

KUESIONER

Responden yth,

Ditengah segala kesibukan Ibu/Bapak/Saudara, perkenankan saya memohon kesediaan Ibu/Bapak/Saudara untuk mengisi kuesioner ini. Adapun penelitian ini dilakukan untuk kepentingan ilmiah, sehingga jawaban jujur dari responden sangat saya harapkan.

Akhir kata saya ucapkan terima kasih atas waktu yang disediakan Ibu/Bapak/Saudara untuk mengisi kuesioner ini.

Hormat saya,

Andreas Ongkowidjojo

Mohon memberikan tanda silang (x) pada pilihan jawaban yang tersedia. Setiap pertanyaan hanya mengharapkan satu jawaban. Setiap angka akan mewakili tingkat kesesuaian dengan pendapat Ibu/Bapak/saudara, dimana:

STS = Sangat Tidak Setuju.

TS = Tidak Setuju.

N = Netral.

S = Setuju.

SS = Sangat Setuju.

Lampiran 1 (Lanjutan)

1. Bagian ini menyatakan identitas responden.

a. Jenis Kelamin.

(1). Pria.

(2). Wanita.

b. Usia.

(1). 18-25 Tahun.

(4). 45-55 Tahun.

(2). 26-35 Tahun.

(5). Lebih dari 56 Tahun.

(3). 36-45 Tahun.

c. Pendidikan Terakhir.

(1). SMU/SMK.

(4). S2/S3.

(2). DIPLOMA.

(5). Lainnya.....

(3). S1.

d. Lama bekerja di PT. Nutrifood Indonesia Surabaya?

(1). 1-3 Tahun.

(3). 7-9 Tahun.

(2). 4-6 Tahun.

(4). Lebih dari 9 Tahun.

Lampiran 1 (lanjutan)

2. Bagian ini menyatakan daftar pernyataan kepada responden.

No.	Item Pertanyaan	Jawaban Responden				
Job Enrichment						
1.	Perusahaan saya menuntut keterampilan karyawan dalam bekerja.	STS	TS	N	S	SS
		1	2	3	4	5
2.	Perusahaan saya memberikan wewenang karyawan untuk mengambil keputusan otonom	STS	TS	N	S	SS
		1	2	3	4	5
3.	Perusahaan saya menuntut karayawannya bekerja secara disiplin dan bertanggung jawab.	STS	TS	N	S	SS
		1	2	3	4	5
Motivasi Kerja						
1.	Saya selalu berusaha untuk di kantor tepat waktu dan tidak pergi lebih awal	STS	TS	N	S	SS
		1	2	3	4	5
2.	Menurut saya pekerjaan yang saya lakukan menarik	STS	TS	N	S	SS
		1	2	3	4	5
3.	Saya memiliki kemampuan untuk sukses di pekerjaan	STS	TS	N	S	SS
		1	2	3	4	5
4.	Saya tidak suka menyalahkan orang lain, dan mampu bertanggung jawab atas kesalahan yang saya buat.	STS	TS	N	S	SS
		1	2	3	4	5
5.	Saya memiliki mentor yang membuat saya lebih waspada dan termotivasi dalam bekerja	STS	TS	N	S	SS
		1	2	3	4	5
6.	Saya berharap lebih akurat dalam melakukan pekerjaan saya	STS	TS	N	S	SS
		1	2	3	4	5
7.	Saya berpikir / khawatir tentang masalah pekerjaan ketika di rumah	STS	TS	N	S	SS
		1	2	3	4	5
8.	Saya suka berpartisipasi dalam pelatihan untuk meningkatkan keterampilan dan kompetensi diri saya	STS	TS	N	S	SS
		1	2	3	4	5

Lampiran 1 (lanjutan)

