LAMPIRAN 1

SURAT BALASAN DARI PERUSAHAAN



LAMPIRAN II

DATA KUISIONER

|  |  |  |  |
| --- | --- | --- | --- |
| N O | KSIA | PPP | DMP |
| Q 1 | Q 2 | Q 3 | Q 4 | Q 5 | Q 6 | Q 7 | Q 8 | Q 9 | Q1 0 | Q 1 | Q 2 | Q 3 | Q 4 | Q 5 | Q 6 | Q 7 | Q 8 | Q 9 | Q1 0 | Q 1 | Q 2 | Q 3 | Q 4 | Q 5 | Q 6 | Q 7 | Q 8 | Q 9 | Q1 0 |
| 1 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 6 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 7 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 9 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 12 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 |
| 14 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 16 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 19 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| 20 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
| 21 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 22 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 23 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| 25 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 5 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 |
| 26 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 28 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 29 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 30 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 32 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 33 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 34 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 |
| 35 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |

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| MTI |
| Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 | Q9 | Q10 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 2 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 2 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |

LAMPIRAN III

HASIL OLAH DATA

1. UJI VALIDITAS DAN RELIABILITAS

 **Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .955 | 10 |

 **Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
| KIN1 | 38.1333 | 35.637 | .813 | .950 |
| KIN2 | 37.9667 | 35.137 | .841 | .948 |
| KIN3 | 37.8000 | 34.717 | .903 | .946 |
| KIN4 | 38.4667 | 36.395 | .758 | .952 |
| KIN5 | 38.4333 | 36.392 | .847 | .949 |
| KIN6 | 38.2667 | 35.857 | .846 | .948 |
| KIN7 | 38.3000 | 36.148 | .831 | .949 |
| KIN8 | 38.0333 | 35.964 | .753 | .952 |
| KIN9 | 38.2667 | 36.202 | .706 | .954 |
| KIN10 | 38.2333 | 35.564 | .762 | .952 |

 **Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .963 | 10 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
| PEN1 | 36.2667 | 34.340 | .840 | .958 |
| PEN2 | 36.2000 | 34.234 | .820 | .959 |
| PEN3 | 36.3333 | 34.575 | .803 | .960 |
| PEN4 | 36.5667 | 35.289 | .879 | .957 |
| PEN5 | 36.3667 | 34.516 | .887 | .957 |
| PEN6 | 36.3667 | 35.275 | .854 | .958 |
| PEN7 | 36.3000 | 35.252 | .866 | .958 |
| PEN8 | 36.4333 | 36.392 | .850 | .959 |
| PEN9 | 36.3667 | 35.482 | .720 | .963 |
| PEN10 | 36.4000 | 35.007 | .855 | .958 |

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .957 | 10 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
| DUK1 | 37.8667 | 33.499 | .864 | .951 |
| DUK2 | 37.8000 | 33.683 | .828 | .952 |
| DUK3 | 37.8333 | 34.144 | .735 | .956 |
| DUK4 | 38.0000 | 34.483 | .795 | .953 |
| DUK5 | 38.1667 | 34.351 | .867 | .951 |
| DUK6 | 38.2000 | 34.855 | .908 | .950 |
| DUK7 | 38.1000 | 34.369 | .873 | .950 |
| DUK8 | 38.1000 | 34.852 | .810 | .953 |
| DUK9 | 37.8667 | 34.464 | .749 | .955 |
| DUK10 | 37.8667 | 34.464 | .749 | .955 |

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .957 | 10 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
| MOD1 | 36.2333 | 30.944 | .830 | .951 |
| MOD2 | 36.2000 | 29.683 | .723 | .958 |
| MOD3 | 36.0667 | 29.513 | .810 | .953 |
| MOD4 | 36.3667 | 31.275 | .855 | .951 |
| MOD5 | 36.4000 | 31.490 | .872 | .951 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| MOD6 | 36.4333 | 31.564 | .921 | .949 |
| MOD7 | 36.4000 | 31.421 | .883 | .950 |
| MOD8 | 36.2667 | 31.099 | .839 | .951 |
| MOD9 | 36.2333 | 30.185 | .812 | .952 |
| MOD10 | 36.1000 | 30.507 | .747 | .955 |

