ABSTRAK

Octavia Kustiawan dan Sallie Zabrina Theodosius

Pengaruh Persepsi Budaya Perusahaan dan Kepemimpinan yang Efektif terhadap Semangat Kerja Karyawan pada Hotel Garden Palace Surabaya


Kata Kunci:
Hotel, budaya perusahaan, kepemimpinan yang efektif, semangat kerja karyawan
EXECUTIVE SUMMARY

1. INTRODUCTION

1.1. Background

In a company, employees are the main part in running the establishment of the company. The development of the company depends on the employees’ efforts to achieve its goal. Employees’ high productivity is reflected on their high working spirit. An employee who is comfortable with the company’s culture where he works will try hard to work properly. His willingness to work can be seen from the high loyalty at work as well.

The company’s culture is a value system that is being believed by the whole numbers of the company and it is used to solve the company’s problems and reach the company’s goal. A leader of a company has the power to influence his employees to reach the company’s goal.

1.2. Problem Formulation

The problem formulations in this analysis are:

1. Is perception of a company culture and perception of an effective leadership will significantly effect the employees’ working spirit at Surabaya Garden Palace hotel?

2. Which of these two perceptions has the more dominant influence on the employees’ working spirit at Surabaya Garden Palace hotel?

1.3. Problem Limitation

The author limits this analysis to Surabaya Garden Palace hotel’s employees from all departments with a minimum criteria of 26 years of age and 2 years working experience.
1.4. Analysis Function

Hopefully the analysis result will give purposes for:

a. Company:
   - Theorically:
     Hopefully this analysis can give any suggestions to company management according to the company's culture, effective leadership to raise the employees' working spirit.
   - Practically:
     Hopefully this analysis can give any suggestions about the company culture and effective leadership to the employees' working spirit, so in the future the company can plan a more proper strategy to raise the employees' working spirit.

b. Author:
   - The result can be use as a basic material of similar research and other factors that connected to these three variables: company's culture, effective leadership, and working spirit.

1.5. Research Purposes

The purposes of this research are:

1. To know whether perception of company's culture and perception of effective leadership will significantly influence the employees' working spirit at Surabaya Garden Palace hotel.
2. To know which one between perception of the company's culture and effective leadership will dominantly influence the employees' working spirit at Surabaya Garden Palace hotel.
2. LITERATURE REVIEW

2.1. Definition of each concepts

2.1.1. Perception.

Perception is considered as accepting, selecting, organizing, interpreting, testing and giving reaction to 5 sense stimulation (Pareek, 1991:116). This process involves the whole experiences, motivation and individualism act which is relevant to its stimulus.

2.1.2. Company’s Culture.

2.1.2.1. The Meaning of Company’s Culture.

According to Van Muijen and friends (1997:189), company’s culture can be described as a horde of values, norms, idioms and attitudes which determine how people in a company connect to each other.

2.1.2.2. The Process of Company’s Culture.

The original culture has been passed on from the founder. Then this culture will influence the company’s criteria in hiring its employees. The action from the top manager will determine the employees’ attitudes which can be accepted or not.

2.1.3. The Effective Leadership.

2.1.3.1. The Meaning of Leadership.

According to Stoner, leadership is a process briefing and influencing the activity that is connected to organization member’s task (1995:161).
2.1.3.2. The Function of Effective Leadership.

According to Stone, to be effectively operated there are 2 functions of leader.

a. To solve the problems.

b. To keep the peace between the members.

2.1.4. Working Spirit.

2.1.4.1. Definition of Working Spirit.

According to Siswanto, Working Spirit is someone's psychological condition. Working Spirit is being considered as a good condition that can lead to happiness that will motivate someone to work harder to reach company's goal (1987:265).

2.1.4.2. The Working Spirit Aspects.

According to Maier, there are 4 aspects that show someone's high working spirit, those are:

a. Enthusiasm.

b. The power against frustration.

c. Quality to survive.

d. Group's spirit.
2.2. Thinking Pattern

The relationship between independent variable and dependent variable can be illustrated as follow:

\[ X_1 \] Perception of Company's Culture

\[ X_2 \] Perception of Effective Leadership

\[ Y \] Working Spirit

Source: writer's resource

2.3. Hypothesis

In this research, the author's hypotheses are:

1. It estimated that there is a significant influence between perception of company's culture and perception of effective leadership to employees' working spirit at Surabaya Garden Palace Hotel.

