BAB V

PENUTUP

5.1 Kesimpulan

Dari berbagai hasil analisa dan pembahasan yang telah dilakukan, maka dapat ditarik kesimpulan sebagai berikut:

1) Hipotesis penelitian menyatakan bahwa tingkat kepuasan kerja karyawan McDonald's Sudirman Yogyakarta baik. Hipotesis penelitian mengharapkan hasil analisis mean aritmatik pada interval 3 – 3,9 pada skala *likert* untuk menunjukkan tingkat kepuasan kerja karyawan yang tinggi. Hasil dari penelitian ini adalah tingkat kepuasan kerja karyawan McDonald's Sudirman Yogyakarta berada pada tingkat kepuasan kerja karyawan tinggi dengan nilai *mean* aritmatik 3,30 dari maksimal 5,00 pada skala *likert*. Hasil dari penelitian ini menguatkan hipotesis penelitian ini.
2) Hipotesis penelitian menyatakan bahwa tingkat komitmen kerja karyawan McDonald's Sudirman Yogyakarta baik. Hipotesis penelitian mengharapkan hasil analisis mean aritmatik pada interval 3 – 3,9 pada skala *likert* untuk menunjukkan tingkat komitmen karyawan yang tinggi. Hasil penelitian ini adalah tingkat komitmen karyawan McDonald's Sudirman cukup tinggi, tingkat rata-rata komitmen karyawan perusahaan McDonald's adalah 2,93 dari maksimal 5 pada skala *likert*. Dengan demikian hasil penelitian menolak hipotesis penelitian ini.

3) Hipotesis penelitian menyatakan adanya perbedaan pada kepuasan dan komitmen karyawan berdasarkan jenis kelamin, pendidikan, usia, dan masa kerja. Hipotesis penelitian mengharapkan adanya perbedaan yang signifikan atas variabel kepuasan dan variabel komitmen karyawan berdasarkan jenis kelamin, pendidikan, usia, dan masa kerja. Hasil dari penelitian ini adalah secara umum tidak ada perbedaan pada kepuasan karyawan berdasarkan jenis kelamin, pendidikan, dan usia namun memiliki perbedaan pada masa kerja. Di sisi komitmen juga tidak ditemukan perbedaan pada komitmen karyawan berdasarkan jenis kelamin, pendidikan, usia, dan masa kerja. Perbedaan hasil penelitian dari hipotesis ini pada umumnya diduga bahwa karyawan McDonald's Sudirman Yogyakarta mayoritas dari tingkat pendidikan, usia dan masa kerja yang sama dan memiliki penilaian yang relatif sama pada kepuasan dan komitmen karyawan di tempat mereka bekerja.

4) Hipotesis penelitian menyatakan kepuasan kerja berpengaruh positif terhadap *Affective Commitment*. Hipotesis penelitian mengharapkan adanya pengaruh positif pada hasil regresi antara variabel kepuasan pada variabel *Affective Commitment*. Hasil dari penelitian ini didapatkan persamaan regresi Y_1 : 6,648 + 0,250 X dengan nilai R^2 = 0,239. Dari persamaan regresi ini dapat disimpulkan bahwa variabel kepuasan kerja berpengaruh positif terhadap variabel *Affective Commitment* secara keseluruhan dan variabel *Affective Commitment* karyawan secara keseluruhan dipengaruhi

oleh variabel kepuasan sebesar 23,9 % dengan sisanya dipengaruhi oleh variabel lain yang tidak tercakup dalam penelitian ini.

5) Hipotesis penelitian menyatakan kepuasan kerja berpengaruh positif terhadap *Continuance Commitment*. Hipotesis penelitian mengharapkan adanya pengaruh positif pada hasil regresi antara variabel kepuasan pada variabel *Continuance Commitment*. Hasil dari penelitian ini didapatkan persamaan regresi Y_1 : 9,073 + 0,199 X dengan nilai R^2 = 0,142. Dari persamaan regresi ini dapat disimpulkan bahwa variabel kepuasan kerja berpengaruh positif terhadap variabel *Continuance Commitment* secara keseluruhan dan variabel *Continuance Commitment* karyawan secara keseluruhan dipengaruhi oleh variabel kepuasan sebesar 14,2 % dengan sisanya dipengaruhi oleh variabel lain yang tidak tercakup dalam penelitian ini.

6) Hipotesis penelitian menyatakan kepuasan kerja berpengaruh positif terhadap *Normative Commitment*. Hipotesis penelitian mengharapkan adanya pengaruh positif pada hasil regresi antara variabel kepuasan pada variabel *Normative Commitment*. Hasil dari penelitian ini didapatkan persamaan regresi Y_1 : 4,593 + 0,296 X dengan nilai R^2 = 0,320. Dari persamaan regresi ini dapat disimpulkan bahwa variabel kepuasan kerja berpengaruh positif terhadap variabel *Normative Commitment* secara keseluruhan dan variabel *Normative Commitment* karyawan secara keseluruhan dipengaruhi oleh variabel kepuasan sebesar 32,0 % dengan sisanya dipengaruhi oleh variabel lain yang tidak tercakup dalam penelitian

ini. Dengan hasil ini maka menguatkan hipotesis penelitian ini dan teori yang dikemukakan Griffin dan Ebert dalam Poerwati *et al* (2002: 2) yang menyatakan karyawan yang puas lebih berkomitmen dan setia karena secara psikis mereka merasa lebih diperhatikan oleh perusahaan dan menjadi hipotesis pada penelitian ini.

5.2 Implikasi Manajerial

Beberapa implikasi manajerial pada penelitian ini adalah:.

1) Perusahaan McDonald's Sudirman perlu untuk memperbaiki tingkat komitmen karyawan terutama komitmen yang berhubungan dengan komitmen *affective* dan *continuance* karena belum memenuhi harapan manajerial perusahaan yang ingin memiliki karyawan dengan komitmen yang tinggi.
2) Perusahaan McDonald's Sudirman dalam menjalankan strategi untuk meningkatkan kepuasan dan komitmen sumber daya manusianya tidak perlu memperhatikan mengenai masalah perbedaan gender, tingkat pendidikan, usia, dan masa kerja kecuali dalam memperhatikan kepuasan berdasarkan masa kerja karyawan.
3) Pengaruh positif kepuasan kerja terhadap komitmen menyatakan bahwa perusahaan McDonald's dapat mencoba untuk meningkatkan komitmen karyawannya dengan cara lebih memperhatikan dan meningkatkan kepuasan kerja karyawannya.

5.3 Saran

Berdasarkan pada kesimpulan yang telah dijabarkan maka peneliti memberikan saran kepada perusahaan McDonald's Sudirman Yogyakarta antara lain sebagai berikut:

1) Kepuasan yang dirasakan karyawan dari segi pengakuan (*recognition*) karyawan, pekerjaan yang dijalankan (kestabilan kerja, rekan kerja dan suasana tempat karyawan bekerja), dan pengembangan potensi individu karyawan McDonald's Sudirman Yogyakarta selama ini sudah berjalan dengan baik dan memunculkan kepuasan kerja yang baik pula dari karyawannya. Ada baiknya perusahaan McDonald's Sudirman selalu memberikan arahan, bimbingan, dorongan sekaligus sebagai teman yang bersahabat serta tidak segan memberi pengahargaan / *reward* bagi karyawan yang berprestasi.
2) Perusahaan McDonald's Sudirman Yogyakarta agar lebih meningkatkan rasa kepedulian dan rasa memiliki yang tinggi dari karyawan dengan berusaha untuk selalu melibatkan dalam setiap kegiatan sehingga meningkatkan komitmen, tentunya sesuai dengan tugas pokok dan fungsinya, antara lain dengan diikutsertakan dalam pelatihan atau pengembangan karier dan pendidikan teknis lainnya. Seperti antara lain kegiatan-kegiatan yang saya ketahui di McDonald's Sudirman telah melakukan acara *Coaching* setiap beberapa bulan sekali untuk menyegarkan (*refreshing*) bagi karyawannya. Hal ini perlu dipertahankan untuk meningkatkan selera kerja yang baik bagi karyawan, agar karyawan tidak

mengalami situasi monoton yang dapat mempengaruhi komitmen karyawan terhadap perusahaan.

3) Secara keseluruhan dari masalah gender, pendidikan, usia, dan masa kerja di perusahaan McDonald's sudirman tidak ada perbedaan yang terlalu signifikan. Hal ini menunjukkan perusahaan McDonald's sudah tepat dalam menentukan strategi sumber daya manusia dengan memperkerjakan karyawan dari latar belakang yang sama tanpa membedakan-bedakan sehingga tidak terjadi kesenjangan yang mencolok.

4) Hasil Penelitian ini diharapkan dipakai sebagai bahan pertimbangan oleh McDonald's Sudirman Yogyakarta untuk memberikan dukungan organisasi kepada karyawan. Hal ini dapat berupa memberikan kondisi kerja yang saling mendukung seperti fasilitasi kerja yang baik, hubungan antara karyawan dan organisasi sehingga karyawan merasa nyaman bekerja. Hal lainnya yang perlu diperhatikan oleh Perusahaan McDonald's Sudirman adalah mempertimbangkan perbaikan dalam sistem pekerjaan itu sendiri yang mengarah ke komitmen karyawan. Secara umum karyawan McDonald's Sudirman merasa pekerjaannya tidak cukup menarik, maka perusahaan baiknya perlu membuat pekerjaan menjadi lebih menarik dan menantang bagi karyawan dengan cara melakukan variasi tugas untuk mengantisipasi penyebab naik turunnya kepuasan kerja dan komitmen karyawan. Faktor lainnya adalah adalah pengembangan potensi yang tidak diberikan kepada karyawan secara menyeluruh, dalam penelitian ini dijabarkan bahwa karyawan dengan masa kerja di atas 10 tahun saja yang

mendapat kesempatan dan perhatian khusus mengenai sistem training (kenaikan jabatan). Sistem pengembangan karier yang efektif ini akan meningkatkan kepuasan dan komitmen karyawan, sebab dengan adadnya kesempatan untuk berkembang, karyawan akan merasa lebih aman berada dalam organisasi dan dengan sendirinya akan membentuk keterikatan psikologis (Susanto, 1997:65). Ada baiknya kesempatan tersebut juga diberikan bagi karyawan yang berprestasi dan yang mempunyai potensi yang besar untuk maju.

5.4 Keterbatasan Penelitian

Peneliti menyadari banyak terdapat kelemahan dalam penelitian ini, salah satunya adalah keterbatasan dalam obyek penelitian yang hanya dilakukan di McDonald's Sudirman Yogyakarta. Hal ini tidak menggambarkan pengaruh kepuasan terhadap komitmen karyawan di tempat lain. Penelitian ini hanya memakai dua variabel saja yakni variabel independen (kepuasan kerja) dan variabel dependen (komitmen karyawan) dan tidak mencakup faktor penting lain dalam penelitian sumber daya manusia semisal kinerja karyawan , motivasi kerja, OCB (*Organizational Citizenship Behavior*), loyalitas karyawan, kualitas pelayanan, pengaruh budaya organisasi dan lain sebagainya untuk penelitian selanjutnya dan diharapkan memasukkan variabel yang belum tercakup dalam penelitian ini misalnya memasukkan kinerja karyawan sebagai akibat dari kepuasan dan komitmen.

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LAMPIRAN 1

KUESIONER

Kepada

Yth. Karyawan McDonald's Yogyakarta

Dengan hormat,

Bersama ini saya :

Nama : Gerda Ricke Novelia

NIM : EM/060316332

Mahasiswa Jurusan Manajemen Fakultas Ekonomi Manajemen Universitas Atmajaya Yogyakarta yang sedang menyusun sripsi dengan topik Pengaruh Kepuasan Kerja Terhadap Komitmen Karyawan di McDonald's Sudirman Yogyakarta.

Saya mohon bantuan Anda untuk menjawab pertanyaan-pertanyaan yang tersusun dalam kuesioner ini guna memperoleh data yang dibutuhkan dalam penyusunan skripsi saya. Semua jawaban Anda, hanya saya pergunakan untuk kepentingan penulisan skripsi. Untuk itu, saya mohon kesediaannya untuk menjawab pertanyaan kuesioner ini sesuai keadaan Anda yang sebenarnya.

Sebelumnya saya ucapkan terimakasih atas kesediaan Anda yang telah meluangkan waktu untuk menjawab kuesioner ini.

Hormat saya,

Gerda Ricke Novelia

I. DATA RESPONDEN

Anda dipersilahkan untuk menjawab dengan memberi tanda silang (x) pada salah satu alternatif jawaban yang telah disediakan.

1. Jenis Kelamin
   a. Pria
   b. Wanita
2. Pendidikan terakhir
   a. SLTP / Sederajat
   b. SMA / Sederajat
   c. Diploma / Sederajat
   d. Sarjana (Strata 1)
   e. Sarjana (Strata 2)
3. Usia
   a. < 25 th
   b. 25-35 th
   c. 36-45 th
   d. 46-55 th
   e. >55 th
4. Masa Kerja
   a. <2 th
   b. 2-4 th
   c. 5-7 th
   d. 8-10 th
   e. > 10 th

II. KUESIONER KEPUASAN KERJA

Barikut ini merupakan pernyataan mengenai kepuasan kerja. Anda dipersilahkan untuk menjawab dengan member tanda silang (X) pada kolom yang telah disediakan.

Keterangan :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

No	Pertanyaan	SS	S	N	TS	STS
1.	Saya puas dengan pekerjaan saya sebagai karyawan di perusahaan ini yang selalu disibukkan setiap saat					
2.	Saya puas dengan pekerjaan ini karena bebas menentukan cara mengerjakan tugas saya sendiri					
3.	Saya puas dengan manajemen di perusahaan ini karena mendorong karyawannya mencoba hal-hal baru guna memperbaiki pekerjaannya					
4.	Saya puas dengan perusahaan ini karena mempunyai kesempatan yang besar untuk menjadi seseorang penting didalamnya.					

5.	Saya puas dengan atasan saya karena atasan memperlakukan karyawannya dengan adil					
6.	Saya puas dengan kemampuan atasan saya dalam mengambil setiap keputusan .					
7.	Saya puas dengan kemampuan diri saya untuk melakukan hal-hal yang tidak bertentangan dengan hati nurani saya					
8.	Saya puas dengan perusahaan ini yang mampu menciptakan pekerjaan yang stabil bagi karyawan.					
9.	Saya puas dengan kesempatan yang diberikan perusahaan ini untuk melakukan sesuatu pada orang lain.					
10.	Saya puas dengan kesempatan yang diberikan perusahaan ini untuk memberitahukan apa yang harus dikerjakan pada orang lain.					
11.	Saya puas dengan kesempatan yang diberikan perusahaan ini untuk melakukan sesuatu yang menggunakan ketrampilan.					
12.	Saya puas dengan cara perusahaan ini menetapkan kebijakan perusahaan					
13.	Saya puas dengan gaji dan tunjangan yang saya peroleh saat ini					

14.	Saya puas dengan peluang yang diberikan perusahaan ini untuk bisa berkembang di bidang ini					
15.	Saya puas dengan kebebasan yang diberikan perusahaan ini untuk bertindak menggunakan keputusan saya sendiri					
16.	Saya puas dengan peluang yang diberikan perusahaan ini untuk menggunakan metode dan ide saya dalam bekerja					
17.	Saya puas dengan suasana kerja di tempat saya bekerja.					
18.	Saya puas bekerja sama dengan rekan kerja saya					
19.	Saya puas dengan bekerja di perusahaan ini karena saya mendapatkan pujian apabila saya menyelesaikan pekerjaan dengan baik					
20.	Saya merasa kepuasan hidup saya yang utama ada di pekerjaan saya					

III. KUESIONER KOMITMEN ORGANISASI

Affective Commitment

No	Pertanyaan	SS	S	N	TS	STS
1.	Saya akan sangat senang menghabiskan sisa karier saya di perusahaan ini					

2.	Saya senang membahas tentang perusahaan ini dengan orang di luar perusahaan					
3.	Saya benar-benar merasa bahwa masalah perusahaan ini juga menjadi masalah saya					
4.	Saya pikir saya dapat dengan mudah terhubung dengan perusahaan lain seperti halnya saya dengan perusahaan ini					
5.	Saya tidak merasa sebagai 'bagian keluarga' di perusahaan ini					
6.	Saya tidak merasa 'terkait secara emosi' dengan perusahaan ini					
7.	Perusahaan ini sangat berarti bagi saya					
8.	Saya bebas mengungkapkan ide-ide saya untuk kemajuan perusahaan ini kepada atasan saya					

Continuance commitment

9.	Saya tidak khawatir dengan apa yang akan terjadi bila saya keluar dari pekerjaan tanpa ada pekerjaan lain yang sudah menunggu.					
10.	Sangat sulit bagi saya untuk meninggalkan perusahaan ini walaupun saya ingin					
11.	Begitu banyak dalam hidup saya yang akan terganggu jika saya ingin meninggalkan perusahaan saat ini					

12.	Tidak terlalu membebani bagi saya apabila saya meninggalkan perusahaan saya sekarang					
13.	Saat ini, bekerja dalam perusahaan ini, merupakan kombinasi kebutuhan sekaligus keinginan saya					
14.	Saya merasa bahwa saya memiliki pilihan yang terlalu sedikit yang harus dipertimbangkan untuk meninggalkan perusahaan ini					
15.	Salah satu akibat yang fatal dari meninggalkan perusahaan ini adalah tidak adanya alternatif yang tersedia					
16.	Salah satu alasan utama saya untuk terus bekerja dengan perusahaan ini karena perusahaan lain mungkin tidak sesuai dengan keuntungan keseluruhan yang saya miliki disini.					

