

LAMPIRAN

1. Instrumen Penelitian, Kuesioner Hubungan antara Manajemen Konflik dengan Kinerja Kerja Karyawan Program Studi Bisnis Perhotelan Universitas Agung Podomoro.

Kuesioner Analisa Hubungan antara Manajemen Konflik dengan Kinerja Kerja Karyawan program studi Bisnis Perhotelan Universitas Agung Podomoro

Yth. Bapak/Ibu Karyawan
Di Program Studi Bisnis Perhotelan Universitas Agung Podomoro,

Assalamualaikum Wr. Wb. Salam sejahtera bagi kita semua, Shalom, Om swastiastu. Nama Buddhaya, salam kebajikan.

Dalam rangka untuk menyelesaikan tugas akhir di Program Studi Bisnis Perhotelan Diploma IV Universitas Agung Podomoro, saya sebagai peneliti memohon bantuan Bapak/Ibu karyawan Program Studi Bisnis Perhotelan Universitas Agung Podomoro, agar berkenan memberikan jawaban kuesioner yang telah saya sajikan. Penelitian ini bertujuan untuk menguji pengaruh manajemen konflik terhadap kinerja kerja karyawan pada Program Studi Bisnis Perhotelan Universitas Agung Podomoro.

Daftar pernyataan dalam kuesioner berjumlah 46 pernyataan yang hendaknya diisi dengan lengkap dan mohon jangan dibiarkan tidak terjawab. Kelengkapan jawaban akan sangat mempengaruhi hasil analisis dalam penelitian ini dan tidak mempengaruhi penilaian universitas terhadap kinerja Bapak/Ibu. Data pribadi Bapak/Ibu tidak akan dipublikasikan, sehingga Bapak/Ibu dapat memberikan opini secara bebas. Kerahasiaan informasi yang diperoleh akan dijaga dengan baik dan informasi tersebut hanya akan digunakan untuk kepentingan akademik.

Besar harapan saya atas partisipasi Bapak/Ibu terhadap pengisian kuesioner ini karena jawaban tersebut merupakan kontribusi yang berharga baik bagi peneliti dan ilmu pengetahuan, maupun bagi usaha untuk memajukan Universitas Agung Podomoro, khususnya program studi Bisnis Perhotelan. Atas perhatian dan kerjasama Bapak/Ibu, saya ucapkan terima kasih.

Wasalamualaikum Wr. Wb. Om shanti shanti shanti om, namo buddhaya.

Hormat Saya,

Ibrahim Pasha M
Mahasiswa Bisnis Perhotelan
Tingkat Akhir

Alamat email (ibrahim.pasha@podomorouniversity.ac.id) akan dicatat ketika Anda mengirim formulir ini. Bukan Anda? [Ganti akun](#)

BERIKUTNYA

Jangan pernah mengirimkan sandi melalui Google Formulir.

Formulir ini dibuat dalam Podomoro University. [Laporkan Penyalahgunaan](#)

Google Formulir

Kuesioner Analisa Hubungan antara Manajemen Konflik dengan Kinerja Kerja Karyawan program studi Bisnis Perhotelan Universitas Agung Podomoro

Alamat email (ibrahim.pasha@podomorouniversity.ac.id) akan dicatat ketika Anda mengirim formulir ini. Bukan Anda? [Ganti akun](#)

* Wajib

Identitas Responden

Identitas responden tidak akan saya publikasikan, pencantuman nama semata-mata hanya upaya penelitian ini dapat dipertanggungjawabkan secara akademis. Terima kasih.

Nama Lengkap *

Jawaban Anda

Jenis Kelamin *

- Laki-Laki
- Perempuan

Umur saat ini *

- ≤ 35 Tahun
- 36 - 43 Tahun
- 44 - 51 Tahun
- 52 - 59 Tahun

Pendidikan Formal terakhir *

- SMA atau Sederajat
- S1
- S2
- S3

Pendidikan Non Formal (Pelatihan) *

- Pernah
- Belum Pernah

Masa Kerja di program studi Bisnis Perhotelan Universitas Agung Podomoro *

- ≤ 2 Tahun
- 3 - 4 Tahun
- 5 - 6 Tahun
- ≥ 6 Tahun

Tingkat Jabatan di Program studi Bisnis Perhotelan Universitas Agung Podomoro *

- Dekan Fakultas / Ketua Program Studi / Sekretaris Ketua Program Studi
- Kepala Bagian Magang / Kepala Laboratorium / Deputy Kepala Magang / Dosen
- Admin Program Studi / Admin Dekan Fakultas / Laboran

Tingkat Kedisiplinan *

- Tinggi
- Sedang
- Rendah

Tingkat Komitmen *

- Tinggi
- Sedang
- Rendah

KEMBALI

BERIKUTNYA

Jangan pernah mengirimkan sandi melalui Google Formulir.

