

**Lampiran A. Coding Data Skala Komunikasi Organisasi**

SUBJEK	AITEM																				RS	
	2	10	11	15	18	19	20	21	25	27	28	30	31	32	34	38	40	42	43	44		45
	UF	F	UF	F	UF	F	F	UF	UF	UF	UF	UF	F	UF	UF	UF	UF	F	F	UF		UF
1	3	3	3	4	3	3	4	3	2	3	3	2	4	3	1	3	4	3	4	4	1	63
2	3	3	3	4	4	3	3	4	3	4	4	3	4	3	3	4	3	3	4	4	4	73
3	4	3	3	4	3	3	4	3	2	3	3	3	4	3	3	3	3	3	4	3	3	67
4	4	3	4	3	4	3	4	4	3	3	3	3	4	4	4	3	4	3	4	4	2	73
5	2	3	3	3	3	2	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	63
6	3	4	3	4	3	3	3	3	2	4	3	3	4	3	3	3	3	2	3	3	3	65
7	4	4	3	4	4	3	4	4	3	4	4	4	4	4	3	4	4	3	4	4	4	79
8	4	4	3	4	3	4	4	4	3	4	3	3	4	3	2	3	3	4	4	3	3	72
9	2	2	2	3	3	2	3	2	1	3	3	2	3	3	1	2	2	2	3	2	2	48
10	4	3	2	4	4	3	3	3	3	3	4	3	4	3	3	4	3	3	3	3	3	68
11	4	4	3	3	4	3	4	4	2	3	3	3	3	3	2	3	3	3	3	4	3	67

<b>Lampiran B. Coding Data Kecerdasan Emosi</b>
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Subjek	AITEM											RS
	4	6	7	10	12	14	19	23	26	28	30	
	UF	F	UF	F	F	UF	F	F	F	UF	UF	
1	1	4	1	3	2	1	2	2	2	2	1	21
2	3	4	2	4	3	3	4	3	3	3	3	35
3	3	3	3	3	3	3	3	3	3	3	1	31
4	3	4	3	3	4	4	4	3	3	3	3	37
5	2	3	3	2	3	2	2	3	2	2	3	27
6	3	4	2	3	3	3	1	3	2	3	3	30
7	2	4	2	3	3	3	4	3	3	4	3	34
8	2	4	2	3	2	3	3	2	3	2	2	28
9	1	3	2	3	3	2	1	3	3	2	1	24
10	4	4	3	4	3	3	3	3	3	3	3	36
11	2	4	3	3	4	3	2	3	3	3	3	33

**Lampiran C. Coding Data Relasi Interpersonal**

Subjek	AITEM				RS
	8	9	10	17	
	UF	UF	F	UF	
1	1	1	3	2	7
2	3	2	3	4	12
3	3	2	3	4	12
4	3	3	3	4	13
5	3	3	3	3	12
6	3	3	3	4	13
7	3	3	4	4	14
8	3	3	4	4	14
9	3	1	3	1	8
10	4	3	4	4	15
11	3	2	4	3	12

**Lampiran D. Validitas dan Reliabilitas Skala Komunikasi  
Organisasi (putaran 1)**

**Case Processing Summary**

		N	%
Cases	Valid	11	100.0
	Excluded <sup>a</sup>	0	.0
	Total	11	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.863	48

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
KO1	149.00	103.000	-.186	.871
KO2	148.09	90.291	.646	.852
KO3	148.09	99.091	.152	.863
KO4	149.73	104.018	-.353	.870
KO5	148.45	94.873	.455	.857
KO6	148.36	95.655	.278	.862
KO7	148.64	93.255	.623	.854
KO8	147.55	99.273	.251	.862
KO9	147.64	99.255	.180	.862
KO10	148.18	93.364	.567	.855
KO11	148.55	95.673	.465	.858

KO12	147.82	97.964	.266	.861
KO13	147.82	97.964	.266	.861
KO14	148.36	97.655	.275	.861
KO15	147.82	96.364	.430	.858
KO16	148.55	100.273	.084	.863
KO17	147.82	104.764	-.401	.872
KO18	148.00	94.400	.611	.855
KO19	148.55	94.273	.602	.855
KO20	147.91	96.691	.381	.859
KO21	148.09	89.291	.873	.848
KO22	148.27	98.618	.260	.861
KO23	147.55	99.273	.251	.862
KO24	147.91	99.691	.087	.864
KO25	149.00	91.600	.669	.852
KO26	148.36	98.455	.199	.862
KO27	148.00	97.400	.310	.860
KO28	148.09	97.491	.314	.860
KO29	148.09	99.291	.132	.863
KO30	148.55	93.073	.722	.853
KO31	147.73	95.418	.574	.856
KO32	148.27	97.218	.438	.859
KO33	148.18	98.364	.247	.861
KO34	148.91	91.691	.464	.857
KO35	148.00	98.200	.232	.862
KO36	148.36	101.655	-.144	.865
KO37	148.18	98.164	.269	.861
KO38	148.27	91.418	.788	.851
KO39	149.18	99.764	.053	.866

