LAMPIRAN

Lampiran 1 Kuisioner Penelitian

A. SURAT PENGANTAR

Yth. Bapak/ Ibu/ Saudara/i Responden

di Tempat

Dengan Hormat,

Dalam rangka melengkapi data yang diperlukan untuk memenuhi tugas akhir, bersama ini peneliti menyampaikan kuisioner penelitian mengenai **"Pengaruh *Career Development* dan *Organizational Culture* Terhadap Komitmen Organisasi dengan *Job Satisfaction* Sebagai Variabel Intervening Pada ASN di Kabupaten Ponorogo"** dengan ini peneliti:

Nama : Desinta Fitria Restianti

NIM : 2203102076

Prodi : Manajemen

Fakultas : Ekonomi dan Bisnis

Universitas : Universitas PGRI Madiun

Peneliti mengucapkan terima kasih atas ketersediaan bapak/ibu/saudara/i yang telah meluangkan waktu untuk menjawab semua pertanyaan dalam kuisioner ini.

Hormat Saya,



Desinta Fitria Restianti

2203102076

B. IDENTITAS RESPONDEN

1. NAMA :

2. USIA :

□ 20 th – 25 th. □ 31 th. – 40 th.

□ 26 th. - 30 th. □ > 41 th.

3. JENIS KELAMIN :

□ Laki-Laki □ Perempuan

4. PENDIDIKAN :

□ SMA/SMK □ Sarjana

□ Diploma □ Pasca Sarjana

5. PENDAPATAN :

□ Rp. 0 – Rp 999.999 □ Rp2.000.000 – Rp2.999.999

□ Rp1.000.000 – Rp1.999.999 □ > Rp3.000.000

C. PETUNJUK PENGISIAN

1. Sebelum mengisi kuisioner bacalah terlebih dulu dengan teliti.
2. Mohon pengisian kuesioner diisi dengan lengkap dari seluruh pertanyaan yang tercantum didalamnya.
3. Diharapkan tidak menjawab lebih dari satu pilihan jawaban.
4. Berikan tanda centang pada jawaban yang paling mewakili diri anda pada kolonm yang sudah disediakan.
5. Terdapat 4 poin penilaian sesuai dengan pendapat masing-masing responden dalam menjawab pertanyaan tersebut.

Jawaban	Skor
Sangat Setuju (SS)	4
Setuju (S)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

D. DAFTAR PERTANYAAN

1. VARIABEL *CAREER DEVELOPMENT*

Dewi, Sholikhah, (2023)

NO.	PERTANYAAN	STS	TS	S	SS
Indikator Kejelasan Karir					
1.	Saya mengetahui jenjang karier yang dapat ditempuh sebagai ASN pada instansi tempat bekerja.				
2.	Saya memahami persyaratan yang harus dipenuhi untuk memperoleh promosi jabatan.				
Indikator Pengembangan Diri					
3.	Saya berupaya menambah pengetahuan yang mendukung pelaksanaan pekerjaan.				
4.	Saya mengikuti pelatihan yang dapat meningkatkan keterampilan kerja.				

Indikator Perbaikan Mutu Kinerja					
5.	Saya selalu berupaya meningkatkan kualitas hasil pekerjaan yang dilakukan.				
6.	Saya melakukan evaluasi terhadap hasil kerja agar kualitasnya terus meningkat.				

2. VARIABEL *ORGANISASI CULTURE*

Sulistyawati, Setyadi, (2022)

NO.	PERTANYAAN	STS	TS	S	SS
Indikator Inisiatif Individual					
1.	Saya mengambil tindakan yang diperlukan untuk menyelesaikan pekerjaan dengan segera.				
2.	Saya mampu mengenali peluang untuk meningkatkan efektivitas pekerjaan.				
Indikator Toleransi Terhadap Tindakan Beresiko					
3.	Saya berani mengambil keputusan dalam pelaksanaan tugas sesuai dengan kewenangan yang diberikan.				
4.	Saya tetap berusaha menyelesaikan pekerjaan meskipun menghadapi risiko yang telah diperhitungkan.				
Indikator Pengarahan					
5.	Saya memahami tujuan pekerjaan yang harus saya capai.				
6.	Saya menerima instruksi kerja yang jelas dari atasan.				
Indikator Intergrasi					
7.	Saya menjalin koordinasi yang baik dengan unit kerja lain dalam melaksanakan tugas.				

8.	Saya bekerja sama dengan rekan kerja untuk menyelesaikan tugas.				
Indikator Dukungan Manajemen					
9.	Saya memperoleh dukungan dari atasan dalam melaksanakan pekerjaan.				
10.	Saya memperoleh bantuan dari atasan ketika menghadapi kesulitan dalam pekerjaan.				
Indikator Kontrol					
11.	Saya memperoleh pengawasan yang memadai dari atasan dalam melaksanakan pekerjaan.				
12.	Saya mematuhi prosedur kerja yang telah ditetapkan oleh instansi.				
Indikator Sistem Imbalan					
13.	Saya sebagai pegawai memiliki kesempatan yang sama untuk memperoleh imbalan berdasarkan kinerjanya.				
14.	Saya mampu menerapkan sistem pemberian imbalan di instansi dilakukan secara adil.				
Indikator Terhadap Konflik					
15.	Saya menyampaikan saran yang membangun demi perbaikan pekerjaan.				
16.	Saya mengutamakan solusi yang menguntungkan semua pihak ketika terjadi konflik.				
Indikator Pola Komunikasi					
17.	Saya dapat nerkomunikasi di instansi berlangsung secara jujur.				
18.	Saya dapat menyampaikan pendapat kepada atasan secara terbuka.				

3. VARIABEL KOMITMEN ORGANISASI

Muliani, (2025)

NO.	PERTANYAAN	STS	TS	S	SS
Indikator Rasa Bangga Terhadap Pekerjaan					
1.	Saya bekerja sebagai ASN memiliki nilai yang penting bagi masyarakat.				
2.	Saya dapat terhormat menjadi bagian dari Pemerintah Kabupaten Ponorogo.				
Indikator Loyalitas					
3.	Saya setia terhadap tujuan Pemerintah Kabupaten Ponorogo.				
4.	Saya menjalankan tanggung jawab sebagai ASN dengan penuh disiplin.				
Indikator Kesesuaian Nilai Pribadi Dengan Organisasi					
5.	Saya memiliki nilai-nilai yang dapat diyakini sejalan dengan nilai-nilai yang diterapkan di Pemerintah Kabupaten Ponorogo.				
6.	Saya mampu menerapkan budaya organisasi mendukung pelaksanaan tugas sebagai ASN.				
Indikator Perhatian					
7.	Saya selalu bekerja secara teliti dalam melaksanakan tugas sebagai ASN di Kabupaten Ponorogo.				
8.	Saya memperhatikan setiap rincian pekerjaan agar hasil yang dicapai sesuai dengan ketentuan.				

4. VARIABEL *JOB SATISFACTION*

Safitri, Susita, (2024)

NO.	PERTANYAAN	STS	TS	S	SS
Indikator Pekerjaan Itu Sendiri					
1.	Saya dapat melakukan pekerjaan yang dilakukan sebagai ASN memberikan manfaat bagi masyarakat.				
2.	Saya memperoleh kesempatan untuk mengerjakan berbagai jenis tugas sesuai dengan tanggung jawab				
Indikator Gaji Atau Upah					
3.	Saya dapat menerima gaji yang sesuai dengan beban pekerjaan sebagai ASN.				
4.	Saya mampu menerima besaran gaji yang diterima sesuai dengan ketentuan yang berlaku.				
Indikator Promosi					
5.	Saya melihat adanya kesempatan yang jelas untuk mengembangkan karier melalui promosi jabatan.				
6.	Saya menilai promosi jabatan di instansi dilakukan secara adil.				
Indikator Pengawasan					
7.	Saya memperoleh arahan yang jelas dari atasan dalam melaksanakan tugas				
8.	Saya memahami tujuan pekerjaan karena arahan yang diberikan oleh atasan.				
Indikator Rekan Kerja					

9.	Saya menjalin kerja sama yang baik dengan rekan kerja dalam melaksanakan tugas.				
10.	Saya dapat berkomunikasi dengan baik dengan rekan kerja di instansi.				

