# DAFTAR LAMPIRAN

# KUISIONER PENELITIAN

## BIODATA RESPONDEN

Mohon bantuan Anda untuk dapat mengisis biodata ini. Apabila jawabannya berupa pilihan, maka pilihlah salah satu jawaban yang dianggap benar dan beri tanda centang (√) pada kotak yang telah disediakan.

Nama                                              :.............................................
Jenis Kelamin (lingkari yang dipilih)      : Laki-laki / Perempuan
Tahun Menjadi Mahasiswa UBB              : Tahun 20...
Mempunyai Usaha (lingkari yang dipilih)  : Sudah / Belum

## PETUNJUK PENGISIAN KUISIONER

Mohon Anda untuk memilih salah satu dari beberapa alternatif jawaban yang tersedia dengan cara memberikan tanda centang (√). Setiap jawaban tidak ada benar atau salah, jawaban yang paling baik adalah jawaban yang sesuai dengan pendapat diri Anda.

Hasil survey digunakan untuk bahan penyusunan skripsi sebagai salah satu syarat dalam penyelesaian program sarjana (S1).

Pada pernyataan di bawah ini silahkan mengisi sesuai dengan pendapat/opini Anda. Adapun pilihan jawaban yang tersedia adalah:

SS      : Sangat Setuju        = 5
S        : Setuju                  = 4
RR      : Ragu-Ragu           = 3
TS       : Tidak Setuju        = 2
STS     : Sangat Tidak Setuju = 1

## KUISIONER MOTIVASI

| No | Pernyataan | Nilai | | | | |
|---|---|---|---|---|---|---|
| | | SS | S | RR | TS | STS |
| 1 | Menjadi seorang pengusaha *(entrepreneur)* membuat saya berpeluang untuk mendapatkan penghasilan yang tidak terbatas dibandingkan dengan menjadi pegawai yang memiliki penghasilan (gaji) tetap. | | | | | |
| 2 | Saya termotivasi menjadi pengusaha karena | | | | | |

| No | Pernyataan | | | | | |
|---|---|---|---|---|---|---|
| | saya mempunyai pengetahuan kewirausahaan yang cukup. | | | | | |
| 3 | Saya merasa dapat mengurangi masalah kemiskinan di masyarakat karena dengan berwirausaha, saya dapat menciptakan lapangan pekerjaan baru. | | | | | |
| 4 | Saya dapat menciptakan sesuatu yang baru. | | | | | |
| 5 | Saya merasa mampu untuk memimpin/membina para pegawai. | | | | | |
| 6 | Saya dapat mendekatkan diri dengan pegawai. | | | | | |
| 7 | Mampu menyelesaikan pekerjaan tepat waktu. | | | | | |
| 8 | Cepat dan tanggap dalam mengerjakan pekerjaan. | | | | | |
| 9 | Saya termotivasi menjadi pengusaha karena melihat peluang atau kesempatan yang ada. | | | | | |
| 10 | Saya selektif dalam memilih pekerjaan untuk kedepannya. | | | | | |

## KUISIONER TOLERANSI AKAN RESIKO

| No | Pernyataan | Nilai | | | | |
|---|---|---|---|---|---|---|
| | | SS | S | RR | TS | STS |
| 11 | Saya bertanggung jawab atas semua keputusan yang saya ambil. | | | | | |
| 12 | Saya suka mencoba sesuatu hal yang beresiko dan berdampak terhadap usaha yang saya jalani. | | | | | |

| No | Pernyataan | SS | S | RR | TS | STS |
|----|-----------|----|---|----|----|-----|
| 13 | Saya ingin berwirausaha karena saya termasuk orang yang siap menghadapi segala resiko yang ada. | | | | | |
| 14 | Saya siap menghadapi kebangkrutan yang sewaktu-waktu akan datang. | | | | | |
| 15 | Saya ingin berwirausaha karena saya termasuk orang yang memiliki rasa percaya diri yang tinggi dan yakin terhadap kemampuan diri sendiri. | | | | | |
| 16 | Saya siap menghadapi risiko yang ada nantinya. | | | | | |
| 17 | Saya dapat membatasi usaha yang menguntungkan dan tidak. | | | | | |
| 18 | Jika melakukan kesalahan, saya mencoba introspeksi dan memperbaiki diri. | | | | | |

## KUISIONER KEBEBASAN BEKERJA

| No | Pernyataan | Nilai | | | | |
|----|-----------|----|---|----|----|-----|
| | | SS | S | RR | TS | STS |
| 19 | Saya merasa senang dengan pekerjaan seorang pengusaha karena saya bisa lebih bebas dalam melakukan berbagai hal yang saya inginkan. | | | | | |
| 20 | Saya merasa bebas tanpa adanya pengawasan dari atasan (bos). | | | | | |
| 21 | Saya dapat menentukan pendapatan sendiri. | | | | | |
| 22 | Saya bebas untuk datang ke kantor kapanpun. | | | | | |

| No | Pernyataan | | | | | |
|----|-----------|---|---|---|---|---|
| 23 | Saya dapat mengeluarkan ide-ide cemerlang. | | | | | |
| 24 | Saya dapat menciptakan hasil kreasi yang unik. | | | | | |
| 25 | Saya dapat memanfaatkan peluang/kesempatan yang ada. | | | | | |
| 26 | Dengan menjadi wirausaha saya dapat menentukan jam kerja sendiri. | | | | | |
| 27 | Saya dapat mengatur gaji karyawan. | | | | | |
| 28 | Saya dapat menikmati keuntungan sendiri. | | | | | |

## KUISIONER MINAT BERWIRAUSAHA

| No | Pernyataan | Nilai | | | | |
|----|-----------|----|---|---|----|-----|
|    |           | SS | S | N | TS | STS |
| 29 | Seorang wirausaha harus mempunyai program kerja. | | | | | |
| 30 | Sebagai seorang wirausaha saya harus menentukan target untuk meningkatkan laba/keuntungan. | | | | | |
| 31 | Saya merasa dapat mengurangi masalah kemiskinan di masyarakat karena dengan berwirausaha, saya dapat menciptakan lapangan pekerjaan baru. | | | | | |
| 32 | Saya dapat membuat keputusan sendiri dan menerima resiko yang akan timbul. | | | | | |
| 33 | Saya dapat memprediksi akibat kegagalan usaha. | | | | | |

| 34 | Saya mampu memperkecil risiko yang ada. | | | | | |
|----|------------------------------------------|--|--|--|--|--|

**TERIMA KASIH TELAH MENJAWAB KUISIONER INI**

| No | X1.1 | X1.2 | X1.3 | XI.4 | XI.5 | XI.6 | XI.7 | XI.8 | XI.9 | XI.10 | STMO |
|----|------|------|------|------|------|------|------|------|------|-------|------|
| 1  | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 3 | 4 | 39 |
| 2  | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 34 |
| 3  | 5 | 5 | 3 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 41 |
| 4  | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 5  | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 44 |
| 6  | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 3 | 42 |
| 7  | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 36 |
| 8  | 4 | 3 | 4 | 2 | 4 | 2 | 4 | 5 | 4 | 5 | 37 |
| 9  | 4 | 2 | 5 | 3 | 5 | 2 | 5 | 4 | 4 | 4 | 38 |
| 10 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 11 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 43 |
| 12 | 5 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 43 |
| 13 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 34 |
| 14 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 31 |
| 15 | 4 | 5 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 4 | 34 |
| 16 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 39 |
| 17 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 36 |
| 18 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 34 |
| 19 | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 20 | 3 | 4 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 36 |
| 21 | 5 | 5 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 22 | 4 | 5 | 5 | 3 | 5 | 2 | 1 | 3 | 3 | 3 | 34 |
| 23 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 3 | 41 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 40 |
| 25 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 26 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 42 |
| 27 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 40 |
| 30 | 4 | 5 | 4 | 1 | 4 | 4 | 5 | 4 | 4 | 4 | 39 |
| 31 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 41 |
| 32 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 41 |
| 33 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 38 |
| 34 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 40 |
| 35 | 4 | 3 | 3 | 5 | 2 | 3 | 4 | 5 | 5 | 5 | 39 |
| 36 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 41 |
| 37 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 38 |
| 38 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 39 | 5 | 3 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 44 |
| 40 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 41 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 40 |
| 42 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 38 |
| 43 | 3 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 42 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 42 |
| 46 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 47 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 5 | 3 | 38 |
| 48 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 49 | 3 | 5 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 40 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 50 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 28 | MOTIVA |

