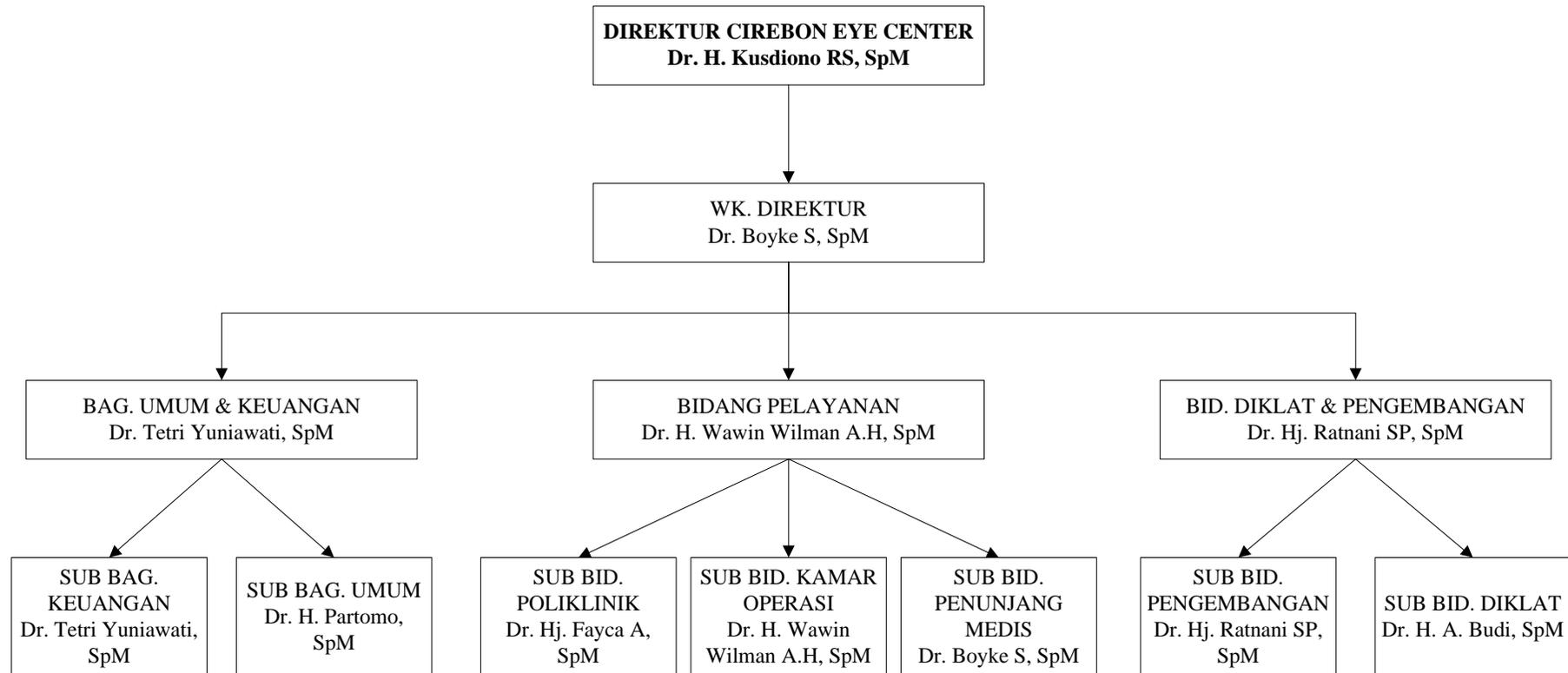


LAMPIRAN 1

STRUKTUR ORGANISASI CIREBON EYE CENTER

BAGAN STRUKTUR ORGANISASI CIREBON EYE CENTER

NO : 01 TAHUN 2008
TANGGAL : 3 APRIL 2008
TENTANG : ORGANISASI DAN TATA KERJA
CIREBON EYE CENTER KOTA CIREBON



DIREKTUR PT. MITRA HUSADA MANDIRI

Dr. H. WAWIN WILMAN ABDUL HADI, Sp.M

Universitas Kristen Maranatha

LAMPIRAN 2

KUESIONER PENELITIAN

A. KEPUASAN KERJA

Petunjuk pengisian Bagian A :

Mohon diisi dengan memberi tanda *checklist* (✓) untuk setiap pernyataan yang sesuai dengan persepsi Anda pada kolom jawaban yang tersedia.

Keterangan Jawaban :

STP = Sangat Tidak Puas TP = Tidak Puas
P = Puas SP = Sangat Puas

No	Pernyataan	Jawaban			
		STP	TP	P	SP
1	Mampu tetap menjaga kesibukan sepanjang jam kerja				
2	Kesempatan untuk dapat bekerja seorang diri				
3	Kesempatan melakukan pekerjaan yang bervariasi dari waktu ke waktu				
4	Kesempatan untuk menjadi "seseorang" (<i>somebody</i>) dalam komunitas pekerjaan saya				
5	Cara atasan saya memperlakukan karyawan				
6	Kemampuan atasan dalam mengambil keputusan				
7	Mampu melakukan berbagai hal/pekerjaan yang tidak bertentangan dengan hati nurani saya				
8	Cara saya bekerja memberikan jaminan bagi saya untuk dapat tetap bekerja				
9	Kesempatan melakukan berbagai hal untuk orang lain				
10	Kesempatan memerintah kepada orang lain apa yang harus mereka kerjakan				
11	Kesempatan melakukan sesuatu yang menggunakan berbagai kemampuan saya				
12	Cara penerapan kebijakan perusahaan				
13	Gaji saya sesuai dengan jumlah pekerjaan saya				
14	Kesempatan untuk berkembang dalam pekerjaan saya				
15	Kebebasan menggunakan pertimbangan saya sendiri dalam menjalankan pekerjaan				
16	Kesempatan untuk mencoba menerapkan berbagai metode saya sendiri dalam melakukan pekerjaan				
17	Kondisi lingkungan kerja (temperatur, kelembaban, ventilasi)				
18	Cara rekan kerja bekerja sama				
19	Pujian yang saya peroleh ketika melakukan suatu pekerjaan dengan baik				
20	Prestasi yang saya peroleh dari pekerjaan				

C. KARAKTERISTIK RESPONDEN

Petunjuk pengisian bagian C : Lingkari jawaban yang Anda inginkan.