2. It is estimated that perception of effective leadership is more dominant to employees' working spirit than perception of company's culture at Surabaya Garden Palace Hotel.

3. RESEARCH METHOD

3.1. Research Type

This research is Correlational Research that the research's goal is to detect how far the variation of one factor or more factors depends on coefficient Correlation.
3.2. The Research Population.

"Population is a group of individualism with quality and characteristic that has been settled down before" (Nazir, 1998:325). The research’s population is the employees of Surabaya Garden Palace Hotel.

3.3. Sample and Research Sample Method.

Sample and Research Sample Method is part of population’s amount and characteristic (Sugiono, 2003:73). Because the chance of chosen population’s members is not known, the author uses Non Probability Sampling (Malhotra, 1999:334) with quota sampling type (Malhotra, 1999:337). The author distributes 50 questionnaires to the hotel’s employees from all departments.

3.4. Data Collecting Method

The methods used in collecting data are:

1. Interview Method
   The author made a direct conversation with the respondents.

2. Questionnaire Method
   The author distributed 50 questionnaires to 50 respondents.

3. Literature Study
   The author was searching, reading, and studying the literatures in the library to gain the basic theories that are connected with the research object.

3.5. Validity & Reliability Testing

According to Ghozali (2001: 132) for the reliability testing it should be over 0.60 and for the validity testing it can be seen in Corrected Item-Total Correlation column. It is called valid if the value is over than r table.
<table>
<thead>
<tr>
<th>df</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.9511</td>
</tr>
<tr>
<td>2</td>
<td>0.8000</td>
</tr>
<tr>
<td>3</td>
<td>0.6870</td>
</tr>
<tr>
<td>4</td>
<td>0.6084</td>
</tr>
<tr>
<td>5</td>
<td>0.5509</td>
</tr>
<tr>
<td>6</td>
<td>0.5067</td>
</tr>
<tr>
<td>7</td>
<td>0.4716</td>
</tr>
<tr>
<td>8</td>
<td>0.4428</td>
</tr>
<tr>
<td>9</td>
<td>0.4187</td>
</tr>
<tr>
<td>10</td>
<td>0.3981</td>
</tr>
<tr>
<td>11</td>
<td>0.3802</td>
</tr>
<tr>
<td>12</td>
<td>0.3646</td>
</tr>
<tr>
<td>13</td>
<td>0.3507</td>
</tr>
<tr>
<td>14</td>
<td>0.3383</td>
</tr>
<tr>
<td>15</td>
<td>0.3271</td>
</tr>
<tr>
<td>16</td>
<td>0.3170</td>
</tr>
<tr>
<td>17</td>
<td>0.3077</td>
</tr>
<tr>
<td>18</td>
<td>0.2992</td>
</tr>
<tr>
<td>19</td>
<td>0.2914</td>
</tr>
<tr>
<td>20</td>
<td>0.2841</td>
</tr>
<tr>
<td>21</td>
<td>0.2327</td>
</tr>
<tr>
<td>22</td>
<td>0.2018</td>
</tr>
<tr>
<td>23</td>
<td>0.1606</td>
</tr>
</tbody>
</table>
3.6. **Data Analysis Technique**

The scale used is Likert Scale. Statement and questions for respondents are given scores which are counted as:

1. Absolutely agree, with score 5.
2. Agree, with score 4.
3. Not sure, with score 3.
4. Disagree, with score 2.
5. Absolutely disagree, with score 1.

The data given will be tested using SPSS program for windows release 10.01. Therefore it can hopefully produce a quick and exact calculation that is:

**double Linear Regression Analysis.**

\[ Y = a + b_1 x_1 + b_2 x_2 + e \ldots \]  
(Nazir, 1998:525)

**Note:**

\( Y \) = Working Spirit.
\( a \) = constant (intercept).
\( b_1 \) = perception regression coefficient about corporate culture.
\( b_2 \) = perception regression coefficient about effective leadership.
\( x_1 \) = Perception about corporate culture.
\( x_2 \) = Perception about effective leadership.
\( e \) = error.
3.7. Hypothesis Testing Procedure

a. The whole testing of regression coefficient hypothesis (F testing) is used to count how big the independent variable together with the dependent variable.