Normative commitment

17.	Saya berpikir bahwa orang-orang pada saat ini terlalu sering berpindah dari satu perusahaan ke perusahaan lain					
18.	Sebagai karyawan, saya tidak yakin bahwa karyawan harus setia pada perusahaan					
19.	Berpindah-pindah dari satu perusahaan ke perusahaan lain adalah tidak etis bagi saya					

20.	Salah satu alasan saya terus bekerja di perusahaan ini adalah bahwa saya yakin loyalitas merupakan hal yang penting dan menunjukkan tanggung jawab moral					
21.	Jika saya memperoleh tawaran lain untuk pekerjaan yang lebih baik di tempat lain saya tidak merasa mempunyai kewajiban untuk meninggalkan perusahaan ini					
22.	Saya diajarkan untuk meyakini nilai kesetiaan terhadap perusahaan ini					
23.	Satu hal yang baik ketika seseorang tetap tinggal pada satu perusahaan selama karir mereka					
24.	Saya tidak berpikir bahwa ingin menjadi 'karyawan pria' atau 'karyawan wanita' yang bertanggungjawab					

-TERIMA KASIH -

LAMPIRAN 2

DATA RESPONDEN

NO	JENIS KELAMIN	PENDIDIKAN	USIA	MASA KERJA
1	2	2	1	1
2	2	2	4	3
3	2	2	3	2
4	1	2	1	1
5	2	2	2	1
6	2	2	2	2
7	2	2	3	4
8	1	4	3	4
9	2	2	2	1
10	2	2	1	1
11	2	2	2	1
12	2	2	1	1
13	1	2	2	1
14	2	2	3	1
15	2	2	3	2
16	2	2	2	1
17	1	2	3	2
18	1	2	1	1
19	1	2	2	2
20	1	4	4	5
21	1	2	1	1
22	2	2	1	1
23	1	2	2	2
24	2	2	2	1
25	1	2	2	1
26	2	2	2	1
27	2	2	1	1
28	1	2	2	1
29	1	4	5	5
30	2	2	2	2
31	2	2	1	1
32	2	2	4	3
33	2	2	3	2
34	1	2	1	1
35	2	2	2	1
36	2	2	2	2
37	2	2	3	4
38	1	4	3	4
39	1	4	4	5
40	1	2	1	1

41	2	2	1	1
42	1	2	2	2
43	2	2	2	1
44	1	2	2	1
45	2	2	2	1
46	2	2	1	1
47	1	2	2	1
48	1	4	5	5
49	2	2	3	2
50	2	2	2	1
51	1	2	3	2
52	1	2	1	1
53	1	2	2	2
54	1	4	4	5
55	1	2	1	1
56	2	2	1	1
57	1	2	2	2
58	2	2	2	1
59	2	2	2	1

KP	Q 1	Q 2	Q 3	Q 4	Q 5	Q 6	Q 7	Q 8	Q 9	Q 10	Q 11	Q 12	Q 13	Q 14	Q 15	Q 16	Q 17	Q 18	Q 19	Q 20
1	5	4	4	4	4	3	4	3	4	4	3	3	3	3	3	4	3	4	3	2
2	2	2	2	3	3	3	3	3	4	3	4	4	3	3	2	2	3	4	4	2
3	3	5	3	3	4	3	4	4	4	5	4	4	3	3	4	5	5	5	5	3
4	3	3	3	3	2	3	3	3	3	2	2	1	2	3	3	3	3	3	1	1
5	4	4	3	2	2	2	3	2	3	3	4	2	2	3	3	3	3	5	4	2
6	2	3	2	2	4	2	3	2	3	3	4	2	2	2	2	4	3	4	4	2
7	2	2	2	4	4	4	4	4	4	4	5	5	3	3	2	2	3	4	4	2
8	5	5	5	4	3	4	5	4	5	5	5	4	4	4	4	4	5	4	4	4
9	4	4	4	4	4	3	3	3	4	4	5	4	4	4	4	4	3	4	4	3
10	4	4	4	4	4	4	4	4	5	5	5	5	4	4	5	5	4	5	5	3
11	4	3	2	2	2	1	3	2	3	2	5	1	2	3	2	2	3	5	4	2
12	4	3	3	2	4	3	2	2	3	2	5	1	4	3	3	3	4	4	2	2
13	3	3	3	3	2	4	4	4	5	4	3	3	4	4	4	4	4	3	2	2
14	2	2	2	2	3	4	3	3	3	2	3	4	3	3	3	3	4	4	3	4
15	3	4	3	4	4	4	4	4	4	4	5	5	4	4	2	2	4	5	4	2
16	5	3	4	4	3	3	3	3	3	3	3	3	3	3	3	4	3	4	3	2
17	3	3	3	3	3	3	3	3	4	3	2	2	3	3	4	3	3	4	1	2
18	4	1	5	4	2	4	4	4	5	3	5	1	4	4	2	2	4	5	3	3
19	4	3	4	3	2	4	3	3	3	3	2	2	3	4	3	3	3	3	2	2
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21	4	3	4	4	3	5	5	4	5	5	2	1	4	4	3	3	4	3	1	1
22	4	5	4	4	4	4	4	3	5	5	4	4	4	4	4	4	4	4	4	3
23	3	3	3	3	2	3	3	3	3	3	2	1	2	3	3	3	3	3	1	1
24	5	4	4	4	4	3	3	3	5	4	4	3	4	3	4	4	4	3	3	2
25	3	4	4	4	4	4	4	4	5	4	4	1	3	4	3	4	4	5	3	3
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27	2	2	3	2	3	4	5	4	3	3	3	4	4	4	3	3	5	4	3	4
28	3	4	5	4	3	3	4	4	5	4	5	1	4	4	3	3	4	5	3	3
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KP	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24
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42	1	1	2	1	1	1	1	1	1	1	1	1	1	3	1	1	1	1	2	1	2	1	1	1
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53	2	2	2	2	2	2	2	2	4	3	4	3	5	3	4	3	2	2	2	2	2	2	2	2
54	3	3	3	3	4	3	4	4	4	3	4	3	4	3	4	3	3	3	3	3	3	3	4	4
55	1	1	2	1	3	1	1	3	1	3	1	3	2	3	1	3	1	1	2	1	3	1	1	1
56	4	4	4	4	3	4	3	3	4	3	4	3	4	3	4	3	4	4	4	4	4	4	3	3
57	1	1	2	1	3	1	1	3	1	1	1	1	3	3	1	1	1	1	2	1	2	1	1	1
58	4	4	3	4	3	4	3	3	4	4	4	4	4	4	4	4	4	4	3	4	3	4	3	3
59	3	4	4	3	3	4	3	3	3	4	3	4	3	4	3	4	3	4	4	3	4	4	3	3
60	4	3	4	4	3	3	3	3	4	3	4	3	4	3	4	3	4	3	4	4	4	3	3	3

LAMPIRAN 3

UJI VALIDITAS & RELIABILITAS

UJI VALIDITAS DAN RELIABILITAS

Correlations

		AFFECT_1	AFFECTIVE_2	AFFECTIVE_3	AFFECTIVE_4	AFFECTIVE_5	AFFECTIVE_6	AFFECTIVE_7	AFFECTIVE_8	AFFECTIVE_TOTAL
AFFECT_1	Pearson Correlation	1	.323	.527**	.177	.539**	.537**	.567**	.881**	.775**
	Sig. (2-tailed)		.082	.003	.350	.002	.002	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30
AFFECTIVE_2	Pearson Correlation	.323	1	.168	.254	.247	.574**	.406*	.337	.542**
	Sig. (2-tailed)	.082		.375	.175	.188	.001	.026	.069	.002
	N	30	30	30	30	30	30	30	30	30
AFFECTIVE_3	Pearson Correlation	.527**	.168	1	.433*	.400*	.671**	.632**	.599**	.748**
	Sig. (2-tailed)	.003	.375		.017	.029	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
AFFECTIVE_4	Pearson Correlation	.177	.254	.433*	1	.257	.494**	.496**	.301	.553**
	Sig. (2-tailed)	.350	.175	.017		.170	.006	.005	.106	.002
	N	30	30	30	30	30	30	30	30	30
AFFECTIVE_5	Pearson Correlation	.539**	.247	.400*	.257	1	.758**	.436*	.516**	.734**
	Sig. (2-tailed)	.002	.188	.029	.170		.000	.016	.004	.000
	N	30	30	30	30	30	30	30	30	30
AFFECTIVE_6	Pearson Correlation	.537**	.574**	.671**	.494**	.758**	1	.732**	.591**	.915**
	Sig. (2-tailed)	.002	.001	.000	.006	.000		.000	.001	.000
	N	30	30	30	30	30	30	30	30	30
AFFECTIVE_7	Pearson Correlation	.567**	.406*	.632**	.496**	.436*	.732**	1	.672**	.819**
	Sig. (2-tailed)	.001	.026	.000	.005	.016	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30
AFFECTIVE_8	Pearson Correlation	.881**	.337	.599**	.301	.516**	.591**	.672**	1	.825**
	Sig. (2-tailed)	.000	.069	.000	.106	.004	.001	.000		.000
	N	30	30	30	30	30	30	30	30	30
AFFECTIVE_TOTAL	Pearson Correlation	.775**	.542**	.748**	.553**	.734**	.915**	.819**	.825**	1
	Sig. (2-tailed)	.000	.002	.000	.002	.000	.000	.000	.000	
	N	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).

Correlations

		CONTINUANCE_1	CONTINUANCE_2	CONTINUANCE_3	CONTINUANCE_4	CONTINUANCE_5	CONTINUANCE_6	CONTINUANCE_7	CONTINUANCE_8	CONTINUANCE_TOTAL
CONTINUANCE_1	Pearson Correlation	1	-.111	.624**	.681**	.028	.167	-.113	.225	.516**
	Sig. (2-tailed)		.558	.000	.000	.883	.379	.553	.233	.004
	N	30	30	30	30	30	30	30	30	30
CONTINUANCE_2	Pearson Correlation	-.111	1	.180	-.147	.474**	.219	.651**	.385*	.554**
	Sig. (2-tailed)	.558		.342	.438	.008	.244	.000	.036	.001
	N	30	30	30	30	30	30	30	30	30
CONTINUANCE_3	Pearson Correlation	.624**	.180	1	.551**	.196	.358	.137	.408*	.708**
	Sig. (2-tailed)	.000	.342		.002	.300	.052	.469	.025	.000
	N	30	30	30	30	30	30	30	30	30
CONTINUANCE_4	Pearson Correlation	.681**	-.147	.551**	1	.037	.299	-.206	.313	.514**
	Sig. (2-tailed)	.000	.438	.002		.846	.108	.274	.092	.004
	N	30	30	30	30	30	30	30	30	30
CONTINUANCE_5	Pearson Correlation	.028	.474**	.196	.037	1	.058	.300	.030	.455*
	Sig. (2-tailed)	.883	.008	.300	.846		.759	.107	.874	.012
	N	30	30	30	30	30	30	30	30	30
CONTINUANCE_6	Pearson Correlation	.167	.219	.358	.299	.058	1	.307	.769**	.698**
	Sig. (2-tailed)	.379	.244	.052	.108	.759		.098	.000	.000
	N	30	30	30	30	30	30	30	30	30
CONTINUANCE_7	Pearson Correlation	-.113	.651**	.137	-.206	.300	.307	1	.285	.509**
	Sig. (2-tailed)	.553	.000	.469	.274	.107	.098		.128	.004
	N	30	30	30	30	30	30	30	30	30
CONTINUANCE_8	Pearson Correlation	.225	.385*	.408*	.313	.030	.769**	.285	1	.749**
	Sig. (2-tailed)	.233	.036	.025	.092	.874	.000	.128		.000
	N	30	30	30	30	30	30	30	30	30
CONTINUANCE_TOTAL	Pearson Correlation	.516**	.554**	.708**	.514**	.455*	.698**	.509**	.749**	1
	Sig. (2-tailed)	.004	.001	.000	.004	.012	.000	.004	.000	
	N	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).

Correlations

		NORMATIVE_1	NORMATIVE_2	NORMATIVE_3	NORMATIVE_4	NORMATIVE_5	NORMATIVE_6	NORMATIVE_7	NORMATIVE_8	NORMATIVE_TOTAL
NORMATIVE_1	Pearson Correlation	1	.223	.564**	.588**	.362*	.583**	.565**	.660**	.719**
	Sig. (2-tailed)		.236	.001	.001	.049	.001	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30
NORMATIVE_2	Pearson Correlation	.223	1	.158	.475**	.525**	.175	.472**	.029	.507**
	Sig. (2-tailed)	.236		.404	.008	.003	.355	.008	.880	.004
	N	30	30	30	30	30	30	30	30	30
NORMATIVE_3	Pearson Correlation	.564**	.158	1	.633**	.561**	.628**	.701**	.560**	.763**
	Sig. (2-tailed)	.001	.404		.000	.001	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30
NORMATIVE_4	Pearson Correlation	.588**	.475**	.633**	1	.639**	.805**	.863**	.627**	.935**
	Sig. (2-tailed)	.001	.008	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
NORMATIVE_5	Pearson Correlation	.362*	.525**	.561**	.639**	1	.473**	.622**	.434*	.733**
	Sig. (2-tailed)	.049	.003	.001	.000		.008	.000	.017	.000
	N	30	30	30	30	30	30	30	30	30
NORMATIVE_6	Pearson Correlation	.583**	.175	.628**	.805**	.473**	1	.703**	.551**	.819**
	Sig. (2-tailed)	.001	.355	.000	.000	.008		.000	.002	.000
	N	30	30	30	30	30	30	30	30	30
NORMATIVE_7	Pearson Correlation	.565**	.472**	.701**	.863**	.622**	.703**	1	.645**	.920**
	Sig. (2-tailed)	.001	.008	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30
NORMATIVE_8	Pearson Correlation	.660**	.029	.560**	.627**	.434*	.551**	.645**	1	.725**
	Sig. (2-tailed)	.000	.880	.001	.000	.017	.002	.000		.000
	N	30	30	30	30	30	30	30	30	30
NORMATIVE_TOTAL	Pearson Correlation	.719**	.507**	.763**	.935**	.733**	.819**	.920**	.725**	1
	Sig. (2-tailed)	.000	.004	.000	.000	.000	.000	.000	.000	
	N	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).

Reliability

```
GET   FILE='C:\Users\Isya\Desktop\Data SPSS\data 30.sav'.
RELIABILITY   /VARIABLES=PUAS_1 PUAS_2 PUAS_3 PUAS_4 PUAS_5 PUAS_6
PUAS_7 PUAS_8 PUAS_9 PUAS_10 PUAS_11 PUAS_12 PUAS_13 PUAS_14
PUAS_15 PUAS_16     PUAS_17 PUAS_18 PUAS_19 PUAS_20   /SCALE('ALL
VARIABLES') ALL   /MODEL=ALPHA.
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.906	20

```
RELIABILITY   /VARIABLES=AFFECT_1 AFFECTIVE_2 AFFECTIVE_3
AFFECTIVE_4 AFFECTIVE_5 AFFECTIVE_6 AFFECTIVE_7 AFFECTIVE_8
/SCALE('ALL VARIABLES') ALL   /MODEL=ALPHA.
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.882	8

```
RELIABILITY   /VARIABLES=CONTINUANCE_1 CONTINUANCE_2 CONTINUANCE_3
CONTINUANCE_4 CONTINUANCE_5 CONTINUANCE_6 CONTINUANCE_7
CONTINUANCE_8   /SCALE('ALL VARIABLES') ALL   /MODEL=ALPHA.
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.720	8

```
RELIABILITY   /VARIABLES=NORMATIVE_1 NORMATIVE_2 NORMATIVE_3
NORMATIVE_4 NORMATIVE_5 NORMATIVE_6 NORMATIVE_7 NORMATIVE_8
/SCALE('ALL VARIABLES') ALL   /MODEL=ALPHA.
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.895	8

LAMPIRAN 4

UJI PERSENTASE

FREQUENCY TABLE

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	27	45.8	45.8	45.8
	Wanita	32	54.2	54.2	100.0
	Total	59	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	51	86.4	86.4	86.4
	SARJANA	8	13.6	13.6	100.0
	Total	59	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<20	16	27.1	27.1	27.1
	21-25	24	40.7	40.7	67.8
	26-30	11	18.6	18.6	86.4
	31-35	5	8.5	8.5	94.9
	>36	3	5.1	5.1	100.0
	Total	59	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<2	32	54.2	54.2	54.2
	2-4	15	25.4	25.4	79.7
	5-7	2	3.4	3.4	83.1
	8-10	4	6.8	6.8	89.8
	>10	6	10.2	10.2	100.0
	Total	59	100.0	100.0	

LAMPIRAN 5

UJI MEAN ARITMATIK

Analisis Tingkat Kepuasan Kerja McDonald's Sudirman Yogyakarta

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
PUAS_1	59	2.00	5.00	3.4068	.93068
PUAS_2	59	1.00	5.00	3.3729	.98082
PUAS_3	59	2.00	5.00	3.3220	.93662
PUAS_4	59	2.00	4.00	3.2203	.76717
PUAS_5	59	2.00	4.00	3.2034	.78300
PUAS_6	59	1.00	5.00	3.2542	.82197
PUAS_7	59	2.00	5.00	3.4407	.83607
PUAS_8	59	2.00	4.00	3.3220	.70566
PUAS_9	59	2.00	5.00	3.6441	.92406
PUAS_10	59	2.00	5.00	3.3898	.89089
PUAS_11	59	2.00	5.00	3.7627	1.13470
PUAS_12	59	1.00	5.00	2.7627	1.34343
PUAS_13	59	2.00	4.00	2.9492	.75255
PUAS_14	59	2.00	4.00	3.3729	.64054
PUAS_15	59	1.00	5.00	2.9492	1.10522
PUAS_16	59	2.00	5.00	3.6102	1.00029
PUAS_17	59	1.00	5.00	3.2373	1.19394
PUAS_18	59	3.00	5.00	4.1186	.74475
PUAS_19	59	1.00	5.00	3.2034	1.24263
PUAS_20	59	1.00	4.00	2.5932	1.01910
PUAS_TOTAL	59	39.00	89.00	66.1356	12.47820
PUAS_INTRINSIK	59	2.08	4.58	3.3347	.62370
PUAS_EKSTRINSIK	59	1.75	4.38	3.2669	.66649
KEPUASAN	59	1.95	4.45	3.3076	.61643
Valid N (listwise)	59				

Analisis Tingkat Komitmen Karyawan McDonald's Sudirman Yogyakarta

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
AFFECT_1	59	1.00	4.00	2.7966	1.04683
AFFECTIVE_2	59	1.00	5.00	2.8475	.97933
AFFECTIVE_3	59	1.00	5.00	3.0847	.89612
AFFECTIVE_4	59	1.00	4.00	2.6949	.95148
AFFECTIVE_5	59	1.00	5.00	3.1864	1.05821
AFFECTIVE_6	59	1.00	5.00	2.8136	1.10601
AFFECTIVE_7	59	1.00	4.00	2.8475	.96156
AFFECTIVE_8	59	1.00	4.00	2.8814	.94841
CONTINUANCE_1	59	1.00	4.00	2.8475	1.07981
CONTINUANCE_2	59	1.00	4.00	2.6610	.88298
CONTINUANCE_3	59	1.00	4.00	2.6780	1.05766
CONTINUANCE_4	59	1.00	4.00	2.5424	.91580
CONTINUANCE_5	59	1.00	5.00	3.1525	1.03079
CONTINUANCE_6	59	1.00	5.00	3.1695	.89351
CONTINUANCE_7	59	1.00	4.00	2.4407	1.24943
CONTINUANCE_8	59	1.00	4.00	2.7627	1.07220
NORMATIVE_1	59	1.00	4.00	3.0169	.93756
NORMATIVE_2	59	1.00	5.00	3.0169	1.09058
NORMATIVE_3	59	2.00	4.00	3.0169	.75410
NORMATIVE_4	59	1.00	4.00	3.0339	1.14419
NORMATIVE_5	59	2.00	4.00	3.0847	.70192
NORMATIVE_6	59	1.00	4.00	2.7797	1.13058
NORMATIVE_7	59	1.00	4.00	2.9831	1.12175
NORMATIVE_8	59	1.00	5.00	3.2542	1.06014
KOMITMEN	59	1.13	3.88	2.9329	.69226
Valid N (listwise)	59				

LAMPIRAN 6

UJI INDEPENDENT SAMPLE T-TEST

Analisis Perbedaan Kepuasan Kerja dan Komitmen Karyawan Berdasarkan Jenis Kelamin