Kepuasan Kerja						
1.	Saya merasa puas dengan pekerjaan saya saat ini.	STS	TS	N	S	SS
		1	2	3	4	5
2.	Saya merasa puas dengan kualitas supervisor/atasan Karyawan.	STS	TS	N	S	SS
		1	2	3	4	5
3.	Saya merasa puas dengan rekan kerja karyawan di perusahaan	STS	TS	N	S	SS
		1	2	3	4	5
4.	Saya merasa puas dengan kesempatan promosi yang diberikan perusahaan	STS	TS	N	S	SS
		1	2	3	4	5
5.	Saya merasa puas terhadap gaji yang saya peroleh dari perusahaan	STS	TS	N	S	SS
		1	2	3	4	5
Komitmen Organisasional						
1.	Saya merasa bangga menjadi bagian dari PT. Nutrifood Indonesia Surabaya	STS	TS	N	S	SS
		1	2	3	4	5
2.	Saya senang dapat terlibat sebagai karyawan PT. Nutrifood Indonesia Surabaya	STS	TS	N	S	SS
		1	2	3	4	5
3.	Saya menikmati menjadi karyawan PT. Nutrifood Indonesia Surabaya	STS	TS	N	S	SS
		1	2	3	4	5

Lampiran 2 Hasil Kuesioner

No	JE1	JE2	JE3	TJE	JE
1	3	2	3	8	2.67
2	2	2	2	6	2.00
3	3	2	2	7	2.33
4	3	2	3	8	2.67
5	2	2	2	6	2.00
6	4	4	3	11	3.67
7	3	2	2	7	2.33
8	2	2	3	7	2.33
9	3	3	4	10	3.33
10	3	4	4	11	3.67
11	2	2	2	6	2.00
12	4	4	4	12	4.00
13	2	2	3	7	2.33
14	3	2	2	7	2.33
15	3	4	4	11	3.67
16	4	4	3	11	3.67
17	4	3	4	11	3.67
18	4	3	4	11	3.67
19	2	2	2	6	2.00
20	3	2	3	8	2.67
21	2	3	3	8	2.67
22	4	3	2	9	3.00
23	3	3	3	9	3.00
24	2	2	3	7	2.33
25	2	2	2	6	2.00
26	3	3	3	9	3.00
27	2	3	2	7	2.33
28	2	3	2	7	2.33
29	4	4	4	12	4.00
30	3	4	3	10	3.33
31	4	3	4	11	3.67
32	2	2	2	6	2.00
33	4	4	4	12	4.00
34	3	3	4	10	3.33
35	2	2	2	6	2.00
36	3	4	3	10	3.33
37	3	4	3	10	3.33
38	3	2	3	8	2.67

Lampiran 2 (Lanjutan)

No	JE1	JE2	JE3	TJE	JE
39	3	4	3	10	3.33
40	3	4	3	10	3.33
41	3	2	2	7	2.33
42	2	2	2	6	2.00
43	2	3	3	8	2.67
44	3	3	3	9	3.00
45	2	2	2	6	2.00
46	3	3	3	9	3.00
47	2	2	2	6	2.00
48	3	3	3	9	3.00
49	3	3	3	9	3.00
50	2	2	2	6	2.00
51	2	4	2	8	2.67
52	3	3	2	8	2.67
53	2	3	3	8	2.67
54	2	4	3	9	3.00
55	3	3	2	8	2.67
56	4	4	4	12	4.00
57	3	4	3	10	3.33
58	2	3	2	7	2.33
59	2	3	3	8	2.67
60	3	5	3	11	3.67
61	2	3	2	7	2.33
62	4	5	4	13	4.33
63	2	3	2	7	2.33
64	2	3	2	7	2.33
65	4	5	3	12	4.00
66	4	5	4	13	4.33
67	3	5	4	12	4.00
68	3	4	3	10	3.33
69	3	4	3	10	3.33
70	2	3	2	7	2.33
71	2	3	2	7	2.33
72	3	4	3	10	3.33
73	2	3	2	7	2.33
74	3	4	3	10	3.33
75	2	3	2	7	2.33
76	3	3	3	9	3.00

Lampiran 2 (Lanjutan)

