1. **Hasil analisis menggunakan JASP**
2. **Validitas dan realibilitas skala equitable reward**

|  | | | |
| --- | --- | --- | --- |
| **Estimate** | | **Cronbach's α** | |
| Point estimate |  | 0.611 |  |
| 95% CI lower bound |  | 0.513 |  |
| 95% CI upper bound |  | 0.694 |  |
|  | | | |
|  | | | |

| **Pearson's Correlations** | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | |  | | **Pearson's r** | | **p** | |
| EQ1 |  | - |  | EQ2 |  | 0.254 | \*\* | 0.001 |  |
| EQ1 |  | - |  | EQ3 |  | 0.284 | \*\*\* | < .001 |  |
| EQ1 |  | - |  | EQ4 |  | 0.002 |  | 0.984 |  |
| EQ1 |  | - |  | EQ5R |  | 0.289 | \*\*\* | < .001 |  |
| EQ1 |  | - |  | EQ6R |  | 0.577 | \*\*\* | < .001 |  |
| EQ1 |  | - |  | EQ7 |  | -0.122 |  | 0.128 |  |
| EQ1 |  | - |  | EQ8R |  | 0.285 | \*\*\* | < .001 |  |
| EQ1 |  | - |  | EQ9 |  | -0.116 |  | 0.149 |  |
| EQ1 |  | - |  | EQ10R |  | 0.289 | \*\*\* | < .001 |  |
| EQ1 |  | - |  | EQ11 |  | 0.263 | \*\*\* | < .001 |  |
| EQ1 |  | - |  | EQ12 |  | 0.020 |  | 0.806 |  |
| EQ1 |  | - |  | Equitable Reward |  | 0.618 | \*\*\* | < .001 |  |
| EQ2 |  | - |  | EQ3 |  | -0.105 |  | 0.191 |  |
| EQ2 |  | - |  | EQ4 |  | 0.190 | \* | 0.017 |  |
| EQ2 |  | - |  | EQ5R |  | -0.075 |  | 0.350 |  |
| EQ2 |  | - |  | EQ6R |  | 0.109 |  | 0.175 |  |
| EQ2 |  | - |  | EQ7 |  | 0.192 | \* | 0.016 |  |
| EQ2 |  | - |  | EQ8R |  | -0.084 |  | 0.295 |  |
| EQ2 |  | - |  | EQ9 |  | 0.140 |  | 0.081 |  |
| EQ2 |  | - |  | EQ10R |  | -0.067 |  | 0.405 |  |
| EQ2 |  | - |  | EQ11 |  | 0.502 | \*\*\* | < .001 |  |
| EQ2 |  | - |  | EQ12 |  | 0.252 | \*\* | 0.002 |  |
| EQ2 |  | - |  | Equitable Reward |  | 0.410 | \*\*\* | < .001 |  |
| EQ3 |  | - |  | EQ4 |  | -0.062 |  | 0.444 |  |
| EQ3 |  | - |  | EQ5R |  | 0.211 | \*\* | 0.008 |  |
| EQ3 |  | - |  | EQ6R |  | 0.310 | \*\*\* | < .001 |  |
| EQ3 |  | - |  | EQ7 |  | -0.198 | \* | 0.013 |  |
| EQ3 |  | - |  | EQ8R |  | 0.205 | \* | 0.010 |  |
| EQ3 |  | - |  | EQ9 |  | 0.006 |  | 0.945 |  |
| EQ3 |  | - |  | EQ10R |  | 0.272 | \*\*\* | < .001 |  |
| EQ3 |  | - |  | EQ11 |  | -0.138 |  | 0.087 |  |
| EQ3 |  | - |  | EQ12 |  | -0.074 |  | 0.359 |  |
| EQ3 |  | - |  | Equitable Reward |  | 0.369 | \*\*\* | < .001 |  |
| EQ4 |  | - |  | EQ5R |  | 0.038 |  | 0.635 |  |
| EQ4 |  | - |  | EQ6R |  | 0.024 |  | 0.770 |  |
| EQ4 |  | - |  | EQ7 |  | 0.070 |  | 0.383 |  |
| EQ4 |  | - |  | EQ8R |  | 0.115 |  | 0.152 |  |
| EQ4 |  | - |  | EQ9 |  | 0.093 |  | 0.248 |  |
| EQ4 |  | - |  | EQ10R |  | -0.088 |  | 0.275 |  |
| EQ4 |  | - |  | EQ11 |  | 0.244 | \*\* | 0.002 |  |
| EQ4 |  | - |  | EQ12 |  | 0.212 | \*\* | 0.008 |  |
| EQ4 |  | - |  | Equitable Reward |  | 0.284 | \*\*\* | < .001 |  |
| EQ5R |  | - |  | EQ6R |  | 0.524 | \*\*\* | < .001 |  |
| EQ5R |  | - |  | EQ7 |  | -0.031 |  | 0.699 |  |
| EQ5R |  | - |  | EQ8R |  | 0.395 | \*\*\* | < .001 |  |
| EQ5R |  | - |  | EQ9 |  | -0.030 |  | 0.714 |  |
| EQ5R |  | - |  | EQ10R |  | 0.270 | \*\*\* | < .001 |  |
| EQ5R |  | - |  | EQ11 |  | 2.096e-4 |  | 0.998 |  |
| EQ5R |  | - |  | EQ12 |  | 0.204 | \* | 0.010 |  |
| EQ5R |  | - |  | Equitable Reward |  | 0.580 | \*\*\* | < .001 |  |
| EQ6R |  | - |  | EQ7 |  | -0.167 | \* | 0.037 |  |
| EQ6R |  | - |  | EQ8R |  | 0.476 | \*\*\* | < .001 |  |
| EQ6R |  | - |  | EQ9 |  | -0.164 | \* | 0.041 |  |
| EQ6R |  | - |  | EQ10R |  | 0.311 | \*\*\* | < .001 |  |
| EQ6R |  | - |  | EQ11 |  | 0.138 |  | 0.086 |  |
| EQ6R |  | - |  | EQ12 |  | 0.121 |  | 0.132 |  |
| EQ6R |  | - |  | Equitable Reward |  | 0.677 | \*\*\* | < .001 |  |
| EQ7 |  | - |  | EQ8R |  | -0.196 | \* | 0.014 |  |
| EQ7 |  | - |  | EQ9 |  | 0.364 | \*\*\* | < .001 |  |
| EQ7 |  | - |  | EQ10R |  | -0.024 |  | 0.764 |  |
| EQ7 |  | - |  | EQ11 |  | 0.173 | \* | 0.031 |  |
| EQ7 |  | - |  | EQ12 |  | 0.247 | \*\* | 0.002 |  |
| EQ7 |  | - |  | Equitable Reward |  | 0.216 | \*\* | 0.007 |  |
| EQ8R |  | - |  | EQ9 |  | -0.206 | \* | 0.010 |  |
| EQ8R |  | - |  | EQ10R |  | 0.278 | \*\*\* | < .001 |  |
| EQ8R |  | - |  | EQ11 |  | -0.133 |  | 0.097 |  |
| EQ8R |  | - |  | EQ12 |  | 0.079 |  | 0.324 |  |
| EQ8R |  | - |  | Equitable Reward |  | 0.479 | \*\*\* | < .001 |  |
| EQ9 |  | - |  | EQ10R |  | 0.104 |  | 0.194 |  |
| EQ9 |  | - |  | EQ11 |  | 0.142 |  | 0.077 |  |
| EQ9 |  | - |  | EQ12 |  | 0.074 |  | 0.357 |  |
| EQ9 |  | - |  | Equitable Reward |  | 0.225 | \*\* | 0.005 |  |
| EQ10R |  | - |  | EQ11 |  | -0.165 | \* | 0.039 |  |
| EQ10R |  | - |  | EQ12 |  | -0.152 |  | 0.058 |  |
| EQ10R |  | - |  | Equitable Reward |  | 0.450 | \*\*\* | < .001 |  |
| EQ11 |  | - |  | EQ12 |  | 0.487 | \*\*\* | < .001 |  |
| EQ11 |  | - |  | Equitable Reward |  | 0.422 | \*\*\* | < .001 |  |
| EQ12 |  | - |  | Equitable Reward |  | 0.420 | \*\*\* | < .001 |  |
|  | | | | | | | | | |
| \* p < .05, \*\* p < .01, \*\*\* p < .001 | | | | | | | | | |

1. **Validitas dan realibilitas skala kepuasan kerja**

| **Frequentist Scale Reliability Statistics** | | | |
| --- | --- | --- | --- |
| **Estimate** | | **Cronbach's α** | |
| Point estimate |  | 0.873 |  |
| 95% CI lower bound |  | 0.843 |  |
| 95% CI upper bound |  | 0.898 |  |
|  | | | |

| **Pearson's Correlations** | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | |  | | **Pearson's r** | | **p** | |
| KK1 |  | - |  | KK2R |  | -0.009 |  | 0.907 |  |
| KK1 |  | - |  | KK3 |  | 0.270 | \*\*\* | < .001 |  |
| KK1 |  | - |  | KK4R |  | 0.330 | \*\*\* | < .001 |  |
| KK1 |  | - |  | KK5 |  | 0.344 | \*\*\* | < .001 |  |
