

## **BAB V**

### **KESIMPULAN DAN SARAN**

#### **A. Kesimpulan**

Berdasarkan hasil penelitian yang dilakukan mengenai pengaruh orientasi kewirausahaan terhadap kinerja pemasaran di CV Oto Boga Jaya dapat disimpulkan:

1. Variabel Orientasi Kewirausahaan berpengaruh secara signifikan terhadap Kinerja Pemasaran. Berdasarkan hasil analisis data dan uji hipotesis H1 diterima, artinya terdapat pengaruh Orientasi Kewirausahaan terhadap Kinerja Pemasaran di CV Oto Boga Jaya.

#### **B. Saran**

Berdasarkan hasil penelitian dan pembahasan pada kesimpulan yang telah diuraikan sebelumnya penulis mencoba memberikan saran-saran sebagai masukan untuk bahan pertimbangan dalam pengambilan keputusan dan diharapkan dapat bermanfaat bagi perusahaan baik untuk masa sekarang maupun masa yang akan datang. Adapun saran-saran tersebut adalah sebagai berikut:

1. Secara konseptual, Penelitian selanjutnya diharapkan dapat melibatkan jumlah sampel yang lebih besar, sehingga hasil yang diperoleh lebih dapat digeneralisasikan.
2. Penelitian selanjutnya juga disarankan untuk melakukan penelitian dengan menambahkan variabel lain yang dapat memperluas penelitian dan juga mungkin berperan dalam memberi pengaruh terhadap kinerja pemasaran,

sehingga dapat bermanfaat bagi pengembangan ilmu pengetahuan, contohnya bauran pemasaran

3. Perlu adanya ditingkatkan lagi dari pengembangan tentang bagaimana kewirausahaan ini bisa terwujud dan bisa menemukan metode – metode baru yang lebih *up to date* yang disesuaikan dengan kemajuan teknologi jaman sekarang sehingga seorang wirausaha bisa bersaing dengan *competitor* lainnya.
4. Semakin canggihnya dunia *marketing* maka semakin canggih pula persaingan antar perusahaan. Oleh karena itu perlu peningkatan strategi pemasaran yang lebih baik seperti *digital marketing* untuk jagan pasar yang lebih luas.
5. Pada variabel orientasi kewirausahaan dimana indikator yang memperoleh skor rata rata terendah ialah tingkat adaptasi terhadap segala situasi lingkungan usaha. Hal ini perlu penyesuaian dan adaptasi dengan kondisi yang terjadi sekarang seperti covid 19. Perusahaan harus bertahan dengan cara lebih mengenal lingkungan usaha sekitar seperti kompotitor sekitar, dan produk substitusi sekitar dan juga target market yang hendak dicapai. A
6. Adaptasi ini hendaklah sesegera mungkin dilakukan demi *survive* di dunia usaha. Pada variabel kinerja pemasaran diman indikator yang memperoleh skor rata rata terendah ialaah pertumbuhan usaha akan meningkat secara berkala dengan pengembangan produk. Dengan inovasi yang berkelanjutan diharapkan produk penjualan semakin varian dan konsumen banyak pilihan. Dengan meningkatkan inovasi *riset dan development* nya produk varian banyak tercipta dan penjualan meningkat. Hal inilah yang penting dilakukan oleh perusahaan.

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## Lampiran 1

## Surat Izin Penelitian

**CV OTO BOGA JAYA****SURAT KETERANGAN**

Yang bertanda tangan dibawah ini menerangkan bahwa :

Nama : Yuanita Dwiani  
Tempat/Tgl.lahir : Bogor, 26 Desember 1995  
Jabatan : Staff Administrasi  
Alamat : Kp. Cibedug Rt. 01/02 Ciawi Bogor

Berkaitan dengan tugas akhir yang sedang disusun oleh karyawan tersebut diatas dengan judul "*Pengaruh Orientasi Kewirausahaan Terhadap Kinerja Pemasaran*" sesuai proposal yang sudah diberikan kepada pihak perusahaan, maka karyawan tersebut diberikan izin untuk melakukan penelitian di CV. OTO BOGA JAYA selama tidak mengganggu pekerjaan karyawan tersebut. Berkaitan dengan data yang digunakan harap dikomunkasikan dengan bagian terkait dan digunakan dengan penuh tanggung jawab guna kepentingan penelitian.

Demikian surat ini dibuat, untuk digunakan sebagai mana mestinya.

Bogor, 23 Januari 2022

Winda

## Kuesioner Penelitian

**PENGARUH ORIENTASI KEWIRAUSAHAAN TERHADAP KINERJA  
PEMASARAN DI CV OTO BOGA JAYA**

Kepada Yth. Bapak/Ibu

Assalamualaikum wr.wb.

