

Lampiran 1. K U E S I O N E R

Responden terhormat:

Terima kasih yang tak terhingga penulis sampaikan kepada seluruh Anda PT X yang telah berkenan untuk membantu peneliti mengisi kuesioner ini. Kuesioner ini semata untuk kepentingan pengembangan ilmu pengetahuan. Peneliti sanggup dan mampu merahasiakan semua data yang diperoleh untuk menjaga hubungan Saudara dan pihak perusahaan.

Silakan isi pertanyaan berikut dengan kondisi yang sebenarnya:

1. Usia Saudara:

- | | |
|---|--|
| <input type="checkbox"/> Kurang 20 tahun | <input type="checkbox"/> 20 – 25 tahun |
| <input type="checkbox"/> 26 – 31 tahun | <input type="checkbox"/> 32 – 37 tahun |
| <input type="checkbox"/> 38 – 43 tahun | <input type="checkbox"/> 44 – 48 tahun |
| <input type="checkbox"/> 49 tahun ke atas | |

2. Jenis kelamin Saudara:

- | | |
|------------------------------------|------------------------------------|
| <input type="checkbox"/> Laki-Laki | <input type="checkbox"/> Perempuan |
|------------------------------------|------------------------------------|

3. Pendidikan terakhir:

- | | |
|--|--|
| <input type="checkbox"/> SMA | <input type="checkbox"/> D3 atau sederajat |
| <input type="checkbox"/> S1 atau sederajat | <input type="checkbox"/> S2 atau sederajat |
| <input type="checkbox"/> Lain-lain: | |

4. Lama Bekerja di perusahaan sekarang:

- | | |
|---|--|
| <input type="checkbox"/> Kurang 1 tahun | <input type="checkbox"/> 1 – < 3 tahun |
| <input type="checkbox"/> 3 – < 5 tahun | <input type="checkbox"/> 5 – < 7 tahun |
| <input type="checkbox"/> 7 – < 9 tahun | <input type="checkbox"/> 9 tahun ke atas |

Silakan isi dengan cara memberikan tanda (√) Pada salah satu jawaban sesuai dengan penilaian Saudara:

Spesifikasi jawaban:

- | | | | | | |
|---|---|---------------------|---|---|---------------|
| 1 | = | Sangat tidak setuju | 4 | = | setuju |
| 2 | = | tidak setuju | 5 | = | sangat setuju |
| 3 | = | biasa-biasa | | | |

Career Planning

No	Pertanyaan	Pilihan Jawaban				
		1	2	3	4	5
1.	Anda dapat merencanakan jangka panjang orientasi strategis berdasarkan tujuan Anda bekerja					
2.	Anda dapat membuat perencanaan jangka panjang untuk memenuhi cita-citanya berdasarkan tujuan Anda bekerja					
3.	Anda melihat adanya peluang potensial dalam pekerjaan berdasarkan tujuan Anda bekerja					
4.	Anda dapat berhasil masa depan dengan orientasi tujuan yang ingin dicapai Anda dalam bekerja					
5	Anda dapat melakukan aktivitas jangka panjang berdasarkan tujuan jangka pendeknya					

Job satisfaction

No	Pertanyaan	Pilihan Jawaban				
		1	2	3	4	5
1.	Anda merasa puas dengan pekerjaan yang ditangani					
2.	Anda menunjukkan kepada orang lain mengenai pekerjaan Anda					

Organizational Commitment

No	Pertanyaan	Pilihan Jawaban				
		1	2	3	4	5
1	Anda merasa bahagia dengan menghabiskan karirnya di perusahaan					
2	Anda merasa bahwa masalah yang dihadapi oleh organisasi adalah masalah Anda					
3	Anda merasa ikut memiliki perusahaan					
4	Anda merasa memiliki emosi yang kuat terhadap perusahaan					
5	Anda merasa menjadi bagian dari keluarga besar perusahaan					