Testing steps:

1. Identify zero hypothesis formulation & alternative hypothesis.
2. Identify significant stage.
3. Identify count statistic and freedom degree.
4. Identify crisis area.

5. F count formulation:

\[
F = \frac{SSR / K}{SSE / (n - k - 1)}
\]  \hspace{1cm} (2)

Note:

SSR = Sum of squares from the regression.
SSK = Sum of squares from sampling error.
K = variable independent amount.
n-K-i = SSE freedom degree.
Testing Table

F Table

denominator | numerator db
---|---
db | 1 | 2 | 3 | 4 | 5
1 | 16.14 | 19.90 | 23.73 | 27.50 | 31.20
2 | 15.54 | 19.00 | 22.18 | 25.52 | 28.90
4 | 7.71 | 6.39 | 5.99 | 5.59 | 6.28
5 | 6.81 | 5.79 | 5.41 | 5.19 | 5.95
6 | 5.99 | 5.11 | 4.76 | 4.52 | 4.39
7 | 5.59 | 4.71 | 4.20 | 3.82 | 3.76
8 | 4.87 | 3.81 | 3.41 | 3.13 | 3.03
9 | 4.60 | 3.71 | 3.44 | 3.11 | 2.98
10 | 4.54 | 3.69 | 3.29 | 3.06 | 2.99
11 | 4.49 | 3.63 | 3.24 | 3.01 | 2.88
12 | 4.43 | 3.59 | 3.21 | 2.98 | 2.81
13 | 4.41 | 3.55 | 3.20 | 2.93 | 2.77
14 | 4.09 | 3.52 | 3.18 | 2.90 | 2.74
15 | 4.06 | 3.49 | 3.10 | 2.87 | 2.71
16 | 4.02 | 3.47 | 2.90 | 2.64 | 2.52
17 | 4.00 | 3.44 | 2.60 | 2.31 | 2.23
18 | 4.00 | 3.41 | 2.51 | 2.25 | 2.09
19 | 4.00 | 3.40 | 2.41 | 2.16 | 2.01
20 | 4.00 | 3.38 | 2.31 | 2.07 | 1.92
21 | 4.00 | 3.36 | 2.22 | 2.00 | 1.82
22 | 4.00 | 3.34 | 2.13 | 1.90 | 1.74
23 | 4.00 | 3.32 | 2.04 | 1.83 | 1.69
24 | 4.00 | 3.30 | 1.94 | 1.73 | 1.60
25 | 4.00 | 3.28 | 1.85 | 1.65 | 1.53
26 | 4.00 | 3.26 | 1.76 | 1.58 | 1.47
27 | 4.00 | 3.24 | 1.69 | 1.51 | 1.39
28 | 4.00 | 3.22 | 1.62 | 1.45 | 1.32
29 | 4.00 | 3.20 | 1.56 | 1.40 | 1.25
30 | 4.00 | 3.18 | 1.50 | 1.35 | 1.22
31 | 4.00 | 3.16 | 1.45 | 1.31 | 1.19
32 | 4.00 | 3.15 | 1.40 | 1.27 | 1.16
33 | 4.00 | 3.13 | 1.36 | 1.24 | 1.14
34 | 4.00 | 3.12 | 1.32 | 1.21 | 1.12
35 | 4.00 | 3.10 | 1.28 | 1.18 | 1.10
36 | 4.00 | 3.09 | 1.25 | 1.16 | 1.08
37 | 4.00 | 3.08 | 1.22 | 1.14 | 1.06
38 | 4.00 | 3.07 | 1.20 | 1.12 | 1.05
39 | 4.00 | 3.06 | 1.18 | 1.10 | 1.04
40 | 4.00 | 3.05 | 1.16 | 1.09 | 1.03
41 | 4.00 | 3.04 | 1.15 | 1.08 | 1.02
42 | 4.00 | 3.03 | 1.13 | 1.07 | 1.01
43 | 4.00 | 3.02 | 1.12 | 1.06 | 1.00
44 | 4.00 | 3.01 | 1.11 | 1.05 | 0.99
45 | 4.00 | 3.00 | 1.10 | 1.04 | 0.99
46 | 4.00 | 2.99 | 1.09 | 1.03 | 0.99
47 | 4.00 | 2.98 | 1.08 | 1.03 | 0.99
48 | 4.00 | 2.97 | 1.07 | 1.03 | 0.99
49 | 4.00 | 2.96 | 1.07 | 1.03 | 0.99
50 | 4.00 | 2.95 | 1.07 | 1.03 | 0.99
51 | 4.00 | 2.94 | 1.07 | 1.03 | 0.99
52 | 4.00 | 2.93 | 1.07 | 1.03 | 0.99
53 | 4.00 | 2.92 | 1.07 | 1.03 | 0.99
54 | 4.00 | 2.91 | 1.07 | 1.03 | 0.99
55 | 4.00 | 2.90 | 1.07 | 1.03 | 0.99
56 | 4.00 | 2.89 | 1.07 | 1.03 | 0.99
57 | 4.00 | 2.88 | 1.07 | 1.03 | 0.99
58 | 4.00 | 2.87 | 1.07 | 1.03 | 0.99
59 | 4.00 | 2.86 | 1.07 | 1.03 | 0.99
60 | 4.00 | 2.85 | 1.07 | 1.03 | 0.99
61 | 4.00 | 2.84 | 1.07 | 1.03 | 0.99
62 | 4.00 | 2.83 | 1.07 | 1.03 | 0.99
63 | 4.00 | 2.82 | 1.07 | 1.03 | 0.99

