**SUPPLEMENTARY FILES**

**LAMPIRAN 1**

**KUESIONER PENELITIAN**

1. **IDENTITAS RESPONDEN**

Untuk keperluan keabsahan data penelitian ini, saya mengharapkan kepada bapak/Ibu/Sdr/i untuk mengisi data-data berikut :

1. Nama responden :
2. Jenis Kelamin : Laki- laki Perempuan
3. Universitas : UMI UNISMUH
4. IPK :
5. **TANGGAPAN RESPONDEN**

Sdr/i dimohon untuk memberikan tanggapan yang sesuai atas pernyataan- pernyataan berikut dengan memilih skor yang tersedia dengan cara memberi tanda (√). Jika menurut Sdr/i tidak ada jawaban yang tepat, maka jawaban dapat diberikan pada pilihan yang paling mendekati.

STS : Sangat Tidak Setuju (STS)

TS : Tidak Setuju (TS)

KS : Kurang Setuju (KS)

S : Setuju (S)

SS : Sangat Setuju (SS)

1. **Pemilihan Karir Auditor**

Definisi Auditor adalah seseorang yang menyatakan pendapat atas kewajaran dalam semua hal yang material, posisi keuangan hasil usaha dan arus kas yang sesuai dengan prinsip akuntansi berlaku umum di Indonesia (Arens, 1995).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1. | Saya memilih karir auditor karena dapat menjadi konsultan bisnis terpercaya |  |  |  |  |  |
| 2. | Saya memilih karir auditor karena dapat memperluas wawasan dan kemapuan akuntansi |  |  |  |  |  |
| 3. | Saya memilih karir auditor karena dapat menjanjikan lebih profesional dalam bidang akuntansi |  |  |  |  |  |
| 4. | Saya memilih karir auditor karena mudah mendapat promosi jabatan |  |  |  |  |  |
| 5. | Saya memilih karir auditor karena imbalan yang diperoleh sesuai dengan upaya yang diberikan |  |  |  |  |  |
| 6. | Saya memilih karir auditor karena sering lembur dan padat pekerjaan |  |  |  |  |  |
| 7. | Saya memilih berkarir auditor karena kepuasan pribadi dapat dicapai atas tahapan karir |  |  |  |  |  |
| 8. | Saya memilih berkarir auditor karena keamanan kerjanya lebih terjamin |  |  |  |  |  |
| 9. | Saya memilih berkarir auditor karena auditor memperoleh pengharapan yang tinggi di masyarakat |  |  |  |  |  |

Sumber : Alhadar (2013)

1. **Gaji atau Penghargaan Finansial**

Definisi penghargaan finansial berdasarkan penelitian Sari (2013) merupakan hasil yangdiperoleh sebagai kontraprestasi dari pekerjaan yang telah diyakini secara mendasar bagi sebagian besar perusahaan sebagai daya tarik utama untuk memberikan kepuasan kepada karyawannya.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1. | Saya memilih berkarir auditor karena auditor memperoleh gaji awal yang tinggi |  |  |  |  |  |
| 2. | Saya memilih berkarir auditor karena kenaikan gaji auditor relatif cepat |  |  |  |  |  |
| 3. | Saya memilih berkarir auditor karena memberikan dana pensiun |  |  |  |  |  |
| 4. | Saya memilih berkarir auditor karena memberikan bonus kerja |  |  |  |  |  |
| 5. | Saya memilih berkarir auditor karena tidak ada jaminan penghasilan tetap |  |  |  |  |  |
| 6. | Saya memilih berkarir auditor karena memberikan fasilitas seperti rumah dinas dan kendaraan dinas |  |  |  |  |  |

Sumber : Aulia (2016), Purnama (2016), Zaid (2015)