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
PUAS_1	Equal variances assumed	2.049	.158	.563	57	.576	.13773	.24465	-.35217	.62763
	Equal variances not assumed			.571	56.998	.570	.13773	.24118	-.34522	.62068
PUAS_2	Equal variances assumed	.292	.591	.779	57	.439	.20023	.25718	-.31476	.71523
	Equal variances not assumed			.770	52.301	.445	.20023	.26005	-.32152	.72198
PUAS_3	Equal variances assumed	2.789	.100	1.206	57	.233	.29398	.24380	-.19423	.78219
	Equal variances not assumed			1.181	48.786	.243	.29398	.24897	-.20639	.79435
PUAS_4	Equal variances assumed	7.845	.007	.017	57	.986	.00347	.20222	-.40148	.40842
	Equal variances not assumed			.018	56.044	.986	.00347	.19711	-.39138	.39833
PUAS_5	Equal variances assumed	.036	.850	-3.909	57	.000	-.71644	.18329	-1.08347	-.34940
	Equal variances not assumed			-3.878	53.297	.000	-.71644	.18474	-1.08693	-.34594
PUAS_6	Equal variances assumed	.020	.889	.358	57	.721	.07755	.21643	-.35584	.51093
	Equal variances not assumed			.359	55.532	.721	.07755	.21623	-.35569	.51079
PUAS_7	Equal variances assumed	6.797	.012	.032	57	.975	.00694	.22039	-.43437	.44826
	Equal variances not assumed			.030	43.702	.976	.00694	.22798	-.45260	.46649
PUAS_8	Equal variances assumed	.069	.794	.480	57	.633	.08912	.18564	-.28261	.46085
	Equal variances not assumed			.482	56.256	.631	.08912	.18471	-.28086	.45910
PUAS_9	Equal variances assumed	15.440	.000	-.109	57	.913	-.02662	.24356	-.51433	.46109
	Equal variances not assumed			-.105	41.464	.917	-.02662	.25337	-.53814	.48490
PUAS_10	Equal variances assumed	.412	.524	-.738	57	.464	-.17245	.23373	-.64048	.29557
	Equal variances not assumed			-.730	52.431	.469	-.17245	.23623	-.64640	.30149
PUAS_11	Equal variances assumed	58.334	.000	-1.536	57	.130	-.45023	.29310	-1.03716	.13670
	Equal variances not assumed			-1.460	37.158	.153	-.45023	.30836	-1.07493	.17447

PUAS_12	Equal variances assumed	.700	.406	-4.669	57	.000	-1.40625	.30119	-2.00936	-.80314
	Equal variances not assumed			-4.632	53.298	.000	-1.40625	.30357	-2.01505	-.79745
PUAS_13	Equal variances assumed	.058	.811	-.562	57	.577	-.11111	.19783	-.50725	.28503
	Equal variances not assumed			-.562	55.599	.576	-.11111	.19758	-.50697	.28475
PUAS_14	Equal variances assumed	.686	.411	-.027	57	.978	-.00463	.16884	-.34273	.33348
	Equal variances not assumed			-.027	52.512	.978	-.00463	.17061	-.34691	.33765
PUAS_15	Equal variances assumed	5.782	.019	-2.365	57	.021	-.65741	.27802	-1.21413	-.10068
	Equal variances not assumed			-2.309	47.652	.025	-.65741	.28474	-1.23003	-.08478
PUAS_16	Equal variances assumed	5.617	.021	.136	57	.892	.03588	.26363	-.49204	.56380
	Equal variances not assumed			.133	48.028	.895	.03588	.26975	-.50648	.57824
PUAS_17	Equal variances assumed	13.734	.000	-2.120	57	.038	-.64236	.30300	-1.24911	-.03561
	Equal variances not assumed			-2.023	38.572	.050	-.64236	.31757	-1.28494	.00022
PUAS_18	Equal variances assumed	24.920	.000	-.770	57	.444	-.15046	.19530	-.54155	.24062
	Equal variances not assumed			-.737	39.678	.465	-.15046	.20410	-.56307	.26215
PUAS_19	Equal variances assumed	29.478	.000	-4.164	57	.000	-1.19444	.28682	-1.76879	-.62010
	Equal variances not assumed			-3.938	35.305	.000	-1.19444	.30329	-1.80997	-.57892
PUAS_20	Equal variances assumed	10.108	.002	-.514	57	.609	-.13773	.26802	-.67442	.39896
	Equal variances not assumed			-.498	44.459	.621	-.13773	.27672	-.69527	.41981
INTRINSIK	Equal variances assumed	2.048	.158	.749	57	.457	.12259	.16360	-.20502	.45020
	Equal variances not assumed			.733	48.225	.467	.12259	.16731	-.21378	.45896
EKSTRINSIK	Equal variances assumed	2.220	.142	-1.214	57	.230	-.21050	.17346	-.55785	.13685
	Equal variances not assumed			-1.189	49.118	.240	-.21050	.17698	-.56613	.14513
KEPUASAN	Equal variances assumed	3.077	.085	-.066	57	.948	-.01065	.16248	-.33602	.31472
	Equal variances not assumed			-.064	47.416	.949	-.01065	.16652	-.34556	.32426

Group Statistics

	JENIS_KELAMIN	N	Mean	Std. Deviation	Std. Error Mean
PUAS_1	PRIA	27	3.4815	.84900	.16339
	WANITA	32	3.3438	1.00352	.17740
PUAS_2	PRIA	27	3.4815	1.05139	.20234
	WANITA	32	3.2813	.92403	.16335
PUAS_3	PRIA	27	3.4815	1.05139	.20234
	WANITA	32	3.1875	.82060	.14506
PUAS_4	PRIA	27	3.2222	.64051	.12327
	WANITA	32	3.2188	.87009	.15381
PUAS_5	PRIA	27	2.8148	.73574	.14159
	WANITA	32	3.5313	.67127	.11867
PUAS_6	PRIA	27	3.2963	.82345	.15847
	WANITA	32	3.2188	.83219	.14711
PUAS_7	PRIA	27	3.4444	1.01274	.19490
	WANITA	32	3.4375	.66901	.11827
PUAS_8	PRIA	27	3.3704	.68770	.13235
	WANITA	32	3.2813	.72887	.12885
PUAS_9	PRIA	27	3.6296	1.14852	.22103
	WANITA	32	3.6563	.70066	.12386
PUAS_10	PRIA	27	3.2963	.95333	.18347
	WANITA	32	3.4688	.84183	.14882
PUAS_11	PRIA	27	3.5185	1.45100	.27925
	WANITA	32	3.9688	.73985	.13079
PUAS_12	PRIA	27	2.0000	1.20894	.23266
	WANITA	32	3.4063	1.10306	.19499
PUAS_13	PRIA	27	2.8889	.75107	.14454
	WANITA	32	3.0000	.76200	.13470
PUAS_14	PRIA	27	3.3704	.68770	.13235
	WANITA	32	3.3750	.60907	.10767
PUAS_15	PRIA	27	2.5926	1.21716	.23424
	WANITA	32	3.2500	.91581	.16189
PUAS_16	PRIA	27	3.6296	1.14852	.22103
	WANITA	32	3.5938	.87471	.15463
PUAS_17	PRIA	27	2.8889	1.47631	.28412
	WANITA	32	3.5313	.80259	.14188
PUAS_18	PRIA	27	4.0370	.93978	.18086
	WANITA	32	4.1875	.53506	.09459
PUAS_19	PRIA	27	2.5556	1.45002	.27906
	WANITA	32	3.7500	.67202	.11880
PUAS_20	PRIA	27	2.5185	1.22067	.23492
	WANITA	32	2.6563	.82733	.14625
INTRINSIK	PRIA	27	3.4012	.71089	.13681
	WANITA	32	3.2786	.54486	.09632
EKSTRINSIK	PRIA	27	3.1528	.74464	.14331
	WANITA	32	3.3633	.58747	.10385
KEPUASAN	PRIA	27	3.3019	.71353	.13732
	WANITA	32	3.3125	.53280	.09419

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFFECT_1	Equal variances assumed	.468	.497	-3.394	57	.001	-.85417	.25168	-1.35816	-.35018
	Equal variances not assumed			-3.351	51.797	.002	-.85417	.25488	-1.36566	-.34267
AFFECTIVE_2	Equal variances assumed	.171	.681	-2.786	57	.007	-.67477	.24219	-1.15974	-.18980
	Equal variances not assumed			-2.782	55.017	.007	-.67477	.24254	-1.16082	-.18872
AFFECTIVE_3	Equal variances assumed	2.165	.147	-1.257	57	.214	-.29282	.23301	-.75942	.17378
	Equal variances not assumed			-1.281	56.865	.206	-.29282	.22866	-.75074	.16509
AFFECTIVE_4	Equal variances assumed	.192	.663	-1.034	57	.305	-.25694	.24849	-.75454	.24065
	Equal variances not assumed			-1.037	55.903	.304	-.25694	.24778	-.75333	.23944
AFFECTIVE_5	Equal variances assumed	.146	.704	-2.893	57	.005	-.75347	.26048	-1.27508	-.23187
	Equal variances not assumed			-2.885	54.754	.006	-.75347	.26115	-1.27687	-.23007
AFFECTIVE_6	Equal variances assumed	5.418	.024	-3.630	57	.001	-.95370	.26276	-1.47987	-.42754
	Equal variances not assumed			-3.728	55.822	.000	-.95370	.25580	-1.46618	-.44123
AFFECTIVE_7	Equal variances assumed	.028	.867	-.508	57	.613	-.12847	.25290	-.63489	.37794
	Equal variances not assumed			-.504	53.418	.616	-.12847	.25480	-.63943	.38249
AFFECTIVE_8	Equal variances assumed	.912	.344	-.768	57	.446	-.19097	.24872	-.68902	.30708
	Equal variances not assumed			-.760	52.528	.451	-.19097	.25131	-.69514	.31320
CONTINUANCE_1	Equal variances assumed	5.856	.019	-1.185	57	.241	-.33333	.28119	-.89641	.22974
	Equal variances not assumed			-1.156	47.068	.254	-.33333	.28843	-.91355	.24688
CONTINUANCE_2	Equal variances assumed	.000	.987	-1.448	57	.153	-.33102	.22859	-.78876	.12672
	Equal variances not assumed			-1.443	54.552	.155	-.33102	.22936	-.79075	.12871
CONTINUANCE_3	Equal variances assumed	.465	.498	-.566	57	.573	-.15741	.27802	-.71413	.39932
	Equal variances not assumed			-.559	51.483	.579	-.15741	.28180	-.72302	.40821
CONTINUANCE_4	Equal variances assumed	.002	.968	-1.334	57	.187	-.31713	.23772	-.79316	.15890

	Equal variances not assumed			-1.330	54.677	.189	-.31713	.23840	-.79497	.16071
CONTINUANCE_5	Equal variances assumed	2.371	.129	-1.045	57	.300	-.28125	.26915	-.82022	.25772
	Equal variances not assumed			-1.021	47.759	.313	-.28125	.27559	-.83543	.27293
CONTINUANCE_6	Equal variances assumed	3.237	.077	.123	57	.903	.02894	.23550	-.44264	.50051
	Equal variances not assumed			.123	56.087	.902	.02894	.23458	-.44096	.49883
CONTINUANCE_7	Equal variances assumed	1.955	.167	-1.025	57	.310	-.33449	.32636	-.98801	.31903
	Equal variances not assumed			-1.016	52.967	.314	-.33449	.32930	-.99499	.32601
CONTINUANCE_8	Equal variances assumed	4.510	.038	1.326	57	.190	.36921	.27837	-.18821	.92664
	Equal variances not assumed			1.343	56.953	.185	.36921	.27495	-.18138	.91981
NORMATIVE_1	Equal variances assumed	1.723	.195	-3.487	57	.001	-.78241	.22436	-1.23169	-.33313
	Equal variances not assumed			-3.413	48.517	.001	-.78241	.22928	-1.24327	-.32154
NORMATIVE_2	Equal variances assumed	1.976	.165	-4.202	57	.000	-1.05556	.25119	-1.55855	-.55256
	Equal variances not assumed			-4.279	56.915	.000	-1.05556	.24671	-1.54960	-.56152
NORMATIVE_3	Equal variances assumed	11.722	.001	-1.935	57	.058	-.37269	.19256	-.75827	.01290
	Equal variances not assumed			-1.874	44.296	.068	-.37269	.19889	-.77345	.02808
NORMATIVE_4	Equal variances assumed	9.809	.003	-4.809	57	.000	-1.22338	.25438	-1.73277	-.71399
	Equal variances not assumed			-4.666	45.187	.000	-1.22338	.26217	-1.75136	-.69540
NORMATIVE_5	Equal variances assumed	.977	.327	-2.879	57	.006	-.49769	.17289	-.84388	-.15149
	Equal variances not assumed			-2.826	49.736	.007	-.49769	.17610	-.85144	-.14393
NORMATIVE_6	Equal variances assumed	.587	.447	-4.944	57	.000	-1.23264	.24932	-1.73189	-.73339
	Equal variances not assumed			-4.928	54.558	.000	-1.23264	.25015	-1.73405	-.73123
NORMATIVE_7	Equal variances assumed	35.323	.000	-2.304	57	.025	-.65162	.28282	-1.21795	-.08529
	Equal variances not assumed			-2.204	39.547	.033	-.65162	.29566	-1.24939	-.05385
NORMATIVE_8	Equal variances assumed	18.843	.000	-1.987	57	.052	-.53704	.27025	-1.07820	.00413
	Equal variances not assumed			-1.897	38.686	.065	-.53704	.28316	-1.10993	.03585

MEAN_AFFECTIVE	Equal variances assumed	.249	.619	-1.149	57	.255	-.23741	.20658	-.65109	.17627
	Equal variances not assumed			-1.148	55.196	.256	-.23741	.20672	-.65166	.17683
MEAN_CONTINUANCE	Equal variances assumed	.765	.385	.309	57	.759	.06742	.21832	-.36976	.50460
	Equal variances not assumed			.305	51.774	.762	.06742	.22110	-.37630	.51114
MEAN_NORMATIVE	Equal variances assumed	14.825	.000	-2.680	57	.010	-.54297	.20262	-.94871	-.13723
	Equal variances not assumed			-2.599	45.085	.013	-.54297	.20888	-.96364	-.12229
KOMITMEN	Equal variances assumed	1.902	.173	-1.322	57	.191	-.23765	.17975	-.59759	.12228
	Equal variances not assumed			-1.295	48.837	.201	-.23765	.18353	-.60650	.13119

Group Statistics

	JENIS_KELAMIN	N	Mean	Std. Deviation	Std. Error Mean
AFFECT_1	PRIA	27	2.3333	1.03775	.19971
	WANITA	32	3.1875	.89578	.15835
AFFECTIVE_2	PRIA	27	2.4815	.93522	.17998
	WANITA	32	3.1563	.91966	.16257
AFFECTIVE_3	PRIA	27	2.9259	.78082	.15027
	WANITA	32	3.2188	.97499	.17236
AFFECTIVE_4	PRIA	27	2.5556	.93370	.17969
	WANITA	32	2.8125	.96512	.17061
AFFECTIVE_5	PRIA	27	2.7778	1.01274	.19490
	WANITA	32	3.5313	.98323	.17381
AFFECTIVE_6	PRIA	27	2.2963	.82345	.15847
	WANITA	32	3.2500	1.13592	.20080
AFFECTIVE_7	PRIA	27	2.7778	1.01274	.19490
	WANITA	32	2.9063	.92838	.16412
AFFECTIVE_8	PRIA	27	2.7778	1.01274	.19490
	WANITA	32	2.9688	.89747	.15865
CONTINUANCE_1	PRIA	27	2.6667	1.24035	.23870
	WANITA	32	3.0000	.91581	.16189
CONTINUANCE_2	PRIA	27	2.4815	.89315	.17189
	WANITA	32	2.8125	.85901	.15185
CONTINUANCE_3	PRIA	27	2.5926	1.15223	.22175
	WANITA	32	2.7500	.98374	.17390
CONTINUANCE_4	PRIA	27	2.3704	.92604	.17822
	WANITA	32	2.6875	.89578	.15835

CONTINUANCE_5	PRIA	27	3.0000	1.17670	.22646
	WANITA	32	3.2813	.88843	.15705
CONTINUANCE_6	PRIA	27	3.1852	.87868	.16910
	WANITA	32	3.1563	.91966	.16257
CONTINUANCE_7	PRIA	27	2.2593	1.31829	.25371
	WANITA	32	2.5938	1.18755	.20993
CONTINUANCE_8	PRIA	27	2.9630	.97985	.18857
	WANITA	32	2.5938	1.13192	.20010
NORMATIVE_1	PRIA	27	2.5926	.97109	.18689
	WANITA	32	3.3750	.75134	.13282
NORMATIVE_2	PRIA	27	2.4444	.84732	.16307
	WANITA	32	3.5000	1.04727	.18513
NORMATIVE_3	PRIA	27	2.8148	.87868	.16910
	WANITA	32	3.1875	.59229	.10470
NORMATIVE_4	PRIA	27	2.3704	1.14852	.22103
	WANITA	32	3.5938	.79755	.14099
NORMATIVE_5	PRIA	27	2.8148	.73574	.14159
	WANITA	32	3.3125	.59229	.10470
NORMATIVE_6	PRIA	27	2.1111	.97402	.18745
	WANITA	32	3.3438	.93703	.16564
NORMATIVE_7	PRIA	27	2.6296	1.36292	.26229
	WANITA	32	3.2813	.77186	.13645
NORMATIVE_8	PRIA	27	2.9630	1.31505	.25308
	WANITA	32	3.5000	.71842	.12700
MEAN_AFFECTIVE	PRIA	27	2.8056	.79386	.15278
	WANITA	32	3.0430	.78777	.13926
MEAN_CONTINUANCE	PRIA	27	2.8565	.90052	.17331
	WANITA	32	2.7891	.77670	.13730
MEAN_NORMATIVE	PRIA	27	2.7500	.91594	.17627
	WANITA	32	3.2930	.63390	.11206
KOMITMEN	PRIA	27	2.8040	.77460	.14907
	WANITA	32	3.0417	.60557	.10705

Analisis Perbedaan Kepuasan Kerja dan Komitmen Karyawan Berdasarkan Tingkat Pendidikan

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
PUAS_1	Equal variances assumed	.576	.451	-2.447	57	.018	-.83088	.33962	-1.51095	-.15081
	Equal variances not assumed			-2.589	9.748	.028	-.83088	.32089	-1.54838	-.11338
PUAS_2	Equal variances assumed	4.631	.036	-1.577	57	.120	-.58088	.36829	-1.31836	.15660
	Equal variances not assumed			-1.172	7.997	.275	-.58088	.49581	-1.72429	.56252
PUAS_3	Equal variances assumed	.022	.882	-3.254	57	.002	-1.07353	.32995	-1.73424	-.41282
	Equal variances not assumed			-3.195	9.219	.011	-1.07353	.33598	-1.83084	-.31622
PUAS_4	Equal variances assumed	1.574	.215	-1.111	57	.271	-.32353	.29114	-.90654	.25948
	Equal variances not assumed			-1.476	12.454	.165	-.32353	.21916	-.79912	.15206
PUAS_5	Equal variances assumed	2.959	.091	-.664	57	.510	-.19853	.29920	-.79767	.40061
	Equal variances not assumed			-.920	13.266	.374	-.19853	.21584	-.66386	.26680
PUAS_6	Equal variances assumed	3.200	.079	-1.874	57	.066	-.57353	.30601	-1.18631	.03925
	Equal variances not assumed			-2.844	15.554	.012	-.57353	.20167	-1.00206	-.14500
PUAS_7	Equal variances assumed	.504	.481	-3.166	57	.002	-.93627	.29576	-1.52853	-.34402