| KK1 |  | - |  | KK6R |  | 0.178 | \* | 0.026 |  |
| KK1 |  | - |  | KK7 |  | 0.208 | \*\* | 0.009 |  |
| KK1 |  | - |  | KK8R |  | 0.037 |  | 0.649 |  |
| KK1 |  | - |  | KK9 |  | 0.137 |  | 0.089 |  |
| KK1 |  | - |  | KK10R |  | 0.226 | \*\* | 0.005 |  |
| KK1 |  | - |  | KK11 |  | 0.157 |  | 0.050 |  |
| KK1 |  | - |  | KK12R |  | 0.067 |  | 0.405 |  |
| KK1 |  | - |  | KK13 |  | 0.062 |  | 0.443 |  |
| KK1 |  | - |  | KK14R |  | 0.102 |  | 0.207 |  |
| KK1 |  | - |  | KK15 |  | 0.097 |  | 0.229 |  |
| KK1 |  | - |  | KK16R |  | -0.040 |  | 0.619 |  |
| KK1 |  | - |  | KK17 |  | 0.062 |  | 0.440 |  |
| KK1 |  | - |  | KK18R |  | 0.178 | \* | 0.026 |  |
| KK1 |  | - |  | KK19R |  | 0.242 | \*\* | 0.002 |  |
| KK1 |  | - |  | KK20 |  | 0.111 |  | 0.168 |  |
| KK1 |  | - |  | KK21R |  | -0.021 |  | 0.796 |  |
| KK1 |  | - |  | KK22 |  | 0.283 | \*\*\* | < .001 |  |
| KK1 |  | - |  | KK23 |  | 0.042 |  | 0.602 |  |
| KK1 |  | - |  | KK24R |  | 0.032 |  | 0.693 |  |
| KK1 |  | - |  | KK25 |  | 0.183 | \* | 0.022 |  |
| KK1 |  | - |  | KK26R |  | -0.111 |  | 0.168 |  |
| KK1 |  | - |  | KK27 |  | 0.081 |  | 0.312 |  |
| KK1 |  | - |  | KK28 |  | 0.241 | \*\* | 0.002 |  |
| KK1 |  | - |  | KK29R |  | 0.070 |  | 0.385 |  |
| KK1 |  | - |  | KK30 |  | 0.190 | \* | 0.018 |  |
| KK1 |  | - |  | KK31 |  | -0.009 |  | 0.914 |  |
| KK1 |  | - |  | KK32R |  | 0.046 |  | 0.566 |  |
| KK1 |  | - |  | KK33 |  | 0.197 | \* | 0.014 |  |
| KK1 |  | - |  | KK34R |  | 0.094 |  | 0.244 |  |
| KK1 |  | - |  | KK35 |  | 0.189 | \* | 0.018 |  |
| KK1 |  | - |  | KK36R |  | 0.062 |  | 0.444 |  |
| KK1 |  | - |  | Kepuasan Kerja |  | 0.350 | \*\*\* | < .001 |  |
| KK2R |  | - |  | KK3 |  | -0.075 |  | 0.352 |  |
| KK2R |  | - |  | KK4R |  | 0.266 | \*\*\* | < .001 |  |
| KK2R |  | - |  | KK5 |  | 0.087 |  | 0.278 |  |
| KK2R |  | - |  | KK6R |  | 0.232 | \*\* | 0.004 |  |
| KK2R |  | - |  | KK7 |  | -0.024 |  | 0.763 |  |
| KK2R |  | - |  | KK8R |  | 0.273 | \*\*\* | < .001 |  |
| KK2R |  | - |  | KK9 |  | -0.018 |  | 0.822 |  |
| KK2R |  | - |  | KK10R |  | 0.190 | \* | 0.017 |  |
| KK2R |  | - |  | KK11 |  | 0.073 |  | 0.368 |  |
| KK2R |  | - |  | KK12R |  | 0.126 |  | 0.117 |  |
| KK2R |  | - |  | KK13 |  | 0.056 |  | 0.486 |  |
| KK2R |  | - |  | KK14R |  | 0.173 | \* | 0.030 |  |
| KK2R |  | - |  | KK15 |  | 0.024 |  | 0.763 |  |
| KK2R |  | - |  | KK16R |  | 0.139 |  | 0.082 |  |
| KK2R |  | - |  | KK17 |  | 0.054 |  | 0.502 |  |
| KK2R |  | - |  | KK18R |  | 0.222 | \*\* | 0.005 |  |
| KK2R |  | - |  | KK19R |  | 0.225 | \*\* | 0.005 |  |
| KK2R |  | - |  | KK20 |  | 0.091 |  | 0.256 |  |
| KK2R |  | - |  | KK21R |  | 0.122 |  | 0.130 |  |
| KK2R |  | - |  | KK22 |  | 0.040 |  | 0.619 |  |
| KK2R |  | - |  | KK23 |  | -0.174 | \* | 0.029 |  |
| KK2R |  | - |  | KK24R |  | 0.054 |  | 0.502 |  |
| KK2R |  | - |  | KK25 |  | 0.043 |  | 0.596 |  |
| KK2R |  | - |  | KK26R |  | 0.138 |  | 0.085 |  |
| KK2R |  | - |  | KK27 |  | 0.062 |  | 0.440 |  |
| KK2R |  | - |  | KK28 |  | 0.226 | \*\* | 0.004 |  |
| KK2R |  | - |  | KK29R |  | 0.102 |  | 0.207 |  |
| KK2R |  | - |  | KK30 |  | 0.066 |  | 0.411 |  |
| KK2R |  | - |  | KK31 |  | -0.006 |  | 0.944 |  |
| KK2R |  | - |  | KK32R |  | 0.040 |  | 0.623 |  |
| KK2R |  | - |  | KK33 |  | 0.235 | \*\* | 0.003 |  |
| KK2R |  | - |  | KK34R |  | -0.018 |  | 0.825 |  |
| KK2R |  | - |  | KK35 |  | 0.114 |  | 0.155 |  |
| KK2R |  | - |  | KK36R |  | 0.207 | \*\* | 0.010 |  |
| KK2R |  | - |  | Kepuasan Kerja |  | 0.323 | \*\*\* | < .001 |  |
| KK3 |  | - |  | KK4R |  | 0.166 | \* | 0.039 |  |
| KK3 |  | - |  | KK5 |  | 0.362 | \*\*\* | < .001 |  |
| KK3 |  | - |  | KK6R |  | 0.194 | \* | 0.015 |  |
| KK3 |  | - |  | KK7 |  | 0.301 | \*\*\* | < .001 |  |
| KK3 |  | - |  | KK8R |  | 0.188 | \* | 0.019 |  |
| KK3 |  | - |  | KK9 |  | 0.428 | \*\*\* | < .001 |  |
| KK3 |  | - |  | KK10R |  | 0.087 |  | 0.280 |  |
| KK3 |  | - |  | KK11 |  | 0.131 |  | 0.104 |  |
| KK3 |  | - |  | KK12R |  | 0.275 | \*\*\* | < .001 |  |
| KK3 |  | - |  | KK13 |  | 0.009 |  | 0.912 |  |
| KK3 |  | - |  | KK14R |  | 0.030 |  | 0.708 |  |
| KK3 |  | - |  | KK15 |  | 0.081 |  | 0.316 |  |
| KK3 |  | - |  | KK16R |  | -0.063 |  | 0.435 |  |
| KK3 |  | - |  | KK17 |  | -6.580e-4 |  | 0.993 |  |
| KK3 |  | - |  | KK18R |  | 0.161 | \* | 0.044 |  |
| KK3 |  | - |  | KK19R |  | 0.124 |  | 0.122 |  |
| KK3 |  | - |  | KK20 |  | 0.142 |  | 0.078 |  |
| KK3 |  | - |  | KK21R |  | 0.220 | \*\* | 0.006 |  |
| KK3 |  | - |  | KK22 |  | 0.358 | \*\*\* | < .001 |  |
| KK3 |  | - |  | KK23 |  | 0.113 |  | 0.162 |  |
| KK3 |  | - |  | KK24R |  | 0.024 |  | 0.770 |  |
| KK3 |  | - |  | KK25 |  | 0.193 | \* | 0.016 |  |
| KK3 |  | - |  | KK26R |  | 0.026 |  | 0.751 |  |
| KK3 |  | - |  | KK27 |  | 0.229 | \*\* | 0.004 |  |
| KK3 |  | - |  | KK28 |  | 0.039 |  | 0.633 |  |
| KK3 |  | - |  | KK29R |  | 0.090 |  | 0.263 |  |
| KK3 |  | - |  | KK30 |  | 0.351 | \*\*\* | < .001 |  |
| KK3 |  | - |  | KK31 |  | 0.025 |  | 0.760 |  |
| KK3 |  | - |  | KK32R |  | 0.095 |  | 0.239 |  |
| KK3 |  | - |  | KK33 |  | 0.174 | \* | 0.029 |  |
| KK3 |  | - |  | KK34R |  | 0.009 |  | 0.914 |  |
| KK3 |  | - |  | KK35 |  | 0.286 | \*\*\* | < .001 |  |
| KK3 |  | - |  | KK36R |  | 0.127 |  | 0.113 |  |
| KK3 |  | - |  | Kepuasan Kerja |  | 0.393 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK5 |  | 0.257 | \*\* | 0.001 |  |
| KK4R |  | - |  | KK6R |  | 0.507 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK7 |  | 0.077 |  | 0.338 |  |
