Data hasil kuesioner

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **K1** | **K2** | **K3** | **B1** | **B2** | **B3** | **G K** | **T K** | **KK K** | **HM K** | **PK K** | **TJ K** | **PK K** | **W K** | **M K** | **JS K** | **G B** | **T B** | **KK B** | **HM B** | **PK B** | **TJ B** | **PK B** | **W B** | **M B** | **JS B** | **P G** | **P T** | **P KK** | **P HM** | **P PK** | **P TJ** | **P PK** | **P W** | **P M** | **P JS** |
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| 100 | 2 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 |
| 101 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 102 | 2 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 |
| 103 | 2 | 3 | 2 | 5 | 5 | 5 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 3 | 5 |
| 104 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 |
| 105 | 4 | 4 | 3 | 5 | 4 | 4 | 2 | 2 | 2 | 4 | 3 | 5 | 5 | 5 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 106 | 3 | 4 | 3 | 5 | 5 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 107 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 |
| 108 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 109 | 3 | 2 | 3 | 5 | 5 | 5 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 4 |
| 110 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 111 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 3 |
| 112 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 113 | 5 | 5 | 5 | 3 | 2 | 3 | 4 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 2 | 4 | 3 | 2 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 2 |
| 114 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 115 | 2 | 3 | 2 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| 116 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 117 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 118 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 119 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 5 |
| 120 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 2 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

**KUESIONER**

***Bagian Satu***

**Data Pribadi**

Nama : ……………………………........

Usia : ……………………………........ tahun

Jenis Kelamin :

Laki-laki Perempuan

Jurusan : ………………………........…….

Status mahasiswa :

* Masih kuliah, semester ……………………...
* Sudah lulus, *telah / akan*\*) wisuda bulan …………………..

\*) Coret yang tidak perlu

**Petunjuk pengisian:** Saudara/i dimohon untuk memberi tanda check (√) pada kolom yang telah disediakan pada setiap item pernyataan sesuai dengan pendapat Saudara/i. Keterangan skala yang mencerminkan pendapat Saudara/i terdapat pada bagian awal tiap-tiap kelompok pertanyaan. Jawablah setiap butir pertanyaan terjawab sesuai kondisi riil tanpa ada butir pertanyaan yang terlewatkan.

Pastikan Saudara/i membaca dan mengerti definisi operasional dari setiap istilah yang digunakan dalam kuisioner ini, sebelum memberikan jawaban.

***Bagian Dua***

**Definisi Operasional**

UKM didefinisikan sebagai usaha ekonomi yang dilakukan oleh orang perorangan atau badan usaha yang bukan merupakan anak perusahaan atau cabang usaha besar dan memiliki jumlah karyawan dibawah 300 orang, jumlah aset senilai Rp 50 juta – 10 milyar, atau hasil penjualan tahunan sebesar Rp 500 juta – 50 milyar.

Usaha besar didefinisikan sebagai usaha ekonomi yang dilakukan oleh badan usaha dan memiliki jumlah karyawan lebih dari 300 orang dan jumlah aset lebih dari Rp 10 milyar atau hasil penjualan tahunan lebih dari Rp 50 milyar.

***Ketertarikan Bekerja di UKM***

Keterangan Skala

1: Sangat Tidak Setuju 2: Tidak Setuju 3: Netral 4: Setuju 5: Sangat Setuju

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| Pekerjaan di sebuah Usaha Kecil dan Menengah (UKM) sangat menarik untuk saya |  |  |  |  |  |
| Saya bersedia untuk bekerja di sebuah Usaha Kecil dan Menengah (UKM). |  |  |  |  |  |
| Usaha Kecil dan Menengah (UKM) memuaskan harapan saya terhadap suatu pekerjaan. |  |  |  |  |  |

***Ketertarikan Bekerja di Perusahaan Besar***

Keterangan Skala

1: Sangat Tidak Setuju 2: Tidak Setuju 3: Netral 4: Setuju 5: Sangat Setuju

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| Pekerjaan di sebuah perusahaan besar sangat menarik untuk saya |  |  |  |  |  |
| Saya bersedia untuk bekerja di sebuah perusahaan besar. |  |  |  |  |  |
| Perusahaan besar memuaskan harapan saya terhadap suatu pekerjaan. |  |  |  |  |  |

***Bagian Ketiga***

**Definisi Operasional**

*1) Gaji merupakan uang yang diterima oleh pegawai sebagai imbalan karena dia berkerja di dalam suatu organisasi.*

*(2) Tunjangan adalah kompensasi di luar gaji yang diberikan secara tidak langsung kepada pegawai (misalnya saja berupa asuransi kesehatan dan jiwa, dana pensiun, dan fasilitas kantor).*

*(3) Kondisi pekerjaan adalah keadaan lingkungan yang berkaitan dengan keamanan dan kenyamanan kerja.*

*(4) Kualitas dan hubungan manajerial merupakan relasi antara pegawai dengan atasannya.*

*(5) Prospek karir jangka panjang adalah kesempatan promosi ditawarkan oleh perusahaan kepada karyawan di masa depan.*

*(6) Tanggung jawab yang diberikan adalah kewajiban yang harus dilakukan oleh karyawan dalam pekerjaannya.*

*(7) Kewenangan adalah hak yang diberikan kepada karyawan untuk memberikan arahan dan mengatur pekerjaannya.*

*(8) Keterlibatan dalam pembuatan keputusan adalah kesempatan yang diberikan kepada pegawai untuk berpartisipasi dalam proses memutuskan sesuatu.*

