya merasa mengenali dengan baik perusahaan dengan perusahaan ini					
3.	Saya selalu ingin melibatkan diri dalam upaya mencapai tujuan yang ditetapkan oleh perusahaan tempat saya bekerja					
<i>Continuance Commitment</i>						
4.	Sangat kecil kemungkinan saya meninggalkan perusahaan					

5.	Saya bekerja giat karena adanya penghargaan yang pantas yang diberikan perusahaan					
6.	Saya menggabungkan diri pada perusahaan tempat saya bekerja karena keinginan saya sendiri					
<i>Normative Commitment</i>						
7.	Saya mengerahkan seluruh usaha melebihi yang diharapkan untuk membantu kesuksesan perusahaan					
8.	Saya melakukan yang terbaik karena merasa kebahagiaan hidup saya berada pada perusahaan ini					
9.	Saya bersedia untuk mengorbankan waktu dan pikiran saya demi kemajuan perusahaan tempat saya bekerja					
10.	Saya berusaha untuk melaksanakan semua tugas dan pekerjaan saya di perusahaan dengan penuh tanggungjawab					

<i>JOB SATISFACTION</i>						
NO	PERNYATAAN	SS	S	KS	TS	STS
<i>Freedom</i>						
1.	Saya bertanggung jawab atas semua pekerjaan yang saya lakukan di perusahaan					
2.	Perusahaan ini memiliki lingkungan yang baik untuk bekerja					
3.	Saya dapat memilih prioritas dalam bekerja					
<i>Career Benefit</i>						
4.	Saya dapat meningkatkan kompetensi dalam bekerja di perusahaan					
5.	Kemampuan saya selalu dapat meningkat di perusahaan ini					
6.	Ilmu yang saya pelajari semakin luas selama di perusahaan ini					
<i>Opprtunity to developed</i>						
7.	Perusahaan dapat memanfaatkan potensial saya dalam bekerja					
8.	Perusahaan mampu meningkatkan potential saya dalam bekerja dan meningkatkan keterlibatan saya dalam pekerjaan					
<i>Oppportunity developing a carreer</i>						
9.	Saya berkesempatan untuk mempelajari hal baru di perusahaan					
10.	Saya mampu meningkatkan kapabilitas saya di perusahaan					

Compensation					
11.	Gaji yang saya terima dari perusahaan sesuai dengan harapan				
12.	Saya merasa puas dengan upah yang tersedia di perusahaan				
13.	Perusahaan menyediakan asuransi sesuai dengan kebutuhan saya				
14.	Fasilitas yang disediakan oleh perusahaan sangat layak untuk digunakan				
15.	Selama bekerja di perusahaan, saya mendapatkan jaminan keamanan yang memadai				
16.	Selama bekerja di perusahaan, saya mendapatkan jaminan kesehatan yang lebih dari cukup				
<i>Communication between employee and manager</i>					
17.	Saya mempunyai hubungan baik dengan atasan langsung saya				
18.	Saya mampu mengajak teman kerja untuk bekerja dalam tim				
<i>Contribution to organization</i>					
19.	Saya selalu memberikan performa terbaik untuk perusahaan				
20.	Saya selalu berusaha untuk mencapai tujuan perusahaan				
<i>Feeling safety in workplace</i>					
21.	Saya merasa lingkungan kerja membuat saya nyaman untuk menyelesaikan pekerjaan				
22.	Saya merasa aman dan terjamin dalam bekerja di perusahaan ini				
<i>Fleksibility to harmonizing of life and job's problem</i>					
23.	Saya mampu berkomunikasi dengan baik di lingkungan kerja saya				
24.	Saya mampu membangun hubungan baik dengan rekan-rekan kerja saya				
<i>Responsibility</i>					
25.	Kualitas performa kerja saya dapat selalu meningkat dalam bekerja				
26.	Hasil pekerjaan saya selalu dalam level yang baik				
27.	Saya selalu mempunyai inisiatif untuk menyelesaikan semua pekerjaan saya				

Questionnaire

Research Questionnaires Analysis the Influence of Job Rotation and Job Promotion
On Commitment with Job Satisfaction as an Intervening Variable Employees BRI
Branch of Wonosobo (Study Case in BRI Branch of Wonosobo)

Thank you for your participation to be one of the respondents to fill out this questionnaire. This questionnaire is one of the instruments of research conducted by:

Researcher : Mochamad Gani Anggoro Pradigdo

NIM : 12311005

Department : Manajemen (IP)

Faculty : Ekonomi Universitas Islam Indonesia

I really appreciate your honesty in filling out this questionnaire and ensures confidentiality. Hopefully the results of this study can be input to the parties need in the management of human resources. Cooperation and aid you, I say thank you.

