

## Appendixes 1 Questionnaire

Dengan hormat,

Skripsi guna menyelesaikan persyaratan program studi S1 di Program Studi Akuntansi Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Yogyakarta, peneliti:

Nama: Fabio Bolanda Sandy

Alamat: Jl. Tirta Sari Patukan rt 04 rw 21 Ambarketawang, Gamping, Sleman, Daerah Istimewa Yogyakarta

NIM: 20160420182

Program Studi / Universitas: Akuntansi / Universitas Muhammadiyah Yogyakarta

Skripsi yang berjudul “Pengaruh Partisipasi Anggaran, Komitmen Organisasi, dan Motivasi Kerja terhadap Kinerja Manajerial di Kantor Pemerintah Daerah Bantul dengan Lokus Internal Kontrol sebagai Variabel Moderasi”

Dengan ini, peneliti meminta partisipasi Bapak / Ibu untuk memberikan jawaban atas persetujuan-permintaan yang tersedia dalam kuesioner penelitian ini. Semua jawaban yang dipilih benar. Maka dari itu, peneliti mengharapkan Bapak / Ibu memberikan jawaban sesuai dengan kondisi tempat Bapak / Ibu bekerja. Pertanyaan yang diterima penelitian ini akan sangat diperlukan untuk kelengkapan jawaban, dimohon dengan sangat agar Bapak / Ibu dapat memberikan jawaban dengan lengkap. Terimakasih atas kesediaan Bapak / Ibu yang telah mengisi kuesioner ini. Semoga menjadi amal di sisi Allah SWT .

Mengetahui,

Dosen Pembimbing

Peneliti

Rizal Yaya, S.E., M.Sc., Ph.D., Ak., CA.

Fabio Bolanda Sandy

NIK. 197311218799904 143 068

NIM. 20160420182

## KUESIONER PENELITIAN

### PENGARUH PARTISIPASI ANGGARAN, KOMITMEN ORGANISASI, DAN MOTIVASI KERJA TERHADAP KINERJA MANAJERIAL di KANTOR PEMERINTAH DAERAH BANTUL DENGAN INTERNAL LOCUS OF CONTROL SEBAGAI VARIABEL MODERASI

Bagian A: Informasi tentang responden (Pengisi Kuisisioner)

Sebelum mengisi kuisisioner, dimohon untuk memberikan data-data dibawah ini:

Nama: \_\_\_\_\_(boleh tidak diisi)

Jenis kelamin :  Laki - laki  Perempuan

Umur (tahun) :  < 20 thn  20 – 35 thn  36 – 50 thn  
 >50 thn

Pendidikan terakhir :  SLTA/ sederajat  D3  S1  S2  
 S3  Lainnya

Lama bekerja di PEMDA :  1-5thn  6-10thn  11-15thn  16-20thn  
 >20thn

Jabatan/Pangkat : \_\_\_\_\_

#### Daftar Pertanyaan

Petunjuk pengisian

Mohon Bapak/Ibu/Saudara/i menjawab pertanyaan di bawah ini dengan tanda checklist (√) pada salah satu jawaban yang paling sesuai dengan kondisi yang bapak/Ibu/Saudara/i alami. Bila ada pembatalan jawaban dari jawaban semula, maka jawaban semula cukup diberi tanda silang ( x ) kemudian diberi tanda checklist (√) pada jawaban pengganti.

Untuk alternatif jawaban pertanyaan kode 1,2,3,4,5	
1. STS	= Sangat Tidak Setuju
2. TS	= Tidak Setuju
3. N	= Netral
4. S	= Setuju
5. SS	= Sangat Setuju

Bagian B: Partisipasi Anggaran

No	Pertanyaan	STS	TS	N	S	SS
1	Dalam menyusun anggaran, program, dan kegiatan semua pihak ikut dilibatkan.					
2	Saya diberikan banyak kesempatan untuk ikut dalam penyusunan anggaran.					
3	Saya memberikan banyak informasi dalam pelaksanaan anggaran.					
4	Kontribusi semua pihak terhadap partisipasi anggaran sangat besar.					
5	Saya memiliki pengaruh yang kuat terhadap proses penyusunan rencana anggaran.					
6	Pendapat saya jarang diterima ketika menetapkan perencanaan anggaran di satuan unit kerja.					
Sumber: Lubis (2016)						

Bagian C: Komitmen Organisasi

No	Pertanyaan	STS	TS	N	S	SS
1	Saya terikat secara emosional dengan organisasi tempat saya bekerja.					
2	Organisasi tempat saya bekerja sangat berarti bagi saya.					
3	Saya menjadi bagian dari organisasi tempat saya bekerja.					
4	Saya selalu berusaha menyukseskan organisasi tempat saya bekerja.					
5	Saya berusaha meningkatkan prestasi dan menunjukkan sikap yang positif di Pemerintah Daerah Bantul.					
6	Saya akan rela bekerja keras untuk kemajuan organisasi tempat saya bekerja.					
Sumber: Laksmi dan Nugroho (2017)						

Bagian D: Motivasi Kerja

No	Pertanyaan	STS	TS	N	S	SS
1	Gaji dapat memberikan dorongan kepada saya untuk bekerja lebih baik.					
2	Saya giat bekerja karena adanya kesempatan yang diberikan perusahaan untuk menduduki posisi tertentu.					
3	Saya dapat menyelesaikan pekerjaan bersama teamwork.					