*(9) Marketability adalah kesempatan pegawai untuk mengembangkan keterampilan sesuai dengan permintaan pasar.*

*(10) Job security adalah perlindungan yang dirasakan oleh karyawan dikarenakan adanya jaminan risiko kehilangan pekerjaan, pemberhentian atau pemecatan.*

***Persepsi terhadap UKM dan Perusahaan Besar***

***Keterangan Skala***

1: Sangat Tidak Baik 2: Tidak Baik 3: Cukup Baik

4: Baik 5: Sangat Baik

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***Apa pendapat Anda mengenai hal-hal berikut ini ketika Anda bekerja di UKM dan Perusahaan Besar?*** | **UKM** | | | | | **Perusahaan Besar** | | | | |
| **1** | **2** | **3** | **4** | **5** | **1** | **2** | **3** | **4** | **5** |
| Gaji |  |  |  |  |  |  |  |  |  |  |
| Tunjangan |  |  |  |  |  |  |  |  |  |  |
| Kondisi kerja |  |  |  |  |  |  |  |  |  |  |
| Kualitas dan hubungan manajerial |  |  |  |  |  |  |  |  |  |  |
| Prospek karir jangka panjang |  |  |  |  |  |  |  |  |  |  |
| Tanggung jawab yang diberikan |  |  |  |  |  |  |  |  |  |  |
| Keterlibatan dalam pembuatan keputusan |  |  |  |  |  |  |  |  |  |  |
| Kewenangan |  |  |  |  |  |  |  |  |  |  |
| *Marketability* |  |  |  |  |  |  |  |  |  |  |
| *Job security* |  |  |  |  |  |  |  |  |  |  |

**Bagian Empat**

***Preferensi Atribut Pekerjaan***

***Keterangan Skala***

1: Sangat Tidak penting 2: Tidak Penting 3: Cukup Penting

4: Penting 5: Sangat Penting

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***Seberapa pentingkah hal-hal berikut ini dalam pertimbangan untuk memilih suatu pekerjaan?*** | **1** | **2** | **3** | **4** | **5** |
| Gaji |  |  |  |  |  |
| Tunjangan |  |  |  |  |  |
| Kondisi kerja |  |  |  |  |  |
| Kualitas dan hubungan manajerial |  |  |  |  |  |
| Prospek karir jangka panjang |  |  |  |  |  |
| Tanggung jawab yang diberikan |  |  |  |  |  |
| Keterlibatan dalam pembuatan keputusan |  |  |  |  |  |
| Kewenangan |  |  |  |  |  |
| *Marketability* |  |  |  |  |  |
| *Job security* |  |  |  |  |  |

Output Statistik

Uji Validitas

**Validitas Ketertarikan terhadap UKM**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | UKM1 | UKM2 | UKM3 | Total\_UKM |
| UKM1 | Pearson Correlation | 1 | .671\*\* | .687\*\* | .899\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 |
| UKM2 | Pearson Correlation | .671\*\* | 1 | .621\*\* | .874\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 |
| N | 120 | 120 | 120 | 120 |
| UKM3 | Pearson Correlation | .687\*\* | .621\*\* | 1 | .865\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 |
| N | 120 | 120 | 120 | 120 |
| Total\_UKM | Pearson Correlation | .899\*\* | .874\*\* | .865\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

**Validitas Ketertarikan terhadap Usaha Besar**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | UB1 | UB2 | UB3 | Total\_UB |
| UB1 | Pearson Correlation | 1 | .780\*\* | .523\*\* | .885\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 |
| UB2 | Pearson Correlation | .780\*\* | 1 | .516\*\* | .886\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 |
| N | 120 | 120 | 120 | 120 |
| UB3 | Pearson Correlation | .523\*\* | .516\*\* | 1 | .805\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 |
| N | 120 | 120 | 120 | 120 |
| Total\_UB | Pearson Correlation | .885\*\* | .886\*\* | .805\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

