

Job Performance (Kinerja)*Job
performance*

(kinerja) merupakan kemampuan seseorang dalam suatu organisasi untuk mencapai tujuan yang telah ditentukan, serta keterampilan terkait pekerjaan mereka yaitu pengalaman kerja, keterampilan komunikasi, kecenderungan kerja tim, disiplin kerja, dan upaya keseluruhan (Guney, 2015).

1. Sebagai guru, saya dapat menyelesaikan tugas tepat waktu *

- ☐ Sangat Tidak Setuju
- ☐ Tidak Setuju
- ☐ Cukup Setuju
- ☐ Setuju
- ☐ Sangat Setuju

2. Sebagai guru, saya mampu melampaui target pekerjaan saya *

- ☐ Sangat Tidak Setuju
- ☐ Tidak Setuju
- ☐ Cukup Setuju
- ☐ Setuju
- ☐ Sangat Setuju

3. Sebagai guru, saya yakin bahwa saya telah melampaui standar pelayanan yang saya berikan di sekolah ini *

- ☐ Sangat Tidak Setuju
- ☐ Tidak Setuju
- ☐ Cukup Setuju

2. Sebagai guru, saya mampu melampaui target pekerjaan saya *

- ☐ Sangat Tidak Setuju
- ☐ Tidak Setuju
- ☐ Cukup Setuju
- ☐ Setuju
- ☐ Sangat Setuju

3. Sebagai guru, saya yakin bahwa saya telah melampaui standar pelayanan yang saya berikan di sekolah ini *

- ☐ Sangat Tidak Setuju
- ☐ Tidak Setuju
- ☐ Cukup Setuju
- ☐ Setuju
- ☐ Sangat Setuju

4. Sebagai guru, ketika masalah muncul, saya menyelesaikannya secepat mungkin *

- ☐ Sangat Tidak Setuju
- ☐ Tidak Setuju
- ☐ Cukup Setuju
- ☐ Setuju
- ☐ Sangat Setuju

Kembali

Kirim

Kosongkan formulir



Jangan pernah mengirimkan sandi melalui Google Formulir.

LAMPIRAN 1. 2 SURAT IJIN PENELITIAN



**FAKULTAS BISNIS
DAN EKONOMIKA**
UNIVERSITAS ATMA JAYA YOGYAKARTA

Nomor: 1091/Pen/I
Lamp. : -
Hal : Ijin Penelitian, Penyebaran Kuesioner

06 Mei 2026

Kepada Yth.

Kepala Sekolah SMA BOPKRI 1 YOGYAKARTA

Jl. Wardhani No.2, Kotabaru, Kec. Gondokusuman, Kota Yogyakarta
Daerah Istimewa Yogyakarta 55224

Dengan hormat,

Sehubungan dengan penulisan Skripsi yang berjudul **"Pengaruh Dukungan Organisasi, Kepribadian, Efikasi Diri, dan Kepuasan Kerja terhadap Kinerja Guru"** yang dilakukan oleh mahasiswa kami dengan identitas:

Nama : Kania Evasya C
NPM/Program Studi : 220327155/Manajemen
No. Handphone : 085695305588
Tanggal Penelitian : 15-20 Mei 2026

Kami mohon Bapak/Ibu berkenan memberikan Ijin Penelitian kepada mahasiswa tersebut untuk mendapatkan data yang diperlukan.

1. Bagaimana pengaruh Dukungan Organisasi, Kepribadian, Efikasi Diri, dan Kepuasan Kerja terhadap Kinerja guru di SMA BOPKRI 1 dan 2 YOGYAKARTA

Skripsi yang ditulis oleh mahasiswa ini merupakan karya ilmiah yang memiliki tujuan dan sifat keilmuan. Oleh karenanya tidak akan dipergunakan untuk hal-hal yang merugikan.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Dekan

Wenefrida Mahestu N. Krisjanti, SE., M.Sc., Ph.D.

Alamat

Kampus III Gedung Bonaventura
Jalan Babarsari 43 Yogyakarta 55281
Indonesia

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Kontak

Telepon : +62-274-487711 ext 3120, 3127
Fax : +62-274-485227
Surel : fbe@uajy.ac.id





**FAKULTAS BISNIS
DAN EKONOMIKA**
UNIVERSITAS ATMA JAYA YOGYAKARTA

Nomor: 1090/Pen/I
Lamp.: -
Hal: Ijin Penelitian, Penyebaran Kuesioner

06 Mei 2026

Kepada Yth.
Kepala Sekolah SMA BOPKRI 2 YOGYAKARTA
Jl. Jend. Sudirman No. 87, Terban, Kec. Gondokusuman, Kota Yogyakarta, 55223

Dengan hormat,

Sehubungan dengan penulisan Skripsi yang berjudul **"Pengaruh Dukungan Organisasi, Kepribadian, Efikasi Diri, dan Kepuasan Kerja terhadap Kinerja Guru"** yang dilakukan oleh mahasiswa kami dengan identitas:

Nama : Kania Evasya C
NPM/Program Studi : 220327155/Manajemen
No. Handphone : 085695305588
Tanggal Penelitian : 15-20 Mei 2026

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1. Bagaimana pengaruh Dukungan Organisasi, Kepribadian, Efikasi Diri, dan Kepuasan Kerja terhadap Kinerja guru di SMA BOPKRI 1 dan 2 YOGYAKARTA

Skripsi yang ditulis oleh mahasiswa ini merupakan karya ilmiah yang memiliki tujuan dan sifat keilmuan. Oleh karenanya tidak akan dipergunakan untuk hal-hal yang merugikan.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Dekan



Wenefrida Mahestu N. Krisjanti, SE., M.Sc., Ph.D.

Alamat

Kampus III Gedung Bonaventura
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Telepon : +62-274-487711 ext 3120, 3127
Fax : +62-274-485227
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LAMPIRAN 1. 3 DATA MENTAH RESPONDEN

Responden	POS								Average
	1	2	3	4	5	6	7	8	
1	4	4	4	4	4	4	4	4	4.00
2	4	4	4	4	4	4	4	4	4.00
3	5	5	5	5	5	5	5	5	5.00
4	4	4	4	5	4	4	4	4	4.13
5	5	4	5	5	4	4	4	4	4.38
6	4	4	4	4	4	4	4	4	4.00
7	2	3	2	2	2	2	2	2	2.13
8	5	4	5	4	5	4	4	4	4.38
9	4	4	4	4	4	4	4	4	4.00
10	5	4	5	4	5	4	4	4	4.38
11	4	4	4	5	5	4	4	5	4.38
12	4	4	3	4	4	3	4	4	3.75
13	4	4	4	4	4	4	4	4	4.00
14	3	3	3	3	4	3	3	3	3.13
15	4	3	4	4	4	4	4	4	3.88
16	3	3	4	4	3	3	3	3	3.25
17	4	4	4	4	4	4	4	4	4.00
18	4	5	4	4	4	4	5	4	4.25
19	5	5	5	5	5	5	5	5	5.00
20	4	4	4	4	4	4	4	4	4.00
21	5	4	5	5	5	5	5	4	4.75
22	4	4	5	5	5	4	5	4	4.50
23	4	4	4	4	4	4	4	4	4.00
24	4	4	5	4	4	4	4	5	4.25
25	5	4	5	4	4	4	4	4	4.25
26	4	4	5	4	4	4	4	4	4.13
27	5	4	5	4	4	5	4	4	4.38
28	4	4	4	4	4	4	4	4	4.00
29	4	4	4	4	4	4	4	4	4.00
30	5	4	5	5	4	4	4	4	4.38
31	5	5	4	5	5	5	5	5	4.88
32	4	4	4	5	4	3	4	3	3.88
33	4	4	4	4	4	4	4	4	4.00
34	4	4	4	4	4	4	3	3	3.75
35	3	3	4	4	4	3	3	3	3.38
36	5	5	5	5	5	5	5	5	5.00
37	5	5	5	5	5	4	4	4	4.63
38	4	3	4	4	4	4	4	4	3.88
39	5	5	4	4	4	4	4	4	4.25
40	4	4	3	4	4	4	3	3	3.63

41	5	4	5	4	5	4	4	3	4.25
42	5	4	5	5	4	4	5	4	4.50
43	5	4	5	4	4	4	5	4	4.38
44	5	4	5	4	4	4	4	4	4.25
45	1	4	4	4	4	4	4	4	3.63
46	5	5	5	4	5	4	4	4	4.50
47	5	4	5	5	4	4	4	4	4.38
48	5	2	4	4	4	4	3	4	3.75
49	5	4	5	5	5	4	5	4	4.63
50	5	5	5	5	4	4	5	5	4.75
51	5	5	5	5	4	4	5	4	4.63
52	5	5	5	5	5	5	5	5	5.00
53	4	4	3	5	4	3	3	4	3.75
54	5	4	5	5	4	4	5	4	4.50
55	4	4	4	4	4	4	4	4	4.00
56	4	3	4	4	3	4	4	4	3.75
57	5	5	5	5	3	4	4	4	4.38
58	5	4	4	4	4	4	4	4	4.13
59	4	4	4	4	4	4	4	4	4.00
60	4	4	4	4	4	4	4	4	4.00
61	4	4	4	4	4	4	4	4	4.00
62	5	4	4	4	4	4	4	4	4.13
63	4	4	4	4	4	4	4	4	4.00
64	5	5	5	5	4	4	5	4	4.63
65	5	5	5	5	4	4	4	4	4.50
66	5	5	5	5	5	5	5	5	5.00
67	4	4	4	4	4	4	4	4	4.00
68	4	4	4	4	3	4	4	4	3.88
69	5	5	5	5	5	5	5	5	5.00
70	4	4	4	4	4	4	4	4	4.00
71	5	5	5	5	5	5	5	5	5.00
72	4	4	4	4	4	4	4	4	4.00
73	4	4	4	4	4	4	4	4	4.00
74	5	5	5	5	4	5	5	4	4.75
75	4	4	4	4	3	4	4	4	3.88
76	4	4	4	4	4	4	4	3	3.88
77	5	5	4	4	4	4	5	4	4.38
78	5	5	5	5	5	5	5	5	5.00
79	5	5	5	5	5	5	5	5	5.00
80	4	4	4	4	4	4	4	4	4.00
81	4	4	5	5	4	4	5	4	4.38