Gaya Manajemen Konflik

Silahkan centang pilihan yang sesuai setelah setiap pernyataan, untuk menunjukkan bagaimana anda menangani ketidaksepakatan atau konflik dengan rekan kerja anda. Cobalah untuk mengingat sebanyak mungkin situasi konflik baru-baru ini dalam menentukan peringkat pernyataan-pernyataan ini.

Saya mencoba untuk menyelidiki masalah dengan rekan-rekan saya untuk menemukan solusi yang dapat diterima oleh kami. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba menyatukan ide-ide saya dengan ide-ide dari rekan saya untuk menghasilkan keputusan bersama. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba bekerja dengan rekan-rekan saya untuk menemukan solusi dari masalah yang mana memuaskan harapan kami. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya bertukar informasi yang akurat dengan teman-teman saya untuk menyelesaikan masalah bersama. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba untuk membawa semua perhatian kami dengan terbuka sehingga masalah dapat diselesaikan dengan cara terbaik.

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya berkolaborasi dengan rekan-rekan saya untuk membuat keputusan yang dapat diterima dengan baik oleh kami. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba bekerja sama dengan rekan-rekan saya untuk memahami masalah dengan tepat. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya umumnya mencoba untuk memenuhi kebutuhan rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya seringkali mengakomodir keinginan rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya menyerah (mengikuti) pada keinginan rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya biasanya mengizinkan melakukan pemberian kepada rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya sering mengikuti saran rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba untuk memenuhi harapan rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya menggunakan pengaruh saya agar yang lain dapat menerima gagasan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya menggunakan otoritas saya untuk membuat keputusan yang menguntungkan diri saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya menggunakan keahlian saya untuk membuat keputusan yang menguntungkan diri saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya biasanya teguh dalam memperjuangkan masalah saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya terkadang menggunakan kekuatan saya untuk memenangkan situasi kompetitif. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba mencari jalan tengah untuk menyelesaikan jalan buntu.

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya biasanya mengusulkan jalan tengah untuk memecahkan kebuntuan. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya bernegosiasi dengan rekan-rekan saya sehingga kompromi dapat dicapai. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya menggunakan cara "memberi dan menerima" sehingga kompromi dapat dilakukan. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya berusaha untuk tidak menjadi pusat perhatian dan mencoba untuk menjaga konflik dengan teman-teman untuk diri saya sendiri. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya biasanya menghindari diskusi terbuka tentang perbedaan saya dengan rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba untuk menjauh dari perselisihan dengan rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya menghindari pertemuan dengan teman-teman/rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba untuk menjaga ketidaksepakatan dengan rekan-rekan saya untuk diri sendiri untuk menghindari perasaan tidak enak. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mencoba untuk menghindari pertukaran pendapat yang tidak menyenangkan dengan rekan-rekan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

KEMBALI

BERIKUTNYA

Jangan pernah mengirimkan sandi melalui Google Formulir.

Kinerja Kerja (Individual Work Performance Questionnaire)

Silahkan centang pilihan yang sesuai setelah setiap pernyataan, untuk menunjukkan bagaimana anda menyikapi proses dalam bekerja.

Saya mampu merencanakan pekerjaan sehingga dapat menyelesaikannya tepat waktu. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya dapat menetapkan prioritas dalam bekerja. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya terus mengingat hasil pekerjaan yang harus saya capai. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mampu melaksanakan pekerjaan saya secara efisien. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mampu mengatur waktu kerja dengan baik. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya berniatif memulai tugas baru setelah tugas sebelumnya selesai. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Ketika ada tugas yang menantang, saya bersedia menerimanya.

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya berusaha terus memperbarui pengetahuan terkait pekerjaan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya berusaha terus memperbarui keterampilan bekerja saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mendapatkan solusi kreatif untuk masalah-masalah baru. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya bersedia menerima tanggung jawab ekstra. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya terus mencari tantangan baru dalam pekerjaan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya berpartisipasi aktif dalam rapat atau pertemuan. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya mengeluhkan persoalan-persoalan kecil dalam pekerjaan saya. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya membesar-besarkan masalah di tempat kerja. *

| | | | | | | |
|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Sangat Tidak Setuju | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Sangat Setuju |

Saya lebih fokus pada aspek negatif ketimbang aspek positif pada situasi di tempat kerja. Saya membesar-besarkan masalah di tempat kerja. *

1 2 3 4 5

Sangat Tidak Setuju Sangat Setuju

Saya berbicara dengan para kolega tentang aspek negatif dari pekerjaan saya. *

1 2 3 4 5

Sangat Tidak Setuju Sangat Setuju

Saya membicarakan hal-hal negatif dalam pekerjaan dengan orang-orang di luar tempat kerja saya. *

1 2 3 4 5

Sangat Tidak Setuju Sangat Setuju

KEMBALI

BERIKUTNYA

Jangan pernah mengirimkan sandi melalui Google Formulir.