**Validitas Persepsi Faktor Pekerjaan UKM**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Gaji\_  UKM | Tunjangan\_UKM | Kondisi\_  kerja\_  UKM | Hub\_  manajerial\_UKM | Prospek\_karir\_  UKM | Tanggung\_jwb\_  UKM | Pembuatan\_kptsn\_  UKM | Kewenangan\_UKM | Marketability\_UKM | Job\_security\_UKM | Total\_persepsi\_UKM |
| Gaji\_UKM | Pearson Correlation | 1 | .475\*\* | .360\*\* | .175 | .326\*\* | .288\*\* | .196\* | .243\*\* | .332\*\* | .388\*\* | .605\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .055 | .000 | .001 | .032 | .008 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Tunjangan\_UKM | Pearson Correlation | .475\*\* | 1 | .403\*\* | .116 | .308\*\* | .245\*\* | .102 | .114 | .178 | .439\*\* | .544\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .209 | .001 | .007 | .267 | .214 | .052 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Kondisi\_kerja\_UKM | Pearson Correlation | .360\*\* | .403\*\* | 1 | .337\*\* | .232\* | .228\* | .147 | .194\* | .263\*\* | .368\*\* | .578\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .011 | .012 | .110 | .034 | .004 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Hub\_manajerial\_UKM | Pearson Correlation | .175 | .116 | .337\*\* | 1 | .319\*\* | .294\*\* | .304\*\* | .328\*\* | .269\*\* | .125 | .555\*\* |
| Sig. (2-tailed) | .055 | .209 | .000 |  | .000 | .001 | .001 | .000 | .003 | .174 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Prospek\_karir\_UKM | Pearson Correlation | .326\*\* | .308\*\* | .232\* | .319\*\* | 1 | .423\*\* | .421\*\* | .487\*\* | .408\*\* | .306\*\* | .714\*\* |
| Sig. (2-tailed) | .000 | .001 | .011 | .000 |  | .000 | .000 | .000 | .000 | .001 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Tanggung\_jwb\_UKM | Pearson Correlation | .288\*\* | .245\*\* | .228\* | .294\*\* | .423\*\* | 1 | .531\*\* | .470\*\* | .226\* | .180\* | .637\*\* |
| Sig. (2-tailed) | .001 | .007 | .012 | .001 | .000 |  | .000 | .000 | .013 | .049 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pembuatan\_kptsn\_UKM | Pearson Correlation | .196\* | .102 | .147 | .304\*\* | .421\*\* | .531\*\* | 1 | .687\*\* | .319\*\* | .060 | .629\*\* |
| Sig. (2-tailed) | .032 | .267 | .110 | .001 | .000 | .000 |  | .000 | .000 | .514 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Kewenangan\_UKM | Pearson Correlation | .243\*\* | .114 | .194\* | .328\*\* | .487\*\* | .470\*\* | .687\*\* | 1 | .321\*\* | .057 | .648\*\* |
| Sig. (2-tailed) | .008 | .214 | .034 | .000 | .000 | .000 | .000 |  | .000 | .535 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Marketability\_UKM | Pearson Correlation | .332\*\* | .178 | .263\*\* | .269\*\* | .408\*\* | .226\* | .319\*\* | .321\*\* | 1 | .274\*\* | .601\*\* |
| Sig. (2-tailed) | .000 | .052 | .004 | .003 | .000 | .013 | .000 | .000 |  | .002 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Job\_security\_UKM | Pearson Correlation | .388\*\* | .439\*\* | .368\*\* | .125 | .306\*\* | .180\* | .060 | .057 | .274\*\* | 1 | .528\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .174 | .001 | .049 | .514 | .535 | .002 |  | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Total\_persepsi\_UKM | Pearson Correlation | .605\*\* | .544\*\* | .578\*\* | .555\*\* | .714\*\* | .637\*\* | .629\*\* | .648\*\* | .601\*\* | .528\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Validitas Persepsi Faktor Pekerjaan Usaha Besar**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Gaji\_UB | Tunjangan\_UB | Kondisi\_kerja\_UB | Hub\_manajerial\_UB | Prospek\_karir\_UB | Tanggung\_jwb\_UB | Pembuatan\_kptsn\_UB | Kewenangan\_UB | Marketability\_UB | Job\_security\_UB | Total\_persepsi\_UB |
| Gaji\_UB | Pearson Correlation | 1 | .525\*\* | .248\*\* | .136 | .377\*\* | .278\*\* | .264\*\* | .133 | .457\*\* | .349\*\* | .590\*\* |
| Sig. (2-tailed) |  | .000 | .006 | .138 | .000 | .002 | .004 | .148 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Tunjangan\_UB | Pearson Correlation | .525\*\* | 1 | .435\*\* | .314\*\* | .451\*\* | .337\*\* | .214\* | .310\*\* | .271\*\* | .363\*\* | .665\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .019 | .001 | .003 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Kondisi\_kerja\_UB | Pearson Correlation | .248\*\* | .435\*\* | 1 | .397\*\* | .275\*\* | .311\*\* | .178 | .322\*\* | .137 | .232\* | .567\*\* |
| Sig. (2-tailed) | .006 | .000 |  | .000 | .002 | .001 | .052 | .000 | .135 | .011 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Hub\_manajerial\_UB | Pearson Correlation | .136 | .314\*\* | .397\*\* | 1 | .234\* | .274\*\* | .339\*\* | .365\*\* | .236\*\* | .159 | .566\*\* |
| Sig. (2-tailed) | .138 | .000 | .000 |  | .010 | .002 | .000 | .000 | .009 | .082 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Prospek\_karir\_UB | Pearson Correlation | .377\*\* | .451\*\* | .275\*\* | .234\* | 1 | .444\*\* | .344\*\* | .352\*\* | .294\*\* | .366\*\* | .673\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .010 |  | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Tanggung\_jwb\_UB | Pearson Correlation | .278\*\* | .337\*\* | .311\*\* | .274\*\* | .444\*\* | 1 | .274\*\* | .339\*\* | .343\*\* | .136 | .600\*\* |
| Sig. (2-tailed) | .002 | .000 | .001 | .002 | .000 |  | .002 | .000 | .000 | .139 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pembuatan\_kptsn\_UB | Pearson Correlation | .264\*\* | .214\* | .178 | .339\*\* | .344\*\* | .274\*\* | 1 | .629\*\* | .437\*\* | .124 | .631\*\* |
| Sig. (2-tailed) | .004 | .019 | .052 | .000 | .000 | .002 |  | .000 | .000 | .178 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Kewenangan\_UB | Pearson Correlation | .133 | .310\*\* | .322\*\* | .365\*\* | .352\*\* | .339\*\* | .629\*\* | 1 | .440\*\* | .292\*\* | .693\*\* |
| Sig. (2-tailed) | .148 | .001 | .000 | .000 | .000 | .000 | .000 |  | .000 | .001 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Marketability\_UB | Pearson Correlation | .457\*\* | .271\*\* | .137 | .236\*\* | .294\*\* | .343\*\* | .437\*\* | .440\*\* | 1 | .278\*\* | .644\*\* |
| Sig. (2-tailed) | .000 | .003 | .135 | .009 | .001 | .000 | .000 | .000 |  | .002 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Job\_security\_UB | Pearson Correlation | .349\*\* | .363\*\* | .232\* | .159 | .366\*\* | .136 | .124 | .292\*\* | .278\*\* | 1 | .532\*\* |
| Sig. (2-tailed) | .000 | .000 | .011 | .082 | .000 | .139 | .178 | .001 | .002 |  | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Total\_persepsi\_UB | Pearson Correlation | .590\*\* | .665\*\* | .567\*\* | .566\*\* | .673\*\* | .600\*\* | .631\*\* | .693\*\* | .644\*\* | .532\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Validitas Preferensi Faktor Pekerjaan**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Pref\_Gaji | Pref\_Tunjangan | Pref\_Kondisi\_kerja | Pref\_Hub\_manajerial | Pref\_Prospek\_karir | Pref\_Tanggung\_jawab | Pref\_Pembuatan\_kptsn | Pref\_Kewenangan | Pref\_Marketability | Pref\_Job\_security | Total\_preferensi\_attribut |
| Pref\_Gaji | Pearson Correlation | 1 | .706\*\* | .515\*\* | .412\*\* | .587\*\* | .500\*\* | .422\*\* | .444\*\* | .426\*\* | .576\*\* | .740\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Tunjangan | Pearson Correlation | .706\*\* | 1 | .468\*\* | .340\*\* | .630\*\* | .509\*\* | .345\*\* | .472\*\* | .457\*\* | .530\*\* | .723\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Kondisi\_kerja | Pearson Correlation | .515\*\* | .468\*\* | 1 | .555\*\* | .602\*\* | .454\*\* | .478\*\* | .405\*\* | .472\*\* | .558\*\* | .734\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Hub\_manajerial | Pearson Correlation | .412\*\* | .340\*\* | .555\*\* | 1 | .520\*\* | .510\*\* | .445\*\* | .472\*\* | .427\*\* | .436\*\* | .684\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Prospek\_karir | Pearson Correlation | .587\*\* | .630\*\* | .602\*\* | .520\*\* | 1 | .592\*\* | .525\*\* | .523\*\* | .457\*\* | .642\*\* | .810\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Tanggung\_jawab | Pearson Correlation | .500\*\* | .509\*\* | .454\*\* | .510\*\* | .592\*\* | 1 | .634\*\* | .624\*\* | .512\*\* | .501\*\* | .778\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Pembuatan\_kptsn | Pearson Correlation | .422\*\* | .345\*\* | .478\*\* | .445\*\* | .525\*\* | .634\*\* | 1 | .752\*\* | .543\*\* | .434\*\* | .752\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Kewenangan | Pearson Correlation | .444\*\* | .472\*\* | .405\*\* | .472\*\* | .523\*\* | .624\*\* | .752\*\* | 1 | .619\*\* | .419\*\* | .772\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Marketability | Pearson Correlation | .426\*\* | .457\*\* | .472\*\* | .427\*\* | .457\*\* | .512\*\* | .543\*\* | .619\*\* | 1 | .544\*\* | .735\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Pref\_Job\_security | Pearson Correlation | .576\*\* | .530\*\* | .558\*\* | .436\*\* | .642\*\* | .501\*\* | .434\*\* | .419\*\* | .544\*\* | 1 | .753\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Total\_preferensi\_attribut | Pearson Correlation | .740\*\* | .723\*\* | .734\*\* | .684\*\* | .810\*\* | .778\*\* | .752\*\* | .772\*\* | .735\*\* | .753\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