1. Jenis Kelamin Anda :
 - a. Pria
 - b. Wanita
2. Usia Anda saat ini :
 - a. < 18 tahun
 - b. 18 – 25 tahun
 - c. 26 – 35 tahun
 - d. 36 – 45 tahun
 - e. 46 – 55 tahun
 - f. > 55 tahun
3. Status Pernikahan :
 - a. Lajang
 - b. Menikah
 - c. Cerai (duda/janda)
4. Jumlah Anak :
 - a. Belum punya anak
 - b. 1 orang
 - c. 2 orang
 - d. > 2 orang
5. Pendidikan Terakhir Anda :
 - a. SMP/Dibawahnya
 - b. SMU/Sederajat
 - c. Diploma (D1-D3)
 - d. Sarjana (S1)
 - e. Pasca Sarjana
6. Lama Bekerja :
 - a. < 1 tahun
 - b. 1 – 2 tahun
 - c. 2,1 – 3 tahun
 - d. 3,1 – 4 tahun
 - e. > 4 tahun
7. Besarnya Pendapatan Anda per Bulan :
 - a. < Rp 1.000.000
 - b. Antara Rp 1.000.000 – Rp 1.500.000
 - c. Antara Rp 1.500.001 – Rp 2.000.000
 - d. Antara Rp 2.000.001 – Rp 3.000.000
 - e. > Rp 3.000.000
8. Posisi dan Jabatan Anda di Perusahaan :

LAMPIRAN 3

OUTPUT SPSS FACTOR ANALYSIS

Factor Analysis Variabel Komitmen Organisasi

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
y1	2.91	.733	23
y11	2.65	.487	23
y13	2.61	.656	23
y14	2.65	.647	23
y16	2.65	.775	23
y20	3.09	.668	23
y21	2.48	.665	23
y22	2.78	.518	23
y23	2.52	.593	23

Correlation Matrix

	y1	y11	y13	y14	y16	y20	y21	y22	y23	
Correlation	y1	1.000	.421	.304	.316	.584	.573	.555	.546	.527
	y11	.421	1.000	.408	.464	.387	.516	.116	.407	.185
	y13	.304	.408	1.000	.414	.256	.392	.448	.407	.198
	y14	.316	.464	.414	1.000	.291	.493	.193	.577	.376
	y16	.584	.387	.256	.291	1.000	.412	.690	.482	.314
	y20	.573	.516	.392	.493	.412	1.000	.311	.713	.224
	y21	.555	.116	.448	.193	.690	.311	1.000	.447	.145
	y22	.546	.407	.407	.577	.482	.713	.447	1.000	.533
	y23	.527	.185	.198	.376	.314	.224	.145	.533	1.000
	y1		.023	.079	.071	.002	.002	.003	.004	.005
	y11	.023		.027	.013	.034	.006	.299	.027	.199
	y13	.079	.027		.025	.119	.032	.016	.027	.183
	y14	.071	.013	.025		.089	.008	.189	.002	.039
Sig. (1-tailed)	y16	.002	.034	.119	.089		.025	.000	.010	.072
	y20	.002	.006	.032	.008	.025		.074	.000	.152
	y21	.003	.299	.016	.189	.000	.074		.016	.254
	y22	.004	.027	.027	.002	.010	.000	.016		.004
	y23	.005	.199	.183	.039	.072	.152	.254	.004	

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.600
Approx. Chi-Square		89.894
Bartlett's Test of Sphericity	df	36
	Sig.	.000

Anti-image Matrices

	y1	y11	y13	y14	y16	y20	y21	y22	y23	
Anti-image Covariance	y1	.292	-.123	.096	.054	.024	-.145	-.136	.075	-.201
	y11	-.123	.464	-.199	-.109	-.167	-.004	.162	-.037	.119
	y13	.096	-.199	.522	-.082	.150	-.080	-.191	.044	-.107
	y14	.054	-.109	-.082	.557	-.003	-.047	.005	-.079	-.076
	y16	.024	-.167	.150	-.003	.347	-.045	-.187	.025	-.094
	y20	-.145	-.004	-.080	-.047	-.045	.295	.090	-.174	.168
	y21	-.136	.162	-.191	.005	-.187	.090	.239	-.094	.150
	y22	.075	-.037	.044	-.079	.025	-.174	-.094	.259	-.170
	y23	-.201	.119	-.107	-.076	-.094	.168	.150	-.170	.377
	Anti-image Correlation	y1	.626 ^a	-.335	.245	.135	.074	-.495	-.516	.273
y11		-.335	.590 ^a	-.404	-.214	-.416	-.010	.488	-.105	.286
y13		.245	-.404	.575 ^a	-.152	.353	-.204	-.541	.118	-.242
y14		.135	-.214	-.152	.886 ^a	-.008	-.115	.015	-.208	-.166
y16		.074	-.416	.353	-.008	.664 ^a	-.141	-.648	.085	-.259
y20		-.495	-.010	-.204	-.115	-.141	.627 ^a	.338	-.628	.503
y21		-.516	.488	-.541	.015	-.648	.338	.440 ^a	-.377	.500
y22		.273	-.105	.118	-.208	.085	-.628	-.377	.690 ^a	-.544
y23	-.606	.286	-.242	-.166	-.259	.503	.500	-.544	.403 ^a	

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
y1	1.000	.620
y11	1.000	.391
y13	1.000	.359
y14	1.000	.436
y16	1.000	.514
y20	1.000	.590
y21	1.000	.399
y22	1.000	.702
y23	1.000	.306