	Equal variances not assumed			-2.828	8.697	.020	-.93627	.33103	-1.68910	-.18345
PUAS_8	Equal variances assumed	3.272	.076	-1.885	57	.065	-.49510	.26262	-1.02099	.03080
	Equal variances not assumed			-2.579	12.997	.023	-.49510	.19199	-.90987	-.08033
PUAS_9	Equal variances assumed	.020	.889	-2.049	57	.045	-.70098	.34209	-1.38600	-.01596
	Equal variances not assumed			-2.075	9.421	.066	-.70098	.33786	-1.46009	.05813
PUAS_10	Equal variances assumed	1.747	.192	-2.147	57	.036	-.70588	.32870	-1.36410	-.04767
	Equal variances not assumed			-2.399	10.216	.037	-.70588	.29421	-1.35956	-.05221
PUAS_11	Equal variances assumed	27.188	.000	-3.653	57	.001	-1.43137	.39181	-2.21595	-.64679
	Equal variances not assumed			-9.292	50.000	.000	-1.43137	.15404	-1.74078	-1.12197
PUAS_12	Equal variances assumed	10.857	.002	-2.003	57	.050	-.99755	.49810	-1.99499	-.00011
	Equal variances not assumed			-3.741	26.824	.001	-.99755	.26664	-1.54482	-.45027
PUAS_13	Equal variances assumed	.248	.621	-.204	57	.839	-.05882	.28857	-.63667	.51903
	Equal variances not assumed			-.205	9.358	.842	-.05882	.28763	-.70572	.58807
PUAS_14	Equal variances assumed	2.814	.099	-1.827	57	.073	-.43627	.23881	-.91449	.04194
	Equal variances not assumed			-2.332	11.805	.038	-.43627	.18712	-.84472	-.02783
PUAS_15	Equal variances assumed	4.649	.035	-2.283	57	.026	-.92647	.40581	-1.73909	-.11385
	Equal variances not assumed			-4.076	23.228	.000	-.92647	.22727	-1.39637	-.45658
PUAS_16	Equal variances assumed	11.542	.001	-4.418	57	.000	-1.46324	.33116	-2.12638	-.80009

	Equal variances not assumed			-8.150	25.722	.000	-1.46324	.17954	-1.83248	-1.09399
PUAS_17	Equal variances assumed	.227	.636	-2.719	57	.009	-1.17157	.43090	-2.03442	-.30871
	Equal variances not assumed			-3.317	11.181	.007	-1.17157	.35321	-1.94745	-.39569
PUAS_18	Equal variances assumed	.835	.365	-2.717	57	.009	-.73039	.26880	-1.26866	-.19213
	Equal variances not assumed			-3.778	13.331	.002	-.73039	.19330	-1.14695	-.31384
PUAS_19	Equal variances assumed	3.476	.067	-3.070	57	.003	-1.35539	.44157	-2.23961	-.47117
	Equal variances not assumed			-5.405	22.287	.000	-1.35539	.25077	-1.87507	-.83571
PUAS_20	Equal variances assumed	19.389	.000	-4.990	57	.000	-1.62745	.32612	-2.28049	-.97441
	Equal variances not assumed			-12.693	50.000	.000	-1.62745	.12822	-1.88498	-1.36992
INTRINSIK	Equal variances assumed	1.617	.209	-2.311	57	.024	-.52859	.22878	-.98671	-.07048
	Equal variances not assumed			-1.832	8.206	.103	-.52859	.28859	-1.19119	.13400
EKSTRINSIK	Equal variances assumed	.054	.818	-1.359	57	.180	-.34191	.25162	-.84577	.16195
	Equal variances not assumed			-1.336	9.228	.213	-.34191	.25584	-.91850	.23467
KEPUASAN	Equal variances assumed	.580	.450	-1.985	57	.052	-.45392	.22869	-.91186	.00402
	Equal variances not assumed			-1.682	8.462	.129	-.45392	.26980	-1.07022	.16238

Group Statistics

	PENDIDIKAN	N	Mean	Std. Deviation	Std. Error Mean
PUAS_1	SMA	51	3.2941	.90098	.12616
	SARJANA	8	4.1250	.83452	.29505
PUAS_2	SMA	51	3.2941	.90098	.12616
	SARJANA	8	3.8750	1.35620	.47949
PUAS_3	SMA	51	3.1765	.86501	.12113
	SARJANA	8	4.2500	.88641	.31339
PUAS_4	SMA	51	3.1765	.79261	.11099
	SARJANA	8	3.5000	.53452	.18898
PUAS_5	SMA	51	3.1765	.81746	.11447
	SARJANA	8	3.3750	.51755	.18298
PUAS_6	SMA	51	3.1765	.84157	.11784
	SARJANA	8	3.7500	.46291	.16366
PUAS_7	SMA	51	3.3137	.76132	.10661
	SARJANA	8	4.2500	.88641	.31339
PUAS_8	SMA	51	3.2549	.71675	.10036
	SARJANA	8	3.7500	.46291	.16366
PUAS_9	SMA	51	3.5490	.90142	.12622
	SARJANA	8	4.2500	.88641	.31339
PUAS_10	SMA	51	3.2941	.87850	.12301
	SARJANA	8	4.0000	.75593	.26726
PUAS_11	SMA	51	3.5686	1.10009	.15404
	SARJANA	8	5.0000	.00000	.00000
PUAS_12	SMA	51	2.6275	1.38507	.19395
	SARJANA	8	3.6250	.51755	.18298
PUAS_13	SMA	51	2.9412	.75926	.10632
	SARJANA	8	3.0000	.75593	.26726
PUAS_14	SMA	51	3.3137	.64777	.09071
	SARJANA	8	3.7500	.46291	.16366
PUAS_15	SMA	51	2.8235	1.12616	.15769
	SARJANA	8	3.7500	.46291	.16366
PUAS_16	SMA	51	3.4118	.92036	.12888
	SARJANA	8	4.8750	.35355	.12500
PUAS_17	SMA	51	3.0784	1.16350	.16292
	SARJANA	8	4.2500	.88641	.31339
PUAS_18	SMA	51	4.0196	.73458	.10286
	SARJANA	8	4.7500	.46291	.16366
PUAS_19	SMA	51	3.0196	1.22458	.17148
	SARJANA	8	4.3750	.51755	.18298
PUAS_20	SMA	51	2.3725	.91566	.12822
	SARJANA	8	4.0000	.00000	.00000

INTRINSIK	SMA	51	3.2631	.57140	.08001
	SARJANA	8	3.7917	.78427	.27728
EKSTRINSIK	SMA	51	3.2206	.65982	.09239
	SARJANA	8	3.5625	.67480	.23858
KEPUASAN	SMA	51	3.2461	.58154	.08143
	SARJANA	8	3.7000	.72752	.25722

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFFECT_1	Equal variances assumed	6.175	.016	-.588	57	.559	-.23529	.40035	-1.03697	.56639
	Equal variances not assumed			-.765	12.108	.459	-.23529	.30763	-.90489	.43430
AFFECTIVE_2	Equal variances assumed	4.490	.038	-1.257	57	.214	-.46569	.37057	-1.20773	.27636
	Equal variances not assumed			-2.138	20.259	.045	-.46569	.21777	-.91958	-.01180
AFFECTIVE_3	Equal variances assumed	3.043	.086	.709	57	.481	.24265	.34224	-.44268	.92798
	Equal variances not assumed			.928	12.208	.371	.24265	.26138	-.32577	.81106
AFFECTIVE_4	Equal variances assumed	.778	.381	-.572	57	.569	-.20833	.36394	-.93711	.52044
	Equal variances not assumed			-.641	10.238	.536	-.20833	.32499	-.93017	.51350
AFFECTIVE_5	Equal variances assumed	.012	.914	.894	57	.375	.36029	.40311	-.44692	1.16751
	Equal variances not assumed			.946	9.745	.367	.36029	.38104	-.49173	1.21232
AFFECTIVE_6	Equal variances assumed	7.151	.010	.515	57	.608	.21814	.42328	-.62946	1.06573
	Equal variances not assumed			.887	20.912	.385	.21814	.24585	-.29326	.72954
AFFECTIVE_7	Equal variances assumed	3.041	.087	-1.696	57	.095	-.61029	.35988	-1.33095	.11036
	Equal variances not assumed			-2.657	16.614	.017	-.61029	.22971	-1.09580	-.12479
AFFECTIVE_8	Equal variances assumed	.736	.395	-.779	57	.439	-.28186	.36188	-1.00652	.44280
	Equal variances not assumed			-.868	10.195	.405	-.28186	.32463	-1.00331	.43959
CONTINUANCE_1	Equal variances assumed	1.998	.163	-.779	57	.439	-.32108	.41202	-1.14613	.50398

	Equal variances not assumed			-.962	11.335	.356	-.32108	.33374	-1.05299	.41084
CONTINUANCE_2	Equal variances assumed	3.584	.063	-2.577	57	.013	-.82598	.32055	-1.46788	-.18409
	Equal variances not assumed			-3.746	14.355	.002	-.82598	.22052	-1.29786	-.35410
CONTINUANCE_3	Equal variances assumed	7.695	.007	-2.060	57	.044	-.80637	.39140	-1.59014	-.02260
	Equal variances not assumed			-3.395	18.655	.003	-.80637	.23754	-1.30418	-.30856
CONTINUANCE_4	Equal variances assumed	3.958	.051	.140	57	.889	.04902	.35124	-.65432	.75236
	Equal variances not assumed			.211	15.436	.836	.04902	.23238	-.44507	.54311
CONTINUANCE_5	Equal variances assumed	2.374	.129	-3.072	57	.003	-1.12500	.36626	-1.85841	-.39159
	Equal variances not assumed			-4.224	13.101	.001	-1.12500	.26636	-1.69999	-.55001
CONTINUANCE_6	Equal variances assumed	3.041	.087	-.697	57	.489	-.23775	.34130	-.92118	.44569
	Equal variances not assumed			-1.055	15.506	.307	-.23775	.22528	-.71656	.24107
CONTINUANCE_7	Equal variances assumed	10.450	.002	-2.718	57	.009	-1.22549	.45095	-2.12850	-.32248
	Equal variances not assumed			-4.757	21.911	.000	-1.22549	.25761	-1.75987	-.69111
CONTINUANCE_8	Equal variances assumed	5.167	.027	-2.157	57	.035	-.85294	.39547	-1.64486	-.06102
	Equal variances not assumed			-3.508	18.086	.002	-.85294	.24312	-1.36353	-.34235
NORMATIVE_1	Equal variances assumed	3.300	.075	-.753	57	.454	-.26961	.35787	-.98622	.44701
	Equal variances not assumed			-1.257	19.253	.224	-.26961	.21446	-.71808	.17887
NORMATIVE_2	Equal variances assumed	13.431	.001	.047	57	.963	.01961	.41833	-.81809	.85730
	Equal variances not assumed			.119	50.000	.906	.01961	.16447	-.31074	.34996
NORMATIVE_3	Equal variances assumed	1.885	.175	-.939	57	.352	-.26961	.28706	-.84443	.30522
	Equal variances not assumed			-1.366	14.376	.193	-.26961	.19732	-.69178	.15256
NORMATIVE_4	Equal variances assumed	9.474	.003	-1.592	57	.117	-.68382	.42946	-1.54380	.17615
	Equal variances not assumed			-2.763	21.371	.012	-.68382	.24750	-1.19798	-.16966
NORMATIVE_5	Equal variances assumed	1.087	.301	-.713	57	.479	-.19118	.26806	-.72796	.34560
	Equal variances not assumed			-.990	13.291	.340	-.19118	.19314	-.60751	.22516
NORMATIVE_6	Equal variances assumed	41.402	.000	-.590	57	.558	-.25490	.43237	-1.12070	.61090
	Equal variances not assumed			-1.500	50.000	.140	-.25490	.16999	-.59634	.08653
NORMATIVE_7	Equal variances assumed	9.587	.003	-2.143	57	.036	-.88725	.41394	-1.71615	-.05836

	Equal variances not assumed			-3.866	23.946	.001	-.88725	.22953	-1.36104	-.41347
NORMATIVE_8	Equal variances assumed	6.820	.012	-2.211	57	.031	-.86275	.39028	-1.64427	-.08122
	Equal variances not assumed			-3.568	17.756	.002	-.86275	.24182	-1.37128	-.35421
MEAN_AFFECTIVE	Equal variances assumed	.005	.941	-.012	57	.990	-.00368	.30409	-.61260	.60525
	Equal variances not assumed			-.011	8.805	.991	-.00368	.33301	-.75955	.75219
MEAN_CONTINUANCE	Equal variances assumed	.078	.781	-1.907	57	.062	-.58793	.30829	-1.20526	.02940
	Equal variances not assumed			-1.729	8.769	.119	-.58793	.34004	-1.36025	.18439
MEAN_NORMATIVE	Equal variances assumed	1.635	.206	-.764	57	.448	-.23775	.31129	-.86109	.38560
	Equal variances not assumed			-.762	9.319	.465	-.23775	.31208	-.94004	.46455
KOMITMEN	Equal variances assumed	.006	.937	-1.051	57	.298	-.27645	.26301	-.80312	.25022
	Equal variances not assumed			-.882	8.422	.402	-.27645	.31331	-.99270	.43980

Group Statistics

	PENDIDIKAN	N	Mean	Std. Deviation	Std. Error Mean
AFFECT_1	SMA	51	2.7647	1.08790	.15234
	SARJANA	8	3.0000	.75593	.26726
AFFECTIVE_2	SMA	51	2.7843	1.02594	.14366
	SARJANA	8	3.2500	.46291	.16366
AFFECTIVE_3	SMA	51	3.1176	.93053	.13030
	SARJANA	8	2.8750	.64087	.22658
AFFECTIVE_4	SMA	51	2.6667	.97297	.13624
	SARJANA	8	2.8750	.83452	.29505
AFFECTIVE_5	SMA	51	3.2353	1.06936	.14974
	SARJANA	8	2.8750	.99103	.35038
AFFECTIVE_6	SMA	51	2.8431	1.17256	.16419
	SARJANA	8	2.6250	.51755	.18298
AFFECTIVE_7	SMA	51	2.7647	.99173	.13887
	SARJANA	8	3.3750	.51755	.18298
AFFECTIVE_8	SMA	51	2.8431	.96690	.13539
	SARJANA	8	3.1250	.83452	.29505
CONTINUANCE_1	SMA	51	2.8039	1.11390	.15598
	SARJANA	8	3.1250	.83452	.29505
CONTINUANCE_2	SMA	51	2.5490	.87895	.12308
	SARJANA	8	3.3750	.51755	.18298
CONTINUANCE_3	SMA	51	2.5686	1.08176	.15148

	SARJANA	8	3.3750	.51755	.18298
CONTINUANCE_4	SMA	51	2.5490	.96569	.13522
	SARJANA	8	2.5000	.53452	.18898
CONTINUANCE_5	SMA	51	3.0000	1.00000	.14003
	SARJANA	8	4.1250	.64087	.22658
CONTINUANCE_6	SMA	51	3.1373	.93850	.13142
	SARJANA	8	3.3750	.51755	.18298
CONTINUANCE_7	SMA	51	2.2745	1.25025	.17507
	SARJANA	8	3.5000	.53452	.18898
CONTINUANCE_8	SMA	51	2.6471	1.09222	.15294
	SARJANA	8	3.5000	.53452	.18898
NORMATIVE_1	SMA	51	2.9804	.98975	.13859
	SARJANA	8	3.2500	.46291	.16366
NORMATIVE_2	SMA	51	3.0196	1.17457	.16447
	SARJANA	8	3.0000	.00000	.00000
NORMATIVE_3	SMA	51	2.9804	.78715	.11022
	SARJANA	8	3.2500	.46291	.16366
NORMATIVE_4	SMA	51	2.9412	1.19016	.16666
	SARJANA	8	3.6250	.51755	.18298
NORMATIVE_5	SMA	51	3.0588	.73244	.10256
	SARJANA	8	3.2500	.46291	.16366
NORMATIVE_6	SMA	51	2.7451	1.21397	.16999
	SARJANA	8	3.0000	.00000	.00000
NORMATIVE_7	SMA	51	2.8627	1.14925	.16093
	SARJANA	8	3.7500	.46291	.16366
NORMATIVE_8	SMA	51	3.1373	1.07740	.15087
	SARJANA	8	4.0000	.53452	.18898
MEAN_AFFECTIVE	SMA	51	2.9338	.78635	.11011
	SARJANA	8	2.9375	.88892	.31428
MEAN_CONTINUANCE	SMA	51	2.7402	.79602	.11147
	SARJANA	8	3.3281	.90863	.32125
MEAN_NORMATIVE	SMA	51	3.0123	.81825	.11458
	SARJANA	8	3.2500	.82104	.29028
KOMITMEN	SMA	51	2.8954	.66721	.09343
	SARJANA	8	3.1719	.84587	.29906

LAMPIRAN 7

UJI ONE WAY ANOVA

Analisis Perbedaan Kepuasan Kerja dan Komitmen Karyawan Berdasarkan Usia

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
PUAS_1	<20	16	3.6250	.80623	.20156	3.1954	4.0546	2.00	5.00
	21-25	24	3.2083	.97709	.19945	2.7957	3.6209	2.00	5.00
	26-30	11	3.2727	.90453	.27273	2.6651	3.8804	2.00	5.00
	31-35	5	3.4000	.89443	.40000	2.2894	4.5106	2.00	4.00
	>36	3	4.3333	1.15470	.66667	1.4649	7.2018	3.00	5.00
	Total	59	3.4068	.93068	.12116	3.1642	3.6493	2.00	5.00
PUAS_2	<20	16	3.3750	1.02470	.25617	2.8290	3.9210	1.00	5.00
	21-25	24	3.3333	.76139	.15542	3.0118	3.6548	2.00	5.00
	26-30	11	3.4545	1.12815	.34015	2.6966	4.2124	2.00	5.00
	31-35	5	2.8000	1.30384	.58310	1.1811	4.4189	2.00	5.00
	>36	3	4.3333	1.15470	.66667	1.4649	7.2018	3.00	5.00
	Total	59	3.3729	.98082	.12769	3.1173	3.6285	1.00	5.00
PUAS_3	<20	16	3.4375	.81394	.20349	3.0038	3.8712	2.00	5.00
	21-25	24	3.0833	.92861	.18955	2.6912	3.4755	2.00	5.00
	26-30	11	3.2727	.90453	.27273	2.6651	3.8804	2.00	5.00
	31-35	5	3.4000	1.14018	.50990	1.9843	4.8157	2.00	5.00
	>36	3	4.6667	.57735	.33333	3.2324	6.1009	4.00	5.00
	Total	59	3.3220	.93662	.12194	3.0779	3.5661	2.00	5.00
PUAS_4	<20	16	3.2500	.85635	.21409	2.7937	3.7063	2.00	4.00
	21-25	24	3.0417	.80645	.16462	2.7011	3.3822	2.00	4.00
	26-30	11	3.4545	.68755	.20730	2.9926	3.9164	2.00	4.00
	31-35	5	3.6000	.54772	.24495	2.9199	4.2801	3.00	4.00
	>36	3	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	3.2203	.76717	.09988	3.0204	3.4203	2.00	4.00
PUAS_5	<20	16	3.1875	.83417	.20854	2.7430	3.6320	2.00	4.00
	21-25	24	3.0000	.88465	.18058	2.6264	3.3736	2.00	4.00
	26-30	11	3.5455	.52223	.15746	3.1946	3.8963	3.00	4.00
	31-35	5	3.6000	.54772	.24495	2.9199	4.2801	3.00	4.00
	>36	3	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	3.2034	.78300	.10194	2.9993	3.4074	2.00	4.00
PUAS_6	<20	16	3.4375	.81394	.20349	3.0038	3.8712	2.00	5.00
	21-25	24	2.8333	.86811	.17720	2.4668	3.1999	1.00	4.00
	26-30	11	3.6364	.50452	.15212	3.2974	3.9753	3.00	4.00
	31-35	5	3.6000	.54772	.24495	2.9199	4.2801	3.00	4.00
	>36	3	3.6667	.57735	.33333	2.2324	5.1009	3.00	4.00
	Total	59	3.2542	.82197	.10701	3.0400	3.4684	1.00	5.00