Uji Reliabilitas

**Realibilitas Ketertarikan terhadap UKM**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Case Processing Summary** | | | | | | | | |
|  | | | | N | | | % | |
| Cases | | Valid | | 120 | | | 100.0 | |
| Excludeda | | 0 | | | .0 | |
| Total | | 120 | | | 100.0 | |
| a. Listwise deletion based on all variables in the procedure. | | | | | | | | |
| **Reliability Statistics** | | | | | | | | | |
| Cronbach's Alpha | | | N of Items | | |
| .852 | | | 3 | | |
| **Item-Total Statistics** | | | | | | | | | | | | |
|  | Scale Mean if Item Deleted | | | | Scale Variance if Item Deleted | | | Corrected Item-Total Correlation | | | Cronbach's Alpha if Item Deleted |
| UKM1 | 5.76 | | | | 2.252 | | | .753 | | | .764 |
| UKM2 | 5.69 | | | | 2.383 | | | .705 | | | .811 |
| UKM3 | 5.87 | | | | 2.621 | | | .716 | | | .803 |

**Reliabilitas Ketertarikan terhadap Usaha Besar**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Case Processing Summary** | | | | | | | | |
|  | | | | N | | | % | |
| Cases | | Valid | | 120 | | | 100.0 | |
| Excludeda | | 0 | | | .0 | |
| Total | | 120 | | | 100.0 | |
| a. Listwise deletion based on all variables in the procedure. | | | | | | | | |
| **Reliability Statistics** | | | | | |
| Cronbach's Alpha | | | N of Items | | |
| .817 | | | 3 | | |
| **Item-Total Statistics** | | | | | | | | | | |
|  | Scale Mean if Item Deleted | | | | Scale Variance if Item Deleted | | | Corrected Item-Total Correlation | | Cronbach's Alpha if Item Deleted |
| UB1 | 8.32 | | | | 1.428 | | | .744 | | .679 |
| UB2 | 8.33 | | | | 1.367 | | | .733 | | .684 |
| UB3 | 8.58 | | | | 1.489 | | | .550 | | .876 |