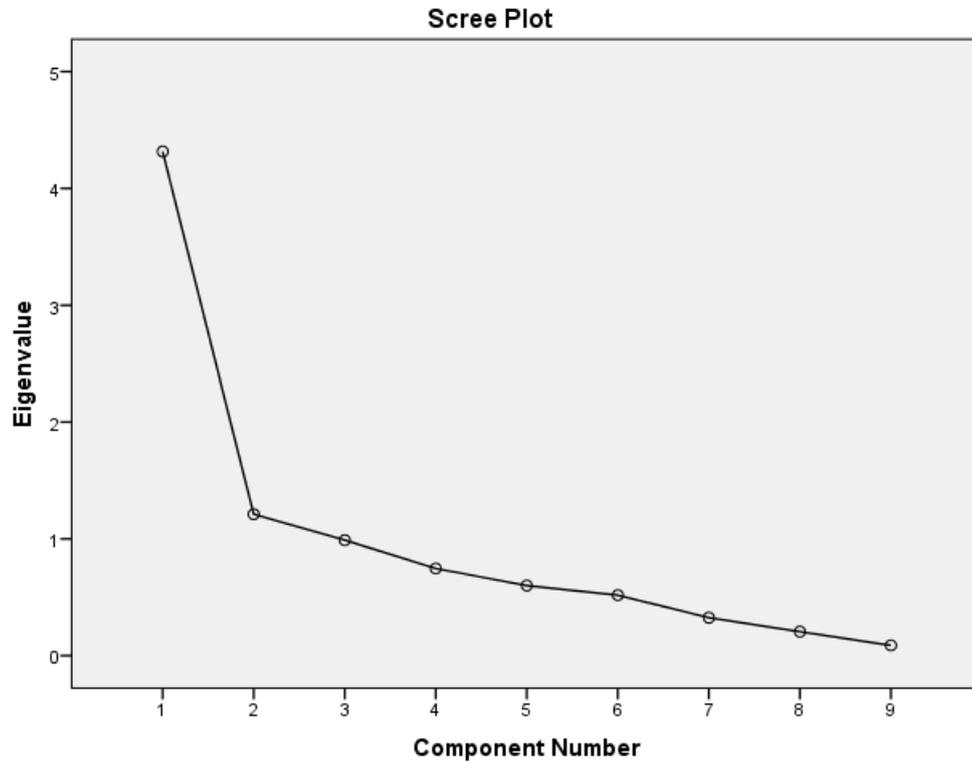
Extraction Method: Principal

Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.316	47.956	47.956	4.316	47.956	47.956
2	1.211	13.455	61.411			
3	.989	10.991	72.403			
4	.746	8.293	80.695			
5	.600	6.669	87.364			
6	.518	5.756	93.120			
7	.325	3.612	96.732			
8	.206	2.285	99.017			
9	.088	.983	100.000			

Extraction Method: Principal Component Analysis.



Component Matrix^a

	Component
	1
y1	.788
y11	.625
y13	.599
y14	.660
y16	.717
y20	.768
y21	.631
y22	.838
y23	.553

Extraction Method:
Principal Component
Analysis.
a. 1 components
extracted.

Reproduced Correlations

		y1	y11	y13	y14	y16	y20	y21	y22	y23
Reproduced Correlation	y1	.620 ^a	.492	.472	.520	.565	.605	.497	.660	.436
	y11	.492	.391 ^a	.374	.412	.448	.480	.395	.524	.346
	y13	.472	.374	.359 ^a	.395	.429	.460	.378	.502	.331
	y14	.520	.412	.395	.436 ^a	.473	.507	.417	.553	.365
	y16	.565	.448	.429	.473	.514 ^a	.551	.453	.601	.396
	y20	.605	.480	.460	.507	.551	.590 ^a	.485	.644	.425
	y21	.497	.395	.378	.417	.453	.485	.399 ^a	.529	.349
	y22	.660	.524	.502	.553	.601	.644	.529	.702 ^a	.463
	y23	.436	.346	.331	.365	.396	.425	.349	.463	.306 ^a
	Residual ^b	y1		-.072	-.168	-.203	.019	-.032	.058	-.114
y11		-.072		.034	.051	-.061	.036	-.279	-.117	-.161
y13		-.168	.034		.019	-.173	-.068	.070	-.095	-.133
y14		-.203	.051	.019		-.182	-.014	-.224	.024	.011
y16		.019	-.061	-.173	-.182		-.139	.237	-.119	-.083
y20		-.032	.036	-.068	-.014	-.139		-.174	.069	-.200
y21		.058	-.279	.070	-.224	.237	-.174		-.082	-.204
y22		-.114	-.117	-.095	.024	-.119	.069	-.082		.070
y23	.092	-.161	-.133	.011	-.083	-.200	-.204	.070		

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 28 (77.0%) nonredundant residuals with absolute values greater than 0.05.

Factor Analysis Variabel Kepuasan Kerja

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
x4	2.70	.559	23
x5	3.04	.767	23
x6	2.70	.703	23
x9	3.17	.491	23
x12	2.65	.775	23
x13	2.74	.864	23
x14	2.74	.752	23
x15	2.78	.518	23
x17	3.09	.668	23
x18	2.91	.596	23
x19	2.74	.619	23
x20	2.74	.689	23

Correlation Matrix

	x4	x5	x6	x9	x12	x13	x14	x15	x17	x18	x19	x20
x4	1.000	.456	.564	.036	.269	.299	.668	.232	.439	.053	.680	.375
x5	.456	1.000	.700	.462	.638	.566	.414	.253	.613	.307	.503	.366
x6	.564	.700	1.000	.160	.631	.387	.445	.184	.639	.476	.540	.486
x9	.036	.462	.160	1.000	.644	.433	.375	.334	.506	.364	.306	.140
x12	.269	.638	.631	.644	1.000	.605	.539	.369	.763	.522	.465	.418
x13	.299	.566	.387	.433	.605	1.000	.450	.375	.749	.130	.292	.339
x14	.668	.414	.445	.375	.539	.450	1.000	.664	.590	.251	.726	.389
x15	.232	.253	.184	.334	.369	.375	.664	1.000	.451	.083	.382	.343
x17	.439	.613	.639	.506	.763	.749	.590	.451	1.000	.476	.607	.644
x18	.053	.307	.476	.364	.522	.130	.251	.083	.476	1.000	.428	.274
x19	.680	.503	.540	.306	.465	.292	.726	.382	.607	.428	1.000	.686
x20	.375	.366	.486	.140	.418	.339	.389	.343	.644	.274	.686	1.000

