

38	4	2	4	4	4	4	4	4	4	4	4	4
39	4	2	4	4	4	5	4	5	5	4	5	5
40	4	4	4	4	4	3	4	3	4	4	4	4
41	4	5	4	4	4	4	3	5	5	4	4	5
42	4	4	5	5	5	4	5	5	5	5	5	5
43	4	2	4	4	4	4	3	4	4	4	4	4
44	5	5	5	4	4	5	4	4	5	5	4	4
45	4	4	4	4	4	5	5	4	4	4	4	4
46	4	4	4	4	4	4	5	4	4	4	5	5
47	4	4	4	4	4	5	4	4	4	4	4	4

KP.1	KP.1	KP.1	KP.1	KP.1	KP.1	KP.1	KP.2	KP.2	KP.2	KP.2	KP.2
3	4	5	6	7	8	9	0	1	2	3	4
4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	2	4	4	4	5	4	4
4	4	5	5	5	5	5	5	5	5	5	5
4	4	5	4	5	4	4	4	4	5	4	4
4	4	5	5	5	4	5	4	4	5	5	5
5	5	5	5	5	5	5	5	4	5	5	5
4	4	5	5	5	5	4	5	5	5	4	4
5	5	5	5	5	5	5	5	5	5	5	5
4	4	4	4	4	4	4	4	4	5	4	4
5	5	5	5	5	5	5	5	4	5	4	5
4	3	4	4	4	4	5	4	4	4	4	4
4	3	4	4	4	4	5	4	4	4	4	4
4	4	4	5	4	4	4	5	4	4	4	4
4	4	5	4	2	5	4	4	4	5	4	5
5	5	4	5	4	5	5	5	5	5	5	5
4	4	4	4	4	4	4	4	5	5	4	4
4	4	4	4	4	4	4	4	4	4	4	4
5	4	5	5	5	5	5	5	5	5	5	5
4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	5	4	4	5	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
5	4	5	4	4	4	5	5	4	5	4	4
4	3	4	4	3	3	4	4	3	5	3	5
4	4	4	4	4	4	4	4	4	4	4	5
4	4	4	4	2	3	3	4	4	4	3	4
4	5	5	5	5	4	4	4	4	4	4	4
4	4	5	5	2	5	4	4	5	5	4	4

5	5	5	5	5	4	4	4	5	5	5	5
5	5	5	4	4	4	4	4	5	5	4	4
4	4	5	4	1	4	4	4	4	5	4	5
4	4	5	4	4	5	4	5	4	4	4	5
4	4	4	4	2	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4
5	5	5	1	5	5	5	5	4	5	5	5
5	5	5	4	4	4	4	4	4	5	5	4
4	4	4	5	4	4	4	4	4	5	4	5
4	4	5	5	4	4	4	4	5	4	4	4
4	4	4	4	1	4	4	4	5	4	4	4
5	5	5	5	5	5	4	4	5	5	4	4
4	4	4	4	2	4	4	4	4	4	4	4
4	5	3	5	5	3	5	4	5	4	4	4
5	5	5	5	5	5	5	5	5	5	5	5
3	4	4	5	3	4	3	4	4	4	4	4
5	5	5	4	4	4	5	5	5	5	5	4
4	4	4	4	3	3	3	3	4	4	4	4
5	4	4	5	4	4	5	5	4	5	4	4
4	4	4	4	3	4	4	4	4	5	4	4

KP.25 T.KP RATA

4	104	4
4	97	4
5	113	4
4	108	4
5	106	4
5	118	4
4	113	4
5	122	4
5	108	4
5	115	4
5	101	4
5	101	4
4	103	4
4	107	4
5	122	4
4	104	4
4	100	4

5	114	4
4	100	4
4	100	4
4	100	4
4	112	4
5	102	4
5	102	4
4	98	4
4	109	4
5	108	4
5	118	4
5	118	4
5	104	4
5	110	4
4	98	4
4	101	4
5	113	4
5	113	4
4	107	4
4	104	4
4	96	4
4	111	4
4	96	4
4	106	4
5	122	4
4	95	4
5	115	4
4	98	4
4	108	4
4	101	4

Jawaban Responden Variabel Komitmen Organisasi

No Responde n	KO .1	KO .2	KO .3	KO .4	KO .5	KO .6	KO .7	KO .8	KO .9	KO. 10	KO. 11	KO. 12	KO. 13
1	4	4	4	4	4	4	2	4	4	4	3	4	4
2	3	2	4	4	4	4	2	4	4	3	3	4	2
3	5	4	5	5	5	5	4	5	5	5	5	5	1
4	4	4	4	4	4	4	4	4	4	4	4	4	1
5	5	4	5	5	5	5	3	5	5	4	3	4	1
6	5	4	5	5	5	5	2	5	5	5	5	5	1
7	5	5	5	5	5	5	4	5	5	4	4	4	1
8	4	4	4	4	4	4	3	5	4	3	3	4	2
9	4	4	4	4	4	4	1	4	4	4	1	5	2
10	4	3	5	5	4	5	3	5	4	4	5	5	3
11	4	3	4	4	4	4	3	4	4	4	4	4	3
12	4	3	4	4	4	4	3	4	4	4	4	4	3
13	4	4	4	4	4	4	4	4	4	4	4	4	4
14	4	2	4	4	4	3	4	4	4	4	4	5	2
15	4	4	5	5	4	4	4	4	4	5	5	4	1
16	5	4	4	4	4	4	4	4	4	4	4	4	4
17	4	3	4	4	4	4	2	4	4	4	3	4	2
18	5	4	5	4	4	5	3	4	4	5	4	4	4
19	4	3	4	4	4	4	2	4	4	4	3	4	2
20	4	4	4	4	4	4	2	4	4	4	4	4	2
21	4	4	4	4	4	4	4	4	4	4	4	4	2
22	5	4	4	4	5	5	2	4	4	4	3	4	1
23	4	4	5	4	4	4	2	4	4	4	3	4	4
24	4	4	5	5	5	5	5	5	5	4	5	4	4
25	3	3	4	3	4	4	2	4	3	2	3	4	2
26	4	3	5	4	4	4	2	5	4	2	3	3	3
27	4	4	4	4	4	4	2	4	4	3	3	4	3
28	4	4	4	4	4	4	2	4	4	3	4	5	1
29	4	2	4	4	5	5	1	5	5	5	1	5	1
30	4	4	5	5	5	4	5	4	4	4	4	4	1
31	4	4	4	5	5	5	3	4	4	5	5	4	4
32	4	2	4	3	4	4	2	4	4	4	4	4	2
33	4	4	4	4	4	4	4	4	4	4	4	4	4
34	4	4	4	4	5	4	3	5	5	5	4	5	3