Formulir ini dibuat dalam Podomoro University. [Laporkan Penyalahgunaan](#)

Google Formulir

2. Frekuensi Data Responden

Frekuensi Data Responden

Data Responden - Statistics - December 15, 2019

| | | Statistics | | | | | | | |
|--------------------|---------|------------|---------|--------|--------|--------|--------|--------|--------|
| | | JK | USI | PFT | PnFT | MK | TJ | TKE | TKO |
| N | Valid | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 1.2941 | 1.7647 | 2.8824 | 1.1176 | 2.0000 | 2.0000 | 1.2353 | 1.1176 |
| Std. Error of Mean | | .11391 | .26471 | .16896 | .08055 | .21004 | .14852 | .10605 | .08055 |
| Std. Deviation | | .46967 | 1.09141 | .69663 | .33211 | .86603 | .61237 | .43724 | .33211 |
| Variance | | .221 | 1.191 | .485 | .110 | .750 | .375 | .191 | .110 |
| Range | | 1.00 | 3.00 | 3.00 | 1.00 | 2.00 | 2.00 | 1.00 | 1.00 |
| Minimum | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| Maximum | | 2.00 | 4.00 | 4.00 | 2.00 | 3.00 | 3.00 | 2.00 | 2.00 |
| Sum | | 22.00 | 30.00 | 49.00 | 19.00 | 34.00 | 34.00 | 21.00 | 19.00 |

Tabel Frekuensi Data Responden

Tabel Frekuensi Data Responden - JK - December 15, 2019

| | | JK | | | |
|-------|------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 12 | 70.6 | 70.6 | 70.6 |
| | 2.00 | 5 | 29.4 | 29.4 | 100.0 |
| Total | | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Responden

Tabel Frekuensi Data Responden - USI - December 15, 2019

| | | USI | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 10 | 58.8 | 58.8 | 58.8 |
| | 2.00 | 3 | 17.6 | 17.6 | 76.5 |
| | 3.00 | 2 | 11.8 | 11.8 | 88.2 |
| | 4.00 | 2 | 11.8 | 11.8 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Responden

Tabel Frekuensi Data Responden - PFT - December 15, 2019

| | | PFT | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 2.00 | 2 | 11.8 | 11.8 | 17.6 |
| | 3.00 | 12 | 70.6 | 70.6 | 88.2 |
| | 4.00 | 2 | 11.8 | 11.8 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Responden

Tabel Frekuensi Data Responden - PnFT - December 15, 2019

| | | PnFT | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 15 | 88.2 | 88.2 | 88.2 |
| | 2.00 | 2 | 11.8 | 11.8 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Responden

Tabel Frekuensi Data Responden - MK - December 15, 2019

| | | MK | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 6 | 35.3 | 35.3 | 35.3 |
| | 2.00 | 5 | 29.4 | 29.4 | 64.7 |
| | 3.00 | 6 | 35.3 | 35.3 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Responden

Tabel Frekuensi Data Responden - TJ - December 15, 2019

| | | TJ | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 3 | 17.6 | 17.6 | 17.6 |
| | 2.00 | 11 | 64.7 | 64.7 | 82.4 |
| | 3.00 | 3 | 17.6 | 17.6 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Responden

Tabel Frekuensi Data Responden - TKE - December 15, 2019

| | | TKE | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 13 | 76.5 | 76.5 | 76.5 |
| | 2.00 | 4 | 23.5 | 23.5 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

3. Frekuensi Data Manajemen Konflik

Frekuensi Data Manajemen Konflik

Data Manajemen Konflik - Statistics - December 15, 2019

| | | KOL1 | KOL2 | KOL3 | KOL4 | KOL5 | KOL6 | KOL7 |
|--------------------|---------|--------|--------|--------|--------|--------|--------|--------|
| N | Valid | 17 | 17 | 17 | 17 | 17 | 17 | 17 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 4.4706 | 4.2941 | 4.2353 | 4.5294 | 4.3529 | 4.3529 | 4.1176 |
| Std. Error of Mean | | .15141 | .11391 | .16109 | .15141 | .14706 | .19061 | .16896 |
| Std. Deviation | | .62426 | .46967 | .66421 | .62426 | .60634 | .78591 | .69663 |
| Variance | | .390 | .221 | .441 | .390 | .368 | .618 | .485 |
| Range | | 2.00 | 1.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| Minimum | | 3.00 | 4.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| Sum | | 76.00 | 73.00 | 72.00 | 77.00 | 74.00 | 74.00 | 70.00 |