Correlation Matrix

	x4	x5	x6	x9	x12	x13	x14	x15	x17	x18	x19	x20
x4		.014	.003	.435	.107	.083	.000	.143	.018	.404	.000	.039
x5	.014		.000	.013	.001	.002	.025	.122	.001	.077	.007	.043
x6	.003	.000		.232	.001	.034	.017	.200	.001	.011	.004	.009
x9	.435	.013	.232		.000	.019	.039	.060	.007	.044	.078	.262
x12	.107	.001	.001	.000		.001	.004	.042	.000	.005	.013	.023
x13	.083	.002	.034	.019	.001		.016	.039	.000	.277	.088	.057
x14	.000	.025	.017	.039	.004	.016		.000	.002	.124	.000	.033
x15	.143	.122	.200	.060	.042	.039	.000		.015	.353	.036	.054
x17	.018	.001	.001	.007	.000	.000	.002	.015		.011	.001	.000
x18	.404	.077	.011	.044	.005	.277	.124	.353	.011		.021	.103
x19	.000	.007	.004	.078	.013	.088	.000	.036	.001	.021		.000
x20	.039	.043	.009	.262	.023	.057	.033	.054	.000	.103	.000	

Sig. (1-tailed)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.734
Approx. Chi-Square	170.895
Bartlett's Test of Sphericity	df
	66
	Sig.
	.000

Anti-image Matrices

		x4	x5	x6	x9	x12	x13	x14	x15	x17	x18	x19	x20
Anti-image Covariance	x4	.230	-.018	-.078	.035	.053	.009	-.079	.096	-.033	.131	-.066	.051
	x5	-.018	.283	-.130	-.111	-.018	-.099	.062	-.047	.029	.055	-.062	.045
	x6	-.078	-.130	.207	.124	-.078	.056	-.001	.010	-.029	-.095	.035	-.032
	x9	.035	-.111	.124	.355	-.121	.037	-.003	-.019	-.049	-.022	-.032	.074
	x12	.053	-.018	-.078	-.121	.212	-.024	-.057	.044	-.026	-.030	.028	-.027
	x13	.009	-.099	.056	.037	-.024	.274	-.035	.028	-.123	.081	.040	.021
	x14	-.079	.062	-.001	-.003	-.057	-.035	.154	-.163	.005	.006	-.072	.073
	x15	.096	-.047	.010	-.019	.044	.028	-.163	.395	-.031	.052	.047	-.074
	x17	-.033	.029	-.029	-.049	-.026	-.123	.005	-.031	.135	-.076	.005	-.080
	x18	.131	.055	-.095	-.022	-.030	.081	.006	.052	-.076	.386	-.100	.108
	x19	-.066	-.062	.035	-.032	.028	.040	-.072	.047	.005	-.100	.147	-.132
	x20	.051	.045	-.032	.074	-.027	.021	.073	-.074	-.080	.108	-.132	.271
Anti-image Correlation	x4	.691 ^a	-.071	-.359	.122	.242	.038	-.419	.320	-.188	.440	-.358	.206
	x5	-.071	.769 ^a	-.535	-.350	-.074	-.355	.295	-.140	.147	.168	-.304	.162
	x6	-.359	-.535	.730 ^a	.458	-.375	.235	-.005	.034	-.175	-.336	.202	-.133
	x9	.122	-.350	.458	.698 ^a	-.442	.119	-.013	-.051	-.224	-.059	-.140	.238
	x12	.242	-.074	-.375	-.442	.846 ^a	-.098	-.318	.152	-.151	-.103	.156	-.112
	x13	.038	-.355	.235	.119	-.098	.746 ^a	-.168	.085	-.638	.250	.201	.078
	x14	-.419	.295	-.005	-.013	-.318	-.168	.715 ^a	-.660	.037	.025	-.481	.355
	x15	.320	-.140	.034	-.051	.152	.085	-.660	.670 ^a	-.133	.133	.193	-.225
	x17	-.188	.147	-.175	-.224	-.151	-.638	.037	-.133	.818 ^a	-.334	.039	-.419
	x18	.440	.168	-.336	-.059	-.103	.250	.025	.133	-.334	.611 ^a	-.419	.334
x19	-.358	-.304	.202	-.140	.156	.201	-.481	.193	.039	-.419	.717 ^a	-.658	
x20	.206	.162	-.133	.238	-.112	.078	.355	-.225	-.419	.334	-.658	.659 ^a	

a. Measures of Sampling Adequacy(MSA)

Communalities

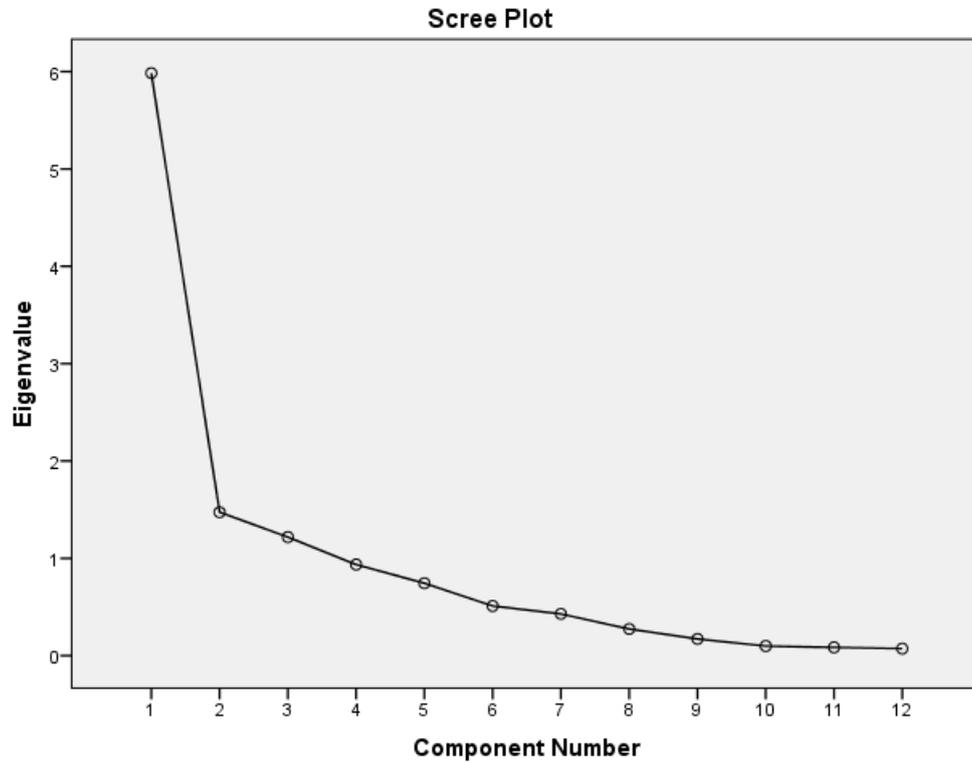
	Initial	Extraction
x4	1.000	.378
x5	1.000	.574
x6	1.000	.568
x9	1.000	.307
x12	1.000	.678
x13	1.000	.462
x14	1.000	.601
x15	1.000	.295
x17	1.000	.808
x18	1.000	.258
x19	1.000	.625
x20	1.000	.432