RESPONDENT IDENTITY

- Gender : Man Woman
- Usia : 20-25 Years 36-40 Years
 26-30 Years 41-45 Years
 31-35 years 46- 50 Years
 >50 Years
- Education : SMU Diploma S1
 S2 S3
- Work Time : 1-5 Years 11-15 Years
 6-10 Years 16-20 Years

21-25 Years 26- 30 Years

Salary : 1.000.000 – 3.000.000 5.100.000-7.000.000
 3.100.000 – 5.000.000 7.100.000-9.000.000
 >9.100.000

Position :

Charging instructions

1. Answer each of these questions to the opinion of Father / Mother / Brother honestly and please note that the answers of the questionnaire is not related to true or false.

2. Choose an answer by marking a checklist (√) in one of the most appropriate answer according to Father / Mother / Brother. As for the meaning of these markers are as follows:

SD= Strongly Dissagree

D = Dissagree

NQA = Not Quite Agree

A = Agree

SA = Strongly Agree

<i>JOB ROTATION</i>						
NO	STATEMENT	SA	A	NQA	D	SD
<i>The level of saturation of employment</i>						
1.	Job rotation can reduce the monotony of my activities in the workplace					
2.	Job rotation to do because of my dissatisfaction in work					
3.	Job rotation can make me become exert in my particular job					
<i>The additional knowledge, skills, and competencies</i>						
4.	Job rotation in my opinion can increase productivity in the work environment					

5.	Job rotation can increase my desire to continue learning					
6.	Job rotation can increase my motivational level in workplace					
<i>Preparation of management</i>						
7.	With job rotation I can improve the ability to divide the time and tasks to accomplish my goal					
8.	Job rotation can improve my ability to solve problems					
9.	Job rotation of work can improve my skills in decision-making					
<i>The choice of the appropriate working position</i>						
10.	Job rotation can improve my work performance					
11.	Rotation of work can make me enjoy the work					
<i>The development of social relationships</i>						
12.	Job rotation to foster a harmonious relationship between workers					
13.	Job rotation can make me enjoy a social life and environmental conditions					
14.	Job rotation can make people to have stronger character					

<i>JOB PROMOTION</i>						
NO	STATEMENT	SA	A	NQA	D	SD
<i>Experience</i>						
1.	Job promotions can improve internal communication in my work environment					
2.	Job promotions to do with significant involvement in work					
<i>Skill</i>						
3.	Job promotions can make me be multitasking at work					
4.	The ability to communicate will increase the opportunities of the job promotion					
5.	Job promotions are made to people who have the good ability to negotiate					
<i>Loyalty</i>						
6.	Job promotions to do when it has active participation in achieving the company's goals					

7.	Job promotions can improve the feedback in performance at work					
8.	Job Promotions can be made dependent on the quality in work supervisions					
<i>Leadership</i>						
9.	Ability to execute corporate strategies can be used as a basis for job promotion					
10.	Ability in decision making can be the basis for job promotion					
11.	Ability to influence workers to work in a team is one of its core occurs promotion					
<i>Communicative</i>						
12.	With the job promotion can improve relations and cooperation in the work					
13.	Job promotions can enhance creative work environment					

<i>COMMITMENT</i>						
NO	STATEMENT	SA	A	NQA	D	SD
<i>Affective Commitment</i>						
1.	I feel I have a strong emotional bond to companies					
2.	I know this company very well					
3.	I have always wanted to get involved in efforts to achieve the goals set by the company I work					
<i>Continuance Commitment</i>						
4.	It is very unlikely that I leave the company					
5.	I work hard because the company gives appropriate rewards					
6.	I joined the company I work for my own desires					
<i>Normative Commitment</i>						
7.	I exert all the efforts beyond the expected to help the company's success					
8.	I do my best because I feel the joy of life is at this company					
9.	I am willing to sacrifice my time and thoughts for the betterment of the company work					
10.	I tried to implement all duties and my job at the company with full responsibilities					