Dengan hormat,

Perkenalkan saya, Yuanita Dwiani Mahasiswi Manajemen Universitas Bina Niaga Indonesia. Saat ini saya sedang melaksanakan penelitian sebagai syarat tugas akhir/skripsi yang berjudul “Pengaruh Orientasi Kewirausahaan terhadap Kinerja Pemasaran di CV. Oto Boga Jaya”.

Kami mohon ketersediaannya Bapak/Ibu untuk berpartisipasi dengan mengisi kuesioner kami secara objektif dan lengkap **informasi yang diterima dari kuesioner ini bersifat rahasia dan hanya digunakan untuk kepentingan akademistik**. Pada kuesioner ini membutuhkan waktu 3-5 menit saja. Pada kuesioner ini tidak ada jawaban benar atau salah.

Terima kasih atas ketersediaannya dan partisipasi Bapak/Ibu.

Salam

Yuanita Dwiani

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**Petunjuk pengisian kuesioner**

Pengisian kuesioner dilakukan dengan cara memberi tanda ceklis (V) pada pernyataan yang Anda pilih.

| <b>Keterangan</b>         | <b>Skor</b>   |
|---------------------------|---------------|
| Sangat Setuju (SS)        | bobot nilai 5 |
| Setuju (S)                | bobot nilai 4 |
| Netral (N)                | bobot nilai 3 |
| Tidak Setuju (TS)         | bobot nilai 2 |
| Sangat Tidak Setuju (STS) | bobot nilai 1 |

Untuk pertanyaan berilah tanda silang (X) pada pilihan yang tersedia

#### Karakteristik Responden

- 1) Jenis kelamin :
  - a. Laki-laki
  - b. Perempuan
- 2) Umur :
  - a. 17-30 Tahun
  - b. 31-40 Tahun
  - c. 41-50 Tahun
- 3) Pendidikan Terakhir :
  - a. SMA/SMK/Sederajat
  - b. Diploma
  - c. Sarjana
  - d. Pasca Sarjana
- 4) Kota tinggal :
  - a. Kota Bogor
  - b. Luar Kota Bogor
- 5) Sudah berapa lama Anda bekerja di CV. Oto Boga Jaya :



- a. 1 Tahun
- b. 2 Tahun
- c. 3 Tahun
- d. 4 Tahun
- e. 5 Tahun

### 1. Orientasi Kewirausahaan

| NO       | PERNYATAAN                                                                                           | SS | S | N | TS | STS |
|----------|------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| Inovatif |                                                                                                      |    |   |   |    |     |
| 1.       | Saya mampu menciptakan produk yang berbeda dengan pesaing                                            |    |   |   |    |     |
| 2.       | Saya mampu menciptakan peluang usaha baru dan variasi makanan baru.                                  |    |   |   |    |     |
| 3.       | Dengan adanya variasi produk baru yang belum pernah ada sebelumnya akan meningkatkan minat konsumen. |    |   |   |    |     |
| 4.       | Cita rasa produk diterima oleh semua kalangan                                                        |    |   |   |    |     |
| 5.       | Memanfaatkan sosial media untuk menambah daya tarik konsumen.                                        |    |   |   |    |     |
| Proaktif |                                                                                                      |    |   |   |    |     |
| 6.       | Perubahan kondisi pasar akan mendorong perusahaan untuk mencari peluang positif bagi perusahaan.     |    |   |   |    |     |
| 7.       | Perusahaan secara konsisten mencari peluang yang berhubungan dengan usaha perusahaan saat ini.       |    |   |   |    |     |
| 8.       | Perusahaan biasanya menjadi pelopor dalam memperkenalkan produk baru dipasar.                        |    |   |   |    |     |
| 9.       | Saya mampu mendelegasikan setiap pekerjaan                                                           |    |   |   |    |     |

|                         |                                                                                                         |  |  |  |  |  |
|-------------------------|---------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|                         | kepada pekerja saya secara jelas dan tepat.                                                             |  |  |  |  |  |
| 10.                     | Saya memiliki tingkat beradaptasi yang baik terhadap segala situasi yang terjadi pada lingkungan usaha. |  |  |  |  |  |
| Berani Mengambil Resiko |                                                                                                         |  |  |  |  |  |
| 11.                     | Saya mampu menciptakan langkah – langkah pencegahan terjadinya risiko usaha.                            |  |  |  |  |  |
| 12.                     | Saya memahami keadaan lingkungan usaha saya.                                                            |  |  |  |  |  |
| 13.                     | Saya lebih suka mengimplementasikan rencana yang dipastikan akan berhasil.                              |  |  |  |  |  |
| 14.                     | Saya lebih suka menjalankan usaha yang aman atau risikonya kecil.                                       |  |  |  |  |  |
| 15.                     | Saya mampu meningkatkan kekuatan dan keunggulan yang dimiliki oleh usaha.                               |  |  |  |  |  |