6	Bagi Anda, perusahaan memiliki peran penting bagi kehidupan Anda					
7	Tetap bergabung dengan perusahaan adalah sesuai dengan keinginan perusahaan					
8	Sangat sulit bagi Anda untuk bisa meninggalkan perusahaan meskipun ketika Anda ingin melakukannya					
9	Terlalu banyak masalah yang timbul jika Anda meninggalkan perusahaan					
10	Saya tidak ingin memiliki pilihan untuk meninggalkan perusahaan					
11	Anda tidak pernah berpikir tidak nyaman berada di perusahaan sehingga tidak akan memutuskan bekerja di tempat lain					
12	Keinginan untuk tidak meninggalkan perusahaan bukan disebabkan karena sulitnya mendapatkan pekerjaan alternatif					
13	Anda merasa memiliki tanggung jawab untuk tetap bekerja di perusahaan					
14	Meskipun Anda bisa mendapatkan keuntungan dengan keluar dari perusahaan, Anda merasa tidak nyaman ketika meninggalkan perusahaan					
15	Anda merasa bersalah jika harus meninggalkan perusahaan sekarang					
16	Anda menilai bahwa perusahaan berhak mendapatkan kesetiaan Anda					
17	Anda tidak meninggalkan perusahaan karena Anda merasa memiliki tanggung jawab kepada orang-orang dalam perusahaan					
18	Anda merasa menerma kebaikan perusahaan sehingga harus bisa memberikan balas budi					

Terima kasih

Lampiran 2. Profil Responden

Usia Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 25 tahun	27	27,0	27,0	27,0
	26 - 31 tahun	25	25,0	25,0	52,0
	32 - 37 tahun	20	20,0	20,0	72,0
	38 - 43 tahun	12	12,0	12,0	84,0
	44 - 48 tahun	10	10,0	10,0	94,0
	49 tahun ke atas	6	6,0	6,0	100,0
	Total	100	100,0	100,0	

Jenis Kelamin Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	42	42,0	42,0	42,0
	Perempuan	58	58,0	58,0	100,0
	Total	100	100,0	100,0	

Pendidikan Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	20	20,0	20,0	20,0
	D3 atau sederajat	32	32,0	32,0	52,0
	S1 atau sederajat	34	34,0	34,0	86,0
	S2 atau sederajat	9	9,0	9,0	95,0
	Lain-lain	5	5,0	5,0	100,0
	Total	100	100,0	100,0	

Jabatan Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manager	10	10,0	10,0	10,0
	Kepala Divisi	9	9,0	9,0	19,0
	Mandor	7	7,0	7,0	26,0
	Administrasi	10	10,0	10,0	36,0
	Operasional	56	56,0	56,0	92,0
	Teknisi	8	8,0	8,0	100,0
	Total	100	100,0	100,0	

Lama Bekerja Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - < 3 tahun	31	31,0	31,0	31,0
	3 - < 5 tahun	41	41,0	41,0	72,0
	5 - < 7 tahun	6	6,0	6,0	78,0
	7 - < 9 tahun	12	12,0	12,0	90,0
	9 tahun ke atas	10	10,0	10,0	100,0
	Total	100	100,0	100,0	

Lampiran 3. Uji Validitas

Variabel *Career planning*

Correlations

		X1.01	X1.02	X1.03	X1.04	X1.05	Total X1
X1.01	Pearson Correlation	1	,685**	,426**	,474**	,323**	,761**
	Sig. (2-tailed)		,000	,000	,000	,001	,000
	N	100	100	100	100	100	100
X1.02	Pearson Correlation	,685**	1	,406**	,446**	,440**	,778**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	100	100	100	100	100	100
X1.03	Pearson Correlation	,426**	,406**	1	,417**	,334**	,732**
	Sig. (2-tailed)	,000	,000		,000	,001	,000
	N	100	100	100	100	100	100
X1.04	Pearson Correlation	,474**	,446**	,417**	1	,478**	,764**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	100	100	100	100	100	100
X1.05	Pearson Correlation	,323**	,440**	,334**	,478**	1	,682**
	Sig. (2-tailed)	,001	,000	,001	,000		,000
	N	100	100	100	100	100	100
Total X1	Pearson Correlation	,761**	,778**	,732**	,764**	,682**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	100	100	100	100	100	100