Lampiran 2 Tabulasi Data

CAREER DEVELOPMENT (X1)

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.TOTAL
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ORGANISASI CULTURE (X2)																							
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	X2.23	X2.24
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KOMITMEN ORGANISASI (Y)

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JOB SATISFACTION (Z)

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2	4	3	3	4	2	4	3	3	4	4	4	4	3	4	2	4	3	3	60
3	3	1	2	3	3	3	1	2	3	4	4	4	3	4	3	3	1	2	50
2	3	3	4	3	2	3	3	4	3	3	4	3	4	3	2	3	3	4	55
3	4	3	4	4	3	4	3	4	4	3	4	4	3	4	3	4	3	4	64
3	3	4	3	1	3	3	4	3	1	3	3	4	3	3	3	3	4	3	54
4	3	3	1	3	4	3	3	1	3	4	2	3	4	4	4	3	3	1	55
4	3	3	4	3	4	3	3	4	3	2	3	4	4	3	4	3	3	4	60
2	2	3	4	3	2	2	3	4	3	3	3	3	4	3	2	2	3	4	51
3	4	4	3	3	3	4	4	3	3	4	3	3	4	3	3	4	4	3	62
4	3	2	3	3	4	3	2	3	3	4	3	3	2	3	4	3	2	3	54
4	3	1	2	3	4	3	1	2	3	4	3	3	4	3	4	3	1	2	51
3	4	3	2	3	3	4	3	2	3	4	3	3	4	3	3	4	3	2	57
3	4	3	3	2	3	4	3	3	2	3	3	3	4	3	3	4	3	3	56
3	3	4	3	4	3	3	4	3	4	4	4	3	3	4	3	3	4	3	62
4	4	2	1	3	4	4	2	1	3	4	4	4	3	4	4	4	2	1	57
4	3	3	4	4	4	3	3	4	4	3	4	4	3	4	4	3	3	4	64
3	3	4	3	4	3	3	4	3	4	4	2	4	3	3	3	3	4	3	60
3	4	3	3	4	3	4	3	3	4	2	4	3	3	4	3	4	3	3	60
3	1	2	3	4	3	1	2	3	4	4	4	3	4	3	3	1	2	3	50
2	4	4	3	4	2	4	4	3	4	3	4	4	3	4	2	4	4	3	62
1	3	4	4	3	1	3	4	4	3	4	4	4	2	3	1	3	4	4	55
1	2	4	3	4	1	2	4	3	4	3	4	4	3	4	1	2	4	3	53

4	4	3	4	3	4	4	3	4	3	2	4	3	3	4	4	4	3	4	63
3	4	2	1	3	3	4	2	1	3	3	3	4	3	3	3	4	2	1	51
3	4	3	3	4	3	4	3	3	4	4	3	3	4	3	3	4	3	3	61
3	4	4	3	4	3	4	4	3	4	3	4	4	3	4	3	4	4	3	65
4	4	3	3	4	4	4	3	3	4	3	4	4	3	4	4	4	3	3	65
2	1	3	4	4	2	1	3	4	4	3	3	4	3	4	2	1	3	4	51
1	3	3	2	4	1	3	3	2	4	3	4	3	4	3	1	3	3	2	50
3	4	4	2	3	3	4	4	2	3	4	4	4	2	3	3	4	4	2	60
3	4	4	3	2	3	4	4	3	2	1	4	3	3	4	3	4	4	3	58
2	3	1	2	3	2	3	1	2	3	4	4	4	2	3	2	3	1	2	45
4	3	2	1	3	4	3	2	1	3	4	4	4	3	4	4	3	2	1	54
3	3	4	3	1	3	3	4	3	1	2	3	4	3	3	3	3	4	3	53
4	3	4	3	3	4	3	4	3	3	4	4	3	4	4	4	3	4	3	64
4	3	4	4	3	4	3	4	4	3	4	4	4	2	4	4	3	4	4	65
4	4	2	4	3	4	4	2	4	3	1	4	4	3	4	4	4	2	4	60
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4	4	3	4	2	4	4	3	4	2	1	3	4	3	3	4	4	3	4	59
2	4	3	3	4	2	4	3	3	4	2	4	3	3	4	2	4	3	3	57
3	3	4	3	1	3	3	4	3	1	2	4	3	4	4	3	3	4	3	55
3	1	2	4	3	3	1	2	4	3	4	3	3	4	2	3	1	2	4	48
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4	3	2	2	3	4	3	2	2	3	4	3	4	4	3	4	3	2	2	55
4	3	3	4	4	4	3	3	4	4	3	3	3	4	3	4	3	3	4	62
4	3	3	4	3	4	3	3	4	3	2	4	4	4	3	4	3	3	4	61
4	4	3	3	4	4	4	3	3	4	3	3	3	4	3	4	4	3	3	63
3	3	4	4	3	3	3	4	4	3	4	3	4	4	3	3	3	4	4	62
3	4	4	3	2	3	4	4	3	2	1	3	3	4	3	3	4	4	3	57
4	3	3	4	4	4	3	3	4	4	2	4	4	3	3	4	3	3	4	62
3	4	4	2	2	3	4	4	2	2	3	3	3	4	3	3	4	4	2	57
3	3	1	2	3	3	3	1	2	3	4	3	4	3	3	3	3	1	2	48
4	3	2	2	1	4	3	2	2	1	3	3	4	3	3	4	3	2	2	49

4	3	3	4	3	4	3	3	4	3	2	3	3	4	3	4	3	3	4	59
3	3	4	4	3	3	3	4	4	3	3	3	3	4	3	3	3	4	4	60
4	3	3	3	4	4	3	3	3	4	3	4	3	3	4	4	3	3	3	61
3	4	3	4	4	3	4	3	4	4	3	3	4	4	3	3	4	3	4	63
2	2	3	4	3	2	2	3	4	3	3	3	4	4	3	2	2	3	4	52
3	4	4	4	3	3	4	4	4	3	2	3	3	4	4	3	4	4	4	63
3	3	4	3	2	3	3	4	3	2	2	3	3	4	3	3	3	4	3	55
3	3	4	3	3	3	3	4	3	3	4	3	3	4	3	3	3	4	3	59
4	3	2	3	3	4	3	2	3	3	4	3	4	3	3	4	3	2	3	56
3	3	4	3	2	3	3	4	3	2	3	3	4	3	3	3	3	4	3	56
3	4	2	3	3	3	4	2	3	3	4	3	3	4	3	3	4	2	3	56
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3	3	4	3	3	3	3	4	3	3	4	3	4	3	3	3	3	4	3	59
3	4	4	3	3	3	4	4	3	3	2	3	4	4	3	3	4	4	3	61
3	3	4	3	2	3	3	4	3	2	3	3	4	3	4	3	3	4	3	57
2	3	3	4	3	2	3	3	4	3	4	3	4	3	3	2	3	3	4	55
3	3	4	4	3	3	3	4	4	3	4	3	4	3	2	3	3	4	4	60
4	3	4	4	3	4	3	4	4	3	4	4	3	3	4	4	3	4	4	65
3	3	4	3	4	3	3	4	3	4	3	3	4	4	3	3	3	4	3	61
3	3	4	4	3	3	3	4	4	3	3	3	3	4	3	3	3	4	4	60
1	2	2	1	2	1	2	2	1	2	1	2	1	1	2	1	2	2	1	28
4	3	4	3	3	4	3	4	3	3	4	3	4	3	4	4	3	4	3	63
3	4	2	3	4	3	4	2	3	4	3	3	4	3	3	3	4	2	3	57
4	3	4	4	3	4	3	4	4	3	2	4	3	4	4	4	3	4	4	64
1	1	1	2	2	1	1	1	2	2	2	2	1	2	1	1	1	1	2	25
3	2	3	4	3	3	2	3	4	3	3	4	3	3	4	3	2	3	4	55
3	4	4	3	4	3	4	4	3	4	4	3	4	4	3	3	4	4	3	65
3	4	4	3	4	3	4	4	3	4	4	3	3	4	4	3	4	4	3	65
2	2	1	1	2	2	2	1	1	2	2	2	1	2	1	2	2	1	1	29
4	3	2	3	3	4	3	2	3	3	4	3	3	4	4	4	3	2	3	57
1	2	1	1	1	1	2	1	1	1	2	1	1	1	2	1	2	1	1	23