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	5.985	49.873	49.873	5.985	49.873	49.873
2	1.474	12.281	62.153			
3	1.218	10.153	72.307			
4	.936	7.799	80.105			
5	.744	6.202	86.307			
6	.511	4.256	90.564			
7	.429	3.576	94.140			
8	.274	2.286	96.425			
9	.172	1.434	97.859			
10	.099	.824	98.684			
11	.085	.710	99.393			
12	.073	.607	100.000			

Extraction Method: Principal Component Analysis.



Component Matrix^a

	Component
	1
x4	.615
x5	.758
x6	.754
x9	.554
x12	.823
x13	.680
x14	.775
x15	.543
x17	.899
x18	.508
x19	.790
x20	.657

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

Reproduced Correlations

		x4	x5	x6	x9	x12	x13	x14	x15	x17	x18	x19	x20
Reproduced Correlation	x4	.378 ^a	.466	.463	.341	.506	.418	.477	.334	.553	.312	.486	.404
	x5	.466	.574 ^a	.571	.420	.624	.515	.588	.411	.681	.385	.599	.498
	x6	.463	.571	.568 ^a	.418	.620	.512	.584	.409	.677	.382	.596	.495
	x9	.341	.420	.418	.307 ^a	.456	.377	.430	.301	.498	.281	.438	.364
	x12	.506	.624	.620	.456	.678 ^a	.559	.638	.447	.740	.418	.651	.541
	x13	.418	.515	.512	.377	.559	.462 ^a	.527	.369	.611	.345	.537	.446
	x14	.477	.588	.584	.430	.638	.527	.601 ^a	.421	.697	.394	.613	.510
	x15	.334	.411	.409	.301	.447	.369	.421	.295 ^a	.488	.276	.429	.357
	x17	.553	.681	.677	.498	.740	.611	.697	.488	.808 ^a	.456	.710	.591
	x18	.312	.385	.382	.281	.418	.345	.394	.276	.456	.258 ^a	.401	.333
	x19	.486	.599	.596	.438	.651	.537	.613	.429	.710	.401	.625 ^a	.519
	x20	.404	.498	.495	.364	.541	.446	.510	.357	.591	.333	.519	.432 ^a
Residual ^b	x4		-.010	.100	-.305	-.237	-.119	.191	-.102	-.113	-.259	.194	-.029
	x5	-.010		.129	.042	.014	.051	-.173	-.158	-.068	-.078	-.096	-.131
	x6	.100	.129		-.257	.011	-.125	-.139	-.225	-.038	.094	-.055	-.009
	x9	-.305	.042	-.257		.188	.056	-.055	.033	.008	.083	-.133	-.224
	x12	-.237	.014	.011	.188		.045	-.099	-.078	.023	.104	-.185	-.123
	x13	-.119	.051	-.125	.056	.045		-.077	.006	.138	-.215	-.245	-.108
	x14	.191	-.173	-.139	-.055	-.099	-.077		.243	-.107	-.142	.113	-.120
	x15	-.102	-.158	-.225	.033	-.078	.006	.243		-.037	-.192	-.047	-.014
	x17	-.113	-.068	-.038	.008	.023	.138	-.107	-.037		.020	-.104	.054
	x18	-.259	-.078	.094	.083	.104	-.215	-.142	-.192	.020		.027	-.059
	x19	.194	-.096	-.055	-.133	-.185	-.245	.113	-.047	-.104	.027		.167
	x20	-.029	-.131	-.009	-.224	-.123	-.108	-.120	-.014	.054	-.059	.167	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 49 (74.0%) nonredundant residuals with absolute values greater than 0.05.

LAMPIRAN 4

OUTPUT SPSS RELIABILITY

Reliability

Scale: Komitmen Organisasi

Case Processing Summary

		N	%
Cases	Valid	23	100.0
	Excluded ^a	0	.0
	Total	23	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.857	.860	9

Item Statistics

	Mean	Std. Deviation	N
y1	2.91	.733	23
y11	2.65	.487	23
y13	2.61	.656	23
y14	2.65	.647	23
y16	2.65	.775	23
y20	3.09	.668	23
y21	2.48	.665	23
y22	2.78	.518	23
y23	2.52	.593	23

Inter-Item Correlation Matrix

	y1	y11	y13	y14	y16	y20	y21	y22	y23
y1	1.000	.421	.304	.316	.584	.573	.555	.546	.527
y11	.421	1.000	.408	.464	.387	.516	.116	.407	.185
y13	.304	.408	1.000	.414	.256	.392	.448	.407	.198
y14	.316	.464	.414	1.000	.291	.493	.193	.577	.376
y16	.584	.387	.256	.291	1.000	.412	.690	.482	.314
y20	.573	.516	.392	.493	.412	1.000	.311	.713	.224
y21	.555	.116	.448	.193	.690	.311	1.000	.447	.145
y22	.546	.407	.407	.577	.482	.713	.447	1.000	.533
y23	.527	.185	.198	.376	.314	.224	.145	.533	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
y1	21.43	11.621	.707	.708	.828
y11	21.70	13.585	.521	.536	.849
y13	21.74	12.929	.494	.478	.851
y14	21.70	12.767	.542	.443	.846
y16	21.70	11.767	.625	.653	.838
y20	21.26	12.202	.652	.705	.835
y21	21.87	12.664	.546	.761	.846
y22	21.57	12.621	.761	.741	.829
y23	21.83	13.423	.441	.623	.855