| KK4R |  | - |  | KK8R |  | 0.340 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK9 |  | 0.107 |  | 0.183 |  |
| KK4R |  | - |  | KK10R |  | 0.230 | \*\* | 0.004 |  |
| KK4R |  | - |  | KK11 |  | 0.072 |  | 0.375 |  |
| KK4R |  | - |  | KK12R |  | 0.192 | \* | 0.016 |  |
| KK4R |  | - |  | KK13 |  | -0.071 |  | 0.380 |  |
| KK4R |  | - |  | KK14R |  | 0.191 | \* | 0.017 |  |
| KK4R |  | - |  | KK15 |  | 0.086 |  | 0.285 |  |
| KK4R |  | - |  | KK16R |  | 0.299 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK17 |  | -0.025 |  | 0.755 |  |
| KK4R |  | - |  | KK18R |  | 0.445 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK19R |  | 0.416 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK20 |  | -0.106 |  | 0.186 |  |
| KK4R |  | - |  | KK21R |  | 0.228 | \*\* | 0.004 |  |
| KK4R |  | - |  | KK22 |  | 0.266 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK23 |  | -0.070 |  | 0.387 |  |
| KK4R |  | - |  | KK24R |  | 0.341 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK25 |  | 0.103 |  | 0.201 |  |
| KK4R |  | - |  | KK26R |  | 0.169 | \* | 0.035 |  |
| KK4R |  | - |  | KK27 |  | 0.148 |  | 0.065 |  |
| KK4R |  | - |  | KK28 |  | 0.125 |  | 0.119 |  |
| KK4R |  | - |  | KK29R |  | 0.264 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK30 |  | 0.181 | \* | 0.023 |  |
| KK4R |  | - |  | KK31 |  | -0.189 | \* | 0.018 |  |
| KK4R |  | - |  | KK32R |  | 0.155 |  | 0.053 |  |
| KK4R |  | - |  | KK33 |  | 0.036 |  | 0.658 |  |
| KK4R |  | - |  | KK34R |  | 0.204 | \* | 0.011 |  |
| KK4R |  | - |  | KK35 |  | 0.306 | \*\*\* | < .001 |  |
| KK4R |  | - |  | KK36R |  | 0.361 | \*\*\* | < .001 |  |
| KK4R |  | - |  | Kepuasan Kerja |  | 0.533 | \*\*\* | < .001 |  |
| KK5 |  | - |  | KK6R |  | 0.214 | \*\* | 0.007 |  |
| KK5 |  | - |  | KK7 |  | 0.290 | \*\*\* | < .001 |  |
| KK5 |  | - |  | KK8R |  | 0.203 | \* | 0.011 |  |
| KK5 |  | - |  | KK9 |  | 0.318 | \*\*\* | < .001 |  |
| KK5 |  | - |  | KK10R |  | 0.185 | \* | 0.021 |  |
| KK5 |  | - |  | KK11 |  | 0.350 | \*\*\* | < .001 |  |
| KK5 |  | - |  | KK12R |  | 0.201 | \* | 0.012 |  |
| KK5 |  | - |  | KK13 |  | 0.030 |  | 0.711 |  |
| KK5 |  | - |  | KK14R |  | 0.219 | \*\* | 0.006 |  |
| KK5 |  | - |  | KK15 |  | 0.175 | \* | 0.029 |  |
| KK5 |  | - |  | KK16R |  | -0.025 |  | 0.757 |  |
| KK5 |  | - |  | KK17 |  | -0.043 |  | 0.593 |  |
| KK5 |  | - |  | KK18R |  | 0.224 | \*\* | 0.005 |  |
| KK5 |  | - |  | KK19R |  | 0.292 | \*\*\* | < .001 |  |
| KK5 |  | - |  | KK20 |  | 0.161 | \* | 0.045 |  |
| KK5 |  | - |  | KK21R |  | 0.136 |  | 0.091 |  |
| KK5 |  | - |  | KK22 |  | 0.306 | \*\*\* | < .001 |  |
| KK5 |  | - |  | KK23 |  | -0.088 |  | 0.275 |  |
| KK5 |  | - |  | KK24R |  | 0.205 | \* | 0.010 |  |
| KK5 |  | - |  | KK25 |  | 0.182 | \* | 0.023 |  |
| KK5 |  | - |  | KK26R |  | 0.132 |  | 0.100 |  |
| KK5 |  | - |  | KK27 |  | 0.196 | \* | 0.014 |  |
| KK5 |  | - |  | KK28 |  | 0.241 | \*\* | 0.002 |  |
| KK5 |  | - |  | KK29R |  | 0.120 |  | 0.136 |  |
| KK5 |  | - |  | KK30 |  | 0.205 | \* | 0.010 |  |
| KK5 |  | - |  | KK31 |  | -0.161 | \* | 0.045 |  |
| KK5 |  | - |  | KK32R |  | 0.149 |  | 0.064 |  |
| KK5 |  | - |  | KK33 |  | 0.233 | \*\* | 0.003 |  |
| KK5 |  | - |  | KK34R |  | 0.077 |  | 0.341 |  |
| KK5 |  | - |  | KK35 |  | 0.277 | \*\*\* | < .001 |  |
| KK5 |  | - |  | KK36R |  | 0.159 | \* | 0.047 |  |
| KK5 |  | - |  | Kepuasan Kerja |  | 0.478 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK7 |  | 0.084 |  | 0.298 |  |
| KK6R |  | - |  | KK8R |  | 0.529 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK9 |  | 0.165 | \* | 0.040 |  |
| KK6R |  | - |  | KK10R |  | 0.305 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK11 |  | 0.140 |  | 0.081 |  |
| KK6R |  | - |  | KK12R |  | 0.172 | \* | 0.032 |  |
| KK6R |  | - |  | KK13 |  | 0.004 |  | 0.960 |  |
| KK6R |  | - |  | KK14R |  | 0.310 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK15 |  | 0.078 |  | 0.332 |  |
| KK6R |  | - |  | KK16R |  | 0.394 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK17 |  | -0.202 | \* | 0.011 |  |
| KK6R |  | - |  | KK18R |  | 0.552 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK19R |  | 0.505 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK20 |  | -0.244 | \*\* | 0.002 |  |
| KK6R |  | - |  | KK21R |  | 0.326 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK22 |  | 0.276 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK23 |  | -0.128 |  | 0.110 |  |
| KK6R |  | - |  | KK24R |  | 0.417 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK25 |  | 0.234 | \*\* | 0.003 |  |
| KK6R |  | - |  | KK26R |  | 0.272 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK27 |  | 0.083 |  | 0.305 |  |
| KK6R |  | - |  | KK28 |  | -0.023 |  | 0.771 |  |
| KK6R |  | - |  | KK29R |  | 0.421 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK30 |  | 0.223 | \*\* | 0.005 |  |
| KK6R |  | - |  | KK31 |  | -0.341 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK32R |  | 0.407 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK33 |  | 0.061 |  | 0.448 |  |
| KK6R |  | - |  | KK34R |  | 0.319 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK35 |  | 0.284 | \*\*\* | < .001 |  |
| KK6R |  | - |  | KK36R |  | 0.444 | \*\*\* | < .001 |  |
| KK6R |  | - |  | Kepuasan Kerja |  | 0.619 | \*\*\* | < .001 |  |
| KK7 |  | - |  | KK8R |  | 0.137 |  | 0.089 |  |
| KK7 |  | - |  | KK9 |  | 0.529 | \*\*\* | < .001 |  |