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

Variabel *Job satisfaction*

Correlations

		Y1.01	Y1.02	Total Y1
Y1.01	Pearson Correlation	1	,544**	,876**
	Sig. (2-tailed)		,000	,000
	N	100	100	100
Y1.02	Pearson Correlation	,544**	1	,881**
	Sig. (2-tailed)	,000		,000
	N	100	100	100
Total Y1	Pearson Correlation	,876**	,881**	1
	Sig. (2-tailed)	,000	,000	
	N	100	100	100

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

Variabel organizational commitment

		Correlations																		Total Y2
		Y2.01	Y2.02	Y2.03	Y2.04	Y2.05	Y2.06	Y2.07	Y2.08	Y2.09	Y2.10	Y2.11	Y2.12	Y2.13	Y2.14	Y2.15	Y2.16	Y2.17	Y2.18	
Y2.01	Pearson Correlation	1																		
	Sig. (2-tailed)																			
N		100																		
Y2.02	Pearson Correlation	.668**	1																	
	Sig. (2-tailed)	.000																		
N		100	100																	
Y2.03	Pearson Correlation	.588**	.484**	1																
	Sig. (2-tailed)	.000	.000																	
N		100	100	100																
Y2.04	Pearson Correlation	.496**	.523**	.455**	1															
	Sig. (2-tailed)	.000	.000	.000																
N		100	100	100	100															
Y2.05	Pearson Correlation	.579**	.556**	.536**	.487**	1														
	Sig. (2-tailed)	.000	.000	.000	.000															
N		100	100	100	100	100														
Y2.06	Pearson Correlation	.200*	.349**	.335**	.236*	.356**	1													
	Sig. (2-tailed)	.046	.001	.018	.018	.000														
N		100	100	100	100	100	100													
Y2.07	Pearson Correlation	.329**	.320**	.335**	.337**	.439**	.196	1												
	Sig. (2-tailed)	.001	.039	.001	.001	.000	.051	.001												
N		100	100	100	100	100	100	100	100											
Y2.08	Pearson Correlation	.395**	.402**	.370**	.523**	.536**	.323**	.318**	1											
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.001	.000											
N		100	100	100	100	100	100	100	100	100										
Y2.09	Pearson Correlation	.299**	.404**	.423**	.366**	.460**	.328**	.255*	.419**	1										
	Sig. (2-tailed)	.003	.000	.000	.000	.000	.001	.011	.000											
N		100	100	100	100	100	100	100	100	100	100									
Y2.10	Pearson Correlation	.346**	.431**	.377**	.366**	.403**	.236**	.228**	.346**	.181**	1									
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.004	.000	.000	.000										
N		100	100	100	100	100	100	100	100	100	100	100								
Y2.11	Pearson Correlation	.389**	.434**	.484**	.487**	.473**	.330**	.323**	.469**	.746**	.336**	1								
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.001	.000	.000	.000	.000								
N		100	100	100	100	100	100	100	100	100	100	100	100							
Y2.12	Pearson Correlation	.402**	.529**	.456**	.475**	.475**	.413**	.279**	.442**	.469**	.758**	.724**	1							
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.005	.000	.000	.000	.000	.000	.000							
N		100	100	100	100	100	100	100	100	100	100	100	100	100						
Y2.13	Pearson Correlation	.345**	.484**	.516**	.491**	.508**	.200*	.337**	.378**	.296**	.311**	.341**	.462**	1						
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.046	.001	.003	.002	.001	.000	.000	.000						
N		100	100	100	100	100	100	100	100	100	100	100	100	100	100					
Y2.14	Pearson Correlation	.500**	.574**	.600**	.500**	.572**	.307**	.246**	.444**	.464**	.546**	.466**	.514**	.466**	1					
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.008	.000	.000	.000	.000	.000	.000	.000					
N		100	100	100	100	100	100	100	100	100	100	100	100	100	100	100				
Y2.15	Pearson Correlation	.477**	.476**	.489**	.480**	.480**	.365**	.326**	.437**	.363**	.436**	.426**	.496**	.426**	.426**	1				
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000				
N		100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100			
Y2.16	Pearson Correlation	.492**	.493**	.450**	.962**	.484**	.212*	.381**	.519**	.423**	.423**	.507**	.502**	.514**	.426**	.426**	1			
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.035	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000			
N		100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100		
Y2.17	Pearson Correlation	.586**	.523**	.549**	.604**	.671**	.324**	.371**	.464**	.437**	.368**	.485**	.441**	.611**	.527**	.508**	.602**	1		
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
N		100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Y2.18	Pearson Correlation	.174	.299**	.394**	.201*	.409**	.853**	.272*	.350**	.460**	.424**	.391**	.420**	.197*	.314**	.408**	.232*	.377**	1	
	Sig. (2-tailed)	.065	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N		100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Y2	Pearson Correlation	.714**	.744**	.732**	.709**	.779**	.536**	.489**	.631**	.708**	.691**	.746**	.768**	.703**	.761**	.696**	.723**	.771**	.584**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N		100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