**Reliabilitas Persepsi Faktor Pekerjaan UKM**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Case Processing Summary** | | | | | | | |
|  | | | N | | | % | |
| Cases | Valid | | 120 | | | 100.0 | |
| Excludeda | | 0 | | | .0 | |
| Total | | 120 | | | 100.0 | |
| a. Listwise deletion based on all variables in the procedure. | | | | | | | |
| **Reliability Statistics** | | | | |
| Cronbach's Alpha | | N of Items | | |
| .805 | | 10 | | |
| **Item-Total Statistics** | | | | | | | | | | |
|  | | | | Scale Mean if Item Deleted | | | Scale Variance if Item Deleted | | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Gaji\_UKM | | | | 30.78 | | | 18.961 | | .504 | .787 |
| Tunjangan\_UKM | | | | 31.17 | | | 19.087 | | .421 | .795 |
| Kondisi\_kerja\_UKM | | | | 30.57 | | | 18.717 | | .455 | .791 |
| Hub\_manajerial\_UKM | | | | 30.09 | | | 18.538 | | .410 | .797 |
| Prospek\_karir\_UKM | | | | 30.83 | | | 17.115 | | .601 | .773 |
| Tanggung\_jwb\_UKM | | | | 30.26 | | | 18.445 | | .531 | .783 |
| Pembuatan\_kptsn\_UKM | | | | 30.01 | | | 18.143 | | .507 | .785 |
| Kewenangan\_UKM | | | | 30.19 | | | 18.240 | | .540 | .782 |
| Marketability\_UKM | | | | 30.48 | | | 18.369 | | .474 | .789 |
| Job\_security\_UKM | | | | 30.85 | | | 18.885 | | .386 | .799 |

**Reliabilitas Persepsi Faktor Pekerjaan Usaha Besar**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Case Processing Summary** | | | | | | | |
|  | | | N | | | % | |
| Cases | Valid | | 120 | | | 100.0 | |
| Excludeda | | 0 | | | .0 | |
| Total | | 120 | | | 100.0 | |
| a. Listwise deletion based on all variables in the procedure. | | | | | | | |
| **Reliability Statistics** | | | | |
| Cronbach's Alpha | | N of Items | | |
| .817 | | 10 | | |
| **Item-Total Statistics** | | | | | | | | | | |
|  | | | | Scale Mean if Item Deleted | | | Scale Variance if Item Deleted | | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Gaji\_UB | | | | 33.43 | | | 17.473 | | .490 | .803 |
| Tunjangan\_UB | | | | 33.45 | | | 16.939 | | .573 | .795 |
| Kondisi\_kerja\_UB | | | | 33.93 | | | 17.179 | | .442 | .807 |
| Hub\_manajerial\_UB | | | | 34.05 | | | 17.090 | | .435 | .808 |
| Prospek\_karir\_UB | | | | 33.46 | | | 16.200 | | .559 | .794 |
| Tanggung\_jwb\_UB | | | | 33.68 | | | 17.143 | | .490 | .802 |
| Pembuatan\_kptsn\_UB | | | | 34.34 | | | 16.613 | | .511 | .800 |
| Kewenangan\_UB | | | | 34.33 | | | 16.154 | | .587 | .791 |
| Marketability\_UB | | | | 33.79 | | | 16.234 | | .515 | .800 |
| Job\_security\_UB | | | | 33.73 | | | 17.411 | | .401 | .811 |

**Reliabilitas Preferensi Faktor Pekerjaan (Faktor pekerjaan yang dianggap penting dalam menentukan pekerjaan)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 120 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 120 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | N of Items | |
| .912 | 10 | |
| **Item-Total Statistics** | | | | | | |
|  | | Scale Mean if Item Deleted | | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Pref\_Gaji | | 36.60 | | 29.805 | .675 | .904 |
| Pref\_Tunjangan | | 36.79 | | 29.729 | .652 | .905 |
| Pref\_Kondisi\_kerja | | 36.49 | | 29.563 | .664 | .904 |
| Pref\_Hub\_manajerial | | 36.72 | | 29.902 | .602 | .908 |
| Pref\_Prospek\_karir | | 36.33 | | 28.826 | .756 | .899 |
| Pref\_Tanggung\_jawab | | 36.88 | | 29.432 | .720 | .901 |
| Pref\_Pembuatan\_kptsn | | 37.09 | | 28.823 | .678 | .903 |
| Pref\_Kewenangan | | 37.21 | | 28.872 | .706 | .902 |
| Pref\_Marketability | | 36.94 | | 29.131 | .659 | .905 |
| Pref\_Job\_security | | 36.53 | | 29.125 | .684 | .903 |

Statistik Deskriptif

**Statistik Deskriptif Ketertarikan terhadap UKM dan Usaha Besar**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| UKM1 | 120 | 1 | 5 | 2.90 | .893 |
| UKM2 | 120 | 1 | 5 | 2.97 | .879 |
| UKM3 | 120 | 1 | 5 | 2.79 | .787 |
| UKM | 120 | 1.00 | 5.00 | 2.8861 | .75034 |
| UB1 | 120 | 2 | 5 | 4.30 | .630 |
| UB2 | 120 | 2 | 5 | 4.28 | .663 |
| UB3 | 120 | 2 | 5 | 4.03 | .709 |
| UB | 120 | 2.33 | 5.00 | 4.2056 | .57196 |
| Valid N (listwise) | 120 |  |  |  |  |

