LAMPIRAN 1

KUESIONER

KUESIONER PENELITIAN

Tanggal Pengisian :

1. Nama KAP :

2. Nama Responden (jika tidak keberatan) :

3. Usia : tahun

4. Jenis Kelamin

   ☐ Pria

   ☐ Wanita

5. Pendidikan Terakhir

   ☐ Diploma 3

   ☐ S-1

   ☐ S-2
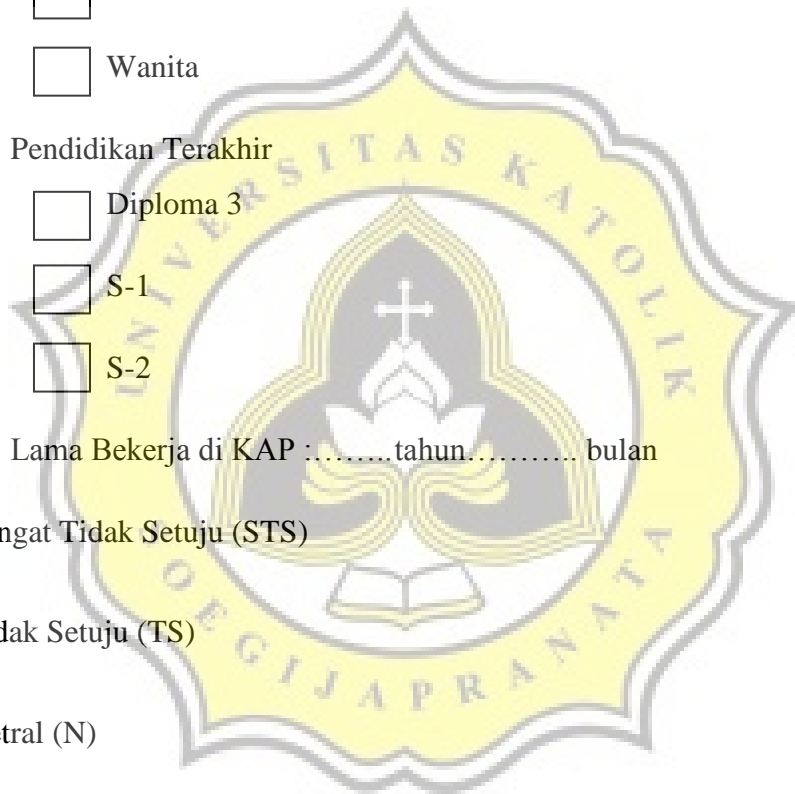
6. Lama Bekerja di KAP :……..tahun………. bulan

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Netral (N)

4 = Setuju (S)

5 = Sangat Setuju (SS)

KOMITMEN ORGANISASIONAL

Sumber : Meyer dan Allen (1984) dalam Trisnaningsih (2003)

No.	Pertanyaan	STS	TS	N	S	SS
1.	Saya merasa tidak ikut memiliki organisasi tempat saya bekerja.					
2.	Saya merasa tidak terikat secara emosional dengan organisasi saya					
3.	Organisasi tempat saya bekerja sangat berarti bagi saya.					
4.	Saya tidak merasa menjadi bagian organisasi tempat saya bekerja					
5.	Saya merasa masalah organisasi juga masalah saya					
6.	Saya mudah menjadi terikat dengan organisasi lain seperti organisasi tempat saya bekerja					
7.	Saya mau berusaha di atas batas normal untuk mensukseskan perusahaan					
8.	Saat ini tetap tinggal di perusahaan saya adalah merupakan kebutuhan					
9.	Alasan utama saya tetap bekerja di perusahaan ini adalah apabila keluar akan memerlukan pengorbanan diri sendiri yang harus dipertimbangkan					
10.	Saya merasa terlalu riskan untuk memutuskan meninggalkan perusahaan ini					
11.	Ada konsekuensi negatif bila meninggalkan perusahaan saat ini, bahkan bila saya menginginkan keluar.					
12.	Terlalu banyak masalah yang harus dipecahkan dalam kehidupan saya jika saya memutuskan untuk keluar dari perusahaan ini					

KOMITMEN PROFESIONAL

Sumber : Hall (1968) dalam Trisnaningsih (2003)

No.	Pertanyaan	STS	TS	N	S	SS
1.	Saya berlangganan dan membaca secara sistematis jurnal *auditing* dan publikasi lainnya					
2.	Saya sering menghadiri dan berpartisipasi dalam setiap pertemuan para auditor					
3.	Saya jarang melakukan diskusi atau bertukar pikiran dengan auditor dari organisasi lain.					
4.	Auditor harus mendukung adanya Ikatan Akuntan Indonesia					
5.	Auditor penting peranannya dalam masyarakat					
6.	Peran auditor kadang-kadang diungkapkan secara berlebihan					
7.	Hanya sedikit orang yang menyadari pentingnya auditor					
8.	Kelemahan peran auditor akan merugikan masyarakat.					
9.	Setiap organisasi mempunyai standar profesi perilaku auditor yang berbeda					
10.	Auditor harus profesional dalam menilai kompetensi sesama rekan auditor					
11.	Prestasi auditor lebih baik dinilai oleh rekan seprofesi daripada oleh supervisor					
12.	Ada dorongan untuk melihat auditor yang idealis dengan pekerjaannya					
13.	Saya sulit berantusias dengan jenis pekerjaan yang saya lakukan					
14.	Saya akan tetap bekerja sebagai auditor, walaupun gaji saya dipotong untuk keperluan tugas auditor					
15.	Auditor harus diberi kesempatan, membuat keputusan tentang apa yang diperiksanya					
16.	Pertimbangan auditor harus diikuti dalam pembuatan keputusan audit yang significan					

MOTIVASI

Sumber : Hunton, et.all (1996) dalam Trisnaningsih (2003)

No.	Pertanyaan	STS	TS	N	S	SS
1.	Pekerjaan yang saya lakukan memotivasi untuk berbuat yang terbaik					
2.	Gaji yang saya terima memotivasi saya untuk berbuat yang terbaik					
3.	Perilaku perusahaan memotivasi saya untuk berbuat yang terbaik dalam melaksanakan kewajiban					
4.	Saya menemukan cara untuk meningkatkan prosedur audit					
5.	Dibandingkan auditor lain yang setingkat, saya dikenal dekat dengan atasan					
6.	Saya membuat saran yang konstruktif pada supervisor tentang kerja audit yang seharusnya					
7.	Saya dapat melakukan banyak pekerjaan dalam waktu tertentu dibanding yang lain					
8.	Saya menerima evaluasi kinerja yang memuaskan (excellent)					
9.	Kinerja saya membuat orang lain menjadi respek kepada saya					
10.	Saya memelihara dan meningkatkan hubungan baik dengan auditee yang merupakan bagian penting dari pekerjaan saya					

TINDAKAN SUPERVISI

A. ASPEK KEPEMIMPINAN DAN MENTORING

Sumber Kuesioner : Nurahma (2005) dalam Florenstina (2010)

No.	Pertanyaan	STS	TS	N	S	SS
1.	Supervisor saya sering memberikan feedback atas kinerja saya secara jujur, terbuka dan interaktif					
2.	Supervisor saya memperhatikan keluhan – keluhan saya tentang pekerjaan					
3.	Ketika saya menyampaikan ketidakpuasan, Supervisor saya menanyakan keadaan dan penyebabnya					
4.	Supervisor saya selalu menghargai kinerja yang baik					
5.	Supervisor saya membantu saya mengenali peluang kerja masa mendatang saya					
6.	Supervisor saya menaruh perhatian terhadap minat dan rencana saya					
7.	Supervisor saya bisa menjadi panutan bagaimana seoarang profesional seharusnya					
8.	Supervisor saya memperlakukan saya sebagai individu yang mempunyai karir jangka panjang di KAP ini (tidak bekerja dalam jangka pendek)					
9.	Supervisor saya mampu menunjukan rasa bangga akan profesi akuntan dan peran penting profesi ini kepada klien dan masyarakat					

B. ASPEK KONDISI KERJA

Sumber Kuesioner : Nurahma (2005) dalam Florenstina (2010)