KO40	148.27	93.618	.591	.855
KO41	148.55	103.473	-.439	.868
KO42	148.55	95.273	.504	.857
KO43	147.91	94.691	.581	.856
KO44	148.09	90.691	.758	.850
KO45	148.64	91.255	.530	.855
KO46	148.36	98.455	.389	.860
KO47	149.82	106.964	-.403	.878
KO48	148.27	97.218	.168	.865

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
151.45	100.873	10.044	48

**Lampiran E. Validitas dan Reliabilitas Skala Komunikasi  
Organisasi (putaran 2)**

**Case Processing Summary**

		N	%
Cases	Valid	11	100.0
	Excluded <sup>a</sup>	0	.0
	Total	11	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.926	24

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
KO2	69.73	60.218	.623	.910
KO5	70.18	65.164	.268	.918
KO10	69.82	62.164	.599	.911
KO11	70.18	63.964	.514	.912
KO15	69.45	65.073	.413	.914
KO18	69.64	64.055	.522	.912

KO19	70.18	63.164	.611	.911
KO20	69.55	65.273	.373	.915
KO21	69.73	59.218	.869	.904
KO25	70.64	60.055	.766	.907
KO27	69.64	65.255	.375	.915
KO28	69.73	65.818	.320	.916
KO30	70.18	61.964	.758	.908
KO31	69.36	64.055	.591	.911
KO32	69.91	65.491	.464	.914
KO34	70.55	60.273	.520	.914
KO38	69.91	61.091	.768	.907
KO40	69.91	62.291	.634	.910
KO42	70.18	63.564	.562	.912
KO43	69.55	63.673	.569	.912
KO44	69.73	60.818	.705	.908
KO45	70.27	61.218	.491	.914
KO46	70.00	67.200	.283	.916

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
76.09	77.091	8.780	24



**Lampiran F. Validitas dan Reliabilitas Skala Komunikasi  
Organisasi (putaran 3)**

**Case Processing Summary**

		N	%
Cases	Valid	11	100.0
	Excluded <sup>a</sup>	0	.0
	Total	11	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.919	21

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
KO2	69.64	66.455	.644	.922
KO5	69.91	70.891	.486	.925
KO7	70.18	68.364	.689	.921
KO10	69.73	68.818	.593	.923
KO11	70.09	70.691	.509	.924
KO15	69.36	72.055	.384	.926
KO18	69.55	70.473	.554	.924

KO19	70.09	69.891	.601	.923
KO20	69.45	71.873	.390	.926
KO21	69.64	65.655	.869	.917
KO25	70.55	66.273	.791	.919
KO27	69.55	72.273	.344	.927
KO28	69.64	72.455	.337	.927
KO30	70.09	68.491	.764	.920
KO31	69.27	70.818	.580	.923
KO32	69.82	71.964	.506	.925
KO34	70.45	66.673	.528	.926
KO38	69.82	67.564	.774	.920
KO40	69.82	68.564	.668	.921
KO42	70.09	70.091	.578	.923
KO43	69.45	70.473	.554	.924
KO44	69.64	67.255	.714	.920
KO45	70.18	68.164	.462	.927

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
73.00	75.600	8.695	23

**Lampiran G. Validitas dan Reliabilitas Skala Kecerdasan Emosi  
(putaran 1)**

### Case Processing Summary

		N	%
Cases	Valid	11	100.0
	Excluded <sup>a</sup>	0	.0
	Total	11	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.657	30

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem1	85.73	33.018	-.354	.688
Aitem2	86.36	28.455	.365	.635
Aitem3	85.91	31.491	-.104	.669
Aitem4	86.82	24.164	.676	.585
Aitem5	85.91	33.091	-.315	.693
Aitem6	85.45	28.873	.413	.636
Aitem7	86.82	28.364	.327	.637
Aitem8	86.55	30.273	.115	.656
Aitem9	86.18	32.164	-.182	.689
Aitem10	86.09	27.691	.561	.622
Aitem11	86.09	30.291	.236	.650
Aitem12	86.18	27.964	.419	.630