35	4	4	4	4	5	5	4	5	4	4	4	4	3
36	4	4	4	4	5	4	4	5	4	4	4	4	2
37	4	4	5	4	4	5	4	5	4	4	4	4	2
38	4	4	4	4	4	4	4	4	4	4	4	4	2
39	4	4	4	4	4	4	4	3	4	4	4	4	3
40	4	3	4	4	4	4	2	3	4	2	2	4	2
41	4	2	4	4	5	4	4	4	4	4	4	3	4
42	5	5	5	5	5	5	5	5	5	5	5	5	5
43	4	2	4	4	4	4	4	4	3	4	4	4	4
44	5	4	4	4	4	4	5	5	4	4	4	5	5
45	4	3	4	4	4	4	3	4	4	4	4	4	2
46	4	4	4	4	4	4	2	4	4	4	3	4	1
47	4	2	4	3	4	4	3	4	4	4	4	4	2

KO.14	KO.15	KO.16	KO.17	KO.18	KO.19	KO.20	T.KO	RATA
4	4	2	4	4	4	4	75	4
4	4	2	3	4	4	2	66	4
5	5	4	5	5	5	1	89	4
4	4	3	4	4	4	1	73	4
4	4	3	4	4	5	1	79	4
4	5	4	5	4	5	1	85	4
4	4	4	4	4	4	1	82	4
3	4	4	4	4	5	2	74	4
2	4	3	4	4	4	2	68	4
4	4	3	4	4	5	1	80	4
4	4	4	4	5	5	2	77	4
4	4	4	4	5	5	2	77	4
4	4	4	4	4	4	1	77	4
4	4	4	4	4	4	4	76	4
4	4	4	4	4	5	2	80	4
4	4	3	4	4	4	3	79	4
4	4	4	4	4	4	2	72	4
3	4	3	5	5	5	4	84	4
4	4	4	4	4	4	2	72	4
2	4	2	4	4	4	2	70	4
5	4	4	4	4	4	4	79	4
3	4	4	4	4	5	2	75	4
4	4	3	4	4	5	1	75	4
5	4	5	5	4	4	1	88	4
2	4	3	4	4	4	3	65	4
4	4	2	4	5	4	3	72	4

4	4	3	4	4	4	2	72	4
1	4	4	4	4	4	2	70	4
1	3	3	3	4	4	3	68	4
4	5	4	5	5	4	1	81	4
4	4	4	4	5	5	5	87	4
4	4	4	4	4	4	4	73	4
4	4	4	4	4	4	4	80	4
5	5	5	5	4	5	5	89	4
4	4	4	4	5	5	4	84	4
5	5	4	4	4	4	2	80	4
4	5	4	4	4	4	2	80	4
2	4	3	4	4	4	2	73	4
4	4	4	4	4	4	2	76	4
2	2	2	3	4	3	3	61	4
4	4	3	4	4	4	4	77	4
5	5	5	5	5	5	5	100	4
4	4	4	4	4	4	4	77	4
4	5	5	5	5	5	5	91	4
3	3	3	4	4	4	2	71	4
3	4	4	4	4	4	2	71	4
3	4	4	4	4	3	2	70	4

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

BO.14	BO.15	BO.16	BO.17	BO.18	BO.19	BO.20	BO.21	T.BO	RATA
4	4	4	4	4	4	4	4	84	4
4	4	4	4	4	4	4	4	82	4
5	5	5	5	5	5	5	4	100	4
4	4	4	4	5	4	4	4	85	4
5	4	4	4	4	5	5	5	89	4
5	5	4	4	5	4	4	4	92	4
4	4	4	5	5	4	4	4	91	4
4	4	4	4	4	4	4	4	84	4
4	4	4	4	4	4	4	4	83	4
4	5	4	4	5	4	4	4	84	4
5	4	5	4	4	4	5	4	90	4
5	4	5	4	4	4	5	4	90	4
4	4	4	4	4	4	4	4	84	4
4	4	4	4	4	4	4	4	82	4
4	4	4	4	4	4	4	4	91	4
4	4	4	4	4	4	4	4	84	4
5	4	4	4	4	4	4	4	85	4
4	4	4	5	5	5	5	4	93	4
5	4	4	4	4	4	4	4	85	4
4	4	4	4	4	4	4	4	82	4
4	4	4	4	4	4	4	4	84	4
4	4	4	4	4	4	4	4	90	4
4	4	4	4	4	4	4	4	90	4
4	4	4	4	4	4	4	4	86	4

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

KOMO.10	KOMO.11	KOMO.12	KOMO.13	KOMO.14	T.KOMO	RATA
4	4	4	4	4	56	4
4	2	4	3	4	53	4
4	5	4	4	4	58	4
4	4	4	4	4	56	4
4	4	4	4	4	57	4
4	3	3	3	3	49	4
4	4	4	4	5	60	4
4	4	4	4	4	58	4
4	4	3	3	4	47	4
4	4	4	4	4	56	4
4	4	5	5	4	63	4
4	4	5	5	4	63	4
4	4	4	4	4	56	4
4	4	4	4	4	55	4
4	4	4	4	4	55	4
4	4	4	4	4	56	4
4	4	4	3	4	55	4
5	4	4	4	4	59	4
4	4	4	3	4	56	4
4	4	4	4	4	54	4
4	4	4	4	4	56	4
4	4	4	3	4	55	4
4	4	4	3	3	53	4
4	4	4	4	4	56	4
4	4	3	5	4	57	4