1. **Pelatihan Profesional**

Definisi pelatihan profesional berdasarkan penelitian Sari (2013)yaitu meliputi hal-hal yang berhubungan dengan peningkatan keahlian.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1. | Saya memilih berkarir auditor karena memiliki pelatihan sebelum mulai bekerja. |  |  |  |  |  |
| 2. | Saya memilih berkarir auditor karena memiliki pelatihan di luar lembaga |  |  |  |  |  |
| 3. | Saya memilih berkarir auditor karena memiliki pelatihan kerja rutin di dalam lembaga |  |  |  |  |  |
| 4. | Saya memilih berkarir auditor karena tidak memerlukan pengalaman kerja bervariasi |  |  |  |  |  |

Sumber : Sari (2013), Dwinanda (2014)

1. **Pengakuan Profesional**

Pengakuan profesional berdasarkan penelitian Sari (2013) adalah berhubungan dengan pengakuan atas suatu prestasi.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1. | Saya memilih berkarir auditor karena memberikan kesempatan berkembang |  |  |  |  |  |
| 2. | Saya memilih berkarir auditor karena memberikan pengakuan prestasi |  |  |  |  |  |
| 3. | Saya memilih berkarir auditor karena memerlukan keahlian khusus dalam bekerja |  |  |  |  |  |
| 4. | Saya memilih berkarir auditor karena mudah naik pangkat |  |  |  |  |  |
| 5. | Saya memilih berkarir auditor karena tidak ada kesempatan berkompetisi |  |  |  |  |  |

Sumber : Merdekawati dan Sulistiyawati (2011)

1. **Nilai- Nilai Sosial**

Definisi nilai-nilai sosial berdasarkan penelitian Sari(2013) ditunjukkan sebagai faktor yang menunjukkan kemampuan seseorang di masyarakat, atau nilai seseorang yang dapat dilihat dari sudut pandang orang-orang lain di lingkungannya.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1. | Saya memilih berkarir auditor karena ada kesempatan melakukan kegiatan sosial |  |  |  |  |  |
| 2. | Saya memilih berkarir auditor karena lebih mudah berinteraksi dengan orang lain |  |  |  |  |  |
| 3. | Saya memilih berkarir auditor karena ada kesempatan untuk menjalankan hobi |  |  |  |  |  |
| 4. | Saya memilih berkarir auditor karena ingin dihargai banyak orang |  |  |  |  |  |
| 5. | Saya memilih berkarir auditor karena ada kesempatan untuk bekerja dengan ahli di bidang lain |  |  |  |  |  |

Sumber : Sari (2013)

1. **Lingkungan Kerja**

Definisi lingkungan kerja berdasarkan penelitian Sari (2013) merupakan sesuatu yang berkaitan dengan sifat pekerjaan, tingkat persaingan dan banyaknya tekanan kerja.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1. | Saya memilih berkarir auditor karena pekerjaan yang rutin |  |  |  |  |  |
| 2. | Saya memilih berkarir auditor karena banyak tantangan |  |  |  |  |  |
| 3. | Saya memilih berkarir auditor karena jam kerjanya fleksibel (berubah-ubah) |  |  |  |  |  |
| 4. | Saya memilih berkarir auditor karena sering lembur |  |  |  |  |  |
| 5. | Saya memilih berkarir auditor karena tidak ada tekanan kerja untuk mencapai hasil yang sempurna |  |  |  |  |  |

Sumber : Dwinanda (2014)

1. **Pertimbangan Pasar**

Definisi pertimbangan pasarberdasarkan penelitian Sari (2013) yakni berhubungan erat dengan pekerjaan yang dapat diakses di masa yang akan datang serta keamanan kerja.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1 | Saya memilih berkarir auditor karena adanya jaminan keamanan kerja |  |  |  |  |  |
| 2. | Saya memilih berkarir auditor karena kemudahan mengakses lowongan kerja |  |  |  |  |  |
| 3. | Saya memilih berkarir auditor karena banyak dibutuhkan |  |  |  |  |  |

Sumber : Sari (2013)