3	4	3	3	4	3	4	3	3	4	4	3	4	4	3	3	4	3	3	62
3	4	4	3	4	3	4	4	3	4	4	3	4	4	3	3	4	4	3	65
1	2	2	1	2	1	2	2	1	2	2	1	2	1	2	1	2	2	1	29
4	3	4	4	3	4	3	4	4	3	4	3	3	4	4	4	3	4	4	65
1	1	1	2	1	1	1	1	2	1	1	1	1	2	1	1	1	1	2	21
3	3	4	3	3	3	3	4	3	3	4	4	4	3	4	3	3	4	3	61
1	2	1	1	2	1	2	1	1	2	1	1	2	1	1	1	2	1	1	24
3	4	4	3	3	3	4	4	3	3	4	3	4	4	3	3	4	4	3	63
3	4	3	4	4	3	4	3	4	4	3	3	4	4	3	3	4	3	4	63
1	1	1	2	1	1	1	1	2	1	2	1	2	1	2	1	1	1	2	23
3	4	3	3	4	3	4	3	3	4	4	3	4	3	4	3	4	3	3	62
3	4	3	4	4	3	4	3	4	4	3	3	4	4	3	3	4	3	4	63
3	4	4	3	4	3	4	4	3	4	3	3	4	3	4	3	4	4	3	64
3	3	4	3	4	3	3	4	3	4	4	3	4	4	3	3	3	4	3	62
1	2	2	2	1	1	2	2	2	1	2	1	1	2	1	1	2	2	2	28
4	3	4	3	3	4	3	4	3	3	4	3	3	4	4	4	3	4	3	63
4	3	4	4	3	4	3	4	4	3	4	3	4	4	3	4	3	4	4	65
1	2	2	2	1	1	2	2	2	1	1	2	2	2	1	1	2	2	2	29
3	4	3	4	3	3	4	3	4	3	2	3	4	3	4	3	4	3	4	60
3	4	4	3	4	3	4	4	3	4	4	3	4	4	3	3	4	4	3	65
1	1	2	2	1	1	1	2	2	1	2	2	2	1	1	1	1	2	2	26
3	4	3	4	3	3	4	3	4	3	3	3	4	4	3	3	4	3	4	61
3	4	3	3	4	3	4	3	3	4	3	3	3	4	3	3	4	3	3	60
3	4	4	3	4	3	4	4	3	4	4	3	4	4	3	3	4	4	3	65
1	2	2	2	1	1	2	2	2	1	1	1	2	2	1	1	2	2	2	28
3	4	3	4	3	3	4	3	4	3	3	3	4	3	4	3	4	3	4	61
1	2	2	2	1	1	2	2	2	1	2	1	2	1	2	1	2	2	2	29
4	3	4	3	3	4	3	4	3	3	4	3	4	3	4	4	3	4	3	63
3	4	3	4	3	3	4	3	4	3	4	3	4	3	4	3	4	3	4	62
1	2	2	1	1	1	2	2	1	1	2	2	2	1	2	1	2	2	1	28
3	4	3	4	4	3	4	3	4	4	3	3	3	4	4	3	4	3	4	63

2	2	1	2	1	2	2	1	2	1	2	2	2	2	2	2	2	1	2	31
3	4	4	3	4	3	4	4	3	4	4	3	4	3	4	3	4	4	3	65
2	2	1	1	1	2	2	1	1	1	2	1	2	1	2	2	2	1	1	27
3	4	4	3	4	3	4	4	3	4	3	3	4	4	3	3	4	4	3	64
4	3	4	3	4	4	3	4	3	4	4	3	4	4	3	4	3	4	3	65
1	1	2	2	1	1	1	2	2	1	2	2	2	2	1	1	1	2	2	27
1	2	2	2	1	1	2	2	2	1	2	2	1	2	1	1	2	2	2	29
3	4	3	3	4	3	4	3	3	4	4	3	4	3	3	3	4	3	3	61
1	1	1	2	2	1	1	1	2	2	2	2	1	2	2	1	1	1	2	26

Lampiran 3 Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.TOTAL
X1.1	Pearson Correlation	1	.431**	-.431**	.431**	-1.000**	.b	.337**	1.000**	-.431**	1.000**	-1.000**	.431**	.742**
	Sig. (2-tailed)		.000	.000	.000	.000	.	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.2	Pearson Correlation	.431**	1	-1.000**	-.629**	-.431**	.b	.145	.431**	-1.000**	.431**	-.431**	-.629**	636**
	Sig. (2-tailed)	.000		.000	.000	.000	.	.058	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.3	Pearson Correlation	-.431**	-1.000**	1	.629**	.431**	.b	-.145	-.431**	1.000**	-.431**	.431**	.629**	.652**
	Sig. (2-tailed)	.000	.000		.000	.000	.	.058	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.4	Pearson Correlation	.431**	-.629**	.629**	1	-.431**	.b	.145	.431**	.629**	.431**	-.431**	1.000**	.611**
	Sig. (2-tailed)	.000	.000	.000		.000	.	.058	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.5	Pearson Correlation	-1.000**	-.431**	.431**	-.431**	1	.b	-.337**	-1.000**	.431**	-1.000**	1.000**	-.431**	.735**
	Sig. (2-tailed)	.000	.000	.000	.000		.	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171

X1.6	Pearson Correlation	.[b]	.[b]	.[b]	.[b]	.[b]	.[b]	.[b]	.[b]	.[b]	.[b]	.[b]	.[b]	.[b]
	Sig. (2-tailed)	.	.	.	.	.		.	.	.	.	.	.	.
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.7	Pearson Correlation	.337**	.145	-.145	.145	-.337**	.[b]	1	.337**	-.145	.337**	-.337**	.145	.704**
	Sig. (2-tailed)	.000	.058	.058	.058	.000	.		.000	.058	.000	.000	.058	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.8	Pearson Correlation	1.000**	.431**	-.431**	.431**	-1.000**	.[b]	.337**	1	-.431**	1.000**	-1.000**	.431**	.650**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000		.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.9	Pearson Correlation	-.431**	-1.000**	1.000**	.629**	.431**	.[b]	-.145	-.431**	1	-.431**	.431**	.629**	.680**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.058	.000		.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.10	Pearson Correlation	1.000**	.431**	-.431**	.431**	-1.000**	.[b]	.337**	1.000**	-.431**	1	-1.000**	.431**	.717**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.000	.000		.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.11	Pearson Correlation	-1.000**	-.431**	.431**	-.431**	1.000**	.[b]	-.337**	-1.000**	.431**	-1.000**	1	-.431**	.708**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.000	.000	.000		.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171

X1.12	Pearson Correlation	.431**	-.629**	.629**	1.000**	-.431**	.[b]	.145	.431**	.629**	.431**	-.431**	1	.706**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.058	.000	.000	.000	.000		.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171
X1.TOTAL	Pearson Correlation	.496**	-.522**	.522**	.950**	-.496**	.[b]	.447**	.496**	.522**	.496**	-.496**	.950**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.000	.000	.000	.000	.000	
	N	171	171	171	171	171	171	171	171	171	171	171	171	171

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

b. Cannot be computed because at least one of the variables is constant.