SI (X1)

| No | X1.1 | X1.2 | X1.3 | XI.4 | XI.5 | XI.6 | XI.7 | XI.8 | XI.9 | XI.10 | STMO |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 51 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 52 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 53 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 40 |
| 54 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 55 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 34 |
| 56 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 57 | 3 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 38 |
| 58 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 59 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 60 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 61 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 62 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 63 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 64 | 5 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 4 | 38 |
| 65 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 38 |
| 66 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 67 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 68 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 34 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 38 |
| 70 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 5 | 3 | 5 | 34 |
| 71 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 40 |
| 72 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 36 |
| 73 | 4 | 5 | 2 | 3 | 4 | 5 | 2 | 3 | 3 | 3 | 34 |
| 74 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 38 |
| 75 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 42 |
| 76 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 78 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 46 |
| 79 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 36 |
| 80 | 3 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 42 |
| 81 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 40 |
| 82 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 34 |
| 83 | 5 | 2 | 4 | 5 | 5 | 2 | 4 | 3 | 5 | 3 | 38 |
| 84 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 40 |
| 85 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 38 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 5 | 3 | 5 | 38 |
| 88 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 2 | 5 | 38 |
| 89 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 90 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 44 |
| 91 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 38 |
| 92 | 4 | 2 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 38 |
| 93 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| 94 | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 40 |
| 95 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 40 |
| 96 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 34 |

| No | X1.1 | X1.2 | X1.3 | XI.4 | XI.5 | XI.6 | XI.7 | XI.8 | XI.9 | XI.10 | STMO |
|-----|------|------|------|------|------|------|------|------|------|-------|------|
| 97 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 40 |
| 98 | 4 | 5 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 36 |
| 99 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 36 |
| 100 | 4 | 5 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 36 |

| No | X1.1 | X1.2 | X1.3 | XI.4 | XI.5 | XI.6 | XI.7 | XI.8 | XI.9 | XI.10 | STMO |
|-----|------|------|------|------|------|------|------|------|------|-------|------|
| 101 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 34 |
| 102 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 32 |
| 103 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 104 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 39 |
| 105 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 34 |
| 106 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 32 |
| 107 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 108 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 44 |
| 109 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 47 |
| 110 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 47 |
| 111 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 40 |
| 112 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 34 |
| 113 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 114 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 40 |
| 115 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 38 |
| 116 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 44 |
| 117 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 118 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | 42 |
| 119 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 40 |
| 120 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 34 |
| 121 | 3 | 5 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 3 | 38 |
| 122 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 123 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 34 |
| 124 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 39 |
| 125 | 4 | 3 | 5 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 39 |
| 126 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 127 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |
| 128 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 39 |
| 129 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 43 |
| 130 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 5 | 5 | 37 |
| 131 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 2 | 4 | 4 | 38 |
| 132 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 3 | 39 |
| 133 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 134 | 5 | 3 | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 41 |
| 135 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 136 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 42 |
| 137 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 32 |
| 138 | 4 | 2 | 2 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 30 |
| 139 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 140 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| 141 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 142 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| 143 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

| No | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|
| 144 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 42 |
| 145 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 146 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 5 | 3 | 5 | 36 |
| 147 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 40 |
| 148 | 5 | 4 | 2 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 38 |
| 149 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 40 |
| 150 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 3 | 42 |

| No | X1.1 | X1.2 | X1.3 | XI.4 | XI.5 | XI.6 | XI.7 | XI.8 | XI.9 | XI.10 | STMO |
|-----|------|------|------|------|------|------|------|------|------|-------|------|
| 151 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 35 |
| 152 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 33 |
| 153 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 43 |
| 154 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 36 |
| 155 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 43 |
| 156 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 157 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 158 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 159 | 1 | 1 | 3 | 4 | 1 | 1 | 3 | 1 | 4 | 2 | 21 |
| 160 | 5 | 5 | 2 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 40 |
| 161 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 162 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 163 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 164 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 36 |
| 165 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 166 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 44 |
| 167 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 168 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 41 |
| 169 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 170 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 171 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 43 |
| 172 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 173 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 41 |
| 174 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 43 |
| 175 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 41 |
| 176 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 42 |
| 177 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 41 |
| 178 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 39 |
| 179 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 42 |
| 180 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 41 |
| 181 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 182 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 39 |
| 183 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 40 |
| 184 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 4 | 43 |
| 185 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 186 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 187 | 4 | 2 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 4 | 38 |
| 188 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 41 |
| 189 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 2 | 39 |
| 190 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |

| 191 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 192 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 35 |
| 193 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 46 |
| 194 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 35 |
| 195 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 41 |
| 196 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 197 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 198 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 199 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 4 | 4 | 31 |
| 200 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 41 |
| 201 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 41 |
| 202 | 5 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 3 | 5 | 41 |
| 203 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 35 |

TOLERANSI AKAN RISIKO (X2)
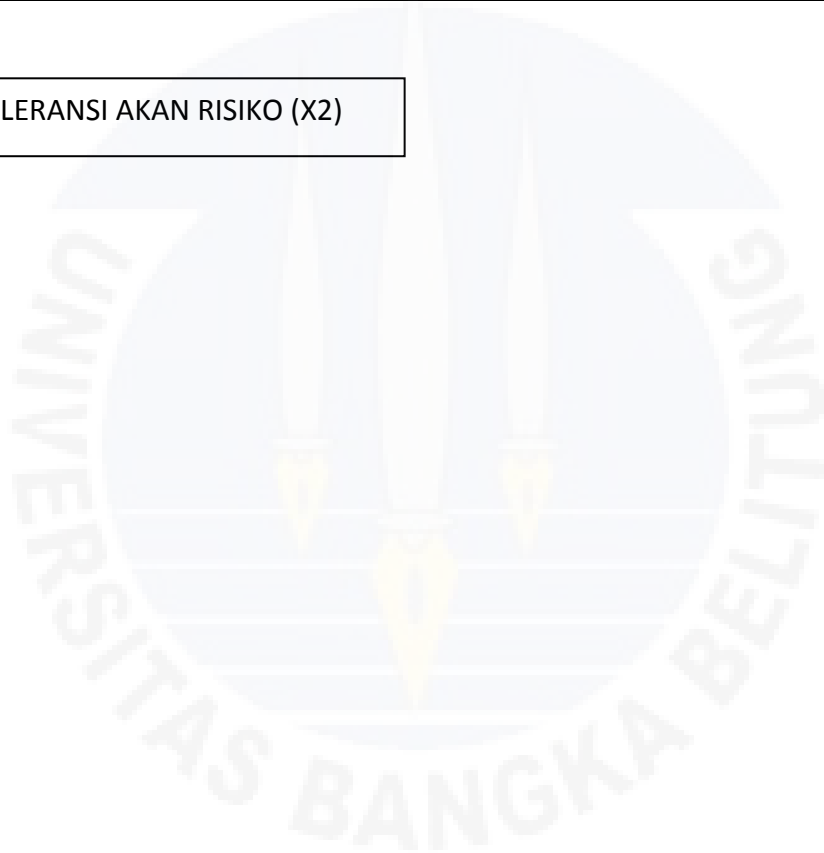
| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | STTAR |
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KEBEBASAN BEKERJA (X3)

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| 116 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 70 |
| 117 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 66 |
| 118 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 59 |
| 119 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 69 |
| 120 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 53 |
| 121 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 52 |
| 122 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 70 |
| 123 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 124 | 4 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 67 |
| 125 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 66 |
| 126 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 66 |
| 127 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 74 |
| 128 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 57 |
| 129 | 3 | 3 | 5 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 58 |
| 130 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 63 |
| 131 | 4 | 2 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 64 |
| 132 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 65 |
| 133 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 76 |
| 134 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 59 |
| 135 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 75 |

| 136 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 3 | 3 | 62 |
|-----|---|---|---|---|---|---|---|---|---|---|----|
| 137 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 59 |
| 138 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 2 | 3 | 3 | 51 |
| 139 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 69 |
| 140 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 64 |
| 141 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 65 |
| 142 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 63 |
| 143 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 75 |
| 144 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 77 |
| 145 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 74 |
| 146 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 67 |
| 147 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 59 |
| 148 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 61 |
| 149 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 63 |
| 150 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 3 | 3 | 56 |
| 151 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 53 |
| 152 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 52 |
| 153 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 62 |
| 154 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 52 |
| 155 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 60 |
| 156 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 79 |
| 157 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 66 |
| 158 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 66 |
| 159 | 2 | 4 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 2 | 30 |
| 160 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 61 |
| 161 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 69 |
| 162 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 66 |
| 163 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 73 |
| 164 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 165 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 63 |
| 166 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 55 |
| 167 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 65 |
| 168 | 5 | 4 | 3 | 3 | 5 | 3 | 3 | 4 | 5 | 5 | 73 |
| 169 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 64 |
| 170 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 79 |
| 171 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 63 |
| 172 | 5 | 4 | 3 | 3 | 5 | 3 | 3 | 4 | 5 | 4 | 73 |
| 173 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 58 |
| 174 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 3 | 3 | 60 |
| 175 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 69 |
| 176 | 4 | 5 | 3 | 3 | 5 | 4 | 3 | 5 | 5 | 4 | 69 |
| 177 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 59 |
| 178 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 71 |
| 179 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 73 |
| 180 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 60 |
| 181 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 69 |

| 182 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 61 |
| 183 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 70 |
| 184 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 76 |
| 185 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 186 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 3 | 68 |
| 187 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 66 |
| 188 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 66 |
| 189 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 2 | 74 |
| 190 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 65 |
| 191 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 60 |
| 192 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 60 |
| 193 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 64 |
| 194 | 3 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 3 | 58 |
| 195 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 69 |
| 196 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 65 |
| 197 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 77 |
| 198 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 65 |
| 199 | 1 | 4 | 2 | 2 | 5 | 5 | 2 | 3 | 5 | 4 | 55 |
| 200 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 60 |
| 201 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 64 |
| 202 | 2 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 59 |
| 203 | 2 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 50 |