1. **Personalitas**

Definisi personalitas berdasarkan penelitian Rahayu,dkk (2003) dalam Yanti (2013) yakni hal yang berkaitan perilaku individu saat berhadapan dengan situasi atau kondisi tertentu.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
| 1. | Saya memilih berkarir auditor karena memberi kesesuaian pekerjaan dengan kepribadian yang dimiliki |  |  |  |  |  |
| 2. | Saya memilih berkarir auditor karena seorang auditor tidak mudah terpengaruh dan tidak memihak siapapun |  |  |  |  |  |
| 3. | Saya memilih berkarir auditor karena mampu bertanggung jawab |  |  |  |  |  |
| 4. | Saya memilih berkarir auditor karenamemiliki kedisiplinan yang tinggi |  |  |  |  |  |

Sumber : Astuti (2014)

**LAMPIRAN 2 : HASIL PENGUJIAN SPSS 20.**

1. **Tanggapan Responden**
2. **Karir Auditor**

**Y1**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 3 | 3,3 | 3,3 | 3,3 |
|  | 2 | 8 | 8,8 | 8,8 | 12,1 |
|  | 3 | 11 | 12,1 | 12,1 | 24,2 |
|  | 4 | 50 | 54,9 | 54,9 | 79,1 |
|  | 5 | 19 | 20,9 | 20,9 | 100,0 |
|  | Total | 91 | 100,0 | 100,0 |  |

**Y2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 1 | 1,1 | 1,1 | 2,2 |
| 3 | 5 | 5,5 | 5,5 | 7,7 |
| 4 | 59 | 64,8 | 64,8 | 72,5 |
| 5 | 25 | 27,5 | 27,5 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**Y3**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2,2 | 2,2 | 2,2 |
| 2 | 2 | 2,2 | 2,2 | 4,4 |
| 3 | 17 | 18,7 | 18,7 | 23,1 |
| 4 | 45 | 49,5 | 49,5 | 72,5 |
| 5 | 25 | 27,5 | 27,5 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**Y4**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2,2 | 2,2 | 2,2 |
| 2 | 9 | 9,9 | 9,9 | 12,1 |
| 3 | 40 | 44,0 | 44,0 | 56,0 |
| 4 | 36 | 39,6 | 39,6 | 95,6 |
| 5 | 4 | 4,4 | 4,4 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**Y5**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 3 | 3,3 | 3,3 | 3,3 |
| 2 | 11 | 12,1 | 12,1 | 15,4 |
| 3 | 15 | 16,5 | 16,5 | 31,9 |
| 4 | 47 | 51,6 | 51,6 | 83,5 |
| 5 | 15 | 16,5 | 16,5 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**Y6**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 4 | 4,4 | 4,4 | 4,4 |
| 2 | 24 | 26,4 | 26,4 | 30,8 |
| 3 | 46 | 50,5 | 50,5 | 81,3 |
| 4 | 15 | 16,5 | 16,5 | 97,8 |
| 5 | 2 | 2,2 | 2,2 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**Y7**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 7 | 7,7 | 7,7 | 8,8 |
| 3 | 13 | 14,3 | 14,3 | 23,1 |
| 4 | 56 | 61,5 | 61,5 | 84,6 |
| 5 | 14 | 15,4 | 15,4 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**Y8**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2,2 | 2,2 | 2,2 |
| 2 | 10 | 11,0 | 11,0 | 13,2 |
| 3 | 25 | 27,5 | 27,5 | 40,7 |
| 4 | 40 | 44,0 | 44,0 | 84,6 |
| 5 | 14 | 15,4 | 15,4 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**Y9**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 7 | 7,7 | 7,7 | 7,7 |
| 3 | 21 | 23,1 | 23,1 | 30,8 |
| 4 | 53 | 58,2 | 58,2 | 89,0 |
| 5 | 10 | 11,0 | 11,0 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