## 2. Kinerja Pemasaran

| NO                    | PERNYATAAN                                                                                  | SS | S | N | TS | STS |
|-----------------------|---------------------------------------------------------------------------------------------|----|---|---|----|-----|
| Pertumbuhan Penjualan |                                                                                             |    |   |   |    |     |
| 16.                   | Target penjualan selalu mengalami peningkatan setiap tahunnya.                              |    |   |   |    |     |
| 17.                   | Pertumbuhan penjualan akan meningkat secara berkala dengan pelaksanaan pengembangan produk. |    |   |   |    |     |
| Pertumbuhan Pelanggan |                                                                                             |    |   |   |    |     |
| 18.                   | Pertumbuhan pelanggan meningkat setelah adanya penambahan pemasaran.                        |    |   |   |    |     |
| 19.                   | Saya senantiasa memperluas daerah                                                           |    |   |   |    |     |

|                  |                                                                                |  |  |  |  |  |
|------------------|--------------------------------------------------------------------------------|--|--|--|--|--|
|                  | pemasaran untuk produk yang saya hasilkan.                                     |  |  |  |  |  |
| 20.              | Peningkatan penjualan menunjukan bertambahnya jumlah pelanggan.                |  |  |  |  |  |
| Pertumbuhan Laba |                                                                                |  |  |  |  |  |
| 21.              | Saya mendapatkan laba yang cukup sesuai dari hasil produksi yang saya lakukan. |  |  |  |  |  |
| 22.              | Saya meningkatkan laba dengan menambah volume penjualan.                       |  |  |  |  |  |

**Terima kasih atas partisipasi Anda**

### Lampiran 3

Olah Data Output SPSS, 2022

#### Jenis Kelamin

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| laki - laki     | 64        | 67.4    | 67.4          | 67.4               |
| Valid perempuan | 31        | 32.6    | 32.6          | 100.0              |
| Total           | 95        | 100.0   | 100.0         |                    |

#### Umur

|                           | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| 17 tahun - 30 tahun       | 60        | 63.2    | 63.2          | 63.2               |
| Valid 31 tahun - 40 tahun | 25        | 26.3    | 26.3          | 89.5               |
| 41 tahun - 50 tahun       | 10        | 10.5    | 10.5          | 100.0              |
| Total                     | 95        | 100.0   | 100.0         |                    |

#### Pendidikan Terakhir

|                       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------------|-----------|---------|---------------|--------------------|
| sma / smk / sederajat | 63        | 66.3    | 66.3          | 66.3               |
| Valid diploma         | 22        | 23.2    | 23.2          | 89.5               |
| sarjana               | 10        | 10.5    | 10.5          | 100.0              |
| Total                 | 95        | 100.0   | 100.0         |                    |

**Kota Tinggal**

|                       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------------|-----------|---------|---------------|--------------------|
| kota bogor            | 84        | 88.4    | 88.4          | 88.4               |
| Valid luar kota bogor | 11        | 11.6    | 11.6          | 100.0              |
| Total                 | 95        | 100.0   | 100.0         |                    |

**Lama Bekerja**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| 1 tahun       | 11        | 11.6    | 11.6          | 11.6               |
| 2 tahun       | 23        | 24.2    | 24.2          | 35.8               |
| 3 tahun       | 15        | 15.8    | 15.8          | 51.6               |
| Valid 4 tahun | 14        | 14.7    | 14.7          | 66.3               |
| 5 tahun       | 32        | 33.7    | 33.7          | 100.0              |
| Total         | 95        | 100.0   | 100.0         |                    |

## Descriptive Statistics

|                          | N  | Minimum | Maximum | Sum | Mean | Std. Deviation |
|--------------------------|----|---------|---------|-----|------|----------------|
| Innovatif 1              | 95 | 1       | 5       | 341 | 3.59 | .779           |
| Innovatif 2              | 95 | 2       | 5       | 355 | 3.74 | .802           |
| Innovatif 3              | 95 | 2       | 5       | 353 | 3.72 | .794           |
| Innovatif 4              | 95 | 2       | 5       | 348 | 3.66 | .752           |
| Innovatif 5              | 95 | 2       | 5       | 357 | 3.76 | .680           |
| Proaktif 1               | 95 | 2       | 5       | 348 | 3.66 | .678           |
| Proaktif 2               | 95 | 2       | 5       | 358 | 3.77 | .764           |
| Proaktif 3               | 95 | 2       | 5       | 369 | 3.88 | .742           |
| Proaktif 4               | 95 | 2       | 5       | 375 | 3.95 | .658           |
| Proaktif 5               | 95 | 1       | 5       | 336 | 3.54 | .810           |
| Berani Ambil Keputusan 1 | 95 | 2       | 5       | 347 | 3.65 | .848           |
| Berani Ambil Keputusan 2 | 95 | 2       | 5       | 342 | 3.60 | .843           |
| Berani Ambil Keputusan 3 | 95 | 2       | 5       | 326 | 3.43 | .808           |
| Berani Ambil Keputusan 4 | 95 | 1       | 5       | 342 | 3.60 | .950           |
| Berani Ambil Keputusan 5 | 95 | 2       | 5       | 360 | 3.79 | .849           |
| Valid N (listwise)       | 95 |         |         |     |      |                |

