**Lingkari untuk jawaban pilihan saudara.**

a. Jenis Kelamin : **1**. Laki-laki **2**. Perempuan

b. Berapa lama saudara telah bekerja ?

**1**. di bawah 5 tahun

**2**. 5 – 10 tahun

**3**. 11–19 tahun

**4**. di atas 20 tahun

c. Berapa usia anda saat ini ?

**1.** di bawah 21 tahun

**2**. 22 – 35 tahun

**3**. 36 – 50 tahun

**4**. di atas 50 tahun

d. Apa pendidikan terakhir saudara ?

**1**.SMA **2**.D3 **3**. S1 **4.** Lainnya, …….

**PETUNJUK PENGISIAN KUESIONER**

1. Responden diharapkan membaca terlebih dahulu deskripsi masing-masing pertanyaan sebelum memberikan jawaban.
2. Responden dapat memberikan jawaban dengan memberikan tanda check (√) pada salah satu pilihan jawaban yang tersedia. **Hanya satu jawaban saja yang dimungkinkan untuk setiap pertanyaan.**
3. Pada masing-masing pertanyaan terdapat lima alternatif jawaban yang mengacu pada teknik skala Likert, yaitu:
   - Sangat Sangat Setuju/Sangat Sangat Suka (SSS) = 7
   - Sangat Setuju/Sangat Suka (SS) = 6
   - Setuju/Suka (S) = 5
   - Netral (N) = 4
   - Tidak Setuju/Tidak Suka (TS) = 3
   - Sangat Tidak Setuju/Sangat Tidak Suka (STS) = 2
   - Sangat Sangat Tidak Setuju/Sangat Sangat Tidak Suka (SSTS) = 1
4. Data responden dan semua informasi yang diberikan akan dijamin kerahasiaannya,oleh sebab itu dimohon untuk mengisi kuesioner dengan sebenarnya dan seobjektif mungkin.

# DAFTAR KUESIONER

**Pengaruh Kecerdasan Emosional Terhadap Kepuasan Kerja Yang Dimediasi Oleh Kemampuan Belajar Organisasional (OLC) Karyawan pada PT. Indowire**

| No | Pertanyaan | Alternatif Jawaban | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | SSS | SS | S | N | TS | STS | SSTS |
| | **Kecerdasan Emosional (X)** | | | | | | | |
| 1 | Saya tahu kapan harus berbicara tentang masalah pribadi ke orang lain | | | | | | | |
| 2 | Ketika dihadapkan dengan hambatan, saya ingat pengalaman saat menghadapi rintangan dan mengatasinya dengan hal yang serupa | | | | | | | |
| 3 | Saya berharap melakukan yang terbaik pada banyak hal yang saya coba | | | | | | | |
| 4 | Orang lain menganggap saya sebagai seseorang yang mudah dipercaya | | | | | | | |
| 5 | Saya merasa sulit untuk memahami pesan non-verbal orang lain | | | | | | | |
| 6 | Beberapa kejadian dalam hidup saya telah mengarahkan saya untuk mengkaji ulang apa yang penting dan tidak penting | | | | | | | |
| 7 | Saat suasana hati berubah, saya melihat kemungkinan-kemungkinan baru | | | | | | | |
| 8 | Emosi adalah salah satu hal yang membuat hidup saya bernilai/bermakna. | | | | | | | |
| 9 | Saya menyadari emosi saya ketika saya mengalaminya | | | | | | | |
| 10 | Saya berharap hal-hal baik terjadi. | | | | | | | |
| 11 | Saya suka berbagi emosi dengan karyawan yang lain | | | | | | | |
| 12 | Ketika emosi positif, saya tahu bagaimana cara membuat emosi tersebut bertahan lama | | | | | | | |
| 13 | Saya mengatur kegiatan, agar orang lain menikmatinya | | | | | | | |
| 14 | Saya mencari kegiatan yang membuat bahagia | | | | | | | |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 15 | Saya memahami pesan non-verbal yang saya kirim ke orang lain | | | | | | | |
| 16 | Saya menampilkan diri dengan cara membuat kesan yang baik pada orang lain | | | | | | | |
| 17 | Ketika suasana hati baik, saya mudah untuk memecahkan suatu masalah | | | | | | | |
| 18 | Dengan melihat ekspresi wajah, saya dapat mengetahui keadaan emosi seseorang | | | | | | | |
| 19 | Saya tahu mengapa emosi saya berubah | | | | | | | |
| 20 | Ketika suasana hati baik, saya bisa datang dengan ide-ide baru | | | | | | | |
| 21 | Saya memiliki kontrol emosi | | | | | | | |
| 22 | Saya mudah mengenali emosi diri sendiri | | | | | | | |
| 23 | Saya memotivasi diri dengan membayangkan hasil yang baik untuk setiap tugas yang diambil | | | | | | | |
| 24 | Saya memberikan pujian ke orang lain ketika mereka telah melakukan sesuatu yang baik | | | | | | | |
| 25 | Saya tahu pesan non-verbal yang orang lain kirim | | | | | | | |
| 26 | Ketika orang lain bercerita tentang hal terpenting dalam hidupnya, saya merasa seolah-olah mengalami peristiwa itu sendiri. | | | | | | | |
| 27 | Ketika emosi berubah, saya cenderung datang dengan ide-ide baru | | | | | | | |
| 28 | Ketika dihadapkan pada tantangan, saya menyerah karena percaya bahwa itu akan gagal | | | | | | | |
| 29 | Saya tahu apa yang orang lain rasakan hanya dengan mengamati mereka | | | | | | | |
| 30 | Saya membantu orang lain merasa lebih baik ketika mereka jatuh (down) | | | | | | | |
| 31 | Saya menggunakan suasana hati yang baik untuk membantu diri sendiri menghadapi rintangan | | | | | | | |
| 32 | Saya mengetahui perasaan orang lain dengan mendengarkan nada suara mereka | | | | | | | |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 33 | Saya sulit untuk memahami mengapa orang lain merasakan dengan cara yang mereka lakukan | | | | | | | |