PUAS_7	<20	16	3.5000	.96609	.24152	2.9852	4.0148	2.00	5.00
	21-25	24	3.0833	.65386	.13347	2.8072	3.3594	2.00	4.00
	26-30	11	3.7273	.64667	.19498	3.2928	4.1617	3.00	5.00
	31-35	5	3.8000	.83666	.37417	2.7611	4.8389	3.00	5.00
	>36	3	4.3333	1.15470	.66667	1.4649	7.2018	3.00	5.00
	Total	59	3.4407	.83607	.10885	3.2228	3.6586	2.00	5.00
PUAS_8	<20	16	3.4375	.72744	.18186	3.0499	3.8251	2.00	4.00
	21-25	24	3.0000	.72232	.14744	2.6950	3.3050	2.00	4.00
	26-30	11	3.6364	.50452	.15212	3.2974	3.9753	3.00	4.00
	31-35	5	3.6000	.54772	.24495	2.9199	4.2801	3.00	4.00
	>36	3	3.6667	.57735	.33333	2.2324	5.1009	3.00	4.00
	Total	59	3.3220	.70566	.09187	3.1381	3.5059	2.00	4.00
PUAS_9	<20	16	3.6250	1.02470	.25617	3.0790	4.1710	2.00	5.00
	21-25	24	3.4167	.97431	.19888	3.0053	3.8281	2.00	5.00
	26-30	11	3.8182	.60302	.18182	3.4131	4.2233	3.00	5.00
	31-35	5	4.0000	.70711	.31623	3.1220	4.8780	3.00	5.00
	>36	3	4.3333	1.15470	.66667	1.4649	7.2018	3.00	5.00
	Total	59	3.6441	.92406	.12030	3.4033	3.8849	2.00	5.00
PUAS_10	<20	16	3.3750	1.08781	.27195	2.7953	3.9547	2.00	5.00
	21-25	24	3.1250	.74089	.15123	2.8122	3.4378	2.00	4.00
	26-30	11	3.7273	.90453	.27273	3.1196	4.3349	2.00	5.00
	31-35	5	3.8000	.83666	.37417	2.7611	4.8389	3.00	5.00
	>36	3	3.6667	.57735	.33333	2.2324	5.1009	3.00	4.00
	Total	59	3.3898	.89089	.11598	3.1577	3.6220	2.00	5.00
PUAS_11	<20	16	3.3750	1.20416	.30104	2.7333	4.0167	2.00	5.00
	21-25	24	3.5417	1.02062	.20833	3.1107	3.9726	2.00	5.00
	26-30	11	4.0909	1.22103	.36815	3.2706	4.9112	2.00	5.00
	31-35	5	4.6000	.54772	.24495	3.9199	5.2801	4.00	5.00
	>36	3	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	Total	59	3.7627	1.13470	.14773	3.4670	4.0584	2.00	5.00
PUAS_12	<20	16	2.4375	1.54785	.38696	1.6127	3.2623	1.00	5.00
	21-25	24	2.1250	.94696	.19330	1.7251	2.5249	1.00	4.00
	26-30	11	4.0000	1.09545	.33029	3.2641	4.7359	2.00	5.00
	31-35	5	3.4000	.54772	.24495	2.7199	4.0801	3.00	4.00
	>36	3	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	2.7627	1.34343	.17490	2.4126	3.1128	1.00	5.00
PUAS_13	<20	16	3.0625	.92871	.23218	2.5676	3.5574	2.00	4.00
	21-25	24	2.7917	.77903	.15902	2.4627	3.1206	2.00	4.00
	26-30	11	3.1818	.40452	.12197	2.9101	3.4536	3.00	4.00
	31-35	5	2.8000	.83666	.37417	1.7611	3.8389	2.00	4.00
	>36	3	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	2.9492	.75255	.09797	2.7530	3.1453	2.00	4.00
PUAS_14	<20	16	3.5000	.63246	.15811	3.1630	3.8370	2.00	4.00
	21-25	24	3.1667	.70196	.14329	2.8703	3.4631	2.00	4.00

	26-30	11	3.4545	.52223	.15746	3.1037	3.8054	3.00	4.00
	31-35	5	3.6000	.54772	.24495	2.9199	4.2801	3.00	4.00
	>36	3	3.6667	.57735	.33333	2.2324	5.1009	3.00	4.00
	Total	59	3.3729	.64054	.08339	3.2060	3.5398	2.00	4.00
PUAS_15	<20	16	2.8125	1.27639	.31910	2.1324	3.4926	1.00	5.00
	21-25	24	2.5833	.92861	.18955	2.1912	2.9755	1.00	4.00
	26-30	11	3.5455	1.12815	.34015	2.7876	4.3034	2.00	5.00
	31-35	5	3.2000	.83666	.37417	2.1611	4.2389	2.00	4.00
	>36	3	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	2.9492	1.10522	.14389	2.6611	3.2372	1.00	5.00
PUAS_16	<20	16	3.3125	.94648	.23662	2.8082	3.8168	2.00	5.00
	21-25	24	3.4583	.77903	.15902	3.1294	3.7873	2.00	5.00
	26-30	11	3.7273	1.19087	.35906	2.9272	4.5273	2.00	5.00
	31-35	5	4.2000	1.30384	.58310	2.5811	5.8189	2.00	5.00
	>36	3	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	Total	59	3.6102	1.00029	.13023	3.3495	3.8708	2.00	5.00
PUAS_17	<20	16	3.1250	1.36015	.34004	2.4002	3.8498	1.00	5.00
	21-25	24	2.7083	.95458	.19485	2.3052	3.1114	1.00	4.00
	26-30	11	4.0000	1.00000	.30151	3.3282	4.6718	2.00	5.00
	31-35	5	3.6000	.89443	.40000	2.4894	4.7106	3.00	5.00
	>36	3	4.6667	.57735	.33333	3.2324	6.1009	4.00	5.00
	Total	59	3.2373	1.19394	.15544	2.9261	3.5484	1.00	5.00
PUAS_18	<20	16	3.8750	.71880	.17970	3.4920	4.2580	3.00	5.00
	21-25	24	3.9583	.80645	.16462	3.6178	4.2989	3.00	5.00
	26-30	11	4.3636	.50452	.15212	4.0247	4.7026	4.00	5.00
	31-35	5	4.6000	.54772	.24495	3.9199	5.2801	4.00	5.00
	>36	3	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	Total	59	4.1186	.74475	.09696	3.9246	4.3127	3.00	5.00
PUAS_19	<20	16	2.6250	1.31022	.32755	1.9268	3.3232	1.00	5.00
	21-25	24	3.0417	1.04170	.21264	2.6018	3.4815	1.00	4.00
	26-30	11	3.5455	1.36848	.41261	2.6261	4.4648	1.00	5.00
	31-35	5	4.6000	.54772	.24495	3.9199	5.2801	4.00	5.00
	>36	3	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	3.2034	1.24263	.16178	2.8796	3.5272	1.00	5.00
PUAS_20	<20	16	2.3125	1.07819	.26955	1.7380	2.8870	1.00	4.00
	21-25	24	2.4167	.92861	.18955	2.0245	2.8088	1.00	4.00
	26-30	11	2.7273	.90453	.27273	2.1196	3.3349	2.00	4.00
	31-35	5	3.2000	1.09545	.48990	1.8398	4.5602	2.00	4.00
	>36	3	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	2.5932	1.01910	.13268	2.3276	2.8588	1.00	4.00
INTRINSIK	<20	16	3.3906	.66438	.16610	3.0366	3.7447	2.08	4.33
	21-25	24	3.3229	.46125	.09415	3.1281	3.5177	2.67	4.00
	26-30	11	3.1667	.69422	.20932	2.7003	3.6331	2.42	4.58
	31-35	5	3.4333	1.02470	.45826	2.1610	4.7057	2.08	4.58

	>36	3	3.5833	.84574	.48829	1.4824	5.6843	2.83	4.50
	Total	59	3.3347	.62370	.08120	3.1722	3.4973	2.08	4.58
EKSTRINSIK	<20	16	3.2969	.75949	.18987	2.8922	3.7016	1.75	4.38
	21-25	24	3.2031	.53772	.10976	2.9761	3.4302	2.13	4.25
	26-30	11	3.2386	.77350	.23322	2.7190	3.7583	2.13	4.25
	31-35	5	3.3750	.96014	.42939	2.1828	4.5672	1.75	4.25
	>36	3	3.5417	.43899	.25345	2.4512	4.6322	3.13	4.00
	Total	59	3.2669	.66649	.08677	3.0933	3.4406	1.75	4.38
KEPUASAN	<20	16	2.7682	.73061	.18265	2.3789	3.1575	1.21	3.67
	21-25	24	3.0347	.60051	.12258	2.7812	3.2883	1.71	3.88
	26-30	11	2.7879	.69608	.20988	2.3202	3.2555	1.21	3.54
	31-35	5	2.9667	1.06979	.47842	1.6384	4.2950	1.13	3.79
	>36	3	3.4722	.37345	.21561	2.5445	4.3999	3.04	3.71
	Total	59	2.9329	.69226	.09012	2.7525	3.1133	1.13	3.88

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PUAS_1	Between Groups	4.480	4	1.120	1.322	.274
	Within Groups	45.757	54	.847		
	Total	50.237	58			
PUAS_2	Between Groups	4.519	4	1.130	1.190	.326
	Within Groups	51.277	54	.950		
	Total	55.797	58			
PUAS_3	Between Groups	7.062	4	1.766	2.176	.084
	Within Groups	43.819	54	.811		
	Total	50.881	58			
PUAS_4	Between Groups	2.250	4	.562	.953	.441
	Within Groups	31.886	54	.590		
	Total	34.136	58			
PUAS_5	Between Groups	3.195	4	.799	1.333	.270
	Within Groups	32.365	54	.599		
	Total	35.559	58			
PUAS_6	Between Groups	7.503	4	1.876	3.197	.020
	Within Groups	31.683	54	.587		
	Total	39.186	58			
PUAS_7	Between Groups	7.061	4	1.765	2.847	.033
	Within Groups	33.482	54	.620		
	Total	40.542	58			
PUAS_8	Between Groups	4.532	4	1.133	2.512	.052
	Within Groups	24.350	54	.451		
	Total	28.881	58			
PUAS_9	Between Groups	3.639	4	.910	1.071	.380
	Within Groups	45.886	54	.850		
	Total	49.525	58			

PUAS_10	Between Groups	4.010	4	1.003	1.288	.286
	Within Groups	42.023	54	.778		
	Total	46.034	58			
PUAS_11	Between Groups	12.861	4	3.215	2.809	.034
	Within Groups	61.817	54	1.145		
	Total	74.678	58			
PUAS_12	Between Groups	34.915	4	8.729	6.757	.000
	Within Groups	69.762	54	1.292		
	Total	104.678	58			
PUAS_13	Between Groups	1.515	4	.379	.653	.627
	Within Groups	31.332	54	.580		
	Total	32.847	58			
PUAS_14	Between Groups	1.869	4	.467	1.151	.343
	Within Groups	21.927	54	.406		
	Total	23.797	58			
PUAS_15	Between Groups	11.049	4	2.762	2.494	.054
	Within Groups	59.798	54	1.107		
	Total	70.847	58			
PUAS_16	Between Groups	9.656	4	2.414	2.695	.040
	Within Groups	48.378	54	.896		
	Total	58.034	58			
PUAS_17	Between Groups	20.103	4	5.026	4.337	.004
	Within Groups	62.575	54	1.159		
	Total	82.678	58			
PUAS_18	Between Groups	5.716	4	1.429	2.917	.029
	Within Groups	26.454	54	.490		
	Total	32.169	58			
PUAS_19	Between Groups	18.924	4	4.731	3.617	.011
	Within Groups	70.636	54	1.308		
	Total	89.559	58			
PUAS_20	Between Groups	9.985	4	2.496	2.682	.041
	Within Groups	50.253	54	.931		
	Total	60.237	58			
INTRINSIK	Between Groups	.598	4	.150	.368	.831
	Within Groups	21.964	54	.407		
	Total	22.562	58			
EKSTRINSIK	Between Groups	.406	4	.101	.216	.928
	Within Groups	25.359	54	.470		
	Total	25.764	58			
KEPUASAN	Between Groups	1.792	4	.448	.931	.453
	Within Groups	26.003	54	.482		
	Total	27.795	58			

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
AFFECT_1	<20	16	2.7500	1.23828	.30957	2.0902	3.4098	1.00	4.00
	21-25	24	2.6250	1.05552	.21546	2.1793	3.0707	1.00	4.00
	26-30	11	3.0909	.94388	.28459	2.4568	3.7250	2.00	4.00
	31-35	5	3.2000	.44721	.20000	2.6447	3.7553	3.00	4.00
	>36	3	2.6667	1.15470	.66667	-.2018	5.5351	2.00	4.00
	Total	59	2.7966	1.04683	.13629	2.5238	3.0694	1.00	4.00
AFFECTIVE_2	<20	16	2.9375	1.12361	.28090	2.3388	3.5362	1.00	4.00
	21-25	24	2.5417	.93153	.19015	2.1483	2.9350	1.00	4.00
	26-30	11	3.0000	.89443	.26968	2.3991	3.6009	1.00	4.00
	31-35	5	3.6000	.89443	.40000	2.4894	4.7106	3.00	5.00
	>36	3	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	2.8475	.97933	.12750	2.5922	3.1027	1.00	5.00
AFFECTIVE_3	<20	16	3.2500	.77460	.19365	2.8372	3.6628	2.00	4.00
	21-25	24	3.0417	.80645	.16462	2.7011	3.3822	2.00	4.00
	26-30	11	3.2727	1.19087	.35906	2.4727	4.0728	2.00	5.00
	31-35	5	2.8000	1.09545	.48990	1.4398	4.1602	1.00	4.00
	>36	3	2.3333	.57735	.33333	.8991	3.7676	2.00	3.00
	Total	59	3.0847	.89612	.11667	2.8512	3.3183	1.00	5.00
AFFECTIVE_4	<20	16	2.5000	1.09545	.27386	1.9163	3.0837	1.00	4.00
	21-25	24	2.7500	.98907	.20189	2.3324	3.1676	1.00	4.00
	26-30	11	2.9091	.83121	.25062	2.3507	3.4675	2.00	4.00
	31-35	5	2.6000	.54772	.24495	1.9199	3.2801	2.00	3.00
	>36	3	2.6667	1.15470	.66667	-.2018	5.5351	2.00	4.00
	Total	59	2.6949	.95148	.12387	2.4470	2.9429	1.00	4.00
AFFECTIVE_5	<20	16	3.1875	1.16726	.29182	2.5655	3.8095	1.00	5.00
	21-25	24	3.2083	.97709	.19945	2.7957	3.6209	1.00	5.00
	26-30	11	3.3636	1.02691	.30963	2.6737	4.0535	2.00	5.00
	31-35	5	3.0000	1.41421	.63246	1.2440	4.7560	1.00	4.00
	>36	3	2.6667	1.15470	.66667	-.2018	5.5351	2.00	4.00
	Total	59	3.1864	1.05821	.13777	2.9107	3.4622	1.00	5.00
AFFECTIVE_6	<20	16	2.9375	1.28938	.32234	2.2504	3.6246	1.00	4.00
	21-25	24	2.5833	1.05981	.21633	2.1358	3.0309	1.00	4.00
	26-30	11	3.1818	1.16775	.35209	2.3973	3.9663	1.00	5.00
	31-35	5	3.0000	.70711	.31623	2.1220	3.8780	2.00	4.00
	>36	3	2.3333	.57735	.33333	.8991	3.7676	2.00	3.00
	Total	59	2.8136	1.10601	.14399	2.5253	3.1018	1.00	5.00
AFFECTIVE_7	<20	16	2.6250	1.08781	.27195	2.0453	3.2047	1.00	4.00
	21-25	24	2.7917	.93153	.19015	2.3983	3.1850	1.00	4.00
	26-30	11	3.0909	.83121	.25062	2.5325	3.6493	2.00	4.00