No	Pertanyaan	STS	TS	N	S	SS
4	Atasan selalu memberikan perhatian pada karyawan.					
5	Dalam menyelesaikan masalah, atasan bertindak bijaksana.					
6	Atasan memberikan pelatihan-pelatihan kepada karyawan untuk meningkatkan kemampuan dan keterampilan.					
7	Hampir setiap pekerjaan dapat saya laksanakan dengan baik.					
8	Tugas dan tanggungjawab yang diberikan sesuai dengan pendidikan dan kemampuan saya.					
Sumber: Hertanto (2017)						

#### Bagian E: Kinerja Manajerial

No	Pertanyaan	STS	TS	N	S	SS
1	Kinerja saya dalam menentukan tujuan, sasaran, kebijakan, dan tindakan sudah baik.					
2	Saya sudah benar dalam mengawasi, mengarahkan, dan memimpin para pegawai.					
3	Saya mampu berperan dalam mengevaluasi dan menilai rencana kerja, laporan kinerja maupun kerja yang diamati pada unit/sub unit saya.					
4	Saya mampu berperan dalam mengelola, mengatur, dan memilih pegawai pada unit/sub unit saya.					
5	Saya ikut berperan dalam tukar menukar informasi dalam organisasi untuk mengkoordinasikan dan menyesuaikan laporan.					
6	Kinerja saya mampu dalam menyampaikan informasi tentang visi, misi, kegiatan organisasi, dan konsultasi kepada pihak luar organisasi.					
Sumber: Laksmi dan Nugroho (2017)						

#### Bagian F: Internal Locus of Control

No	Pertanyaan	STS	TS	N	S	SS
1	Saya bertanggungjawab atas semua yang terjadi dalam pekerjaan saya.					
2	Rekan kerja menghormati saya karena saya selalu berusaha bersikap baik.					

No	Pertanyaan	STS	TS	N	S	SS
3	Berhasil atau tidaknya saya mengerjakan sesuatu, sebagian besar tergantung dari kemampuan saya.					
4	Saya selalu berhasil mendapatkan apa yang saya inginkan karena telah direncanakan dengan matang.					
5	Keputusan yang akan saya ambil adalah tanggungjawab kepada saya sepenuhnya.					
Sumber: Ma'ruf (2015)						

*Terima kasih atas partisipasi anda dalam penelitian ini.*

*Kami akan menjaga kerahasiaan informasi yang telah anda berikan.*

With respect,

Thesis in order to complete the requirements of the S1 study program in the Accounting Study Program of the Faculty of Economics and Business, Muhammadiyah University, Yogyakarta, researchers:

Name: Fabio Bolanda Sandy

Address: Tirta Sari street Patukan rt 04 rw 21 Ambarketawang, Gamping, Sleman, Special Region of Yogyakarta

Student Number: 20160420182

Study Program / University: Accounting / Universitas Muhammadiyah Yogyakarta

Thesis with the title “The Influence of Budget Participation, Organizational Commitment, and Work Motivation Towards The Managerial Performance of Local Government Officer with Internal Locus of Control as The Moderating Variable in Bantul Regency”.

With this, the researcher asks for the participation of Mr / Mrs to provide answers to the requests available in this research questionnaire. All answers selected are correct. Therefore, researchers expect you to provide answers in accordance with the conditions in which you work. The questions received by this research will be very necessary for the completeness of the answers, it is requested that you can provide complete answers. Thank you for your willingness to fill out this questionnaire. Hopefully be a charity in the sight of Allah SWT.

Knowing,

The Supervisor

The Researcher

Rizal Yaya, S.E., M.Sc., Ph.D., Ak., CA.

Fabio Bolanda Sandy

NIK. 197311218799904 143 068

NIM. 20160420182

Research Questionnaire

THE INFLUENCE OF BUDGET PARTICIPATION,  
ORGANIZATIONAL COMMITMENT, AND WORK MOTIVATION  
TOWARDS THE MANAGERIAL PERFORMANCE OF LOCAL  
GOVERNMENT OFFICER WITH INTERNAL LOCUS OF CONTROL AS  
THE MODERATING VARIABLE AT BANTUL REGENCY ”.

Part A: Information of Respondent

Before fill the questionnaire, please provide the following data below :

Name: \_\_\_\_\_ (may not be filled)

Gender :  Male  Female

age(year) :  < 20 thn  20 – 35 thn  36 – 50 thn  
 >50 thn

Last Education :  Sltta/sederajat  D3  S1  S2  
 S3  Lainnya

Length of work in PEMDA :  1-5thn  6-10thn  11-15thn  16-20thn  
 >20thn

Position :

\_\_\_\_\_

## A list of questions

### Charging instructions

Please Mr / Mrs / Brother / i answer the question below with a checklist (√) on one of the answers that best suits your condition. If there is a cancellation of the answer from the original answer, then the first answer is enough to be crossed (x) then put a checklist (√) on the alternate answer.

For alternative answers to questions code 1,2,3,4,5	
1. STS	= Sangat Tidak Setuju
2. TS	= Tidak Setuju
3. N	= Netral
4. S	= Setuju
5. SS	= Sangat Setuju

### Part B: Budget Participation

No	Questions	STS	TS	N	S	SS
1	In preparing the budget, programs and activities of all parties involved.					
2	I was given many opportunities to participate in the preparation of the budget.					
3	I provided a lot of information in implementing the budget.					
4	The contribution of all parties to the participation of the budget is very large.					
5	I have a strong influence on the budget planning process.					
6	. My opinion is rarely accepted when setting budget plans in work units.					
Source: Lubis (2016)						

### Part C: Organizational Commitment

No	Questions	STS	TS	N	S	SS
1	I am emotionally attached to the organization I work for.					
2	The organization I work for means a lot to me.					
3	I became part of the organization I work for.					
4	I always try to succeed the organization where I work.					
5	I try to improve my achievements and show a positive attitude in the Bantul Regional Government.					
6	I will be willing to work hard for the progress of the organization where I work.					