<i>JOB SATISFACTION</i>						
NO	STATEMENT	SA	A	NQA	D	SD
<i>Freedom</i>						
1.	I am responsible for all the works I do in the company					
2.	The company has a good environment to work					
3.	I can choose a priority in the work					
<i>Career Benefit</i>						
4.	I can improve my competence in working in the company					
5.	My ability can always increase in this company					
6.	Knowledge I learned more widely for this company					
<i>Opportunity to developed</i>						
7.	The company can take a benefit of my potential in working					
8.	The company was able to improve my potential in work and increase my involvement in work					
<i>Opportunity developing a career</i>						
9.	I have opportunity to learn new things in the company					
10.	I was able to improve my capabilities in this company					
<i>Compensation</i>						
11.	The salary that I received from the company is in line with expectations					
12.	I am satisfied with the wages available in the company					
13.	The company provides insurance to suit my needs					
14.	The facilities provided by the company's very feasible to use					
15.	During the work at the company, I get security guarantee adequate					
16.	During the work at the company, I get health insurance more than enough					
<i>Communication between employee and manager</i>						
17.	I have a good relationship with my direct supervisor					
18.	I was able to invite co-workers to work in teams					
<i>Contribution to organization</i>						

19.	I always give the best performance for the company					
20.	I always try to achieve the company's goals					
<i>Feeling safety in workplace</i>						
21.	I feel comfortable working environment that made me able to finish the job					
22.	I feel safe and secure in working at this company					
<i>Fleksibility to harmonizing of life and job's problem</i>						
23.	I was able to communicate well in my work environment					
24.	I was able to build good relationships with co-workers					
<i>Responsibility</i>						
25.	The quality of my work performance can always be improved in work					
26.	The results of my work is always in a good level					
27.	I always had the initiative to complete all my works					

Appendix II

Research Data

Respondent	Gender	Age	Education	Experience
1	Male	20-25 Year	S1	1-5 Years
2	Male	26-30Year	S2	1-5 Years
3	Female	46-50Year	Diploma	6- 10 Year
4	Male	36-40Years	S1	21-30 Years
5	Female	31-35 Years	S1	1-10 Years
6	Male	20-25 Year	S1	1-5 Years
7	Male	26-30Year	Diploma	1-5 Years
8	Female	46-50Year	S1	11-15 Years
9	Male	36-40Years	Diploma	6-10 Years
10	Female	31-35 Years	S1	1-5 Years
11	Female	20-25 Year	Diploma	11-15 Years
12	Female	26-30Year	S2	1-5 Years
13	Female	26-30Year	S1	1-5 Years
14	Female	20-25 Year	S1	1-10 Years
15	Male	26-30Year	S1	6-10 Years

16	Female	20-25 Year	Diploma	1-5 Year
17	Male	26-30Year	S2	6-10 Years
18	Female	20-25 Year	S1	1-10 Years
19	Female	26-30Year	Diploma	11-15 Years
20	Male	46-50Year	S1	6-10 Years
21	Female	36-40Years	S1	1-5 Years
22	Female	31-35 Years	Diploma	6-10 Years
23	Female	20-25 Year	S1	1-5 Years
24	Female	26-30Year	S2	1-5 Years
25	Female	46-50Year	Diploma	1-5 Years
26	Male	36-40Years	S2	21-25 Years
27	Female	31-35 Years	S2	21-25 Years
28	Male	20-25 Year	Diploma	1-10 Years
29	Male	26-30Year	S1	6-10 Years
30	Female	46-50Year	S1	6-10 Years
31	Male	36-40Years	Diploma	6-10 Years
32	Male	31-35 Years	S2	11-15 Years
33	Male	20-25 Year	S2	6-10 Years
34	Male	20-25 Year	Diploma	1-5 Years
35	Male	26-30Year	Diploma	6-10 Years
36	Female	46-50Year	S2	1-10 Years
37	Male	36-40Years	S1	1-10 Years
38	Male	31-35 Years	S2	1-5 Years
39	Female	20-25 Year	Diploma	1-5 Years
40	Female	26-30Year	S1	1-10 Years
41	Female	46-50Year	S1	6-10 Years
42	Male	36-40Years	S1	1-5 Year
43	Male	31-35 Years	Diploma	6-10 Years
44	Male	20-25 Year	Diploma	1-5 Years
45	Female	26-30Year	S1	1-5 Years
46	Female	46-50Year	S1	6- 10 Year
47	Male	36-40Years	S1	21-30 Years
48	Female	31-35 Years	S1	1-10 Years
49	Female	20-25 Year	S1	1-5 Years
50	Male	26-30Year	Diploma	1-5 Years
51	Male	26-30Year	S1	11-15 Years
52	Female	26-30Year	S1	6-10 Years
53	Male	20-25 Year	S1	1-5 Years
54	Male	26-30Year	S2	11-15 Years
55	Female	26-30Year	Diploma	1-5 Years
56	Female	26-30Year	S1	1-5 Years