1. STATISTIK DESKRIPTIF

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| P | STS | TS | KS | S | SS | Total | min | max | Mean |
| F | % | F | % | F | % | F | % | F | % | F | % |
| KIN1 | 0 | 0 | 1 | 2.86 | 0 | 0 | 17 | 48.57 | 17 | 48.57 | 35 | 100 | 2 | 5 | 4.43 |
| KIN2 | 0 | 0 | 0 | 0 | 1 | 2.86 | 10 | 28.57 | 24 | 68.57 | 35 | 100 | 3 | 5 | 4.66 |
| KIN3 | 0 | 0 | 1 | 2.86 | 0 | 0 | 6 | 17.14 | 28 | 80 | 35 | 100 | 2 | 5 | 4.74 |
| KIN4 | 0 | 0 | 1 | 2.86 | 2 | 5.71 | 25 | 71.43 | 7 | 20 | 35 | 100 | 2 | 5 | 4.09 |
| KIN5 | 0 | 0 | 0 | 0 | 3 | 8.57 | 27 | 77.14 | 5 | 14.29 | 35 | 100 | 3 | 5 | 4.06 |
| KIN6 | 0 | 0 | 1 | 2.86 | 0 | 0 | 25 | 71.43 | 9 | 25.71 | 35 | 100 | 2 | 5 | 4.2 |
| KIN7 | 0 | 0 | 1 | 2.86 | 0 | 0 | 24 | 68.57 | 10 | 28.57 | 35 | 100 | 2 | 5 | 4.23 |
| KIN8 | 0 | 0 | 0 | 0 | 1 | 2.86 | 18 | 51.43 | 16 | 45.71 | 35 | 100 | 3 | 5 | 4.43 |
| KIN9 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 20 | 57.14 | 13 | 37.14 | 35 | 100 | 2 | 5 | 4.29 |
| KIN10 | 0 | 0 | 0 | 0 | 2 | 5.71 | 21 | 60 | 12 | 34.29 | 35 | 100 | 3 | 5 | 4.29 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| P | STS | TS | KS | S | SS | Total | mi n | ma x | Mea n |
| F | % | F | % | F | % | F | % | F | % | F | % |
| PEN1 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 22 | 62.86 | 11 | 31.43 | 35 | 100 | 2 | 5 | 4.23 |
| PEN2 | 0 | 0 | 0 | 0 | 2 | 5.71 | 21 | 60 | 12 | 34.29 | 35 | 100 | 3 | 5 | 4.29 |
| PEN3 | 0 | 0 | 1 | 2.8 | 2 | 5.71 | 2 | 68.5 | 8 | 22.8 | 3 | 10 | 2 | 5 | 4.11 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | 6 |  |  | 4 | 7 |  | 6 | 5 | 0 |  |  |  |
| PEN4 | 0 | 0 | 1 | 2.86 | 5 | 14.29 | 25 | 71.43 | 4 | 11.43 | 35 | 100 | 2 | 5 | 3.91 |
| PEN5 | 0 | 0 | 0 | 0 | 2 | 5.71 | 24 | 68.57 | 9 | 25.71 | 35 | 100 | 3 | 5 | 4.2 |
| PEN6 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 26 | 74.29 | 7 | 20 | 35 | 100 | 2 | 5 | 4.11 |
| PEN7 | 0 | 0 | 1 | 2.86 | 0 | 0 | 26 | 74.29 | 8 | 22.86 | 35 | 100 | 2 | 5 | 4.17 |
| PEN8 | 0 | 0 | 0 | 0 | 2 | 5.71 | 29 | 82.86 | 4 | 11.43 | 35 | 100 | 3 | 5 | 4.06 |
| PEN9 | 0 | 0 | 1 | 2.86 | 2 | 5.71 | 21 | 60 | 11 | 31.43 | 35 | 100 | 2 | 5 | 4.2 |