| Statistics | | | | | | | | |
|------------|--------|--------|---------|--------|--------|---------|--------|---------|
| AKO1 | AKO2 | AKO3 | AKO4 | AKO5 | AKO6 | DOM1R | DOM2R | DOM3R |
| 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4.0000 | 3.4706 | 2.4706 | 3.1765 | 3.5882 | 3.8824 | 3.2941 | 4.3529 | 4.0000 |
| .17150 | .21209 | .22877 | .24608 | .21107 | .16896 | .30636 | .17023 | .32084 |
| .70711 | .87447 | .94324 | 1.01460 | .87026 | .69663 | 1.26317 | .70189 | 1.32288 |
| .500 | .765 | .890 | 1.029 | .757 | .485 | 1.596 | .493 | 1.750 |
| 2.00 | 3.00 | 4.00 | 4.00 | 3.00 | 2.00 | 4.00 | 2.00 | 4.00 |
| 3.00 | 2.00 | 1.00 | 1.00 | 2.00 | 3.00 | 1.00 | 3.00 | 1.00 |
| 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| 68.00 | 59.00 | 42.00 | 54.00 | 61.00 | 66.00 | 56.00 | 74.00 | 68.00 |

| DOM4R | DOM5R | KOM1 | KOM2 | KOM3 | KOM4 | HIN1R | HIN2R | HIN3R | HIN4R | HIN5R | HIN6R |
|---------|---------|--------|--------|--------|--------|---------|---------|---------|--------|--------|---------|
| 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2.7059 | 2.8824 | 4.2941 | 4.1765 | 4.0000 | 4.0588 | 2.6471 | 3.2353 | 2.7647 | 4.3529 | 3.7059 | 3.7647 |
| .26795 | .31949 | .11391 | .17647 | .21004 | .18131 | .28364 | .31541 | .29116 | .14706 | .22303 | .27825 |
| 1.10480 | 1.31731 | .46967 | .72761 | .86603 | .74755 | 1.16946 | 1.30045 | 1.20049 | .60634 | .91956 | 1.14725 |
| 1.221 | 1.735 | .221 | .529 | .750 | .559 | 1.368 | 1.691 | 1.441 | .368 | .846 | 1.316 |
| 4.00 | 4.00 | 1.00 | 2.00 | 2.00 | 2.00 | 4.00 | 4.00 | 4.00 | 2.00 | 3.00 | 4.00 |
| 1.00 | 1.00 | 4.00 | 3.00 | 3.00 | 3.00 | 1.00 | 1.00 | 1.00 | 3.00 | 2.00 | 1.00 |
| 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| 46.00 | 49.00 | 73.00 | 71.00 | 68.00 | 69.00 | 45.00 | 55.00 | 47.00 | 74.00 | 63.00 | 64.00 |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOL1 - December 15, 2019

| KOL1 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 4.00 | 7 | 41.2 | 41.2 | 47.1 |
| | 5.00 | 9 | 52.9 | 52.9 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOL2 - December 15, 2019

| KOL2 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 12 | 70.6 | 70.6 | 70.6 |
| | 5.00 | 5 | 29.4 | 29.4 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOL3 - December 15, 2019

| KOL3 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 2 | 11.8 | 11.8 | 11.8 |
| | 4.00 | 9 | 52.9 | 52.9 | 64.7 |
| | 5.00 | 6 | 35.3 | 35.3 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOL4 - December 15, 2019

| KOL4 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 4.00 | 6 | 35.3 | 35.3 | 41.2 |
| | 5.00 | 10 | 58.8 | 58.8 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOL5 - December 15, 2019

| KOL5 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 4.00 | 9 | 52.9 | 52.9 | 58.8 |
| | 5.00 | 7 | 41.2 | 41.2 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOL6 - December 15, 2019

| KOL6 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 3 | 17.6 | 17.6 | 17.6 |
| | 4.00 | 5 | 29.4 | 29.4 | 47.1 |
| | 5.00 | 9 | 52.9 | 52.9 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOL7 - December 15, 2019

| KOL7 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 3 | 17.6 | 17.6 | 17.6 |
| | 4.00 | 9 | 52.9 | 52.9 | 70.6 |
| | 5.00 | 5 | 29.4 | 29.4 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - AKO1 - December 15, 2019

| AKO1 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 4 | 23.5 | 23.5 | 23.5 |
| | 4.00 | 9 | 52.9 | 52.9 | 76.5 |
| | 5.00 | 4 | 23.5 | 23.5 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - AKO2 - December 15, 2019

AKO2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 2.00 | 2 | 11.8 | 11.8 | 11.8 |
| 3.00 | 7 | 41.2 | 41.2 | 52.9 |
| 4.00 | 6 | 35.3 | 35.3 | 88.2 |
| 5.00 | 2 | 11.8 | 11.8 | 100.0 |
| Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - AKO3 - December 15, 2019