Personal Traits															Average
1 N (R)	2 N (R)	3 N	1 C	2 C (R)	3 C	1 A (R)	2A	3A	1O	2O	3O	1E	2E	3E (R)	
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4.00
4	5	4	4	4	4	5	4	4	4	4	4	2	3	2	3.80
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5.00
4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4.07
4	4	3	4	4	4	5	5	4	4	4	4	3	3	3	3.87
4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3.93
4	3	4	4	4	5	5	5	5	5	5	5	5	5	3	4.47
4	4	4	4	5	4	5	4	5	5	5	5	5	4	4	4.47
5	5	4	2	4	4	5	5	5	4	4	4	4	5	5	4.33
5	5	4	5	5	5	4	4	5	5	5	5	4	5	4	4.67
4	4	4	4	5	4	5	4	4	4	5	4	4	4	3	4.13
4	4	3	4	5	4	5	3	3	4	4	4	3	4	4	3.87
4	4	4	4	4	4	4	4	5	4	4	4	5	5	4	4.20
4	4	4	4	4	4	4	3	2	3	4	3	3	3	2	3.40
1	1	5	4	5	4	5	2	5	4	4	4	2	4	4	3.60
4	4	2	3	4	4	4	3	4	4	4	4	3	3	3	3.53
5	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4.20
3	4	2	4	4	4	4	3	4	3	4	3	4	4	4	3.60
5	5	2	5	5	3	5	5	5	5	5	5	4	5	4	4.53
4	4	3	4	4	4	5	4	3	4	4	4	3	3	3	3.73
4	4	4	4	4	4	5	5	5	4	4	4	5	5	5	4.40
4	4	4	3	4	4	4	4	4	3	3	3	5	5	4	3.87
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4.00
5	5	5	4	5	5	5	4	4	4	4	4	4	4	4	4.40
5	4	4	4	5	4	5	4	5	4	4	4	4	5	5	4.40
5	5	4	4	5	4	5	5	4	4	4	4	5	4	5	4.47
5	5	5	4	5	5	5	5	4	4	4	4	5	5	5	4.67
4	4	4	4	5	4	5	5	5	4	4	4	4	4	4	4.27
4	4	4	4	5	4	5	4	5	4	4	4	4	4	4	4.20
4	4	4	4	5	4	5	5	5	4	4	4	4	4	4	4.27
5	5	3	5	5	4	5	5	4	4	4	4	3	4	4	4.27
3	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3.87
4	4	4	4	4	4	1	3	3	3	4	3	4	4	4	3.53
3	3	3	3	4	4	4	4	4	3	4	4	4	4	3	3.60
4	4	4	3	4	4	4	4	3	3	4	3	3	4	4	3.67
2	3	3	4	4	4	4	5	3	3	3	3	4	2	3	3.33
4	4	4	4	4	4	5	4	5	4	5	4	4	5	4	4.27