| PEN1 0 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 28 | 80 | 5 | 14.29 | 35 | 100 | 2 | 5 | 4.06 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| P | STS | TS | KS | S | SS | Total | min | max | Mean |
| F | % | F | % | F | % | F | % | F | % | F | % |
| DUK1 | 0 | 0 | 0 | 0 | 1 | 2.86 | 18 | 51.43 | 16 | 45.71 | 35 | 100 | 3 | 5 | 4.43 |
| DUK2 | 0 | 0 | 0 | 0 | 1 | 2.86 | 14 | 40 | 20 | 57.14 | 35 | 100 | 3 | 5 | 4.54 |
| DUK3 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 15 | 42.86 | 18 | 51.43 | 35 | 100 | 2 | 5 | 4.43 |
| DUK4 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 26 | 74.29 | 7 | 20 | 35 | 100 | 2 | 5 | 4.11 |
| DUK5 | 0 | 0 | 1 | 2.86 | 2 | 5.71 | 26 | 74.29 | 6 | 17.14 | 35 | 100 | 2 | 5 | 4.06 |
| DUK6 | 0 | 0 | 0 | 0 | 1 | 2.86 | 29 | 82.86 | 5 | 14.29 | 35 | 100 | 3 | 5 | 4.11 |
| DUK7 | 0 | 0 | 0 | 0 | 1 | 2.86 | 26 | 74.29 | 8 | 22.86 | 35 | 100 | 3 | 5 | 4.2 |
| DUK8 | 0 | 0 | 1 | 2.86 | 0 | 0 | 24 | 68.57 | 10 | 28.57 | 35 | 100 | 2 | 5 | 4.23 |
| DUK9 | 0 | 0 | 1 | 2.86 | 0 | 0 | 16 | 45.71 | 18 | 51.43 | 35 | 100 | 2 | 5 | 4.46 |
| DUK10 | 0 | 0 | 1 | 2.86 | 0 | 0 | 17 | 48.57 | 17 | 48.57 | 35 | 100 | 2 | 5 | 4.43 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| P | STS | TS | KS | S | SS | Total | mi n | ma x | mea n |
| F | % | F | % | F | % | F | % | F | % | F | % |
| MOD1 | 0 | 0 | 1 | 2.86 | 0 | 0 | 26 | 74.29 | 8 | 22.86 | 35 | 100 | 2 | 5 | 4.17 |
| MOD2 | 0 | 0 | 0 | 0 | 6 | 17.14 | 11 | 31.43 | 18 | 51.43 | 35 | 100 | 3 | 5 | 4.34 |
| MOD3 | 0 | 0 | 0 | 0 | 3 | 8.57 | 17 | 48.57 | 15 | 42.86 | 35 | 100 | 3 | 5 | 4.34 |
| MOD4 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 28 | 80 | 5 | 14.29 | 35 | 100 | 2 | 5 | 4.06 |
| MOD5 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 30 | 85.71 | 3 | 8.57 | 35 | 100 | 2 | 5 | 4 |
| MOD6 | 0 | 0 | 0 | 0 | 1 | 2.86 | 32 | 91.43 | 2 | 5.71 | 35 | 100 | 3 | 5 | 4.03 |
| MOD7 | 0 | 0 | 0 | 0 | 1 | 2.86 | 30 | 85.71 | 4 | 11.43 | 35 | 100 | 3 | 5 | 4.09 |
| MOD8 | 0 | 0 | 0 | 0 | 1 | 2.86 | 30 | 85.71 | 4 | 11.43 | 35 | 100 | 3 | 5 | 4.09 |
| MOD9 | 0 | 0 | 0 | 0 | 4 | 11.43 | 24 | 68.57 | 7 | 20 | 35 | 100 | 3 | 5 | 4.09 |
| MOD1 0 | 0 | 0 | 1 | 2.86 | 1 | 2.86 | 20 | 57.14 | 13 | 37.14 | 35 | 100 | 2 | 5 | 4.29 |