Reliability

Scale: Kepuasan Kerja

Case Processing Summary

		N	%
Cases	Valid	23	100.0
	Excluded ^a	0	.0
	Total	23	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.905	.904	12

Item Statistics

	Mean	Std. Deviation	N
x4	2.70	.559	23
x5	3.04	.767	23
x6	2.70	.703	23
x9	3.17	.491	23
x12	2.65	.775	23
x13	2.74	.864	23
x14	2.74	.752	23
x15	2.78	.518	23
x17	3.09	.668	23
x18	2.91	.596	23
x19	2.74	.619	23
x20	2.74	.689	23

Inter-Item Correlation Matrix

	x4	x5	x6	x9	x12	x13	x14	x15	x17	x18	x19	x20
x4	1.000	.456	.564	.036	.269	.299	.668	.232	.439	.053	.680	.375
x5	.456	1.000	.700	.462	.638	.566	.414	.253	.613	.307	.503	.366
x6	.564	.700	1.000	.160	.631	.387	.445	.184	.639	.476	.540	.486
x9	.036	.462	.160	1.000	.644	.433	.375	.334	.506	.364	.306	.140
x12	.269	.638	.631	.644	1.000	.605	.539	.369	.763	.522	.465	.418
x13	.299	.566	.387	.433	.605	1.000	.450	.375	.749	.130	.292	.339
x14	.668	.414	.445	.375	.539	.450	1.000	.664	.590	.251	.726	.389
x15	.232	.253	.184	.334	.369	.375	.664	1.000	.451	.083	.382	.343
x17	.439	.613	.639	.506	.763	.749	.590	.451	1.000	.476	.607	.644
x18	.053	.307	.476	.364	.522	.130	.251	.083	.476	1.000	.428	.274
x19	.680	.503	.540	.306	.465	.292	.726	.382	.607	.428	1.000	.686
x20	.375	.366	.486	.140	.418	.339	.389	.343	.644	.274	.686	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
x4	31.30	28.585	.534	.770	.901
x5	30.96	26.043	.697	.717	.893
x6	31.30	26.585	.691	.793	.894
x9	30.83	29.241	.491	.645	.903
x12	31.35	25.419	.777	.788	.889
x13	31.26	26.020	.604	.726	.900
x14	31.26	26.111	.705	.846	.893
x15	31.22	29.178	.472	.605	.904
x17	30.91	25.719	.874	.865	.885
x18	31.09	28.992	.427	.614	.906
x19	31.26	27.020	.728	.853	.893
x20	31.26	27.474	.574	.729	.900

LAMPIRAN 5

OUTPUT SPSS REGRESSION

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
y	2.7053	.44014	23
x4	2.70	.559	23
x5	3.04	.767	23
x6	2.70	.703	23
x9	3.17	.491	23
x12	2.65	.775	23
x13	2.74	.864	23
x14	2.74	.752	23
x15	2.78	.518	23
x17	3.09	.668	23
x18	2.91	.596	23
x19	2.74	.619	23
x20	2.74	.689	23

Correlations

	y	x4	x5	x6	x9	x12	x13	x14	x15	x17	x18	x19	x20
y	1.000	.707	.458	.448	.365	.515	.532	.749	.503	.589	.187	.761	.451
x4	.707	1.000	.456	.564	.036	.269	.299	.668	.232	.439	.053	.680	.375
x5	.458	.456	1.000	.700	.462	.638	.566	.414	.253	.613	.307	.503	.366
x6	.448	.564	.700	1.000	.160	.631	.387	.445	.184	.639	.476	.540	.486
x9	.365	.036	.462	.160	1.000	.644	.433	.375	.334	.506	.364	.306	.140
x12	.515	.269	.638	.631	.644	1.000	.605	.539	.369	.763	.522	.465	.418
x13	.532	.299	.566	.387	.433	.605	1.000	.450	.375	.749	.130	.292	.339
x14	.749	.668	.414	.445	.375	.539	.450	1.000	.664	.590	.251	.726	.389
x15	.503	.232	.253	.184	.334	.369	.375	.664	1.000	.451	.083	.382	.343
x17	.589	.439	.613	.639	.506	.763	.749	.590	.451	1.000	.476	.607	.644
x18	.187	.053	.307	.476	.364	.522	.130	.251	.083	.476	1.000	.428	.274
x19	.761	.680	.503	.540	.306	.465	.292	.726	.382	.607	.428	1.000	.686
x20	.451	.375	.366	.486	.140	.418	.339	.389	.343	.644	.274	.686	1.000

Correlations

	y	x4	x5	x6	x9	x12	x13	x14	x15	x17	x18	x19	x20
Sig. (1-tailed)	y	.000	.014	.016	.044	.006	.004	.000	.007	.002	.197	.000	.015
	x4	.000	.014	.003	.435	.107	.083	.000	.143	.018	.404	.000	.039
	x5	.014	.014	.000	.013	.001	.002	.025	.122	.001	.077	.007	.043
	x6	.016	.003	.000	.232	.001	.034	.017	.200	.001	.011	.004	.009
	x9	.044	.435	.013	.232	.000	.019	.039	.060	.007	.044	.078	.262
	x12	.006	.107	.001	.001	.000	.001	.004	.042	.000	.005	.013	.023
	x13	.004	.083	.002	.034	.019	.001	.016	.039	.000	.277	.088	.057
	x14	.000	.000	.025	.017	.039	.004	.016	.000	.002	.124	.000	.033
	x15	.007	.143	.122	.200	.060	.042	.039	.000	.015	.353	.036	.054
	x17	.002	.018	.001	.001	.007	.000	.000	.002	.015	.011	.001	.000
	x18	.197	.404	.077	.011	.044	.005	.277	.124	.353	.011	.021	.103
	x19	.000	.000	.007	.004	.078	.013	.088	.000	.036	.001	.021	.000
	x20	.015	.039	.043	.009	.262	.023	.057	.033	.054	.000	.103	.000
N	y	23	23	23	23	23	23	23	23	23	23	23	23
	x4	23	23	23	23	23	23	23	23	23	23	23	23
	x5	23	23	23	23	23	23	23	23	23	23	23	23
	x6	23	23	23	23	23	23	23	23	23	23	23	23
	x9	23	23	23	23	23	23	23	23	23	23	23	23
	x12	23	23	23	23	23	23	23	23	23	23	23	23
	x13	23	23	23	23	23	23	23	23	23	23	23	23
	x14	23	23	23	23	23	23	23	23	23	23	23	23
	x15	23	23	23	23	23	23	23	23	23	23	23	23
	x17	23	23	23	23	23	23	23	23	23	23	23	23
	x18	23	23	23	23	23	23	23	23	23	23	23	23
x19	23	23	23	23	23	23	23	23	23	23	23	23	
x20	23	23	23	23	23	23	23	23	23	23	23	23	