## Descriptive Statistics

|                         | N  | Minimum | Maximum | Sum | Mean | Std. Deviation |
|-------------------------|----|---------|---------|-----|------|----------------|
| Pertumbuhan Penjualan 1 | 95 | 2       | 5       | 363 | 3.82 | .618           |
| Pertumbuhan Penjualan 2 | 95 | 2       | 5       | 357 | 3.76 | .664           |
| Pertumbuhan Pelanggan 1 | 95 | 2       | 5       | 359 | 3.78 | .702           |
| Pertumbuhan Pelanggan 2 | 95 | 2       | 5       | 365 | 3.84 | .704           |
| Pertumbuhan Pelanggan 3 | 95 | 2       | 5       | 362 | 3.81 | .624           |
| Pertumbuhan Laba 1      | 95 | 3       | 5       | 376 | 3.96 | .634           |
| Pertumbuhan Laba 2      | 95 | 2       | 5       | 358 | 3.77 | .573           |
| Valid N (listwise)      | 95 |         |         |     |      |                |

**Innovatif 1**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 2         | 2.1     | 2.1           | 2.1                |
|       | tidak setuju        | 7         | 7.4     | 7.4           | 9.5                |
|       | netral              | 23        | 24.2    | 24.2          | 33.7               |
|       | setuju              | 59        | 62.1    | 62.1          | 95.8               |
|       | sangat setuju       | 4         | 4.2     | 4.2           | 100.0              |
|       | Total               | 95        | 100.0   | 100.0         |                    |

**Innovatif 2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 8         | 8.4     | 8.4           | 8.4                |
|       | netral        | 22        | 23.2    | 23.2          | 31.6               |
|       | setuju        | 52        | 54.7    | 54.7          | 86.3               |
|       | sangat setuju | 13        | 13.7    | 13.7          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Innovatif 3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 7         | 7.4     | 7.4           | 7.4                |
|       | netral        | 26        | 27.4    | 27.4          | 34.7               |
|       | setuju        | 49        | 51.6    | 51.6          | 86.3               |
|       | sangat setuju | 13        | 13.7    | 13.7          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Innovatif 4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 4         | 4.2     | 4.2           | 4.2                |
|       | netral        | 36        | 37.9    | 37.9          | 42.1               |
|       | setuju        | 43        | 45.3    | 45.3          | 87.4               |
|       | sangat setuju | 12        | 12.6    | 12.6          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Innovatif 5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 3         | 3.2     | 3.2           | 3.2                |
|       | netral        | 27        | 28.4    | 28.4          | 31.6               |
|       | setuju        | 55        | 57.9    | 57.9          | 89.5               |
|       | sangat setuju | 10        | 10.5    | 10.5          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Proaktif 1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 3         | 3.2     | 3.2           | 3.2                |
|       | netral        | 34        | 35.8    | 35.8          | 38.9               |
|       | setuju        | 50        | 52.6    | 52.6          | 91.6               |
|       | sangat setuju | 8         | 8.4     | 8.4           | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |



**Proaktif 2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 6         | 6.3     | 6.3           | 6.3                |
|       | netral        | 23        | 24.2    | 24.2          | 30.5               |
|       | setuju        | 53        | 55.8    | 55.8          | 86.3               |
|       | sangat setuju | 13        | 13.7    | 13.7          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Proaktif 3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 6         | 6.3     | 6.3           | 6.3                |
|       | netral        | 14        | 14.7    | 14.7          | 21.1               |
|       | setuju        | 60        | 63.2    | 63.2          | 84.2               |
|       | sangat setuju | 15        | 15.8    | 15.8          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Proaktif 4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 1         | 1.1     | 1.1           | 1.1                |
|       | netral        | 20        | 21.1    | 21.1          | 22.1               |
|       | setuju        | 57        | 60.0    | 60.0          | 82.1               |
|       | sangat setuju | 17        | 17.9    | 17.9          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Proaktif 5**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 3         | 3.2     | 3.2           | 3.2                |
|       | tidak setuju        | 5         | 5.3     | 5.3           | 8.4                |
|       | netral              | 30        | 31.6    | 31.6          | 40.0               |
|       | setuju              | 52        | 54.7    | 54.7          | 94.7               |
|       | sangat setuju       | 5         | 5.3     | 5.3           | 100.0              |
|       | Total               | 95        | 100.0   | 100.0         |                    |