No	Questions	STS	TS	N	S	SS
1	I am emotionally attached to the organization I work for.					
Source: Laksmi dan Nugroho (2017)						

#### Part D: Work Motivation

No	Questions	STS	TS	N	S	SS
1	Salary can encourage me to work better.					
2	I work hard because of the opportunities given by the company to occupy certain positions.					
3	I can finish work with teamwork.					
4	Manager always pay attention to employees.					
5	In solving problems, superiors act wisely.					
6	Manager provide training to employees to improve their abilities and skills.					
7	Almost every job I can do well.					
8	The duties and responsibilities given are in accordance with my education and abilities.					
Source: Hertanto (2017)						

#### Part E: Managerial Performance

No	Questions	STS	TS	N	S	SS
1	My performance in setting goals, objectives, policies and actions is good.					
2	My performance in setting goals, objectives, policies and actions is good.					
3	I am able to do a role in evaluating and evaluating work plans, performance reports and work observed in my units / sub-units.					
4	I am able to do a role in managing, managing, and selecting employees in my unit / sub-unit.					
5	I do a role in exchanging information within the organization to coordinate and adjust reports.					
6	My performance is able to convey information about the vision, mission, organizational activities, and consultation to					

No	Questions	STS	TS	N	S	SS
	parties outside the organization.					
Source: Laksmi dan Nugroho ( 2017)						

Part F: Internal Locus of Control

No	Questions	STS	TS	N	S	SS
1	I am responsible for everything that happens in my work.					
2	Colleagues respect me because I always try to be kind.					
3	Whether or not I succeed in something is largely dependent on my ability.					
4	I always managed to get what I wanted because it was planned carefully.					
5	The decision that I will make is entirely my responsibility.					
Source: Ma'ruf (2015)						

*Thank you for your participation in this research.*

*We will maintain the confidentiality of the information that you have provided.*

## Appendix II

### SPSS OUTPUT RESULTS

#### CHARACTERISTICS OF RESPONDENT

##### DEPARTMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	6,0	6,0	6,0
	2	4	3,4	3,4	9,4
	3	6	5,1	5,1	14,5
	4	6	5,1	5,1	19,7
	5	10	8,5	8,5	28,2
	6	9	7,7	7,7	35,9
	7	4	3,4	3,4	39,3
	8	6	5,1	5,1	44,4
	9	2	1,7	1,7	46,2
	10	8	6,8	6,8	53,0
	11	5	4,3	4,3	57,3
	12	5	4,3	4,3	61,5
	13	7	6,0	6,0	67,5
	14	8	6,8	6,8	74,4
	15	2	1,7	1,7	76,1
	16	7	6,0	6,0	82,1
	17	5	4,3	4,3	86,3
	18	7	6,0	6,0	92,3
	19	9	7,7	7,7	100,0
	Total	117	100,0	100,0	

##### RESPONDENT'S GENDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MALE	43	36,8	36,8	36,8
	FEMALE	74	63,2	63,2	100,0
	Total	117	100,0	100,0	

### RESPONDENT'S AGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 20	3	2,6	2,6	2,6
	20-35	45	38,5	38,5	41,0
	36-50	58	49,6	49,6	90,6
	> 50	11	9,4	9,4	100,0
	Total	117	100,0	100,0	

### RESPONDENT'S LAST EDUCATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	12	10,3	10,3	10,3
	D3	16	13,7	13,7	23,9
	S1	72	61,5	61,5	85,5
	S2	15	12,8	12,8	98,3
	S3	2	1,7	1,7	100,0
	Total	117	100,0	100,0	

### RESPONDENT'S LENGTH OF WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5	27	23,1	23,1	23,1
	6-10	27	23,1	23,1	46,2
	11-15	14	12,0	12,0	58,1
	16-20	11	9,4	9,4	67,5
	> 20	38	32,5	32,5	100,0
	Total	117	100,0	100,0	





### C.WORK MOTIVATION

		WM1	WM2	WM3	WM4	WM5	WM6	WM7	WM8	TOTAL WORK MOTIVATION
WM1	Pearson Correlation	1	,416(**)	,354(**)	,221(*)	,155	,098	,093	,292(**)	,565(**)
	Sig. (2-tailed)		,000	,000	,017	,095	,293	,317	,001	,000
	N	117	117	117	117	117	117	117	117	117
WM2	Pearson Correlation	,416(**)	1	,451(**)	,218(*)	,251(**)	,186(*)	,097	,234(*)	,633(**)
	Sig. (2-tailed)	,000		,000	,018	,006	,044	,298	,011	,000
	N	117	117	117	117	117	117	117	117	117
WM3	Pearson Correlation	,354(**)	,451(**)	1	,296(**)	,260(**)	,179	,315(**)	,559(**)	,666(**)
	Sig. (2-tailed)	,000	,000		,001	,005	,053	,001	,000	,000
	N	117	117	117	117	117	117	117	117	117
WM4	Pearson Correlation	,221(*)	,218(*)	,296(**)	1	,659(**)	,393(**)	,353(**)	,279(**)	,692(**)
	Sig. (2-tailed)	,017	,018	,001		,000	,000	,000	,002	,000
	N	117	117	117	117	117	117	117	117	117
WM5	Pearson Correlation	,155	,251(**)	,260(**)	,659(**)	1	,396(**)	,417(**)	,290(**)	,690(**)
	Sig. (2-tailed)	,095	,006	,005	,000		,000	,000	,002	,000
	N	117	117	117	117	117	117	117	117	117
WM6	Pearson Correlation	,098	,186(*)	,179	,393(**)	,396(**)	1	,202(*)	,229(*)	,533(**)
	Sig. (2-tailed)	,293	,044	,053	,000	,000		,029	,013	,000
	N	117	117	117	117	117	117	117	117	117
WM7	Pearson Correlation	,093	,097	,315(**)	,353(**)	,417(**)	,202(*)	1	,443(**)	,546(**)
	Sig. (2-tailed)	,317	,298	,001	,000	,000	,029		,000	,000
	N	117	117	117	117	117	117	117	117	117
WM8	Pearson Correlation	,292(**)	,234(*)	,559(**)	,279(**)	,290(**)	,229(*)	,443(**)	1	,617(**)
	Sig. (2-tailed)	,001	,011	,000	,002	,002	,013	,000		,000