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	X2.23	X2.24	X2.25	X2.26	X2.27	X2.28	X2.29	X2.30	X2.31	X2.32	X2.33	X2.34	X2.35	X2.36	X2.TOTAL
X2.1	Pearson Correlation	1	.563**	.417**	.652**	.362**	.386**	.404**	.355**	.464**	.324**	.465**	.513**	.530**	.588**	.427**	.405**	.511**	.511**	.490**	.518**	.519**	.460**	.497**	.568**	.417**	.652**	-.047	.131	.386**	.393**	.438**	.381**	.435**	.324**	1.000**	.563**	.737**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.538	.088	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.2	Pearson Correlation	.563**	1	.406**	.578**	.562**	.335**	.549**	.556**	.563**	.467**	.509**	.493**	.587**	.578**	.478**	.555**	.571**	.589**	.553**	.621**	.511**	.537**	.571**	.553**	.406**	.578**	-.021	.039	.483**	.495**	.481**	.416**	.529**	.473**	.563**	1.000**	.816**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.786	.616	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.3	Pearson Correlation	.417**	.406**	1	.387**	.434**	.401**	.387**	.404**	.548**	.506**	.454**	.367**	.535**	.535**	.501**	.452**	.464**	.465**	.469**	.481**	.499**	.474**	.376**	.495**	1.000**	.387**	-.053	.021	.521**	.430**	.491**	.475**	.462**	.371**	.417**	.406**	.716**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.492	.785	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.4	Pearson Correlation	.652**	.578**	.387**	1	.464**	.424**	.517**	.345**	.461**	.443**	.443**	.455**	.457**	.481**	.589**	.523**	.539**	.538**	.538**	.504**	.496**	.506**	.433**	.553**	.387**	1.000**	-.043	.044	.475**	.397**	.443**	.365**	.474**	.394**	.652**	.578**	.762**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.577	.568	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.5	Pearson Correlation	.362**	.562**	.434**	.464**	1	.457**	.389**	.459**	.407**	.448**	.468**	.386**	.455**	.468**	.471**	.508**	.462**	.443**	.442**	.469**	.358**	.446**	.450**	.417**	.434**	.464**	-.111	.089	.354**	.348**	.347**	.328**	.412**	.513**	.362**	.562**	.671**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.150	.245	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.6	Pearson Correlation	.386**	.335**	.401**	.424**	.457**	1	.367**	.166*	.346**	.382**	.303**	.365**	.354**	.296**	.308**	.248**	.334**	.371**	.256**	.314**	.332**	.252**	.353**	.364**	.401**	.424**	-.085	.023	.175*	.214**	.335**	.181*	.367**	.481**	.386**	.335**	.524**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.030	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.001	.000	.000	.001	.000	.000	.000	.000	.272	.770	.022	.005	.000	.018	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.7	Pearson Correlation	.404**	.549**	.387**	.517**	.389**	.367**	1	.412**	.351**	.307**	.422**	.312**	.408**	.432**	.280**	.391**	.415**	.366**	.457**	.386**	.449**	.491**	.369**	.412**	.387**	.517**	-.054	.037	.334**	.268**	.349**	.358**	.415**	.400**	.404**	.549**	.623**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.481	.630	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.8	Pearson Correlation	.355**	.556**	.404**	.345**	.459**	.166*	.412**	1	.376**	.375**	.435**	.370**	.474**	.432**	.400**	.429**	.401**	.496**	.354**	.498**	.405**	.431**	.478**	.427**	.404**	.345**	-.097	.074	.425**	.309**	.308**	.347**	.362**	.363**	.355**	.556**	.621**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.030	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.208	.335	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.9	Pearson Correlation	.464**	.563**	.548**	.461**	.407**	.346**	.351**	.376**	1	.530**	.435**	.504**	.384**	.498**	.373**	.402**	.528**	.448**	.536**	.497**	.410**	.481**	.433**	.523**	.548**	.461**	-.068	.101	.448**	.361**	.384**	.272**	.427**	.460**	.464**	.563**	.694**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.377	.189	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.10	Pearson Correlation	.324**	.467**	.506**	.443**	.448**	.382**	.307**	.375**	.530**	1	.310**	.257**	.412**	.297**	.462**	.365**	.397**	.502**	.353**	.406**	.340**	.320**	.396**	.386**	.506**	.443**	-.079	-.005	.371**	.347**	.410**	.418**	.352**	.350**	.324**	.467**	.608**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.306	.947	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.11	Pearson Correlation	.465**	.509**	.454**	.443**	.468**	.303**	.422**	.435**	.435**	.310**	1	.470**	.468**	.483**	.250**	.439**	.344**	.371**	.489**	.338**	.395**	.524**	.275**	.480**	.454**	.443**	-.059	.146	.344**	.329**	.352**	.469**	.474**	.356**	.465**	.509**	.648**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.440	.057	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.12	Pearson Correlation	.513**	.493**	.367**	.455**	.386**	.365**	.312**	.370**	.504**	.257**	.470**	1	.442**	.413**	.360**	.307**	.471**	.473**	.357**	.460**	.335**	.403**	.431**	.359**	.367**	.455**	-.097	.097	.314**	.371**	.357**	.285**	.415**	.323**	.513**	.493**	.618**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.208	.207	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.13	Pearson Correlation	.530**	.587**	.535**	.457**	.455**	.354**	.408**	.474**	.384**	.412**	.468**	.442**	1	.534**	.388**	.522**	.389**	.528**	.512**	.521**	.528**	.481**	.508**	.535**	.535**	.457**	-.085	-.016	.423**	.467**	.497**	.448**	.469**	.368**	.530**	.587**	.728**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.268	.839	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.14	Pearson Correlation	.588**	.578**	.535**	.481**	.468**	.296**	.432**	.432**	.498**	.297**	.483**	.413**	.534**	1	.369**	.447**	.530**	.303**	.562**	.393**	.463**	.570**	.375**	.489**	.535**	.481**	-.044	.107	.390**	.380**	.372**	.364**	.498**	.380**	.588**	.578**	.704**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.565	.162	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.15	Pearson Correlation	.427**	.478**	.501**	.589**	.471**	.308**	.280**	.400**	.373**	.462**	.250**	.360**	.388**	.369**	1	.465**	.429**	.546**	.287**	.477**	.400**	.358**	.401**	.424**	.501**	.589**	-.016	-.016	.482**	.404**	.324**	.322**	.303**	.299**	.427**	.478**	.634**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.840	.840	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.16	Pearson Correlation	.405**	.555**	.452**	.523**	.508**	.248**	.391**	.429**	.402**	.365**	.439**	.307**	.522**	.447**	.465**	1	.399**	.434**	.489**	.366**	.434**	.434**	.396**	.452**	.452**	.523**	.005	-.009	.455**	.414**	.366**	.331**	.364**	.350**	.405**	.555**	.658**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.950	.907	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.17	Pearson Correlation	.511**	.571**	.464**	.539**	.462**	.334**	.415**	.401**	.528**	.397**	.344**	.471**	.389**	.530**	.429**	.399**	1	.427**	.483**	.579**	.291**	.513**	.431**	.404**	.464**	.539**	.050	-.023	.442**	.488**	.394**	.290**	.387**	.408**	.511**	.571**	.689**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.515	.764	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.18	Pearson Correlation	.511**	.589**	.465**	.538**	.443**	.371**	.366**	.496**	.448**	.502**	.371**	.473**	.528**	.303**	.546**	.434**	.427**	1	.368**	.494**	.594**	.411**	.499**	.458**	.465**	.538**	-.011	.004	.405**	.435**	.458**	.353**	.370**	.387**	.511**	.589**	.703**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.891	.961	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.19	Pearson Correlation	.490**	.553**	.469**	.538**	.442**	.256**	.457**	.354**	.536**	.353**	.489**	.357**	.512**	.562**	.287**	.489**	.483**	.368**	1	.456**	.439**	.556**	.305**	.535**	.469**	.538**	-.033	.075	.442**	.399**	.385**	.312**	.456**	.388**	.490**	.553**	.685**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.673	