

## OUTPUT SPSS

### 1) KarakterisrikResponden

#### JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
LAKI-LAKI	21	60.0	60.0	60.0
Valid PEREMPUAN	14	40.0	40.0	100.0
Total	35	100.0	100.0	

#### USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
20-30 tahun	19	54.3	54.3	54.3
31-40 tahun	11	31.4	31.4	85.7
Valid 41-50 tahun	3	8.6	8.6	94.3
>51 tahun	2	5.7	5.7	100.0
Total	35	100.0	100.0	

#### PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	25	71.4	71.4	71.4
Valid Sarjana	7	20.0	20.0	91.4
Pascasarjana	3	8.6	8.6	100.0
Total	35	100.0	100.0	

2) Hasil Jawaban Responden Komitmen Organisasional

**KO1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.7	5.7	5.7
2	4	11.4	11.4	17.1
Valid 3	20	57.1	57.1	74.3
4	8	22.9	22.9	97.1
5	1	2.9	2.9	100.0
Total	35	100.0	100.0	

**KO2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17.1	17.1	17.1
Valid 3	17	48.6	48.6	65.7
4	10	28.6	28.6	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**KO3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14.3	14.3	14.3
Valid 3	16	45.7	45.7	60.0
4	11	31.4	31.4	91.4
5	3	8.6	8.6	100.0
Total	35	100.0	100.0	

**KO4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	3	8.6	8.6	11.4
3	15	42.9	42.9	54.3
4	14	40.0	40.0	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**KO5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.7	5.7	5.7
2	4	11.4	11.4	17.1
3	19	54.3	54.3	71.4
4	8	22.9	22.9	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**KO6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17.1	17.1	17.1
3	17	48.6	48.6	65.7
4	10	28.6	28.6	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**KO7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	8.6	8.6	8.6
3	14	40.0	40.0	48.6
Valid 4	13	37.1	37.1	85.7
5	5	14.3	14.3	100.0
Total	35	100.0	100.0	

**KO8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	5	14.3	14.3	17.1
Valid 3	16	45.7	45.7	62.9
4	11	31.4	31.4	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**KO9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.7	5.7	5.7
2	4	11.4	11.4	17.1
Valid 3	18	51.4	51.4	68.6
4	9	25.7	25.7	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**KO10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17.1	17.1	17.1
3	16	45.7	45.7	62.9
Valid 4	10	28.6	28.6	91.4
5	3	8.6	8.6	100.0
Total	35	100.0	100.0	

## 3) Hasil Jawaban Responden Pengawasan

**P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17.1	17.1	17.1
3	16	45.7	45.7	62.9
Valid 4	10	28.6	28.6	91.4
5	3	8.6	8.6	100.0
Total	35	100.0	100.0	

**P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11.4	11.4	11.4
3	14	40.0	40.0	51.4
Valid 4	13	37.1	37.1	88.6
5	4	11.4	11.4	100.0
Total	35	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	31.4	31.4	31.4
Valid 4	21	60.0	60.0	91.4
5	3	8.6	8.6	100.0
Total	35	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.9	2.9	2.9
3	11	31.4	31.4	34.3
Valid 4	20	57.1	57.1	91.4
5	3	8.6	8.6	100.0
Total	35	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.9	2.9	2.9
3	7	20.0	20.0	22.9
Valid 4	14	40.0	40.0	62.9
5	13	37.1	37.1	100.0
Total	35	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	22.9	22.9	22.9
Valid 4	14	40.0	40.0	62.9
5	13	37.1	37.1	100.0
Total	35	100.0	100.0	

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
3	13	37.1	37.1	40.0
Valid 4	12	34.3	34.3	74.3
5	9	25.7	25.7	100.0
Total	35	100.0	100.0	

**P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5.7	5.7	5.7
3	7	20.0	20.0	25.7
Valid 4	11	31.4	31.4	57.1
5	15	42.9	42.9	100.0
Total	35	100.0	100.0	

**P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	3	8.6	8.6	11.4
Valid 3	16	45.7	45.7	57.1
4	14	40.0	40.0	97.1
5	1	2.9	2.9	100.0
Total	35	100.0	100.0	

**P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	6	17.1	17.1	20.0
Valid 3	16	45.7	45.7	65.7
4	12	34.3	34.3	100.0
Total	35	100.0	100.0	

4) Hasil Jawaban Responden Kinerja

**K1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	3	8.6	8.6	11.4
Valid 3	16	45.7	45.7	57.1
4	14	40.0	40.0	97.1
5	1	2.9	2.9	100.0
Total	35	100.0	100.0	

**K2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17.1	17.1	17.1
3	17	48.6	48.6	65.7
Valid 4	10	28.6	28.6	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**K3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14.3	14.3	14.3
3	16	45.7	45.7	60.0
Valid 4	11	31.4	31.4	91.4
5	3	8.6	8.6	100.0
Total	35	100.0	100.0	



**K4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.9	2.9	2.9
3	7	20.0	20.0	22.9
Valid 4	14	40.0	40.0	62.9
5	13	37.1	37.1	100.0
Total	35	100.0	100.0	

**K6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17.1	17.1	17.1
3	17	48.6	48.6	65.7
Valid 4	10	28.6	28.6	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**K7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	8.6	8.6	8.6
3	14	40.0	40.0	48.6
Valid 4	13	37.1	37.1	85.7
5	5	14.3	14.3	100.0
Total	35	100.0	100.0	