MINAT BERWIRAUSAHA (Y)

| No | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | STMB |
|---|---|---|---|---|---|---|---|
| 1 | 5 | 3 | 4 | 4 | 4 | 4 | 82 |
| 2 | 4 | 3 | 4 | 4 | 4 | 5 | 76 |
| 3 | 3 | 2 | 4 | 5 | 4 | 4 | 76 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 5 | 5 | 5 | 4 | 3 | 4 | 4 | 87 |
| 6 | 4 | 5 | 5 | 4 | 5 | 5 | 86 |
| 7 | 3 | 4 | 4 | 5 | 4 | 4 | 76 |
| 8 | 4 | 2 | 5 | 3 | 5 | 5 | 76 |
| 9 | 5 | 3 | 4 | 5 | 3 | 5 | 74 |
| 10 | 5 | 4 | 3 | 4 | 5 | 4 | 84 |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 77 |
| 12 | 3 | 3 | 5 | 5 | 5 | 5 | 88 |
| 13 | 3 | 4 | 4 | 4 | 5 | 4 | 83 |
| 14 | 2 | 3 | 3 | 4 | 4 | 4 | 72 |
| 15 | 4 | 2 | 4 | 4 | 3 | 4 | 71 |
| 16 | 5 | 3 | 5 | 5 | 4 | 5 | 75 |
| 17 | 4 | 3 | 4 | 4 | 5 | 4 | 68 |
| 18 | 3 | 4 | 3 | 3 | 5 | 3 | 73 |
| 19 | 4 | 3 | 4 | 5 | 5 | 5 | 87 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 20 | 3 | 2 | 4 | 4 | 4 | 4 | 73 |
| 21 | 4 | 2 | 4 | 4 | 5 | 4 | 81 |
| 22 | 5 | 3 | 3 | 3 | 4 | 3 | 59 |
| 23 | 5 | 3 | 4 | 4 | 4 | 4 | 74 |
| 24 | 4 | 4 | 5 | 5 | 4 | 5 | 86 |
| 25 | 4 | 3 | 4 | 4 | 5 | 4 | 83 |
| 26 | 4 | 3 | 4 | 4 | 5 | 4 | 89 |
| 27 | 5 | 4 | 4 | 4 | 4 | 4 | 79 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 29 | 4 | 3 | 5 | 5 | 5 | 5 | 92 |
| 30 | 4 | 1 | 4 | 4 | 4 | 4 | 77 |
| 31 | 4 | 3 | 5 | 5 | 4 | 5 | 82 |
| 32 | 4 | 5 | 5 | 5 | 5 | 5 | 91 |
| 33 | 3 | 4 | 5 | 5 | 4 | 5 | 90 |
| 34 | 4 | 4 | 4 | 4 | 3 | 4 | 77 |
| 35 | 3 | 5 | 5 | 5 | 4 | 5 | 95 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 86 |
| 37 | 4 | 4 | 3 | 3 | 5 | 3 | 74 |
| 38 | 5 | 4 | 4 | 4 | 4 | 4 | 75 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 93 |
| 40 | 5 | 4 | 5 | 5 | 4 | 5 | 94 |
| 41 | 4 | 3 | 4 | 4 | 5 | 4 | 87 |
| 42 | 3 | 4 | 4 | 4 | 4 | 4 | 78 |
| 43 | 5 | 5 | 2 | 2 | 3 | 2 | 60 |
| 44 | 4 | 4 | 3 | 3 | 4 | 3 | 73 |
| 45 | 4 | 3 | 3 | 3 | 4 | 3 | 78 |
| 46 | 3 | 4 | 4 | 4 | 4 | 4 | 79 |
| 47 | 3 | 5 | 4 | 4 | 5 | 4 | 77 |
| 48 | 4 | 5 | 5 | 5 | 4 | 5 | 95 |
| 49 | 3 | 4 | 3 | 3 | 3 | 3 | 70 |
| 50 | 2 | 3 | 4 | 4 | 3 | 4 | 66 |
| 51 | 3 | 3 | 3 | 3 | 2 | 3 | 57 |
| 52 | 4 | 4 | 2 | 2 | 4 | 2 | 73 |
| 53 | 4 | 4 | 3 | 3 | 5 | 3 | 70 |
| 54 | 3 | 3 | 3 | 3 | 4 | 3 | 63 |
| 55 | 4 | 4 | 4 | 4 | 3 | 4 | 70 |
| 56 | 3 | 3 | 3 | 3 | 4 | 3 | 57 |
| 57 | 4 | 3 | 2 | 2 | 3 | 2 | 67 |
| 58 | 5 | 5 | 2 | 2 | 4 | 2 | 76 |
| 59 | 5 | 4 | 3 | 3 | 5 | 3 | 78 |
| 60 | 4 | 4 | 3 | 3 | 5 | 3 | 76 |
| 61 | 3 | 3 | 4 | 4 | 4 | 4 | 70 |
| 62 | 4 | 4 | 3 | 3 | 4 | 3 | 80 |
| 63 | 5 | 5 | 3 | 3 | 4 | 3 | 76 |
| 64 | 3 | 3 | 4 | 4 | 5 | 4 | 80 |
| 65 | 3 | 3 | 4 | 4 | 4 | 4 | 84 |

| 66 | 5 | 5 | 3 | 3 | 4 | 3 | 77 |
|-----|---|---|---|---|---|---|-----|
| 67 | 4 | 4 | 1 | 1 | 4 | 1 | 66 |
| 68 | 3 | 3 | 3 | 3 | 4 | 3 | 70 |
| 69 | 4 | 4 | 4 | 5 | 4 | 5 | 75 |
| 70 | 2 | 3 | 4 | 4 | 3 | 4 | 80 |
| 71 | 4 | 3 | 4 | 4 | 4 | 4 | 78 |
| 72 | 4 | 4 | 5 | 5 | 3 | 5 | 70 |
| 73 | 2 | 3 | 4 | 4 | 4 | 4 | 76 |
| 74 | 5 | 4 | 4 | 4 | 4 | 4 | 74 |
| 75 | 5 | 5 | 4 | 4 | 5 | 4 | 77 |
| 76 | 4 | 4 | 4 | 5 | 5 | 5 | 90 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 78 | 5 | 5 | 3 | 3 | 5 | 3 | 78 |
| 79 | 4 | 4 | 3 | 3 | 4 | 3 | 67 |
| 80 | 5 | 5 | 4 | 4 | 3 | 4 | 82 |
| 81 | 4 | 4 | 3 | 3 | 3 | 3 | 77 |
| 82 | 3 | 3 | 5 | 5 | 4 | 5 | 82 |
| 83 | 4 | 5 | 4 | 4 | 5 | 4 | 70 |
| 84 | 4 | 4 | 4 | 4 | 3 | 4 | 85 |
| 85 | 4 | 5 | 5 | 5 | 4 | 5 | 89 |
| 86 | 4 | 4 | 4 | 4 | 3 | 4 | 80 |
| 87 | 3 | 3 | 4 | 4 | 3 | 4 | 69 |
| 88 | 4 | 2 | 3 | 3 | 4 | 3 | 70 |
| 89 | 5 | 4 | 5 | 5 | 5 | 5 | 97 |
| 90 | 5 | 5 | 4 | 4 | 4 | 4 | 84 |
| 91 | 4 | 5 | 4 | 4 | 3 | 4 | 84 |
| 92 | 5 | 4 | 4 | 4 | 4 | 4 | 81 |
| 93 | 4 | 4 | 4 | 4 | 3 | 4 | 73 |
| 94 | 3 | 4 | 4 | 4 | 5 | 4 | 80 |
| 95 | 4 | 3 | 4 | 4 | 4 | 4 | 84 |
| 96 | 3 | 3 | 4 | 4 | 4 | 4 | 75 |
| 97 | 4 | 4 | 5 | 5 | 4 | 5 | 80 |
| 98 | 3 | 3 | 4 | 4 | 4 | 4 | 76 |
| 99 | 3 | 4 | 5 | 5 | 3 | 5 | 79 |
| 100 | 3 | 3 | 3 | 3 | 4 | 3 | 63 |
| 101 | 3 | 3 | 5 | 5 | 4 | 5 | 82 |
| 102 | 3 | 3 | 4 | 4 | 3 | 4 | 69 |
| 103 | 5 | 5 | 5 | 5 | 4 | 5 | 97 |
| 104 | 4 | 4 | 5 | 5 | 5 | 5 | 87 |
| 105 | 3 | 3 | 4 | 4 | 4 | 4 | 70 |
| 106 | 4 | 3 | 3 | 3 | 3 | 3 | 63 |
| 107 | 3 | 3 | 4 | 4 | 4 | 4 | 70 |
| 108 | 4 | 5 | 5 | 5 | 3 | 5 | 93 |
| 109 | 5 | 5 | 4 | 4 | 5 | 4 | 90 |
| 110 | 5 | 5 | 5 | 5 | 5 | 5 | 97 |
| 111 | 4 | 4 | 4 | 4 | 5 | 4 | 81 |