No.	Pertanyaan	STS	TS	N	S	SS
1.	Supervisor saya menjelaskan suatu penugasan dengan sesama					
2.	Supervisor saya mengalokasikan waktu yang cukup dalam penugasan yang rumit					
3.	Supervisor saya bersikap terbuka terhadap segala hambatan (termasuk hambatan budgeter)					
4.	Supervisor saya menjelaskan bagaimana suatu bagian penugasan sesuai dengan penugasan keseluruhan					
5.	Supervisor saya senantiasa mengawasi pekerjaan saya sampais selesai					
6.	Supervisor saya cukup adil dalam mendistribusikan kesempatan dan beban pekerjaan kepada semua bawahan					
7.	Supervisor saya berusaha meminimalkan stress yang berkaitan dengan pekerjaan					

C. ASPEK PENUGASAN

Sumber Kuesioner : Nurahma (2005) dalam Florenstina (2010)

No.	Pertanyaan	STS	TS	N	S	SS
1.	Supervisor menyerahkan tanggung jawab kepada saya segera setelah saya mampu menanganinya					
2.	Supervisor saya menyediakan kesempatan yang maksimal kepada saya untuk berkomunikasi lisan					
3.	Supervisor saya menyediakan kesempatan yang maksimal kepada saya untuk berkomunikasi tertulis					
4.	Supervisor saya menyediakan kesempatan yang maksimal kepada saya untuk berpikir kritis					
5.	Supervisor saya menyediakan kesempatan yang maksimal kepada saya untuk menggunakan teknik analitis					

KEPUASAN KERJA

Sumber : Yani dan Arel (2002) dalam Nugroho (2011)

No.	Pertanyaan	STS	TS	N	S	SS
1.	Saya merasa puas dengan pekerjaan saat ini					
2.	Saya sangat menyukai pekerjaan saya saat ini					
3.	Saya merasa ingin pindah dari pekerjaan saya saat ini					
4.	Saya lebih menyukai pekerjaan saya daripada auditor lainnya.					
5.	Perasaan telah mencapai sesuatu, yang saya peroleh dari pekerjaan ini					
6.	Saya merasakan hal yang memuaskan pada kondisi pekerjaan					
7.	Saya merasakan kesempatan menjadi seseorang di lingkungan kerja Kantor Akuntan Publik ini					
8.	Saya merasakan kesempatan untuk mengembangkan diri pada pekerjaan					

LAMPIRAN 2

REKAPITILASI

DATA

KUESIONER

Responden	Jenis Kelamin		Usia	Pendidikan			Masa Kerja
	pria	wanita		D3	S1	S2	
1		1	21		1		17 bln
2		1	25		1		18 bln
3		1	25		1		12bln
4		1	22		1		17 bln
5		1	25		1		18 bln
6		1	25		1		24 bln
7		1	23		1		24 bln
8		1	23		1		24 bln
9	1		22		1		12 bln
10	1		24		1		24 bln
11	1		27		1		24 bln
12	1		23		1		12 bln
13	1		25		1		17 bln
14	1		22		1		12 bln
15		1	25		1		18 bln
16		1	22		1		18 bln
17		1	24		1		20 bln
18		1	21		1		17 bln
19	1		24		1		19 bln
20		1	25		1		12 bln
21	1		26		1		14 bln
22	1		24		1		24 bln
23	1		23		1		24 bln
24		1	23		1		12 bln
25		1	23		1		24 bln
26		1	25		1		24 bln
27	1		21		1		17 bln
28	1		25		1		18 bln
29	1		27		1		24 bln
30	1		25		1		12 bln
31	1		22		1		12 bln
32		1	24		1		20 bln
33	1		23		1		19 bln
34	1		24		1		24 bln
35		1	25		1		12 bln
36		1	21		1		12 bln
37		1	23		1		12 bln
38		1	25		1		18 bln
39	1		26		1		14 bln
40	1		23		1		24 bln
41		1	21		1		12 bln

Responden	Komitmen Organisasional												Total	Rata-Rata
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12		
1	4	4	4	4	3	4	5	3	4	4	4	4	47	3.9166667
2	5	4	5	4	5	3	4	5	3	5	4	5	52	4.3333333
3	4	4	4	3	4	3	4	4	3	3	4	5	45	3.75
4	3	3	3	3	3	3	4	3	3	3	3	3	37	3.0833333
5	5	4	4	5	4	4	4	4	5	4	4	4	51	4.25
6	5	4	3	5	4	4	4	4	4	4	4	4	49	4.0833333
7	4	4	4	4	4	4	4	4	4	4	4	5	49	4.0833333
8	4	4	5	4	4	5	5	4	4	4	3	3	49	4.0833333
9	4	5	5	4	4	5	5	4	4	5	5	5	55	4.5833333
10	3	3	4	3	4	4	4	4	4	4	3	4	44	3.6666667
11	5	4	4	4	4	3	3	3	3	3	4	3	43	3.5833333
12	4	4	5	5	4	3	4	4	4	4	4	3	48	4
13	4	4	5	5	4	3	5	5	4	4	4	4	51	4.25
14	4	4	4	4	4	3	4	3	3	3	4	3	43	3.5833333
15	4	4	4	5	4	3	4	4	4	3	3	3	45	3.75
16	5	4	3	5	4	3	5	4	3	4	4	4	48	4
17	3	2	4	3	3	4	4	4	4	4	4	3	42	3.5
18	4	4	2	3	3	3	2	3	3	2	3	3	35	2.9166667
19	5	4	4	5	4	3	3	4	4	4	4	4	48	4
20	4	4	4	3	4	3	4	4	3	3	3	5	44	3.6666667
21	4	4	3	4	4	4	3	5	4	4	4	5	48	4
22	4	4	5	3	4	3	4	4	4	4	4	5	48	4
23	3	2	4	3	4	4	4	4	4	4	3	5	44	3.6666667
24	3	4	4	3	4	4	4	4	4	5	4	5	48	4
25	4	4	5	5	3	3	4	4	3	4	4	5	48	4
26	5	4	5	4	4	5	3	4	4	4	5	5	52	4.3333333
27	4	4	5	4	5	4	4	4	5	4	4	5	52	4.3333333
28	4	4	3	4	4	3	3	3	3	4	4	3	42	3.5
29	4	4	5	4	4	4	4	4	4	4	3	4	48	4
30	4	4	5	4	5	5	5	5	5	5	4	5	56	4.6666667
31	4	4	4	4	4	4	4	4	4	4	4	4	48	4
32	5	4	3	4	3	3	4	3	3	3	4	4	43	3.5833333
33	5	4	4	5	3	3	3	3	4	4	4	4	46	3.8333333
34	4	5	5	5	5	3	4	4	4	5	5	4	53	4.1666667
35	4	4	5	4	5	5	4	5	4	5	4	5	54	4.5
36	5	5	5	5	4	5	4	4	5	5	5	4	56	4.6666667
37	4	4	4	4	4	4	4	4	4	4	4	4	48	4
38	4	4	4	4	4	3	4	4	3	3	3	3	43	3.5833333
39	4	4	4	4	4	3	4	4	3	4	4	4	46	3.8333333
40	5	5	4	5	4	3	4	5	5	4	4	5	53	4.4166667
41	5	4	3	5	5	4	5	5	4	5	5	4	54	4.5

										min	35	
										max	56	
										mean	47.683	

Responden	Komitmen Profesional																Total	Rata-rata
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16		
1	4	5	4	4	5	4	1	4	3	4	3	4	2	2	4	5	58	3.625
2	5	5	4	5	5	4	1	4	4	5	5	5	4	1	5	4	66	4.125
3	3	4	4	4	4	4	2	4	3	4	5	4	4	3	4	4	60	3.75
4	3	3	3	3	4	3	1	4	2	4	3	4	3	4	5	3	52	3.25
5	5	5	5	5	5	4	2	4	4	4	3	4	5	2	5	3	65	4.0625
6	5	5	5	4	5	5	2	4	4	5	5	4	4	2	4	4	67	4.1875
7	4	4	5	4	5	3	1	5	5	4	5	5	4	2	5	5	66	4.125
8	4	5	4	5	5	4	1	4	5	5	5	5	5	1	5	5	68	4.25
9	5	5	5	5	5	4	2	5	5	5	5	5	5	1	5	5	72	4.5
10	4	4	4	4	4	4	2	4	3	4	4	4	3	2	4	4	58	3.625
11	3	3	3	3	3	4	3	3	3	3	3	3	3	2	3	3	48	3
12	4	4	3	5	5	5	1	5	4	5	4	4	4	2	5	2	62	3.875
13	4	4	3	5	3	5	3	3	4	5	3	4	4	2	5	3	60	3.75
14	4	4	3	3	3	3	3	3	4	3	3	3	4	2	5	4	54	3.375
15	4	4	3	3	3	3	3	3	4	3	3	4	4	2	4	4	54	3.375
16	3	3	4	4	3	4	3	3	4	3	3	3	4	4	4	4	56	3.5
17	3	3	2	4	4	3	2	4	2	4	4	4	3	3	4	3	52	3.25
18	4	4	4	4	4	3	3	4	3	4	4	4	3	3	3	4	58	3.625
19	3	3	5	4	4	4	2	4	3	4	4	4	5	2	5	4	60	3.75
20	3	3	3	4	3	4	2	4	4	4	5	5	4	3	4	5	60	3.75
21	3	4	4	4	4	4	1	3	4	4	3	4	4	1	4	5	56	3.5

