

BAB V

PENUTUP

5.1 Kesimpulan

Penelitian ini memiliki tujuan untuk mengetahui pengaruh *time budget pressure*, *self-efficacy*, dan *emotional quotient* terhadap kinerja auditor pada kantor akuntan publik. Berdasarkan hasil analisis data penelitian, maka dapat disimpulkan bahwa:

1. *Time budget pressure* tidak berpengaruh terhadap kinerja auditor pada KAP di DKI Jakarta.
2. *Self-efficacy* berpengaruh positif terhadap kinerja auditor pada KAP di DKI Jakarta.
3. *Emotional quotient* berpengaruh positif terhadap kinerja auditor pada KAP di DKI Jakarta.

5.2 Keterbatasan Penelitian

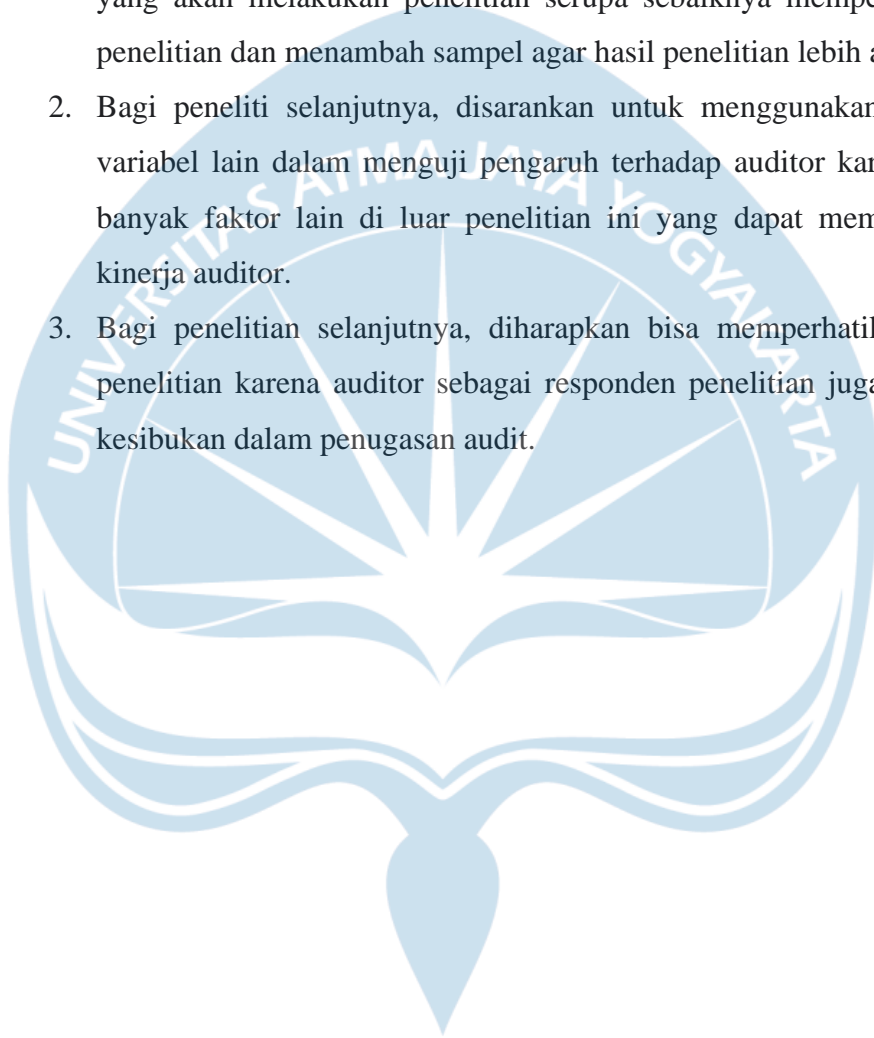
Penelitian ini memiliki beberapa keterbatasan yang dapat diperjelaskan sebagai berikut:

1. Terdapat beberapa KAP yang menolak untuk menerima kuesioner dikarenakan KAP tersebut memiliki kesibukan untuk melakukan pengauditan dan banyaknya auditor yang bekerja di luar kota atau WFH (*Work from Home*).
2. Peneliti tidak dapat mengawasi secara langsung saat responden mengisi kuesioner, sehingga memungkinkan jawaban dari beberapa responden tidak berdasarkan keadaan yang sebenarnya.
3. Penelitian ini memiliki keterbatasan lingkup responden. Sebagian besar responden penelitian adalah auditor junior berpendidikan terakhir S1 dengan masa bekerja kurang dari tiga tahun.
4. Kuesioner penelitian ini memiliki pernyataan yang normatif atau survei sikap saja, sehingga hanya dapat mengukur perbedaan perasaan dan persepsi responden berkaitan topik tertentu.

5.3 Saran

Berdasarkan hasil penelitian yang dilakukan, penulis memberikan beberapa saran untuk peneliti selanjutnya sebagai berikut:

1. Berdasarkan keterbatasan penelitian yang ada, bagi peneliti selanjutnya yang akan melakukan penelitian serupa sebaiknya memperluas area penelitian dan menambah sampel agar hasil penelitian lebih akurat.
2. Bagi peneliti selanjutnya, disarankan untuk menggunakan variabel-variabel lain dalam menguji pengaruh terhadap auditor karena masih banyak faktor lain di luar penelitian ini yang dapat mempengaruhi kinerja auditor.
3. Bagi penelitian selanjutnya, diharapkan bisa memperhatikan waktu penelitian karena auditor sebagai responden penelitian juga memiliki kesibukan dalam penugasan audit.



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Lampiran I
Kuesioner Penelitian

LAMPIRAN KUESIONER

KUESIONER PENELITIAN

PENGARUH *TIME BUDGET PRESSURE*, *SELF-EFFICACY*, DAN *EMOTIONAL QUOTIENT* TERHADAP KINERJA AUDITOR

Responden yang terhormat,

Bersama ini, Saya Chatarina Maharsitami Wisnuwati memohon kesediaan Bapak/Ibu untuk mengisi semua daftar pernyataan kuesioner yang diberikan. Pernyataan yang ada dalam kuesioner ini bertujuan untuk melengkapi data penelitian untuk menyelesaikan tugas akhir dengan judul “Pengaruh *Time Budget Pressure*, *Self-Efficacy*, dan *Emotional Quotient* Terhadap Kinerja Auditor”. Saya berharap Bapak/Ibu bersedia untuk memberikan informasi yang sejujurnya dan kerahasiaan jawaban Bapak/Ibu tidak akan diketahui oleh orang lain karena identitas Bapak/Ibu tidak ditulis dalam penelitian ini. Atas bantuan Bapak/Ibu, Saya mengucapkan banyak terima kasih.