| 112 | 3 | 3 | 3 | 3 | 4 | 3 | 71 |
|---|---|---|---|---|---|---|---|
| 113 | 4 | 5 | 4 | 4 | 4 | 4 | 90 |
| 114 | 5 | 4 | 3 | 5 | 4 | 3 | 71 |
| 115 | 3 | 4 | 4 | 3 | 5 | 4 | 71 |
| 116 | 3 | 5 | 4 | 3 | 4 | 4 | 87 |
| 117 | 5 | 4 | 4 | 5 | 4 | 4 | 83 |
| 118 | 4 | 5 | 4 | 4 | 4 | 4 | 75 |
| 119 | 3 | 4 | 5 | 3 | 5 | 5 | 85 |
| 120 | 4 | 3 | 3 | 4 | 4 | 3 | 66 |
| 121 | 3 | 5 | 3 | 3 | 3 | 3 | 66 |
| 122 | 4 | 4 | 5 | 4 | 5 | 5 | 87 |
| 123 | 4 | 3 | 3 | 4 | 3 | 4 | 64 |
| 124 | 3 | 4 | 4 | 4 | 4 | 5 | 82 |
| 125 | 5 | 3 | 5 | 4 | 4 | 4 | 84 |
| 126 | 5 | 4 | 4 | 5 | 5 | 5 | 83 |
| 127 | 4 | 5 | 5 | 4 | 5 | 4 | 92 |
| 128 | 4 | 4 | 3 | 3 | 4 | 3 | 73 |
| 129 | 5 | 4 | 3 | 4 | 5 | 4 | 74 |
| 130 | 4 | 3 | 4 | 5 | 4 | 4 | 79 |
| 131 | 5 | 4 | 4 | 4 | 3 | 5 | 81 |
| 132 | 4 | 5 | 4 | 3 | 3 | 4 | 81 |
| 133 | 4 | 4 | 5 | 5 | 4 | 5 | 94 |
| 134 | 5 | 3 | 5 | 4 | 5 | 3 | 76 |
| 135 | 4 | 5 | 5 | 4 | 4 | 5 | 94 |
| 136 | 5 | 4 | 4 | 5 | 5 | 4 | 78 |
| 137 | 3 | 4 | 4 | 3 | 3 | 4 | 74 |
| 138 | 2 | 4 | 3 | 2 | 4 | 3 | 63 |
| 139 | 4 | 4 | 4 | 4 | 4 | 4 | 86 |
| 140 | 5 | 4 | 3 | 5 | 5 | 3 | 80 |
| 141 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 142 | 4 | 4 | 4 | 4 | 3 | 4 | 79 |
| 143 | 5 | 5 | 4 | 5 | 5 | 4 | 94 |
| 144 | 5 | 4 | 5 | 5 | 4 | 5 | 96 |
| 145 | 4 | 5 | 5 | 4 | 4 | 5 | 93 |
| 146 | 3 | 3 | 4 | 3 | 4 | 4 | 82 |
| 147 | 4 | 5 | 4 | 4 | 4 | 4 | 75 |
| 148 | 2 | 4 | 4 | 2 | 5 | 4 | 75 |
| 149 | 3 | 5 | 4 | 3 | 4 | 4 | 79 |
| 150 | 4 | 5 | 3 | 4 | 5 | 3 | 71 |
| 151 | 3 | 4 | 4 | 3 | 3 | 4 | 68 |
| 152 | 3 | 3 | 4 | 3 | 3 | 4 | 66 |
| 153 | 5 | 4 | 4 | 5 | 5 | 4 | 79 |
| 154 | 3 | 5 | 3 | 3 | 4 | 3 | 66 |
| 155 | 5 | 5 | 4 | 5 | 4 | 4 | 78 |
| 156 | 5 | 5 | 5 | 5 | 5 | 5 | 99 |
| 157 | 4 | 4 | 4 | 4 | 5 | 4 | 82 |

| | | | | | | |
|-----|---|---|---|---|---|---|----|
| 158 | 5 | 5 | 4 | 5 | 4 | 4 | 84 |
| 159 | 3 | 4 | 2 | 3 | 1 | 2 | 41 |
| 160 | 2 | 4 | 4 | 2 | 5 | 4 | 75 |
| 161 | 4 | 4 | 4 | 4 | 4 | 4 | 85 |
| 162 | 4 | 5 | 4 | 4 | 4 | 4 | 83 |
| 163 | 5 | 5 | 4 | 5 | 4 | 4 | 91 |
| 164 | 2 | 4 | 4 | 2 | 4 | 4 | 74 |
| 165 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 166 | 3 | 5 | 3 | 3 | 5 | 3 | 69 |
| 167 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 168 | 5 | 4 | 5 | 5 | 3 | 5 | 92 |
| 169 | 4 | 5 | 4 | 4 | 4 | 4 | 81 |
| 170 | 4 | 4 | 5 | 5 | 5 | 5 | 97 |
| 171 | 5 | 3 | 4 | 4 | 4 | 4 | 79 |
| 172 | 4 | 4 | 5 | 5 | 3 | 5 | 90 |
| 173 | 3 | 4 | 3 | 3 | 4 | 3 | 72 |
| 174 | 4 | 5 | 4 | 4 | 5 | 4 | 76 |
| 175 | 5 | 4 | 5 | 5 | 4 | 5 | 87 |
| 176 | 4 | 5 | 4 | 4 | 3 | 4 | 86 |
| 177 | 3 | 4 | 3 | 3 | 5 | 3 | 73 |
| 178 | 4 | 5 | 4 | 4 | 4 | 4 | 87 |
| 179 | 4 | 4 | 5 | 5 | 5 | 5 | 91 |
| 180 | 5 | 3 | 4 | 5 | 4 | 5 | 76 |
| 181 | 5 | 4 | 4 | 4 | 4 | 4 | 87 |
| 182 | 3 | 4 | 3 | 3 | 5 | 3 | 74 |
| 183 | 4 | 4 | 4 | 4 | 4 | 4 | 87 |
| 184 | 5 | 5 | 5 | 5 | 3 | 5 | 95 |
| 185 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 186 | 3 | 3 | 4 | 4 | 5 | 4 | 81 |
| 187 | 4 | 5 | 4 | 4 | 4 | 4 | 83 |
| 188 | 4 | 4 | 5 | 5 | 5 | 5 | 83 |
| 189 | 5 | 3 | 5 | 4 | 4 | 5 | 89 |
| 190 | 5 | 4 | 4 | 5 | 4 | 4 | 83 |
| 191 | 4 | 4 | 3 | 3 | 5 | 3 | 75 |
| 192 | 4 | 3 | 4 | 4 | 3 | 4 | 75 |
| 193 | 4 | 5 | 3 | 4 | 5 | 3 | 79 |
| 194 | 4 | 4 | 3 | 5 | 2 | 3 | 72 |
| 195 | 4 | 5 | 5 | 4 | 4 | 5 | 87 |
| 196 | 4 | 5 | 4 | 3 | 5 | 4 | 83 |
| 197 | 5 | 5 | 5 | 5 | 4 | 5 | 97 |
| 198 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 199 | 4 | 4 | 1 | 4 | 2 | 1 | 68 |
| 200 | 5 | 3 | 4 | 4 | 4 | 4 | 75 |
| 201 | 5 | 4 | 3 | 4 | 4 | 3 | 80 |
| 202 | 4 | 5 | 2 | 5 | 5 | 2 | 75 |
| 203 | 3 | 5 | 2 | 4 | 5 | 2 | 63 |

## HASIL DESKRIPTIF VARIABEL MOTIVASI

| | | MO1.1 | MO1.2 | MO1.3 | MO1.4 | MO1.5 | MO1.6 | MO1.7 | MO1.8 | MO1.9 | MO1.10 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| N | Valid | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 4.05 | 3.96 | 3.94 | 3.93 | 4.01 | 3.96 | 3.93 | 3.89 | 4.04 | 3.92 |
| Median | | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .753 | .834 | .809 | .830 | .767 | .834 | .844 | .822 | .757 | .737 |

**MO1.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 3 | 1.5 | 1.5 | 2.0 |
| | RR | 37 | 18.2 | 18.2 | 20.2 |
| | S | 105 | 51.7 | 51.7 | 71.9 |
| | SS | 57 | 28.1 | 28.1 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MO1.2**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 6 | 3.0 | 3.0 | 3.4 |
| | RR | 51 | 25.1 | 25.1 | 28.6 |
| | S | 88 | 43.3 | 43.3 | 71.9 |
| | SS | 57 | 28.1 | 28.1 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MO1.3**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 8 | 3.9 | 3.9 | 3.9 |
| | RR | 49 | 24.1 | 24.1 | 28.1 |
| | S | 94 | 46.3 | 46.3 | 74.4 |
| | SS | 52 | 25.6 | 25.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MO1.4**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 6 | 3.0 | 3.0 | 3.4 |
| | RR | 53 | 26.1 | 26.1 | 29.6 |
| | S | 89 | 43.8 | 43.8 | 73.4 |
| | SS | 54 | 26.6 | 26.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MO1.5**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 5 | 2.5 | 2.5 | 3.0 |
| | RR | 37 | 18.2 | 18.2 | 21.2 |
| | S | 107 | 52.7 | 52.7 | 73.9 |
| | SS | 53 | 26.1 | 26.1 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MO1.6**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 8 | 3.9 | 3.9 | 4.4 |
| | RR | 45 | 22.2 | 22.2 | 26.6 |
| | S | 94 | 46.3 | 46.3 | 72.9 |
| | SS | 55 | 27.1 | 27.1 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MO1.7**

|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
|  | TS | 8 | 3.9 | 3.9 | 4.4 |
|  | RR | 50 | 24.6 | 24.6 | 29.1 |
|  | S | 90 | 44.3 | 44.3 | 73.4 |
|  | SS | 54 | 26.6 | 26.6 | 100.0 |
|  | Total | 203 | 100.0 | 100.0 |  |