.332	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.20	Pearson Correlation	.518**	.621**	.481**	.504**	.469**	.314**	.386**	.498**	.497**	.406**	.338**	.460**	.521**	.393**	.477**	.366**	.579**	.494**	.456**	1	.436**	.470**	.579**	.497**	.481**	.504**	-.058	.086	.418**	.424**	.444**	.394**	.438**	.414**	.518**	.621**	.715**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.448	.262	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.21	Pearson Correlation	.519**	.511**	.499**	.496**	.358**	.332**	.449**	.405**	.410**	.340**	.395**	.335**	.528**	.463**	.400**	.434**	.291**	.594**	.439**	.436**	1	.385**	.384**	.602**	.499**	.496**	-.125	.132	.405**	.298**	.421**	.360**	.391**	.363**	.519**	.511**	.665**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.103	.084	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.22	Pearson Correlation	.460**	.537**	.474**	.506**	.446**	.252**	.491**	.431**	.481**	.320**	.524**	.403**	.481**	.570**	.358**	.434**	.513**	.411**	.556**	.470**	.385**	1	.350**	.450**	.474**	.506**	.027	.027	.422**	.358**	.314**	.337**	.472**	.371**	.460**	.537**	.679**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.721	.721	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.23	Pearson Correlation	.497**	.571**	.376**	.433**	.450**	.353**	.369**	.478**	.433**	.396**	.275**	.431**	.508**	.375**	.401**	.396**	.431**	.499**	.305**	.579**	.384**	.350**	1	.510**	.376**	.433**	-.029	.000	.429**	.361**	.381**	.331**	.372**	.341**	.497**	.571**	.649**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.709	.995	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X2.24	Pearson Correlation	.568**	.553**	.495**	.553**	.417**	.364**	.412**	.427**	.523**	.386**	.480**	.359**	.535**	.489**	.424**	.452**	.404**	.458**	.535**	.497**	.602**	.450**	.510**	1	.495**	.553**	-.018	.011	.471**	.398**	.386**	.325**	.455**	.466**	.568**	.553**	.722**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.811	.889	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.25	Pearson Correlation	.417**	.406**	1.000**	.387**	.434**	.401**	.387**	.404**	.548**	.506**	.454**	.367**	.535**	.535**	.501**	.452**	.464**	.465**	.469**	.481**	.499**	.474**	.376**	.495**	1	.387**	-.053	.021	.521**	.430**	.491**	.475**	.462**	.371**	.417**	.406**	.716**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.492	.785	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.26	Pearson Correlation	.652**	.578**	.387**	1.000**	.464**	.424**	.517**	.345**	.461**	.443**	.443**	.455**	.457**	.481**	.589**	.523**	.539**	.538**	.538**	.504**	.496**	.506**	.433**	.553**	.387**	1	-.043	.044	.475**	.397**	.443**	.365**	.474**	.394**	.652**	.578**	.762**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.577	.568	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.27	Pearson Correlation	-.047	-.021	-.053	-.043	-.111	-.085	-.054	-.097	-.068	-.079	-.059	-.097	-.085	-.044	-.016	.005	.050	-.011	-.033	-.058	-.125	.027	-.029	-.018	-.053	-.043	1	-.629**	-.046	-.127	-.133	-.001	-.029	-.064	-.047	-.021	-.067
	Sig. (2-tailed)	.538	.786	.492	.577	.150	.272	.481	.208	.377	.306	.440	.208	.268	.565	.840	.950	.515	.891	.673	.448	.103	.721	.709	.811	.492	.577		.000	.550	.099	.083	.990	.708	.405	.538	.786	.387
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.28	Pearson Correlation	.131	.039	.021	.044	.089	.023	.037	.074	.101	-.005	.146	.097	-.016	.107	-.016	-.009	-.023	.004	.075	.086	.132	.027	.000	.011	.021	.044	-.629**	1	.029	.057	.088	.012	.056	.113	.131	.039	.087
	Sig. (2-tailed)	.088	.616	.785	.568	.245	.770	.630	.335	.189	.947	.057	.207	.839	.162	.840	.907	.764	.961	.332	.262	.084	.721	.995	.889	.785	.568	.000		.704	.458	.254	.873	.469	.143	.088	.616	.260
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.29	Pearson Correlation	.386**	.483**	.521**	.475**	.354**	.175*	.334**	.425**	.448**	.371**	.344**	.314**	.423**	.390**	.482**	.455**	.442**	.405**	.442**	.418**	.405**	.422**	.429**	.471**	.521**	.475**	-.046	.029	1	.532**	.259**	.279**	.308**	.319**	.386**	.483**	.629**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.022	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.550	.704		.000	.001	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.30	Pearson Correlation	.393**	.495**	.430**	.397**	.348**	.214**	.268**	.309**	.361**	.347**	.329**	.371**	.467**	.380**	.404**	.414**	.488**	.435**	.399**	.424**	.298**	.358**	.361**	.398**	.430**	.397**	-.127	.057	.532**	1	.369**	.153*	.320**	.167*	.393**	.495**	.582**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.005	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.099	.458	.000		.000	.046	.000	.029	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.31	Pearson Correlation	.438**	.481**	.491**	.443**	.347**	.335**	.349**	.308**	.384**	.410**	.352**	.357**	.497**	.372**	.324**	.366**	.394**	.458**	.385**	.444**	.421**	.314**	.381**	.386**	.491**	.443**	-.133	.088	.259**	.369**	1	.476**	.330**	.298**	.438**	.481**	.612**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.083	.254	.001	.000		.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.32	Pearson Correlation	.381**	.416**	.475**	.365**	.328**	.181*	.358**	.347**	.272**	.418**	.469**	.285**	.448**	.364**	.322**	.331**	.290**	.353**	.312**	.394**	.360**	.337**	.331**	.325**	.475**	.365**	-.001	.012	.279**	.153*	.476**	1	.409**	.135	.381**	.416**	.549**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.018	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.990	.873	.000	.046	.000		.000	.077	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.33	Pearson Correlation	.435**	.529**	.462**	.474**	.412**	.367**	.415**	.362**	.427**	.352**	.474**	.415**	.469**	.498**	.303**	.364**	.387**	.370**	.456**	.438**	.391**	.472**	.372**	.455**	.462**	.474**	-.029	.056	.308**	.320**	.330**	.409**	1	.478**	.435**	.529**	.652**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.708	.469	.000	.000	.000	.000		.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.34	Pearson Correlation	.324**	.473**	.371**	.394**	.513**	.481**	.400**	.363**	.460**	.350**	.356**	.323**	.368**	.380**	.299**	.350**	.408**	.387**	.388**	.414**	.363**	.371**	.341**	.466**	.371**	.394**	-.064	.113	.319**	.167*	.298**	.135	.478**	1	.324**	.473**	.584**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.405	.143	.000	.029	.000	.077	.000		.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.35	Pearson Correlation	1.000**	.563**	.417**	.652**	.362**	.386**	.404**	.355**	.464**	.324**	.465**	.513**	.530**	.588**	.427**	.405**	.511**	.511**	.490**	.518**	.519**	.460**	.497**	.568**	.417**	.652**	-.047	.131	.386**	.393**	.438**	.381**	.435**	.324**	1	.563**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.538	.088	.000	.000	.000	.000	.000	.000		.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.36	Pearson Correlation	.563**	1.000**	.406**	.578**	.562**	.335**	.549**	.556**	.563**	.467**	.509**	.493**	.587**	.578**	.478**	.555**	.571**	.589**	.553**	.621**	.511**	.537**	.571**	.553**	.406**	.578**	-.021	.039	.483**	.495**	.481**	.416**	.529**	.473**	.563**	1	.816**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.786	.616	.000	.000	.000	.000	.000	.000	.000		.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
X2.TOTAL	Pearson Correlation	.737**	.816**	.716**	.762**	.671**	.524**	.623**	.621**	.694**	.608**	.648**	.618**	.728**	.704**	.634**	.658**	.689**	.703**	.685**	.715**	.665**	.679**	.649**	.722**	.716**	.762**	-.067	.087	.629**	.582**	.612**	.549**	.652**	.584**	.737**	.816**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.387	.260	.000	.000	.000	.000	.000	.000	.000	.000	
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171