A. Data Responden

1. Nama KAP :
2. Nama responden : (boleh tidak diisi)
3. Usia responden :
4. Jenis kelamin : Laki-laki Perempuan
5. Pendidikan terakhir : Diploma S2
 S1 S3
6. Jabatan saat ini : Partner
 Supervisor
 Manajer

- Senior
- Junior
7. Lama bekerja sebagai auditor : < 3 tahun > 5 tahun
- 3-5 tahun

B. Petunjuk Pengisian

Mohon Bapak/Ibu memberikan pendapat atas pernyataan-pernyataan berikut, sesuai dengan tingkat persetujuan dengan memberikan tanda silang (X) di kolom yang telah tersedia pada angka pilihan:

- 1 = Sangat Tidak Setuju (STS) 3 = Setuju (S)
- 2 = Tidak Setuju (TS) 4 = Sangat Setuju (SS)

DAFTAR KUESIONER

Pengaruh Time Budget Pressure, Self-Efficacy, dan Emotional Quotient Terhadap Kinerja Auditor

1. Kuesioner Kinerja Auditor

| No | Pernyataan | STS | TS | S | SS |
|----|---|-----|----|---|----|
| | | 1 | 2 | 3 | 4 |
| 1. | Saya mampu menyelesaikan lebih banyak pekerjaan dalam suatu periode waktu tertentu dibandingkan dengan rekan saya yang lain | | | | |

| | | | | | |
|----|---|--|--|--|--|
| 2. | Saya selalu memberikan usulan konstruktif kepada supervisor mengenai bagaimana seharusnya pekerjaan audit dilakukan | | | | |
| 3. | Hasil pekerjaan saya selalu dinilai sangat bagus | | | | |
| 4. | Saya menemukan cara untuk meningkatkan prosedur audit | | | | |
| 5. | Saya menilai kinerja saya paling tinggi dibandingkan dengan auditor yang lain yang setingkat dengan saya | | | | |
| 6. | Hasil pekerjaan saya menyebabkan saya dihargai oleh teman-teman saya | | | | |
| 7. | Mempertahankan dan memperbaiki hubungan dengan klien merupakan bagian penting dari pekerjaan saya | | | | |

Sumber: Indrasari (2022)

2. Kuesioner *Time Budget Pressure*

| No | Pernyataan | STS | TS | S | SS |
|----|---|-----|----|---|----|
| | | 1 | 2 | 3 | 4 |
| 1. | <i>Time budget</i> dalam penugasan audit tidak dikomunikasikan | | | | |
| 2. | Saya memandang <i>time budget</i> dalam penugasan audit sebagai sebuah beban | | | | |
| 3. | Saya memandang <i>time budget</i> sebagai kendala untuk pelaksanaan atau penyelesaian prosedur audit tertentu | | | | |

| | | | | | |
|-----|---|--|--|--|--|
| 4. | Dengan berpedoman pada <i>time budget</i> , saya mengetahui tanggung jawab yang harus diselesaikan dan target-target yang harus dicapai | | | | |
| 5. | Saya dituntut untuk dapat menyelesaikan pekerjaan prosedur audit tepat waktu sesuai dengan <i>time budget</i> | | | | |
| 6. | Saya merasa melaksanakan atau menyelesaikan suatu prosedur audit tertentu pada batas <i>time budget</i> merupakan suatu kewajiban | | | | |
| 7. | Ditempat saya bekerja, <i>time budget</i> dipergunakan sebagai salah satu indikator pengukuran efisiensi kinerja | | | | |
| 8. | Ditempat saya bekerja, <i>time budget</i> merupakan keputusan yang mutlak dari atasan yang tidak dapat diganggu gugat | | | | |
| 9. | Ditempat saya bekerja, kesesuaian penugasan audit dengan <i>time budget</i> dijadikan indikator penilaian kinerja atasan | | | | |
| 10. | Semakin banyak revisi atas <i>time budget</i> , akan menunjukkan kinerja saya yang semakin buruk | | | | |
| 11. | Target-target yang telah ditetapkan tidak dapat saya capai dengan banyaknya revisi <i>time budget</i> yang saya lakukan | | | | |

Sumber: Cew (2018)

3. Kuesioner *Self-efficacy*

| No | Pernyataan | STS | TS | S | SS |
|----|---|-----|----|---|----|
| | | 1 | 2 | 3 | 4 |
| 1. | Saya yakin dapat menyelesaikannya ketika menghadapi pekerjaan yang sulit | | | | |
| 2. | Saya dapat mengatasi banyak tantangan yang menghadang dalam pekerjaan saya | | | | |
| 3. | Saya selalu dapat menyelesaikan tugas dengan baik dalam keadaan apapun | | | | |
| 4. | Ketika menghadapi hal-hal yang sulit, saya bisa tampil dengan baik | | | | |
| 5. | Saya mencontoh orang yang sukses dan menjadikan capaian sebagian besar tujuan yang saya tetapkan untuk diri sendiri | | | | |
| 6. | Secara umum, saya berpikir bahwa saya dapat memperoleh hasil yang penting bagi saya dalam bekerja | | | | |
| 7. | Saya percaya bahwa umumnya saya dapat berhasil terhadap usaha yang saya rencanakan sebelumnya | | | | |
| 8. | Saya yakin bahwa saya dapat bekerja efektif pada tugas-tugas yang berbeda dalam pekerjaan saya | | | | |

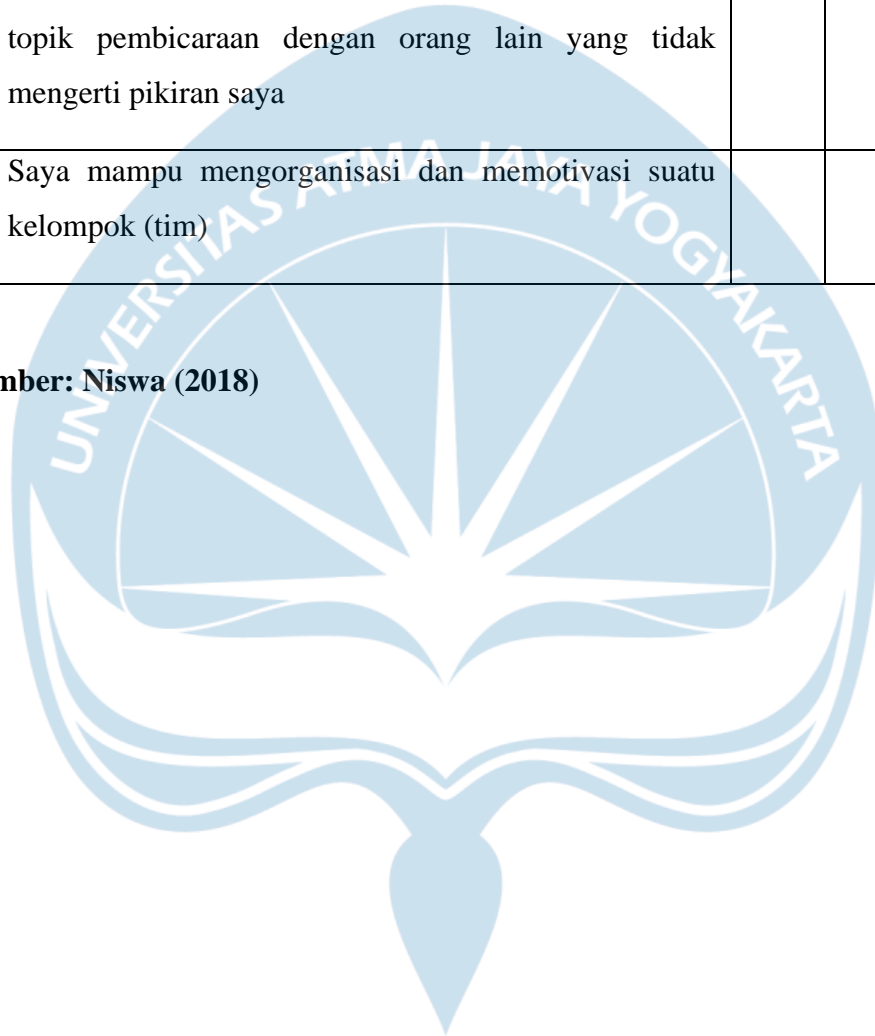
Sumber: Mukhlis (2019)