**MO1.8**

|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
|  | TS | 4 | 2.0 | 2.0 | 2.5 |
|  | RR | 63 | 31.0 | 31.0 | 33.5 |
|  | S | 84 | 41.4 | 41.4 | 74.9 |
|  | SS | 51 | 25.1 | 25.1 | 100.0 |
|  | Total | 203 | 100.0 | 100.0 |  |

**MO1.9**

|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 2 | 1.0 | 1.0 | 1.0 |
|  | RR | 48 | 23.6 | 23.6 | 24.6 |
|  | S | 93 | 45.8 | 45.8 | 70.4 |
|  | SS | 60 | 29.6 | 29.6 | 100.0 |
|  | Total | 203 | 100.0 | 100.0 |  |

**MO1.10**

|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 2 | 1.0 | 1.0 | 1.0 |
|  | RR | 58 | 28.6 | 28.6 | 29.6 |
|  | S | 98 | 48.3 | 48.3 | 77.8 |
|  | SS | 45 | 22.2 | 22.2 | 100.0 |
|  | Total | 203 | 100.0 | 100.0 |  |

## HASIL DESKRIPTIF VARIABEL TOLERANSI AKAN RISIKO

|  |  | TAR2.1 | TAR2.2 | TAR2.3 | TAR2.4 | TAR2.5 | TAR2.6 | TAR2.7 | TAR2.8 |
|---|---|---|---|---|---|---|---|---|---|
| N | Valid | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
|  | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean |  | 3.98 | 3.91 | 3.94 | 3.96 | 3.91 | 3.96 | 4.06 | 3.96 |
| Median |  | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation |  | .761 | .824 | .877 | .840 | .806 | .828 | .749 | .840 |

**TAR2.1**

|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 3 | 1.5 | 1.5 | 1.5 |
|  | RR | 52 | 25.6 | 25.6 | 27.1 |
|  | S | 95 | 46.8 | 46.8 | 73.9 |
|  | SS | 53 | 26.1 | 26.1 | 100.0 |
|  | Total | 203 | 100.0 | 100.0 |  |

**TAR2.2**

|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 2 | 1.0 | 1.0 | 1.0 |
|  | TS | 8 | 3.9 | 3.9 | 4.9 |
|  | RR | 43 | 21.2 | 21.2 | 26.1 |
|  | S | 104 | 51.2 | 51.2 | 77.3 |
|  | SS | 46 | 22.7 | 22.7 | 100.0 |
|  | Total | 203 | 100.0 | 100.0 |  |

**TAR2.3**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 9 | 4.4 | 4.4 | 4.9 |
| | RR | 51 | 25.1 | 25.1 | 30.0 |
| | S | 82 | 40.4 | 40.4 | 70.4 |
| | SS | 60 | 29.6 | 29.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**TAR2.4**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 6 | 3.0 | 3.0 | 3.4 |
| | RR | 52 | 25.6 | 25.6 | 29.1 |
| | S | 86 | 42.4 | 42.4 | 71.4 |
| | SS | 58 | 28.6 | 28.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**TAR2.5**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 2 | 1.0 | 1.0 | 1.0 |
| | TS | 7 | 3.4 | 3.4 | 4.4 |
| | RR | 43 | 21.2 | 21.2 | 25.6 |
| | S | 107 | 52.7 | 52.7 | 78.3 |
| | SS | 44 | 21.7 | 21.7 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**TAR2.6**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 8 | 3.9 | 3.9 | 4.4 |
| | RR | 44 | 21.7 | 21.7 | 26.1 |
| | S | 96 | 47.3 | 47.3 | 73.4 |
| | SS | 54 | 26.6 | 26.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**TAR2.7**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 3 | 1.5 | 1.5 | 2.0 |
| | RR | 36 | 17.7 | 17.7 | 19.7 |
| | S | 106 | 52.2 | 52.2 | 71.9 |
| | SS | 57 | 28.1 | 28.1 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**TAR2.8**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 6 | 3.0 | 3.0 | 3.4 |
| | RR | 52 | 25.6 | 25.6 | 29.1 |
| | S | 86 | 42.4 | 42.4 | 71.4 |
| | SS | 58 | 28.6 | 28.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

HASIL DESKRIPTIF VARIABEL KEBEBASAN BEKERJA

| | | KB3.1 | KB3.2 | KB3.3 | KB3.4 | KB3.5 | KB3.6 | KB3.7 | KB3.8 | KB3.9 | KB3.10 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| N | Valid | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.91 | 3.94 | 4.04 | 4.08 | 3.94 | 3.98 | 4.04 | 4.00 | 3.96 | 3.92 |
| Median | | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .806 | .821 | .744 | .750 | .877 | .761 | .744 | .817 | .834 | .737 |

**KB3.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 2 | 1.0 | 1.0 | 1.0 |
| | TS | 7 | 3.4 | 3.4 | 4.4 |
| | RR | 43 | 21.2 | 21.2 | 25.6 |
| | S | 107 | 52.7 | 52.7 | 78.3 |
| | SS | 44 | 21.7 | 21.7 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**KB3.2**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 8 | 3.9 | 3.9 | 3.9 |
| | RR | 51 | 25.1 | 25.1 | 29.1 |
| | S | 90 | 44.3 | 44.3 | 73.4 |
| | SS | 54 | 26.6 | 26.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**KB3.3**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 3 | 1.5 | 1.5 | 2.0 |
| | RR | 37 | 18.2 | 18.2 | 20.2 |
| | S | 108 | 53.2 | 53.2 | 73.4 |
| | SS | 54 | 26.6 | 26.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**KB3.4**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 3 | 1.5 | 1.5 | 2.0 |
| | RR | 34 | 16.7 | 16.7 | 18.7 |
| | S | 105 | 51.7 | 51.7 | 70.4 |
| | SS | 60 | 29.6 | 29.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**KB3.5**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 9 | 4.4 | 4.4 | 4.9 |
| | RR | 51 | 25.1 | 25.1 | 30.0 |
| | S | 82 | 40.4 | 40.4 | 70.4 |

**KB3.6**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 3 | 1.5 | 1.5 | 1.5 |
| | RR | 52 | 25.6 | 25.6 | 27.1 |
| | S | 95 | 46.8 | 46.8 | 73.9 |
| | SS | 53 | 26.1 | 26.1 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**KB3.7**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 3 | 1.5 | 1.5 | 2.0 |
| | RR | 37 | 18.2 | 18.2 | 20.2 |
| | S | 108 | 53.2 | 53.2 | 73.4 |
| | SS | 54 | 26.6 | 26.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**KB3.8**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 6 | 3.0 | 3.0 | 3.4 |
| | RR | 44 | 21.7 | 21.7 | 25.1 |
| | S | 94 | 46.3 | 46.3 | 71.4 |
| | SS | 58 | 28.6 | 28.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**KB3.9**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 6 | 3.0 | 3.0 | 3.4 |
| | RR | 51 | 25.1 | 25.1 | 28.6 |
| | S | 88 | 43.3 | 43.3 | 71.9 |
| | SS | 57 | 28.1 | 28.1 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**KB3.10**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 2 | 1.0 | 1.0 | 1.0 |
| | RR | 58 | 28.6 | 28.6 | 29.6 |
| | S | 98 | 48.3 | 48.3 | 77.8 |
| | SS | 45 | 22.2 | 22.2 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

## HASIL DESKRIPTIF VARIABEL MINAT BERWIRAUSAHA

| | | MB1.1 | MB1.2 | MB1.3 | MB1.4 | MB1.5 | MB1.6 |
|---|---|---|---|---|---|---|---|
| N | Valid | 203 | 203 | 203 | 203 | 203 | 203 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.94 | 3.93 | 3.91 | 3,96 | 4,08 | 3.95 |
| Median | | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .809 | .830 | .806 | .828 | .750 | .819 |

**MB1.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 8 | 3.9 | 3.9 | 3.9 |
| | RR | 49 | 24.1 | 24.1 | 28.1 |
| | S | 94 | 46.3 | 46.3 | 74.4 |
| | SS | 52 | 25.6 | 25.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MB1.2**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 6 | 3.0 | 3.0 | 3.4 |
| | RR | 53 | 26.1 | 26.1 | 29.6 |
| | S | 89 | 43.8 | 43.8 | 73.4 |
| | SS | 54 | 26.6 | 26.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MB1.3**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 2 | 1.0 | 1.0 | 1.0 |
| | TS | 7 | 3.4 | 3.4 | 4.4 |
| | RR | 43 | 21.2 | 21.2 | 25.6 |
| | S | 107 | 52.7 | 52.7 | 78.3 |
| | SS | 44 | 21.7 | 21.7 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MB1.4**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 8 | 3.9 | 3.9 | 4.4 |
| | RR | 44 | 21.7 | 21.7 | 26.1 |
| | S | 96 | 47.3 | 47.3 | 73.4 |
| | SS | 54 | 26.6 | 26.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MB1.5**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 1 | .5 | .5 | .5 |
| | TS | 3 | 1.5 | 1.5 | 2.0 |
| | RR | 34 | 16.7 | 16.7 | 18.7 |
| | S | 105 | 51.7 | 51.7 | 70.4 |
| | SS | 60 | 29.6 | 29.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

**MB1.6**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 2 | 1.0 | 1.0 | 1.0 |
| | TS | 7 | 3.4 | 3.4 | 4.4 |
| | RR | 40 | 19.7 | 19.7 | 24.1 |
| | S | 104 | 51.2 | 51.2 | 75.4 |
| | SS | 50 | 24.6 | 24.6 | 100.0 |
| | Total | 203 | 100.0 | 100.0 | |