4	4	4	4	4	56	4
4	4	4	5	4	56	4
4	4	4	4	4	58	4
5	5	5	5	5	70	4
5	4	4	4	5	64	4
5	5	5	5	5	62	4
4	4	4	4	4	56	4
4	4	4	4	4	56	4
4	4	4	4	4	61	4
4	4	4	4	4	59	4
4	4	4	4	4	56	4
4	4	4	4	4	56	4
4	2	4	4	4	54	4
4	4	4	2	2	48	4
4	4	4	4	4	56	4
4	4	2	2	2	46	4
5	5	5	5	5	70	4
4	4	4	4	4	56	4
4	4	5	4	4	65	4
4	4	4	4	4	56	4
4	4	4	4	4	57	4
4	4	4	4	4	60	4

Jawaban Responden Variabel Akuntabilitas Publik

No Responden	AP.1	AP.2	AP.3	AP.4	AP.5	AP.6	AP.7	AP.8	AP.9	T.AP	RATA
1	4	4	4	4	4	4	4	4	4	36	4
2	4	4	4	4	5	4	4	4	4	37	4
3	4	4	4	4	4	4	4	4	4	36	4
4	4	4	4	4	4	4	4	4	4	36	4
5	4	4	4	4	5	4	4	5	5	39	4
6	4	4	4	4	4	4	4	4	4	36	4
7	4	4	4	4	5	5	5	5	5	41	4
8	4	4	4	4	4	4	4	4	4	36	4
9	4	4	4	4	4	4	4	4	4	36	4
10	5	5	5	5	5	5	5	5	5	45	4
11	4	4	4	4	4	4	4	4	4	36	4
12	4	4	4	4	4	4	4	4	4	36	4
13	4	4	4	4	4	4	4	4	4	36	4
14	4	4	4	4	4	4	4	4	4	36	4
15	4	4	4	4	4	4	4	4	4	36	4
16	4	4	4	4	4	4	4	4	4	36	4
17	4	4	4	4	4	4	4	4	4	36	4
18	4	4	4	4	4	4	4	4	4	36	4
19	4	4	4	4	4	4	4	4	4	36	4
20	4	4	4	3	3	4	4	4	3	33	4
21	4	4	4	4	4	4	4	4	4	36	4
22	4	4	4	4	5	4	4	4	4	37	4
23	4	5	5	4	5	5	5	5	5	43	4
24	4	4	4	4	4	4	4	4	4	36	4
25	4	4	4	4	4	4	4	4	4	36	4
26	4	4	4	4	5	5	4	5	4	39	4
27	4	4	4	4	4	4	5	5	5	39	4
28	5	5	5	5	5	5	5	5	5	45	4
29	5	5	5	5	5	5	5	5	5	45	4
30	5	5	5	5	5	5	5	5	5	45	4
31	4	4	5	5	4	4	4	4	4	38	4
32	4	4	4	4	4	4	4	4	4	36	4
33	4	4	4	4	4	4	4	4	4	36	4
34	5	5	5	5	5	5	5	5	5	45	4
35	4	4	4	4	4	4	4	4	4	36	4
36	4	4	4	4	4	4	4	4	4	36	4
37	4	4	4	4	4	4	4	4	4	36	4
38	4	4	4	4	4	4	4	4	2	34	4
39	3	4	4	4	5	4	4	4	4	36	4
40	5	5	4	4	4	4	4	4	4	38	4

41	2	4	4	4	4	4	4	4	4	34	4
42	5	5	5	5	5	5	5	5	5	45	4
43	4	4	4	4	4	4	4	4	4	36	4
44	4	4	4	5	4	4	4	5	4	38	4
45	4	5	5	4	4	5	4	4	4	39	4
46	4	4	5	4	5	4	4	4	4	38	4
47	5	4	5	4	4	5	4	4	4	39	4