4. Kuesioner *Emotional Quotient*

| No | Pernyataan | STS | TS | S | SS |
|-----|--|-----|----|---|----|
| | | 1 | 2 | 3 | 4 |
| 1. | Saya sering merasa khawatir tanpa tahu apa penyebabnya | | | | |
| 2. | Saya menyukai diri saya apa adanya dan tahu betul kekuatan diri saya | | | | |
| 3. | Saya percaya diri dan mempunyai kemampuan untuk mendapatkan apa yang saya inginkan | | | | |
| 4. | Saya tertarik pada pekerjaan yang menuntut saya memberikan gagasan baru | | | | |
| 5. | Bila saya menemui hambatan dalam suatu tujuan, saya akan beralih pada tujuan lain karena saya tidak mampu | | | | |
| 6. | Saya sering melakukan introspeksi diri untuk menemukan kembali hal-hal penting dalam hidup saya | | | | |
| 7. | Saya bisa melihat rasa sakit pada orang lain meskipun mereka tidak membicarakannya | | | | |
| 8. | Saat auditor lain memiliki masalah, mereka meminta nasihat saya | | | | |
| 9. | Saya biasanya dapat mengetahui bagaimana perasaan orang lain terhadap saya | | | | |
| 10. | Saya merasa dapat mengendalikan hidup saya dengan penuh ketenangan, walaupun dalam kondisi yang tidak menyenangkan | | | | |

| | | | | | |
|-----|--|--|--|--|--|
| 11. | Demi sasaran lain yang lebih besar, saya dapat menunda pemuasan kesenangan saya | | | | |
| 12. | Saya selalu sabar menghadapi orang lain | | | | |
| 13. | Saya merasa sulit memulai untuk mengembangkan topik pembicaraan dengan orang lain yang tidak mengerti pikiran saya | | | | |
| 14. | Saya mampu mengorganisasi dan memotivasi suatu kelompok (tim) | | | | |

Sumber: Niswa (2018)





Lampiran II
Tabulasi Data Responden

Tabulasi Data Responden Berdasarkan Kuesioner Variabel *Time Budget Pressure* (TBP)

| Responden | Nomor Kuesioner | | | | | | | | | | | Total_TBP | Average_TBP |
|-----------|-----------------|------|------|------|------|------|------|------|------|-------|-------|-----------|-------------|
| | TBP1 | TBP2 | TBP3 | TBP4 | TBP5 | TBP6 | TBP7 | TBP8 | TBP9 | TBP10 | TBP11 | | |
| 1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 28 | 2.55 |
| 2 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 37 | 3.36 |
| 3 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 29 | 2.64 |
| 4 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 31 | 2.82 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 6 | 2 | 2 | 1 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 31 | 2.82 |
| 7 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 29 | 2.64 |
| 8 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 29 | 2.64 |
| 9 | 2 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 30 | 2.73 |
| 10 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 28 | 2.55 |
| 11 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 29 | 2.64 |
| 12 | 1 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 22 | 2.00 |
| 13 | 1 | 3 | 1 | 1 | 4 | 4 | 3 | 4 | 2 | 1 | 2 | 26 | 2.36 |
| 14 | 1 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 22 | 2.00 |
| 15 | 1 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 31 | 2.82 |
| 16 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 29 | 2.64 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|----|------|
| 17 | 2 | 3 | 2 | 2 | 1 | 3 | 2 | 4 | 1 | 1 | 1 | 22 | 2.00 |
| 18 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 28 | 2.55 |
| 19 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 1 | 2 | 3 | 27 | 2.45 |
| 20 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 29 | 2.64 |
| 21 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 27 | 2.45 |
| 22 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 30 | 2.73 |
| 23 | 1 | 2 | 1 | 4 | 3 | 4 | 4 | 2 | 3 | 2 | 1 | 27 | 2.45 |
| 24 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 | 2.82 |
| 25 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 29 | 2.64 |
| 26 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 27 | 2.45 |
| 27 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 26 | 2.36 |
| 28 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 29 | 2.64 |
| 29 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 36 | 3.27 |
| 30 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 35 | 3.18 |
| 31 | 1 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 30 | 2.73 |
| 32 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 32 | 2.91 |
| 33 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 31 | 2.82 |
| 34 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 2.73 |
| 35 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 30 | 2.73 |
| 36 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 29 | 2.64 |
| 37 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 30 | 2.73 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|----|------|
| 38 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 29 | 2.64 |
| 39 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 30 | 2.73 |
| 40 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 29 | 2.64 |
| 41 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 29 | 2.64 |
| 42 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 29 | 2.64 |
| 43 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 44 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 | 2.91 |
| 45 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 46 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 30 | 2.73 |
| 47 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 2.73 |
| 48 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 27 | 2.45 |
| 49 | 2 | 3 | 1 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 | 2.45 |
| 50 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 30 | 2.73 |
| 51 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 28 | 2.55 |
| 52 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 | 2.82 |
| 53 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 31 | 2.82 |
| 54 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 30 | 2.73 |
| 55 | 2 | 2 | 1 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 2 | 31 | 2.82 |
| 56 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 27 | 2.45 |
| 57 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 28 | 2.55 |
| 58 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 | 3.45 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|----|------|
| 59 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 | 2.82 |
| 60 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 | 2.73 |
| 61 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 30 | 2.73 |
| 62 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 3 | 30 | 2.73 |
| 63 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 28 | 2.55 |
| 64 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 65 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 33 | 3.00 |
| 66 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 27 | 2.45 |
| 67 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 29 | 2.64 |
| 68 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 27 | 2.45 |
| 69 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 27 | 2.45 |
| 70 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 25 | 2.27 |
| 71 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 26 | 2.36 |
| 72 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 27 | 2.45 |
| 73 | 1 | 2 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 28 | 2.55 |
| 74 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 26 | 2.36 |
| 75 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 28 | 2.55 |
| 76 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 29 | 2.64 |
| 77 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 23 | 2.09 |
| 78 | 2 | 3 | 2 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 28 | 2.55 |
| 79 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 29 | 2.64 |

| | | | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|---|---|----|------|
| 101 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 33 | 3.00 |
| 102 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 34 | 3.09 |
| 103 | 2 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 33 | 3.00 |
| 104 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 30 | 2.73 |
| 105 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 35 | 3.18 |
| 106 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 28 | 2.55 |
| 107 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 29 | 2.64 |
| 108 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 28 | 2.55 |
| 109 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 | 2.45 |
| 110 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 30 | 2.73 |
| 111 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 32 | 2.91 |
| 112 | 2 | 2 | 1 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 1 | 27 | 2.45 |
| 113 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 26 | 2.36 |
| 114 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 28 | 2.55 |
| 115 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 31 | 2.82 |
| 116 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 28 | 2.55 |
| 117 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 4 | 2 | 3 | 4 | 31 | 2.82 |
| 118 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 34 | 3.09 |
| 119 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 28 | 2.55 |
| 120 | 1 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 1 | 31 | 2.82 |