57	Female	20-25 Year	Diploma	1-5 Years
58	Male	31-35 Years	S1	1-5 Years
59	Female	20-25 Year	Diploma	6- 10 Year

NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14
1	1	3	2	2	1	2	2	2	2	1	1	1	1	2
2	2	3	3	2	1	1	2	3	3	2	2	2	2	2
3	2	3	3	2	2	1	2	3	3	2	2	2	2	2
4	2	4	3	2	2	2	2	2	3	2	1	1	2	3
5	2	3	2	2	2	2	2	3	3	3	3	2	2	3
6	1	2	3	2	1	1	1	1	1	1	1	1	1	1
7	2	2	2	2	2	2	2	2	3	2	2	3	3	3
8	1	2	1	1	1	1	1	1	1	1	1	1	1	1
9	2	3	2	2	2	2	2	2	2	2	3	2	2	3
10	2	3	2	2	2	2	2	2	1	2	2	1	2	3
11	2	3	2	2	2	2	2	2	2	2	2	2	2	2
12	2	3	2	2	2	2	1	2	2	2	3	2	2	2
13	4	2	2	1	1	1	1	1	1	1	1	1	1	1
14	2	3	2	2	2	2	3	2	3	3	3	2	2	2
15	4	4	4	4	4	4	4	4	4	4	4	4	4	4
16	1	2	2	2	4	4	3	2	3	2	2	2	2	3
17	2	3	2	1	2	2	1	2	1	1	2	2	2	2
18	2	3	1	1	1	1	1	1	1	1	2	2	2	2
19	2	2	4	2	2	2	2	2	2	1	2	2	2	2
20	2	2	2	2	2	2	2	2	2	2	2	2	2	2
21	2	2	1	2	1	1	1	2	2	2	2	2	2	3
22	2	4	3	3	2	2	2	2	2	2	3	2	2	2
23	2	3	2	2	2	2	2	3	2	3	3	2	3	3
24	2	5	2	2	2	2	2	2	2	2	2	2	2	2
25	4	4	4	4	2	2	2	2	2	2	2	2	2	2
26	2	5	2	2	2	2	2	2	2	2	2	2	2	2
27	3	3	3	3	3	3	3	3	3	3	3	3	3	3
28	2	3	3	3	3	2	3	3	3	3	3	3	3	2
29	3	3	2	2	2	2	2	2	2	2	2	2	2	2
30	2	2	2	2	2	3	3	3	3	3	3	2	2	3
31	2	2	4	1	2	2	2	3	2	2	3	3	2	2
32	1	2	2	1	1	2	2	2	2	1	2	2	2	2
33	1	3	2	1	1	1	2	2	1	2	2	2	2	2
34	2	3	2	2	1	2	2	1	2	2	2	2	2	2

35	2	1	3	4	5	1	2	3	4	5	1	2	3	1
36	3	1	2	1	1	2	2	1	1	2	1	2	3	2
37	2	1	2	1	2	1	2	1	2	2	1	2	1	1
38	2	3	2	1	2	3	1	3	2	1	2	3	2	1
39	2	1	2	2	1	1	2	2	2	1	3	2	1	2
40	2	2	1	2	1	2	2	2	1	2	3	2	2	1
41	1	2	3	2	2	2	1	2	2	1	2	2	2	1
42	1	2	2	2	2	2	2	2	2	2	2	2	2	2
43	3	1	2	1	2	1	2	3	2	1	3	1	2	1
44	1	2	1	1	1	2	2	2	2	2	1	2	2	1
45	1	2	2	1	2	2	3	1	2	2	2	1	2	3
46	1	2	1	2	2	2	1	2	2	1	2	2	1	2
47	3	3	1	2	2	2	1	2	3	1	2	3	1	2
48	1	1	1	1	2	2	1	2	3	2	1	2	2	2
49	1	1	2	2	1	1	2	3	2	1	2	1	2	2
50	1	3	1	2	3	2	3	3	2	1	1	1	2	2
51	2	2	2	2	1	2	3	4	3	4	2	2	2	2
52	2	3	4	3	3	3	4	1	2	2	1	2	1	2
53	2	1	2	2	2	1	1	1	1	2	2	2	2	1
54	2	3	2	1	2	3	2	1	1	1	1	2	2	3
55	2	1	2	3	2	1	1	1	1	2	2	3	2	1
56	2	1	2	2	2	1	1	2	1	2	2	1	1	3
57	1	2	1	2	3	2	2	1	1	2	2	1	1	3
58	1	2	4	3	2	1	1	1	2	2	2	3	3	2
59	2	3	2	1	1	1	1	2	2	2	1	2	3	2