**Berani Ambil Keputusan 1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 9         | 9.5     | 9.5           | 9.5                |
|       | netral        | 29        | 30.5    | 30.5          | 40.0               |
|       | setuju        | 43        | 45.3    | 45.3          | 85.3               |
|       | sangat setuju | 14        | 14.7    | 14.7          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Berani Ambil Keputusan 2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 11        | 11.6    | 11.6          | 11.6               |
|       | netral        | 27        | 28.4    | 28.4          | 40.0               |
|       | setuju        | 46        | 48.4    | 48.4          | 88.4               |
|       | sangat setuju | 11        | 11.6    | 11.6          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Berani Ambil Keputusan 3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 15        | 15.8    | 15.8          | 15.8               |
|       | netral        | 28        | 29.5    | 29.5          | 45.3               |
|       | setuju        | 48        | 50.5    | 50.5          | 95.8               |
|       | sangat setuju | 4         | 4.2     | 4.2           | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Berani Ambil Keputusan 4**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat tidak setuju | 3         | 3.2     | 3.2           | 3.2                |
|       | tidak setuju        | 9         | 9.5     | 9.5           | 12.6               |
|       | netral              | 24        | 25.3    | 25.3          | 37.9               |
|       | setuju              | 46        | 48.4    | 48.4          | 86.3               |
|       | sangat setuju       | 13        | 13.7    | 13.7          | 100.0              |
|       | Total               | 95        | 100.0   | 100.0         |                    |

**Berani Ambil Keputusan 5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 10        | 10.5    | 10.5          | 10.5               |
|       | netral        | 16        | 16.8    | 16.8          | 27.4               |
|       | setuju        | 53        | 55.8    | 55.8          | 83.2               |
|       | sangat setuju | 16        | 16.8    | 16.8          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Pertumbuhan Penjualan 1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 4         | 4.2     | 4.2           | 4.2                |
|       | netral        | 16        | 16.8    | 16.8          | 21.1               |
|       | setuju        | 68        | 71.6    | 71.6          | 92.6               |
|       | sangat setuju | 7         | 7.4     | 7.4           | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Pertumbuhan Penjualan 2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 2         | 2.1     | 2.1           | 2.1                |
|       | netral        | 29        | 30.5    | 30.5          | 32.6               |
|       | setuju        | 54        | 56.8    | 56.8          | 89.5               |
|       | sangat setuju | 10        | 10.5    | 10.5          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Pertumbuhan Pelanggan 1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 4         | 4.2     | 4.2           | 4.2                |
|       | netral        | 24        | 25.3    | 25.3          | 29.5               |
|       | setuju        | 56        | 58.9    | 58.9          | 88.4               |
|       | sangat setuju | 11        | 11.6    | 11.6          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Pertumbuhan Pelanggan 2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 2         | 2.1     | 2.1           | 2.1                |
|       | netral        | 26        | 27.4    | 27.4          | 29.5               |
|       | setuju        | 52        | 54.7    | 54.7          | 84.2               |
|       | sangat setuju | 15        | 15.8    | 15.8          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Pertumbuhan Pelanggan 3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 1         | 1.1     | 1.1           | 1.1                |
|       | netral        | 26        | 27.4    | 27.4          | 28.4               |
|       | setuju        | 58        | 61.1    | 61.1          | 89.5               |
|       | sangat setuju | 10        | 10.5    | 10.5          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Pertumbuhan Laba 1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | netral        | 21        | 22.1    | 22.1          | 22.1               |
|       | setuju        | 57        | 60.0    | 60.0          | 82.1               |
|       | sangat setuju | 17        | 17.9    | 17.9          | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

**Pertumbuhan Laba 2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | tidak setuju  | 1         | 1.1     | 1.1           | 1.1                |
|       | netral        | 26        | 27.4    | 27.4          | 28.4               |
|       | setuju        | 62        | 65.3    | 65.3          | 93.7               |
|       | sangat setuju | 6         | 6.3     | 6.3           | 100.0              |
|       | Total         | 95        | 100.0   | 100.0         |                    |