**Statistik Deskriptif Persepsi Faktor Pekerjaan UKM – Usaha Besar, dan Preferensi Faktor Pekerjaan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Gaji\_UKM | 120 | 2 | 5 | 3.13 | .660 |
| Tunjangan\_UKM | 120 | 1 | 5 | 2.74 | .728 |
| Kondisi\_kerja\_UKM | 120 | 2 | 5 | 3.34 | .761 |
| Hub\_manajerial\_UKM | 120 | 2 | 5 | 3.83 | .857 |
| Prospek\_karir\_UKM | 120 | 1 | 5 | 3.08 | .885 |
| Tanggung\_jwb\_UKM | 120 | 2 | 5 | 3.66 | .728 |
| Pembuatan\_kptsn\_UKM | 120 | 1 | 5 | 3.91 | .810 |
| Kewenangan\_UKM | 120 | 2 | 5 | 3.73 | .756 |
| Marketability\_UKM | 120 | 2 | 5 | 3.43 | .807 |
| Job\_security\_UKM | 120 | 1 | 5 | 3.07 | .817 |
| Gaji\_UB | 120 | 1 | 5 | 4.15 | .617 |
| Tunjangan\_UB | 120 | 1 | 5 | 4.12 | .643 |
| Kondisi\_kerja\_UB | 120 | 1 | 5 | 3.65 | .729 |
| Hub\_manajerial\_UB | 120 | 2 | 5 | 3.52 | .756 |
| Prospek\_karir\_UB | 120 | 1 | 5 | 4.12 | .791 |
| Tanggung\_jwb\_UB | 120 | 2 | 5 | 3.89 | .683 |
| Pembuatan\_kptsn\_UB | 120 | 1 | 5 | 3.23 | .764 |
| Kewenangan\_UB | 120 | 1 | 5 | 3.25 | .770 |
| Marketability\_UB | 120 | 1 | 5 | 3.78 | .832 |
| Job\_security\_UB | 120 | 1 | 5 | 3.85 | .729 |
| Pref\_Gaji | 120 | 1 | 5 | 4.24 | .745 |
| Pref\_Tunjangan | 120 | 1 | 5 | 4.05 | .776 |
| Pref\_Kondisi\_kerja | 120 | 1 | 5 | 4.35 | .785 |
| Pref\_Hub\_manajerial | 120 | 1 | 5 | 4.13 | .805 |
| Pref\_Prospek\_karir | 120 | 1 | 5 | 4.52 | .788 |
| Pref\_Tanggung\_jawab | 120 | 1 | 5 | 3.96 | .749 |
| Pref\_Pembuatan\_kptsn | 120 | 1 | 5 | 3.75 | .862 |
| Pref\_Kewenangan | 120 | 1 | 5 | 3.63 | .829 |
| Pref\_Marketability | 120 | 1 | 5 | 3.90 | .844 |
| Pref\_Job\_security | 120 | 1 | 5 | 4.32 | .820 |
| Valid N (listwise) | 120 |  |  |  |  |

*Kolmogorov-Smirnov Test*

***Kolmogorov-Smirnov Test* - Ketertarikan terhadap UKM dan Usaha Besar**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | | | | | | | |
|  | | UKM1 | UKM2 | UKM3 | UKM | UB1 | UB2 | UB3 | UB |
| N | | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Normal Parametersa,b | Mean | 2.90 | 2.97 | 2.79 | 2.8861 | 4.30 | 4.28 | 4.03 | 4.2056 |
| Std. Deviation | .893 | .879 | .787 | .75034 | .630 | .663 | .709 | .57196 |
| Most Extreme Differences | Absolute | .214 | .215 | .263 | .144 | .300 | .282 | .281 | .215 |
| Positive | .214 | .193 | .254 | .111 | .300 | .282 | .269 | .215 |
| Negative | -.211 | -.215 | -.263 | -.144 | -.250 | -.251 | -.281 | -.193 |
| Kolmogorov-Smirnov Z | | 2.341 | 2.357 | 2.877 | 1.574 | 3.284 | 3.089 | 3.081 | 2.359 |
| Asymp. Sig. (2-tailed) | | .000 | .000 | .000 | .014 | .000 | .000 | .000 | .000 |
| a. Test distribution is Normal. | | | | | | | | | |
| b. Calculated from data. | | | | | | | | | |

***Kolmogorov-Smirnov Test* - Persepsi Faktor Pekerjaan UKM**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | | | | | | | | | |
|  | | Gaji\_UKM | Tunjangan\_UKM | Kondisi\_kerja\_UKM | Hub\_manajerial\_UKM | Prospek\_karir\_UKM | Tanggung\_jwb\_UKM | Pembuatan\_kptsn\_UKM | Kewenangan\_UKM | Marketability\_UKM | Job\_security\_UKM |
| N | | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Normal Parametersa,b | Mean | 3.13 | 2.74 | 3.34 | 3.83 | 3.08 | 3.66 | 3.91 | 3.73 | 3.43 | 3.07 |
| Std. Deviation | .660 | .728 | .761 | .857 | .885 | .728 | .810 | .756 | .807 | .817 |
| Most Extreme Differences | Absolute | .322 | .255 | .290 | .281 | .204 | .289 | .278 | .267 | .238 | .234 |
| Positive | .322 | .229 | .290 | .211 | .204 | .219 | .230 | .216 | .238 | .224 |
| Negative | -.278 | -.255 | -.218 | -.281 | -.187 | -.289 | -.278 | -.267 | -.225 | -.234 |
| Kolmogorov-Smirnov Z | | 3.524 | 2.798 | 3.175 | 3.077 | 2.237 | 3.166 | 3.050 | 2.926 | 2.604 | 2.565 |
| Asymp. Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| a. Test distribution is Normal. | | | | | | | | | | | |
| b. Calculated from data. | | | | | | | | | | | |