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

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14	Y1.15	Y1.16	Y1.17	Y1.TOTAL
Y1.1	Pearson Correlation	1	-.068	-.079	-.059	-.097	-.085	-.044	-.016	.005	.050	-.011	-.033	-.058	-.125	.027	-.029	-.018	.606
	Sig. (2-tailed)		.377	.306	.440	.208	.268	.565	.840	.950	.515	.891	.673	.448	.103	.721	.709	.811	.938
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.2	Pearson Correlation	-.068	1	.530**	.435**	.504**	.384**	.498**	.373**	.402**	.528**	.448**	.536**	.497**	.410**	.481**	.433**	.523**	.727**
	Sig. (2-tailed)	.377		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.3	Pearson Correlation	-.079	.530**	1	.310**	.257**	.412**	.297**	.462**	.365**	.397**	.502**	.353**	.406**	.340**	.320**	.396**	.386**	.609**
	Sig. (2-tailed)	.306	.000		.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.4	Pearson Correlation	-.059	.435**	.310**	1	.470**	.468**	.483**	.250**	.439**	.344**	.371**	.489**	.338**	.395**	.524**	.275**	.480**	.643**
	Sig. (2-tailed)	.440	.000	.000		.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.5	Pearson Correlation	-.097	.504**	.257**	.470**	1	.442**	.413**	.360**	.307**	.471**	.473**	.357**	.460**	.335**	.403**	.431**	.359**	.636**
	Sig. (2-tailed)	.208	.000	.001	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.6	Pearson Correlation	-.085	.384**	.412**	.468**	.442**	1	.534**	.388**	.522**	.389**	.528**	.512**	.521**	.528**	.481**	.508**	.535**	.739**
	Sig. (2-tailed)	.268	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.7	Pearson Correlation	-.044	.498**	.297**	.483**	.413**	.534**	1	.369**	.447**	.530**	.303**	.562**	.393**	.463**	.570**	.375**	.489**	.703**
	Sig. (2-tailed)	.565	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.8	Pearson Correlation	-.016	.373**	.462**	.250**	.360**	.388**	.369**	1	.465**	.429**	.546**	.287**	.477**	.400**	.358**	.401**	.424**	.636**

	Sig. (2-tailed)	.840	.000	.000	.001	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.9	Pearson Correlation	.005	.402**	.365**	.439**	.307**	.522**	.447**	.465**	1	.399**	.434**	.489**	.366**	.434**	.434**	.396**	.452**	.672**
	Sig. (2-tailed)	.950	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.10	Pearson Correlation	.050	.528**	.397**	.344**	.471**	.389**	.530**	.429**	.399**	1	.427**	.483**	.579**	.291**	.513**	.431**	.404**	.695**
	Sig. (2-tailed)	.515	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.11	Pearson Correlation	-.011	.448**	.502**	.371**	.473**	.528**	.303**	.546**	.434**	.427**	1	.368**	.494**	.594**	.411**	.499**	.458**	.715**
	Sig. (2-tailed)	.891	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.12	Pearson Correlation	-.033	.536**	.353**	.489**	.357**	.512**	.562**	.287**	.489**	.483**	.368**	1	.456**	.439**	.556**	.305**	.535**	.700**
	Sig. (2-tailed)	.673	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.13	Pearson Correlation	-.058	.497**	.406**	.338**	.460**	.521**	.393**	.477**	.366**	.579**	.494**	.456**	1	.436**	.470**	.579**	.497**	.722**
	Sig. (2-tailed)	.448	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.14	Pearson Correlation	-.125	.410**	.340**	.395**	.335**	.528**	.463**	.400**	.434**	.291**	.594**	.439**	.436**	1	.385**	.384**	.602**	.671**
	Sig. (2-tailed)	.103	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.15	Pearson Correlation	.027	.481**	.320**	.524**	.403**	.481**	.570**	.358**	.434**	.513**	.411**	.556**	.470**	.385**	1	.350**	.450**	.703**
	Sig. (2-tailed)	.721	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.16	Pearson Correlation	-.029	.433**	.396**	.275**	.431**	.508**	.375**	.401**	.396**	.431**	.499**	.305**	.579**	.384**	.350**	1	.510**	.662**

	Sig. (2-tailed)	.709	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.17	Pearson Correlation	-.018	.523**	.386**	.480**	.359**	.535**	.489**	.424**	.452**	.404**	.458**	.535**	.497**	.602**	.450**	.510**	1	.738**
	Sig. (2-tailed)	.811	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Y1.TOTAL	Pearson Correlation	-.006	.727**	.609**	.643**	.636**	.739**	.703**	.636**	.672**	.695**	.715**	.700**	.722**	.671**	.703**	.662**	.738**	1
	Sig. (2-tailed)	.938	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171

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

Correlations

		Z1.1	Z1.2	Z1.3	Z1.4	Z1.5	Z1.6	Z1.7	Z1.8	Z1.9	Z1.10	Z1.11	Z1.12	Z1.13	Z1.14	Z1.15	Z1.16	Z1.17	Z1.18	Z1.19	Z1.TOTAL
Z1.1	Pearson Correlation	1	.532**	.259**	.279**	.308**	1.000**	.532**	.259**	.279**	.308**	.319**	.386**	.483**	.521**	.475**	1.000**	.532**	.259**	.279**	.718**
	Sig. (2-tailed)		.000	.001	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.2	Pearson Correlation	.532**	1	.369**	.153*	.320**	.532**	1.000**	.369**	.153*	.320**	.167*	.393**	.495**	.430**	.397**	.532**	1.000**	.369**	.153*	.699**
	Sig. (2-tailed)	.000		.000	.046	.000	.000	.000	.000	.046	.000	.029	.000	.000	.000	.000	.000	.000	.000	.046	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.3	Pearson Correlation	.259**	.369**	1	.476**	.330**	.259**	.369**	1.000**	.476**	.330**	.298**	.438**	.481**	.491**	.443**	.259**	.369**	1.000**	.476**	.705**
	Sig. (2-tailed)	.001	.000		.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171