Tabulasi Data Responden Berdasarkan Kuesioner Variabel *Self-Efficay* (SE)

| Responden | Nomor Kuesioner | | | | | | | | Total_SE | Average_SE |
|-----------|-----------------|-----|-----|-----|-----|-----|-----|-----|----------|------------|
| | SE1 | SE2 | SE3 | SE4 | SE5 | SE6 | SE7 | SE8 | | |
| 1 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 | 2.88 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 23 | 2.88 |
| 4 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 20 | 2.50 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 7 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 | 2.88 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 10 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 | 2.88 |
| 11 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 | 2.88 |
| 12 | 4 | 2 | 2 | 3 | 2 | 1 | 3 | 1 | 18 | 2.25 |
| 13 | 4 | 2 | 2 | 3 | 2 | 1 | 3 | 2 | 19 | 2.38 |
| 14 | 4 | 2 | 2 | 3 | 2 | 1 | 3 | 1 | 18 | 2.25 |
| 15 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 24 | 3.00 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 17 | 2 | 3 | 1 | 3 | 2 | 4 | 3 | 4 | 22 | 2.75 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 19 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 27 | 3.38 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 22 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 27 | 3.38 |
| 23 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 22 | 2.75 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 25 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 | 2.88 |

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|----|---|---|---|---|---|---|---|---|----|------|
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 28 | 4 | 4 | 4 | 4 | 1 | 3 | 3 | 3 | 26 | 3.25 |
| 29 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 28 | 3.50 |
| 30 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 27 | 3.38 |
| 31 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 25 | 3.13 |
| 32 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 34 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 36 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 46 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 18 | 2.25 |
| 47 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 22 | 2.75 |
| 48 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 23 | 2.88 |
| 49 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 24 | 3.00 |
| 50 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 | 3.13 |
| 51 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 | 3.13 |
| 52 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 53 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 54 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 55 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 29 | 3.63 |

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|-----|---|---|---|---|---|---|---|---|----|------|
| 86 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 25 | 3.13 |
| 87 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 27 | 3.38 |
| 88 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 89 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 25 | 3.13 |
| 90 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 22 | 2.75 |
| 91 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 92 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 25 | 3.13 |
| 93 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 27 | 3.38 |
| 94 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 26 | 3.25 |
| 95 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 26 | 3.25 |
| 96 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 21 | 2.63 |
| 97 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 22 | 2.75 |
| 98 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 99 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 18 | 2.25 |
| 100 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 22 | 2.75 |
| 101 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 28 | 3.50 |
| 102 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 25 | 3.13 |
| 103 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 29 | 3.63 |
| 104 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 29 | 3.63 |
| 105 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 26 | 3.25 |
| 106 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 107 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 22 | 2.75 |
| 108 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 109 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 24 | 3.00 |
| 110 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 25 | 3.13 |
| 111 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 | 2.88 |
| 112 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 113 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 26 | 3.25 |
| 114 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 115 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 | 2.88 |

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|-----|---|---|---|---|---|---|---|---|----|------|
| 116 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 117 | 3 | 2 | 1 | 3 | 3 | 3 | 2 | 3 | 20 | 2.50 |
| 118 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 |
| 119 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |
| 120 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 3.00 |



Tabulasi Data Responden Berdasarkan Kuesioner Variabel *Emotional Quotient* (EQ)

| Responden | Nomor Kuesioner | | | | | | | | | | | | | | Total_EQ | Average_EQ |
|-----------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|----------|------------|
| | EQ1 | EQ2 | EQ3 | EQ4 | EQ5 | EQ6 | EQ7 | EQ8 | EQ9 | EQ10 | EQ11 | EQ12 | EQ13 | EQ14 | | |
| 1 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 36 | 2.57 |
| 2 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 52 | 3.71 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 37 | 2.64 |
| 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 37 | 2.64 |
| 5 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 45 | 3.21 |
| 6 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 45 | 3.21 |
| 7 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 8 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 39 | 2.79 |
| 9 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 37 | 2.64 |
| 10 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 38 | 2.71 |
| 11 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 38 | 2.71 |
| 12 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 25 | 1.79 |
| 13 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 3 | 2 | 3 | 4 | 3 | 4 | 35 | 2.50 |

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|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|------|
| 14 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 1 | 3 | 1 | 2 | 2 | 2 | 2 | 26 | 1.86 |
| 15 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 2 | 45 | 3.21 |
| 16 | 2 | 3 | 3 | 3 | 1 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 36 | 2.57 |
| 17 | 4 | 3 | 4 | 1 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 40 | 2.86 |
| 18 | 2 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 3.00 |
| 19 | 1 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 3 | 4 | 1 | 2 | 3 | 3 | 38 | 2.71 |
| 20 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 21 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 37 | 2.64 |
| 22 | 3 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 42 | 3.00 |
| 23 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 24 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 41 | 2.93 |
| 25 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 36 | 2.57 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 3.00 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 3.00 |
| 28 | 1 | 3 | 3 | 4 | 2 | 4 | 2 | 2 | 1 | 3 | 4 | 3 | 2 | 3 | 37 | 2.64 |
| 29 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 47 | 3.36 |
| 30 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 46 | 3.29 |
| 31 | 2 | 2 | 3 | 4 | 1 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 39 | 2.79 |

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|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|------|
| 32 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 | 2.93 |
| 33 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 43 | 3.07 |
| 34 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 | 2.93 |
| 35 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 40 | 2.86 |
| 36 | 3 | 3 | 3 | 4 | 1 | 4 | 1 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 41 | 2.93 |
| 37 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 38 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 39 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 40 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 41 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 42 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 43 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 44 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 45 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 | 2.93 |
| 46 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 32 | 2.29 |
| 47 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 42 | 3.00 |
| 48 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 49 | 2 | 3 | 3 | 3 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 34 | 2.43 |