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

Lampiran 4. Uji Reliabilitas

Variabel *Career planning*

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded ^a	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,789	5

Variabel Job satisfaction

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded ^a	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,704	2

Variabel *Organizational commitment*

Case Processing Summary

		N	%
Cases	Valid	100	100,0
	Excluded ^a	0	,0
	Total	100	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,936	18

Lampiran 5. Pengaruh *Career planning* Terhadap *Job satisfaction*

Descriptive Statistics

	Mean	Std. Deviation	N
Job Satisfaction	3,6750	,76335	100
Career Planning	4,2320	,48552	100

Correlations

		Job Satisfaction	Career Planning
Pearson Correlation	Job Satisfaction	1,000	,563
	Career Planning	,563	1,000
Sig. (1-tailed)	Job Satisfaction	.	,000
	Career Planning	,000	.
N	Job Satisfaction	100	100
	Career Planning	100	100

Variables Entered/Removed^d

Model	Variables Entered	Variables Removed	Method
1	Career Planning ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Job Satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,563 ^a	,316	,309	,63433	,316	45,366	1	98	,000

a. Predictors: (Constant), Career Planning

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18,254	1	18,254	45,366	,000 ^a
	Residual	39,433	98	,402		
	Total	57,688	99			

a. Predictors: (Constant), Career Planning

b. Dependent Variable: Job Satisfaction

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	-,068	,559		-,121	,904			
	Career Planning	,884	,131	,563	6,735	,000	,563	,563	,563

a. Dependent Variable: Job Satisfaction

Lampiran 6. Pengaruh *Career planning* Terhadap *Organizational commitment*

Descriptive Statistics

	Mean	Std. Deviation	N
Organizational Commitment	3,9131	,60114	100
Career Planning	4,2320	,48552	100

Correlations

		Organizational Commitment	Career Planning
Pearson Correlation	Organizational Commitment	1,000	,650
	Career Planning	,650	1,000
Sig. (1-tailed)	Organizational Commitment	.	,000
	Career Planning	,000	.
N	Organizational Commitment	100	100
	Career Planning	100	100

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Career Planning ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Organizational Commitment

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,650 ^a	,422	,417	,45919	,422	71,674	1	98	,000

a. Predictors: (Constant), Career Planning

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15,113	1	15,113	71,674	,000 ^a
	Residual	20,664	98	,211		
	Total	35,776	99			

a. Predictors: (Constant), Career Planning

b. Dependent Variable: Organizational Commitment

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	,508	,405		1,254	,213			
	Career Planning	,805	,095	,650	8,466	,000	,650	,650	,650

a. Dependent Variable: Organizational Commitment

Lampiran 7. Pengaruh *Job satisfaction* Terhadap *Organizational commitment*

Descriptive Statistics

	Mean	Std. Deviation	N
Organizational Commitment	3,9131	,60114	100
Job Satisfaction	3,6750	,76335	100