1. UJI NORMALITAS

 

**One-Sample Kolmogorov-Smirnov Test**

|  |  |
| --- | --- |
|  | Unstandardized Residual |
| N | 35 |
| Normal Parametersa,,b | Mean | .0000000 |
| Std. Deviation | .21817782 |
| Most Extreme Differences | Absolute | .069 |
| Positive | .067 |
| Negative | -.069 |
| Kolmogorov-Smirnov Z | .406 |
| Asymp. Sig. (2-tailed) | .997 |
|  |  |  |

* 1. Test distribution is Normal.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Kinerja Sistem Informasi Akuntansi (Y) | Pendidikan dan PelatihanPengguna (X1) | Dukungan ManajemenPuncak (X2) | Modernisasi TeknologiInformasi (X3) |
| N |  | 35 | 35 | 35 | 35 |
| Normal Parametersa,,b | Mean | 4,3886 | 4,1857 | 4,3514 | 4,1486 |
|  | Std.Deviation | ,22851 | ,29018 | ,24419 | ,34160 |
| Most Extreme Differences | Absolute | ,178 | ,147 | ,190 | ,160 |
|  | Positive | ,109 | ,138 | ,190 | ,129 |
|  | Negative | -,178 | -,147 | -,123 | -,160 |
| Kolmogorov-Smirnov Z |  | 1,051 | ,868 | 1,121 | ,949 |
| Asymp. Sig. (2-tailed) |  | ,219 | ,438 | ,162 | ,329 |
| Exact Sig. (2-tailed) |  | ,194 | ,399 | ,142 | ,296 |
| Point Probability |  | ,000 | ,000 | ,000 | ,000 |

1. Test distribution is Normal.
2. Calculated from data.
3. UJI MULTIKOLINEARITAS

|  |  |
| --- | --- |
| Model | Collinearity Statistics |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Pendidikan dan Pelatihan Pengguna (X1) | .687 | 1.455 |
| Dukungan Manajemen Puncak (X2) | .670 | 1.493 |
| Modernisasi Teknologi Informasi (X3) | .775 | 1.290 |

1. UJI HETEROSKEDASTISITAS

**Coefficientsa**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -6.240 | 4.347 |  | -1.435 | .161 |
|  | Pendidikan dan Pelatihan Pengguna (X1) | -1.758 | .879 | -.397 | -2.001 | .054 |
|  | Dukungan Manajemen Puncak (X2) | 1.911 | .936 | .411 | 2.042 | .050 |
|  | Modernisasi Teknologi Informasi (X3) | .297 | 1.044 | .053 | .284 | .778 |

a. Dependent Variable: abs\_residual



**Coefficientsa**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9.073 | 13.075 |  | .694 | .493 |
|  | Pendidikan dan Pelatihan Pengguna (X1) | 3.195 | 2.643 | .254 | 1.209 | .236 |
|  | Dukungan Manajemen Puncak (X2) | -3.248 | 2.815 | -.245 | -1.154 | .257 |
|  | Modernisasi Teknologi Informasi (X3) | -.797 | 3.140 | -.050 | -.254 | .801 |

a. Dependent Variable: abs\_res

1. REGRESI LINIER BERGANDA

**Variables Entered/Removed**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | Variables Entered | Variables Removed | Method |
| 1 | ModernisasiTeknologi Informasi (X3), Pendidikan dan Pelatihan Pengguna (X1), Dukungan Manajemen Puncak (X2)a | . | Enter |

* 1. All requested variables entered.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | **Model S** | **ummaryb** |  |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .818a | .669 | .637 | .22849 |

1. Predictors: (Constant), Modernisasi Teknologi Informasi (X3), Pendidikan dan Pelatihan Pengguna (X1), Dukungan Manajemen Puncak (X2)
2. Dependent Variable: Kinerja Sistem Informasi Akuntansi (Y)

**ANOVAb**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 3.266 | 3 | 1.089 | 20.850 | .000a |
| Residual | 1.618 | 31 | .052 |
| Total | 4.884 | 34 |

1. Predictors: (Constant), Modernisasi Teknologi Informasi (X3), Pendidikan dan Pelatihan Pengguna (X1), Dukungan Manajemen Puncak (X2)
2. Dependent Variable: Kinerja Sistem Informasi Akuntansi (Y)

**Coefficientsa**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | Unstandardized Coefficients | Standardized Coefficients | T | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | .159 | .542 | .347 | .293 | .771 | .687 | 1.455 |
|  | Pendidikan dan Pelatihan Pengguna (X1) | .305 | .110 | 2.781 | .009 |
|  | Dukungan Manajemen Puncak (X2) | .313 | .117 | .338 | 2.678 | .012 | .670 | 1.493 |
|  | Modernisasi Teknologi Informasi (X3) | .380 | .130 | .342 | 2.916 | .007 | .775 | 1.290 |

1. T TABEL DAN F TABEL





LAMPIRAN IV

KUESIONER PENELITIAN

**IDENTITAS RESPONDEN**

Nama Responden : ……………………………………..

Departemen / Bidang\*) : ……………………………………..

Umur\*) : ...........................................

Lama Bekerja\*) : ……..... tahun …… bulan

Pendidikan\*) SMA/SMK DIPLOMA

 SARJANA PASCA SARJANA

Berikan tanda centang pada kotak yang tersedia.

