

## LAMPIRAN 1

Assalamualaikum Wr. Wb.

Dibawah ini adalah kuesioner penelitian kami dengan judul “**hubungan *self manajement dan self competence* pada pengembangan karir karyawan di supermarket**”. Kami berharap kepada Bapak/Ibu untuk mengisi kuesioner ini dengan jawaban yang sesungguhnya, apa adanya dan sesuai dengan keadaan Bapak/Ibu bekerja saat ini. Jawaban Bapak/Ibu tidak akan kami sebarakan ke pihak lain. Kuesioner ini semata-mata untuk penelitian kami saja. Jika ada sebarang pertanyaan bisa menghubungi kami:

**Mahasiswa Peneliti**

Nama : Rachmad Prayogo  
Nomor Telepon : 0819 1777 0862  
Email : [prayogorachmad123@gmail.com](mailto:prayogorachmad123@gmail.com)

**Dosen Pembimbing Skripsi**

1. Nama : Dr. Drs. Ec. Sentot Imam Wahjono, M.Si.  
Nomor Telepon : 0896 8980 3993  
Alamat email : [sentot.imamw@fe.um-surabaya.ac.id](mailto:sentot.imamw@fe.um-surabaya.ac.id)
2. Nama : Dra Siti Salbiyah, M. Kes  
Nomor Telepon : 0856 0625 2535

Demikian atas perhatian dan bantuannya saya ucapkan terima kasih.

Wassalamualaikum Wr. Wb.

Hormat Kami,

Rachmad Prayogo

### I. Identitas Responden

Berilah tanda *check list* (√) untuk menjawab sesuai dengan diri anda.

1. Jenis Kelamin :  Laki-Laki  Perempuan
2. Usia :  < 20 Tahun  31-40 Tahun  
 21-30 Tahun  41-50 Tahun  > 51  
Tahun
3. Pendidikan Terakhir :  SMA/SMK  S2  
 D3  S3  
 S1  Lainnya .....
4. Masa Kerja :  < 1 Tahun  3-5 Tahun  
 1-3 Tahun  5-10 Tahun  > 10 Tahun

### II. Petunjuk Pengisian Kuesioner:

Bapak/Ibu dapat memberikan jawaban dengan memberikan tanda silang (X) pada salah satu pilihan jawaban yang tersedia. Hanya satu jawaban saja yang dimungkinkan untuk setiap pernyataan. Pada masing-masing pernyataan terdapat lima alternative jawaban yang mengacu pada teknik skala Likert, yaitu:

- |                            |                      |
|----------------------------|----------------------|
| a. Sangat Tidak Setuju : 1 | d. Setuju : 4        |
| b. Tidak Setuju : 2        | e. Sangat Setuju : 5 |
| c. Netral : 3              |                      |

### Self Manajement (X1)

| No | Pernyataan     | 1 | 2 | 3 | 4 | 5 |
|----|----------------|---|---|---|---|---|
| a. | Self Assasment |   |   |   |   |   |

|          |  |  |  |  |  |  |
|----------|--|--|--|--|--|--|
| 1        | Saya melakukan perencanaan terlebih dahulu sebelum mengambil keputusan dari suatu tindakan   |  |  |  |  |  |
| 2        | Saya memikirkan baik dan buruknya terlebih dahulu dari sebuah keputusan yang akan saya ambil |  |  |  |  |  |
| <b>b</b> | <b>Goal setting</b>  |  |  |  |  |  |
| 3        | Saya merencanakan cita – cita saya di masa mendatang   |  |  |  |  |  |
| <b>c</b> | <b>Self monitoring</b>   |  |  |  |  |  |
| 4        | Mampu melihat kondisi lingkungan sekitar untuk menunjang hasil kerja saya                    |  |  |  |  |  |
| 5        | Saya mengarahkan orang lain agar bekerja sebaik – baiknya                                    |  |  |  |  |  |
| <b>d</b> | <b>Self Evaluation</b>   |  |  |  |  |  |
| 6        | Saya menilai hasil pekerjaan dengan standar hasil kerja                                      |  |  |  |  |  |

Sumber: Muafi (2010)

### Self Competence (X2)

| No        | Pernyataan   | 1 | 2 | 3 | 4 | 5 |
|-----------|--|---|---|---|---|---|
| <b>a.</b> | <b>Motif</b>   |   |   |   |   |   |
| 1         | Saya tau kelebihan yang saya miliki  |   |   |   |   |   |
| 2         | Saya paham dengan pekerjaan yang saya jalani karena sesuai pendidikan yang pernah saya pelajari      |   |   |   |   |   |
| <b>b</b>  | <b>Keterampilan</b>  |   |   |   |   |   |
| 3         | Saya memiliki keahlian di bidang tertentu  |   |   |   |   |   |
| 4         | Saya memiliki ketrampilan yang baik untuk melaksanakan pekerjaan saya.                               |   |   |   |   |   |
| <b>c</b>  | <b>Pegalaman</b>   |   |   |   |   |   |
| 5         | Pengalaman kerja yang saya miliki, membantu mengurangi kesalahan yang saya lakukan pada saat bekerja |   |   |   |   |   |
| <b>d</b>  | <b>Sifat</b>   |   |   |   |   |   |
| 6         | Saya memiliki kebiasaan yang orang lain bisa mengenal saya karena kebiasaan tersebut                 |   |   |   |   |   |
| <b>e</b>  | <b>Konsep diri</b>   |   |   |   |   |   |

|   |   |  |  |  |  |  |
|---|---|--|--|--|--|--|
| 7 | Saya sadar kekurangan yang ada pada diri saya                               |  |  |  |  |  |
| 8 | Saya selalu berusaha untuk berfikir strategis, demi kemajuan diri saya      |  |  |  |  |  |
| 9 | Selalu melaksanakan pekerjaan sesuai SOP ( Standart Operasional Prosedure ) |  |  |  |  |  |

Sumber: Wibowo (2015)

### Pengembangan karir (Y)

| No       | Pernyataan   | 1 | 2 | 3 | 4 | 5 |
|----------|--|---|---|---|---|---|
| <b>a</b> | <b>Prestasi kerja</b>  |   |   |   |   |   |
| 1        | Karyawan berprestasi sangat dihargai oleh perusahaan   |   |   |   |   |   |
| <b>b</b> | <b>Eksposure</b>   |   |   |   |   |   |
| 2        | Karyawan yang menonjol dalam kinerjanya lebih diprioritaskan untuk mendapatkan promosi                   |   |   |   |   |   |
| <b>c</b> | <b>Leveraging</b>  |   |   |   |   |   |
| 3        | Karyawan mendapat promosi dengan pindah posisi   |   |   |   |   |   |
| <b>d</b> | <b>Dedikasi</b>  |   |   |   |   |   |
| 4        | Dalam jangka panjang, perpindahan saya sama pentingnya dengan promosi yang mengembangkan karir seseorang |   |   |   |   |   |
| <b>e</b> | <b>Mentor dan Sponsor</b>  |   |   |   |   |   |
| 5        | Para atasan selalu memberi perhatian khusus terhadap pengembangan karir karyawan                         |   |   |   |   |   |
| 6        | Perusahaan membeikan informasi tentang berbagai peluang promosi yang diberikan                           |   |   |   |   |   |
| 7        | Organisasi saya memiliki program mentoring formal untuk pekerjaan saya                                   |   |   |   |   |   |
| <b>e</b> | <b>Edukasi</b>   |   |   |   |   |   |
| 8        | Karyawan diberikan pelatihan untuk meningkatkan keahlian masing-masing                                   |   |   |   |   |   |
| 9        | Jabatan yang bapak/ibu emban memerlukan peningkatan keterampilan melalui diklat                          |   |   |   |   |   |

Sumber: Wahjono (2015)

## Uji Validitas dan reliabilitas

## Self Manajement (X1)

| Correlations |                     |        |        |       |        |       |       |        |
|--------------|---------------------|--------|--------|-------|--------|-------|-------|--------|
|              |                     | X1,1   | X2,2   | X3,3  | X4,4   | X5,5  | X6,6  | total  |
| VAR00001     | Pearson Correlation | 1      | .804** | ,062  | ,234   | ,122  | ,309  | .721** |
|              | Sig. (2-tailed)     |        | ,000   | ,762  | ,251   | ,552  | ,124  | ,000   |
|              | N                   | 26     | 26     | 26    | 26     | 26    | 26    | 26     |
| VAR00002     | Pearson Correlation | .804** | 1      | ,222  | .445*  | ,081  | ,347  | .807** |
|              | Sig. (2-tailed)     | ,000   |        | ,276  | ,023   | ,693  | ,083  | ,000   |
|              | N                   | 26     | 26     | 26    | 26     | 26    | 26    | 26     |
| VAR00003     | Pearson Correlation | ,062   | ,222   | 1     | ,267   | ,367  | -.284 | .410*  |
|              | Sig. (2-tailed)     | ,762   | ,276   |       | ,187   | ,065  | ,159  | ,037   |
|              | N                   | 26     | 26     | 26    | 26     | 26    | 26    | 26     |
| VAR00004     | Pearson Correlation | ,234   | .445*  | ,267  | 1      | ,214  | ,171  | .571** |
|              | Sig. (2-tailed)     | ,251   | ,023   | ,187  |        | ,294  | ,404  | ,002   |
|              | N                   | 26     | 26     | 26    | 26     | 26    | 26    | 26     |
| VAR00005     | Pearson Correlation | ,122   | ,081   | ,367  | ,214   | 1     | ,009  | .419*  |
|              | Sig. (2-tailed)     | ,552   | ,693   | ,065  | ,294   |       | ,966  | ,033   |
|              | N                   | 26     | 26     | 26    | 26     | 26    | 26    | 26     |
| VAR00006     | Pearson Correlation | ,309   | ,347   | -.284 | ,171   | ,009  | 1     | .396*  |
|              | Sig. (2-tailed)     | ,124   | ,083   | ,159  | ,404   | ,966  |       | ,045   |
|              | N                   | 26     | 26     | 26    | 26     | 26    | 26    | 26     |
| total        | Pearson Correlation | .721** | .807** | .410* | .571** | .419* | .396* | 1      |
|              | Sig. (2-tailed)     | ,000   | ,000   | ,037  | ,002   | ,033  | ,045  |        |
|              | N                   | 26     | 26     | 26    | 26     | 26    | 26    | 26     |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

| Case Processing Summary |                       |    |       |
|-------------------------|-----------------------|----|-------|
|                         |                       | N  | %     |
| Cases                   | Valid                 | 26 | 100,0 |
|                         | Excluded <sup>a</sup> | 0  | 0,0   |
|                         | Total                 | 26 | 100,0 |

a. Listwise deletion based on all variables in the

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,727                   | 7          |