xiv
6 Conclusion
   a. If $F > \text{table } F$, $H_0$ refused & $H_1$ accepted
   b. If $F < \text{table } F$, $H_0$ accepted & $H_1$ accepted.

b. Individual Regression coefficient hypothesis testing (t testing)

Testing steps:
1. Identify nihil hypothesis formulation & alternative hypothesis.
2. Identify significant stage.
3. Identify count statistic and freedom degree.
4. Identify crisis area.

5. $t$ count formulation:
   $$t_n = \frac{b}{Sb}$$

Note:
$n_b = t$ value from counting result.
$b = \text{free variable regression coefficient.}$
$Sb = \text{errors standard of regression coefficient.}$
## Testing Table

<table>
<thead>
<tr>
<th>df.</th>
<th>$t_{0.10}$</th>
<th>$t_{0.05}$</th>
<th>$t_{0.025}$</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3.078</td>
<td>6.314</td>
<td>12.706</td>
</tr>
<tr>
<td>2</td>
<td>1.886</td>
<td>2.920</td>
<td>4.303</td>
</tr>
<tr>
<td>3</td>
<td>1.638</td>
<td>2.535</td>
<td>3.182</td>
</tr>
<tr>
<td>4</td>
<td>1.533</td>
<td>2.132</td>
<td>2.776</td>
</tr>
<tr>
<td>5</td>
<td>1.476</td>
<td>2.015</td>
<td>2.571</td>
</tr>
<tr>
<td>6</td>
<td>1.440</td>
<td>1.943</td>
<td>2.447</td>
</tr>
<tr>
<td>7</td>
<td>1.415</td>
<td>1.895</td>
<td>2.365</td>
</tr>
<tr>
<td>8</td>
<td>1.397</td>
<td>1.860</td>
<td>2.306</td>
</tr>
<tr>
<td>9</td>
<td>1.363</td>
<td>1.833</td>
<td>2.262</td>
</tr>
<tr>
<td>10</td>
<td>1.372</td>
<td>1.812</td>
<td>2.228</td>
</tr>
<tr>
<td>11</td>
<td>1.363</td>
<td>1.796</td>
<td>2.201</td>
</tr>
<tr>
<td>12</td>
<td>1.356</td>
<td>1.782</td>
<td>2.179</td>
</tr>
<tr>
<td>13</td>
<td>1.350</td>
<td>1.771</td>
<td>2.160</td>
</tr>
<tr>
<td>14</td>
<td>1.345</td>
<td>1.761</td>
<td>2.145</td>
</tr>
<tr>
<td>15</td>
<td>1.341</td>
<td>1.753</td>
<td>2.131</td>
</tr>
<tr>
<td>16</td>
<td>1.337</td>
<td>1.746</td>
<td>2.120</td>
</tr>
<tr>
<td>17</td>
<td>1.333</td>
<td>1.740</td>
<td>2.110</td>
</tr>
<tr>
<td>18</td>
<td>1.330</td>
<td>1.734</td>
<td>2.101</td>
</tr>
<tr>
<td>19</td>
<td>1.328</td>
<td>1.729</td>
<td>2.093</td>
</tr>
<tr>
<td>20</td>
<td>1.325</td>
<td>1.725</td>
<td>2.086</td>
</tr>
<tr>
<td>21</td>
<td>1.323</td>
<td>1.721</td>
<td>2.080</td>
</tr>
<tr>
<td>22</td>
<td>1.321</td>
<td>1.717</td>
<td>2.074</td>
</tr>
<tr>
<td>23</td>
<td>1.319</td>
<td>1.711</td>
<td>2.069</td>
</tr>
<tr>
<td>24</td>
<td>1.318</td>
<td>1.708</td>
<td>2.064</td>
</tr>
<tr>
<td>25</td>
<td>1.316</td>
<td>1.706</td>
<td>2.060</td>
