



**KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN  
UNIVERSITAS PENDIDIKAN GANESHA  
PASCASARJANA**

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Nomor : 141 /UN48.14/KM/DPS/2020

Lamp : -

Hal : Mohon Ijin Penelitian

Kepada

Yth. :

Dengan hormat, dalam rangka menunjang tugas perkuliahan mahasiswa semester akhir Pascasarjana Universitas Pendidikan Ganesha, kami mohon perkenan Bapak/Ibu untuk bisa menerima mahasiswa kami :

Nama : Mayrella Allen Patty  
NIM : 1929031011  
Program Studi : S2 Administrasi Pendidikan  
Judul Proposal : Pengaruh Kecerdasan Emosional Guru, Beban Mengajar Guru dan Kepemimpinan Transformasional Kepala Sekolah terhadap Kinerja Guru di Yayasan Kalam Kudus Indonesia Cabang Bali

Rekomendasi dan Izin Penelitian ini sangat penting bagi mahasiswa kami untuk mendapatkan data/informasi yang dibutuhkan pada sekolah/instansi yang Bapak/Ibu pimpin.

Atas perhatian, perkenaan dan kerja sama yang baik kami ucapkan terima kasih

Denpasar, 16 Oktober 2020

Direktur



Prof. Dr. I Gusti Putu Suharta, M.Si.  
NIP. 196212151988031002



Nomor : 18.003/S Kel/SKKB/X/2020  
Perihal : Ijin Penelitian  
Lampiran : -

Kepada Yth.  
Mayrella Allen Patty

Di Tempat

Salam dalam kasih Tuhan Yesus Kristus!

Berdasarkan surat yang kami terima dengan nomor surat 141/UN48.14/KM/DPS/2020 perihal Ijin Penelitian, maka kami memberikan ijin kepada Saudari Mayrella Allen Patty untuk dapat melakukan penelitian dengan menggunakan data hasil penilaian (supervisi) dengan nama yang disamarkan. Kiranya melalui penelitian ini dapat memberikan kemajuan pada system kinerja khususnya SDM.

Demikian surat ini kami sampaikan, atas perhatian dan kerjasamanya kami sampaikan terimakasih.

Kuta Utara, 28 Oktober 2020

Teriring salam dan doa,

Joice M. Pajow, ST. MM

Direktur Pelaksana SKKB Bali

**Sekolah Kristen Kalam Kudus**

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**LAMPIRAN 2**  
**INSTRUMEN - KUESIONER**

**PENGARUH KECERDASAN EMOSI GURU, BEBAN KERJA GURU DAN KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH TERHADAP KINERJA GURU YAYASAN KALAM KUDUS INDONESIA CABANG BALI**

**Identitas Responden :**

1. Jenis Kelamin : 1. Laki-laki 2. Perempuan
2. Umur : 1. < 25 tahun 2. 25 – 30 tahun 3. 30 – 45 tahun 4. > 45 tahun
3. Pendidikan Terakhir : 1. Diploma 2. Sarjana 3. Magister 4. Lain-lain
4. Lama Bekerja : 1. < 1 tahun 2. 1 – 5 tahun 3. 5 – 10 tahun 4. > 10 tahun
5. Beban Kerja tambahan : 1. Ada 2. Tidak Ada

**Petunjuk Pengisian :**

1. Kuesioner ditujukan untuk seluruh Guru di Yayasan Kalam Kudus Indonesia cabang Bali.
2. Bapak / Ibu diharapkan dapat memberikan jawaban yang paling sesuai dengan persepsi dan kondisi Bapak / Ibu terkait penelitian ini.
3. Berilah tanda V pada kolom pertanyaan kuesioner sesuai dengan pilihan jawaban Bapak / Ibu.
4. Pilihan Jawaban skala 1 – 5 yaitu :
  - SS : Sangat Setuju
  - S : Setuju
  - R : Ragu-ragu
  - TS : Tidak Setuju
  - STS : Sangat Tidak Setuju
5. Terima kasih atas kesediaan Bapak / Ibu dalam mengisi dan menjawab kuesioner ini. Tuhan Yesus memberkati pelayanan kita semua.

**Kuesioner Variabel Kecerdasan Emosi**

NO	PERNYATAAN	JAWABAN				
		SS	S	R	TS	STS
1	Saya menyadari kekuatan dan kelebihan yang saya Miliki					
2	Saya takut pada kegagalan					
3	Saya akan terus mencoba walaupun mendapatkan Kegagalan					
4	Saya mengenali penyebab dari rasa bahagia yang saya rasakan					
5	Saya bersikap toleran terhadap frustrasi yang timbul akibat pekerjaan saya					
6	Jika saya melakukan kesalahan, saya akan segera Memperbaikinya					
7	Saya tidak masuk kelas untuk mengajar jika suasana hati saya sedang tidak baik					
8	Saya menjaga hati saya selalu gembira sebelum masuk kelas untuk mengajar					

9	Saya memahami akibat dari emosi yang timbul terhadap orang lain.					
10	Saya mau menerima saran dari rekan sejawat					
11	Saya tetap mampu untuk fokus dan berpikir jernih meskipun dalam keadaan tertekan secara emosional.					
12	Dalam keadaan gugup saya cenderung berpikiran Negative					
13	Saya mampu bersikap tenang menghadapi siswa yang selalu nakal dan rebut					
14	Saya menunjukkan wajah marah jika ada yang menentang penjelasan yang saya berikan					
15	Dalam keadaan terdesak saya tetap dalam prinsip saya.					
16	Saya tidak perlu membuat rencana, cukup bagi saya bekerja keras selama mengajar dikelas					
17	Saya akan memarahi murid yang melakukan Kesalahan					
18	Saya akan bereaksi terhadap tindakan yang melanggar etika kerja					
19	Saya fokus pada tujuan dan bertindak berdasarkan prioritas sekolah					
20	Saya menarik perhatian murid dengan selalu memanjakan mereka					
21	Saya berusaha menahan kemarahan jika ada siswa yang sibuk bermain saat saya menyampaikan materi pelajaran.					
22	Saya bertanya kepada rekan guru untuk mendapatkan informasi tentang pembelajaran					
23	Mudah untuk menerima ide dari pimpinan (kepala sekolah) daripada rekan guru					

24	Saya melaksanakan tugas mengajar dengan penuh Semangat					
25	Saya memotivasi diri sendiri untuk mencapai hasil yang terbaik					
26	Target penyelesaian kerja, membuat saya kesulitan dalam membagi waktu					
27	Saya memberikan motivasi kepada siswa yang kurang pandai agar terus belajar					
28	Saya tidak cukup memotivasi diri untuk keberhasilan pembelajaran					
29	Saya berusaha menolong jika ada siswa yang bermasalah					
30	Saya mengabaikan siswa yang ingin mengungkapkan gagasannya					
31	Dalam berkomunikasi saya menggunakan pendekatan yang berbeda sesuai karakteristik siswa					
32	Saya tidak ingin tahu masalah yang dihadapi siswa					
33	Saya hanya dekat dengan siswa yang pandai					
34	Jika saya bersalah pada siswa, saya akan meminta maaf					
35	Saya memilih untuk mengabaikan permasalahan yang muncul dengan siswa					
36	Saya menjadi penengah jika ada perbedaan pendapat antar siswa.					
37	Saya mampu mengkomunikasikan ide dan pendapat saya dalam rapat guru dengan baik					
38	Saya selalu bersikap ramah dan bersahabat dengan rekan guru dan murid					
39	Saya menawarkan bantuan bagi rekan guru yang kesulitan					
40	Saya cuek dengan kondisi rekan guru maupun murid yang mengalami kesulitan					
41	Saya senang bekerja sama dalam kepanitiaan					
42	Saya berusaha untuk membagikan aura bahagia di sekolah					
43	Saya tidak suka membagi ilmu / keterampilan dengan rekan guru lain					
44	Saya memberikan toleransi bagi murid yang terlambat mengumpulkan tugas					
45	saya tidak toleran terhadap rekan guru yang melakukan kesalahan					

### Kuesioner Variabel Beban Kerja

NO	PERNYATAAN	JAWABAN				
		SS	S	R	TS	STS
1	Saya tidak memiliki waktu luang yang cukup untuk mengerjakan pekerjaan					
2	Saya memiliki waktu luang yang banyak dalam mengerjakan pekerjaan					
3	Saya dapat tenang mengerjakan pekerjaan saya tanpa gangguan di jam kerja					
4	Saya sering kali mendapatkan gangguan saat melakukan pekerjaan saya di jam kerja					
5	Beban Kerja saya sesuai SK mengajar dan tidak ada pekerjaan tambahan					
6	Saya sering kali mengerjakan dua/lebih pekerjaan di waktu bersamaan					
7	Pekerjaan saya tidak membutuhkan konsentrasi tinggi untuk diselesaikan					
8	Saya sulit untuk berkonsentrasi dalam menyelesaikan pekerjaan saya					
9	Frekuensi pekerjaan saya masih dalam jumlah dan waktu yang wajar					
10	Frekuensi pekerjaan saya hampir selalu tidak menentu baik jumlah maupun waktu pengerjaannya					
11	Pekerjaan saya tidak memerlukan kecakapan khusus untuk diselesaikan					
12	Dalam bekerja saya tidak mempunyai Kecakapan atau keterampilan khusus					
13	Saya merasa bingung saat melakukan pekerjaan saya					
14	Saya tidak pernah gelisah/bingung dalam mengerjakan pekerjaan saya					
15	Pekerjaan saya memiliki tingkat resiko tinggi					
16	Kompensasi yang saya terima saat ini tidak sesuai dengan tekanan pekerjaan saya					
17	Kompensasi yang saya terima saat ini dapat mengurangi tekanan pekerjaan saya					
18	Pekerjaan saya tidak memiliki resiko tinggi					

### Kuesioner Variabel Kepemimpinan Transformasional

NO	PERNYATAAN	JAWABAN				
		SS	S	R	TS	STS
1	Kepala Sekolah menjadi teladan dalam menerapkan budaya SMART					
2	Kepala Sekolah tidak menunjukkan sikap ramah dan bersahabat					
3	Kepala Sekolah Peka terhadap kebutuhan bawahan					
4	Kepala Sekolah tidak menerima saran dari bawahan					
5	Kepala Sekolah menunjukkan kesediaan untuk menghargai pendapat orang lain					
6	Kepala Sekolah tidak membangkitkan rasa saling menghargai pendapat di antara kolega					
7	Kepala Sekolah memperlakukan guru dan orang lain dengan hormat					
8	Kepala Sekolah mengutamakan kepentingan sekolah di atas kepentingan pribadinya					
9	Kepala Sekolah tidak membuat guru-guru siap untuk mengorbankan kepentingan pribadi bagi kepentingan sekolah					
10	Kepala Sekolah mampu membangun antusiasme guru-guru dalam bekerja					
11	Kepala sekolah menekankan pentingnya rasa memiliki misi bersama					
12	Kepala Sekolah melibatkan guru-guru dalam perencanaan kemajuan sekolah					
13	Kepala Sekolah menyatakan keyakinannya bahwa guru-guru akan mencapai tujuan organisasi					
14	Kepala Sekolah secara konsisten bertindak sesuai dengan nilai-nilai budaya sekolah					
15	Kepala Sekolah mengarahkan perhatian guru-guru agar terfokus pada apa yang perlu dilakukan untuk berhasil					
16	Kepala Sekolah mendorong guru-guru untuk mengungkapkan gagasan dan pendapat mereka					
17	Kepala Sekolah tidak menyelesaikan masalah lama dengan cara-cara baru					
18	Kepala Sekolah mendorong guru-guru untuk mencoba cara-cara baru dalam berbagai kegiatan					
19	Kepala Sekolah memotivasi guru-guru untuk bekerja dengan penuh semangat dan optimis					

20	Kepala Sekolah membuat guru-guru kreatif dalam menilai persoalan dengan sudut pandang berbeda					
21	Kepala Sekolah mendorong guru-guru untuk menggunakan pemikiran yang rasional dan modern dalam menangani masalah					
22	Kepala Sekolah memberikan perhatian yang besar atas pengembangan kekuatan/potensi					
23	Kepala Sekolah tidak mengapresiasi guru-guru					
24	Kepala Sekolah mendukung pengembangan diri guru					
25	Kepala Sekolah tidak menyarankan cara-cara baru bagi guru dalam melaksanakan pekerjaannya					
26	Kepala Sekolah mengenal guru-guru secara individual					
27	Kepala Sekolah memperlakukan guru sebagai individu secara pribadi bukan sebagai anggota kelompok					
28	Kepala Sekolah tidak memahami kebutuhan guru-gurunya					



### Kuesioner Variabel Kinerja

NO	PERNYATAAN	JAWABAN				
		SS	S	R	TS	STS
1	Saya telah merencanakan program pembelajaran dengan baik					
2	Saya dapat mempersiapkan perangkat mengajar harian dengan sebaik-baiknya					
3	Saya mempersiapkan materi pelajaran tidak sesuai Kurikulum 2013					
4	Saya mampu mempersiapkan alat pendukung proses pembelajaran yang dibutuhkan					
5	Saya mematuhi ketentuan jam pelajaran sesuai jadwal yang diberikan					
6	Saya berusaha memberikan pelajaran kepada siswa secara minimal					
7	Saya tidak mengalami kesulitan dalam menyiapkan strategi dan metode mengajar					
8	Saya tidak menyiapkan perencanaan evaluasi pembelajaran					
9	Dalam memberikan pelajaran saya berusaha menyelesaikan seluruh materi pelajaran walau banyak pekerjaan lain					
10	Sebagai seorang Guru saya harus memahami pedoman penilaian					
11	Dalam melakukan penilaian hasil belajar saya melakukan penilaian secara lisan, tertulis dan perbuatan/pengamatan					
12	Saya memberikan evaluasi pada siswa tepat waktu sesuai jadwal yang ada					
13	Saya siap menyerahkan nilai hasil evaluasi sesuai jadwal yang ditentukan					
14	Program analisis belajar saya buat sesuai tujuan pembelajaran					
15	Program analisis belajar saya buat tidak berdasarkan acuan yang berlaku					
16	Analisis saya gunakan untuk meningkatkan KKM					
17	Saya dapat mengembangkan bahan ajar sesuai perkembangan siswa					
18	Saya selalu melaksanakan program perbaikan sesuai indikator yang belum tuntas					
19	Saya selalu melaksanakan program pengayaan					

LAMPIRAN 3  
HASIL KUESIONER

Responden	Kecerdasan Emosi	Beban Kerja	Kepemimpinan Transformasional	Kinerja
1	53	64	65	39
2	55	61	70	47
3	65	70	80	50
4	64	65	81	51
5	59	57	77	49
6	56	62	58	40
7	47	67	61	38
8	60	61	61	48
9	49	63	66	44
10	58	67	72	48
11	60	64	64	44
12	49	66	60	38
13	43	66	56	29
14	38	62	68	36
15	78	63	76	47
16	42	61	62	39
17	62	54	56	46
18	52	61	59	40
19	52	57	67	49
20	57	62	85	47
21	106	53	83	57
22	53	63	66	47
23	48	63	57	40
24	45	68	60	36
25	47	66	56	45
26	68	59	67	50
27	55	61	72	44
28	51	60	103	46
29	106	53	83	57
30	49	67	60	38
31	90	64	92	61
32	58	63	66	41
33	68	60	74	48
34	62	60	73	49
35	49	67	71	48
36	61	64	61	52
37	39	59	61	40
38	48	65	59	46
39	88	69	74	55
40	67	49	73	45
41	75	57	69	50
42	74	60	70	52
43	50	60	54	23
44	43	58	61	41

45	58	56	74	45
46	58	40	56	38
47	55	58	74	46
48	56	67	68	49
49	65	57	70	47
50	63	67	74	46
51	48	59	93	36



GET

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K\_1\_3\_2 K\_3\_3\_1 K\_3\_1\_1 K\_3\_1\_2 K\_4\_2\_1 K\_4\_1\_1 K\_4\_1\_2 K\_5\_1\_1 K\_5\_1\_2 K  
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## Frequencies

[DataSet1] D:\2. Study\5. AP - UNDIKSHA 2019\THESIS\2. Draft Sept 20\2. Propo  
sal REV\Tes SPSS\New\GForm Thesis.sav

### Statistics

		Jenis_Kelamin	Umur	Tingkat_Pendidikan	Lama_Bekerja	Beban_Tambahan
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean						
Std. Error of Mean						
Median						
Mode						
Std. Deviation						
Variance						
Range						
Minimum						
Maximum						
Sum						

### Statistics

		Jenjang	Kesadaran_Diri	Kesadaran_Diri	Motivasi_Diri	Kesadaran_Diri
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean			1.94	3.45	1.80	1.69
Std. Error of Mean			.149	.152	.146	.139
Median			2.00	4.00	2.00	1.00
Mode			2	4	1	1
Std. Deviation			1.066	1.083	1.040	.990
Variance			1.136	1.173	1.081	.980
Range			4	4	4	4
Minimum			1	1	1	1
Maximum			5	5	5	5
Sum			99	176	92	86

### Statistics

		Manajemen_Dir i	Kesadaran_Diri	Kesadaran_Diri	Kesadaran_Diri	Kesadaran_Diri
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		2.71	1.63	4.47	1.73	1.80
Std. Error of Mean		.141	.134	.135	.146	.140
Median		3.00	1.00	5.00	1.00	2.00
Mode		2	1	5	1	2
Std. Deviation		1.006	.958	.966	1.041	1.000
Variance		1.012	.918	.934	1.083	1.001
Range		4	4	4	4	4
Minimum		1	1	1	1	1
Maximum		5	5	5	5	5
Sum		138	83	228	88	92

### Statistics

		Empati	Manajemen_Dir i	Manajemen_Dir i	Manajemen_Dir i	Motivasi_Diri
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		1.65	2.10	3.51	2.24	3.71
Std. Error of Mean		.125	.116	.144	.114	.144
Median		1.00	2.00	3.00	2.00	4.00
Mode		1	2	3	2	4
Std. Deviation		.890	.831	1.027	.815	1.026
Variance		.793	.690	1.055	.664	1.052
Range		4	3	4	4	4
Minimum		1	1	1	1	1
Maximum		5	4	5	5	5
Sum		84	107	179	114	189

### Statistics

		Manajemen_Dir i	Manajemen_Dir i	Manajemen_Dir i	Manajemen_Dir i	Manajemen_Dir i
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		2.41	4.31	3.24	2.14	1.98
Std. Error of Mean		.143	.127	.176	.112	.133
Median		2.00	5.00	3.00	2.00	2.00
Mode		2	5	4	2	2
Std. Deviation		1.023	.905	1.258	.800	.948
Variance		1.047	.820	1.584	.641	.900
Range		4	3	4	3	4
Minimum		1	2	1	1	1
Maximum		5	5	5	4	5
Sum		123	220	165	109	101

### Statistics

		Manajemen_Dir i	Manajemen_Dir i	Manajemen_Dir i	Empati	Motivasi_Diri
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		4.00	2.61	1.71	2.98	1.69
Std. Error of Mean		.143	.143	.106	.174	.107
Median		4.00	2.00	2.00	3.00	2.00
Mode		5	2	1	3 <sup>a</sup>	1 <sup>a</sup>
Std. Deviation		1.020	1.021	.756	1.241	.761
Variance		1.040	1.043	.572	1.540	.580
Range		3	4	3	4	3
Minimum		2	1	1	1	1
Maximum		5	5	4	5	4
Sum		204	133	87	152	86

### Statistics

		Motivasi_Diri	Motivasi_Diri	Motivasi_Diri	Motivasi_Diri	Empati	Empati
N	Valid	51	51	51	51	51	51
	Missing	0	0	0	0	0	0
Mean		1.63	3.35	1.59	3.73	1.55	4.61
Std. Error of Mean		.108	.153	.105	.154	.113	.112
Median		1.00	4.00	1.00	4.00	1.00	5.00
Mode		1	4	1	4	1	5
Std. Deviation		.774	1.092	.753	1.097	.808	.802
Variance		.598	1.193	.567	1.203	.653	.643
Range		3	4	3	4	3	3
Minimum		1	1	1	1	1	2
Maximum		4	5	4	5	4	5
Sum		83	171	81	190	79	235

### Statistics

		Empati	Empati	Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		1.63	4.41	4.61	1.35	4.27
Std. Error of Mean		.105	.132	.132	.118	.132
Median		1.00	5.00	5.00	1.00	5.00
Mode		1	5	5	1	5
Std. Deviation		.747	.942	.940	.844	.940
Variance		.558	.887	.883	.713	.883
Range		3	4	4	4	3
Minimum		1	1	1	1	2
Maximum		4	5	5	5	5
Sum		83	225	235	69	218



### Statistics

		Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		1.65	1.96	1.67	1.71	4.43
Std. Error of Mean		.111	.093	.118	.094	.120
Median		1.00	2.00	1.00	2.00	5.00
Mode		1	2	1	2	5
Std. Deviation		.796	.662	.841	.672	.855
Variance		.633	.438	.707	.452	.730
Range		3	2	3	2	4
Minimum		1	1	1	1	1
Maximum		4	3	4	3	5
Sum		84	100	85	87	226

### Statistics

		Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		2.10	1.71	4.53	2.41	3.98
Std. Error of Mean		.120	.110	.113	.119	.133
Median		2.00	2.00	5.00	2.00	4.00
Mode		2	1	5	2	4 <sup>a</sup>
Std. Deviation		.855	.782	.809	.853	.948
Variance		.730	.612	.654	.727	.900
Range		3	3	3	3	3
Minimum		1	1	2	1	2
Maximum		4	4	5	4	5
Sum		107	87	231	123	203

### Statistics

		Beban_Waktu	Beban_Waktu	Beban_Waktu	Beban_Waktu	Beban_Waktu
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		3.84	3.00	2.53	3.45	2.88
Std. Error of Mean		.178	.177	.146	.144	.181
Median		4.00	3.00	2.00	4.00	3.00
Mode		5	2	2	4	3
Std. Deviation		1.271	1.265	1.046	1.026	1.291
Variance		1.615	1.600	1.094	1.053	1.666
Range		4	4	4	4	4
Minimum		1	1	1	1	1
Maximum		5	5	5	5	5
Sum		196	153	129	176	147

### Statistics

		Beban_Waktu	Beban_Usaha_Mental	Beban_Usaha_Mental	Beban_Usaha_Mental	Beban_Usaha_Mental
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		2.76	4.29	4.06	2.25	3.73
Std. Error of Mean		.167	.110	.120	.145	.163
Median		3.00	4.00	4.00	2.00	4.00
Mode		3	5	4	2	4
Std. Deviation		1.193	.782	.858	1.036	1.168
Variance		1.424	.612	.736	1.074	1.363
Range		4	3	3	4	4
Minimum		1	2	2	1	1
Maximum		5	5	5	5	5
Sum		141	219	207	115	190

### Statistics

		Beban_Usaha_Mental	Beban_Usaha_Mental	Beban_Tekana_n_Psikologis	Beban_Tekana_n_Psikologis	Beban_Tekana_n_Psikologis
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		4.33	4.39	4.24	2.92	2.88
Std. Error of Mean		.127	.132	.127	.163	.174
Median		5.00	5.00	4.00	3.00	3.00
Mode		5	5	5	2	3
Std. Deviation		.909	.940	.907	1.163	1.243
Variance		.827	.883	.824	1.354	1.546
Range		3	4	3	4	4
Minimum		2	1	2	1	1
Maximum		5	5	5	5	5
Sum		221	224	216	149	147

### Statistics

		Beban_Tekana_n_Psikologis	Beban_Tekana_n_Psikologis	Beban_Tekana_n_Psikologis	Idealized_Influence	Idealized_Influence
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		3.08	2.98	3.65	1.80	4.18
Std. Error of Mean		.175	.124	.163	.128	.155
Median		3.00	3.00	4.00	2.00	5.00
Mode		3	3	5	1	5
Std. Deviation		1.246	.883	1.163	.917	1.108
Variance		1.554	.780	1.353	.841	1.228
Range		4	4	4	4	4
Minimum		1	1	1	1	1
Maximum		5	5	5	5	5
Sum		157	152	186	92	213

### Statistics

		Idealized_Influence	Idealized_Influence	Idealized_Influence	Idealized_Influence	Idealized_Influence
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		1.94	4.24	1.80	4.27	1.73
Std. Error of Mean		.136	.127	.109	.119	.109
Median		2.00	4.00	2.00	4.00	2.00
Mode		2	5	2	5	1
Std. Deviation		.968	.907	.775	.850	.777
Variance		.936	.824	.601	.723	.603
Range		4	3	3	3	3
Minimum		1	2	1	2	1
Maximum		5	5	4	5	4
Sum		99	216	92	218	88

### Statistics

		Idealized_Influence	Idealized_Influence	Idealized_Influence	Idealized_Influence	Idealized_Influence
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		1.75	3.35	1.88	1.71	1.63
Std. Error of Mean		.092	.148	.114	.113	.101
Median		2.00	3.00	2.00	2.00	2.00
Mode		2	4	2	1	1
Std. Deviation		.659	1.055	.816	.807	.720
Variance		.434	1.113	.666	.652	.518
Range		2	4	3	3	3
Minimum		1	1	1	1	1
Maximum		3	5	4	4	4
Sum		89	171	96	87	83

### Statistics

		Inspirational_M otivation	Inspirational_M otivation	Inspirational_M otivation	Intellectual_Sim ulation	Intellectual_Sim ulation
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		1.80	1.88	1.80	1.69	3.65
Std. Error of Mean		.101	.127	.097	.099	.140
Median		2.00	2.00	2.00	2.00	4.00
Mode		2	2	2	2	4
Std. Deviation		.722	.909	.693	.707	.996
Variance		.521	.826	.481	.500	.993
Range		3	4	3	3	4
Minimum		1	1	1	1	1
Maximum		4	5	4	4	5
Sum		92	96	92	86	186

### Statistics

		Intellectual_Sim ulation	Intellectual_Sim ulation	Intellectual_Sim ulation	Individualized_ Consideration	Individualized_ Consideration
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		1.80	1.71	1.84	1.80	1.96
Std. Error of Mean		.119	.102	.113	.101	.128
Median		2.00	2.00	2.00	2.00	2.00
Mode		2	2	2	2	2
Std. Deviation		.849	.729	.809	.722	.916
Variance		.721	.532	.655	.521	.838
Range		4	3	3	3	4
Minimum		1	1	1	1	1
Maximum		5	4	4	4	5
Sum		92	87	94	92	100

### Statistics

		Individualized_ Consideration	Individualized_ Consideration	Individualized_ Consideration	Individualized_ Consideration	Individualized_ Consideration
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		4.10	1.90	4.06	2.31	2.41
Std. Error of Mean		.154	.129	.147	.160	.151
Median		4.00	2.00	4.00	2.00	2.00
Mode		5	2	5	2	2
Std. Deviation		1.100	.922	1.047	1.140	1.080
Variance		1.210	.850	1.096	1.300	1.167
Range		4	4	4	4	4
Minimum		1	1	1	1	1
Maximum		5	5	5	5	5
Sum		209	97	207	118	123

### Statistics

		Individualized_ Consideration	Penyusunan_Pr ogram	Penyusunan_Pr ogram	Penyusunan_Pr ogram	Pelaksanaan_P rogram
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		3.98	2.04	1.98	3.92	1.92
Std. Error of Mean		.141	.105	.103	.170	.100
Median		4.00	2.00	2.00	4.00	2.00
Mode		4	2	2	5	2
Std. Deviation		1.010	.747	.735	1.214	.717
Variance		1.020	.558	.540	1.474	.514
Range		4	4	4	4	4
Minimum		1	1	1	1	1
Maximum		5	5	5	5	5
Sum		203	104	101	200	98

### Statistics

		Pelaksanaan_P rogram	Pelaksanaan_P rogram	Pelaksanaan_P rogram	Penyusunan_Pr ogram	Evaluasi
N	Valid	51	51	51	51	51
	Missing	0	0	0	0	0
Mean		1.63	3.92	2.57	4.35	1.82
Std. Error of Mean		.108	.185	.146	.134	.104
Median		2.00	4.00	2.00	5.00	2.00
Mode		1	5	2	5	2
Std. Deviation		.774	1.324	1.044	.955	.740
Variance		.598	1.754	1.090	.913	.548
Range		4	4	4	4	3
Minimum		1	1	1	1	1
Maximum		5	5	5	5	4
Sum		83	200	131	222	93

### Statistics

		Penyusunan_Pr ogram	Evaluasi	Evaluasi	Evaluasi	Analisis_Evalua si	Analisis_Evalua si
N	Valid	51	51	51	51	51	51
	Missing	0	0	0	0	0	0
Mean		1.53	1.57	1.88	1.75	1.76	4.06
Std. Error of Mean		.086	.085	.087	.096	.103	.152
Median		1.00	2.00	2.00	2.00	2.00	4.00
Mode		1	1	2	2	2	4
Std. Deviation		.612	.608	.621	.688	.737	1.085
Variance		.374	.370	.386	.474	.544	1.176
Range		2	2	2	2	3	4
Minimum		1	1	1	1	1	1
Maximum		3	3	3	3	4	5
Sum		78	80	96	89	90	207

### Statistics

		Analisis_Evaluasi	Program_Perbaikan	Program_Perbaikan	Program_Perbaikan
N	Valid	51	51	51	51
	Missing	0	0	0	0
Mean		2.06	1.75	2.00	2.33
Std. Error of Mean		.095	.078	.119	.127
Median		2.00	2.00	2.00	2.00
Mode		2	2	2	2
Std. Deviation		.676	.560	.849	.909
Variance		.456	.314	.720	.827
Range		3	2	4	4
Minimum		1	1	1	1
Maximum		4	3	5	5
Sum		105	89	102	119

a. Multiple modes exist. The smallest value is shown

### Frequency Table

#### Jenis\_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	12	23.5	23.5	23.5
	Perempuan	39	76.5	76.5	100.0
	Total	51	100.0	100.0	

#### Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25 tah	5	9.8	9.8	9.8
	> 45 tah	8	15.7	15.7	25.5
	25 - 3	19	37.3	37.3	62.7
	30 - 4	19	37.3	37.3	100.0
	Total	51	100.0	100.0	

#### Tingkat\_Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	4	7.8	7.8	7.8
	Lain-lai	1	2.0	2.0	9.8
	Magister	12	23.5	23.5	33.3
	Sarjana	34	66.7	66.7	100.0
	Total	51	100.0	100.0	



### Lama\_Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1 tahu	5	9.8	9.8	9.8
	> 10 tah	7	13.7	13.7	23.5
	1 – 5	25	49.0	49.0	72.5
	5 – 10	14	27.5	27.5	100.0
	Total	51	100.0	100.0	

### Beban\_Tambahan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ada	35	68.6	68.6	68.6
	Tidak Ad	16	31.4	31.4	100.0
	Total	51	100.0	100.0	

### Jenjang

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PG / TK	17	33.3	33.3	33.3
	SD	12	23.5	23.5	56.9
	SMA	15	29.4	29.4	86.3
	SMP	7	13.7	13.7	100.0
	Total	51	100.0	100.0	

### Kesadaran\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	20	39.2	39.2	39.2
	Setuju	22	43.1	43.1	82.4
	Ragu-ragu	3	5.9	5.9	88.2
	Tidak Setuju	4	7.8	7.8	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Kesadaran\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	9	17.6	17.6	21.6
	Ragu-ragu	12	23.5	23.5	45.1
	Tidak Setuju	20	39.2	39.2	84.3
	Sangat Tidak Setuju	8	15.7	15.7	100.0
	Total	51	100.0	100.0	

### Motivasi\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	24	47.1	47.1	47.1
	Setuju	19	37.3	37.3	84.3
	Ragu-ragu	5	9.8	9.8	94.1
	Sangat Tidak Setuju	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

### Kesadaran\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	27	52.9	52.9	52.9
	Setuju	19	37.3	37.3	90.2
	Ragu-ragu	1	2.0	2.0	92.2
	Tidak Setuju	2	3.9	3.9	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	4	7.8	7.8	7.8
	Setuju	21	41.2	41.2	49.0
	Ragu-ragu	14	27.5	27.5	76.5
	Tidak Setuju	10	19.6	19.6	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Kesadaran\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	30	58.8	58.8	58.8
	Setuju	15	29.4	29.4	88.2
	Ragu-ragu	2	3.9	3.9	92.2
	Tidak Setuju	3	5.9	5.9	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Kesadaran\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	1	2.0	2.0	5.9
	Ragu-ragu	2	3.9	3.9	9.8
	Tidak Setuju	12	23.5	23.5	33.3
	Sangat Tidak Setuju	34	66.7	66.7	100.0
	Total		51	100.0	100.0

### Kesadaran\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	28	54.9	54.9	54.9
	Setuju	15	29.4	29.4	84.3
	Ragu-ragu	4	7.8	7.8	92.2
	Tidak Setuju	2	3.9	3.9	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total		51	100.0	100.0

### Kesadaran\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	22	43.1	43.1	43.1
	Setuju	23	45.1	45.1	88.2
	Ragu-ragu	3	5.9	5.9	94.1
	Sangat Tidak Setuju	3	5.9	5.9	100.0
	Total		51	100.0	100.0

### Empati

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	27	52.9	52.9	52.9
	Setuju	19	37.3	37.3	90.2
	Ragu-ragu	2	3.9	3.9	94.1
	Tidak Setuju	2	3.9	3.9	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total		51	100.0	100.0

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	13	25.5	25.5	25.5
	Setuju	22	43.1	43.1	68.6
	Ragu-ragu	14	27.5	27.5	96.1
	Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	7	13.7	13.7	15.7
	Ragu-ragu	18	35.3	35.3	51.0
	Tidak Setuju	15	29.4	29.4	80.4
	Sangat Tidak Setuju	10	19.6	19.6	100.0
	Total	51	100.0	100.0	

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	5	9.8	9.8	9.8
	Setuju	34	66.7	66.7	76.5
	Ragu-ragu	9	17.6	17.6	94.1
	Tidak Setuju	1	2.0	2.0	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Motivasi\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	6	11.8	11.8	13.7
	Ragu-ragu	12	23.5	23.5	37.3
	Tidak Setuju	20	39.2	39.2	76.5
	Sangat Tidak Setuju	12	23.5	23.5	100.0
	Total	51	100.0	100.0	

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	8	15.7	15.7	15.7
	Setuju	23	45.1	45.1	60.8
	Ragu-ragu	14	27.5	27.5	88.2
	Tidak Setuju	3	5.9	5.9	94.1
	Sangat Tidak Setuju	3	5.9	5.9	100.0
	Total		51	100.0	100.0

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	4	7.8	7.8	7.8
	Ragu-ragu	3	5.9	5.9	13.7
	Tidak Setuju	17	33.3	33.3	47.1
	Sangat Tidak Setuju	27	52.9	52.9	100.0
	Total		51	100.0	100.0

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	4	7.8	7.8	7.8
	Setuju	14	27.5	27.5	35.3
	Ragu-ragu	8	15.7	15.7	51.0
	Tidak Setuju	16	31.4	31.4	82.4
	Sangat Tidak Setuju	9	17.6	17.6	100.0
	Total		51	100.0	100.0

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	9	17.6	17.6	17.6
	Setuju	30	58.8	58.8	76.5
	Ragu-ragu	8	15.7	15.7	92.2
	Tidak Setuju	4	7.8	7.8	100.0
	Total		51	100.0	100.0

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	15	29.4	29.4	29.4
	Setuju	28	54.9	54.9	84.3
	Ragu-ragu	4	7.8	7.8	92.2
	Tidak Setuju	2	3.9	3.9	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total		51	100.0	100.0

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	6	11.8	11.8	11.8
	Ragu-ragu	8	15.7	15.7	27.5
	Tidak Setuju	17	33.3	33.3	60.8
	Sangat Tidak Setuju	20	39.2	39.2	100.0
	Total		51	100.0	100.0

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	4	7.8	7.8	7.8
	Setuju	25	49.0	49.0	56.9
	Ragu-ragu	12	23.5	23.5	80.4
	Tidak Setuju	7	13.7	13.7	94.1
	Sangat Tidak Setuju	3	5.9	5.9	100.0
	Total		51	100.0	100.0

### Manajemen\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	23	45.1	45.1	45.1
	Setuju	21	41.2	41.2	86.3
	Ragu-ragu	6	11.8	11.8	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total		51	100.0	100.0

### Empati

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	7	13.7	13.7	13.7
	Setuju	12	23.5	23.5	37.3
	Ragu-ragu	13	25.5	25.5	62.7
	Tidak Setuju	13	25.5	25.5	88.2
	Sangat Tidak Setuju	6	11.8	11.8	100.0
	Total	51	100.0	100.0	

### Motivasi\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	23	45.1	45.1	45.1
	Setuju	23	45.1	45.1	90.2
	Ragu-ragu	3	5.9	5.9	96.1
	Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Motivasi\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	26	51.0	51.0	51.0
	Setuju	20	39.2	39.2	90.2
	Ragu-ragu	3	5.9	5.9	96.1
	Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Motivasi\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	14	27.5	27.5	29.4
	Ragu-ragu	9	17.6	17.6	47.1
	Tidak Setuju	20	39.2	39.2	86.3
	Sangat Tidak Setuju	7	13.7	13.7	100.0
	Total	51	100.0	100.0	

### Motivasi\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	27	52.9	52.9	52.9
	Setuju	20	39.2	39.2	92.2
	Ragu-ragu	4	7.8	7.8	100.0

### Motivasi\_Diri

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	8	15.7	15.7	17.6
	Ragu-ragu	9	17.6	17.6	35.3
	Tidak Setuju	19	37.3	37.3	72.5
	Sangat Tidak Setuju	14	27.5	27.5	100.0
	Total	51	100.0	100.0	

### Empati

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	31	60.8	60.8	60.8
	Setuju	14	27.5	27.5	88.2
	Ragu-ragu	4	7.8	7.8	96.1
	Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Empati

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	3	5.9	5.9	5.9
	Ragu-ragu	1	2.0	2.0	7.8
	Tidak Setuju	9	17.6	17.6	25.5
	Sangat Tidak Setuju	38	74.5	74.5	100.0
	Total	51	100.0	100.0	

### Empati

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	26	51.0	51.0	51.0
	Setuju	19	37.3	37.3	88.2
	Ragu-ragu	5	9.8	9.8	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Empati

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	1	2.0	2.0	5.9
	Ragu-ragu	1	2.0	2.0	7.8
	Tidak Setuju	17	33.3	33.3	44.0



### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	1	2.0	2.0	5.9
	Ragu-ragu	1	2.0	2.0	7.8
	Tidak Setuju	7	13.7	13.7	21.6
	Sangat Tidak Setuju	40	78.4	78.4	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	39	76.5	76.5	76.5
	Setuju	10	19.6	19.6	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	4	7.8	7.8	7.8
	Ragu-ragu	5	9.8	9.8	17.6
	Tidak Setuju	15	29.4	29.4	47.1
	Sangat Tidak Setuju	27	52.9	52.9	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	26	51.0	51.0	51.0
	Setuju	19	37.3	37.3	88.2
	Ragu-ragu	4	7.8	7.8	96.1
	Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	12	23.5	23.5	23.5
	Setuju	29	56.9	56.9	80.4
	Ragu-ragu	10	19.6	19.6	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	26	51.0	51.0	51.0
	Setuju	19	37.3	37.3	88.2
	Ragu-ragu	3	5.9	5.9	94.1
	Tidak Setuju	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	21	41.2	41.2	41.2
	Setuju	24	47.1	47.1	88.2
	Ragu-ragu	6	11.8	11.8	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	1	2.0	2.0	3.9
	Ragu-ragu	3	5.9	5.9	9.8
	Tidak Setuju	16	31.4	31.4	41.2
	Sangat Tidak Setuju	30	58.8	58.8	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	12	23.5	23.5	23.5
	Setuju	26	51.0	51.0	74.5
	Ragu-ragu	9	17.6	17.6	92.2
	Tidak Setuju	4	7.8	7.8	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	24	47.1	47.1	47.1
	Setuju	19	37.3	37.3	84.3
	Ragu-ragu	7	13.7	13.7	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	2	3.9	3.9	3.9
	Ragu-ragu	4	7.8	7.8	11.8
	Tidak Setuju	10	19.6	19.6	31.4
	Sangat Tidak Setuju	35	68.6	68.6	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	6	11.8	11.8	11.8
	Setuju	24	47.1	47.1	58.8
	Ragu-ragu	15	29.4	29.4	88.2
	Tidak Setuju	6	11.8	11.8	100.0
	Total	51	100.0	100.0	

### Keterampilan\_Sosial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	4	7.8	7.8	7.8
	Ragu-ragu	11	21.6	21.6	29.4
	Tidak Setuju	18	35.3	35.3	64.7
	Sangat Tidak Setuju	18	35.3	35.3	100.0
	Total	51	100.0	100.0	

### Beban\_Waktu

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	3	5.9	5.9	5.9
	Setuju	6	11.8	11.8	17.6
	Ragu-ragu	9	17.6	17.6	35.3
	Tidak Setuju	11	21.6	21.6	56.9
	Sangat Tidak Setuju	22	43.1	43.1	100.0
	Total	51	100.0	100.0	

### Beban\_Waktu

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	6	11.8	11.8	11.8
	Setuju	14	27.5	27.5	39.2
	Ragu-ragu	13	25.5	25.5	64.7
	Tidak Setuju	18	35.3	35.3	100.0

**Beban\_Waktu**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	8	15.7	15.7	15.7
	Setuju	19	37.3	37.3	52.9
	Ragu-ragu	15	29.4	29.4	82.4
	Tidak Setuju	7	13.7	13.7	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total		51	100.0	100.0

**Beban\_Waktu**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	9	17.6	17.6	19.6
	Ragu-ragu	15	29.4	29.4	49.0
	Tidak Setuju	18	35.3	35.3	84.3
	Sangat Tidak Setuju	8	15.7	15.7	100.0
	Total		51	100.0	100.0

**Beban\_Waktu**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	8	15.7	15.7	15.7
	Setuju	13	25.5	25.5	41.2
	Ragu-ragu	15	29.4	29.4	70.6
	Tidak Setuju	7	13.7	13.7	84.3
	Sangat Tidak Setuju	8	15.7	15.7	100.0
	Total		51	100.0	100.0

**Beban\_Waktu**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	10	19.6	19.6	19.6
	Setuju	10	19.6	19.6	39.2
	Ragu-ragu	16	31.4	31.4	70.6
	Tidak Setuju	12	23.5	23.5	94.1
	Sangat Tidak Setuju	3	5.9	5.9	100.0
	Total		51	100.0	100.0

### Beban\_Usaha\_Mental

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	1	2.0	2.0	2.0
	Ragu-ragu	7	13.7	13.7	15.7
	Tidak Setuju	19	37.3	37.3	52.9
	Sangat Tidak Setuju	24	47.1	47.1	100.0
	Total	51	100.0	100.0	

### Beban\_Usaha\_Mental

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	3	5.9	5.9	5.9
	Ragu-ragu	8	15.7	15.7	21.6
	Tidak Setuju	23	45.1	45.1	66.7
	Sangat Tidak Setuju	17	33.3	33.3	100.0
	Total	51	100.0	100.0	

### Beban\_Usaha\_Mental

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	10	19.6	19.6	19.6
	Setuju	27	52.9	52.9	72.5
	Ragu-ragu	8	15.7	15.7	88.2
	Tidak Setuju	3	5.9	5.9	94.1
	Sangat Tidak Setuju	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

### Beban\_Usaha\_Mental

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	3	5.9	5.9	5.9
	Setuju	5	9.8	9.8	15.7
	Ragu-ragu	10	19.6	19.6	35.3
	Tidak Setuju	18	35.3	35.3	70.6
	Sangat Tidak Setuju	15	29.4	29.4	100.0
	Total	51	100.0	100.0	

### Beban\_Usaha\_Mental

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	4	7.8	7.8	7.8
	Ragu-ragu	3	5.9	5.9	13.7
	Tidak Setuju	10	19.6	19.6	33.3

### Beban\_Usaha\_Mental

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	1	2.0	2.0	5.9
	Ragu-ragu	1	2.0	2.0	7.8
	Tidak Setuju	18	35.3	35.3	43.1
	Sangat Tidak Setuju	29	56.9	56.9	100.0
	Total	51	100.0	100.0	

### Beban\_Tekanan\_Psikologis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	3	5.9	5.9	5.9
	Ragu-ragu	7	13.7	13.7	19.6
	Tidak Setuju	16	31.4	31.4	51.0
	Sangat Tidak Setuju	25	49.0	49.0	100.0
	Total	51	100.0	100.0	

### Beban\_Tekanan\_Psikologis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	5	9.8	9.8	9.8
	Setuju	16	31.4	31.4	41.2
	Ragu-ragu	13	25.5	25.5	66.7
	Tidak Setuju	12	23.5	23.5	90.2
	Sangat Tidak Setuju	5	9.8	9.8	100.0
	Total	51	100.0	100.0	

### Beban\_Tekanan\_Psikologis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	9	17.6	17.6	17.6
	Setuju	10	19.6	19.6	37.3
	Ragu-ragu	15	29.4	29.4	66.7
	Tidak Setuju	12	23.5	23.5	90.2
	Sangat Tidak Setuju	5	9.8	9.8	100.0
	Total	51	100.0	100.0	

### Beban\_Tekanan\_Psikologis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	7	13.7	13.7	13.7
	Setuju	9	17.6	17.6	31.4
	Ragu-ragu	15	29.4	29.4	60.8
	Tidak Setuju	13	25.5	25.5	86.3
	Sangat Tidak Setuju	7	13.7	13.7	100.0
	Total	51	100.0	100.0	

### Beban\_Tekanan\_Psikologis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	13	25.5	25.5	29.4
	Ragu-ragu	21	41.2	41.2	70.6
	Tidak Setuju	14	27.5	27.5	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Beban\_Tekanan\_Psikologis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	7	13.7	13.7	17.6
	Ragu-ragu	13	25.5	25.5	43.1
	Tidak Setuju	14	27.5	27.5	70.6
	Sangat Tidak Setuju	15	29.4	29.4	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	22	43.1	43.1	43.1
	Setuju	21	41.2	41.2	84.3
	Ragu-ragu	5	9.8	9.8	94.1
	Tidak Setuju	2	3.9	3.9	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	6	11.8	11.8	13.7
	Ragu-ragu	3	5.9	5.9	19.6
	Tidak Setuju	14	27.5	27.5	47.1
	Sangat Tidak Setuju	27	52.9	52.9	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	17	33.3	33.3	33.3
	Setuju	26	51.0	51.0	84.3
	Ragu-ragu	4	7.8	7.8	92.2
	Tidak Setuju	2	3.9	3.9	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	4	7.8	7.8	7.8
	Ragu-ragu	4	7.8	7.8	15.7
	Tidak Setuju	19	37.3	37.3	52.9
	Sangat Tidak Setuju	24	47.1	47.1	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	20	39.2	39.2	39.2
	Setuju	22	43.1	43.1	82.4
	Ragu-ragu	8	15.7	15.7	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	2	3.9	3.9	3.9
	Ragu-ragu	7	13.7	13.7	17.6
	Tidak Setuju	17	33.3	33.3	51.0



### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	23	45.1	45.1	45.1
	Setuju	20	39.2	39.2	84.3
	Ragu-ragu	7	13.7	13.7	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	19	37.3	37.3	37.3
	Setuju	26	51.0	51.0	88.2
	Ragu-ragu	6	11.8	11.8	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	9	17.6	17.6	21.6
	Ragu-ragu	16	31.4	31.4	52.9
	Tidak Setuju	17	33.3	33.3	86.3
	Sangat Tidak Setuju	7	13.7	13.7	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	17	33.3	33.3	33.3
	Setuju	26	51.0	51.0	84.3
	Ragu-ragu	5	9.8	9.8	94.1
	Tidak Setuju	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	24	47.1	47.1	47.1
	Setuju	20	39.2	39.2	86.3
	Ragu-ragu	5	9.8	9.8	96.1
	Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Idealized\_Influence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	25	49.0	49.0	49.0
	Setuju	21	41.2	41.2	90.2
	Ragu-ragu	4	7.8	7.8	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Inspirational\_Motivation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	18	35.3	35.3	35.3
	Setuju	26	51.0	51.0	86.3
	Ragu-ragu	6	11.8	11.8	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Inspirational\_Motivation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	19	37.3	37.3	37.3
	Setuju	23	45.1	45.1	82.4
	Ragu-ragu	6	11.8	11.8	94.1
	Tidak Setuju	2	3.9	3.9	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Inspirational\_Motivation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	17	33.3	33.3	33.3
	Setuju	28	54.9	54.9	88.2
	Ragu-ragu	5	9.8	9.8	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Intellectual\_Simulation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	22	43.1	43.1	43.1
	Setuju	24	47.1	47.1	90.2
	Ragu-ragu	4	7.8	7.8	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Intellectual\_Simulation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	6	11.8	11.8	13.7
	Ragu-ragu	13	25.5	25.5	39.2
	Tidak Setuju	21	41.2	41.2	80.4
	Sangat Tidak Setuju	10	19.6	19.6	100.0
	Total	51	100.0	100.0	