22	4	4	4	4	4	3	2	4	4	4	4	4	4	1	4	4	58	3.625
23	3	3	3	3	3	4	3	3	3	4	4	4	4	1	4	4	53	3.3125
24	3	3	4	5	5	4	1	4	4	4	5	5	2	3	4	4	60	3.75
25	3	4	4	5	5	5	3	4	4	5	4	3	4	4	4	5	66	4.125
26	5	5	5	5	5	5	1	4	5	4	5	5	4	1	5	4	68	4.25
27	5	5	5	3	5	5	1	3	4	4	5	5	5	1	4	4	64	4
28	3	4	3	4	4	4	3	4	4	3	4	4	4	2	4	4	58	3.625
29	4	5	3	4	4	5	2	4	3	4	5	4	2	1	4	4	58	3.625
30	4	4	5	4	5	5	2	4	5	5	5	5	4	2	4	5	68	4.25
31	4	4	4	4	4	4	2	4	4	4	4	4	4	2	4	3	59	3.6875
32	5	5	5	4	5	3	2	4	3	4	3	4	4	4	4	3	62	3.875
33	5	5	5	4	5	3	2	4	3	4	3	4	4	4	4	2	61	3.8125
34	4	5	5	5	5	4	2	4	5	5	5	5	4	2	5	5	70	4.375
35	5	5	5	5	5	4	2	4	5	5	5	5	4	1	5	5	70	4.375
36	5	5	5	5	5	5	2	4	4	4	5	4	5	3	5	4	70	4.375
37	4	4	4	3	4	4	2	4	4	4	4	4	4	2	4	4	59	3.6875
38	4	4	4	4	3	4	2	4	4	4	4	4	4	3	4	4	60	3.75
39	4	4	4	4	4	4	2	4	2	4	3	4	4	2	4	4	57	3.5625
40	5	4	5	4	5	4	1	4	4	5	5	5	5	1	5	4	66	4.125
41	5	5	5	4	5	5	2	4	5	5	5	5	4	1	5	5	70	4.375
																	min	48
																	max	72
																	mean	61.19512

Responden	Motivasi											
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	Rata-rata
1	5	2	4	4	4	4	4	4	4	5	40	4
	4	3	4	5	4	4	4	4	4	4	40	4
3	4	4	4	4	4	3	5	4	3	4	39	3.9
4	2	4	5	4	3	4	5	3	5	4	39	3.9
5	5	5	5	5	5	5	5	5	5	4	49	4.9
6	5	4	5	5	5	5	5	5	5	5	49	4.9
7	5	5	5	5	4	5	5	5	5	5	49	4.9
8	5	5	5	5	5	5	4	5	5	5	49	4.9
9	5	5	5	5	5	5	5	5	5	5	50	5
10	4	4	4	4	4	4	3	4	4	5	40	4
11	5	3	3	3	5	5	3	5	5	3	40	4
12	5	3	5	3	5	5	3	5	5	4	43	4.3
13	5	4	3	5	3	4	4	4	4	4	40	4
14	5	3	3	3	5	3	3	3	4	4	36	3.6
15	3	4	4	3	3	4	4	3	4	4	36	3.6
16	4	3	4	4	3	3	3	4	4	4	36	3.6
17	3	3	4	4	4	4	4	3	3	4	36	3.6
18	4	3	4	4	4	3	5	4	5	3	39	3.9
19	4	4	4	4	3	4	4	4	3	3	37	3.7
20	4	3	3	4	3	3	3	3	3	3	32	3.2
21	4	4	4	2	4	3	5	5	4	5	40	4
22	4	4	5	5	5	5	3	4	3	2	40	4
23	4	4	4	4	3	3	3	4	3	3	35	3.5
24	4	4	4	4	3	4	4	4	4	5	40	4
25	4	4	5	5	5	5	3	4	3	2	40	4
26	5	5	5	5	5	5	5	5	3	3	46	4.6
27	4	5	5	4	5	5	5	5	4	4	46	4.6
28	4	3	3	3	4	3	4	5	3	4	36	3.6
29	4	4	4	3	3	4	3	2	3	3	33	3.3
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31	4	3	3	3	3	3	4	3	4	3	33	3.3
32	3	4	4	3	5	5	3	3	3	3	36	3.6
33	5	3	3	3	3	3	4	3	4	4	35	3.5
34	5	4	4	5	5	5	5	4	4	5	46	4.6
35	4	4	5	5	5	5	5	5	5	3	46	4.6
36	5	5	5	5	5	5	5	5	5	5	50	5
37	4	4	4	3	3	3	3	3	3	3	33	3.3
38	4	4	4	3	3	3	3	4	4	4	36	3.6
39	4	3	4	3	3	3	3	4	4	4	35	3.5
40	5	4	5	4	4	4	5	5	5	5	46	4.6
41	5	4	4	5	5	5	4	5	4	5	46	4.6

										Min	32
										max	50
										mean	40.658 54

| Respon | Aspek Kepemimpinan dan Mentoring | | | | | | | | | | |
den	P1	P2	P3	P4	P5	P6	P7	P8	P9	Total	Rata-Rata
1	4	4	4	4	4	4	4	4	5	37	4.111111
2	4	3	5	5	5	3	5	3	2	36	4
3	4	5	4	5	4	5	4	3	2	36	4
4	5	5	5	5	5	5	5	5	5	45	5
5	5	5	5	5	5	5	5	5	4	44	4.888889
6	5	5	5	5	5	5	5	5	4	44	4.888889
7	4	4	5	5	4	5	4	4	3	38	4.222222
8	5	5	5	5	5	5	5	5	5	45	5
9	4	5	3	4	5	4	5	4	2	36	4
10	4	4	4	4	4	4	4	4	4	36	4
11	5	4	4	5	5	5	5	5	5	43	4.777778
12	5	4	4	5	5	5	5	5	5	43	4.777778
13	5	4	4	5	5	5	5	5	5	43	4.777778
14	5	5	5	5	5	5	5	5	5	45	5
15	4	5	5	5	5	5	5	5	5	44	4.888889
16	4	4	4	4	4	4	4	4	2	34	3.777778
17	4	4	4	4	4	4	4	4	4	36	4
18	5	4	5	4	5	5	5	4	5	42	4.666667
19	4	4	4	4	4	4	4	4	4	36	4
20	4	4	4	4	4	4	4	3	4	35	3.888889
21	4	4	5	5	5	5	5	5	4	42	4.666667
22	5	5	5	5	4	5	4	5	5	43	4.777778
23	4	3	4	4	3	4	4	4	2	32	3.555556
24	4	4	4	4	4	4	4	4	4	36	4
25	4	5	5	5	5	4	4	5	5	42	4.666667
26	4	5	5	4	5	4	3	4	5	39	4.333333
27	5	5	4	4	5	4	5	4	4	40	4.444444
28	4	5	5	4	5	4	5	5	4	41	4.555556
29	4	4	4	4	4	3	4	4	4	35	3.888889
30	4	4	5	4	4	5	5	4	5	40	4.444444
31	4	4	4	4	5	4	5	4	5	39	4.333333
32	5	5	5	5	5	5	5	5	5	45	5
33	5	5	5	5	5	5	5	5	5	45	5
34	4	4	4	4	4	4	4	3	4	35	3.888889
35	4	4	4	5	4	5	5	5	4	40	4.444444
36	5	5	5	5	5	5	5	5	4	44	4.888889
37	4	4	5	5	5	5	4	3	5	40	4.444444
38	4	5	3	5	4	5	5	5	3	39	4.333333
39	5	4	5	4	2	5	4	5	4	38	4.222222
40	5	5	5	5	5	5	5	5	5	45	5
41	5	5	5	5	5	5	5	5	5	45	5

