

## LAMPIRAN 1 KUESIONER PENELITIAN

### KUESIONER

#### PENGARUH KEPRIBADIAN INTROVERT DAN KECERDASAN EMOSIONAL TERHADAP KINERJA KARYAWAN PT. INDOMARCO PRISTAMA

Dengan hormat Bapak/Ibu/Sdr/i perkenalkanlah saya Cindy Claudia mahasiswa Institut Bisnis dan Informatika Kwik Kian Gie School of Business jurusan Manajemen Sumberdaya Manusia. Saya bermaksud meminta kediaan Bapak, Ibu, Saudara/i untuk berpartisipasi dalam mengisi dan menjawab seluruh pertanyaan yang ada dalam kuesioner ini. Penelitian ini digunakan untuk menyusun skripsi dalam rangka memenuhi syarat untuk memperoleh gelar Sarjana Manajemen. Untuk itu diharapkan para responden dapat memberikan jawaban yang sebenar-benarnya demi membantu penelitian ini. Hasil kuesioner ini akan dirahasiakan dan hanya dipergunakan untuk kepentingan penelitian. Atas waktu dan kesediaan Bapak, Ibu, Saudara/i saya ucapkan terima kasih.

#### I. DATA RESPONDEN (No. Responden: )

1. Jenis Kelamin : \_\_\_\_\_  
Usia : \_\_\_\_\_  
Pendidikan Terakhir : \_\_\_\_\_  
Lama Bekerja : \_\_\_\_\_

#### II. PETUNJUK PENGISIAN

Berilah tanda contreng/*checkbox* (✓) pada kolom yang Anda anggap sesuai.

Setiap responden hanya diperbolehkan memilih satu jawaban.

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Keterangan:



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|     |                       |                  |
|-----|-----------------------|------------------|
| SS  | = Sangat Setuju       | (diberi nilai 5) |
| S   | = Setuju              | (diberi nilai 4) |
| N   | = Netral              | (diberi nilai 3) |
| TS  | = Tidak Setuju        | (diberi nilai 2) |
| STS | = Sangat Tidak Setuju | (diberi nilai 1) |

### III. DAFTAR PERNYATAAN

#### KEPRIBADIAN INTROVERT (X<sub>1</sub>)

| No. | Pertanyaan  | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1   | Saya lebih suka bekerja sendirian dan tidak menyukai situasi yang gaduh                   |    |   |   |    |     |
| 2   | Saya butuh waktu yang lama untuk beradaptasi dengan orang atau lingkungan baru            |    |   |   |    |     |
| 3   | Saya perlu memikirkan sesuatu dengan matang sebelum mengambil keputusan                   |    |   |   |    |     |
| 4   | Saya mampu mengontrol pikiran dan diri saya ketika berada pada situasi yang sulit         |    |   |   |    |     |
| 5   | Saya seseorang yang dapat dipercaya dan diandalkan  |    |   |   |    |     |
| 6   | Saya mampu dalam melaksanakan pekerjaan efektif dan efisien sesuai target yang ditetapkan |    |   |   |    |     |
| 7   | Saya memiliki rasa ingin tahu yang tinggi untuk sesuatu hal yang tidak saya ketahui       |    |   |   |    |     |

#### KECERDASAN EMOSIONAL (X<sub>2</sub>)

| No. | Pertanyaan  | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1   | Saya mampu mengontrol pikiran serta tindakan dalam situasi apapun                     |    |   |   |    |     |
| 2   | Saya mengerti apabila orang lain sedang menghadapi kesulitan dalam bekerja            |    |   |   |    |     |
| 3   | Saya mampu mengendalikan emosi dalam menghadapi masalah untuk mencapai tujuan bersama |    |   |   |    |     |
| 4   | Saya mampu menyelesaikan tugas tambahan yang diberikan tanpa mengganggu tugas rutin   |    |   |   |    |     |

#### KINERJA KARYAWAN (Y)

| No. | Pertanyaan   | SS | S | N | TS | STS |
|-----|--|----|---|---|----|-----|
| 1   | Saya bekerja sesuai dengan target dan menyelesaikan pekerjaan dengan standar kualitas yang telah ditetapkan perusahaan |    |   |   |    |     |
| 2   | Saya mampu menyelesaikan pekerjaan tanpa harus menunda-nunda   |    |   |   |    |     |
| 3   | Saya selalu hadir tepat waktu sesuai jadwal yang   |    |   |   |    |     |

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|                            |   |  |  |  |  |
|----------------------------|---|--|--|--|--|
| ditentukan oleh perusahaan |   |  |  |  |  |
| 4 Hak Cipta                | Saya melakukan kerjasama dengan rekan kerja dalam menyelesaikan pekerjaan |  |  |  |  |

Terima kasih atas bantuan Bapak/Ibu, Saudara/i yang telah mengisi kuesioner ini. Atas perhatian dan kerja samanya Saya ucapkan terima kasih.

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## TAMPILAN AWAL KUESIONER ONLINE YANG DISEBARKAN



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minta kesediaan Bapak, Ibu, Saudara/i untuk berpartisipasi dalam mengisi dan

mengjawab seluruh pertanyaan yang ada dalam kuesioner ini. Penelitian ini digunakan untuk

menyusun skripsi dalam rangka memenuhi syarat untuk memperoleh gelar Sarjana

Manajemen.

Untuk itu diharapkan para responden dapat memberikan jawaban yang sebenar-benarnya

sejati demi membantu penelitian ini.

Hasil kuesioner ini akan dirahasiakan dan hanya dipergunakan untuk kepentingan

penelitian.

Atas waktu dan kesediaan Bapak, Ibu, Saudara/i, saya ucapan Terima Kasih.

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# PENGARUH KEPRIBADIAN INTROVERT DAN KECERDASAN EMOSIONAL TERHADAP KINERJA KARYAWAN PT INDOMARCO PRISMATAMA

Dengan Hormat,  
Bapak/Ibu/Sdr/i

Perkenankanlah saya Cindy Claudia mahasiswi Institut Bisnis dan Informatika Kwik Kian Gie School of Business jurusan Manajemen Sumberdaya Manusia. Saya bermaksud minta kesediaan Bapak, Ibu, Saudara/i untuk berpartisipasi dalam mengisi dan menjawab seluruh pertanyaan yang ada dalam kuesioner ini. Penelitian ini digunakan untuk menyusun skripsi dalam rangka memenuhi syarat untuk memperoleh gelar Sarjana Manajemen.

Untuk itu diharapkan para responden dapat memberikan jawaban yang sebenar-benarnya demi membantu penelitian ini.

Hasil kuesioner ini akan dirahasiakan dan hanya dipergunakan untuk kepentingan penelitian.

Atas waktu dan kesediaan Bapak, Ibu, Saudara/i, saya ucapan Terima Kasih.