No	JE1	JE2	JE3	TJE	JE
77	2	4	2	8	2.67
78	2	3	2	7	2.33
79	4	5	4	13	4.33
80	4	5	4	13	4.33
81	3	4	2	9	3.00
82	2	3	2	7	2.33
83	4	5	4	13	4.33
84	3	4	3	10	3.33
85	2	3	2	7	2.33
86	3	3	3	9	3.00
87	3	4	3	10	3.33
88	3	4	3	10	3.33
89	3	4	3	10	3.33
90	3	3	3	9	3.00
91	2	3	3	8	2.67
92	3	3	2	8	2.67
93	3	4	2	9	3.00
94	2	4	3	9	3.00
95	2	3	2	7	2.33
96	3	4	3	10	3.33
97	2	3	2	7	2.33
98	3	4	3	10	3.33
99	2	3	3	8	2.67
100	3	4	4	11	3.67
101	3	4	4	11	3.67
102	3	2	3	8	2.67
103	3	4	3	10	3.33
104	3	4	3	10	3.33
105	2	2	2	6	2.00
106	3	5	3	11	3.67

Lampiran 2 (Lanjutan)

No	MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	TMK	MK
1	2	4	2	4	2	4	2	3	23	2.88
2	2	3	2	3	3	3	3	4	23	2.88
3	3	3	2	3	2	3	2	3	21	2.63
4	3	4	2	4	2	4	2	3	24	3.00
5	2	3	2	3	3	3	3	4	23	2.88
6	4	4	4	5	3	4	3	4	31	3.88
7	3	4	2	4	2	4	2	3	24	3.00
8	2	3	2	3	3	3	3	4	23	2.88
9	3	3	3	3	2	3	2	3	22	2.75
10	3	5	4	4	4	5	4	5	34	4.25
11	2	3	2	3	2	3	2	3	20	2.50
12	4	5	4	5	4	5	4	5	36	4.50
13	2	3	2	3	2	3	2	3	20	2.50
14	2	3	2	3	2	3	2	3	20	2.50
15	3	5	4	5	4	5	4	5	35	4.38
16	4	5	4	5	3	5	3	4	33	4.13
17	4	5	3	4	4	5	4	5	34	4.25
18	3	4	3	4	3	4	3	4	28	3.50
19	3	4	2	3	3	4	3	4	26	3.25
20	2	3	2	3	2	3	2	3	20	2.50
21	2	3	3	3	3	3	3	4	24	3.00
22	3	4	3	4	2	4	2	3	25	3.13
23	2	3	3	3	3	3	3	4	24	3.00
24	3	4	2	4	2	4	2	3	24	3.00
25	2	3	2	3	3	3	3	4	23	2.88
26	3	3	3	4	3	3	3	4	26	3.25
27	2	4	3	3	2	4	2	3	23	2.88
28	2	3	3	3	2	3	2	3	21	2.63
29	4	5	4	5	4	5	4	5	36	4.50
30	4	5	4	4	4	5	4	5	35	4.38
31	2	4	3	4	3	4	3	4	27	3.38
32	2	3	2	3	2	3	2	3	20	2.50
33	4	5	4	5	4	5	4	5	36	4.50
34	3	4	3	4	3	4	3	4	28	3.50
35	2	3	2	3	2	3	2	3	20	2.50
36	3	3	4	4	3	3	3	4	27	3.38

Lampiran 2 (Lanjutan)