AKO3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 1.00 | 2 | 11.8 | 11.8 | 11.8 |
| 2.00 | 7 | 41.2 | 41.2 | 52.9 |
| 3.00 | 7 | 41.2 | 41.2 | 94.1 |
| 5.00 | 1 | 5.9 | 5.9 | 100.0 |
| Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - AKO4 - December 15, 2019

AKO4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 1.00 | 1 | 5.9 | 5.9 | 5.9 |
| 2.00 | 2 | 11.8 | 11.8 | 17.6 |
| 3.00 | 9 | 52.9 | 52.9 | 70.6 |
| 4.00 | 3 | 17.6 | 17.6 | 88.2 |
| 5.00 | 2 | 11.8 | 11.8 | 100.0 |
| Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - AKO5 - December 15, 2019

| AKO5 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 3.00 | 8 | 47.1 | 47.1 | 52.9 |
| | 4.00 | 5 | 29.4 | 29.4 | 82.4 |
| | 5.00 | 3 | 17.6 | 17.6 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - AKO6 - December 15, 2019

| AKO6 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 5 | 29.4 | 29.4 | 29.4 |
| | 4.00 | 9 | 52.9 | 52.9 | 82.4 |
| | 5.00 | 3 | 17.6 | 17.6 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - DOM1R - December 15, 2019

| DOM1R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 2.00 | 4 | 23.5 | 23.5 | 29.4 |
| | 3.00 | 5 | 29.4 | 29.4 | 58.8 |
| | 4.00 | 3 | 17.6 | 17.6 | 76.5 |
| | 5.00 | 4 | 23.5 | 23.5 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - DOM2R - December 15, 2019

| DOM2R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 2 | 11.8 | 11.8 | 11.8 |
| | 4.00 | 7 | 41.2 | 41.2 | 52.9 |
| | 5.00 | 8 | 47.1 | 47.1 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - DOM3R - December 15, 2019

| DOM3R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 2 | 11.8 | 11.8 | 11.8 |
| | 3.00 | 2 | 11.8 | 11.8 | 23.5 |
| | 4.00 | 5 | 29.4 | 29.4 | 52.9 |
| | 5.00 | 8 | 47.1 | 47.1 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - DOM4R - December 15, 2019

| DOM4R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 2 | 11.8 | 11.8 | 11.8 |
| | 2.00 | 5 | 29.4 | 29.4 | 41.2 |
| | 3.00 | 8 | 47.1 | 47.1 | 88.2 |
| | 5.00 | 2 | 11.8 | 11.8 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - DOM5R - December 15, 2019

DOM5R

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 1.00 | 1 | 5.9 | 5.9 | 5.9 |
| 2.00 | 9 | 52.9 | 52.9 | 58.8 |
| 3.00 | 1 | 5.9 | 5.9 | 64.7 |
| 4.00 | 3 | 17.6 | 17.6 | 82.4 |
| 5.00 | 3 | 17.6 | 17.6 | 100.0 |
| Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOM1 - December 15, 2019

KOM1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 4.00 | 12 | 70.6 | 70.6 | 70.6 |
| 5.00 | 5 | 29.4 | 29.4 | 100.0 |
| Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOM2 - December 15, 2019

KOM2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 3 | 17.6 | 17.6 | 17.6 |
| 4.00 | 8 | 47.1 | 47.1 | 64.7 |
| 5.00 | 6 | 35.3 | 35.3 | 100.0 |
| Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOM3 - December 15, 2019

| | | KOM3 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 6 | 35.3 | 35.3 | 35.3 |
| | 4.00 | 5 | 29.4 | 29.4 | 64.7 |
| | 5.00 | 6 | 35.3 | 35.3 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - KOM4 - December 15, 2019

| | | KOM4 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 4 | 23.5 | 23.5 | 23.5 |
| | 4.00 | 8 | 47.1 | 47.1 | 70.6 |
| | 5.00 | 5 | 29.4 | 29.4 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - HIN1R - December 15, 2019

| | | HIN1R | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 3 | 17.6 | 17.6 | 17.6 |
| | 2.00 | 5 | 29.4 | 29.4 | 47.1 |
| | 3.00 | 5 | 29.4 | 29.4 | 76.5 |
| | 4.00 | 3 | 17.6 | 17.6 | 94.1 |
| | 5.00 | 1 | 5.9 | 5.9 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - HIN2R - December 15, 2019

| HIN2R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 2 | 11.8 | 11.8 | 11.8 |
| | 2.00 | 3 | 17.6 | 17.6 | 29.4 |
| | 3.00 | 4 | 23.5 | 23.5 | 52.9 |
| | 4.00 | 5 | 29.4 | 29.4 | 82.4 |
| | 5.00 | 3 | 17.6 | 17.6 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - HIN3R - December 15, 2019

| HIN3R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 2 | 11.8 | 11.8 | 11.8 |
| | 2.00 | 6 | 35.3 | 35.3 | 47.1 |
| | 3.00 | 5 | 29.4 | 29.4 | 76.5 |
| | 4.00 | 2 | 11.8 | 11.8 | 88.2 |
| | 5.00 | 2 | 11.8 | 11.8 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - HIN4R - December 15, 2019

| HIN4R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 4.00 | 9 | 52.9 | 52.9 | 58.8 |
| | 5.00 | 7 | 41.2 | 41.2 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - HIN5R - December 15, 2019