Hasil Uji Validitas Variabel Kinerja Pegawai

		Correlations																									Kinerja Pegawai
		KP.1	KP.2	KP.3	KP.4	KP.5	KP.6	KP.7	KP.8	KP.9	KP.10	KP.11	KP.12	KP.13	KP.14	KP.15	KP.16	KP.17	KP.18	KP.19	KP.20	KP.21	KP.22	KP.23	KP.24	KP.25	
HP.1	Pearson Correlation	1	.186	-.292	.153	.222	.188	.139	.015	.304	.342	.053	.247	.388	.554	-.333	.164	.123	.139	-.076	.100	.176	.278	.251	.255	-.012	.406
	Sig. (2-tailed)		.211	.046	.304	.133	.205	.352	.921	.038	.019	.723	.094	.050	.000	.022	.272	.409	.352	.614	.504	.235	.058	.089	.083	.937	.005
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.2	Pearson Correlation	.186	1	.481*	.250	.233	.072	.088	.162	.149	.199	.188	.087	.198	.125	.035	-.223	.120	.022	.046	.102	.056	.110	-.011	.118	.181	.318
	Sig. (2-tailed)	.211		.001	.090	.115	.630	.558	.278	.318	.179	.205	.559	.182	.403	.817	.131	.420	.885	.759	.497	.706	.460	.940	.428	.223	.029
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.3	Pearson Correlation	.292	.481*	1	.416	.348	.076	.241	.231	.028	.033	.211	.189	.303	.299	.059	-.048	.024	.016	-.028	.136	.124	.094	-.081	-.148	-.103	.300
	Sig. (2-tailed)	.046	.001		.004	.017	.612	.102	.118	.851	.827	.155	.204	.038	.041	.695	.749	.871	.914	.854	.363	.405	.529	.590	.320	.493	.041
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.4	Pearson Correlation	.153	.250	.416*	1	.845*	.189	.472*	.069	.103	.261	.263	.483*	.432*	.320	.275	.076	.163	.206	.149	.303	.281	.200	.241	.263	.297	.524
	Sig. (2-tailed)	.304	.090	.004		.000	.204	.001	.646	.490	.077	.074	.001	.002	.029	.062	.612	.275	.165	.317	.038	.056	.177	.103	.074	.042	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.5	Pearson Correlation	.222	.233	.348	.845*	1	.188	.597*	-.188	.198	.383	.349	.572*	.550	.448	.360	.090	.210	.244	.177	.330	.295	.275	.481*	.272	.390	.628
	Sig. (2-tailed)	.133	.115	.017	.000		.206	.000	.206	.192	.008	.016	.000	.000	.002	.013	.548	.157	.098	.235	.028	.044	.061	.005	.064	.007	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.6	Pearson Correlation	.188	.072	.076	.189	.188	1	.384*	.399	.392	.309	.216	.192	.223	.144	.335	.065	-.068	.256	-.018	.223	.107	.411*	-.052	.214	.282	.394
	Sig. (2-tailed)	.205	.630	.612	.204	.206		.006	.005	.006	.035	.145	.197	.132	.334	.021	.666	.698	.083	.905	.132	.475	.004	.728	.149	.055	.006
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.7	Pearson Correlation	.139	.088	.241	.472*	.597*	.384*	1	.235	.143	.399	.432*	.387*	.536	.224	.356	.023	.167	.293	.165	.364	.086	.364	.267	.143	.301	.540
	Sig. (2-tailed)	.352	.558	.102	.001	.000	.006		.112	.339	.005	.002	.007	.000	.130	.014	.877	.262	.046	.267	.012	.565	.012	.070	.339	.040	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.8	Pearson Correlation	.015	.162	.231	.069	.188	.389	.235	1	.632*	.309	.376	-.018	.142	.144	.112	.122	.200	.133	.052	-.021	.186	.249	-.052	-.039	.202	.373
	Sig. (2-tailed)	.921	.278	.118	.646	.206	.005	.112		.000	.035	.009	.905	.343	.334	.453	.414	.178	.372	.729	.890	.210	.091	.728	.174	.010	.010
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.9	Pearson Correlation	.394	.149	.028	.103	.198	.392*	.143	.632*	1	.430*	.236	.230	.287	.446	.383*	-.003	.204	.084	.081	.094	.302*	.573*	.280	.224	.328	.507
	Sig. (2-tailed)	.038	.318	.851	.490	.162	.006	.339	.000		.003	.110	.120	.070	.002	.006	.986	.169	.577	.589	.530	.039	.000	.057	.130	.024	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.10	Pearson Correlation	.342	.199	.033	.261	.383	.309	.389*	.309	.420	1	.473	.281	.581	.523	.488	.034	.343	.561	.354	.411	.294	.454	.607	.431	.529	.723
	Sig. (2-tailed)	.019	.179	.827	.077	.008	.035	.005	.035	.003		.001	.056	.000	.000	.000	.819	.018	.000	.015	.004	.045	.001	.000	.002	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.11	Pearson Correlation	.053	.188	.211	.263	.349	.216	.432*	.376	.236	.473	1	.196	.574	.243	.453	.164	.380	.560	.419	.467	.267	.584	.399	.285	.404	.676
	Sig. (2-tailed)	.723	.205	.155	.074	.016	.145	.002	.009	.110	.001		.186	.000	.099	.001	.272	.007	.000	.003	.001	.069	.000	.005	.052	.005	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.12	Pearson Correlation	.247	.087	-.189	.483	-.572*	.192	.387*	-.018	.230	.281	.196	1	.634*	.700	-.368	.122	.297*	.232	.221	.408*	.306	.341	.342	.280	.239	.592
	Sig. (2-tailed)	.094	.559	.204	.001	.000	.197	.007	.905	.120	.058	.196		.000	.000	.013	.412	.043	.117	.135	.004	.037	.019	.019	.056	.106	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.13	Pearson Correlation	.288	.198	-.303	.432*	-.550	.223	.536*	.142	.267	.581	.574	.634*	1	.665*	.497*	.018	.425*	.402*	.559*	.562*	.355*	.571*	.574	.326	.451	.798
	Sig. (2-tailed)	.050	.182	.038	.002	.000	.132	.000	.343	.070	.000	.000	.000		.000	.000	.902	.003	.005	.000	.000	.014	.000	.000	.025	.001	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.14	Pearson Correlation	.554	.125	.299	.320	.448*	.144	.224	.144	.446*	.523	.243	.700	.655*	1	.402*	.134	.407	.331	.221	.337	.470	.337	.566	.215	.199	.684
	Sig. (2-tailed)	.000	.403	.041	.029	.002	.334	.130	.334	.002	.000	.099	.000	.000		.005	.370	.004	.023	.135	.021	.001	.000	.148	.179	.000	
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.15	Pearson Correlation	.333	.035	.059	.275	.360	.335	.356	.112	.383	.488	.453	.358	.497	.402*	1	.080	.280	.599	.220	.417	.295	.555	.482	.405	.447	.658
	Sig. (2-tailed)	.022	.817	.895	.062	.013	.021	.014	.453	.008	.000	.001	.013	.000	.005		.595	.057	.000	.137	.004	.044	.000	.001	.005	.002	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.16	Pearson Correlation	.164	-.223	-.048	.076	.090	.065	.023	.122	-.003	.034	.164	.122	.018	.134	.080	1	.230	.162	.122	-.142	.361	.076	.109	.078	-.837	.242
	Sig. (2-tailed)	.272	.131	.749	.612	.548	.666	.877	.414	.986	.819	.272	.412	.902	.370	.595		.120	.275	.412	.340	.013	.611	.467	.602	.807	.101
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
HP.17	Pearson Correlation	.123	.120	.024	.163	.210	-.058	.167	.200	.204	.343	.380	.297	.425	.407	.											