1. **Penghargaan Finansial**

**X11**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 3 | 3,3 | 3,3 | 3,3 |
| 2 | 8 | 8,8 | 8,8 | 12,1 |
| 3 | 36 | 39,6 | 39,6 | 51,6 |
| 4 | 33 | 36,3 | 36,3 | 87,9 |
| 5 | 11 | 12,1 | 12,1 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X12**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2,2 | 2,2 | 2,2 |
| 2 | 9 | 9,9 | 9,9 | 12,1 |
| 3 | 30 | 33,0 | 33,0 | 45,1 |
| 4 | 40 | 44,0 | 44,0 | 89,0 |
| 5 | 10 | 11,0 | 11,0 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X13**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 11 | 12,1 | 12,1 | 13,2 |
| 3 | 27 | 29,7 | 29,7 | 42,9 |
| 4 | 44 | 48,4 | 48,4 | 91,2 |
| 5 | 8 | 8,8 | 8,8 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X14**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 4,4 | 4,4 | 4,4 |
| 3 | 15 | 16,5 | 16,5 | 20,9 |
| 4 | 59 | 64,8 | 64,8 | 85,7 |
| 5 | 13 | 14,3 | 14,3 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X15**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 5 | 5,5 | 5,5 | 5,5 |
| 2 | 19 | 20,9 | 20,9 | 26,4 |
| 3 | 39 | 42,9 | 42,9 | 69,2 |
| 4 | 26 | 28,6 | 28,6 | 97,8 |
| 5 | 2 | 2,2 | 2,2 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X16**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 3 | 3,3 | 3,3 | 3,3 |
| 2 | 11 | 12,1 | 12,1 | 15,4 |
| 3 | 27 | 29,7 | 29,7 | 45,1 |
| 4 | 41 | 45,1 | 45,1 | 90,1 |
| 5 | 9 | 9,9 | 9,9 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

1. **Pelatihan Profesional**

**X21**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 3,3 | 3,3 | 3,3 |
| 3 | 9 | 9,9 | 9,9 | 13,2 |
| 4 | 57 | 62,6 | 62,6 | 75,8 |
| 5 | 22 | 24,2 | 24,2 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X22**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 3,3 | 3,3 | 3,3 |
| 3 | 19 | 20,9 | 20,9 | 24,2 |
| 4 | 53 | 58,2 | 58,2 | 82,4 |
| 5 | 16 | 17,6 | 17,6 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X23**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 1,1 | 1,1 | 1,1 |
| 3 | 19 | 20,9 | 20,9 | 22,0 |
| 4 | 58 | 63,7 | 63,7 | 85,7 |
| 5 | 13 | 14,3 | 14,3 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X24**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 5 | 5,5 | 5,5 | 5,5 |
| 2 | 11 | 12,1 | 12,1 | 17,6 |
| 3 | 40 | 44,0 | 44,0 | 61,5 |
| 4 | 26 | 28,6 | 28,6 | 90,1 |
| 5 | 9 | 9,9 | 9,9 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

1. **Pengakuan Profesional**

**X31**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 4,4 | 4,4 | 4,4 |
| 3 | 10 | 11,0 | 11,0 | 15,4 |
| 4 | 59 | 64,8 | 64,8 | 80,2 |
| 5 | 18 | 19,8 | 19,8 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X32**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2,2 | 2,2 | 2,2 |
| 3 | 12 | 13,2 | 13,2 | 15,4 |
| 4 | 52 | 57,1 | 57,1 | 72,5 |
| 5 | 25 | 27,5 | 27,5 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X33**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 3,3 | 3,3 | 3,3 |
| 3 | 7 | 7,7 | 7,7 | 11,0 |
| 4 | 48 | 52,7 | 52,7 | 63,7 |
| 5 | 33 | 36,3 | 36,3 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X34**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2,2 | 2,2 | 2,2 |
| 2 | 9 | 9,9 | 9,9 | 12,1 |
| 3 | 42 | 46,2 | 46,2 | 58,2 |
| 4 | 29 | 31,9 | 31,9 | 90,1 |
| 5 | 9 | 9,9 | 9,9 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X35**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 7 | 7,7 | 7,7 | 7,7 |
| 2 | 16 | 17,6 | 17,6 | 25,3 |
| 3 | 41 | 45,1 | 45,1 | 70,3 |
| 4 | 19 | 20,9 | 20,9 | 91,2 |
| 5 | 8 | 8,8 | 8,8 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