## Correlations

|                          |                     | Innovatif 1 | Innovatif 2 | Innovatif 3 | Innovatif 4 | Innovatif 5 | Proaktif 1 | Proaktif 2 | Proaktif 3 | Proaktif 4 | Proaktif 5 | Berani Ambil Keputusan 1 | Berani Ambil Keputusan 2 | Berani Ambil Keputusan 3 | Berani Ambil Keputusan 4 | Berani Ambil Keputusan 5 | totalok |
|--------------------------|---------------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------|
| Innovatif 1              | Pearson Correlation | 1           | .660**      | .480**      | .415**      | .353**      | .441**     | .607**     | .654**     | .559**     | .573**     | .362**                   | .493**                   | .386**                   | .624**                   | .447**                   | .750**  |
|                          | Sig. (2-tailed)     |             | .000        | .000        | .000        | .000        | .000       | .000       | .000       | .000       | .000       | .000                     | .000                     | .000                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Innovatif 2              | Pearson Correlation | .660**      | 1           | .549**      | .539**      | .467**      | .422**     | .715**     | .592**     | .639**     | .548**     | .490**                   | .519**                   | .572**                   | .629**                   | .652**                   | .839**  |
|                          | Sig. (2-tailed)     | .000        |             | .000        | .000        | .000        | .000       | .000       | .000       | .000       | .000       | .000                     | .000                     | .000                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Innovatif 3              | Pearson Correlation | .480**      | .549**      | 1           | .408**      | .364**      | .413**     | .504**     | .521**     | .398**     | .273**     | .294**                   | .496**                   | .492**                   | .482**                   | .573**                   | .676**  |
|                          | Sig. (2-tailed)     | .000        | .000        |             | .000        | .000        | .000       | .000       | .000       | .000       | .007       | .004                     | .000                     | .000                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Innovatif 4              | Pearson Correlation | .415**      | .539**      | .408**      | 1           | .338**      | .422**     | .455**     | .406**     | .458**     | .422**     | .448**                   | .322**                   | .487**                   | .479**                   | .504**                   | .660**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        |             | .001        | .000       | .000       | .000       | .000       | .000       | .000                     | .001                     | .000                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Innovatif 5              | Pearson Correlation | .353**      | .467**      | .364**      | .338**      | 1           | .398**     | .546**     | .513**     | .542**     | .161       | .314**                   | .349**                   | .270**                   | .409**                   | .408**                   | .586**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .001        |             | .000       | .000       | .000       | .000       | .118       | .002                     | .001                     | .008                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Proaktif 1               | Pearson Correlation | .441**      | .422**      | .413**      | .422**      | .398**      | 1          | .505**     | .408**     | .532**     | .352**     | .313**                   | .320**                   | .404**                   | .449**                   | .300**                   | .610**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .000        | .000        |            | .000       | .000       | .000       | .000       | .002                     | .002                     | .000                     | .000                     | .003                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Proaktif 2               | Pearson Correlation | .607**      | .715**      | .504**      | .455**      | .546**      | .505**     | 1          | .722**     | .610**     | .478**     | .334**                   | .565**                   | .526**                   | .604**                   | .563**                   | .809**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .000        | .000        | .000       |            | .000       | .000       | .000       | .001                     | .000                     | .000                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Proaktif 3               | Pearson Correlation | .654**      | .592**      | .521**      | .406**      | .513**      | .408**     | .722**     | 1          | .554**     | .441**     | .291**                   | .538**                   | .493**                   | .538**                   | .569**                   | .763**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .000        | .000        | .000       | .000       |            | .000       | .000       | .004                     | .000                     | .000                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Proaktif 4               | Pearson Correlation | .559**      | .639**      | .398**      | .458**      | .542**      | .532**     | .610**     | .554**     | 1          | .473**     | .386**                   | .422**                   | .303**                   | .493**                   | .437**                   | .714**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .000        | .000        | .000       | .000       | .000       |            | .000       | .000                     | .000                     | .003                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Proaktif 5               | Pearson Correlation | .573**      | .548**      | .273**      | .422**      | .161        | .352**     | .478**     | .441**     | .473**     | 1          | .585**                   | .489**                   | .472**                   | .587**                   | .336**                   | .677**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .007        | .000        | .118        | .000       | .000       | .000       | .000       |            | .000                     | .000                     | .000                     | .000                     | .001                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Berani Ambil Keputusan 1 | Pearson Correlation | .362**      | .490**      | .294**      | .448**      | .314**      | .313**     | .334**     | .291**     | .386**     | .585**     | 1                        | .369**                   | .423**                   | .539**                   | .370**                   | .616**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .004        | .000        | .002        | .002       | .001       | .004       | .000       | .000       |                          | .000                     | .000                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Berani Ambil Keputusan 2 | Pearson Correlation | .493**      | .519**      | .496**      | .322**      | .349**      | .320**     | .565**     | .538**     | .422**     | .489**     | .369**                   | 1                        | .553**                   | .741**                   | .505**                   | .727**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .001        | .001        | .002       | .000       | .000       | .000       | .000       | .000                     |                          | .000                     | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Berani Ambil Keputusan 3 | Pearson Correlation | .386**      | .572**      | .492**      | .487**      | .270**      | .404**     | .526**     | .493**     | .303**     | .472**     | .423**                   | .553**                   | 1                        | .588**                   | .661**                   | .720**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .000        | .008        | .000       | .000       | .000       | .003       | .000       | .000                     | .000                     |                          | .000                     | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Berani Ambil Keputusan 4 | Pearson Correlation | .624**      | .629**      | .482**      | .479**      | .409**      | .449**     | .604**     | .538**     | .493**     | .587**     | .539**                   | .741**                   | .588**                   | 1                        | .554**                   | .824**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .000        | .000        | .000       | .000       | .000       | .000       | .000       | .000                     | .000                     | .000                     |                          | .000                     | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| Berani Ambil Keputusan 5 | Pearson Correlation | .447**      | .652**      | .573**      | .504**      | .408**      | .300**     | .563**     | .569**     | .437**     | .336**     | .370**                   | .505**                   | .661**                   | .554**                   | 1                        | .741**  |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .000        | .000        | .003       | .000       | .000       | .000       | .001       | .000                     | .000                     | .000                     | .000                     |                          | .000    |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |
| totalok                  | Pearson Correlation | .750**      | .839**      | .676**      | .660**      | .586**      | .610**     | .809**     | .763**     | .714**     | .677**     | .616**                   | .727**                   | .720**                   | .824**                   | .741**                   | 1       |
|                          | Sig. (2-tailed)     | .000        | .000        | .000        | .000        | .000        | .000       | .000       | .000       | .000       | .000       | .000                     | .000                     | .000                     | .000                     | .000                     |         |
|                          | N                   | 95          | 95          | 95          | 95          | 95          | 95         | 95         | 95         | 95         | 95         | 95                       | 95                       | 95                       | 95                       | 95                       | 95      |

