**Scale: Commitment Questionnaire**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 109 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 109 | 100.0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .877 | 34 |

**Scale: Quality of Work Life Questionnaire**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 109 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 109 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .933 | 34 |

**Scale: Appropriate and fair compensation Questionnaire**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 109 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 109 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .779 | 5 |

**Scale: Work stress Questionnaire**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 109 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 109 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .723 | 6 |

**Scale: Employee participation Questionnaire**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 109 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 109 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .752 | 5 |

**Scale: Career growth and development Questionnaire**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 109 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 109 | 100.0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .657 | 5 |

**Scale: Social relevance Questionnaire**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 109 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 109 | 100.0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .892 | 7 |

**Scale: Work environment Questionnaire**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 109 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 109 | 100.0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .796 | 6 |

**HASIL UJI PEARSON**

**Correlations**

|  |
| --- |
| **Descriptive Statistics** |
|  | Mean | Std. Deviation | N |
| Appropriate and fair compensation | 18.23 | 3.288 | 109 |
| Work stress | 24.16 | 2.646 | 109 |
| Employee participation | 19.84 | 2.488 | 109 |
| Career growth and development | 20.14 | 2.319 | 109 |
| Social relevance | 28.50 | 3.282 | 109 |
| Work environment | 23.06 | 3.154 | 109 |
| Commitment | 136.40 | 11.542 | 109 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** |  |  |  |  |
|  | Appropriate and fair compensation | Work stress | Employee participation | Career growth and development | Social relevance | Work environment | Commitment |
| Appropriate and fair compensation | Pearson Correlation | 1 | .270\*\* | .609\*\* | .669 | .489\*\* | .560\*\* | .558 |
| Sig. (2-tailed) |  | .004 | .000 | .000 | .000 | .000 | .000 |
| N | 109 | 109 | 109 | 109 | 109 | 109 | 109 |
| Work stress | Pearson Correlation | .270\*\* | 1 | .514\*\* | .437\*\* | .647 | .487\*\* | .510\*\* |
| Sig. (2-tailed) | .004 |  | .000 | .000 | .000 | .000 | .000 |
| N | 109 | 109 | 109 | 109 | 109 | 109 | 109 |
| Employee participation | Pearson Correlation | .609\*\* | .514\*\* | 1 | .769\*\* | .764\*\* | .542 | .515\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 109 | 109 | 109 | 109 | 109 | 109 | 109 |
| Career growth and development | Pearson Correlation | .669\*\* | .437\*\* | .769\*\* | 1\*\* | .715\*\* | .518\*\* | .612\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 109 | 109 | 109 | 109 | 109 | 109 | 109 |
| Social relevance | Pearson Correlation | .489\*\* | .647\*\* | .764\*\* | .715\*\* | 1\*\* | .548\*\* | .498\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 109 | 109 | 109 | 109 | 109 | 109 | 109 |
| Work environment | Pearson Correlation | .560\*\* | .487\*\* | .542\*\* | .518\*\* | .548\*\* | 1\*\* | .422\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 109 | 109 | 109 | 109 | 109 | 109 | 109 |
| Commitment | Pearson Correlation | .558\*\* | .510\*\* | .515\*\* | .612\*\* | .498\*\* | .422\*\* | 1\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 109 | 109 | 109 | 109 | 109 | 109 | 109 |

**UJI FREKUENSI DAN HUBUNGAN KARAKTERISTIK DEMOGRAFIS DENGAN KOMITMEN**

**Frequency Table**

|  |
| --- |
| **Gender** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Male | 36 | 33.0 | 33.0 | 33.0 |
| Female | 73 | 67.0 | 67.0 | 100.0 |
| Total | 109 | 100.0 | 100.0 |  |

|  |
| --- |
| **Age** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Less than 30 years old | 2 | 1.8 | 1.8 | 1.8 |
| 31 to 40 years old | 27 | 24.8 | 24.8 | 26.6 |
| 41 to 50 years old | 47 | 43.1 | 43.1 | 69.7 |
| More than 50 years old | 33 | 30.3 | 30.3 | 100.0 |
| Total | 109 | 100.0 | 100.0 |  |

|  |
| --- |
| **Educational Level** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Bachelor’s Degree | 6 | 5.5 | 5.5 | 5.5 |
| Master’s Degree | 62 | 56.9 | 56.9 | 62.4 |
| Doctoral Degree | 41 | 37.6 | 37.6 | 100.0 |
| Total | 109 | 100.0 | 100.0 |  |

|  |
| --- |
| **Work Period as Quality Assurance of Education** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Less than 2 year | 69 | 63.3 | 63.3 | 63.3 |
| 2 to 4 years | 29 | 26.6 | 26.6 | 89.9 |
| More than 4 years | 11 | 10.1 | 10.1 | 100.0 |
| Total | 109 | 100.0 | 100.0 |  |

|  |
| --- |
| **Work Period in University** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Less than 2 year | 1 | .9 | .9 | .9 |
| 2 to 4 years | 3 | 2.8 | 2.8 | 3.7 |
| More than 4 years | 105 | 96.3 | 96.3 | 100.0 |
| Total | 109 | 100.0 | 100.0 |  |

**Regression**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 134.472 | 14.048 |  | 9.573 | .000 |
| Gender | 1.414 | 2.405 | .058 | .588 | .558 |
| Age | -1.348 | 1.519 | -.093 | -.887 | .377 |
| Educational Level | .364 | 2.046 | .018 | .178 | .859 |
| Work Period as Quality Assurance of Education | 3.171 | 1.772 | .185 | 1.790 | .076 |
| Work Period in University | -.631 | 4.662 | -.014 | -.135 | .893 |

|  |
| --- |
| a. Dependent Variable: Organizational Commitment |