| No | Pertanyaan | Alternatif Jawaban | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | SSS | SS | S | N | TS | STS | SSTS |
| | **Kemampuan Belajar Organisasi (OLC) (M)** | | | | | | | |
| | ***Experimentation*** | | | | | | | |
| 1 | Karyawan dalam organisasi menerima dukungan dan dorongan ketika menyajikan ide-ide baru | | | | | | | |
| 2 | Inisiatif sering ditanggapi dengan baik dalam organisasi sehingga saya merasa didorong untuk menghasilkan ide-ide baru | | | | | | | |
| | ***Risk Taking*** | | | | | | | |
| 3 | Karyawan didorong untuk mengambil resiko di organisasi ini | | | | | | | |
| 4 | Karyawan dalam organisasi sering bekerja di bagian yang tidak diketahui | | | | | | | |
| | ***Interaction with the External*** | | | | | | | |
| 5 | Merupakan bagian tugas dari semua staf untuk mengumpulkan, membawa dan melaporkan informasi tentang apa yang terjadi di luar perusahaan | | | | | | | |
| 6 | Ada sistem dan prosedur untuk menerima, menyusun dan berbagi informasi dari luar perusahaan | | | | | | | |
| 7 | Karyawan didorong untuk berinteraksi dengan lingkungan: pesaing, pelanggan, lembaga teknologi, universitas, pemasok, dll. | | | | | | | |
| | ***Dialogue*** | | | | | | | |
| 8 | Karyawan didorong untuk berkomunikasi | | | | | | | |
| 9 | Ada komunikasi bebas dan terbuka di dalam kelompok kerja saya | | | | | | | |
| 10 | Manajer memfasilitasi komunikasi | | | | | | | |
| 11 | Kerja tim lintas fungsional adalah kebiasaan karyawan dalam organisasi ini | | | | | | | |
| | ***Participation decision making*** | | | | | | | |
| 12 | Manajer di organisasi ini sering melibatkan karyawan dalam keputusan penting | | | | | | | |
| 13 | Kebijakan secara signifikan dipengaruhi oleh pandangan karyawan | | | | | | | |
| 14 | Karyawan merasa terlibat dalam keputusan utama perusahaan | | | | | | | |

| No | *Pertanyaan* | Alternatif Jawaban | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | SSS | SS | S | N | TS | STS | SSTS |
| | **Kepuasan Kerja (Y)** | | | | | | | |
| 1 | Seberapa besar anda menyukai pekerjaan anda | | | | | | | |

Lampiran 1 Klasifikasi Responden

| Jenis Kelamin | Frequency | Percent |
|---|---|---|
| Laki – Laki | 41 | 41 |
| Perempuan | 59 | 59 |
| Total | 100 | 100 |

| Lama Bekerja | Frequency | Percent |
|---|---|---|
| di bawah 5 tahun | 24 | 24 |
| 5 - 10 tahun | 23 | 23 |
| 11-19 tahun | 35 | 35 |
| di atas 20 tahun | 18 | 18 |
| Total | 100 | 100 |

| Usia Responden | Frequency | Percent |
|---|---|---|
| di bawah 21 tahun | 50 | 50 |
| 22 - 35 tahun | 26 | 26 |
| 36 - 50 tahun | 21 | 21 |
| di atas 50 tahun | 3 | 3 |
| Total | 100 | 100 |

| Pendidikan | Frequency | Percent |
|---|---|---|
| SMA | 25 | 25 |
| D3 | 31 | 31 |
| S1 | 40 | 40 |
| Lainnya | 4 | 4 |
| Total | 100 | 100 |

Lampiran 2 Statistik Deskriptif

**Descriptive Statistics**

| | N | Minimum | Maximum | Mean | Std. Deviation |
|---|---|---|---|---|---|
| KE1 | 100 | 2.00 | 7.00 | 5.0100 | 1.38166 |
| KE2 | 100 | 3.00 | 7.00 | 5.2200 | 1.21921 |
| KE3 | 100 | 3.00 | 7.00 | 5.0500 | 1.02863 |
| KE4 | 100 | 2.00 | 7.00 | 4.6600 | 1.25706 |
| KE5 | 100 | 2.00 | 7.00 | 4.7800 | 1.22746 |
| KE6 | 100 | 3.00 | 7.00 | 5.0400 | 1.12744 |
| KE7 | 100 | 2.00 | 7.00 | 4.0200 | 1.55037 |
| KE8 | 100 | 2.00 | 7.00 | 4.6700 | 1.22314 |
| KE9 | 100 | 2.00 | 7.00 | 4.8000 | 1.37804 |
| KE10 | 100 | 1.00 | 7.00 | 4.7800 | 1.32253 |
| KE11 | 100 | 2.00 | 7.00 | 5.0700 | 1.13933 |
| KE12 | 100 | 2.00 | 7.00 | 4.6200 | 1.19578 |
| KE13 | 100 | 3.00 | 7.00 | 5.1400 | 1.27144 |
| KE14 | 100 | 2.00 | 7.00 | 4.7500 | 1.30558 |
| KE15 | 100 | 2.00 | 7.00 | 4.8300 | 1.12864 |
| KE16 | 100 | 2.00 | 7.00 | 5.0700 | 1.31237 |
| KE17 | 100 | 2.00 | 7.00 | 4.9800 | 1.33318 |
| KE18 | 100 | 2.00 | 7.00 | 4.8300 | 1.26375 |
| KE19 | 100 | 2.00 | 7.00 | 5.0700 | 1.34281 |
| KE20 | 100 | 2.00 | 7.00 | 5.1600 | 1.22037 |
| KE21 | 100 | 2.00 | 7.00 | 5.3300 | 1.33375 |
| KE22 | 100 | 2.00 | 7.00 | 4.8200 | 1.31333 |
| KE23 | 100 | 2.00 | 7.00 | 4.8300 | 1.34881 |
| KE24 | 100 | 2.00 | 7.00 | 4.9900 | 1.31422 |
| KE25 | 100 | 2.00 | 7.00 | 5.0900 | 1.28782 |
| KE26 | 100 | 2.00 | 7.00 | 4.9300 | 1.29689 |
| KE27 | 100 | 2.00 | 7.00 | 4.9700 | 1.30620 |
| KE28 | 100 | 2.00 | 7.00 | 5.3400 | 1.45102 |
| KE29 | 100 | 2.00 | 7.00 | 5.2300 | 1.18794 |
| KE30 | 100 | 2.00 | 7.00 | 4.9400 | 1.31671 |