### Self Competence (X2)

| Correlations |                     |        |       |       |        |       |       |       |       |       |         |
|--------------|---------------------|--------|-------|-------|--------|-------|-------|-------|-------|-------|---------|
|              |                     | X2,1   | X2,2  | X2,3  | X2,4   | X2,5  | X2,6  | X2,7  | X2,8  | X2,9  | totalx2 |
| VAR00008     | Pearson Correlation | 1      | ,454* | ,306  | ,229   | ,217  | ,160  | ,248  | ,092  | ,258  | ,604**  |
|              | Sig. (2-tailed)     |        | ,020  | ,129  | ,260   | ,288  | ,435  | ,221  | ,657  | ,203  | ,001    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| VAR00009     | Pearson Correlation | ,454*  | 1     | ,281  | ,120   | ,143  | ,226  | ,214  | -,006 | ,237  | ,414*   |
|              | Sig. (2-tailed)     | ,020   |       | ,164  | ,560   | ,486  | ,268  | ,294  | ,978  | ,243  | ,035    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| VAR00010     | Pearson Correlation | ,306   | ,281  | 1     | ,173   | ,382  | ,134  | ,347  | ,214  | ,164  | ,484*   |
|              | Sig. (2-tailed)     | ,129   | ,164  |       | ,399   | ,054  | ,513  | ,083  | ,295  | ,425  | ,012    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| VAR00011     | Pearson Correlation | ,229   | ,120  | ,173  | 1      | -,072 | ,064  | ,260  | ,196  | ,146  | ,550**  |
|              | Sig. (2-tailed)     | ,260   | ,560  | ,399  |        | ,726  | ,756  | ,199  | ,338  | ,478  | ,004    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| VAR00012     | Pearson Correlation | ,217   | ,143  | ,382  | -,072  | 1     | -,056 | ,246  | ,438* | ,038  | ,415*   |
|              | Sig. (2-tailed)     | ,288   | ,486  | ,054  | ,726   |       | ,786  | ,226  | ,025  | ,853  | ,035    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| VAR00013     | Pearson Correlation | ,160   | ,226  | ,134  | ,064   | -,056 | 1     | ,034  | ,090  | ,408* | ,413*   |
|              | Sig. (2-tailed)     | ,435   | ,268  | ,513  | ,756   | ,786  |       | ,869  | ,663  | ,039  | ,036    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| VAR00014     | Pearson Correlation | ,248   | ,214  | ,347  | ,260   | ,246  | ,034  | 1     | ,388  | ,149  | ,446*   |
|              | Sig. (2-tailed)     | ,221   | ,294  | ,083  | ,199   | ,226  | ,869  |       | ,050  | ,467  | ,023    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| VAR00015     | Pearson Correlation | ,092   | -,006 | ,214  | ,196   | ,438* | ,090  | ,388  | 1     | ,180  | ,449*   |
|              | Sig. (2-tailed)     | ,657   | ,978  | ,295  | ,338   | ,025  | ,663  | ,050  |       | ,378  | ,022    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| VAR00016     | Pearson Correlation | ,258   | ,237  | ,164  | ,146   | ,038  | ,408* | ,149  | ,180  | 1     | ,443*   |
|              | Sig. (2-tailed)     | ,203   | ,243  | ,425  | ,478   | ,853  | ,039  | ,467  | ,378  |       | ,023    |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |
| totalx2      | Pearson Correlation | ,604** | ,414* | ,484* | ,550** | ,415* | ,413* | ,446* | ,449* | ,443* | 1       |
|              | Sig. (2-tailed)     | ,001   | ,035  | ,012  | ,004   | ,035  | ,036  | ,023  | ,022  | ,023  |         |
|              | N                   | 26     | 26    | 26    | 26     | 26    | 26    | 26    | 26    | 26    | 26      |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\* . Correlation is significant at the 0.01 level (2-tailed).

| Case Processing Summary                            |                       |    |       |
|--|-----------------------|----|-------|
|  |                       | N  | %     |
| Cases  | Valid                 | 26 | 100,0 |
|  | Excluded <sup>a</sup> | 0  | 0,0   |
|  | Total                 | 26 | 100,0 |
| a. Listwise deletion based on all variables in the |                       |    |       |
| Reliability Statistics                             |                       |    |       |
| Cronbach's Alpha                                   | N of Items            |    |       |
| ,723   | 10                    |    |       |

## Pengembangan Karir (Y)

| Correlations |                     |        |        |        |        |        |        |        |        |        |        |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|              |                     | Y1     | Y2     | Y3     | Y4     | Y5     | Y6     | Y7     | Y8     | Y9     | totaly |
| VAR00018     | Pearson Correlation | 1      | .769** | .492   | .419   | .606** | .389   | .333   | .438   | .272   | .793** |
|              | Sig. (2-tailed)     |        | .000   | .011   | .033   | .001   | .050   | .096   | .025   | .179   | .000   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| VAR00019     | Pearson Correlation | .769** | 1      | .362   | .451*  | .432*  | .402   | .377   | .471*  | .177   | .751** |
|              | Sig. (2-tailed)     | .000   |        | .069   | .021   | .027   | .042   | .058   | .015   | .387   | .000   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| VAR00020     | Pearson Correlation | .492   | .362   | 1      | .586** | .364   | .607** | .655** | .059   | .236   | .695** |
|              | Sig. (2-tailed)     | .011   | .069   |        | .002   | .067   | .001   | .000   | .773   | .246   | .000   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| VAR00021     | Pearson Correlation | .419   | .451*  | .586** | 1      | .380   | .418   | .366   | .266   | .105   | .646** |
|              | Sig. (2-tailed)     | .033   | .021   | .002   |        | .055   | .034   | .066   | .190   | .611   | .000   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| VAR00022     | Pearson Correlation | .606** | .432   | .364   | .380   | 1      | .496   | .162   | .469   | .301   | .721** |
|              | Sig. (2-tailed)     | .001   | .027   | .067   | .055   |        | .010   | .430   | .016   | .135   | .000   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| VAR00023     | Pearson Correlation | .389   | .402   | .607** | .418   | .496   | 1      | .492   | .308   | .327   | .731** |
|              | Sig. (2-tailed)     | .050   | .042   | .001   | .034   | .010   |        | .011   | .126   | .103   | .000   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| VAR00024     | Pearson Correlation | .333   | .377   | .655** | .366   | .162   | .492   | 1      | .037   | .255   | .579** |
|              | Sig. (2-tailed)     | .096   | .058   | .000   | .066   | .430   | .011   |        | .857   | .209   | .002   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| VAR00025     | Pearson Correlation | .438   | .471*  | .059   | .266   | .469   | .308   | .037   | 1      | .525** | .610** |
|              | Sig. (2-tailed)     | .025   | .015   | .773   | .190   | .016   | .126   | .857   |        | .006   | .001   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| VAR00026     | Pearson Correlation | .272   | .177   | .236   | .105   | .301   | .327   | .255   | .525** | 1      | .514** |
|              | Sig. (2-tailed)     | .179   | .387   | .246   | .611   | .135   | .103   | .209   | .006   |        | .007   |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |
| totaly       | Pearson Correlation | .793** | .751** | .695** | .646** | .721** | .731** | .579** | .610** | .514** | 1      |
|              | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .002   | .001   | .007   |        |
|              | N                   | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     | 26     |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

| Case Processing Summary                            |                       |    |       |
|--|-----------------------|----|-------|
|  |                       | N  | %     |
| Cases  | Valid                 | 26 | 100,0 |
|  | Excluded <sup>a</sup> | 0  | 0,0   |
|  | Total                 | 26 | 100,0 |
| a. Listwise deletion based on all variables in the |                       |    |       |
| Reliability Statistics                             |                       |    |       |
| Cronbach's Alpha                                   | N of Items            |    |       |
| .765   | 10                    |    |       |

Hasil Kuesionare *Self Management* (X1)

| Responden | X1,1 | X1,2 | X1,3 | X1,4 | X1,5 | X1,6 | TOTAL |
|-----------|------|------|------|------|------|------|-------|
| 1         | 4    | 5    | 4    | 4    | 5    | 4    | 26    |
| 2         | 4    | 4    | 4    | 4    | 5    | 4    | 25    |
| 3         | 4    | 5    | 4    | 3    | 3    | 3    | 22    |
| 4         | 4    | 4    | 4    | 4    | 5    | 4    | 25    |
| 5         | 4    | 5    | 4    | 3    | 3    | 4    | 23    |
| 6         | 4    | 4    | 3    | 3    | 4    | 4    | 22    |
| 7         | 5    | 5    | 5    | 5    | 4    | 3    | 27    |
| 8         | 3    | 3    | 3    | 4    | 3    | 3    | 19    |
| 9         | 4    | 4    | 4    | 3    | 3    | 4    | 22    |
| 10        | 5    | 4    | 4    | 4    | 3    | 4    | 24    |
| 11        | 4    | 4    | 3    | 4    | 4    | 3    | 22    |
| 12        | 4    | 5    | 4    | 4    | 3    | 4    | 24    |
| 13        | 4    | 4    | 5    | 4    | 4    | 4    | 25    |
| 14        | 5    | 4    | 4    | 4    | 4    | 3    | 24    |
| 15        | 5    | 5    | 5    | 4    | 3    | 5    | 27    |
| 16        | 4    | 4    | 4    | 4    | 3    | 4    | 23    |
| 17        | 4    | 4    | 4    | 4    | 4    | 4    | 24    |
| 18        | 5    | 5    | 4    | 5    | 5    | 4    | 28    |
| 19        | 4    | 4    | 5    | 4    | 4    | 4    | 25    |
| 20        | 4    | 4    | 5    | 4    | 4    | 4    | 25    |
| 21        | 4    | 4    | 4    | 5    | 4    | 4    | 25    |
| 22        | 5    | 5    | 3    | 5    | 5    | 5    | 28    |
| 23        | 5    | 5    | 3    | 4    | 5    | 4    | 26    |
| 24        | 5    | 5    | 4    | 5    | 5    | 3    | 27    |
| 25        | 4    | 4    | 4    | 4    | 4    | 4    | 24    |
| 26        | 4    | 4    | 4    | 4    | 4    | 4    | 24    |
| 27        | 5    | 5    | 5    | 4    | 4    | 3    | 26    |
| 28        | 4    | 4    | 4    | 4    | 3    | 3    | 22    |
| 29        | 4    | 4    | 5    | 3    | 4    | 3    | 23    |
| 30        | 4    | 4    | 5    | 3    | 3    | 3    | 22    |
| 31        | 4    | 4    | 3    | 4    | 5    | 4    | 24    |
| 32        | 4    | 4    | 4    | 4    | 4    | 4    | 24    |
| 33        | 4    | 4    | 4    | 4    | 4    | 4    | 24    |
| 34        | 5    | 5    | 5    | 5    | 3    | 3    | 26    |
| 35        | 4    | 4    | 4    | 4    | 4    | 4    | 24    |



|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 36 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 37 | 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| 38 | 4 | 5 | 5 | 4 | 5 | 3 | 26 |
| 39 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| 40 | 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| 41 | 5 | 5 | 4 | 4 | 3 | 3 | 24 |
| 42 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| 43 | 5 | 5 | 5 | 4 | 3 | 4 | 26 |
| 44 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 45 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| 46 | 4 | 4 | 3 | 4 | 4 | 3 | 22 |
| 47 | 4 | 4 | 3 | 4 | 5 | 3 | 23 |
| 48 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 49 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 50 | 4 | 5 | 5 | 4 | 3 | 4 | 25 |
| 51 | 5 | 5 | 5 | 4 | 3 | 4 | 26 |
| 52 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 53 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 54 | 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 55 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 56 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 57 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 59 | 5 | 4 | 4 | 3 | 3 | 4 | 23 |
| 60 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 62 | 5 | 5 | 3 | 3 | 3 | 4 | 23 |
| 63 | 5 | 5 | 5 | 4 | 3 | 3 | 25 |
| 64 | 3 | 5 | 5 | 5 | 3 | 4 | 25 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 66 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 67 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 68 | 3 | 3 | 5 | 4 | 3 | 3 | 21 |
| 69 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 70 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 71 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 72 | 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 73 | 4 | 5 | 3 | 3 | 4 | 3 | 22 |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 74 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 75 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 76 | 4 | 5 | 5 | 3 | 5 | 4 | 26 |
| 77 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 79 | 5 | 5 | 5 | 4 | 5 | 3 | 27 |
| 80 | 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 81 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 82 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 83 | 3 | 4 | 5 | 4 | 3 | 4 | 23 |
| 84 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 85 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 86 | 5 | 5 | 5 | 4 | 3 | 4 | 26 |
| 87 | 3 | 4 | 5 | 4 | 4 | 4 | 24 |
| 88 | 4 | 4 | 4 | 5 | 3 | 4 | 24 |
| 89 | 4 | 4 | 4 | 5 | 3 | 4 | 24 |