Correlations

		Organizational Commitment	Job Satisfaction
Pearson Correlation	Organizational Commitment	1,000	,785
	Job Satisfaction	,785	1,000
Sig. (1-tailed)	Organizational Commitment	.	,000
	Job Satisfaction	,000	.
N	Organizational Commitment	100	100
	Job Satisfaction	100	100

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Job Satisfaction	.	Enter

- a. All requested variables entered.
- b. Dependent Variable: Organizational Commitment

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,785 ^a	,616	,612	,37433	,616	157,326	1	98	,000

a. Predictors: (Constant), Job Satisfaction

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	22,044	1	22,044	157,326	,000 ^a
	Residual	13,732	98	,140		
	Total	35,776	99			

a. Predictors: (Constant), Job Satisfaction

b. Dependent Variable: Organizational Commitment

Coefficients^c

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	1,641	,185		8,875	,000			
	Job Satisfaction	,618	,049	,785	12,543	,000	,785	,785	,785

a. Dependent Variable: Organizational Commitment

Lampiran 8. Pengaruh *Career Planning* Terhadap *Organizational commitment* Melalui *Job Satisfaction*

Descriptive Statistics

	Mean	Std. Deviation	N
Organizational Commitment	3,9131	,60114	100
Career Planning	4,2320	,48552	100
Job Satisfaction	3,6750	,76335	100

Correlations

		Organizational Commitment	Career Planning	Job Satisfaction
Pearson Correlation	Organizational Commitment	1,000	,650	,785
	Career Planning	,650	1,000	,563
	Job Satisfaction	,785	,563	1,000
Sig. (1-tailed)	Organizational Commitment	.	,000	,000
	Career Planning	,000	.	,000
	Job Satisfaction	,000	,000	.
N	Organizational Commitment	100	100	100
	Career Planning	100	100	100
	Job Satisfaction	100	100	100

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Career Planning ^a	.	Enter
2	Job Satisfaction ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Organizational Commitment

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,650 ^a	,422	,417	,45919	,422	71,674	1	98	,000
2	,824 ^b	,680	,673	,34371	,257	77,913	1	97	,000

a. Predictors: (Constant), Career Planning

b. Predictors: (Constant), Career Planning, Job Satisfaction

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15,113	1	15,113	71,674	,000 ^a
	Residual	20,664	98	,211		
	Total	35,776	99			
2	Regression	24,317	2	12,158	102,919	,000 ^b
	Residual	11,459	97	,118		
	Total	35,776	99			

a. Predictors: (Constant), Career Planning

b. Predictors: (Constant), Career Planning, Job Satisfaction

c. Dependent Variable: Organizational Commitment

Coefficients^d

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	,508	,405		1,254	,213			
	Career Planning	,805	,095	,650	8,466	,000	,650	,650	,650
2	(Constant)	,540	,303		1,783	,078			
	Career Planning	,377	,086	,305	4,386	,000	,650	,407	,252
	Job Satisfaction	,483	,055	,613	8,827	,000	,785	,667	,507

a. Dependent Variable: Organizational Commitment

Excluded Variables^e

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	Job Satisfaction	,613 ^a	8,827	,000	,667	,684

a. Predictors in the Model: (Constant), Career Planning

b. Dependent Variable: Organizational Commitment

Lampiran 9. Data Isian Kuesioner

Resp	Profil Responden					Career Planning						Job Satisfaction		
	Usia	Jk	Pddk	Jab	lama	1	2	3	4	5	Jml	1	2	Jml
1	2	1	1	5	2	5	5	3	4	4	21	4	4	8
2	3	1	2	6	3	4	4	4	3	3	18	3	4	7
3	4	2	2	2	2	5	5	3	4	4	21	3	4	7
4	6	1	4	1	5	4	4	4	4	4	20	4	4	8
5	5	2	3	2	3	5	5	4	5	4	23	4	4	8
6	4	2	2	4	3	4	4	4	5	4	21	4	4	8
7	2	2	1	5	2	5	4	4	4	4	21	4	4	8
8	2	1	3	3	2	5	5	5	5	5	25	4	3	7
9	3	2	5	1	3	5	4	4	4	3	20	3	3	6
10	4	1	1	5	5	4	4	1	4	4	17	2	2	4
11	2	2	2	5	2	5	5	4	4	4	22	1	4	5
12	4	2	3	2	4	4	3	5	4	3	19	3	4	7
13	7	1	4	1	6	4	4	4	4	4	20	4	4	8
14	5	2	3	4	5	5	5	5	5	5	25	5	5	10
15	3	2	3	4	4	4	4	3	3	3	17	4	3	7