Hasil Uji Validitas Variabel Komitmen Organisasi

Correlations

		KO.1	KO.2	KO.3	KO.4	KO.5	KO.6	KO.7	KO.8	KO.9	KO.10	KO.11	KO.12	KO.13	KO.14	KO.15	KO.16	KO.17	KO.18	KO.19	KO.20	Komitmen Organisasi
KO.1	Pearson Correlation	1	.473**	.420**	.454**	.396**	.500**	.269	.352	.533**	.473**	.256	.273	.062	.208	.292**	.283	.515**	.284	.419**	.010	.587**
	Sig. (2-tailed)		.001	.003	.001	.006	.000	.068	.015	.000	.001	.083	.063	.681	.160	.046	.054	.000	.053	.003	.946	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.2	Pearson Correlation	.473**	1	.348	.485**	.249	.353	.305	.241	.344	.229	.246	.145	.052	.189	.387**	.255	.468**	.162	.358	-.146	.502**
	Sig. (2-tailed)	.001		.017	.001	.091	.015	.037	.102	.018	.121	.095	.331	.731	.204	.007	.084	.001	.278	.013	.327	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.3	Pearson Correlation	.420**	.348	1	.666**	.325	.560**	.248	.481**	.466**	.237	.352**	.079	-.055	.314	.344	.076	.465**	.260	.362	-.339	.474**
	Sig. (2-tailed)	.003	.017		.000	.026	.000	.093	.001	.001	.109	.015	.599	.715	.032	.018	.614	.001	.078	.012	.020	.001
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.4	Pearson Correlation	.454**	.485**	.666**	1	.546**	.543**	.363	.400**	.581**	.432**	.423**	.249	-.051	.363	.266	.205	.380**	.259	.460**	-.260	.593**
	Sig. (2-tailed)	.001	.001	.000		.000	.000	.012	.005	.000	.002	.003	.091	.734	.012	.070	.168	.008	.079	.001	.077	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.5	Pearson Correlation	.396**	.249	.325	.546**	1	.620**	.238	.534**	.652**	.430**	.202	.158	-.112	.276	.329	.333	.346**	.230	.328	.021	.540**
	Sig. (2-tailed)	.006	.091	.026	.000		.000	.107	.000	.000	.003	.173	.288	.453	.061	.024	.022	.017	.120	.024	.891	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.6	Pearson Correlation	.500**	.353	.560**	.543**	.620**	1	.071	.552**	.544**	.403**	.214	.181	-.033	.094	.162	.159	.255	.264	.441**	-.119	.482**
	Sig. (2-tailed)	.000	.015	.000	.000	.000		.637	.000	.000	.005	.149	.222	.828	.528	.277	.285	.084	.073	.002	.425	.001
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.7	Pearson Correlation	.269	.305	.248	.363	.238	.071	1	.208	.105	.283	.673**	-.035	.327	.562**	.424**	.526	.480**	.287	.128	.116	.671**
	Sig. (2-tailed)	.068	.037	.093	.012	.107	.637		.161	.481	.054	.000	.813	.025	.000	.003	.000	.001	.051	.392	.438	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.8	Pearson Correlation	.352	.241	.481**	.400**	.534**	.552**	.208	1	.570**	.254	.205	.317	-.012	.304	.509**	.316	.390**	.217	.450**	-.029	.554**
	Sig. (2-tailed)	.015	.102	.001	.005	.000	.000	.161		.000	.085	.166	.030	.935	.038	.000	.031	.007	.142	.002	.846	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.9	Pearson Correlation	.533**	.344	.466**	.581**	.652**	.544**	.105	.570**	1	.488**	.143	.401**	-.160	.249	.222	.269	.342**	.085	.284	-.161	.493**
	Sig. (2-tailed)	.000	.018	.001	.000	.000	.000	.481	.000		.000	.337	.005	.283	.092	.134	.068	.019	.571	.053	.281	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.10	Pearson Correlation	.473**	.229	.237	.432**	.430**	.403**	.283	.254	.488**	1	.416**	.398**	.075	.316	.397**	.460**	.456**	.177	.473**	.121	.638**
	Sig. (2-tailed)	.001	.121	.109	.002	.003	.005	.054	.085	.000		.004	.006	.616	.030	.006	.001	.001	.235	.001	.419	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.11	Pearson Correlation	.256	.246	.352**	.423**	.202	.214	.673**	.205	.143	.416**	1	.061	.229	.553**	.491**	.475**	.575**	.278	.346	.036	.685**
	Sig. (2-tailed)	.083	.095	.015	.003	.173	.149	.000	.166	.337	.004		.685	.121	.000	.000	.001	.000	.059	.017	.808	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.12	Pearson Correlation	.273	.145	.079	.249	.158	.181	-.035	.317	.401	.398**	.061	1	-.110	-.105	.275	.353	.298	.033	.298	.062	.308
	Sig. (2-tailed)	.063	.331	.599	.091	.288	.222	.813	.030	.005	.006	.685		.461	.484	.061	.015	.042	.828	.042	.677	.035
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.13	Pearson Correlation	.062	.052	-.055	-.051	-.112	-.033	.327	-.012	-.160	.075	.229	-.110	1	.348	.102	.121	.250	.312	.171	.543**	.422**
	Sig. (2-tailed)	.681	.731	.715	.734	.453	.828	.025	.935	.283	.616	.121	.461		.017	.497	.419	.090	.033	.251	.000	.003
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.14	Pearson Correlation	.208	.189	.314	.363	.276	.094	.562**	.304	.249	.316	.553**	-.105	.348	1	.542**	.430**	.449**	.235	.313	.096	.663**
	Sig. (2-tailed)	.160	.204	.032	.012	.061	.528	.000	.038	.092	.030	.000	.484	.017		.000	.003	.002	.112	.032	.520	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.15	Pearson Correlation	.292	.387**	.344	.266	.329	.162	.424**	.509**	.222	.397**	.491**	.275	.102	.542**	1	.531**	.717**	.304	.423**	.027	.672**
	Sig. (2-tailed)	.046	.007	.018	.070	.024	.277	.003	.000	.134	.006	.000	.061	.497	.000		.000	.000	.038	.003	.854	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.16	Pearson Correlation	.283	.255	.076	.205	.333	.159	.526**	.316	.269	.460**	.475**	.353	.121	.430**	.531**	1	.572**	.200	.331	.153	.654**
	Sig. (2-tailed)	.054	.084	.614	.168	.022	.285	.000	.031	.068	.001	.001	.015	.419	.003	.000		.000	.177	.023	.305	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.17	Pearson Correlation	.515**	.468**	.465**	.380**	.346**	.255	.480**	.390**	.342**	.456**	.575**	.298	.250	.449**	.717**	.572**	1	.434**	.458**	.084	.774**
	Sig. (2-tailed)	.000	.001	.001	.008	.017	.084	.001	.007	.019	.001	.000	.042	.090	.002	.000	.000		.002	.001	.573	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.18	Pearson Correlation	.284	.162	.260	.259	.230	.264	.287	.217	.085	.177	.278	.033	.312	.235	.304	.200	.434**	1	.481**	.277	.505**
	Sig. (2-tailed)	.053	.278	.078	.079	.120	.073	.051	.142	.571	.235	.059	.828	.033	.112	.038	.177	.002		.001	.059	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.19	Pearson Correlation	.419**	.358**	.362**	.480**	.328	.441**	.128	.450**	.284	.473**	.346**	.298	.171	.313	.423**	.331	.458**	.481**	1	.080	.619**
	Sig. (2-tailed)	.003	.013	.012	.001	.024	.002	.392	.002	.053	.001	.017	.042	.251	.032	.003	.023	.001	.001		.593	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KO.20	Pearson Correlation	.010	-.146	-.339**	-.260	.021	-.119	.116	-.029	-.161	.121	.036	.062	.543**	.096	.027	.153	.084	.277	.080	1	.279
	Sig. (2-tailed)	.946	.327	.020	.077																	