\*) = Mohon wajib diisi

Sistem informasi yang dipakai :

1. Aplikasi *Microsoft Office* :

 Ms. Word Ms. Access Ms. Publisher

1. Aplikasi program khusus yang disediakan perusahaan untuk tugas rutin :

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Nama Aplikasi** | **Fungsi** | **Output yang dihasilkan** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

1. Aplikasi lain-lain

a. …………………………………………………………………………

b. …………………………………………………………………………

# Kinerja Sistem Informasi Akuntansi

*Petunjuk*

Untuk setiap pernyataan yang ada, ***berilah tanda silang*** (x) pada nomor pilihan yang tersedia, yang terbaik mewakili tingkat kepuasan anda akan sistem yang anda operasikan pada bagian anda. Nomor satu (1) sampai lima (5) menunjukkan tingkat pernyataan anda mulai dari ***sangat tidak setuju*** sampai ***sangat setuju***.

|  |  |  |
| --- | --- | --- |
| **No.** | **Pernyataan** | **Pilihan Jawaban** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Sistem mampu membantu departemenberfungsi dengan baik |  |  |  |  |  |
| 2. | Sistem penting dalam kesuksesan kinerjadepartemen saya |  |  |  |  |  |
| 3. | Sistem mampu meningkatkan kepuasankerja saya |  |  |  |  |  |
| 4. | Sistem selalu memberikan informasi yangdibutuhkan departemen saya |  |  |  |  |  |
| 5. | Sistem di dalam aplikasi lain (contoh: *Spreadsheet*) dapat digunakan untuk mengakses informasi guna meemnuhikebutuhan di departemen saya |  |  |  |  |  |
| 6. | Saya senang menggunakan sistem yangtersedia |  |  |  |  |  |
| 7. | Dengan sistem yang ada, departemen sayamampu mengerjakan tugasnya lebih mudah dan lebih efisien. |  |  |  |  |  |
| 8. | Sistem dapat memberikan kontribusi dalam pencapaian tujuan dan nilaiorganisasi. |  |  |  |  |  |
| 9. | Sistem telah dilengkapi dengan informasi |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | yang akurat dan reliabel |  |  |  |  |  |
| 10. | Sistem dengan mudah melakukan penyesuaian pada berbagai kondisi baru, sesuai dengan perkembangan kebutuhan informasi sekarang dan di masa yang akandatang. |  |  |  |  |  |

 Sumber: Febrianti, (2018)

# Pendidikan dan Pelatihan Pengguna

*Petunjuk*

Untuk setiap pernyataan yang ada, ***berilah tanda silang*** (x) pada nomor pilihan yang tersedia, yang terbaik mewakili tingkat kepuasan anda akan sistem yang anda operasikan pada bagian anda. Nomor satu (1) sampai lima (5) menunjukkan tingkat pernyataan anda mulai dari ***sangat tidak setuju*** sampai ***sangat setuju***.

|  |  |  |
| --- | --- | --- |
| **No.** | **Pernyataan** | **Pilihan Jawaban** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Perusahaan menyediakan program diklatuntuk mengetahui cara menjalankan sistem. |  |  |  |  |  |
| 2. | Adanya keahlian yang saya dapat dariprogram diklat tersebut. |  |  |  |  |  |
| 3. | Saya sangat menantikan adanya program diklat / diklat lanjutan yang fokus padaaplikasi sistem di pekerjaan rutin karyawan. |  |  |  |  |  |
| 4. | Pendidikan yang dimiliki karyawan dapatmembantu dalam menjalankan sistem dengan baik. |  |  |  |  |  |
| 5. | Saya berminat untuk mendalami aplikasisistem pada pekerjaan rutin saya. |  |  |  |  |  |
| 6. | Dalam pendidikan dan pelatihan pengguna terhadap sistem informasi akuntansi, perusahaan menggunakan metode pelatihanyang tepat. |  |  |  |  |  |
| 7. | Dalam pendidikan dan pelatihan sistem informasi akuntansi, perusahaan mempersiapkan materi pelatihan yang mudahdimengerti. |  |  |  |  |  |
| 8. | Terkait pendidikan dan pelatihan yang diberikan perusahaan memberikan keuntungan kepada saya dan bidang lain sebagai pemakaiinformasi. |  |  |  |  |  |
| 9. | Pendidikan dan pelatihan sistem informasiakuntansi yang dilakukan oleh perusahaan diberikan oleh tenaga ahli |  |  |  |  |  |
| 10. | Materi yang diberikan dalam pendidikan danpelatihan sesuai dengan kebutuhan saya sebagai pemakai sistem. |  |  |  |  |  |