									min	32
									max	45
									mean	40.07317

Responden	Aspek Kondisi Kerja								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**Total**	**Rata-Rata**
1	4	4	4	4	4	4	4	28	4
2	5	5	5	5	5	5	5	35	5
3	4	4	4	4	4	4	4	28	4
4	4	4	4	4	4	4	4	28	4
5	5	5	5	4	4	4	4	31	4.428571
6	5	4	5	5	4	4	5	32	4.571429
7	4	5	4	5	5	5	4	32	4.571429
8	5	4	5	4	4	4	5	31	4.428571
9	4	5	5	5	5	5	5	34	4.857143
10	4	4	4	4	4	4	4	28	4
11	5	5	4	4	3	5	2	28	4
12	4	5	4	4	5	5	5	32	4.571429
13	4	4	4	4	4	4	4	28	4
14	4	5	4	4	4	4	3	28	4
15	5	4	4	5	5	4	5	32	4.571429
16	5	5	4	5	5	4	4	32	4.571429
17	4	4	4	4	4	4	2	26	3.714286
18	5	4	4	4	4	4	3	28	4
19	4	4	4	4	4	4	5	29	4.142857
20	4	5	4	4	4	4	5	30	4.285714
21	4	4	4	4	4	3	5	28	4
22	4	4	4	4	4	4	4	28	4
23	4	4	3	4	3	4	5	27	3.857143
24	4	4	4	4	4	4	4	28	4
25	4	4	5	4	4	4	3	28	4
26	4	4	5	5	5	5	4	32	4.571429
27	4	5	4	4	4	5	4	30	4.285714
28	4	4	4	4	4	4	4	28	4
29	4	4	4	3	4	4	5	28	4
30	5	5	5	4	5	5	5	34	4.857143
31	4	4	4	4	4	4	4	28	4
32	4	4	4	4	4	4	4	28	4
33	5	4	4	4	3	5	3	28	4
34	4	5	5	5	4	5	4	32	4.571429
35	4	4	4	5	5	5	5	32	4.571429
36	5	5	5	5	5	5	5	35	5
37	4	4	4	4	4	4	4	28	4
38	4	4	4	4	4	4	4	28	4
39	4	4	4	4	4	4	4	28	4
40	5	5	4	5	4	5	4	32	4.571429

	41	5	4	5	5	4	4	5	32	4.571429
									min	26
									max	35
									mean	29.80488

Responden	Aspek Penugasan						
	P1	**P2**	**P3**	**P4**	**P5**	**Total**	**Rata-Rata**
1	4	4	4	4	4	20	4
2	5	5	5	5	5	25	5
3	4	4	4	4	4	20	4
4	4	4	4	4	4	20	4
5	5	5	5	5	5	25	5
6	5	5	5	5	5	25	5
7	5	5	5	5	5	25	5
8	5	5	5	5	5	25	5
9	5	5	5	5	5	25	5
10	4	4	4	4	4	20	4
11	4	4	4	4	5	21	4.2
12	4	4	4	5	5	22	4.4
13	5	4	4	4	3	20	4
14	4	5	4	4	3	20	4
15	5	5	5	5	2	22	4.4
16	4	5	5	5	5	24	4.8
17	4	4	4	4	4	20	4
18	4	4	5	4	3	20	4
19	5	5	4	5	5	24	4.8
20	4	4	4	4	5	21	4.2
21	4	4	3	4	5	20	4
22	3	4	4	4	5	20	4
23	4	4	4	4	5	21	4.2
24	4	4	4	4	4	20	4
25	4	4	4	5	3	20	4
26	5	5	5	5	5	25	5
27	5	4	5	5	5	24	4.8
28	4	4	4	4	4	20	4
29	4	4	5	4	3	20	4
30	5	5	5	5	5	25	5
31	4	4	4	4	4	20	4
32	5	5	4	4	2	20	4
33	5	5	4	4	2	20	4
34	5	5	5	5	5	25	5
35	5	5	5	5	5	25	5
36	5	5	5	5	5	25	5
37	4	4	4	4	4	20	4
38	4	4	4	4	4	20	4
39	4	4	4	4	4	20	4
40	5	5	5	5	5	25	5

	41	5	5	5	5	5	25	5
							min	20
							max	25
							mean	22.04878

Responden	Kepuasan Kerja Auditor								Total	Rata-Rata
	P1	P2	P3	P4	P5	P6	P7	P8	Total	Rata-Rata
1	4	4	4	4	4	4	4	4	32	4
2	4	5	5	5	5	3	5	5	37	4.625
3	4	4	3	3	4	4	4	4	30	3.75
4	4	4	3	3	4	4	4	4	30	3.75
5	5	5	5	1	5	5	5	5	36	4.5
6	5	5	5	3	5	5	5	3	36	4.5
7	5	5	5	1	5	5	5	5	36	4.5
8	5	5	5	3	5	5	5	5	38	4.75
9	5	5	5	4	5	5	5	5	39	4.875
10	3	4	4	4	4	4	4	4	31	3.875
11	3	4	2	4	4	4	4	4	29	3.625
12	5	5	2	4	5	4	4	5	34	4.25
13	4	4	4	4	4	4	4	4	32	4
14	4	4	3	4	4	4	4	4	31	3.875
15	3	4	4	5	5	3	5	4	33	4.125
16	4	4	3	4	5	4	5	5	34	4.25
17	4	3	4	3	3	3	3	4	27	3.375
18	4	4	3	3	4	4	4	4	30	3.75
19	5	5	3	3	4	4	5	5	34	4.25
20	3	4	5	4	4	4	4	3	31	3.875
21	4	4	4	4	4	4	4	4	32	4
22	4	4	4	4	4	4	4	4	32	4
23	4	4	3	4	4	4	3	4	30	3.75
24	4	4	4	4	4	4	4	4	32	4
25	4	4	4	4	4	4	4	4	32	4
26	5	5	5	5	5	4	5	4	38	4.75
27	4	5	5	5	5	4	4	4	36	4.5
28	4	4	3	4	4	4	4	4	31	3.875
29	4	4	4	4	4	4	4	4	32	4
30	5	5	5	5	5	5	5	5	40	5
31	4	4	4	4	4	4	4	4	32	4
32	4	4	4	4	4	4	4	4	32	4
33	4	4	4	4	4	4	4	4	32	4
34	5	5	4	5	5	5	4	4	37	4.625
35	5	5	5	5	5	4	5	4	38	4.75
36	5	5	5	5	5	5	5	5	40	5
37	4	4	4	4	4	4	4	4	32	4
38	4	4	4	4	4	4	4	4	32	4
39	4	4	4	4	4	4	4	4	32	4
40	5	5	4	5	5	5	4	4	37	4.625
41	5	5	5	5	5	4	5	4	38	4.75

									min	27
									max	40
									mean	33.58537

LAMPIRAN 3

OUPUT SPSS

Frequencies

Statistics

		jenis_kelamin	usia	pendidikan	masa_kerja
N	Valid	41	41	41	41
	Missing	0	0	0	0

Frequency Table

jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	"pria"	19	46.3	46.3	46.3
	"wanita"	22	53.7	53.7	100.0
	Total	41	100.0	100.0	

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21	5	12.2	12.2	12.2
	22	5	12.2	12.2	24.4
	23	9	22.0	22.0	46.3
	24	6	14.6	14.6	61.0
	25	12	29.3	29.3	90.2
	26	2	4.9	4.9	95.1
	27	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	"S1"	41	100.0	100.0	100.0

masa_kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12	12	29.3	29.3	29.3
	14	2	4.9	4.9	34.1
	17	5	12.2	12.2	46.3
	18	6	14.6	14.6	61.0
	19	2	4.9	4.9	65.9
	20	2	4.9	4.9	70.7
	24	12	29.3	29.3	100.0
	Total	41	100.0	100.0	

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
jenis_kelamin	41	1.00	2.00	1.5366	.50485
Valid N (listwise)	41				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Usia	41	21.00	27.00	23.7073	1.64687
Valid N (listwise)	41				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
pendidikan	41	2.00	2.00	2.0000	.00000
Valid N (listwise)	41				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
masa_kerja	41	12.00	24.00	17.8293	4.76918
Valid N (listwise)	41				