Hasil Kuesionare *Self Competance* (X2)

| Responden | X2,1 | X2,2 | X2,3 | X2,4 | X2,5 | X2,6 | X2,7 | X2,8 | X2,9 | TOTAL |
|-----------|------|------|------|------|------|------|------|------|------|-------|
| 1         | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 35    |
| 2         | 4    | 4    | 4    | 5    | 4    | 3    | 3    | 4    | 5    | 36    |
| 3         | 3    | 4    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 29    |
| 4         | 4    | 4    | 4    | 5    | 4    | 3    | 3    | 4    | 5    | 36    |
| 5         | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 4    | 4    | 34    |
| 6         | 3    | 3    | 3    | 4    | 4    | 3    | 5    | 4    | 4    | 33    |
| 7         | 5    | 5    | 3    | 5    | 2    | 2    | 3    | 3    | 5    | 33    |
| 8         | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 32    |
| 9         | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 34    |
| 10        | 3    | 3    | 3    | 3    | 3    | 3    | 4    | 3    | 4    | 29    |
| 11        | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 4    | 3    | 29    |
| 12        | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 34    |
| 13        | 4    | 4    | 4    | 4    | 5    | 3    | 4    | 4    | 5    | 37    |
| 14        | 4    | 4    | 5    | 4    | 5    | 2    | 4    | 4    | 4    | 36    |
| 15        | 3    | 5    | 4    | 4    | 4    | 3    | 4    | 5    | 5    | 37    |
| 16        | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 4    | 4    | 34    |
| 17        | 3    | 4    | 4    | 4    | 4    | 3    | 5    | 4    | 4    | 35    |
| 18        | 3    | 3    | 3    | 4    | 5    | 4    | 3    | 3    | 5    | 33    |
| 19        | 4    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 33    |
| 20        | 4    | 4    | 3    | 4    | 5    | 4    | 4    | 4    | 4    | 36    |
| 21        | 4    | 5    | 4    | 4    | 5    | 5    | 4    | 5    | 4    | 40    |
| 22        | 4    | 3    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 36    |
| 23        | 4    | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 5    | 39    |
| 24        | 5    | 4    | 5    | 5    | 5    | 4    | 4    | 5    | 4    | 41    |
| 25        | 3    | 4    | 3    | 3    | 5    | 4    | 5    | 4    | 4    | 35    |
| 26        | 3    | 4    | 4    | 4    | 3    | 4    | 5    | 5    | 3    | 35    |
| 27        | 4    | 5    | 3    | 4    | 5    | 4    | 4    | 4    | 3    | 36    |
| 28        | 4    | 3    | 4    | 4    | 4    | 3    | 5    | 4    | 4    | 35    |
| 29        | 3    | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 5    | 34    |
| 30        | 3    | 3    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 30    |
| 31        | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 5    | 32    |
| 32        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| 33        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| 34        | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 37    |
| 35        | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 34    |

|    |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|----|
| 36 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 38 |
| 37 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| 38 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 32 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 40 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 32 |
| 41 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 42 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 34 |
| 43 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 37 |
| 44 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 45 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 46 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 31 |
| 47 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 5 | 32 |
| 48 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 49 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 39 |
| 50 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 39 |
| 51 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 41 |
| 52 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 53 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 39 |
| 54 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 41 |
| 55 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 36 |
| 56 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 39 |
| 57 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| 58 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 33 |
| 59 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 36 |
| 60 | 4 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 35 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 62 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 31 |
| 63 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 37 |
| 64 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 40 |
| 65 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 66 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 38 |
| 67 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |
| 68 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 70 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 32 |
| 71 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 72 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 32 |
| 73 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 32 |



### Hasil Kuesionare Pengembangan Karir

| Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | TOTAL |
|-----------|----|----|----|----|----|----|----|----|----|-------|
| 1         | 4  | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 3  | 33    |
| 2         | 4  | 5  | 4  | 3  | 4  | 4  | 4  | 4  | 5  | 37    |
| 3         | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 28    |
| 4         | 4  | 5  | 4  | 3  | 4  | 4  | 4  | 4  | 5  | 37    |
| 5         | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 34    |
| 6         | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 4  | 29    |
| 7         | 5  | 5  | 5  | 4  | 3  | 3  | 5  | 3  | 3  | 36    |
| 8         | 3  | 2  | 3  | 3  | 2  | 4  | 3  | 4  | 4  | 28    |
| 9         | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 33    |
| 10        | 5  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 29    |
| 11        | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 27    |
| 12        | 4  | 5  | 5  | 4  | 5  | 5  | 3  | 5  | 5  | 41    |
| 13        | 4  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 36    |
| 14        | 4  | 3  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 33    |
| 15        | 5  | 5  | 3  | 4  | 5  | 5  | 3  | 4  | 4  | 38    |
| 16        | 3  | 3  | 3  | 4  | 3  | 4  | 4  | 4  | 3  | 31    |
| 17        | 5  | 5  | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 42    |
| 18        | 5  | 4  | 3  | 3  | 5  | 5  | 5  | 4  | 4  | 38    |
| 19        | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 5  | 35    |
| 20        | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 38    |
| 21        | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 45    |
| 22        | 5  | 4  | 4  | 3  | 4  | 4  | 3  | 3  | 4  | 34    |
| 23        | 3  | 5  | 3  | 4  | 4  | 5  | 3  | 5  | 5  | 37    |
| 24        | 3  | 3  | 2  | 3  | 3  | 4  | 3  | 5  | 5  | 31    |
| 25        | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 3  | 3  | 32    |
| 26        | 3  | 3  | 3  | 3  | 3  | 5  | 5  | 5  | 5  | 35    |
| 27        | 4  | 5  | 3  | 4  | 4  | 5  | 3  | 5  | 5  | 38    |
| 28        | 5  | 4  | 5  | 4  | 4  | 3  | 3  | 4  | 3  | 35    |
| 29        | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 35    |
| 30        | 3  | 1  | 1  | 3  | 2  | 1  | 2  | 2  | 3  | 18    |
| 31        | 5  | 3  | 3  | 3  | 5  | 3  | 5  | 4  | 4  | 35    |
| 32        | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 36    |
| 33        | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 4  | 34    |
| 34        | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 26    |
| 35        | 4  | 2  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 32    |

|    |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|----|
| 36 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 32 |
| 37 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 31 |
| 38 | 3 | 5 | 3 | 1 | 2 | 2 | 2 | 2 | 4 | 24 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 34 |
| 40 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 36 |
| 41 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 30 |
| 42 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 33 |
| 43 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 41 |
| 44 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 37 |
| 45 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 36 |
| 46 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 42 |
| 47 | 5 | 3 | 3 | 2 | 3 | 4 | 4 | 5 | 4 | 33 |
| 48 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 37 |
| 49 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 36 |
| 51 | 3 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 36 |
| 52 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| 53 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 36 |
| 54 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 36 |
| 55 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 56 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 43 |
| 57 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 30 |
| 58 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 33 |
| 59 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 60 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 32 |
| 61 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 32 |
| 62 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 28 |
| 63 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 64 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 32 |
| 65 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 42 |
| 66 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 68 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 28 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 70 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 28 |
| 71 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 33 |
| 72 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 30 |
| 73 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 31 |

|    |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|----|
| 74 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 28 |
| 75 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 38 |
| 76 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 36 |
| 77 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 28 |
| 78 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 41 |
| 79 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 28 |
| 80 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 33 |
| 81 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 34 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 83 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 29 |
| 84 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 37 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| 86 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 29 |
| 87 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 31 |
| 88 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 32 |
| 89 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 28 |



## Uji Distribusi Frekuensi

## Frequencies

[DataSet1]

## Statistics

|   |         | Jenis Kelamin | Umur | Pendidikan | Masa Kerja |
|---|---------|---------------|------|------------|------------|
| N | Valid   | 89            | 89   | 89         | 89         |
|   | Missing | 0             | 0    | 0          | 0          |

## Frequency Table

## Jenis Kelamin

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 61        | 68.5    | 68.5          | 68.5               |
|       | Perempuan | 28        | 31.5    | 31.5          | 100.0              |
|       | Total     | 89        | 100.0   | 100.0         |                    |

## Umur

|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | <20 tahun   | 3         | 3.4     | 3.4           | 3.4                |
|       | 21-30 tahun | 47        | 52.8    | 52.8          | 56.2               |
|       | 31-40 tahun | 29        | 32.6    | 32.6          | 88.8               |
|       | 41-50 tahun | 8         | 9.0     | 9.0           | 97.8               |
|       | >51 tahun   | 2         | 2.2     | 2.2           | 100.0              |
|       | Total       | 89        | 100.0   | 100.0         |                    |

**Pendidikan**

|          | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| SMA/SMK  | 85        | 95.5    | 95.5          | 95.5               |
| Valid S1 | 3         | 3.4     | 3.4           | 98.9               |
| S3       | 1         | 1.1     | 1.1           | 100.0              |
| Total    | 89        | 100.0   | 100.0         |                    |

**Masa Kerja**

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| <1 Tahun        | 5         | 5.6     | 5.6           | 5.6                |
| Valid 1-3 tahun | 12        | 13.5    | 13.5          | 19.1               |
| 3-5 tahun       | 18        | 20.2    | 20.2          | 39.3               |
| 5-10 tahun      | 32        | 36.0    | 36.0          | 75.3               |
| >10 tahun       | 22        | 24.7    | 24.7          | 100.0              |
| Total           | 89        | 100.0   | 100.0         |                    |