| KK7 |  | - |  | KK10R |  | 0.046 |  | 0.566 |  |
| KK7 |  | - |  | KK11 |  | 0.021 |  | 0.791 |  |
| KK7 |  | - |  | KK12R |  | 0.304 | \*\*\* | < .001 |  |
| KK7 |  | - |  | KK13 |  | 0.075 |  | 0.350 |  |
| KK7 |  | - |  | KK14R |  | 0.003 |  | 0.972 |  |
| KK7 |  | - |  | KK15 |  | 0.010 |  | 0.902 |  |
| KK7 |  | - |  | KK16R |  | 0.163 | \* | 0.041 |  |
| KK7 |  | - |  | KK17 |  | 0.116 |  | 0.149 |  |
| KK7 |  | - |  | KK18R |  | 0.158 | \* | 0.049 |  |
| KK7 |  | - |  | KK19R |  | 0.161 | \* | 0.044 |  |
| KK7 |  | - |  | KK20 |  | 0.061 |  | 0.446 |  |
| KK7 |  | - |  | KK21R |  | 0.119 |  | 0.140 |  |
| KK7 |  | - |  | KK22 |  | 0.344 | \*\*\* | < .001 |  |
| KK7 |  | - |  | KK23 |  | -0.096 |  | 0.231 |  |
| KK7 |  | - |  | KK24R |  | 0.132 |  | 0.102 |  |
| KK7 |  | - |  | KK25 |  | 0.542 | \*\*\* | < .001 |  |
| KK7 |  | - |  | KK26R |  | 0.015 |  | 0.852 |  |
| KK7 |  | - |  | KK27 |  | 0.201 | \* | 0.012 |  |
| KK7 |  | - |  | KK28 |  | 0.052 |  | 0.523 |  |
| KK7 |  | - |  | KK29R |  | 0.131 |  | 0.104 |  |
| KK7 |  | - |  | KK30 |  | 0.368 | \*\*\* | < .001 |  |
| KK7 |  | - |  | KK31 |  | -0.029 |  | 0.718 |  |
| KK7 |  | - |  | KK32R |  | 0.124 |  | 0.122 |  |
| KK7 |  | - |  | KK33 |  | 0.157 |  | 0.051 |  |
| KK7 |  | - |  | KK34R |  | 0.151 |  | 0.059 |  |
| KK7 |  | - |  | KK35 |  | 0.342 | \*\*\* | < .001 |  |
| KK7 |  | - |  | KK36R |  | -0.033 |  | 0.684 |  |
| KK7 |  | - |  | Kepuasan Kerja |  | 0.396 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK9 |  | 0.290 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK10R |  | 0.351 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK11 |  | 0.129 |  | 0.108 |  |
| KK8R |  | - |  | KK12R |  | 0.340 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK13 |  | -0.011 |  | 0.890 |  |
| KK8R |  | - |  | KK14R |  | 0.290 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK15 |  | 0.082 |  | 0.308 |  |
| KK8R |  | - |  | KK16R |  | 0.359 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK17 |  | -0.097 |  | 0.228 |  |
| KK8R |  | - |  | KK18R |  | 0.562 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK19R |  | 0.420 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK20 |  | -0.183 | \* | 0.022 |  |
| KK8R |  | - |  | KK21R |  | 0.358 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK22 |  | 0.320 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK23 |  | -0.157 | \* | 0.050 |  |
| KK8R |  | - |  | KK24R |  | 0.319 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK25 |  | 0.186 | \* | 0.020 |  |
| KK8R |  | - |  | KK26R |  | 0.430 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK27 |  | 0.251 | \*\* | 0.002 |  |
| KK8R |  | - |  | KK28 |  | 0.067 |  | 0.404 |  |
| KK8R |  | - |  | KK29R |  | 0.390 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK30 |  | 0.105 |  | 0.191 |  |
| KK8R |  | - |  | KK31 |  | -0.173 | \* | 0.031 |  |
| KK8R |  | - |  | KK32R |  | 0.355 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK33 |  | 0.179 | \* | 0.026 |  |
| KK8R |  | - |  | KK34R |  | 0.316 | \*\*\* | < .001 |  |
| KK8R |  | - |  | KK35 |  | 0.253 | \*\* | 0.001 |  |
| KK8R |  | - |  | KK36R |  | 0.376 | \*\*\* | < .001 |  |
| KK8R |  | - |  | Kepuasan Kerja |  | 0.648 | \*\*\* | < .001 |  |
| KK9 |  | - |  | KK10R |  | 0.135 |  | 0.094 |  |
| KK9 |  | - |  | KK11 |  | 0.069 |  | 0.391 |  |
| KK9 |  | - |  | KK12R |  | 0.291 | \*\*\* | < .001 |  |
| KK9 |  | - |  | KK13 |  | 0.081 |  | 0.317 |  |
| KK9 |  | - |  | KK14R |  | -0.023 |  | 0.780 |  |
| KK9 |  | - |  | KK15 |  | 0.095 |  | 0.238 |  |
| KK9 |  | - |  | KK16R |  | 0.031 |  | 0.699 |  |
| KK9 |  | - |  | KK17 |  | 0.073 |  | 0.364 |  |
| KK9 |  | - |  | KK18R |  | 0.124 |  | 0.122 |  |
| KK9 |  | - |  | KK19R |  | 0.035 |  | 0.667 |  |
| KK9 |  | - |  | KK20 |  | 0.092 |  | 0.256 |  |
| KK9 |  | - |  | KK21R |  | 0.113 |  | 0.160 |  |
| KK9 |  | - |  | KK22 |  | 0.399 | \*\*\* | < .001 |  |
| KK9 |  | - |  | KK23 |  | -0.014 |  | 0.858 |  |
| KK9 |  | - |  | KK24R |  | 0.060 |  | 0.456 |  |
| KK9 |  | - |  | KK25 |  | 0.335 | \*\*\* | < .001 |  |
| KK9 |  | - |  | KK26R |  | 0.116 |  | 0.149 |  |
| KK9 |  | - |  | KK27 |  | 0.127 |  | 0.116 |  |
| KK9 |  | - |  | KK28 |  | 0.042 |  | 0.600 |  |
| KK9 |  | - |  | KK29R |  | 0.140 |  | 0.081 |  |
| KK9 |  | - |  | KK30 |  | 0.280 | \*\*\* | < .001 |  |
| KK9 |  | - |  | KK31 |  | -0.018 |  | 0.823 |  |
| KK9 |  | - |  | KK32R |  | 0.129 |  | 0.108 |  |
| KK9 |  | - |  | KK33 |  | 0.103 |  | 0.200 |  |
| KK9 |  | - |  | KK34R |  | 0.088 |  | 0.275 |  |
| KK9 |  | - |  | KK35 |  | 0.256 | \*\* | 0.001 |  |
| KK9 |  | - |  | KK36R |  | 0.013 |  | 0.873 |  |
| KK9 |  | - |  | Kepuasan Kerja |  | 0.399 | \*\*\* | < .001 |  |
| KK10R |  | - |  | KK11 |  | 0.118 |  | 0.141 |  |
| KK10R |  | - |  | KK12R |  | 0.204 | \* | 0.011 |  |
| KK10R |  | - |  | KK13 |  | 0.140 |  | 0.081 |  |
| KK10R |  | - |  | KK14R |  | 0.300 | \*\*\* | < .001 |  |
| KK10R |  | - |  | KK15 |  | -0.260 | \*\* | 0.001 |  |
| KK10R |  | - |  | KK16R |  | 0.058 |  | 0.476 |  |
| KK10R |  | - |  | KK17 |  | -0.167 | \* | 0.037 |  |
| KK10R |  | - |  | KK18R |  | 0.311 | \*\*\* | < .001 |  |
| KK10R |  | - |  | KK19R |  | 0.290 | \*\*\* | < .001 |  |
| KK10R |  | - |  | KK20 |  | -0.043 |  | 0.597 |  |
| KK10R |  | - |  | KK21R |  | 0.172 | \* | 0.031 |  |
| KK10R |  | - |  | KK22 |  | 0.251 | \*\* | 0.002 |  |
| KK10R |  | - |  | KK23 |  | -0.200 | \* | 0.012 |  |
| KK10R |  | - |  | KK24R |  | 0.095 |  | 0.238 |  |