No	MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	TMK	MK
37	3	4	4	4	3	4	3	4	29	3.63
38	3	4	2	4	3	4	3	4	27	3.38
39	3	4	4	4	3	4	3	4	29	3.63
40	3	3	4	4	3	3	3	4	27	3.38
41	3	3	2	3	3	3	3	4	24	3.00
42	2	3	2	3	2	3	2	3	20	2.50
43	2	4	3	4	2	4	2	3	24	3.00
44	3	4	3	4	3	4	3	4	28	3.50
45	2	3	2	3	4	3	4	5	26	3.25
46	3	4	3	4	4	4	4	5	31	3.88
47	2	3	2	3	3	3	3	4	23	2.88
48	3	4	3	4	3	4	3	4	28	3.50
49	3	3	3	3	3	3	3	4	25	3.13
50	2	3	2	3	2	3	2	3	20	2.50
51	3	3	3	3	2	2	2	3	21	2.63
52	2	2	2	2	2	2	3	2	17	2.13
53	2	2	2	2	2	3	3	2	18	2.25
54	3	3	3	3	2	3	2	3	22	2.75
55	2	2	2	2	2	2	2	3	17	2.13
56	3	3	3	3	4	4	4	4	28	3.50
57	2	2	3	2	2	3	3	3	20	2.50
58	3	3	2	3	2	2	2	4	21	2.63
59	4	4	2	4	3	3	3	4	27	3.38
60	4	4	4	4	4	3	3	4	30	3.75
61	2	2	2	2	2	2	2	3	17	2.13
62	4	4	4	4	4	4	4	4	32	4.00
63	2	2	2	2	2	2	2	3	17	2.13
64	2	2	2	2	2	2	2	3	17	2.13
65	4	4	4	4	4	3	3	4	30	3.75
66	3	3	4	3	4	4	4	4	29	3.63
67	4	4	4	4	3	4	3	3	29	3.63
68	3	3	3	3	3	3	3	4	25	3.13
69	2	2	3	2	2	3	3	2	19	2.38
70	3	3	2	3	2	2	2	3	20	2.50
71	3	3	2	3	3	2	2	4	22	2.75
72	2	2	3	2	3	3	3	4	22	2.75

Lampiran 2 (Lanjutan)

No	MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	TMK	MK
73	3	3	2	3	3	2	2	3	21	2.63
74	2	2	3	2	2	3	3	2	19	2.38
75	3	3	2	3	2	2	2	3	20	2.50
76	2	2	2	2	3	3	3	3	20	2.50
77	3	3	3	3	3	2	2	4	23	2.88
78	2	2	2	2	3	2	2	3	18	2.25
79	3	3	4	3	4	4	4	4	29	3.63
80	3	3	4	3	4	4	3	4	28	3.50
81	4	4	3	4	3	2	4	4	28	3.50
82	2	2	2	2	2	2	2	2	16	2.00
83	4	4	4	4	4	4	4	4	32	4.00
84	2	2	3	2	3	3	3	4	22	2.75
85	3	3	2	3	2	2	2	3	20	2.50
86	4	4	2	4	4	3	3	3	27	3.38
87	4	4	3	4	4	3	3	4	29	3.63
88	2	2	3	2	2	3	3	3	20	2.50
89	4	4	3	4	4	3	3	4	29	3.63
90	4	4	2	4	4	3	4	4	29	3.63
91	3	3	2	3	2	3	2	3	21	2.63
92	2	2	2	2	2	2	3	2	17	2.13
93	2	2	3	2	3	2	2	2	18	2.25
94	3	3	3	3	3	3	2	3	23	2.88
95	2	2	2	2	2	2	3	2	17	2.13
96	4	4	3	4	4	3	3	4	29	3.63
97	2	2	2	2	3	2	2	3	18	2.25
98	2	2	3	2	2	3	3	3	20	2.50
99	3	3	2	3	3	3	3	4	24	3.00
100	4	4	3	4	4	3	3	3	28	3.50
101	3	5	4	4	4	5	4	5	34	4.25
102	2	3	2	3	2	3	2	3	20	2.50
103	4	5	4	4	4	5	4	5	35	4.38
104	3	3	4	4	3	3	3	4	27	3.38
105	2	3	2	3	2	3	2	3	20	2.50
106	4	4	4	4	4	3	3	4	30	3.75

Lampiran 2 (Lanjutan)