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Usia \*

- 18 - 25 Tahun  
 26 - 35 Tahun  
 36 - 45 Tahun  
 Yang lain: \_\_\_\_\_

Pendidikan Terakhir \*

- SMK  
 D3  
 S1  
 Yang lain: \_\_\_\_\_

Lama Bekerja \*

- 1 - 3 Tahun  
 4 - 6 Tahun  
 7 - 10 Tahun

Email \*

Email Anda \_\_\_\_\_

Nama Lengkap \*

Jawaban Anda \_\_\_\_\_

Jenis Kelamin \*

- Pria  
 Wanita

<https://forms.gle/veiiTeRsTuxuj4hb8>

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**DATA RESPONDEN UJI VALIDITAS**

| Responden | UJI VALIDITAS |   |   |   |   |   |   |   |   |    |    |    |    |    |    | Jlh. |
|-----------|---------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|------|
|           | 1             | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |      |
| 1         | 5             | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4  | 4  | 3  | 5  | 5  | 5  | 65   |
| 2         | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 3         | 5             | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4  | 4  | 3  | 5  | 5  | 5  | 65   |
| 4         | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 5         | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 6         | 5             | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4  | 4  | 3  | 5  | 5  | 5  | 65   |
| 7         | 5             | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 3  | 5  | 5  | 5  | 71   |
| 8         | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 9         | 5             | 3 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 3  | 3  | 3  | 5  | 5  | 5  | 59   |
| 10        | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 11        | 3             | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 45   |
| 12        | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 13        | 3             | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 45   |
| 14        | 4             | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 4  | 4  | 54   |
| 15        | 5             | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3  | 3  | 3  | 5  | 5  | 5  | 63   |
| 16        | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3  | 3  | 3  | 5  | 5  | 5  | 66   |
| 17        | 5             | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3  | 5  | 3  | 3  | 5  | 5  | 65   |
| 18        | 5             | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3  | 3  | 3  | 5  | 5  | 5  | 69   |
| 19        | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 20        | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 21        | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 22        | 5             | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 74   |
| 23        | 3             | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4  | 4  | 3  | 3  | 3  | 3  | 51   |



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|           |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |           |
|-----------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----------|
| <b>24</b> | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | <b>74</b> |
| <b>25</b> | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | <b>61</b> |
| <b>26</b> | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | <b>64</b> |
| <b>27</b> | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | <b>74</b> |
| <b>28</b> | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | <b>74</b> |
| <b>29</b> | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | <b>51</b> |
| <b>30</b> | 3 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | <b>58</b> |

**LAMPIRAN 3****HASIL UJI VALIDITAS**

|  |   | Correlations |       |         |         |        |         |         |        |        |        |        |        |         |         |         | P_Tota I |
|--|---|--------------|-------|---------|---------|--------|---------|---------|--------|--------|--------|--------|--------|---------|---------|---------|----------|
|  |   | P1           | P2    | P3      | P4      | P5     | P6      | P7      | P8     | P9     | P10    | P11    | P12    | P13     | P14     | P15     | P_Tota I |
|  | C   |              |       |         |         |        |         |         |        |        |        |        |        |         |         |         | .858**   |
|  | Hak Cipta IBIKG (Institut Bisnis dan Informatika Kvik Kian Gie) |              |       |         |         |        |         |         |        |        |        |        |        |         |         |         |          |
|  | Pearson Correlation   | 1            | 0,292 | 1.000** | 1.000** | .545** | 1.000** | .545**  | 0,334  | 0,334  | 0,334  | .365*  | .390*  | 1.000** | 1.000** | 1.000** |          |
|  | Sig.(2-tailed)  |              | 0,117 | 0,000   | 0,000   | 0,002  | 0,000   | 0,002   | 0,071  | 0,071  | 0,071  | 0,047  | 0,033  | 0,000   | 0,000   | 0,000   | 0,000    |
|  | N   | 30           | 30    | 30      | 30      | 30     | 30      | 30      | 30     | 30     | 30     | 30     | 30     | 30      | 30      | 30      | 30       |
|  | Pearson Correlation   | 0,292        | 1     | 0,292   | 0,292   | 0,288  | 0,292   | 0,288   | .364*  | .364*  | 0,134  | 0,188  | .469** | 0,292   | 0,292   | 0,292   | .437*    |
|  | Sig.(2-tailed)  | 0,117        |       | 0,117   | 0,117   | 0,123  | 0,117   | 0,123   | 0,048  | 0,048  | 0,480  | 0,319  | 0,009  | 0,117   | 0,117   | 0,117   | 0,016    |
|  | N   | 30           | 30    | 30      | 30      | 30     | 30      | 30      | 30     | 30     | 30     | 30     | 30     | 30      | 30      | 30      | 30       |
|  | Pearson Correlation   | 1.000**      | 0,292 | 1       | 1.000** | .545** | 1.000** | .545**  | 0,334  | 0,334  | 0,334  | .365*  | .390*  | 1.000** | 1.000** | 1.000** | .858**   |
|  | Sig.(2-tailed)  | 0,000        | 0,117 |         | 0,000   | 0,002  | 0,000   | 0,002   | 0,071  | 0,071  | 0,071  | 0,047  | 0,033  | 0,000   | 0,000   | 0,000   | 0,000    |
|  | N   | 30           | 30    | 30      | 30      | 30     | 30      | 30      | 30     | 30     | 30     | 30     | 30     | 30      | 30      | 30      | 30       |
|  | Pearson Correlation   | 1.000**      | 0,292 | 1.000** | 1       | .545** | 1.000** | .545**  | 0,334  | 0,334  | 0,334  | .365*  | .390*  | 1.000** | 1.000** | 1.000** | .858**   |
|  | Sig.(2-tailed)  | 0,000        | 0,117 | 0,000   |         | 0,002  | 0,000   | 0,002   | 0,071  | 0,071  | 0,071  | 0,047  | 0,033  | 0,000   | 0,000   | 0,000   | 0,000    |
|  | N   | 30           | 30    | 30      | 30      | 30     | 30      | 30      | 30     | 30     | 30     | 30     | 30     | 30      | 30      | 30      | 30       |
|  | Pearson Correlation   | .545**       | 0,288 | .545**  | .545**  | 1      | .545**  | 1.000** | .708** | .708** | .708** | .620** | .610** | .545**  | .545**  | .545**  | .812**   |
|  | Sig. (2-tailed)   | 0,002        | 0,123 | 0,002   | 0,002   |        | 0,002   | 0,000   | 0,000  | 0,000  | 0,000  | 0,000  | 0,000  | 0,002   | 0,002   | 0,002   | 0,000    |
|  | N   | 30           | 30    | 30      | 30      | 30     | 30      | 30      | 30     | 30     | 30     | 30     | 30     | 30      | 30      | 30      | 30       |