Aitem13	85.36	30.055	.213	.650
Aitem14	86.45	24.473	.781	.581
Aitem15	86.00	31.000	-.048	.675
Aitem16	86.27	31.418	-.090	.671
Aitem17	86.18	31.164	.000	.658
Aitem18	85.82	32.764	-.321	.685
Aitem19	86.55	24.873	.451	.615
Aitem20	86.64	30.655	.041	.661
Aitem21	86.55	31.673	-.134	.672
Aitem22	85.91	30.291	.127	.655
Aitem23	86.36	29.255	.399	.639
Aitem24	86.64	28.655	.277	.642
Aitem25	85.36	30.455	.122	.655
Aitem26	86.45	28.073	.580	.625
Aitem27	86.64	29.855	.111	.658
Aitem28	86.45	25.473	.808	.591
Aitem29	85.73	31.018	-.022	.665
Aitem30	86.82	26.964	.348	.632

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
89.18	31.164	5.582	30

**Lampiran H. Validitas dan Reliabilitas skala Kecerdasan Emosi  
(putaran 2)**

### Case Processing Summary

		N	%
Cases	Valid	11	100.0
	Excluded <sup>a</sup>	0	.0
	Total	11	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.857	12

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem2	30.55	26.273	.294	.859
Aitem4	31.00	21.600	.698	.832
Aitem6	29.64	26.655	.328	.857
Aitem7	31.00	24.600	.508	.847
Aitem10	30.27	25.818	.428	.852
Aitem12	30.36	24.455	.576	.843
Aitem14	30.64	21.655	.845	.821
Aitem19	30.73	22.018	.493	.857
Aitem23	30.55	26.073	.537	.849
Aitem26	30.64	25.655	.546	.847

Aitem28	30.64	23.455	.731	.833
Aitem30	31.00	22.400	.594	.842

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
33.36	28.455	5.334	12

**Lampiran I. Validitas dan Reliabilitas skala Kecerdasan Emosi  
(putaran 3)**

### Case Processing Summary

		N	%
Cases	Valid	11	100.0
	Excluded <sup>a</sup>	0	.0
	Total	11	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.859	11

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Aitem4	28.18	19.564	.716	.833
Aitem6	26.82	24.564	.322	.861
Aitem7	28.18	22.564	.508	.851
Aitem10	27.45	23.873	.400	.857
Aitem12	27.55	22.473	.567	.847
Aitem14	27.82	19.764	.843	.823
Aitem19	27.91	19.691	.536	.858
Aitem23	27.73	24.018	.527	.853
Aitem26	27.82	23.764	.503	.853
Aitem28	27.82	21.564	.714	.837
Aitem30	28.18	20.364	.606	.844

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
30.55	26.273	5.126	11

**Lampiran J. Validitas dan Reliabilitas skala relasi interpersonal  
(putaran 1)**



### Case Processing Summary

		N	%
Cases	Valid	11	100.0
	Excluded <sup>a</sup>	0	.0
	Total	11	100.0

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

### Reliability Statistics

Cronbach's Alpha <sup>a</sup>	N of Items
-.162	18

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem1	47.91	8.891	-.097	-.111 <sup>a</sup>
Aitem2	47.82	7.764	.276	-.316 <sup>a</sup>
Aitem3	47.36	9.655	-.282	-.062 <sup>a</sup>
Aitem4	47.36	7.255	.279	-.375 <sup>a</sup>
Aitem5	48.09	9.091	-.161	-.055 <sup>a</sup>
Aitem6	48.82	12.364	-.734	.214
Aitem7	47.82	9.364	-.191	-.103 <sup>a</sup>

Aitem8	47.73	7.018	.416	-.443 <sup>a</sup>
Aitem9	48.27	5.218	.861	-.929 <sup>a</sup>
Aitem10	47.27	7.618	.424	-.358 <sup>a</sup>
Aitem11	48.82	10.364	-.387	.050
Aitem12	47.18	6.764	.292	-.440 <sup>a</sup>
Aitem13	47.73	9.218	-.139	-.107 <sup>a</sup>
Aitem14	47.73	7.218	.133	-.313 <sup>a</sup>
Aitem15	47.36	9.455	-.206	-.063 <sup>a</sup>
Aitem16	48.82	11.964	-.669	.186
Aitem17	47.27	5.418	.540	-.777 <sup>a</sup>
Aitem18	47.45	10.673	-.417	.100

a. The value is negative due to a negative average covariance among items.

This violates reliability model assumptions. You may want to check item codings.