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| 86 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 40 | 2.86 |
| 87 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 43 | 3.07 |
| 88 | 1 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 89 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 38 | 2.71 |
| 90 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 91 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 92 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 38 | 2.71 |
| 93 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 42 | 3.00 |
| 94 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 43 | 3.07 |
| 95 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 40 | 2.86 |
| 96 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 97 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 98 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 | 2.93 |
| 99 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 32 | 2.29 |
| 100 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 42 | 3.00 |
| 101 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 39 | 2.79 |
| 102 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 46 | 3.29 |
| 103 | 2 | 3 | 4 | 3 | 2 | 4 | 2 | 2 | 1 | 3 | 4 | 4 | 4 | 3 | 41 | 2.93 |

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|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|------|
| 104 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 39 | 2.79 |
| 105 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 46 | 3.29 |
| 106 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 40 | 2.86 |
| 107 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 40 | 2.86 |
| 108 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 45 | 3.21 |
| 109 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 41 | 2.93 |
| 110 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 44 | 3.14 |
| 111 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 2 | 2 | 1 | 4 | 4 | 4 | 4 | 45 | 3.21 |
| 112 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 39 | 2.79 |
| 113 | 4 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 44 | 3.14 |
| 114 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 38 | 2.71 |
| 115 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 38 | 2.71 |
| 116 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 | 2.93 |
| 117 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 45 | 3.21 |
| 118 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 44 | 3.14 |
| 119 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 39 | 2.79 |
| 120 | 2 | 3 | 3 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 3 | 1 | 3 | 3 | 35 | 2.50 |

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| 25 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 19 | 2.71 |
| 26 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 21 | 3.00 |
| 27 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 21 | 3.00 |
| 28 | 2 | 1 | 3 | 3 | 2 | 2 | 2 | 15 | 2.14 |
| 29 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 23 | 3.29 |
| 30 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 20 | 2.86 |
| 31 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 19 | 2.71 |
| 32 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 18 | 2.57 |
| 33 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 22 | 3.14 |
| 34 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 36 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 21 | 3.00 |
| 37 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 18 | 2.57 |
| 38 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 18 | 2.57 |
| 39 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 18 | 2.57 |
| 40 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 19 | 2.71 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 42 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 20 | 2.86 |
| 43 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 17 | 2.43 |
| 44 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 18 | 2.57 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 46 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 18 | 2.57 |
| 47 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 17 | 2.43 |
| 48 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 17 | 2.43 |
| 49 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 17 | 2.43 |
| 50 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 16 | 2.29 |
| 51 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 25 | 3.57 |
| 52 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 20 | 2.86 |
| 53 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 23 | 3.29 |
| 54 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 | 3.14 |

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| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 | 3.86 |
| 56 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 16 | 2.29 |
| 57 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 17 | 2.43 |
| 58 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 17 | 2.43 |
| 59 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 16 | 2.29 |
| 60 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 19 | 2.71 |
| 61 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 19 | 2.71 |
| 62 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 19 | 2.71 |
| 63 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 16 | 2.29 |
| 64 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 18 | 2.57 |
| 65 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 20 | 2.86 |
| 66 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 17 | 2.43 |
| 67 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 18 | 2.57 |
| 68 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 69 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 20 | 2.86 |
| 70 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 15 | 2.14 |
| 71 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 16 | 2.29 |
| 72 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 73 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 19 | 2.71 |
| 74 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 15 | 2.14 |
| 75 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 20 | 2.86 |
| 76 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 16 | 2.29 |
| 77 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 21 | 3.00 |
| 78 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 21 | 3.00 |
| 79 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 20 | 2.86 |
| 80 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 20 | 2.86 |
| 81 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 20 | 2.86 |
| 82 | 3 | 2 | 3 | 2 | 1 | 3 | 3 | 17 | 2.43 |
| 83 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 19 | 2.71 |
| 84 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 19 | 2.71 |

| | | | | | | | | | |
|-----|---|---|---|---|---|---|---|----|------|
| 85 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 20 | 2.86 |
| 86 | 2 | 3 | 3 | 2 | 1 | 2 | 3 | 16 | 2.29 |
| 87 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 18 | 2.57 |
| 88 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 22 | 3.14 |
| 89 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 22 | 3.14 |
| 90 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 19 | 2.71 |
| 91 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 18 | 2.57 |
| 92 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 19 | 2.71 |
| 93 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 19 | 2.71 |
| 94 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 19 | 2.71 |
| 95 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 19 | 2.71 |
| 96 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 16 | 2.29 |
| 97 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 18 | 2.57 |
| 98 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 99 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 18 | 2.57 |
| 100 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 17 | 2.43 |
| 101 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 25 | 3.57 |
| 102 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 103 | 4 | 4 | 4 | 3 | 1 | 3 | 3 | 22 | 3.14 |
| 104 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 19 | 2.71 |
| 105 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| 106 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 18 | 2.57 |
| 107 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 19 | 2.71 |
| 108 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 22 | 3.14 |
| 109 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 22 | 3.14 |
| 110 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 21 | 3.00 |
| 111 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 | 2.00 |
| 112 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 19 | 2.71 |
| 113 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 19 | 2.71 |
| 114 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 18 | 2.57 |

| | | | | | | | | | |
|-----|---|---|---|---|---|---|---|----|------|
| 115 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 18 | 2.57 |
| 116 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 19 | 2.71 |
| 117 | 3 | 2 | 1 | 2 | 1 | 3 | 2 | 14 | 2.00 |
| 118 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 26 | 3.71 |
| 119 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 20 | 2.86 |
| 120 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 20 | 2.86 |





Hasil Olah Data IBM SPSS Versi 23

1. Hasil Karakteristik Demografis Responden

1.1 Karakteristik Responden Berdasarkan Jenis Kelamin

Jenis Kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 63 | 35.0 | 52.5 | 52.5 |
| | Perempuan | 57 | 31.7 | 47.5 | 100.0 |
| | Total | 120 | 66.7 | 100.0 | |
| Missing | System | 60 | 33.3 | | |
| Total | | 180 | 100.0 | | |

1.2 Karakteristik Responden Berdasarkan Usia

Usia

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | 20-24 | 55 | 30.6 | 45.8 | 45.8 |
| | 25-29 | 50 | 27.8 | 41.7 | 87.5 |
| | 30-40 | 11 | 6.1 | 9.2 | 96.7 |
| | >40 | 4 | 2.2 | 3.3 | 100.0 |
| | Total | 120 | 66.7 | 100.0 | |
| Missing | System | 60 | 33.3 | | |
| Total | | 180 | 100.0 | | |

1.3 Karakteristik Responden Berdasarkan Pendidikan Terakhir

Pendidikan Terakhir

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|---------|-----------|---------|---------------|--------------------|
| Valid | Diploma | 8 | 4.4 | 6.7 | 6.7 |
| | S1 | 110 | 61.1 | 91.7 | 98.3 |
| | S2 | 2 | 1.1 | 1.7 | 100.0 |
| | Total | 120 | 66.7 | 100.0 | |
| Missing | System | 60 | 33.3 | | |
| Total | | 180 | 100.0 | | |