4	4	4	3	3	4	3	4	4	4	4	4	3	3	3	3.60
2	2	4	4	2	2	2	4	4	4	4	4	4	4	2	3.20
3	4	4	4	4	4	4	4	4	4	4	4	2	4	3	3.73
3	3	4	4	4	4	4	4	3	3	4	3	2	4	2	3.40
5	5	5	5	5	4	5	5	5	4	4	4	4	5	5	4.67
5	4	4	4	5	4	5	5	5	4	4	4	4	5	5	4.47
4	4	4	4	5	4	5	5	5	4	4	4	5	5	5	4.47
3	4	4	4	4	4	3	4	4	4	4	4	4	4	3	3.80
5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	4.93
5	4	4	5	5	5	5	5	5	4	4	4	5	5	5	4.67
4	5	3	4	5	4	5	4	5	4	4	4	3	4	4	4.13
5	5	5	4	5	4	5	5	5	4	4	4	4	5	5	4.60
4	4	4	4	5	5	5	5	5	4	4	4	4	4	5	4.40
5	5	5	4	5	5	5	5	5	4	4	4	5	5	5	4.73
5	5	4	1	5	5	5	4	5	5	5	4	4	5	5	4.47
4	5	5	3	5	4	5	5	5	4	5	4	3	4	4	4.33
5	5	5	4	5	4	5	5	5	4	4	4	5	5	5	4.67
4	4	4	4	5	5	5	5	5	4	4	4	4	4	5	4.40
4	4	4	4	5	4	5	5	5	4	4	4	4	4	5	4.33
5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	4.87
5	5	5	5	5	4	5	5	5	4	4	4	4	4	5	4.60
5	4	5	4	5	4	5	5	5	4	4	4	4	4	4	4.40
2	2	2	4	4	4	2	4	2	4	4	4	4	4	4	3.33
5	5	5	4	5	4	5	5	5	4	4	4	4	5	5	4.60
5	5	5	4	5	4	5	5	5	4	4	4	4	4	4	4.47
5	5	5	4	5	4	5	5	5	4	4	4	4	5	5	4.60
5	5	4	4	5	4	5	5	5	4	4	4	4	4	5	4.47
4	4	4	4	5	4	5	5	5	4	4	4	4	5	5	4.40
5	5	5	4	5	4	5	5	5	4	4	4	4	4	4	4.47
5	5	5	5	5	5	5	5	5	4	4	4	4	4	5	4.67
4	4	4	4	2	4	5	4	5	4	4	4	4	4	4	4.00
5	5	5	4	5	5	5	5	5	4	4	4	4	5	5	4.67
4	4	4	4	5	4	5	5	5	5	4	4	4	4	4	4.33
5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	4.87
4	4	4	4	5	4	5	5	5	4	4	4	4	4	4	4.27
4	4	4	4	5	4	5	4	4	4	4	4	4	4	4	4.13
4	4	4	4	4	4	4	5	4	5	5	5	4	4	3	4.20
4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4.07
4	4	4	4	4	4	5	5	5	4	5	5	5	5	5	4.53
3	4	4	4	5	4	5	5	5	4	5	5	4	5	4	4.40
4	4	4	4	5	5	5	5	5	4	5	4	4	5	4	4.47
5	5	5	5	5	5	5	5	5	4	5	4	5	5	5	4.87

4	4	4	4	5	5	5	5	5	4	5	4	4	4	4	4.40
4	4	4	4	5	5	5	5	5	4	5	4	4	5	4	4.47

Self-Efficacy				Average
1	2	3	4	
4	4	4	4	4.00
4	4	4	4	4.00
5	5	5	5	5.00
4	4	4	4	4.00
5	4	4	4	4.25
4	4	4	4	4.00
5	5	4	5	4.75
4	4	4	4	4.00
4	5	4	5	4.50
5	5	5	5	5.00
4	5	5	4	4.50
4	4	4	3	3.75
4	4	4	4	4.00
2	4	3	3	3.00
5	5	5	5	5.00
4	4	4	4	4.00
4	5	4	4	4.25
4	4	4	3	3.75
4	4	5	5	4.50
3	4	4	3	3.50
4	5	4	4	4.25
4	4	4	4	4.00
4	4	4	4	4.00
4	5	4	4	4.25
4	4	4	4	4.00
4	4	4	5	4.25
5	5	4	5	4.75
4	4	4	4	4.00
4	4	4	4	4.00
4	5	4	5	4.50
5	4	4	5	4.50
4	4	4	5	4.25
4	4	4	4	4.00
3	3	4	4	3.50
3	3	3	3	3.00
3	5	3	4	3.75
4	4	4	4	4.00

4	4	4	3	3.75
4	4	4	4	4.00
4	4	4	4	4.00
4	4	4	3	3.75
4	5	4	4	4.25
4	5	4	4	4.25
4	5	4	4	4.25
4	4	4	4	4.00
4	5	4	4	4.25
4	5	4	4	4.25
3	4	4	4	3.75
4	5	4	4	4.25
4	5	4	4	4.25
4	5	4	4	4.25
5	5	5	5	5.00
4	5	4	4	4.25
4	5	4	4	4.25
4	5	4	4	4.25
4	5	4	4	4.25
4	5	4	4	4.25
4	5	4	4	4.25
3	4	3	4	3.50
4	5	4	4	4.25
4	4	4	4	4.00
4	5	4	4	4.25
4	5	4	4	4.25
4	4	4	4	4.00
4	4	4	4	4.00
4	4	4	4	4.00
4	4	4	4	4.00
4	5	4	4	4.25
4	4	4	4	4.00
4	5	4	5	4.50
4	4	4	4	4.00
4	4	4	4	4.00
4	4	4	4	4.00
4	5	4	4	4.25
4	5	4	4	4.25
4	4	4	4	4.00
4	5	4	4	4.25
5	5	4	4	4.50
4	5	4	4	4.25
4	5	4	4	4.25