1. **Nilai-Nilai Sosial**

**X41**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 3 | 3,3 | 3,3 | 3,3 |
| 3 | 21 | 23,1 | 23,1 | 26,4 |
| 4 | 54 | 59,3 | 59,3 | 85,7 |
| 5 | 13 | 14,3 | 14,3 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X42**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 4 | 4,4 | 4,4 | 5,5 |
| 3 | 8 | 8,8 | 8,8 | 14,3 |
| 4 | 59 | 64,8 | 64,8 | 79,1 |
| 5 | 19 | 20,9 | 20,9 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X43**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 4 | 4,4 | 4,4 | 5,5 |
| 3 | 29 | 31,9 | 31,9 | 37,4 |
| 4 | 48 | 52,7 | 52,7 | 90,1 |
| 5 | 9 | 9,9 | 9,9 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X44**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 4 | 4,4 | 4,4 | 4,4 |
| 2 | 16 | 17,6 | 17,6 | 22,0 |
| 3 | 31 | 34,1 | 34,1 | 56,0 |
| 4 | 28 | 30,8 | 30,8 | 86,8 |
| 5 | 12 | 13,2 | 13,2 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X45**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2,2 | 2,2 | 2,2 |
| 3 | 22 | 24,2 | 24,2 | 26,4 |
| 4 | 50 | 54,9 | 54,9 | 81,3 |
| 5 | 17 | 18,7 | 18,7 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

1. **Lingkungan Kerja**

**X51**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 7 | 7,7 | 7,7 | 8,8 |
| 3 | 37 | 40,7 | 40,7 | 49,5 |
| 4 | 42 | 46,2 | 46,2 | 95,6 |
| 5 | 4 | 4,4 | 4,4 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X52**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 3,3 | 3,3 | 3,3 |
| 3 | 8 | 8,8 | 8,8 | 12,1 |
| 4 | 53 | 58,2 | 58,2 | 70,3 |
| 5 | 27 | 29,7 | 29,7 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X53**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 8 | 8,8 | 8,8 | 8,8 |
| 3 | 20 | 22,0 | 22,0 | 30,8 |
| 4 | 51 | 56,0 | 56,0 | 86,8 |
| 5 | 12 | 13,2 | 13,2 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X54**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 4 | 4,4 | 4,4 | 4,4 |
| 2 | 20 | 22,0 | 22,0 | 26,4 |
| 3 | 38 | 41,8 | 41,8 | 68,1 |
| 4 | 19 | 20,9 | 20,9 | 89,0 |
| 5 | 10 | 11,0 | 11,0 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X55**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 9 | 9,9 | 9,9 | 9,9 |
| 2 | 13 | 14,3 | 14,3 | 24,2 |
| 3 | 28 | 30,8 | 30,8 | 54,9 |
| 4 | 32 | 35,2 | 35,2 | 90,1 |
| 5 | 9 | 9,9 | 9,9 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

1. **Pertimbangan Pasar**

**X61**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 4 | 4,4 | 4,4 | 5,5 |
| 3 | 25 | 27,5 | 27,5 | 33,0 |
| 4 | 51 | 56,0 | 56,0 | 89,0 |
| 5 | 10 | 11,0 | 11,0 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X62**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2,2 | 2,2 | 2,2 |
| 2 | 5 | 5,5 | 5,5 | 7,7 |
| 3 | 23 | 25,3 | 25,3 | 33,0 |
| 4 | 51 | 56,0 | 56,0 | 89,0 |
| 5 | 10 | 11,0 | 11,0 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X63**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 2 | 2,2 | 2,2 | 3,3 |
| 3 | 9 | 9,9 | 9,9 | 13,2 |
| 4 | 62 | 68,1 | 68,1 | 81,3 |
| 5 | 17 | 18,7 | 18,7 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