| KK10R |  | - |  | KK25 |  | 0.247 | \*\* | 0.002 |  |
| KK10R |  | - |  | KK26R |  | 0.136 |  | 0.091 |  |
| KK10R |  | - |  | KK27 |  | -0.009 |  | 0.914 |  |
| KK10R |  | - |  | KK28 |  | 0.123 |  | 0.125 |  |
| KK10R |  | - |  | KK29R |  | 0.134 |  | 0.095 |  |
| KK10R |  | - |  | KK30 |  | 0.033 |  | 0.687 |  |
| KK10R |  | - |  | KK31 |  | 0.017 |  | 0.829 |  |
| KK10R |  | - |  | KK32R |  | 0.062 |  | 0.439 |  |
| KK10R |  | - |  | KK33 |  | 0.190 | \* | 0.018 |  |
| KK10R |  | - |  | KK34R |  | 0.082 |  | 0.308 |  |
| KK10R |  | - |  | KK35 |  | 0.042 |  | 0.601 |  |
| KK10R |  | - |  | KK36R |  | 0.198 | \* | 0.013 |  |
| KK10R |  | - |  | Kepuasan Kerja |  | 0.383 | \*\*\* | < .001 |  |
| KK11 |  | - |  | KK12R |  | -0.062 |  | 0.442 |  |
| KK11 |  | - |  | KK13 |  | 0.016 |  | 0.838 |  |
| KK11 |  | - |  | KK14R |  | 0.027 |  | 0.734 |  |
| KK11 |  | - |  | KK15 |  | 0.001 |  | 0.988 |  |
| KK11 |  | - |  | KK16R |  | -0.007 |  | 0.931 |  |
| KK11 |  | - |  | KK17 |  | -0.109 |  | 0.176 |  |
| KK11 |  | - |  | KK18R |  | 0.146 |  | 0.068 |  |
| KK11 |  | - |  | KK19R |  | 0.043 |  | 0.591 |  |
| KK11 |  | - |  | KK20 |  | 0.048 |  | 0.555 |  |
| KK11 |  | - |  | KK21R |  | 0.178 | \* | 0.026 |  |
| KK11 |  | - |  | KK22 |  | 0.026 |  | 0.745 |  |
| KK11 |  | - |  | KK23 |  | -0.006 |  | 0.942 |  |
| KK11 |  | - |  | KK24R |  | 0.107 |  | 0.183 |  |
| KK11 |  | - |  | KK25 |  | 0.012 |  | 0.884 |  |
| KK11 |  | - |  | KK26R |  | 0.022 |  | 0.780 |  |
| KK11 |  | - |  | KK27 |  | 0.159 | \* | 0.047 |  |
| KK11 |  | - |  | KK28 |  | 0.070 |  | 0.382 |  |
| KK11 |  | - |  | KK29R |  | 0.054 |  | 0.507 |  |
| KK11 |  | - |  | KK30 |  | -0.005 |  | 0.946 |  |
| KK11 |  | - |  | KK31 |  | -0.128 |  | 0.113 |  |
| KK11 |  | - |  | KK32R |  | 0.088 |  | 0.275 |  |
| KK11 |  | - |  | KK33 |  | 0.071 |  | 0.375 |  |
| KK11 |  | - |  | KK34R |  | -0.039 |  | 0.625 |  |
| KK11 |  | - |  | KK35 |  | 0.056 |  | 0.485 |  |
| KK11 |  | - |  | KK36R |  | 0.186 | \* | 0.020 |  |
| KK11 |  | - |  | Kepuasan Kerja |  | 0.214 | \*\* | 0.007 |  |
| KK12R |  | - |  | KK13 |  | -0.095 |  | 0.241 |  |
| KK12R |  | - |  | KK14R |  | 0.218 | \*\* | 0.006 |  |
| KK12R |  | - |  | KK15 |  | -0.070 |  | 0.385 |  |
| KK12R |  | - |  | KK16R |  | 0.183 | \* | 0.022 |  |
| KK12R |  | - |  | KK17 |  | 0.011 |  | 0.895 |  |
| KK12R |  | - |  | KK18R |  | 0.271 | \*\*\* | < .001 |  |
| KK12R |  | - |  | KK19R |  | 0.289 | \*\*\* | < .001 |  |
| KK12R |  | - |  | KK20 |  | 0.049 |  | 0.540 |  |
| KK12R |  | - |  | KK21R |  | 0.379 | \*\*\* | < .001 |  |
| KK12R |  | - |  | KK22 |  | 0.317 | \*\*\* | < .001 |  |
| KK12R |  | - |  | KK23 |  | -0.140 |  | 0.081 |  |
| KK12R |  | - |  | KK24R |  | 0.153 |  | 0.057 |  |
| KK12R |  | - |  | KK25 |  | 0.303 | \*\*\* | < .001 |  |
| KK12R |  | - |  | KK26R |  | 0.265 | \*\*\* | < .001 |  |
| KK12R |  | - |  | KK27 |  | 0.111 |  | 0.169 |  |
| KK12R |  | - |  | KK28 |  | 0.152 |  | 0.058 |  |
| KK12R |  | - |  | KK29R |  | 0.260 | \*\* | 0.001 |  |
| KK12R |  | - |  | KK30 |  | 0.422 | \*\*\* | < .001 |  |
| KK12R |  | - |  | KK31 |  | 0.010 |  | 0.901 |  |
| KK12R |  | - |  | KK32R |  | 0.217 | \*\* | 0.007 |  |
| KK12R |  | - |  | KK33 |  | 0.168 | \* | 0.037 |  |
| KK12R |  | - |  | KK34R |  | 0.246 | \*\* | 0.002 |  |
| KK12R |  | - |  | KK35 |  | 0.119 |  | 0.141 |  |
| KK12R |  | - |  | KK36R |  | 0.023 |  | 0.778 |  |
| KK12R |  | - |  | Kepuasan Kerja |  | 0.483 | \*\*\* | < .001 |  |
| KK13 |  | - |  | KK14R |  | -0.047 |  | 0.561 |  |
| KK13 |  | - |  | KK15 |  | 0.209 | \*\* | 0.009 |  |
| KK13 |  | - |  | KK16R |  | -0.096 |  | 0.233 |  |
| KK13 |  | - |  | KK17 |  | 0.150 |  | 0.062 |  |
| KK13 |  | - |  | KK18R |  | 0.031 |  | 0.703 |  |
| KK13 |  | - |  | KK19R |  | 0.018 |  | 0.820 |  |
| KK13 |  | - |  | KK20 |  | 0.159 | \* | 0.047 |  |
| KK13 |  | - |  | KK21R |  | -0.065 |  | 0.418 |  |
| KK13 |  | - |  | KK22 |  | 0.113 |  | 0.158 |  |
| KK13 |  | - |  | KK23 |  | -0.007 |  | 0.927 |  |
| KK13 |  | - |  | KK24R |  | -0.036 |  | 0.659 |  |
| KK13 |  | - |  | KK25 |  | 0.027 |  | 0.736 |  |
| KK13 |  | - |  | KK26R |  | -0.001 |  | 0.986 |  |
| KK13 |  | - |  | KK27 |  | -0.056 |  | 0.485 |  |
| KK13 |  | - |  | KK28 |  | 0.112 |  | 0.164 |  |
| KK13 |  | - |  | KK29R |  | 0.011 |  | 0.893 |  |
| KK13 |  | - |  | KK30 |  | -0.115 |  | 0.152 |  |
| KK13 |  | - |  | KK31 |  | 0.062 |  | 0.440 |  |
| KK13 |  | - |  | KK32R |  | -0.055 |  | 0.494 |  |
| KK13 |  | - |  | KK33 |  | 0.214 | \*\* | 0.007 |  |
| KK13 |  | - |  | KK34R |  | -0.125 |  | 0.121 |  |
| KK13 |  | - |  | KK35 |  | -0.029 |  | 0.721 |  |
| KK13 |  | - |  | KK36R |  | 0.053 |  | 0.512 |  |
| KK13 |  | - |  | Kepuasan Kerja |  | 0.136 |  | 0.091 |  |
| KK14R |  | - |  | KK15 |  | -0.097 |  | 0.229 |  |
| KK14R |  | - |  | KK16R |  | 0.177 | \* | 0.027 |  |
| KK14R |  | - |  | KK17 |  | -0.072 |  | 0.375 |  |
| KK14R |  | - |  | KK18R |  | 0.407 | \*\*\* | < .001 |  |
| KK14R |  | - |  | KK19R |  | 0.356 | \*\*\* | < .001 |  |
| KK14R |  | - |  | KK20 |  | -0.002 |  | 0.984 |  |
| KK14R |  | - |  | KK21R |  | 0.169 | \* | 0.035 |  |
| KK14R |  | - |  | KK22 |  | 0.175 | \* | 0.029 |  |
| KK14R |  | - |  | KK23 |  | -0.066 |  | 0.411 |  |
| KK14R |  | - |  | KK24R |  | 0.201 | \* | 0.012 |  |
| KK14R |  | - |  | KK25 |  | 0.145 |  | 0.070 |  |
| KK14R |  | - |  | KK26R |  | 0.161 | \* | 0.044 |  |
| KK14R |  | - |  | KK27 |  | 0.224 | \*\* | 0.005 |  |