Job Satisfaction						Average
1	2	3	4	5	6	
4	4	4	4	4	4	4.00
4	4	4	4	4	4	4.00
5	5	5	5	5	5	5.00
5	5	5	4	5	5	4.83
4	4	4	4	4	4	4.00
4	4	4	4	4	4	4.00
2	2	3	2	4	5	3.00
5	5	5	5	5	5	5.00
5	5	4	4	4	5	4.50
5	5	5	5	5	5	5.00
5	5	5	5	5	5	5.00
3	3	4	4	4	4	3.67
4	4	4	4	4	4	4.00
3	2	3	3	4	4	3.17
5	5	5	5	5	4	4.83
4	3	4	3	4	4	3.67
4	4	4	4	4	4	4.00
4	4	4	4	4	4	4.00
5	5	5	5	5	5	5.00
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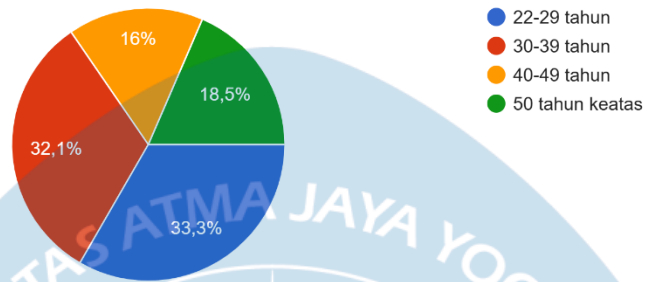
Job Performance				Average
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LAMPIRAN 1. 4 PROFIL RESPONDEN

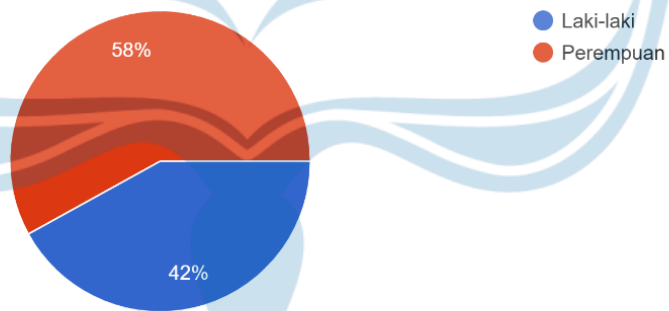
Usia

81 jawaban



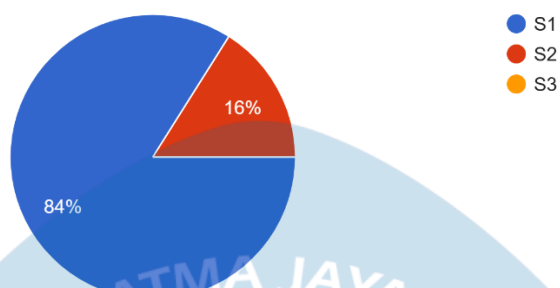
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81 jawaban