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13
2	1	1	3	3	1	3	3	1	3	3	1	1
2	3	3	2	3	3	2	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4	4
2	2	2	2	2	2	2	2	2	2	2	2	2
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2	1	2	2	2	2	2	2	1	2	1	2	2
2	2	2	2	2	1	2	2	1	2	2	2	2
1	1	2	2	2	2	3	3	1	2	2	2	2
2	2	1	1	1	2	2	1	2	2	2	1	1
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4	4	4	4	4	4	3	4	4	3	4	4	4

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2	2	2	2	2	2	2	2	2	2
1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2

Appendix III

Validity and Reliability Test

Reliability Job Rotation

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.975	15

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	28.3244	39.545	.358	.930
X1.2	27.7820	38.342	.349	.829
X1.3	28.0532	38.053	.455	.915
X1.4	28.3075	37.246	.607	.801
X1.5	28.3244	37.281	.555	.828
X1.6	28.3922	38.366	.520	.832
X1.7	28.3244	37.412	.600	.899
X1.8	28.1888	37.771	.536	.810
X1.9	28.1888	36.706	.657	.846
X1.10	28.3075	36.450	.635	.847
X1.11	28.2227	38.565	.482	.855
X1.12	28.2736	39.034	.502	.887
X1.13	28.2566	38.598	.573	.880
X1.14	28.1719	39.036	.439	.849
X1_TOTAL	28.2373	41.288	.337	.799

Reliability Job Promotion

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.959	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	24.3163	23.991	.698	.820
X2.2	24.3671	25.409	.520	.720
X2.3	24.3163	23.991	.698	.867
X2.4	24.5705	26.580	.365	.824
X2.5	24.3502	25.431	.422	.775
X2.6	24.3671	25.409	.520	.821
X2.7	24.4688	25.209	.646	.836
X2.8	24.4519	25.579	.555	.858
X2.9	24.2654	26.151	.418	.797
X2.10	24.3332	26.426	.399	.812
X2.11	24.3502	24.770	.606	.820
X2.12	24.4349	25.877	.484	.643
X2.13	24.4688	26.638	.418	.600
X2_TOTAL	24.3898	25.897	.955	.854

Reliability Job Satisfaction

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.960	28

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z.1	51.0607	65.212	.548	.777
Z.2	50.9759	64.077	.528	.673
Z.3	50.9759	64.077	.528	.622
Z.4	50.9929	65.868	.458	.702
Z.5	50.8912	68.213	.277	.677
Z.6	51.0437	64.482	.682	.717
Z.7	51.0437	64.482	.682	.671
Z.8	50.8403	66.794	.323	.733
Z.9	50.9759	64.077	.528	.619
Z.10	51.0098	67.655	.301	.795
Z.11	51.0437	64.482	.682	.674
Z.12	50.9420	65.392	.544	.753
Z.13	50.8403	66.794	.323	.436
Z.14	50.9420	65.589	.522	.624

Z.15	51.0607	65.212	.548	.540
Z.16	50.9929	65.868	.458	.856
Z.17	50.9929	66.602	.404	.613
Z.18	50.9251	67.176	.332	.591
Z.19	50.9929	66.602	.404	.706
Z.20	50.8403	66.794	.323	.509
Z.21	50.9420	65.392	.544	.729
Z.22	50.8742	66.839	.290	.540
Z.23	50.9420	65.589	.522	.736
Z.24	51.0776	67.753	.285	.741
Z.25	50.9759	67.397	.410	.714
Z.26	51.0607	65.212	.548	.718
Z.27	50.9929	65.868	.458	.707
Z_TOTAL	50.8983	68.231	.642	.891

Reliability Commitment

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.950	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	19.5610	11.236	.496	.767
Y.2	19.6288	11.716	.278	.781
Y.3	19.5610	11.236	.496	.812
Y.4	19.5441	10.686	.499	.859
Y.5	19.6797	11.448	.299	.844
Y.6	19.6797	11.193	.550	.658
Y.7	19.6288	11.409	.383	.820
Y.8	19.6797	11.193	.550	.764
Y.9	19.4932	11.008	.313	.768
Y.10	19.5441	10.686	.499	.802
Y_TOTAL	19.6102	11.276	.913	.748