**Lampiran K. Validitas dan Reliabilitas skala relasi interpersonal  
(putaran 2)**

### Case Processing Summary

		N	%
Cases	Valid	11	100.0
	Excluded <sup>a</sup>	0	.0
	Total	11	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.788	4

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem8	9.09	3.891	.585	.743
Aitem9	9.64	3.055	.810	.616
Aitem10	8.64	4.855	.401	.820
Aitem17	8.64	2.655	.685	.709

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12.00	6.000	2.449	4

**Lampiran L. Uji Normalitas Komunikasi Organisasi – Kecerdasan Emosi – Relasi Interpersonal**

### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
komunikasi	11	100.0%	0	.0%	11	100.0%
emosi	11	100.0%	0	.0%	11	100.0%
relasi	11	100.0%	0	.0%	11	100.0%

### Tests of Normality

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
komunikasi	.232	11	.101	.895	11	.159
emosi	.139	11	.200 <sup>*</sup>	.952	11	.670
relasi	.177	11	.200 <sup>*</sup>	.952	11	.674

a. Lilliefors Significance Correction

\*. This is a lower bound of the true significance.

**Lampiran M. Uji Linieritas Komunikasi Organisasi – Kecerdasan Emosi**

**Model Summary**

R	R Square	Adjusted R Square	Std. Error of the Estimate
.648	.421	.356	6.977

The independent variable is emosi.

**ANOVA**

	Sum of Squares	df	Mean Square	F	Sig.
Regression	317.900	1	317.900	6.531	.031
Residual	438.100	9	48.678		
Total	756.000	10			

The independent variable is emosi.

**Lampiran N. Uji Linieritas Komunikasi Organisasi – Relasi Interpersonal**

**Model Summary**

R	R Square	Adjusted R Square	Std. Error of the Estimate
.985	.971	.968	1.561

The independent variable is relasi.

**ANOVA**

	Sum of Squares	df	Mean Square	F	Sig.
Regression	734.057	1	734.057	301.081	.000
Residual	21.943	9	2.438		
Total	756.000	10			

The independent variable is relasi.

**Lampiran O. Uji Multikolinieritas Komunikasi Organisasi –  
Kecerdasan Emosi – Relasi Interpersonal**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.986 <sup>a</sup>	.972	.965	1.63315

a. Predictors: (Constant), emosi, relasi

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	44.035	3.139		14.029	.000		
	relasi	2.531	.202	1.012	12.500	.000	.539	1.856
	emosi	-.065	.137	-.039	-.476	.647	.539	1.856

a. Dependent Variable: komunikasi

**Coefficient Correlations<sup>a</sup>**

Model			emosi	relasi
1	Correlations	emosi	1.000	-.679
		relasi	-.679	1.000
	Covariances	emosi	.019	-.019
		relasi	-.019	.041

**Coefficient Correlations<sup>a</sup>**

Model			emosi	relasi
1	Correlations	emosi	1.000	-.679
		relasi	-.679	1.000
	Covariances	emosi	.019	-.019
		relasi	-.019	.041

a. Dependent Variable: komunikasi

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	relasi	emosi
1	1	2.956	1.000	.00	.00	.00
	2	.035	9.153	.29	.60	.00
	3	.009	18.314	.71	.40	.99

a. Dependent Variable: komunikasi



<b>Lampiran P. Uji Regresi</b>
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**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.986 <sup>a</sup>	.972	.965	1.63315

a. Predictors: (Constant), relasi, emosi

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	734.662	2	367.331	137.722	.000 <sup>a</sup>
	Residual	21.338	8	2.667		
	Total	756.000	10			

a. Predictors: (Constant), relasi, emosi

b. Dependent Variable: komunikasi

**Lampiran Q. Tabulasi silang antara komunikasi organisasi dengan kecerdasan emosi**

EQ \ Komuni- kasi	Sangat Tinggi		Tinggi		Sedang		Rendah		Sangat Rendah		Total	
	F	%	F	%	F	%	F	%	F	%	F	%
Sangat Tinggi	0	0	0	0	0	0	0	0	0	0	0	0
Tinggi	3	27,27	2	18,18	0	0	0	0	0	0	5	45,45
Sedang	0	0	4	36,36	0	0	0	0	0	0	4	36,36
Rendah	0	0	1	9,09	1	9,09	0	0	0	0	2	18,18
Sangat Rendah	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>27,27</b>	<b>7</b>	<b>63,63</b>	<b>1</b>	<b>9,09</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>100</b>

**Lampiran R. Tabulasi silang antara komunikasi organisasi dengan relasi interpersonal**

RI \ Komunikasi	Sangat Tinggi		Tinggi		Sedang		Rendah		Sangat Rendah		Total	
	F	%	F	%	F	%	F	%	F	%	F	%
Sangat Tinggi	0	0	1	9,09	0	0	0	0	0	0	1	9,09
Tinggi	3	27,27	5	45,45	0	0	0	0	0	0	8	72,72
Sedang	0	0	0	0	0	0	0	0	0	0	0	0
Rendah	0	0	1	9,09	1	9,09	0	0	0	0	2	18,18
Sangat Rendah	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>27,27</b>	<b>7</b>	<b>63,63</b>	<b>1</b>	<b>9,09</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>100</b>