# HASIL UJI VALIDITAS VARIABEL MOTIVASI

**Correlations**

| | | MO1.1 | MO1.2 | MO1.3 | MO1.4 | MO1.5 | MO1.6 | MO1.7 | MO1.8 | MO1.9 | MO1.10 | STMO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| MO1.1 | Pearson Correlation | 1 | .154* | .103 | .101 | .813** | .154* | .115 | .170* | .196** | .089 | .516** |
| | Sig. (2-tailed) | | .029 | .142 | .151 | .000 | .029 | .101 | .015 | ‌005 | .209 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.2 | Pearson Correlation | .154* | 1 | .113 | .053 | .163* | .836** | .059 | .296** | .081 | .228** | .558** |
| | Sig. (2-tailed) | .029 | | .108 | .455 | .020 | .000 | .406 | .000 | .250 | .001 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.3 | Pearson Correlation | .103 | .113 | 1 | .237** | .241** | .113 | .791** | .101 | .271** | .215** | .590** |
| | Sig. (2-tailed) | .142 | .108 | | .001 | .001 | .108 | .000 | .153 | .000 | .002 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.4 | Pearson Correlation | .101 | .053 | .237** | 1 | .110 | .160* | .233** | .105 | .627** | .023 | .490** |
| | Sig. (2-tailed) | .151 | .455 | .001 | | .117 | .023 | .001 | .137 | .000 | .746 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.5 | Pearson Correlation | .813** | .163* | .241** | .110 | 1 | .156* | .116 | .113 | .093 | .046 | .511** |
| | Sig. (2-tailed) | .000 | .020 | .001 | .117 | | .027 | .098 | .110 | .188 | .515 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.6 | Pearson Correlation | .154* | .836** | .113 | .160* | .156* | 1 | .178* | .267** | .058 | .203** | .586** |
| | Sig. (2-tailed) | .029 | .000 | .108 | .023 | .027 | | .011 | .000 | .414 | .004 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.7 | Pearson Correlation | .115 | .059 | .791** | .233** | .116 | .178* | 1 | .173* | .338** | .253** | .605** |
| | Sig. (2-tailed) | .101 | .406 | .000 | .001 | .098 | .011 | | .013 | .000 | .000 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.8 | Pearson Correlation | .170* | .296** | .101 | .105 | .113 | .267** | .173* | 1 | .182** | .573** | .546** |
| | Sig. (2-tailed) | .015 | .000 | .153 | .137 | .110 | .000 | .013 | | .009 | .000 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.9 | Pearson Correlation | .196** | .081 | .271** | .627** | .093 | .058 | .338** | .182** | 1 | .148* | .545** |
| | Sig. (2-tailed) | .005 | .250 | .000 | .000 | .188 | .414 | .000 | .009 | | .035 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MO1.10 | Pearson Correlation | .089 | .228** | .215** | .023 | .046 | .203** | .253** | .573** | .148* | 1 | .502** |
| | Sig. (2-tailed) | .209 | .001 | .002 | .746 | .515 | .004 | .000 | .000 | .035 | | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| STMO | Pearson Correlation | .516** | .558** | .590** | .490** | .511** | .586** | .605** | .546** | .545** | .502** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |

*. Correlation is significant at the 0.05 level (2-tailed).
**. Correlation is significant at the 0.01 level (2-tailed).

# HASIL UJI VALIDITAS VARIABEL TOLERANSI AKAN RISIKO

**Correlations**

| | | TAR2.1 | TAR2.2 | TAR2.3 | TAR2.4 | TAR2.5 | TAR2.6 | TAR2.7 | TAR2.8 | STTAR |
|---|---|---|---|---|---|---|---|---|---|---|
| TAR2.1 | Pearson Correlation | 1 | -.043 | .027 | .068 | -.012 | -.025 | .194** | .068 | .253** |
| | Sig. (2-tailed) | | .541 | .697 | .335 | .867 | .720 | .006 | .335 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| TAR2.2 | Pearson Correlation | -.043 | 1 | .170* | .137 | .896** | .675** | .129 | .137 | .659** |
| | Sig. (2-tailed) | .541 | | .015 | .051 | .000 | .000 | .066 | .051 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| TAR2.3 | Pearson Correlation | .027 | .170* | 1 | .850** | .174* | .119 | .058 | .850** | .711** |
| | Sig. (2-tailed) | .697 | .015 | | .000 | .013 | .091 | .410 | .000 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| TAR2.4 | Pearson Correlation | .068 | .137 | .850** | 1 | .162* | .061 | .130 | 1.000** | .742** |
| | Sig. (2-tailed) | .335 | .051 | .000 | | .021 | .386 | .064 | .000 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| TAR2.5 | Pearson Correlation | -.012 | .896** | .174* | .162* | 1 | .631** | .108 | .162* | .663** |
| | Sig. (2-tailed) | .867 | .000 | .013 | .021 | | .000 | .126 | .021 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| TAR2.6 | Pearson Correlation | -.025 | .675** | .119 | .061 | .631** | 1 | .060 | .061 | .550** |
| | Sig. (2-tailed) | .720 | .000 | .091 | .386 | .000 | | .394 | .386 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| TAR2.7 | Pearson Correlation | .194** | .129 | .058 | .130 | .108 | .060 | 1 | .130 | .364** |
| | Sig. (2-tailed) | .006 | .066 | .410 | .064 | .126 | .394 | | .064 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| TAR2.8 | Pearson Correlation | .068 | .137 | .850** | 1.000** | .162* | .061 | .130 | 1 | .742** |
| | Sig. (2-tailed) | .335 | .051 | .000 | .000 | .021 | .386 | .064 | | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| STTAR | Pearson Correlation | .253** | .659** | .711** | .742** | .663** | .550** | .364** | .742** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

# HASIL UJI VALIDITAS VARIABEL KEBEBASAN BEKERJA

**Correlations**

| | | KB3.1 | KB3.2 | KB3.3 | KB3.4 | KB3.5 | KB3.6 | KB3.7 | KB3.8 | KB3.9 | KB3.10 | STKB |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KB3.1 | Pearson Correlation | 1 | .111 | .114 | .152* | .174* | -.012 | .114 | .089 | .163* | .145* | .386** |
| | Sig. (2-tailed) | | .116 | .107 | .030 | .013 | .867 | .107 | .204 | .020 | .039 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.2 | Pearson Correlation | .111 | 1 | .142* | .129 | .112 | .045 | .142* | .088 | .083 | .073 | .364** |
| | Sig. (2-tailed) | .116 | | .043 | .066 | .113 | .524 | .043 | .212 | .242 | .301 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.3 | Pearson Correlation | .114 | .142* | 1 | .926** | .095 | .194** | 1.000** | .179* | .099 | .060 | .682** |
| | Sig. (2-tailed) | .107 | .043 | | .000 | .179 | .005 | .000 | .010 | .162 | .393 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.4 | Pearson Correlation | .152* | .129 | .926** | 1 | .113 | .203** | .926** | .178* | .109 | .076 | .684** |
| | Sig. (2-tailed) | .030 | .066 | .000 | | .108 | .004 | .000 | .011 | .122 | .284 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.5 | Pearson Correlation | .174* | .112 | .095 | .113 | 1 | .027 | .095 | .400** | .883** | .437** | .646** |
| | Sig. (2-tailed) | .013 | .113 | .179 | .108 | | .697 | .179 | .000 | .000 | .000 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.6 | Pearson Correlation | -.012 | .045 | .194** | .203** | .027 | 1 | .194** | -.016 | .053 | .040 | .310** |
| | Sig. (2-tailed) | .867 | .524 | .005 | .004 | .697 | | .005 | .819 | .454 | .566 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.7 | Pearson Correlation | .114 | .142* | 1.000** | .926** | .095 | .194** | 1 | .179* | .099 | .060 | .682** |
| | Sig. (2-tailed) | .107 | .043 | .000 | .000 | .179 | .005 | | .010 | .162 | .393 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.8 | Pearson Correlation | .089 | .088 | .179* | .178* | .400** | -.016 | .179* | 1 | .348** | .197** | .503** |
| | Sig. (2-tailed) | .204 | .212 | .010 | .011 | .000 | .819 | .010 | | .000 | .005 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.9 | Pearson Correlation | .163* | .083 | .099 | .109 | .883** | .053 | .099 | .348** | 1 | .501** | .643** |
| | Sig. (2-tailed) | .020 | .242 | .162 | .122 | .000 | .454 | .162 | .000 | | .000 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| KB3.10 | Pearson Correlation | .145* | .073 | .060 | .076 | .437** | .040 | .060 | .197** | .501** | 1 | .484** |
| | Sig. (2-tailed) | .039 | .301 | .393 | .284 | .000 | .566 | .393 | .005 | .000 | | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| STKB | Pearson Correlation | .386** | .364** | .682** | .684** | .646** | .310** | .682** | .503** | .643** | .484** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 | 203 |

*. Correlation is significant at the 0.05 level (2-tailed).
**. Correlation is significant at the 0.01 level (2-tailed).