</tr>
<tr>
<td>26</td>
<td>1.315</td>
<td>1.703</td>
<td>2.056</td>
</tr>
<tr>
<td>27</td>
<td>1.314</td>
<td>1.701</td>
<td>2.052</td>
</tr>
<tr>
<td>28</td>
<td>1.313</td>
<td>1.699</td>
<td>2.048</td>
</tr>
<tr>
<td>29</td>
<td>1.311</td>
<td>1.697</td>
<td>2.045</td>
</tr>
<tr>
<td>30</td>
<td>1.310</td>
<td>1.684</td>
<td>2.042</td>
</tr>
<tr>
<td>40</td>
<td>1.303</td>
<td>1.683</td>
<td>2.021</td>
</tr>
<tr>
<td>45</td>
<td>1.300</td>
<td>1.679</td>
<td>2.014</td>
</tr>
<tr>
<td>46</td>
<td>1.300</td>
<td>1.678</td>
<td>2.012</td>
</tr>
<tr>
<td>47</td>
<td>1.299</td>
<td>1.677</td>
<td>2.011</td>
</tr>
<tr>
<td>48</td>
<td>1.299</td>
<td>1.677</td>
<td>2.010</td>
</tr>
<tr>
<td>49</td>
<td>1.299</td>
<td>1.676</td>
<td>2.009</td>
</tr>
<tr>
<td>50</td>
<td>1.298</td>
<td>1.675</td>
<td>2.008</td>
</tr>
<tr>
<td>60</td>
<td>1.296</td>
<td>1.671</td>
<td>2.006</td>
</tr>
<tr>
<td>120</td>
<td>1.289</td>
<td>1.658</td>
<td>1.980</td>
</tr>
</tbody>
</table>
6. Conclusion:
   a. If \( t > t_{\text{table}} \) or \( -t < -t_{\text{table}} \), \( H_0 \) is refused & \( H_1 \) is accepted.
   b. If \( t < t_{\text{table}} \) or \( -t > -t_{\text{table}} \), \( H_0 \) is accepted & \( H_1 \) is refused.

4. ANALYSIS

\[ Y = 0.603 + 0.504X_1 + 0.349X_2. \]

Note:
- \( a \) = constant : 0.603
- \( b_1 \) = perception regression coefficient for \( X_1 \): 0.504
- \( b_2 \) = perception regression coefficient for \( X_2 \): 0.349

**F Testing**

<table>
<thead>
<tr>
<th>( F_{1,50} )</th>
<th>( F_{2,50} )</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.202</td>
<td>51.569</td>
</tr>
</tbody>
</table>
According to the research, the author makes conclusions that:

1. The first hypothesis states that perception to corporate culture (X1) and preception to effective leadership (X2) significantly affecting the working spirit (Y) was proven correct.

2. The second hypothesis states that perception variable to the effective leadership (X2) more dominant to the working spirit variable (Y) was proven incorrect.

5. SUGGESTIONS

The author's suggestions are:

1. Based on the research conclusion, company’s culture is influencing the employees’ working spirit higher than effective leadership. The author suggest that Surabaya Garden Palace Hotel try to implant more of the company’s culture values to its employees to become more energetic in doing their jobs. The company’s goal will be easier to reach.