Lampiran Statistik Deskriptif

**Descriptive Statistics**

| | N | Minimum | Maximum | Mean | Std. Deviation |
|---|---|---|---|---|---|
| KE31 | 100 | 2.00 | 7.00 | 5.3000 | 1.37437 |
| KE32 | 100 | 1.00 | 7.00 | 4.7700 | 1.59453 |
| KE33 | 100 | 2.00 | 7.00 | 5.0200 | 1.53070 |
| TKE | 100 | 108.00 | 220.00 | 163.1100 | 20.74077 |
| KE | 100 | 3.27 | 6.67 | 4.9427 | .62851 |
| OLC1 | 100 | 1.00 | 7.00 | 4.9100 | 1.76438 |
| OLC2 | 100 | 1.00 | 7.00 | 4.8500 | 1.70783 |
| OLC3 | 100 | 1.00 | 7.00 | 4.8900 | 1.72852 |
| OLC4 | 100 | 1.00 | 7.00 | 4.5000 | 1.74946 |
| OLC5 | 100 | 1.00 | 7.00 | 4.6000 | 1.23091 |
| OLC6 | 100 | 1.00 | 7.00 | 4.9800 | 1.60793 |
| OLC7 | 100 | 2.00 | 7.00 | 5.2000 | 1.50420 |
| OLC8 | 100 | 2.00 | 7.00 | 5.0900 | 1.37873 |
| OLC9 | 100 | 2.00 | 7.00 | 4.8600 | 1.44963 |
| OLC10 | 100 | 2.00 | 7.00 | 4.8200 | 1.48650 |
| OLC11 | 100 | 2.00 | 7.00 | 5.0400 | 1.43492 |
| OLC12 | 100 | 2.00 | 7.00 | 4.8300 | 1.22314 |
| OLC13 | 100 | 2.00 | 7.00 | 5.0000 | 1.27128 |
| OLC14 | 100 | 2.00 | 7.00 | 5.1700 | 1.57669 |
| TOLC | 100 | 36.00 | 95.00 | 68.7400 | 11.51338 |
| OLC | 100 | 2.57 | 6.79 | 4.9100 | .82240 |
| Valid N (listwise) | 100 | | | | |