Appendix IV

Multi Regression Analysis

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X2_MEAN, X1_MEAN ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Z_MEAN

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.838 ^a	.702	.692	.33687

a. Predictors: (Constant), X2_MEAN, X1_MEAN

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.985	2	7.492	66.022	.000 ^a
	Residual	6.355	56	.113		
	Total	21.340	58			

a. Predictors: (Constant), X2_MEAN, X1_MEAN

b. Dependent Variable: Z_MEAN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.488	.142		3.425	.001
	X1_MEAN	.304	.114	.329	2.794	.000
	X2_MEAN	.567	.113	.639	5.001	.000

a. Dependent Variable: Z_MEAN

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method

1	X2_MEAN, X1_MEAN ^a		. Enter
---	----------------------------------	--	---------

a. All requested variables entered.

b. Dependent Variable: Y_MEAN

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.842 ^a	.709	.698	.37598

a. Predictors: (Constant), X2_MEAN, X1_MEAN

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.247	2	9.623	68.077	.000 ^a
	Residual	7.916	56	.141		
	Total	27.163	58			

a. Predictors: (Constant), X2_MEAN, X1_MEAN

b. Dependent Variable: Y_MEAN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.216	.159		2.360	.179
	X1_MEAN	.727	.127	.723	5.719	.000
	X2_MEAN	.240	.227	.240	2.104	.000

a. Dependent Variable: Y_MEAN

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Z_MEAN ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Y_MEAN

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.638 ^a	.407	.397	.53151

a. Predictors: (Constant), Z_MEAN

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.060	1	11.060	39.150	.000 ^a
	Residual	16.103	57	.283		
	Total	27.163	58			

a. Predictors: (Constant), Z_MEAN

b. Dependent Variable: Y_MEAN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.449	.245		2.336	.072
	Z_MEAN	.720	.115	.638	6.257	.000

a. Dependent Variable: Y_MEAN

Appendix V
Classic Assumption

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		59
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	10.58274534
Most Extreme Differences	Absolute	.122
	Positive	.122
	Negative	-.081
Kolmogorov-Smirnov Z		.937
Asymp. Sig. (2-tailed)		.343
a. Test distribution is Normal.		

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.757 ^a	.573	.550	10.868

a. Predictors: (Constant), jobsatisfaction, jobpromotion, Jobrotation

b. Dependent Variable: commitment

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8722.251	3	2907.417	24.618	.000 ^a
	Residual	6495.681	55	118.103		
	Total	15217.932	58			

a. Predictors: (Constant), jobsatisfaction, jobpromotion, Jobrotation

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8722.251	3	2907.417	24.618	.000 ^a
	Residual	6495.681	55	118.103		
	Total	15217.932	58			

b. Dependent Variable: commitment

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.532	4.706		3.938	.000
	Jobrotation	.351	.346	.221	1.014	.315
	jobpromotion	1.037	.297	.568	3.495	.001
	jobsatisfaction	-.019	.411	-.008	-.047	.963

a. Dependent Variable: commitment

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.05	91.03	55.03	12.263	59
Residual	-36.100	32.844	.000	10.583	59
Std. Predicted Value	-1.466	2.935	.000	1.000	59
Std. Residual	-3.322	3.022	.000	.974	59

a. Dependent Variable: commitment

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF

1	(Constant)	18.532	4.706		3.938	.000		
	Jobrotation	.351	.346	.221	1.014	.315	.294	3.405
	jobpromotion	1.037	.297	.568	3.495	.001	.294	3.405
	jobsatisfaction	.019	.411	.008	.047	.963	.1000	1000

a. Dependent Variable: commitment

Coefficient Correlations^a

Model			jobsatisfaction	jobpromotion	Jobrotation
1	Correlations	jobsatisfaction	1.000	-.035	-.665
		jobpromotion	-.035	1.000	-.604
		Jobrotation	-.665	-.604	1.000
Covariances	jobsatisfaction	.169	-.004	-.095	
	jobpromotion	-.004	.088	-.062	
	Jobrotation	-.095	-.062	.120	

a. Dependent Variable: commitment

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Jobrotation	jobpromotion	jobsatisfaction
1	1	3.883	1.000	.01	.00	.00	.00
	2	.077	7.099	.86	.04	.01	.03
	3	.028	11.800	.02	.00	.57	.46
	4	.012	17.692	.11	.96	.41	.51