### Intellectual\_Simulation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	20	39.2	39.2	39.2
	Setuju	24	47.1	47.1	86.3
	Ragu-ragu	5	9.8	9.8	96.1
	Tidak Setuju	1	2.0	2.0	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Intellectual\_Simulation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	22	43.1	43.1	43.1
	Setuju	23	45.1	45.1	88.2
	Ragu-ragu	5	9.8	9.8	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Intellectual\_Simulation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	19	37.3	37.3	37.3
	Setuju	23	45.1	45.1	82.4
	Ragu-ragu	7	13.7	13.7	96.1
	Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Individualized\_Consideration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	18	35.3	35.3	35.3
	Setuju	26	51.0	51.0	86.3
	Ragu-ragu	7	13.7	13.7	100.0

### Individualized\_Consideration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	17	33.3	33.3	33.3
	Setuju	23	45.1	45.1	78.4
	Ragu-ragu	8	15.7	15.7	94.1
	Tidak Setuju	2	3.9	3.9	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Individualized\_Consideration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	4	7.8	7.8	11.8
	Ragu-ragu	4	7.8	7.8	19.6
	Tidak Setuju	18	35.3	35.3	54.9
	Sangat Tidak Setuju	23	45.1	45.1	100.0
	Total	51	100.0	100.0	

### Individualized\_Consideration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	17	33.3	33.3	33.3
	Setuju	27	52.9	52.9	86.3
	Ragu-ragu	4	7.8	7.8	94.1
	Tidak Setuju	1	2.0	2.0	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Individualized\_Consideration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	5	9.8	9.8	11.8
	Ragu-ragu	5	9.8	9.8	21.6
	Tidak Setuju	19	37.3	37.3	58.8
	Sangat Tidak Setuju	21	41.2	41.2	100.0
	Total	51	100.0	100.0	

### Individualized\_Consideration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	13	25.5	25.5	25.5
	Setuju	19	37.3	37.3	62.7
	Ragu-ragu	13	25.5	25.5	88.2
	Tidak Setuju	2	3.9	3.9	92.2
	Sangat Tidak Setuju	4	7.8	7.8	100.0
	Total	51	100.0	100.0	

### Individualized\_Consideration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	12	23.5	23.5	23.5
	Setuju	16	31.4	31.4	54.9
	Ragu-ragu	14	27.5	27.5	82.4
	Tidak Setuju	8	15.7	15.7	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Individualized\_Consideration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	2	3.9	3.9	3.9
	Setuju	2	3.9	3.9	7.8
	Ragu-ragu	8	15.7	15.7	23.5
	Tidak Setuju	22	43.1	43.1	66.7
	Sangat Tidak Setuju	17	33.3	33.3	100.0
	Total	51	100.0	100.0	

### Penyusunan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	10	19.6	19.6	19.6
	Setuju	31	60.8	60.8	80.4
	Ragu-ragu	9	17.6	17.6	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Penyusunan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	11	21.6	21.6	21.6
	Setuju	32	62.7	62.7	84.3
	Ragu-ragu	7	13.7	13.7	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Penyusunan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	4	7.8	7.8	7.8
	Setuju	3	5.9	5.9	13.7
	Ragu-ragu	6	11.8	11.8	25.5
	Tidak Setuju	18	35.3	35.3	60.8
	Sangat Tidak Setuju	20	39.2	39.2	100.0
	Total	51	100.0	100.0	

### Pelaksanaan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	12	23.5	23.5	23.5
	Setuju	33	64.7	64.7	88.2
	Ragu-ragu	5	9.8	9.8	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Pelaksanaan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	25	49.0	49.0	49.0
	Setuju	22	43.1	43.1	92.2
	Ragu-ragu	3	5.9	5.9	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Pelaksanaan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	5	9.8	9.8	9.8
	Setuju	4	7.8	7.8	17.6
	Ragu-ragu	4	7.8	7.8	25.5
	Tidak Setuju	15	29.4	29.4	54.9

### Pelaksanaan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	5	9.8	9.8	9.8
	Setuju	25	49.0	49.0	58.8
	Ragu-ragu	11	21.6	21.6	80.4
	Tidak Setuju	7	13.7	13.7	94.1
	Sangat Tidak Setuju	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

### Penyusunan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	1	2.0	2.0	2.0
	Setuju	3	5.9	5.9	7.8
	Ragu-ragu	2	3.9	3.9	11.8
	Tidak Setuju	16	31.4	31.4	43.1
	Sangat Tidak Setuju	29	56.9	56.9	100.0
	Total	51	100.0	100.0	

### Evaluasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	18	35.3	35.3	35.3
	Setuju	25	49.0	49.0	84.3
	Ragu-ragu	7	13.7	13.7	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

### Penyusunan\_Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	27	52.9	52.9	52.9
	Setuju	21	41.2	41.2	94.1
	Ragu-ragu	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

### Evaluasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	25	49.0	49.0	49.0
	Setuju	23	45.1	45.1	94.1
	Ragu-ragu	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

### Evaluasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	13	25.5	25.5	25.5
	Setuju	31	60.8	60.8	86.3
	Ragu-ragu	7	13.7	13.7	100.0
	Total	51	100.0	100.0	

### Evaluasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	20	39.2	39.2	39.2
	Setuju	24	47.1	47.1	86.3
	Ragu-ragu	7	13.7	13.7	100.0
	Total	51	100.0	100.0	

### Analisis\_Evaluasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	19	37.3	37.3	37.3
	Setuju	27	52.9	52.9	90.2
	Ragu-ragu	3	5.9	5.9	96.1
	Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

### Analisis\_Evaluasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	3	5.9	5.9	5.9
	Setuju	2	3.9	3.9	9.8
	Ragu-ragu	4	7.8	7.8	17.6
	Tidak Setuju	22	43.1	43.1	60.8
	Sangat Tidak Setuju	20	39.2	39.2	100.0
	Total	51	100.0	100.0	

### Analisis\_Evaluasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	9	17.6	17.6	17.6
	Setuju	31	60.8	60.8	78.4
	Ragu-ragu	10	19.6	19.6	98.0
	Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	



### Program\_Perbaikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	16	31.4	31.4	31.4
	Setuju	32	62.7	62.7	94.1
	Ragu-ragu	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

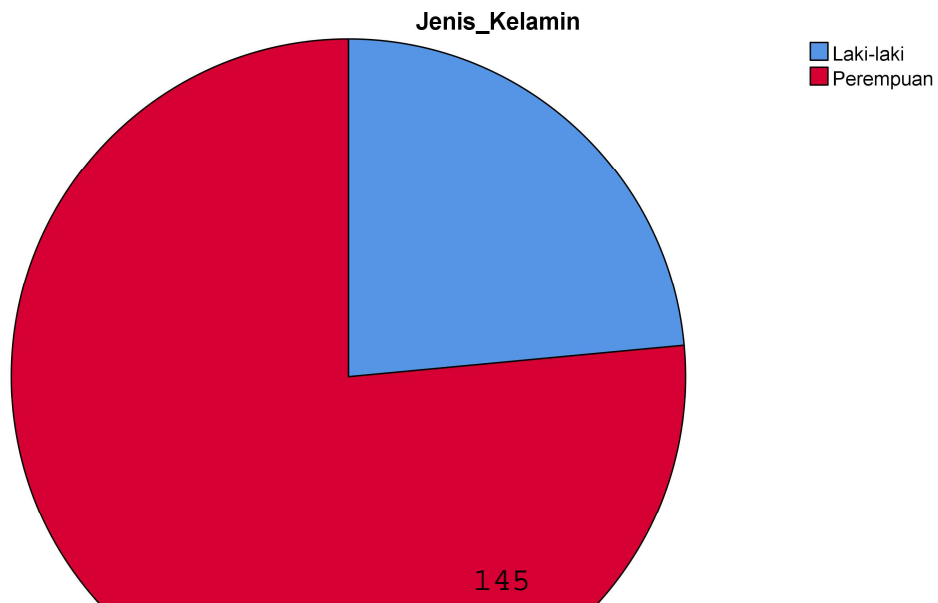
### Program\_Perbaikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	12	23.5	23.5	23.5
	Setuju	32	62.7	62.7	86.3
	Ragu-ragu	3	5.9	5.9	92.2
	Tidak Setuju	3	5.9	5.9	98.0
	Sangat Tidak Setuju	1	2.0	2.0	100.0
	Total	51	100.0	100.0	

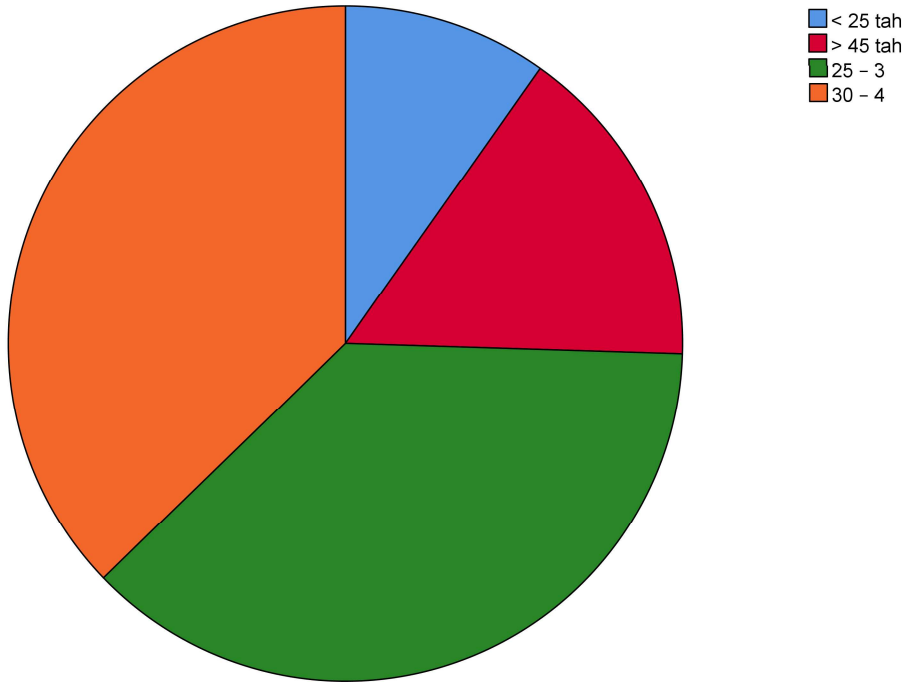
### Program\_Perbaikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Setuju	7	13.7	13.7	13.7
	Setuju	26	51.0	51.0	64.7
	Ragu-ragu	14	27.5	27.5	92.2
	Tidak Setuju	2	3.9	3.9	96.1
	Sangat Tidak Setuju	2	3.9	3.9	100.0
	Total	51	100.0	100.0	

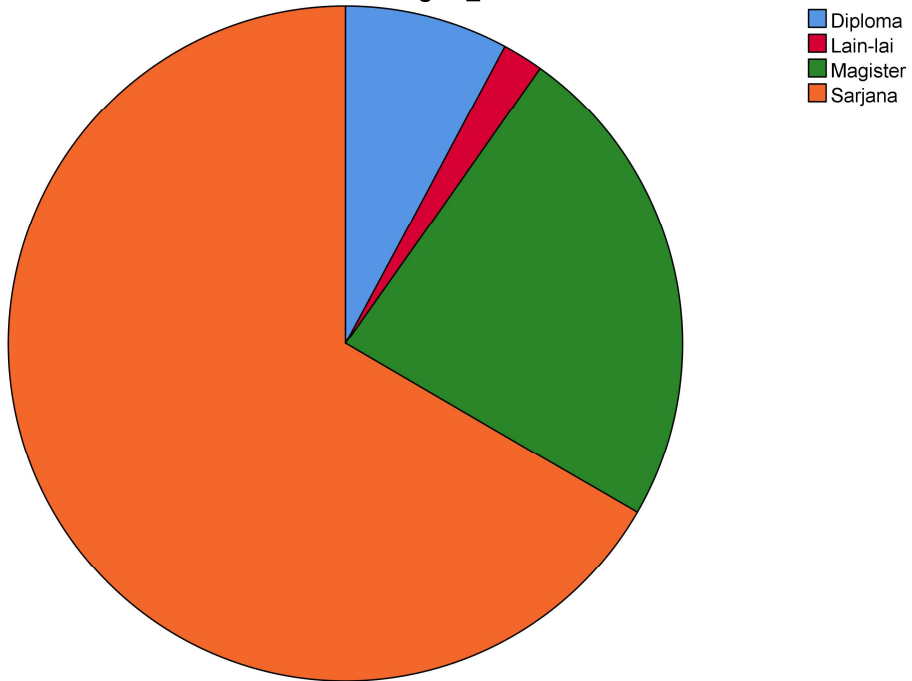
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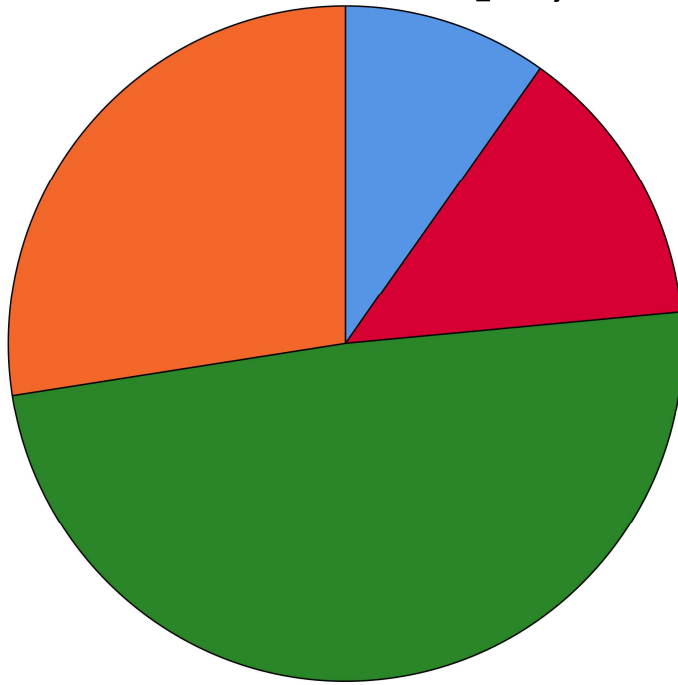
Umur



Tingkat\_Pendidikan

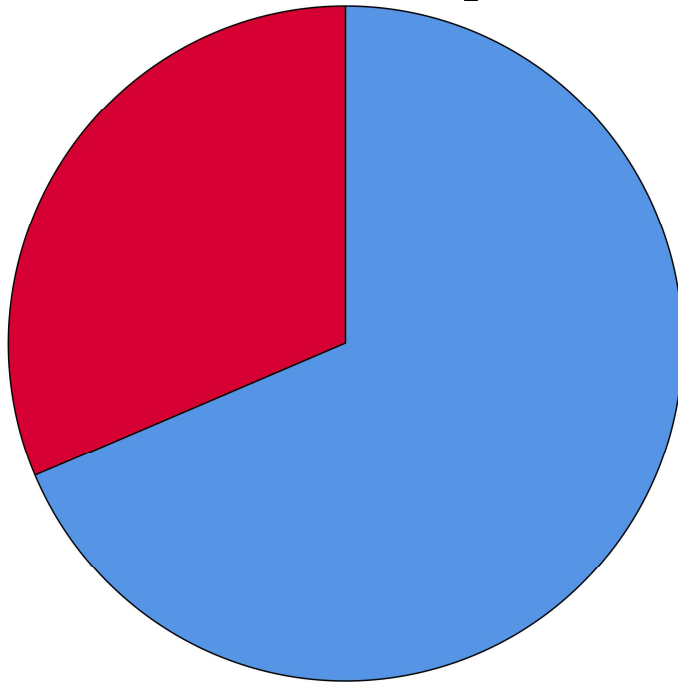


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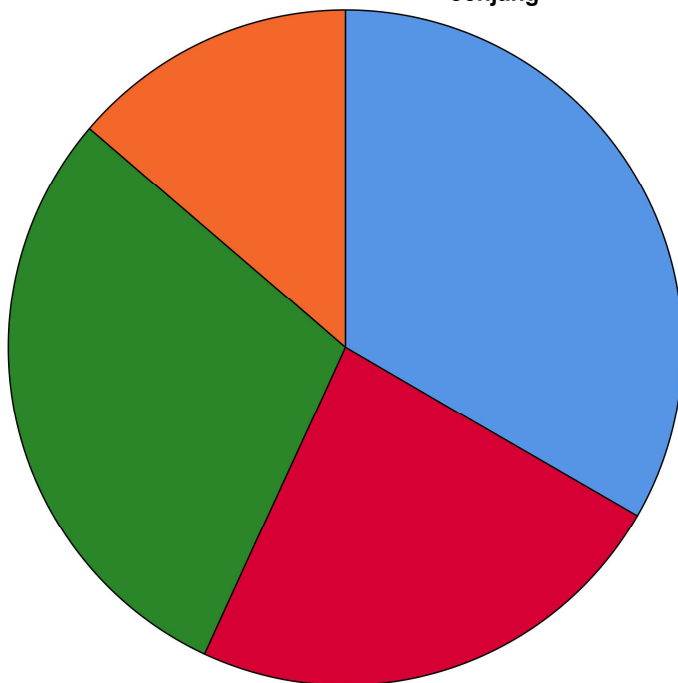
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- > 10 tahun
- 1 - 5
- 5 - 10

Beban\_Tambahan



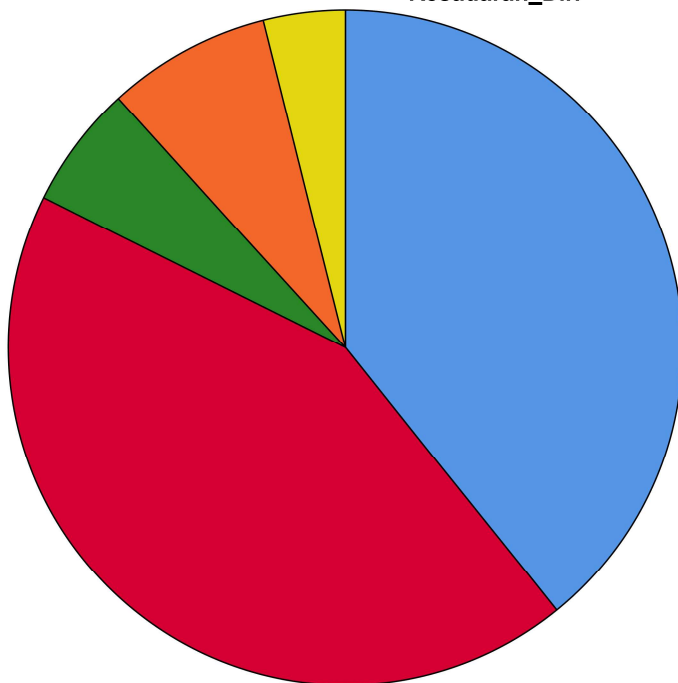
- Ada
- Tidak Ad

Jenang



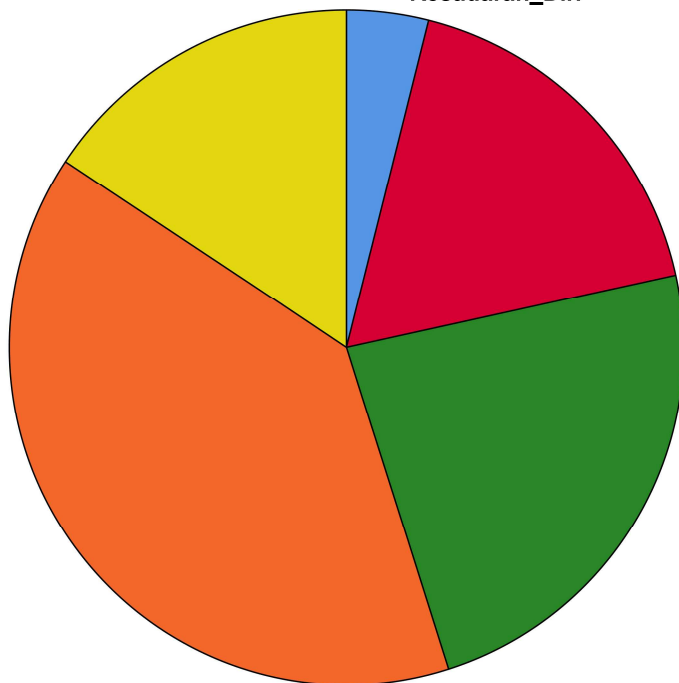
- PG / TK
- SD
- SMA
- SMP

Kesadaran\_Diri



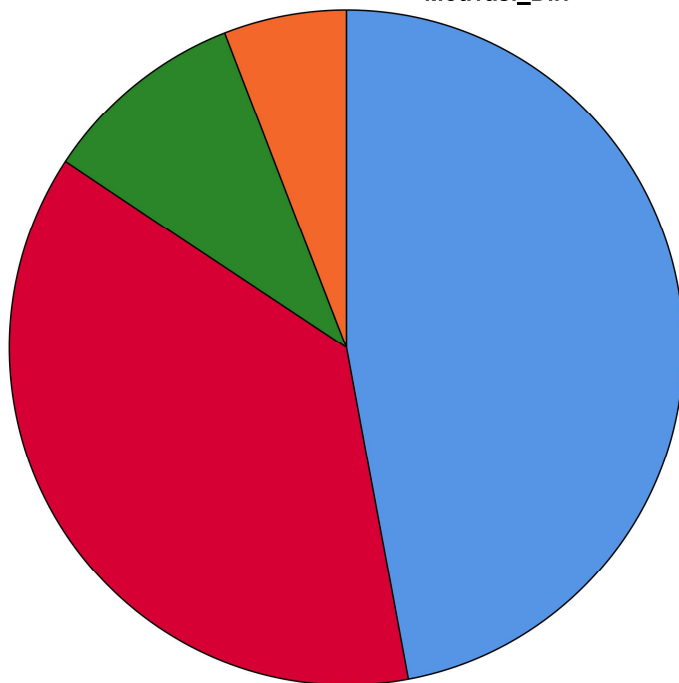
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Kesadaran\_Diri



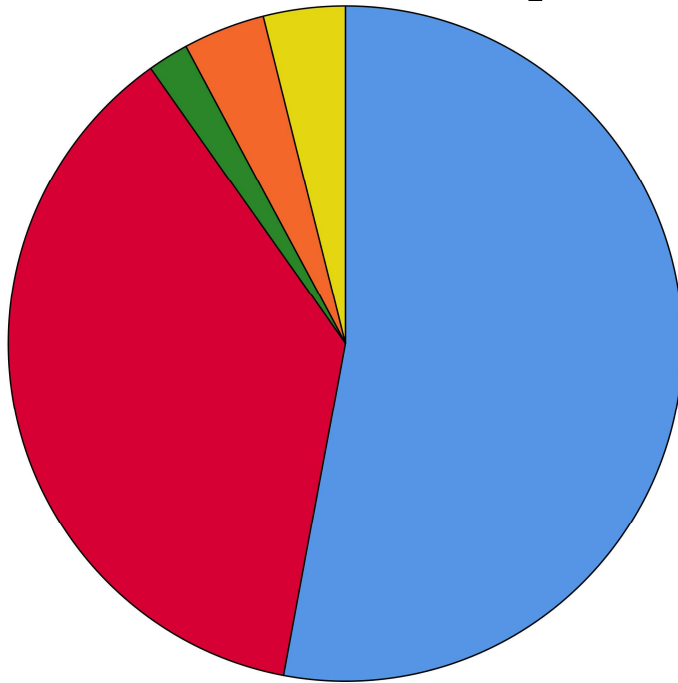
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- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Motivasi\_Diri



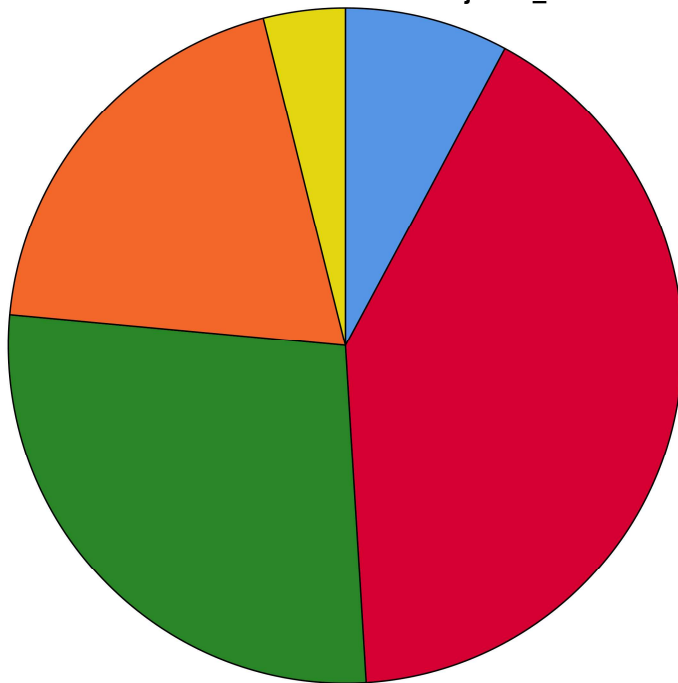
- Sangat Setuju
- Setuju
- Ragu-ragu
- Sangat Tidak Setuju

Kesadaran\_Diri



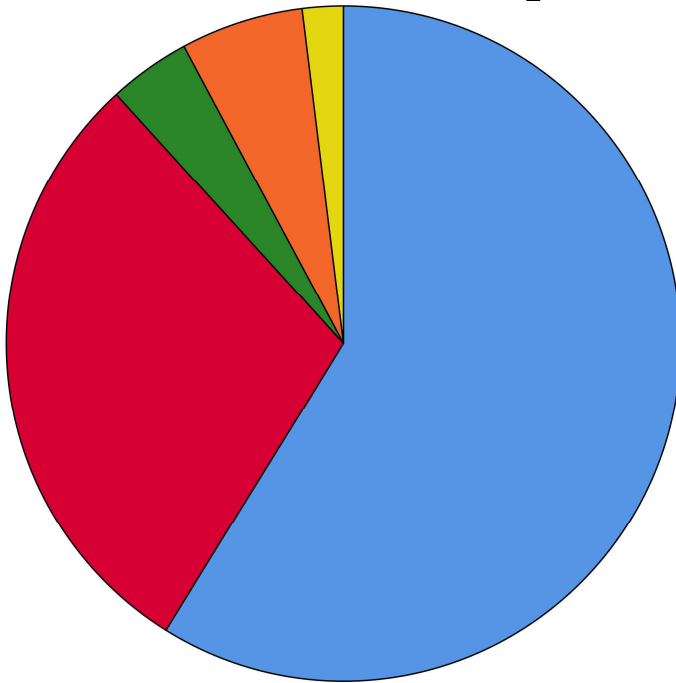
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- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Manajemen\_Diri



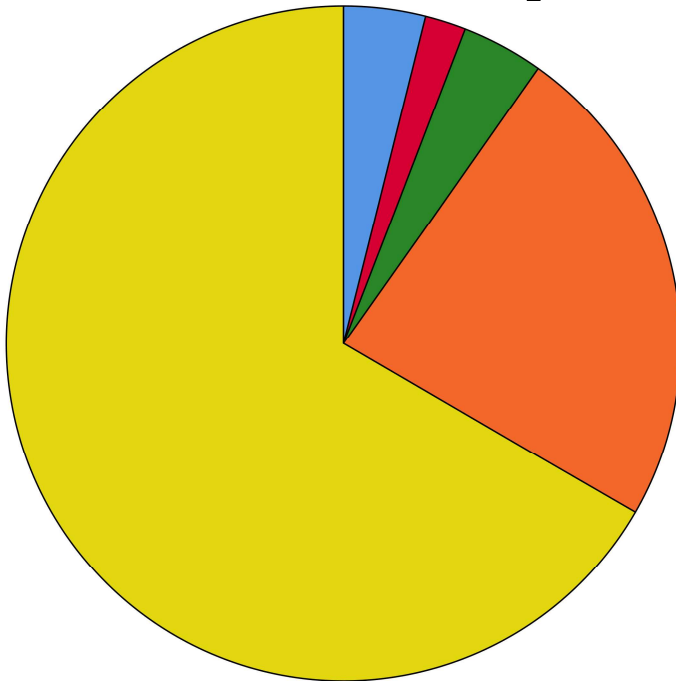
- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Kesadaran\_Diri



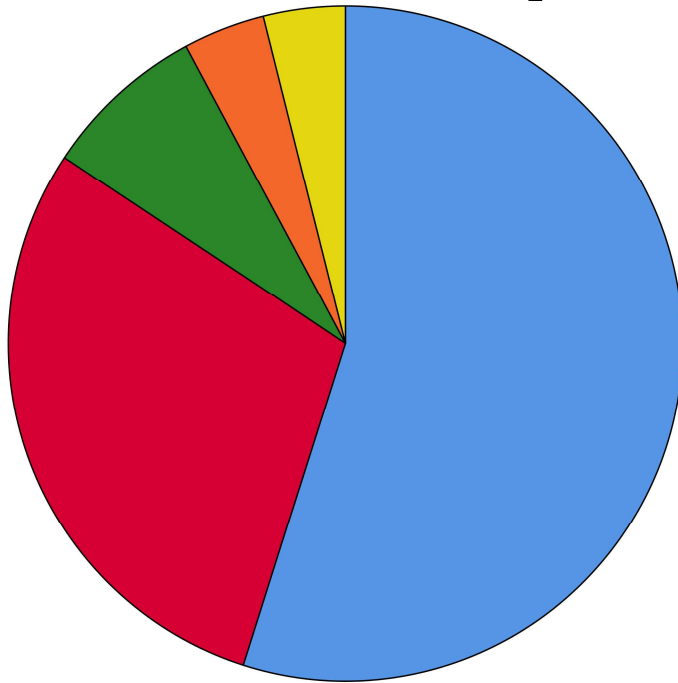
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- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Kesadaran\_Diri



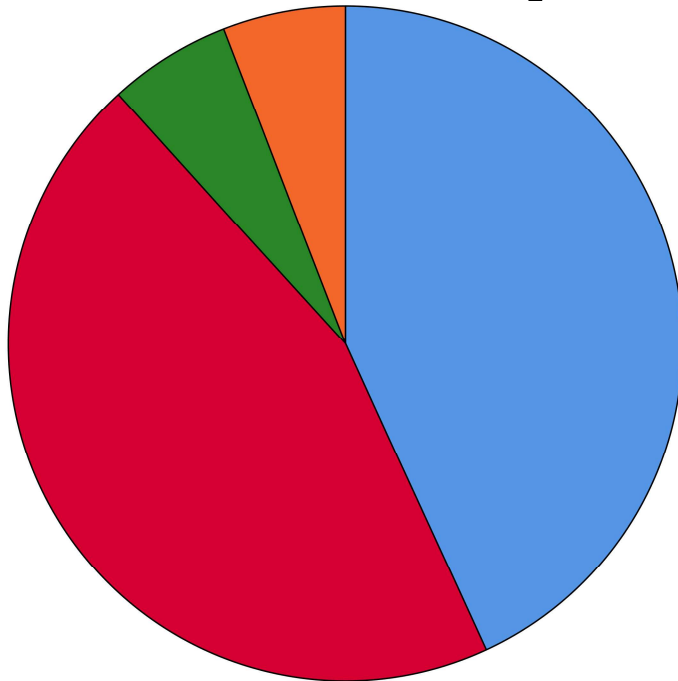
- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Kesadaran\_Diri



- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

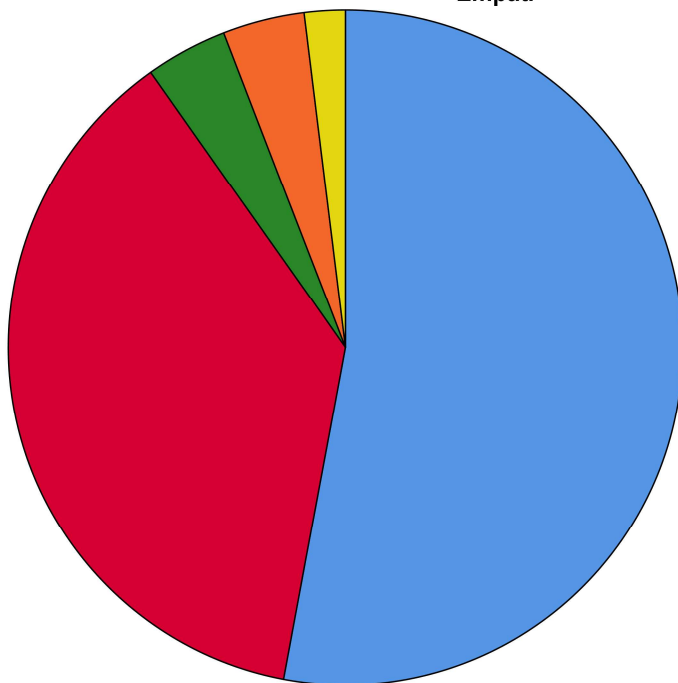
Kesadaran\_Diri



- Sangat Setuju
- Setuju
- Ragu-ragu
- Sangat Tidak Setuju

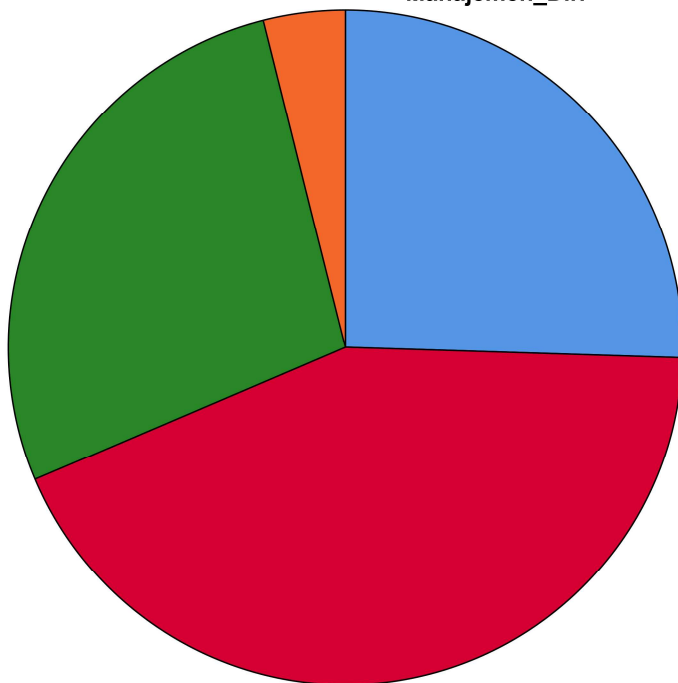


**Empati**



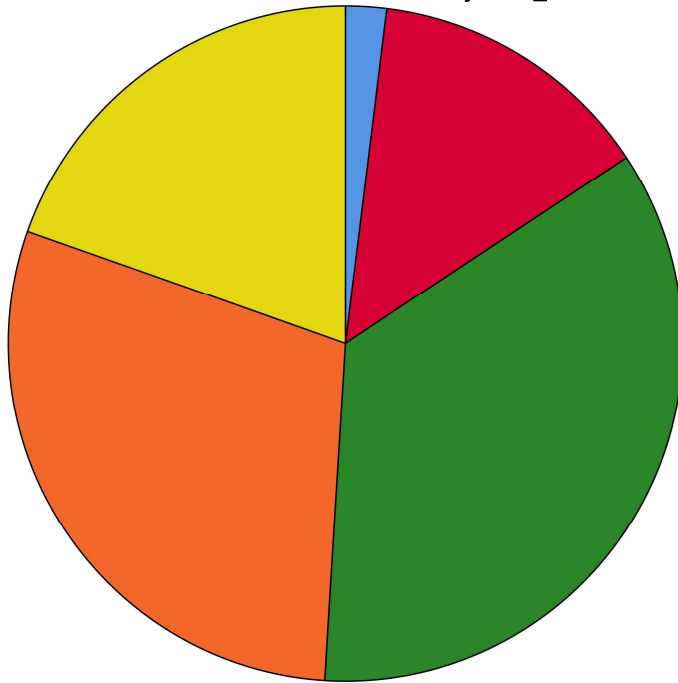
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- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

**Manajemen\_Diri**



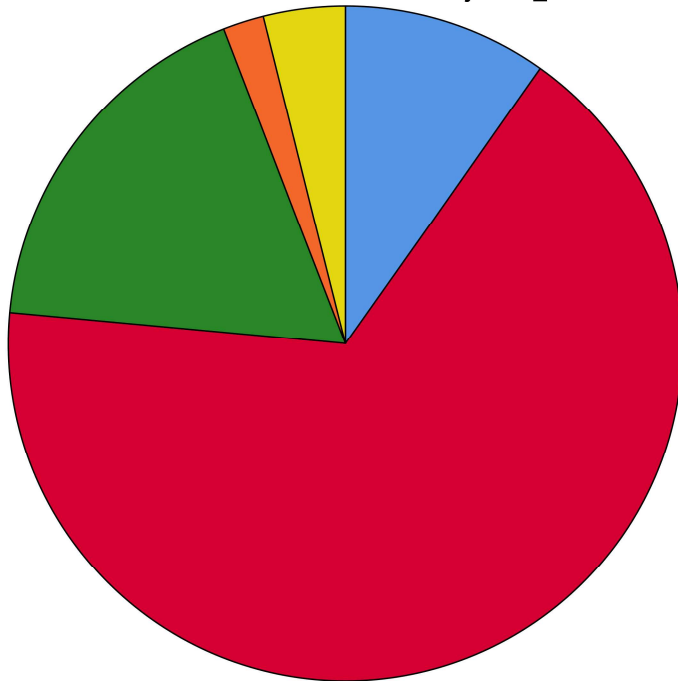
- Sangat Setuju
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- Ragu-ragu
- Tidak Setuju

Manajemen\_Diri



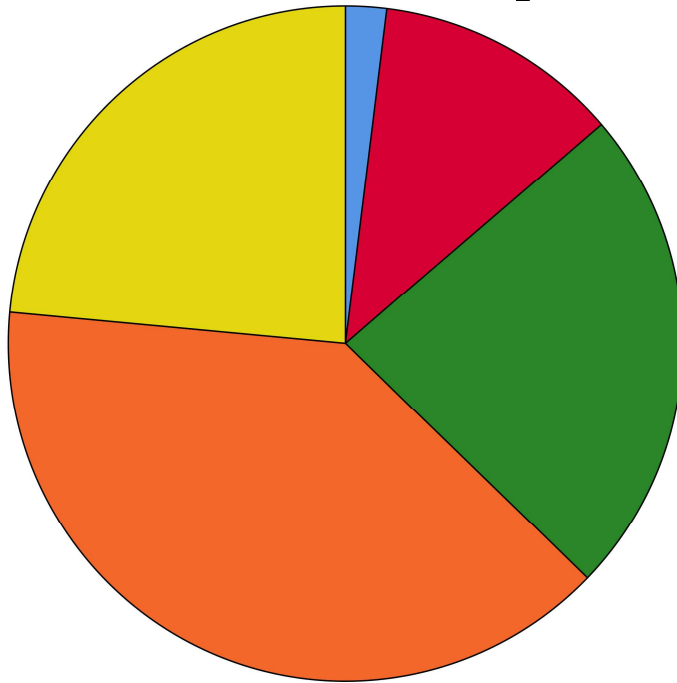
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Manajemen\_Diri



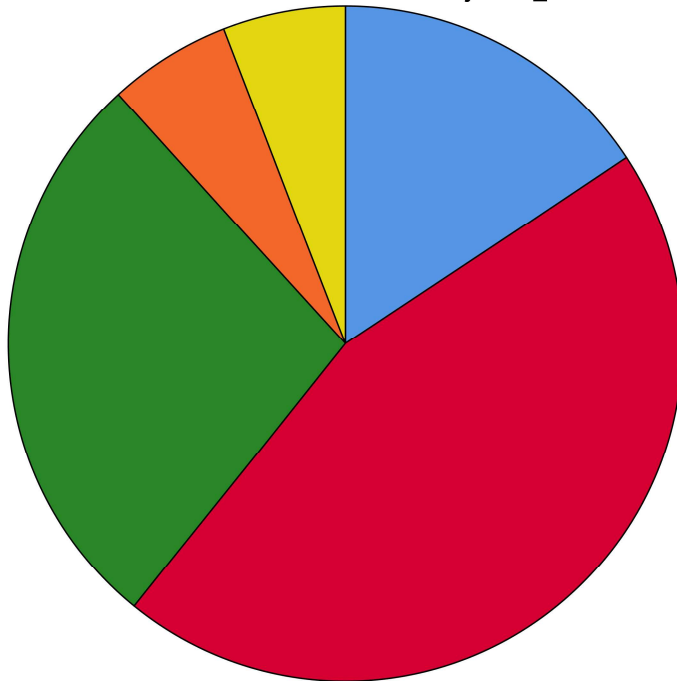
- Sangat Setuju
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Motivasi\_Diri



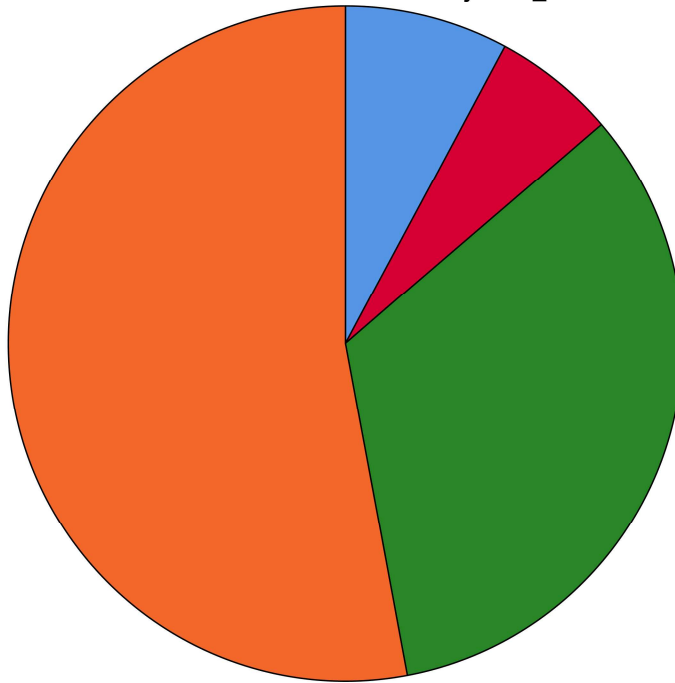
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Manajemen\_Diri



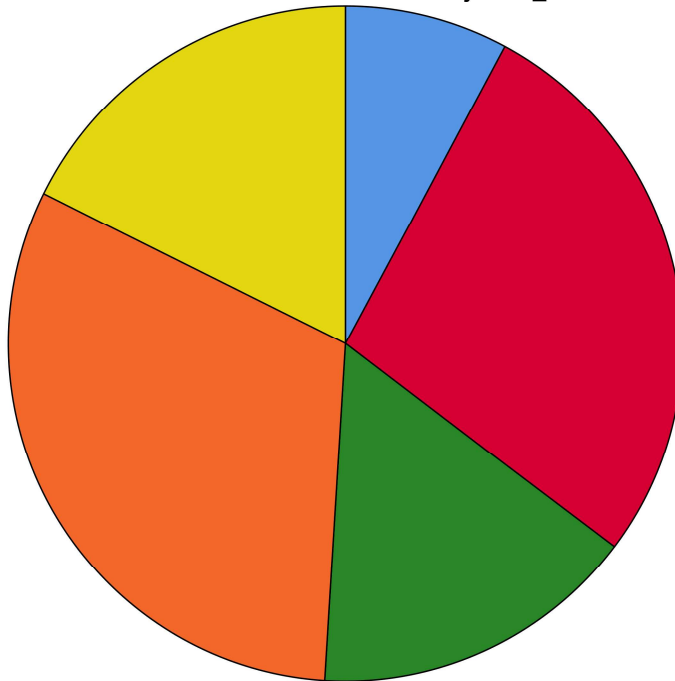
- Sangat Setuju
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Manajemen\_Diri



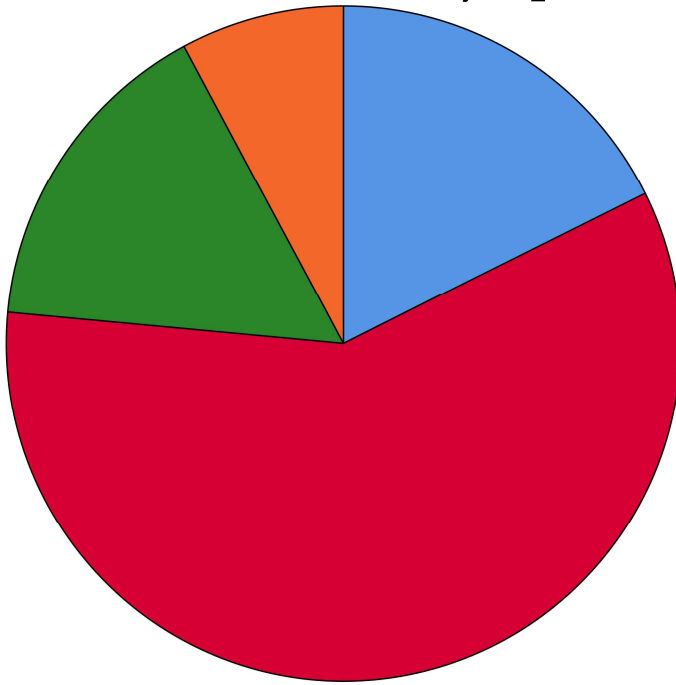
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Manajemen\_Diri



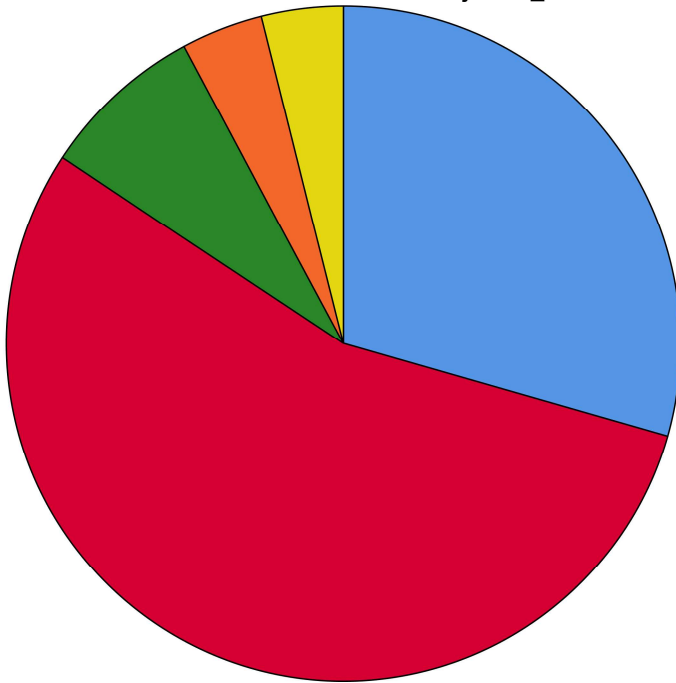
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Manajemen\_Diri



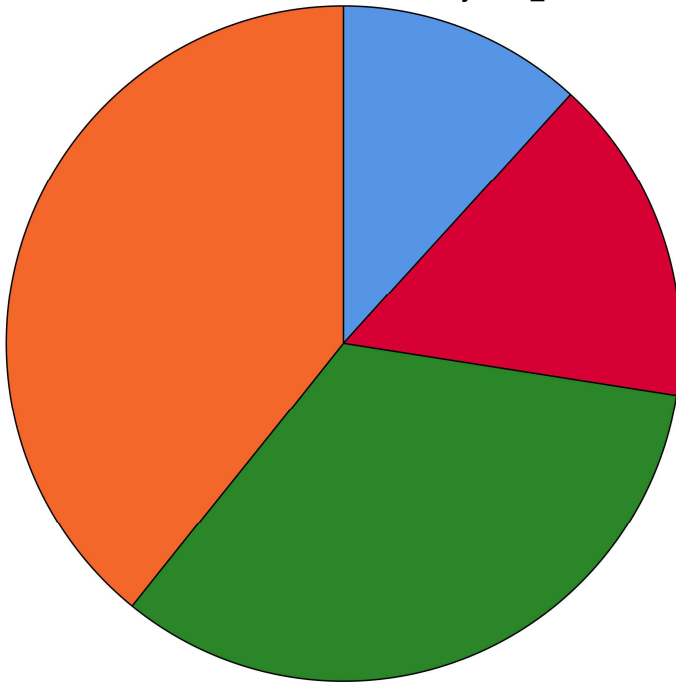
- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju

Manajemen\_Diri



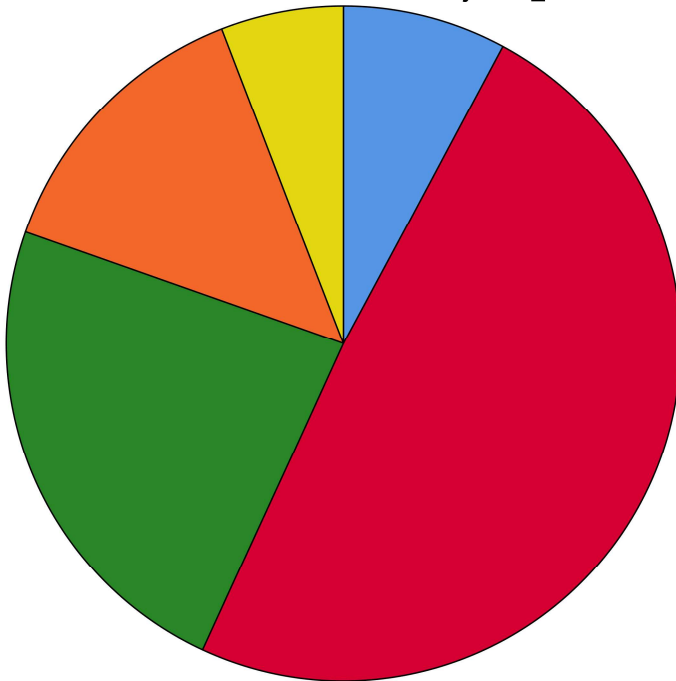
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Manajemen\_Diri



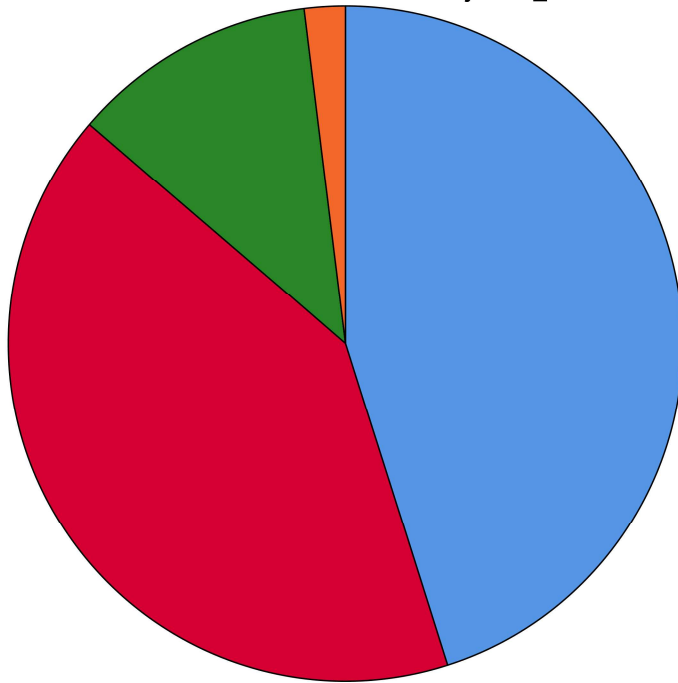
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Manajemen\_Diri



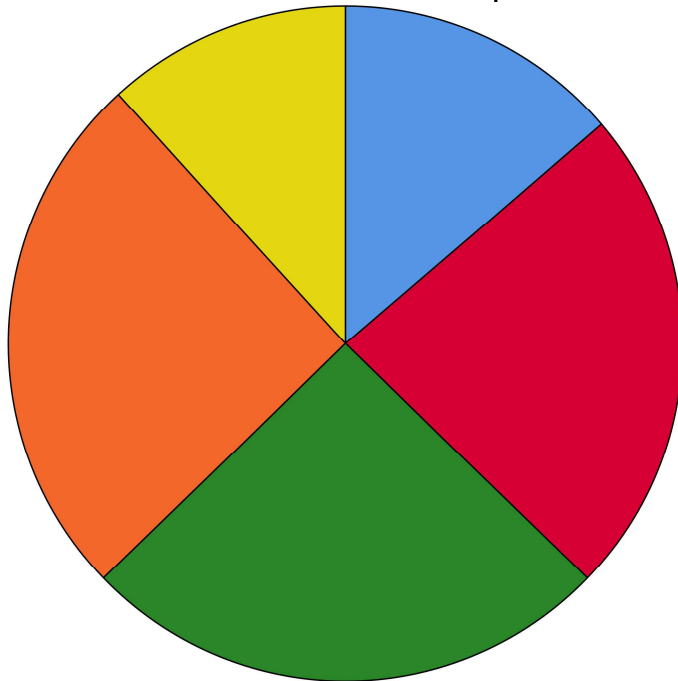
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- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

**Manajemen\_Diri**



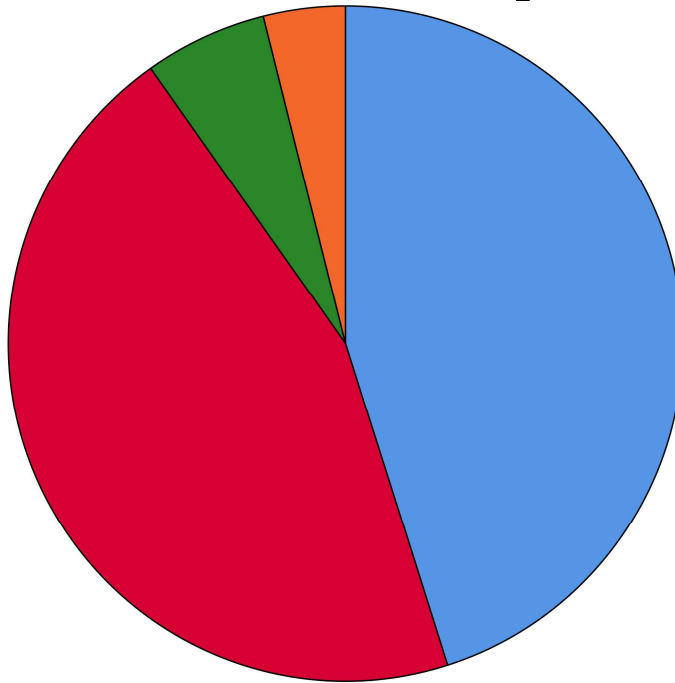
- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju

**Empati**



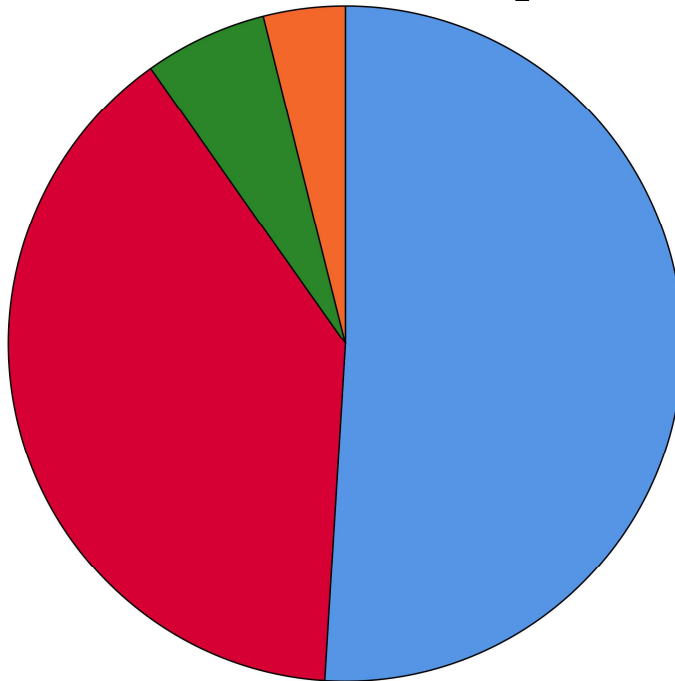
- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Motivasi\_Diri



- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju

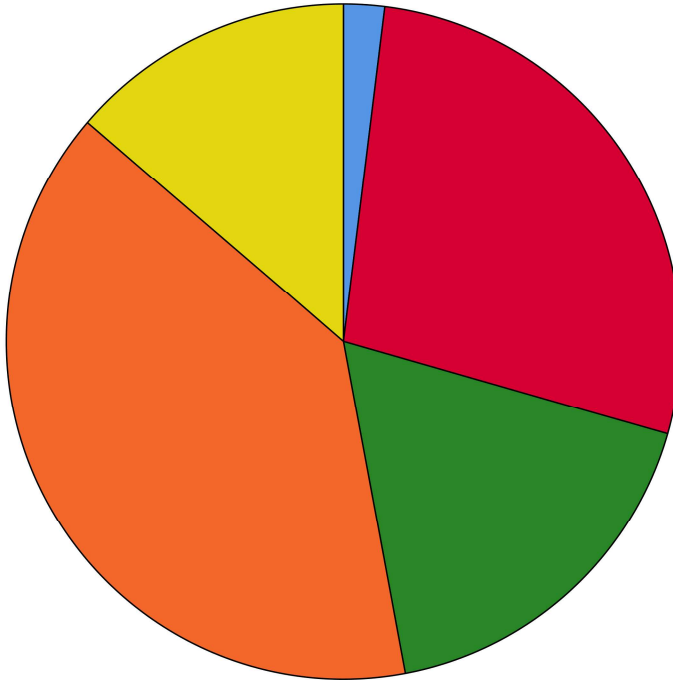
Motivasi\_Diri



- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju

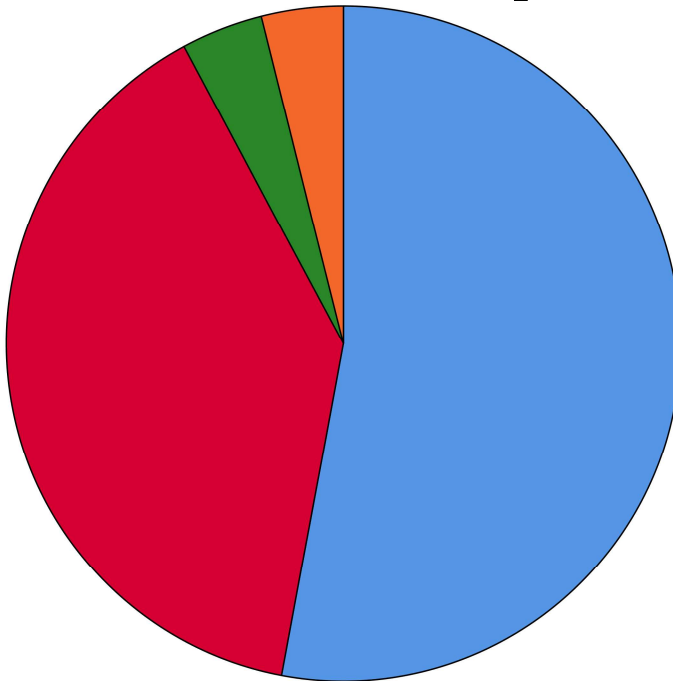


Motivasi\_Diri



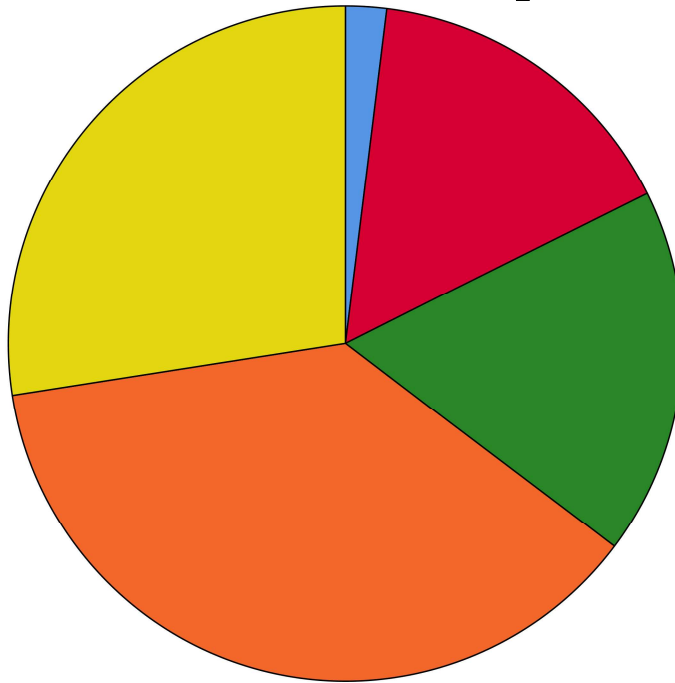
- Sangat Setuju
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Motivasi\_Diri



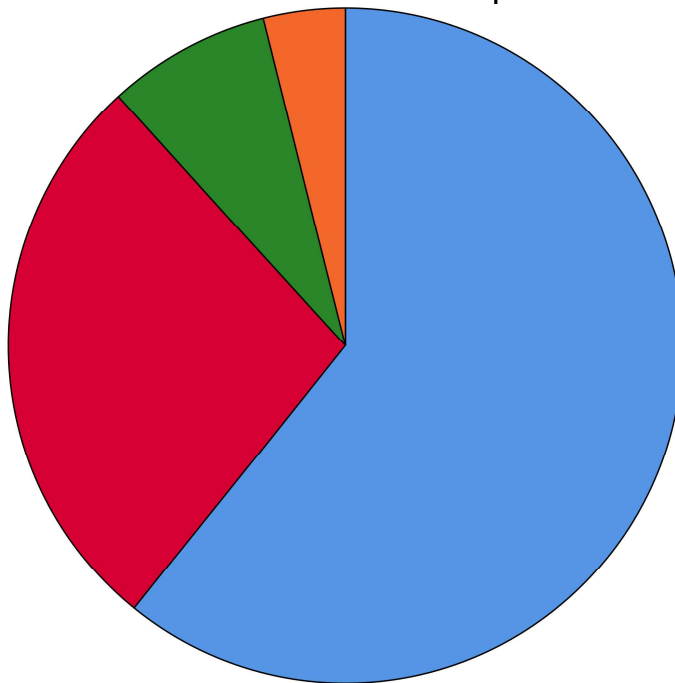
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- Setuju
- Ragu-ragu
- Tidak Setuju

Motivasi\_Diri



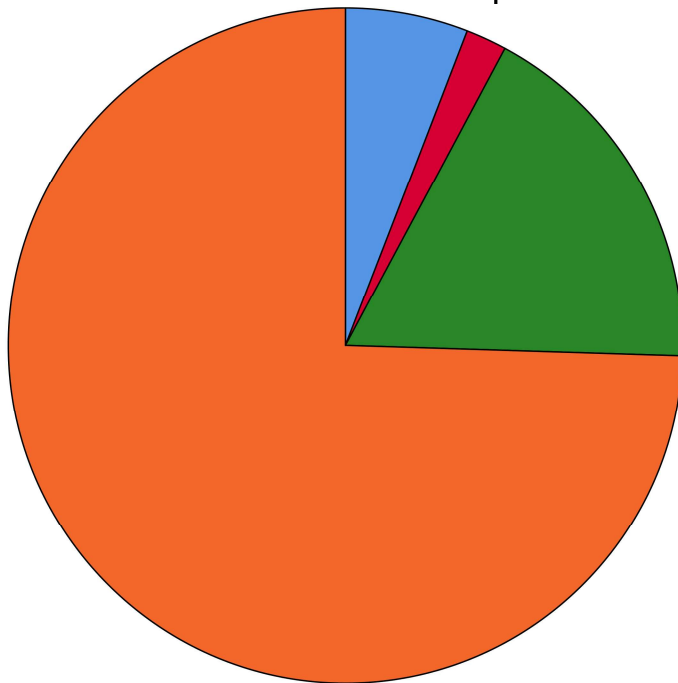
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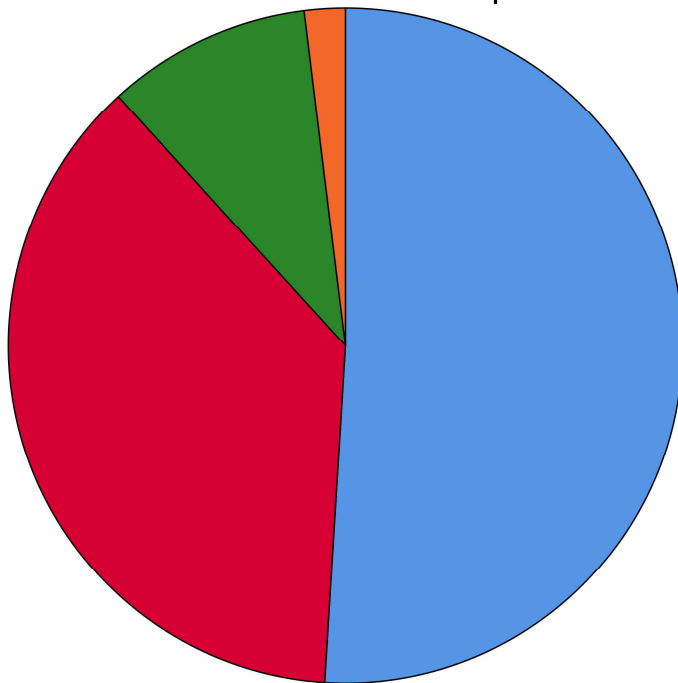
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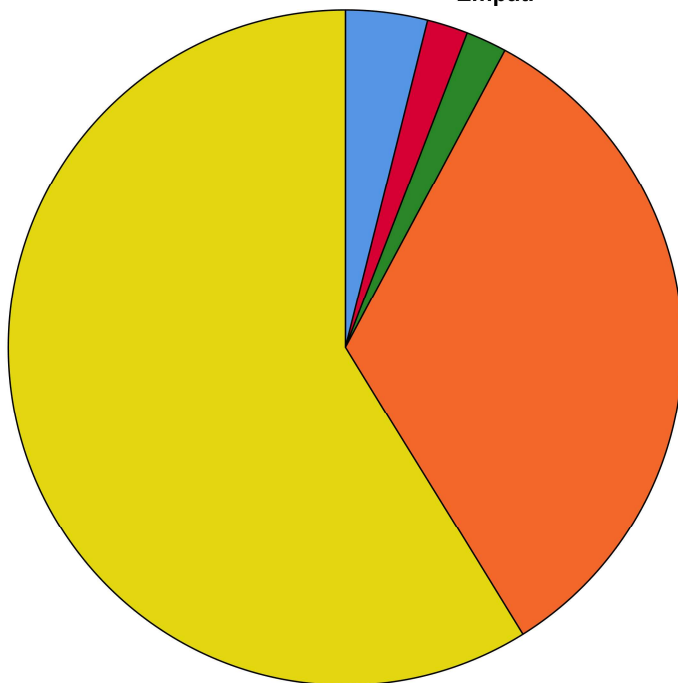
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Empati



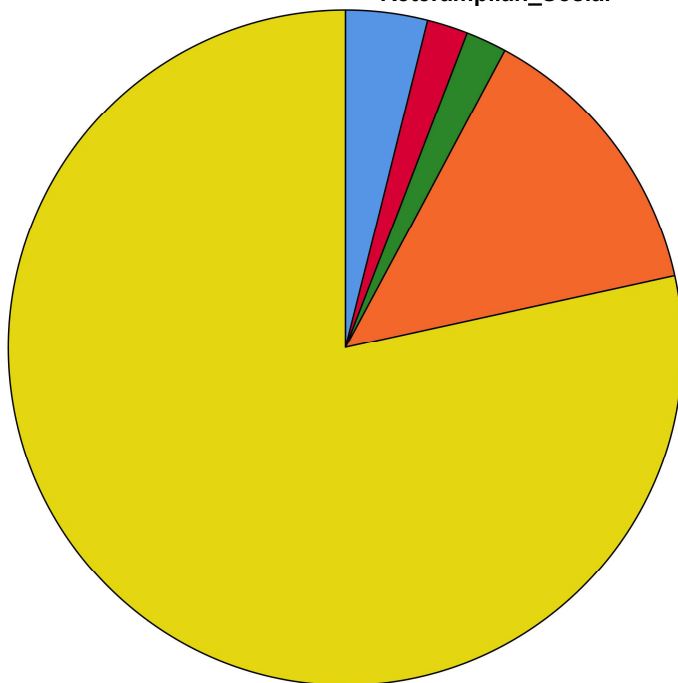
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**Empati**



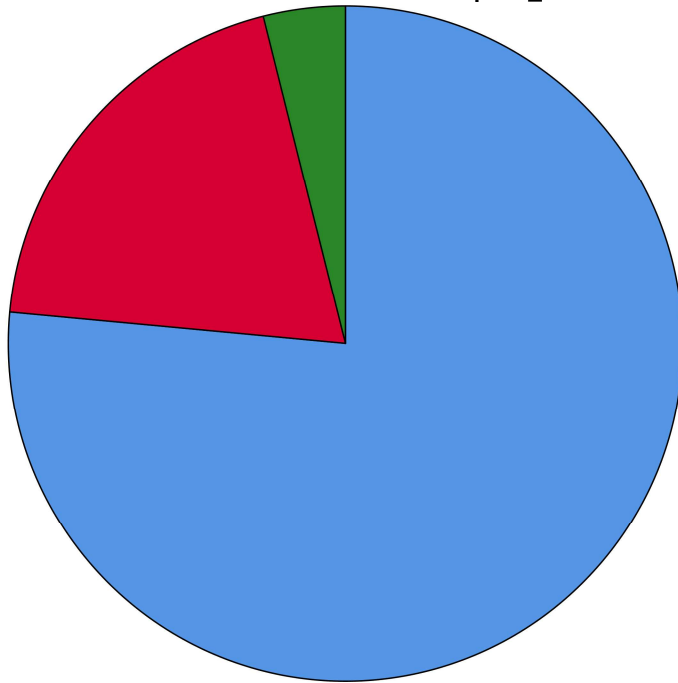
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**Keterampilan\_Sosial**



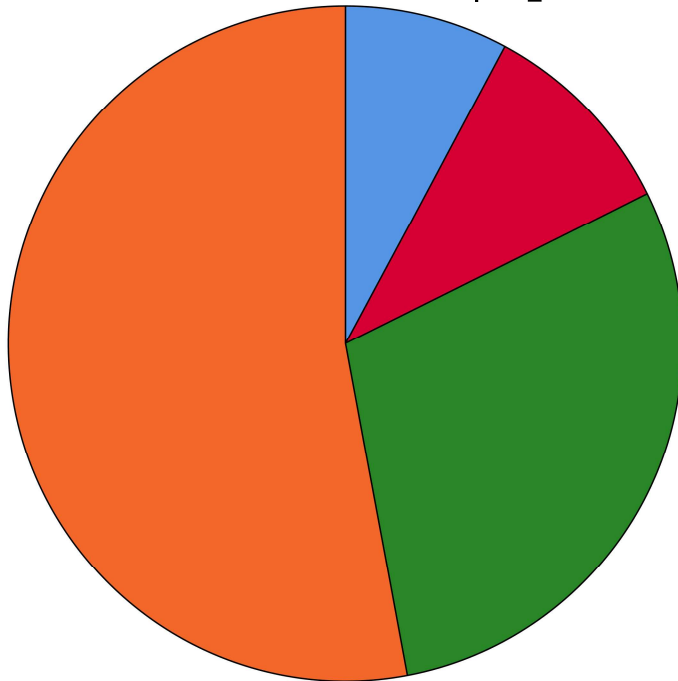
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Keterampilan\_Sosial



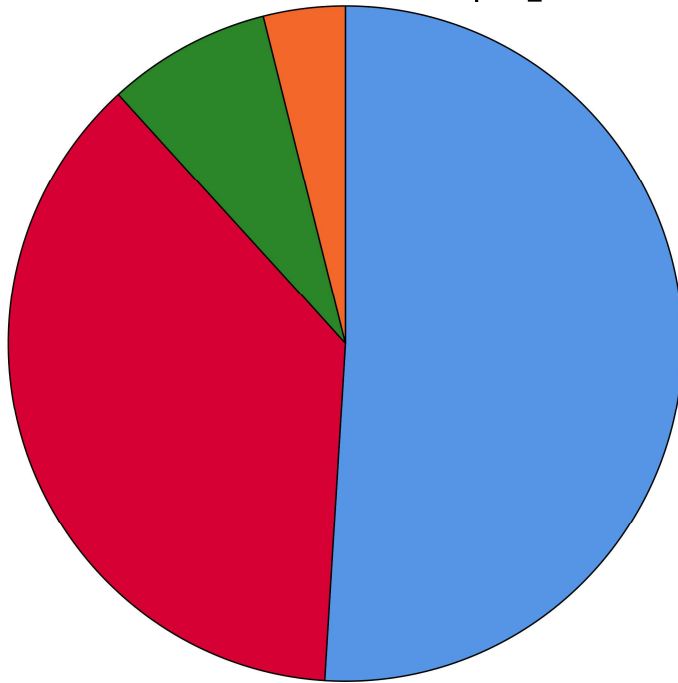
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Keterampilan\_Sosial



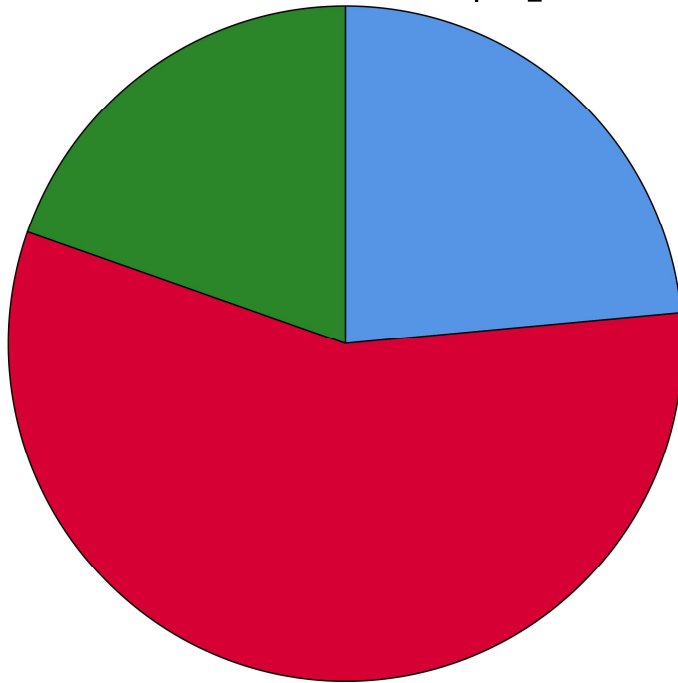
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Keterampilan\_Sosial



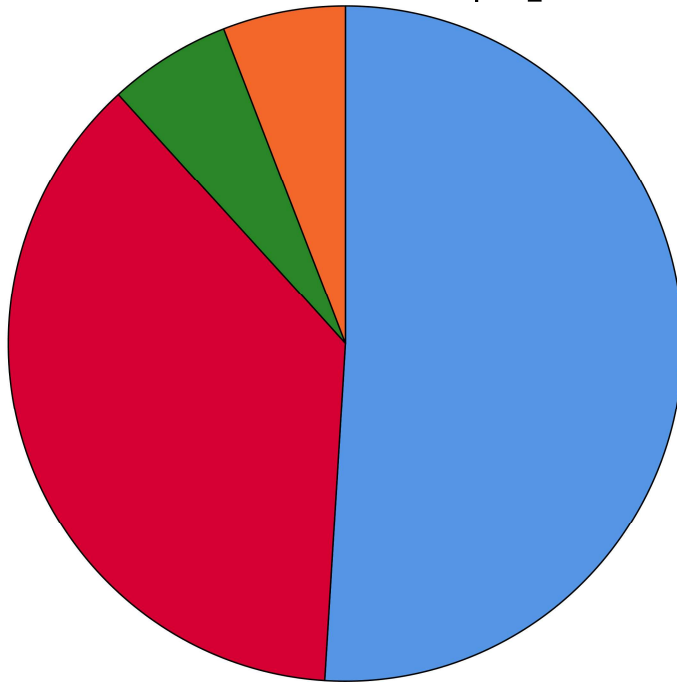
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Keterampilan\_Sosial



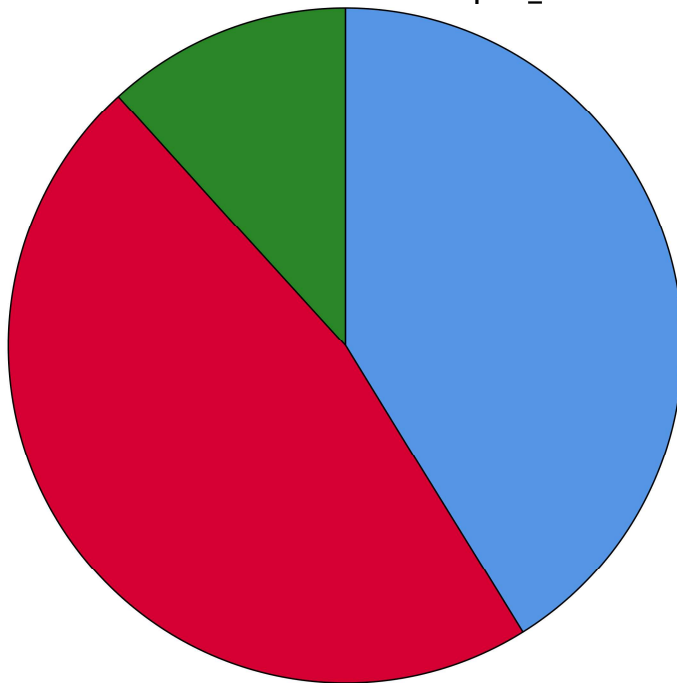
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Keterampilan\_Sosial



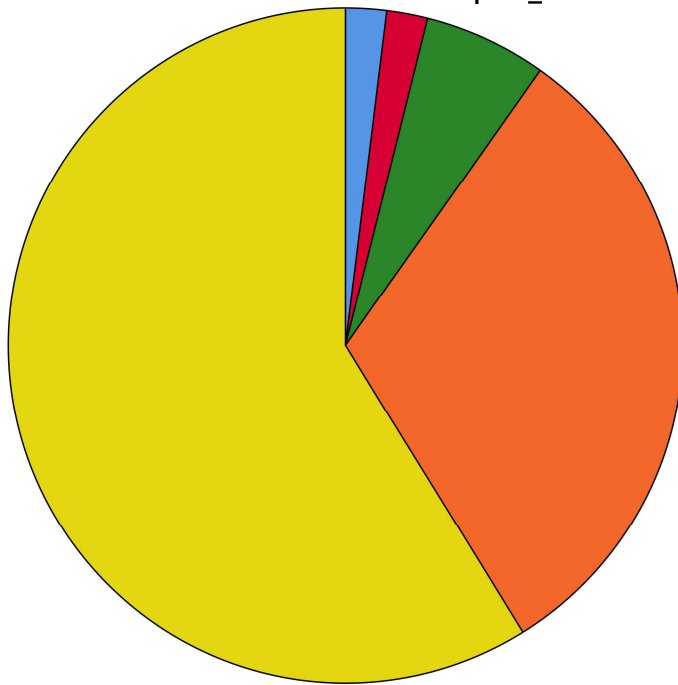
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Keterampilan\_Sosial



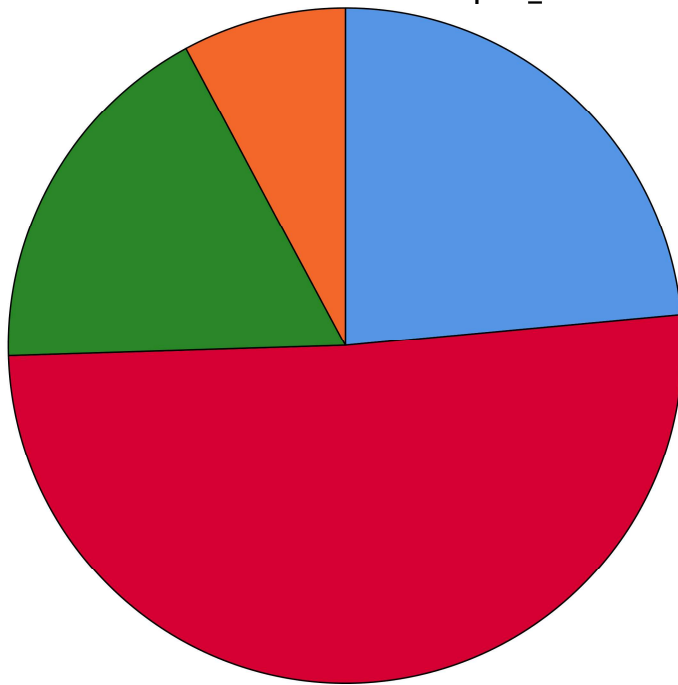
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Keterampilan\_Sosial



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- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

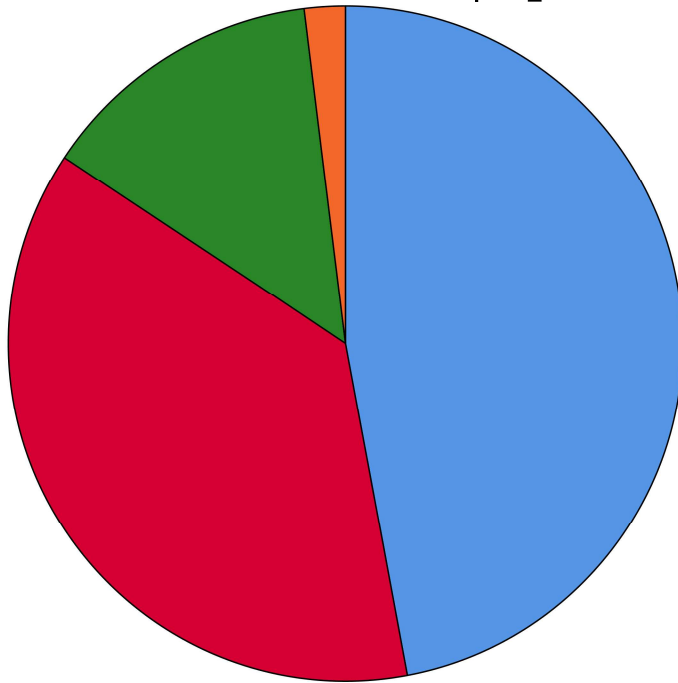
Keterampilan\_Sosial



- Sangat Setuju
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- Tidak Setuju

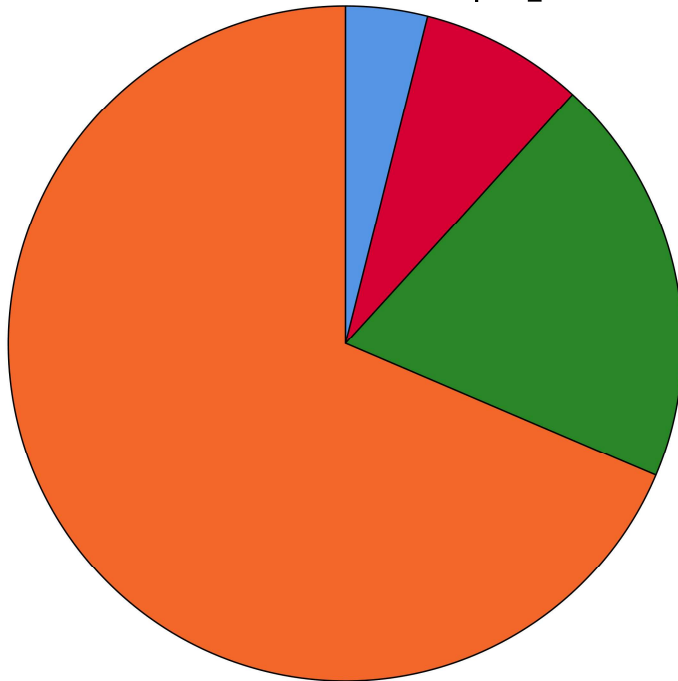


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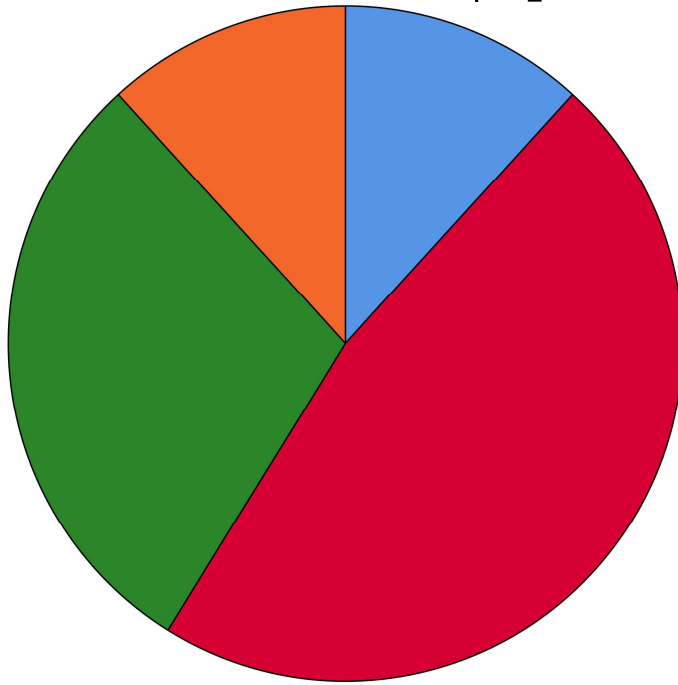
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Keterampilan\_Sosial



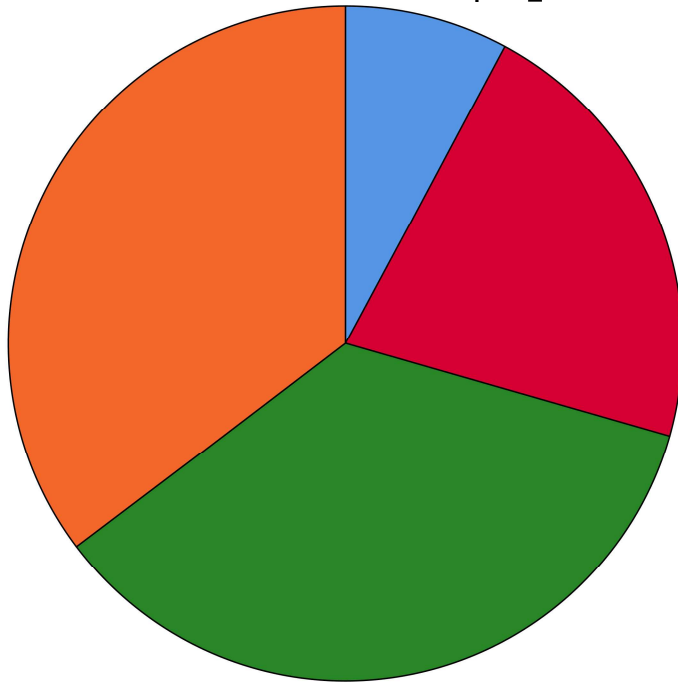
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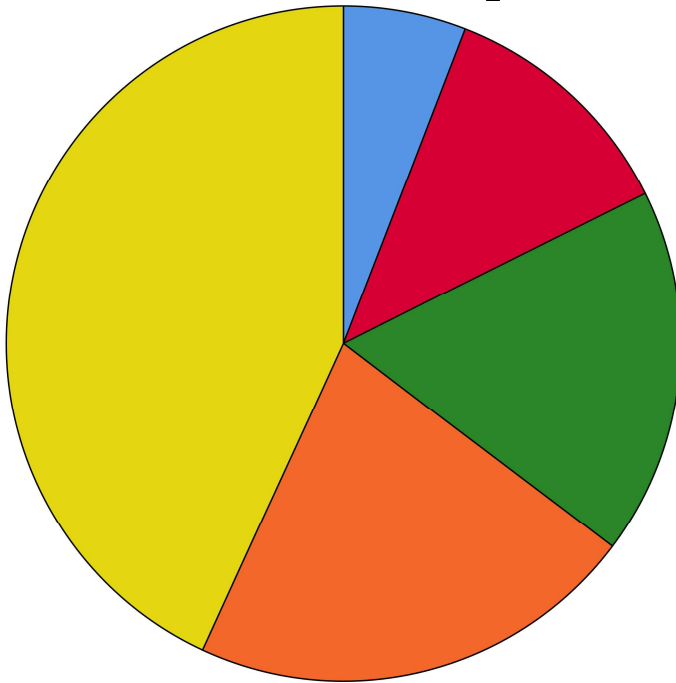
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Keterampilan\_Sosial



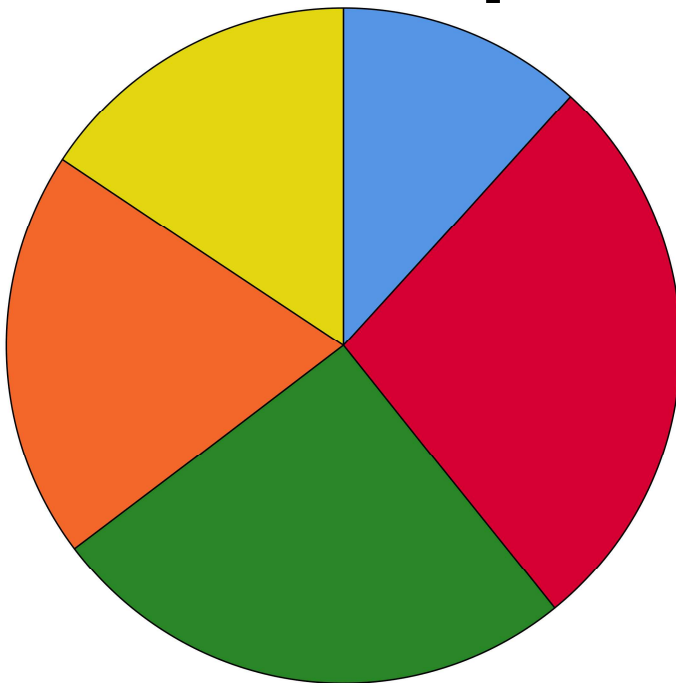
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**Beban\_Waktu**



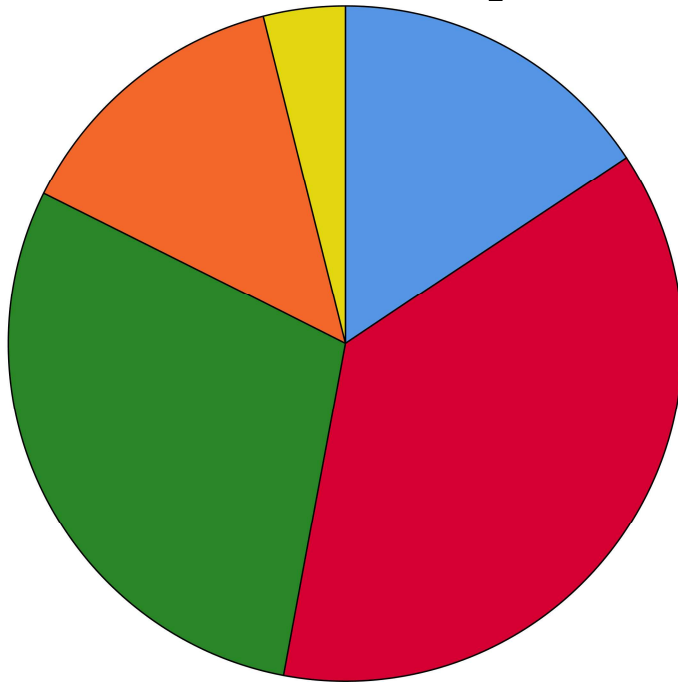
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**Beban\_Waktu**



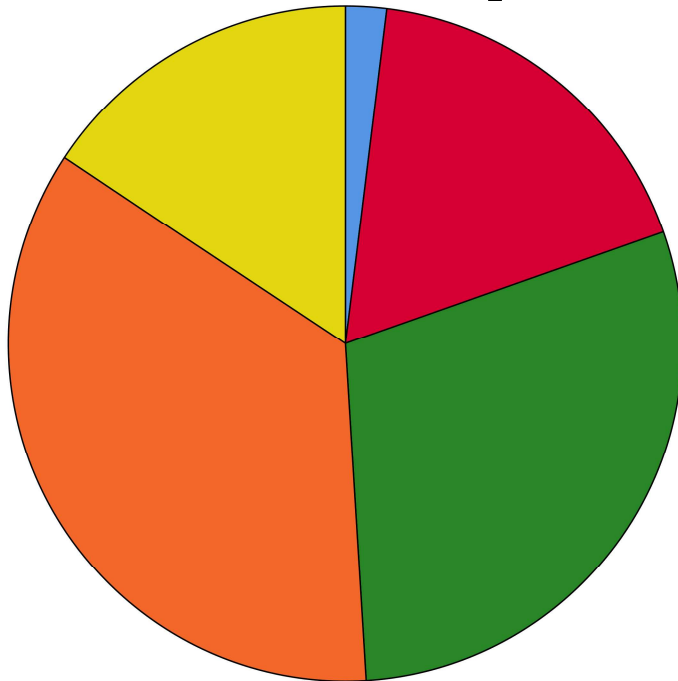
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Beban\_Waktu



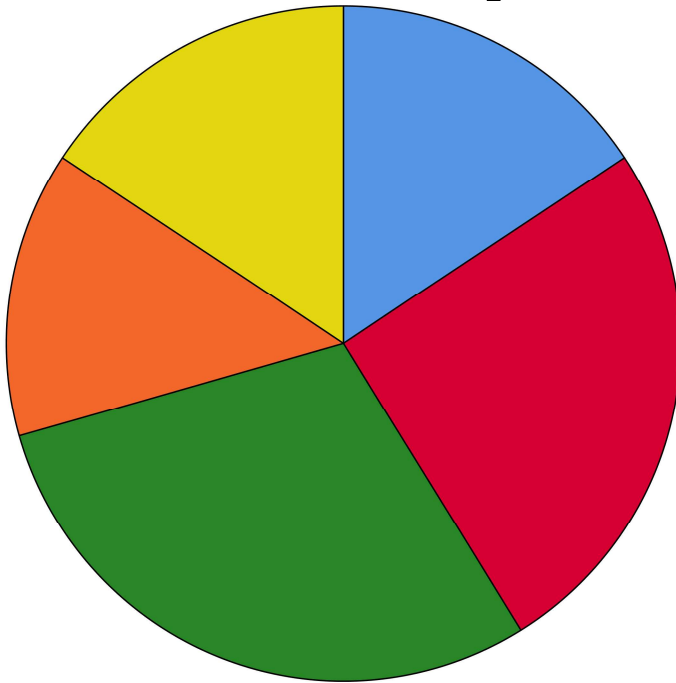
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Beban\_Waktu



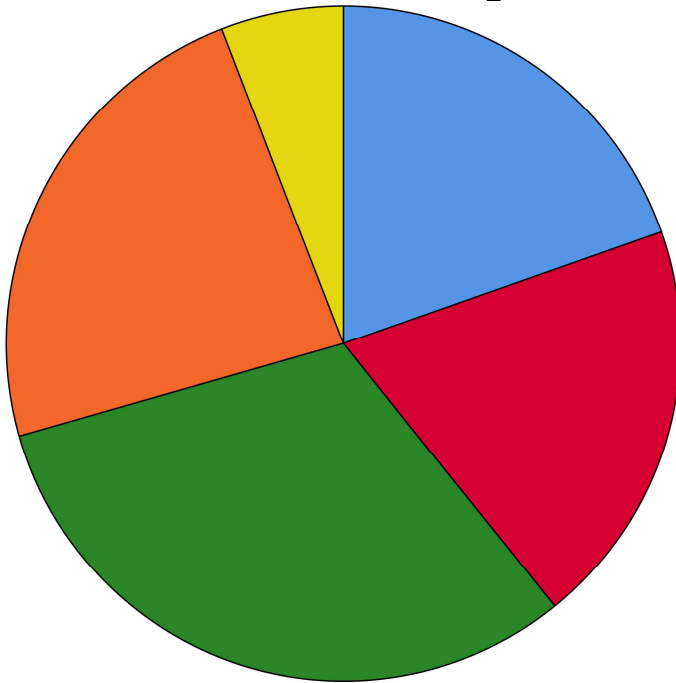
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Beban\_Waktu