1. **Personalitas**

**X71**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 4 | 4,4 | 4,4 | 5,5 |
| 3 | 14 | 15,4 | 15,4 | 20,9 |
| 4 | 63 | 69,2 | 69,2 | 90,1 |
| 5 | 9 | 9,9 | 9,9 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X72**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2,2 | 2,2 | 2,2 |
| 2 | 4 | 4,4 | 4,4 | 6,6 |
| 3 | 8 | 8,8 | 8,8 | 15,4 |
| 4 | 43 | 47,3 | 47,3 | 62,6 |
| 5 | 34 | 37,4 | 37,4 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X73**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 3 | 3,3 | 3,3 | 3,3 |
| 4 | 51 | 56,0 | 56,0 | 59,3 |
| 5 | 37 | 40,7 | 40,7 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

**X74**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1,1 | 1,1 | 1,1 |
| 2 | 2 | 2,2 | 2,2 | 3,3 |
| 3 | 6 | 6,6 | 6,6 | 9,9 |
| 4 | 44 | 48,4 | 48,4 | 58,2 |
| 5 | 38 | 41,8 | 41,8 | 100,0 |
| Total | 91 | 100,0 | 100,0 |  |

1. **Uji Statistik Deskriptif**

**Statistics**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | KARIR | GAJI | PELATIHAN | PENGAKUAN | SOSIAL | LINGKUNGAN | PERTIMBANGAN PASAR | | PERSONALITAS |
| N | Valid | 91 | 91 | 91 | 91 | 91 | 91 | 91 | 91 | |
|  | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Mean | | 3,66 | 3,47 | 3,79 | 3,75 | 3,74 | 3,53 | 3,80 | 4,15 | |
| Median | | 3,78 | 3,50 | 3,75 | 3,80 | 3,80 | 3,60 | 4,00 | 4,00 | |
| Mode | | 4 | 4 | 4 | 4 | 4(a) | 4 | 4 | 4 | |
| Std. Deviation | | ,553 | ,620 | ,490 | ,529 | ,537 | ,547 | ,623 | ,497 | |
| Variance | | ,305 | ,385 | ,240 | ,280 | ,288 | ,299 | ,388 | ,247 | |
| Minimum | | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 3 | |
| Maximum | | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| Sum | | 333 | 316 | 345 | 341 | 340 | 321 | 346 | 378 | |

a Multiple modes exist. The smallest value is shown

1. **Uji Validitas dan Reliabilitas**

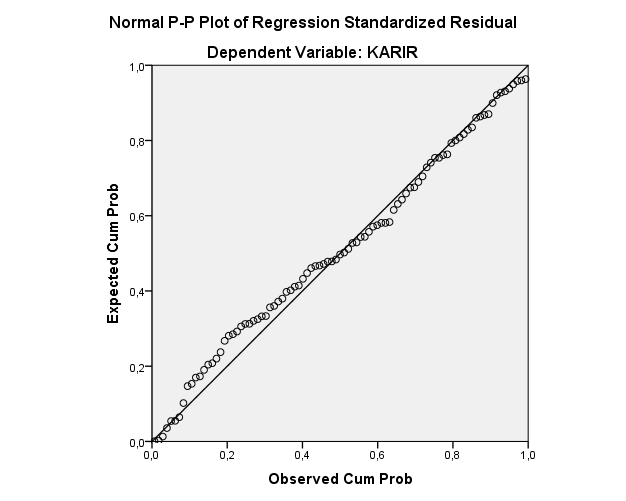
**Scale :All Variables (r = 0,2061)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,917 | 41 |