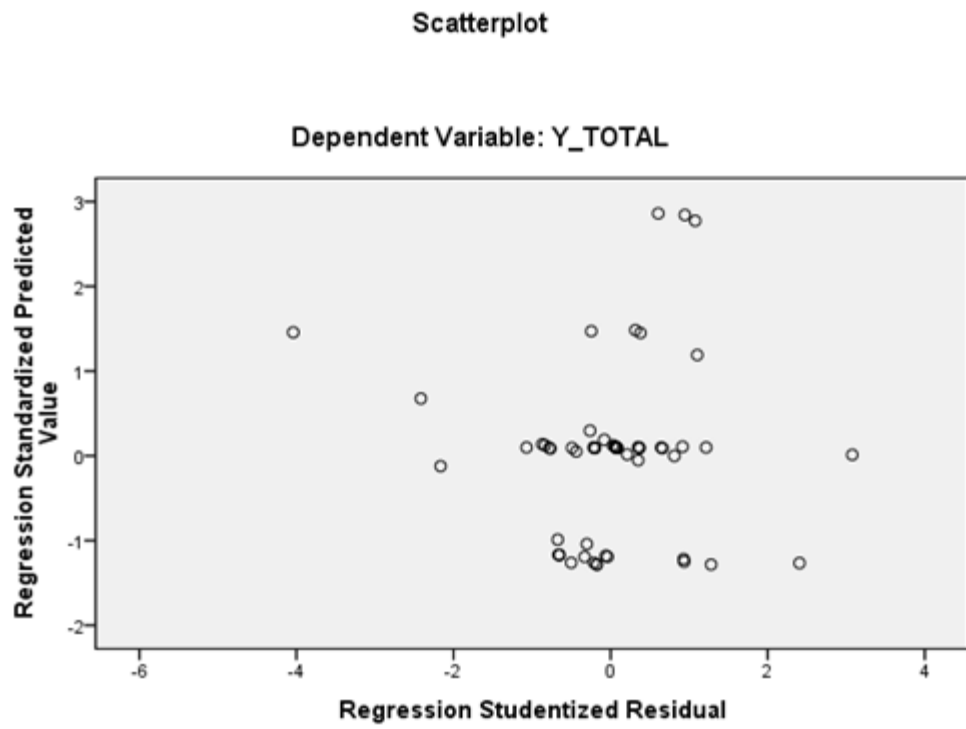
a. Dependent Variable: commitment

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.05	91.03	55.03	12.263	59

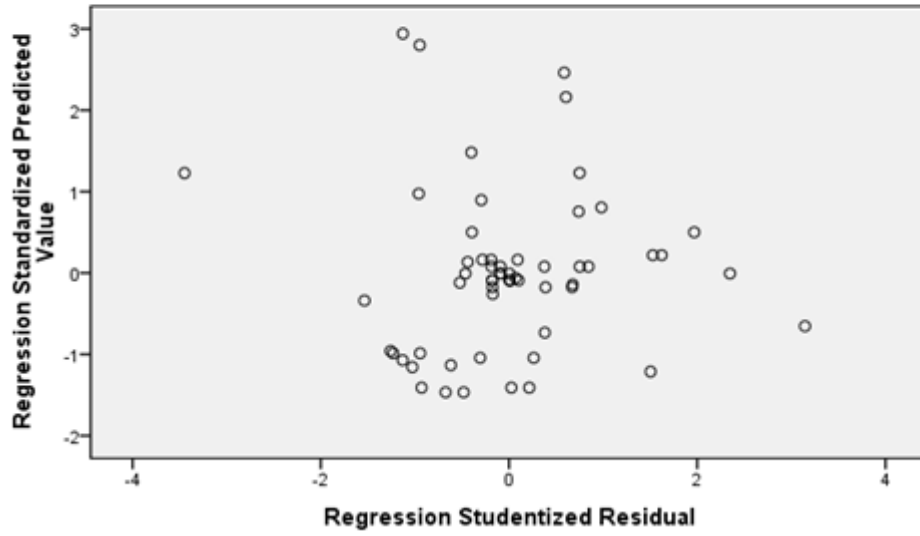
Residual	-36.100	32.844	.000	10.583	59
Std. Predicted Value	-1.466	2.935	.000	1.000	59
Std. Residual	-3.322	3.022	.000	.974	59