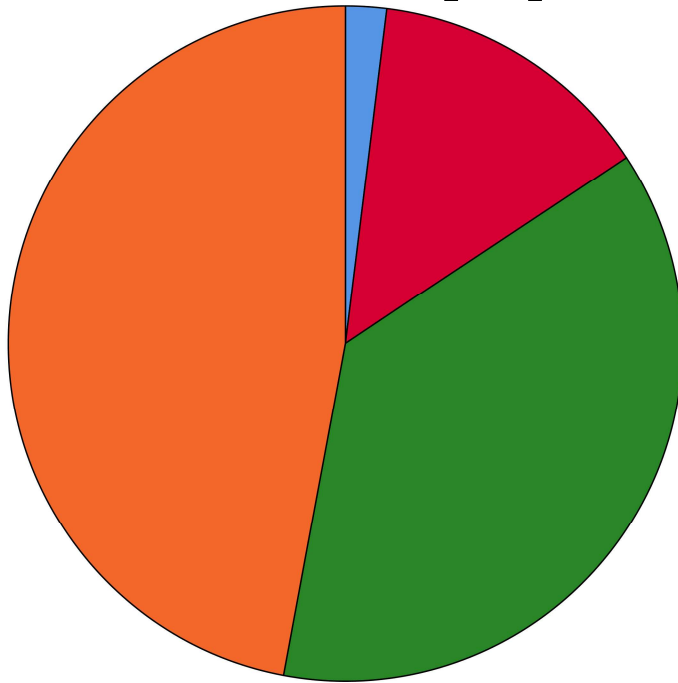
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Beban\_Waktu



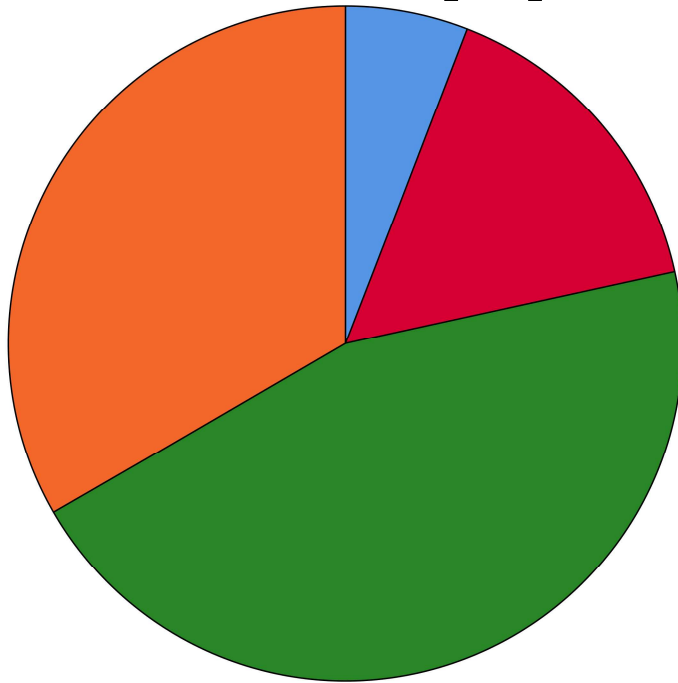
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Beban\_Usaha\_Mental



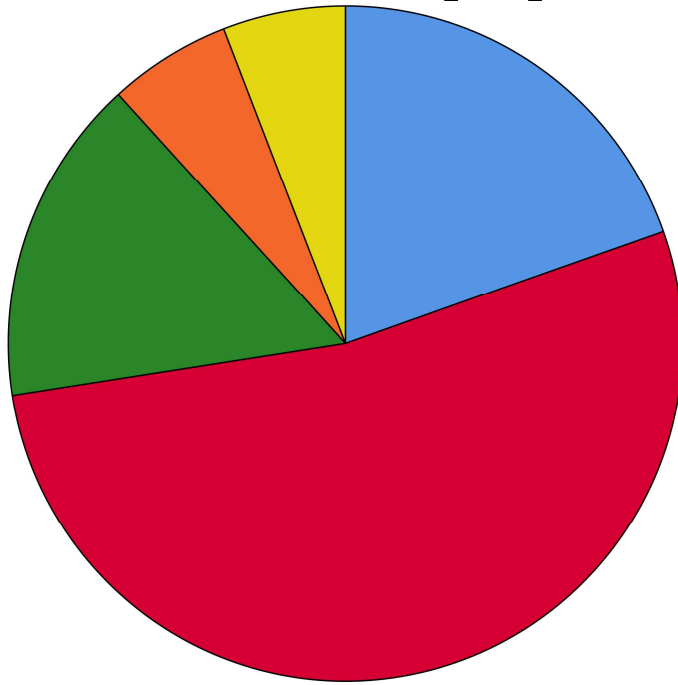
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- Sangat Tidak Setuju

Beban\_Usaha\_Mental



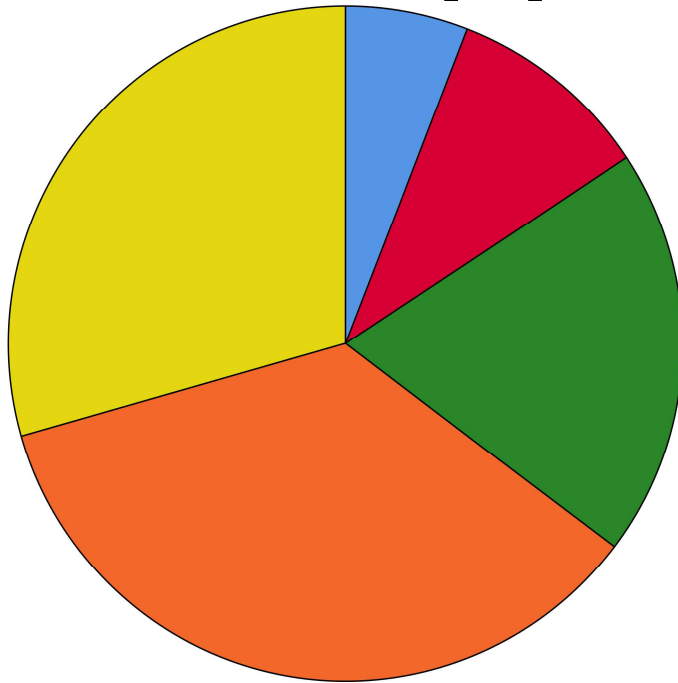
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Beban\_Usaha\_Mental



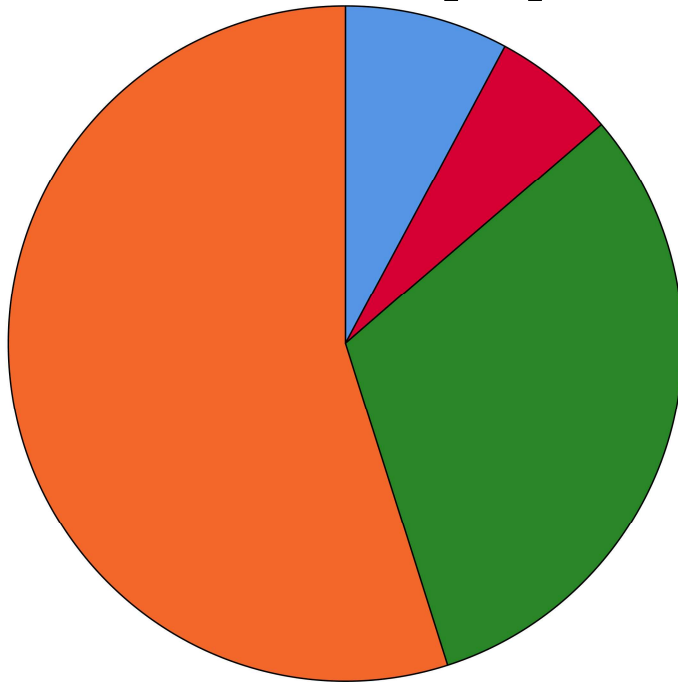
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Beban\_Usaha\_Mental



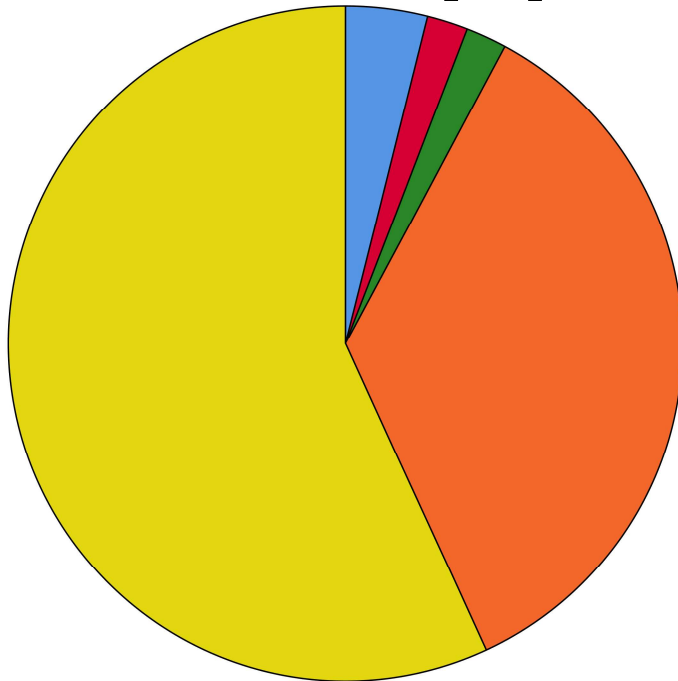
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Beban\_Usaha\_Mental



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- Tidak Setuju
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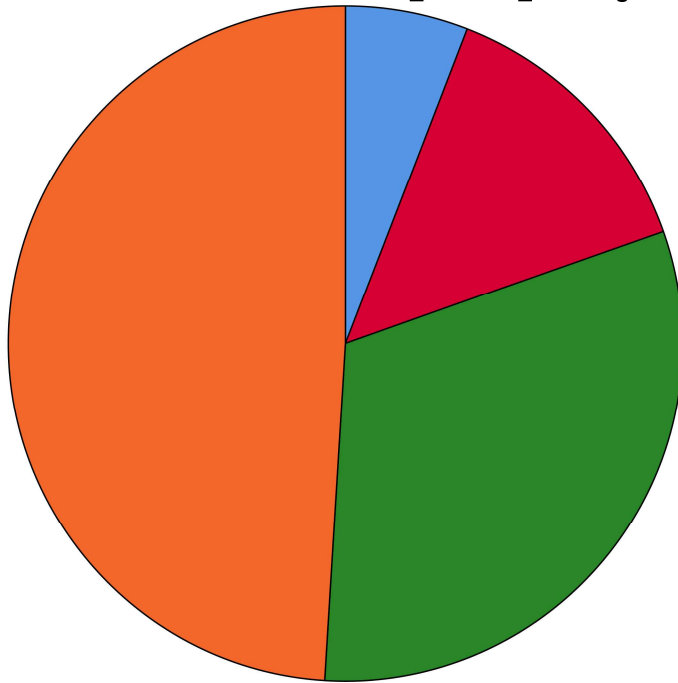
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- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju



Beban\_Tekanan\_Psikologis



- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Beban\_Tekanan\_Psikologis



- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

**Beban\_Tekanan\_Psikologis**



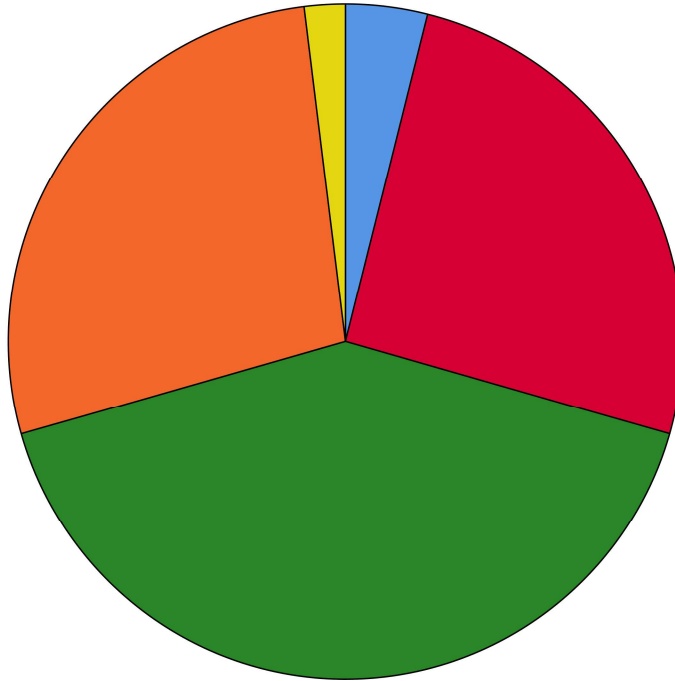
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**Beban\_Tekanan\_Psikologis**



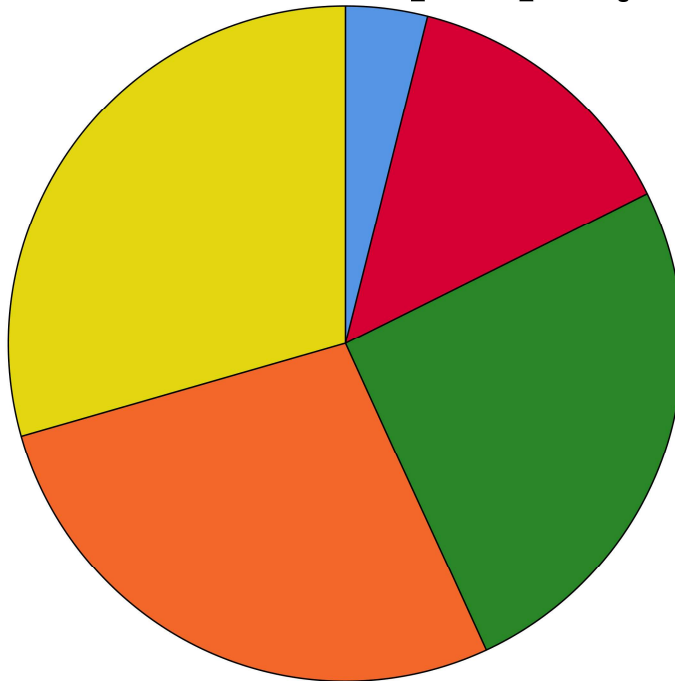
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Beban\_Tekanan\_Psikologis



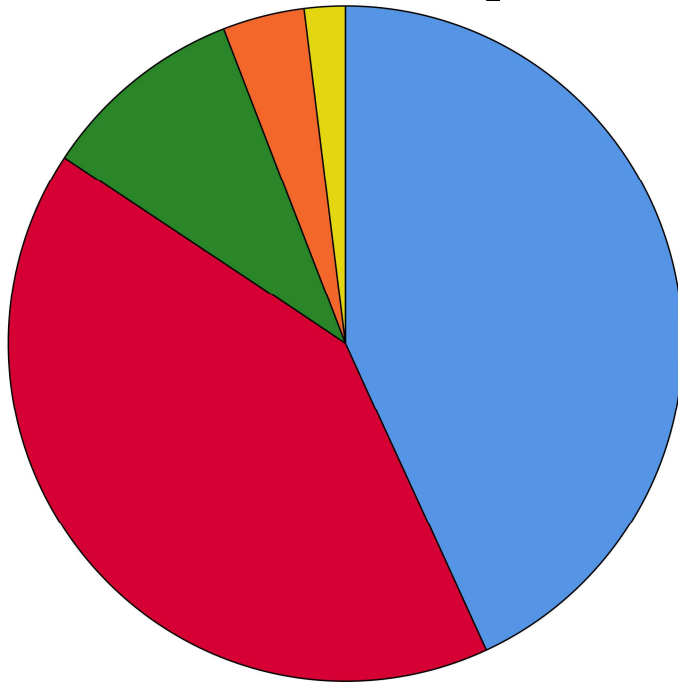
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Beban\_Tekanan\_Psikologis



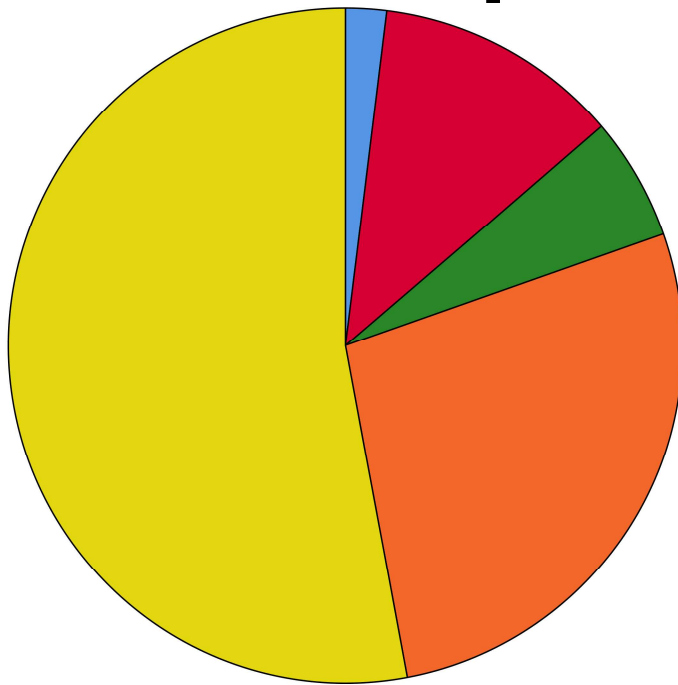
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Idealized\_Influence



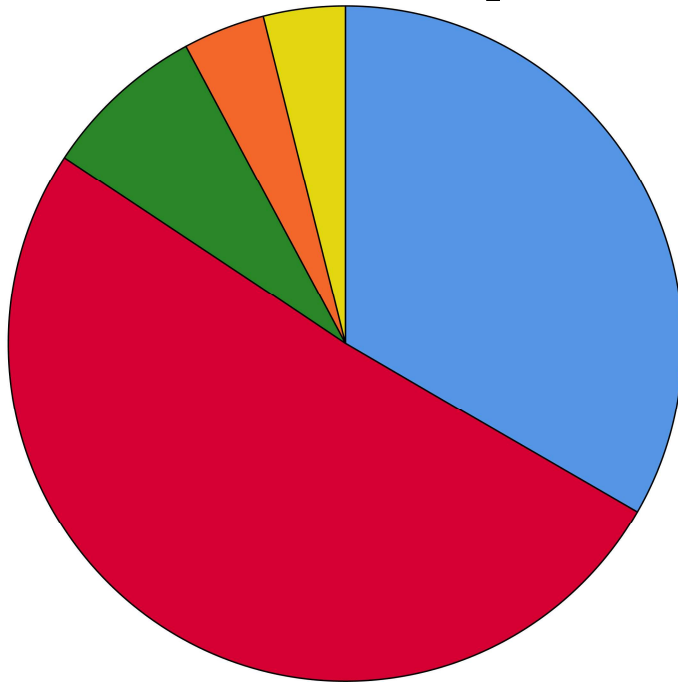
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- Sangat Tidak Setuju

Idealized\_Influence



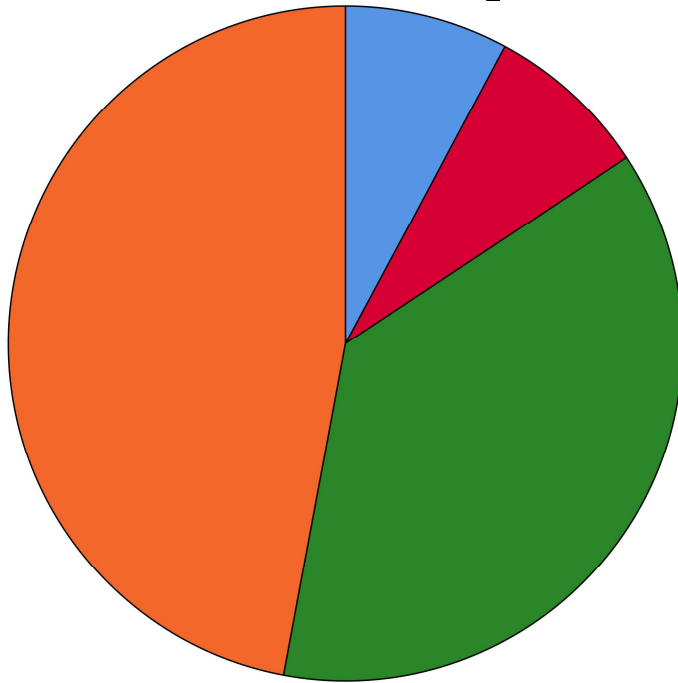
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Idealized\_Influence



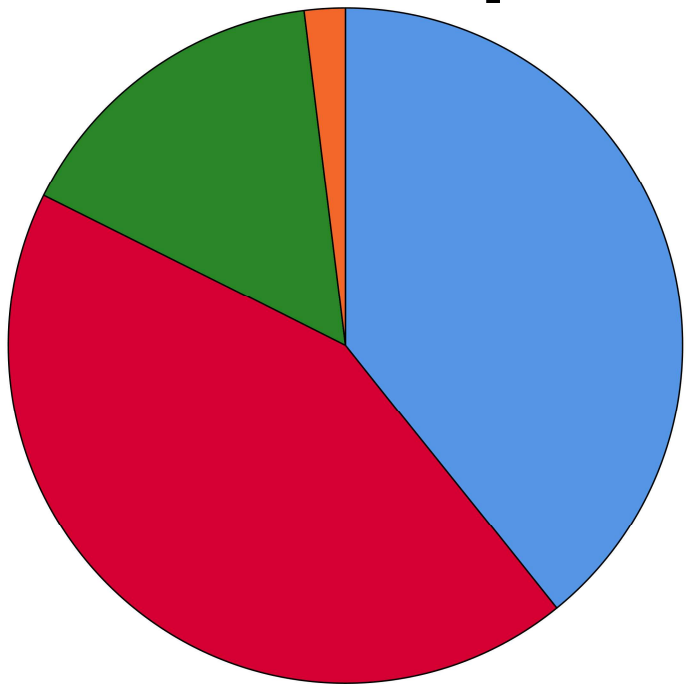
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Idealized\_Influence



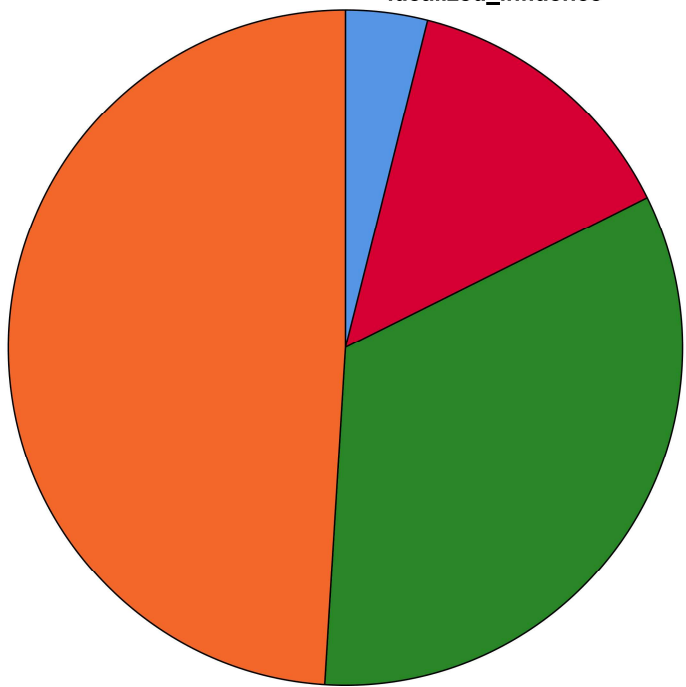
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Idealized\_Influence



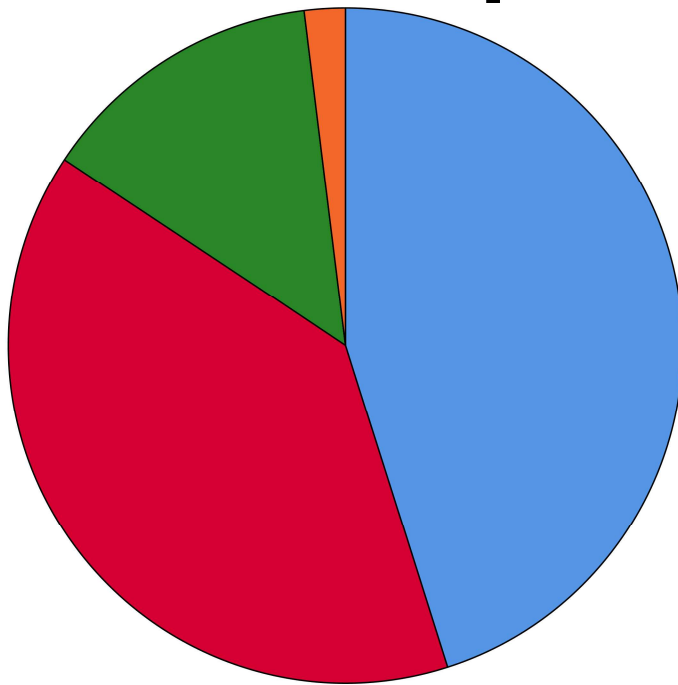
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Idealized\_Influence



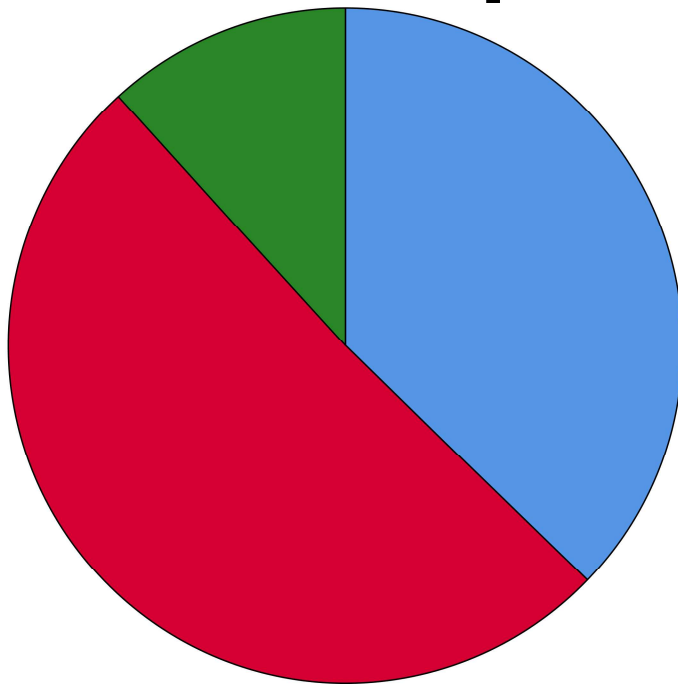
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Idealized\_Influence

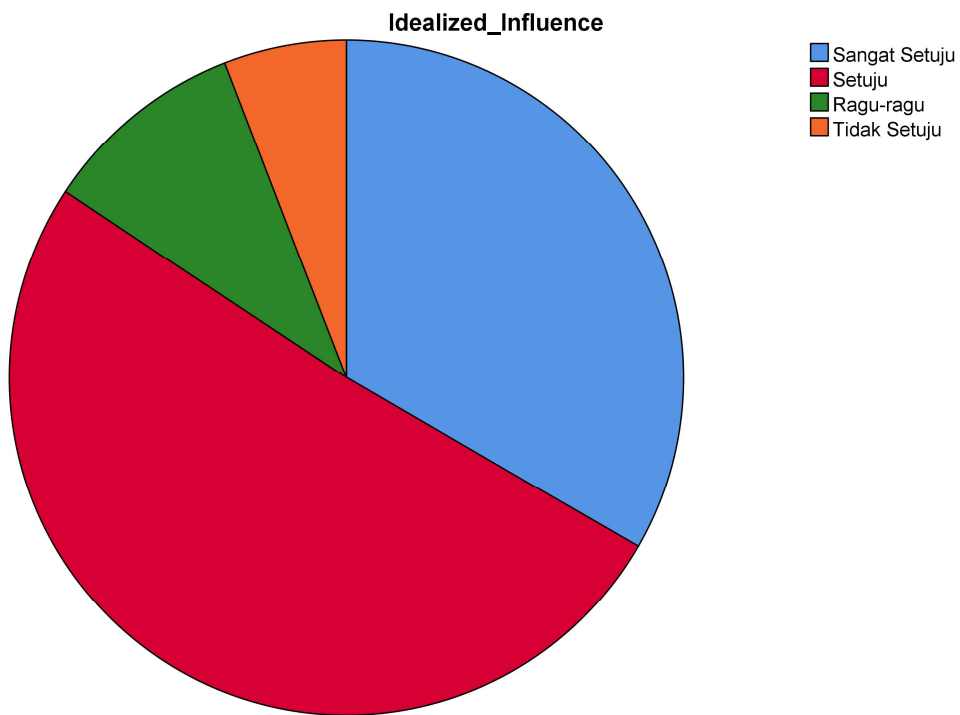
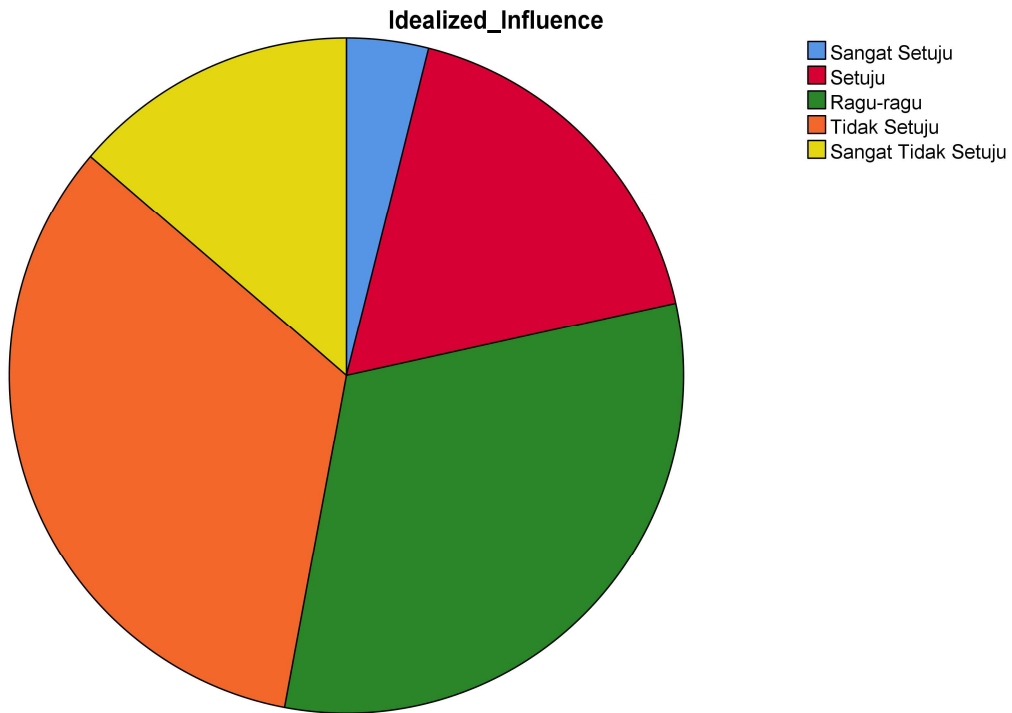


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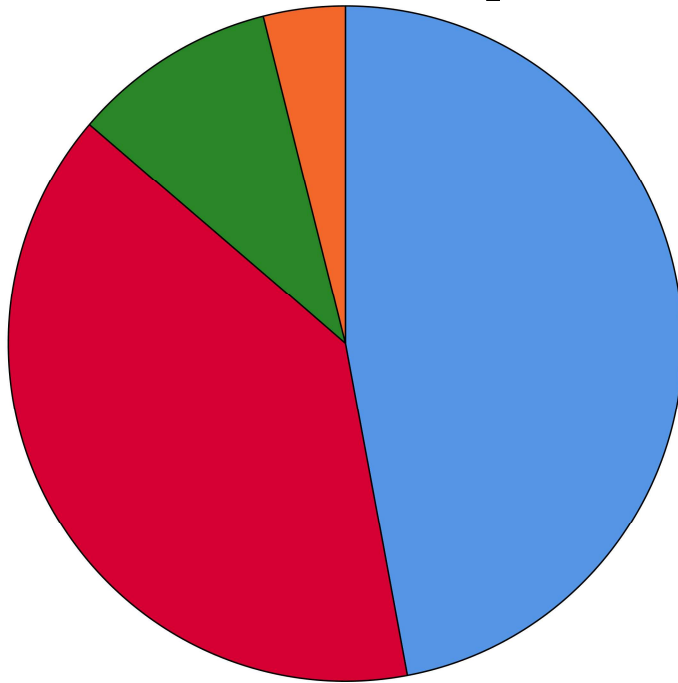


- Sangat Setuju
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- Ragu-ragu



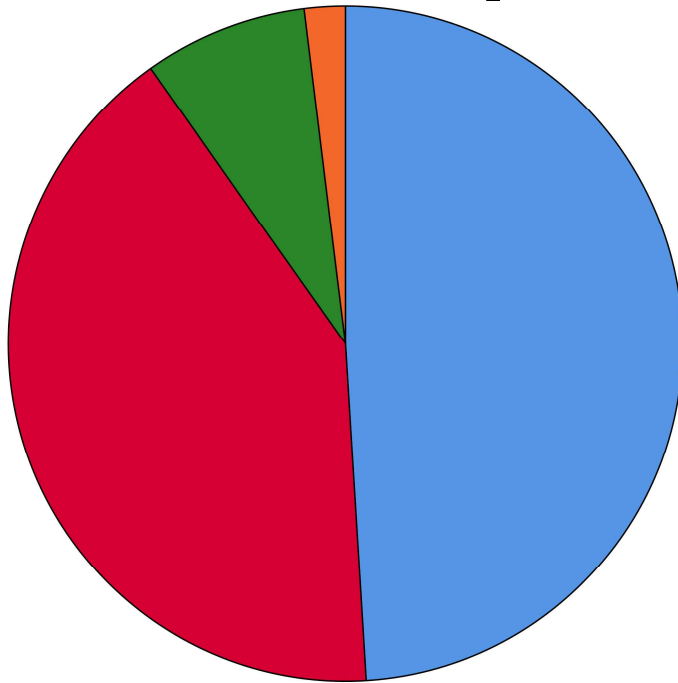


Idealized\_Influence



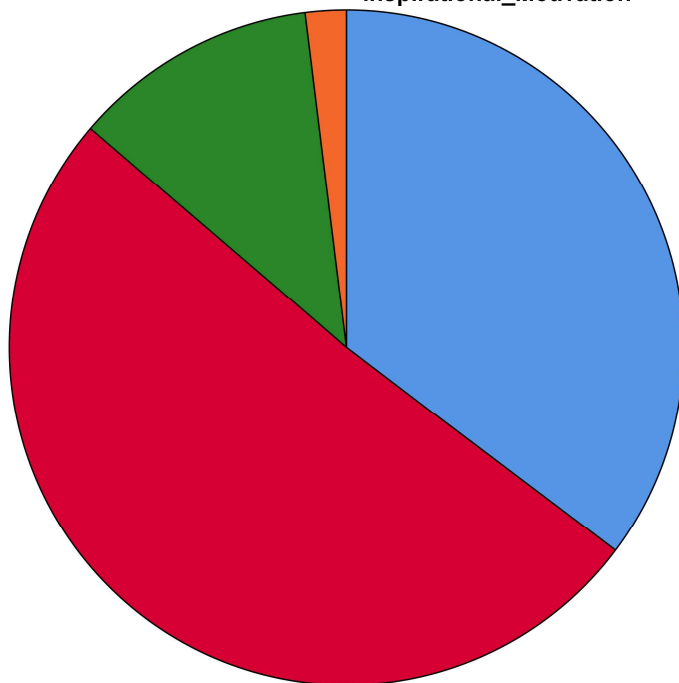
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Idealized\_Influence



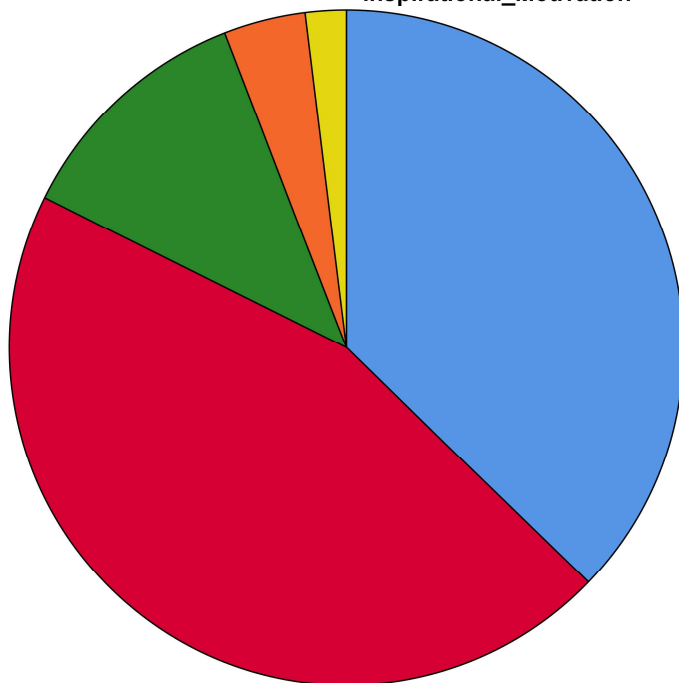
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Inspirational\_Motivation



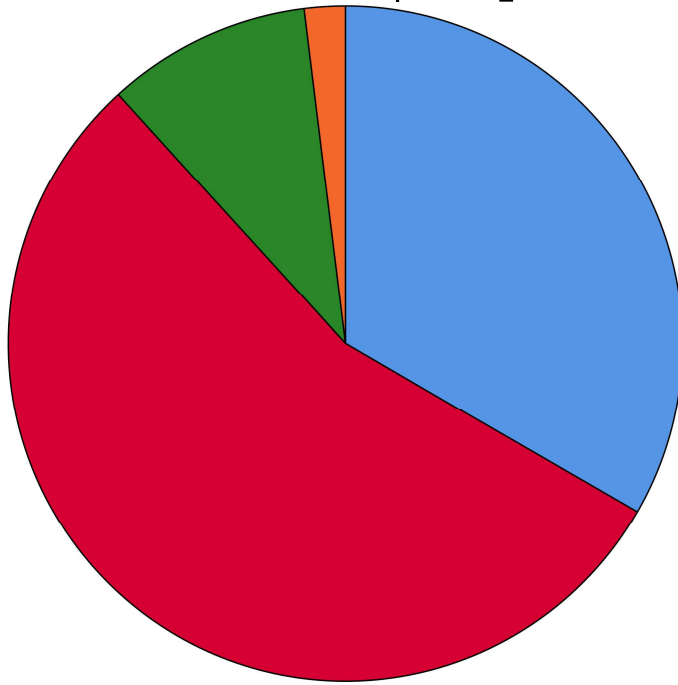
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Inspirational\_Motivation



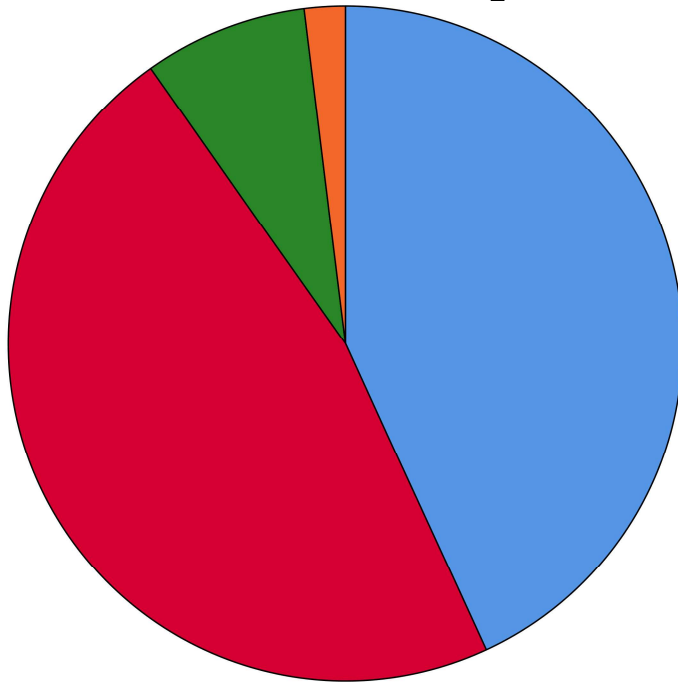
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Inspirational\_Motivation



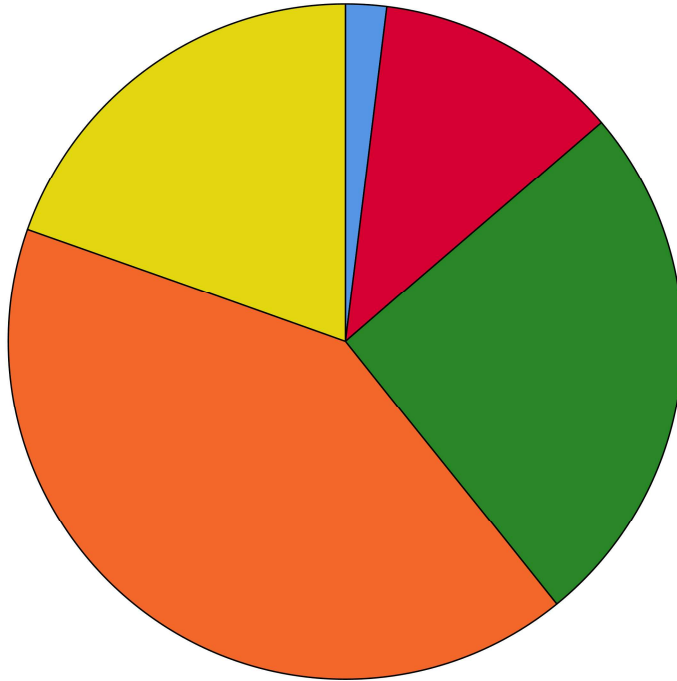
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- Tidak Setuju

Intellectual\_Simulation



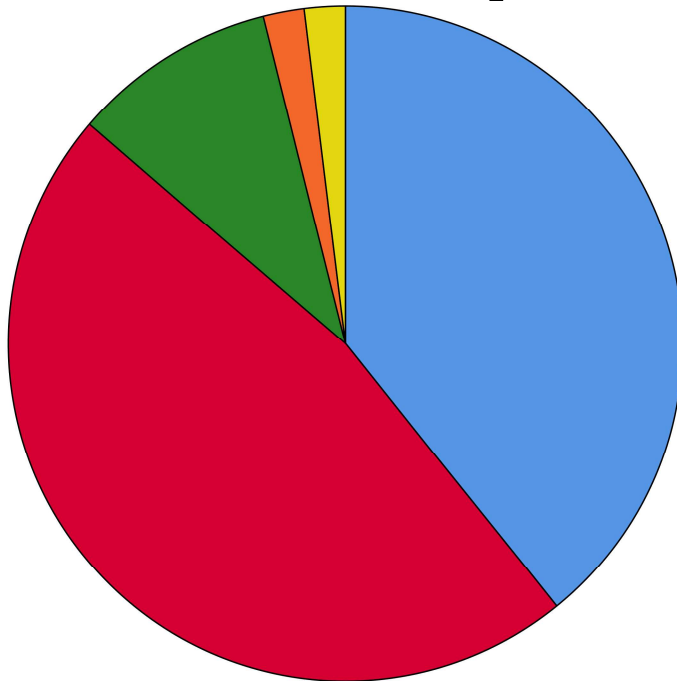
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Intellectual\_Simulation



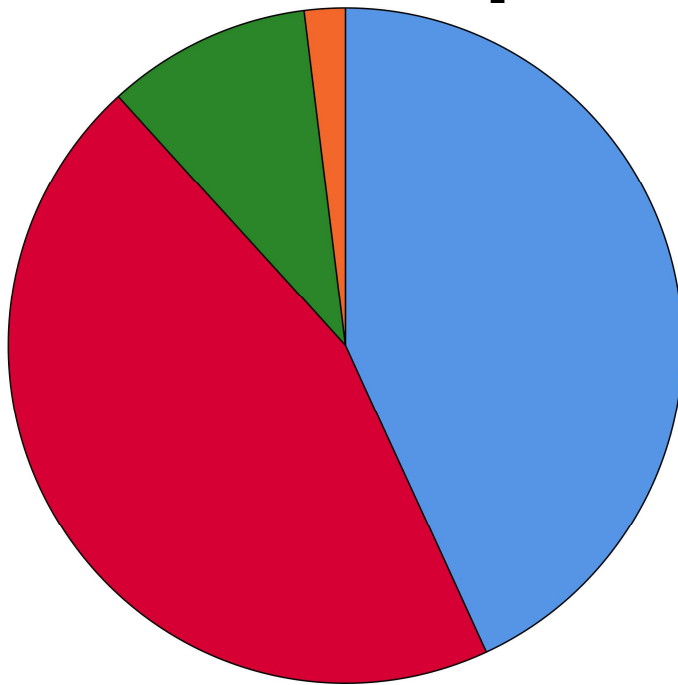
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Intellectual\_Simulation



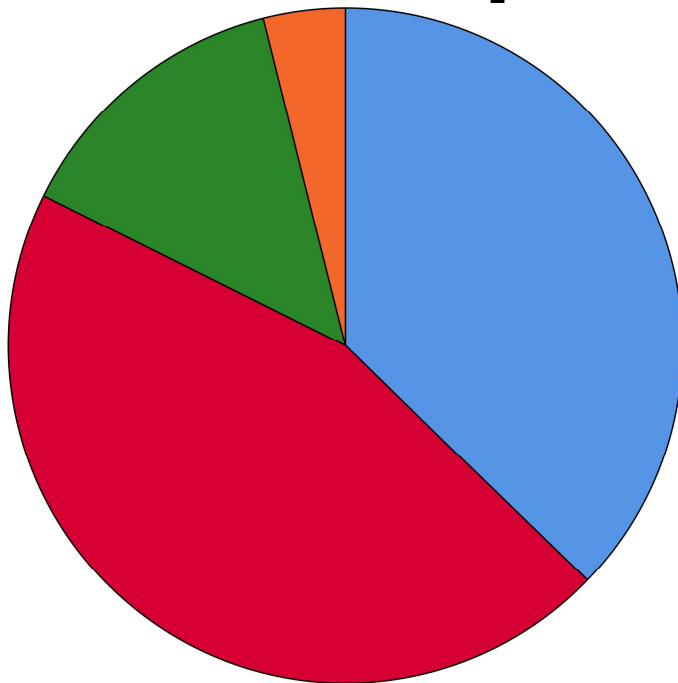
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Intellectual\_Simulation



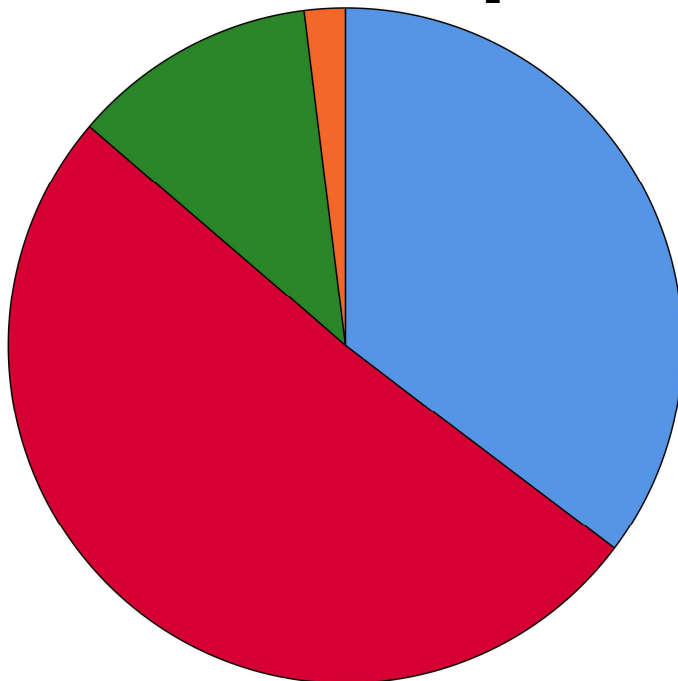
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Intellectual\_Simulation