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	x19		Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
2	x13		Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).

a. Dependent Variable: y

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.761 ^a	.580	.560	.29204
2	.828 ^b	.685	.653	.25915

a. Predictors: (Constant), x19

b. Predictors: (Constant), x19, x13

c. Dependent Variable: y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.471	1	2.471	28.970	.000 ^b
	Residual	1.791	21	.085		
	Total	4.262	22			
2	Regression	2.919	2	1.459	21.730	.000 ^c
	Residual	1.343	20	.067		
	Total	4.262	22			

a. Dependent Variable: y

b. Predictors: (Constant), x19

c. Predictors: (Constant), x19, x13

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		
	B	Std. Error	Beta			Lower Bound	Upper Bound	
1	(Constant)	1.223	.282		4.335	.000	.636	1.809
	x19	.541	.101	.761	5.382	.000	.332	.750
	(Constant)	.943	.273		3.455	.003	.373	1.512
2	x19	.471	.093	.663	5.048	.000	.276	.666
	x13	.173	.067	.339	2.582	.018	.033	.312

a. Dependent Variable: y

Excluded Variables^a

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
	x4	.352 ^b	1.944	.066	.399	.538
	x5	.101 ^b	.605	.552	.134	.747
	x6	.051 ^b	.299	.768	.067	.708
	x9	.146 ^b	.980	.339	.214	.907
	x12	.205 ^b	1.304	.207	.280	.783
1	x13	.339 ^b	2.582	.018	.500	.915
	x14	.415 ^b	2.195	.040	.441	.473
	x15	.249 ^b	1.698	.105	.355	.854
	x17	.201 ^b	1.139	.268	.247	.632
	x18	-.171 ^b	-1.096	.286	-.238	.817
	x20	-.134 ^b	-.680	.504	-.150	.530

Excluded Variables^a

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
					Tolerance
x4	.295 ^c	1.800	.088	.382	.527
x5	-.121 ^c	-.707	.488	-.160	.555
x6	-.064 ^c	-.400	.694	-.091	.650
x9	.020 ^c	.137	.892	.031	.777
x12	.003 ^c	.018	.986	.004	.543
x14	.282 ^c	1.480	.155	.321	.411
x15	.158 ^c	1.121	.276	.249	.778
x17	-.244 ^c	-1.017	.322	-.227	.274
x18	-.173 ^c	-1.264	.222	-.278	.817
x20	-.232 ^c	-1.343	.195	-.294	.509

a. Dependent Variable: y

b. Predictors in the Model: (Constant), x19

c. Predictors in the Model: (Constant), x19, x13

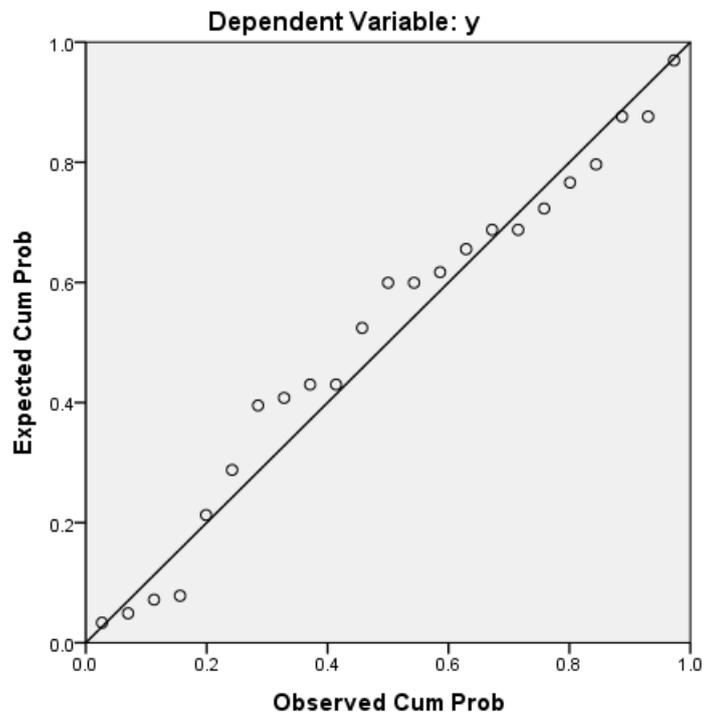
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.5861	3.1716	2.7053	.36424	23
Std. Predicted Value	-3.073	1.280	.000	1.000	23
Standard Error of Predicted Value	.060	.178	.090	.028	23
Adjusted Predicted Value	2.0120	3.2022	2.7212	.32509	23
Residual	-.47499	.48665	.00000	.24709	23
Std. Residual	-1.833	1.878	.000	.953	23
Stud. Residual	-2.524	2.012	-.025	1.065	23
Deleted Residual	-.90088	.55888	-.01588	.31635	23
Stud. Deleted Residual	-2.980	2.196	-.046	1.145	23
Mahal. Distance	.212	9.444	1.913	2.077	23
Cook's Distance	.000	1.904	.115	.393	23
Centered Leverage Value	.010	.429	.087	.094	23