Hasil Uji Validitas Variabel Budaya Organisasi

		Correlations																				Budaya Organisasi	
		BO.1	BO.2	BO.3	BO.4	BO.5	BO.6	BO.7	BO.8	BO.9	BO.10	BO.11	BO.12	BO.13	BO.14	BO.15	BO.16	BO.17	BO.18	BO.19	BO.20	BO.21	
BO.1	Pearson Correlation	1	.637**	.420**	.455**	.345**	.466**	.415**	.269**	.144**	.170**	.152**	.257**	-.205**	.361**	.427**	.376**	.217**	.198**	.305**	.540**	.311**	.578**
	Sig. (2-tailed)		.000	.003	.001	.018	.001	.004	.067	.333	.253	.307	.081	.167	.013	.003	.009	.142	.183	.037	.000	.034	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.2	Pearson Correlation	.637**	1	.373**	.402**	.310**	.416**	.372**	.344**	.236**	.173**	.154**	.301**	.113**	.188**	.276**	.344**	.208**	.196**	.186**	.393**	.193**	.553**
	Sig. (2-tailed)	.000		.010	.005	.034	.004	.010	.018	.110	.245	.303	.040	.448	.206	.060	.018	.162	.188	.212	.006	.194	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.3	Pearson Correlation	.420**	.373**	1	.417**	.357**	.441**	.659**	.471**	.385**	.403**	.321**	.254**	.097**	.414**	.259**	.067**	.210**	.213**	.508**	.277**	.490**	.675**
	Sig. (2-tailed)	.003	.010		.004	.014	.002	.000	.001	.008	.005	.028	.085	.515	.004	.079	.655	.156	.150	.000	.060	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.4	Pearson Correlation	.455**	.402**	.417**	1	.650**	.650**	.313**	.208**	-.031**	.093**	.132**	.162**	.177**	.196**	.356**	.185**	.299**	-.013**	.193**	.285**	.192**	.491**
	Sig. (2-tailed)	.001	.005	.004		.000	.000	.032	.160	.835	.533	.375	.276	.233	.186	.014	.213	.041	.933	.194	.052	.197	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.5	Pearson Correlation	.345**	.310**	.357**	.650**	1	.691**	.324**	.064**	.050**	.189**	.112**	.061**	.188**	.189**	.202**	.328**	.298**	.207**	.199**	.154**	.321**	.479**
	Sig. (2-tailed)	.018	.034	.014	.000		.000	.026	.669	.740	.202	.452	.683	.205	.202	.173	.024	.042	.162	.179	.302	.028	.001
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.6	Pearson Correlation	.466**	.416**	.441**	.650**	.691**	1	.324**	.189**	.173**	.315**	.248**	.168**	.294**	.293**	.363**	.328**	.443**	.336**	.199**	.287**	.321**	.616**
	Sig. (2-tailed)	.001	.004	.002	.000	.000		.026	.202	.245	.031	.093	.083	.045	.046	.012	.024	.002	.021	.179	.050	.268	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.7	Pearson Correlation	.415**	.372**	.659**	.313**	.324**	.324**	1	.635**	.527**	.468**	.372**	.305**	.046**	.422**	.515**	.166**	.336**	.323**	.616**	.324**	.675**	.750**
	Sig. (2-tailed)	.004	.010	.000	.032	.026	.026		.000	.000	.001	.010	.037	.758	.003	.000	.264	.021	.027	.000	.027	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.8	Pearson Correlation	.269**	.344**	.471**	.208**	.064**	.189**	.635**	1	.852**	.593**	.519**	.329**	.206**	.229**	.512**	.200**	.392**	.325**	.391**	.393**	.301**	.683**
	Sig. (2-tailed)	.067	.018	.001	.160	.669	.202	.000		.000	.000	.000	.024	.166	.122	.000	.177	.006	.026	.007	.006	.040	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.9	Pearson Correlation	.144**	.236**	.385**	-.031**	.050**	.173**	.527**	.852**	1	.552**	.592**	.315**	.282**	.205**	.355**	.176**	.363**	.393**	.274**	.261**	.385**	.610**
	Sig. (2-tailed)	.333	.110	.008	.835	.740	.245	.000	.000		.000	.000	.031	.055	.167	.014	.237	.012	.006	.062	.077	.008	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.10	Pearson Correlation	.170**	.173**	.403**	.093**	.189**	.315**	.468**	.593**	.552**	1	.739**	.415**	.120**	.313**	.512**	.200**	.511**	.533**	.493**	.393**	.495**	.691**
	Sig. (2-tailed)	.253	.245	.005	.533	.202	.031	.001	.000	.000		.000	.004	.421	.032	.000	.177	.000	.000	.000	.006	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.11	Pearson Correlation	.152**	.154**	.321**	.132**	.112**	.248**	.372**	.519**	.592**	.739**	1	.379**	.141**	.220**	.474**	.151**	.625**	.557**	.340**	.249**	.450**	.626**
	Sig. (2-tailed)	.307	.303	.028	.375	.452	.093	.010	.000	.000	.000		.009	.343	.137	.001	.312	.000	.000	.020	.091	.001	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.12	Pearson Correlation	.257**	.301**	.254**	.162**	.061**	.168**	.305**	.329**	.315**	.415**	.379**	1	.350**	.290**	.267**	.349**	.224**	.079**	.232**	.398**	.308**	.530**
	Sig. (2-tailed)	.081	.040	.085	.276	.883	.260	.037	.024	.031	.004	.009		.016	.048	.070	.016	.130	.598	.117	.006	.035	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.13	Pearson Correlation	-.205**	.113**	.097**	.177**	.188**	.294**	.046**	.206**	.282**	.120**	.141**	.350**	1	.179**	-.033**	.277**	.260**	.039**	-.015**	-.031**	.153**	.300**
	Sig. (2-tailed)	.167	.448	.515	.233	.205	.045	.758	.166	.055	.421	.343	.016		.229	.827	.060	.077	.794	.922	.836	.306	.041
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.14	Pearson Correlation	.361**	.188**	.414**	.196**	.189**	.293**	.422**	.229**	.205**	.313**	.220**	.290**	.179**	1	.255**	.422**	.185**	.168**	.514**	.280**	.584**	.570**
	Sig. (2-tailed)	.013	.206	.004	.186	.202	.046	.003	.122	.167	.032	.137	.048	.229		.084	.003	.214	.259	.000	.056	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.15	Pearson Correlation	.427**	.276**	.259**	.356**	.202**	.363**	.515**	.512**	.365**	.512**	.474**	.267**	-.033**	.265**	1	.288**	.404**	.543**	.449**	.531**	.443**	.649**
	Sig. (2-tailed)	.003	.060	.079	.014	.173	.012	.000	.000	.014	.000	.001	.070	.827	.084		.050	.005	.000	.002	.000	.002	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.16	Pearson Correlation	.376**	.344**	.067**	.185**	.328**	.328**	.166**	.200**	.176**	.200**	.151**	.349**	.277**	.422**	.288**	1	.499**	.226**	.290**	.480**	.294**	.511**
	Sig. (2-tailed)	.009	.018	.655	.213	.024	.024	.264	.177	.237	.177	.312	.016	.060	.003	.050		.000	.126	.048	.001	.045	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.17	Pearson Correlation	.217**	.208**	.210**	.299**	.298**	.443**	.336**	.392**	.363**	.511**	.625**	.224**	.260**	.185**	.404**	.499**	1	.666**	.386**	.437**	.386**	.639**
	Sig. (2-tailed)	.142	.162	.156	.041	.042	.002	.021	.006	.012	.000	.000	.130	.077	.214	.005	.000		.000	.007	.002	.007	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.18	Pearson Correlation	.198**	.196**	.213**	-.013**	.207**	.336**	.323**	.325**	.393**	.533**	.557**	.079**	.039**	.168**	.543**	.226**	.666**	1	.304**	.309**	.314**	.532**
	Sig. (2-tailed)	.183	.188	.150	.933	.162	.021	.027	.026	.006	.000	.000	.598	.794	.259	.000	.126	.000		.038	.034	.031	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
BO.19	Pearson Correlation	.305**	.186**	.508**	.193**	.199**	.199**	.616**	.391**	.274**	.493**	.340**	.232**	-.015**	.514**	.449**	.290**	.386**	.304**	1			