| KK14R |  | - |  | KK28 |  | 0.155 |  | 0.053 |  |
| KK14R |  | - |  | KK29R |  | 0.179 | \* | 0.026 |  |
| KK14R |  | - |  | KK30 |  | 0.075 |  | 0.349 |  |
| KK14R |  | - |  | KK31 |  | -0.044 |  | 0.582 |  |
| KK14R |  | - |  | KK32R |  | 0.269 | \*\*\* | < .001 |  |
| KK14R |  | - |  | KK33 |  | 0.113 |  | 0.158 |  |
| KK14R |  | - |  | KK34R |  | 0.262 | \*\*\* | < .001 |  |
| KK14R |  | - |  | KK35 |  | 0.186 | \* | 0.020 |  |
| KK14R |  | - |  | KK36R |  | 0.267 | \*\*\* | < .001 |  |
| KK14R |  | - |  | Kepuasan Kerja |  | 0.446 | \*\*\* | < .001 |  |
| KK15 |  | - |  | KK16R |  | 0.155 |  | 0.054 |  |
| KK15 |  | - |  | KK17 |  | 0.209 | \*\* | 0.009 |  |
| KK15 |  | - |  | KK18R |  | 0.039 |  | 0.629 |  |
| KK15 |  | - |  | KK19R |  | 0.071 |  | 0.378 |  |
| KK15 |  | - |  | KK20 |  | 0.060 |  | 0.455 |  |
| KK15 |  | - |  | KK21R |  | 0.110 |  | 0.171 |  |
| KK15 |  | - |  | KK22 |  | 0.177 | \* | 0.027 |  |
| KK15 |  | - |  | KK23 |  | 0.020 |  | 0.805 |  |
| KK15 |  | - |  | KK24R |  | 0.052 |  | 0.516 |  |
| KK15 |  | - |  | KK25 |  | 0.028 |  | 0.725 |  |
| KK15 |  | - |  | KK26R |  | 0.080 |  | 0.320 |  |
| KK15 |  | - |  | KK27 |  | 0.012 |  | 0.885 |  |
| KK15 |  | - |  | KK28 |  | -0.001 |  | 0.990 |  |
| KK15 |  | - |  | KK29R |  | 0.142 |  | 0.077 |  |
| KK15 |  | - |  | KK30 |  | 0.040 |  | 0.621 |  |
| KK15 |  | - |  | KK31 |  | 0.012 |  | 0.879 |  |
| KK15 |  | - |  | KK32R |  | 0.060 |  | 0.455 |  |
| KK15 |  | - |  | KK33 |  | -0.102 |  | 0.205 |  |
| KK15 |  | - |  | KK34R |  | 0.061 |  | 0.453 |  |
| KK15 |  | - |  | KK35 |  | 0.042 |  | 0.604 |  |
| KK15 |  | - |  | KK36R |  | 0.032 |  | 0.687 |  |
| KK15 |  | - |  | Kepuasan Kerja |  | 0.208 | \*\* | 0.009 |  |
| KK16R |  | - |  | KK17 |  | -0.089 |  | 0.269 |  |
| KK16R |  | - |  | KK18R |  | 0.462 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK19R |  | 0.342 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK20 |  | -0.309 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK21R |  | 0.477 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK22 |  | 0.170 | \* | 0.034 |  |
| KK16R |  | - |  | KK23 |  | -0.128 |  | 0.112 |  |
| KK16R |  | - |  | KK24R |  | 0.410 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK25 |  | 0.388 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK26R |  | 0.257 | \*\* | 0.001 |  |
| KK16R |  | - |  | KK27 |  | 0.017 |  | 0.836 |  |
| KK16R |  | - |  | KK28 |  | -0.103 |  | 0.201 |  |
| KK16R |  | - |  | KK29R |  | 0.491 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK30 |  | 0.166 | \* | 0.039 |  |
| KK16R |  | - |  | KK31 |  | -0.251 | \*\* | 0.002 |  |
| KK16R |  | - |  | KK32R |  | 0.347 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK33 |  | 0.015 |  | 0.848 |  |
| KK16R |  | - |  | KK34R |  | 0.425 | \*\*\* | < .001 |  |
| KK16R |  | - |  | KK35 |  | 0.178 | \* | 0.026 |  |
| KK16R |  | - |  | KK36R |  | 0.431 | \*\*\* | < .001 |  |
| KK16R |  | - |  | Kepuasan Kerja |  | 0.492 | \*\*\* | < .001 |  |
| KK17 |  | - |  | KK18R |  | -0.141 |  | 0.079 |  |
| KK17 |  | - |  | KK19R |  | -0.011 |  | 0.893 |  |
| KK17 |  | - |  | KK20 |  | 0.121 |  | 0.134 |  |
| KK17 |  | - |  | KK21R |  | -0.047 |  | 0.561 |  |
| KK17 |  | - |  | KK22 |  | -0.103 |  | 0.202 |  |
| KK17 |  | - |  | KK23 |  | 0.232 | \*\* | 0.003 |  |
| KK17 |  | - |  | KK24R |  | -0.194 | \* | 0.015 |  |
| KK17 |  | - |  | KK25 |  | 0.017 |  | 0.835 |  |
| KK17 |  | - |  | KK26R |  | -0.077 |  | 0.342 |  |
| KK17 |  | - |  | KK27 |  | 0.134 |  | 0.096 |  |
| KK17 |  | - |  | KK28 |  | 0.078 |  | 0.331 |  |
| KK17 |  | - |  | KK29R |  | -0.163 | \* | 0.042 |  |
| KK17 |  | - |  | KK30 |  | 0.121 |  | 0.133 |  |
| KK17 |  | - |  | KK31 |  | 0.070 |  | 0.387 |  |
| KK17 |  | - |  | KK32R |  | -0.014 |  | 0.863 |  |
| KK17 |  | - |  | KK33 |  | -0.045 |  | 0.578 |  |
| KK17 |  | - |  | KK34R |  | -0.019 |  | 0.817 |  |
| KK17 |  | - |  | KK35 |  | 0.172 | \* | 0.032 |  |
| KK17 |  | - |  | KK36R |  | -0.164 | \* | 0.040 |  |
| KK17 |  | - |  | Kepuasan Kerja |  | 0.034 |  | 0.673 |  |
| KK18R |  | - |  | KK19R |  | 0.637 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK20 |  | -0.152 |  | 0.058 |  |
| KK18R |  | - |  | KK21R |  | 0.355 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK22 |  | 0.310 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK23 |  | -0.139 |  | 0.083 |  |
| KK18R |  | - |  | KK24R |  | 0.318 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK25 |  | 0.190 | \* | 0.018 |  |
| KK18R |  | - |  | KK26R |  | 0.320 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK27 |  | 0.273 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK28 |  | 0.077 |  | 0.342 |  |
| KK18R |  | - |  | KK29R |  | 0.424 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK30 |  | 0.195 | \* | 0.015 |  |
| KK18R |  | - |  | KK31 |  | -0.251 | \*\* | 0.002 |  |
| KK18R |  | - |  | KK32R |  | 0.354 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK33 |  | 0.204 | \* | 0.011 |  |
| KK18R |  | - |  | KK34R |  | 0.395 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK35 |  | 0.364 | \*\*\* | < .001 |  |
| KK18R |  | - |  | KK36R |  | 0.536 | \*\*\* | < .001 |  |
| KK18R |  | - |  | Kepuasan Kerja |  | 0.700 | \*\*\* | < .001 |  |
| KK19R |  | - |  | KK20 |  | -0.244 | \*\* | 0.002 |  |
| KK19R |  | - |  | KK21R |  | 0.246 | \*\* | 0.002 |  |
| KK19R |  | - |  | KK22 |  | 0.222 | \*\* | 0.005 |  |
| KK19R |  | - |  | KK23 |  | -0.155 |  | 0.053 |  |