E.INTERNAL LOCUS OF CONTROL

		ILC1	ILC2	ILC3	ILC4	ILC5	TOTAL INTERNAL LOCUS OF CONTROL
ILC1	Pearson Correlation	1	,509(**)	,283(**)	,339(**)	,451(**)	,690(**)
	Sig. (2-tailed)		,000	,002	,000	,000	,000
	N	117	117	117	117	117	117
ILC2	Pearson Correlation	,509(**)	1	,238(**)	,253(**)	,367(**)	,638(**)
	Sig. (2-tailed)	,000		,010	,006	,000	,000
	N	117	117	117	117	117	117
ILC3	Pearson Correlation	,283(**)	,238(**)	1	,462(**)	,516(**)	,708(**)
	Sig. (2-tailed)	,002	,010		,000	,000	,000
	N	117	117	117	117	117	117
ILC4	Pearson Correlation	,339(**)	,253(**)	,462(**)	1	,567(**)	,753(**)
	Sig. (2-tailed)	,000	,006	,000		,000	,000
	N	117	117	117	117	117	117
ILC5	Pearson Correlation	,451(**)	,367(**)	,516(**)	,567(**)	1	,809(**)
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	117	117	117	117	117	117
TOTAL INTERNAL LOCUS OF CONTROL	Pearson Correlation	,690(**)	,638(**)	,708(**)	,753(**)	,809(**)	1
NTROL	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	117	117	117	117	117	117

RESULTS OF NORMALITY, MULTICOLLINEARITY, and  
HETEROCEDASTICITY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,672(a)	,452	,433	1,75712

ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	285,434	4	71,359	23,112	,000(a)
	Residual	345,797	112	3,087		
	Total	631,231	116			

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	2,143	2,215		,967	,335
	TOTAL INTERNAL LOCUS OF CONTROL	,210	,110	,177	1,902	,060
	TOTAL WORK MOTIVATION	,126	,093	,140	1,359	,177
	TOTAL ORGANIZATIONAL COMMITMENT	,267	,080	,307	3,343	,001
	TOTAL BUDGET PARTICIPATION	,220	,067	,250	3,282	,001

Residuals Statistics(a)

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	17,9996	26,6082	22,8205	1,56864	117
Residual	-4,63613	2,78415	,00000	1,72656	117
Std. Predicted Value	-3,073	2,415	,000	1,000	117
Std. Residual	-2,638	1,584	,000	,983	117

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		117
Normal Parameters(a,b)	Mean	,000000
	Std. Deviation	1,7265904
Most Extreme Differences	Absolute	,090
	Positive	,060
	Negative	-,090
Kolmogorov-Smirnov Z		,975
Asymp. Sig. (2-tailed)		,298

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,672(a)	,452	,433	1,75712	1,625

ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	285,434	4	71,359	23,112	,000(a)
	Residual	345,797	112	3,087		
	Total	631,231	116			

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2,143	2,215		,967	,335		
	TOTAL INTERNAL LOCUS OF CONTROL	,210	,110	,177	1,902	,060	,565	1,771
	TOTAL WORK MOTIVATION	,126	,093	,140	1,359	,177	,459	2,180
	TOTAL ORGANIZATIONAL COMMITMENT	,267	,080	,307	3,343	,001	,579	1,726
	TOTAL BUDGET PARTICIPATION	,220	,067	,250	3,282	,001	,846	1,182

Collinearity Diagnostics(a)

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				TOTAL INTERNAL LOCUS OF CONTROL (Constant)	TOTAL WORK MOTIVATION	TOTAL ORGANIZATIONAL COMMITMENT	TOTAL BUDGET PARTICIPATION	(Constant)
1	1	4,979	1,000	,00	,00	,00	,00	,00
	2	,009	22,946	,00	,07	,01	,03	,92
	3	,005	32,329	,45	,59	,00	,07	,07
	4	,004	33,817	,43	,08	,00	,69	,01
	5	,002	46,767	,12	,26	,98	,21	,00

Residuals Statistics(a)

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	17,9996	26,6082	22,8205	1,56864	117
Residual	-4,63613	2,78415	,00000	1,72656	117
Std. Predicted Value	-3,073	2,415	,000	1,000	117
Std. Residual	-2,638	1,584	,000	,983	117

Runs Test

	Unstandardized Residual
Test Value(a)	,16013
Cases < Test Value	58
Cases >= Test Value	59
Total Cases	117
Number of Runs	49
Z	-1,949
Asymp. Sig. (2-tailed)	,051

## RESULTS OF HYPOTHESIS TESTING

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,628(a)	,395	,380	2,002

ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	321,854	3	107,285	26,764	,000(a)
	Residual	493,059	123	4,009		
	Total	814,913	126			

Coefficients(a)

Model	Variable	Unstandardized Coefficients		Standardized Coefficients	t		Sig.
		B	Std. Error	Beta	B		Std. Error
					B	Std. Error	
1	(Constant)	1,147	2,456		,467	,641	
	TOTAL BUDGET PARTICIPATION	,166	,087	,149	1,918	,057	
	TOTAL ORGANIZATIONAL COMMITMENT	,220	,083	,237	2,646	,009	
	TOTAL WORK MOTIVATION	,366	,084	,379	4,333	,000	

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,563(a)	,317	,305	2,088

ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	230,455	2	115,228	26,418	,000(a)
	Residual	497,237	114	4,362		
	Total	727,692	116			

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	16,640	2,036		8,171	,000
	TOTAL BUDGET PARTICIPATION	-,211	,145	-,190	-1,456	,148
	ILC_BP	,024	,005	,704	5,399	,000

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,580(a)	,336	,324	2,059

ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	244,564	2	122,282	28,854	,000(a)
	Residual	483,128	114	4,238		
	Total	727,692	116			

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	13,797	2,380		5,798	,000
	TOTAL ORGANIZATIONAL COMMITMENT	,037	,139	,040	,267	,790
	ILC_OC	,014	,004	,545	3,669	,000

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,634(a)	,402	,392	1,954

## ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	292,538	2	146,269	38,319	,000(a)
	Residual	435,155	114	3,817		
	Total	727,692	116			

## Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	7,652	2,817		2,717	,008
	TOTAL WORK MOTIVATION	,339	,147	,364	2,309	,023
	ILC_WM	,007	,004	,288	1,829	,070