16	2	1	2	5	2	4	4	5	4	4	21	4	2	6
17	4	1	1	3	4	4	4	4	4	4	20	2	3	5
18	6	2	2	5	5	5	5	5	4	4	23	3	3	6
19	2	1	1	5	3	4	4	3	3	3	17	3	3	6
20	3	1	2	6	3	4	4	4	4	4	20	4	5	9
21	3	1	2	6	3	5	5	5	5	4	24	4	4	8
22	3	1	2	5	3	5	5	5	5	4	24	3	3	6
23	2	1	2	6	2	4	4	4	2	4	18	3	4	7
24	4	1	1	3	6	5	5	5	5	4	24	3	3	6
25	5	2	4	1	6	5	5	5	5	4	24	4	5	9
26	2	1	3	5	2	4	4	4	4	3	19	3	3	6
27	3	2	3	4	3	5	5	5	4	4	23	5	5	10
28	2	1	2	5	2	5	5	5	5	4	24	4	5	9
29	4	2	1	6	5	5	5	5	5	5	25	4	4	8
30	5	2	2	5	3	5	4	4	4	4	21	4	5	9
31	2	2	2	5	2	5	5	5	5	4	24	4	3	7
32	7	2	3	5	3	5	5	5	5	5	25	5	4	9
33	3	1	2	5	2	4	4	4	5	5	22	4	5	9
34	4	1	1	5	3	3	4	4	4	4	19	4	4	8
35	6	1	4	1	6	4	4	4	4	4	20	4	4	8

36	5	2	2	4	3	4	4	4	4	4	20	4	3	7
37	2	1	3	5	3	5	4	4	4	3	20	3	2	5
38	3	2	3	5	3	4	4	4	4	4	20	3	3	6
39	2	2	3	5	4	4	4	4	4	4	20	3	3	6
40	4	2	3	2	6	4	4	4	4	4	20	3	3	6
41	5	1	3	5	3	3	2	3	3	3	14	1	1	2
42	2	2	2	5	2	5	5	5	5	5	25	4	4	8
43	2	2	1	6	2	4	5	5	3	3	20	3	4	7
44	2	2	5	5	2	4	4	2	5	3	18	2	2	4
45	4	2	2	5	3	4	4	4	4	4	20	4	4	8
46	3	1	2	2	4	4	4	4	5	5	22	4	5	9
47	6	1	2	3	5	5	4	3	3	3	18	3	4	7
48	5	1	4	1	3	4	4	5	4	4	21	5	5	10
49	4	1	4	1	3	4	4	4	4	5	21	4	4	8
50	3	1	2	5	2	5	5	5	5	4	24	4	4	8
51	3	1	3	5	2	4	4	4	4	4	20	4	4	8
52	2	2	5	4	2	4	5	4	5	4	22	3	4	7
53	7	2	3	5	5	4	4	4	4	4	20	4	4	8
54	2	2	3	4	3	4	4	4	4	4	20	3	4	7
55	4	1	2	5	3	4	4	4	4	4	20	3	3	6