No	KK1	KK2	KK3	KK4	TKK	KK	KO1	KO2	KO3	TKO	KO
1	2	4	2	4	12	3.00	2	3	3	8	2.67
2	2	3	3	3	11	2.75	3	4	2	9	3.00
3	3	3	2	3	11	2.75	3	4	2	9	3.00
4	3	4	2	4	13	3.25	2	3	3	8	2.67
5	2	3	3	3	11	2.75	2	3	2	7	2.33
6	3	4	4	5	16	4.00	3	5	3	11	3.67
7	2	4	3	4	13	3.25	2	4	3	9	3.00
8	3	3	2	3	11	2.75	3	3	2	8	2.67
9	4	3	3	3	13	3.25	2	4	2	8	2.67
10	4	5	3	4	16	4.00	4	4	4	12	4.00
11	2	3	2	3	10	2.50	2	3	2	7	2.33
12	4	5	4	5	18	4.50	4	5	4	13	4.33
13	3	3	2	3	11	2.75	2	3	2	7	2.33
14	2	3	3	3	11	2.75	2	3	2	7	2.33
15	4	5	3	5	17	4.25	4	4	4	12	4.00
16	3	5	4	5	17	4.25	3	5	4	12	4.00
17	4	5	3	4	16	4.00	4	4	4	12	4.00
18	4	4	2	4	14	3.50	3	4	3	10	3.33
19	3	4	2	3	12	3.00	2	4	3	9	3.00
20	2	3	3	3	11	2.75	3	3	2	8	2.67
21	2	3	4	3	12	3.00	3	3	2	8	2.67
22	4	4	2	4	14	3.50	2	4	3	9	3.00
23	3	3	3	3	12	3.00	3	3	2	8	2.67
24	3	4	2	4	13	3.25	2	4	3	9	3.00
25	2	3	3	3	11	2.75	3	3	2	8	2.67
26	3	3	3	4	13	3.25	2	4	2	8	2.67
27	2	4	2	3	11	2.75	3	3	3	9	3.00
28	4	3	2	3	12	3.00	2	3	2	7	2.33
29	3	5	4	5	17	4.25	3	5	4	12	4.00
30	2	5	3	4	14	3.50	4	4	4	12	4.00
31	3	4	3	4	14	3.50	4	5	3	12	4.00
32	4	3	2	3	12	3.00	2	3	2	7	2.33
33	2	5	4	5	16	4.00	4	5	4	13	4.33
34	4	4	3	4	15	3.75	2	4	3	9	3.00
35	2	3	2	3	10	2.50	3	3	2	8	2.67
36	3	3	3	4	13	3.25	4	4	2	10	3.33

Lampiran 2 (Lanjutan)

No	KK1	KK2	KK3	KK4	TKK	KK	KO1	KO2	KO3	TKO	KO
37	3	4	3	4	14	3.50	4	4	3	11	3.67
38	3	4	3	4	14	3.50	2	4	3	9	3.00
39	3	4	3	4	14	3.50	4	4	3	11	3.67
40	3	3	4	4	14	3.50	2	5	2	9	3.00
41	3	3	2	3	11	2.75	2	3	2	7	2.33
42	2	3	3	3	11	2.75	2	4	2	8	2.67
43	3	4	2	4	13	3.25	3	3	3	9	3.00
44	2	4	2	4	12	3.00	3	3	3	9	3.00
45	3	3	3	3	12	3.00	2	4	2	8	2.67
46	3	4	3	4	14	3.50	4	4	3	11	3.67
47	3	3	2	3	11	2.75	3	3	2	8	2.67
48	2	4	3	4	13	3.25	2	4	3	9	3.00
49	3	3	3	3	12	3.00	2	4	2	8	2.67
50	2	3	2	3	10	2.50	2	3	2	7	2.33
51	3	3	2	3	11	2.75	3	2	2	7	2.33
52	2	2	3	2	9	2.25	2	3	3	8	2.67
53	2	2	3	2	9	2.25	2	3	3	8	2.67
54	3	3	2	3	11	2.75	3	2	2	7	2.33
55	2	2	2	2	8	2.00	2	2	2	6	2.00
56	3	3	4	3	13	3.25	4	3	4	11	3.67
57	3	2	3	2	10	2.50	3	2	3	8	2.67
58	2	3	2	3	10	2.50	2	3	2	7	2.33
59	2	4	3	4	13	3.25	2	2	3	7	2.33
60	4	4	3	4	15	3.75	3	4	3	10	3.33
61	2	2	2	2	8	2.00	2	2	2	6	2.00
62	4	4	4	4	16	4.00	4	4	4	12	4.00
63	2	2	2	2	8	2.00	2	2	2	6	2.00
64	2	2	2	2	8	2.00	2	2	2	6	2.00
65	4	4	3	4	15	3.75	4	4	3	11	3.67
66	4	3	4	3	14	3.50	4	3	4	11	3.67
67	4	4	3	4	15	3.75	3	4	3	10	3.33
68	3	3	3	3	12	3.00	3	3	3	9	3.00
69	3	2	3	2	10	2.50	2	2	3	7	2.33
70	3	3	2	3	11	2.75	2	3	2	7	2.33
71	2	3	2	3	10	2.50	2	3	2	7	2.33
72	3	2	3	2	10	2.50	3	2	3	8	2.67