	31-35	5	3.0000	1.22474	.54772	1.4793	4.5207	1.00	4.00
	>36	3	3.3333	.57735	.33333	1.8991	4.7676	3.00	4.00
	Total	59	2.8475	.96156	.12518	2.5969	3.0980	1.00	4.00
AFFECTIVE_8	<20	16	2.9375	.99791	.24948	2.4057	3.4693	1.00	4.00
	21-25	24	2.7917	.93153	.19015	2.3983	3.1850	1.00	4.00
	26-30	11	3.0000	.89443	.26968	2.3991	3.6009	2.00	4.00
	31-35	5	3.0000	1.22474	.54772	1.4793	4.5207	1.00	4.00
	>36	3	2.6667	1.15470	.66667	-.2018	5.5351	2.00	4.00
	Total	59	2.8814	.94841	.12347	2.6342	3.1285	1.00	4.00
CONTINUANCE_1	<20	16	2.8125	1.27639	.31910	2.1324	3.4926	1.00	4.00
	21-25	24	2.6250	1.09594	.22371	2.1622	3.0878	1.00	4.00
	26-30	11	3.0000	.89443	.26968	2.3991	3.6009	2.00	4.00
	31-35	5	3.4000	.89443	.40000	2.2894	4.5106	2.00	4.00
	>36	3	3.3333	.57735	.33333	1.8991	4.7676	3.00	4.00
	Total	59	2.8475	1.07981	.14058	2.5661	3.1289	1.00	4.00
CONTINUANCE_2	<20	16	2.6250	.95743	.23936	2.1148	3.1352	1.00	4.00
	21-25	24	2.4167	.82970	.16936	2.0663	2.7670	1.00	4.00
	26-30	11	2.7273	.78625	.23706	2.1991	3.2555	2.00	4.00
	31-35	5	3.2000	.83666	.37417	2.1611	4.2389	2.00	4.00
	>36	3	3.6667	.57735	.33333	2.2324	5.1009	3.00	4.00
	Total	59	2.6610	.88298	.11495	2.4309	2.8911	1.00	4.00
CONTINUANCE_3	<20	16	2.5625	1.20934	.30233	1.9181	3.2069	1.00	4.00
	21-25	24	2.5000	1.02151	.20851	2.0687	2.9313	1.00	4.00
	26-30	11	2.8182	1.07872	.32525	2.0935	3.5429	1.00	4.00
	31-35	5	3.2000	.83666	.37417	2.1611	4.2389	2.00	4.00
	>36	3	3.3333	.57735	.33333	1.8991	4.7676	3.00	4.00
	Total	59	2.6780	1.05766	.13770	2.4023	2.9536	1.00	4.00
CONTINUANCE_4	<20	16	2.5000	1.03280	.25820	1.9497	3.0503	1.00	4.00
	21-25	24	2.4583	.93153	.19015	2.0650	2.8517	1.00	4.00
	26-30	11	2.7273	.90453	.27273	2.1196	3.3349	2.00	4.00
	31-35	5	2.8000	.83666	.37417	1.7611	3.8389	2.00	4.00
	>36	3	2.3333	.57735	.33333	.8991	3.7676	2.00	3.00
	Total	59	2.5424	.91580	.11923	2.3037	2.7810	1.00	4.00
CONTINUANCE_5	<20	16	3.0000	.96609	.24152	2.4852	3.5148	1.00	4.00
	21-25	24	2.9583	1.08264	.22099	2.5012	3.4155	1.00	5.00
	26-30	11	3.1818	.98165	.29598	2.5223	3.8413	1.00	4.00
	31-35	5	3.6000	.54772	.24495	2.9199	4.2801	3.00	4.00
	>36	3	4.6667	.57735	.33333	3.2324	6.1009	4.00	5.00
	Total	59	3.1525	1.03079	.13420	2.8839	3.4212	1.00	5.00
CONTINUANCE_6	<20	16	2.9375	.99791	.24948	2.4057	3.4693	1.00	4.00
	21-25	24	3.1667	.96309	.19659	2.7600	3.5733	2.00	5.00
	26-30	11	3.3636	.80904	.24393	2.8201	3.9072	2.00	4.00
	31-35	5	3.2000	.44721	.20000	2.6447	3.7553	3.00	4.00
	>36	3	3.6667	.57735	.33333	2.2324	5.1009	3.00	4.00

	Total	59	3.1695	.89351	.11633	2.9366	3.4023	1.00	5.00
CONTINUANCE_7	<20	16	2.1875	1.37689	.34422	1.4538	2.9212	1.00	4.00
	21-25	24	2.0833	1.21285	.24757	1.5712	2.5955	1.00	4.00
	26-30	11	2.9091	1.13618	.34257	2.1458	3.6724	1.00	4.00
	31-35	5	3.4000	.54772	.24495	2.7199	4.0801	3.00	4.00
	>36	3	3.3333	.57735	.33333	1.8991	4.7676	3.00	4.00
	Total	59	2.4407	1.24943	.16266	2.1151	2.7663	1.00	4.00
CONTINUANCE_8	<20	16	2.8125	1.04682	.26171	2.2547	3.3703	1.00	4.00
	21-25	24	2.4583	1.14129	.23296	1.9764	2.9403	1.00	4.00
	26-30	11	2.9091	1.04447	.31492	2.2074	3.6108	1.00	4.00
	31-35	5	3.2000	.83666	.37417	2.1611	4.2389	2.00	4.00
	>36	3	3.6667	.57735	.33333	2.2324	5.1009	3.00	4.00
	Total	59	2.7627	1.07220	.13959	2.4833	3.0421	1.00	4.00
NORMATIVE_1	<20	16	2.9375	1.12361	.28090	2.3388	3.5362	1.00	4.00
	21-25	24	2.9167	.97431	.19888	2.5053	3.3281	1.00	4.00
	26-30	11	3.1818	.87386	.26348	2.5947	3.7689	2.00	4.00
	31-35	5	3.2000	.44721	.20000	2.6447	3.7553	3.00	4.00
	>36	3	3.3333	.57735	.33333	1.8991	4.7676	3.00	4.00
	Total	59	3.0169	.93756	.12206	2.7726	3.2613	1.00	4.00
NORMATIVE_2	<20	16	2.9375	1.23659	.30915	2.2786	3.5964	1.00	5.00
	21-25	24	2.8750	1.07592	.21962	2.4207	3.3293	1.00	5.00
	26-30	11	3.2727	1.27208	.38355	2.4181	4.1273	1.00	5.00
	31-35	5	3.4000	.54772	.24495	2.7199	4.0801	3.00	4.00
	>36	3	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	3.0169	1.09058	.14198	2.7327	3.3012	1.00	5.00
NORMATIVE_3	<20	16	3.0000	.81650	.20412	2.5649	3.4351	2.00	4.00
	21-25	24	3.0417	.75060	.15322	2.7247	3.3586	2.00	4.00
	26-30	11	3.0909	.94388	.28459	2.4568	3.7250	2.00	4.00
	31-35	5	2.8000	.44721	.20000	2.2447	3.3553	2.00	3.00
	>36	3	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	3.0169	.75410	.09818	2.8204	3.2135	2.00	4.00
NORMATIVE_4	<20	16	2.9375	1.38894	.34724	2.1974	3.6776	1.00	4.00
	21-25	24	2.7917	1.14129	.23296	2.3097	3.2736	1.00	4.00
	26-30	11	3.2727	1.00905	.30424	2.5948	3.9506	2.00	4.00
	31-35	5	3.4000	.54772	.24495	2.7199	4.0801	3.00	4.00
	>36	3	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	3.0339	1.14419	.14896	2.7357	3.3321	1.00	4.00
NORMATIVE_5	<20	16	3.1250	.71880	.17970	2.7420	3.5080	2.00	4.00
	21-25	24	3.0833	.71728	.14641	2.7805	3.3862	2.00	4.00
	26-30	11	3.1818	.87386	.26348	2.5947	3.7689	2.00	4.00
	31-35	5	2.8000	.44721	.20000	2.2447	3.3553	2.00	3.00
	>36	3	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	3.0847	.70192	.09138	2.9018	3.2677	2.00	4.00
NORMATIVE_6	<20	16	2.7500	1.34164	.33541	2.0351	3.4649	1.00	4.00

	21-25	24	2.5833	1.10007	.22455	2.1188	3.0479	1.00	4.00
	26-30	11	2.9091	1.22103	.36815	2.0888	3.7294	1.00	4.00
	31-35	5	3.4000	.54772	.24495	2.7199	4.0801	3.00	4.00
	>36	3	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	2.7797	1.13058	.14719	2.4850	3.0743	1.00	4.00
NORMATIVE_7	<20	16	2.6875	1.25000	.31250	2.0214	3.3536	1.00	4.00
	21-25	24	2.7917	1.14129	.23296	2.3097	3.2736	1.00	4.00
	26-30	11	3.0909	.94388	.28459	2.4568	3.7250	2.00	4.00
	31-35	5	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	>36	3	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	2.9831	1.12175	.14604	2.6907	3.2754	1.00	4.00
NORMATIVE_8	<20	16	3.0625	1.28938	.32234	2.3754	3.7496	1.00	5.00
	21-25	24	3.1667	1.04950	.21423	2.7235	3.6098	1.00	5.00
	26-30	11	3.0909	.83121	.25062	2.5325	3.6493	2.00	4.00
	31-35	5	4.2000	.44721	.20000	3.6447	4.7553	4.00	5.00
	>36	3	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	3.2542	1.06014	.13802	2.9780	3.5305	1.00	5.00
MEAN_AFFECTIVE	<20	16	2.8359	.80457	.20114	2.4072	3.2647	1.13	3.75
	21-25	24	3.0365	.73118	.14925	2.7277	3.3452	1.63	3.88
	26-30	11	2.8182	.90375	.27249	2.2110	3.4253	1.13	3.88
	31-35	5	2.9000	1.05475	.47170	1.5904	4.2096	1.13	3.63
	>36	3	3.1250	.76035	.43899	1.2362	5.0138	2.25	3.63
	Total	59	2.9343	.79273	.10320	2.7277	3.1409	1.13	3.88
MEAN_CONTINUANCE	<20	16	2.5938	.83354	.20839	2.1496	3.0379	1.25	4.00
	21-25	24	2.8854	.79990	.16328	2.5477	3.2232	1.50	4.00
	26-30	11	2.7159	.71609	.21591	2.2348	3.1970	1.25	3.63
	31-35	5	2.8500	1.15041	.51448	1.4216	4.2784	1.00	4.00
	>36	3	3.8333	.28868	.16667	3.1162	4.5504	3.50	4.00
	Total	59	2.8199	.82892	.10792	2.6039	3.0359	1.00	4.00
MEAN_NORMATIVE	<20	16	2.8750	.85878	.21469	2.4174	3.3326	1.25	3.63
	21-25	24	3.1823	.70901	.14473	2.8829	3.4817	1.38	3.88
	26-30	11	2.8295	.96707	.29158	2.1799	3.4792	1.25	4.13
	31-35	5	3.1500	1.07311	.47991	1.8176	4.4824	1.25	3.75
	>36	3	3.4583	.07217	.04167	3.2791	3.6376	3.38	3.50
	Total	59	3.0445	.81565	.10619	2.8319	3.2571	1.25	4.13
KOMITMEN	<20	16	2.7682	.73061	.18265	2.3789	3.1575	1.21	3.67
	21-25	24	3.0347	.60051	.12258	2.7812	3.2883	1.71	3.88
	26-30	11	2.7879	.69608	.20988	2.3202	3.2555	1.21	3.54
	31-35	5	2.9667	1.06979	.47842	1.6384	4.2950	1.13	3.79
	>36	3	3.4722	.37345	.21561	2.5445	4.3999	3.04	3.71
	Total	59	2.9329	.69226	.09012	2.7525	3.1133	1.13	3.88

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
AFFECT_1	Between Groups	2.559	4	.640	.566	.688
	Within Groups	61.001	54	1.130		
	Total	63.559	58			
AFFECTIVE_2	Between Groups	5.531	4	1.383	1.491	.218
	Within Groups	50.096	54	.928		
	Total	55.627	58			
AFFECTIVE_3	Between Groups	2.969	4	.742	.919	.460
	Within Groups	43.607	54	.808		
	Total	46.576	58			
AFFECTIVE_4	Between Groups	1.233	4	.308	.325	.860
	Within Groups	51.276	54	.950		
	Total	52.508	58			
AFFECTIVE_5	Between Groups	1.341	4	.335	.285	.887
	Within Groups	63.608	54	1.178		
	Total	64.949	58			
AFFECTIVE_6	Between Groups	3.875	4	.969	.780	.543
	Within Groups	67.074	54	1.242		
	Total	70.949	58			
AFFECTIVE_7	Between Groups	2.343	4	.586	.617	.652
	Within Groups	51.284	54	.950		
	Total	53.627	58			
AFFECTIVE_8	Between Groups	.607	4	.152	.159	.958
	Within Groups	51.563	54	.955		
	Total	52.169	58			
CONTINUANCE_1	Between Groups	3.698	4	.924	.781	.543
	Within Groups	63.929	54	1.184		
	Total	67.627	58			
CONTINUANCE_2	Between Groups	5.989	4	1.497	2.061	.099
	Within Groups	39.232	54	.727		
	Total	45.220	58			
CONTINUANCE_3	Between Groups	3.841	4	.960	.849	.500
	Within Groups	61.041	54	1.130		

	Total	64.881	58			
CONTINUANCE_4	Between Groups	1.037	4	.259	.294	.881
	Within Groups	47.607	54	.882		
	Total	48.644	58			
CONTINUANCE_5	Between Groups	9.166	4	2.291	2.359	.065
	Within Groups	52.461	54	.972		
	Total	61.627	58			
CONTINUANCE_6	Between Groups	2.022	4	.506	.616	.653
	Within Groups	44.283	54	.820		
	Total	46.305	58			
CONTINUANCE_7	Between Groups	13.496	4	3.374	2.365	.064
	Within Groups	77.047	54	1.427		
	Total	90.542	58			
CONTINUANCE_8	Between Groups	5.906	4	1.477	1.312	.277
	Within Groups	60.772	54	1.125		
	Total	66.678	58			
NORMATIVE_1	Between Groups	1.109	4	.277	.300	.877
	Within Groups	49.874	54	.924		
	Total	50.983	58			
NORMATIVE_2	Between Groups	2.039	4	.510	.411	.800
	Within Groups	66.944	54	1.240		
	Total	68.983	58			
NORMATIVE_3	Between Groups	.316	4	.079	.130	.971
	Within Groups	32.667	54	.605		
	Total	32.983	58			
NORMATIVE_4	Between Groups	5.655	4	1.414	1.086	.373
	Within Groups	70.278	54	1.301		
	Total	75.932	58			
NORMATIVE_5	Between Groups	.557	4	.139	.268	.897
	Within Groups	28.020	54	.519		
	Total	28.576	58			
NORMATIVE_6	Between Groups	3.193	4	.798	.608	.659
	Within Groups	70.942	54	1.314		
	Total	74.136	58			
NORMATIVE_7	Between Groups	10.678	4	2.670	2.314	.069
	Within Groups	62.305	54	1.154		

	Total	72.983	58			
NORMATIVE_8	Between Groups	7.207	4	1.802	1.678	.169
	Within Groups	57.980	54	1.074		
	Total	65.186	58			
MEAN_AFFECTIVE	Between Groups	.669	4	.167	.252	.907
	Within Groups	35.780	54	.663		
	Total	36.449	58			
MEAN_CONTINUANCE	Between Groups	4.126	4	1.031	1.559	.198
	Within Groups	35.726	54	.662		
	Total	39.852	58			
MEAN_NORMATIVE	Between Groups	1.993	4	.498	.735	.572
	Within Groups	36.593	54	.678		
	Total	38.586	58			
KOMITMEN	Between Groups	1.792	4	.448	.931	.453
	Within Groups	26.003	54	.482		
	Total	27.795	58			

Analisis Perbedaan Kepuasan Kerja dan Komitmen Karyawan Berdasarkan Masa Kerja

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
PUAS_1	<2	32	3.5000	.87988	.15554	3.1828	3.8172	2.00	5.00
	2-4	15	3.0000	.84515	.21822	2.5320	3.4680	2.00	4.00
	5-7	2	2.5000	.70711	.50000	-3.8531	8.8531	2.00	3.00
	8-10	4	3.5000	1.29099	.64550	1.4457	5.5543	2.00	5.00
	>10	6	4.1667	.75277	.30732	3.3767	4.9567	3.00	5.00
	Total	59	3.4068	.93068	.12116	3.1642	3.6493	2.00	5.00
PUAS_2	<2	32	3.2188	.90641	.16023	2.8920	3.5455	1.00	5.00
	2-4	15	3.6667	.81650	.21082	3.2145	4.1188	2.00	5.00
	5-7	2	2.5000	.70711	.50000	-3.8531	8.8531	2.00	3.00
	8-10	4	3.5000	1.29099	.64550	1.4457	5.5543	2.00	5.00
	>10	6	3.6667	1.50555	.61464	2.0867	5.2466	2.00	5.00
	Total	59	3.3729	.98082	.12769	3.1173	3.6285	1.00	5.00
PUAS_3	<2	32	3.3750	.83280	.14722	3.0747	3.6753	2.00	5.00
	2-4	15	2.8667	.83381	.21529	2.4049	3.3284	2.00	4.00
	5-7	2	2.5000	.70711	.50000	-3.8531	8.8531	2.00	3.00
	8-10	4	3.5000	1.29099	.64550	1.4457	5.5543	2.00	5.00
	>10	6	4.3333	.81650	.33333	3.4765	5.1902	3.00	5.00
	Total	59	3.3220	.93662	.12194	3.0779	3.5661	2.00	5.00
PUAS_4	<2	32	3.2188	.83219	.14711	2.9187	3.5188	2.00	4.00
	2-4	15	3.0000	.75593	.19518	2.5814	3.4186	2.00	4.00
	5-7	2	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	8-10	4	3.7500	.50000	.25000	2.9544	4.5456	3.00	4.00
	>10	6	3.5000	.54772	.22361	2.9252	4.0748	3.00	4.00
	Total	59	3.2203	.76717	.09988	3.0204	3.4203	2.00	4.00
PUAS_5	<2	32	3.1250	.79312	.14020	2.8391	3.4109	2.00	4.00
	2-4	15	3.2000	.94112	.24300	2.6788	3.7212	2.00	4.00
	5-7	2	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	3.5000	.54772	.22361	2.9252	4.0748	3.00	4.00
	Total	59	3.2034	.78300	.10194	2.9993	3.4074	2.00	4.00
PUAS_6	<2	32	3.2500	.84242	.14892	2.9463	3.5537	1.00	5.00
	2-4	15	2.9333	.88372	.22817	2.4439	3.4227	2.00	4.00
	5-7	2	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	8-10	4	3.7500	.50000	.25000	2.9544	4.5456	3.00	4.00
	>10	6	3.8333	.40825	.16667	3.4049	4.2618	3.00	4.00

	Total	59	3.2542	.82197	.10701	3.0400	3.4684	1.00	5.00
PUAS_7	<2	32	3.3750	.79312	.14020	3.0891	3.6609	2.00	5.00
	2-4	15	3.1333	.74322	.19190	2.7217	3.5449	2.00	4.00
	5-7	2	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	8-10	4	4.0000	.81650	.40825	2.7008	5.2992	3.00	5.00
	>10	6	4.3333	.81650	.33333	3.4765	5.1902	3.00	5.00
	Total	59	3.4407	.83607	.10885	3.2228	3.6586	2.00	5.00
PUAS_8	<2	32	3.2813	.72887	.12885	3.0185	3.5440	2.00	4.00
	2-4	15	3.1333	.74322	.19190	2.7217	3.5449	2.00	4.00
	5-7	2	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	8-10	4	3.7500	.50000	.25000	2.9544	4.5456	3.00	4.00
	>10	6	3.8333	.40825	.16667	3.4049	4.2618	3.00	4.00
	Total	59	3.3220	.70566	.09187	3.1381	3.5059	2.00	4.00
PUAS_9	<2	32	3.6250	.97551	.17245	3.2733	3.9767	2.00	5.00
	2-4	15	3.3333	.81650	.21082	2.8812	3.7855	2.00	4.00
	5-7	2	3.5000	.70711	.50000	-2.8531	9.8531	3.00	4.00
	8-10	4	4.0000	.81650	.40825	2.7008	5.2992	3.00	5.00
	>10	6	4.3333	.81650	.33333	3.4765	5.1902	3.00	5.00
	Total	59	3.6441	.92406	.12030	3.4033	3.8849	2.00	5.00
PUAS_10	<2	32	3.3125	.93109	.16460	2.9768	3.6482	2.00	5.00
	2-4	15	3.2000	.86189	.22254	2.7227	3.6773	2.00	5.00
	5-7	2	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	8-10	4	4.0000	.81650	.40825	2.7008	5.2992	3.00	5.00
	>10	6	4.0000	.63246	.25820	3.3363	4.6637	3.00	5.00
	Total	59	3.3898	.89089	.11598	3.1577	3.6220	2.00	5.00
PUAS_11	<2	32	3.6250	1.03954	.18377	3.2502	3.9998	2.00	5.00
	2-4	15	3.2000	1.20712	.31168	2.5315	3.8685	2.00	5.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	>10	6	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	Total	59	3.7627	1.13470	.14773	3.4670	4.0584	2.00	5.00
PUAS_12	<2	32	2.4063	1.31638	.23271	1.9316	2.8809	1.00	5.00
	2-4	15	2.6000	1.35225	.34915	1.8512	3.3488	1.00	5.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	4.5000	.57735	.28868	3.5813	5.4187	4.00	5.00
	>10	6	3.5000	.54772	.22361	2.9252	4.0748	3.00	4.00
	Total	59	2.7627	1.34343	.17490	2.4126	3.1128	1.00	5.00
PUAS_13	<2	32	3.0938	.81752	.14452	2.7990	3.3885	2.00	4.00
	2-4	15	2.6000	.63246	.16330	2.2498	2.9502	2.00	4.00
	5-7	2	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	8-10	4	3.2500	.50000	.25000	2.4544	4.0456	3.00	4.00
	>10	6	2.8333	.75277	.30732	2.0433	3.6233	2.00	4.00
	Total	59	2.9492	.75255	.09797	2.7530	3.1453	2.00	4.00
PUAS_14	<2	32	3.4063	.61484	.10869	3.1846	3.6279	2.00	4.00