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 b. Pengutipan hanya untuk keperluan pendidikan penulisan kritis dan tinjauan suatu masalah.
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|  | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | P17 | P18 | P19 | P20 | P21 | P22 | P23 | P24 | P25 | P26 | P27 | P28 | P29 | P30 | P31 | P32 | P33 | P34 | P35 | P36 | P37 | P38 | P39 | P40 | P41 | P42 | P43 | P44 | P45 | P46 | P47 | P48 | P49 | P50 | P51 | P52 | P53 | P54 | P55 | P56 | P57 | P58 | P59 | P60 | P61 | P62 | P63 | P64 | P65 | P66 | P67 | P68 | P69 | P70 | P71 | P72 | P73 | P74 | P75 | P76 | P77 | P78 | P79 | P80 | P81 | P82 | P83 | P84 | P85 | P86 | P87 | P88 | P89 | P90 | P91 | P92 | P93 | P94 | P95 | P96 | P97 | P98 | P99 | P100 | P101 | P102 | P103 | P104 | P105 | P106 | P107 | P108 | P109 | P110 | P111 | P112 | P113 | P114 | P115 | P116 | P117 | P118 | P119 | P120 | P121 | P122 | P123 | P124 | P125 | P126 | P127 | P128 | P129 | P130 | P131 | P132 | P133 | P134 | P135 | P136 | P137 | P138 | P139 | P140 | P141 | P142 | P143 | P144 | P145 | P146 | P147 | P148 | P149 | P150 | P151 | P152 | P153 | P154 | P155 | P156 | P157 | P158 | P159 | P160 | P161 | P162 | P163 | P164 | P165 | P166 | P167 | P168 | P169 | P170 | P171 | P172 | P173 | P174 | P175 | P176 | P177 | P178 | P179 | P180 | P181 | P182 | P183 | P184 | P185 | P186 | P187 | P188 | P189 | P190 | P191 | P192 | P193 | P194 | P195 | P196 | P197 | P198 | P199 | P200 | P201 | P202 | P203 | P204 | P205 | P206 | P207 | P208 | P209 | P210 | P211 | P212 | P213 | P214 | P215 | P216 | P217 | P218 | P219 | P220 | P221 | P222 | P223 | P224 | P225 | P226 | P227 | P228 | P229 | P230 | P231 | P232 | P233 | P234 | P235 | P236 | P237 | P238 | P239 | P240 | P241 | P242 | P243 | P244 | P245 | P246 | P247 | P248 | P249 | P250 | P251 | P252 | P253 | P254 | P255 | P256 | P257 | P258 | P259 | P260 | P261 | P262 | P263 | P264 | P265 | P266 | P267 | P268 | P269 | P270 | P271 | P272 | P273 | P274 | P275 | P276 | P277 | P278 | P279 | P280 | P281 | P282 | P283 | P284 | P285 | P286 | P287 | P288 | P289 | P290 | P291 | P292 | P293 | P294 | P295 | P296 | P297 | P298 | P299 | P300 | P310 | P320 | P330 | P340 | P350 | P360 | P370 | P380 | P390 | P400 | P410 | P420 | P430 | P440 | P450 | P460 | P470 | P480 | P490 | P500 | P510 | P520 | P530 | P540 | P550 | P560 | P570 | P580 | P590 | P600 | P610 | P620 | P630 | P640 | P650 | P660 | P670 | P680 | P690 | P700 | P710 | P720 | P730 | P740 | P750 | P760 | P770 | P780 | P790 | P800 | P810 | P820 | P830 | P840 | P850 | P860 | P870 | P880 | P890 | P900 | P910 | P920 | P930 | P940 | P950 | P960 | P970 | P980 | P990 | P1000 | P1010 | P1020 | P1030 | P1040 | P1050 | P1060 | P1070 | P1080 | P1090 | P1100 | P1110 | P1120 | P1130 | P1140 | P1150 | P1160 | P1170 | P1180 | P1190 | P1200 | P1210 | P1220 | P1230 | P1240 | P1250 | P1260 | P1270 | P1280 | P1290 | P1300 | P1310 | P1320 | P1330 | P1340 | P1350 | P1360 | P1370 | P1380 | P1390 | P1400 | P1410 | P1420 | P1430 | P1440 | P1450 | P1460 | P1470 | P1480 | P1490 | P1500 | P1510 | P1520 | P1530 | P1540 | P1550 | P1560 | P1570 | P1580 | P1590 | P1600 | P1610 | P1620 | P1630 | P1640 | P1650 | P1660 | P1670 | P1680 | P1690 | P1700 | P1710 | P1720 | P1730 | P1740 | P1750 | P1760 | P1770 | P1780 | P1790 | P1800 | P1810 | P1820 | P1830 | P1840 | P1850 | P1860 | P1870 | P1880 | P1890 | P1900 | P1910 | P1920 | P1930 | P1940 | P1950 | P1960 | P1970 | P1980 | P1990 | P2000 | P2010 | P2020 | P2030 | P2040 | P2050 | P2060 | P2070 | P2080 | P2090 | P2100 | P2110 | P2120 | P2130 | P2140 | P2150 | P2160 | P2170 | P2180 | P2190 | P2200 | P2210 | P2220 | P2230 | P2240 | P2250 | P2260 | P2270 | P2280 | P2290 | P2300 | P2310 | P2320 | P2330 | P2340 | P2350 | P2360 | P2370 | P2380 | P2390 | P2400 | P2410 | P2420 | P2430 | P2440 | P2450 | P2460 | P2470 | P2480 | P2490 | P2500 | P2510 | P2520 | P2530 | P2540 | P2550 | P2560 | P2570 | P2580 | P2590 | P2600 | P2610 | P2620 | P2630 | P2640 | P2650 | P2660 | P2670 | P2680 | P2690 | P2700 | P2710 | P2720 | P2730 | P2740 | P2750 | P2760 | P2770 | P2780 | P2790 | P2800 | P2810 | P2820 | P2830 | P2840 | P2850 | P2860 | P2870 | P2880 | P2890 | P2900 | P2910 | P2920 | P2930 | P2940 | P2950 | P2960 | P2970 | P2980 | P2990 | P3000 | P3100 | P3200 | P3300 | P3400 | P3500 | P3600 | P3700 | P3800 | P3900 | P4000 | P4100 | P4200 | P4300 | P4400 | P4500 | P4600 | P4700 | P4800 | P4900 | P5000 | P5100 | P5200 | P5300 | P5400 | P5500 | P5600 | P5700 | P5800 | P5900 | P6000 | P6100 | P6200 | P6300 | P6400 | P6500 | P6600 | P6700 | P6800 | P6900 | P7000 | P7100 | P7200 | P7300 | P7400 | P7500 | P7600 | P7700 | P7800 | P7900 | P8000 | P8100 | P8200 | P8300 | P8400 | P8500 | P8600 | P8700 | P8800 | P8900 | P9000 | P9100 | P9200 | P9300 | P9400 | P9500 | P9600 | P9700 | P9800 | P9900 | P10000 | P10100 | P10200 | P10300 | P10400 | P10500 | P10600 | P10700 | P10800 | P10900 | P11000 | P11100 | P11200 | P11300 | P11400 | P11500 | P11600 | P11700 | P11800 | P11900 | P12000 | P12100 | P12200 | P12300 | P12400 | P12500 | P12600 | P12700 | P12800 | P12900 | P13000 | P13100 | P13200 | P13300 | P13400 | P13500 | P13600 | P13700 | P13800 | P13900 | P14000 | P14100 | P14200 | P14300 | P14400 | P14500 | P14600 | P14700 | P14800 | P14900 | P15000 | P15100 | P15200 | P15300 | P15400 | P15500 | P15600 | P15700 | P15800 | P15900 | P16000 | P16100 | P16200 | P16300 | P16400 | P16500 | P16600 | P16700 | P16800 | P16900 | P17000 | P17100 | P17200 | P17300 | P17400 | P17500 | P17600 | P17700 | P17800 | P17900 | P18000 | P18100 | P18200 | P18300 | P18400 | P18500 | P18600 | P18700 | P18800 | P18900 | P19000 | P19100 | P19200 | P19300 | P19400 | P19500 | P19600 | P19700 | P19800 | P19900 | P20000 | P20100 | P20200 | P20300 | P20400 | P20500 | P20600 | P20700 | P20800 | P20900 | P21000 | P21100 | P21200 | P21300 | P21400 | P21500 | P21600 | P21700 | P21800 | P21900 | P22000 | P22100 | P22200 | P22300 | P22400 | P22500 | P22600 | P22700 | P22800 | P22900 | P23000 | P23100 | P23200 | P23300 | P23400 | P23500 | P23600 | P23700 | P23800 | P23900 | P24000 | P24100 | P24200 | P24300 | P24400 | P24500 | P24600 | P24700 | P24800 | P24900 | P25000 | P25100 | P25200 | P25300 | P25400 | P25500 | P25600 | P25700 | P25800 | P25900 | P26000 | P26100 | P26200 | P26300 | P26400 | P26500 | P26600 | P26700 | P26800 | P26900 | P27000 | P27100 | P27200 | P27300 | P27400 | P27500 | P27600 | P27700 | P27800 | P27900 | P28000 | P28100 | P28200 | P28300 | P28400 | P28500 | P28600 | P28700 | P28800 | P28900 | P29000 | P29100 | P29200 | P29300 | P29400 | P29500 | P29600 | P29700 | P29800 | P29900 | P30000 | P31000 | P32000 | P33000 | P34000 | P35000 | P36000 | P37000 | P38000 | P39000 | P40000 | P41000 | P42000 | P43000 | P44000 | P45000 | P46000 | P47000 | P48000 | P49000 | P50000 | P51000 | P52000 | P53000 | P54000 | P55000 | P56000 | P57000 | P58000 | P59000 | P60000 | P61000 | P62000 | P63000 | P64000 | P65000 | P66000 | P67000 | P68000 | P69000 | P70000 | P71000 | P72000 | P73000 | P74000 | P75000 | P76000 | P77000 | P78000 | P79000 | P80000 | P81000 | P82000 | P83000 | P84000 | P85000 | P86000 | P87000 | P88000 | P89000 | P90000 | P91000 | P92000 | P93000 | P94000 | 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P195000 | P196000 | P197000 | P198000 | P199000 | P200000 | P201000 | P202000 | P203000 | P204000 | P205000 | P206000 | P207000 | P208000 | P209000 | P210000 | P211000 | P212000 | P213000 | P214000 | P215000 | P216000 | P217000 | P218000 | P219000 | P220000 | P221000 | P222000 | P223000 | P224000 | P225000 | P226000 | P227000 | P228000 | P229000 | P230000 | P231000 | P232000 | P233000 | P234000 | P235000 | P236000 | P237000 | P238000 | P239000 | P240000 | P241000 | P242000 | P243000 | P244000 | P245000 | P246000 | P247000 | P248000 | P249000 | P250000 | P251000 | P252000 | P253000 | P254000 | P255000 | P256000 | P257000 | P258000 | P259000 | P260000 | P261000 | P262000 | P263000 | P264000 | P265000 | P266000 | P267000 | P268000 | P269000 | P270000 | P271000 | P272000 | P273000 | P274000 | P275000 | P276000 | P277000 | P278000 | P279000 | P280000 | P281000 | P282000 | P283000 | P284000 | P285000 | P286000 | P287000 | P288000 | P289000 | P290000 | P291000 | P292000 | P293000 | P294000 | 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2. Dilarang mengutip sebagian atau seluruh karya tulis ini tanpa menonotifikasi dan menyebutkan sumber.  
 b. Pengutipan tidak merugikan kepentingan yang wajar IBIKKG.