## DATA CHARACTERISTICS OF RESPONDENTS

Responden	DINAS	GENDER	AGE	Education	Length of Work
1	1	2	3	3	5
2	1	1	2	3	5
3	1	2	3	3	5
4	1	1	3	3	5
5	1	2	3	3	5
6	1	1	3	3	5
7	1	2	3	3	5
8	2	2	3	3	3
9	2	1	2	4	2
10	2	2	3	3	5
11	2	2	2	3	1
12	2	2	3	3	5
13	2	1	3	2	1
14	3	2	2	3	2
15	3	2	4	2	5
16	3	2	2	2	1
17	3	1	3	3	3
18	3	2	2	3	1
19	3	2	2	1	2
20	4	2	3	4	4
21	4	2	4	3	4
22	4	2	3	3	5
23	4	2	4	3	5
24	4	2	4	3	5
25	4	1	3	3	5
26	4	1	4	3	5
27	4	2	4	2	5
28	5	2	3	4	2
29	5	1	3	3	3
30	5	1	2	2	1
31	5	2	2	1	1
32	5	1	3	3	1
33	5	1	3	4	2
34	5	2	2	2	1
35	5	1	3	4	2
36	5	2	2	2	1
37	5	2	2	3	2

Responden	DINAS	GENDER	AGE	Education	Length of Work
38	6	2	3	3	2
39	6	2	3	3	5
40	6	1	3	3	2
41	6	1	2	3	3
42	6	1	3	4	5
43	6	1	3	5	5
44	6	2	3	3	5
45	6	2	3	4	5
46	6	1	3	4	5
47	7	1	3	2	3
48	7	1	2	2	1
49	7	1	3	1	5
50	7	2	2	4	3
51	7	1	2	2	2
52	8	2	3	3	2
53	8	2	4	4	5
54	8	1	2	3	1
55	8	1	2	3	1
56	8	2	3	3	4
57	8	2	2	3	2
58	8	1	2	3	1
59	9	1	2	3	2
60	9	2	3	1	3
61	10	2	4	1	5
62	10	2	2	3	2
63	10	2	3	2	2
64	10	2	2	3	2
65	10	1	3	3	5
66	10	2	3	3	2
67	10	1	2	1	2
68	10	2	3	3	5
69	11	1	3	3	5
70	11	2	4	3	5
71	11	1	3	3	5
72	11	2	4	3	5
73	11	1	3	3	5
74	12	2	4	3	5
75	12	2	2	4	3
76	12	1	2	3	1

Responden	DINAS	GENDER	AGE	Education	Length of Work
77	12	1	3	3	4
78	12	2	3	3	4
79	13	1	2	1	2
80	13	2	2	2	1
81	13	1	3	1	2
82	13	1	2	3	1
83	13	1	2	3	1
84	13	1	2	3	1
85	13	2	3	3	4
86	13	2	2	2	1
87	14	1	2	2	1
88	14	2	3	3	4
89	14	2	3	4	5
90	14	2	2	3	1
91	14	1	3	4	4
92	14	2	3	4	4
93	14	1	4	5	5
94	14	1	3	3	2
95	15	2	3	3	5
96	15	2	3	4	4
97	16	2	1	1	2
98	16	1	3	3	5
99	16	2	2	2	3
100	16	2	2	1	5
101	16	2	1	1	3
102	16	2	2	1	3
103	16	2	1	3	3
104	16	2	3	3	4
105	17	2	2	2	1
106	17	2	3	3	5
107	17	1	3	3	5
108	17	2	3	2	1
109	17	2	2	3	5
110	18	1	2	3	1
111	18	2	3	3	2
112	18	2	3	3	1
113	18	2	2	3	1
114	18	2	2	3	2
115	18	2	4	1	5

Responden	DINAS	GENDER	AGE	Education	Length of Work
116	18	2	2	3	1
117	18	1	3	3	1



40	5	4	4	4	3	4	24		4	4	4	4	4	4	4	28
41	5	3	3	4	3	3	21		3	4	4	3	4	4	3	25
42	4	4	4	5	5	5	27		4	4	4	4	4	4	3	27
43	4	4	4	4	4	2	22		4	4	4	4	3	4	4	27
44	4	4	4	4	4	2	22		4	4	4	4	5	4	4	29
45	4	4	4	4	4	2	22		4	4	4	4	4	4	4	28
46	4	5	4	4	5	5	27		4	5	5	4	4	4	4	30
47	3	4	4	3	3	3	20		4	4	4	4	4	4	4	28
48	4	3	3	4	3	2	19		4	4	5	4	4	4	4	29
49	5	4	4	5	5	5	28		3	4	4	3	4	4	4	26
50	4	4	4	4	4	3	23		3	3	4	4	4	4	3	25
51	4	4	4	4	4	3	23		3	3	4	4	4	4	3	25
52	4	4	4	4	4	2	22		5	5	4	5	5	5	5	34
53	4	4	4	4	4	2	22		5	5	4	5	5	5	5	34
54	4	4	4	4	3	2	21		5	5	5	5	5	5	5	35
55	4	4	4	4	4	2	22		4	4	4	4	4	4	4	28
56	3	4	4	4	4	4	23		4	4	4	4	4	4	4	28
57	3	3	3	4	3	3	19		3	4	4	4	4	4	4	27
58	4	4	3	4	4	3	22		3	4	4	3	4	3	4	25
59	4	3	3	4	3	3	20		4	4	4	4	4	4	4	28
60	4	2	3	4	3	4	20		3	4	4	3	3	3	3	23
61	5	5	3	5	3	2	23		4	4	5	4	5	5	5	32
62	4	4	4	5	4	3	24		4	4	4	4	4	5	4	29
63	4	4	4	4	3	2	21		4	4	4	4	4	4	4	28
64	3	3	3	4	3	3	19		4	4	4	4	4	5	4	29
65	4	4	4	5	4	3	24		4	4	4	4	4	5	4	29
66	3	3	3	4	3	4	20		3	3	3	3	4	3	4	23
67	3	3	3	3	3	3	18		3	4	4	3	4	3	3	24
68	4	4	4	5	4	3	24		3	3	3	4	4	5	4	26
69	5	4	4	5	4	2	24		4	4	4	4	4	5	5	30
70	3	4	4	5	4	2	22		4	4	4	4	5	5	5	31
71	2	4	4	4	3	4	21		3	4	4	4	4	4	3	26
72	5	5	5	4	4	3	26		4	4	4	4	4	5	5	30
73	4	4	5	4	5	5	27		2	4	4	3	4	4	4	25
74	3	3	3	4	2	3	18		3	4	4	3	3	3	3	23
75	4	3	4	4	4	2	21		4	4	4	4	4	4	4	28
76	4	3	4	4	3	3	21		3	3	4	4	4	3	3	24
77	5	4	4	4	5	4	26		4	5	4	4	5	4	5	31
78	4	4	4	4	3	3	22		3	4	4	4	4	4	4	27
79	4	4	4	5	5	5	27		3	4	4	4	4	4	4	27
80	4	4	4	5	5	5	27		4	3	4	4	4	4	5	28