	2-4	15	3.1333	.74322	.19190	2.7217	3.5449	2.00	4.00
	5-7	2	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	3.8333	.40825	.16667	3.4049	4.2618	3.00	4.00
	Total	59	3.3729	.64054	.08339	3.2060	3.5398	2.00	4.00
PUAS_15	<2	32	2.8125	1.09065	.19280	2.4193	3.2057	1.00	5.00
	2-4	15	2.7333	1.16292	.30026	2.0893	3.3773	1.00	5.00
	5-7	2	3.0000	1.41421	1.00000	-9.7062	15.7062	2.00	4.00
	8-10	4	3.7500	1.25831	.62915	1.7478	5.7522	2.00	5.00
	>10	6	3.6667	.51640	.21082	3.1247	4.2086	3.00	4.00
	Total	59	2.9492	1.10522	.14389	2.6611	3.2372	1.00	5.00
PUAS_16	<2	32	3.4375	.84003	.14850	3.1346	3.7404	2.00	5.00
	2-4	15	3.4000	.98561	.25448	2.8542	3.9458	2.00	5.00
	5-7	2	3.0000	1.41421	1.00000	-9.7062	15.7062	2.00	4.00
	8-10	4	4.0000	1.41421	.70711	1.7497	6.2503	2.00	5.00
	>10	6	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	Total	59	3.6102	1.00029	.13023	3.3495	3.8708	2.00	5.00
PUAS_17	<2	32	3.0625	1.16224	.20546	2.6435	3.4815	1.00	5.00
	2-4	15	2.9333	1.22280	.31573	2.2562	3.6105	1.00	5.00
	5-7	2	3.5000	.70711	.50000	-2.8531	9.8531	3.00	4.00
	8-10	4	4.2500	.95743	.47871	2.7265	5.7735	3.00	5.00
	>10	6	4.1667	.98319	.40139	3.1349	5.1985	3.00	5.00
	Total	59	3.2373	1.19394	.15544	2.9261	3.5484	1.00	5.00
PUAS_18	<2	32	4.0625	.75935	.13424	3.7887	4.3363	3.00	5.00
	2-4	15	3.9333	.79881	.20625	3.4910	4.3757	3.00	5.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	>10	6	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	Total	59	4.1186	.74475	.09696	3.9246	4.3127	3.00	5.00
PUAS_19	<2	32	2.9688	1.06208	.18775	2.5858	3.3517	1.00	5.00
	2-4	15	2.8667	1.59762	.41250	1.9819	3.7514	1.00	5.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	>10	6	4.5000	.54772	.22361	3.9252	5.0748	4.00	5.00
	Total	59	3.2034	1.24263	.16178	2.8796	3.5272	1.00	5.00
PUAS_20	<2	32	2.5000	.95038	.16801	2.1574	2.8426	1.00	4.00
	2-4	15	2.2000	.94112	.24300	1.6788	2.7212	1.00	4.00
	5-7	2	2.0000	.00000	.00000	2.0000	2.0000	2.00	2.00
	8-10	4	3.0000	1.15470	.57735	1.1626	4.8374	2.00	4.00
	>10	6	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	2.5932	1.01910	.13268	2.3276	2.8588	1.00	4.00
INTRINSIK	<2	32	3.3776	.56756	.10033	3.1730	3.5822	2.08	4.33
	2-4	15	3.1111	.49768	.12850	2.8355	3.3867	2.42	4.00
	5-7	2	2.3750	.41248	.29167	-1.3310	6.0810	2.08	2.67

	8-10	4	3.5208	.87500	.43750	2.1285	4.9132	2.58	4.58
	>10	6	3.8611	.66179	.27017	3.1666	4.5556	2.83	4.58
	Total	59	3.3347	.62370	.08120	3.1722	3.4973	2.08	4.58
EKSTRINSIK	<2	32	3.3086	.62861	.11112	3.0820	3.5352	1.75	4.38
	2-4	15	3.0500	.65941	.17026	2.6848	3.4152	2.13	4.25
	5-7	2	2.5625	1.14905	.81250	-7.7613	12.8863	1.75	3.38
	8-10	4	3.4063	.86226	.43113	2.0342	4.7783	2.13	4.00
	>10	6	3.7292	.39065	.15948	3.3192	4.1391	3.13	4.25
	Total	59	3.2669	.66649	.08677	3.0933	3.4406	1.75	4.38
KEPUASAN	<2	32	3.3500	.56839	.10048	3.1451	3.5549	1.95	4.35
	2-4	15	3.0867	.54000	.13943	2.7876	3.3857	2.40	3.95
	5-7	2	2.4500	.70711	.50000	-3.9031	8.8031	1.95	2.95
	8-10	4	3.4750	.82513	.41256	2.1620	4.7880	2.40	4.35
	>10	6	3.8083	.55174	.22525	3.2293	4.3873	2.95	4.45
	Total	59	3.3076	.61643	.08025	3.1470	3.4683	1.95	4.45

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PUAS_1	Between Groups	7.904	4	1.976	2.521	.052
	Within Groups	42.333	54	.784		
	Total	50.237	58			
PUAS_2	Between Groups	4.161	4	1.040	1.088	.372
	Within Groups	51.635	54	.956		
	Total	55.797	58			
PUAS_3	Between Groups	10.815	4	2.704	3.644	.011
	Within Groups	40.067	54	.742		
	Total	50.881	58			
PUAS_4	Between Groups	2.417	4	.604	1.029	.401
	Within Groups	31.719	54	.587		
	Total	34.136	58			
PUAS_5	Between Groups	1.159	4	.290	.455	.768
	Within Groups	34.400	54	.637		
	Total	35.559	58			
PUAS_6	Between Groups	4.670	4	1.167	1.826	.137
	Within Groups	34.517	54	.639		
	Total	39.186	58			
PUAS_7	Between Groups	7.976	4	1.994	3.306	.017
	Within Groups	32.567	54	.603		
	Total	40.542	58			
PUAS_8	Between Groups	3.096	4	.774	1.621	.182
	Within Groups	25.785	54	.478		
	Total	28.881	58			
PUAS_9	Between Groups	4.859	4	1.215	1.469	.225

	Within Groups	44.667	54	.827		
	Total	49.525	58			
PUAS_10	Between Groups	4.759	4	1.190	1.557	.199
	Within Groups	41.275	54	.764		
	Total	46.034	58			
PUAS_11	Between Groups	20.778	4	5.194	5.204	.001
	Within Groups	53.900	54	.998		
	Total	74.678	58			
PUAS_12	Between Groups	22.859	4	5.715	3.772	.009
	Within Groups	81.819	54	1.515		
	Total	104.678	58			
PUAS_13	Between Groups	2.945	4	.736	1.330	.271
	Within Groups	29.902	54	.554		
	Total	32.847	58			
PUAS_14	Between Groups	2.511	4	.628	1.593	.190
	Within Groups	21.285	54	.394		
	Total	23.797	58			
PUAS_15	Between Groups	6.956	4	1.739	1.470	.224
	Within Groups	63.892	54	1.183		
	Total	70.847	58			
PUAS_16	Between Groups	14.559	4	3.640	4.521	.003
	Within Groups	43.475	54	.805		
	Total	58.034	58			
PUAS_17	Between Groups	11.786	4	2.947	2.244	.076
	Within Groups	70.892	54	1.313		
	Total	82.678	58			
PUAS_18	Between Groups	5.361	4	1.340	2.700	.040
	Within Groups	26.808	54	.496		
	Total	32.169	58			
PUAS_19	Between Groups	17.357	4	4.339	3.245	.019
	Within Groups	72.202	54	1.337		
	Total	89.559	58			
PUAS_20	Between Groups	15.837	4	3.959	4.815	.002
	Within Groups	44.400	54	.822		
	Total	60.237	58			
INTRINSIK	Between Groups	4.452	4	1.113	3.319	.017
	Within Groups	18.110	54	.335		
	Total	22.562	58			
EKSTRINSIK	Between Groups	3.113	4	.778	1.856	.132
	Within Groups	22.651	54	.419		
	Total	25.764	58			
KEPUASAN	Between Groups	3.877	4	.969	2.882	.031
	Within Groups	18.162	54	.336		
	Total	22.039	58			

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
AFFECT_1	<2	32	3.0000	1.07763	.19050	2.6115	3.3885	1.00	4.00
	2-4	15	2.0000	.75593	.19518	1.5814	2.4186	1.00	4.00
	5-7	2	3.5000	.70711	.50000	-2.8531	9.8531	3.00	4.00
	8-10	4	3.7500	.50000	.25000	2.9544	4.5456	3.00	4.00
	>10	6	2.8333	.75277	.30732	2.0433	3.6233	2.00	4.00
	Total	59	2.7966	1.04683	.13629	2.5238	3.0694	1.00	4.00
AFFECTIVE_2	<2	32	2.9063	.99545	.17597	2.5474	3.2651	1.00	4.00
	2-4	15	2.2667	.88372	.22817	1.7773	2.7561	1.00	4.00
	5-7	2	4.0000	1.41421	1.00000	-8.7062	16.7062	3.00	5.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	3.1667	.40825	.16667	2.7382	3.5951	3.00	4.00
	Total	59	2.8475	.97933	.12750	2.5922	3.1027	1.00	5.00
AFFECTIVE_3	<2	32	3.3438	.70066	.12386	3.0911	3.5964	2.00	4.00
	2-4	15	2.6667	.97590	.25198	2.1262	3.2071	2.00	5.00
	5-7	2	2.5000	2.12132	1.50000	-16.5593	21.5593	1.00	4.00
	8-10	4	3.5000	1.29099	.64550	1.4457	5.5543	2.00	5.00
	>10	6	2.6667	.51640	.21082	2.1247	3.2086	2.00	3.00
	Total	59	3.0847	.89612	.11667	2.8512	3.3183	1.00	5.00
AFFECTIVE_4	<2	32	2.8125	1.02980	.18204	2.4412	3.1838	1.00	4.00
	2-4	15	2.2667	.79881	.20625	1.8243	2.7090	1.00	4.00
	5-7	2	2.5000	.70711	.50000	-3.8531	8.8531	2.00	3.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	2.6667	.81650	.33333	1.8098	3.5235	2.00	4.00
	Total	59	2.6949	.95148	.12387	2.4470	2.9429	1.00	4.00
AFFECTIVE_5	<2	32	3.3125	1.02980	.18204	2.9412	3.6838	1.00	5.00
	2-4	15	3.0667	1.09978	.28396	2.4576	3.6757	1.00	5.00
	5-7	2	2.5000	2.12132	1.50000	-16.5593	21.5593	1.00	4.00
	8-10	4	3.2500	.95743	.47871	1.7265	4.7735	2.00	4.00
	>10	6	3.0000	1.09545	.44721	1.8504	4.1496	2.00	4.00
	Total	59	3.1864	1.05821	.13777	2.9107	3.4622	1.00	5.00
AFFECTIVE_6	<2	32	2.9688	1.17732	.20812	2.5443	3.3932	1.00	4.00
	2-4	15	2.3333	1.11270	.28730	1.7171	2.9495	1.00	5.00
	5-7	2	3.5000	.70711	.50000	-2.8531	9.8531	3.00	4.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	2.5000	.54772	.22361	1.9252	3.0748	2.00	3.00
	Total	59	2.8136	1.10601	.14399	2.5253	3.1018	1.00	5.00
AFFECTIVE_7	<2	32	2.9688	.96668	.17089	2.6202	3.3173	1.00	4.00
	2-4	15	2.2667	.79881	.20625	1.8243	2.7090	1.00	4.00
	5-7	2	2.0000	1.41421	1.00000	-10.7062	14.7062	1.00	3.00

	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	3.5000	.54772	.22361	2.9252	4.0748	3.00	4.00
	Total	59	2.8475	.96156	.12518	2.5969	3.0980	1.00	4.00
AFFECTIVE_8	<2	32	3.0938	.92838	.16412	2.7590	3.4285	1.00	4.00
	2-4	15	2.2667	.70373	.18170	1.8770	2.6564	1.00	4.00
	5-7	2	2.0000	1.41421	1.00000	-10.7062	14.7062	1.00	3.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	3.1667	.98319	.40139	2.1349	4.1985	2.00	4.00
	Total	59	2.8814	.94841	.12347	2.6342	3.1285	1.00	4.00
CONTINUANCE_1	<2	32	2.7813	1.15659	.20446	2.3643	3.1982	1.00	4.00
	2-4	15	2.6000	1.05560	.27255	2.0154	3.1846	1.00	4.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	3.2500	.95743	.47871	1.7265	4.7735	2.00	4.00
	>10	6	3.1667	.75277	.30732	2.3767	3.9567	2.00	4.00
	Total	59	2.8475	1.07981	.14058	2.5661	3.1289	1.00	4.00
CONTINUANCE_2	<2	32	2.6875	.85901	.15185	2.3778	2.9972	1.00	4.00
	2-4	15	2.1333	.74322	.19190	1.7217	2.5449	1.00	4.00
	5-7	2	3.0000	1.41421	1.00000	-9.7062	15.7062	2.00	4.00
	8-10	4	3.0000	.81650	.40825	1.7008	4.2992	2.00	4.00
	>10	6	3.5000	.54772	.22361	2.9252	4.0748	3.00	4.00
	Total	59	2.6610	.88298	.11495	2.4309	2.8911	1.00	4.00
CONTINUANCE_3	<2	32	2.5625	1.13415	.20049	2.1536	2.9714	1.00	4.00
	2-4	15	2.4000	.98561	.25448	1.8542	2.9458	1.00	4.00
	5-7	2	3.0000	1.41421	1.00000	-9.7062	15.7062	2.00	4.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	3.3333	.51640	.21082	2.7914	3.8753	3.00	4.00
	Total	59	2.6780	1.05766	.13770	2.4023	2.9536	1.00	4.00
CONTINUANCE_4	<2	32	2.5625	.98169	.17354	2.2086	2.9164	1.00	4.00
	2-4	15	2.4000	.91026	.23503	1.8959	2.9041	1.00	4.00
	5-7	2	3.0000	1.41421	1.00000	-9.7062	15.7062	2.00	4.00
	8-10	4	2.7500	.95743	.47871	1.2265	4.2735	2.00	4.00
	>10	6	2.5000	.54772	.22361	1.9252	3.0748	2.00	3.00
	Total	59	2.5424	.91580	.11923	2.3037	2.7810	1.00	4.00
CONTINUANCE_5	<2	32	3.1563	.91966	.16257	2.8247	3.4878	1.00	5.00
	2-4	15	2.5333	1.12546	.29059	1.9101	3.1566	1.00	5.00
	5-7	2	3.5000	.70711	.50000	-2.8531	9.8531	3.00	4.00
	8-10	4	3.7500	.50000	.25000	2.9544	4.5456	3.00	4.00
	>10	6	4.1667	.75277	.30732	3.3767	4.9567	3.00	5.00
	Total	59	3.1525	1.03079	.13420	2.8839	3.4212	1.00	5.00
CONTINUANCE_6	<2	32	3.1563	1.01947	.18022	2.7887	3.5238	1.00	5.00
	2-4	15	2.9333	.79881	.20625	2.4910	3.3757	2.00	4.00
	5-7	2	3.5000	.70711	.50000	-2.8531	9.8531	3.00	4.00
	8-10	4	3.7500	.50000	.25000	2.9544	4.5456	3.00	4.00
	>10	6	3.3333	.51640	.21082	2.7914	3.8753	3.00	4.00

	Total	59	3.1695	.89351	.11633	2.9366	3.4023	1.00	5.00
CONTINUANCE_7	<2	32	2.2813	1.30098	.22998	1.8122	2.7503	1.00	4.00
	2-4	15	2.0000	1.13389	.29277	1.3721	2.6279	1.00	4.00
	5-7	2	3.5000	.70711	.50000	-2.8531	9.8531	3.00	4.00
	8-10	4	3.5000	1.00000	.50000	1.9088	5.0912	2.00	4.00
	>10	6	3.3333	.51640	.21082	2.7914	3.8753	3.00	4.00
	Total	59	2.4407	1.24943	.16266	2.1151	2.7663	1.00	4.00
CONTINUANCE_8	<2	32	2.7813	.97499	.17236	2.4297	3.1328	1.00	4.00
	2-4	15	2.2667	1.27988	.33046	1.5579	2.9754	1.00	4.00
	5-7	2	3.0000	1.41421	1.00000	-9.7062	15.7062	2.00	4.00
	8-10	4	3.2500	.95743	.47871	1.7265	4.7735	2.00	4.00
	>10	6	3.5000	.54772	.22361	2.9252	4.0748	3.00	4.00
	Total	59	2.7627	1.07220	.13959	2.4833	3.0421	1.00	4.00
NORMATIVE_1	<2	32	3.1875	.93109	.16460	2.8518	3.5232	1.00	4.00
	2-4	15	2.3333	.89974	.23231	1.8351	2.8316	1.00	4.00
	5-7	2	3.5000	.70711	.50000	-2.8531	9.8531	3.00	4.00
	8-10	4	3.7500	.50000	.25000	2.9544	4.5456	3.00	4.00
	>10	6	3.1667	.40825	.16667	2.7382	3.5951	3.00	4.00
	Total	59	3.0169	.93756	.12206	2.7726	3.2613	1.00	4.00
NORMATIVE_2	<2	32	3.1875	1.09065	.19280	2.7943	3.5807	1.00	5.00
	2-4	15	2.3333	1.11270	.28730	1.7171	2.9495	1.00	5.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	3.7500	.95743	.47871	2.2265	5.2735	3.00	5.00
	>10	6	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	3.0169	1.09058	.14198	2.7327	3.3012	1.00	5.00
NORMATIVE_3	<2	32	3.1563	.72332	.12787	2.8955	3.4170	2.00	4.00
	2-4	15	2.6667	.81650	.21082	2.2145	3.1188	2.00	4.00
	5-7	2	2.5000	.70711	.50000	-3.8531	8.8531	2.00	3.00
	8-10	4	3.5000	1.00000	.50000	1.9088	5.0912	2.00	4.00
	>10	6	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	3.0169	.75410	.09818	2.8204	3.2135	2.00	4.00
NORMATIVE_4	<2	32	3.2188	1.15659	.20446	2.8018	3.6357	1.00	4.00
	2-4	15	2.0667	.88372	.22817	1.5773	2.5561	1.00	4.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	>10	6	3.5000	.54772	.22361	2.9252	4.0748	3.00	4.00
	Total	59	3.0339	1.14419	.14896	2.7357	3.3321	1.00	4.00
NORMATIVE_5	<2	32	3.2500	.67202	.11880	3.0077	3.4923	2.00	4.00
	2-4	15	2.7333	.70373	.18170	2.3436	3.1230	2.00	4.00
	5-7	2	2.5000	.70711	.50000	-3.8531	8.8531	2.00	3.00
	8-10	4	3.5000	1.00000	.50000	1.9088	5.0912	2.00	4.00
	>10	6	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	3.0847	.70192	.09138	2.9018	3.2677	2.00	4.00
NORMATIVE_6	<2	32	2.9688	1.17732	.20812	2.5443	3.3932	1.00	4.00