Lampiran 3 Validitas KE

**Correlations**

| | | KE1 | KE2 | KE3 | KE4 | KE5 | KE6 | KE7 | KE8 | KE9 | KE10 | KE11 | KE12 | KE13 | KE14 | KE15 | KE16 | KE17 | KE18 | KE19 | KE20 | KE21 | KE22 | KE23 | KE24 | KE25 | KE26 | KE27 | KE28 | KE29 | KE30 | KE31 | KE32 | KE33 | TKE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KE1 | Pearson Correlation | 1 | .508** | .156 | .339** | .216* | .350** | .179 | .414** | .309** | .283** | .429** | .589** | .264** | .197* | .338** | .222* | .121 | .302** | .234* | .197* | .174 | .140 | .147 | .262** | .232* | .310** | .258** | .160 | .263** | .217* | .211* | .129 | .282** | .585** |
| | Sig. (2-tailed) | | .000 | .121 | .001 | .031 | .000 | .075 | .000 | .002 | .004 | .000 | .000 | .008 | .049 | .001 | .026 | .231 | .002 | .019 | .050 | .084 | .164 | .144 | .009 | .020 | .002 | .010 | .113 | .008 | .030 | .035 | .199 | .005 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE2 | Pearson Correlation | .508** | 1 | .587** | .504** | .282** | .442** | .211* | .550** | .381** | .331** | .352** | .612** | .475** | .524** | .321** | .464** | .258** | .359** | .355** | .336** | .135 | .202* | .306** | .285** | .309** | .451** | .309** | .340** | .265** | .178 | .256* | .239* | .268** | .764** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .004 | .000 | .035 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .000 | .010 | .000 | .000 | .001 | .180 | .044 | .002 | .004 | .002 | .000 | .002 | .001 | .008 | .076 | .010 | .016 | .007 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE3 | Pearson Correlation | .156 | .587** | 1 | .201* | .361** | .381** | .265** | .447** | .200* | .335** | .299** | .369** | .427** | .551** | .277** | .364** | .332** | .123 | .180 | .146 | .076 | .156 | .232* | .090 | .263** | .298** | .099 | .327** | .205* | .107 | .354** | .149 | .140 | .579** |
| | Sig. (2-tailed) | .121 | .000 | | .045 | .000 | .000 | .008 | .000 | .047 | .001 | .003 | .000 | .000 | .000 | .005 | .000 | .001 | .222 | .073 | .146 | .451 | .121 | .020 | .373 | .008 | .003 | .328 | .001 | .040 | .291 | .000 | .140 | .163 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE4 | Pearson Correlation | .339** | .504** | .201* | 1 | .180 | .209* | .123 | .366** | .124 | .137 | .250* | .417** | .251* | .311** | .130 | .308** | .243* | .256* | .242* | .161 | .230* | .146 | .055 | .194 | .125 | .351** | .283** | .214* | .263** | .110 | .065 | .167 | .082 | .496** |
| | Sig. (2-tailed) | .001 | .000 | .045 | | .073 | .037 | .224 | .000 | .220 | .175 | .012 | .000 | .012 | .002 | .198 | .002 | .015 | .010 | .015 | .110 | .021 | .147 | .587 | .054 | .215 | .000 | .004 | .033 | .008 | .278 | .517 | .096 | .416 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE5 | Pearson Correlation | .216* | .282** | .361** | .180 | 1 | .466** | .321** | .294** | .266** | .225* | .242* | .280** | .266** | .249* | .432** | .160 | .102 | -.024 | .144 | .051 | .039 | .169 | .142 | .042 | .121 | .035 | -.042 | .292** | .077 | .154 | .195 | .216* | .062 | .431** |
| | Sig. (2-tailed) | .031 | .004 | .000 | .073 | | .000 | .001 | .003 | .007 | .024 | .015 | .005 | .008 | .012 | .000 | .111 | .312 | .810 | .152 | .616 | .703 | .092 | .159 | .675 | .229 | .732 | .679 | .003 | .449 | .125 | .052 | .031 | .543 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE6 | Pearson Correlation | .350** | .442** | .381** | .209* | .466** | 1 | .179 | .237* | .103 | .182 | .525** | .349** | .398** | .151 | .307** | .244* | .162 | .161 | .112 | .069 | .078 | .080 | .104 | -.020 | .220* | .285** | .172 | .214* | .106 | .124 | .220* | .207* | .058 | .477** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .037 | .000 | | .075 | .018 | .309 | .070 | .000 | .000 | .000 | .134 | .002 | .014 | .108 | .110 | .269 | .497 | .438 | .429 | .302 | .842 | .028 | .004 | .086 | .033 | .293 | .219 | .028 | .038 | .566 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE7 | Pearson Correlation | .179 | .211* | .265** | .123 | .321** | .179 | 1 | .206* | .101 | .204* | .199* | .282** | .291** | .227* | .302** | .138 | .064 | .162 | .135 | .180 | .153 | .136 | .142 | .060 | .035 | .202* | .095 | .226* | .019 | .114 | .201* | .080 | .076 | .400** |
| | Sig. (2-tailed) | .075 | .035 | .008 | .224 | .001 | .075 | | .040 | .317 | .042 | .047 | .004 | .003 | .023 | .002 | .170 | .529 | .108 | .180 | .073 | .128 | .178 | .160 | .556 | .733 | .044 | .347 | .024 | .848 | .257 | .045 | .432 | .450 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE8 | Pearson Correlation | .414** | .550** | .447** | .366** | .294** | .237* | .206* | 1 | .362** | .473** | .256* | .314** | .186 | .353** | .244* | .380** | .368** | .218* | .266** | .097 | .018 | .120 | .162 | .155 | .205* | .469** | .291** | .189 | .164 | .276** | .108 | .111 | .074 | .577** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .003 | .018 | .040 | | .000 | .000 | .010 | .001 | .064 | .000 | .014 | .000 | .000 | .029 | .007 | .339 | .860 | .235 | .108 | .124 | .041 | .000 | .003 | .060 | .103 | .005 | .287 | .272 | .466 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE9 | Pearson Correlation | .309** | .381** | .200* | .124 | .266** | .103 | .101 | .362** | 1 | .563** | .253* | .456** | .229* | .258** | .497** | .231* | .273** | .131 | .144 | .151 | .020 | .030 | -.035 | .144 | .079 | .280** | .131 | .191 | .072 | .027 | .176 | .181 | .337** | .479** |
| | Sig. (2-tailed) | .002 | .000 | .047 | .220 | .007 | .309 | .317 | .000 | | .000 | .011 | .000 | .022 | .009 | .000 | .021 | .006 | .194 | .153 | .133 | .845 | .766 | .731 | .153 | .437 | .005 | .193 | .057 | .479 | .792 | .080 | .071 | .001 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE10 | Pearson Correlation | .283** | .331** | .335** | .137 | .225* | .182 | .204* | .473** | .563** | 1 | .265** | .406** | .247* | .196 | .313** | .364** | .347** | .026 | .225* | .197* | .093 | .221* | .001 | .167 | .071 | .386** | .224* | .139 | .142 | .091 | .170 | .081 | .252* | .519** |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Sig. (2-tailed) | .004 | .001 | .001 | .175 | .024 | .070 | .042 | .000 | .000 | | .008 | .000 | .013 | .051 | .002 | .000 | .000 | .799 | .024 | .049 | .357 | .027 | .988 | .096 | .482 | .000 | .025 | .167 | .159 | .368 | .091 | .422 | .012 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE11 | Pearson Correlation | .429** | .352** | .299** | .250* | .242* | .525** | .199* | .256* | .253* | .265** | 1 | .405** | .405** | .182 | .402** | .240* | .101 | .205* | .135 | .144 | .104 | .049 | .060 | .129 | .292** | .270** | .171 | .065 | .107 | .319** | .135 | .009 | .040 | .485** |