81	4	3	3	4	3	3	20			3	3	4	3	4	5	4	26
82	4	4	4	4	4	3	23			4	4	4	4	4	5	4	29
83	3	4	4	4	5	4	24			4	4	4	4	3	3	3	24
84	3	3	4	4	5	4	23			4	4	4	3	4	4	4	27
85	3	4	3	4	3	5	22			4	4	4	4	5	4	5	30
86	4	3	3	4	3	3	20			3	3	4	3	4	4	3	24
87	4	4	4	4	4	3	23			3	4	4	4	4	4	4	27
88	4	5	4	4	3	5	25			4	4	4	4	4	4	4	28
89	5	4	3	4	3	5	24			4	4	3	5	5	5	4	32
90	4	4	4	4	4	5	25			4	4	4	4	4	4	4	28
91	4	4	4	4	3	4	23			3	4	4	3	5	5	5	29
92	4	4	4	4	4	4	24			4	4	4	4	4	4	4	28
93	4	4	4	4	3	4	23			4	4	4	4	4	4	4	28
94	5	4	4	4	5	4	26			4	4	4	4	4	4	4	28
95	5	4	4	2	2	4	21			5	5	5	5	5	5	4	34
96	5	4	4	5	4	2	24			4	4	4	4	4	4	4	28
97	5	4	4	5	4	3	25			3	3	4	3	4	4	4	25
98	5	4	4	3	3	3	22			3	4	3	3	5	5	4	27
99	3	3	3	3	3	3	18			4	4	4	4	4	4	4	28
100	4	5	4	3	4	4	24			4	4	4	4	4	5	4	30
101	5	5	5	5	5	1	26			4	4	4	4	4	5	5	31
102	3	3	3	3	3	3	18			4	5	4	4	3	4	4	28
103	5	5	5	5	5	4	29			4	4	4	4	4	5	5	31
104	3	3	3	3	3	3	18			4	5	4	4	4	3	4	28
105	5	5	5	5	5	4	29			4	4	4	4	4	5	5	31
106	4	4	4	3	4	4	23			4	4	4	4	4	4	4	28
107	4	4	4	4	4	3	23			4	4	4	3	5	5	5	30
108	4	3	3	4	2	3	19			4	4	4	4	4	4	4	28
109	5	5	4	5	4	3	26			4	4	5	4	5	5	4	31
110	5	3	3	5	3	3	22			4	4	4	4	4	4	4	28
111	4	4	4	4	4	4	24			4	4	4	4	4	4	4	28
112	4	4	4	4	3	4	23			3	4	4	4	4	3	4	26
113	4	3	3	5	3	3	21			3	4	4	4	4	5	4	28
114	4	4	3	4	3	3	21			3	3	4	3	4	4	4	25
115	3	3	3	4	3	3	19			4	4	4	4	4	4	4	28
115	4	4	4	4	4	4	24			3	4	4	4	4	4	4	27
116	4	4	4	4	4	4	24			3	3	4	3	3	4	4	24
117	4	3	4	4	3	3	21			3	5	4	4	4	4	4	28

REPONDE	WORK MOTIVATION									RESPONDE	MANAGERIAL PERFORMANCE						
	WM 1	WM2	WM3	WM4	WM 5	WM6	WM 7	WM8	WM		MP 1	MP2	MP3	MP4	MP 5	MP6	
	4	3	3	3	3	3	3	3	3	25		3	3	3	3	3	3
	4	4	4	4	4	4	4	4	4	32		4	4	3	3	4	4
	5	5	5	5	4	4	3	4	35		5	4	4	4	4	4	4
	5	5	5	5	4	4	3	4	35		5	4	4	4	4	4	4
	5	5	5	5	4	4	4	4	36		5	4	4	4	4	4	3
	5	4	5	4	4	4	4	4	34		4	4	4	4	4	5	4
	5	5	5	4	5	4	5	5	38		5	4	4	5	5	5	5
	5	4	4	4	4	4	4	4	33		4	4	4	4	4	4	4
	5	4	5	3	3	4	5	5	34		5	5	5	5	5	5	5
	5	3	4	3	3	4	4	4	30		4	4	4	4	4	3	4
	5	5	5	4	4	4	5	5	37		5	4	4	4	4	5	5
	5	4	4	3	3	4	4	4	31		4	4	4	4	4	5	4
	5	4	4	4	5	4	4	4	34		4	4	4	4	5	4	4
	4	2	4	4	4	4	4	5	31		4	4	4	4	4	4	4
	5	3	4	4	4	4	4	4	32		3	3	3	3	3	3	3
	4	2	4	4	4	4	4	4	30		3	3	3	3	4	4	4
	4	2	4	4	4	4	4	4	30		3	3	3	3	4	4	4
	4	3	4	3	4	3	4	4	29		4	4	3	4	4	4	4
	4	3	4	4	4	3	4	4	30		4	4	4	4	4	4	4
	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	4	3	4	5	4	4	4	4	32		4	3	4	4	4	4	4
	4	3	5	4	4	4	4	5	33		4	4	4	4	4	4	4
	4	3	4	4	4	4	4	4	31		4	4	4	4	4	4	4
	4	3	4	4	4	4	4	4	31		4	4	4	4	4	4	4
	4	2	4	4	4	4	3	3	28		3	3	3	3	3	3	3
	5	5	4	5	5	4	4	4	36		4	3	3	3	3	3	3
	4	3	4	4	4	4	4	4	31		3	3	3	3	3	3	3
	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	5	5	5	4	5	4	3	5	36		4	4	5	5	5	5	5
	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	5	5	5	4	4	4	5	5	37		3	4	5	4	4	4	4
	5	5	4	4	5	4	4	4	35		4	4	4	4	4	4	4
	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	5	5	5	4	5	4	5	4	37		5	4	5	5	4	4	4
	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	4	3	4	4	4	4	4	4	31		4	4	4	4	4	4	4
	3	4	4	4	4	4	4	4	31		3	4	3	3	4	4	3