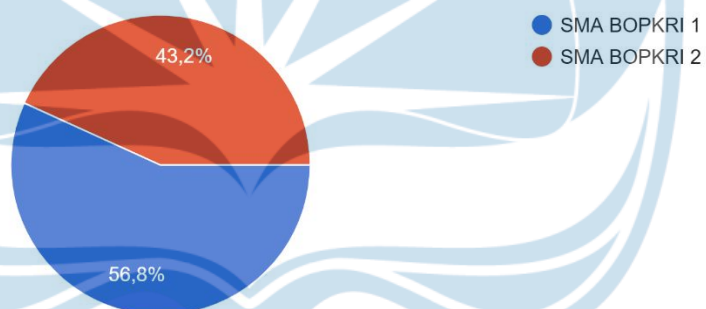
Pendidikan Terakhir

81 jawaban



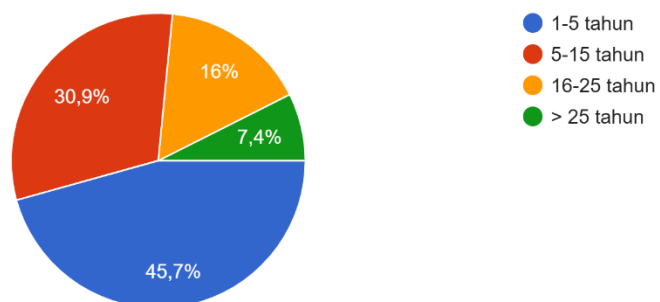
Tempat Bekerja/Mengajar

81 jawaban



Lama Masa Kerja

81 jawaban



LAMPIRAN 1. 5 STATISTIK DESKRIPTIF VARIABEL

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
POS_1	81	1.00	5.00	4.3580	.72987
POS_2	81	2.00	5.00	4.1481	.61464
POS_3	81	2.00	5.00	4.3580	.63853
POS_4	81	2.00	5.00	4.3333	.57009
POS_5	81	2.00	5.00	4.1481	.57252
POS_6	81	2.00	5.00	4.0617	.53258
POS_7	81	2.00	5.00	4.1728	.62829
POS_8	81	2.00	5.00	4.0370	.55777
Valid N (listwise)	81				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
PT_N1	81	1.00	5.00	4.1728	.83352
PT_N2	81	1.00	5.00	4.2222	.75829
PT_N3	81	2.00	5.00	4.0741	.73786
PT_C1	81	1.00	5.00	3.9877	.60195
PT_C2	81	2.00	5.00	4.5556	.65192
PT_C3	81	2.00	5.00	4.1728	.49473
PT_A1	81	1.00	5.00	4.6049	.76940
PT_A2	81	2.00	5.00	4.4691	.67243
PT_A3	81	2.00	5.00	4.4815	.74349
PT_O1	81	3.00	5.00	4.0370	.48591
PT_O2	81	3.00	5.00	4.1975	.48528
PT_O3	81	3.00	5.00	4.0494	.47173
PT_E1	81	2.00	5.00	3.9753	.74120
PT_E2	81	2.00	5.00	4.2840	.65640
PT_E3	81	2.00	5.00	4.1235	.82739
Valid N (listwise)	81				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
SE_1	81	2.00	5.00	4.0123	.48718
SE_2	81	3.00	5.00	4.4568	.54885
SE_3	81	3.00	5.00	4.0247	.35268
SE_4	81	3.00	5.00	4.0741	.49441
Valid N (listwise)	81				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
JS_1	81	2.00	5.00	4.3210	.62903
JS_2	81	2.00	5.00	4.2346	.63780
JS_3	81	3.00	5.00	4.4074	.54263
JS_4	81	2.00	5.00	4.1358	.51849
JS_5	81	4.00	5.00	4.3951	.49191
JS_6	81	4.00	5.00	4.3951	.49191
Valid N (listwise)	81				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
JP_1	81	3.00	5.00	4.1975	.51039
JP_2	81	2.00	5.00	3.9012	.46381
JP_3	81	2.00	5.00	3.9259	.44096
JP_4	81	3.00	5.00	4.1235	.59964
Valid N (listwise)	81				

LAMPIRAN 1. 6 UJI VALIDITAS DAN RELIABILITAS

		Correlations								
		POS_1	POS_2	POS_3	POS_4	POS_5	POS_6	POS_7	POS_8	AVE_POS
POS_1	Pearson Correlation	1	.521**	.687**	.581**	.500**	.586**	.572**	.489**	.785**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000
	N	81	81	81	81	81	81	81	81	81
POS_2	Pearson Correlation	.521**	1	.500**	.571**	.470**	.583**	.677**	.567**	.762**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	N	81	81	81	81	81	81	81	81	81
POS_3	Pearson Correlation	.687**	.500**	1	.664**	.537**	.633**	.685**	.524**	.822**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	81	81	81	81	81	81	81	81	81
POS_4	Pearson Correlation	.581**	.571**	.664**	1	.536**	.549**	.675**	.590**	.804**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	81	81	81	81	81	81	81	81	81
POS_5	Pearson Correlation	.500**	.470**	.537**	.536**	1	.626**	.553**	.570**	.739**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	81	81	81	81	81	81	81	81	81
POS_6	Pearson Correlation	.586**	.583**	.633**	.549**	.626**	1	.715**	.750**	.839**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	81	81	81	81	81	81	81	81	81
POS_7	Pearson Correlation	.572**	.677**	.685**	.675**	.553**	.715**	1	.695**	.867**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	81	81	81	81	81	81	81	81	81
POS_8	Pearson Correlation	.489**	.567**	.524**	.590**	.570**	.750**	.695**	1	.796**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	81	81	81	81	81	81	81	81	81
AVE_POS	Pearson Correlation	.785**	.762**	.822**	.804**	.739**	.839**	.867**	.796**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	81	81	81	81	81	81	81	81	81