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
jenis_kelamin * pendidikan	41	100.0%	0	.0%	41	100.0%

jenis_kelamin * pendidikan Crosstabulation

			pendidikan	Total
			"S1"	
jenis_kelamin	"pria"	Count	19	19
		% of Total	46.3%	46.3%
	"wanita"	Count	22	22
		% of Total	53.7%	53.7%
Total		Count	41	41
		% of Total	100.0%	100.0%

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total
P1	Pearson Correlation	1	.563**	-.043	.666**	.152	-.078	-.112	.076	.085	.076	.456**	.058	.387**
	Sig. (1-tailed)		.000	.394	.000	.172	.314	.243	.318	.299	.319	.001	.358	.006
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P2	Pearson Correlation	.563**	1	.230	.531**	.294*	.016	.062	.135	.173	.235	.495**	.176	.530**
	Sig. (1-tailed)	.000		.074	.000	.031	.462	.350	.200	.140	.070	.001	.135	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P3	Pearson Correlation	-.043	.230	1	.153	.400**	.342*	.350*	.373**	.398**	.510**	.246	.344*	.625**
	Sig. (1-tailed)	.394	.074		.170	.005	.014	.012	.008	.005	.000	.060	.014	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P4	Pearson Correlation	.666**	.531**	.153	1	.185	-.071	.162	.228	.307*	.299*	.431**	-.108	.518**
	Sig. (1-tailed)	.000	.000	.170		.123	.329	.156	.076	.026	.029	.002	.250	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P5	Pearson Correlation	.152	.294*	.400**	.185	1	.277*	.268*	.644**	.329*	.557**	.294*	.344*	.654**
	Sig. (1-tailed)	.172	.031	.005	.123		.040	.045	.000	.018	.000	.031	.014	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P6	Pearson Correlation	-.078	.016	.342*	-.071	.277*	1	.295*	.314*	.589**	.545**	.265*	.298*	.548**
	Sig. (1-tailed)	.314	.462	.014	.329	.040		.031	.023	.000	.000	.047	.029	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P7	Pearson Correlation	-.112	.062	.350*	.162	.268*	.295*	1	.375**	.228	.433**	.125	.153	.475**
	Sig. (1-tailed)	.243	.350	.012	.156	.045	.031		.008	.076	.002	.218	.169	.001
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P8	Pearson Correlation	.076	.135	.373**	.228	.644**	.314*	.375**	1	.434**	.576**	.203	.530**	.686**
	Sig. (1-tailed)	.318	.200	.008	.076	.000	.023	.008		.002	.000	.101	.000	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P9	Pearson Correlation	.085	.173	.398**	.307*	.329*	.589**	.228	.434**	1	.531**	.282*	.298*	.661**
	Sig. (1-tailed)	.299	.140	.005	.026	.018	.000	.076	.002		.000	.037	.029	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P10	Pearson Correlation	.076	.235	.510**	.299*	.557**	.545**	.433**	.576**	.531**	1	.596**	.465**	.824**
	Sig. (1-tailed)	.319	.070	.000	.029	.000	.000	.002	.000	.000		.000	.001	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P11	Pearson Correlation	.456**	.495**	.246	.431**	.294*	.265*	.125	.203	.282*	.596**	1	.301*	.648**
	Sig. (1-tailed)	.001	.001	.060	.002	.031	.047	.218	.101	.037	.000		.028	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
P12	Pearson Correlation	.058	.176	.344*	-.108	.344*	.298*	.153	.530**	.298*	.465**	.301*	1	.557**
	Sig. (1-tailed)	.358	.135	.014	.250	.014	.029	.169	.000	.029	.001	.028		.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41
Total	Pearson Correlation	.387**	.530**	.625**	.518**	.654**	.548**	.475**	.686**	.661**	.824**	.648**	.557**	1
	Sig. (1-tailed)	.006	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).
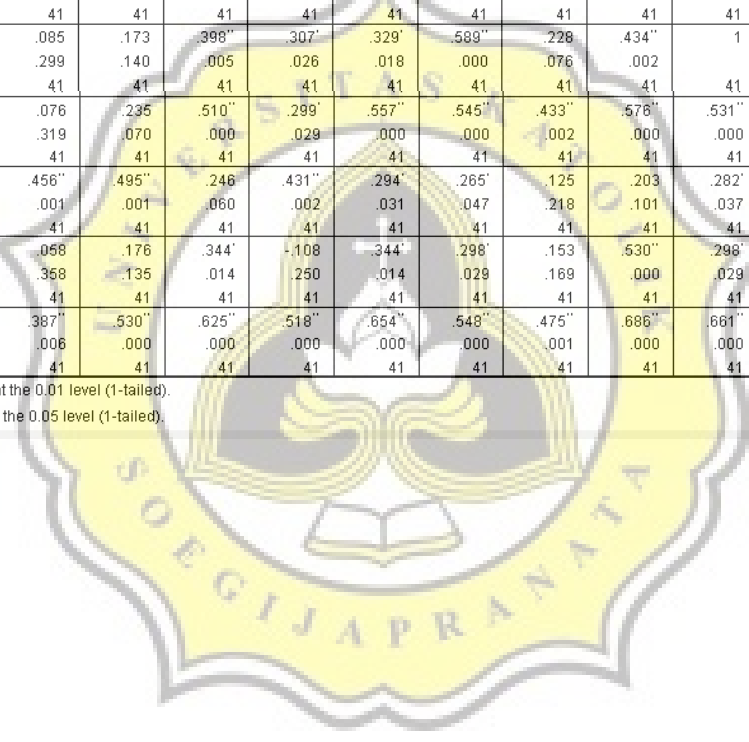
Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	Total
P1	Pearson Correlation	1	.831**	.647**	.286*	.577**	.187	-.275*	.253	.383**	.376**	.300*	.421**	.378**	-.329*	.393**	-.040	.659**
	Sig. (1-tailed)		.000	.000	.035	.000	.120	.041	.055	.007	.008	.028	.003	.007	.018	.006	.402	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P2	Pearson Correlation	.831**	1	.578**	.407**	.647**	.287*	-.272*	.256	.416**	.430**	.288*	.357*	.250	-.341*	.330*	.168	.690**
	Sig. (1-tailed)	.000		.000	.004	.000	.035	.043	.053	.003	.002	.034	.011	.057	.015	.017	.147	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P3	Pearson Correlation	.647**	.578**	1	.332*	.683**	.211	-.328*	.310*	.475**	.364**	.401**	.449**	.472**	-.131	.306*	.292*	.765**
	Sig. (1-tailed)	.000	.000		.017	.000	.093	.018	.024	.001	.010	.005	.002	.001	.207	.026	.032	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P4	Pearson Correlation	.286*	.407**	.332*	1	.544**	.368*	-.249	.478**	.436**	.615**	.365**	.355*	.167	-.061	.468**	.137	.672**
	Sig. (1-tailed)	.035	.004	.017		.000	.009	.059	.001	.002	.000	.010	.011	.148	.353	.001	.196	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P5	Pearson Correlation	.577**	.647**	.683**	.544**	1	.265*	-.608**	.593**	.354*	.620**	.476**	.540**	.173	-.146	.384**	.159	.760**
	Sig. (1-tailed)	.000	.000	.000	.000		.047	.000	.000	.012	.000	.001	.000	.139	.182	.007	.161	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P6	Pearson Correlation	.187	.287*	.211	.368*	.265*	1	-.100	.009	.353*	.472**	.418**	.165	.146	-.301	.168	.180	.462**
	Sig. (1-tailed)	.120	.035	.093	.009	.047		.266	.479	.012	.001	.003	.152	.181	.028	.147	.130	.001
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P7	Pearson Correlation	-.275*	-.272*	-.328*	-.249	-.608**	-.100	1	-.434**	-.143	-.331*	-.404**	-.611**	-.009	.262*	-.389**	-.088	-.342*
	Sig. (1-tailed)	.041	.043	.018	.059	.000	.266		.002	.187	.017	.004	.000	.478	.049	.006	.292	.014
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P8	Pearson Correlation	.253	.256	.310*	.478**	.593**	.009	-.434**	1	.176	.488**	.427**	.408**	.033	.031	.316*	.061	.509**
	Sig. (1-tailed)	.055	.053	.024	.001	.000	.479	.002		.136	.001	.003	.004	.420	.425	.022	.353	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P9	Pearson Correlation	.383**	.416**	.475**	.436**	.354*	.353*	-.143	.176	1	.422**	.509**	.520**	.433**	-.424**	.450**	.515**	.725**
	Sig. (1-tailed)	.007	.003	.001	.002	.012	.012	.187	.136		.003	.000	.000	.002	.003	.002	.000	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P10	Pearson Correlation	.376**	.430**	.364**	.615**	.620**	.472**	-.331*	.488**	.422**	1	.543**	.560**	.259	-.296	.454**	.258	.733**
	Sig. (1-tailed)	.008	.002	.010	.000	.000	.001	.017	.001	.003		.000	.000	.051	.030	.001	.052	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P11	Pearson Correlation	.300*	.288*	.401**	.365*	.476**	.418**	-.404**	.427**	.509**	.543**	1	.717**	.166	-.370**	.285*	.469**	.679**
	Sig. (1-tailed)	.028	.034	.005	.010	.001	.003	.004	.003	.000	.000		.000	.150	.009	.036	.001	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P12	Pearson Correlation	.421**	.357*	.449**	.355*	.540**	.165	-.611**	.408**	.520**	.560**	.717**	1	.206	-.462**	.421**	.405**	.647**
	Sig. (1-tailed)	.003	.011	.002	.011	.000	.152	.000	.000	.000	.000	.000		.098	.001	.003	.004	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P13	Pearson Correlation	.378**	.250	.472**	.167	.173	.146	-.009	.033	.433**	.259	.166	.206	1	-.216	.474**	.081	.497**
	Sig. (1-tailed)	.007	.057	.001	.148	.139	.181	.478	.420	.002	.051	.150	.098		.087	.001	.308	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P14	Pearson Correlation	-.329*	-.341*	-.131	-.061	-.146	-.301	.262*	.031	-.424**	-.296	-.370**	-.462**	-.216	1	-.298*	-.348*	-.265*
	Sig. (1-tailed)	.018	.015	.207	.353	.182	.028	.049	.425	.003	.030	.009	.001	.087		.029	.013	.047
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P15	Pearson Correlation	.393**	.330*	.306*	.468**	.384**	.168	-.389**	.316*	.450**	.454**	.285*	.421**	.474**	-.298*	1	.108	.565**
	Sig. (1-tailed)	.006	.017	.026	.001	.007	.147	.006	.022	.002	.001	.036	.003	.001	.029		.251	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P16	Pearson Correlation	-.040	.168	.292*	.137	.159	.180	-.088	.061	.515**	.258	.469**	.405**	.081	-.348*	.108	1	.422**
	Sig. (1-tailed)	.402	.147	.032	.196	.161	.130	.292	.353	.000	.052	.001	.004	.308	.013	.251		.003
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
Total	Pearson Correlation	.659**	.690**	.765**	.672**	.760**	.462**	-.342*	.509**	.725**	.733**	.679**	.647**	.497**	-.265*	.565**	.422**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.001	.014	.000	.000	.000	.000	.000	.000	.047	.000	.003	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Correlations