| KK19R |  | - |  | KK24R |  | 0.336 | \*\*\* | < .001 |  |
| KK19R |  | - |  | KK25 |  | 0.254 | \*\* | 0.001 |  |
| KK19R |  | - |  | KK26R |  | 0.263 | \*\*\* | < .001 |  |
| KK19R |  | - |  | KK27 |  | 0.224 | \*\* | 0.005 |  |
| KK19R |  | - |  | KK28 |  | 0.075 |  | 0.353 |  |
| KK19R |  | - |  | KK29R |  | 0.443 | \*\*\* | < .001 |  |
| KK19R |  | - |  | KK30 |  | 0.225 | \*\* | 0.005 |  |
| KK19R |  | - |  | KK31 |  | -0.248 | \*\* | 0.002 |  |
| KK19R |  | - |  | KK32R |  | 0.363 | \*\*\* | < .001 |  |
| KK19R |  | - |  | KK33 |  | 0.184 | \* | 0.021 |  |
| KK19R |  | - |  | KK34R |  | 0.433 | \*\*\* | < .001 |  |
| KK19R |  | - |  | KK35 |  | 0.313 | \*\*\* | < .001 |  |
| KK19R |  | - |  | KK36R |  | 0.465 | \*\*\* | < .001 |  |
| KK19R |  | - |  | Kepuasan Kerja |  | 0.645 | \*\*\* | < .001 |  |
| KK20 |  | - |  | KK21R |  | -0.276 | \*\*\* | < .001 |  |
| KK20 |  | - |  | KK22 |  | -0.038 |  | 0.634 |  |
| KK20 |  | - |  | KK23 |  | 0.038 |  | 0.635 |  |
| KK20 |  | - |  | KK24R |  | -0.308 | \*\*\* | < .001 |  |
| KK20 |  | - |  | KK25 |  | 0.013 |  | 0.876 |  |
| KK20 |  | - |  | KK26R |  | -0.150 |  | 0.062 |  |
| KK20 |  | - |  | KK27 |  | 0.119 |  | 0.140 |  |
| KK20 |  | - |  | KK28 |  | 0.301 | \*\*\* | < .001 |  |
| KK20 |  | - |  | KK29R |  | -0.310 | \*\*\* | < .001 |  |
| KK20 |  | - |  | KK30 |  | 0.078 |  | 0.335 |  |
| KK20 |  | - |  | KK31 |  | 0.350 | \*\*\* | < .001 |  |
| KK20 |  | - |  | KK32R |  | -0.296 | \*\*\* | < .001 |  |
| KK20 |  | - |  | KK33 |  | 0.233 | \*\* | 0.003 |  |
| KK20 |  | - |  | KK34R |  | -0.400 | \*\*\* | < .001 |  |
| KK20 |  | - |  | KK35 |  | -0.021 |  | 0.794 |  |
| KK20 |  | - |  | KK36R |  | -0.318 | \*\*\* | < .001 |  |
| KK20 |  | - |  | Kepuasan Kerja |  | -0.047 |  | 0.561 |  |
| KK21R |  | - |  | KK22 |  | 0.268 | \*\*\* | < .001 |  |
| KK21R |  | - |  | KK23 |  | -0.155 |  | 0.054 |  |
| KK21R |  | - |  | KK24R |  | 0.336 | \*\*\* | < .001 |  |
| KK21R |  | - |  | KK25 |  | 0.188 | \* | 0.019 |  |
| KK21R |  | - |  | KK26R |  | 0.329 | \*\*\* | < .001 |  |
| KK21R |  | - |  | KK27 |  | 0.122 |  | 0.129 |  |
| KK21R |  | - |  | KK28 |  | -0.044 |  | 0.583 |  |
| KK21R |  | - |  | KK29R |  | 0.426 | \*\*\* | < .001 |  |
| KK21R |  | - |  | KK30 |  | 0.288 | \*\*\* | < .001 |  |
| KK21R |  | - |  | KK31 |  | -0.275 | \*\*\* | < .001 |  |
| KK21R |  | - |  | KK32R |  | 0.422 | \*\*\* | < .001 |  |
| KK21R |  | - |  | KK33 |  | 0.005 |  | 0.948 |  |
| KK21R |  | - |  | KK34R |  | 0.413 | \*\*\* | < .001 |  |
| KK21R |  | - |  | KK35 |  | 0.055 |  | 0.499 |  |
| KK21R |  | - |  | KK36R |  | 0.453 | \*\*\* | < .001 |  |
| KK21R |  | - |  | Kepuasan Kerja |  | 0.526 | \*\*\* | < .001 |  |
| KK22 |  | - |  | KK23 |  | 0.029 |  | 0.718 |  |
| KK22 |  | - |  | KK24R |  | 0.231 | \*\* | 0.004 |  |
| KK22 |  | - |  | KK25 |  | 0.337 | \*\*\* | < .001 |  |
| KK22 |  | - |  | KK26R |  | 0.268 | \*\*\* | < .001 |  |
| KK22 |  | - |  | KK27 |  | 0.130 |  | 0.107 |  |
| KK22 |  | - |  | KK28 |  | 0.134 |  | 0.095 |  |
| KK22 |  | - |  | KK29R |  | 0.465 | \*\*\* | < .001 |  |
| KK22 |  | - |  | KK30 |  | 0.369 | \*\*\* | < .001 |  |
| KK22 |  | - |  | KK31 |  | -0.085 |  | 0.290 |  |
| KK22 |  | - |  | KK32R |  | 0.210 | \*\* | 0.009 |  |
| KK22 |  | - |  | KK33 |  | 0.209 | \*\* | 0.009 |  |
| KK22 |  | - |  | KK34R |  | 0.206 | \*\* | 0.010 |  |
| KK22 |  | - |  | KK35 |  | 0.273 | \*\*\* | < .001 |  |
| KK22 |  | - |  | KK36R |  | 0.275 | \*\*\* | < .001 |  |
| KK22 |  | - |  | Kepuasan Kerja |  | 0.595 | \*\*\* | < .001 |  |
| KK23 |  | - |  | KK24R |  | -0.096 |  | 0.232 |  |
| KK23 |  | - |  | KK25 |  | -0.015 |  | 0.855 |  |
| KK23 |  | - |  | KK26R |  | -0.122 |  | 0.130 |  |
| KK23 |  | - |  | KK27 |  | 0.096 |  | 0.235 |  |
| KK23 |  | - |  | KK28 |  | 0.181 | \* | 0.024 |  |
| KK23 |  | - |  | KK29R |  | -0.110 |  | 0.171 |  |
| KK23 |  | - |  | KK30 |  | 0.016 |  | 0.839 |  |
| KK23 |  | - |  | KK31 |  | 0.081 |  | 0.316 |  |
| KK23 |  | - |  | KK32R |  | -0.186 | \* | 0.020 |  |
| KK23 |  | - |  | KK33 |  | -0.019 |  | 0.816 |  |
| KK23 |  | - |  | KK34R |  | -0.114 |  | 0.155 |  |
| KK23 |  | - |  | KK35 |  | 0.027 |  | 0.735 |  |
| KK23 |  | - |  | KK36R |  | -0.140 |  | 0.081 |  |
| KK23 |  | - |  | Kepuasan Kerja |  | -0.062 |  | 0.443 |  |
| KK24R |  | - |  | KK25 |  | 0.188 | \* | 0.019 |  |
| KK24R |  | - |  | KK26R |  | 0.405 | \*\*\* | < .001 |  |
| KK24R |  | - |  | KK27 |  | -0.026 |  | 0.746 |  |
| KK24R |  | - |  | KK28 |  | 0.050 |  | 0.531 |  |
| KK24R |  | - |  | KK29R |  | 0.459 | \*\*\* | < .001 |  |
| KK24R |  | - |  | KK30 |  | 0.222 | \*\* | 0.005 |  |
| KK24R |  | - |  | KK31 |  | -0.532 | \*\*\* | < .001 |  |
| KK24R |  | - |  | KK32R |  | 0.347 | \*\*\* | < .001 |  |
| KK24R |  | - |  | KK33 |  | -0.028 |  | 0.729 |  |
| KK24R |  | - |  | KK34R |  | 0.351 | \*\*\* | < .001 |  |
| KK24R |  | - |  | KK35 |  | 0.151 |  | 0.061 |  |
| KK24R |  | - |  | KK36R |  | 0.392 | \*\*\* | < .001 |  |
| KK24R |  | - |  | Kepuasan Kerja |  | 0.463 | \*\*\* | < .001 |  |
| KK25 |  | - |  | KK26R |  | 0.109 |  | 0.176 |  |
| KK25 |  | - |  | KK27 |  | 0.090 |  | 0.263 |  |
| KK25 |  | - |  | KK28 |  | 0.118 |  | 0.141 |  |
| KK25 |  | - |  | KK29R |  | 0.305 | \*\*\* | < .001 |  |
| KK25 |  | - |  | KK30 |  | 0.399 | \*\*\* | < .001 |  |
| KK25 |  | - |  | KK31 |  | -0.012 |  | 0.878 |  |
| KK25 |  | - |  | KK32R |  | 0.179 | \* | 0.025 |  |
| KK25 |  | - |  | KK33 |  | 0.208 | \*\* | 0.009 |  |
| KK25 |  | - |  | KK34R |  | 0.294 | \*\*\* | < .001 |  |