Uji distribusi frekuensi variabel

## Frequencies

|             |         | Statistics |        |        |        |        |        |
|-------------|---------|------------|--------|--------|--------|--------|--------|
|             |         | x1p1       | x1p2   | xap3   | x1p4   | x1p5   | x1p6   |
| N           | Valid   | 89         | 89     | 89     | 89     | 89     | 89     |
|             | Missing | 0          | 0      | 0      | 0      | 0      | 0      |
| Mean        |         | 4.2697     | 4.3820 | 4.2472 | 4.0225 | 3.7978 | 3.7416 |
| Percentiles | 25      | 4.0000     | 4.0000 | 4.0000 | 4.0000 | 3.0000 | 3.0000 |
|             | 50      | 4.0000     | 4.0000 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
|             | 75      | 5.0000     | 5.0000 | 5.0000 | 4.0000 | 4.0000 | 4.0000 |

## Frequency Table

|       |               | x1p1      |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | netral        | 7         | 7.9     | 7.9           | 7.9                |
|       | setuju        | 51        | 57.3    | 57.3          | 65.2               |
|       | sangat setuju | 31        | 34.8    | 34.8          | 100.0              |
|       | Total         | 89        | 100.0   | 100.0         |                    |

**x1p2**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| netral        | 2         | 2.2     | 2.2           | 2.2                |
| setuju        | 51        | 57.3    | 57.3          | 59.6               |
| sangat setuju | 36        | 40.4    | 40.4          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

**xap3**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| netral        | 13        | 14.6    | 14.6          | 14.6               |
| setuju        | 41        | 46.1    | 46.1          | 60.7               |
| sangat setuju | 35        | 39.3    | 39.3          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

**x1p4**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| netral        | 14        | 15.7    | 15.7          | 15.7               |
| setuju        | 59        | 66.3    | 66.3          | 82.0               |
| sangat setuju | 16        | 18.0    | 18.0          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

**x1p5**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| netral        | 36        | 40.4    | 40.4          | 40.4               |
| setuju        | 35        | 39.3    | 39.3          | 79.8               |
| sangat setuju | 18        | 20.2    | 20.2          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

**x1p6**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid netral  | 30        | 33.7    | 33.7          | 33.7               |
| setuju        | 52        | 58.4    | 58.4          | 92.1               |
| sangat setuju | 7         | 7.9     | 7.9           | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

**Descriptives****Descriptive Statistics**

|                    | N  | Minimum | Maximum | Mean   | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| x2p1               | 89 | 3.00    | 5.00    | 3.7416 | .64892         |
| x2p2               | 89 | 2.00    | 5.00    | 3.6517 | .65888         |
| x3p3               | 89 | 3.00    | 5.00    | 3.7865 | .68211         |
| x4p4               | 89 | 3.00    | 5.00    | 3.9663 | .55287         |
| x5p5               | 89 | 2.00    | 5.00    | 4.2247 | .68677         |
| x6p6               | 89 | 2.00    | 5.00    | 3.6292 | .68061         |
| x7p7               | 89 | 2.00    | 5.00    | 3.9551 | .61994         |
| x8p8               | 89 | 3.00    | 5.00    | 4.1910 | .60069         |
| x9p9               | 89 | 3.00    | 5.00    | 4.2247 | .59835         |
| Valid N (listwise) | 89 |         |         |        |                |

## Frequencies

|             |         | Statistics |        |        |        |        |        |        |        |        |
|-------------|---------|------------|--------|--------|--------|--------|--------|--------|--------|--------|
|             |         | x2p1       | x2p2   | x3p3   | x4p4   | x5p5   | x6p6   | x7p7   | x8p8   | x9p9   |
| N           | Valid   | 89         | 89     | 89     | 89     | 89     | 89     | 89     | 89     | 89     |
|             | Missing | 0          | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      |
| Mean        |         | 37.416     | 36.517 | 37.865 | 39.663 | 42.247 | 36.292 | 39.551 | 41.910 | 42.247 |
| Percentiles | 25      | 30.000     | 30.000 | 30.000 | 40.000 | 40.000 | 30.000 | 40.000 | 40.000 | 40.000 |
|             | 50      | 40.000     | 40.000 | 40.000 | 40.000 | 40.000 | 40.000 | 40.000 | 40.000 | 40.000 |
|             | 75      | 40.000     | 40.000 | 40.000 | 40.000 | 50.000 | 40.000 | 40.000 | 50.000 | 50.000 |

## Frequency Table

|       |               | x2p1      |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | netral        | 33        | 37.1    | 37.1          | 37.1               |
|       | setuju        | 46        | 51.7    | 51.7          | 88.8               |
|       | sangat setuju | 10        | 11.2    | 11.2          | 100.0              |
|       | Total         | 89        | 100.0   | 100.0         |                    |

|       |               | x2p2      |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | tidak setuju  | 2         | 2.2     | 2.2           | 2.2                |
|       | netral        | 34        | 38.2    | 38.2          | 40.4               |
|       | setuju        | 46        | 51.7    | 51.7          | 92.1               |
|       | sangat setuju | 7         | 7.9     | 7.9           | 100.0              |
|       | Total         | 89        | 100.0   | 100.0         |                    |

**x3p3**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| netral        | 32        | 36.0    | 36.0          | 36.0               |
| setuju        | 44        | 49.4    | 49.4          | 85.4               |
| sangat setuju | 13        | 14.6    | 14.6          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

**x4p4**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| netral        | 15        | 16.9    | 16.9          | 16.9               |
| setuju        | 62        | 69.7    | 69.7          | 86.5               |
| sangat setuju | 12        | 13.5    | 13.5          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

**x5p5**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| tidak setuju  | 1         | 1.1     | 1.1           | 1.1                |
| netral        | 10        | 11.2    | 11.2          | 12.4               |
| setuju        | 46        | 51.7    | 51.7          | 64.0               |
| sangat setuju | 32        | 36.0    | 36.0          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

**x6p6**

|                     | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------------------|-----------|---------|---------------|-----------------------|
| Valid tidak setuju  | 2         | 2.2     | 2.2           | 2.2                   |
| Valid netral        | 37        | 41.6    | 41.6          | 43.8                  |
| Valid setuju        | 42        | 47.2    | 47.2          | 91.0                  |
| Valid sangat setuju | 8         | 9.0     | 9.0           | 100.0                 |
| Total               | 89        | 100.0   | 100.0         |                       |

**x7p7**

|                     | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------------------|-----------|---------|---------------|-----------------------|
| Valid tidak setuju  | 1         | 1.1     | 1.1           | 1.1                   |
| Valid netral        | 16        | 18.0    | 18.0          | 19.1                  |
| Valid setuju        | 58        | 65.2    | 65.2          | 84.3                  |
| Valid sangat setuju | 14        | 15.7    | 15.7          | 100.0                 |
| Total               | 89        | 100.0   | 100.0         |                       |

**x8p8**

|                     | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------------------|-----------|---------|---------------|-----------------------|
| Valid netral        | 9         | 10.1    | 10.1          | 10.1                  |
| Valid setuju        | 54        | 60.7    | 60.7          | 70.8                  |
| Valid sangat setuju | 26        | 29.2    | 29.2          | 100.0                 |
| Total               | 89        | 100.0   | 100.0         |                       |



x9p9

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | netral        | 8         | 9.0     | 9.0           | 9.0                |
|       | setuju        | 53        | 59.6    | 59.6          | 68.5               |
|       | sangat setuju | 28        | 31.5    | 31.5          | 100.0              |
|       | Total         | 89        | 100.0   | 100.0         |                    |

## Frequencies

|            |         | Statistics |        |        |        |        |        |        |        |        |
|------------|---------|------------|--------|--------|--------|--------|--------|--------|--------|--------|
|            |         | yp1        | yp2    | yp3    | yp4    | yp5    | yp6    | yp7    | yp8    | yp9    |
| N          | Valid   | 89         | 89     | 89     | 89     | 89     | 89     | 89     | 89     | 89     |
|            | Missing | 0          | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      |
|            | Mean    | 39.101     | 39.213 | 34.831 | 35.393 | 37.079 | 38.427 | 34.831 | 38.764 | 40.225 |
| Percentile | 25      | 30.000     | 30.000 | 30.000 | 30.000 | 30.000 | 30.000 | 30.000 | 30.000 | 40.000 |
|            | 50      | 40.000     | 40.000 | 30.000 | 40.000 | 40.000 | 40.000 | 30.000 | 40.000 | 40.000 |
|            | 75      | 45.000     | 50.000 | 40.000 | 40.000 | 40.000 | 40.000 | 40.000 | 40.000 | 40.000 |

## Frequency Table

yp1

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | netral        | 30        | 33.7    | 33.7          | 33.7               |
|       | setuju        | 37        | 41.6    | 41.6          | 75.3               |
|       | sangat setuju | 22        | 24.7    | 24.7          | 100.0              |
|       | Total         | 89        | 100.0   | 100.0         |                    |

yp2

|       | Frequency           | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|---------|---------------|--------------------|
| Valid |                     |         |               |                    |
|       | sangat tidak setuju | 1       | 1.1           | 1.1                |
|       | tidak setuju        | 2       | 2.2           | 3.4                |
|       | netral              | 30      | 33.7          | 37.1               |
|       | setuju              | 26      | 29.2          | 66.3               |
|       | sangat setuju       | 30      | 33.7          | 100.0              |
|       | Total               | 89      | 100.0         | 100.0              |

yp3

|       | Frequency           | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|---------|---------------|--------------------|
| Valid |                     |         |               |                    |
|       | sangat tidak setuju | 1       | 1.1           | 1.1                |
|       | tidak setuju        | 1       | 1.1           | 2.2                |
|       | netral              | 51      | 57.3          | 59.6               |
|       | setuju              | 26      | 29.2          | 88.8               |
|       | sangat setuju       | 10      | 11.2          | 100.0              |
|       | Total               | 89      | 100.0         | 100.0              |

yp4

|       | Frequency           | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|---------|---------------|--------------------|
| Valid |                     |         |               |                    |
|       | sangat tidak setuju | 1       | 1.1           | 1.1                |
|       | tidak setuju        | 2       | 2.2           | 3.4                |
|       | netral              | 38      | 42.7          | 46.1               |
|       | setuju              | 44      | 49.4          | 95.5               |
|       | sangat setuju       | 4       | 4.5           | 100.0              |
|       | Total               | 89      | 100.0         | 100.0              |

yp5

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid tidak setuju  | 3         | 3.4     | 3.4           | 3.4                |
| Valid netral        | 34        | 38.2    | 38.2          | 41.6               |
| Valid setuju        | 38        | 42.7    | 42.7          | 84.3               |
| Valid sangat setuju | 14        | 15.7    | 15.7          | 100.0              |
| Total               | 89        | 100.0   | 100.0         |                    |

yp6

|                           | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid sangat tidak setuju | 1         | 1.1     | 1.1           | 1.1                |
| Valid tidak setuju        | 1         | 1.1     | 1.1           | 2.2                |
| Valid netral              | 24        | 27.0    | 27.0          | 29.2               |
| Valid setuju              | 48        | 53.9    | 53.9          | 83.1               |
| Valid sangat setuju       | 15        | 16.9    | 16.9          | 100.0              |
| Total                     | 89        | 100.0   | 100.0         |                    |

yp7

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid tidak setuju  | 4         | 4.5     | 4.5           | 4.5                |
| Valid netral        | 46        | 51.7    | 51.7          | 56.2               |
| Valid setuju        | 31        | 34.8    | 34.8          | 91.0               |
| Valid sangat setuju | 8         | 9.0     | 9.0           | 100.0              |
| Total               | 89        | 100.0   | 100.0         |                    |

yp8

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| tidak setuju  | 5         | 5.6     | 5.6           | 5.6                |
| Netral        | 20        | 22.5    | 22.5          | 28.1               |
| Valid Setuju  | 45        | 50.6    | 50.6          | 78.7               |
| sangat setuju | 19        | 21.3    | 21.3          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

yp9

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Netral        | 19        | 21.3    | 21.3          | 21.3               |
| Valid Setuju  | 49        | 55.1    | 55.1          | 76.4               |
| sangat setuju | 21        | 23.6    | 23.6          | 100.0              |
| Total         | 89        | 100.0   | 100.0         |                    |