**K8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	5	14.3	14.3	17.1
Valid 3	16	45.7	45.7	62.9
4	11	31.4	31.4	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**K9**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11.4	11.4	11.4
3	14	40.0	40.0	51.4
Valid 4	13	37.1	37.1	88.6
5	4	11.4	11.4	100.0
Total	35	100.0	100.0	

**K10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17.1	17.1	17.1
3	16	45.7	45.7	62.9
Valid 4	10	28.6	28.6	91.4
5	3	8.6	8.6	100.0
Total	35	100.0	100.0	







	Pearson Correlation	.033	-.198	.033	-.030	-.102	1	.033	-.198	-.142	-.109	.541
P6	Sig. (1-tailed)	.445	.201	.445	.449	.334		.445	.201	.275	.324	.033
	N	20	20	20	20	20	20	20	20	20	20	20
	Pearson Correlation	1.000**	.076	1.000**	.302	.397*	.033	1	.076	.209	.111	.776**
P7	Sig. (1-tailed)	.000	.376	.000	.098	.042	.445		.376	.188	.321	.000
	N	20	20	20	20	20	20	20	20	20	20	20
	Pearson Correlation	.076	1.000**	.076	.355	.220	-.198	.076	1	.293	.626**	.563**
P8	Sig. (1-tailed)	.376	.000	.376	.062	.175	.201	.376		.105	.002	.005
	N	20	20	20	20	20	20	20	20	20	20	20
	Pearson Correlation	.209	.293	.209	.199	-.267	-.142	.209	.293	1	.458*	.405*
P9	Sig. (1-tailed)	.188	.105	.188	.200	.128	.275	.188	.105		.021	.038
	N	20	20	20	20	20	20	20	20	20	20	20
	Pearson Correlation	.111	.626**	.111	.533**	.014	-.109	.111	.626**	.458*	1	.578**
P10	Sig. (1-tailed)	.321	.002	.321	.008	.476	.524	.321	.002	.021		.004
	N	20	20	20	20	20	20	20	20	20	20	20
	Pearson Correlation	.776**	.563**	.776**	.685**	.519**	.541	.776**	.563**	.405*	.578**	1
TP	Sig. (1-tailed)	.000	.005	.000	.000	.010	.033	.000	.005	.038	.004	
	N	20	20	20	20	20	20	20	20	20	20	20

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).



	Pearson Correlation	.349	.400*	.252	.000	.149	1.000**	.149	1	.620**	.000	.700**
K8	Sig. (1-tailed)	.066	.040	.142	.500	.265	.000	.265		.002	.500	.000
	N	20	20	20	20	20	20	20	20	20	20	20
	Pearson Correlation	.389*	.337	.137	.013	.311	.620**	.311	.620**	1	.216	.713**
K9	Sig. (1-tailed)	.045	.073	.282	.478	.091	.002	.091	.002		.180	.000
	N	20	20	20	20	20	20	20	20	20	20	20
	Pearson Correlation	.033	-.198	-.142	-.109	.031	.000	.031	.000	.216	1	.533
K10	Sig. (1-tailed)	.445	.201	.275	.324	.448	.500	.448	.500	.180		.028
	N	20	20	20	20	20	20	20	20	20	20	20
	Pearson Correlation	.677**	.419*	.564**	.469	.670**	.700**	.670**	.700**	.713**	.533	1
TK	Sig. (1-tailed)	.001	.033	.005	.025	.001	.000	.001	.000	.000	.028	
	N	20	20	20	20	20	20	20	20	20	20	20

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).



## 8) Hasil Uji Reliabilitas

Scale: Komitmen Organisasional

### Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded <sup>a</sup>	0	.0
	Total	20	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.838	10

Scale: Pengawasan

### Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded <sup>a</sup>	0	.0
	Total	20	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.718	10

Scale: Kinerja

### Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded <sup>a</sup>	0	.0
	Total	20	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.840	10

9) LINEARITAS

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
(Combined)		834.888	14	59.635	7.989	.000
TOTAL_K * TOTAL_KO	Between Groups	807.645	1	807.645	108.203	.000
	Deviation from Linearity	27.243	13	2.096	.281	.989
Within Groups		149.283	20	7.464		
Total		984.171	34			

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
(Combined)		754.838	13	58.064	5.317	.000
TOTAL_K * TOTAL_P	Between Groups	596.466	1	596.466	54.618	.000
	Deviation from Linearity	158.372	12	13.198	1.209	.339
Within Groups		229.333	21	10.921		
Total		984.171	34			

10) MULTIKOLINEARITAS

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2.158	2.965		-.728	.472	
	TOTAL_KO	.692	.086	.701	8.021	.000	.536 1.867
	TOTAL_P	.376	.109	.301	3.444	.002	.536 1.867

a. Dependent Variable: TOTAL\_K

## 11) ANALISIS REGRESI

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

Model	Variables Entered	Variables Removed	Method
1	TOTAL_P, TOTAL_KO <sup>b</sup>	.	Enter

a. Dependent Variable: TOTAL\_K

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.932 <sup>a</sup>	.869	.861	2.006

a. Predictors: (Constant), TOTAL\_P, TOTAL\_KO

- Uji F

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	855.381	2	427.690	50.769	.000 <sup>b</sup>
	Residual	128.791	32	4.025		
	Total	984.171	34			

a. Dependent Variable: TOTAL\_K

b. Predictors: (Constant), TOTAL\_P, TOTAL\_KO

- Uji t

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.110	2.402		2.128	.041
	TOTAL_KO	.894	.073	.906	12.287	.000

a. Dependent Variable: TOTAL\_K

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	-1.626	5.065		-.321	.750
	TOTAL_P	.973	.137	.778	7.125	.000

a. Dependent Variable: TOTAL\_K