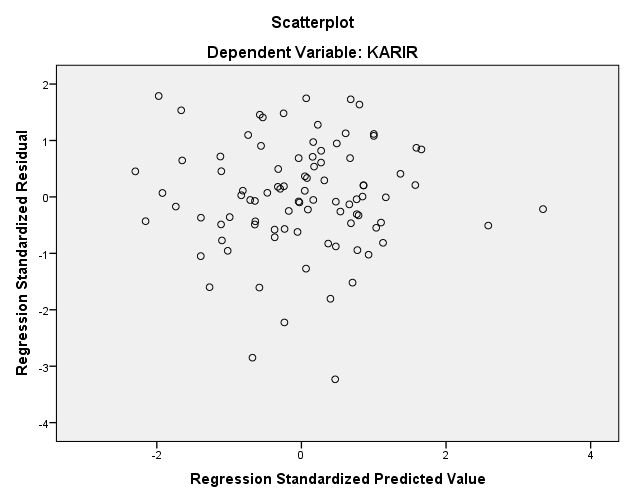
|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | **Mean** | **Std. Deviation** | **N** |
| 1 | 3,2334 | ,92710 | 91 |
| 2 | 3,6330 | ,86674 | 91 |
| 3 | 3,3885 | ,92340 | 91 |
| 4 | 3,3881 | ,93268 | 91 |
| 5 | 3,2303 | ,93828 | 91 |
| 6 | 3,1175 | ,93852 | 91 |
| 7 | 3,6322 | ,91117 | 91 |
| 8 | 3,3865 | ,94926 | 91 |
| 9 | 2,8787 | ,91376 | 91 |
| 10 | 3,2325 | ,95101 | 91 |
| 11 | 3,3881 | ,94554 | 91 |
| 12 | 3,6363 | ,93756 | 91 |
| 13 | 3,1164 | ,89314 | 91 |
| 14 | 3,0251 | ,94718 | 91 |
| 15 | 3,2309 | ,94442 | 91 |
| 16 | 3,2287 | ,88745 | 91 |
| 17 | 3,2293 | ,91052 | 91 |
| 18 | 3,6297 | ,88945 | 91 |
| 19 | 3,0211 | ,95245 | 91 |
| 20 | 3,1133 | ,88799 | 91 |
| 21 | 3,3881 | ,90092 | 91 |
| 22 | 3,2352 | ,89332 | 91 |
| 23 | 3,3897 | ,94454 | 91 |
| 24 | 2,8775 | ,95537 | 91 |
| 25 | 3,2292 | ,90886 | 91 |
| 26 | 3,6344 | ,88872 | 91 |
| 27 | 3,6310 | ,92223 | 91 |
| 28 | 3,1162 | ,96047 | 91 |
| 29 | 3,3840 | ,91455 | 91 |
| 30 | 3,6329 | ,92410 | 91 |
| 31 | 3,2305 | ,89450 | 91 |
| 32 | 2,8147 | ,92144 | 91 |
| 33 | 3,1153 | ,95930 | 91 |
| 34 | 2,7599 | ,95876 | 91 |
| 35 | 3,6305 | ,91742 | 91 |
| 36 | 3,3895 | ,92309 | 91 |
| 37 | 3,6315 | ,87369 | 91 |
| 38 | 3,6353 | ,87430 | 91 |
| 39 | 3,3880 | ,90829 | 91 |
| 40 | 3,2330 | ,84991 | 91 |
| 41 | 3,6360 | ,88890 | 91 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance  if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| 1 | 132,4884 | 313,249 | ,444 | ,915 |
| 2 | 132,0888 | 311,923 | ,523 | ,914 |
| 3 | 132,3333 | 310,836 | ,522 | ,914 |
| 4 | 132,3336 | 314,547 | ,401 | ,916 |
| 5 | 132,4914 | 312,184 | ,471 | ,915 |
| 6 | 132,6043 | 311,873 | ,481 | ,915 |
| 7 | 132,0896 | 314,118 | ,425 | ,915 |
| 8 | 132,3353 | 307,300 | ,615 | ,913 |
| 9 | 132,8431 | 307,948 | ,621 | ,913 |
| 10 | 132,4892 | 312,239 | ,462 | ,915 |
| 11 | 132,3336 | 309,328 | ,555 | ,914 |
| 12 | 132,0855 | 311,381 | ,496 | ,915 |
| 13 | 132,6054 | 314,253 | ,431 | ,915 |
| 14 | 132,6967 | 318,814 | ,265 | ,917 |
| 15 | 132,4909 | 311,945 | ,475 | ,915 |
| 16 | 132,4931 | 315,886 | ,381 | ,916 |
| 17 | 132,4924 | 312,633 | ,473 | ,915 |
| 18 | 132,0921 | 312,680 | ,484 | ,915 |
| 19 | 132,7007 | 318,632 | ,269 | ,917 |
| 20 | 132,6085 | 314,981 | ,410 | ,916 |
| 21 | 132,3336 | 310,162 | ,558 | ,914 |
| 22 | 132,4866 | 314,000 | ,439 | ,915 |
| 23 | 132,3321 | 310,263 | ,527 | ,914 |
| 24 | 132,8443 | 310,999 | ,498 | ,915 |
| 25 | 132,4925 | 316,913 | ,338 | ,916 |
| 26 | 132,0874 | 313,177 | ,468 | ,915 |
| 27 | 132,0908 | 312,946 | ,456 | ,915 |
| 28 | 132,6056 | 312,530 | ,449 | ,915 |
| 29 | 132,3378 | 316,320 | ,354 | ,916 |
| 30 | 132,0889 | 317,775 | ,305 | ,917 |
| 31 | 132,4912 | 309,397 | ,587 | ,914 |
| 32 | 132,9070 | 315,959 | ,363 | ,916 |
| 33 | 132,6065 | 313,688 | ,414 | ,916 |
| 34 | 132,9619 | 313,690 | ,414 | ,916 |
| 35 | 132,0912 | 314,633 | ,406 | ,916 |
| 36 | 132,3323 | 311,907 | ,488 | ,915 |
| 37 | 132,0902 | 310,244 | ,574 | ,914 |
| 38 | 132,0865 | 316,646 | ,362 | ,916 |
| 39 | 132,3337 | 314,726 | ,408 | ,916 |
| 40 | 132,4888 | 321,082 | ,226 | ,918 |
| 41 | 132,0857 | 319,441 | ,266 | ,917 |