# HASIL UJI VALIDITAS VARIABEL MINAT BERWIRAUSAHA

**Correlations**

| | | MB1.1 | MB1.2 | MB1.3 | MB1.4 | MB1.5 | MB1.6 | STMB |
|---|---|---|---|---|---|---|---|---|
| MB1.1 | Pearson Correlation | 1 | .237** | .105 | .328** | .082 | .107 | .513** |
| | Sig. (2-tailed) | | .001 | .137 | .000 | .243 | .128 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MB1.2 | Pearson Correlation | .237** | 1 | .027 | .039 | .097 | .002 | .390** |
| | Sig. (2-tailed) | .001 | | .699 | .583 | .169 | .974 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MB1.3 | Pearson Correlation | .105 | .027 | 1 | .631** | .152* | .930** | .785** |
| | Sig. (2-tailed) | .137 | .699 | | .000 | .030 | .000 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MB1.4 | Pearson Correlation | .328** | .039 | .631** | 1 | .078 | .668** | .760** |
| | Sig. (2-tailed) | .000 | .583 | .000 | | .270 | .000 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MB1.5 | Pearson Correlation | .082 | .097 | .152* | .078 | 1 | .136 | .405** |
| | Sig. (2-tailed) | .243 | .169 | .030 | .270 | | .054 | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| MB1.6 | Pearson Correlation | .107 | .002 | .930** | .668** | .136 | 1 | .785** |
| | Sig. (2-tailed) | .128 | .974 | .000 | .000 | .054 | | .000 |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 |
| STMB | Pearson Correlation | .513** | .390** | .785** | .760** | .405** | .785** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 203 | 203 | 203 | 203 | 203 | 203 | 203 |

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

# HASIL UJI RELIABILITAS VARIABEL MOTIVASI

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 203 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 203 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .737 | 10 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| MO1.1 | 35.56 | 16.178 | .373 | .720 |
| MO1.2 | 35.66 | 15.641 | .404 | .715 |
| MO1.3 | 35.68 | 15.496 | .448 | .708 |
| MO1.4 | 35.68 | 16.148 | .325 | .728 |
| MO1.5 | 35.60 | 16.172 | .363 | .721 |
| MO1.6 | 35.66 | 15.433 | .438 | .710 |
| MO1.7 | 35.69 | 15.265 | .458 | .706 |
| MO1.8 | 35.73 | 15.763 | .393 | .717 |
| MO1.9 | 35.58 | 15.978 | .405 | .715 |
| MO1.10 | 35.70 | 16.320 | .359 | .722 |

# HASIL UJI RELIABILITAS VARIABEL TOLERANSI AKAN RISIKO

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 203 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 203 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .735 | 8 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| TAR2.1 | 27.68 | 14.050 | .058 | .772 |
| TAR2.2 | 27.75 | 11.437 | .510 | .692 |
| TAR2.3 | 27.71 | 10.908 | .567 | .678 |
| TAR2.4 | 27.70 | 10.845 | .616 | .669 |
| TAR2.5 | 27.75 | 11.476 | .519 | .690 |
| TAR2.6 | 27.70 | 12.122 | .373 | .719 |
| TAR2.7 | 27.60 | 13.410 | .180 | .751 |
| TAR2.8 | 27.70 | 10.845 | .616 | .669 |

## HASIL UJI RELIABILITAS VARIABEL KEBEBASAN BEKERJA

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 203 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 203 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .726 | 10 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| KB3.1 | 35.88 | 16.016 | .208 | .732 |
| KB3.2 | 35.85 | 16.146 | .180 | .737 |
| KB3.3 | 35.75 | 14.258 | .570 | .676 |
| KB3.4 | 35.70 | 14.219 | .571 | .675 |

| | | | | |
|---|---|---|---|---|
| KB3.5 | 35.85 | 13.972 | .499 | .684 |
| KB3.6 | 35.81 | 16.589 | .136 | .741 |
| KB3.7 | 35.75 | 14.258 | .570 | .676 |
| KB3.8 | 35.79 | 15.185 | .338 | .712 |
| KB3.9 | 35.83 | 14.150 | .504 | .684 |
| KB3.10 | 35.87 | 15.528 | .334 | .712 |

## HASIL UJI RELIABILITAS VARIABEL MINAT BERWIRAUSAHA

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 203 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 203 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .660 | 6 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| MB1.1 | 19.83 | 6.896 | .267 | .660 |
| MB1.2 | 19.83 | 7.467 | .117 | .710 |
| MB1.3 | 19.86 | 5.608 | .636 | .523 |
| MB1.4 | 19.81 | 5.661 | .593 | .538 |
| MB1.5 | 19.68 | 7.456 | .163 | .689 |
| MB1.6 | 19.81 | 5.569 | .633 | .523 |

HASIL UJI ASUMSI KLASIK

1. UJI NORMALITAS
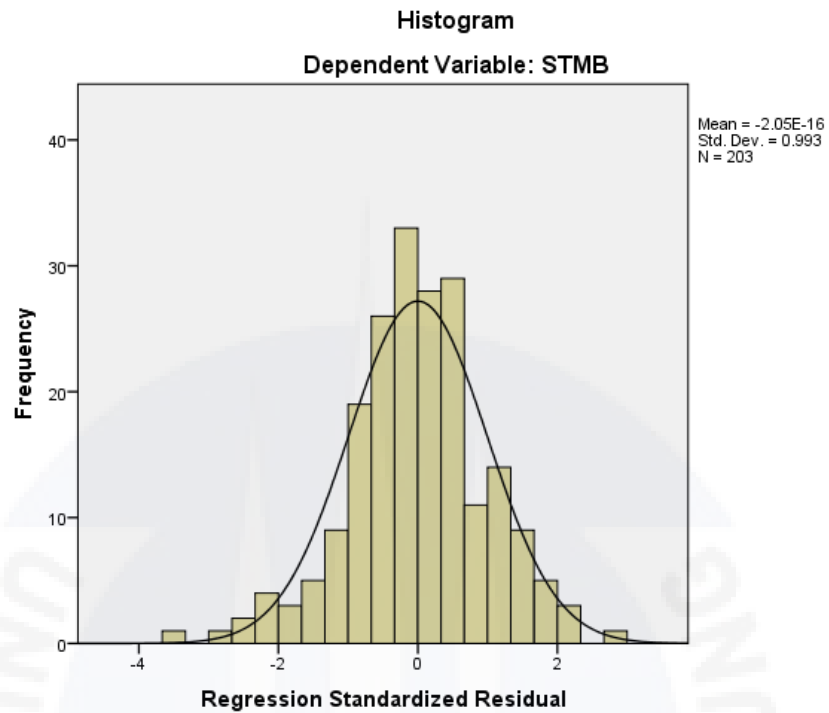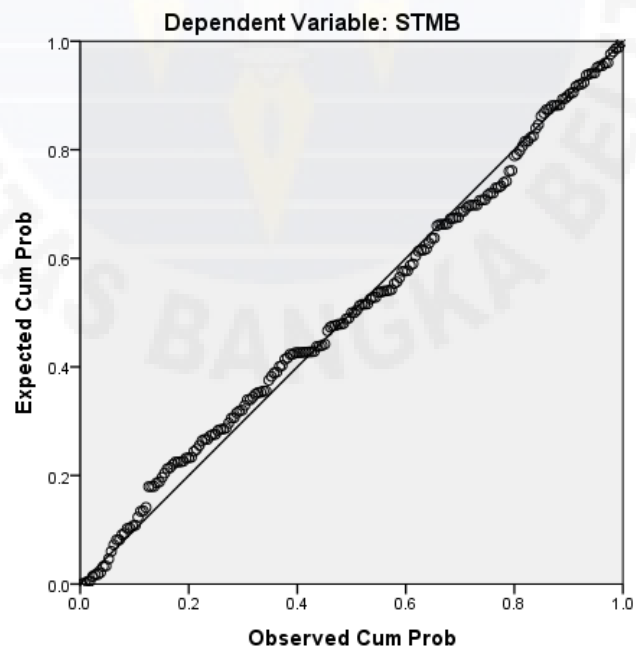
## 2. UJI MULTIKOLINEARITAS

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

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 3.281 | 1.305 | | 2.514 | .013 | | |
| | STMO | .352 | .049 | .521 | 7.144 | .000 | .367 | 2.728 |
| | STTAR | .645 | .059 | .846 | 11.001 | .000 | .329 | 3.038 |
| | STKB | .349 | .072 | .502 | 4.819 | .000 | .179 | 5.572 |

a. Dependent Variable: STMB

## 3. UJI HETEROSKEDASTISITAS



Scatterplot
Dependent Variable: STMB
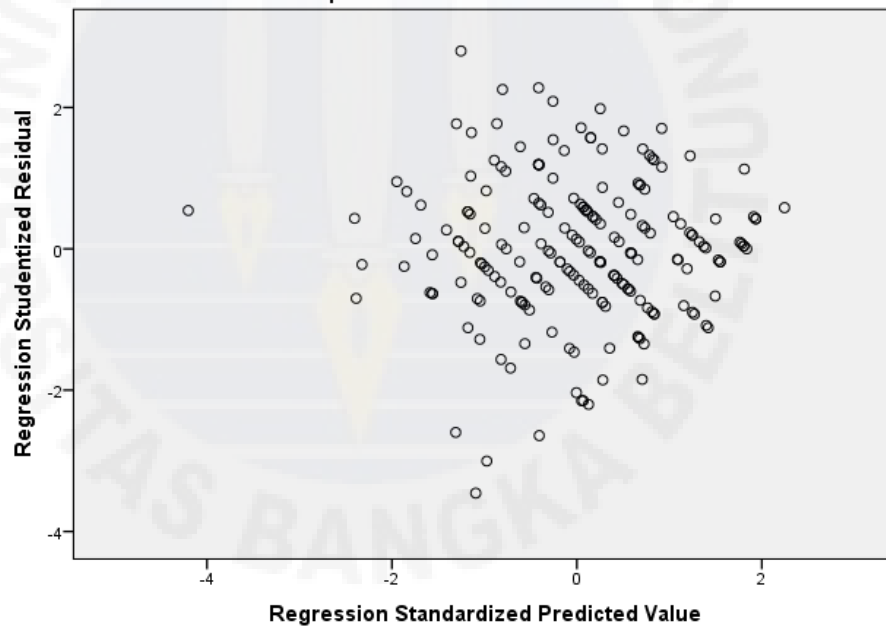
HASIL UJI REGRESI BERGANDA, UJI T, UJI F DAN UJI KOEFISIEN DETERMINASI ($R^2$)