## Uji Asumsi Klasik

## 1. Uji Normalitas data

## One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 89                      |
| Normal Parameters <sup>a,b</sup> | Mean           | 0E-7                    |
|                                  | Std. Deviation | 4.07332479              |
|                                  | Absolute       | .078                    |
| Most Extreme Differences         | Positive       | .068                    |
|                                  | Negative       | -.078                   |
| Kolmogorov-Smirnov Z             |                | .735                    |
| Asymp. Sig. (2-tailed)           |                | .652                    |

a. Test distribution is Normal.

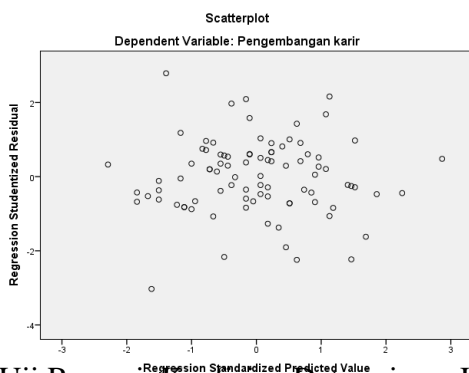
b. Calculated from data.

## 2. Uji Multikolinieritas

| Coefficients <sup>a</sup> |                 |                             |            |                           |       |      |                         |       |
|---------------------------|-----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model                     |                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|                           |                 | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1                         | (Constant)      | 7,142                       | 5,335      |                           | 1,339 | ,184 |                         |       |
|                           | self magement   | ,372                        | ,235       | ,186                      | 1,584 | ,117 | ,649                    | 1,542 |
|                           | self competence | ,496                        | ,170       | ,343                      | 2,913 | ,005 | ,649                    | 1,542 |

a. Dependent Variable: karir

## 3. Uji Hetrokedastisitas



Uji Regresi, Koefisien Determinan, Uji T, F

## Regression

| Variables Entered/Removed <sup>a</sup> |  |                   |        |
|--|--|-------------------|--------|
| Model                                  | Variables Entered                                | Variables Removed | Method |
| 1                                      | self competence,<br>self management <sup>b</sup> |                   | Enter  |

a. Dependent Variable: pengembangan karir

b. All requested variables entered.

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

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .477 <sup>a</sup> | .228     | .210              | 4.12042                    | 1.837         |

a. Predictors: (Constant), self competence, self management

b. Dependent Variable: pengembangan karir

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 430.850        | 2  | 215.425     | 12.689 | .000 <sup>b</sup> |
|       | Residual   | 1460.094       | 86 | 16.978      |        |                   |
|       | Total      | 1890.944       | 88 |             |        |                   |

a. Dependent Variable: pengembangan karir

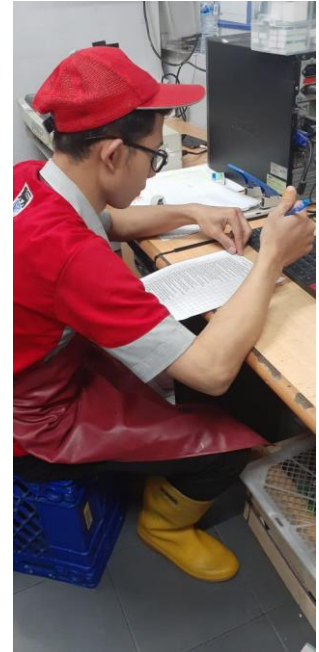
b. Predictors: (Constant), self competence, self management

**Coefficients<sup>a</sup>**

| Model |                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
|       |                 | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)      | 7.142                       | 5.335      |                           | 1.339 | .184 |
|       | self management | .372                        | .235       | .186                      | 1.584 | .117 |
|       | self competence | .496                        | .170       | .343                      | 2.913 | .005 |

a. Dependent Variable: pengembangan karir

Dokumentasi Pengambilan Data (22 Juli 2019)



**Distribusi Nilai  $r_{\text{tabel}}$**   
**Signifikansi 5% dan 1%**

| N  | The Level of Significance |       | N    | The Level of Significance |       |
|----|---------------------------|-------|------|---------------------------|-------|
|    | 5%                        | 1%    |      | 5%                        | 1%    |
| 3  | 0.997                     | 0.999 | 38   | 0.320                     | 0.413 |
| 4  | 0.950                     | 0.990 | 39   | 0.316                     | 0.408 |
| 5  | 0.878                     | 0.959 | 40   | 0.312                     | 0.403 |
| 6  | 0.811                     | 0.917 | 41   | 0.308                     | 0.398 |
| 7  | 0.754                     | 0.874 | 42   | 0.304                     | 0.393 |
| 8  | 0.707                     | 0.834 | 43   | 0.301                     | 0.389 |
| 9  | 0.666                     | 0.798 | 44   | 0.297                     | 0.384 |
| 10 | 0.632                     | 0.765 | 45   | 0.294                     | 0.380 |
| 11 | 0.602                     | 0.735 | 46   | 0.291                     | 0.376 |
| 12 | 0.576                     | 0.708 | 47   | 0.288                     | 0.372 |
| 13 | 0.553                     | 0.684 | 48   | 0.284                     | 0.368 |
| 14 | 0.532                     | 0.661 | 49   | 0.281                     | 0.364 |
| 15 | 0.514                     | 0.641 | 50   | 0.279                     | 0.361 |
| 16 | 0.497                     | 0.623 | 55   | 0.266                     | 0.345 |
| 17 | 0.482                     | 0.606 | 60   | 0.254                     | 0.330 |
| 18 | 0.468                     | 0.590 | 65   | 0.244                     | 0.317 |
| 19 | 0.456                     | 0.575 | 70   | 0.235                     | 0.306 |
| 20 | 0.444                     | 0.561 | 75   | 0.227                     | 0.296 |
| 21 | 0.433                     | 0.549 | 80   | 0.220                     | 0.286 |
| 22 | 0.432                     | 0.537 | 85   | 0.213                     | 0.278 |
| 23 | 0.413                     | 0.526 | 90   | 0.207                     | 0.267 |
| 24 | 0.404                     | 0.515 | 95   | 0.202                     | 0.263 |
| 25 | 0.396                     | 0.505 | 100  | 0.195                     | 0.256 |
| 26 | 0.388                     | 0.496 | 125  | 0.176                     | 0.230 |
| 27 | 0.381                     | 0.487 | 150  | 0.159                     | 0.210 |
| 28 | 0.374                     | 0.478 | 175  | 0.148                     | 0.194 |
| 29 | 0.367                     | 0.470 | 200  | 0.138                     | 0.181 |
| 30 | 0.361                     | 0.463 | 300  | 0.113                     | 0.148 |
| 31 | 0.355                     | 0.456 | 400  | 0.098                     | 0.128 |
| 32 | 0.349                     | 0.449 | 500  | 0.088                     | 0.115 |
| 33 | 0.344                     | 0.442 | 600  | 0.080                     | 0.105 |
| 34 | 0.339                     | 0.436 | 700  | 0.074                     | 0.097 |
| 35 | 0.334                     | 0.430 | 800  | 0.070                     | 0.091 |
| 36 | 0.329                     | 0.424 | 900  | 0.065                     | 0.086 |
| 37 | 0.325                     | 0.418 | 1000 | 0.062                     | 0.081 |