|     | P12  | Pearson Correlation | .390*   | .469** | .390*   | .390*   | .610** | .390*   | .610** | .621** | .621** | .698** | 1      | .390*  | .390* | .390*   | .698** |
|-----|--|---------------------|---------|--------|---------|---------|--------|---------|--------|--------|--------|--------|--------|--------|-------|---------|--------|
|     | P13  | Sig. (2-tailed)     | 0,033   | 0,009  | 0,033   | 0,033   | 0,000  | 0,033   | 0,000  | 0,000  | 0,000  | 0,000  |        | 0,033  | 0,033 | 0,033   | 0,000  |
|     | Hak Cipta Intelektual IBIKKG (Institut Bisnis dan Keguruan)  | N                   | 30      | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30      | 30     |
| P14 | Dilarang mengutip sebagian atau seluruh karya tulis ini tanpa menonotifikasi dan menyebutkan sumber.<br>Pengutipan hanya untuk keperluan pendidikan dan penelitian, penulisan kritis dan tinjauan sifat-sifat masalah. | Pearson Correlation | 1.000** | 0,292  | 1.000** | 1.000** | .545** | 1.000** | .545** | 0,334  | 0,334  | 0,334  | .365*  | .390*  | 1     | 1.000** | .858** |
| P15 | b. Pengutipan tidak merugikan kepentingan yang wajar IBIKKG.   | Sig. (2-tailed)     | 0,000   | 0,117  | 0,000   | 0,000   | 0,002  | 0,000   | 0,002  | 0,071  | 0,071  | 0,071  | 0,047  | 0,033  | 0,000 | 0,000   | 0,000  |
|     | Hak Cipta Dilindungi Undang-Undang   | N                   | 30      | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30      | 30     |
|     | P16  | Pearson Correlation | 1.000** | 0,292  | 1.000** | 1.000** | .545** | 1.000** | .545** | 0,334  | 0,334  | 0,334  | .365*  | .390*  | 1     | 1.000** | .858** |
|     | Sig. (2-tailed)  | N                   | 30      | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30      | 30     |
|     | P17  | Pearson Correlation | 1.000** | 0,292  | 1.000** | 1.000** | .545** | 1.000** | .545** | 0,334  | 0,334  | 0,334  | .365*  | .390*  | 1     | 1.000** | .858** |
|     | Sig. (2-tailed)  | N                   | 30      | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30      | 30     |
|     | P18  | Pearson Correlation | .858**  | .437*  | .858**  | .858**  | .812** | .858**  | .812** | .737** | .737** | .701** | .733** | .698** | .858* | .858**  | .858** |
|     | Sig. (2-tailed)  | N                   | 30      | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30      | 30     |