 Sumber : Septianingrum, (2019)

# Dukungan Manajemen Puncak

*Petunjuk*

Untuk setiap pernyataan yang ada, ***berilah tanda silang*** (x) pada nomor pilihan yang tersedia, yang terbaik mewakili tingkat kepuasan anda akan sistem yang anda operasikan pada bagian anda. Nomor satu (1) sampai lima (5) menunjukkan tingkat pernyataan anda mulai dari ***sangat tidak setuju*** sampai ***sangat setuju***.

|  |  |  |
| --- | --- | --- |
| **No.** | **Pernyataan** | **Pilihan Jawaban** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Pimpinan/Manajer mahir dalammenggunakan komputer. |  |  |  |  |  |
| 2. | Pimpinan/Manajer mahir dalam mempengaruhi tingkat relevansi laporanakuntansi. |  |  |  |  |  |
| 3. | Pimpinan/Manajer mahir dalammempengaruhi tingkat kehandalan laporan akuntansi |  |  |  |  |  |
| 4. | Manajemen puncak memiliki harapan yang tinggi terhadap penggunaan sisteminformasi akuntansi. |  |  |  |  |  |
| 5. | Manajemen puncak secara aktif terlibat dalam perencanaan operasi sisteminformasi akuntansi. |  |  |  |  |  |
| 6. | Manajemen puncak memberikan perhatian tinggi terhadap kinerja sisteminformasi akuntansi. |  |  |  |  |  |
| 7. | Manajemen puncak sangat senang akan rating pemakaian sistem informasiakuntansi dari departemen pemakai. |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 8. | Pimpinan/Manajer yang mahirmempengaruhi tingkat relevansi laporan akuntansi. |  |  |  |  |  |
| 9. | Pimpinan / Manajemen puncak sangat tertarik dengan tingkat penggunaan sistem informasi akuntansi didepartemen pengguna. |  |  |  |  |  |
| 10. | Pimpinan / Manajemen puncak sangat memperdulikan atau memperhatikan evaluasi kinerja sistem informasiakuntansi. |  |  |  |  |  |

 Sumber: Septianingrum, (2019)

# Modernisasi Teknologi Informasi

Untuk setiap pernyataan yang ada, ***berilah tanda silang*** (x) pada nomor pilihan yang tersedia, yang terbaik mewakili tingkat kepuasan anda akan sistem yang anda operasikan pada bagian anda. Nomor satu (1) sampai lima(5) menunjukkan tingkat pernyataan anda mulai dari ***sangat tidak setuju*** sampai ***sangat setuju***.

|  |  |  |
| --- | --- | --- |
| **No.** | **Pernyataan** | **Pilihan Jawaban** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | *Software* yang digunakan mempengaruhi tingkatrelevansi laporan. |  |  |  |  |  |
| 2. | Semakin bagus *software* yang digunakan semakinhandal laporan akuntansi. |  |  |  |  |  |
| 3. | Pemeliharaan perangkat teknologi informasi yangditerapkan perusahaan baik dan teratur. |  |  |  |  |  |
| 4. | Semakin bagus *software* yang digunakan, semakinmudah laporan akuntansi dipahami. |  |  |  |  |  |
| 5. | Pengelolaan data keuangan secara sistematis dan menyeluruh membantu proses pekerjaan sayadengan mudah. |  |  |  |  |  |
| 6. | Penggunaan SAP sangat membantu prosespekerjaan lebih efektif dan efisien |  |  |  |  |  |
| 7. | Kelengkapan perangkat lunak (*software*) pada perusahaan mendukung pembuatan laporankeuangan lebih akurat dan cepat. |  |  |  |  |  |
| 8. | Kelengkapan sistem jaringan diperlukan sebagaipendukung untuk melaksanakan pekerjaan harian. |  |  |  |  |  |
| 9. | Penggunaan komputer mempercepat pekerjaansaya |  |  |  |  |  |
| 10. | Ketika sistem teknologi informasi yang dimilikiperusahaan mempengaruhi hasil laporan keuangan. |  |  |  |  |  |

Sumber: Febrianti, (2018)

LAMPIRAN V

DOKUMENTASI





**LAMPIRAN 2**

**Lampiran 2. Dokumentasi**