		P1	P2	P3	P4	P5	P6	P8	P9	P10	P11	P12	P13	P15	P16	Total
P1	Pearson Correlation	1	.831**	.647**	.286*	.577**	.187	.253	.383**	.376**	.300*	.421**	.378**	.393**	-.040	.676**
	Sig. (1-tailed)		.000	.000	.035	.000	.120	.055	.007	.008	.028	.003	.007	.006	.402	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P2	Pearson Correlation	.831**	1	.578**	.407**	.647**	.287*	.256	.416**	.430**	.288*	.357*	.250	.330*	.168	.704**
	Sig. (1-tailed)	.000		.000	.004	.000	.035	.053	.003	.002	.034	.011	.057	.017	.147	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P3	Pearson Correlation	.647**	.578**	1	.332*	.683**	.211	.310*	.475**	.364**	.401**	.449**	.472**	.306*	.292*	.747**
	Sig. (1-tailed)	.000	.000		.017	.000	.093	.024	.001	.010	.005	.002	.001	.026	.032	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P4	Pearson Correlation	.286*	.407**	.332*	1	.544**	.368**	.478**	.436**	.615**	.365*	.355*	.167	.468**	.137	.643**
	Sig. (1-tailed)	.035	.004	.017		.000	.009	.001	.002	.000	.010	.011	.148	.001	.196	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P5	Pearson Correlation	.577**	.647**	.683**	.544**	1	.265*	.593**	.354*	.620**	.476**	.540**	.173	.384**	.159	.775**
	Sig. (1-tailed)	.000	.000	.000	.000		.047	.000	.012	.000	.001	.000	.139	.007	.161	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P6	Pearson Correlation	.187	.287*	.211	.368*	.265*	1	.009	.353*	.472**	.418**	.165	.146	.168	.180	.474**
	Sig. (1-tailed)	.120	.035	.093	.009	.047		.479	.012	.001	.003	.152	.181	.147	.130	.001
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P8	Pearson Correlation	.253	.256	.310*	.478**	.593**	.009	1	.176	.488**	.427**	.408**	.033	.316*	.061	.503**
	Sig. (1-tailed)	.055	.053	.024	.001	.000	.479		.136	.001	.003	.004	.420	.022	.353	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P9	Pearson Correlation	.383**	.416**	.475**	.436**	.354*	.353*	.176	1	.422**	.509**	.520**	.433**	.450**	.515**	.735**
	Sig. (1-tailed)	.007	.003	.001	.002	.012	.012	.136		.003	.000	.000	.002	.002	.000	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P10	Pearson Correlation	.376**	.430**	.364**	.615**	.620**	.472**	.488**	.422**	1	.543**	.560**	.259	.454**	.258	.743**
	Sig. (1-tailed)	.008	.002	.010	.000	.000	.001	.001	.003		.000	.000	.051	.001	.052	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P11	Pearson Correlation	.300*	.288*	.401**	.365*	.476**	.418**	.427**	.509**	.543**	1	.717**	.166	.285*	.469**	.713**
	Sig. (1-tailed)	.028	.034	.005	.010	.001	.003	.003	.000	.000		.000	.150	.036	.001	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P12	Pearson Correlation	.421**	.357*	.449**	.355*	.540**	.165	.408**	.520**	.560**	.717**	1	.206	.421**	.405**	.721**
	Sig. (1-tailed)	.003	.011	.002	.011	.000	.152	.004	.000	.000	.000		.098	.003	.004	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P13	Pearson Correlation	.378**	.250	.472**	.167	.173	.146	.033	.433**	.259	.166	.206	1	.474**	.081	.483**
	Sig. (1-tailed)	.007	.057	.001	.148	.139	.181	.420	.002	.051	.150	.098		.001	.308	.001
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P15	Pearson Correlation	.393**	.330*	.306*	.468**	.384**	.168	.316*	.450**	.454**	.285*	.421**	.474**	1	.108	.598**
	Sig. (1-tailed)	.006	.017	.026	.001	.007	.147	.022	.002	.001	.036	.003	.001		.251	.000
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P16	Pearson Correlation	-.040	.168	.292*	.137	.159	.180	.061	.515**	.258	.469**	.405**	.081	.108	1	.444**
	Sig. (1-tailed)	.402	.147	.032	.196	.161	.130	.353	.000	.052	.001	.004	.308	.251		.002
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
Total	Pearson Correlation	.676**	.704**	.747**	.643**	.775**	.474**	.503**	.735**	.743**	.713**	.721**	.483**	.598**	.444**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.001	.000	.002	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
P1	Pearson Correlation	1	.173	.081	.346'	.443''	.318'	.193	.561''	.385''	.375''	.565''
	Sig. (1-tailed)		.140	.307	.013	.002	.021	.113	.000	.006	.008	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P2	Pearson Correlation	.173	1	.652''	.491''	.354'	.557''	.469''	.419''	.214	.210	.661''
	Sig. (1-tailed)	.140		.000	.001	.012	.000	.001	.003	.089	.094	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P3	Pearson Correlation	.081	.652''	1	.549''	.495''	.659''	.444''	.499''	.390''	.172	.720''
	Sig. (1-tailed)	.307	.000		.000	.001	.000	.002	.000	.006	.141	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P4	Pearson Correlation	.346'	.491''	.549''	1	.451''	.624''	.433''	.434''	.251	.161	.700''
	Sig. (1-tailed)	.013	.001	.000		.002	.000	.002	.002	.057	.158	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P5	Pearson Correlation	.443''	.354'	.495''	.451''	1	.752''	.299'	.597''	.322'	.132	.716''
	Sig. (1-tailed)	.002	.012	.001	.002		.000	.029	.000	.020	.205	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P6	Pearson Correlation	.318'	.557''	.659''	.624''	.752''	1	.304'	.501''	.364''	.136	.769''
	Sig. (1-tailed)	.021	.000	.000	.000	.000		.027	.000	.010	.197	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P7	Pearson Correlation	.193	.469''	.444''	.433''	.299'	.304'	1	.484''	.482''	.462''	.677''
	Sig. (1-tailed)	.113	.001	.002	.002	.029	.027		.001	.001	.001	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P8	Pearson Correlation	.561''	.419''	.499''	.434''	.597''	.501''	.484''	1	.521''	.407''	.798''
	Sig. (1-tailed)	.000	.003	.000	.002	.000	.000	.001		.000	.004	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P9	Pearson Correlation	.385''	.214	.390''	.251	.322'	.364''	.482''	.521''	1	.533''	.655''
	Sig. (1-tailed)	.006	.089	.006	.057	.020	.010	.001	.000		.000	.000
	N	41	41	41	41	41	41	41	41	41	41	41
P10	Pearson Correlation	.375'	.210	.172	.161	.132	.136	.462''	.407''	.533''	1	.534''
	Sig. (1-tailed)	.008	.094	.141	.158	.205	.197	.001	.004	.000		.000
	N	41	41	41	41	41	41	41	41	41	41	41
Total	Pearson Correlation	.565''	.661''	.720''	.700''	.716''	.769''	.677''	.798''	.655''	.534''	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41	41	41	41	41	41