Z1.4	Pearson Correlation	.279**	.153*	.476**	1	.409**	.279**	.153*	.476**	1.000**	.409**	.135	.381**	.416**	.475**	.365**	.279**	.153*	.476**	1.000**	.597**
	Sig. (2-tailed)	.000	.046	.000		.000	.000	.046	.000	.000	.000	.077	.000	.000	.000	.000	.000	.046	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.5	Pearson Correlation	.308**	.320**	.330**	.409**	1	.308**	.320**	.330**	.409**	1.000**	.478**	.435**	.529**	.462**	.474**	.308**	.320**	.330**	.409**	.665**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.6	Pearson Correlation	1.000**	.532**	.259**	.279**	.308**	1	.532**	.259**	.279**	.308**	.319**	.386**	.483**	.521**	.475**	1.000**	.532**	.259**	.279**	.718**
	Sig. (2-tailed)	.000	.000	.001	.000	.000		.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.7	Pearson Correlation	.532**	1.000**	.369**	.153*	.320**	.532**	1	.369**	.153*	.320**	.167*	.393**	.495**	.430**	.397**	.532**	1.000**	.369**	.153*	.699**
	Sig. (2-tailed)	.000	.000	.000	.046	.000	.000		.000	.046	.000	.029	.000	.000	.000	.000	.000	.000	.000	.046	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.8	Pearson Correlation	.259**	.369**	1.000**	.476**	.330**	.259**	.369**	1	.476**	.330**	.298**	.438**	.481**	.491**	.443**	.259**	.369**	1.000**	.476**	.705**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.001	.000		.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.9	Pearson Correlation	.279**	.153*	.476**	1.000**	.409**	.279**	.153*	.476**	1	.409**	.135	.381**	.416**	.475**	.365**	.279**	.153*	.476**	1.000**	.597**
	Sig. (2-tailed)	.000	.046	.000	.000	.000	.000	.046	.000		.000	.077	.000	.000	.000	.000	.000	.046	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.10	Pearson Correlation	.308**	.320**	.330**	.409**	1.000**	.308**	.320**	.330**	.409**	1	.478**	.435**	.529**	.462**	.474**	.308**	.320**	.330**	.409**	.665**

	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.11	Pearson Correlation	.319**	.167*	.298**	.135	.478**	.319**	.167*	.298**	.135	.478**	1	.324**	.473**	.371**	.394**	.319**	.167*	.298**	.135	.501**
	Sig. (2-tailed)	.000	.029	.000	.077	.000	.000	.029	.000	.077	.000		.000	.000	.000	.000	.000	.029	.000	.077	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.12	Pearson Correlation	.386**	.393**	.438**	.381**	.435**	.386**	.393**	.438**	.381**	.435**	.324**	1	.563**	.417**	.652**	.386**	.393**	.438**	.381**	.666**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.13	Pearson Correlation	.483**	.495**	.481**	.416**	.529**	.483**	.495**	.481**	.416**	.529**	.473**	.563**	1	.406**	.578**	.483**	.495**	.481**	.416**	.755**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.14	Pearson Correlation	.521**	.430**	.491**	.475**	.462**	.521**	.430**	.491**	.475**	.462**	.371**	.417**	.406**	1	.387**	.521**	.430**	.491**	.475**	.716**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.15	Pearson Correlation	.475**	.397**	.443**	.365**	.474**	.475**	.397**	.443**	.365**	.474**	.394**	.652**	.578**	.387**	1	.475**	.397**	.443**	.365**	.700**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.16	Pearson Correlation	1.000**	.532**	.259**	.279**	.308**	1.000**	.532**	.259**	.279**	.308**	.319**	.386**	.483**	.521**	.475**	1	.532**	.259**	.279**	.718**
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000		.000	.001	.000	.000

	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.17	Pearson Correlation	.532**	1.000**	.369**	.153*	.320**	.532**	1.000**	.369**	.153*	.320**	.167*	.393**	.495**	.430**	.397**	.532**	1	.369**	.153*	.699**
	Sig. (2-tailed)	.000	.000	.000	.046	.000	.000	.000	.000	.046	.000	.029	.000	.000	.000	.000	.000		.000	.046	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.18	Pearson Correlation	.259**	.369**	1.000**	.476**	.330**	.259**	.369**	1.000**	.476**	.330**	.298**	.438**	.481**	.491**	.443**	.259**	.369**	1	.476**	.705**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000		.000	.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.19	Pearson Correlation	.279**	.153*	.476**	1.000**	.409**	.279**	.153*	.476**	1.000**	.409**	.135	.381**	.416**	.475**	.365**	.279**	.153*	.476**	1	.597**
	Sig. (2-tailed)	.000	.046	.000	.000	.000	.000	.046	.000	.000	.000	.077	.000	.000	.000	.000	.000	.046	.000		.000
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171
Z1.TOTAL	Pearson Correlation	.718**	.699**	.705**	.597**	.665**	.718**	.699**	.705**	.597**	.665**	.501**	.666**	.755**	.716**	.700**	.718**	.699**	.705**	.597**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171	171

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

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

Lampiran 4 Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.901	12

Reliability Statistics

Cronbach's Alpha	N of Items
.960	36

Reliability Statistics

Cronbach's Alpha	N of Items
.918	17

Reliability Statistics

Cronbach's Alpha	N of Items
.934	19

Lampiran 5 Uji Multikolineritas

Struktural 1

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	*Career Development* (X1)	.254	8.670
	Organisasi Culture (X2)	.259	8.670

a. Dependent Variable: Job Satisfaction (Z)

Struktural 2

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	*Career Development* (X1)	.149	2.461
	Organisasi Culture (X2)	.128	5.237
	Job Satisfaction (Z)	.114	8.761

a. Dependent Variable: Komitmen Organisasi (Y)

Lampiran 6 Uji Heteroskedastisitas

Struktural 1

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	1.551	1.002		1.548	.123
	Career Development (X1)	.215	.103	.682	2.093	.038
	Organisasi Culture (X2)	-.059	.037	-.520	-1.596	.112

a. Dependent Variable: ABS_RES2

Struktural 2

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	1.187	.550		2.159	.332
	Career Development (X1)	.016	.057	.085	.284	.777
	Organisasi Culture (X2)	.092	.027	1.337	3.408	.601
	Job Satisfaction (Z)	-.147	.024	-1.214	-2.207	.805

a. Dependent Variable: ABS_RES1

Lampiran 7 Uji Signifikansi (Parsial Uji t)

Struktural 1

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	-6.103	1.730		3.529	.001
	Career Development (X1)	.713	.178	.452	4.014	.000

	Organisasi Culture (X2)	.779	.064	1.375	12.210	.000

a. Dependent Variable: *Job Satisfaction* (Z)

Struktural 2

Coefficients[a]						
Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	2.007	.551		3.641	.000
	Career Development (X1)	.708	.057	.538	12.384	.000
	Organisasi Culture (X2)	.283	.027	.599	10.489	.000
	Job Satisfaction (Z)	.126	.024	.151	5.317	.000

a. Dependent Variable: Komitmen Organisasi (Y)

Lampiran 8 Uji Determinasi (R2)

Struktural 1

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.941[a]	.886	.884	3.783

a. Predictors: (Constant), *Organisasi Culture* (X2), *Career Development (*X1)
b. Dependent Variable: *Job Satisfaction* (Z)

Struktural 2

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.992[a]	.985	.984	1.163

a. Predictors: (Constant), *Job Satisfaction* (Z), *Organisasi Culture* (X2), *Career Development* (X1)
b. Dependent Variable: Komitmen Organisasi (Y)

Lampiran 9 Uji Sobel Test

Struktural 1

Parameter	Nilai	Metode Uji	Statistik Uji	Kesalahan Standar	Nilai p
Koefisien A	0.713	Uji Sobel	3.1845521	0,02821056	0,000
Koefisien B	0.126	Tes Aroian	3.1486545	0,02853219	0,000
Standard Error A (Sa)	0,178	Tes Goodman	3.22170618	0,02788522	0,000
Standard Error B (Sb)	0,024				