Sumber : [www.spssindonesia.com](http://www.spssindonesia.com) th 2019



**Distribution Nilai Tabel  $F_{0,05}$**   
**Degrees of freedom for Nominator**

|          | 1    | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 12   | 15   | 20   | 24   | 30   | 40   | 60   | 120  | $\infty$ |
|----------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|----------|
| 1        | 161  | 200  | 216  | 225  | 230  | 234  | 237  | 239  | 241  | 242  | 244  | 246  | 248  | 249  | 250  | 251  | 252  | 253  | 254      |
| 2        | 18,5 | 19,0 | 19,2 | 19,2 | 19,3 | 19,3 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,5 | 19,5 | 19,5 | 19,5 | 19,5 | 19,5     |
| 3        | 10,1 | 9,55 | 9,28 | 9,12 | 9,01 | 8,94 | 8,89 | 8,85 | 8,81 | 8,79 | 8,74 | 8,70 | 8,66 | 8,64 | 8,62 | 8,59 | 8,57 | 8,55 | 8,53     |
| 4        | 7,71 | 6,94 | 6,59 | 6,39 | 6,26 | 6,16 | 6,09 | 6,04 | 6,00 | 5,96 | 5,91 | 5,86 | 5,80 | 5,77 | 5,75 | 5,72 | 5,69 | 5,66 | 5,63     |
| 5        | 6,61 | 5,79 | 5,41 | 5,19 | 5,05 | 4,95 | 4,88 | 4,82 | 4,77 | 4,74 | 4,68 | 4,62 | 4,56 | 4,53 | 4,50 | 4,46 | 4,43 | 4,40 | 4,37     |
| 6        | 5,99 | 5,14 | 4,76 | 4,53 | 4,39 | 4,28 | 4,21 | 4,15 | 4,10 | 4,06 | 4,00 | 3,94 | 3,87 | 3,84 | 3,81 | 3,77 | 3,74 | 3,70 | 3,67     |
| 7        | 5,59 | 4,74 | 4,35 | 4,12 | 3,97 | 3,87 | 3,79 | 3,73 | 3,68 | 3,64 | 3,57 | 3,51 | 3,44 | 3,41 | 3,38 | 3,34 | 3,30 | 3,27 | 3,23     |
| 8        | 5,32 | 4,46 | 4,07 | 3,84 | 3,69 | 3,58 | 3,50 | 3,44 | 3,39 | 3,35 | 3,28 | 3,22 | 3,15 | 3,12 | 3,08 | 3,04 | 3,01 | 2,97 | 2,93     |
| 9        | 5,12 | 4,26 | 3,86 | 3,63 | 3,48 | 3,37 | 3,29 | 3,23 | 3,18 | 3,14 | 3,07 | 3,01 | 2,94 | 2,90 | 2,86 | 2,83 | 2,79 | 2,75 | 2,71     |
| 10       | 4,96 | 4,10 | 3,71 | 3,48 | 3,33 | 3,22 | 3,14 | 3,07 | 3,02 | 2,98 | 2,91 | 2,85 | 2,77 | 2,74 | 2,70 | 2,66 | 2,62 | 2,58 | 2,54     |
| 11       | 4,84 | 3,98 | 3,59 | 3,36 | 3,20 | 3,09 | 3,01 | 2,95 | 2,90 | 2,85 | 2,79 | 2,72 | 2,65 | 2,61 | 2,57 | 2,53 | 2,49 | 2,45 | 2,40     |
| 12       | 4,75 | 3,89 | 3,49 | 3,26 | 3,11 | 3,00 | 2,91 | 2,85 | 2,80 | 2,75 | 2,69 | 2,62 | 2,54 | 2,51 | 2,47 | 2,43 | 2,38 | 2,34 | 2,30     |
| 13       | 4,67 | 3,81 | 3,41 | 3,13 | 3,03 | 2,92 | 2,83 | 2,77 | 2,71 | 2,67 | 2,60 | 2,53 | 2,46 | 2,42 | 2,38 | 2,34 | 2,30 | 2,25 | 2,21     |
| 14       | 4,60 | 3,74 | 3,34 | 3,11 | 2,96 | 2,85 | 2,76 | 2,70 | 2,65 | 2,60 | 2,53 | 2,46 | 2,39 | 2,35 | 2,31 | 2,27 | 2,22 | 2,18 | 2,13     |
| 15       | 4,54 | 3,68 | 3,29 | 3,06 | 2,90 | 2,79 | 2,71 | 2,64 | 2,59 | 2,54 | 2,48 | 2,40 | 2,33 | 2,29 | 2,25 | 2,20 | 2,16 | 2,11 | 2,07     |
| 16       | 4,49 | 3,63 | 3,24 | 3,01 | 2,85 | 2,74 | 2,66 | 2,59 | 2,54 | 2,49 | 2,42 | 2,35 | 2,28 | 2,24 | 2,19 | 2,15 | 2,11 | 2,06 | 2,01     |
| 17       | 4,45 | 3,59 | 3,20 | 2,96 | 2,81 | 2,70 | 2,61 | 2,55 | 2,49 | 2,45 | 2,38 | 2,31 | 2,23 | 2,19 | 2,15 | 2,10 | 2,06 | 2,01 | 1,96     |
| 18       | 4,41 | 3,55 | 3,16 | 2,93 | 2,77 | 2,66 | 2,58 | 2,51 | 2,46 | 2,41 | 2,34 | 2,27 | 2,19 | 2,15 | 2,11 | 2,06 | 2,02 | 1,97 | 1,92     |
| 19       | 4,38 | 3,52 | 3,13 | 2,90 | 2,74 | 2,63 | 2,54 | 2,48 | 2,42 | 2,38 | 2,31 | 2,23 | 2,16 | 2,11 | 2,07 | 2,03 | 1,98 | 1,93 | 1,88     |
| 20       | 4,35 | 3,49 | 3,10 | 2,87 | 2,71 | 2,60 | 2,51 | 2,45 | 2,39 | 2,35 | 2,28 | 2,20 | 2,12 | 2,08 | 2,04 | 1,99 | 1,95 | 1,90 | 1,84     |
| 21       | 4,32 | 3,47 | 3,07 | 2,84 | 2,68 | 2,57 | 2,49 | 2,42 | 2,37 | 2,32 | 2,25 | 2,18 | 2,10 | 2,05 | 2,01 | 1,96 | 1,92 | 1,87 | 1,81     |
| 22       | 4,30 | 3,44 | 3,05 | 2,82 | 2,66 | 2,55 | 2,46 | 2,40 | 2,34 | 2,30 | 2,23 | 2,15 | 2,07 | 2,03 | 1,98 | 1,94 | 1,89 | 1,84 | 1,78     |
| 23       | 4,28 | 3,42 | 3,03 | 2,80 | 2,64 | 2,53 | 2,44 | 2,37 | 2,32 | 2,27 | 2,20 | 2,13 | 2,05 | 2,01 | 1,96 | 1,91 | 1,86 | 1,81 | 1,76     |
| 24       | 4,26 | 3,40 | 3,01 | 2,78 | 2,62 | 2,51 | 2,42 | 2,36 | 2,30 | 2,25 | 2,18 | 2,11 | 2,03 | 1,98 | 1,94 | 1,89 | 1,84 | 1,79 | 1,73     |
| 25       | 4,24 | 3,39 | 2,99 | 2,76 | 2,60 | 2,49 | 2,40 | 2,34 | 2,28 | 2,24 | 2,16 | 2,09 | 2,01 | 1,96 | 1,92 | 1,87 | 1,82 | 1,77 | 1,71     |
| 30       | 4,17 | 3,32 | 2,92 | 2,69 | 2,53 | 2,42 | 2,33 | 2,27 | 2,21 | 2,16 | 2,09 | 2,01 | 1,93 | 1,89 | 1,84 | 1,79 | 1,74 | 1,68 | 1,62     |
| 40       | 4,08 | 3,23 | 2,84 | 2,61 | 2,45 | 2,34 | 2,25 | 2,18 | 2,12 | 2,08 | 2,00 | 1,92 | 1,84 | 1,79 | 1,74 | 1,69 | 1,64 | 1,58 | 1,51     |
| 50       | 4,08 | 3,18 | 2,79 | 2,56 | 2,40 | 2,29 | 2,20 | 2,13 | 2,07 | 2,02 | 1,95 | 1,87 | 1,78 | 1,74 | 1,69 | 1,63 | 1,56 | 1,50 | 1,41     |
| 60       | 4,00 | 3,15 | 2,76 | 2,53 | 2,37 | 2,25 | 2,17 | 2,10 | 2,04 | 1,99 | 1,92 | 1,84 | 1,75 | 1,70 | 1,65 | 1,59 | 1,53 | 1,47 | 1,39     |
| 100      | 3,94 | 3,09 | 2,70 | 2,46 | 2,30 | 2,19 | 2,10 | 2,03 | 1,97 | 1,92 | 1,85 | 1,80 | 1,68 | 1,63 | 1,57 | 1,51 | 1,46 | 1,40 | 1,28     |
| 120      | 3,92 | 3,07 | 2,68 | 2,45 | 2,29 | 2,18 | 2,09 | 2,02 | 1,96 | 1,91 | 1,83 | 1,75 | 1,66 | 1,61 | 1,55 | 1,50 | 1,43 | 1,35 | 1,22     |
| $\infty$ | 3,84 | 3,00 | 2,60 | 2,37 | 2,21 | 2,10 | 2,01 | 1,94 | 1,88 | 1,83 | 1,75 | 1,67 | 1,57 | 1,52 | 1,46 | 1,39 | 1,32 | 1,22 | 1,00     |