Lampiran 2 (Lanjutan)

No	KK1	KK2	KK3	KK4	TKK	KK	KO1	KO2	KO3	TKO	KO
73	2	3	2	3	10	2.50	2	3	2	7	2.33
74	3	2	3	2	10	2.50	3	2	3	8	2.67
75	3	3	2	3	11	2.75	2	3	2	7	2.33
76	2	2	3	2	9	2.25	3	2	3	8	2.67
77	3	3	2	3	11	2.75	2	3	2	7	2.33
78	2	2	2	2	8	2.00	2	2	2	6	2.00
79	4	3	4	3	14	3.50	4	3	4	11	3.67
80	4	3	3	3	13	3.25	3	4	3	10	3.33
81	3	4	4	4	15	3.75	3	4	4	11	3.67
82	2	2	2	2	8	2.00	2	2	2	6	2.00
83	4	4	4	4	16	4.00	4	4	4	12	4.00
84	3	2	3	2	10	2.50	3	2	3	8	2.67
85	2	3	2	3	10	2.50	2	3	2	7	2.33
86	4	4	3	4	15	3.75	3	4	3	10	3.33
87	3	4	3	4	14	3.50	3	4	3	10	3.33
88	3	2	3	2	10	2.50	3	2	3	8	2.67
89	3	4	3	4	14	3.50	3	4	3	10	3.33
90	2	4	4	4	14	3.50	3	2	4	9	3.00
91	2	3	2	3	10	2.50	2	2	2	6	2.00
92	2	2	3	2	9	2.25	2	2	3	7	2.33
93	3	2	2	2	9	2.25	3	3	2	8	2.67
94	3	3	2	3	11	2.75	3	3	2	8	2.67
95	2	2	3	2	9	2.25	2	2	3	7	2.33
96	3	4	3	4	14	3.50	3	4	3	10	3.33
97	2	2	2	2	8	2.00	2	3	2	7	2.33
98	3	2	3	2	10	2.50	3	2	3	8	2.67
99	3	3	3	3	12	3.00	2	2	3	7	2.33
100	3	4	3	4	14	3.50	3	4	3	10	3.33
101	4	5	3	4	16	4.00	4	4	4	12	4.00
102	2	3	3	3	11	2.75	3	3	2	8	2.67
103	2	5	3	4	14	3.50	4	4	4	12	4.00
104	3	3	4	4	14	3.50	2	5	2	9	3.00
105	2	3	2	3	10	2.50	2	3	2	7	2.33
106	4	4	3	4	15	3.75	3	4	3	10	3.33

Lampiran 3 Karakteristik Responden

Jenis Kelamin

Jenis Kelamin	Jumlah	Persentase (%)
Pria	59	55,66
Wanita	47	44,34
Total	106	100,00

Usia

Usia	Jumlah	Persentase (%)
18 – 25 Tahun	19	17,92
26 – 35 Tahun	38	35,85
36 – 45 Tahun	27	25,47
46 – 55 Tahun	16	15,09
Lebih dari 55 Tahun	6	5,66
Total	106	100,00