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .783[a] | .613 | .607 | 1.848 |

a. Predictors: (Constant), STKB, STMO, STTAR

b. Dependent Variable: STMB

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 1074.934 | 3 | 358.311 | 104.902 | .000[b] |
| | Residual | 679.717 | 199 | 3.416 | | |
| | Total | 1754.650 | 202 | | | |

a. Dependent Variable: STMB

b. Predictors: (Constant), STKB, STMO, STTAR

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 3.281 | 1.305 | | 2.514 | .013 | | |
| | STMO | .352 | .049 | .521 | 7.144 | .000 | .367 | 2.728 |
| | STTAR | .645 | .059 | .846 | 11.001 | .000 | .329 | 3.038 |
| | STKB | .349 | .072 | .502 | 4.819 | .000 | .179 | 5.572 |

a. Dependent Variable: STMB

KEMENTERIAN RISET, TEKNOLOGI DAN PENDIDIKAN TINGGI
UNIVERSITAS BANGKA BELITUNG
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Telepon (0717) 4260030, 4260031  Laman: www.ubb.ac.id

Nomor    : 204/UN50/FE/TU/2016                                           29 April 2016
Lampiran : satu berkas
Hal      : Izin Penelitian

Yth. Chila Angelavenia

Menindaklanjuti surat dari saudari perihal permohonan izin pengambilan data, tanggal 29 April 2016 di Fakultas Ekonomi Universitas Bangka Belitung, maka dengan ini di izinkan mengambil data yang diperlukan untuk penyusunan skripsi.

Demikian kami sampaikan, atas perhatiannya kami ucapkan terima kasih.

a.n Dekan,
Wakil Dekan I

Khairiyansyah, SE., MM
NIP197903152012121005

KEMENTERIAN RISET, TEKNOLOGI DAN PENDIDIKAN TINGGI

**UNIVERSITAS BANGKA BELITUNG**

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## ABSTRACT

Chila Angelavenia. 302 12 11 017. THE ANALYSIS OF MOTIVATION EFFECT, TOLERANCE FOR

RISK, AND THE FREEDOM OF WORK TOWARDS ENTREPRENEURSHIP INTEREST IN

STUDENTS OF

THE ECONOMICS FACULTY, UNIVERSITY OF BANGKA BELITUNG

(A Study Case in Managemnt Department)

The background of this research is based on the phenomenon shows that to grow entrepreneurship interest in the community, especially the university students is very important. The purpose of this research is to determine and analyze the motivation influence, tolerance for risk and the freedom of work towards entrepreneurship interest in university students of the Economics Faculty, University of Bangka Belitung (a study case in Managemnt department). This research is a descriptive quantitative research with a number of 203 samples, while sampling technique had used probability sampling techniques. In this research, the independent variables consisted of motivation, tolerance for risk and the freedom of work. On the other hand, dependent variable was the entrepreneurship interest. Testing instrument used SPSS 22.0 software. The method of data analysis used descriptive statistical analysis, classical assumption test and multiple linear regression which includes t-test, F and R2. The result showed that the motivation of Management Department students in the Economics Faculty at University of Bangka Belitung, the tolerance for risk, the freedom to hard work and the high entrepreneurship interest. The $X_1$ independent variable obtained $t_{value}$ (7.144)> $T_{table}$ (1,971), $X_2$ variable $t_{value}$ (11.001)> $T_{table}$ (1,971), and $X_3$ variable $t_{value}$ (4.819)> $T_{table}$ (1,971). Thus, the motivation variable ($X_1$) was partially influential in the entrepreneurship interest variable (Y), the tolerance for risk variable ($X_2$) was partial effect on the entrepreneurship interest variable (Y), and freedom to work variable ($X_3$) effect partially on entrepreneurship interest variable (Y). F test results showed that $F_{value}$ (104.902)> $F_{table}$ (2.65), while the significance was 0.000 <alpha at a significance level of 0.05, then Ho was rejected and Ha accepted which means the independent variables jointly or simultaneously affected the dependent variable significantly. The result of the coefficient of determination (R2) indicates Adjusted R Square 0.607 or 60.7%, namely the variation of performance variables could be explained by the variables of motivation, tolerance for risk, freedom of work, the remaining 39.3% could be explained by other variables outside of the research.

**Keywords:** Motivation, Tolerance for Risk, Freedom of Work, and Entrepreneurship Interests

Head of UPT Pusat Bahasa                                Translator


                                                       signed


Riwan Kusmiadi, S.T.P., M.Si.                          Fahimah M. Mooduto, M.A

# EPT SCORE RECORD

Name of Institution : UPT PUSAT BAHASA UNIVERSITAS BANGKA BELITUNG

Name : CHILA ANGELAVENIA

DOB : 27/03/1995

Native Country : INDONESIA

Native Language : INDONESIA

Scaled Score : Listening Comprehension 46

Structure & Written Expression 36

Reading Comprehension 41

Total Score 410

Sex : F

Test Date : 25/07/2016

From : EPT USL

Signed,

Head of UPT Pusat Bahasa

Riwan Kusmiadi, S.T.P., M.Si

# KARTU BIMBINGAN SKRIPSI

Nama Mahasiswa : CHILA ANGELAVENIA
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Jurusan : ~~Akuntansi~~ / Manajemen
Angkatan : 2012
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Judul Proposal/Skripsi :

IPK : 3,10
Nama Pembimbing : HIDAYATI, S.E., M.M.
Mulai Skripsi : ..................

ANALISIS PENGARUH MOTIVASI, ~~MENTAL~~, TOLERANSI AKAN RISIKO DAN KEBEBASAN BEKERJA
TERHADAP MINAT BERWIRAUSAHA PADA MAHASISWA FAKULTAS EKONOMI UNIVERSITAS
BANGKA BELITUNG (STUDI KASUS PADA JURUSAN MANAJEMEN).

| NO | Tanggal | Keterangan | Paraf Pembimbing |
|----|---------|------------|------------------|
| 1 | 20-11-2015 | Konsultasi judul | |
| 2 | 1.12.2005 | Konsultasi jurnal | |
| 3 | 12.5.2016 | Revisi bab 1 dan 2 | |
| 4 | 18.5.2016 | Revisi bab 1, 2, 3 | |
| 5 | 23.5.2016 | Revisi bab 1, 2, 3 | |
| 6 | 3.6.2016 | Revisi bab 1, 2, 3 | |
| 7 | 9.6.2016 | Acc proposal siap seminar | |
| 8 | 20.7.2016 | Revisi bab 3 | |
| 9 | 25.7.2016 | Revisi bab 4 | |
| 10 | 30.7.2016 | Revisi bab 5 | |
| 11 | 1.8.2016 | Penulisan | |
| 12 | 3.8.2016 | ACC | |
| 13 | | | |
| 14 | | | |
| 15 | | | |

Catatan :
1. Kartu ini harus diisi saat bimbingan skripsi

## KARTU BIMBINGAN SKRIPSI

Nama Mahasiswa : CHILA ANGELAVENIA          IPK : 3,10
NIM : 302121017                            Nama Pembimbing : H. SUMAR, S.E., M.M.
Jurusan : ~~Akuntansi~~ / Manajemen        Mulai Skripsi : .................
Angkatan : 2012
Konsentrasi Studi : MANAJEMEN SUMBER DAYA ~~ALAM~~ MANUSIA

Judul Proposal/Skripsi :
ANALISIS PENGARUH MOTIVASI, TOLERANSI AKAN RISIKO DAN KEBEBASAN BEKERJA TERHADAP MINAT
BERWIRAUSAHA PADA MAHASISWA FAKULTAS EKONOMI UNIVERSITAS BANGKA BELITUNG (STUDI KASUS PADA
JURUSAN MANAJEMEN).

| NO | Tanggal | Keterangan | Paraf Pembimbing |
|----|---------|------------|------------------|
| 1 | 25-7-16 | Revisi BAB III | |
| 2 | 27-7-16 | Revisi BAB IV | |
| 3 | 29-7-16 | Revisi BAB IV | |
| 4 | 30-7-16 | Revisi BAB V | |
| 5 | 02-8-16 | Acc ujian skripsi | |
| 6 | | | |
| 7 | | | |
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| 9 | | | |
| 10 | | | |
| 11 | | | |
| 12 | | | |
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| 15 | | | |

Catatan :
1. Kartu ini harus disi saat bimbingan skripsi