Sumber : <http://www.spssindonesia.com> thn 2019

Distribusi Nilai  $t_{tabel}$ 

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|-----|------------|------------|-------------|------------|-------------|
| 1   | 3.078      | 6.314      | 12.71       | 31.82      | 63.66       |
| 2   | 1.886      | 2.920      | 4.303       | 6.965      | 9.925       |
| 3   | 1.638      | 2.353      | 3.182       | 4.541      | 5.841       |
| 4   | 1.533      | 2.132      | 2.776       | 3.747      | 4.604       |
| 5   | 1.476      | 2.015      | 2.571       | 3.365      | 4.032       |
| 6   | 1.440      | 1.943      | 2.447       | 3.143      | 3.707       |
| 7   | 1.415      | 1.895      | 2.365       | 2.998      | 3.499       |
| 8   | 1.397      | 1.860      | 2.306       | 2.896      | 3.355       |
| 9   | 1.383      | 1.833      | 2.262       | 2.821      | 3.250       |
| 10  | 1.372      | 1.812      | 2.228       | 2.764      | 3.169       |
| 11  | 1.363      | 1.796      | 2.201       | 2.718      | 3.106       |
| 12  | 1.356      | 1.782      | 2.179       | 2.681      | 3.055       |
| 13  | 1.350      | 1.771      | 2.160       | 2.650      | 3.012       |
| 14  | 1.345      | 1.761      | 2.145       | 2.624      | 2.977       |
| 15  | 1.341      | 1.753      | 2.131       | 2.602      | 2.947       |
| 16  | 1.337      | 1.746      | 2.120       | 2.583      | 2.921       |
| 17  | 1.333      | 1.740      | 2.110       | 2.567      | 2.898       |
| 18  | 1.330      | 1.734      | 2.101       | 2.552      | 2.878       |
| 19  | 1.328      | 1.729      | 2.093       | 2.539      | 2.861       |
| 20  | 1.325      | 1.725      | 2.086       | 2.528      | 2.845       |
| 21  | 1.323      | 1.721      | 2.080       | 2.518      | 2.831       |
| 22  | 1.321      | 1.717      | 2.074       | 2.508      | 2.819       |
| 23  | 1.319      | 1.714      | 2.069       | 2.500      | 2.807       |
| 24  | 1.318      | 1.711      | 2.064       | 2.492      | 2.797       |
| 25  | 1.316      | 1.708      | 2.060       | 2.485      | 2.787       |
| 26  | 1.315      | 1.706      | 2.056       | 2.479      | 2.779       |
| 27  | 1.314      | 1.703      | 2.052       | 2.473      | 2.771       |
| 28  | 1.313      | 1.701      | 2.048       | 2.467      | 2.763       |
| 29  | 1.311      | 1.699      | 2.045       | 2.462      | 2.756       |
| 30  | 1.310      | 1.697      | 2.042       | 2.457      | 2.750       |
| 31  | 1.309      | 1.696      | 2.040       | 2.453      | 2.744       |
| 32  | 1.309      | 1.694      | 2.037       | 2.449      | 2.738       |
| 33  | 1.308      | 1.692      | 2.035       | 2.445      | 2.733       |
| 34  | 1.307      | 1.691      | 2.032       | 2.441      | 2.728       |
| 35  | 1.306      | 1.690      | 2.030       | 2.438      | 2.724       |
| 36  | 1.306      | 1.688      | 2.028       | 2.434      | 2.719       |
| 37  | 1.305      | 1.687      | 2.026       | 2.431      | 2.715       |
| 38  | 1.304      | 1.686      | 2.024       | 2.429      | 2.712       |
| 39  | 1.304      | 1.685      | 2.023       | 2.426      | 2.708       |
| 40  | 1.303      | 1.684      | 2.021       | 2.423      | 2.704       |
| 41  | 1.303      | 1.683      | 2.020       | 2.421      | 2.701       |
| 42  | 1.302      | 1.682      | 2.018       | 2.418      | 2.698       |
| 43  | 1.302      | 1.681      | 2.017       | 2.416      | 2.695       |
| 44  | 1.301      | 1.680      | 2.015       | 2.414      | 2.692       |
| 45  | 1.301      | 1.679      | 2.014       | 2.412      | 2.690       |
| 46  | 1.300      | 1.679      | 2.013       | 2.410      | 2.687       |
| 47  | 1.300      | 1.678      | 2.012       | 2.408      | 2.685       |
| 48  | 1.299      | 1.677      | 2.011       | 2.407      | 2.682       |
| 49  | 1.299      | 1.677      | 2.010       | 2.405      | 2.680       |
| 50  | 1.299      | 1.676      | 2.009       | 2.403      | 2.678       |
| 51  | 1.298      | 1.675      | 2.008       | 2.402      | 2.676       |
| 52  | 1.298      | 1.675      | 2.007       | 2.400      | 2.674       |
| 53  | 1.298      | 1.674      | 2.006       | 2.399      | 2.672       |
| 54  | 1.297      | 1.674      | 2.005       | 2.397      | 2.670       |
| 55  | 1.297      | 1.673      | 2.004       | 2.396      | 2.668       |
| 56  | 1.297      | 1.673      | 2.003       | 2.395      | 2.667       |
| 57  | 1.297      | 1.672      | 2.002       | 2.394      | 2.665       |
| 58  | 1.296      | 1.672      | 2.002       | 2.392      | 2.663       |
| 59  | 1.296      | 1.671      | 2.001       | 2.391      | 2.662       |
| 60  | 1.296      | 1.671      | 2.000       | 2.390      | 2.660       |
| 61  | 1.296      | 1.671      | 2.000       | 2.390      | 2.659       |
| 62  | 1.296      | 1.671      | 1.999       | 2.389      | 2.659       |
| 63  | 1.296      | 1.670      | 1.999       | 2.389      | 2.658       |
| 64  | 1.296      | 1.670      | 1.999       | 2.388      | 2.657       |
| 65  | 1.296      | 1.670      | 1.998       | 2.388      | 2.657       |
| 66  | 1.295      | 1.670      | 1.998       | 2.387      | 2.656       |
| 67  | 1.295      | 1.670      | 1.998       | 2.387      | 2.655       |
| 68  | 1.295      | 1.670      | 1.997       | 2.386      | 2.655       |
| 69  | 1.295      | 1.669      | 1.997       | 2.386      | 2.654       |
| 70  | 1.295      | 1.669      | 1.997       | 2.385      | 2.653       |
| 71  | 1.295      | 1.669      | 1.996       | 2.385      | 2.653       |
| 72  | 1.295      | 1.669      | 1.996       | 2.384      | 2.652       |
| 73  | 1.295      | 1.669      | 1.996       | 2.384      | 2.651       |
| 74  | 1.295      | 1.668      | 1.995       | 2.383      | 2.651       |
| 75  | 1.295      | 1.668      | 1.995       | 2.383      | 2.650       |
| 76  | 1.294      | 1.668      | 1.995       | 2.382      | 2.649       |
| 77  | 1.294      | 1.668      | 1.994       | 2.382      | 2.649       |
| 78  | 1.294      | 1.668      | 1.994       | 2.381      | 2.648       |
| 79  | 1.294      | 1.668      | 1.994       | 2.381      | 2.647       |
| 80  | 1.294      | 1.667      | 1.993       | 2.380      | 2.647       |
| 81  | 1.294      | 1.667      | 1.993       | 2.380      | 2.646       |
| 82  | 1.294      | 1.667      | 1.993       | 2.379      | 2.645       |
| 83  | 1.294      | 1.667      | 1.992       | 2.379      | 2.645       |
| 84  | 1.294      | 1.667      | 1.992       | 2.378      | 2.644       |
| 85  | 1.294      | 1.666      | 1.992       | 2.378      | 2.643       |
| 86  | 1.293      | 1.666      | 1.991       | 2.377      | 2.643       |
| 87  | 1.293      | 1.666      | 1.991       | 2.377      | 2.642       |
| 88  | 1.293      | 1.666      | 1.991       | 2.376      | 2.641       |
| 89  | 1.293      | 1.666      | 1.990       | 2.376      | 2.641       |
| 90  | 1.293      | 1.666      | 1.990       | 2.375      | 2.640       |
| 91  | 1.293      | 1.665      | 1.990       | 2.374      | 2.639       |
| 92  | 1.293      | 1.665      | 1.989       | 2.374      | 2.639       |
| 93  | 1.293      | 1.665      | 1.989       | 2.373      | 2.638       |
| 94  | 1.293      | 1.665      | 1.989       | 2.373      | 2.637       |
| 95  | 1.293      | 1.665      | 1.988       | 2.372      | 2.637       |
| 96  | 1.292      | 1.664      | 1.988       | 2.372      | 2.636       |
| 97  | 1.292      | 1.664      | 1.988       | 2.371      | 2.635       |
| 98  | 1.292      | 1.664      | 1.987       | 2.371      | 2.635       |
| 99  | 1.292      | 1.664      | 1.987       | 2.370      | 2.634       |
| 100 | 1.292      | 1.664      | 1.987       | 2.370      | 2.633       |
| 101 | 1.292      | 1.663      | 1.986       | 2.369      | 2.633       |
| 102 | 1.292      | 1.663      | 1.986       | 2.369      | 2.632       |
| 103 | 1.292      | 1.663      | 1.986       | 2.368      | 2.631       |
| 104 | 1.292      | 1.663      | 1.985       | 2.368      | 2.631       |
| 105 | 1.292      | 1.663      | 1.985       | 2.367      | 2.630       |
| 106 | 1.291      | 1.663      | 1.985       | 2.367      | 2.629       |
| 107 | 1.291      | 1.662      | 1.984       | 2.366      | 2.629       |
| 108 | 1.291      | 1.662      | 1.984       | 2.366      | 2.628       |
| 109 | 1.291      | 1.662      | 1.984       | 2.365      | 2.627       |
| 110 | 1.291      | 1.662      | 1.983       | 2.365      | 2.627       |
| 111 | 1.291      | 1.662      | 1.983       | 2.364      | 2.626       |
| 112 | 1.291      | 1.661      | 1.983       | 2.364      | 2.625       |
| 113 | 1.291      | 1.661      | 1.982       | 2.363      | 2.625       |
| 114 | 1.291      | 1.661      | 1.982       | 2.363      | 2.624       |
| 115 | 1.291      | 1.661      | 1.982       | 2.362      | 2.623       |
| 116 | 1.290      | 1.661      | 1.981       | 2.362      | 2.623       |
| 117 | 1.290      | 1.661      | 1.981       | 2.361      | 2.622       |
| 118 | 1.290      | 1.660      | 1.981       | 2.361      | 2.621       |
| 119 | 1.290      | 1.660      | 1.980       | 2.360      | 2.621       |
| 120 | 1.290      | 1.660      | 1.980       | 2.360      | 2.620       |

Dari "Table of Percentage Points of the t-Distribution." Biometrika, Vol. 32. (1941), p. 300. Reproduced by permission of the Biometrika Trustees.



Nomor : 006/HRBP/ETN/VI/2019  
Hal : Pemberian Ijin Penelitian

Kepada Yth,  
Dekan Fakultas Ekonomi dan Bisnis  
Universitas Muhammadiyah Surabaya  
di Tempat

Sehubungan dengan adanya proposal permohonan ijin penelitian dalam rangka penyusunan Skripsi yang diajukan oleh :

Nama : Rachmad Prayogo  
NIM : 20141221130  
Universitas : UNIVERSITAS MUHAMMADIYAH SURABAYA  
Jurusan : Manajemen  
Judul Penelitian : *Pengaruh Self Management dan Self Competence pada Pengembangan Karir di Supermarket.*  
Waktu : Juli 2019

Dengan ini memberikan ijin kepada nama yang disebut di atas untuk melaksanakan kegiatan tersebut dengan tetap mematuhi tata tertib yang berlaku di PT LION SUPER INDO. Segala upaya dan prosedur sehubungan dengan adanya ijin penelitian ini tetap mengedepankan kenyamanan konsumen dalam berbelanja. Sehingga apabila dalam praktiknya nanti dirasa memunculkan ketidaknyamanan konsumen dalam berbelanja, maka ijin penelitian ini dapat dibatalkan.

Demikian surat pemberian ijin ini dibuat untuk dapat dipergunakan sebagaimana mestinya.

Sidoarjo, 25 Juni 2019

  
  
**PT. LION SUPER INDO**  
Tri Hadi Waluyo  
HR Business Partner

PT Lion Super Indo  
Menara Bidakara 2, 19<sup>th</sup> - 22<sup>nd</sup> Floor  
Jalan Jend. Gatot Soebroto Kav. 71-73  
Jakarta Selatan 12870 - Indonesia

Proud company of  
 Ahold  
Delhaize



**FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS MUHAMMADIYAH SURABAYA**

Program Studi : Manajemen - Akuntansi (Terakreditasi B)  
ISO 9001:2015 Certified Equal Assurance JAS-ANZ  
Jln. Sutorejo No. 59 Surabaya Telp. (031) 3811966 Fax. (031) 3813097  
website: <http://fe.um-surabaya.ac.id> email: [fe@um-surabaya.ac.id](mailto:fe@um-surabaya.ac.id)

No. : 278.9/II.3.AU/A/FEB/XI/2018  
Lamp. : -  
Hal : Dosen Pembimbing Utama dan Pembimbing Pendamping

Kepada Yth,

1. Dr. Drs. Ec. Sentot Imam Wahjono, M.Si.
2. Dra. Siti Salbiyah, M.Kes.

*Assalamu'alaikum Wr. Wb.*

Sehubungan dengan telah dipenuhinya persyaratan penulisan skripsi, sebagai mana diatur dalam :

1. Peraturan Rektor no: 566.1/PRN/II.3.AU.F/2014-03.09.2014, tentang pedoman Akademik Tahun 2014/2015 Universitas Muhammadiyah Surabaya, perihal penilaian hasil belajar point 4.5 (Tugas Akhir)
2. Surat Keputusan Dekan Fakultas Ekonomi UMSurabaya No:68/II.3.AU/A/Fak. Ekonomi/IX/2013 Tentang Pedoman Akademik Pelaksanaan Pendidikan Program Sarjana (S-1), Bab IV Point C.4 (Prosedur Penilaian Skripsi).

Maka dimohon perkenannya untuk menjadi pembimbing terhadap mahasiswa sebagai berikut :

Nama : Rachmad Prayogo  
Nim : 20141221130  
Prodi : Manajemen  
Judul Skripsi : Analisis Hubungan Self Management dan Self Competence dengan Tingkat Pengembangan Karir Karyawan di PT. Lion Superindo Tropodo.

Pembimbing Utama : Dr. Drs. Ec. Sentot Imam Wahjono, M.Si.  
Pembimbing Pendamping : Dra. Siti Salbiyah, M.Kes

Demikian, atas perhatian dan perkenannya disampaikan terima kasih.