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

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

## DATA RESPONDEN PENELITIAN

| C<br>Responden | Hak Cipta milik IBIKKG (Institut Bisnis dan Informatika Kwik Kian Gie)                                       | PERNYATAAN |   |   |   |   |   |   |     |   |   |   |   |      |   | Jlh. |   |   |    |
|----------------|--|------------|---|---|---|---|---|---|-----|---|---|---|---|------|---|------|---|---|----|
|                |  | X1         |   |   |   |   |   |   | X2  |   |   |   | Y |      |   |      |   |   |    |
|                |  | 1          | 2 | 3 | 4 | 5 | 6 | 7 | Jlh | 1 | 2 | 3 | 4 | Jlh. | 1 | 2    | 3 | 4 |    |
| 1              | Dilarang mengutip sebagian atau seluruh karya tulis ini tanpa izin IBIKKG.                                   | 4          | 5 | 4 | 4 | 4 | 4 | 4 | 29  | 4 | 5 | 5 | 4 | 18   | 4 | 5    | 4 | 4 | 17 |
| 2              | a. Pengutipan hanya untuk kepentingan perdidikan, penelitian, pengulangan kritis dan tinjalan suatu masalah. | 5          | 3 | 5 | 5 | 5 | 3 | 5 | 31  | 5 | 3 | 5 | 4 | 17   | 5 | 3    | 5 | 5 | 18 |
| 3              | b. Pengutipan tidak merugikan kepentingan yang wajar IBIKKG.   | 5          | 5 | 4 | 4 | 5 | 4 | 4 | 31  | 5 | 5 | 5 | 5 | 20   | 5 | 5    | 4 | 4 | 18 |
| 4              |  | 5          | 3 | 5 | 5 | 4 | 4 | 4 | 30  | 5 | 3 | 5 | 4 | 17   | 5 | 3    | 5 | 5 | 18 |
| 5              |  | 5          | 5 | 5 | 5 | 5 | 4 | 4 | 33  | 5 | 5 | 5 | 5 | 20   | 5 | 5    | 5 | 5 | 20 |
| 6              |  | 5          | 5 | 4 | 5 | 4 | 4 | 4 | 31  | 5 | 5 | 5 | 5 | 20   | 5 | 5    | 4 | 5 | 19 |
| 7              |  | 5          | 3 | 5 | 5 | 5 | 4 | 4 | 31  | 5 | 3 | 5 | 4 | 17   | 5 | 3    | 5 | 5 | 18 |
| 8              |  | 5          | 3 | 3 | 3 | 5 | 4 | 5 | 28  | 5 | 3 | 5 | 5 | 18   | 5 | 3    | 3 | 3 | 14 |
| 9              |  | 5          | 5 | 3 | 3 | 5 | 4 | 5 | 30  | 5 | 5 | 5 | 5 | 20   | 5 | 5    | 3 | 3 | 16 |
| 10             |  | 5          | 3 | 4 | 4 | 4 | 4 | 4 | 28  | 5 | 3 | 5 | 3 | 16   | 5 | 3    | 4 | 4 | 16 |
| 11             |  | 5          | 5 | 4 | 4 | 5 | 4 | 4 | 31  | 5 | 5 | 5 | 5 | 20   | 5 | 5    | 4 | 4 | 18 |
| 12             |  | 3          | 5 | 4 | 4 | 5 | 5 | 3 | 29  | 3 | 3 | 3 | 3 | 12   | 3 | 5    | 4 | 4 | 16 |
| 13             |  | 5          | 5 | 4 | 5 | 4 | 4 | 4 | 31  | 5 | 5 | 5 | 5 | 20   | 5 | 5    | 4 | 5 | 19 |
| 14             |  | 4          | 4 | 4 | 4 | 5 | 4 | 4 | 29  | 3 | 3 | 3 | 3 | 12   | 4 | 4    | 4 | 4 | 16 |
| 15             |  | 3          | 5 | 4 | 4 | 5 | 4 | 4 | 29  | 4 | 3 | 4 | 3 | 14   | 3 | 5    | 4 | 4 | 16 |
| 16             |  | 4          | 5 | 5 | 5 | 4 | 4 | 4 | 31  | 5 | 3 | 5 | 3 | 16   | 4 | 5    | 5 | 5 | 19 |
| 17             |  | 4          | 5 | 5 | 5 | 5 | 4 | 4 | 32  | 5 | 5 | 5 | 3 | 18   | 4 | 5    | 5 | 5 | 19 |
| 18             |  | 4          | 4 | 4 | 4 | 4 | 4 | 4 | 28  | 5 | 3 | 5 | 5 | 18   | 4 | 4    | 4 | 4 | 16 |
| 19             |  | 4          | 5 | 4 | 4 | 4 | 4 | 5 | 30  | 5 | 3 | 5 | 3 | 16   | 4 | 5    | 4 | 4 | 17 |
| 20             |  | 4          | 4 | 5 | 5 | 5 | 4 | 4 | 31  | 5 | 5 | 5 | 5 | 20   | 4 | 4    | 5 | 5 | 18 |
| 21             | Institut Bisnis dan Informatika Kwik Kian Gie)   | 4          | 4 | 4 | 4 | 4 | 5 | 5 | 30  | 5 | 5 | 5 | 5 | 20   | 4 | 4    | 4 | 4 | 16 |







|     |   |   |   |   |   |   |   |    |   |   |   |   |    |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|----|---|---|---|---|----|---|---|---|---|----|
| 78  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 79  | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 31 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 4 | 18 |
| 80  | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 32 | 4 | 3 | 5 | 4 | 16 | 5 | 5 | 4 | 5 | 19 |
| 81  | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 30 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 4 | 4 | 17 |
| 82  | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 28 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 5 | 17 |
| 83  | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 4 | 18 |
| 84  | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 27 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 3 | 3 | 16 |
| 85  | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 30 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 18 |
| 86  | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 28 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 87  | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 4 | 18 |
| 88  | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 29 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 18 |
| 89  | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 28 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 90  | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 31 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 |
| 91  | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 32 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 92  | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 30 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 4 | 5 | 18 |
| 93  | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 32 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 94  | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 26 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 3 | 3 | 14 |
| 95  | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 26 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 3 | 3 | 14 |
| 96  | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 97  | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 27 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 |
| 98  | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 27 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 4 | 18 |
| 99  | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 28 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 4 | 4 | 17 |
| 100 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 26 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 4 | 18 |

**Institut Bisnis dan Informatika Kwik Kian Gie)****Institut Bisnis**

2. Dilarang mengumumkan dan memperbanyak sebagian atau seluruh karya tulis ini dalam bentuk apapun tanpa izin IBIKKG.
- b. Pengutipan tidak merugikan kepentingan yang wajar IBIKKG.