***Kolmogorov-Smirnov Test* - Persepsi Faktor Pekerjaan Usaha Besar**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | | | | | | | | | |
|  | | Gaji\_UB | Tunjangan\_UB | Kondisi\_kerja\_UB | Hub\_manajerial\_UB | Prospek\_karir\_UB | Tanggung\_jwb\_UB | Pembuatan\_kptsn\_UB | Kewenangan\_UB | Marketability\_UB | Job\_security\_UB |
| N | | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 |
| Normal Parametersa,b | Mean | 4.15 | 4.13 | 3.65 | 3.53 | 4.12 | 3.89 | 3.23 | 3.25 | 3.78 | 3.85 |
| Std. Deviation | .617 | .643 | .729 | .756 | .791 | .683 | .764 | .770 | .832 | .729 |
| Most Extreme Differences | Absolute | .354 | .335 | .309 | .256 | .258 | .338 | .262 | .239 | .278 | .340 |
| Positive | .354 | .335 | .232 | .256 | .225 | .287 | .262 | .236 | .222 | .277 |
| Negative | -.337 | -.331 | -.309 | -.235 | -.258 | -.338 | -.255 | -.239 | -.278 | -.340 |
| Kolmogorov-Smirnov Z | | 3.882 | 3.675 | 3.389 | 2.809 | 2.826 | 3.702 | 2.866 | 2.622 | 3.042 | 3.722 |
| Asymp. Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| a. Test distribution is Normal. | | | | | | | | | | | |
| b. Calculated from data. | | | | | | | | | | | |

*Wilcoxon Signed Rank Test*

***Wilcoxon Signed Rank Test* - Ketertarikan terhadap UKM dengan Ketertarikan terhadap Usaha Besar**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ranks** | | | | |
|  | | N | Mean Rank | Sum of Ranks |
| UB1 - UKM1 | Negative Ranks | 5a | 42.60 | 213.00 |
| Positive Ranks | 101b | 54.04 | 5458.00 |
| Ties | 14c |  |  |
| Total | 120 |  |  |
| UB2 - UKM2 | Negative Ranks | 4d | 42.50 | 170.00 |
| Positive Ranks | 98e | 51.87 | 5083.00 |
| Ties | 18f |  |  |
| Total | 120 |  |  |
| UB3 - UKM3 | Negative Ranks | 6g | 38.33 | 230.00 |
| Positive Ranks | 93h | 50.75 | 4720.00 |
| Ties | 21i |  |  |
| Total | 120 |  |  |
| UB – UKM | Negative Ranks | 5j | 40.60 | 203.00 |
| Positive Ranks | 109k | 58.28 | 6352.00 |
| Ties | 6l |  |  |
| Total | 120 |  |  |
| a. UB1 < UKM1 | | | | |
| b. UB1 > UKM1 | | | | |
| c. UB1 = UKM1 | | | | |
| d. UB2 < UKM2 | | | | |
| e. UB2 > UKM2 | | | | |
| f. UB2 = UKM2 | | | | |
| g. UB3 < UKM3 | | | | |
| h. UB3 > UKM3 | | | | |
| i. UB3 = UKM3 | | | | |
| j. UB < UKM | | | | |
| k. UB > UKM | | | | |
| l. UB = UKM | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Test Statisticsa** | | | | |
|  | UB1 - UKM1 | UB2 - UKM2 | UB3 - UKM3 | UB - UKM |
| Z | -8.426b | -8.380b | -8.005b | -8.715b |
| Asymp. Sig. (2-tailed) | .000 | .000 | .000 | .000 |
| a. Wilcoxon Signed Ranks Test | | | | |
| b. Based on negative ranks. | | | | |