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.919	.921	8

		Correlations																
		PT_N1	PT_N2	PT_N3	PT_C1	PT_C2	PT_C3	PT_A1	PT_A2	PT_A3	PT_O1	PT_O2	PT_O3	PT_E1	PT_E2	PT_E3	AVE_PT	
PT_N1	Pearson Correlation	1	.868**	.426**	.129	.465**	.351**	.498**	.500**	.429**	.354**	.193	.264**	.412**	.435**	.567**	.768**	
	Sig. (2-tailed)		.000	.000	.252	.000	.001	.000	.000	.000	.001	.085	.017	.000	.000	.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_N2	Pearson Correlation	.868**	1	.372**	.088	.430**	.296**	.452**	.455**	.362**	.283**	.185	.214	.255**	.299**	.474**	.675**	
	Sig. (2-tailed)	.000		.001	.433	.000	.007	.000	.000	.001	.011	.098	.056	.022	.007	.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_N3	Pearson Correlation	.426**	.372**	1	.115	.329**	.307**	.316**	.357**	.458**	.201	.133	.169	.278**	.395**	.415**	.584**	
	Sig. (2-tailed)	.000	.001		.308	.003	.005	.004	.001	.000	.071	.236	.132	.012	.000	.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_C1	Pearson Correlation	.129	.088	.115	1	.209	.049	.097	.200	.097	.130	.051	.222*	.139	.072	.103	.274*	
	Sig. (2-tailed)	.252	.433	.308		.061	.663	.388	.074	.388	.248	.650	.046	.215	.522	.358	.013	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_C2	Pearson Correlation	.465**	.430**	.329**	.209	1	.435**	.593**	.396**	.447**	.289**	.241*	.235*	.210	.357**	.566**	.670**	
	Sig. (2-tailed)	.000	.000	.003	.061		.000	.000	.000	.000	.009	.030	.035	.060	.001	.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_C3	Pearson Correlation	.351**	.296**	.307**	.049	.435**	1	.346**	.242*	.247**	.181	.273*	.124	.250*	.270*	.375**	.493**	
	Sig. (2-tailed)	.001	.007	.005	.663	.000		.002	.030	.026	.106	.014	.271	.024	.015	.001	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_A1	Pearson Correlation	.498**	.452**	.316**	.097	.593**	.346**	1	.484**	.621**	.341**	.245*	.330**	.158	.299**	.451**	.679**	
	Sig. (2-tailed)	.000	.000	.004	.388	.000	.002		.000	.000	.002	.027	.003	.159	.007	.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_A2	Pearson Correlation	.500**	.455**	.357**	.200	.396**	.242*	.484**	1	.543**	.329**	.210	.360**	.475**	.374**	.479**	.696**	
	Sig. (2-tailed)	.000	.000	.001	.074	.000	.030	.000		.000	.003	.059	.001	.000	.001	.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_A3	Pearson Correlation	.429**	.362**	.458**	.097	.447**	.247**	.621**	.543**	1	.504**	.357**	.502**	.407**	.587**	.593**	.769**	
	Sig. (2-tailed)	.000	.001	.000	.388	.000	.026	.000	.000		.000	.001	.000	.000	.000	.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_O1	Pearson Correlation	.354**	.283**	.201	.130	.289**	.181	.341**	.329**	.504**	1	.605**	.864**	.315**	.359**	.268*	.593**	
	Sig. (2-tailed)	.001	.011	.071	.248	.009	.106	.002	.003	.000		.000	.000	.004	.001	.015	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_O2	Pearson Correlation	.193	.185	.133	.051	.241*	.273*	.245*	.210	.357**	.605**	1	.667**	.222*	.410**	.094	.462**	
	Sig. (2-tailed)	.085	.098	.236	.650	.030	.014	.027	.059	.001	.000		.000	.046	.000	.403	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_O3	Pearson Correlation	.264**	.214	.169	.222*	.235*	.124	.330**	.360**	.502**	.864**	.667**	1	.361**	.398**	.240*	.579**	
	Sig. (2-tailed)	.017	.056	.132	.046	.035	.271	.003	.001	.000	.000	.000		.001	.000	.031	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_E1	Pearson Correlation	.412**	.255*	.278*	.139	.210	.250*	.158	.475**	.407**	.315**	.222*	.361**	1	.580**	.576**	.611**	
	Sig. (2-tailed)	.000	.022	.012	.215	.060	.024	.159	.000	.000	.004	.046	.001		.000	.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_E2	Pearson Correlation	.435**	.299**	.395**	.072	.357**	.270*	.299**	.374**	.587**	.359**	.410**	.398**	.580**	1	.648**	.695**	
	Sig. (2-tailed)	.000	.007	.000	.522	.001	.015	.007	.001	.000	.001	.000	.000	.000		.000	.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
PT_E3	Pearson Correlation	.567**	.474**	.415**	.103	.566**	.375**	.451**	.479**	.593**	.268*	.094	.240*	.576**	.648**	1	.765**	
	Sig. (2-tailed)	.000	.000	.000	.358	.000	.001	.000	.000	.000	.015	.403	.031	.000	.000		.000	
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	
AVE_PT	Pearson Correlation	.768**	.675**	.584**	.274*	.670**	.493**	.679**	.696**	.769**	.593**	.462**	.579**	.611**	.695**	.765**	1	
	Sig. (2-tailed)	.000	.000	.000	.013	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
	N	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	81	

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.889	.888	15

		Correlations				
		SE_1	SE_2	SE_3	SE_4	AVE_SE
SE_1	Pearson Correlation	1	.353**	.653**	.567**	.832**
	Sig. (2-tailed)		.001	.000	.000	.000
	N	81	81	81	81	81
SE_2	Pearson Correlation	.353**	1	.264*	.334**	.684**
	Sig. (2-tailed)	.001		.017	.002	.000
	N	81	81	81	81	81
SE_3	Pearson Correlation	.653**	.264*	1	.491**	.740**
	Sig. (2-tailed)	.000	.017		.000	.000
	N	81	81	81	81	81
SE_4	Pearson Correlation	.567**	.334**	.491**	1	.788**
	Sig. (2-tailed)	.000	.002	.000		.000
	N	81	81	81	81	81
AVE_SE	Pearson Correlation	.832**	.684**	.740**	.788**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	81	81	81	81	81

**. Correlation is significant at the 0.01 level (2-tailed).
 *. Correlation is significant at the 0.05 level (2-tailed).