HIN5R

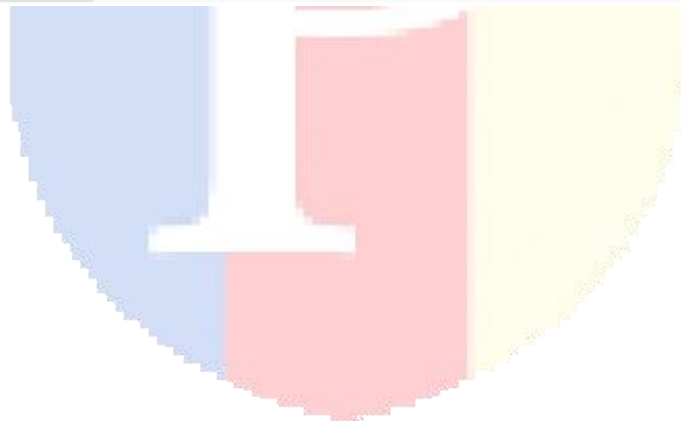
| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 2.00 | 1 | 5.9 | 5.9 | 5.9 |
| 3.00 | 7 | 41.2 | 41.2 | 47.1 |
| 4.00 | 5 | 29.4 | 29.4 | 76.5 |
| 5.00 | 4 | 23.5 | 23.5 | 100.0 |
| Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Manajemen Konflik

Tabel Frekuensi Data Manajemen Konflik - HIN6R - December 15, 2019

HIN6R

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 1.00 | 1 | 5.9 | 5.9 | 5.9 |
| 2.00 | 1 | 5.9 | 5.9 | 11.8 |
| 3.00 | 4 | 23.5 | 23.5 | 35.3 |
| 4.00 | 6 | 35.3 | 35.3 | 70.6 |
| 5.00 | 5 | 29.4 | 29.4 | 100.0 |
| Total | 17 | 100.0 | 100.0 | |



4. Frekuensi Data Kinerja Kerja

Frekuensi Data Kinerja Kerja

Data Kinerja Kerja - Statistics - December 15, 2019

| | | PT1 | PT2 | PT3 | PT4 | PT5 | PK1 | PK2 | PK3 |
|--------------------|---------|--------|--------|---------|--------|--------|--------|--------|--------|
| N | Valid | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 4.4118 | 4.4706 | 4.1176 | 4.4706 | 4.2353 | 4.1765 | 4.2353 | 4.5882 |
| Std. Error of Mean | | .14997 | .12478 | .25556 | .12478 | .20164 | .19620 | .18250 | .12304 |
| Std. Deviation | | .61835 | .51450 | 1.05370 | .51450 | .83137 | .80896 | .75245 | .50730 |
| Variance | | .382 | .265 | 1.110 | .265 | .691 | .654 | .566 | .257 |
| Range | | 2.00 | 1.00 | 4.00 | 1.00 | 3.00 | 2.00 | 2.00 | 1.00 |
| Minimum | | 3.00 | 4.00 | 1.00 | 4.00 | 2.00 | 3.00 | 3.00 | 4.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| Sum | | 75.00 | 76.00 | 70.00 | 76.00 | 72.00 | 71.00 | 72.00 | 78.00 |

Statistics

| PK4 | PK5 | PK6 | PK7 | PK8 | PKK1R | PKK2R | PKK3R | PKK4R | PKK5R |
|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|
| 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4.5882 | 4.1765 | 4.0000 | 4.2353 | 4.1176 | 4.0000 | 4.3529 | 4.3529 | 4.0000 | 4.2941 |
| .12304 | .15424 | .25725 | .20164 | .18947 | .22687 | .19061 | .19061 | .19174 | .22303 |
| .50730 | .63593 | 1.06066 | .83137 | .78121 | .93541 | .78591 | .78591 | .79057 | .91956 |
| .257 | .404 | 1.125 | .691 | .610 | .875 | .618 | .618 | .625 | .846 |
| 1.00 | 2.00 | 4.00 | 3.00 | 2.00 | 3.00 | 2.00 | 2.00 | 2.00 | 3.00 |
| 4.00 | 3.00 | 1.00 | 2.00 | 3.00 | 2.00 | 3.00 | 3.00 | 3.00 | 2.00 |
| 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| 78.00 | 71.00 | 68.00 | 72.00 | 70.00 | 68.00 | 74.00 | 74.00 | 68.00 | 73.00 |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PT1 - December 15, 2019