Struktural 2

Parameter	Nilai	Metode Uji	Statistik Uji	Kesalahan Standar	Nilai p
Koefisien A	0,779	Uji Sobel	2,44860806	0,02036096	0,000
Koefisien B	0,064	Tes Aroian	2,42204101	0,02058429	0,000
Standard Error A (Sa)	0,126	Tes Goodman	2,47606898	0,02013514	0,000
Standard Error B (Sb)	0,024				

Lampiran 10 Dokumentasi Penelitian





VALIDASI SUMBER PUSTAKA PENULISAN

VALIDASI SUMBER PUSTAKA PENULISAN SKRIPSI

Nama	: Desinta Fitria Restianti
NIM	: 2203102076
Program Studi	: Manajemen
Fakultas	: Ekonomi dan Bisnis
Dosen Pembimbing I	: Dr. Karuniawati Hasanah, S.E., M.M.
Dosen Pembimbing II	: Rollis Ayu Ditasari, S.E., M.M.
Judul	:PENGARUH CAREER DEVELOPMENT DAN ORGANIZATIONAL CULTURE TERHADAP KOMITMEN ORGANISASI DENGAN JOB SATISFACTION SEBAGAI VARIABEL INTERVENING PADA ASN DI KABUPATEN PONOROGO

No	Sumber Pustaka	Halaman		Hasil Validasi	
		Pustaka	Skripsi	Sesuai	Tidak Sesuai
1.	Adnyani, D. A. P., Anggreni, P., & Widiana, I. N. W. (2025). Peran Kepuasan Kerja Memediasi Pengaruh Budaya Organisasi dan Pelatihan Karyawan Terhadap Komitmen Karyawan Pada Rumah Sakit Umum Daerah Sanjiwani Gianyar. *KONTAN: Jurnal Ekonomi, Manajemen Dan Bisnis*, *4*(1), 1–12. https://doi.org/10.59818/kontan.v4i1.614	1-2, 11	10, 14, 61, 64, 74, 160	✓	
2.	Ajzen, I. (2012). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*,	2-3	19	✓	

7.	Dameria, H. (2023). *INDUSTRI KIMIA Lusiana Dameria Program Studi Magister Manajemen , Universitas Tarumanagara Sarwo Edy Handoyo Program Studi Doktor Ilmu Manajemen , Universitas Tarumanagara Abstrak mungkin agar dapat bersaing dengan kompetitor , tak terkecuali industri kim. 17*(6), 4059–4072.	4059	58	✓	
8.	Devi, Y. N., Akseptori, R., & Hardiyanti, F. (2024). Analisis Uji Pengaruh Karakteristik Pekerjaan, Kepuasan Kerja Karyawan dan Budaya Organisasi Terhadap Komitmen Organisasi pada Perusahaan Logistik Pelabuhan. *Akuntansi Dan Manajemen*, *19*(2), 171–184. https://doi.org/10.30630/jam.v19i2.303	171,182-183	10, 14, 59, 60, 75, 161	✓	
9.	Dewi, Sholikhah, S. (2023). Pengaruh Pengembangan Karir dan Kepuasan Kerja Terhadap Komitmen Organisasi PT. X. *Acta Universitatis Agriculturae et Silviculturae Mendelianae Brunensis*, *53*(1), 1–19. http://publications.lib.chalmers.se/records/fulltext/245180/245180.pdf%0Ahttps://hdl.handle.net/20.500.12380/245180%0	396-398, 404-405	10, 11, 14, 26, 29, 42, 45, 53, 56, 59, 69, 72, 74, 75	✓	

19.	Kharisma, A. S., & Putri, N. K. (2020). Teori Of Planned Behavior Terhadap Intensi Untuk Berinfak Dan Sedekah Melalui Financial Technology. *Perada: Jurnal Studi Islam Kawasan Melayu*, *3*(2), 145–154.	148	21	✓	
20.	Kurniawan, R., & Rizky, M. C. (2025). Pengaruh Pengembangan Karir, Kompensasi, Komitmen Organisasional dan Kepuasan Kerja terhadap Retensi Karyawan pada PT Berlian Eka Sakti Tangguh Medan. *Jurnal Keuangan Dan Bisnis* , *17*(1), 109–121.	109, 111-112, 118-119	10, 26, 63, 68, 70, 71, 75	✓	
21.	Martawilaja, S. M., & Angreni, T. (2025). *Pengaruh Employee engagement , Budaya Organisasi , dan Lingkungan Kerja terhadap Kepuasan Kerja Karyawan PT . Dian Surya Global. 2*, 1–15.	3-5, 14	37, 47, 62, 76	✓	
22.	Marwansyah. (2019). *Manajemen Sumber Daya Manusia (2nd ed.)*. Alfabeta Bandung.	42	1	✓	
23.	Masram, & Mu'ah. (2017). *Manajemen Sumber Daya Manusia*. Sidoarjo : Zifatama Publiser.	62	1	✓	
24.	Muliani, S. (2025). Pengaruh Budaya Organisasi Dan Kepuasan Kerja Terhadap Komitmen	18, 20-21, 23	33, 39, 41, 44, 63, 76, 88	✓	

	Pengembangan Karir Melalui Kepuasan Kerja Sebagai Variabel Mediating Pada PT. Inkote Indonesia. 1(4), 201–206.				
32.	Rachman, M. (2025). *MANAJEMEN SUMBER DAYA MANUSIA.*	1	22	✓	
33.	Rahardjo. (2022). Sumber Daya Manusia. *Bandung: CV Mandar Maju*, 4–5.	4-5, 9-10	22, 23, 24	✓	
34.	Rohama, M. N., & Anisah, H. U. (2023). Pengaruh spiritual leadership dan pengembangan karir terhadap komitmen organisasi dengan kepuasan kerja sebagai variabel intervening. *Nautical : Jurnal Ilmiah Multidisiplin Indonesia*, *1*(12), 1042–1050. https://doi.org/10.55904/nautical.v1i12.486	537	58	✓	
35.	Rosada, N. (2025). *Pengaruh Budaya Organisasi dan Lingkungan Kerja Fisik terhadap Kepuasan Kerja Karyawan di PT PLN (Persero) UPT Bandung. 3*, 5–10.	9	70, 150	✓	
36.	Safitri, Susita, H. (2024). *Pengaruh Pengembangan Karir Dan Kepuasan Kerja Terhadap Komitmen Organisasi Karyawan Pada Perusahaan Swasta. 2*(3), 306–312.	613,615-617, 622	13, 29, 43, 44, 47, 72, 68,70-71, 153	✓	

DAFTAR RIWAYAT HIDUP



Penulis bernama Desinta Fitria Restianati, lahir di Ponorogo pada tanggal 21 Desember 2003. Penulis merupakan anak pertama dari 3 bersaudara. Beragama Islam dan bertempat tinggal di Kabupaten Ponorogo.

Penulis menyelesaikan pendidikan dasar di SDN 2 Banyudono pada tahun 2016, kemudian melanjutkan pendidikan di SMPN 5 Ponorogo dan lulus pada tahun 2019. Selanjutnya penulis menempuh pendidikan di SMAN 1 Babadan dan lulus pada tahun 2022. Pada tahun 2022, penulis melanjutkan pendidikan Strata Satu (S1) pada Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun.

Penulis menyelesaikan skripsi dengan judul "Pengaruh *Career Development* dan *Organizational Culture* terhadap Komitmen Organisasi dengan *Job Satisfaction* sebagai Variabel Intervening pada ASN di Kabupaten Ponorogo" sebagai salah satu syarat memperoleh gelar Sarjana Manajemen (S.M.).