Hasil Uji Validitas Variabel Komunikasi Organisasi

Correlations

		KOMO.1	KOMO.2	KOMO.3	KOMO.4	KOMO.5	KOMO.6	KOMO.7	KOMO.8	KOMO.9	KOMO.10	KOMO.11	KOMO.12	KOMO.13	KOMO.14	Komunikasi Organisasi
KOMO.1	Pearson Correlation	1	.681**	.621**	.399**	.570**	.334**	.302**	.390**	.288**	.269**	.309**	.593**	.337**	.288**	.662**
	Sig. (2-tailed)		.000	.000	.005	.000	.022	.039	.007	.050	.067	.034	.000	.021	.050	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.2	Pearson Correlation	.681**	1	.773**	.404**	.450**	.335**	.154	.403**	-.028	.090	.315**	.616**	.376**	.293**	.624**
	Sig. (2-tailed)	.000		.000	.005	.002	.021	.302	.005	.854	.547	.031	.000	.009	.045	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.3	Pearson Correlation	.621**	.773**	1	.410**	.469**	.351**	.242	.485**	.106	.162	.291**	.529**	.336**	.186	.624**
	Sig. (2-tailed)	.000	.000		.004	.001	.015	.101	.001	.479	.277	.047	.000	.021	.211	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.4	Pearson Correlation	.399**	.404**	.410**	1	.829**	.357**	.346**	.319**	.236**	.507**	.181**	.420**	.427**	.408**	.653**
	Sig. (2-tailed)	.005	.005	.004		.000	.014	.017	.029	.111	.000	.224	.003	.003	.004	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.5	Pearson Correlation	.570**	.450**	.469**	.829**	1	.471**	.403**	.472**	.479**	.465**	.244**	.542**	.513**	.520**	.783**
	Sig. (2-tailed)	.000	.002	.001	.000		.001	.005	.001	.001	.001	.098	.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.6	Pearson Correlation	.334**	.335**	.351**	.357**	.471**	1	.672**	.673**	.592**	.308**	.146**	.555**	.507**	.658**	.753**
	Sig. (2-tailed)	.022	.021	.015	.014	.001		.000	.000	.000	.035	.327	.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.7	Pearson Correlation	.302**	.154	.242	.346**	.403**	.672**	1	.632**	.628**	.386**	.090**	.417**	.409**	.398**	.642**
	Sig. (2-tailed)	.039	.302	.101	.017	.005	.000		.000	.000	.007	.548	.004	.004	.006	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.8	Pearson Correlation	.390**	.403**	.485**	.319**	.472**	.673**	.632**	1	.417**	.338**	.277**	.251**	.449**	.422**	.690**
	Sig. (2-tailed)	.007	.005	.001	.029	.001	.000	.000		.004	.020	.059	.089	.002	.003	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.9	Pearson Correlation	.288**	-.028	.106	.236**	.479**	.592**	.628**	.417**	1	.653**	.181**	.506**	.427**	.568**	.634**
	Sig. (2-tailed)	.050	.854	.479	.111	.001	.000	.000	.004		.000	.224	.000	.003	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.10	Pearson Correlation	.269**	.090	.162	.507**	.465**	.308**	.386**	.338**	.653**	1	.408**	.380**	.348**	.502**	.589**
	Sig. (2-tailed)	.067	.547	.277	.000	.001	.035	.007	.020	.000		.004	.008	.016	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.11	Pearson Correlation	.309**	.315**	.291**	.181**	.244**	.146**	.090**	.277**	.181**	.408**	1	.310**	.353**	.285**	.464**
	Sig. (2-tailed)	.034	.031	.047	.224	.098	.327	.548	.059	.224	.004		.034	.015	.052	.001
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.12	Pearson Correlation	.593**	.616**	.529**	.420**	.542**	.555**	.417**	.251**	.506**	.380**	.310**	1	.602**	.575**	.783**
	Sig. (2-tailed)	.000	.000	.000	.003	.000	.000	.004	.089	.000	.008	.034		.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.13	Pearson Correlation	.337**	.376**	.336**	.427**	.513**	.507**	.409**	.449**	.427**	.348**	.353**	.602**	1	.717**	.751**
	Sig. (2-tailed)	.021	.009	.021	.003	.000	.000	.004	.002	.003	.016	.015	.000		.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
KOMO.14	Pearson Correlation	.288**	.293**	.186**	.408**	.520**	.658**	.398**	.422**	.568**	.502**	.285**	.575**	.717**	1	.744**
	Sig. (2-tailed)	.050	.045	.211	.004	.000	.000	.006	.003	.000	.000	.052	.000	.000		.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47
Komunikasi Organisasi	Pearson Correlation	.662**	.624**	.624**	.653**	.783**	.753**	.642**	.690**	.634**	.589**	.464**	.783**	.751**	.744**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47	47	47