PT1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 4.00 | 8 | 47.1 | 47.1 | 52.9 |
| | 5.00 | 8 | 47.1 | 47.1 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PT2 - December 15, 2019

PT2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 9 | 52.9 | 52.9 | 52.9 |
| | 5.00 | 8 | 47.1 | 47.1 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PT3 - December 15, 2019

PT3

| | Frequency | Percent | Valid Percent | Cumulative Percent | |
|-------|-----------|---------|---------------|--------------------|-------|
| Valid | 1.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 3.00 | 2 | 11.8 | 11.8 | 17.6 |
| | 4.00 | 7 | 41.2 | 41.2 | 58.8 |
| | 5.00 | 7 | 41.2 | 41.2 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PT4 - December 15, 2019

PT4

| | Frequency | Percent | Valid Percent | Cumulative Percent | |
|-------|-----------|---------|---------------|--------------------|-------|
| Valid | 4.00 | 9 | 52.9 | 52.9 | 52.9 |
| | 5.00 | 8 | 47.1 | 47.1 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PT5 - December 15, 2019

PT5

| | Frequency | Percent | Valid Percent | Cumulative Percent | |
|-------|-----------|---------|---------------|--------------------|-------|
| Valid | 2.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 3.00 | 1 | 5.9 | 5.9 | 11.8 |
| | 4.00 | 8 | 47.1 | 47.1 | 58.8 |
| | 5.00 | 7 | 41.2 | 41.2 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PK1 - December 15, 2019

PK1

| | Frequency | Percent | Valid Percent | Cumulative Percent | |
|-------|-----------|---------|---------------|--------------------|-------|
| Valid | 3.00 | 4 | 23.5 | 23.5 | 23.5 |
| | 4.00 | 6 | 35.3 | 35.3 | 58.8 |
| | 5.00 | 7 | 41.2 | 41.2 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PK2 - December 15, 2019

| | | PK2 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 3 | 17.6 | 17.6 | 17.6 |
| | 4.00 | 7 | 41.2 | 41.2 | 58.8 |
| | 5.00 | 7 | 41.2 | 41.2 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PK3 - December 15, 2019

| | | PK3 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 7 | 41.2 | 41.2 | 41.2 |
| | 5.00 | 10 | 58.8 | 58.8 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PK4 - December 15, 2019

| | | PK4 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 7 | 41.2 | 41.2 | 41.2 |
| | 5.00 | 10 | 58.8 | 58.8 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PK5 - December 15, 2019

| | | PK5 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 2 | 11.8 | 11.8 | 11.8 |
| | 4.00 | 10 | 58.8 | 58.8 | 70.6 |
| | 5.00 | 5 | 29.4 | 29.4 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PK6 - December 15, 2019

| PK6 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 3.00 | 3 | 17.6 | 17.6 | 23.5 |
| | 4.00 | 7 | 41.2 | 41.2 | 64.7 |
| | 5.00 | 6 | 35.3 | 35.3 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PK7 - December 15, 2019

| PK7 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 3.00 | 1 | 5.9 | 5.9 | 11.8 |
| | 4.00 | 8 | 47.1 | 47.1 | 58.8 |
| | 5.00 | 7 | 41.2 | 41.2 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PK8 - December 15, 2019

| PK8 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 4 | 23.5 | 23.5 | 23.5 |
| | 4.00 | 7 | 41.2 | 41.2 | 64.7 |
| | 5.00 | 6 | 35.3 | 35.3 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PKK1R - December 15, 2019

| PKK1R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| | 2.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 3.00 | 4 | 23.5 | 23.5 | 29.4 |
| Valid | 4.00 | 6 | 35.3 | 35.3 | 64.7 |
| | 5.00 | 6 | 35.3 | 35.3 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PKK2R - December 15, 2019

| PKK2R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| | 3.00 | 3 | 17.6 | 17.6 | 17.6 |
| Valid | 4.00 | 5 | 29.4 | 29.4 | 47.1 |
| | 5.00 | 9 | 52.9 | 52.9 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PKK3R - December 15, 2019

| PKK3R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| | 3.00 | 3 | 17.6 | 17.6 | 17.6 |
| Valid | 4.00 | 5 | 29.4 | 29.4 | 47.1 |
| | 5.00 | 9 | 52.9 | 52.9 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PKK4R - December 15, 2019

| PKK4R | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| | 3.00 | 5 | 29.4 | 29.4 | 29.4 |
| Valid | 4.00 | 7 | 41.2 | 41.2 | 70.6 |
| | 5.00 | 5 | 29.4 | 29.4 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