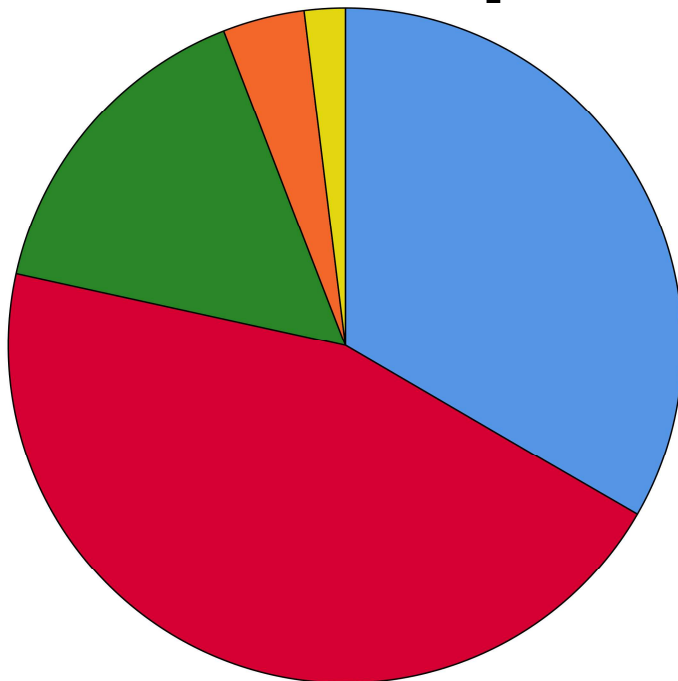
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Individualized\_Consideration



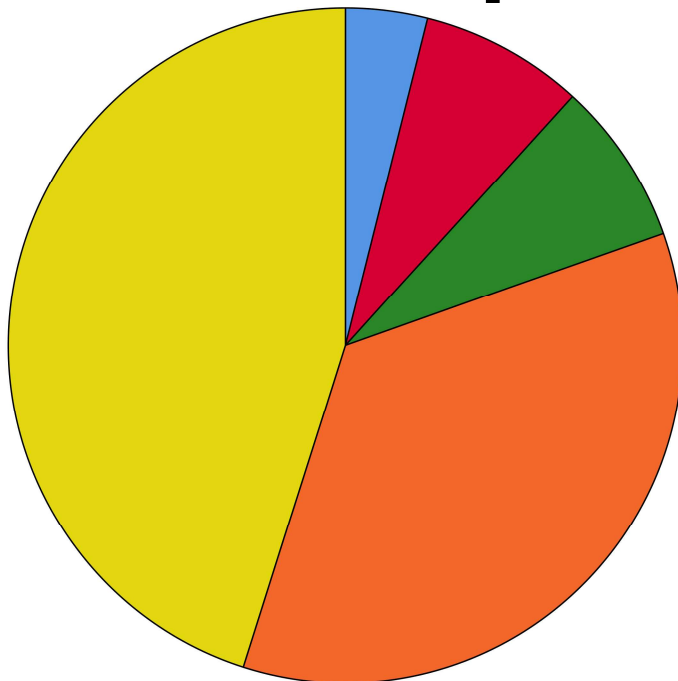
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Individualized\_Consideration



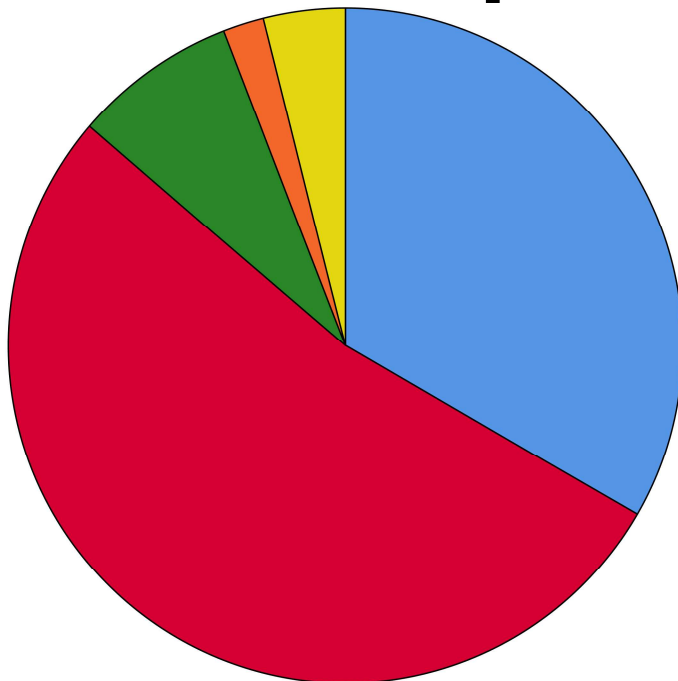
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Individualized\_Consideration



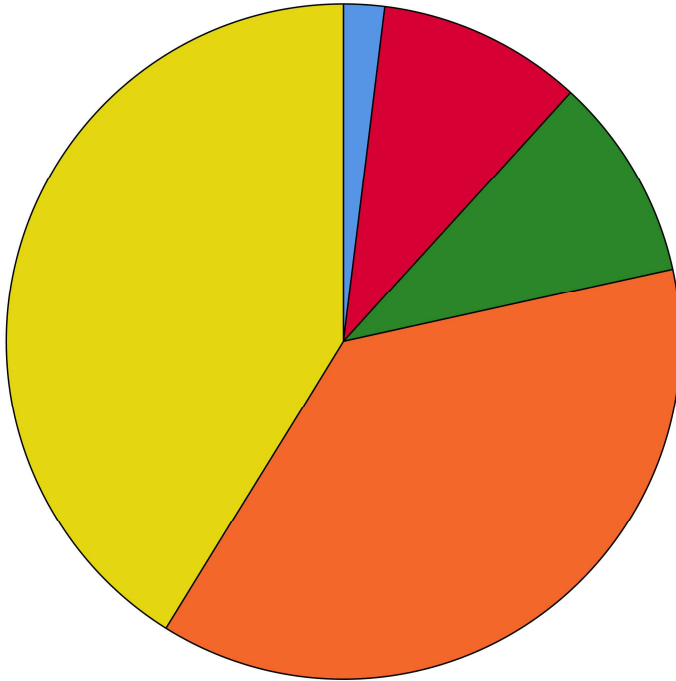
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Individualized\_Consideration



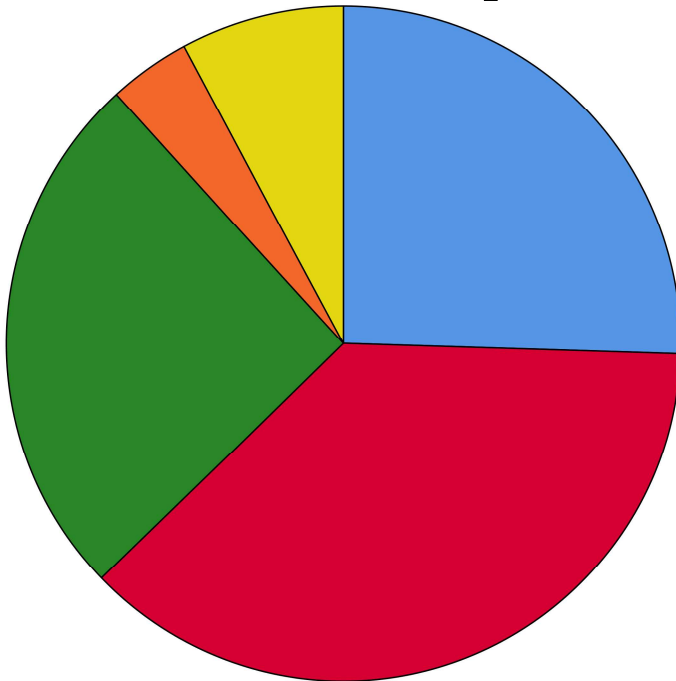
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Individualized\_Consideration



- Sangat Setuju
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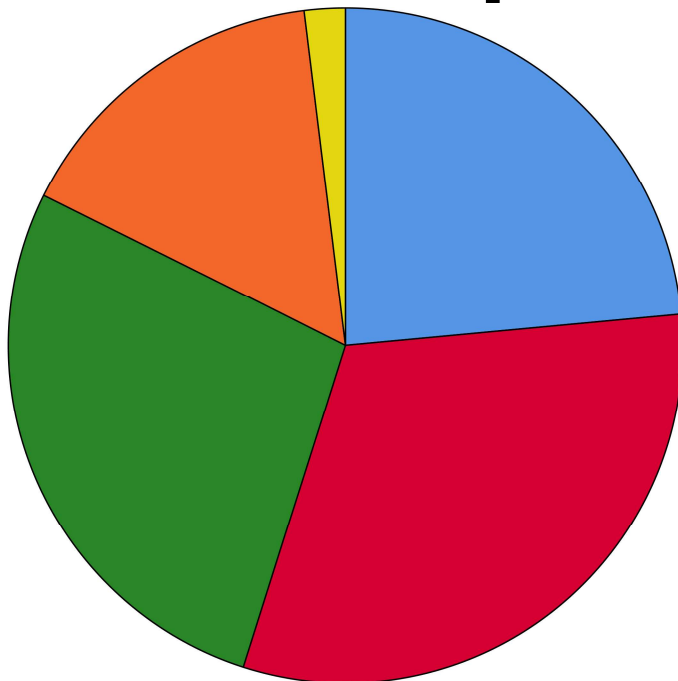
Individualized\_Consideration



- Sangat Setuju
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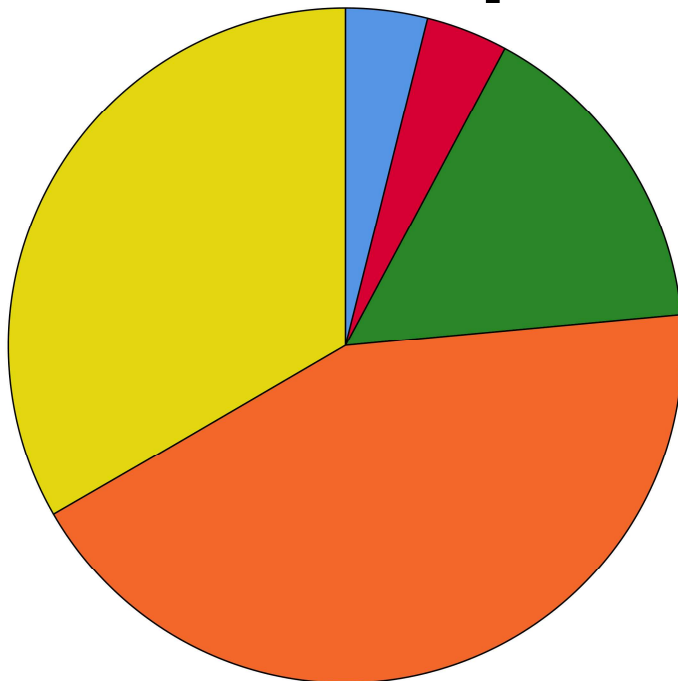


Individualized\_Consideration

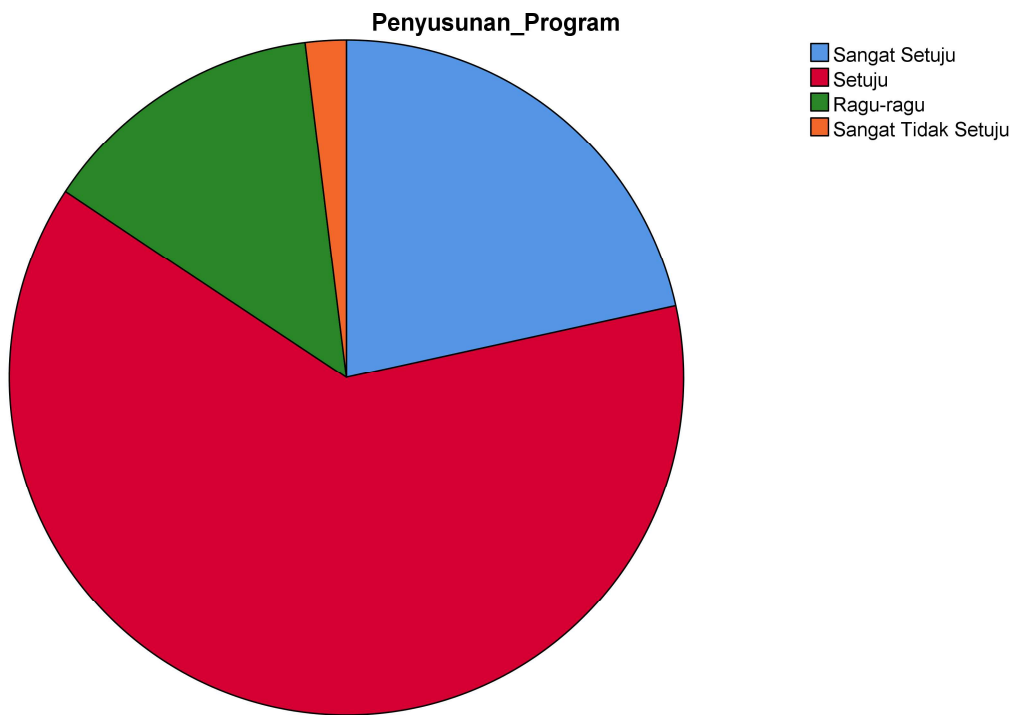
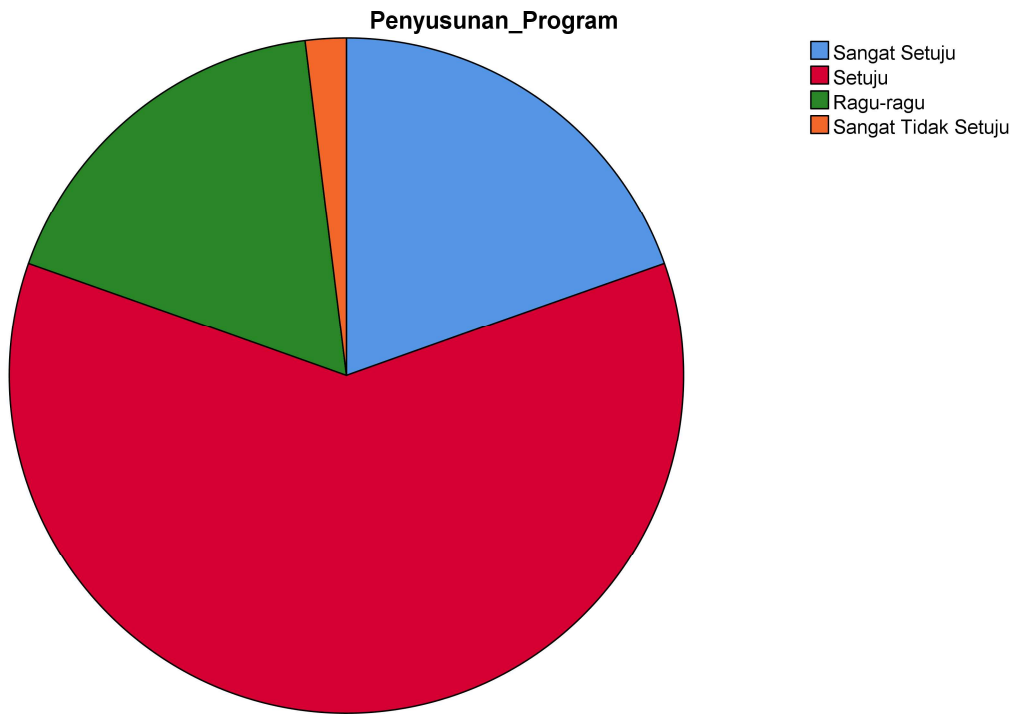


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- Sangat Tidak Setuju

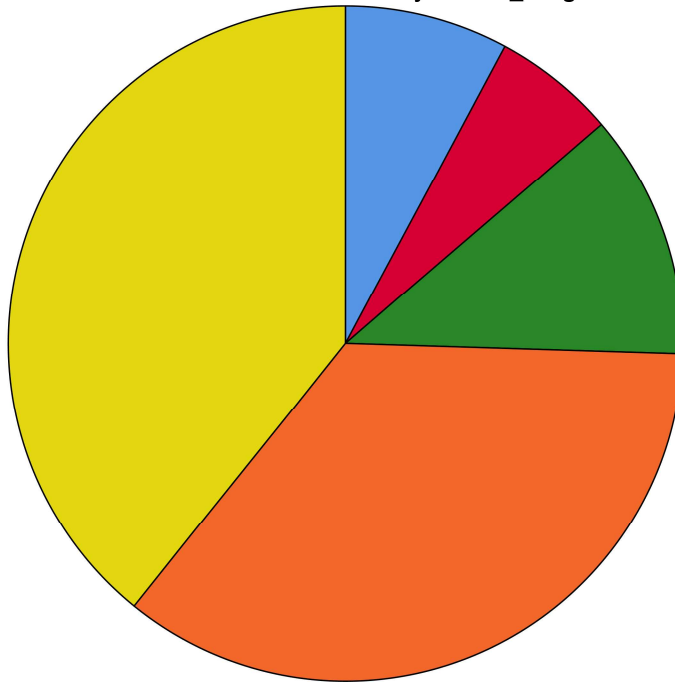
Individualized\_Consideration



- Sangat Setuju
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

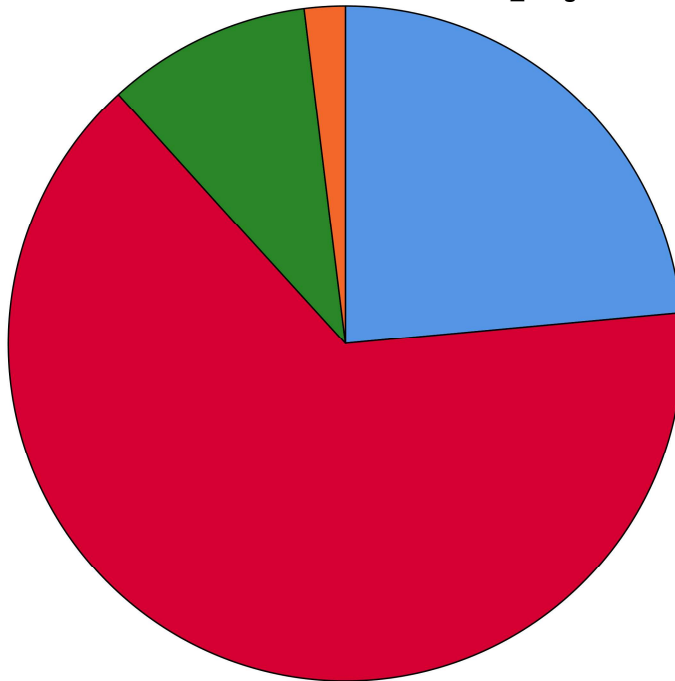


Penyusunan\_Program



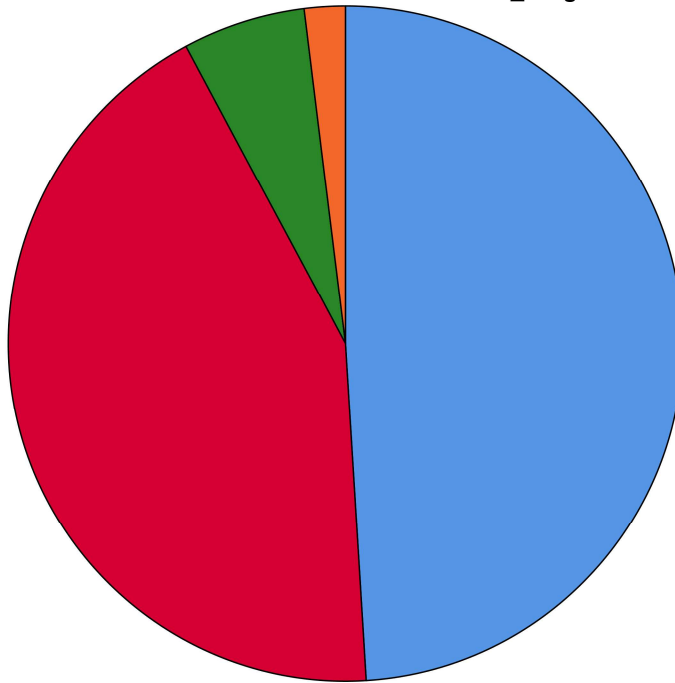
- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Pelaksanaan\_Program



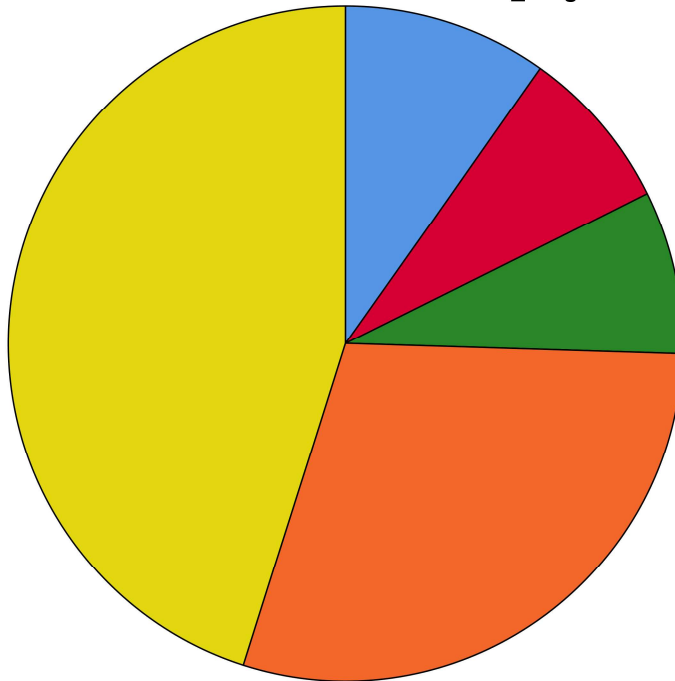
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- Setuju
- Ragu-ragu
- Sangat Tidak Setuju

Pelaksanaan\_Program



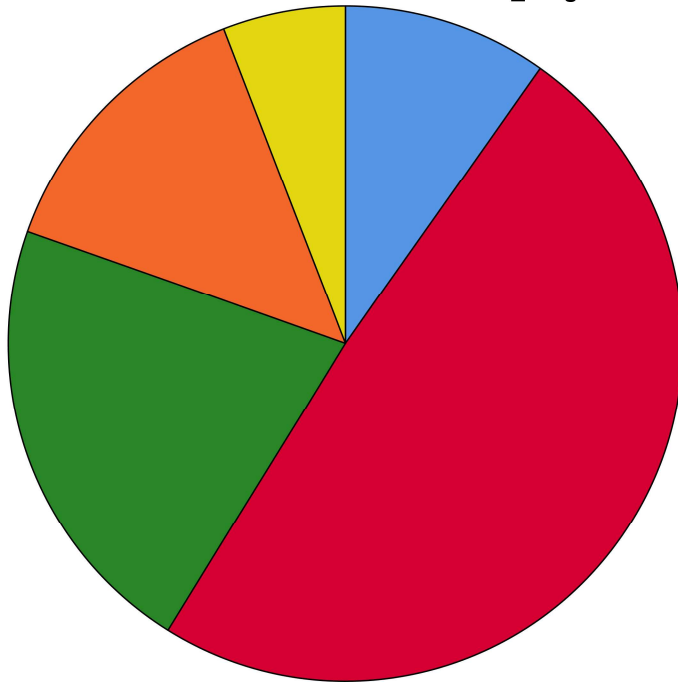
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- Setuju
- Ragu-ragu
- Sangat Tidak Setuju

Pelaksanaan\_Program



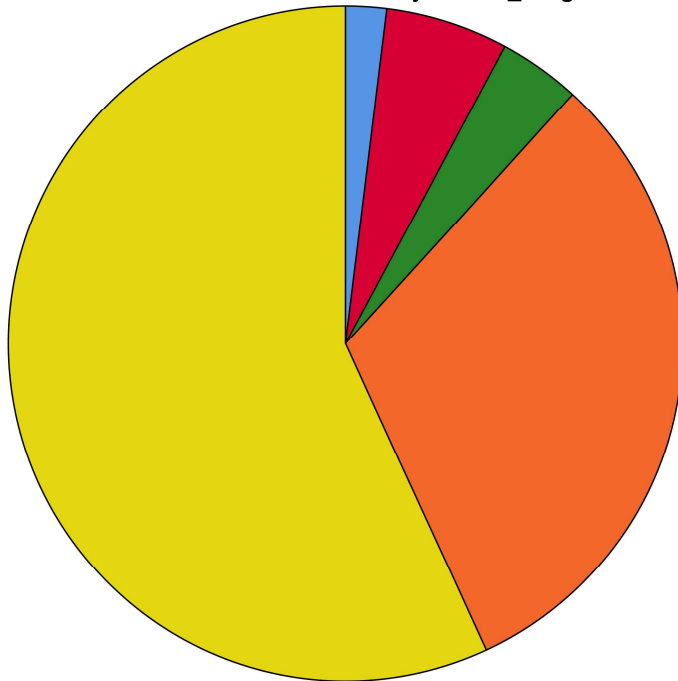
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- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

**Pelaksanaan\_Program**



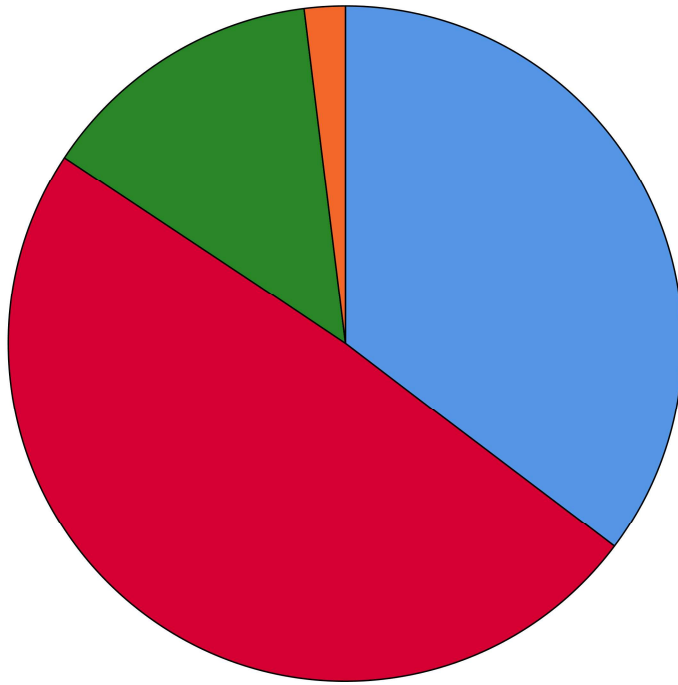
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

**Penyusunan\_Program**



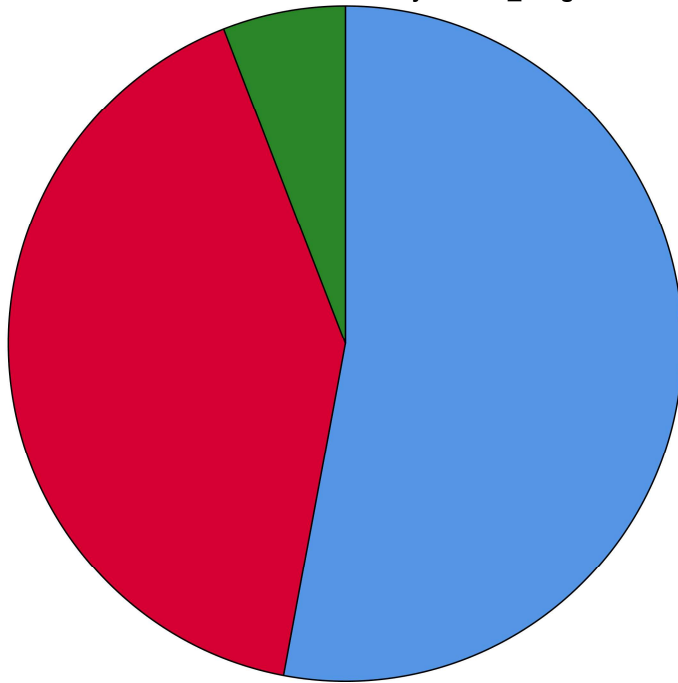
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- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

**Evaluasi**



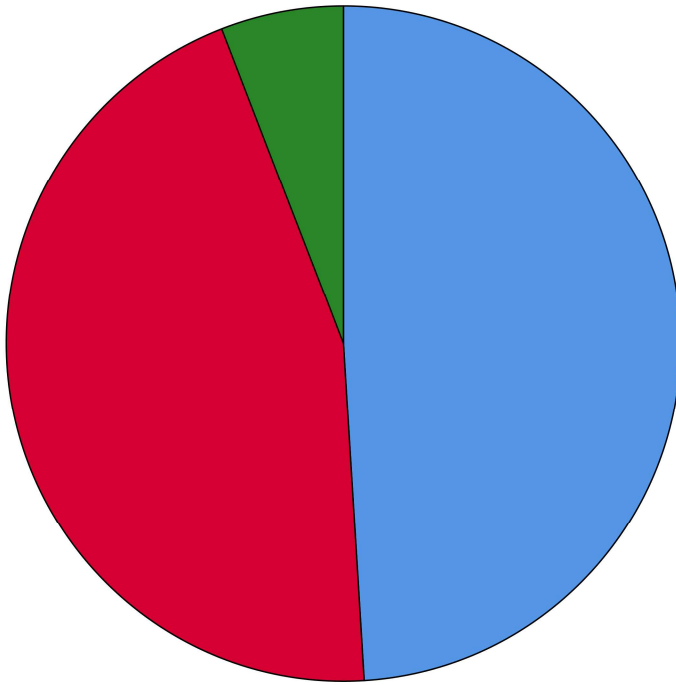
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- Setuju
- Ragu-ragu
- Tidak Setuju

**Penyusunan\_Program**



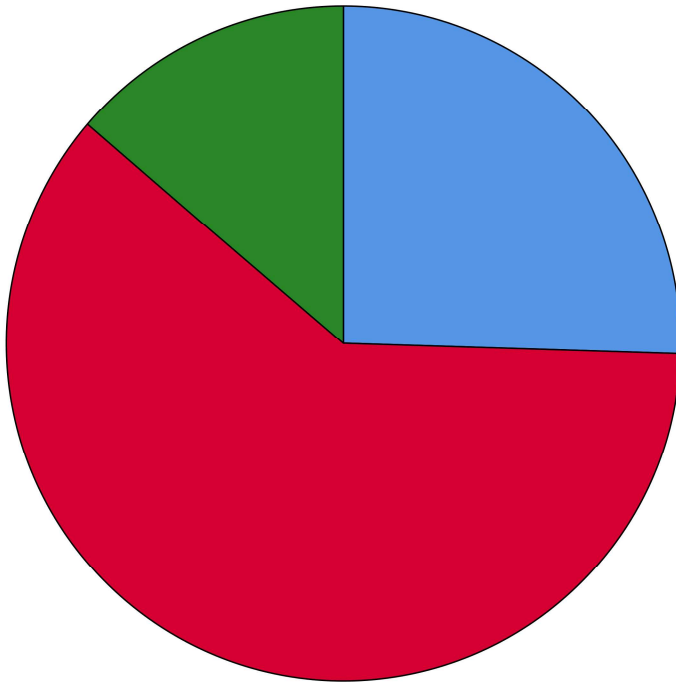
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- Setuju
- Ragu-ragu

Evaluasi



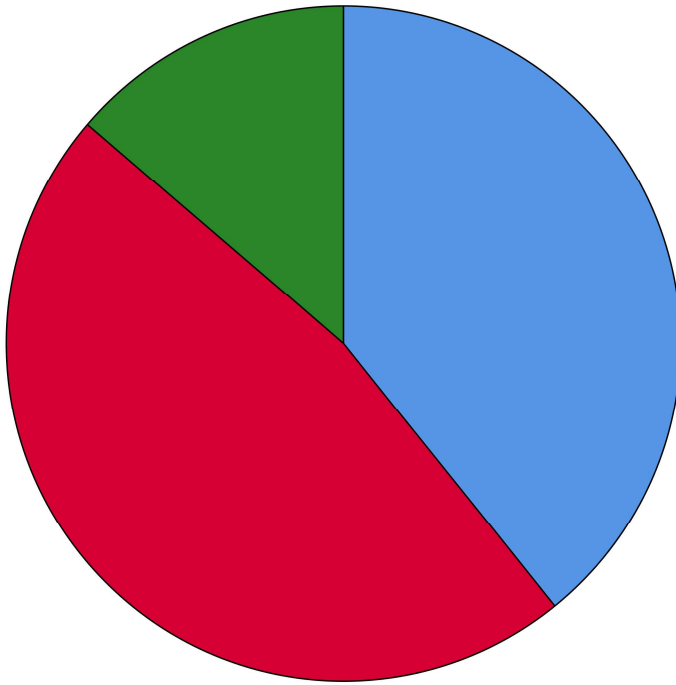
- Sangat Setuju
- Setuju
- Ragu-ragu

Evaluasi



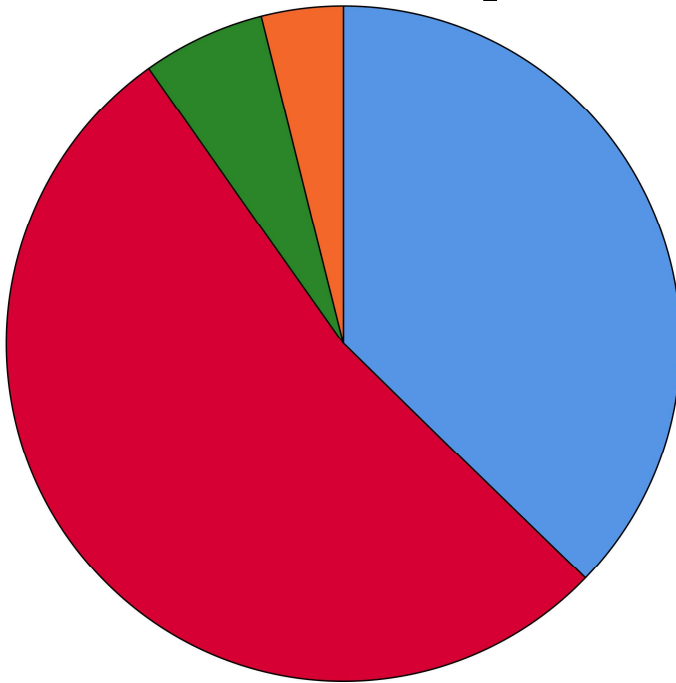
- Sangat Setuju
- Setuju
- Ragu-ragu

**Evaluasi**



- Sangat Setuju
- Setuju
- Ragu-ragu

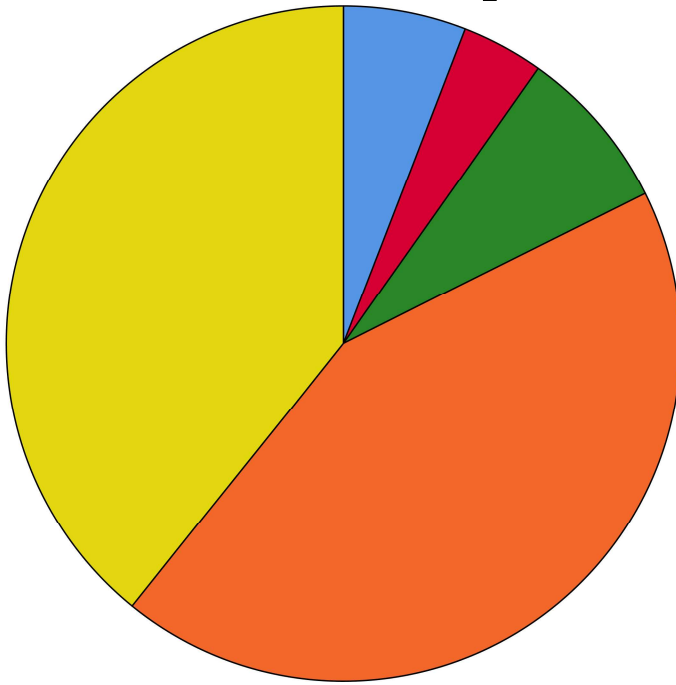
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- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju

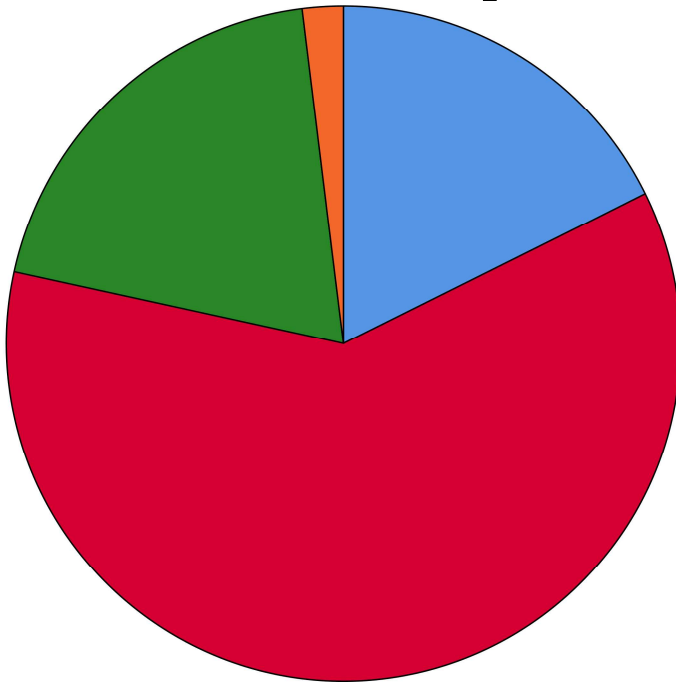


Analisis\_Evaluasi



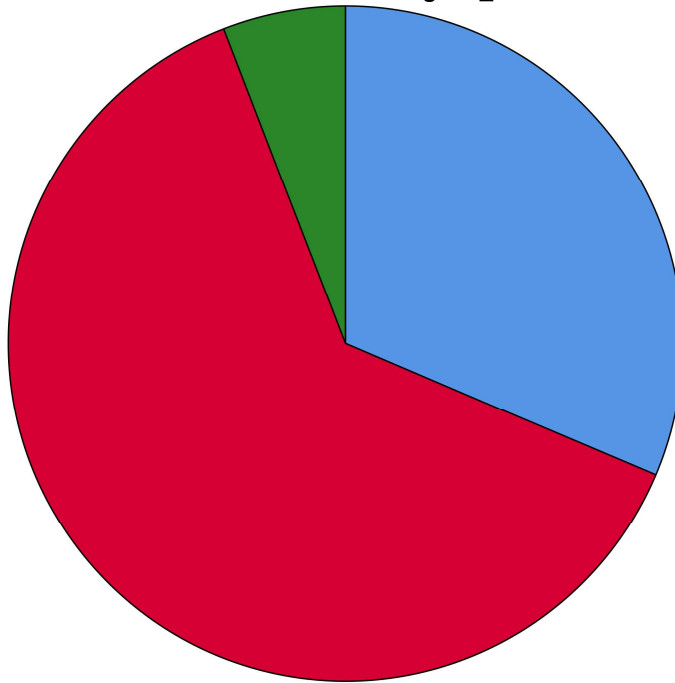
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- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju

Analisis\_Evaluasi



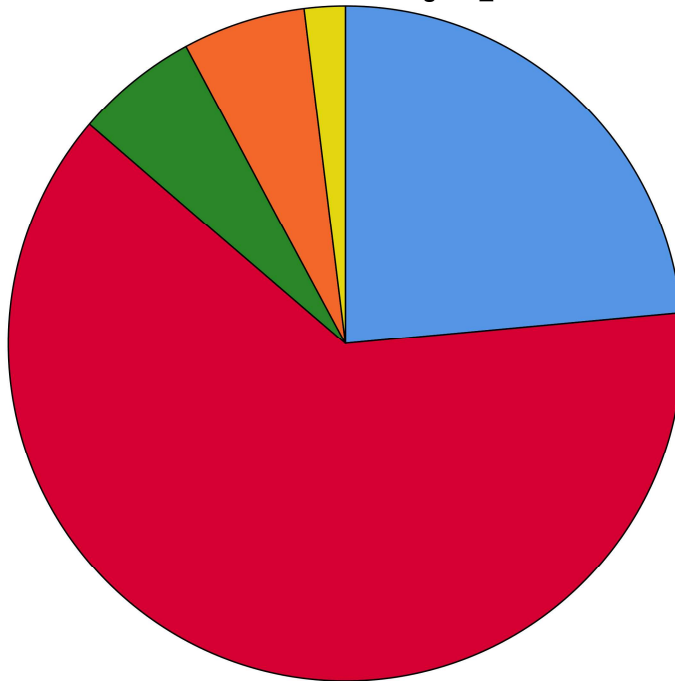
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- Setuju
- Ragu-ragu
- Tidak Setuju

Program\_Perbaikan

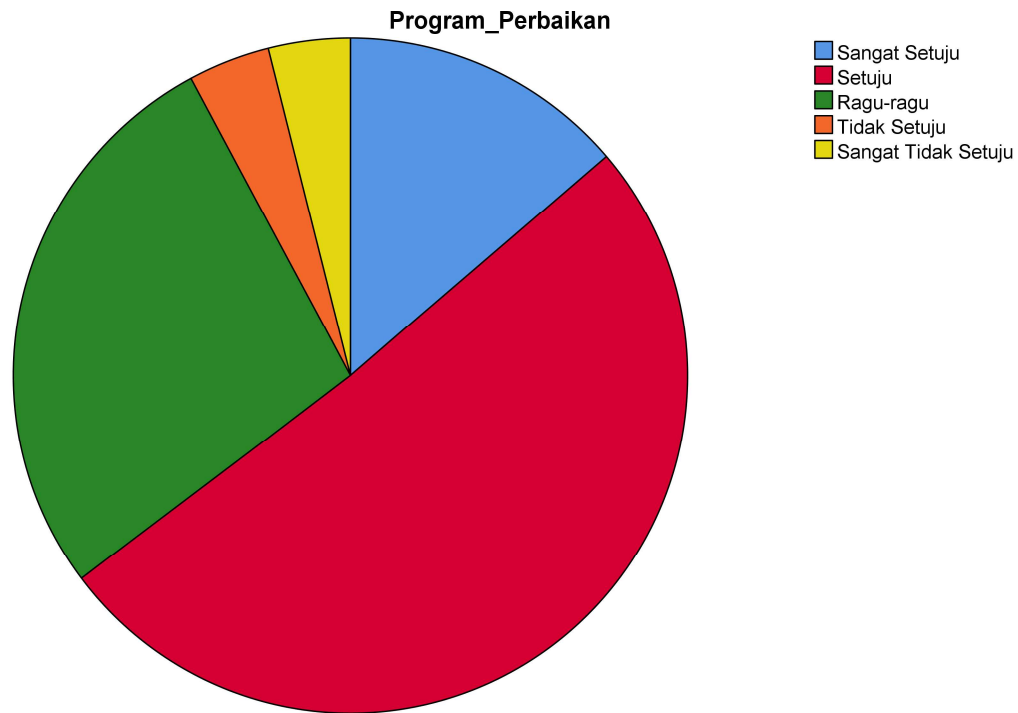


- Sangat Setuju
- Setuju
- Ragu-ragu

Program\_Perbaikan



- Sangat Setuju
- Setuju
- Ragu-ragu
- Tidak Setuju
- Sangat Tidak Setuju



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/ANALYSIS KE_1_1_1 KE_3_1_1 KE_1_1_3 KE_2_1_1 KE_1_3_1 KE_1_3_3 KE_1_2_1 KE_4_1_1 KE_2_5_1
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/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
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## Factor Analysis

### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.517
Bartlett's Test of Sphericity	Approx. Chi-Square	972.108
	df	378
	Sig.	.000

### Anti-image Matrices

		Kesadaran_Diri	Motivasi_Diri	Kesadaran_Diri
Anti-image Covariance	Kesadaran_Diri	.009	-.007	-.008
	Motivasi_Diri	-.007	.031	.003
	Kesadaran_Diri	-.008	.003	.010
	Manajemen_Diri	.000	-.006	.004
	Kesadaran_Diri	.000	-.003	.003
	Kesadaran_Diri	-.004	-.004	.005
	Kesadaran_Diri	-9.734E-6	-.002	.002
	Empati	.001	-.005	.001
	Manajemen_Diri	.004	.000	-.007
	Manajemen_Diri	-.008	.039	.002
	Manajemen_Diri	.008	-.013	-.005
	Manajemen_Diri	.012	-.015	-.007
	Manajemen_Diri	-.010	.015	.008
	Manajemen_Diri	-.005	.013	.001
	Manajemen_Diri	-.007	.007	.003
	Empati	.005	.013	-.009
	Motivasi_Diri	-.001	-.005	.003
	Motivasi_Diri	.004	-.001	-.005
	Motivasi_Diri	-6.186E-5	.003	-.002
	Empati	-.003	.007	.001
	Empati	-.002	.004	.001
	Keterampilan_Sosial	-.001	.004	-.001
	Keterampilan_Sosial	.009	-.023	-.006
	Keterampilan_Sosial	.007	-.014	-.007
	Keterampilan_Sosial	-.001	.005	-.001
	Keterampilan_Sosial	-.003	-.015	.008
Keterampilan_Sosial	-.001	6.848E-5	.002	
Keterampilan_Sosial	.012	.002	-.015	
Anti-image Correlation	Kesadaran_Diri	.577 <sup>a</sup>	-.424	-.870
	Motivasi_Diri	-.424	.667 <sup>a</sup>	.154
	Kesadaran_Diri	-.870	.154	.579 <sup>a</sup>
	Manajemen_Diri	-.020	-.252	.291
	Kesadaran_Diri	-.041	-.260	.389
	Kesadaran_Diri	-.469	-.248	.544
	Kesadaran_Diri	-.001	-.134	.290
	Empati	.086	-.267	.137
	Manajemen_Diri	.368	-.017	-.598
	Manajemen_Diri	-.245	.668	.062
	Manajemen_Diri	.305	-.295	-.202
	Manajemen_Diri	.710	.400	.400

### Anti-image Matrices

		Manajemen_Diri	Kesadaran_Diri	Kesadaran_Diri
Anti-image Covariance	Kesadaran_Diri	.000	.000	-.004
	Motivasi_Diri	-.006	-.003	-.004
	Kesadaran_Diri	.004	.003	.005
	Manajemen_Diri	.016	.007	.000
	Kesadaran_Diri	.007	.005	.000
	Kesadaran_Diri	.000	.000	.008
	Kesadaran_Diri	.009	.005	-.001
	Empati	.011	.005	-.002
	Manajemen_Diri	-.013	-.007	-.003
	Manajemen_Diri	-.008	-.002	-.015
	Manajemen_Diri	.023	.010	-.003
	Manajemen_Diri	.006	.005	-.007
	Manajemen_Diri	.001	.000	.000
	Manajemen_Diri	-.011	-.007	.003
	Manajemen_Diri	-.010	-.007	.008
	Empati	-.021	-.007	-.006
	Motivasi_Diri	.007	.003	.002
	Motivasi_Diri	-.005	-.002	-.003
	Motivasi_Diri	-.005	-.003	.000
	Empati	-.016	-.006	.004
	Empati	-.004	-.002	.001
	Keterampilan_Sosial	-.006	-.003	.000
	Keterampilan_Sosial	-.001	.001	.006
	Keterampilan_Sosial	-.017	-.005	.002
	Keterampilan_Sosial	-.007	-.004	.000
	Keterampilan_Sosial	-.007	.003	.014
	Keterampilan_Sosial	.008	.004	-.002
Keterampilan_Sosial	-.014	-.006	-.010	
Anti-image Correlation	Kesadaran_Diri	-.020	-.041	-.469
	Motivasi_Diri	-.252	-.260	-.248
	Kesadaran_Diri	.291	.389	.544
	Manajemen_Diri	.176 <sup>a</sup>	.768	-.015
	Kesadaran_Diri	.768	.514 <sup>a</sup>	-.032
	Kesadaran_Diri	-.015	-.032	.797 <sup>a</sup>
	Kesadaran_Diri	.850	.870	-.080
	Empati	.835	.616	-.225
	Manajemen_Diri	-.833	-.752	-.246
	Manajemen_Diri	-.192	-.073	-.508
	Manajemen_Diri	.689	.526	-.144
	Manajemen_Diri	.000	.400	.400