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.743	.761	4

		Correlations						
		JS_1	JS_2	JS_3	JS_4	JS_5	JS_6	AVE_JS
JS_1	Pearson Correlation	1	.807**	.821**	.670**	.757**	.595**	.908**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	81	81	81	81	81	81	81
JS_2	Pearson Correlation	.807**	1	.768**	.734**	.657**	.617**	.897**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	81	81	81	81	81	81	81
JS_3	Pearson Correlation	.821**	.768**	1	.645**	.794**	.701**	.914**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	81	81	81	81	81	81	81
JS_4	Pearson Correlation	.670**	.734**	.645**	1	.571**	.424**	.785**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	81	81	81	81	81	81	81
JS_5	Pearson Correlation	.757**	.657**	.794**	.571**	1	.793**	.875**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	81	81	81	81	81	81	81
JS_6	Pearson Correlation	.595**	.617**	.701**	.424**	.793**	1	.786**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	81	81	81	81	81	81	81
AVE_JS	Pearson Correlation	.908**	.897**	.914**	.785**	.875**	.786**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	81	81	81	81	81	81	81

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.929	.930	6

		Correlations				
		JP_1	JP_2	JP_3	JP_4	AVE_JP
JP_1	Pearson Correlation	1	.453**	.288**	.491**	.757**
	Sig. (2-tailed)		.000	.009	.000	.000
	N	81	81	81	81	81
JP_2	Pearson Correlation	.453**	1	.636**	.269*	.753**
	Sig. (2-tailed)	.000		.000	.015	.000
	N	81	81	81	81	81
JP_3	Pearson Correlation	.288**	.636**	1	.366**	.730**
	Sig. (2-tailed)	.009	.000		.001	.000
	N	81	81	81	81	81
JP_4	Pearson Correlation	.491**	.269*	.366**	1	.753**
	Sig. (2-tailed)	.000	.015	.001		.000
	N	81	81	81	81	81
AVE_JP	Pearson Correlation	.757**	.753**	.730**	.753**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	81	81	81	81	81

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.731	.741	4

LAMPIRAN 1. 7 Uji HIPOTESIS

H1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.414 ^a	.172	.161	.38650

a. Predictors: (Constant), POS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.446	1	2.446	16.374	.000 ^b
	Residual	11.801	79	.149		
	Total	14.247	80			

a. Dependent Variable: PT

b. Predictors: (Constant), POS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.713	.377		7.197	.000
	POS	.360	.089	.414	4.047	.000

a. Dependent Variable: PT

H2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.337 ^a	.114	.102	.33898

a. Predictors: (Constant), POS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.165	1	1.165	10.136	.002 ^b
	Residual	9.078	79	.115		
	Total	10.242	80			

a. Dependent Variable: SE

b. Predictors: (Constant), POS

Coefficients^a

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	3.096	.331		9.367	.000
	POS	.249	.078	.337	3.184	.002

a. Dependent Variable: SE

H3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.612 ^a	.374	.366	.37944

a. Predictors: (Constant), POS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.804	1	6.804	47.259	.000 ^b
	Residual	11.374	79	.144		
	Total	18.178	80			

a. Dependent Variable: JS

b. Predictors: (Constant), POS

Coefficients^a

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	1.787	.370		4.831	.000
	POS	.601	.087	.612	6.874	.000

a. Dependent Variable: JS

H4

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.599 ^a	.359	.351	.28833

a. Predictors: (Constant), PT

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.675	1	3.675	44.200	.000 ^b
	Residual	6.568	79	.083		
	Total	10.242	80			

a. Dependent Variable: SE

b. Predictors: (Constant), PT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.995	.325		6.147	.000
	PT	.508	.076	.599	6.648	.000

a. Dependent Variable: SE

H5

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.423 ^a	.179	.169	.43465

a. Predictors: (Constant), PT

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.254	1	3.254	17.223	.000 ^b
	Residual	14.925	79	.189		
	Total	18.178	80			

a. Dependent Variable: JS

b. Predictors: (Constant), PT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.294	.489		4.689	.000
	PT	.478	.115	.423	4.150	.000

a. Dependent Variable: JS

H6

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.494 ^a	.245	.235	.41694

a. Predictors: (Constant), SE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.445	1	4.445	25.570	.000 ^b
	Residual	13.733	79	.174		
	Total	18.178	80			

a. Dependent Variable: JS

b. Predictors: (Constant), SE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.586	.542		2.928	.004
	SE	.659	.130	.494	5.057	.000

a. Dependent Variable: JS

H7

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.415 ^a	.172	.162	.34548

a. Predictors: (Constant), JS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.960	1	1.960	16.420	.000 ^b
	Residual	9.429	79	.119		
	Total	11.389	80			

a. Dependent Variable: JP

b. Predictors: (Constant), JS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.620	.352		7.450	.000
	JS	.328	.081	.415	4.052	.000

a. Dependent Variable: JP