| | Sig. (2-tailed) | .000 | .000 | .003 | .012 | .015 | .000 | .047 | .010 | .011 | .008 | | .000 | .000 | .070 | .000 | .016 | .319 | .041 | .179 | .152 | .302 | .628 | .551 | .202 | .003 | .007 | .089 | .521 | .288 | .001 | .181 | .930 | .695 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE12 | Pearson Correlation | .589** | .612** | .369** | .417** | .280** | .349** | .282** | .314** | .456** | .406** | .405** | 1 | .394** | .340** | .446** | .423** | .185 | .218* | .161 | .236* | .149 | .052 | .135 | .268** | .173 | .302** | .141 | .221* | .048 | .069 | .101 | .107 | .164 | .603** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .005 | .000 | .004 | .001 | .000 | .000 | .000 | | .000 | .001 | .000 | .000 | .065 | .030 | .109 | .018 | .139 | .604 | .181 | .007 | .085 | .002 | .161 | .027 | .636 | .497 | .318 | .288 | .103 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE13 | Pearson Correlation | .264** | .475** | .427** | .251* | .266** | .398** | .291** | .186 | .229* | .247* | .405** | .394** | 1 | .234* | .425** | .412** | .192 | .109 | .030 | .246* | .169 | .118 | .102 | .140 | .017 | .208* | .039 | .078 | .172 | .041 | .138 | .126 | .061 | .480** |
| | Sig. (2-tailed) | .008 | .000 | .000 | .012 | .008 | .000 | .003 | .064 | .022 | .013 | .000 | .000 | | .019 | .000 | .000 | .055 | .279 | .769 | .014 | .093 | .242 | .311 | .165 | .867 | .038 | .700 | .441 | .086 | .684 | .172 | .213 | .548 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE14 | Pearson Correlation | .197* | .524** | .551** | .311** | .249* | .151 | .227* | .353** | .258** | .196 | .182 | .340** | .234* | 1 | .163 | .329** | .241* | .292** | .166 | .317** | -.022 | .239* | .188 | .175 | .266** | .133 | .013 | .216* | .135 | .056 | .020 | .093 | .195 | .492** |
| | Sig. (2-tailed) | .049 | .000 | .000 | .002 | .012 | .134 | .023 | .000 | .009 | .051 | .070 | .001 | .019 | | .106 | .001 | .016 | .003 | .100 | .001 | .830 | .017 | .061 | .081 | .008 | .188 | .895 | .031 | .180 | .581 | .846 | .355 | .052 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE15 | Pearson Correlation | .338** | .321** | .277** | .130 | .432** | .307** | .302** | .244* | .497** | .313** | .402** | .446** | .425** | .163 | 1 | .165 | .139 | .192 | .048 | .152 | .038 | .075 | .021 | .033 | .080 | .130 | .017 | .103 | .060 | .177 | .196 | .146 | .195 | .462** |
| | Sig. (2-tailed) | .001 | .001 | .005 | .198 | .000 | .002 | .002 | .014 | .000 | .002 | .000 | .000 | .000 | .106 | | .101 | .169 | .056 | .636 | .131 | .710 | .461 | .839 | .745 | .428 | .198 | .866 | .305 | .556 | .079 | .051 | .146 | .052 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE16 | Pearson Correlation | .222* | .464** | .364** | .308** | .160 | .244* | .138 | .380** | .231* | .364** | .240* | .423** | .412** | .329** | .165 | 1 | .382** | .129 | .158 | .119 | .067 | .160 | .115 | .299** | .044 | .258** | .143 | .184 | .152 | .055 | .039 | .182 | .060 | .493** |
| | Sig. (2-tailed) | .026 | .000 | .000 | .002 | .111 | .014 | .170 | .000 | .021 | .000 | .016 | .000 | .000 | .001 | .101 | | .000 | .201 | .117 | .238 | .505 | .112 | .254 | .003 | .663 | .010 | .157 | .067 | .132 | .586 | .703 | .071 | .556 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE17 | Pearson Correlation | .121 | .258** | .332** | .243* | .102 | .162 | .064 | .368** | .273** | .347** | .101 | .185 | .192 | .241* | .139 | .382** | 1 | .394** | .441** | -.004 | .044 | .096 | -.092 | .127 | -.028 | .321** | .121 | .103 | .130 | .080 | .141 | .017 | .040 | .398** |
| | Sig. (2-tailed) | .231 | .010 | .001 | .015 | .312 | .108 | .529 | .000 | .006 | .000 | .319 | .065 | .055 | .016 | .169 | .000 | | .000 | .000 | .967 | .667 | .342 | .364 | .209 | .779 | .001 | .229 | .309 | .196 | .430 | .161 | .868 | .694 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE18 | Pearson Correlation | .302** | .359** | .123 | .256* | -.024 | .161 | .162 | .218* | .131 | .026 | .205* | .218* | .109 | .292** | .192 | .129 | .394** | 1 | .245* | .286** | -.026 | .219* | .208* | .254* | .264** | .184 | .168 | .120 | .201* | .121 | .024 | .106 | .127 | .419** |
| | Sig. (2-tailed) | .002 | .000 | .222 | .010 | .810 | .110 | .108 | .029 | .194 | .799 | .041 | .030 | .279 | .003 | .056 | .201 | .000 | | .014 | .004 | .795 | .029 | .038 | .011 | .008 | .067 | .094 | .234 | .045 | .229 | .814 | .295 | .208 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE19 | Pearson Correlation | .234* | .355** | .180 | .242* | .144 | .112 | .135 | .266** | .144 | .225* | .135 | .161 | .030 | .166 | .048 | .158 | .441** | .245* | 1 | .141 | .139 | .196 | .174 | .361** | .183 | .258** | .122 | .262** | .180 | .282** | .328** | .083 | .063 | .452** |
| | Sig. (2-tailed) | .019 | .000 | .073 | .015 | .152 | .269 | .180 | .007 | .153 | .024 | .179 | .109 | .769 | .100 | .636 | .117 | .000 | .014 | | .162 | .167 | .050 | .083 | .000 | .068 | .010 | .226 | .008 | .073 | .004 | .001 | .411 | .532 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE20 | Pearson Correlation | .197* | .336** | .146 | .161 | .051 | .069 | .180 | .097 | .151 | .197* | .144 | .236* | .246* | .317** | .152 | .119 | -.004 | .286** | .141 | 1 | .147 | .529** | .262** | .454** | .531** | .192 | .016 | .152 | .128 | .056 | -.047 | .159 | .117 | .430** |
| | Sig. (2-tailed) | .050 | .001 | .146 | .110 | .616 | .497 | .073 | .339 | .133 | .049 | .152 | .018 | .014 | .001 | .131 | .238 | .967 | .004 | .162 | | .144 | .000 | .008 | .000 | .000 | .055 | .877 | .132 | .206 | .578 | .643 | .113 | .245 | .000 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE21 | Pearson Correlation | .174 | .135 | .076 | .230* | .039 | .078 | .153 | .018 | .020 | .093 | .104 | .149 | .169 | -.022 | .038 | .067 | .044 | -.026 | .139 | .147 | 1 | .398** | .430** | .325** | .130 | .177 | .162 | .442** | .417** | .195 | .375** | .335** | .209* | .413** |
| | Sig. (2-tailed) | .084 | .180 | .451 | .021 | .703 | .438 | .128 | .860 | .845 | .357 | .302 | .139 | .093 | .830 | .710 | .505 | .667 | .795 | .167 | .144 | | .000 | .000 | .001 | .199 | .078 | .107 | .000 | .000 | .051 | .000 | .001 | .036 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE22 | Pearson Correlation | .140 | .202* | .156 | .146 | .169 | .080 | .136 | .120 | .030 | .221* | .049 | .052 | .118 | .239* | .075 | .160 | .096 | .219* | .196 | .529** | .398** | 1 | .576** | .496** | .428** | .159 | .097 | .207* | .240* | .157 | .153 | .076 | .042 | .449** | |
| | Sig. (2-tailed) | .164 | .044 | .121 | .147 | .092 | .429 | .178 | .235 | .766 | .027 | .628 | .604 | .242 | .017 | .461 | .112 | .342 | .029 | .050 | .000 | .000 | | .000 | .000 | .000 | .115 | .337 | .038 | .016 | .118 | .128 | .449 | .678 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE23 | Pearson Correlation | .147 | .306** | .232* | .055 | .142 | .104 | .142 | .162 | -.035 | .001 | .060 | .135 | .102 | .188 | .021 | .115 | -.092 | .208* | .174 | .262** | .430** | .576** | 1 | .392** | .346** | .230* | .198* | .376** | .094 | .358** | .278** | .160 | .065 | .438** | |