56	5	2	1	5	5	4	5	4	3	4	20	3	2	5
57	6	1	3	5	3	5	5	5	4	4	23	5	4	9
58	2	2	2	5	3	4	4	4	5	3	20	3	3	6
59	2	1	1	3	2	5	5	4	4	3	21	3	4	7
60	2	2	3	5	3	5	4	5	5	4	23	4	5	9
61	3	2	5	6	3	5	5	5	5	5	25	4	5	9
62	4	2	3	5	4	5	5	5	5	5	25	5	5	10
63	3	1	3	5	3	3	4	5	4	3	19	4	3	7
64	6	2	3	4	5	4	5	3	4	4	20	4	3	7
65	3	1	2	5	3	5	4	4	4	4	21	4	4	8
66	3	1	2	5	2	4	4	4	4	4	20	3	4	7
67	5	1	3	5	3	5	4	5	5	4	23	4	4	8
68	4	1	1	5	2	4	4	4	3	2	17	3	3	6
69	7	2	4	1	6	4	4	4	4	4	20	3	3	6
70	2	2	3	5	2	5	5	5	5	5	25	5	5	10
71	3	2	3	2	2	5	5	5	5	4	24	5	5	10
72	4	2	1	5	3	4	4	4	4	4	20	4	3	7
73	5	2	3	5	3	4	4	4	4	4	20	4	4	8
74	6	2	2	5	6	5	4	4	4	4	21	2	4	6
75	2	2	1	5	2	5	5	5	4	4	23	2	3	5

76	3	2	5	5	3	5	5	4	4	4	22	4	4	8
77	4	2	3	5	2	4	4	4	4	4	20	4	4	8
78	5	2	2	4	2	4	5	4	4	4	21	4	2	6
79	3	1	3	3	3	4	4	4	4	4	20	4	3	7
80	6	2	4	1	6	5	5	5	5	4	24	5	4	9
81	2	1	3	5	2	5	5	5	4	5	24	4	3	7
82	3	2	3	5	3	5	5	5	4	5	24	4	4	8
83	3	2	2	2	3	5	4	5	5	4	23	4	3	7
84	3	2	1	5	2	4	4	3	3	3	17	4	3	7
85	2	2	1	6	3	4	4	4	4	4	20	4	4	8
86	4	2	1	5	3	3	3	4	3	4	17	4	5	9
87	5	1	2	5	6	4	4	4	5	4	21	4	4	8
88	4	2	3	5	3	5	4	4	4	4	21	4	4	8
89	2	2	3	2	2	5	5	5	5	5	25	4	5	9
90	3	2	2	5	3	5	4	4	4	3	20	3	3	6
91	6	2	1	5	5	4	4	1	4	4	17	2	2	4
92	4	1	2	3	3	5	5	4	4	4	22	5	4	9
93	3	2	1	5	3	4	3	5	4	3	19	3	4	7
94	4	1	2	5	2	4	4	4	2	4	18	2	4	6
95	7	2	4	1	5	5	5	5	5	4	24	3	3	6

96	3	1	3	5	2	5	5	5	5	4	24	4	5	9
97	2	1	3	5	2	4	4	4	4	3	19	3	3	6
98	7	2	2	4	5	5	5	5	4	4	23	4	5	9
99	6	2	1	5	6	5	5	5	5	4	24	5	4	9
100	2	2	3	2	3	5	5	5	5	5	25	5	4	9
Mean						4,44	4,36	4,22	4,19	3,95		3,63	3,72	
Deviasi Standar						0,57	0,59	0,80	0,69	0,61		0,86	0,88	

Lampiran 9. Data Isian Kuesioner (lanjutan)

Resp	Organizational Commitment																		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Jml
1	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	73
2	3	3	3	3	3	2	4	3	4	3	3	3	4	4	3	4	4	4	60
3	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	73
4	5	5	4	4	5	4	4	5	4	4	4	4	5	4	4	4	5	4	78
5	5	5	5	5	5	3	5	4	3	3	5	5	5	5	4	4	4	3	78
6	5	5	4	5	4	2	3	4	4	5	3	4	5	5	4	5	4	4	75
7	4	4	5	5	5	4	5	4	4	4	4	5	4	4	4	5	5	4	79
8	5	5	4	5	5	5	4	4	4	4	4	4	5	5	4	4	5	5	81
9	4	3	4	5	1	2	4	3	3	3	4	3	4	3	4	5	4	3	62
10	2	2	2	4	2	4	4	4	2	2	2	2	3	2	2	4	2	4	49
11	4	5	4	5	4	3	4	4	4	4	5	4	4	5	4	5	4	3	75
12	5	4	4	4	4	3	4	4	3	3	3	3	5	4	4	4	4	3	68
13	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	72
14	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
15	3	3	3	3	4	3	3	4	3	3	3	3	3	3	3	3	4	3	57
16	4	4	4	3	3	4	3	4	1	2	1	2	4	4	4	3	3	4	57