1.4 Karakteristik Responden Berdasarkan Jabatan

Jabatan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|------------|-----------|---------|---------------|--------------------|
| Valid | Junior | 86 | 47.8 | 71.7 | 71.7 |
| | Senior | 30 | 16.7 | 25.0 | 96.7 |
| | Manajer | 3 | 1.7 | 2.5 | 99.2 |
| | Supervisor | 1 | .6 | .8 | 100.0 |
| | Total | 120 | 66.7 | 100.0 | |
| Missing | System | 60 | 33.3 | | |
| Total | | 180 | 100.0 | | |

1.5 Karakteristik Responden Berdasarkan Lama Bekerja

Lama Bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|-----------|---------|---------------|--------------------|
| Valid | < 3 tahun | 81 | 45.0 | 67.5 | 67.5 |
| | 3-5 tahun | 25 | 13.9 | 20.8 | 88.3 |
| | > 5 tahun | 14 | 7.8 | 11.7 | 100.0 |
| | Total | 120 | 66.7 | 100.0 | |
| Missing | System | 60 | 33.3 | | |
| Total | | 180 | 100.0 | | |

2. Hasil Uji Statistik Deskriptif Variabel

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|----------------------|-----|---------|---------|--------|----------------|
| Time Budget Pressure | 120 | 2.00 | 3.45 | 2.6934 | .26009 |
| Self Efficacy | 120 | 2.25 | 4.00 | 2.9921 | .28335 |
| Emotional Quotient | 120 | 1.79 | 3.71 | 2.8415 | .25990 |
| Kinerja Auditor | 120 | 2.00 | 3.86 | 2.7221 | .35419 |
| Valid N (listwise) | 120 | | | | |

3. Hasil Uji Validitas

3.1 Hasil Uji Validitas Variabel *Time Budget Pressure (TBP)*

KMO and Bartlett's Test

| | | |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .654 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 291.377 |
| | df | 55 |
| | Sig. | .000 |

Anti-image Matrices

| | TBP1 | TBP2 | TBP3 | TBP4 | TBP5 | TBP6 | TBP7 | TBP8 | TBP9 | TBP10 | TBP11 |
|------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | | | | | | | | | | | |
| TBP1 | .751 | -.146 | -.192 | -.076 | .058 | .033 | -.018 | .157 | -.064 | .013 | -.154 |
| TBP2 | -.146 | .838 | -.080 | .177 | -.141 | .063 | .056 | -.043 | .052 | -.043 | -.005 |
| TBP3 | -.192 | -.080 | .761 | -.049 | .038 | .027 | -.061 | -.054 | .107 | .068 | -.150 |
| TBP4 | -.076 | .177 | -.049 | .605 | -.216 | -.059 | .043 | .101 | -.103 | -.051 | .070 |
| TBP5 | .058 | -.141 | .038 | -.216 | .493 | -.056 | -.195 | -.024 | -.148 | .029 | -.011 |
| TBP6 | .033 | .063 | .027 | -.059 | -.056 | .894 | -.077 | -.057 | -.031 | .049 | -.047 |
| TBP7 | -.018 | .056 | -.061 | .043 | -.195 | -.077 | .638 | -.171 | -.080 | -.079 | .038 |
| TBP8 | .157 | -.043 | -.054 | .101 | -.024 | -.057 | -.171 | .774 | -.018 | .060 | -.173 |
| TBP9 | -.064 | .052 | .107 | -.103 | -.148 | -.031 | -.080 | -.018 | .537 | -.177 | .035 |
| TBP10 | .013 | -.043 | .068 | -.051 | .029 | .049 | -.079 | .060 | -.177 | .563 | -.288 |
| TBP11 | -.154 | -.005 | -.150 | .070 | -.011 | -.047 | .038 | -.173 | .035 | -.288 | .546 |
| Anti-image Correlation | | | | | | | | | | | |
| TBP1 | .573 ^a | -.184 | -.255 | -.113 | .096 | .040 | -.026 | .206 | -.101 | .020 | -.240 |
| TBP2 | -.184 | .516 ^a | -.100 | .248 | -.220 | .072 | .077 | -.053 | .077 | -.062 | -.008 |
| TBP3 | -.255 | -.100 | .630 ^a | -.073 | .062 | .032 | -.087 | -.071 | .167 | .104 | -.233 |
| TBP4 | -.113 | .248 | -.073 | .671 ^a | -.395 | -.080 | .069 | .148 | -.180 | -.088 | .122 |
| TBP5 | .096 | -.220 | .062 | -.395 | .688 ^a | -.084 | -.348 | -.039 | -.287 | .055 | -.021 |
| TBP6 | .040 | .072 | .032 | -.080 | -.084 | .827 ^a | -.102 | -.069 | -.044 | .069 | -.067 |
| TBP7 | -.026 | .077 | -.087 | .069 | -.348 | -.102 | .737 ^a | -.244 | -.136 | -.132 | .064 |
| TBP8 | .206 | -.053 | -.071 | .148 | -.039 | -.069 | -.244 | .534 ^a | -.029 | .091 | -.266 |
| TBP9 | -.101 | .077 | .167 | -.180 | -.287 | -.044 | -.136 | -.029 | .766 ^a | -.322 | .064 |
| TBP10 | .020 | -.062 | .104 | -.088 | .055 | .069 | -.132 | .091 | -.322 | .602 ^a | -.520 |
| TBP11 | -.240 | -.008 | -.233 | .122 | -.021 | -.067 | .064 | -.266 | .064 | -.520 | .556 ^a |

a. Measures of Sampling Adequacy(MSA)

3.2 Hasil Uji Validitas Variabel *Self-Efficacy (SE)*

KMO and Bartlett's Test

| | | |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .754 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 309.138 |
| | df | 28 |
| | Sig. | .000 |

Anti-image Matrices

| | | SE1 | SE2 | SE3 | SE4 | SE5 | SE6 | SE7 | SE8 |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | SE1 | .715 | -.176 | -.143 | .078 | .106 | .097 | -.068 | .147 |
| | SE2 | -.176 | .341 | -.080 | -.030 | -.019 | -.187 | -.130 | -.069 |
| | SE3 | -.143 | -.080 | .672 | -.190 | -.022 | -.056 | -.003 | -.004 |
| | SE4 | .078 | -.030 | -.190 | .735 | -.112 | .061 | -.184 | -.032 |
| | SE5 | .106 | -.019 | -.022 | -.112 | .725 | -.139 | .044 | -.031 |
| | SE6 | .097 | -.187 | -.056 | .061 | -.139 | .375 | .046 | -.138 |
| | SE7 | -.068 | -.130 | -.003 | -.184 | .044 | .046 | .645 | -.125 |
| | SE8 | .147 | -.069 | -.004 | -.032 | -.031 | -.138 | -.125 | .537 |
| Anti-image Correlation | SE1 | .418 ^a | -.357 | -.207 | .107 | .147 | .188 | -.100 | .237 |
| | SE2 | -.357 | .740 ^a | -.167 | -.060 | -.039 | -.522 | -.276 | -.160 |
| | SE3 | -.207 | -.167 | .837 ^a | -.270 | -.032 | -.111 | -.005 | -.006 |
| | SE4 | .107 | -.060 | -.270 | .740 ^a | -.154 | .116 | -.266 | -.051 |
| | SE5 | .147 | -.039 | -.032 | -.154 | .830 ^a | -.267 | .064 | -.049 |
| | SE6 | .188 | -.522 | -.111 | .116 | -.267 | .725 ^a | .093 | -.309 |
| | SE7 | -.100 | -.276 | -.005 | -.266 | .064 | .093 | .789 ^a | -.212 |
| | SE8 | .237 | -.160 | -.006 | -.051 | -.049 | -.309 | -.212 | .828 ^a |

a. Measures of Sampling Adequacy(MSA)