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

## Correlations

|                         |                     | Pertumbuhan<br>Penjualan 1 | Pertumbuhan<br>Penjualan 2 | Pertumbuhan<br>Pelanggan 1 | Pertumbuhan<br>Pelanggan 2 | Pertumbuhan<br>Pelanggan 3 | Pertumbuhan<br>Laba 1 | Pertumbuhan<br>Laba 2 | totalkp |
|-------------------------|---------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-----------------------|-----------------------|---------|
| Pertumbuhan Penjualan 1 | Pearson Correlation | 1                          | .567**                     | .569**                     | .496**                     | .297**                     | .306**                | .452**                | .726**  |
|                         | Sig. (2-tailed)     |                            | .000                       | .000                       | .000                       | .003                       | .003                  | .000                  | .000    |
|                         | N                   | 95                         | 95                         | 95                         | 95                         | 95                         | 95                    | 95                    | 95      |
| Pertumbuhan Penjualan 2 | Pearson Correlation | .567**                     | 1                          | .660**                     | .441**                     | .556**                     | .430**                | .354**                | .796**  |
|                         | Sig. (2-tailed)     | .000                       |                            | .000                       | .000                       | .000                       | .000                  | .000                  | .000    |
|                         | N                   | 95                         | 95                         | 95                         | 95                         | 95                         | 95                    | 95                    | 95      |
| Pertumbuhan Pelanggan 1 | Pearson Correlation | .569**                     | .660**                     | 1                          | .445**                     | .438**                     | .433**                | .426**                | .792**  |
|                         | Sig. (2-tailed)     | .000                       | .000                       |                            | .000                       | .000                       | .000                  | .000                  | .000    |
|                         | N                   | 95                         | 95                         | 95                         | 95                         | 95                         | 95                    | 95                    | 95      |
| Pertumbuhan Pelanggan 2 | Pearson Correlation | .496**                     | .441**                     | .445**                     | 1                          | .270**                     | .342**                | .435**                | .686**  |
|                         | Sig. (2-tailed)     | .000                       | .000                       | .000                       |                            | .008                       | .001                  | .000                  | .000    |
|                         | N                   | 95                         | 95                         | 95                         | 95                         | 95                         | 95                    | 95                    | 95      |
| Pertumbuhan Pelanggan 3 | Pearson Correlation | .297**                     | .556**                     | .438**                     | .270**                     | 1                          | .625**                | .322**                | .687**  |
|                         | Sig. (2-tailed)     | .003                       | .000                       | .000                       | .008                       |                            | .000                  | .001                  | .000    |
|                         | N                   | 95                         | 95                         | 95                         | 95                         | 95                         | 95                    | 95                    | 95      |
| Pertumbuhan Laba 1      | Pearson Correlation | .306**                     | .430**                     | .433**                     | .342**                     | .625**                     | 1                     | .499**                | .710**  |
|                         | Sig. (2-tailed)     | .003                       | .000                       | .000                       | .001                       | .000                       |                       | .000                  | .000    |
|                         | N                   | 95                         | 95                         | 95                         | 95                         | 95                         | 95                    | 95                    | 95      |
| Pertumbuhan Laba 2      | Pearson Correlation | .452**                     | .354**                     | .426**                     | .435**                     | .322**                     | .499**                | 1                     | .674**  |
|                         | Sig. (2-tailed)     | .000                       | .000                       | .000                       | .000                       | .001                       | .000                  |                       | .000    |
|                         | N                   | 95                         | 95                         | 95                         | 95                         | 95                         | 95                    | 95                    | 95      |
| totalkp                 | Pearson Correlation | .726**                     | .796**                     | .792**                     | .686**                     | .687**                     | .710**                | .674**                | 1       |
|                         | Sig. (2-tailed)     | .000                       | .000                       | .000                       | .000                       | .000                       | .000                  | .000                  |         |
|                         | N                   | 95                         | 95                         | 95                         | 95                         | 95                         | 95                    | 95                    | 95      |