### Anti-image Matrices

		Kesadaran_Diri	Empati	Manajemen_Diri
Anti-image Covariance	Kesadaran_Diri	-9.734E-6	.001	.004
	Motivasi_Diri	-.002	-.005	.000
	Kesadaran_Diri	.002	.001	-.007
	Manajemen_Diri	.009	.011	-.013
	Kesadaran_Diri	.005	.005	-.007
	Kesadaran_Diri	-.001	-.002	-.003
	Kesadaran_Diri	.007	.006	-.009
	Empati	.006	.011	-.009
	Manajemen_Diri	-.009	-.009	.016
	Manajemen_Diri	-.002	-.004	.006
	Manajemen_Diri	.012	.017	-.014
	Manajemen_Diri	.005	.007	.000
	Manajemen_Diri	.001	.000	-.005
	Manajemen_Diri	-.007	-.009	.006
	Manajemen_Diri	-.008	-.008	.004
	Empati	-.009	-.014	.019
	Motivasi_Diri	.004	.005	-.007
	Motivasi_Diri	-.003	-.003	.007
	Motivasi_Diri	-.004	-.004	.005
	Empati	-.008	-.016	.011
	Empati	-.003	-.003	.002
	Keterampilan_Sosial	-.004	-.004	.005
	Keterampilan_Sosial	-.001	-.003	.003
	Keterampilan_Sosial	-.011	-.013	.014
	Keterampilan_Sosial	-.005	-.005	.006
	Keterampilan_Sosial	-.002	-.008	-.001
	Keterampilan_Sosial	.005	.006	-.007
	Keterampilan_Sosial	-.008	-.007	.019
Anti-image Correlation	Kesadaran_Diri	-.001	.086	.368
	Motivasi_Diri	-.134	-.267	-.017
	Kesadaran_Diri	.290	.137	-.598
	Manajemen_Diri	.850	.835	-.833
	Kesadaran_Diri	.870	.616	-.752
	Kesadaran_Diri	-.080	-.225	-.246
	Kesadaran_Diri	.542 <sup>a</sup>	.687	-.818
	Empati	.687	.560 <sup>a</sup>	-.645
	Manajemen_Diri	-.818	-.645	.323 <sup>a</sup>
	Manajemen_Diri	-.063	-.108	.132
	Manajemen_Diri	.552	.607	-.430
	Manajemen_Diri	.040	.100	.000

### Anti-image Matrices

		Manajemen_Diri i	Manajemen_Diri i	Manajemen_Diri i
Anti-image Covariance	Kesadaran_Diri	-0.008	.008	.012
	Motivasi_Diri	.039	-0.013	-0.015
	Kesadaran_Diri	.002	-0.005	-0.007
	Manajemen_Diri	-0.008	.023	.006
	Kesadaran_Diri	-0.002	.010	.005
	Kesadaran_Diri	-0.015	-0.003	-0.007
	Kesadaran_Diri	-0.002	.012	.005
	Empati	-0.004	.017	.007
	Manajemen_Diri	.006	-0.014	.000
	Manajemen_Diri	.113	-0.019	-0.007
	Manajemen_Diri	-0.019	.066	.012
	Manajemen_Diri	-0.007	.012	.029
	Manajemen_Diri	.025	-0.010	-0.012
	Manajemen_Diri	.009	-0.018	-0.015
	Manajemen_Diri	-0.008	-0.017	-0.022
	Empati	.036	-0.022	.002
	Motivasi_Diri	-0.010	.009	.002
	Motivasi_Diri	.001	-0.003	.004
	Motivasi_Diri	.003	-0.008	-0.003
	Empati	.009	-0.030	-0.008
	Empati	.004	-0.007	-0.006
	Keterampilan_Sosial	.005	-0.007	-0.006
	Keterampilan_Sosial	-0.043	.016	.005
	Keterampilan_Sosial	-0.040	-0.016	.000
	Keterampilan_Sosial	.006	-0.011	-0.004
	Keterampilan_Sosial	-0.031	-0.018	.000
Keterampilan_Sosial	.003	.011	.003	
Keterampilan_Sosial	.017	-0.009	.015	
Anti-image Correlation	Kesadaran_Diri	-.245	.305	.743
	Motivasi_Diri	.668	-.295	-.490
	Kesadaran_Diri	.062	-.202	-.438
	Manajemen_Diri	-.192	.689	.289
	Kesadaran_Diri	-.073	.526	.422
	Kesadaran_Diri	-.508	-.144	-.462
	Kesadaran_Diri	-.063	.552	.349
	Empati	-.108	.607	.406
	Manajemen_Diri	.132	-.430	.020
	Manajemen_Diri	.464 <sup>a</sup>	-.222	-.125
	Manajemen_Diri	-.222	.220 <sup>a</sup>	.277
	Manajemen_Diri	-.495	-.077	-.105 <sup>a</sup>



### Anti-image Matrices

		Manajemen_Dir i	Manajemen_Dir i	Manajemen_Dir i
Anti-image Covariance	Kesadaran_Diri	-.010	-.005	-.007
	Motivasi_Diri	.015	.013	.007
	Kesadaran_Diri	.008	.001	.003
	Manajemen_Diri	.001	-.011	-.010
	Kesadaran_Diri	.000	-.007	-.007
	Kesadaran_Diri	.000	.003	.008
	Kesadaran_Diri	.001	-.007	-.008
	Empati	.000	-.009	-.008
	Manajemen_Diri	-.005	.006	.004
	Manajemen_Diri	.025	.009	-.008
	Manajemen_Diri	-.010	-.018	-.017
	Manajemen_Diri	-.012	-.015	-.022
	Manajemen_Diri	.015	.006	.004
	Manajemen_Diri	.006	.015	.014
	Manajemen_Diri	.004	.014	.023
	Empati	-.001	.011	-.001
	Motivasi_Diri	-.001	-.005	-.003
	Motivasi_Diri	-.005	.001	-.001
	Motivasi_Diri	.000	.004	.004
	Empati	.002	.011	.010
	Empati	.002	.005	.005
	Keterampilan_Sosial	.002	.006	.006
	Keterampilan_Sosial	-.018	-.007	.001
	Keterampilan_Sosial	-.020	.000	.012
	Keterampilan_Sosial	.001	.006	.005
	Keterampilan_Sosial	-.006	.000	.007
	Keterampilan_Sosial	.003	-.005	-.006
Keterampilan_Sosial	-.010	.002	-.008	
Anti-image Correlation	Kesadaran_Diri	-.818	-.432	-.493
	Motivasi_Diri	.701	.590	.261
	Kesadaran_Diri	.666	.065	.230
	Manajemen_Diri	.047	-.669	-.493
	Kesadaran_Diri	.055	-.760	-.654
	Kesadaran_Diri	.039	.279	.569
	Kesadaran_Diri	.116	-.663	-.606
	Empati	-.012	-.681	-.514
	Manajemen_Diri	-.319	.392	.201
	Manajemen_Diri	.615	.229	-.165
	Manajemen_Diri	-.318	-.573	-.422
	Manajemen_Diri	.570	.701	.610

### Anti-image Matrices

		Empati	Motivasi_Diri	Motivasi_Diri	Motivasi_Diri
Anti-image Covariance	Kesadaran_Diri	.005	-.001	.004	-6.186E-5
	Motivasi_Diri	.013	-.005	-.001	.003
	Kesadaran_Diri	-.009	.003	-.005	-.002
	Manajemen_Diri	-.021	.007	-.005	-.005
	Kesadaran_Diri	-.007	.003	-.002	-.003
	Kesadaran_Diri	-.006	.002	-.003	.000
	Kesadaran_Diri	-.009	.004	-.003	-.004
	Empati	-.014	.005	-.003	-.004
	Manajemen_Diri	.019	-.007	.007	.005
	Manajemen_Diri	.036	-.010	.001	.003
	Manajemen_Diri	-.022	.009	-.003	-.008
	Manajemen_Diri	.002	.002	.004	-.003
	Manajemen_Diri	-.001	-.001	-.005	.000
	Manajemen_Diri	.011	-.005	.001	.004
	Manajemen_Diri	-.001	-.003	-.001	.004
	Empati	.045	-.012	.010	.006
	Motivasi_Diri	-.012	.004	-.003	-.003
	Motivasi_Diri	.010	-.003	.004	.002
	Motivasi_Diri	.006	-.003	.002	.002
	Empati	.020	-.007	.004	.005
	Empati	.004	-.002	.000	.002
	Keterampilan_Sosial	.006	-.003	.001	.002
	Keterampilan_Sosial	-.005	.003	.003	-.001
	Keterampilan_Sosial	.007	-.002	.008	.005
	Keterampilan_Sosial	.008	-.003	.002	.003
	Keterampilan_Sosial	.002	.002	-.001	-.001
	Keterampilan_Sosial	-.009	.003	-.003	-.003
Keterampilan_Sosial	.030	-.009	.012	.005	
Anti-image Correlation	Kesadaran_Diri	.227	-.116	.703	-.014
	Motivasi_Diri	.348	-.446	-.113	.365
	Kesadaran_Diri	-.424	.422	-.826	-.339
	Manajemen_Diri	-.762	.862	-.652	-.911
	Kesadaran_Diri	-.444	.743	-.498	-.927
	Kesadaran_Diri	-.321	.284	-.451	-.029
	Kesadaran_Diri	-.494	.744	-.537	-.900
	Empati	-.640	.704	-.454	-.795
	Manajemen_Diri	.709	-.840	.854	.814
	Manajemen_Diri	.504	-.448	.064	.195
	Manajemen_Diri	-.403	.544	-.201	-.653
	Manajemen_Diri	-.250	.187	.084	.498

### Anti-image Matrices

		Empati	Empati	Keterampilan_Sosial	Keterampilan_Sosial
Anti-image Covariance	Kesadaran_Diri	-.003	-.002	-.001	.009
	Motivasi_Diri	.007	.004	.004	-.023
	Kesadaran_Diri	.001	.001	-.001	-.006
	Manajemen_Diri	-.016	-.004	-.006	-.001
	Kesadaran_Diri	-.006	-.002	-.003	.001
	Kesadaran_Diri	.004	.001	.000	.006
	Kesadaran_Diri	-.008	-.003	-.004	-.001
	Empati	-.016	-.003	-.004	-.003
	Manajemen_Diri	.011	.002	.005	.003
	Manajemen_Diri	.009	.004	.005	-.043
	Manajemen_Diri	-.030	-.007	-.007	.016
	Manajemen_Diri	-.008	-.006	-.006	.005
	Manajemen_Diri	.002	.002	.002	-.018
	Manajemen_Diri	.011	.005	.006	-.007
	Manajemen_Diri	.010	.005	.006	.001
	Empati	.020	.004	.006	-.005
	Motivasi_Diri	-.007	-.002	-.003	.003
	Motivasi_Diri	.004	.000	.001	.003
	Motivasi_Diri	.005	.002	.002	-.001
	Empati	.032	.005	.005	-.001
	Empati	.005	.002	.002	-.002
	Keterampilan_Sosial	.005	.002	.003	-.001
	Keterampilan_Sosial	-.001	-.002	-.001	.048
	Keterampilan_Sosial	.015	.002	.004	.033
	Keterampilan_Sosial	.007	.002	.003	-.002
	Keterampilan_Sosial	.015	.001	.000	.020
Keterampilan_Sosial	-.009	-.002	-.003	-.005	
Keterampilan_Sosial	.010	.000	.003	-.002	
Anti-image Correlation	Kesadaran_Diri	-.158	-.552	-.281	.405
	Motivasi_Diri	.219	.578	.435	-.594
	Kesadaran_Diri	.060	.199	-.111	-.296
	Manajemen_Diri	-.681	-.723	-.796	-.035
	Kesadaran_Diri	-.443	-.711	-.819	.049
	Kesadaran_Diri	.224	.299	.043	.286
	Kesadaran_Diri	-.550	-.699	-.861	-.055
	Empati	-.827	-.754	-.705	-.148
	Manajemen_Diri	.511	.407	.659	.107
	Manajemen_Diri	.142	.264	.292	-.581
	Manajemen_Diri	-.654	-.652	-.522	.289
	Manajemen_Diri	-.273	-.002	-.005	-.102

### Anti-image Matrices

		Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial
Anti-image Covariance	Kesadaran_Diri	.007	-.001	-.003
	Motivasi_Diri	-.014	.005	-.015
	Kesadaran_Diri	-.007	-.001	.008
	Manajemen_Diri	-.017	-.007	-.007
	Kesadaran_Diri	-.005	-.004	.003
	Kesadaran_Diri	.002	.000	.014
	Kesadaran_Diri	-.011	-.005	-.002
	Empati	-.013	-.005	-.008
	Manajemen_Diri	.014	.006	-.001
	Manajemen_Diri	-.040	.006	-.031
	Manajemen_Diri	-.016	-.011	-.018
	Manajemen_Diri	.000	-.004	.000
	Manajemen_Diri	-.020	.001	-.006
	Manajemen_Diri	.000	.006	.000
	Manajemen_Diri	.012	.005	.007
	Empati	.007	.008	.002
	Motivasi_Diri	-.002	-.003	.002
	Motivasi_Diri	.008	.002	-.001
	Motivasi_Diri	.005	.003	-.001
	Empati	.015	.007	.015
	Empati	.002	.002	.001
	Keterampilan_Sosial	.004	.003	.000
	Keterampilan_Sosial	.033	-.002	.020
	Keterampilan_Sosial	.099	.006	.024
	Keterampilan_Sosial	.006	.004	-.001
	Keterampilan_Sosial	.024	-.001	.065
	Keterampilan_Sosial	-.014	-.003	-.008
	Keterampilan_Sosial	.011	.006	-.012
Anti-image Correlation	Kesadaran_Diri	.232	-.113	-.115
	Motivasi_Diri	-.257	.440	-.337
	Kesadaran_Diri	-.239	-.228	.336
	Manajemen_Diri	-.420	-.902	-.200
	Kesadaran_Diri	-.232	-.886	.142
	Kesadaran_Diri	.080	-.039	.619
	Kesadaran_Diri	-.419	-.860	-.093
	Empati	-.394	-.781	-.296
	Manajemen_Diri	.350	.765	-.035
	Manajemen_Diri	-.383	.297	-.366
	Manajemen_Diri	-.197	-.707	-.278
	Manajemen_Diri	.000	.400	.005

### Anti-image Matrices

		Keterampilan_Sosial	Keterampilan_Sosial
Anti-image Covariance	Kesadaran_Diri	-.001	.012
	Motivasi_Diri	6.848E-5	.002
	Kesadaran_Diri	.002	-.015
	Manajemen_Diri	.008	-.014
	Kesadaran_Diri	.004	-.006
	Kesadaran_Diri	-.002	-.010
	Kesadaran_Diri	.005	-.008
	Empati	.006	-.007
	Manajemen_Diri	-.007	.019
	Manajemen_Diri	.003	.017
	Manajemen_Diri	.011	-.009
	Manajemen_Diri	.003	.015
	Manajemen_Diri	.003	-.010
	Manajemen_Diri	-.005	.002
	Manajemen_Diri	-.006	-.008
	Empati	-.009	.030
	Motivasi_Diri	.003	-.009
	Motivasi_Diri	-.003	.012
	Motivasi_Diri	-.003	.005
	Empati	-.009	.010
	Empati	-.002	.000
	Keterampilan_Sosial	-.003	.003
	Keterampilan_Sosial	-.005	-.002
	Keterampilan_Sosial	-.014	.011
	Keterampilan_Sosial	-.003	.006
	Keterampilan_Sosial	-.008	-.012
	Keterampilan_Sosial	.005	-.006
Keterampilan_Sosial	-.006	.040	
Anti-image Correlation	Kesadaran_Diri	-.121	.640
	Motivasi_Diri	.005	.053
	Kesadaran_Diri	.274	-.751
	Manajemen_Diri	.889	-.528
	Kesadaran_Diri	.700	-.420
	Kesadaran_Diri	-.246	-.578
	Kesadaran_Diri	.802	-.478
	Empati	.837	-.354
	Manajemen_Diri	-.750	.771
	Manajemen_Diri	.123	.250
	Manajemen_Diri	.587	-.173
	Manajemen_Diri	.040	.410

### Anti-image Matrices

	Kesadaran_Diri	Motivasi_Diri	Kesadaran_Diri
Manajemen_Diri	-.493	.261	.230
Empati	.227	.348	-.424
Motivasi_Diri	-.116	-.446	.422
Motivasi_Diri	.703	-.113	-.826
Motivasi_Diri	-.014	.365	-.339
Empati	-.158	.219	.060
Empati	-.552	.578	.199
Keterampilan_Sosial	-.281	.435	-.111
Keterampilan_Sosial	.405	-.594	-.296
Keterampilan_Sosial	.232	-.257	-.239
Keterampilan_Sosial	-.113	.440	-.228
Keterampilan_Sosial	-.115	-.337	.336
Keterampilan_Sosial	-.121	.005	.274
Keterampilan_Sosial	.640	.053	-.751

### Anti-image Matrices

	Manajemen_Diri	Kesadaran_Diri	Kesadaran_Diri
Manajemen_Diri	-.493	-.654	.569
Empati	-.762	-.444	-.321
Motivasi_Diri	.862	.743	.284
Motivasi_Diri	-.652	-.498	-.451
Motivasi_Diri	-.911	-.927	-.029
Empati	-.681	-.443	.224
Empati	-.723	-.711	.299
Keterampilan_Sosial	-.796	-.819	.043
Keterampilan_Sosial	-.035	.049	.286
Keterampilan_Sosial	-.420	-.232	.080
Keterampilan_Sosial	-.902	-.886	-.039
Keterampilan_Sosial	-.200	.142	.619
Keterampilan_Sosial	.889	.700	-.246
Keterampilan_Sosial	-.528	-.420	-.578

### Anti-image Matrices

	Kesadaran_Diri	Empati	Manajemen_Diri
Manajemen_Diri	-.606	-.514	.201
Empati	-.494	-.640	.709
Motivasi_Diri	.744	.704	-.840
Motivasi_Diri	-.537	-.454	.854
Motivasi_Diri	-.900	-.795	.814
Empati	-.550	-.827	.511
Empati	-.699	-.754	.407
Keterampilan_Sosial	-.861	-.705	.659
Keterampilan_Sosial	-.055	-.148	.107
Keterampilan_Sosial	-.419	-.394	.350
Keterampilan_Sosial	-.860	-.781	.765
Keterampilan_Sosial	-.093	-.296	-.035
Keterampilan_Sosial	.802	.837	-.750
Keterampilan_Sosial	-.478	-.354	.771

### Anti-image Matrices

	Manajemen_Diri	Manajemen_Diri	Manajemen_Diri
	i	i	i
Manajemen_Diri	-.165	-.422	-.849
Empati	.504	-.403	.058
Motivasi_Diri	-.448	.544	.167
Motivasi_Diri	.064	-.201	.394
Motivasi_Diri	.195	-.653	-.423
Empati	.142	-.654	-.278
Empati	.264	-.652	-.809
Keterampilan_Sosial	.292	-.522	-.635
Keterampilan_Sosial	-.581	.289	.139
Keterampilan_Sosial	-.383	-.197	.009
Keterampilan_Sosial	.297	-.707	-.432
Keterampilan_Sosial	-.366	-.278	-.005
Keterampilan_Sosial	.123	.587	.249
Keterampilan_Sosial	.250	-.173	.446

### Anti-image Matrices

	Manajemen_Diri	Manajemen_Diri	Manajemen_Diri
	i	i	i
Manajemen_Diri	.212	.769	.369 <sup>a</sup>
Empati	-.033	.413	-.019
Motivasi_Diri	-.067	-.644	-.264
Motivasi_Diri	-.567	.088	-.136
Motivasi_Diri	.021	.785	.615
Empati	.102	.486	.366
Empati	.460	.924	.808
Keterampilan_Sosial	.229	.830	.686
Keterampilan_Sosial	-.654	-.262	.023
Keterampilan_Sosial	-.506	-.005	.260
Keterampilan_Sosial	.130	.782	.587
Keterampilan_Sosial	-.202	.010	.191
Keterampilan_Sosial	.304	-.530	-.555
Keterampilan_Sosial	-.391	.088	-.273

### Anti-image Matrices

	Empati	Motivasi_Diri	Motivasi_Diri	Motivasi_Diri
Manajemen_Diri	-.019	-.264	-.136	.615
Empati	.111 <sup>a</sup>	-.858	.714	.627
Motivasi_Diri	-.858	.529 <sup>a</sup>	-.710	-.865
Motivasi_Diri	.714	-.710	.574 <sup>a</sup>	.578
Motivasi_Diri	.627	-.865	.578	.490 <sup>a</sup>
Empati	.515	-.574	.314	.626
Empati	.397	-.620	.047	.805
Keterampilan_Sosial	.523	-.752	.302	.875
Keterampilan_Sosial	-.103	.240	.200	-.074
Keterampilan_Sosial	.105	-.105	.375	.341
Keterampilan_Sosial	.645	-.868	.526	.965
Keterampilan_Sosial	.043	.136	-.074	-.052
Keterampilan_Sosial	-.569	.635	-.599	-.807
Keterampilan_Sosial	.707	-.730	.896	.505



### Anti-image Matrices

	Empati	Empati	Keterampilan_Sosial	Keterampilan_Sosial
Manajemen_Diri	.366	.808	.686	.023
Empati	.515	.397	.523	-.103
Motivasi_Diri	-.574	-.620	-.752	.240
Motivasi_Diri	.314	.047	.302	.200
Motivasi_Diri	.626	.805	.875	-.074
Empati	.639 <sup>a</sup>	.635	.511	-.036
Empati	.635	.525 <sup>a</sup>	.880	-.203
Keterampilan_Sosial	.511	.880	.551 <sup>a</sup>	-.121
Keterampilan_Sosial	-.036	-.203	-.121	.810 <sup>a</sup>
Keterampilan_Sosial	.259	.141	.207	.481
Keterampilan_Sosial	.650	.820	.852	-.186
Keterampilan_Sosial	.324	.080	-.020	.366
Keterampilan_Sosial	-.687	-.606	-.642	-.326
Keterampilan_Sosial	.276	.017	.274	-.040

### Anti-image Matrices

	Keterampilan_Sosial	Keterampilan_Sosial	Keterampilan_Sosial
Manajemen_Diri	.260	.587	.191
Empati	.105	.645	.043
Motivasi_Diri	-.105	-.868	.136
Motivasi_Diri	.375	.526	-.074
Motivasi_Diri	.341	.965	-.052
Empati	.259	.650	.324
Empati	.141	.820	.080
Keterampilan_Sosial	.207	.852	-.020
Keterampilan_Sosial	.481	-.186	.366
Keterampilan_Sosial	.657 <sup>a</sup>	.307	.296
Keterampilan_Sosial	.307	.473 <sup>a</sup>	-.066
Keterampilan_Sosial	.296	-.066	.692 <sup>a</sup>
Keterampilan_Sosial	-.626	-.778	-.415
Keterampilan_Sosial	.178	.482	-.245

### Anti-image Matrices

	Keterampilan_Sosial	Keterampilan_Sosial
Manajemen_Diri	-.555	-.273
Empati	-.569	.707
Motivasi_Diri	.635	-.730
Motivasi_Diri	-.599	.896
Motivasi_Diri	-.807	.505
Empati	-.687	.276
Empati	-.606	.017
Keterampilan_Sosial	-.642	.274
Keterampilan_Sosial	-.326	-.040
Keterampilan_Sosial	-.626	.178
Keterampilan_Sosial	-.778	.482
Keterampilan_Sosial	-.415	-.245
Keterampilan_Sosial	.518 <sup>a</sup>	-.397
Keterampilan_Sosial	-.397	.268 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

### Communalities

	Initial	Extraction
Kesadaran_Diri	1.000	.855
Motivasi_Diri	1.000	.814
Kesadaran_Diri	1.000	.860
Manajemen_Diri	1.000	.825
Kesadaran_Diri	1.000	.868
Kesadaran_Diri	1.000	.915
Kesadaran_Diri	1.000	.912
Empati	1.000	.893
Manajemen_Diri	1.000	.811
Manajemen_Diri	1.000	.664
Manajemen_Diri	1.000	.885
Manajemen_Diri	1.000	.880
Manajemen_Diri	1.000	.857
Manajemen_Diri	1.000	.737
Manajemen_Diri	1.000	.865
Empati	1.000	.875
Motivasi_Diri	1.000	.912
Motivasi_Diri	1.000	.882
Motivasi_Diri	1.000	.843
Empati	1.000	.844

### Communalities

	Initial	Extraction
Keterampilan_Sosial	1.000	.801
Keterampilan_Sosial	1.000	.657
Keterampilan_Sosial	1.000	.881
Keterampilan_Sosial	1.000	.871
Keterampilan_Sosial	1.000	.895
Keterampilan_Sosial	1.000	.844

Extraction Method: Principal Component Analysis.

### Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	14.458	51.635	51.635	14.458	51.635	51.635
2	2.145	7.662	59.298	2.145	7.662	59.298
3	1.796	6.414	65.711	1.796	6.414	65.711
4	1.649	5.890	71.602	1.649	5.890	71.602
5	1.454	5.192	76.794	1.454	5.192	76.794
6	1.241	4.432	81.226	1.241	4.432	81.226
7	1.030	3.680	84.906	1.030	3.680	84.906
8	.824	2.941	87.847			
9	.576	2.056	89.903			
10	.529	1.888	91.791			
11	.453	1.618	93.409			
12	.357	1.276	94.685			
13	.311	1.112	95.797			
14	.250	.894	96.691			
15	.192	.685	97.376			
16	.151	.539	97.915			
17	.148	.527	98.442			
18	.113	.403	98.845			
19	.099	.353	99.198			
20	.079	.284	99.482			
21	.060	.215	99.697			
22	.028	.101	99.798			
23	.023	.080	99.878			
24	.019	.066	99.945			
25	.009	.032	99.977			
26	.005	.016	99.993			
27	.001	.005	99.998			
28	.000	.002	100.000			

Extraction Method: Principal Component Analysis.

### Component Matrix<sup>a</sup>

	Component						
	1	2	3	4	5	6	7
Kesadaran_Diri	.681	-.388	-.274	.273	.184	-.227	.069
Motivasi_Diri	.767	.148	-.054	-.005	-.227	-.236	-.306
Kesadaran_Diri	.679	-.340	-.389	-.105	.227	-.236	-.119
Manajemen_Diri	.366	.640	-.141	.205	-.147	.046	.441
Kesadaran_Diri	.826	-.052	.125	.333	-.213	-.095	.034
Kesadaran_Diri	.934	.028	-.019	-.046	-.149	-.129	-.022
Kesadaran_Diri	.900	.033	.208	-.226	-.007	.060	-.063
Empati	.903	.051	.068	.035	-.174	.075	.180
Manajemen_Diri	.539	.192	.310	.594	.085	-.108	-.127
Manajemen_Diri	.404	-.128	.638	-.052	-.020	-.271	.027
Manajemen_Diri	.285	-.554	.075	-.127	.676	.084	.108
Manajemen_Diri	.122	.534	.372	-.165	.564	-.301	-.078
Manajemen_Diri	.739	.172	-.255	-.236	.287	.132	.245
Manajemen_Diri	.819	-.041	.048	-.051	-.015	-.069	.236
Manajemen_Diri	.487	.593	.140	.111	.358	.053	-.337
Empati	-.139	.353	-.677	.390	.205	.234	-.156
Motivasi_Diri	.895	-.082	-.214	.040	.054	-.027	-.229
Motivasi_Diri	.835	.076	-.320	-.195	-.011	-.188	.053
Motivasi_Diri	.885	-.229	-.009	-.018	-.062	.038	-.034
Empati	.878	.106	-.014	-.203	-.088	.084	.078
Empati	-.878	.014	.086	.249	.177	-.045	.068
Keterampilan_Sosial	.916	.079	-.086	-.266	-.134	-.097	-.029
Keterampilan_Sosial	.865	.147	.097	.003	-.073	.128	-.030
Keterampilan_Sosial	.612	.227	.008	-.117	.251	.101	.381
Keterampilan_Sosial	.842	-.169	.087	.350	-.064	.093	.021
Keterampilan_Sosial	.511	-.253	.311	.328	.106	.557	.142
Keterampilan_Sosial	.838	-.188	-.034	.330	.104	.061	-.179
Keterampilan_Sosial	.389	.050	.114	-.411	-.062	.611	-.362

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

FACTOR

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/VARIABLES BW_1_1_1 BW_1_1_2 BW_1_2_1 BW_1_2_2 BW_1_3_1 BW_1_3_2 BM_2_1_1 B
M_2_1_2 BM_2_2_1
          BM_2_2_2 BM_2_3_1 BM_2_3_2 BT_3_1_1 BT_3_1_2 BT_3_2_1 BT_3_3_1 BT_3_3_2 B
T_3_2_2
/MISSING LISTWISE
/ANALYSIS BW_1_1_1 BW_1_1_2 BW_1_2_1 BW_1_2_2 BW_1_3_1 BW_1_3_2 BM_2_1_1 BM
_2_1_2 BM_2_2_1
          BM_2_2_2 BM_2_3_1 BM_2_3_2 BT_3_1_1 BT_3_1_2 BT_3_2_1 BT_3_3_1 BT_3_3_2 B
T_3_2_2

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/ROTATION NOROTATE  
 /METHOD=CORRELATION.

## Factor Analysis

### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.428	
Bartlett's Test of Sphericity	Approx. Chi-Square	312.151
	df	153
	Sig.	.000

### Anti-image Matrices

		Beban_Waktu	Beban_Waktu	Beban_Waktu
Anti-image Covariance	Beban_Waktu	.437	.144	-.014
	Beban_Waktu	.144	.146	-.012
	Beban_Waktu	-.014	-.012	.274
	Beban_Waktu	-.040	-.085	.089
	Beban_Waktu	.092	.085	.063
	Beban_Waktu	-.115	-.078	.033
	Beban_Usaha_Mental	-.101	-.109	-.007
	Beban_Usaha_Mental	.055	.077	.028
	Beban_Usaha_Mental	.024	.077	-.034
	Beban_Usaha_Mental	.028	.070	-.023
	Beban_Usaha_Mental	-.063	-.038	.082
	Beban_Usaha_Mental	.090	.080	-.051
	Beban_Tekanan_Psikologis	-.141	-.108	.011
	Beban_Tekanan_Psikologis	-.066	-.046	.055
	Beban_Tekanan_Psikologis	.027	.040	-.103
	Beban_Tekanan_Psikologis	.069	.066	.112
Beban_Tekanan_Psikologis	-.022	-.059	.050	
Beban_Tekanan_Psikologis	.096	.114	-.002	
Anti-image Correlation	Beban_Waktu	.323 <sup>a</sup>	.571	-.042
	Beban_Waktu	.571	.233 <sup>a</sup>	-.059
	Beban_Waktu	-.042	-.059	.653 <sup>a</sup>
	Beban_Waktu	-.155	-.576	.437
	Beban_Waktu	.283	.452	.246
	Beban_Waktu	-.413	-.487	.152
	Beban_Usaha_Mental	221 -.422	-.795	-.035

### Anti-image Matrices

		Beban_Waktu	Beban_Waktu	Beban_Waktu
Anti-image Covariance	Beban_Waktu	-.040	.092	-.115
	Beban_Waktu	-.085	.085	-.078
	Beban_Waktu	.089	.063	.033
	Beban_Waktu	.151	-.017	.043
	Beban_Waktu	-.017	.240	.009
	Beban_Waktu	.043	.009	.176
	Beban_Usaha_Mental	.079	-.083	.077
	Beban_Usaha_Mental	-.073	.045	-.029
	Beban_Usaha_Mental	-.072	.046	-.036
	Beban_Usaha_Mental	-.044	.070	-.042
	Beban_Usaha_Mental	.060	.014	.034
	Beban_Usaha_Mental	-.074	.042	-.072
	Beban_Tekanan_Psikologis	.049	-.083	.126
	Beban_Tekanan_Psikologis	.060	.051	.125
	Beban_Tekanan_Psikologis	-.083	-.097	-.093
	Beban_Tekanan_Psikologis	-.017	.164	.029
Beban_Tekanan_Psikologis	.092	-.005	.086	
Beban_Tekanan_Psikologis	-.088	.067	-.095	
Anti-image Correlation	Beban_Waktu	-.155	.283	-.413
	Beban_Waktu	-.576	.452	-.487
	Beban_Waktu	.437	.246	.152
	Beban_Waktu	.438 <sup>a</sup>	-.089	.262
	Beban_Waktu	-.089	.454 <sup>a</sup>	.044
	Beban_Waktu	.262	.044	.385 <sup>a</sup>
	Beban_Usaha_Mental	.561	-.471	.507
	Beban_Usaha_Mental	-.575	.283	-.214
	Beban_Usaha_Mental	-.427	.215	-.196

### Anti-image Matrices

		Beban_Usaha_	Beban_Usaha_	Beban_Usaha_
		Mental	Mental	Mental
Anti-image Covariance	Beban_Waktu	-.101	.055	.024
	Beban_Waktu	-.109	.077	.077
	Beban_Waktu	-.007	.028	-.034
	Beban_Waktu	.079	-.073	-.072
	Beban_Waktu	-.083	.045	.046
	Beban_Waktu	.077	-.029	-.036
	Beban_Usaha_Mental	.130	-.073	-.081
	Beban_Usaha_Mental	-.073	.107	.080
	Beban_Usaha_Mental	-.081	.080	.190
	Beban_Usaha_Mental	-.062	.016	.082
	Beban_Usaha_Mental	.009	-.018	-.018
	Beban_Usaha_Mental	-.074	.040	.053
	Beban_Tekanan_Psikologis	.097	-.045	-.057
	Beban_Tekanan_Psikologis	.030	-.023	-.014
	Beban_Tekanan_Psikologis	-.036	.036	.049
	Beban_Tekanan_Psikologis	-.078	.064	.042
Beban_Tekanan_Psikologis	.042	-.065	-.036	
Beban_Tekanan_Psikologis	-.104	.056	.051	
Anti-image Correlation	Beban_Waktu	-.422	.255	.084
	Beban_Waktu	-.795	.613	.462
	Beban_Waktu	-.035	.164	-.147
	Beban_Waktu	.561	-.575	-.427
	Beban_Waktu	-.471	.283	.215
	Beban_Waktu	.507	-.214	-.196
	Beban_Usaha_Mental	.243 <sup>a</sup>	-.624	-.514
	Beban_Usaha_Mental	-.624	.567 <sup>a</sup>	.559
	Beban_Usaha_Mental	-.514	.559	.567 <sup>a</sup>

### Anti-image Matrices

		Beban_Usaha_	Beban_Usaha_	Beban_Usaha_
		Mental	Mental	Mental
Anti-image Covariance	Beban_Waktu	.028	-.063	.090
	Beban_Waktu	.070	-.038	.080
	Beban_Waktu	-.023	.082	-.051
	Beban_Waktu	-.044	.060	-.074
	Beban_Waktu	.070	.014	.042
	Beban_Waktu	-.042	.034	-.072
	Beban_Usaha_Mental	-.062	.009	-.074
	Beban_Usaha_Mental	.016	-.018	.040
	Beban_Usaha_Mental	.082	-.018	.053
	Beban_Usaha_Mental	.105	-.014	.037
	Beban_Usaha_Mental	-.014	.192	-.089
	Beban_Usaha_Mental	.037	-.089	.105
	Beban_Tekanan_Psikologis	-.066	.019	-.084
	Beban_Tekanan_Psikologis	.023	.043	-.072
	Beban_Tekanan_Psikologis	-.005	-.028	.056
	Beban_Tekanan_Psikologis	.016	.042	.022
	Beban_Tekanan_Psikologis	-.020	.078	-.064
Beban_Tekanan_Psikologis	.065	-.046	.083	
Anti-image Correlation	Beban_Waktu	.132	-.219	.419
	Beban_Waktu	.565	-.226	.643
	Beban_Waktu	-.138	.359	-.299
	Beban_Waktu	-.348	.355	-.586
	Beban_Waktu	.439	.064	.262
	Beban_Waktu	-.312	.182	-.531
	Beban_Usaha_Mental	-.531	.057	-.632
	Beban_Usaha_Mental	.153	-.127	.374
	Beban_Usaha_Mental	.585	-.092	.378



### Anti-image Matrices

		Beban_Tekana n_Psikologis	Beban_Tekana n_Psikologis	Beban_Tekana n_Psikologis
Anti-image Covariance	Beban_Waktu	-.141	-.066	.027
	Beban_Waktu	-.108	-.046	.040
	Beban_Waktu	.011	.055	-.103
	Beban_Waktu	.049	.060	-.083
	Beban_Waktu	-.083	.051	-.097
	Beban_Waktu	.126	.125	-.093
	Beban_Usaha_Mental	.097	.030	-.036
	Beban_Usaha_Mental	-.045	-.023	.036
	Beban_Usaha_Mental	-.057	-.014	.049
	Beban_Usaha_Mental	-.066	.023	-.005
	Beban_Usaha_Mental	.019	.043	-.028
	Beban_Usaha_Mental	-.084	-.072	.056
	Beban_Tekanan_Psikologis	.174	.081	-.044
	Beban_Tekanan_Psikologis	.081	.249	-.152
	Beban_Tekanan_Psikologis	-.044	-.152	.240
	Beban_Tekanan_Psikologis	-.037	.056	-.090
	Beban_Tekanan_Psikologis	.077	.064	-.019
Beban_Tekanan_Psikologis	-.119	-.070	.063	
Anti-image Correlation	Beban_Waktu	-.510	-.200	.082
	Beban_Waktu	-.675	-.242	.215
	Beban_Waktu	.052	.212	-.401
	Beban_Waktu	.303	.311	-.434
	Beban_Waktu	-.404	.210	-.405
	Beban_Waktu	.720	.597	-.451
	Beban_Usaha_Mental	.648	.169	-.201
	Beban_Usaha_Mental	-.332	-.143	.225
	Beban_Usaha_Mental	-.311	-.062	.228

### Anti-image Matrices

		Beban_Tekana n_Psikologis	Beban_Tekana n_Psikologis	Beban_Tekana n_Psikologis
Anti-image Covariance	Beban_Waktu	.069	-.022	.096
	Beban_Waktu	.066	-.059	.114
	Beban_Waktu	.112	.050	-.002
	Beban_Waktu	-.017	.092	-.088
	Beban_Waktu	.164	-.005	.067
	Beban_Waktu	.029	.086	-.095
	Beban_Usaha_Mental	-.078	.042	-.104
	Beban_Usaha_Mental	.064	-.065	.056
	Beban_Usaha_Mental	.042	-.036	.051
	Beban_Usaha_Mental	.016	-.020	.065
	Beban_Usaha_Mental	.042	.078	-.046
	Beban_Usaha_Mental	.022	-.064	.083
	Beban_Tekanan_Psikologis	-.037	.077	-.119
	Beban_Tekanan_Psikologis	.056	.064	-.070
	Beban_Tekanan_Psikologis	-.090	-.019	.063
	Beban_Tekanan_Psikologis	.285	.053	.057
Beban_Tekanan_Psikologis	.053	.482	-.108	
Beban_Tekanan_Psikologis	.057	-.108	.171	
Anti-image Correlation	Beban_Waktu	.197	-.049	.352
	Beban_Waktu	.322	-.223	.724
	Beban_Waktu	.403	.138	-.008
	Beban_Waktu	-.084	.340	-.550
	Beban_Waktu	.626	-.016	.329
	Beban_Waktu	.131	.294	-.548
	Beban_Usaha_Mental	-.408	.169	-.701
	Beban_Usaha_Mental	.369	-.285	.413
	Beban_Usaha_Mental	.179	-.118	.285

### Anti-image Matrices

	Beban_Waktu	Beban_Waktu	Beban_Waktu
Beban_Usaha_Mental	.132	.565	-.138
Beban_Usaha_Mental	-.219	-.226	.359
Beban_Usaha_Mental	.419	.643	-.299
Beban_Tekanan_Psikologis	-.510	-.675	.052
Beban_Tekanan_Psikologis	-.200	-.242	.212
Beban_Tekanan_Psikologis	.082	.215	-.401
Beban_Tekanan_Psikologis	.197	.322	.403
Beban_Tekanan_Psikologis	-.049	-.223	.138
Beban_Tekanan_Psikologis	.352	.724	-.008

### Anti-image Matrices

	Beban_Waktu	Beban_Waktu	Beban_Waktu
Beban_Usaha_Mental	-.348	.439	-.312
Beban_Usaha_Mental	.355	.064	.182
Beban_Usaha_Mental	-.586	.262	-.531
Beban_Tekanan_Psikologis	.303	-.404	.720
Beban_Tekanan_Psikologis	.311	.210	.597
Beban_Tekanan_Psikologis	-.434	-.405	-.451
Beban_Tekanan_Psikologis	-.084	.626	.131
Beban_Tekanan_Psikologis	.340	-.016	.294
Beban_Tekanan_Psikologis	-.550	.329	-.548

### Anti-image Matrices

	Beban_Usaha_Mental	Beban_Usaha_Mental	Beban_Usaha_Mental
Beban_Usaha_Mental	-.531	.153	.585
Beban_Usaha_Mental	.057	-.127	-.092
Beban_Usaha_Mental	-.632	.374	.378
Beban_Tekanan_Psikologis	.648	-.332	-.311
Beban_Tekanan_Psikologis	.169	-.143	-.062
Beban_Tekanan_Psikologis	-.201	.225	.228
Beban_Tekanan_Psikologis	-.408	.369	.179
Beban_Tekanan_Psikologis	.169	-.285	-.118
Beban_Tekanan_Psikologis	-.701	.413	.285

### Anti-image Matrices

	Beban_Usaha_Mental	Beban_Usaha_Mental	Beban_Usaha_Mental
Beban_Usaha_Mental	.599 <sup>a</sup>	-.097	.350
Beban_Usaha_Mental	-.097	.676 <sup>a</sup>	-.630
Beban_Usaha_Mental	.350	-.630	.357 <sup>a</sup>
Beban_Tekanan_Psikologis	-.492	.104	-.618
Beban_Tekanan_Psikologis	.140	.197	-.448
Beban_Tekanan_Psikologis	-.032	-.130	.349
Beban_Tekanan_Psikologis	.090	.178	.129
Beban_Tekanan_Psikologis	-.088	.257	-.283
Beban_Tekanan_Psikologis	.486	-.255	.620

### Anti-image Matrices

	Beban_Tekana n_Psikologis	Beban_Tekana n_Psikologis	Beban_Tekana n_Psikologis
Beban_Usaha_Mental	-.492	.140	-.032
Beban_Usaha_Mental	.104	.197	-.130
Beban_Usaha_Mental	-.618	-.448	.349
Beban_Tekanan_Psikologis	.259 <sup>a</sup>	.386	-.216
Beban_Tekanan_Psikologis	.386	.496 <sup>a</sup>	-.620
Beban_Tekanan_Psikologis	-.216	-.620	.431 <sup>a</sup>
Beban_Tekanan_Psikologis	-.165	.212	-.345
Beban_Tekanan_Psikologis	.266	.185	-.054
Beban_Tekanan_Psikologis	-.691	-.341	.310

### Anti-image Matrices

	Beban_Tekana n_Psikologis	Beban_Tekana n_Psikologis	Beban_Tekana n_Psikologis
Beban_Usaha_Mental	.090	-.088	.486
Beban_Usaha_Mental	.178	.257	-.255
Beban_Usaha_Mental	.129	-.283	.620
Beban_Tekanan_Psikologis	-.165	.266	-.691
Beban_Tekanan_Psikologis	.212	.185	-.341
Beban_Tekanan_Psikologis	-.345	-.054	.310
Beban_Tekanan_Psikologis	.477 <sup>a</sup>	.142	.258
Beban_Tekanan_Psikologis	.142	.567 <sup>a</sup>	-.375
Beban_Tekanan_Psikologis	.258	-.375	.302 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

### Communalities

	Initial	Extraction
Beban_Waktu	1.000	.777
Beban_Waktu	1.000	.697
Beban_Waktu	1.000	.754
Beban_Waktu	1.000	.781
Beban_Waktu	1.000	.770
Beban_Waktu	1.000	.701
Beban_Usaha_Mental	1.000	.709
Beban_Usaha_Mental	1.000	.811
Beban_Usaha_Mental	1.000	.703
Beban_Usaha_Mental	1.000	.861
Beban_Usaha_Mental	1.000	.810
Beban_Usaha_Mental	1.000	.819
Beban_Tekanan_Psikologis	1.000	.710
Beban_Tekanan_Psikologis	1.000	.595
Beban_Tekanan_Psikologis	1.000	.726
Beban_Tekanan_Psikologis	1.000	.583
Beban_Tekanan_Psikologis	1.000	.571
Beban_Tekanan_Psikologis	1.000	.687

Extraction Method: Principal Component Analysis.

### Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.075	28.192	28.192	5.075	28.192	28.192
2	3.919	21.774	49.966	3.919	21.774	49.966
3	1.589	8.828	58.794	1.589	8.828	58.794
4	1.322	7.346	66.140	1.322	7.346	66.140
5	1.162	6.453	72.593	1.162	6.453	72.593
6	.919	5.103	77.696			
7	.787	4.372	82.067			
8	.751	4.170	86.238			
9	.540	3.001	89.238			
10	.459	2.552	91.790			
11	.406	2.254	94.044			
12	.319	1.771	95.816			
13	.279	1.547	97.363			
14	.150	.835	98.198			
15	.124	.687	98.885			
16	.106	.586	99.471			
17	.072	.402	99.872			
18	.023	.128	100.000			

Extraction Method: Principal Component Analysis.