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

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

Hasil Uji Validitas Variabel Komunikasi Organisasi

Correlations

		AP.1	AP.2	AP.3	AP.4	AP.5	AP.6	AP.7	AP.8	AP.9	Akuntabilitas Publik
AP.1	Pearson Correlation	1	.634**	.569**	.528**	.303	.569**	.529**	.447**	.398**	.692**
	Sig. (2-tailed)		.000	.000	.000	.038	.000	.000	.002	.006	.000
	N	47	47	47	47	47	47	47	47	47	47
AP.2	Pearson Correlation	.634**	1	.753**	.612**	.495**	.753**	.725**	.583**	.562**	.836**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47
AP.3	Pearson Correlation	.569**	.753**	1	.655**	.506**	.763**	.625**	.483**	.494**	.799**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.001	.000	.000
	N	47	47	47	47	47	47	47	47	47	47
AP.4	Pearson Correlation	.528**	.612**	.655**	1	.532**	.533**	.612**	.618**	.565**	.777**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47
AP.5	Pearson Correlation	.303	.495**	.506**	.532**	1	.608**	.605**	.662**	.639**	.746**
	Sig. (2-tailed)	.038	.000	.000	.000		.000	.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47
AP.6	Pearson Correlation	.569**	.753**	.763**	.533**	.608**	1	.753**	.714**	.587**	.861**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47
AP.7	Pearson Correlation	.529**	.725**	.625**	.612**	.605**	.753**	1	.831**	.760**	.886**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47
AP.8	Pearson Correlation	.447**	.583**	.483**	.618**	.662**	.714**	.831**	1	.735**	.840**
	Sig. (2-tailed)	.002	.000	.001	.000	.000	.000	.000	.000		.000
	N	47	47	47	47	47	47	47	47	47	47
AP.9	Pearson Correlation	.398**	.562**	.494**	.565**	.639**	.587**	.760**	.735**	1	.804**
	Sig. (2-tailed)	.006	.000	.000	.000	.000	.000	.000	.000	.000	
	N	47	47	47	47	47	47	47	47	47	47
Akuntabilitas Publik	Pearson Correlation	.692**	.836**	.799**	.777**	.746**	.861**	.886**	.840**	.804**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	47	47	47	47	47	47	47	47	47	47

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

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

HASIL UJI RELIABILITAS

1. Kinerja Pegawai

Reliability Statistics

Cronbach's Alpha	N of Items
.888	25

2. Komitmen Organisasi

Reliability Statistics

Cronbach's Alpha	N of Items
.852	20

3. Budaya Organisasi

Reliability Statistics

Cronbach's Alpha	N of Items
.905	21

4. Komunikasi Organisasi

Reliability Statistics

Cronbach's Alpha	N of Items
.905	14

5. Akuntabilitas Publik

Reliability Statistics

Cronbach's Alpha	N of Items
.927	9

Hasil Uji Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Komitmen Organisasi	47	61	100	77.02	7.470
Budaya Organisasi	47	74	105	87.68	5.887
Komunikasi Organisasi	47	46	70	56.96	4.759
Akuntabilitas Publik	47	33	45	37.79	3.263
Kinerja Pegawai	47	95	122	106.83	7.502
Valid N (listwise)	47				

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		47
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	5.60429985
	Absolute	.089
Most Extreme Differences	Positive	.089
	Negative	-.077
Kolmogorov-Smirnov Z		.612
Asymp. Sig. (2-tailed)		.848

a. Test distribution is Normal.

b. Calculated from data.

Hasil Uji Multikolinieritas

Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1		
	Komitmen Organisasi	.624 1.604
	Budaya Organisasi	.419 2.387
	Komunikasi Organisasi	.585 1.710
	Akuntabilitas Publik	.609 1.642

a. Dependent Variable: Kinerja Pegawai

Hasil Uji Heteroskedastisitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
(Constant)	-.710	8.743		-.081	.936	
1	Komitmen Organisasi	-.070	.093	-.144	-.758	.452
	Budaya Organisasi	.052	.144	.084	.361	.720
	Komunikasi Organisasi	-.050	.150	-.066	-.335	.739
	Akuntabilitas Publik	.229	.215	.205	1.066	.292

a. Dependent Variable: ABRESID

Hasil Uji F

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	1143.862	4	285.966	8.313	.000 ^b
	Residual	1444.776	42	34.399		
	Total	2588.638	46			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Akuntabilitas Publik, Komitmen Organisasi, Komunikasi Organisasi, Budaya Organisasi

Hasil Uji T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
(Constant)	35.104	13.814		2.541	.015	
1	Komitmen Organisasi	.221	.147	.220	1.506	.140
	Budaya Organisasi	.656	.227	.514	2.888	.006
	Komunikasi Organisasi	-.344	.238	-.219	-1.450	.155
	Akuntabilitas Publik	.446	.340	.194	1.314	.196

a. Dependent Variable: Kinerja Pegawai