3.3 Hasil Uji Validitas Variabel *Emotional Quotient (EQ)*

KMO and Bartlett's Test

| | |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .678 |
| Bartlett's Test of Sphericity | Approx. Chi-Square |
| | 337.707 |
| | df |
| | 91 |
| | Sig. |
| | .000 |

Anti-image Matrices

| | | EQ1 | EQ2 | EQ3 | EQ4 | EQ5 | EQ6 | EQ7 | EQ8 | EQ9 | EQ10 | EQ11 | EQ12 | EQ13 | EQ14 |
|------------------------|------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | EQ1 | .698 | -.016 | .060 | .121 | -.128 | -.048 | .014 | -.039 | -.103 | .044 | -.048 | -.012 | -.268 | .038 |
| | EQ2 | -.016 | .535 | -.287 | -.023 | -.190 | -.082 | .054 | -.099 | -.042 | -.037 | -.020 | .016 | -.009 | -.109 |
| | EQ3 | .060 | -.287 | .593 | -.018 | .121 | -.024 | -.102 | .010 | .139 | -.076 | -.035 | .052 | -.061 | .058 |
| | EQ4 | .121 | -.023 | -.018 | .817 | -.057 | -.150 | .018 | -.023 | .072 | .033 | .014 | -.099 | .019 | -.132 |
| | EQ5 | -.128 | -.190 | .121 | -.057 | .775 | .060 | -.073 | -.043 | .030 | -.032 | .108 | .052 | -.097 | .052 |
| | EQ6 | -.048 | -.082 | -.024 | -.150 | .060 | .704 | -.093 | .016 | .022 | -.149 | -.195 | .007 | .095 | .034 |
| | EQ7 | .014 | .054 | -.102 | .018 | -.073 | -.093 | .722 | -.188 | -.150 | -.077 | .071 | -.102 | -.037 | .012 |
| | EQ8 | -.039 | -.099 | .010 | -.023 | -.043 | .016 | -.188 | .736 | -.102 | -.073 | -.132 | .092 | .099 | -.073 |
| | EQ9 | -.103 | -.042 | .139 | .072 | .030 | .022 | -.150 | -.102 | .709 | -.121 | .136 | -.099 | -.009 | -.043 |
| | EQ10 | .044 | -.037 | -.076 | .033 | -.032 | -.149 | -.077 | -.073 | -.121 | .692 | .023 | -.072 | -.111 | -.053 |
| | EQ11 | -.048 | -.020 | -.035 | .014 | .108 | -.195 | .071 | -.132 | .136 | .023 | .657 | -.169 | -.133 | -.045 |
| | EQ12 | -.012 | .016 | .052 | -.099 | .052 | .007 | -.102 | .092 | -.099 | -.072 | -.169 | .650 | -.044 | -.217 |
| | EQ13 | -.268 | -.009 | -.061 | .019 | -.097 | .095 | -.037 | .099 | -.009 | -.111 | -.133 | -.044 | .663 | -.049 |
| | EQ14 | .038 | -.109 | .058 | -.132 | .052 | .034 | .012 | -.073 | -.043 | -.053 | -.045 | -.217 | -.049 | .689 |
| Anti-image Correlation | EQ1 | .619 ^a | -.027 | .094 | .161 | -.174 | -.069 | .019 | -.054 | -.146 | .063 | -.071 | -.018 | -.394 | .054 |
| | EQ2 | -.027 | .662 ^a | -.510 | -.035 | -.296 | -.134 | .087 | -.158 | -.068 | -.061 | -.033 | .027 | -.015 | -.180 |
| | EQ3 | .094 | -.510 | .585 ^a | -.026 | .179 | -.037 | -.156 | .015 | .214 | -.119 | -.056 | .083 | -.097 | .091 |
| | EQ4 | .161 | -.035 | -.026 | .690 ^a | -.071 | -.198 | .023 | -.030 | .095 | .043 | .020 | -.136 | .026 | -.176 |
| | EQ5 | -.174 | -.296 | .179 | -.071 | .536 ^a | .081 | -.097 | -.057 | .040 | -.043 | .151 | .073 | -.136 | .071 |
| | EQ6 | -.069 | -.134 | -.037 | -.198 | .081 | .714 ^a | -.130 | .022 | .032 | -.213 | -.287 | .011 | .140 | .049 |
| | EQ7 | .019 | .087 | -.156 | .023 | -.097 | -.130 | .723 ^a | -.258 | -.209 | -.109 | .103 | -.148 | -.053 | .017 |
| | EQ8 | -.054 | -.158 | .015 | -.030 | -.057 | .022 | -.258 | .713 ^a | -.142 | -.102 | -.190 | .133 | .141 | -.102 |
| | EQ9 | -.146 | -.068 | .214 | .095 | .040 | .032 | -.209 | -.142 | .641 ^a | -.173 | .199 | -.147 | -.013 | -.062 |
| | EQ10 | .063 | -.061 | -.119 | .043 | -.043 | -.213 | -.109 | -.102 | -.173 | .821 ^a | .034 | -.108 | -.163 | -.076 |
| | EQ11 | -.071 | -.033 | -.056 | .020 | .151 | -.287 | .103 | -.190 | .199 | .034 | .656 ^a | -.258 | -.201 | -.067 |
| | EQ12 | -.018 | .027 | .083 | -.136 | .073 | .011 | -.148 | .133 | -.147 | -.108 | -.258 | .695 ^a | -.067 | -.325 |
| | EQ13 | -.394 | -.015 | -.097 | .026 | -.136 | .140 | -.053 | .141 | -.013 | -.163 | -.201 | -.067 | .644 ^a | -.073 |
| | EQ14 | .054 | -.180 | .091 | -.176 | .071 | .049 | .017 | -.102 | -.062 | -.076 | -.067 | -.325 | -.073 | .743 ^a |

a. Measures of Sampling Adequacy(MSA)

3.4 Hasil Uji Validitas Variabel Kinerja Auditor (KA)

KMO and Bartlett's Test

| | | |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .705 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 174.194 |
| | df | 21 |
| | Sig. | .000 |