1. **Uji Asumsi Klasik**
2. **Uji Normalitas**



1. **Uji Heteroskedastisitas**



1. **Multikolinearitas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | GAJI | ,698 | 1,433 |
| PELATIHAN | ,625 | 1,600 |
| PENGAKUAN | ,476 | 2,103 |
| SOSIAL | ,577 | 1,734 |
| LINGKUNGAN | ,553 | 1,807 |
| PASAR | ,672 | 1,489 |
| PERSONALITAS | ,735 | 1,360 |
| a. Dependent Variable: KARIR | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1. **Uji Hipotesis** 2. **Uji t**  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | | | | B | Std. Error | Beta | Tolerance | | VIF | | 1 | (Constant) | ,330 | ,349 |  | ,944 | ,348 | |  |  | | GAJI | ,301 | ,079 | ,336 | 3,788 | ,000 | | ,698 | 1 ,433 | | PE LATIHAN | ,070 | ,092 | ,071 | ,763 | ,448 | | ,625 | 1,600 | | PENGAKUAN | ,247 | ,106 | ,249 | 2,323 | ,023 | | ,476 | 2,103 | | SOSIAL | -,012 | ,096 | -,012 | -,124 | ,902 | | ,577 | 1,734 | | LINGKUNGAN | ,128 | ,104 | ,123 | 1,231 | ,222 | | ,553 | 1,807 | | PASAR | ,163 | ,074 | ,200 | 2,217 | ,029 | | ,672 | 1,489 | | PERSONALITAS | ,015 | ,083 | ,015 | ,176 | ,861 | | ,735 | 1,360 |  1. **Uji Koefisien Determinasi (R2)**   **Model Summaryb** | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson | |
| 1 | ,738a | ,545 | ,507 | ,41775 | 2,056 | |

1. **Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 17,351 | 7 | 2,479 | 14,203 | ,000b |
| Residual | 14,485 | 83 | ,175 |  |  |
| Total | 31,835 | 90 |  |  |  |