2. The hotel’s management should be more focused on effective leadership in its hotel to increase the employee’s working spirit.
3. The hotel’s top manager should keep on trying to increase communications with the employees to create a comfortable working atmosphere to reach the hotel’s goal.
DAFTAR ISI

HALAMAN JUDUL ............................................................. i

LEMBAR PENGESAHAN ................................................. ii

LEMBAR PERSETUJUAN PUBLIKASI ............................... iii

ABSTRAK ........................................................................ iv

EXECUTIVE SUMMARY ................................................ v

KATA PENGANTAR ...................................................... xx

DAFTAR ISI .................................................................... xxii

DAFTAR GAMBAR .......................................................... xxiv

DAFTAR TABEL .............................................................. xxv

DAFTAR LAMPIRAN ........................................................ xxvi

1. PENDAHULUAN. ....................................................... 1
   1.1. Latar Belakang Masalah ...................................... 1
   1.2. Perumusan Masalah ........................................... 2
   1.3. Batasan Masalah ............................................... 2
   1.4. Manfaat Penelitian ............................................ 3
   1.5. Tujuan Penelitian .............................................. 3

2. LANDASAN TEORI ..................................................... 4
   2.1. Pengertian Dari Masing-Masing Konsep ................ 4
   2.1.1. Persepsi ....................................................... 4
   2.1.2. Budaya Perusahaan ....................................... 6
   2.1.3. Kepemimpinan Yang Efektif ......................... 13
   2.1.4. Semangat Kerja .......................................... 23
   2.1.5. Hubungan antara Budaya Perusahaan dan Kepemimpinan yang Efektif dengan Semangat Kerja .... 28
   2.2. Kerangka Pemikiran ........................................... 29
   2.3. Hipotesis .......................................................... 30

3. METODE PENELITIAN ............................................. 31
   3.1. Jenis Penelitian .................................................. 31
   3.2. Populasi Penelitian ........................................... 31
   3.3. Sampel dan Metode Penarikan Sampel Penelitian ... 31
   3.4. Definisi Operasional Variabel Penelitian .............. 32
   3.5. Metode Pengumpulan Data .................................. 33
   3.6. Uji Validitas dan Reliabilitas ............................... 33
### Analisis Data dan Pembahasan

4.1. Gambaran Umum Obyek Penelitian
   4.1.1. Gambaran Umum Perusahaan
   4.1.2. Visi dan Misi Perusahaan
   4.1.3. Budaya Perusahaan dan Kependirian
   4.1.4. Strategi Perusahaan
   4.1.5. Sumber Daya Manusia
   4.1.6. Pemasaran
   4.1.7. Ruang Lingkup Persaingan
   4.1.8. Lokasi Hotel Garden Palace Surabaya
   4.1.9. Struktur Organisasi Perusahaan

4.2. Tampilan Data

4.3. Analisa Data

4.4. Pembahasan

### Kesimpulan dan Saran

5.1. Kesimpulan

5.2. Saran

### Daftar Referensi

### Lampiran
DAFTAR GAMBAR

2.1. Proses Terbentuknya Budaya Perusahaan................................. 8
2.2. Bagaimana Budaya Perusahaan Berdampak pada Kinerja .......................... 10
   dan Kepuasan........................................................................ 10
2.3. Kerangka Pemikiran................................................................ 30
3.1. Uji F................................................................................. 35
3.2. Uji t................................................................................. 37
4.1. Struktur Organisasi Hotel Garden Palace Surabaya ................... 41
4.2. Uji hipotesa F pada kurva distribusi F........................................ 47
4.3. Uji hipotesa t pada kurva distribusi t ........................................ 49
DAFTAR TABEL

4.1. Data responden Hotel Garden Palace Surabaya
   (Berdasarkan jenis keimian) ................................................................. 42

4.2. Pertanyaan Tentang Persepsi Terhadap Budaya Perusahaan  43

4.3. Pertanyaan Tentang Persepsi Terhadap Kepemimpinan
   Yang Efektif .......................................................................................... 44

4.4. Pertanyaan Tentang Semangat Kerja .................................................... 45
DAFTAR LAMPIRAN

Lampiran
1. Hasil Kuesioner 50 Karyawan
2. Hasil Uji Relibilitas dan Validitas
3. Tabel r
4. Regresi
5. Tabel F
6. Tabel t
7. Kuesioner