Tingkat Pendidikan

Pendidikan	Jumlah	Persentase (%)
SMU/SMK	18	16,98
DIPLOMA	26	24,53
S1	41	38,68
S2/S3	12	11,32
Lainnya	8	7,55
Total	105	100,00

Pengeluaran per bulan

Lama Bekerja	Jumlah	Persentase (%)
1 - 3 Tahun	21	19,81
4 - 6 Tahun	23	21,70
7 - 9 Tahun	29	27,36
Lebih dari 9 Tahun	34	32,08
Total	107	100,00

Lampiran 4 Uji Validitas

Correlations

		JE1	JE2	JE3	TJE
JE1	Pearson Correlation	1	.534**	.677**	.845**
	Sig. (2-tailed)		.000	.000	.000
	N	106	106	106	106
JE2	Pearson Correlation	.534**	1	.544**	.847**
	Sig. (2-tailed)	.000		.000	.000
	N	106	106	106	106
JE3	Pearson Correlation	.677**	.544**	1	.854**
	Sig. (2-tailed)	.000	.000		.000
	N	106	106	106	106
TJE	Pearson Correlation	.845**	.847**	.854**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	106	106	106	106

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

Lampiran 4 (Lanjutan)

Correlations

	MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	TMK
MK1 Pearson Correlation	1	.725 [*]	.544 [*]	.747 [*]	.653 [*]	.417 [*]	.473 [*]	.527 [*]	.783 [*]
Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000
N	106	106	106	106	106	106	106	106	106
MK2 Pearson Correlation	.725 [*]	1	.501 [*]	.925 [*]	.568 [*]	.786 [*]	.460 [*]	.673 [*]	.880 [*]
Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
N	106	106	106	106	106	106	106	106	106
MK3 Pearson Correlation	.544 [*]	.501 [*]	1	.538 [*]	.592 [*]	.587 [*]	.583 [*]	.523 [*]	.748 [*]
Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
N	106	106	106	106	106	106	106	106	106
MK4 Pearson Correlation	.747 [*]	.925 [*]	.538 [*]	1	.539 [*]	.694 [*]	.416 [*]	.642 [*]	.858 [*]
Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
N	106	106	106	106	106	106	106	106	106
MK5 Pearson Correlation	.653 [*]	.568 [*]	.592 [*]	.539 [*]	1	.482 [*]	.786 [*]	.768 [*]	.821 [*]
Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
N	106	106	106	106	106	106	106	106	106
MK6 Pearson Correlation	.417 [*]	.786 [*]	.587 [*]	.694 [*]	.482 [*]	1	.572 [*]	.602 [*]	.802 [*]
Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
N	106	106	106	106	106	106	106	106	106
MK7 Pearson Correlation	.473 [*]	.460 [*]	.583 [*]	.416 [*]	.786 [*]	.572 [*]	1	.686 [*]	.755 [*]
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
N	106	106	106	106	106	106	106	106	106
MK8 Pearson Correlation	.527 [*]	.673 [*]	.523 [*]	.642 [*]	.768 [*]	.602 [*]	.686 [*]	1	.833 [*]

	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	106	106	106	106	106	106	106	106	106
TM K	Pearson	.783 [*]	.880 [*]	.748 [*]	.858 [*]	.821 [*]	.802 [*]	.755 [*]	.833 [*]	1
	Correlation									
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	106	106	106	106	106	106	106	106	106

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

Lampiran 4 (Lanjutan)

Correlations

		KK1	KK2	KK3	KK4	TKK
KK1	Pearson Correlation	1	.357**	.246*	.372**	.633**
	Sig. (2-tailed)		.000	.011	.000	.000
	N	106	106	106	106	106
KK2	Pearson Correlation	.357**	1	.304**	.925**	.880**
	Sig. (2-tailed)	.000		.002	.000	.000
	N	106	106	106	106	106
KK3	Pearson Correlation	.246*	.304**	1	.398**	.605**
	Sig. (2-tailed)	.011	.002		.000	.000
	N	106	106	106	106	106
KK4	Pearson Correlation	.372**	.925**	.398**	1	.910**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	106	106	106	106	106
TKK	Pearson Correlation	.633**	.880**	.605**	.910**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	106	106	106	106	106