	4	3	4	4	4	4	4	4	3	4	31		4	4	4	4	4	4	4
	4	2	4	4	4	4	4	3	4	4	29		3	3	3	3	3	3	3
	4	4	4	4	4	5	4	5	4	4	34		4	4	4	4	4	4	4
	4	4	4	3	4	4	4	3	4	4	30		4	4	5	4	4	4	4
	4	4	5	4	4	4	4	4	4	4	33		4	4	5	4	4	4	4
	4	4	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	5	5	5	5	5	5	5	5	5	5	40		5	4	4	4	3	3	5
	4	3	4	4	4	3	4	4	4	4	30		4	4	4	4	4	4	4
	5	4	4	5	5	4	4	4	4	4	35		4	3	3	3	3	3	4
	5	3	3	5	5	5	4	4	4	4	34		4	4	5	5	4	4	4
	4	3	4	4	4	3	4	4	4	4	30		4	3	3	3	3	4	4
	4	3	4	4	4	3	4	4	4	4	30		4	3	3	3	3	4	4
	4	4	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	3	4	4	4	4	4	4	3	4	4	30		3	3	3	3	4	4	4
	5	3	5	5	5	3	5	5	5	5	36		5	4	5	4	4	4	5
	4	4	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	4	4	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	4	3	4	4	4	4	3	4	4	4	30		3	3	3	3	4	4	3
	4	4	4	4	4	3	4	4	4	4	31		3	3	4	4	4	4	4
	4	3	4	4	4	4	4	4	4	4	31		4	3	3	3	3	4	4
	4	3	3	4	4	4	4	4	4	4	30		3	3	3	3	3	3	3
	5	5	4	4	4	4	4	4	4	4	34		3	3	4	3	4	4	3
	5	4	4	4	4	3	4	4	4	4	32		4	3	3	3	4	4	4
	4	3	4	4	4	4	4	4	4	4	31		4	4	4	4	3	4	4
	5	4	4	4	4	3	4	4	4	4	32		4	3	3	3	4	4	4
	5	4	4	4	4	3	4	4	4	4	32		4	3	3	3	4	4	4
	3	3	3	4	4	3	3	3	3	3	26		3	3	4	3	3	3	3
	4	4	3	4	4	4	3	4	4	4	30		4	4	3	3	3	4	4
	5	4	4	4	4	3	4	4	4	4	32		4	3	3	3	3	4	4
	5	3	4	5	4	4	4	4	4	4	33		4	5	4	5	4	4	4
	4	3	4	4	5	4	4	4	4	4	32		4	4	4	4	4	4	4
	3	3	4	4	4	3	4	4	4	4	29		4	4	4	4	4	3	4
	4	4	4	4	5	4	4	4	4	4	33		4	4	4	4	5	5	5
	4	4	4	4	4	5	4	4	4	4	33		5	4	5	4	4	4	4
	3	3	4	3	5	4	3	3	3	3	28		4	3	3	3	3	3	3
	4	4	4	4	4	4	4	4	4	4	32		4	4	4	4	4	4	4
	4	3	3	4	4	4	4	4	4	4	30		3	3	3	3	4	4	4
	3	4	5	5	4	5	4	5	4	5	35		3	4	4	4	5	5	5
	4	4	4	2	3	4	3	4	4	4	28		4	4	3	3	4	4	4
	4	4	4	2	3	4	3	4	4	4	28		4	4	3	3	4	4	4
	3	3	4	4	5	5	5	4	4	4	33		4	4	4	4	4	4	4

5	4	4	4	3	3	4	3	4	30	4	3	3	3	3	3
4	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4
3	3	3	3	3	3	3	3	3	24	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4
4	4	4	4	4	4	3	4	4	31	3	3	4	3	3	3
5	4	4	4	3	3	4	3	4	30	4	3	3	3	3	3
3	4	4	4	4	4	4	4	4	31	4	4	4	4	4	4
3	3	4	4	4	4	3	4	4	29	4	3	4	4	4	4
4	3	4	4	4	4	4	4	4	31	4	4	4	4	4	4
4	3	4	4	4	4	4	4	4	31	4	4	4	4	4	4
4	3	4	4	4	4	4	4	3	30	3	4	4	4	5	5
4	3	4	4	4	4	4	4	3	30	4	4	4	4	4	4
4	3	4	4	4	4	4	4	4	31	4	3	4	3	4	4
4	4	4	4	4	4	4	4	4	32	4	4	4	4	4	3
5	5	5	5	5	5	4	4	4	37	5	4	4	4	4	4
4	3	4	4	4	4	3	4	4	30	4	4	4	4	4	4
5	4	4	4	4	4	4	4	4	33	3	3	3	4	4	4
5	3	3	3	3	3	4	3	3	27	3	2	3	3	3	3
3	3	3	3	3	3	3	3	3	24	3	3	3	3	3	3
3	3	4	4	4	4	4	5	4	31	4	4	4	3	4	4
4	4	4	4	5	5	5	4	4	35	4	4	4	4	4	4
5	3	4	4	5	5	5	4	4	35	4	3	3	3	4	4
4	4	4	4	5	5	5	4	4	35	4	4	4	4	4	4
5	3	4	4	5	5	5	4	4	35	4	4	4	4	4	4
4	4	4	4	4	3	4	4	4	31	4	4	4	4	4	4
4	4	4	4	4	5	4	4	5	34	5	4	4	4	4	4
4	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4
5	3	5	3	4	3	4	4	4	31	4	3	3	3	3	3
4	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	32	3	3	3	3	4	4
4	4	4	4	5	5	5	5	4	36	4	3	4	4	3	3
3	3	4	4	4	4	4	4	4	30	4	4	4	4	4	4
4	3	4	4	4	4	4	4	4	31	4	4	4	4	4	4
4	4	4	4	4	4	4	3	3	30	3	3	3	3	4	4
4	4	4	4	4	4	4	4	4	32	3	3	4	4	4	4
4	4	4	4	5	5	4	4	4	34	4	4	4	4	4	4