a. Dependent Variable: commitment



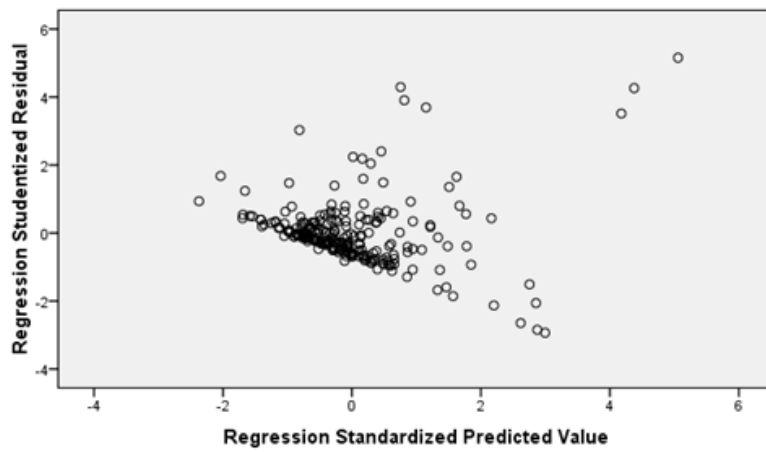
Scatterplot

Dependent Variable: Z_TOTAL



Scatterplot

Dependent Variable: Tobins Q



Appendix VI



Source : Primary Data Process in 2016

This is a pictures BRI Wonosobo in front side, the location is near with Alun-Alun Wonosobo.



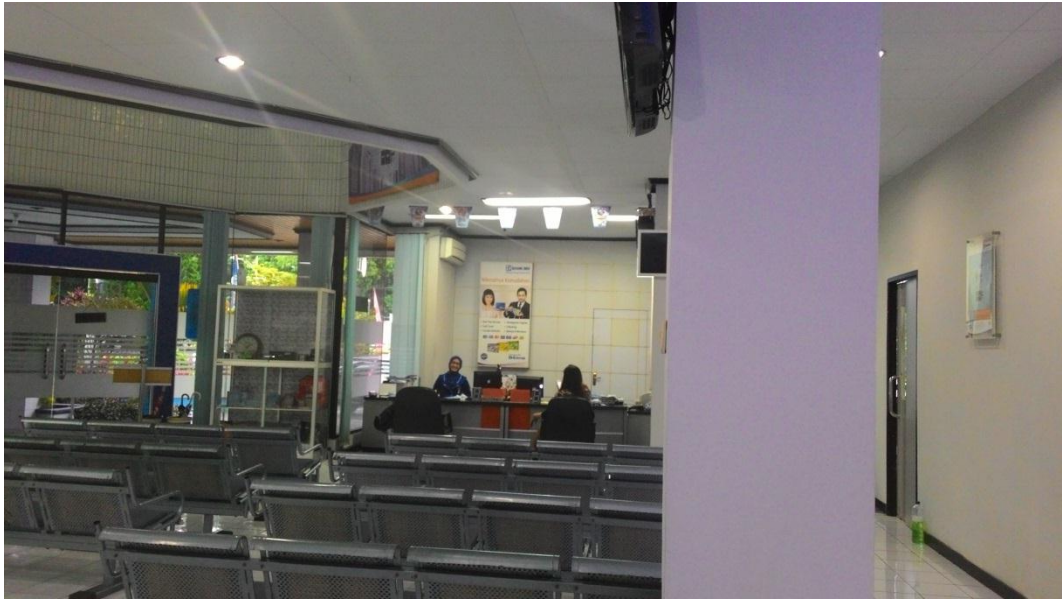
Source: Primary Data Process in 2016



Source: Primary Data Process in 2016



Source: Primary Data Process in 2016



Source: Primary Data Process in 2016



Model 54

PT. BANK RAKYAT INDONESIA (PERSERO) Tbk

KANTOR CABANG WONOSOBO

Jl. A. Yani No.1 Wonosobo 56311, Telp. (0286) 321025, 321739

Facsimile (0286) 322258.

SURAT KETERANGAN

No.:B. 9566 -KC-VII/LYI/10/2016

Yang bertandatangan di bawah ini :

Nama : Anton Hendra Wijaya
Jabatan : Pemimpin Cabang
Unit Kerja : Kanca BRI Wonosobo

Menerangkan bahwa Mahasiswa di bawah ini :

Nama : Mochamad Gani Anggoro Pradigdo
NIM : 12311005
Fakultas : Management, International Program Faculty of Economics
Universitas Islam Indonesia Yogyakarta

Telah selesai melaksanakan penelitian pembuatan Skripsi di Kanca BRI Wonosobo.

Demikian, Surat keterangan ini dibuat untuk dipergunakan seperlunya.

Wonosobo, 12 Oktober 2016

PT. Bank Rakyat Indonesia (Persero)
Kantor Cabang Wonosobo