*. Correlation is significant at the 0.05 level (1-tailed).
**. Correlation is significant at the 0.01 level (1-tailed).

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	Total
P1	Pearson Correlation	1	.420''	.395''	.445''	.319'	.579''	.498''	.597''	.457''	.751''
	Sig. (1-tailed)		.003	.005	.002	.021	.000	.000	.000	.001	.000
	N	41	41	41	41	41	41	41	41	41	41
P2	Pearson Correlation	.420''	1	.263'	.376''	.457''	.418''	.267'	.504''	.301'	.634''
	Sig. (1-tailed)	.003		.048	.008	.001	.003	.046	.000	.028	.000
	N	41	41	41	41	41	41	41	41	41	41
P3	Pearson Correlation	.395''	.263'	1	.399''	.295'	.370''	.136	.310'	.445''	.603''
	Sig. (1-tailed)	.005	.048		.005	.031	.009	.199	.024	.002	.000
	N	41	41	41	41	41	41	41	41	41	41
P4	Pearson Correlation	.445''	.376''	.399''	1	.458''	.640''	.461''	.497''	.203	.701''
	Sig. (1-tailed)	.002	.008	.005		.001	.000	.001	.000	.101	.000
	N	41	41	41	41	41	41	41	41	41	41
P5	Pearson Correlation	.319'	.457''	.295'	.458''	1	.170	.553''	.253	.386''	.648''
	Sig. (1-tailed)	.021	.001	.031	.001		.144	.000	.055	.006	.000
	N	41	41	41	41	41	41	41	41	41	41
P6	Pearson Correlation	.579''	.418''	.370''	.640''	.170	1	.432''	.562''	.389''	.712''
	Sig. (1-tailed)	.000	.003	.009	.000	.144		.002	.000	.006	.000
	N	41	41	41	41	41	41	41	41	41	41
P7	Pearson Correlation	.498''	.267'	.136	.461''	.553''	.432''	1	.519''	.186	.640''
	Sig. (1-tailed)	.000	.046	.199	.001	.000	.002		.000	.123	.000
	N	41	41	41	41	41	41	41	41	41	41
P8	Pearson Correlation	.597''	.504''	.310'	.497''	.253	.562''	.519''	1	.437''	.755''
	Sig. (1-tailed)	.000	.000	.024	.000	.055	.000	.000		.002	.000
	N	41	41	41	41	41	41	41	41	41	41
P9	Pearson Correlation	.457''	.301'	.445''	.203	.386''	.389''	.186	.437''	1	.679''
	Sig. (1-tailed)	.001	.028	.002	.101	.006	.006	.123	.002		.000
	N	41	41	41	41	41	41	41	41	41	41

**. Correlation is significant at the 0.01 level (1-tailed).
*. Correlation is significant at the 0.05 level (1-tailed).

Correlations

		P1	P2	P3	P4	P5	P6	P7	Total
P1	Pearson Correlation	1	.283*	.416**	.372**	.076	.227	.052	.500**
	Sig. (1-tailed)		.036	.003	.008	.318	.076	.374	.000
	N	41	41	41	41	41	41	41	41
P2	Pearson Correlation	.283*	1	.275*	.337*	.346*	.600**	.040	.604**
	Sig. (1-tailed)	.036		.041	.016	.013	.000	.403	.000
	N	41	41	41	41	41	41	41	41
P3	Pearson Correlation	.416**	.275*	1	.440**	.404**	.307*	.210	.662**
	Sig. (1-tailed)	.003	.041		.002	.004	.025	.094	.000
	N	41	41	41	41	41	41	41	41
P4	Pearson Correlation	.372**	.337*	.440**	1	.562**	.466**	.256	.754**
	Sig. (1-tailed)	.008	.016	.002		.000	.001	.053	.000
	N	41	41	41	41	41	41	41	41
P5	Pearson Correlation	.076	.346*	.404**	.562**	1	.355*	.447**	.739**
	Sig. (1-tailed)	.318	.013	.004	.000		.011	.002	.000
	N	41	41	41	41	41	41	41	41
P6	Pearson Correlation	.227	.600**	.307*	.466**	.355*	1	-.003	.620**
	Sig. (1-tailed)	.076	.000	.025	.001	.011		.493	.000
	N	41	41	41	41	41	41	41	41
P7	Pearson Correlation	.052	.040	.210	.256	.447**	-.003	1	.552**
	Sig. (1-tailed)	.374	.403	.094	.053	.002	.493		.000
	N	41	41	41	41	41	41	41	41
Total	Pearson Correlation	.500**	.604**	.662**	.754**	.739**	.620**	.552**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41	41	41

*. Correlation is significant at the 0.05 level (1-tailed).

**. Correlation is significant at the 0.01 level (1-tailed).

Correlations

		P1	P2	P3	P4	P5	Total
P1	Pearson Correlation	1	.780**	.627**	.690**	.104	.753**
	Sig. (1-tailed)		.000	.000	.000	.259	.000
	N	41	41	41	41	41	41
P2	Pearson Correlation	.780**	1	.645**	.706**	.151	.776**
	Sig. (1-tailed)	.000		.000	.000	.172	.000
	N	41	41	41	41	41	41
P3	Pearson Correlation	.627**	.645**	1	.736**	.262*	.798**
	Sig. (1-tailed)	.000	.000		.000	.049	.000
	N	41	41	41	41	41	41
P4	Pearson Correlation	.690**	.706**	.736**	1	.464**	.905**
	Sig. (1-tailed)	.000	.000	.000		.001	.000
	N	41	41	41	41	41	41
P5	Pearson Correlation	.104	.151	.262*	.464**	1	.635**
	Sig. (1-tailed)	.259	.172	.049	.001		.000
	N	41	41	41	41	41	41
Total	Pearson Correlation	.753**	.776**	.798**	.905**	.635**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	Total
P1	Pearson Correlation	1	.773**	.365**	-.098	.599**	.649**	.507**	.475**	.753**
	Sig. (1-tailed)		.000	.009	.272	.000	.000	.000	.001	.000
	N	41	41	41	41	41	41	41	41	41
P2	Pearson Correlation	.773**	1	.473**	.105	.872**	.601**	.718**	.463**	.905**
	Sig. (1-tailed)	.000		.001	.257	.000	.000	.000	.001	.000
	N	41	41	41	41	41	41	41	41	41
P3	Pearson Correlation	.365**	.473**	1	.097	.466**	.326*	.510**	.046	.662**
	Sig. (1-tailed)	.009	.001		.274	.001	.019	.000	.387	.000
	N	41	41	41	41	41	41	41	41	41
P4	Pearson Correlation	-.098	.105	.097	1	.206	-.232	-.006	-.179	.278*
	Sig. (1-tailed)	.272	.257	.274		.098	.072	.486	.131	.039
	N	41	41	41	41	41	41	41	41	41
P5	Pearson Correlation	.599**	.872**	.466**	.206	1	.495**	.769**	.440**	.887**
	Sig. (1-tailed)	.000	.000	.001	.098		.001	.000	.002	.000
	N	41	41	41	41	41	41	41	41	41
P6	Pearson Correlation	.649**	.601**	.326*	-.232	.495**	1	.360*	.263*	.590**
	Sig. (1-tailed)	.000	.000	.019	.072	.001		.010	.049	.000
	N	41	41	41	41	41	41	41	41	41
P7	Pearson Correlation	.507**	.718**	.510**	-.006	.769**	.360*	1	.496**	.783**
	Sig. (1-tailed)	.000	.000	.000	.486	.000	.010		.000	.000
	N	41	41	41	41	41	41	41	41	41
P8	Pearson Correlation	.475**	.463**	.046	-.179	.440**	.263*	.496**	1	.486**
	Sig. (1-tailed)	.001	.001	.387	.131	.002	.049	.000		.001
	N	41	41	41	41	41	41	41	41	41
Total	Pearson Correlation	.753**	.905**	.662**	.278*	.887**	.590**	.783**	.486**	1
	Sig. (1-tailed)	.000	.000	.000	.039	.000	.000	.000	.001	
	N	41	41	41	41	41	41	41	41	41