INTERNAL LOCUS of CONTROL							
MP	RESPONDE	ILC 1	ILC 2	ILC 3	ILC 4	ILC 5	ILC
	18	3	3	3	3	3	18
	22	4	4	4	3	3	18
	25	5	5	3	3	4	20
	25	5	5	3	3	4	20
	24	5	5	3	3	4	20
	25	5	4	4	4	5	22
	28	5	5	4	4	5	23
	24	4	4	4	4	4	20
	30	5	5	3	5	5	23
	23	4	4	4	4	4	20
	27	4	5	5	5	5	24
	25	4	4	4	5	4	21
	25	4	4	4	5	5	22
	24	4	4	4	3	4	19
	18	4	4	4	3	4	19
	20	4	4	4	3	4	19
	20	4	4	4	3	4	19
	23	4	4	4	4	4	20
	24	4	4	3	4	4	19
	24	4	4	4	4	4	20
	23	4	4	4	4	4	20
	24	5	5	4	5	5	24
	24	4	5	4	4	4	21
	24	4	5	4	4	4	21
	18	4	3	3	4	4	18
	19	4	4	3	4	4	19
	18	5	4	4	3	4	20
	24	4	4	4	4	4	20
	24	4	4	4	4	4	20
	28	5	5	4	5	5	24
	24	4	4	4	4	4	20
	24	4	4	4	4	4	20
	24	4	4	5	5	5	23
	24	4	4	4	4	4	20
	24	4	4	4	4	4	20
	27	5	5	4	5	4	23
	24	4	4	4	4	4	20
	24	4	4	4	3	3	18
	20	4	4	2	3	3	16

24		4	4	4	4	4	20
18		4	4	3	4	4	19
24		4	4	4	4	4	20
25		4	4	5	4	4	21
25		4	4	4	4	4	20
24		4	4	4	4	4	20
24		5	4	3	4	3	19
24		4	4	3	3	3	17
20		5	4	4	4	5	22
26		4	4	4	4	3	19
21		4	4	4	3	3	18
21		4	4	4	3	3	18
24		4	4	4	3	4	19
20		5	3	5	3	4	20
27		5	5	5	5	5	25
24		4	4	4	4	4	20
24		4	4	4	4	4	20
19		4	4	3	3	4	18
22		4	3	4	3	4	18
21		4	4	4	3	4	19
18		4	3	3	3	3	16
20		5	3	5	4	5	22
21		4	4	4	4	4	20
23		4	4	4	4	4	20
21		4	4	4	4	4	20
21		4	4	4	4	4	20
19		4	4	4	4	3	19
21		4	4	4	3	3	18
21		4	4	4	4	4	20
26		4	4	5	4	4	21
24		4	5	4	4	5	22
23		3	3	3	3	3	15
27		4	4	4	4	4	20
26		4	5	4	4	5	22
19		3	3	3	3	3	15
24		4	4	4	4	4	20
20		4	4	4	3	4	19
25		4	4	5	3	4	20
22		4	3	3	3	3	16
22		4	3	3	3	3	16
24		4	4	4	5	4	21

19	4	4	4	3	4	19
24	4	4	4	4	4	20
18	3	3	3	3	3	15
24	4	4	4	4	4	20
19	3	3	3	3	4	16
19	4	4	4	3	5	20
24	4	4	4	4	4	20
23	4	4	3	3	3	17
24	5	4	3	4	4	20
24	4	4	3	4	4	19
25	4	4	4	3	4	19
24	4	4	4	3	4	19
22	4	4	4	3	4	19
23	5	4	3	4	4	20
25	5	3	3	3	3	17
24	4	4	4	4	4	20
21	4	4	4	4	4	20
17	4	3	4	3	4	18
18	3	3	3	3	3	15
23	5	5	4	3	4	21
24	5	5	5	4	4	23
21	5	3	3	5	5	23
24	5	5	5	4	4	23
21	5	3	3	5	5	23
24	5	5	5	4	4	23
24	3	3	3	3	3	15
25	4	4	4	4	4	20
24	4	4	4	4	4	20
19	4	3	4	3	4	18
24	4	4	4	4	4	20
24	4	4	4	4	4	20
20	4	4	4	4	4	20
21	4	5	4	4	4	21
24	4	4	4	4	4	20
24	4	4	3	4	4	19
20	4	4	4	4	4	20
22	4	3	4	4	4	19
24	4	4	4	4	4	20

## ORIGINALITY REPORT

---

8%

SIMILARITY INDEX

9%

INTERNET SOURCES

7%

PUBLICATIONS

6%

STUDENT PAPERS

---

## PRIMARY SOURCES

---

1	Submitted to School of Business and Management ITB Student Paper	1%
2	<a href="http://www.edusoft.ro">www.edusoft.ro</a> Internet Source	1%
3	Submitted to Universitas Diponegoro Student Paper	1%
4	Submitted to STIE Perbanas Surabaya Student Paper	1%
5	Submitted to Universiti Utara Malaysia Student Paper	1%
6	Submitted to President University Student Paper	1%
7	<a href="http://journal-archieves8.webs.com">journal-archieves8.webs.com</a> Internet Source	1%
8	Submitted to Yaba College of Technology Student Paper	1%
9	Chan Hsiao, Yi-Hsuan Lee, Hsiang-Heng Chen.	

"The effects of internal locus of control on entrepreneurship: the mediating mechanisms of social capital and human capital", The International Journal of Human Resource Management, 2015

Publication

1%

10

[www.emeraldinsight.com](http://www.emeraldinsight.com)

Internet Source

1%

Exclude quotes On

Exclude matches < 1%

Exclude bibliography Off