| | Sig. (2-tailed) | .144 | .002 | .020 | .587 | .159 | .302 | .160 | .108 | .731 | .988 | .551 | .181 | .311 | .061 | .839 | .254 | .364 | .038 | .083 | .008 | .000 | .000 | | .000 | .000 | .021 | .049 | .000 | .352 | .000 | .005 | .112 | .519 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE24 | Pearson Correlation | .262** | .285** | .090 | .194 | .042 | -.020 | .060 | .155 | .144 | .167 | .129 | .268** | .140 | .175 | .033 | .299** | .127 | .254* | .361** | .454** | .325** | .496** | .392** | 1 | .400** | .195 | .059 | .129 | .209* | .041 | .024 | .062 | .050 | .438** | |
| | Sig. (2-tailed) | .009 | .004 | .373 | .054 | .675 | .842 | .556 | .124 | .153 | .096 | .202 | .007 | .165 | .081 | .745 | .003 | .209 | .011 | .000 | .000 | .001 | .000 | .000 | | .000 | .052 | .562 | .201 | .037 | .689 | .812 | .543 | .619 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE25 | Pearson Correlation | .232* | .309** | .263** | .125 | .121 | .220* | .035 | .205* | .079 | .071 | .292** | .173 | .017 | .266** | .080 | .044 | -.028 | .264** | .183 | .531** | .130 | .428** | .346** | .400** | 1 | .349** | .176 | .151 | .198* | .176 | -.015 | .192 | .107 | .439** | |
| | Sig. (2-tailed) | .020 | .002 | .008 | .215 | .229 | .028 | .733 | .041 | .437 | .482 | .003 | .085 | .867 | .008 | .428 | .663 | .779 | .008 | .068 | .000 | .199 | .000 | .000 | .000 | | .000 | .080 | .134 | .049 | .080 | .879 | .055 | .291 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE26 | Pearson Correlation | .310** | .451** | .298** | .351** | .035 | .285** | .202* | .469** | .280** | .386** | .270** | .302** | .208* | .133 | .130 | .258** | .321** | .184 | .258** | .192 | .177 | .159 | .230* | .195 | .349** | 1 | .756** | .244* | .260** | .187 | .278** | .222* | .204* | .598** | |
| | Sig. (2-tailed) | .002 | .000 | .003 | .000 | .732 | .004 | .044 | .000 | .005 | .000 | .007 | .002 | .038 | .188 | .198 | .010 | .001 | .067 | .010 | .055 | .078 | .115 | .021 | .052 | .000 | | .000 | .015 | .009 | .063 | .005 | .027 | .042 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE27 | Pearson Correlation | .258** | .309** | .099 | .283** | -.042 | .172 | .095 | .291** | .131 | .224* | .171 | .141 | .039 | .013 | .017 | .143 | .121 | .168 | .122 | .016 | .162 | .097 | .198* | .059 | .176 | .756** | 1 | .176 | .493** | .422** | .286** | .307** | .399** | .463** | |
| | Sig. (2-tailed) | .010 | .002 | .328 | .004 | .679 | .086 | .347 | .003 | .193 | .025 | .089 | .161 | .700 | .895 | .866 | .157 | .229 | .094 | .226 | .877 | .107 | .337 | .049 | .562 | .080 | .000 | | .080 | .000 | .000 | .004 | .002 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE28 | Pearson Correlation | .160 | .340** | .327** | .214* | .292** | .214* | .226* | .189 | .191 | .139 | .065 | .221* | .078 | .216* | .103 | .184 | .103 | .120 | .262** | .152 | .442** | .207* | .376** | .129 | .151 | .244* | .176 | 1 | .388** | .270** | .460** | .440** | .333** | .538** | |
| | Sig. (2-tailed) | .113 | .001 | .001 | .033 | .003 | .033 | .024 | .060 | .057 | .167 | .521 | .027 | .441 | .031 | .305 | .067 | .309 | .234 | .008 | .132 | .000 | .038 | .000 | .201 | .134 | .015 | .080 | | .000 | .007 | .000 | .000 | .001 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE29 | Pearson Correlation | .263** | .265** | .205* | .263** | .077 | .106 | .019 | .164 | .072 | .142 | .107 | .048 | .172 | .135 | .060 | .152 | .130 | .201* | .180 | .128 | .417** | .240* | .094 | .209* | .198* | .260** | .493** | .388** | 1 | .280** | .366** | .401** | .453** | .486** | |
| | Sig. (2-tailed) | .008 | .008 | .040 | .008 | .449 | .293 | .848 | .103 | .479 | .159 | .288 | .636 | .086 | .180 | .556 | .132 | .196 | .045 | .073 | .206 | .000 | .016 | .352 | .037 | .049 | .009 | .000 | .000 | | .005 | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE30 | Pearson Correlation | .217* | .178 | .107 | .110 | .154 | .124 | .114 | .276** | .027 | .091 | .319** | .069 | .041 | .056 | .177 | .055 | .080 | .121 | .282** | .056 | .195 | .157 | .358** | .041 | .176 | .187 | .422** | .270** | .280** | 1 | .328** | .244* | .236* | .414** | |
| | Sig. (2-tailed) | .030 | .076 | .291 | .278 | .125 | .219 | .257 | .005 | .792 | .368 | .001 | .497 | .684 | .581 | .079 | .586 | .430 | .229 | .004 | .578 | .051 | .118 | .000 | .689 | .080 | .063 | .000 | .007 | .005 | | .001 | .015 | .018 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KE31 | Pearson Correlation | .211* | .256* | .354** | .065 | .195 | .220* | .201* | .108 | .176 | .170 | .135 | .101 | .138 | .020 | .196 | .039 | .141 | .024 | .328** | -.047 | .375** | .153 | .278** | .024 | -.015 | .278** | .286** | .460** | .366** | .328** | 1 | .267** | .386** | .460** |
| | Sig. (2-tailed) | .035 | .010 | .000 | .517 | .052 | .028 | .045 | .287 | .080 | .091 | .181 | .318 | .172 | .846 | .051 | .703 | .161 | .814 | .001 | .643 | .000 | .128 | .005 | .812 | .879 | .005 | .004 | .000 | .000 | .001 | | .007 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE32 | Pearson Correlation | .129 | .239* | .149 | .167 | .216* | .207* | .080 | .111 | .181 | .081 | .009 | .107 | .126 | .093 | .146 | .182 | .017 | .106 | .083 | .159 | .335** | .076 | .160 | .062 | .192 | .222* | .307** | .440** | .401** | .244* | .267** | 1 | .494** | .442** |
| | Sig. (2-tailed) | .199 | .016 | .140 | .096 | .031 | .038 | .432 | .272 | .071 | .422 | .930 | .288 | .213 | .355 | .146 | .071 | .868 | .295 | .411 | .113 | .001 | .449 | .112 | .543 | .055 | .027 | .002 | .000 | .000 | .015 | .007 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KE33 | Pearson Correlation | .282** | .268** | .140 | .082 | .062 | .058 | .076 | .074 | .337** | .252* | .040 | .164 | .061 | .195 | .195 | .060 | .040 | .127 | .063 | .117 | .209* | .042 | .065 | .050 | .107 | .204* | .399** | .333** | .453** | .236* | .386** | .494** | 1 | .435** |
| | Sig. (2-tailed) | .005 | .007 | .163 | .416 | .543 | .566 | .450 | .466 | .001 | .012 | .695 | .103 | .548 | .052 | .052 | .556 | .694 | .208 | .532 | .245 | .036 | .678 | .519 | .619 | .291 | .042 | .000 | .001 | .000 | .018 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| TKE | Pearson Correlation | .585** | .764** | .579** | .496** | .431** | .477** | .400** | .577** | .479** | .519** | .485** | .603** | .480** | .492** | .462** | .493** | .398** | .419** | .452** | .430** | .413** | .449** | .438** | .438** | .439** | .598** | .463** | .538** | .486** | .414** | .460** | .442** | .435** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .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 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Lampiran 3 Reliabilitas KE