## HASIL OUTPUT SPSS

| F<br>1. Dilarang mengutip sebagian atau seluruh karya tulis ini tanpa mencantumkan sumber penulisannya   | Hak Cipta Dilindungi Undang-Undang Hak Cipta dan Kewajiban Kepada Penulis dan Penerbit | Descriptive Statistics |           |           |           |           |           |           |           |            |           |           |            |                |           |            |           |            |  |          |  |
|--|--|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|------------|----------------|-----------|------------|-----------|------------|--|----------|--|
|  |  | N                      |           | Range     |           | Minimum   |           | Maximum   |           | Sum        |           | Mean      |            | Std. Deviation |           | Variance   |           | Skewness   |  | Kurtosis |  |
|  |  | Statistic              | Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Statistic | Std. Error | Statistic      | Statistic | Std. Error | Statistic | Std. Error |  |          |  |
| P1<br>P2<br>P3<br>P4<br>P5<br>P6<br>P7<br>P8<br>P9<br>P10<br>P11<br>P12<br>P13<br>P14<br>P15<br>P16<br>P17<br>P18<br>P19<br>P20<br>P21<br>P22<br>P23<br>P24<br>P25<br>P26<br>P27<br>P28<br>P29<br>P30<br>P31<br>P32<br>P33<br>P34<br>P35<br>P36<br>P37<br>P38<br>P39<br>P40<br>P41<br>P42<br>P43<br>P44<br>P45<br>P46<br>P47<br>P48<br>P49<br>P50<br>P51<br>P52<br>P53<br>P54<br>P55<br>P56<br>P57<br>P58<br>P59<br>P60<br>P61<br>P62<br>P63<br>P64<br>P65<br>P66<br>P67<br>P68<br>P69<br>P70<br>P71<br>P72<br>P73<br>P74<br>P75<br>P76<br>P77<br>P78<br>P79<br>P80<br>P81<br>P82<br>P83<br>P84<br>P85<br>P86<br>P87<br>P88<br>P89<br>P90<br>P91<br>P92<br>P93<br>P94<br>P95<br>P96<br>P97<br>P98<br>P99<br>P100<br>P101<br>P102<br>P103<br>P104<br>P105<br>P106<br>P107<br>P108<br>P109<br>P110<br>P111<br>P112<br>P113<br>P114<br>P115<br>P116<br>P117<br>P118<br>P119<br>P120<br>P121<br>P122<br>P123<br>P124<br>P125<br>P126<br>P127<br>P128<br>P129<br>P130<br>P131<br>P132<br>P133<br>P134<br>P135<br>P136<br>P137<br>P138<br>P139<br>P140<br>P141<br>P142<br>P143<br>P144<br>P145<br>P146<br>P147<br>P148<br>P149<br>P150<br>P151<br>P152<br>P153<br>P154<br>P155<br>P156<br>P157<br>P158<br>P159<br>P160<br>P161<br>P162<br>P163<br>P164<br>P165<br>P166<br>P167<br>P168<br>P169<br>P170<br>P171<br>P172<br>P173<br>P174<br>P175<br>P176<br>P177<br>P178<br>P179<br>P180<br>P181<br>P182<br>P183<br>P184<br>P185<br>P186<br>P187<br>P188<br>P189<br>P190<br>P191<br>P192<br>P193<br>P194<br>P195<br>P196<br>P197<br>P198<br>P199<br>P200<br>P201<br>P202<br>P203<br>P204<br>P205<br>P206<br>P207<br>P208<br>P209<br>P210<br>P211<br>P212<br>P213<br>P214<br>P215<br>P216<br>P217<br>P218<br>P219<br>P220<br>P221<br>P222<br>P223<br>P224<br>P225<br>P226<br>P227<br>P228<br>P229<br>P229<br>P230<br>P231<br>P232<br>P233<br>P234<br>P235<br>P236<br>P237<br>P238<br>P239<br>P239<br>P240<br>P241<br>P242<br>P243<br>P244<br>P245<br>P246<br>P247<br>P248<br>P249<br>P249<br>P250<br>P251<br>P252<br>P253<br>P254<br>P255<br>P256<br>P257<br>P258<br>P259<br>P259<br>P260<br>P261<br>P262<br>P263<br>P264<br>P265<br>P266<br>P267<br>P268<br>P269<br>P269<br>P270<br>P271<br>P272<br>P273<br>P274<br>P275<br>P276<br>P277<br>P278<br>P279<br>P279<br>P280<br>P281<br>P282<br>P283<br>P284<br>P285<br>P286<br>P287<br>P288<br>P289<br>P289<br>P290<br>P291<br>P292<br>P293<br>P294<br>P295<br>P295<br>P296<br>P297<br>P298<br>P299<br>P299<br>P299<br>P300<br>P301<br>P302<br>P303<br>P304<br>P305<br>P306<br>P307<br>P308<br>P309<br>P309<br>P310<br>P311<br>P312<br>P313<br>P314<br>P315<br>P316<br>P317<br>P318<br>P319<br>P319<br>P320<br>P321<br>P322<br>P323<br>P324<br>P325<br>P326<br>P327<br>P328<br>P329<br>P329<br>P330<br>P331<br>P332<br>P333<br>P334<br>P335<br>P336<br>P337<br>P338<br>P339<br>P339<br>P340<br>P341<br>P342<br>P343<br>P344<br>P345<br>P346<br>P347<br>P348<br>P349<br>P349<br>P350<br>P351<br>P352<br>P353<br>P354<br>P355<br>P356<br>P357<br>P358<br>P359<br>P359<br>P360<br>P361<br>P362<br>P363<br>P364<br>P365<br>P366<br>P367<br>P368<br>P369<br>P369<br>P370<br>P371<br>P372<br>P373<br>P374<br>P375<br>P376<br>P377<br>P378<br>P378<br>P379<br>P379<br>P380<br>P381<br>P382<br>P383<br>P384<br>P385<br>P386<br>P387<br>P388<br>P388<br>P389<br>P389<br>P390<br>P391<br>P392<br>P393<br>P394<br>P395<br>P395<br>P396<br>P397<br>P398<br>P399<br>P399<br>P399<br>P400<br>P401<br>P402<br>P403<br>P404<br>P405<br>P406<br>P407<br>P408<br>P408<br>P409<br>P409<br>P410<br>P411<br>P412<br>P413<br>P414<br>P415<br>P416<br>P417<br>P418<br>P418<br>P419<br>P419<br>P420<br>P421<br>P422<br>P423<br>P424<br>P425<br>P426<br>P427<br>P427<br>P428<br>P428<br>P429<br>P429<br>P430<br>P431<br>P432<br>P433<br>P434<br>P435<br>P436<br>P437<br>P438<br>P438<br>P439<br>P439<br>P440<br>P441<br>P442<br>P443<br>P444<br>P445<br>P446<br>P447<br>P448<br>P448<br>P449<br>P449<br>P450<br>P451<br>P452<br>P453<br>P454<br>P455<br>P456<br>P457<br>P458<br>P458<br>P459<br>P459<br>P460<br>P461<br>P462<br>P463<br>P464<br>P465<br>P466<br>P467<br>P468<br>P468<br>P469<br>P469<br>P470<br>P471<br>P472<br>P473<br>P474<br>P475<br>P476<br>P477<br>P477<br>P478<br>P478<br>P479<br>P479<br>P480<br>P481<br>P482<br>P483<br>P484<br>P485<br>P486<br>P487<br>P487<br>P488<br>P488<br>P489<br>P489<br>P490<br>P491<br>P492<br>P493<br>P494<br>P495<br>P495<br>P496<br>P497<br>P498<br>P499<br>P499<br>P499<br>P500<br>P501<br>P502<br>P503<br>P504<br>P505<br>P506<br>P507<br>P508<br>P508<br>P509<br>P509<br>P510<br>P511<br>P512<br>P513<br>P514<br>P515<br>P516<br>P517<br>P518<br>P518<br>P519<br>P519<br>P520<br>P521<br>P522<br>P523<br>P524<br>P525