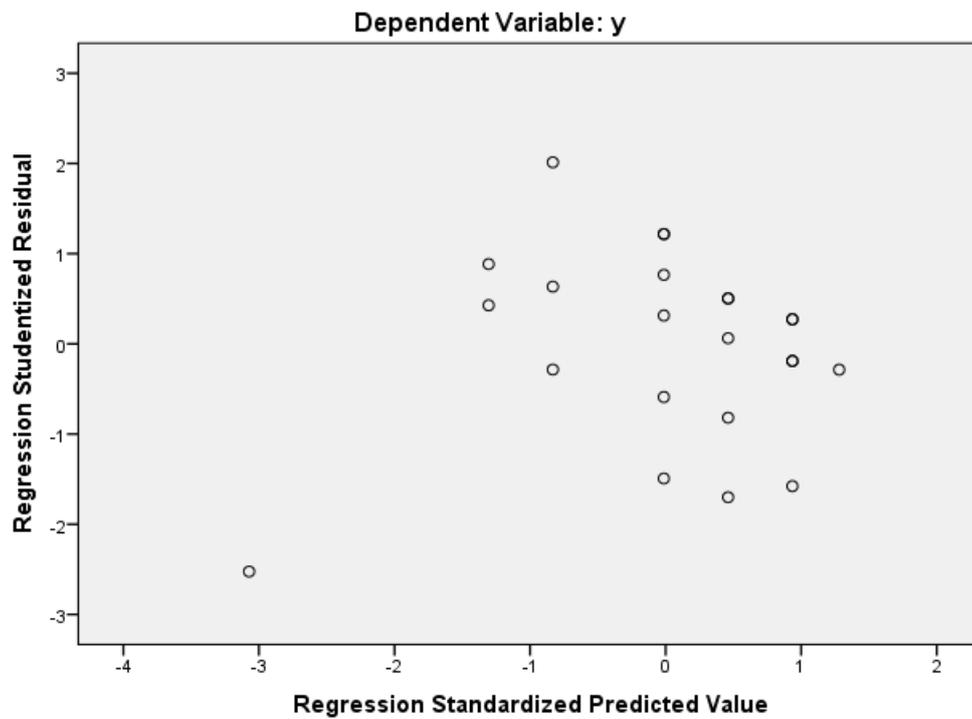
a. Dependent Variable: y

Charts

Normal P-P Plot of Regression Standardized Residual



Scatterplot



LAMPIRAN 6

SURAT KETERANGAN PERUSAHAAN



SURAT KETERANGAN

No. 01/DIR – CiEC/1113

Yang bertanda tangan dibawah ini menerangkan bahwa :

Nama : Muhammad Arimukti
Alamat : Jl. Sarijadi 98 Bandung
Jabatan : Mahasiswa Fakultas Teknologi Industri Universitas Kristen
Maranatha Bandung

Pada bulan Agustus 2013 telah melakukan penelitian di Cirebon Eye Center .

Demikian agar maklum.

Yang menerangkan,



CIREBON EYE CENTER
Jl. Pemuda No. 10 Cirebon
Telp. (0231) 201589

Dr. H. KUSDIONO RS
SPECIALIS MATA
KRAJATEK : JL. PEMUDA NO. 10
TELP. (0231) 201500 CIREBON
HP. 081 124 2859

dr. H. Kusdiono RS,Sp M
Direktur

KOMENTAR DOSEN PENGUJI



Jurusan Teknik Industri
Fakultas Teknik
Universitas Kristen Maranatha

FORM KOMENTAR DAN SARAN SIDANG TUGAS AKHIR

Nama Mahasiswa : Muhammad Arimukti
Tanggal USTA : 03 Desember 2013

NRP : 0523053

Judul Tugas Akhir : Usulan Peningkatan Komitmen Organisasi Melalui Pemenuhan
Kepuasan Kerja (Studi Kasus : Cirebon Eye Center).

Komentar dan Saran :

* Uji asumsi kelainan heteroskedastisitas Adb dpt dilihat hanya secara kasar maka melalui plot scatter diagram yg hrs disertai dgn rumus ukuran Adb

Melina Hermawan, S.T., M.T.
Dosen Penguji 1



Jurusan Teknik Industri
Fakultas Teknik
Universitas Kristen Maranatha

FORM KOMENTAR DAN SARAN SIDANG TUGAS AKHIR

Nama Mahasiswa : Muhammad Arimukti NRP : 0523053

Tanggal USTA : 03 Desember 2013

Judul Tugas Akhir : Usulan Peningkatan Komitmen Organisasi Melalui Pemenuhan
Kepuasan Kerja (Studi Kasus : Cirebon Eye Center).

Komentar dan Saran :

- Pengujian asumsi homoscedasticity sebaiknya tdk hanya gambar, tapi menggunakan pengujian statistik, misal: Levene Test.
- Lengkapi pengujian² statistik χ^2 & multiple regresi di bab 3. Tdk hanya uji F.
- lengkapi di bab 3: pernyataan negatif, tgm proses selanjutnya?
- Perbaiki penulisan D. Pustaka. \rightarrow Nama belakang yg diurutkan, cth: Latan H, Temalagi S, ...

Yulianti, S.T., M.T.
Dosen Penguji 2



Jurusan Teknik Industri
Fakultas Teknik
Universitas Kristen Maranatha

FORM KOMENTAR DAN SARAN SIDANG TUGAS AKHIR

Nama Mahasiswa : Muhammad Arimukti NRP : 0523053

Tanggal USTA : 03 Desember 2013

Judul Tugas Akhir : Usulan Peningkatan Komitmen Organisasi Melalui Pemenuhan
Kepuasan Kerja (Studi Kasus : Cirebon Eye Center).

Komentar dan Saran :

Abstrak dan latar belakang masalah belum menjelaskan masalah
komitmen kerja di perusahaan; keterkaitan data turnover thd masalah komitmen.
Banyak pengulangan kata yg tidak tepat dalam penulisan Tugas Akhir
Penulisan no referensi banyak yg salah
Penulisan masalah no 4 salah.
Perumusan masalah no 3 tidak sesuai dgn tujuan penelitian no 3.
Perincian tabel 1 diberikan ~~contoh~~ penjelasan nya & contoh perhitungannya.


Arif Suryadi, S.T., M.T.
Dosen Penguji 3