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 100 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 100 | 100.0 |

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .897 | 33 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| KE1 | 158.1000 | 398.535 | .539 | .892 |
| KE2 | 157.8900 | 393.028 | .738 | .889 |
| KE3 | 158.0600 | 406.542 | .544 | .892 |
| KE4 | 158.4500 | 405.907 | .448 | .893 |
| KE5 | 158.3300 | 409.738 | .381 | .894 |
| KE6 | 158.0700 | 409.157 | .433 | .894 |
| KE7 | 159.0900 | 406.891 | .334 | .896 |
| KE8 | 158.4400 | 402.411 | .535 | .892 |
| KE9 | 158.3100 | 404.681 | .426 | .894 |
| KE10 | 158.3300 | 403.435 | .470 | .893 |
| KE11 | 158.0400 | 408.564 | .441 | .894 |
| KE12 | 158.4900 | 401.707 | .564 | .892 |
| KE13 | 157.9700 | 406.474 | .431 | .894 |
| KE14 | 158.3600 | 405.263 | .442 | .893 |
| KE15 | 158.2800 | 409.820 | .418 | .894 |
| KE16 | 158.0400 | 405.069 | .443 | .893 |

| | | | | |
|---|---|---|---|---|
| KE17 | 158.1300 | 409.973 | .341 | .895 |
| KE18 | 158.2800 | 409.820 | .367 | .895 |
| KE19 | 158.0400 | 406.786 | .399 | .894 |
| KE20 | 157.9500 | 409.907 | .380 | .894 |
| KE21 | 157.7800 | 409.123 | .357 | .895 |
| KE22 | 158.2900 | 407.461 | .396 | .894 |
| KE23 | 158.2800 | 407.497 | .383 | .895 |
| KE24 | 158.1200 | 408.046 | .384 | .894 |
| KE25 | 158.0200 | 408.383 | .387 | .894 |
| KE26 | 158.1800 | 399.684 | .556 | .891 |
| KE27 | 158.1400 | 406.808 | .411 | .894 |
| KE28 | 157.7700 | 399.896 | .486 | .893 |
| KE29 | 157.8800 | 407.622 | .441 | .894 |
| KE30 | 158.1700 | 409.314 | .359 | .895 |
| KE31 | 157.8100 | 405.832 | .406 | .894 |
| KE32 | 158.3400 | 403.479 | .377 | .895 |
| KE33 | 158.0900 | 404.911 | .372 | .895 |

Lampiran 3 validitas OLC

**Correlations**

| | | OLC1 | OLC2 | OLC3 | OLC4 | OLC5 | OLC6 | OLC7 | OLC8 | OLC9 | OLC10 | OLC11 | OLC12 | OLC13 | OLC14 | TOLC |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| OLC1 | Pearson Correlation | 1 | .398** | .298** | .211* | .151 | .320** | .102 | .211* | .204* | .217* | .105 | .082 | .095 | .263** | .511** |
| | Sig. (2-tailed) | | .000 | .003 | .035 | .135 | .001 | .313 | .035 | .041 | .030 | .298 | .419 | .349 | .008 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC2 | Pearson Correlation | .398** | 1 | .514** | .360** | .418** | .370** | .201* | .186 | .142 | .164 | .221* | .118 | .279** | .351** | .644** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .045 | .064 | .158 | .102 | .027 | .241 | .005 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC3 | Pearson Correlation | .298** | .514** | 1 | .583** | .416** | .599** | .280** | .288** | .111 | .197* | .169 | .125 | .244* | .233* | .692** |
| | Sig. (2-tailed) | .003 | .000 | | .000 | .000 | .000 | .005 | .004 | .273 | .050 | .093 | .216 | .015 | .020 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC4 | Pearson Correlation | .211* | .360** | .583** | 1 | .347** | .406** | .307** | .090 | .052 | .167 | .181 | .087 | .268** | .214* | .589** |
| | Sig. (2-tailed) | .035 | .000 | .000 | | .000 | .000 | .002 | .373 | .609 | .097 | .071 | .388 | .007 | .032 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC5 | Pearson Correlation | .151 | .418** | .416** | .347** | 1 | .501** | -.049 | .039 | .002 | -.139 | .003 | .142 | .297** | .129 | .424** |
| | Sig. (2-tailed) | .135 | .000 | .000 | .000 | | .000 | .628 | .698 | .982 | .167 | .973 | .158 | .003 | .201 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC6 | Pearson Correlation | .320** | .370** | .599** | .406** | .501** | 1 | .169 | .138 | .237* | .117 | .210* | .219* | .247* | .248* | .643** |
| | Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | | .093 | .172 | .018 | .247 | .036 | .029 | .013 | .013 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC7 | Pearson Correlation | .102 | .201* | .280** | .307** | -.049 | .169 | 1 | .469** | .189 | .305** | .296** | .139 | .053 | .237* | .492** |
| | Sig. (2-tailed) | .313 | .045 | .005 | .002 | .628 | .093 | | .000 | .060 | .002 | .003 | .166 | .602 | .018 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC8 | Pearson Correlation | .211* | .186 | .288** | .090 | .039 | .138 | .469** | 1 | .340** | .210* | .136 | .285** | .086 | .095 | .461** |
| | Sig. (2-tailed) | .035 | .064 | .004 | .373 | .698 | .172 | .000 | | .001 | .036 | .177 | .004 | .392 | .347 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC9 | Pearson Correlation | .204* | .142 | .111 | .052 | .002 | .237* | .189 | .340** | 1 | .368** | .343** | .294** | .225* | .426** | .506** |
| | Sig. (2-tailed) | .041 | .158 | .273 | .609 | .982 | .018 | .060 | .001 | | .000 | .000 | .003 | .025 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC10 | Pearson Correlation | .217* | .164 | .197* | .167 | -.139 | .117 | .305** | .210* | .368** | 1 | .567** | .183 | .107 | .250* | .491** |
| | Sig. (2-tailed) | .030 | .102 | .050 | .097 | .167 | .247 | .002 | .036 | .000 | | .000 | .068 | .290 | .012 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC11 | Pearson Correlation | .105 | .221* | .169 | .181 | .003 | .210* | .296** | .136 | .343** | .567** | 1 | .395** | .255* | .345** | .545** |
| | Sig. (2-tailed) | .298 | .027 | .093 | .071 | .973 | .036 | .003 | .177 | .000 | .000 | | .000 | .011 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC12 | Pearson Correlation | .082 | .118 | .125 | .087 | .142 | .219* | .139 | .285** | .294** | .183 | .395** | 1 | .624** | .146 | .465** |