	2-4	15	1.9333	.96115	.24817	1.4011	2.4656	1.00	4.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Total	59	2.7797	1.13058	.14719	2.4850	3.0743	1.00	4.00
NORMATIVE_7	<2	32	3.0938	1.11758	.19756	2.6908	3.4967	1.00	4.00
	2-4	15	2.0667	.88372	.22817	1.5773	2.5561	1.00	4.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	3.5000	.57735	.28868	2.5813	4.4187	3.00	4.00
	>10	6	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	Total	59	2.9831	1.12175	.14604	2.6907	3.2754	1.00	4.00
NORMATIVE_8	<2	32	3.3750	1.07012	.18917	2.9892	3.7608	1.00	5.00
	2-4	15	2.4000	.82808	.21381	1.9414	2.8586	1.00	4.00
	5-7	2	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
	8-10	4	3.7500	.50000	.25000	2.9544	4.5456	3.00	4.00
	>10	6	4.1667	.40825	.16667	3.7382	4.5951	4.00	5.00
	Total	59	3.2542	1.06014	.13802	2.9780	3.5305	1.00	5.00
MEAN_AFFECTIVE	<2	32	3.0547	.77312	.13667	2.7759	3.3334	1.13	3.88
	2-4	15	2.6750	.67447	.17415	2.3015	3.0485	1.63	3.75
	5-7	2	2.2500	1.59099	1.12500	-12.0445	16.5445	1.13	3.38
	8-10	4	2.8438	1.20059	.60029	.9334	4.7541	1.13	3.88
	>10	6	3.2292	.58852	.24026	2.6116	3.8468	2.25	3.63
	Total	59	2.9343	.79273	.10320	2.7277	3.1409	1.13	3.88
MEAN_CONTINUANCE	<2	32	2.7500	.82428	.14571	2.4528	3.0472	1.25	4.00
	2-4	15	2.8333	.72529	.18727	2.4317	3.2350	1.75	4.00
	5-7	2	1.8125	1.14905	.81250	-8.5113	12.1363	1.00	2.63
	8-10	4	2.5313	.89195	.44597	1.1120	3.9505	1.25	3.25
	>10	6	3.6875	.36870	.15052	3.3006	4.0744	3.13	4.00
	Total	59	2.8199	.82892	.10792	2.6039	3.0359	1.00	4.00
MEAN_NORMATIVE	<2	32	3.1719	.74849	.13231	2.9020	3.4417	1.25	3.88
	2-4	15	2.6583	.78557	.20283	2.2233	3.0934	1.38	3.88
	5-7	2	2.4375	1.67938	1.18750	-12.6511	17.5261	1.25	3.63
	8-10	4	3.0313	1.24321	.62161	1.0530	5.0095	1.25	4.13
	>10	6	3.5417	.17078	.06972	3.3624	3.7209	3.38	3.75
	Total	59	3.0445	.81565	.10619	2.8319	3.2571	1.25	4.13
KOMITMEN	<2	32	2.9922	.65252	.11535	2.7569	3.2274	1.21	3.88
	2-4	15	2.7222	.57080	.14738	2.4061	3.0383	1.71	3.46
	5-7	2	2.1667	1.47314	1.04167	-11.0690	15.4023	1.13	3.21
	8-10	4	2.8021	1.07280	.53640	1.0950	4.5091	1.21	3.54
	>10	6	3.4861	.33299	.13594	3.1367	3.8356	3.04	3.79
	Total	59	2.9329	.69226	.09012	2.7525	3.1133	1.13	3.88

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
AFFECT_1	Between Groups	15.476	4	3.869	4.345	.004
	Within Groups	48.083	54	.890		
	Total	63.559	58			
AFFECTIVE_2	Between Groups	10.142	4	2.535	3.010	.026
	Within Groups	45.485	54	.842		
	Total	55.627	58			
AFFECTIVE_3	Between Groups	7.191	4	1.798	2.465	.056
	Within Groups	39.385	54	.729		
	Total	46.576	58			
AFFECTIVE_4	Between Groups	5.867	4	1.467	1.698	.164
	Within Groups	46.642	54	.864		
	Total	52.508	58			
AFFECTIVE_5	Between Groups	1.891	4	.473	.405	.804
	Within Groups	63.058	54	1.168		
	Total	64.949	58			
AFFECTIVE_6	Between Groups	7.647	4	1.912	1.631	.180
	Within Groups	63.302	54	1.172		
	Total	70.949	58			
AFFECTIVE_7	Between Groups	11.225	4	2.806	3.574	.012
	Within Groups	42.402	54	.785		
	Total	53.627	58			
AFFECTIVE_8	Between Groups	10.684	4	2.671	3.477	.013
	Within Groups	41.485	54	.768		
	Total	52.169	58			
CONTINUANCE_1	Between Groups	4.975	4	1.244	1.072	.379
	Within Groups	62.652	54	1.160		
	Total	67.627	58			
CONTINUANCE_2	Between Groups	9.112	4	2.278	3.407	.015
	Within Groups	36.108	54	.669		
	Total	45.220	58			
CONTINUANCE_3	Between Groups	7.073	4	1.768	1.652	.175
	Within Groups	57.808	54	1.071		
	Total	64.881	58			
CONTINUANCE_4	Between Groups	.919	4	.230	.260	.902
	Within Groups	47.725	54	.884		
	Total	48.644	58			
CONTINUANCE_5	Between Groups	13.592	4	3.398	3.820	.008
	Within Groups	48.035	54	.890		
	Total	61.627	58			
CONTINUANCE_6	Between Groups	2.570	4	.642	.793	.535
	Within Groups	43.735	54	.810		

	Total	46.305	58			
CONTINUANCE_7	Between Groups	15.240	4	3.810	2.732	.038
	Within Groups	75.302	54	1.394		
	Total	90.542	58			
CONTINUANCE_8	Between Groups	8.026	4	2.006	1.847	.133
	Within Groups	58.652	54	1.086		
	Total	66.678	58			
NORMATIVE_1	Between Groups	10.691	4	2.673	3.582	.012
	Within Groups	40.292	54	.746		
	Total	50.983	58			
NORMATIVE_2	Between Groups	12.025	4	3.006	2.850	.032
	Within Groups	56.958	54	1.055		
	Total	68.983	58			
NORMATIVE_3	Between Groups	3.931	4	.983	1.827	.137
	Within Groups	29.052	54	.538		
	Total	32.983	58			
NORMATIVE_4	Between Groups	22.030	4	5.508	5.518	.001
	Within Groups	53.902	54	.998		
	Total	75.932	58			
NORMATIVE_5	Between Groups	4.143	4	1.036	2.289	.072
	Within Groups	24.433	54	.452		
	Total	28.576	58			
NORMATIVE_6	Between Groups	17.234	4	4.308	4.089	.006
	Within Groups	56.902	54	1.054		
	Total	74.136	58			
NORMATIVE_7	Between Groups	22.331	4	5.583	5.952	.000
	Within Groups	50.652	54	.938		
	Total	72.983	58			
NORMATIVE_8	Between Groups	18.503	4	4.626	5.351	.001
	Within Groups	46.683	54	.865		
	Total	65.186	58			
MEAN_AFFECTIVE	Between Groups	2.963	4	.741	1.195	.324
	Within Groups	33.485	54	.620		
	Total	36.449	58			
MEAN_CONTINUANCE	Between Groups	7.038	4	1.760	2.896	.030
	Within Groups	32.814	54	.608		
	Total	39.852	58			
MEAN_NORMATIVE	Between Groups	4.977	4	1.244	1.999	.108
	Within Groups	33.610	54	.622		
	Total	38.586	58			
KOMITMEN	Between Groups	3.857	4	.964	2.175	.084
	Within Groups	23.938	54	.443		
	Total	27.795	58			

LAMPIRAN 8

UJI REGRESI

Analisis Kepuasan Kerja Terhadap *Affective Commitment* Karyawan McDonald's Sudirman Yogyakarta

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.489[a]	.239	.226	5.60571

a. Predictors: (Constant), PUAS_TOTAL

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.648	3.969		1.675	.099
	PUAS_TOTAL	.250	.059	.489	4.231	.000

a. Dependent Variable: AFFECTIVE_TOTAL

Analisis Kepuasan Kerja Terhadap *Continuance Commitment* Karyawan McDonald's Sudirman Yogyakarta

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.377[a]	.142	.127	6.17072

a. Predictors: (Constant), PUAS_TOTAL

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.073	4.369		2.077	.042
	PUAS_TOTAL	.199	.065	.377	3.069	.003

a. Dependent Variable: CONTINUANCE_TOTAL

Analisis Kepuasan Kerja Terhadap *Normative Commitment* Karyawan McDonald's Sudirman Yogyakarta

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.566[a]	.320	.308	5.43591

a. Predictors: (Constant), PUAS_TOTAL

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.593	3.849		1.193	.238
	PUAS_TOTAL	.296	.057	.566	5.179	.000

a. Dependent Variable: NORMATIVE_TOTAL

Analisis Kepuasan Kerja Terhadap Komitmen Karyawan McDonald's Sudirman Yogyakarta

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.279[a]	.078	.062	16.09469

a. Predictors: (Constant), PUAS_TOTAL

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	45.836	11.395		4.022	.000
	PUAS_TOTAL	.371	.169	.279	2.192	.032

a. Dependent Variable: KOMITMEN

LAMPIRAN 9

TABEL T

TABEL T

DF	10%	5%	DF	10%	5%	DF	10%	5%	DF	10%	5%
1	6.314	12.706	51	1.675	2.008	101	1.660	1.984	151	1.655	1.976
2	2.920	4.303	52	1.675	2.007	102	1.660	1.983	152	1.655	1.976
3	2.353	3.182	53	1.674	2.006	103	1.660	1.983	153	1.655	1.976
4	2.132	2.776	54	1.674	2.005	104	1.660	1.983	154	1.655	1.975
5	2.015	2.571	55	1.673	2.004	105	1.659	1.983	155	1.655	1.975
6	1.943	2.447	56	1.673	2.003	106	1.659	1.983	156	1.655	1.975
7	1.895	2.365	57	1.672	2.002	107	1.659	1.982	157	1.655	1.975
8	1.860	2.306	58	1.672	2.002	108	1.659	1.982	158	1.655	1.975
9	1.833	2.262	59	1.671	2.001	109	1.659	1.982	159	1.654	1.975
10	1.812	2.228	60	1.671	2.000	110	1.659	1.982	160	1.654	1.975
11	1.796	2.201	61	1.670	2.000	111	1.659	1.982	161	1.654	1.975
12	1.782	2.179	62	1.670	1.999	112	1.659	1.981	162	1.654	1.975
13	1.771	2.160	63	1.669	1.998	113	1.658	1.981	163	1.654	1.975
14	1.761	2.145	64	1.669	1.998	114	1.658	1.981	164	1.654	1.975
15	1.753	2.131	65	1.669	1.997	115	1.658	1.981	165	1.654	1.974
16	1.746	2.120	66	1.668	1.997	116	1.658	1.981	166	1.654	1.974
17	1.740	2.110	67	1.668	1.996	117	1.658	1.980	167	1.654	1.974
18	1.734	2.101	68	1.668	1.995	118	1.658	1.980	168	1.654	1.974
19	1.729	2.093	69	1.667	1.995	119	1.658	1.980	169	1.654	1.974
20	1.725	2.086	70	1.667	1.994	120	1.658	1.980	170	1.654	1.974
21	1.721	2.080	71	1.667	1.994	121	1.658	1.980	171	1.654	1.974
22	1.717	2.074	72	1.666	1.993	122	1.657	1.980	172	1.654	1.974
23	1.714	2.069	73	1.666	1.993	123	1.657	1.979	173	1.654	1.974
24	1.711	2.064	74	1.666	1.993	124	1.657	1.979	174	1.654	1.974
25	1.708	2.060	75	1.665	1.992	125	1.657	1.979	175	1.654	1.974
26	1.706	2.056	76	1.665	1.992	126	1.657	1.979	176	1.654	1.974

27	1.703	2.052	**77**	1.665	1.991	**127**	1.657	1.979	**177**	1.654	1.973
28	1.701	2.048	**78**	1.665	1.991	**128**	1.657	1.979	**178**	1.653	1.973
29	1.699	2.045	**79**	1.664	1.990	**129**	1.657	1.979	**179**	1.653	1.973
30	1.697	2.042	**80**	1.664	1.990	**130**	1.657	1.978	**180**	1.653	1.973
31	1.696	2.040	**81**	1.664	1.990	**131**	1.657	1.978	**181**	1.653	1.973
32	1.694	2.037	**82**	1.664	1.989	**132**	1.656	1.978	**182**	1.653	1.973
33	1.692	2.035	**83**	1.663	1.989	**133**	1.656	1.978	**183**	1.653	1.973
34	1.691	2.032	**84**	1.663	1.989	**134**	1.656	1.978	**184**	1.653	1.973
35	1.690	2.030	**85**	1.663	1.988	**135**	1.656	1.978	**185**	1.653	1.973
36	1.688	2.028	**86**	1.663	1.988	**136**	1.656	1.978	**186**	1.653	1.973
37	1.687	2.026	**87**	1.663	1.988	**137**	1.656	1.977	**187**	1.653	1.973
38	1.686	2.024	**88**	1.662	1.987	**138**	1.656	1.977	**188**	1.653	1.973
39	1.685	2.023	**89**	1.662	1.987	**139**	1.656	1.977	**189**	1.653	1.973
40	1.684	2.021	**90**	1.662	1.987	**140**	1.656	1.977	**190**	1.653	1.973
41	1.683	2.020	**91**	1.662	1.986	**141**	1.656	1.977	**191**	1.653	1.972
42	1.682	2.018	**92**	1.662	1.986	**142**	1.656	1.977	**192**	1.653	1.972
43	1.681	2.017	**93**	1.661	1.986	**143**	1.656	1.977	**193**	1.653	1.972
44	1.680	2.015	**94**	1.661	1.986	**144**	1.656	1.977	**194**	1.653	1.972
45	1.679	2.014	**95**	1.661	1.985	**145**	1.655	1.976	**195**	1.653	1.972
46	1.679	2.013	**96**	1.661	1.985	**146**	1.655	1.976	**196**	1.653	1.972
47	1.678	2.012	**97**	1.661	1.985	**147**	1.655	1.976	**197**	1.653	1.972
48	1.677	2.011	**98**	1.661	1.984	**148**	1.655	1.976	**198**	1.653	1.972
49	1.677	2.010	**99**	1.660	1.984	**149**	1.655	1.976	**199**	1.653	1.972
50	1.676	2.009	**100**	1.660	1.984	**150**	1.655	1.976	**200**	1.653	1.972

LAMPIRAN 10

TABEL R

Harga Kritik dari r *Product-Moment*

N	Interval Kepercayaan 95%	99%	N	Interval Kepercayaan 95%	99%	N	Interval Kepercayaan 95%	99%
(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)
3	0.997	0.999	26	0.388	0.496	55	0.266	0.345
4	0.950	0.990	27	0.381	0.487	60	0.254	0.330
5	0.878	0.956	28	0.374	0.478	65	0.244	0.317
6	0.811	0.917	29	0.367	0.470	70	0.235	0.306
7	0.754	0.874	30	0.361	0.463	75	0.227	0.296
8	0.707	0.874	31	0.355	0.456	80	0.220	0.286
9	0.666	0.798	32	0.349	0.449	85	0.213	0.278
10	0.632	0.765	33	0.344	0.442	90	0.207	0.270
11	0.602	0.735	34	0.339	0.436	95	0.202	0.263
12	0.576	0.708	35	0.334	0.430	100	0.195	0.256
13	0.553	0.684	36	0.329	0.424	125	0.176	0.230
14	0.532	0.661	37	0.325	0.418	150	0.159	0.210
15	0.514	0.641	38	0.320	0.413	175	0.148	0.194
16	0.497	0.623	39	0.316	0.408	200	0.138	0.181
17	0.482	0.606	40	0.312	0.403	300	0.113	0.148
18	0.468	0.590	41	0.308	0.396	400	0.098	0.128
19	0.456	0.575	42	0.304	0.393	500	0.088	0.115
20	0.444	0.561	43	0.301	0.389	600	0.080	0.105
21	0.433	0.549	44	0.297	0.384	700	0.074	0.097
22	0.423	0.537	45	0.294	0.380	800	0.070	0.091
23	0.413	0.526	46	0.291	0.276	900	0.065	0.086
24	0.404	0.515	47	0.288	0.372	1000	0.062	0.081
25	0.396	0.505	48	0.284	0.368			
			49	0.281	0.364			
			50	0.297	0.361			

N = Jumlah pasangan yang digunakan untuk menghitung r.

LAMPIRAN 11

SURAT PENELITIAN DARI MCDONALD'S SUDIRMAN YOGYAKARTA

TO WHOM IT MAY CONCERN

Ref. No.: 0150/ 003 / VI /2010

This Letter is to certify that Gerda Ricke Novelia has conducted scientific research on **PT.REKSO NASIONAL FOOD** (McDonald's Sudirman DT Restaurants) since November 2010 until Januari 2011 and she have been performing her duties properly and responsibly. This Letter is made correctly, to be used as appropriate.

Should there be any additional information needed, please contact the Human Resources Department of McDonald's Sudirman DT Jogjakarta.

Jogjakarta, January 14th, 2011

Yours Sincerely,

McDonald's Indonesia Family Restaurants

PT REKSO NASIONAL FOOD

McDonald's Sudirman Drive Thru Jogja 555232

Retno Harsasi

Store Manager

McDonald's SUDIRMAN DT JOGJAKARTA