***Wilcoxon Signed Rank Test* - Persepsi mahasiswa terhadap Faktor Pekerjaan UKM dengan Faktor Pekerjaan Usaha Besar**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ranks** | | | | |
|  | | N | Mean Rank | Sum of Ranks |
| Gaji\_UB - Gaji\_UKM | Negative Ranks | 2a | 57.00 | 114.00 |
| Positive Ranks | 94b | 48.32 | 4542.00 |
| Ties | 24c |  |  |
| Total | 120 |  |  |
| Tunjangan\_UB - Tunjangan\_UKM | Negative Ranks | 5d | 35.20 | 176.00 |
| Positive Ranks | 103e | 55.44 | 5710.00 |
| Ties | 12f |  |  |
| Total | 120 |  |  |
| Kondisi\_kerja\_UB - Kondisi\_kerja\_UKM | Negative Ranks | 27g | 38.30 | 1034.00 |
| Positive Ranks | 54h | 42.35 | 2287.00 |
| Ties | 39i |  |  |
| Total | 120 |  |  |
| Hub\_manajerial\_UB - Hub\_manajerial\_UKM | Negative Ranks | 55j | 43.94 | 2416.50 |
| Positive Ranks | 31k | 42.73 | 1324.50 |
| Ties | 34l |  |  |
| Total | 120 |  |  |
| Prospek\_karir\_UB - Prospek\_karir\_UKM | Negative Ranks | 13m | 39.96 | 519.50 |
| Positive Ranks | 85n | 50.96 | 4331.50 |
| Ties | 22o |  |  |
| Total | 120 |  |  |
| Tanggung\_jwb\_UB - Tanggung\_jwb\_UKM | Negative Ranks | 24p | 37.88 | 909.00 |
| Positive Ranks | 48q | 35.81 | 1719.00 |
| Ties | 48r |  |  |
| Total | 120 |  |  |
| Pembuatan\_kptsn\_UB - Pembuatan\_kptsn\_UKM | Negative Ranks | 71s | 48.20 | 3422.00 |
| Positive Ranks | 20t | 38.20 | 764.00 |
| Ties | 29u |  |  |
| Total | 120 |  |  |
| Kewenangan\_UB - Kewenangan\_UKM | Negative Ranks | 60v | 39.34 | 2360.50 |
| Positive Ranks | 18w | 40.03 | 720.50 |
| Ties | 42x |  |  |
| Total | 120 |  |  |
| Marketability\_UB - Marketability\_UKM | Negative Ranks | 28y | 38.95 | 1090.50 |
| Positive Ranks | 56z | 44.28 | 2479.50 |
| Ties | 36aa |  |  |
| Total | 120 |  |  |
| Job\_security\_UB - Job\_security\_UKM | Negative Ranks | 13ab | 39.50 | 513.50 |
| Positive Ranks | 71ac | 43.05 | 3056.50 |
| Ties | 36ad |  |  |
| Total | 120 |  |  |
| a. Gaji\_UB < Gaji\_UKM | | | | |
| b. Gaji\_UB > Gaji\_UKM | | | | |
| c. Gaji\_UB = Gaji\_UKM | | | | |
| d. Tunjangan\_UB < Tunjangan\_UKM | | | | |
| e. Tunjangan\_UB > Tunjangan\_UKM | | | | |
| f. Tunjangan\_UB = Tunjangan\_UKM | | | | |
| g. Kondisi\_kerja\_UB < Kondisi\_kerja\_UKM | | | | |
| h. Kondisi\_kerja\_UB > Kondisi\_kerja\_UKM | | | | |
| i. Kondisi\_kerja\_UB = Kondisi\_kerja\_UKM | | | | |
| j. Hub\_manajerial\_UB < Hub\_manajerial\_UKM | | | | |
| k. Hub\_manajerial\_UB > Hub\_manajerial\_UKM | | | | |
| l. Hub\_manajerial\_UB = Hub\_manajerial\_UKM | | | | |
| m. Prospek\_karir\_UB < Prospek\_karir\_UKM | | | | |
| n. Prospek\_karir\_UB > Prospek\_karir\_UKM | | | | |
| o. Prospek\_karir\_UB = Prospek\_karir\_UKM | | | | |
| p. Tanggung\_jwb\_UB < Tanggung\_jwb\_UKM | | | | |
| q. Tanggung\_jwb\_UB > Tanggung\_jwb\_UKM | | | | |
| r. Tanggung\_jwb\_UB = Tanggung\_jwb\_UKM | | | | |
| s. Pembuatan\_kptsn\_UB < Pembuatan\_kptsn\_UKM | | | | |
| t. Pembuatan\_kptsn\_UB > Pembuatan\_kptsn\_UKM | | | | |
| u. Pembuatan\_kptsn\_UB = Pembuatan\_kptsn\_UKM | | | | |
| v. Kewenangan\_UB < Kewenangan\_UKM | | | | |
| w. Kewenangan\_UB > Kewenangan\_UKM | | | | |
| x. Kewenangan\_UB = Kewenangan\_UKM | | | | |
| y. Marketability\_UB < Marketability\_UKM | | | | |
| z. Marketability\_UB > Marketability\_UKM | | | | |
| aa. Marketability\_UB = Marketability\_UKM | | | | |
| ab. Job\_security\_UB < Job\_security\_UKM | | | | |
| ac. Job\_security\_UB > Job\_security\_UKM | | | | |
| ad. Job\_security\_UB = Job\_security\_UKM | | | | |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Test Statisticsa** | | | | | | | | | | |
|  | Gaji\_UB - Gaji\_UKM | Tunjangan\_UB - Tunjangan\_UKM | Kondisi\_kerja\_UB - Kondisi\_kerja\_UKM | Hub\_manajerial\_UB - Hub\_manajerial\_UKM | Prospek\_karir\_UB - Prospek\_karir\_UKM | Tanggung\_jwb\_UB - Tanggung\_jwb\_UKM | Pembuatan\_kptsn\_UB - Pembuatan\_kptsn\_UKM | Kewenangan\_UB - Kewenangan\_UKM | Marketability\_UB - Marketability\_UKM | Job\_security\_UB - Job\_security\_UKM |
| Z | -8.463b | -8.679b | -3.115b | -2.442c | -6.906b | -2.427b | -5.459c | -4.262c | -3.237b | -5.823b |
| Asymp. Sig. (2-tailed) | .000 | .000 | .002 | .015 | .000 | .015 | .000 | .000 | .001 | .000 |
| a. Wilcoxon Signed Ranks Test | | | | | | | | | | |
| b. Based on negative ranks. | | | | | | | | | | |
| c. Based on positive ranks. | | | | | | | | | | |