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

## Reliability

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 95 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 95 | 100.0 |

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

### Reliability Statistics

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .931             | 15         |

### Item-Total Statistics

|             | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Innovatif 1 | 51.75                      | 61.893                         | .705                             | .926                             |
| Innovatif 2 | 51.60                      | 60.434                         | .807                             | .923                             |
| Innovatif 3 | 51.62                      | 62.706                         | .620                             | .928                             |
| Innovatif 4 | 51.67                      | 63.329                         | .605                             | .928                             |
| Innovatif 5 | 51.58                      | 64.885                         | .529                             | .930                             |
| Proaktif 1  | 51.67                      | 64.626                         | .555                             | .930                             |
| Proaktif 2  | 51.57                      | 61.290                         | .774                             | .924                             |
| Proaktif 3  | 51.45                      | 62.144                         | .722                             | .925                             |



|                          |       |        |      |      |
|--------------------------|-------|--------|------|------|
| Proaktif 4               | 51.39 | 63.645 | .672 | .927 |
| Proaktif 5               | 51.80 | 62.545 | .620 | .928 |
| Berani Ambil Keputusan 1 | 51.68 | 63.048 | .548 | .930 |
| Berani Ambil Keputusan 2 | 51.74 | 61.515 | .674 | .927 |
| Berani Ambil Keputusan 3 | 51.91 | 61.980 | .669 | .927 |
| Berani Ambil Keputusan 4 | 51.74 | 58.834 | .783 | .923 |
| Berani Ambil Keputusan 5 | 51.55 | 61.250 | .690 | .926 |

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 95 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 95 | 100.0 |

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

#### Reliability Statistics

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .849             | 7          |

**Item-Total Statistics**

|                         | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|-------------------------|-------------------------------|-----------------------------------|-----------------------------------------|----------------------------------------|
| Pertumbuhan Penjualan 1 | 22.92                         | 8.206                             | .616                                    | .827                                   |
| Pertumbuhan Penjualan 2 | 22.98                         | 7.744                             | .700                                    | .814                                   |
| Pertumbuhan Pelanggan 1 | 22.96                         | 7.615                             | .687                                    | .816                                   |
| Pertumbuhan Pelanggan 2 | 22.89                         | 8.095                             | .544                                    | .839                                   |
| Pertumbuhan Pelanggan 3 | 22.93                         | 8.346                             | .565                                    | .834                                   |
| Pertumbuhan Laba 1      | 22.78                         | 8.217                             | .592                                    | .830                                   |
| Pertumbuhan Laba 2      | 22.97                         | 8.563                             | .560                                    | .835                                   |

### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 95                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 1.96093541              |
|                                  | Absolute       | .100                    |
| Most Extreme Differences         | Positive       | .100                    |
|                                  | Negative       | -.060                   |
| Kolmogorov-Smirnov Z             |                | .970                    |
| Asymp. Sig. (2-tailed)           |                | .304                    |

a. Test distribution is Normal.

b. Calculated from data.

## Regression

### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered    | Variables Removed | Method |
|-------|----------------------|-------------------|--------|
| 1     | totalok <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: totalokp

b. All requested variables entered.

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .802 <sup>a</sup> | .643     | .639              | 1.97145                    |

a. Predictors: (Constant), totalok

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 650.966        | 1  | 650.966     | 167.489 | .000 <sup>b</sup> |
|       | Residual   | 361.455        | 93 | 3.887       |         |                   |
|       | Total      | 1012.421       | 94 |             |         |                   |

a. Dependent Variable: totalokp

b. Predictors: (Constant), totalok

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 9.472                       | 1.349      |                           | 7.020  | .000 |
|       | totalok    | .312                        | .024       | .802                      | 12.942 | .000 |

a. Dependent Variable: totalokp





|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 31 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 32 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 3 |
| 33 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 |
| 34 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 |
| 35 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |
| 36 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 |
| 38 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |
| 39 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 40 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 42 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 43 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
| 44 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
| 45 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 |
| 46 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 48 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 49 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 50 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 |
| 51 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 52 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 53 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 54 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 |
| 55 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 56 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 |
| 57 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 58 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 59 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 60 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 1 | 2 | 2 | 2 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 61 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| 62 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 63 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 64 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |





|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 82 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 4 |
| 83 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 84 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 85 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 86 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 87 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 |
| 88 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 |
| 89 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 |
| 90 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 91 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 |
| 92 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| 93 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 94 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 |
| 95 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 3 |