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Sig. (2-tailed) | .419 | .241 | .216 | .388 | .158 | .029 | .166 | .004 | .003 | .068 | .000 | | .000 | .147 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC13 | Pearson Correlation | .095 | .279** | .244* | .268** | .297** | .247* | .053 | .086 | .225* | .107 | .255* | .624** | 1 | .307** | .509** |
| | Sig. (2-tailed) | .349 | .005 | .015 | .007 | .003 | .013 | .602 | .392 | .025 | .290 | .011 | .000 | | .002 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| OLC14 | Pearson Correlation | .263** | .351** | .233* | .214* | .129 | .248* | .237* | .095 | .426** | .250* | .345** | .146 | .307** | 1 | .566** |
| | Sig. (2-tailed) | .008 | .000 | .020 | .032 | .201 | .013 | .018 | .347 | .000 | .012 | .000 | .147 | .002 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| TOLC | Pearson Correlation | .511** | .644** | .692** | .589** | .424** | .643** | .492** | .461** | .506** | .491** | .545** | .465** | .509** | .566** | 1 |
| | Sig. (2-tailed) | .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 |

Lampiran 3 Reliabilitas OLC

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 100 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 100 | 100.0 |

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .814 | 14 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| OLC1 | 63.8300 | 114.930 | .384 | .808 |
| OLC2 | 63.8900 | 110.139 | .544 | .794 |
| OLC3 | 63.8500 | 107.987 | .601 | .789 |
| OLC4 | 64.2400 | 111.901 | .475 | .800 |
| OLC5 | 64.1400 | 122.061 | .330 | .810 |
| OLC6 | 63.7600 | 111.336 | .549 | .794 |
| OLC7 | 63.5400 | 117.766 | .384 | .807 |
| OLC8 | 63.6500 | 119.826 | .359 | .808 |
| OLC9 | 63.8800 | 117.763 | .403 | .805 |
| OLC10 | 63.9200 | 117.973 | .383 | .807 |
| OLC11 | 63.7000 | 116.616 | .448 | .802 |
| OLC12 | 63.9100 | 120.951 | .376 | .807 |
| OLC13 | 63.7400 | 119.265 | .421 | .805 |
| OLC14 | 63.5700 | 114.490 | .462 | .801 |

Lampiran 4 Regresi Sederhana

**Descriptive Statistics**

| | Mean | Std. Deviation | N |
|---|---|---|---|
| Kemampuan Belajar Organisasi (OLC) | 4.910002 | .8223951 | 100 |
| Kecerdasan Emosional (KE) | 4.942738 | .6285129 | 100 |

**Variables Entered/Removed[b]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Kecerdasan Emosional (KE)[a] | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Kemampuan Belajar Organisasi (OLC)

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .372[a] | .138 | .129 | .7673916 |

a. Predictors: (Constant), Kecerdasan Emosional (KE)

b. Dependent Variable: Kemampuan Belajar Organisasi (OLC)

**ANOVA[b]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 9.246 | 1 | 9.246 | 15.700 | .000[a] |
| | Residual | 57.711 | 98 | .589 | | |
| | Total | 66.957 | 99 | | | |

a. Predictors: (Constant), Kecerdasan Emosional (KE)

b. Dependent Variable: Kemampuan Belajar Organisasi (OLC)

**Coefficients**[a]

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | |
|---|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part |
| 1 | (Constant) | 2.507 | .611 | | 4.100 | .000 | | | |
| | Kecerdasan Emosional (KE) | .486 | .123 | .372 | 3.962 | .000 | .372 | .372 | .372 |

a. Dependent Variable: Kemampuan Belajar Organisasi (OLC)

Lampiran 5 Regresi Sederhana

**Variables Entered/Removed[b]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | KE[a] | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Y

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .377[a] | .142 | .133 | 1.44956 |

a. Predictors: (Constant), KE

**ANOVA[b]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 34.121 | 1 | 34.121 | 16.239 | .000[a] |
| | Residual | 205.919 | 98 | 2.101 | | |
| | Total | 240.040 | 99 | | | |

a. Predictors: (Constant), KE

b. Dependent Variable: Y

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .523 | 1.155 | | .453 | .652 |
| | KE | .934 | .232 | .377 | 4.030 | .000 |

a. Dependent Variable: Y

**Variables Entered/Removed[b]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | OLC[a] | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Y

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .324[a] | .105 | .096 | 1.48045 |

a. Predictors: (Constant), OLC

**ANOVA[b]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 25.250 | 1 | 25.250 | 11.521 | .001[a] |
| | Residual | 214.790 | 98 | 2.192 | | |
| | Total | 240.040 | 99 | | | |

a. Predictors: (Constant), OLC

b. Dependent Variable: Y

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.125 | .901 | | 2.359 | .020 |
| | OLC | .614 | .181 | .324 | 3.394 | .001 |

a. Dependent Variable: Y

Lampiran 6 Regresi Hierarki

**Variables Entered/Removed[b]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | KE[a] | . | Enter |
| 2 | OLC[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 | .377[a] | .142 | .133 | 1.44956 |
| 2 | .426[b] | .182 | .165 | 1.42317 |

a. Predictors: (Constant), KE

b. Predictors: (Constant), KE, OLC

**ANOVA[c]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 34.121 | 1 | 34.121 | 16.239 | .000[a] |
| | Residual | 205.919 | 98 | 2.101 | | |
| | Total | 240.040 | 99 | | | |
| 2 | Regression | 43.574 | 2 | 21.787 | 10.757 | .000[b] |
| | Residual | 196.466 | 97 | 2.025 | | |
| | Total | 240.040 | 99 | | | |

a. Predictors: (Constant), KE

b. Predictors: (Constant), KE, OLC

c. Dependent Variable: KK

**Coefficients**[a]

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .523 | 1.155 | | .453 | .652 |
| | KE | .934 | .232 | .377 | 4.030 | .000 |
| 2 | (Constant) | -.491 | 1.227 | | -.400 | .690 |
| | KE | .737 | .245 | .298 | 3.008 | .003 |
| | OLC | .405 | .187 | .214 | 2.160 | .033 |

a. Dependent Variable: KK

**Excluded Variables**[b]

| Model | | Beta In | t | Sig. | Partial Correlation | Collinearity Statistics |
|---|---|---|---|---|---|---|
| | | | | | | Tolerance |
| 1 | OLC | .214[a] | 2.160 | .033 | .214 | .862 |

a. Predictors in the Model: (Constant), KE

b. Dependent Variable: KK