37	2	2	2	2	2	4	4	4	3	3	4	3	2	2	2	2	4	49
38	3	3	3	3	3	1	4	4	3	3	3	1	3	3	3	3	3	52
39	3	3	3	2	2	2	2	3	2	2	3	3	3	3	3	2	2	45
40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	72
41	2	4	2	4	1	5	1	3	1	1	1	2	2	3	2	3	3	43
42	5	5	5	5	5	4	3	5	5	3	5	4	5	5	5	5	4	83
43	4	4	4	5	4	4	4	5	3	2	3	3	4	4	4	5	4	70
44	4	4	3	4	4	3	5	4	3	2	2	2	4	4	3	4	4	62
45	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	72
46	4	5	4	5	5	5	5	4	5	5	5	5	4	5	4	5	5	85
47	5	4	5	4	4	4	3	4	4	4	4	3	5	4	5	4	4	74
48	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
49	4	4	4	3	4	4	4	4	4	5	4	4	4	4	4	3	4	71
50	5	5	3	5	5	4	5	5	4	4	4	4	5	5	3	5	5	80
51	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	72
52	4	5	4	3	3	5	4	3	5	4	3	4	4	5	4	3	3	71
53	3	4	4	4	3	4	4	4	4	3	3	4	3	4	4	4	3	66
54	3	3	3	4	4	3	4	4	3	3	4	4	3	3	3	4	4	62
55	2	3	4	3	4	1	4	4	4	4	4	3	2	3	4	3	4	60
56	4	4	3	4	4	3	4	4	2	2	2	3	4	4	3	4	4	61

77	3	3	3	3	4	3	4	4	3	3	3	3	3	3	3	3	4	3	58
78	4	4	4	4	4	4	3	2	1	2	2	3	4	4	4	4	4	4	61
79	4	4	4	4	4	4	3	4	4	3	4	2	4	4	4	4	4	4	68
80	5	5	3	5	5	3	3	5	4	4	4	4	5	5	3	5	5	3	76
81	3	5	5	4	3	5	4	4	4	4	5	4	3	5	5	4	3	5	75
82	4	4	4	4	4	4	4	2	4	4	4	4	4	4	4	4	4	4	70
83	5	5	5	5	5	5	5	5	5	5	5	4	4	5	4	5	5	5	87
84	4	4	4	3	4	3	4	3	3	3	3	2	4	4	4	3	4	3	62
85	5	5	4	4	5	4	4	5	4	4	4	4	5	5	4	4	5	4	79
86	5	5	5	5	5	3	5	4	3	3	5	5	5	5	5	5	5	3	81
87	5	5	4	5	4	2	3	4	4	5	3	4	5	5	4	5	4	2	73
88	4	4	5	5	5	4	5	4	4	4	4	5	4	4	5	5	5	4	80
89	5	5	4	5	5	5	4	4	4	4	4	4	5	5	4	5	5	5	82
90	4	3	4	5	1	2	4	3	3	3	4	3	4	3	4	5	4	2	61
91	2	2	2	4	2	4	4	4	2	2	2	2	2	2	2	4	2	4	48
92	4	5	4	5	4	3	4	4	4	4	5	4	4	5	4	5	4	3	75
93	5	4	4	4	4	3	4	4	3	3	3	3	5	4	4	4	4	3	68
94	4	4	3	3	3	5	4	3	4	5	4	5	4	4	3	3	3	5	69
95	4	4	5	4	4	4	5	4	3	2	3	2	4	4	5	4	4	4	69
96	4	4	4	5	5	4	4	5	5	5	5	5	4	4	4	5	5	4	81