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Reliability

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded[a]	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.829	.833	12

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
P1	43.5122	20.606	.266	.663	.832
P2	43.7317	19.901	.432	.492	.820
P3	43.5610	18.502	.508	.372	.814
P4	43.5854	19.449	.391	.753	.824
P5	43.7073	19.312	.576	.549	.810
P6	44.0488	19.248	.425	.563	.821
P7	43.7073	20.012	.358	.307	.826
P8	43.7073	18.912	.608	.646	.807
P9	43.8780	18.910	.574	.547	.809
P10	43.7317	17.501	.766	.756	.791
P11	43.7805	19.276	.567	.597	.811
P12	43.5610	19.002	.427	.555	.822

Reliability

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded[a]	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.887	.890	14

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
P1	53.1220	36.010	.602	.853	.878
P2	52.9512	35.998	.640	.825	.876
P3	53.0488	34.698	.680	.748	.874
P4	53.0000	37.000	.576	.565	.879
P5	52.8293	34.945	.719	.790	.872
P6	53.0976	38.440	.386	.483	.887
P8	53.2439	39.139	.441	.539	.885
P9	53.3171	34.872	.665	.603	.875
P10	52.9268	36.770	.697	.666	.875
P11	53.0244	34.974	.638	.686	.876
P12	52.9024	36.840	.671	.685	.876
P13	53.2195	37.976	.385	.507	.888
P15	52.7805	38.076	.536	.486	.881
P16	53.1220	38.210	.336	.619	.891

Reliability

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded[a]	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.870	.871	10

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
P1	36.3659	27.038	.468	.524	.866
P2	36.8049	26.011	.573	.552	.858
P3	36.4634	25.805	.649	.662	.853
P4	36.6341	24.938	.605	.532	.856
P5	36.5854	24.799	.625	.680	.854
P6	36.5610	24.402	.693	.755	.848
P7	36.6341	25.338	.580	.512	.858
P8	36.5366	24.255	.731	.616	.845
P9	36.6341	25.888	.562	.511	.859
P10	36.7073	26.512	.405	.412	.873

Reliability

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded[a]	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.841	.857	9

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
P1	35.6341	12.438	.685	.524	.816
P2	35.6341	12.488	.542	.491	.826
P3	35.5610	12.702	.479	.332	.832
P4	35.4878	12.656	.612	.631	.822
P5	35.5366	12.205	.516	.695	.829
P6	35.5122	12.106	.636	.664	.817
P7	35.4878	12.706	.533	.636	.827
P8	35.6585	11.430	.668	.622	.811
P9	35.8780	10.760	.511	.529	.844

Reliability

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded[a]	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.728	.757	7

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
P1	25.4878	4.806	.331	.298	.720
P2	25.4634	4.555	.452	.408	.696
P3	25.5610	4.402	.521	.331	.680
P4	25.5366	4.155	.639	.484	.653
P5	25.6341	4.088	.605	.504	.657
P6	25.5122	4.456	.459	.457	.693
P7	25.6341	4.238	.250	.239	.775

Reliability

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded[a]	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.775	.842	5

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
P1	17.6098	3.694	.616	.668	.716
P2	17.5854	3.749	.662	.674	.708
P3	17.6341	3.588	.681	.580	.697
P4	17.5854	3.449	.850	.741	.654
P5	17.7805	3.426	.276	.315	.901

Reliability

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded[a]	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.775	.829	8

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
P1	29.3415	7.930	.649	.695	.721
P2	29.2195	7.726	.867	.865	.694
P3	29.5610	7.652	.472	.373	.756
P4	29.6585	9.780	-.009	.321	.863
P5	29.1951	7.761	.842	.832	.697
P6	29.4390	8.852	.468	.537	.753
P7	29.2927	8.062	.701	.696	.718
P8	29.3902	9.244	.352	.418	.768

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		41
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	.67167369
Most Extreme Differences	Absolute	.130
	Positive	.076
	Negative	-.130
Kolmogorov-Smirnov Z		.835
Asymp. Sig. (2-tailed)		.488

a. Test distribution is Normal.

Hasil Uji Multikolinieritas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-4.887	1.980		-2.468	.019		
	Komitmen_organisasi	.149	.044	.217	3.367	.002	.303	3.305
	Komitmen_profesional	.167	.036	.333	4.601	.000	.239	4.184
	Motivasi	-.004	.041	-.007	-.096	.924	.260	3.848
	Aspek_Kep	.078	.033	.093	2.365	.024	.810	1.234
	Aspek_Kondisi	.383	.105	.281	3.639	.001	.209	4.777
	Aspek_Penugasan	.338	.128	.239	2.635	.013	.153	6.554

a. Dependent Variable: Kepuasan_kerja

Hasil Uji Regresi Linier Berganda

Coefficients^a

Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF	Sig./2	Hasil
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics			
1	(Constant)	-4.887	1.980		-2.468	.019				
	Komitmen_organisasi	.149	.044	.217	3.367	.002	.303	3.305	.001	Diterima
	Komitmen_profesional	.167	.036	.333	4.601	.000	.239	4.184	.000	Diterima
	Motivasi	-.004	.041	-.007	-.096	.924	.260	3.848	.462	Ditolak
	Aspek_Kep	.078	.033	.093	2.365	.024	.810	1.234	.012	Diterima
	Aspek_Kondisi	.383	.105	.281	3.639	.001	.209	4.777	.0005	Diterima
	Aspek_Penugasan	.338	.128	.239	2.635	.013	.153	6.554	.0065	Diterima

a. Dependent Variable: Kepuasan_kerja

Hasil Uji Heteroskedastisitas

Scatterplot

Dependent Variable: Kepuasan_kerja
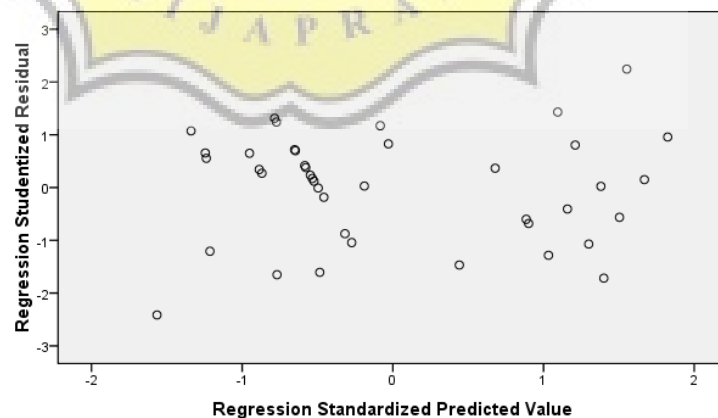
Hasil Uji G*oodness of Fit Model*

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	405.905	6	67.651	127.461	.000ᵃ
	Residual	18.046	34	.531		
	Total	423.951	40			

ANOVAᵇ

a. Predictors: (Constant), Aspek_Penugasan, Aspek_Kep, Komitmen_organisasi, Motivasi, Komitmen_profesional, Aspek_Kondisi

b. Dependent Variable: Kepuasan_kerja

Hasil Uji Koefisien Determinasi (R^2)

Model Summaryᵇ

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.978ᵃ	.957	.950	.72853

a. Predictors: (Constant), Aspek_Penugasan, Aspek_Kep, Komitmen_organisasi, Motivasi, Komitmen_profesional, Aspek_Kondisi

b. Dependent Variable: Kepuasan_kerja