*Wassalamu'alaikum Wr.Wb.*

Surabaya, 8 November 2018  
Kaprodik Manajemen,



Anita Roosmawarni, SE., M.SE.

Tembusan Yth, (Tanpa Lampiran):

1. Dekan.
2. Kaprodik Manajemen.
3. Mahasiswa Yang Bersangkutan.



FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS MUHAMMADIYAH SURABAYA

BERITA ACARA BIMBINGAN SKRIPSI

|  |                                 |
|--|---------------------------------|
| Nama / No. HP                              | : Rachmad Rayogo                |
| NIM  | : 2011121130                    |
| Program Studi                              | : Manajemen Sumber Daya Manusia |
| Tanggal Ujian                              | : 19 Agustus 2019               |
| Tanggal/ di setuju skripsi sudah layak uji | : 14 Agustus 2019               |

DOSEN PEMBIMBING I

| TANGGAL    | MATERI PERKEMBANGAN BIMBINGAN                                      | PARAF | TANGGAL  | MATERI PERKEMBANGAN BIMBINGAN                  | PARAF |
|------------|--|-------|----------|--|-------|
| 26-11-2018 | Konultasi Judul  | ✓     | 20-11-19 | Konfirmasi Judul                               | ✓     |
| 24-03-2019 | Perbaikan metode penelitian, mengakhiri tahap signifikansi sample. | ✓     | 24-03-19 | bab I, II, III diperbaiki secara keseluruhan   | ✓     |
| 28-4-2019  | Bab I diperbaiki visual keteksi                                    | ✓     | 10-05-19 | bab ke-4 dan akhir                             | ✓     |
| 26-6-2019  | Bab I, II, III perbaikan penulisan bahasa sesuai ETD.              | ✓     | 19-06-19 | bab II perbaikan layout layout                 | ✓     |
| 21-6-2019  | Penulisan Daftar Isiphan revisi sesuai keteksi.                    | ✓     | 24-06-19 | bab III, section ke-4 dan ke-5                 | ✓     |
| 15-6-2019  | Konfirmasi bab I, II, III, revisi ke-4 dan ke-5                    | ✓     | 24-06-19 | bab I, II dan III perbaikan bahasa             | ✓     |
|            |  |       | 19-08-19 | ke-4 dan ke-5                                  | ✓     |
|            |  |       | 19-08-19 | bab I, II dan III perbaikan secara keseluruhan | ✓     |
|            |  |       | 19-08-19 | bab IV dan V                                   | ✓     |
|            |  |       | 19-08-19 | bab V dan penulisan akhir                      | ✓     |

DOSEN PEMBIMBING II





**UNIVERSITAS MUHAMMADIYAH SURABAYA**

Jl Sutorejo No 59 Surabaya

**PANITIA UJIAN SKRIPSI STRATA - 1 (S-1)  
FAKULTAS EKONOMI DAN BISNIS**

**DAFTAR PERBAIKAN SKRIPSI**

Nama Mahasiswa : Rachmad Prayogo  
 Noreg Mahasiswa : 20141221130  
 Jurusan : MANAJEMEN  
 Hari/Tanggal : Senin, 19 Agustus 2019

Kami telah menyetujui perbaikan/refisi atas skripsi mahasiswa tersebut diatas

| Nama Penguji                  | Tanda Tangan | Tanggal   |
|-------------------------------|--------------|-----------|
| Dr. Mochamad Mochklas, MM     |              | 24/8/19   |
| Dr. Drs. Sentot Imam W. M.Si. |              | 25/8/19   |
| Dra Siti Salbiyah, M.Kes      |              | 26/8 2019 |

Catatan

Setiap Mahasiswa membuat rangkap 3



**UNIVERSITAS MUHAMMADIYAH SURABAYA**  
**PUSAT BAHASA**

Jl. Sutorejo 59 Surabaya 60113 Telp. 031-3811966, 3811967 Ext (130) Gd. A Lt 2  
Email: [pusba.umsby@gmail.com](mailto:pusba.umsby@gmail.com)

**ENDORSEMENT LETTER**  
798/PB-UMS/EL/VIII/2019

This letter is to certify that the abstract of the thesis below

Title : The Effect of Self Management and Self Competance on Career  
Development of Employees in Supermarkets  
Student's name : Rachmad Prayogo  
Reg. Number : 20141221130  
Department : S1 Manajemen

has been endorsed by Pusat Bahasa *UMSurabaya* for further approval by the examining committee of the faculty.

Surabaya, 29 August 2019

  
Waode Hamsia, M.Pd



## Hasil plagiasi Rachmad Prayogo

### ORIGINALITY REPORT

|                  |                  |              |                |
|------------------|------------------|--------------|----------------|
| <b>15%</b>       | %                | <b>2%</b>    | <b>14%</b>     |
| SIMILARITY INDEX | INTERNET SOURCES | PUBLICATIONS | STUDENT PAPERS |

### PRIMARY SOURCES

|          |   |           |
|----------|---|-----------|
| <b>1</b> | <b>Submitted to Universitas Muhammadiyah Surakarta</b><br>Student Paper | <b>2%</b> |
| <b>2</b> | <b>Submitted to Universitas Pendidikan Indonesia</b><br>Student Paper   | <b>2%</b> |
| <b>3</b> | <b>Submitted to Universitas Terbuka</b><br>Student Paper                | <b>1%</b> |
| <b>4</b> | <b>Submitted to Universitas Bakrie</b><br>Student Paper                 | <b>1%</b> |
| <b>5</b> | <b>Submitted to Padjadjaran University</b><br>Student Paper             | <b>1%</b> |
| <b>6</b> | <b>Submitted to Udayana University</b><br>Student Paper                 | <b>1%</b> |
| <b>7</b> | <b>Submitted to Universitas Jember</b><br>Student Paper                 | <b>1%</b> |
| <b>8</b> | <b>Submitted to Universiti Putra Malaysia</b><br>Student Paper          | <b>1%</b> |
| <b>9</b> | <b>Submitted to Universitas Negeri Surabaya The</b>                     |           |

|    |  |      |
|----|--|------|
|    | State University of Surabaya<br>Student Paper  | <1 % |
| 10 | Submitted to Universitas Negeri Jakarta<br>Student Paper   | <1 % |
| 11 | Submitted to Universitas Diponegoro<br>Student Paper   | <1 % |
| 12 | Submitted to Universitas Kristen Satya Wacana<br>Student Paper   | <1 % |
| 13 | Submitted to Academic Library Consortium<br>Student Paper  | <1 % |
| 14 | Submitted to Universitas Islam Indonesia<br>Student Paper  | <1 % |
| 15 | Yeni Koto, Imam Munandar. "Kepatuhan Perawat dalam Pelaksanaan Standar Operasional Prosedur (SOP) Perawatan Luka dengan Kejadian Infeksi Luka Operasi Post Sectio Caesaria", Jurnal Ilmiah Ilmu Keperawatan Indonesia, 2019<br>Publication | <1 % |
| 16 | Submitted to Universitas Dian Nuswantoro<br>Student Paper  | <1 % |
| 17 | Hamdani Hamdani, Nining Wahyuni, Ali Amin, Sulfitra Sulfitra. "Analisis Faktor-Faktor yang mempengaruhi Kinerja Keuangan Bank Umum Syariah yang terdaftar di Bursa Efek Indonesia  | <1 % |

(BEI) (Periode 2014-2016)", Jurnal EMT KITA, 2018

Publication

- 
- |           |   |      |
|-----------|---|------|
| <b>18</b> | Submitted to Universitas Negeri Makassar<br>Student Paper | <1 % |
|-----------|---|------|
- 
- |           |                                      |      |
|-----------|--------------------------------------|------|
| <b>19</b> | Submitted to iGroup<br>Student Paper | <1 % |
|-----------|--------------------------------------|------|
- 
- |           |  |      |
|-----------|--|------|
| <b>20</b> | Submitted to Sriwijaya University<br>Student Paper | <1 % |
|-----------|--|------|
- 
- |           |  |      |
|-----------|--|------|
| <b>21</b> | Riski Eka Yuliani, Dedi Hariyanto, Neni Triana Maswardi. "PENGARUH BAURAN PEMASARAN TERHADAP KEPUTUSAN KONSUMEN MEMBELI KENDARAAN RODA DUA MEREK YAMAHA DI PD. TURBO MOTOR PONTIANAK", JURNAL PRODUKTIVITAS, 2018<br>Publication | <1 % |
|-----------|--|------|
- 
- |           |   |      |
|-----------|---|------|
| <b>22</b> | Dimiyati, Mohamad, and N. Ari Subagio. "Impact of Service Quality, Price, and Brand on Loyalty with the mediation of Customer Satisfaction on Pos Ekspres in East Java", Mediterranean Journal of Social Sciences, 2016.<br>Publication | <1 % |
|-----------|---|------|
- 
- |           |  |      |
|-----------|--|------|
| <b>23</b> | Tyas Martika Anggriana, Tita Maela Margawati, Silvia Yula Wardani. "KONFLIK PERAN GANDA PADA DOSEN PEREMPUAN DITINJAU DARI | <1 % |
|-----------|--|------|

(BEI) (Periode 2014-2016)", Jurnal EMT KITA, 2018

Publication

- 
- |           |   |      |
|-----------|---|------|
| <b>18</b> | Submitted to Universitas Negeri Makassar<br>Student Paper | <1 % |
|-----------|---|------|
- 
- |           |                                      |      |
|-----------|--------------------------------------|------|
| <b>19</b> | Submitted to iGroup<br>Student Paper | <1 % |
|-----------|--------------------------------------|------|
- 
- |           |  |      |
|-----------|--|------|
| <b>20</b> | Submitted to Sriwijaya University<br>Student Paper | <1 % |
|-----------|--|------|
- 
- |           |  |      |
|-----------|--|------|
| <b>21</b> | Riski Eka Yuliani, Dedi Hariyanto, Neni Triana Maswardi. "PENGARUH BAURAN PEMASARAN TERHADAP KEPUTUSAN KONSUMEN MEMBELI KENDARAAN RODA DUA MEREK YAMAHA DI PD. TURBO MOTOR PONTIANAK", JURNAL PRODUKTIVITAS, 2018<br>Publication | <1 % |
|-----------|--|------|
- 
- |           |   |      |
|-----------|---|------|
| <b>22</b> | Dimiyati, Mohamad, and N. Ari Subagio. "Impact of Service Quality, Price, and Brand on Loyalty with the mediation of Customer Satisfaction on Pos Ekspres in East Java", Mediterranean Journal of Social Sciences, 2016.<br>Publication | <1 % |
|-----------|---|------|
- 
- |           |  |      |
|-----------|--|------|
| <b>23</b> | Tyas Martika Anggriana, Tita Maela Margawati, Silvia Yula Wardani. "KONFLIK PERAN GANDA PADA DOSEN PEREMPUAN DITINJAU DARI | <1 % |
|-----------|--|------|