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

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

Lampiran 4 (Lanjutan)

Correlations

		KO1	KO2	KO3	TKO
KO1	Pearson Correlation	1	.338**	.622**	.812**
	Sig. (2-tailed)		.000	.000	.000
	N	106	106	106	106
KO2	Pearson Correlation	.338**	1	.323**	.744**
	Sig. (2-tailed)	.000		.001	.000
	N	106	106	106	106
KO3	Pearson Correlation	.622**	.323**	1	.800**
	Sig. (2-tailed)	.000	.001		.000
	N	106	106	106	106
TKO	Pearson Correlation	.812**	.744**	.800**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	106	106	106	106

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

Lampiran 5 Uji Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	106	100.0
	Excluded ^a	0	.0
	Total	106	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.796	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
JE1	6.0755	2.051	.679	.692
JE2	5.5849	1.674	.589	.807
JE3	6.0377	1.980	.685	.680

Lampiran 5 (Lanjutan)

Case Processing Summary

		N	%
Cases	Valid	106	100.0
	Excluded ^a	0	.0
	Total	106	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.925	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
MK1	21.8302	21.552	.715	.918
MK2	21.3302	19.842	.832	.908
MK3	21.8491	21.634	.668	.921
MK4	21.3491	20.401	.805	.911
MK5	21.7736	21.072	.762	.914
MK6	21.3962	20.680	.729	.917
MK7	21.8302	22.104	.687	.920
MK8	21.0660	21.015	.777	.913

Lampiran 5 (Lanjutan)

Case Processing Summary

		N	%
Cases	Valid	106	100.0
	Excluded ^a	0	.0
	Total	106	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.766	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	9.3585	4.137	.391	.794
KK2	8.8868	2.863	.735	.607
KK3	9.4151	4.321	.377	.797
KK4	8.9057	2.867	.806	.564

Lampiran 5 (Lanjutan)

Case Processing Summary

		N	%
Cases	Valid	106	100.0
	Excluded ^a	0	.0
	Total	106	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.677	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KO1	6.0283	1.723	.571	.481
KO2	5.4623	1.756	.367	.767
KO3	6.0377	1.789	.561	.499

Lampiran 6 Uji Regresi Linier Job Enrichment Terhadap Motivasi Kerja

Variables Entered/Removed^b

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

- a. All requested variables entered.
- b. Dependent Variable: MK

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.699 ^a	.488	.483	.46862

- a. Predictors: (Constant), JE

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	21.776	1	21.776	99.160	.000 ^a
Residual	22.839	104	.220		
Total	44.615	105			

- a. Predictors: (Constant), JE
- b. Dependent Variable: MK

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.037	.210		4.930	.000
JE	.693	.070	.699	9.958	.000

- a. Dependent Variable: MK

Lampiran 7 Uji Regresi Linier Job Enrichment Terhadap Kepuasan Kerja

Variables Entered/Removed^b

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

- a. All requested variables entered.
- b. Dependent Variable: KK

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.682 ^a	.466	.460	.44413

- a. Predictors: (Constant), JE

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	17.875	1	17.875	90.623	.000 ^a
Residual	20.514	104	.197		
Total	38.389	105			

- a. Predictors: (Constant), JE
- b. Dependent Variable: KK

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.195	.199		5.994	.000
JE	.628	.066	.682	9.520	.000

- a. Dependent Variable: KK

Lampiran 8 Uji Regresi Linier Job Enrichment Terhadap Komitmen Organisasi

Variables Entered/Removed^b

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

a. All requested variables entered.

b. Dependent Variable: KO

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.759 ^a	.575	.571	.40272

a. Predictors: (Constant), JE

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	22.858	1	22.858	140.937	.000 ^a
Residual	16.867	104	.162		
Total	39.725	105			

a. Predictors: (Constant), JE

b. Dependent Variable: KO

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.827	.181		4.573	.000
JE	.710	.060	.759	11.872	.000

a. Dependent Variable: KO