<br>P526<br>P527<br>P527<br>P528<br>P528<br>P529<br>P529<br>P530<br>P531<br>P532<br>P533<br>P534<br>P535<br>P536<br>P537<br>P538<br>P538<br>P539<br>P539<br>P540<br>P541<br>P542<br>P543<br>P544<br>P545<br>P546<br>P547<br>P548<br>P548<br>P549<br>P549<br>P550<br>P551<br>P552<br>P553<br>P554<br>P555<br>P556<br>P557<br>P558<br>P558<br>P559<br>P559<br>P560<br>P561<br>P562<br>P563<br>P564<br>P565<br>P566<br>P567<br>P568<br>P568<br>P569<br>P569<br>P570<br>P571<br>P572<br>P573<br>P574<br>P575<br>P576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>P1070<br>P1071<br>P1072<br>P1073<br>P1074<br>P1075<br>P1076<br>P1077<br>P1077<br>P1078<br>P1078<br>P1079<br>P1079<br>P1080<br>P1081<br>P1082<br>P1083<br>P1084<br>P1085<br>P1086<br>P1087<br>P1087<br>P1088<br>P1088<br>P1089<br>P1089<br>P1090<br>P1091<br>P1092<br>P1093<br>P1094<br>P1095<br>P1095<br>P1096<br>P1097<br>P1098<br>P1099<br>P1099<br>P1099<br>P1100<br>P1101<br>P1102<br>P1103<br>P1104<br>P1105<br>P1106<br>P1107<br>P1108<br>P1108<br>P1109<br>P1109<br>P1110<br>P1111<br>P1112<br>P1113<br>P1114<br>P1115<br>P1116<br>P1117<br>P1118<br>P1118<br>P1119<br>P1119<br>P1120<br>P1121<br>P1122<br>P1123<br>P1124<br>P1125<br>P1126<br>P1127<br>P1127<br>P1128<br>P1128<br>P1129<br>P1129<br>P1130<br>P1131<br>P1132<br>P1133<br>P1134<br>P1135<br>P1136<br>P1137<br>P1138<br>P1138<br>P1139<br>P1139<br>P1140<br>P1141<br>P1142<br>P1143<br>P1144<br>P1145<br>P1146<br>P1147<br>P1148<br>P1148<br>P1149<br>P1149<br>P1150<br>P1151<br>P1152<br>P1153<br>P1154<br>P1155<br>P1156<br>P1157<br>P1158<br>P1158<br>P1159<br>P1159<br>P1160<br>P1161<br>P1162<br>P1163<br>P1164<br>P1165<br>P1166<br>P1167<br>P1168<br>P1168<br>P1169<br>P1169<br>P1170<br>P1171<br>P1172<br>P1173<br>P1174<br>P1175<br>P1176<br>P1177<br>P1177<br>P1178<br>P1178<br>P1179<br>P1179<br>P1180<br>P1181<br>P1182<br>P1183<br>P1184<br>P1185<br>P1186<br>P1187<br>P1187<br>P1188<br>P1188<br>P1189<br>P1189<br>P1190<br>P1191<br>P1192<br>P1193<br>P1194<br>P1195<br>P1195<br>P1196<br>P1197<br>P1198<br>P1199<br>P1199<br>P1199<br>P1200<br>P1201<br>P1202<br>P1203<br>P1204<br>P1205<br>P1206<br>P1207<br>P1208<br>P1208<br>P1209<br>P1209<br>P1210<br>P1211<br>P1212<br>P1213<br>P1214<br>P1215<br>P1216<br>P1217<br>P1218<br>P1218<br>P1219<br>P1219<br>P1220<br>P1221<br>P1222<br>P1223<br>P1224<br>P1225<br>P1226<br>P1227<br>P1227<br>P1228<br>P1228<br>P1229<br>P1229<br>P1230<br>P1231<br>P1232<br>P1233<br>P1234<br>P1235<br>P1236<br>P1237<br>P1238<br>P1238<br>P1239<br>P1239<br>P1240<br>P1241<br>P1242<br>P1243<br>P1244<br>P1245<br>P1246<br>P1247<br>P1248<br>P1248<br>P1249<br>P1249<br>P1250<br>P1251<br>P1252<br>P1253<br>P1254<br>P1255<br>P1256<br>P1257<br>P1258<br>P1258<br>P1259<br>P1259<br>P1260<br>P1261<br>P1262<br>P1263<br>P1264<br>P1265<br>P1266<br>P1267<br>P1268<br>P1268<br>P1269<br>P1269<br>P1270<br>P1271<br>P1272<br>P1273<br>P1274<br>P1275<br>P1276<br>P1277<br>P1277<br>P1278<br>P1278<br>P1279<br>P1279<br>P1280<br>P1281<br>P1282<br>P1283<br>P1284<br>P1285<br>P1286<br>P1287<br>P1287<br>P1288<br>P1288<br>P1289<br>P1289<br>P1290<br>P1291<br>P1292<br>P1293<br>P1294<br>P1295<br>P1295<br>P1296<br>P1297<br>P1298<br>P1299<br>P1299<br>P1299<br>P1300<br>P1301<br>P1302<br>P1303<br>P1304<br>P1305<br>P1306<br>P1307<br>P1308<br>P1308<br>P1309<br>P1309<br>P1310<br>P1311<br>P1312<br>P1313<br>P1314<br>P1315<br>P1316<br>P1317<br>P1318<br>P1318<br>P1319<br>P1319<br>P1320<br>P1321<br>P1322<br>P1323<br>P1324<br>P1325<br>P1326<br>P1327<br>P1327<br>P1328<br>P1328<br>P1329<br>P1329<br>P1330<br>P1331<br>P1332<br>P1333<br>P1334<br>P1335<br>P1336<br>P1337<br>P1338<br>P1338<br>P1339<br>P1339<br>P1340<br>P1341<br>P1342<br>P1343<br>P1344<br>P1345<br>P1346<br>P1347<br>P1348<br>P1348<br>P1349<br>P1349<br>P1350<br>P1351<br>P1352<br>P1353<br>P1354<br>P1355<br>P1356<br>P1357<br>P1358<br>P1358<br>P1359<br>P1359<br>P1360<br>P1361<br>P1362<br>P1363<br>P1364<br>P1365<br>P1366<br>P1367<br>P1368<br>P1368<br>P1369<br>P1369<br>P1370<br>P1371<br>P1372<br>P1373<br>P1374<br>P1375<br>P1376<br>P1377<br>P1377<br>P1378<br>P1378<br>P1379<br>P1379<br>P1380<br>P1381<br>P1382<br>P1383<br>P1384<br>P1385<br>P1386<br>P1387<br>P1387<br>P1388<br>P1388<br>P1389<br>P1389<br>P1390<br>P1391<br>P1392<br>P1393<br>P1394<br>P1395<br>P1395<br>P1396<br>P1397<br>P1398<br>P1399<br>P1399<br>P1399<br>P1400<br>P1401<br>P1402<br>P1403<br>P1404<br>P1405<br>P1406<br>P1407<br>P1408<br>P1408<br>P1409<br>P1409<br>P1410<br>P1411<br>P1412<br>P1413<br>P1414<br>P1415<br>P1416<br>P1417<br>P1418<br>P1418<br>P1419<br>P1419<br>P1420<br>P1421<br>P1422<br>P1423<br>P1424<br>P1425<br>P1426<br>P1427<br>P1427<br>P1428<br>P1428<br>P1429<br>P1429<br>P1430<br>P1431<br>P1432<br>P1433<br>P1434<br>P1435<br>P1436<br>P1437<br>P1438<br>P1438<br>P1439<br>P1439<br>P1440<br>P1441<br>P1442<br>P1443<br>P1444<br>P1445<br>P1446<br>P1447<br>P1448<br>P1448<br>P1449<br>P1449<br>P1450<br>P1451<br>P1452<br>P1453<br>P1454<br>P1455<br>P1456<br>P1457<br>P1458<br>P1458<br>P1459<br>P1459<br>P1460<br>P1461<br>P1462<br>P1463<br>P1464<br>P1465<br>P1466<br>P1467<br>P1468<br>P1468<br>P1469<br>P1469<br>P1470<br>P1471<br>P1472<br>P1473<br>P1474<br>P1475<br>P1476<br>P1477<br>P1477<br>P1478<br>P1478<br>P1479<br>P1479<br>P1480<br>P1481<br>P1482<br>P1483<br>P1484<br>P1485<br>P1486<br>P1487<br>P1487<br>P1488<br>P1488<br>P1489<br>P1489<br>P1490<br>P1491<br>P1492<br>P1493<br>P1494<br>P1495<br>P1495<br>P1496<br |  |                        |           |           |           |           |           |           |           |            |           |           |            |                |           |            |           |            |  |          |  |