| KK25 |  | - |  | KK35 |  | 0.331 | \*\*\* | < .001 |  |
| KK25 |  | - |  | KK36R |  | 0.041 |  | 0.609 |  |
| KK25 |  | - |  | Kepuasan Kerja |  | 0.501 | \*\*\* | < .001 |  |
| KK26R |  | - |  | KK27 |  | 0.076 |  | 0.343 |  |
| KK26R |  | - |  | KK28 |  | 0.062 |  | 0.442 |  |
| KK26R |  | - |  | KK29R |  | 0.420 | \*\*\* | < .001 |  |
| KK26R |  | - |  | KK30 |  | 0.143 |  | 0.075 |  |
| KK26R |  | - |  | KK31 |  | -0.161 | \* | 0.045 |  |
| KK26R |  | - |  | KK32R |  | 0.288 | \*\*\* | < .001 |  |
| KK26R |  | - |  | KK33 |  | -0.032 |  | 0.691 |  |
| KK26R |  | - |  | KK34R |  | 0.354 | \*\*\* | < .001 |  |
| KK26R |  | - |  | KK35 |  | 0.100 |  | 0.215 |  |
| KK26R |  | - |  | KK36R |  | 0.271 | \*\*\* | < .001 |  |
| KK26R |  | - |  | Kepuasan Kerja |  | 0.452 | \*\*\* | < .001 |  |
| KK27 |  | - |  | KK28 |  | 0.265 | \*\*\* | < .001 |  |
| KK27 |  | - |  | KK29R |  | -0.017 |  | 0.835 |  |
| KK27 |  | - |  | KK30 |  | 0.330 | \*\*\* | < .001 |  |
| KK27 |  | - |  | KK31 |  | 0.114 |  | 0.156 |  |
| KK27 |  | - |  | KK32R |  | 0.033 |  | 0.681 |  |
| KK27 |  | - |  | KK33 |  | 0.249 | \*\* | 0.002 |  |
| KK27 |  | - |  | KK34R |  | 0.137 |  | 0.089 |  |
| KK27 |  | - |  | KK35 |  | 0.527 | \*\*\* | < .001 |  |
| KK27 |  | - |  | KK36R |  | 0.136 |  | 0.090 |  |
| KK27 |  | - |  | Kepuasan Kerja |  | 0.371 | \*\*\* | < .001 |  |
| KK28 |  | - |  | KK29R |  | -0.113 |  | 0.160 |  |
| KK28 |  | - |  | KK30 |  | 0.320 | \*\*\* | < .001 |  |
| KK28 |  | - |  | KK31 |  | 0.101 |  | 0.209 |  |
| KK28 |  | - |  | KK32R |  | -0.181 | \* | 0.024 |  |
| KK28 |  | - |  | KK33 |  | 0.489 | \*\*\* | < .001 |  |
| KK28 |  | - |  | KK34R |  | -0.162 | \* | 0.044 |  |
| KK28 |  | - |  | KK35 |  | 0.258 | \*\* | 0.001 |  |
| KK28 |  | - |  | KK36R |  | -0.071 |  | 0.380 |  |
| KK28 |  | - |  | Kepuasan Kerja |  | 0.279 | \*\*\* | < .001 |  |
| KK29R |  | - |  | KK30 |  | 0.242 | \*\* | 0.002 |  |
| KK29R |  | - |  | KK31 |  | -0.255 | \*\* | 0.001 |  |
| KK29R |  | - |  | KK32R |  | 0.382 | \*\*\* | < .001 |  |
| KK29R |  | - |  | KK33 |  | 0.019 |  | 0.816 |  |
| KK29R |  | - |  | KK34R |  | 0.476 | \*\*\* | < .001 |  |
| KK29R |  | - |  | KK35 |  | 0.089 |  | 0.272 |  |
| KK29R |  | - |  | KK36R |  | 0.414 | \*\*\* | < .001 |  |
| KK29R |  | - |  | Kepuasan Kerja |  | 0.579 | \*\*\* | < .001 |  |
| KK30 |  | - |  | KK31 |  | 0.009 |  | 0.910 |  |
| KK30 |  | - |  | KK32R |  | 0.137 |  | 0.088 |  |
| KK30 |  | - |  | KK33 |  | 0.328 | \*\*\* | < .001 |  |
| KK30 |  | - |  | KK34R |  | 0.120 |  | 0.134 |  |
| KK30 |  | - |  | KK35 |  | 0.450 | \*\*\* | < .001 |  |
| KK30 |  | - |  | KK36R |  | -0.019 |  | 0.810 |  |
| KK30 |  | - |  | Kepuasan Kerja |  | 0.487 | \*\*\* | < .001 |  |
| KK31 |  | - |  | KK32R |  | -0.371 | \*\*\* | < .001 |  |
| KK31 |  | - |  | KK33 |  | 0.145 |  | 0.071 |  |
| KK31 |  | - |  | KK34R |  | -0.309 | \*\*\* | < .001 |  |
| KK31 |  | - |  | KK35 |  | -0.098 |  | 0.222 |  |
| KK31 |  | - |  | KK36R |  | -0.352 | \*\*\* | < .001 |  |
| KK31 |  | - |  | Kepuasan Kerja |  | -0.178 | \* | 0.026 |  |
| KK32R |  | - |  | KK33 |  | -0.125 |  | 0.121 |  |
| KK32R |  | - |  | KK34R |  | 0.492 | \*\*\* | < .001 |  |
| KK32R |  | - |  | KK35 |  | 0.087 |  | 0.280 |  |
| KK32R |  | - |  | KK36R |  | 0.372 | \*\*\* | < .001 |  |
| KK32R |  | - |  | Kepuasan Kerja |  | 0.452 | \*\*\* | < .001 |  |
| KK33 |  | - |  | KK34R |  | -0.135 |  | 0.094 |  |
| KK33 |  | - |  | KK35 |  | 0.234 | \*\* | 0.003 |  |
| KK33 |  | - |  | KK36R |  | 0.061 |  | 0.451 |  |
| KK33 |  | - |  | Kepuasan Kerja |  | 0.342 | \*\*\* | < .001 |  |
| KK34R |  | - |  | KK35 |  | 0.146 |  | 0.069 |  |
| KK34R |  | - |  | KK36R |  | 0.375 | \*\*\* | < .001 |  |
| KK34R |  | - |  | Kepuasan Kerja |  | 0.469 | \*\*\* | < .001 |  |
| KK35 |  | - |  | KK36R |  | 0.183 | \* | 0.022 |  |
| KK35 |  | - |  | Kepuasan Kerja |  | 0.486 | \*\*\* | < .001 |  |
| KK36R |  | - |  | Kepuasan Kerja |  | 0.521 | \*\*\* | < .001 |  |
|  | | | | | | | | | |
| \* p < .05, \*\* p < .01, \*\*\* p < .001 | | | | | | | | | |

1. **Uji normalitas**

### Assumption checks

| **Shapiro-Wilk Test for Bivariate Normality** | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | |  | | **Shapiro-Wilk** | | **p** | |
| Equitable Reward |  | - |  | Kepuasan Kerja |  | 0.946 |  | < .001 |  |
|  | | | | | | | | | |

1. **Uji linearitas**

| **ANOVA** | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model** | |  | | **Sum of Squares** | | **df** | | **Mean Square** | | **F** | | **p** | |
| H₁ |  | Regression |  | 15620.847 |  | 1 |  | 15620.847 |  | 78.328 |  | < .001 |  |
|  |  | Residual |  | 30712.147 |  | 154 |  | 199.430 |  |  |  |  |  |
|  |  | Total |  | 46332.994 |  | 155 |  |  |  |  |  |  |  |
|  | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | |

1. **Uji hipotesis**

| **Spearman's Correlations** | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | |  | | **n** | | **Spearman's rho** | | **p** | |
| Equitable Reward |  | - |  | Kepuasan Kerja |  | 156 |  | 0.571 | \*\*\* | < .001 |  |
|  | | | | | | | | | | | |
| \* p < .05, \*\* p < .01, \*\*\* p < .001 | | | | | | | | | | | |

1. **R *Square***

| **Model Summary - Kepuasan Kerja** | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model** | | **R** | | **R²** | | **Adjusted R²** | | **RMSE** | |
| H₀ |  | 0.000 |  | 0.000 |  | 0.000 |  | 17.289 |  |
| H₁ |  | 0.581 |  | 0.337 |  | 0.333 |  | 14.122 |  |
|  | | | | | | | | | |