Anti-image Matrices

| | | KA1 | KA2 | KA3 | KA4 | KA5 | KA6 | KA7 |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | KA1 | .737 | -.202 | -.035 | -.050 | -.048 | -.104 | .040 |
| | KA2 | -.202 | .532 | -.208 | -.125 | -.099 | .110 | -.180 |
| | KA3 | -.035 | -.208 | .564 | -.111 | .015 | -.224 | -.035 |
| | KA4 | -.050 | -.125 | -.111 | .806 | -.127 | .062 | .057 |
| | KA5 | -.048 | -.099 | .015 | -.127 | .822 | -.191 | .104 |
| | KA6 | -.104 | .110 | -.224 | .062 | -.191 | .663 | -.212 |
| | KA7 | .040 | -.180 | -.035 | .057 | .104 | -.212 | .764 |
| Anti-image Correlation | KA1 | .800 ^a | -.323 | -.055 | -.065 | -.062 | -.149 | .053 |
| | KA2 | -.323 | .679 ^a | -.379 | -.191 | -.149 | .186 | -.283 |
| | KA3 | -.055 | -.379 | .741 ^a | -.164 | .022 | -.366 | -.053 |
| | KA4 | -.065 | -.191 | -.164 | .781 ^a | -.156 | .085 | .072 |
| | KA5 | -.062 | -.149 | .022 | -.156 | .713 ^a | -.259 | .131 |
| | KA6 | -.149 | .186 | -.366 | .085 | -.259 | .606 ^a | -.299 |
| | KA7 | .053 | -.283 | -.053 | .072 | .131 | -.299 | .663 ^a |

a. Measures of Sampling Adequacy(MSA)

4. Hasil Uji Reliabilitas

4.1 Hasil Uji Reliabilitas Variabel *Time Budget Pressure* (TBP)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 120 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .627 | 11 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| TBP1 | 27.63 | 7.480 | .207 | .617 |
| TBP2 | 27.07 | 7.760 | -.058 | .643 |
| TBP3 | 27.33 | 7.549 | .087 | .644 |
| TBP4 | 26.68 | 6.961 | .238 | .615 |
| TBP5 | 26.62 | 6.440 | .457 | .565 |
| TBP6 | 26.27 | 7.390 | .186 | .622 |
| TBP7 | 26.59 | 6.966 | .465 | .578 |
| TBP8 | 26.89 | 7.190 | .188 | .625 |
| TBP9 | 26.87 | 6.402 | .436 | .569 |
| TBP10 | 27.09 | 6.353 | .457 | .563 |
| TBP11 | 27.15 | 6.566 | .384 | .581 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 29.62 | 8.171 | 2.859 | 11 |

4.2 Hasil Uji Reliabilitas Variabel *Self-Efficacy* (SE)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 120 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .800 | 7 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| SE1 | 17.83 | 3.602 | .717 | .745 |
| SE2 | 17.93 | 3.676 | .482 | .785 |
| SE3 | 17.88 | 3.902 | .415 | .795 |
| SE4 | 17.90 | 3.805 | .426 | .795 |
| SE5 | 17.83 | 3.317 | .659 | .748 |
| SE6 | 17.85 | 4.045 | .479 | .785 |
| SE7 | 17.87 | 3.612 | .594 | .763 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 20.85 | 4.885 | 2.210 | 7 |

4.3 Hasil Uji Reliabilitas Variabel *Emotional Quotient* (EQ)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 120 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .713 | 14 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| EQ1 | 37.42 | 11.455 | .244 | .713 |
| EQ2 | 36.75 | 11.483 | .484 | .682 |
| EQ3 | 36.76 | 12.185 | .251 | .706 |
| EQ4 | 36.71 | 12.477 | .145 | .717 |
| EQ5 | 37.52 | 12.084 | .181 | .717 |
| EQ6 | 36.68 | 11.781 | .342 | .696 |
| EQ7 | 36.97 | 11.411 | .399 | .688 |
| EQ8 | 37.04 | 11.318 | .377 | .691 |
| EQ9 | 36.94 | 12.139 | .246 | .706 |
| EQ10 | 36.90 | 10.998 | .494 | .676 |
| EQ11 | 36.83 | 11.838 | .336 | .697 |
| EQ12 | 36.77 | 11.609 | .369 | .692 |
| EQ13 | 37.06 | 11.148 | .379 | .690 |
| EQ14 | 36.73 | 11.777 | .389 | .692 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 39.78 | 13.268 | 3.643 | 14 |

4.4 Hasil Uji Reliabilitas Variabel Kinerja Auditor (KA)**Case Processing Summary**

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 120 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .733 | 7 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KA1 | 16.46 | 4.603 | .464 | .697 |
| KA2 | 16.38 | 4.304 | .609 | .660 |
| KA3 | 16.40 | 4.376 | .606 | .662 |
| KA4 | 16.26 | 4.899 | .350 | .724 |
| KA5 | 16.70 | 4.867 | .346 | .726 |
| KA6 | 16.23 | 4.882 | .432 | .705 |
| KA7 | 15.93 | 5.138 | .326 | .727 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 19.06 | 6.156 | 2.481 | 7 |

5. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|-----------------------------------|----------------|-------------------------|
| N | | 120 |
| Normal Parameters ^{a, b} | Mean | .0000000 |
| | Std. Deviation | .29699572 |
| Most Extreme Differences | Absolute | .044 |
| | Positive | .032 |
| | Negative | -.044 |
| Test Statistic | | .044 |
| Asymp. Sig. (2-tailed) | | .200 ^{c, d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

6. Hasil Uji Multikolinearitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | .379 | .354 | | 1.073 | .286 | | |
| | Time Budget Pressure | .111 | .125 | .082 | .895 | .373 | .724 | 1.381 |
| | Self-Efficacy | .359 | .103 | .321 | 3.478 | .001 | .713 | 1.402 |
| | Emotional Quotient | .342 | .136 | .251 | 2.515 | .013 | .608 | 1.644 |

a. Dependent Variable: Kinerja Auditor

7. Hasil Uji Heteroskedastisitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -.099 | .213 | | -.467 | .641 |
| | Time Budget Pressure | -.034 | .075 | -.048 | -.448 | .655 |
| | Self-Efficacy | .047 | .062 | .081 | .753 | .453 |
| | Emotional Quotient | .100 | .082 | .143 | 1.220 | .225 |

a. Dependent Variable: ABS_RES

8. Hasil Uji t

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .379 | .354 | | 1.073 | .286 |
| | Time Budget Pressure | .111 | .125 | .082 | .895 | .373 |
| | Self-Efficacy | .359 | .103 | .321 | 3.478 | .001 |
| | Emotional Quotient | .342 | .136 | .251 | 2.515 | .013 |

a. Dependent Variable: Kinerja Auditor

9. Hasil Uji F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 4.432 | 3 | 1.477 | 16.327 | .000 ^b |
| | Residual | 10.497 | 116 | .090 | | |
| | Total | 14.929 | 119 | | | |

a. Dependent Variable: Kinerja Auditor

b. Predictors: (Constant), Emotional Quotient, Time Budget Pressure, Self-Efficacy

10. Hasil Uji Koefisien Determinasi (R^2)

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .545 ^a | .297 | .279 | .30081 |

a. Predictors: (Constant), Emotional Quotient, Time Budget Pressure, Self-Efficacy

b. Dependent Variable: Kinerja Auditor