Tabel Frekuensi Data Kinerja Kerja

Tabel Frekuensi Data Kinerja Kerja - PKK5R - December 15, 2019

| | | PKK5R | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 1 | 5.9 | 5.9 | 5.9 |
| | 3.00 | 2 | 11.8 | 11.8 | 17.6 |
| | 4.00 | 5 | 29.4 | 29.4 | 47.1 |
| | 5.00 | 9 | 52.9 | 52.9 | 100.0 |
| | Total | 17 | 100.0 | 100.0 | |

5. Data Uji Korelasi Rank Spearman antar Variabel (Manajemen Konflik dengan Kinerja Kerja)

Uji Korelasi Rank Spearman Antar Variabel (Manajemen Konflik dengan Kinerja Kerja)

Uji Korelasi Rank Spearman Antar Variabel (Manajemen Konflik dengan Kinerja Kerja) - Correlations - December 15, 2019

| | | Correlations | | |
|----------------|-----------------|-------------------------|---------|-------|
| | | TOTALMK | TOTALKK | |
| Spearman's rho | TOTALMK | Correlation Coefficient | 1.000 | .553* |
| | | Sig. (2-tailed) | . | .021 |
| | | N | 17 | 17 |
| | TOTALKK | Correlation Coefficient | .553* | 1.000 |
| | Sig. (2-tailed) | .021 | . | |
| | N | 17 | 17 | |

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

6. Data Uji Korelasi Rank Spearman antar Sub Variabel Manajemen Konflik dengan Kinerja kerja.

Uji Korelasi Rank Spearman antar Sub-Variabel (Manajemen K

Uji Korelasi Rank Spearman antar Sub-Variabel (Manajemen Konflik dengan Kinerja Kerja) - Correlation([more](#))

| | | | Correlat | |
|----------------|-------------------------|-------------------------|----------|----------|
| | | | TOTALKOL | TOTALAKO |
| Spearman's rho | TOTALKOL | Correlation Coefficient | 1.000 | .391 |
| | | Sig. (2-tailed) | . | .121 |
| | | N | 17 | 17 |
| | TOTALAKO | Correlation Coefficient | .391 | 1.000 |
| | | Sig. (2-tailed) | .121 | . |
| | | N | 17 | 17 |
| | TOTALDOMR | Correlation Coefficient | .065 | .095 |
| | | Sig. (2-tailed) | .804 | .717 |
| | | N | 17 | 17 |
| | TOTALKOM | Correlation Coefficient | .664** | .321 |
| | | Sig. (2-tailed) | .004 | .209 |
| | | N | 17 | 17 |
| | TOTALHINR | Correlation Coefficient | .312 | .125 |
| | | Sig. (2-tailed) | .222 | .632 |
| | | N | 17 | 17 |
| | TOTALPT | Correlation Coefficient | .637** | .430 |
| | | Sig. (2-tailed) | .006 | .085 |
| | | N | 17 | 17 |
| TOTALPK | Correlation Coefficient | .757** | .155 | |
| | Sig. (2-tailed) | .000 | .552 | |
| | N | 17 | 17 | |
| TOTALPKKR | Correlation Coefficient | .683** | .397 | |
| | Sig. (2-tailed) | .003 | .115 | |
| | N | 17 | 17 | |

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

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

onflik dengan Kinerja Kerja)

ions

| TOTALDOMR | TOTALKOM | TOTALHINR | TOTALPT | TOTALPK | TOTALPKKR |
|-----------|----------|-----------|---------|---------|-----------|
| .065 | .664** | .312 | .637** | .757** | .683** |
| .804 | .004 | .222 | .006 | .000 | .003 |
| 17 | 17 | 17 | 17 | 17 | 17 |
| .095 | .321 | .125 | .430 | .155 | .397 |
| .717 | .209 | .632 | .085 | .552 | .115 |
| 17 | 17 | 17 | 17 | 17 | 17 |
| 1.000 | -.097 | -.350 | .006 | .066 | .325 |
| . | .711 | .168 | .981 | .802 | .203 |
| 17 | 17 | 17 | 17 | 17 | 17 |
| -.097 | 1.000 | .639** | .418 | .719** | .473 |
| .711 | . | .006 | .095 | .001 | .055 |
| 17 | 17 | 17 | 17 | 17 | 17 |
| -.350 | .639** | 1.000 | .270 | .376 | .255 |
| .168 | .006 | . | .295 | .137 | .323 |
| 17 | 17 | 17 | 17 | 17 | 17 |
| .006 | .418 | .270 | 1.000 | .491* | .614** |
| .981 | .095 | .295 | . | .045 | .009 |
| 17 | 17 | 17 | 17 | 17 | 17 |
| .066 | .719** | .376 | .491* | 1.000 | .820** |
| .802 | .001 | .137 | .045 | . | .000 |
| 17 | 17 | 17 | 17 | 17 | 17 |
| .325 | .473 | .255 | .614** | .820** | 1.000 |
| .203 | .055 | .323 | .009 | .000 | . |
| 17 | 17 | 17 | 17 | 17 | 17 |