### Data Responden Berdasarkan Jenis Kelamin

|           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------|-----------|---------|---------------|--------------------|
| Laki-Laki | 45        | 45.0    | 45.0          | 45.0               |
| Perempuan | 55        | 55.0    | 55.0          | 100.0              |
| Total     | 100       | 100.0   | 100.0         |                    |

### Data Responden Berdasarkan Usia

|             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|--------------------|
| 18-25 Tahun | 90        | 90.0    | 90.0          | 90.0               |
| 26-35 Tahun | 8         | 8.0     | 8.0           | 98.0               |
| 36-45 Tahun | 2         | 2.0     | 2.0           | 100.0              |
| Total       | 100       | 100.0   | 100.0         |                    |

### Data Responden Berdasarkan Pendidikan Terakhir

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| SMA   | 16        | 16.0    | 16.0          | 16.0               |
| SMK   | 34        | 34.0    | 34.0          | 50.0               |
| D3    | 4         | 4.0     | 4.0           | 54.0               |
| S1    | 46        | 46.0    | 46.0          | 100.0              |
| Total | 100       | 100.0   | 100.0         |                    |

(C)

**Hak cipta milik IBIKKG (Institut Bisnis dan Informatika Kwik Kian Gie)**

Hak Cipta Dilindungi Undang-Undang

1. Dilarang mengutip sebagian atau seluruh karya tulis ini tanpa mencantumkan dan menyebutkan sumber.  
 2. Pengutipan hanya untuk keperluan pendidikan, penelitian, penulisan karya ilmiah, penyusunan laporan penulisan kritis dan tiba-tiba suatu masalah.

b. Pengutipan tidak merugikan kepentingan yang wajar IBIKKG.



### Data Responden Berdasarkan Lama Bekerja

|   | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|-----------|---------|---------------|--------------------|
| Valid   | 0         | 2       | 2.0           | 2.0                |
| 1. Dilarang mengutip sebagian atau seluruh karya tulis ini tanpa menunaikan kewajiban menyebutkan sumber:             | 0 Tahun   | 12      | 12.0          | 14.0               |
| a. Pengutipan hanya untuk keperluan pendidikan, penelitian dan penulisan kritis dan tinjauan masalah.                 | 1-3 Tahun | 63      | 63.0          | 77.0               |
| b. Pengutipan tidak merugikan kepentingan yang wajar IBIKKG.  | 4-7 Tahun | 19      | 19.0          | 96.0               |
| 2. Dilarang mengumumkan dan memperbanyak sebagian atau seluruh karya tulis ini dalam bentuk apapun tanpa izin IBIKKG. | > 7 Tahun | 4       | 4.0           | 100.0              |
|   | Total     | 100     | 100.0         | 100.0              |

### Hasil Uji Reliability

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .952             | 15         |

### Hasil Uji Normalitas Kolmogorov-Smirnov

#### One-Sample Kolmogorov-Smirnov Test

|                                  | Unstandardized Residual |
|----------------------------------|-------------------------|
| Z                                | 100                     |
| Normal Parameters <sup>a,b</sup> | .0000000                |
| Mean                             | .80640482               |
| Std. Deviation                   | .073                    |
| Absolute                         | .073                    |
| Positive                         | -.071                   |
| Negative                         | .073                    |
| Most Extreme Differences         | .200 <sup>c,d</sup>     |
| Test Statistic                   |                         |
| Asymp. Sig. (2-tailed)           |                         |

### Hasil Uji Multikolininearitas

Coefficients<sup>a</sup>

|         |                       | Collinearity Statistics |       |
|---------|-----------------------|-------------------------|-------|
|         |                       | Tolerance               | VIF   |
| Model 1 | Kepribadian Introvert | .976                    | 1.025 |
|         | Kecerdasan Emosional  | .976                    | 1.025 |

a. Dependent Variable: Kinerja Karyawan  
b. Pengutipan hanya untuk keperluan penelitian, penulisan kritis dan tinjauan satu masalah.  
c. Hak Cipta Dilindungi Undang-Undang  
d. Dilarang mengutip sebagian atau seluruh karya tulis ini tanpa mencantumkan dan menyebutkan sumber:  
1. Institut Bisnis Kwik Kian Gie  
2. Dilarang mengumumkan dan memperbanyak sebagian atau seluruh karya tulis ini dalam bentuk apapun tanpa izin IBIKKG.

### Hasil Uji Analisis Regresi Linier Berganda

Coefficients<sup>a</sup>

| Model |                       | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|-----------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                       | B                           | Std. Error | Beta                      |        |      |
|       | (Constant)            | -4.462                      | 1.402      |                           | -3.181 | .002 |
|       | Kepribadian Introvert | .694                        | .046       | .824                      | 15.171 | .000 |
|       | Kecerdasan Emosional  | .072                        | .034       | .115                      | 2.128  | .036 |

a. Dependent Variable: Kinerja Karyawan

### Hasil Uji Parsial (Uji t)

Coefficients<sup>a</sup>

| Model |                       | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|-----------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                       | B                           | Std. Error | Beta                      |        |      |
|       | (Constant)            | -4.462                      | 1.402      |                           | -3.181 | .002 |
|       | Kepribadian Introvert | .694                        | .046       | .824                      | 15.171 | .000 |
|       | Kecerdasan Emosional  | .072                        | .034       | .115                      | 2.128  | .036 |

a. Dependent Variable: Kinerja Karyawan

### Hasil Uji Koefisien Determinasi ( $R^2$ )

Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .849 <sup>a</sup> | .721     | .715              | .815                       |

a. Predictors: (Constant), Kecerdasan Emosional, Kepribadian Introvert

b. Dependent Variable: Kinerja Karyawan

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