### Component Matrix<sup>a</sup>

	Component				
	1	2	3	4	5
Beban_Waktu	.390	.024	.349	-.698	.123
Beban_Waktu	-.564	.054	-.052	.574	-.210
Beban_Waktu	-.652	-.136	.423	-.296	-.207
Beban_Waktu	.733	-.135	-.242	.343	.223
Beban_Waktu	-.576	.273	.040	-.021	.601
Beban_Waktu	.447	-.570	-.193	-.210	-.308
Beban_Usaha_Mental	.058	.670	.430	.170	-.207
Beban_Usaha_Mental	.870	.195	-.066	.091	.057
Beban_Usaha_Mental	-.751	.286	-.146	-.188	-.022
Beban_Usaha_Mental	.825	-.345	.244	-.024	.026
Beban_Usaha_Mental	.479	.672	.298	.038	-.200
Beban_Usaha_Mental	.526	.570	.385	.113	-.238
Beban_Tekanan_Psikologis	.337	.517	.203	.108	.526
Beban_Tekanan_Psikologis	-.549	.414	.307	.159	-.059
Beban_Tekanan_Psikologis	-.247	-.585	.460	.139	.303
Beban_Tekanan_Psikologis	.232	-.614	.266	.283	-.031
Beban_Tekanan_Psikologis	-.027	.618	-.395	-.103	-.147
Beban_Tekanan_Psikologis	.263	.689	-.327	-.147	.122

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

FACTOR

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/VARIABLES KT_1_1_1 KT_1_1_2 KT_1_2_1 KT_1_2_2 KT_1_3_1 KT_1_3_2 KT_1_4_1 K
T_1_5_1 KT_1_6_1
      KT_1_7_1 KT_1_8_1 KT_1_9_1 KT_2_1_1 KT_2_2_1 KT_2_3_1 KT_3_1_1 KT_3_2_1 K
T_3_3_1 KT_3_4_1 KT_3_5_1
      KT_4_1_1 KT_4_2_1 KT_4_3_1 KT_4_4_1 KT_4_5_1 KT_4_6_1 KT_4_6_2 KT_4_6_3
/MISSING LISTWISE
/ANALYSIS KT_1_1_1 KT_1_1_2 KT_1_2_1 KT_1_2_2 KT_1_3_1 KT_1_3_2 KT_1_4_1 KT
_1_5_1 KT_1_6_1
      KT_1_7_1 KT_1_8_1 KT_1_9_1 KT_2_1_1 KT_2_2_1 KT_2_3_1 KT_3_1_1 KT_3_2_1 K
T_3_3_1 KT_3_4_1 KT_3_5_1
      KT_4_1_1 KT_4_2_1 KT_4_3_1 KT_4_4_1 KT_4_5_1 KT_4_6_1 KT_4_6_2 KT_4_6_3
/PRINT INITIAL KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE

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### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.607
Bartlett's Test of Sphericity	Approx. Chi-Square	1396.253
	df	378
	Sig.	.000

### Anti-image Matrices

		Idealized_Influence	Idealized_Influence	Idealized_Influence
Anti-image Covariance	Idealized_Influence	.000	.000	-.001
	Idealized_Influence	.000	.001	-.001
	Idealized_Influence	-.001	-.001	.003
	Idealized_Influence	.000	-.001	.001
	Idealized_Influence	.000	.000	.001
	Idealized_Influence	.000	-.001	.001
	Idealized_Influence	.001	.002	-.002
	Idealized_Influence	-5.080E-5	.000	-.003
	Idealized_Influence	-.001	-.001	.006
	Idealized_Influence	.000	.000	.000
	Idealized_Influence	-.001	-.001	.003
	Idealized_Influence	-.001	-.003	.004
	Inspirational_Motivation	.000	.000	.001
	Inspirational_Motivation	.000	.001	-.001
	Inspirational_Motivation	.000	.000	-2.651E-5
	Intellectual_Simulation	6.753E-5	.001	.000
	Intellectual_Simulation	.001	.003	.001
	Intellectual_Simulation	.000	.002	.001
	Intellectual_Simulation	.000	.000	.001
	Intellectual_Simulation	.000	-.001	.001
	Individualized_Consideration	.001	.001	-.002
	Individualized_Consideration	.000	.000	-.001
	Individualized_Consideration	.000	.001	.006
	Individualized_Consideration	-.001	-.001	.003
	Individualized_Consideration	.000	.000	-.002
	Individualized_Consideration	-.001	-.002	.004
	Individualized_Consideration	-.004	-.007	.014
	Individualized_Consideration	.000	.001	-.002

### Anti-image Matrices

		Idealized_Influence	Idealized_Influence	Idealized_Influence
Anti-image Covariance	Idealized_Influence	.000	.000	.000
	Idealized_Influence	-.001	.000	-.001
	Idealized_Influence	.001	.001	.001
	Idealized_Influence	.001	.000	.001
	Idealized_Influence	.000	.001	.001
	Idealized_Influence	.001	.001	.001
	Idealized_Influence	-.002	.000	-.001
	Idealized_Influence	-.001	-.001	.001
	Idealized_Influence	.002	.003	.002
	Idealized_Influence	.000	.001	.000
	Idealized_Influence	.001	.002	.001
	Idealized_Influence	.002	2.501E-5	.003
	Inspirational_Motivation	.000	.000	.000
	Inspirational_Motivation	-.001	-.001	-.001
	Inspirational_Motivation	-6.945E-5	.000	.000
	Intellectual_Simulation	.000	.001	.000
	Intellectual_Simulation	-.001	.002	-.002
	Intellectual_Simulation	-.001	.000	-.001
	Intellectual_Simulation	.000	.000	.000
	Intellectual_Simulation	.000	2.699E-5	.000
	Individualized_Consideration	-.001	-.001	-.001
	Individualized_Consideration	.000	.000	.000
	Individualized_Consideration	.001	.002	-.001
Individualized_Consideration	.002	.002	.002	
Individualized_Consideration	.000	-.001	.000	
Individualized_Consideration	.002	.002	.002	
Individualized_Consideration	.007	.006	.008	
Individualized_Consideration	-.001	.000	-.001	
Anti-image Correlation	Idealized_Influence	-.820	-.772	-.972
	Idealized_Influence	-.905	-.345	-.838
	Idealized_Influence	.917	.556	.701

### Anti-image Matrices

		Idealized_Influence	Idealized_Influence	Idealized_Influence
Anti-image Covariance	Idealized_Influence	.001	-5.080E-5	-.001
	Idealized_Influence	.002	.000	-.001
	Idealized_Influence	-.002	-.003	.006
	Idealized_Influence	-.002	-.001	.002
	Idealized_Influence	.000	-.001	.003
	Idealized_Influence	-.001	.001	.002
	Idealized_Influence	.016	-.001	.001
	Idealized_Influence	-.001	.034	-.008
	Idealized_Influence	.001	-.008	.020
	Idealized_Influence	.003	-.001	.002
	Idealized_Influence	-.001	-.003	.008
	Idealized_Influence	-.006	.011	.007
	Inspirational_Motivation	-.001	6.185E-5	.002
	Inspirational_Motivation	.001	.001	-.004
	Inspirational_Motivation	.000	-.001	.000
	Intellectual_Simulation	.004	-.005	.001
	Intellectual_Simulation	.017	-.023	.009
	Intellectual_Simulation	.010	.001	.007
	Intellectual_Simulation	-.001	.001	.001
	Intellectual_Simulation	-.002	.001	.001
	Individualized_Consideration	.002	-.001	-.003
	Individualized_Consideration	.001	.000	-.002
	Individualized_Consideration	.011	-.049	.024
	Individualized_Consideration	-.001	-.005	.008
Individualized_Consideration	-.003	.004	-.007	
Individualized_Consideration	-.003	.001	.010	
Individualized_Consideration	-.013	.000	.031	
Individualized_Consideration	.004	.000	-.002	
Anti-image Correlation	Idealized_Influence	.339	-.019	-.648
	Idealized_Influence	.680	-.038	-.348
	Idealized_Influence	-.329	-.283	.829

### Anti-image Matrices

		Idealized_Influence	Idealized_Influence	Idealized_Influence
Anti-image Covariance	Idealized_Influence	.000	-.001	-.001
	Idealized_Influence	.000	-.001	-.003
	Idealized_Influence	.000	.003	.004
	Idealized_Influence	.000	.001	.002
	Idealized_Influence	.001	.002	2.501E-5
	Idealized_Influence	.000	.001	.003
	Idealized_Influence	.003	-.001	-.006
	Idealized_Influence	-.001	-.003	.011
	Idealized_Influence	.002	.008	.007
	Idealized_Influence	.001	.001	-.001
	Idealized_Influence	.001	.004	.002
	Idealized_Influence	-.001	.002	.038
	Inspirational_Motivation	.000	.001	.002
	Inspirational_Motivation	.000	-.002	-.001
	Inspirational_Motivation	-.001	1.382E-6	-.001
	Intellectual_Simulation	.002	-1.716E-5	-.004
	Intellectual_Simulation	.004	.000	-.017
	Intellectual_Simulation	.001	.002	-.004
	Intellectual_Simulation	6.487E-5	.001	.002
	Intellectual_Simulation	-.001	.000	.003
	Individualized_Consideration	.000	-.002	-.004
	Individualized_Consideration	.000	-.001	-.002
	Individualized_Consideration	.003	.004	-.029
Individualized_Consideration	.002	.004	.001	
Individualized_Consideration	-.001	-.003	-2.565E-6	
Individualized_Consideration	.000	.006	.006	
Individualized_Consideration	.002	.011	.037	
Individualized_Consideration	.001	-.001	-.003	
Anti-image Correlation	Idealized_Influence	-.254	-.686	-.427
	Idealized_Influence	.245	-.448	-.504
	Idealized_Influence	-.053	.792	.389

### Anti-image Matrices

		Inspirational_M otivation	Inspirational_M otivation	Inspirational_M otivation
Anti-image Covariance	Idealized_Influence	.000	.000	.000
	Idealized_Influence	.000	.001	.000
	Idealized_Influence	.001	-.001	-2.651E-5
	Idealized_Influence	.000	-.001	-6.945E-5
	Idealized_Influence	.000	-.001	.000
	Idealized_Influence	.000	-.001	.000
	Idealized_Influence	-.001	.001	.000
	Idealized_Influence	6.185E-5	.001	-.001
	Idealized_Influence	.002	-.004	.000
	Idealized_Influence	.000	.000	-.001
	Idealized_Influence	.001	-.002	1.382E-6
	Idealized_Influence	.002	-.001	-.001
	Inspirational_Motivation	.000	.000	.000
	Inspirational_Motivation	.000	.001	.000
	Inspirational_Motivation	.000	.000	.001
	Intellectual_Simulation	-4.971E-6	.000	-.001
	Intellectual_Simulation	.000	-.001	-.001
	Intellectual_Simulation	.000	.000	.001
	Intellectual_Simulation	.000	.000	.000
	Intellectual_Simulation	.000	.000	-3.169E-5
	Individualized_Consideration	-.001	.001	.000
	Individualized_Consideration	.000	.001	.000
	Individualized_Consideration	.000	-.003	.002
	Individualized_Consideration	.001	-.002	-.001
	Individualized_Consideration	.000	.001	.000
	Individualized_Consideration	.001	-.003	-2.498E-5
Individualized_Consideration	.005	-.007	-.004	
Individualized_Consideration	.000	.001	.000	
Anti-image Correlation	Idealized_Influence	-.975	.818	.575
	Idealized_Influence	-.741	.590	.221
	Idealized_Influence	.680	-.810	-.018

### Anti-image Matrices

		Intellectual_Simulation	Intellectual_Simulation	Intellectual_Simulation
Anti-image Covariance	Idealized_Influence	6.753E-5	.001	.000
	Idealized_Influence	.001	.003	.002
	Idealized_Influence	.000	.001	.001
	Idealized_Influence	.000	-.001	-.001
	Idealized_Influence	.001	.002	.000
	Idealized_Influence	.000	-.002	-.001
	Idealized_Influence	.004	.017	.010
	Idealized_Influence	-.005	-.023	.001
	Idealized_Influence	.001	.009	.007
	Idealized_Influence	.002	.004	.001
	Idealized_Influence	-1.716E-5	.000	.002
	Idealized_Influence	-.004	-.017	-.004
	Inspirational_Motivation	-4.971E-6	.000	.000
	Inspirational_Motivation	.000	-.001	.000
	Inspirational_Motivation	-.001	-.001	.001
	Intellectual_Simulation	.003	.009	.002
	Intellectual_Simulation	.009	.061	.016
	Intellectual_Simulation	.002	.016	.044
	Intellectual_Simulation	.000	-.002	-.001
	Intellectual_Simulation	-.001	-.003	-.002
	Individualized_Consideration	.001	.003	.002
	Individualized_Consideration	8.341E-5	.000	5.745E-5
	Individualized_Consideration	.008	.065	.000
	Individualized_Consideration	.001	.003	-.001
	Individualized_Consideration	-.002	-.009	-.004
	Individualized_Consideration	-.001	-.003	.002
Individualized_Consideration	-.002	.000	-.004	
Individualized_Consideration	.001	.004	.002	
Anti-image Correlation	Idealized_Influence	.092	.160	.107
	Idealized_Influence	.479	.392	.342
	Idealized_Influence	-.157	.041	.070

### Anti-image Matrices

		Intellectual_Simulation	Intellectual_Simulation	Individualized_Consideration
Anti-image Covariance	Idealized_Influence	.000	.000	.001
	Idealized_Influence	.000	-.001	.001
	Idealized_Influence	.001	.001	-.002
	Idealized_Influence	.000	.000	-.001
	Idealized_Influence	.000	2.699E-5	-.001
	Idealized_Influence	.000	.000	-.001
	Idealized_Influence	-.001	-.002	.002
	Idealized_Influence	.001	.001	-.001
	Idealized_Influence	.001	.001	-.003
	Idealized_Influence	6.487E-5	-.001	.000
	Idealized_Influence	.001	.000	-.002
	Idealized_Influence	.002	.003	-.004
	Inspirational_Motivation	.000	.000	-.001
	Inspirational_Motivation	.000	.000	.001
	Inspirational_Motivation	.000	-3.169E-5	.000
	Intellectual_Simulation	.000	-.001	.001
	Intellectual_Simulation	-.002	-.003	.003
	Intellectual_Simulation	-.001	-.002	.002
	Intellectual_Simulation	.000	.000	-.001
	Intellectual_Simulation	.000	.001	-.001
	Individualized_Consideration	-.001	-.001	.002
	Individualized_Consideration	.000	.000	.001
	Individualized_Consideration	-.002	-.002	.001
	Individualized_Consideration	.001	.000	-.002
	Individualized_Consideration	-7.437E-5	.000	.001
Individualized_Consideration	.001	.001	-.003	
Individualized_Consideration	.005	.005	-.012	
Individualized_Consideration	.000	-.001	.001	
Anti-image Correlation	Idealized_Influence	-.901	-.598	.834
	Idealized_Influence	-.780	-.888	.772
	Idealized_Influence	.487	.592	-.691

### Anti-image Matrices

		Individualized_ Consideration	Individualized_ Consideration	Individualized_ Consideration
Anti-image Covariance	Idealized_Influence	.000	.000	-.001
	Idealized_Influence	.000	.001	-.001
	Idealized_Influence	-.001	.006	.003
	Idealized_Influence	.000	.001	.002
	Idealized_Influence	.000	.002	.002
	Idealized_Influence	.000	-.001	.002
	Idealized_Influence	.001	.011	-.001
	Idealized_Influence	.000	-.049	-.005
	Idealized_Influence	-.002	.024	.008
	Idealized_Influence	.000	.003	.002
	Idealized_Influence	-.001	.004	.004
	Idealized_Influence	-.002	-.029	.001
	Inspirational_Motivation	.000	.000	.001
	Inspirational_Motivation	.001	-.003	-.002
	Inspirational_Motivation	.000	.002	-.001
	Intellectual_Simulation	8.341E-5	.008	.001
	Intellectual_Simulation	.000	.065	.003
	Intellectual_Simulation	5.745E-5	.000	-.001
	Intellectual_Simulation	.000	-.002	.001
	Intellectual_Simulation	.000	-.002	.000
	Individualized_Consideration	.001	.001	-.002
	Individualized_Consideration	.000	-.001	-.001
	Individualized_Consideration	-.001	.276	.007
	Individualized_Consideration	-.001	.007	.007
	Individualized_Consideration	.001	-.013	-.003
	Individualized_Consideration	-.002	.000	.005
Individualized_Consideration	-.006	.000	.018	
Individualized_Consideration	.001	.000	-.002	
Anti-image Correlation	Idealized_Influence	.953	.049	-.810
	Idealized_Influence	.777	.059	-.565
	Idealized_Influence	-.865	.216	.657



### Anti-image Matrices

		Individualized_ Consideration	Individualized_ Consideration	Individualized_ Consideration
Anti-image Covariance	Idealized_Influence	.000	-.001	-.004
	Idealized_Influence	.000	-.002	-.007
	Idealized_Influence	-.002	.004	.014
	Idealized_Influence	.000	.002	.007
	Idealized_Influence	-.001	.002	.006
	Idealized_Influence	.000	.002	.008
	Idealized_Influence	-.003	-.003	-.013
	Idealized_Influence	.004	.001	.000
	Idealized_Influence	-.007	.010	.031
	Idealized_Influence	-.001	.000	.002
	Idealized_Influence	-.003	.006	.011
	Idealized_Influence	-2.565E-6	.006	.037
	Inspirational_Motivation	.000	.001	.005
	Inspirational_Motivation	.001	-.003	-.007
	Inspirational_Motivation	.000	-2.498E-5	-.004
	Intellectual_Simulation	-.002	-.001	-.002
	Intellectual_Simulation	-.009	-.003	.000
	Intellectual_Simulation	-.004	.002	-.004
	Intellectual_Simulation	-7.437E-5	.001	.005
	Intellectual_Simulation	.000	.001	.005
	Individualized_Consideration	.001	-.003	-.012
	Individualized_Consideration	.001	-.002	-.006
	Individualized_Consideration	-.013	.000	.000
	Individualized_Consideration	-.003	.005	.018
	Individualized_Consideration	.004	-.003	-.009
Individualized_Consideration	-.003	.010	.019	
Individualized_Consideration	-.009	.019	.127	
Individualized_Consideration	.000	-.003	-.008	
Anti-image Correlation	Idealized_Influence	.394	-.734	-.795
	Idealized_Influence	-.061	-.599	-.692
	Idealized_Influence	-.559	.769	.735

### Anti-image Matrices

		Individualized_ Consideration
Anti-image Covariance	Idealized_Influence	.000
	Idealized_Influence	.001
	Idealized_Influence	-.002
	Idealized_Influence	-.001
	Idealized_Influence	.000
	Idealized_Influence	-.001
	Idealized_Influence	.004
	Idealized_Influence	.000
	Idealized_Influence	-.002
	Idealized_Influence	.001
	Idealized_Influence	-.001
	Idealized_Influence	-.003
	Inspirational_Motivation	.000
	Inspirational_Motivation	.001
	Inspirational_Motivation	.000
	Intellectual_Simulation	.001
	Intellectual_Simulation	.004
	Intellectual_Simulation	.002
	Intellectual_Simulation	.000
	Intellectual_Simulation	-.001
	Individualized_Consideration	.001
	Individualized_Consideration	.001
	Individualized_Consideration	.000
	Individualized_Consideration	-.002
Individualized_Consideration	.000	
Individualized_Consideration	-.003	
Individualized_Consideration	-.008	
Individualized_Consideration	.002	
Anti-image Correlation	Idealized_Influence	.590
	Idealized_Influence	.882
	Idealized_Influence	-.711

### Anti-image Matrices

	Idealized_Influence	Idealized_Influence	Idealized_Influence
Idealized_Influence	-.820	-.905	.917
Idealized_Influence	-.772	-.345	.556
Idealized_Influence	-.972	-.838	.701
Idealized_Influence	.339	.680	-.329
Idealized_Influence	-.019	-.038	-.283
Idealized_Influence	-.648	-.348	.829
Idealized_Influence	-.254	.245	-.053
Idealized_Influence	-.686	-.448	.792
Idealized_Influence	-.427	-.504	.389
Inspirational_Motivation	-.975	-.741	.680
Inspirational_Motivation	.818	.590	-.810
Inspirational_Motivation	.575	.221	-.018
Intellectual_Simulation	.092	.479	-.157
Intellectual_Simulation	.160	.392	.041
Intellectual_Simulation	.107	.342	.070
Intellectual_Simulation	-.901	-.780	.487
Intellectual_Simulation	-.598	-.888	.592
Individualized_Consideration	.834	.772	-.691
Individualized_Consideration	.953	.777	-.865
Individualized_Consideration	.049	.059	.216
Individualized_Consideration	-.810	-.565	.657
Individualized_Consideration	.394	-.061	-.559
Individualized_Consideration	-.734	-.599	.769
Individualized_Consideration	-.795	-.692	.735
Individualized_Consideration	.590	.882	-.711

### Anti-image Matrices

	Idealized_Influence	Idealized_Influence	Idealized_Influence
Idealized_Influence	.532 <sup>a</sup>	.505	.787
Idealized_Influence	.505	.646 <sup>a</sup>	.674
Idealized_Influence	.787	.674	.507 <sup>a</sup>
Idealized_Influence	-.589	.045	-.346
Idealized_Influence	-.190	-.208	.141
Idealized_Influence	.636	.705	.566
Idealized_Influence	-.169	.656	.192
Idealized_Influence	.706	.747	.589
Idealized_Influence	.402	.004	.534
Inspirational_Motivation	.743	.739	.954
Inspirational_Motivation	-.776	-.874	-.735
Inspirational_Motivation	-.091	-.525	-.573
Intellectual_Simulation	-.351	.383	-.170
Intellectual_Simulation	-.206	.243	-.238
Intellectual_Simulation	-.122	.061	-.190
Intellectual_Simulation	.665	.532	.921
Intellectual_Simulation	.761	.037	.681
Individualized_Consideration	-.765	-.583	-.850
Individualized_Consideration	-.869	-.783	-.928
Individualized_Consideration	.094	.125	-.105
Individualized_Consideration	.675	.863	.736
Individualized_Consideration	-.264	-.696	-.289
Individualized_Consideration	.765	.681	.673
Individualized_Consideration	.723	.536	.816
Individualized_Consideration	-.887	-.231	-.589

### Anti-image Matrices

	Idealized_Influence	Idealized_Influence	Idealized_Influence
Idealized_Influence	-.589	-.190	.636
Idealized_Influence	.045	-.208	.705
Idealized_Influence	-.346	.141	.566
Idealized_Influence	.762 <sup>a</sup>	-.036	.080
Idealized_Influence	-.036	.839 <sup>a</sup>	-.299
Idealized_Influence	.080	-.299	.085 <sup>a</sup>
Idealized_Influence	.526	-.195	.365
Idealized_Influence	-.068	-.211	.839
Idealized_Influence	-.242	.311	.259
Inspirational_Motivation	-.293	.018	.601
Inspirational_Motivation	.126	.226	-.834
Inspirational_Motivation	-.044	-.115	-.114
Intellectual_Simulation	.622	-.487	.168
Intellectual_Simulation	.541	-.500	.247
Intellectual_Simulation	.378	.035	.236
Intellectual_Simulation	-.458	.325	.337
Intellectual_Simulation	-.714	.218	.163
Individualized_Consideration	.393	-.149	-.501
Individualized_Consideration	.272	.040	-.787
Individualized_Consideration	.173	-.500	.327
Individualized_Consideration	-.130	-.303	.674
Individualized_Consideration	-.438	.361	-.852
Individualized_Consideration	-.206	.040	.724
Individualized_Consideration	-.300	.000	.610
Individualized_Consideration	.715	.026	-.327

### Anti-image Matrices

	Idealized_Influence	Idealized_Influence	Idealized_Influence
Idealized_Influence	-.169	.706	.402
Idealized_Influence	.656	.747	.004
Idealized_Influence	.192	.589	.534
Idealized_Influence	.526	-.068	-.242
Idealized_Influence	-.195	-.211	.311
Idealized_Influence	.365	.839	.259
Idealized_Influence	.786 <sup>a</sup>	.239	-.158
Idealized_Influence	.239	.628 <sup>a</sup>	.196
Idealized_Influence	-.158	.196	.753 <sup>a</sup>
Inspirational_Motivation	.307	.553	.432
Inspirational_Motivation	-.369	-.897	-.192
Inspirational_Motivation	-.613	.001	-.146
Intellectual_Simulation	.768	-.005	-.449
Intellectual_Simulation	.448	.016	-.357
Intellectual_Simulation	.157	.147	-.087
Intellectual_Simulation	.086	.398	.470
Intellectual_Simulation	-.563	.240	.611
Individualized_Consideration	.079	-.594	-.472
Individualized_Consideration	-.243	-.798	-.423
Individualized_Consideration	.129	.114	-.286
Individualized_Consideration	.508	.672	.072
Individualized_Consideration	-.531	-.677	.000
Individualized_Consideration	.092	.908	.294
Individualized_Consideration	.123	.497	.534
Individualized_Consideration	.456	-.503	-.333

### Anti-image Matrices

	Inspirational_M otivation	Inspirational_M otivation	Inspirational_M otivation
Idealized_Influence	.743	-.776	-.091
Idealized_Influence	.739	-.874	-.525
Idealized_Influence	.954	-.735	-.573
Idealized_Influence	-.293	.126	-.044
Idealized_Influence	.018	.226	-.115
Idealized_Influence	.601	-.834	-.114
Idealized_Influence	.307	-.369	-.613
Idealized_Influence	.553	-.897	.001
Idealized_Influence	.432	-.192	-.146
Inspirational_Motivation	.578 <sup>a</sup>	-.735	-.700
Inspirational_Motivation	-.735	.461 <sup>a</sup>	.227
Inspirational_Motivation	-.700	.227	.807 <sup>a</sup>
Intellectual_Simulation	-.005	-.073	-.408
Intellectual_Simulation	-.077	-.130	-.087
Intellectual_Simulation	-.099	-.072	.113
Intellectual_Simulation	.897	-.542	-.624
Intellectual_Simulation	.557	-.295	-.049
Individualized_Consideration	-.773	.684	.257
Individualized_Consideration	-.904	.911	.392
Individualized_Consideration	-.029	-.188	.146
Individualized_Consideration	.792	-.859	-.506
Individualized_Consideration	-.385	.647	.143
Individualized_Consideration	.600	-.894	-.009
Individualized_Consideration	.808	-.631	-.425
Individualized_Consideration	-.486	.582	-.164

### Anti-image Matrices

	Intellectual_Simulation	Intellectual_Simulation	Intellectual_Simulation
Idealized_Influence	-.351	-.206	-.122
Idealized_Influence	.383	.243	.061
Idealized_Influence	-.170	-.238	-.190
Idealized_Influence	.622	.541	.378
Idealized_Influence	-.487	-.500	.035
Idealized_Influence	.168	.247	.236
Idealized_Influence	.768	.448	.157
Idealized_Influence	-.005	.016	.147
Idealized_Influence	-.449	-.357	-.087
Inspirational_Motivation	-.005	-.077	-.099
Inspirational_Motivation	-.073	-.130	-.072
Inspirational_Motivation	-.408	-.087	.113
Intellectual_Simulation	.767 <sup>a</sup>	.751	.150
Intellectual_Simulation	.751	.667 <sup>a</sup>	.301
Intellectual_Simulation	.150	.301	.937 <sup>a</sup>
Intellectual_Simulation	-.326	-.434	-.215
Intellectual_Simulation	-.694	-.518	-.347
Individualized_Consideration	.367	.273	.187
Individualized_Consideration	.085	.065	.014
Individualized_Consideration	.297	.500	.000
Individualized_Consideration	.270	.165	-.068
Individualized_Consideration	-.504	-.562	-.342
Individualized_Consideration	-.216	-.113	.113
Individualized_Consideration	-.088	.000	-.055
Individualized_Consideration	.626	.376	.204



### Anti-image Matrices

	Intellectual_Simulation	Intellectual_Simulation	Individualized_Consideration
Idealized_Influence	.665	.761	-.765
Idealized_Influence	.532	.037	-.583
Idealized_Influence	.921	.681	-.850
Idealized_Influence	-.458	-.714	.393
Idealized_Influence	.325	.218	-.149
Idealized_Influence	.337	.163	-.501
Idealized_Influence	.086	-.563	.079
Idealized_Influence	.398	.240	-.594
Idealized_Influence	.470	.611	-.472
Inspirational_Motivation	.897	.557	-.773
Inspirational_Motivation	-.542	-.295	.684
Inspirational_Motivation	-.624	-.049	.257
Intellectual_Simulation	-.326	-.694	.367
Intellectual_Simulation	-.434	-.518	.273
Intellectual_Simulation	-.215	-.347	.187
Intellectual_Simulation	.636 <sup>a</sup>	.689	-.804
Intellectual_Simulation	.689	.662 <sup>a</sup>	-.746
Individualized_Consideration	-.804	-.746	.619 <sup>a</sup>
Individualized_Consideration	-.775	-.559	.807
Individualized_Consideration	-.225	-.158	.037
Individualized_Consideration	.576	.204	-.542
Individualized_Consideration	-.062	.201	.304
Individualized_Consideration	.531	.420	-.691
Individualized_Consideration	.675	.605	-.688
Individualized_Consideration	-.538	-.804	.667

### Anti-image Matrices

	Individualized_ Consideration	Individualized_ Consideration	Individualized_ Consideration
Idealized_Influence	-.869	.094	.675
Idealized_Influence	-.783	.125	.863
Idealized_Influence	-.928	-.105	.736
Idealized_Influence	.272	.173	-.130
Idealized_Influence	.040	-.500	-.303
Idealized_Influence	-.787	.327	.674
Idealized_Influence	-.243	.129	.508
Idealized_Influence	-.798	.114	.672
Idealized_Influence	-.423	-.286	.072
Inspirational_Motivation	-.904	-.029	.792
Inspirational_Motivation	.911	-.188	-.859
Inspirational_Motivation	.392	.146	-.506
Intellectual_Simulation	.085	.297	.270
Intellectual_Simulation	.065	.500	.165
Intellectual_Simulation	.014	.000	-.068
Intellectual_Simulation	-.775	-.225	.576
Intellectual_Simulation	-.559	-.158	.204
Individualized_Consideration	.807	.037	-.542
Individualized_Consideration	.548 <sup>a</sup>	-.057	-.839
Individualized_Consideration	-.057	.662 <sup>a</sup>	.156
Individualized_Consideration	-.839	.156	.618 <sup>a</sup>
Individualized_Consideration	.515	-.396	-.526
Individualized_Consideration	-.839	.000	.630
Individualized_Consideration	-.805	.000	.615
Individualized_Consideration	.643	.000	-.429

### Anti-image Matrices

	Individualized_ Consideration	Individualized_ Consideration	Individualized_ Consideration
Idealized_Influence	-.264	.765	.723
Idealized_Influence	-.696	.681	.536
Idealized_Influence	-.289	.673	.816
Idealized_Influence	-.438	-.206	-.300
Idealized_Influence	.361	.040	.000
Idealized_Influence	-.852	.724	.610
Idealized_Influence	-.531	.092	.123
Idealized_Influence	-.677	.908	.497
Idealized_Influence	.000	.294	.534
Inspirational_Motivation	-.385	.600	.808
Inspirational_Motivation	.647	-.894	-.631
Inspirational_Motivation	.143	-.009	-.425
Intellectual_Simulation	-.504	-.216	-.088
Intellectual_Simulation	-.562	-.113	.000
Intellectual_Simulation	-.342	.113	-.055
Intellectual_Simulation	-.062	.531	.675
Intellectual_Simulation	.201	.420	.605
Individualized_Consideration	.304	-.691	-.688
Individualized_Consideration	.515	-.839	-.805
Individualized_Consideration	-.396	.000	.000
Individualized_Consideration	-.526	.630	.615
Individualized_Consideration	.538 <sup>a</sup>	-.481	-.385
Individualized_Consideration	-.481	.432 <sup>a</sup>	.550
Individualized_Consideration	-.385	.550	.234 <sup>a</sup>
Individualized_Consideration	-.082	-.668	-.494

### Anti-image Matrices

	Individualized_ Consideration
Idealized_Influence	-.887
Idealized_Influence	-.231
Idealized_Influence	-.589
Idealized_Influence	.715
Idealized_Influence	.026
Idealized_Influence	-.327
Idealized_Influence	.456
Idealized_Influence	-.503
Idealized_Influence	-.333
Inspirational_Motivation	-.486
Inspirational_Motivation	.582
Inspirational_Motivation	-.164
Intellectual_Simulation	.626
Intellectual_Simulation	.376
Intellectual_Simulation	.204
Intellectual_Simulation	-.538
Intellectual_Simulation	-.804
Individualized_Consideration	.667
Individualized_Consideration	.643
Individualized_Consideration	.000
Individualized_Consideration	-.429
Individualized_Consideration	-.082
Individualized_Consideration	-.668
Individualized_Consideration	-.494
Individualized_Consideration	.541 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

### Communalities

	Initial	Extraction
Idealized_Influence	1.000	.855
Idealized_Influence	1.000	.893
Idealized_Influence	1.000	.696
Idealized_Influence	1.000	.822
Idealized_Influence	1.000	.915
Idealized_Influence	1.000	.825
Idealized_Influence	1.000	.827
Idealized_Influence	1.000	.706
Idealized_Influence	1.000	.752
Idealized_Influence	1.000	.945
Idealized_Influence	1.000	.838
Idealized_Influence	1.000	.739
Inspirational_Motivation	1.000	.885
Inspirational_Motivation	1.000	.769
Inspirational_Motivation	1.000	.901
Intellectual_Simulation	1.000	.907
Intellectual_Simulation	1.000	.750
Intellectual_Simulation	1.000	.851
Intellectual_Simulation	1.000	.946
Intellectual_Simulation	1.000	.897
Individualized_Consideration	1.000	.902
Individualized_Consideration	1.000	.903
Individualized_Consideration	1.000	.687
Individualized_Consideration	1.000	.870
Individualized_Consideration	1.000	.897
Individualized_Consideration	1.000	.702
Individualized_Consideration	1.000	.557
Individualized_Consideration	1.000	.816

Extraction Method: Principal Component Analysis.

### Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	18.145	64.804	64.804	18.145	64.804	64.804
2	2.414	8.621	73.425	2.414	8.621	73.425
3	1.311	4.682	78.108	1.311	4.682	78.108
4	1.185	4.231	82.338	1.185	4.231	82.338
5	.900	3.215	85.554			
6	.803	2.867	88.421			
7	.617	2.205	90.626			
8	.457	1.632	92.258			
9	.409	1.460	93.719			
10	.360	1.287	95.006			
11	.309	1.102	96.108			
12	.297	1.062	97.170			
13	.236	.843	98.013			
14	.165	.589	98.602			
15	.132	.471	99.073			
16	.069	.248	99.321			
17	.063	.225	99.545			
18	.035	.125	99.670			
19	.031	.112	99.781			
20	.023	.082	99.864			
21	.017	.062	99.926			
22	.007	.026	99.951			
23	.007	.023	99.975			
24	.004	.013	99.988			
25	.003	.009	99.997			
26	.001	.002	99.999			
27	.000	.001	100.000			
28	5.324E-5	.000	100.000			

Extraction Method: Principal Component Analysis.

### Component Matrix<sup>a</sup>

	Component			
	1	2	3	4
Idealized_Influence	.895	.057	.017	.224
Idealized_Influence	-.868	-.121	.351	.049
Idealized_Influence	.818	.137	-.087	-.024
Idealized_Influence	-.847	-.158	.262	.107
Idealized_Influence	.943	.154	.013	.033
Idealized_Influence	-.821	-.149	.317	.169
Idealized_Influence	.895	.149	-.037	.049
Idealized_Influence	.712	.080	.381	-.218
Idealized_Influence	-.095	.667	-.053	.544
Idealized_Influence	.892	-.370	.102	.040
Idealized_Influence	.897	.124	.011	.133
Idealized_Influence	.786	.270	.200	-.093
Inspirational_Motivation	.921	.093	.159	-.051
Inspirational_Motivation	.706	-.495	.152	.051
Inspirational_Motivation	.893	.135	.258	-.134
Intellectual_Simulation	.915	.159	.198	-.065
Intellectual_Simulation	-.616	.165	.392	.436
Intellectual_Simulation	.918	.047	-.016	.079
Intellectual_Simulation	.958	.143	.007	.091
Intellectual_Simulation	.944	.000	-.008	.080
Individualized_Consideration	.947	.067	.006	-.021
Individualized_Consideration	.930	.047	.167	.094
Individualized_Consideration	-.372	.114	.541	-.493
Individualized_Consideration	.913	.020	.126	.143
Individualized_Consideration	-.573	.707	.262	.037
Individualized_Consideration	.607	-.539	.018	.206
Individualized_Consideration	.375	.419	-.285	-.400
Individualized_Consideration	-.722	.526	-.126	-.044

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

FACTOR

/VARIABLES K\_1\_1\_1 K\_1\_2\_1 K\_1\_2\_2 K\_2\_3\_1 K\_2\_1\_1 K\_2\_1\_2 K\_2\_2\_1 K\_1\_3\_1  
K\_3\_2\_1 K\_1\_3\_2

K 3 3 1 K 3 1 1 K 3 1 2 K 4 2 1 K 4 1 1 K 4 1 2 K 5 1 1 K 5 1 2 K 5 2 1

```

K_3_1_1 K_3_1_2 K_4_2_1 K_4_1_1 K_4_1_2 K_5_1_1 K_5_1_2 K_5_2_1
/PRINT INITIAL KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.

```

## Factor Analysis

### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.659
Bartlett's Test of Sphericity	Approx. Chi-Square	461.092
	df	171
	Sig.	.000

### Anti-image Matrices

		Penyusunan_Pro ogram	Penyusunan_Pr ogram	Penyusunan_Pr ogram
Anti-image Covariance	Penyusunan_Program	.228	-.012	-.055
	Penyusunan_Program	-.012	.065	-.011
	Penyusunan_Program	-.055	-.011	.384
	Pelaksanaan_Program	-.037	-.044	.044
	Pelaksanaan_Program	-.048	-.012	.052
	Pelaksanaan_Program	-.008	.045	.076
	Pelaksanaan_Program	.058	-.028	-.046
	Penyusunan_Program	.059	.028	-.073
	Evaluasi	-.077	.042	.027
	Penyusunan_Program	.038	-2.176E-5	-.019
	Evaluasi	-.027	.012	.003
	Evaluasi	.013	.056	-.098
	Evaluasi	-.017	.009	.038
	Analisis_Evaluasi	-.056	.015	.017
	Analisis_Evaluasi	-.047	.019	.002
	Analisis_Evaluasi	.016	-.033	-.010
	Program_Perbaikan	.010	-.027	-.012
	Program_Perbaikan	.022	.016	.097
Program_Perbaikan	.036	-.041	-.072	
Anti-image Correlation	Penyusunan_Program	.784 <sup>a</sup>	-.095	-.184
	Penyusunan_Program	-.095	.743 <sup>a</sup>	-.072
	Penyusunan_Program	-.184	-.072	.662 <sup>a</sup>
	Pelaksanaan_Program	-.257	-.569	.237
	Pelaksanaan_Program	-.310	-.149	.257
	Pelaksanaan_Program	-.026	.285	.197
	Pelaksanaan_Program	256	.219	-.196



### Anti-image Matrices

		Pelaksanaan_P rogram	Pelaksanaan_P rogram	Pelaksanaan_P rogram
Anti-image Covariance	Penyusunan_Program	-.037	-.048	-.008
	Penyusunan_Program	-.044	-.012	.045
	Penyusunan_Program	.044	.052	.076
	Pelaksanaan_Program	.091	.038	-.010
	Pelaksanaan_Program	.038	.105	.035
	Pelaksanaan_Program	-.010	.035	.393
	Pelaksanaan_Program	-.072	-.053	-.081
	Penyusunan_Program	-.054	-.069	-.049
	Evaluasi	.008	.016	.112
	Penyusunan_Program	-.019	-.031	-.034
	Evaluasi	.001	.005	.049
	Evaluasi	-.076	-.046	-.032
	Evaluasi	.015	.009	.072
	Analisis_Evaluasi	-.004	-.029	.048
	Analisis_Evaluasi	-.028	.004	-.032
	Analisis_Evaluasi	.012	.010	-.136
	Program_Perbaikan	.004	.008	-.055
	Program_Perbaikan	-.037	-.013	.012
	Program_Perbaikan	-.032	-.050	.002
	Anti-image Correlation	Penyusunan_Program	-.257	-.310
Penyusunan_Program		-.569	-.149	.285
Penyusunan_Program		.237	.257	.197
Pelaksanaan_Program		.743 <sup>a</sup>	.387	-.050
Pelaksanaan_Program		.387	.742 <sup>a</sup>	.173
Pelaksanaan_Program		-.050	.173	.374 <sup>a</sup>
Pelaksanaan_Program		-.425	-.292	-.231
Penyusunan_Program		-.462	-.542	-.202
Evaluasi		.064	.113	.419
Penyusunan_Program		-.371	-.557	-.316

### Anti-image Matrices

		Pelaksanaan_P rogram	Penyusunan_Pr ogram	Evaluasi
Anti-image Covariance	Penyusunan_Program	.058	.059	-.077
	Penyusunan_Program	-.028	.028	.042
	Penyusunan_Program	-.046	-.073	.027
	Pelaksanaan_Program	-.072	-.054	.008
	Pelaksanaan_Program	-.053	-.069	.016
	Pelaksanaan_Program	-.081	-.049	.112
	Pelaksanaan_Program	.312	.067	-.106
	Penyusunan_Program	.067	.152	-.066
	Evaluasi	-.106	-.066	.182
	Penyusunan_Program	.027	.043	-.045
	Evaluasi	-.014	-.037	.060
	Evaluasi	.044	.087	-.034
	Evaluasi	-.027	-.055	.073
	Analisis_Evaluasi	.007	.012	.043
	Analisis_Evaluasi	-.007	-.028	.046
	Analisis_Evaluasi	.000	.038	-.097
	Program_Perbaikan	.029	.008	-.049
	Program_Perbaikan	.037	.042	.001
	Program_Perbaikan	.170	.062	-.078
Anti-image Correlation	Penyusunan_Program	.219	.314	-.375
	Penyusunan_Program	-.196	.287	.388
	Penyusunan_Program	-.132	-.303	.103
	Pelaksanaan_Program	-.425	-.462	.064
	Pelaksanaan_Program	-.292	-.542	.113
	Pelaksanaan_Program	-.231	-.202	.419
	Pelaksanaan_Program	.319 <sup>a</sup>	.309	-.445
	Penyusunan_Program	.309	.515 <sup>a</sup>	-.393
	Evaluasi	-.445	-.393	.407 <sup>a</sup>
	Penyusunan_Program	.280	.635	-.610

### Anti-image Matrices

		Penyusunan_Program	Evaluasi	Evaluasi	Evaluasi
Anti-image Covariance	Penyusunan_Program	.038	-.027	.013	-.017
	Penyusunan_Program	-2.176E-5	.012	.056	.009
	Penyusunan_Program	-.019	.003	-.098	.038
	Pelaksanaan_Program	-.019	.001	-.076	.015
	Pelaksanaan_Program	-.031	.005	-.046	.009
	Pelaksanaan_Program	-.034	.049	-.032	.072
	Pelaksanaan_Program	.027	-.014	.044	-.027
	Penyusunan_Program	.043	-.037	.087	-.055
	Evaluasi	-.045	.060	-.034	.073
	Penyusunan_Program	.030	-.028	.026	-.028
	Evaluasi	-.028	.042	-.013	.042
	Evaluasi	.026	-.013	.193	-.039
	Evaluasi	-.028	.042	-.039	.076
	Analisis_Evaluasi	-.014	.021	.006	.014
	Analisis_Evaluasi	.002	.003	-.015	-.011
	Analisis_Evaluasi	.027	-.055	-.022	-.091
	Program_Perbaikan	.011	-.023	-.007	-.032
	Program_Perbaikan	.018	-.020	-.021	-.018
	Program_Perbaikan	.034	-.024	.029	-.037
	Anti-image Correlation	Penyusunan_Program	.455	-.271	.063
Penyusunan_Program		.000	.237	.502	.121
Penyusunan_Program		-.178	.025	-.361	.223
Pelaksanaan_Program		-.371	.021	-.576	.182
Pelaksanaan_Program		-.557	.071	-.327	.099
Pelaksanaan_Program		-.316	.381	-.116	.417
Pelaksanaan_Program		.280	-.124	.178	-.174
Penyusunan_Program		.635	-.455	.507	-.515
Evaluasi		-.610	.680	-.182	.619
Penyusunan_Program		.618 <sup>a</sup>	-.776	.345	-.581

### Anti-image Matrices

		Analisis_Evaluasi	Analisis_Evaluasi	Analisis_Evaluasi
Anti-image Covariance	Penyusunan_Program	-.056	-.047	.016
	Penyusunan_Program	.015	.019	-.033
	Penyusunan_Program	.017	.002	-.010
	Pelaksanaan_Program	-.004	-.028	.012
	Pelaksanaan_Program	-.029	.004	.010
	Pelaksanaan_Program	.048	-.032	-.136
	Pelaksanaan_Program	.007	-.007	.000
	Penyusunan_Program	.012	-.028	.038
	Evaluasi	.043	.046	-.097
	Penyusunan_Program	-.014	.002	.027
	Evaluasi	.021	.003	-.055
	Evaluasi	.006	-.015	-.022
	Evaluasi	.014	-.011	-.091
	Analisis_Evaluasi	.094	.003	-.030
	Analisis_Evaluasi	.003	.203	.026
	Analisis_Evaluasi	-.030	.026	.241
	Program_Perbaikan	-.025	.000	.046
	Program_Perbaikan	.006	.092	.019
	Program_Perbaikan	.010	.028	-.026
Anti-image Correlation	Penyusunan_Program	-.384	-.217	.069
	Penyusunan_Program	.189	.165	-.265
	Penyusunan_Program	.092	.009	-.032
	Pelaksanaan_Program	-.040	-.209	.082
	Pelaksanaan_Program	-.288	.030	.062
	Pelaksanaan_Program	.251	-.113	-.442
	Pelaksanaan_Program	.043	-.028	.001
	Penyusunan_Program	.102	-.161	.197
	Evaluasi	.326	.241	-.463
	Penyusunan_Program	-.264	.021	.320

### Anti-image Matrices

		Program_Perbaikan	Program_Perbaikan	Program_Perbaikan
Anti-image Covariance	Penyusunan_Program	.010	.022	.036
	Penyusunan_Program	-.027	.016	-.041
	Penyusunan_Program	-.012	.097	-.072
	Pelaksanaan_Program	.004	-.037	-.032
	Pelaksanaan_Program	.008	-.013	-.050
	Pelaksanaan_Program	-.055	.012	.002
	Pelaksanaan_Program	.029	.037	.170
	Penyusunan_Program	.008	.042	.062
	Evaluasi	-.049	.001	-.078
	Penyusunan_Program	.011	.018	.034
	Evaluasi	-.023	-.020	-.024
	Evaluasi	-.007	-.021	.029
	Evaluasi	-.032	-.018	-.037
	Analisis_Evaluasi	-.025	.006	.010
	Analisis_Evaluasi	.000	.092	.028
	Analisis_Evaluasi	.046	.019	-.026
	Program_Perbaikan	.028	.001	.027
	Program_Perbaikan	.001	.162	.018
	Program_Perbaikan	.027	.018	.315
Anti-image Correlation	Penyusunan_Program	.119	.116	.136
	Penyusunan_Program	-.626	.160	-.284
	Penyusunan_Program	-.113	.390	-.208
	Pelaksanaan_Program	.088	-.306	-.186
	Pelaksanaan_Program	.139	-.102	-.273
	Pelaksanaan_Program	-.522	.049	.007
	Pelaksanaan_Program	.312	.164	.543
	Penyusunan_Program	.118	.270	.282
	Evaluasi	-.685	.009	-.325
	Penyusunan_Program	.376	.262	.350

### Anti-image Matrices

		Penyusunan_Program	Penyusunan_Program	Penyusunan_Program
	Evaluasi	-.271	.237	.025
	Evaluasi	.063	.502	-.361
	Evaluasi	-.128	.121	.223
	Analisis_Evaluasi	-.384	.189	.092
	Analisis_Evaluasi	-.217	.165	.009
	Analisis_Evaluasi	.069	-.265	-.032
	Program_Perbaikan	.110	.626	.113

### Anti-image Matrices

	Pelaksanaan_P rogram	Pelaksanaan_P rogram	Pelaksanaan_P rogram
Evaluasi	.021	.071	.381
Evaluasi	-.576	-.327	-.116
Evaluasi	.182	.099	.417
Analisis_Evaluasi	-.040	-.288	.251
Analisis_Evaluasi	-.209	.030	-.113
Analisis_Evaluasi	.082	.062	-.442
Program_Perbaikan	.088	.139	-.522
Program_Perbaikan	-.306	-.102	.049
Program_Perbaikan	-.186	-.273	.007

### Anti-image Matrices

	Pelaksanaan_P rogram	Penyusunan_Pr ogram	Evaluasi
Evaluasi	-.124	-.455	.680
Evaluasi	.178	.507	-.182
Evaluasi	-.174	-.515	.619
Analisis_Evaluasi	.043	.102	.326
Analisis_Evaluasi	-.028	-.161	.241
Analisis_Evaluasi	.001	.197	-.463
Program_Perbaikan	.312	.118	-.685
Program_Perbaikan	.164	.270	.009
Program_Perbaikan	.543	.282	-.325

### Anti-image Matrices

	Penyusunan_Pr ogram	Evaluasi	Evaluasi	Evaluasi
Evaluasi	-.776	.607 <sup>a</sup>	-.141	.745
Evaluasi	.345	-.141	.701 <sup>a</sup>	-.324
Evaluasi	-.581	.745	-.324	.561 <sup>a</sup>
Analisis_Evaluasi	-.264	.329	.043	.162
Analisis_Evaluasi	.021	.036	-.074	-.086
Analisis_Evaluasi	.320	-.546	-.102	-.674
Program_Perbaikan	.376	-.657	-.091	-.689
Program_Perbaikan	.262	-.235	-.120	-.157
Program_Perbaikan	.350	-.210	.119	-.238

### Anti-image Matrices

	Analisis_Evaluasi	Analisis_Evaluasi	Analisis_Evaluasi
Evaluasi	.329	.036	-.546
Evaluasi	.043	-.074	-.102
Evaluasi	.162	-.086	-.674
Analisis_Evaluasi	.859 <sup>a</sup>	.023	-.197
Analisis_Evaluasi	.023	.860 <sup>a</sup>	.117
Analisis_Evaluasi	-.197	.117	.606 <sup>a</sup>
Program_Perbaikan	-.487	.003	.559
Program_Perbaikan	.051	.507	.094
Program_Perbaikan	.058	.112	-.095

### Anti-image Matrices

	Program_Perbaikan	Program_Perbaikan	Program_Perbaikan
Evaluasi	-.657	-.235	-.210
Evaluasi	-.091	-.120	.119
Evaluasi	-.689	-.157	-.238
Analisis_Evaluasi	-.487	.051	.058
Analisis_Evaluasi	.003	.507	.112
Analisis_Evaluasi	.559	.094	-.095
Program_Perbaikan	.664 <sup>a</sup>	.009	.289
Program_Perbaikan	.009	.813 <sup>a</sup>	.078
Program_Perbaikan	.289	.078	.576 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

### Communalities

	Initial	Extraction
Penyusunan_Program	1.000	.697
Penyusunan_Program	1.000	.729
Penyusunan_Program	1.000	.762
Pelaksanaan_Program	1.000	.810
Pelaksanaan_Program	1.000	.842
Pelaksanaan_Program	1.000	.769
Pelaksanaan_Program	1.000	.878
Penyusunan_Program	1.000	.741
Evaluasi	1.000	.638
Penyusunan_Program	1.000	.911
Evaluasi	1.000	.831
Evaluasi	1.000	.641
Evaluasi	1.000	.823
Analisis_Evaluasi	1.000	.863
Analisis_Evaluasi	1.000	.824
Analisis_Evaluasi	1.000	.637
Program_Perbaikan	1.000	.881
Program_Perbaikan	1.000	.855
Program_Perbaikan	1.000	.814

Extraction Method: Principal Component Analysis.



### Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.349	43.943	43.943	8.349	43.943	43.943
2	2.604	13.707	57.650	2.604	13.707	57.650
3	1.523	8.018	65.668	1.523	8.018	65.668
4	1.358	7.149	72.817	1.358	7.149	72.817
5	1.110	5.841	78.657	1.110	5.841	78.657
6	.905	4.761	83.418			
7	.579	3.048	86.466			
8	.554	2.917	89.383			
9	.455	2.397	91.780			
10	.381	2.005	93.785			
11	.353	1.858	95.643			
12	.245	1.291	96.934			
13	.192	1.012	97.946			
14	.108	.567	98.514			
15	.090	.474	98.988			
16	.085	.445	99.433			
17	.073	.382	99.815			
18	.024	.125	99.940			
19	.011	.060	100.000			

Extraction Method: Principal Component Analysis.

### Component Matrix<sup>a</sup>

	Component				
	1	2	3	4	5
Penyusunan_Program	.714	.313	-.124	.195	.191
Penyusunan_Program	.815	-.023	.112	.072	.218
Penyusunan_Program	-.383	.499	-.284	.404	.351
Pelaksanaan_Program	.810	.269	.234	-.122	.108
Pelaksanaan_Program	.721	.285	-.431	-.147	-.183
Pelaksanaan_Program	-.236	.432	.689	-.018	-.227
Pelaksanaan_Program	-.127	.477	.345	-.551	.460
Penyusunan_Program	-.546	.556	-.149	.267	-.202
Evaluasi	.521	.334	-.108	-.180	.459
Penyusunan_Program	.831	.269	-.258	-.234	-.164
Evaluasi	.803	.212	-.263	-.162	-.215
Evaluasi	.688	.127	.344	.171	-.067
Evaluasi	.723	.073	.264	.443	-.173
Analisis_Evaluasi	.887	.177	-.153	.059	-.134
Analisis_Evaluasi	-.601	.613	.080	.260	-.117
Analisis_Evaluasi	.611	-.134	.372	.290	.149
Program_Perbaikan	.894	.214	.079	.155	-.069
Program_Perbaikan	.659	-.553	.181	-.223	-.179
Program_Perbaikan	.356	-.594	-.123	.416	.381

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

#### RELIABILITY

```

/VARIABLES=KE_1_1_1 KE_3_1_1 KE_1_1_3 KE_2_1_1 KE_1_3_1 KE_1_3_3 KE_1_2_1 KE_4_1_1 KE_2_5_1
          KE_2_3_1 KE_2_5_3 KE_2_2_1 KE_2_2_2 KE_2_4_2 KE_2_4_3 KE_4_1_2 KE_3_3_1 KE_3_3_2 KE_3_2_1 KE_4_2_1
          KE_4_2_2 KE_5_1_2 KE_5_2_2 KE_5_3_1 KE_5_4_1 KE_5_5_1 KE_5_7_1 KE_5_8_1
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

## Reliability Statistics

Cronbach's Alpha	N of Items
.927	28

RELIABILITY

```

/VARIABLES=BW_1_1_1 BW_1_1_2 BW_1_2_1 BW_1_2_2 BW_1_3_1 BW_1_3_2 BM_2_1_1 B
M_2_1_2 BM_2_2_1
          BM_2_2_2 BM_2_3_1 BM_2_3_2 BT_3_1_1 BT_3_1_2 BT_3_2_1 BT_3_3_1 BT_3_3_2 B
T_3_2_2
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

RELIABILITY

```

/VARIABLES=KT_1_1_1 KT_1_1_2 KT_1_2_1 KT_1_2_2 KT_1_3_1 KT_1_3_2 KT_1_4_1 K
T_1_5_1 KT_1_6_1
          KT_1_7_1 KT_1_8_1 KT_1_9_1 KT_2_1_1 KT_2_2_1 KT_2_3_1 KT_3_1_1 KT_3_2_1 K
T_3_3_1 KT_3_4_1 KT_3_5_1
          KT_4_1_1 KT_4_2_1 KT_4_3_1 KT_4_4_1 KT_4_5_1 KT_4_6_1 KT_4_6_2 KT_4_6_3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

## Reliability Statistics

Cronbach's Alpha	N of Items
.822	28

RELIABILITY

```

/VARIABLES=K_1_1_1 K_1_2_1 K_1_2_2 K_2_3_1 K_2_1_1 K_2_1_2 K_2_2_1 K_1_3_1
K_3_2_1 K_1_3_2
          K_3_3_1 K_3_1_1 K_3_1_2 K_4_2_1 K_4_1_1 K_4_1_2 K_5_1_1 K_5_1_2 K_5_2_1
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

## Reliability

## Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

## Reliability Statistics

Cronbach's Alpha	N of Items
.664	19

```
DATASET ACTIVATE DataSet4.
```

```
DATASET ACTIVATE DataSet4.
```

```
SAVE OUTFILE='D:\2. Study\5. AP - UNDIKSHA 2019\THESIS\2. Draft Sept 20\2. Pr  
oposal REV\Tes '+
```

```
'SPSS\Newest\Reliabilitas transposed.sav'
```

```
/COMPRESSED.
```

```
DATASET ACTIVATE DataSet1.
```

```
DATASET CLOSE DataSet4.
```

```
DATASET ACTIVATE DataSet7.
```

```
DATASET CLOSE DataSet1.
```

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Kinerja
/METHOD=ENTER Kecerdasan_Emosi Beban_Kerja Kepemimpinan_Transformasional
/SAVE RESID.
    
```

## Regression

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan_Transformasional, Beban_Kerja, Kecerdasan_Emosi <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.779 <sup>a</sup>	.607	.582	4.446

a. Predictors: (Constant), Kepemimpinan\_Transformasional, Beban\_Kerja, Kecerdasan\_Emosi

b. Dependent Variable: Kinerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1433.532	3	477.844	24.170	.000 <sup>b</sup>
	Residual	929.213	47	19.770		
	Total	2362.745	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kepemimpinan\_Transformasional, Beban\_Kerja, Kecerdasan\_Emosi

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.268	8.866		.707	.483
	Kecerdasan_Emosi	.311	.050	.663	6.182	.000
	Beban_Kerja	.161	.121	.127	1.337	.188
	Kepemimpinan_Transformasional	.150	.068	.230	2.209	.032

a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.09	60.30	44.84	5.354	51
Residual	-16.627	7.281	.000	4.311	51
Std. Predicted Value	-1.448	2.886	.000	1.000	51
Std. Residual	-3.739	1.638	.000	.970	51

a. Dependent Variable: Kinerja

#### NPAR TESTS

/K-S (NORMAL) =RES\_1  
/MISSING ANALYSIS.

### NPar Tests

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.31094748
Most Extreme Differences	Absolute	.097
	Positive	.064
	Negative	-.097
Test Statistic		.097
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Your temporary usage period for IBM SPSS Statistics will expire in 5276 days.

GET

FILE='D:\2. Study\5. AP - UNDIKSHA 2019\THESIS\2. Draft Sept 20\2. Proposal REV\Tes SPSS\New\Uji Normalitas dan Linearitas.sav'.

DATASET NAME DataSet1 WINDOW=FRONT.

REGRESSION

/MISSING LISTWISE  
 /STATISTICS COEFF OUTS R ANOVA  
 /CRITERIA=PIN(.05) POUT(.10)  
 /NOORIGIN  
 /DEPENDENT Y  
 /METHOD=ENTER X1  
 /SAVE RESID.

NPAR TESTS

/K-S(NORMAL)=RES\_1  
 /MISSING ANALYSIS.

## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.31699556
Most Extreme Differences	Absolute	.128
	Positive	.056
	Negative	-.128
Test Statistic		.128
Asymp. Sig. (2-tailed)		.036 <sup>c</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

REGRESSION

/MISSING LISTWISE  
 /STATISTICS COEFF OUTS R ANOVA  
 /CRITERIA=PIN(.05) POUT(.10)  
 /NOORIGIN  
 /DEPENDENT Y  
 /METHOD=ENTER X2

```
/SAVE RESID.
```

```
NPAR TESTS
```

```
/K-S (NORMAL) =RES_2
```

```
/MISSING ANALYSIS.
```

## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	6.86524770
Most Extreme Differences	Absolute	.117
	Positive	.076
	Negative	-.117
Test Statistic		.117
Asymp. Sig. (2-tailed)		.080 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

```
REGRESSION
```

```
/MISSING LISTWISE
```

```
/STATISTICS COEFF OUTS R ANOVA
```

```
/CRITERIA=PIN(.05) POUT(.10)
```

```
/NOORIGIN
```

```
/DEPENDENT Y
```

```
/METHOD=ENTER X3
```

```
/SAVE RESID.
```

```
NPAR TESTS
```

```
/K-S (NORMAL) =RES_3
```

```
/MISSING ANALYSIS.
```

## NPar Tests



## One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	5.80665997
Most Extreme Differences	Absolute	.106
	Positive	.054
	Negative	-.106
Test Statistic		.106
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

MEANS TABLES=Kinerja BY Kecerdasan\_Emosi Beban\_Kerja Kepemimpinan\_Transformasional

/CELLS=MEAN COUNT STDDEV

/STATISTICS LINEARITY.

## Means

### Case Processing Summary

	Included		Cases Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kinerja * Kecerdasan_Emosi	51	100.0%	0	0.0%	51	100.0%
Kinerja * Beban_Kerja	51	100.0%	0	0.0%	51	100.0%
Kinerja * Kepemimpinan_Transformasional	51	100.0%	0	0.0%	51	100.0%

## Kinerja \* Kecerdasan\_Emosi

### Report

Kinerja			
Kecerdasan_Emosi	Mean	N	Std. Deviation
38	36.00	1	.
39	40.00	1	.
42	39.00	1	.
43	35.00	2	8.485
45	36.00	1	.
47	41.50	2	4.950
48	40.67	3	5.033
49	42.00	4	4.899
50	23.00	1	.
51	46.00	1	.
52	44.50	2	6.364
53	43.00	2	5.657
55	45.67	3	1.528
56	44.50	2	6.364
57	47.00	1	.
58	43.00	4	4.397
59	49.00	1	.
60	46.00	2	2.828
61	52.00	1	.
62	47.50	2	2.121
63	46.00	1	.
64	51.00	1	.
65	48.50	2	2.121

### Report

Kinerja

Kecerdasan_Emosi	Mean	N	Std. Deviation
74	52.00	1	.
75	50.00	1	.
78	47.00	1	.
88	55.00	1	.
90	61.00	1	.
106	57.00	2	.000
Total	44.84	51	6.874

### ANOVA Table

			Sum of Squares	df
Kinerja * Kecerdasan_Emosi	Between Groups	(Combined)	1948.912	30
		Linearity	1292.299	1
		Deviation from Linearity	656.613	29
	Within Groups	413.833	20	
	Total	2362.745	50	

### ANOVA Table

			Mean Square	F
Kinerja * Kecerdasan_Emosi	Between Groups	(Combined)	64.964	3.140
		Linearity	1292.299	62.455
		Deviation from Linearity	22.642	1.094
	Within Groups	20.692		
	Total			

### ANOVA Table

			Sig.
Kinerja * Kecerdasan_Emosi	Between Groups	(Combined)	.005
		Linearity	.000
		Deviation from Linearity	.424
	Within Groups		
	Total		

### Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja * Kecerdasan_Emosi	.740	.547	.908	.825

## Report

Kinerja

Beban_Kerja	Mean	N	Std. Deviation
40	38.00	1	.
49	45.00	1	.
53	57.00	2	.000
54	46.00	1	.
56	45.00	1	.
57	48.75	4	1.258
58	43.50	2	3.536
59	42.00	3	7.211
60	43.60	5	11.718
61	43.60	5	4.037
62	41.00	3	5.568
63	43.80	5	3.271
64	49.00	4	9.626
65	48.50	2	3.536
66	37.33	3	8.021
67	44.50	6	5.128
68	36.00	1	.
69	55.00	1	.
70	50.00	1	.
Total	44.84	51	6.874

### ANOVA Table

			Sum of Squares	df
Kinerja * Beban_Kerja	Between Groups	(Combined)	971.628	18
		Linearity	6.164	1
		Deviation from Linearity	965.465	17
	Within Groups	1391.117	32	
Total			2362.745	50

### ANOVA Table

			Mean Square	F
Kinerja * Beban_Kerja	Between Groups	(Combined)	53.979	1.242
		Linearity	6.164	.142
		Deviation from Linearity	56.792	1.306
	Within Groups	43.472		
Total				

### ANOVA Table

			Sig.
Kinerja * Beban_Kerja	Between Groups	(Combined)	.288
		Linearity	.709
		Deviation from Linearity	.250
Within Groups			
Total			

### Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja * Beban_Kerja	-.051	.003	.641	.411

### Kinerja \* Kepemimpinan\_Transformasional

#### Report

Kinerja

Kepemimpinan_Transformasional	Mean	N	Std. Deviation
54	23.00	1	.
56	39.50	4	7.853
57	40.00	1	.
58	40.00	1	.
59	43.00	2	4.243
60	37.33	3	1.155
61	43.80	5	5.933
62	39.00	1	.
64	44.00	1	.
65	39.00	1	.
66	44.00	3	3.000
67	49.50	2	.707
68	42.50	2	9.192
69	50.00	1	.
70	48.67	3	2.887
71	48.00	1	.
72	46.00	2	2.828
73	47.00	2	2.828
74	48.00	5	4.062
76	47.00	1	.
77	49.00	1	.
80	50.00	1	.
81	51.00	1	.
83	57.00	2	.000
85	47.00	1	.

## Report

Kinerja

Kepemimpinan_Transformasional	Mean	N	Std. Deviation
103	46.00	1	.
Total	44.84	51	6.874

## ANOVA Table

			Sum of Squares	df
Kinerja * Kepemimpinan_Transformasional	Between Groups	(Combined)	1814.612	27
		Linearity	676.880	1
		Deviation from Linearity	1137.732	26
	Within Groups		548.133	23
Total			2362.745	50

## ANOVA Table

			Mean Square	F
Kinerja * Kepemimpinan_Transformasional	Between Groups	(Combined)	67.208	2.820
		Linearity	676.880	28.402
		Deviation from Linearity	43.759	1.836
	Within Groups		23.832	
Total				

## ANOVA Table

			Sig.
Kinerja * Kepemimpinan_Transformasional	Between Groups	(Combined)	.007
		Linearity	.000
		Deviation from Linearity	.072
	Within Groups		
Total			

## Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja * Kepemimpinan_Transformasional	.535	.286	.876	.768

```

SAVE OUTFILE='D:\2. Study\5. AP - UNDIKSHA 2019\THESIS\2. Draft Sept 20\2. Pr
oposal REV\Tes '+
  'SPSS\Newest\Uji Asumsi.sav'
/COMPRESSED.
REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Kinerja
/METHOD=ENTER Kecerdasan_Emosi Beban_Kerja Kepemimpinan_Transformasional
/SAVE RESID.

```

## Regression

[DataSet2] D:\2. Study\5. AP - UNDIKSHA 2019\THESIS\2. Draft Sept 20\2. Propo  
sal REV\Tes SPSS\Newest\Uji Asumsi.sav

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Kepemimpina n_Transforma sional, Beban_Kerja, Kecerdasan_ Emosi <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.779 <sup>a</sup>	.607	.582	4.446

a. Predictors: (Constant), Kepemimpinan\_Transformasional, Beban\_Kerja, Kecerdasan\_Emosi

b. Dependent Variable: Kinerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1433.532	3	477.844	24.170	.000 <sup>b</sup>
	Residual	929.213	47	19.770		
	Total	2362.745	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kepemimpinan\_Transformasional, Beban\_Kerja, Kecerdasan\_Emosi

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.268	8.866		.707	.483
	Kecerdasan_Emosi	.311	.050	.663	6.182	.000
	Beban_Kerja	.161	.121	.127	1.337	.188
	Kepemimpinan_Transformasional	.150	.068	.230	2.209	.032

### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kecerdasan_Emosi	.728	1.374
	Beban_Kerja	.933	1.072
	Kepemimpinan_Transformasional	.774	1.293

a. Dependent Variable: Kinerja

### Coefficient Correlations<sup>a</sup>

Model			Kepemimpinan_Transformasional	Beban_Kerja	Kecerdasan_Emosi
			Correlations		
1	Correlations	Kepemimpinan_Transformasional	1.000	-.074	-.473
		Beban_Kerja	-.074	1.000	.254
		Kecerdasan_Emosi	-.473	.254	1.000
1	Covariances	Kepemimpinan_Transformasional	.005	-.001	-.002
		Beban_Kerja	-.001	.015	.002
		Kecerdasan_Emosi	-.002	.002	.003

a. Dependent Variable: Kinerja

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	(Constant)	Variance Proportions	
					Kecerdasan_Emosi	Beban_Kerja
1	1	3.940	1.000	.00	.00	.00
	2	.044	9.477	.01	.62	.04
	3	.013	17.254	.02	.29	.06
	4	.003	35.956	.97	.08	.90



### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Variance ... Kepemimpinan _Transformasio nal
1	1	.00
	2	.00
	3	.97
	4	.03

a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.09	60.30	44.84	5.354	51
Residual	-16.627	7.281	.000	4.311	51
Std. Predicted Value	-1.448	2.886	.000	1.000	51
Std. Residual	-3.739	1.638	.000	.970	51

a. Dependent Variable: Kinerja

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Kinerja
/METHOD=ENTER Kecerdasan_Emosi
/SAVE RESID.
    
```

## Regression

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Kecerdasan_Emosi <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.740 <sup>a</sup>	.547	.538	4.674

a. Predictors: (Constant), Kecerdasan\_Emosi

b. Dependent Variable: Kinerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1292.299	1	1292.299	59.155	.000 <sup>b</sup>
	Residual	1070.446	49	21.846		
	Total	2362.745	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kecerdasan\_Emosi

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.389	2.739		8.905	.000
	Kecerdasan_Emosi	.347	.045	.740	7.691	.000

### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kecerdasan_Emosi	1.000	1.000

a. Dependent Variable: Kinerja

### Coefficient Correlations<sup>a</sup>

Model			Kecerdasan_Emosi
1	Correlations	Kecerdasan_Emosi	1.000
	Covariances	Kecerdasan_Emosi	.002

a. Dependent Variable: Kinerja

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Kecerdasan_Emosi
1	1	1.971	1.000	.01	.01
	2	.029	8.248	.99	.99

a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.59	61.22	44.84	5.084	51
Residual	-18.763	6.584	.000	4.627	51
Std. Predicted Value	-1.426	3.222	.000	1.000	51
Std. Residual	-4.014	1.409	.000	.990	51

a. Dependent Variable: Kinerja

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Kinerja
/METHOD=ENTER Beban_Kerja
/SAVE RESID.
    
```

## Regression

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Beban_Kerja <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.051 <sup>a</sup>	.003	-.018	6.935

a. Predictors: (Constant), Beban\_Kerja

b. Dependent Variable: Kinerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.164	1	6.164	.128	.722 <sup>b</sup>
	Residual	2356.581	49	48.093		
	Total	2362.745	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Beban\_Kerja

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta			Tolerance
1	(Constant)	48.827	11.170		4.371	.000	
	Beban_Kerja	-.065	.182	-.051	-.358	.722	1.000

### Coefficients<sup>a</sup>

Model		Collinearity Statistics
		VIF
1	(Constant)	
	Beban_Kerja	1.000

a. Dependent Variable: Kinerja

### Coefficient Correlations<sup>a</sup>

Model	Beban_Ker
1	.051

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Beban_Kerja
1	1	1.996	1.000	.00	.00
	2	.004	22.962	1.00	1.00

a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	44.28	46.23	44.84	.351	51
Residual	-21.926	16.334	.000	6.865	51
Std. Predicted Value	-1.616	3.940	.000	1.000	51
Std. Residual	-3.162	2.355	.000	.990	51

a. Dependent Variable: Kinerja

#### REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Kinerja
/METHOD=ENTER Kepemimpinan_Transformasional
/SAVE RESID.
    
```

## Regression

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan_Transformasional <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.535 <sup>a</sup>	.286	.272	5.866

a. Predictors: (Constant), Kepemimpinan\_Transformasional

b. Dependent Variable: Kinerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	676.880	1	676.880	19.674	.000 <sup>b</sup>
	Residual	1685.865	49	34.405		
	Total	2362.745	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kepemimpinan\_Transformasional

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.699	5.505		3.760	.000
	Kepemimpinan_Transformasional	.350	.079	.535	4.435	.000

### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kepemimpinan_Transformasional	1.000	1.000

a. Dependent Variable: Kinerja

### Coefficient Correlations<sup>a</sup>

Model			Kepemimpinan _Transformasio nal
1	Correlations	Kepemimpinan_Transformasional	1.000
	Covariances	Kepemimpinan_Transformasional	.006

a. Dependent Variable: Kinerja

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Kepemimpinan _Transformasio nal
1	1	1.989	1.000	.01	.01
	2	.011	13.330	.99	.99

a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	39.60	56.75	44.84	3.679	51
Residual	-17.250	9.950	.000	5.807	51
Std. Predicted Value	-1.425	3.236	.000	1.000	51
Std. Residual	-2.941	1.696	.000	.990	51

a. Dependent Variable: Kinerja

#### REGRESSION

```

/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS CI(95) BCOV R ANOVA COLLIN TOL CHANGE ZPP
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Kinerja
/METHOD=ENTER Kepemimpinan_Transformasional Kecerdasan_Emosi Beban_Kerja
/SCATTERPLOT=(*ZPRED ,*SRESID)
/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)
/SAVE RESID.

```

## Regression

### Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja	44.84	6.874	51
Kepemimpinan_Transformasional	68.98	10.512	51
Kecerdasan_Emosi	58.86	14.630	51
Beban_Kerja	61.27	5.400	51

### Correlations

		Kinerja	Kepemimpinan_Transformasional	Kecerdasan_Emosi
Pearson Correlation	Kinerja	1.000	.535	.740
	Kepemimpinan_Transformasional	.535	1.000	.471
	Kecerdasan_Emosi	.740	.471	1.000
	Beban_Kerja	-.051	-.054	-.249
Sig. (1-tailed)	Kinerja	.	.000	.000
	Kepemimpinan_Transformasional	.000	.	.000
	Kecerdasan_Emosi	.000	.000	.
	Beban_Kerja	.361	.353	.039
N	Kinerja	51	51	51
	Kepemimpinan_Transformasional	51	51	51
	Kecerdasan_Emosi	51	51	51
	Beban_Kerja	51	51	51

### Correlations

		Beban_Kerja
Pearson Correlation	Kinerja	-.051
	Kepemimpinan_Transformasional	-.054
	Kecerdasan_Emosi	-.249
	Beban_Kerja	1.000
Sig. (1-tailed)	Kinerja	.361
	Kepemimpinan_Transformasional	.353
	Kecerdasan_Emosi	.039
	Beban_Kerja	.
N	Kinerja	51
	Kepemimpinan_Transformasional	51
	Kecerdasan_Emosi	51
	Beban_Kerja	51

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Beban_Kerja, Kepemimpinan_Transformasional, Kecerdasan	.	Enter



### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.779 <sup>a</sup>	.607	.582	4.446	.607	24.170	3

### Model Summary<sup>b</sup>

Model	Change Statistics		
	df2	Sig. F Change	Durbin-Watson
1	47	.000	1.795

a. Predictors: (Constant), Beban\_Kerja, Kepemimpinan\_Transformasional, Kecerdasan\_Emosi

b. Dependent Variable: Kinerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1433.532	3	477.844	24.170	.000 <sup>b</sup>
	Residual	929.213	47	19.770		
	Total	2362.745	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Beban\_Kerja, Kepemimpinan\_Transformasional, Kecerdasan\_Emosi

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.268	8.866		.707	.483
	Kepemimpinan_Transformasional	.150	.068	.230	2.209	.032
	Kecerdasan_Emosi	.311	.050	.663	6.182	.000
	Beban_Kerja	.161	.121	.127	1.337	.188

### Coefficients<sup>a</sup>

Model		95,0% Confidence Interval for B		Correlations		
		Lower Bound	Upper Bound	Zero-order	Partial	Part
1	(Constant)	-11.568	24.103			
	Kepemimpinan_Transformasional	.013	.287	.535	.307	.202
	Kecerdasan_Emosi	.210	.413	.740	.670	.565
	Beban_Kerja	-.081	.404	-.051	.191	.122

### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kepemimpinan_Transformasional	.774	1.293
	Kecerdasan_Emosi	.728	1.374
	Beban_Kerja	.933	1.072

a. Dependent Variable: Kinerja

### Coefficient Correlations<sup>a</sup>

Model			Beban_Kerja	Kepemimpinan_Transformasional	Kecerdasan_Emosi
1	Correlations	Kepemimpinan_Transformasional	-.074	1.000	-.473
		Kecerdasan_Emosi	.254	-.473	1.000
		Covariances	Beban_Kerja	.015	-.001
1	Covariances	Kepemimpinan_Transformasional	-.001	.005	-.002
		Kecerdasan_Emosi	.002	-.002	.003

a. Dependent Variable: Kinerja

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	(Constant)	Variance Proportions	
					Kepemimpinan_Transformasional	Kecerdasan_Emosi
1	1	3.940	1.000	.00	.00	.00
	2	.044	9.477	.01	.00	.62
	3	.013	17.254	.02	.97	.29
	4	.003	35.956	.97	.03	.08

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Variance ...	
		Beban_Kerja	
1	1	.00	
	2	.04	
	3	.06	
	4	.90	

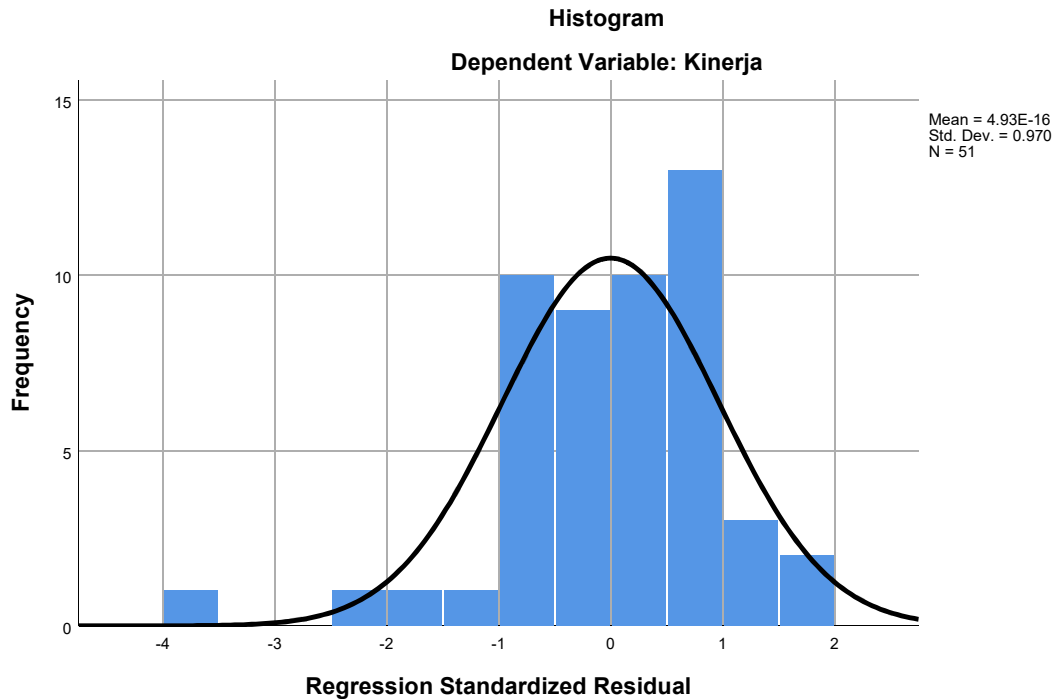
a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

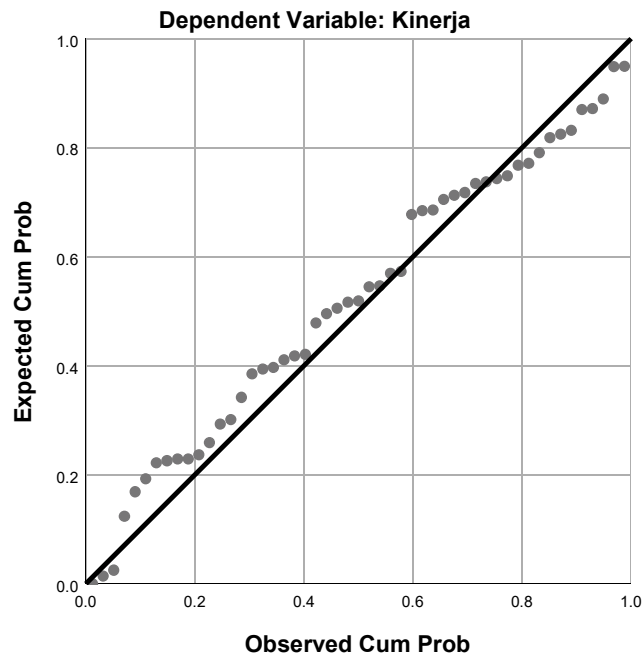
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.09	60.30	44.84	5.354	51
Std. Predicted Value	-1.448	2.886	.000	1.000	51
Standard Error of Predicted Value	.669	2.726	1.150	.483	51
Adjusted Predicted Value	36.88	61.33	44.95	5.449	51
Residual	-16.627	7.281	.000	4.311	51
Std. Residual	-3.739	1.638	.000	.970	51
Stud. Residual	-3.861	1.673	-.011	1.010	51
Deleted Residual	-17.730	7.599	-.110	4.691	51
Stud. Deleted Residual	-4.623	1.707	-.029	1.082	51
Mahal. Distance	.152	17.818	2.941	3.918	51
Cook's Distance	.000	.355	.023	.060	51
Centered Leverage Value	.003	.356	.059	.078	51

a. Dependent Variable: Kinerja

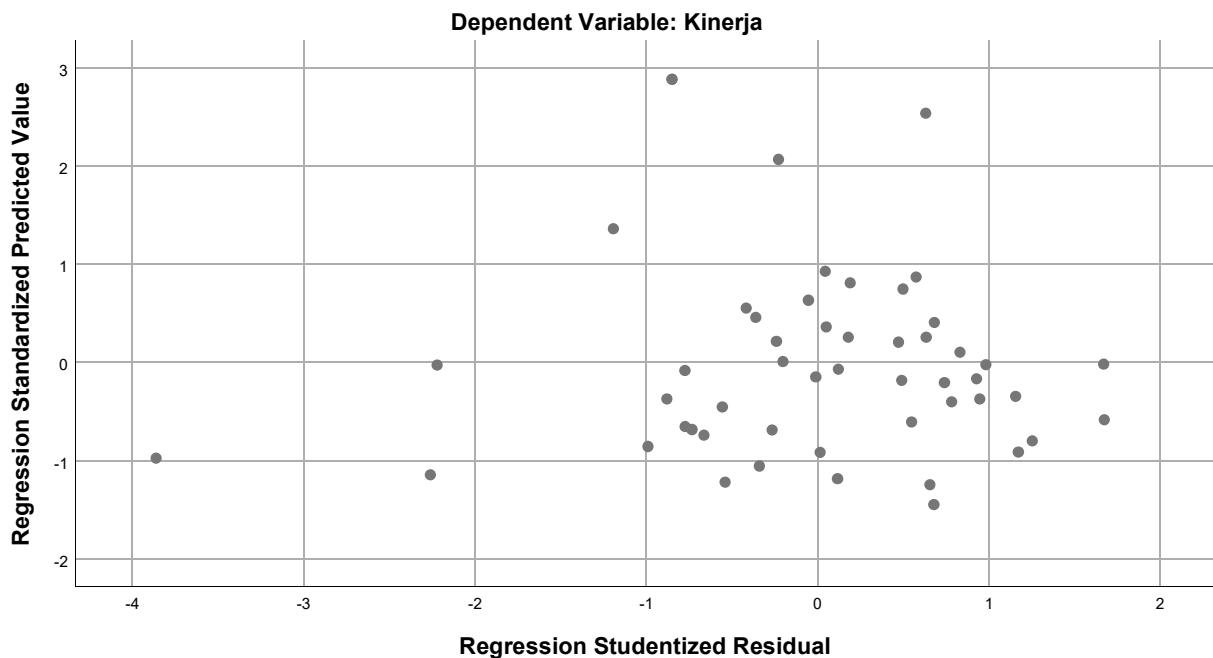
### Charts



Normal P-P Plot of Regression Standardized Residual



Scatterplot



REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS CI(95) BCOV R ANOVA CHANGE

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Kinerja

/METHOD=ENTER Kepemimpinan\_Transformasional Kecerdasan\_Emosi Beban\_Kerja

/SCATTERPLOT=(\*ZPRED ,\*SRESID)

/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)

/SAVE RESID.

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Beban_Kerja, Kepemimpinan_Transformasional, Kecerdasan_Emosi <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.779 <sup>a</sup>	.607	.582	4.446	.607	24.170	3

### Model Summary<sup>b</sup>

Model	Change Statistics		Durbin-Watson
	df2	Sig. F Change	
1	47	.000	1.795

a. Predictors: (Constant), Beban\_Kerja, Kepemimpinan\_Transformasional, Kecerdasan\_Emosi

b. Dependent Variable: Kinerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1433.532	3	477.844	24.170	.000 <sup>b</sup>
	Residual	929.213	47	19.770		
	Total	2362.745	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Beban\_Kerja, Kepemimpinan\_Transformasional, Kecerdasan\_Emosi

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.268	8.866		.707	.483
	Kepemimpinan_Transformasional	.150	.068	.230	2.209	.032
	Kecerdasan_Emosi	.311	.050	.663	6.182	.000

### Coefficients<sup>a</sup>

Model		95,0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	-11.568	24.103
	Kepemimpinan_Transformasional	.013	.287
	Kecerdasan_Emosi	.210	.413
	Beban_Kerja	-.081	.404

a. Dependent Variable: Kinerja

### Coefficient Correlations<sup>a</sup>

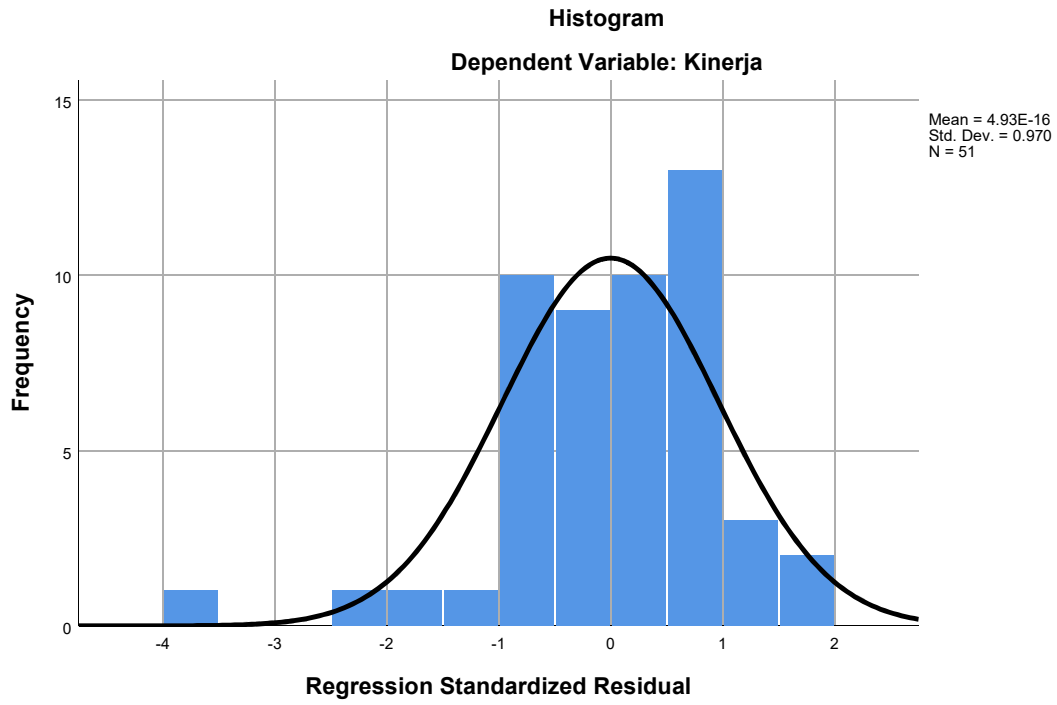
Model			Beban_Kerja	Kepemimpinan	Kecerdasan_E
				_Transformasio	mosi
1	Correlations	Beban_Kerja	1.000	-.074	.254
		Kepemimpinan_Transformasional	-.074	1.000	-.473
		Kecerdasan_Emosi	.254	-.473	1.000
	Covariances	Beban_Kerja	.015	-.001	.002
		Kepemimpinan_Transformasional	-.001	.005	-.002
		Kecerdasan_Emosi	.002	-.002	.003

a. Dependent Variable: Kinerja

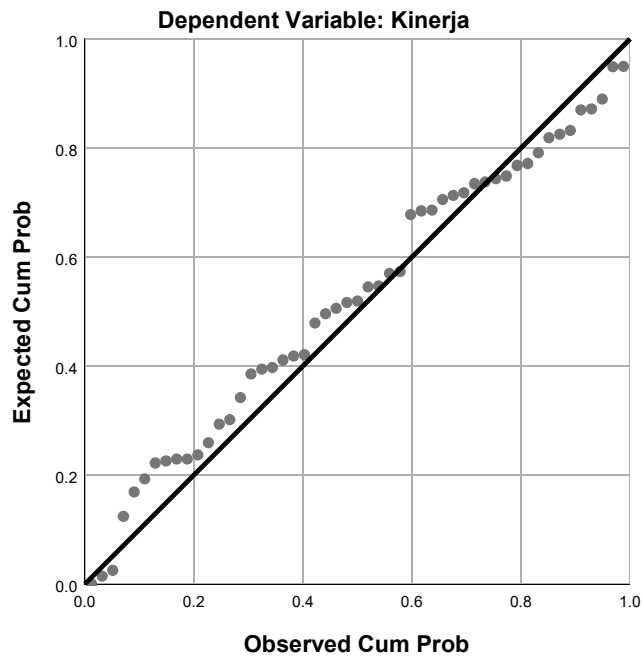
### Residuals Statistics<sup>a</sup>

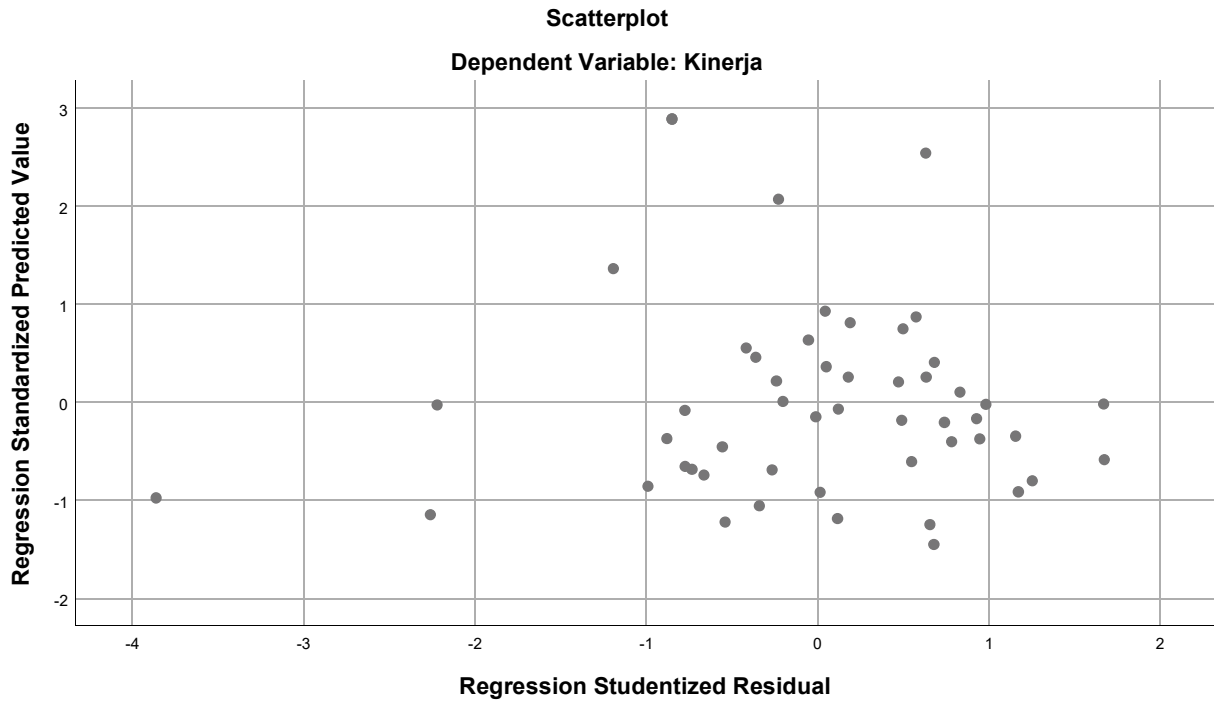
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.09	60.30	44.84	5.354	51
Std. Predicted Value	-1.448	2.886	.000	1.000	51
Standard Error of Predicted Value	.669	2.726	1.150	.483	51
Adjusted Predicted Value	36.88	61.33	44.95	5.449	51
Residual	-16.627	7.281	.000	4.311	51
Std. Residual	-3.739	1.638	.000	.970	51
Stud. Residual	-3.861	1.673	-.011	1.010	51
Deleted Residual	-17.730	7.599	-.110	4.691	51
Stud. Deleted Residual	-4.623	1.707	-.029	1.082	51
Mahal. Distance	.152	17.818	2.941	3.918	51
Cook's Distance	.000	.355	.023	.060	51
Centered Leverage Value	.003	.356	.059	.078	51

a. Dependent Variable: Kinerja



Normal P-P Plot of Regression Standardized Residual





REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS BCOV R ANOVA CHANGE
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Kinerja
/METHOD=ENTER Kepemimpinan_Transformasional Kecerdasan_Emosi Beban_Kerja
/SCATTERPLOT=(*ZPRED ,*SRESID)
/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)
/SAVE RESID.

```

**Regression**

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Beban_Kerja, Kepemimpinan_Transformasional, Kecerdasan_Emosi <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of Estimate	Change Statistics		
					R Square Change	F Change	df1
1							



## Model Summary<sup>b</sup>

Model	Change Statistics		Durbin-Watson
	df2	Sig. F Change	
1	47	.000	1.795

a. Predictors: (Constant), Beban\_Kerja, Kepemimpinan\_Transformasional, Kecerdasan\_Emosi

b. Dependent Variable: Kinerja

## ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1433.532	3	477.844	24.170	.000 <sup>b</sup>
	Residual	929.213	47	19.770		
	Total	2362.745	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Beban\_Kerja, Kepemimpinan\_Transformasional, Kecerdasan\_Emosi

## Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.268	8.866		.707	.483
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	Kecerdasan_Emosi	.311	.050	.663	6.182	.000
	Beban_Kerja	.161	.121	.127	1.337	.188

a. Dependent Variable: Kinerja

## Coefficient Correlations<sup>a</sup>

Model			Beban_Kerja	Kepemimpinan_Transformasional	Kecerdasan_Emosi
1	Correlations	Beban_Kerja	1.000	-.074	.254
		Kepemimpinan_Transformasional	-.074	1.000	-.473
		Kecerdasan_Emosi	.254	-.473	1.000
	Covariances	Beban_Kerja	.015	-.001	.002
		Kepemimpinan_Transformasional	-.001	.005	-.002
		Kecerdasan_Emosi	.002	-.002	.003

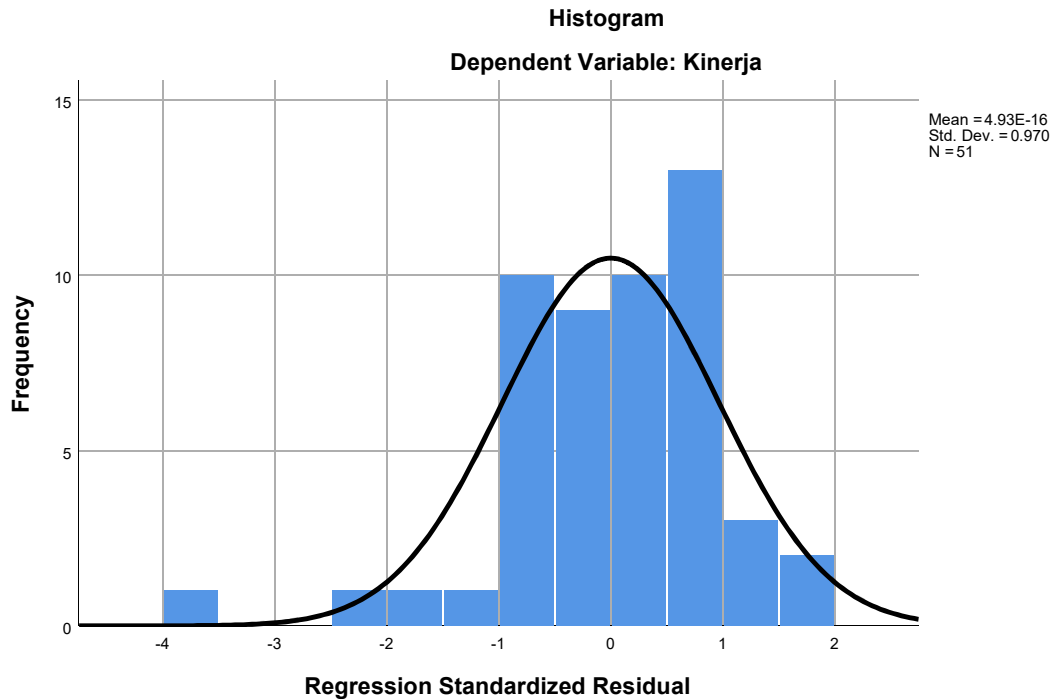
a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

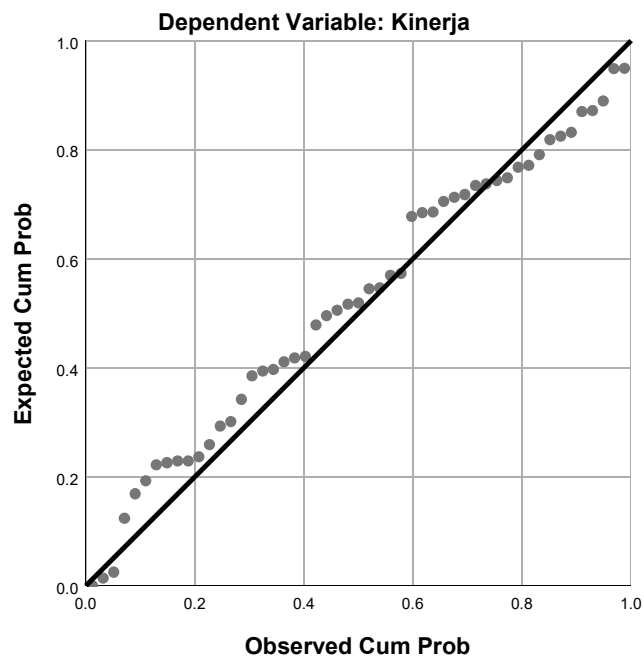
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.09	60.30	44.84	5.354	51
Std. Predicted Value	-1.448	2.886	.000	1.000	51
Standard Error of Predicted Value	.669	2.726	1.150	.483	51
Adjusted Predicted Value	36.88	61.33	44.95	5.449	51
Residual	-16.627	7.281	.000	4.311	51
Std. Residual	-3.739	1.638	.000	.970	51
Stud. Residual	-3.861	1.673	-.011	1.010	51
Deleted Residual	-17.730	7.599	-.110	4.691	51
Stud. Deleted Residual	-4.623	1.707	-.029	1.082	51
Mahal. Distance	.152	17.818	2.941	3.918	51
Cook's Distance	.000	.355	.023	.060	51
Centered Leverage Value	.003	.356	.059	.078	51

a. Dependent Variable: Kinerja

### Charts



Normal P-P Plot of Regression Standardized Residual



Scatterplot

