

LAMPIRAN

1) KARAKTERISTIK RESPONDEN

JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	22	57.5	34.4	34.4
Valid Perempuan	17	42.5	65.6	100.0
Total	39	100.0	100.0	

USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
20 - 30 TAHUN	17	59.4	59.4	59.4
31 - 40 TAHUN	14	15.6	15.6	75.0
Valid 41-50 TAHUN	8	15.6	15.6	90.6
Total	39	100.0	100.0	

PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	12	12.5	12.5	12.5
Valid Sarjana	18	59.4	59.4	71.9
Pascasarjana	10	28.1	28.1	100.0
Total	39	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
0-3	2	3.1	3.1	3.1
4-7	17	31.3	31.3	34.4
Valid 7-10	14	50.0	50.0	84.4
>10	6	15.6	15.6	100.0
Total	39	100.0	100.0	

- Jawaban Responden (X1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	10	31.3	31.3	34.4
Valid 4	16	50.0	50.0	84.4
5	5	15.6	15.6	100.0
Total	39	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	40.6	40.6	40.6
Valid 4	15	46.9	46.9	87.5
5	4	12.5	12.5	100.0
Total	39	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	34.4	34.4	34.4
Valid 4	15	46.9	46.9	81.3
5	6	18.8	18.8	100.0
Total	39	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	9	28.1	28.1	31.3
Valid 4	15	46.9	46.9	78.1
5	7	21.9	21.9	100.0
Total	39	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
Valid 3	15	46.9	46.9	50.0
4	10	31.3	31.3	81.3
5	6	18.8	18.8	100.0

Total	39	100.0	100.0
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P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	9	28.1	28.1	31.3
Valid 4	14	43.8	43.8	75.0
5	8	25.0	25.0	100.0
Total	39	100.0	100.0	

- Jawaban Responden (X2)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	13	40.6	40.6	50.0
Valid 4	12	37.5	37.5	87.5
5	4	12.5	12.5	100.0
Total	39	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	14	43.8	43.8	50.0
Valid 4	13	40.6	40.6	90.6
5	3	9.4	9.4	100.0
Total	39	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6.3	6.3	6.3
Valid 4	14	43.8	43.8	50.0
5	16	50.0	50.0	100.0
Total	39	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	25.0	25.0	25.0
Valid 4	14	43.8	43.8	68.8
Valid 5	10	31.3	31.3	100.0
Total	39	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	20.0	50.0	50.0
Valid 4	10	31.3	31.3	81.3
Valid 5	16	50.7	18.8	100.0
Total	39	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	28.1	28.1	28.1
Valid 4	15	46.9	46.9	75.0
Valid 5	8	25.0	25.0	100.0
Total	39	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.3	6.3	6.3
Valid 3	10	31.3	31.3	37.5
Valid 4	7	21.9	21.9	59.4
Valid 5	13	40.6	40.6	100.0
Total	39	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.3	6.3	6.3
Valid 3	8	25.0	25.0	31.3
Valid 4	11	34.4	34.4	65.6
Valid 5	11	34.4	34.4	100.0

Total	39	100.0	100.0
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- **Jawaban Responden (X3)**

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	13	40.6	40.6	43.8
Valid 4	11	34.4	34.4	78.1
5	7	21.9	21.9	100.0
Total	39	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	13	40.6	40.6	43.8
Valid 4	16	50.0	50.0	93.8
5	2	6.3	6.3	100.0
Total	39	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	10	31.3	31.3	40.6
Valid 4	13	40.6	40.6	81.3
5	6	18.8	18.8	100.0
Total	39	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	11	34.4	34.4	46.9
Valid 4	7	21.9	21.9	68.8
5	10	31.3	31.3	100.0
Total	39	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
Valid 4	12	37.5	37.5	53.1
5	15	46.9	46.9	100.0
Total	39	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	40.6	40.6	40.6
Valid 4	11	34.4	34.4	75.0
5	8	25.0	25.0	100.0
Total	39	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	14	43.8	43.8	43.8
Valid 4	12	37.5	37.5	81.3
5	6	18.8	18.8	100.0
Total	39	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
Valid 3	14	43.8	43.8	50.0
4	10	31.3	31.3	81.3
5	6	18.8	18.8	100.0
Total	39	100.0	100.0	

- Jawaban Responden (Y)

K1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	9.4	34.4	34.4
Valid 4	18	56.3	56.3	90.6
5	11	34.4	9.4	100.0
Total	39	100.0	100.0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
Valid 3	8	25.0	25.0	28.1
4	13	40.6	40.6	68.8
5	10	31.3	31.3	100.0
Total	39	100.0	100.0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
Valid 4	14	43.8	43.8	59.4
5	13	40.6	40.6	100.0
Total	39	100.0	100.0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	21.9	21.9	21.9
Valid 4	12	37.5	37.5	59.4
5	13	40.6	40.6	100.0
Total	39	100.0	100.0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
Valid 3	10	31.3	31.3	34.4
4	12	37.5	37.5	71.9
5	9	28.1	28.1	100.0
Total	39	100.0	100.0	

2) Uji Validitas (X1)

Correlations

		KO1	KO2	KO3	KO4	KO5	KO6	KOMITMEN ORGANISASI
KO1	Pearson Correlation	1	-.020	.240	-.215	.547**	.407 ⁺	.481 ⁺
	Sig. (1-tailed)		.467	.162	.189	.008	.042	.019
	N	39	39	39	39	39	39	39
KO2	Pearson Correlation	-.020	1	.041	.607**	.334	.405 ⁺	.721**
	Sig. (1-tailed)	.467		.433	.003	.081	.043	.000
	N	39	39	39	39	39	39	39
KO3	Pearson Correlation	.240	.041	1	-.165	.375	.221	.420 ⁺
	Sig. (1-tailed)	.162	.433		.250	.057	.182	.037
	N	39	39	39	39	39	39	39
KO4	Pearson Correlation	-.215	.607**	-.165	1	.064	-.055	.422 ⁺
	Sig. (1-tailed)	.189	.003	.250		.398	.412	.036
	N	39	39	39	39	39	39	39
KO5	Pearson Correlation	.547**	.334	.375	.064	1	.505 ⁺	.789**
	Sig. (1-tailed)	.008	.081	.057	.398		.014	.000
	N	39	39	39	39	39	39	39
KO6	Pearson Correlation	.407 ⁺	.405 ⁺	.221	-.055	.505 ⁺	1	.692**
	Sig. (1-tailed)	.042	.043	.182	.412	.014		.001
	N	39	39	39	39	39	39	39
KOMITMEN ORGANISASI	Pearson Correlation	.481 ⁺	.721**	.420 ⁺	.422 ⁺	.789**	.692**	1
	Sig. (1-tailed)	.019	.000	.037	.036	.000	.001	
	N	39	39	39	39	39	39	39

MK8	Pearson Correlation	.033	-.004	.213	1.000**	.346	-.004	.161	1	.470*
	Sig. (1-tailed)	.447	.493	.191	.000	.073	.493	.256		.021
	N	39	39	39	39	39	39	39	39	39
MOTIVASI KERJA	Pearson Correlation	.448*	.764**	.789**	.470*	.448*	.764**	.828**	.470*	1
	Sig. (1-tailed)	.027	.000	.000	.021	.027	.000	.000	.021	
	N	39	39	39	39	39	39	39	39	39

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

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

4) Uji Validitas (x3)

Correlations

		LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	LINGKUNGAN KERJA
LK1	Pearson Correlation	1	.278	.872**	.278	.405*	.080	.975**	.178	.759**
	Sig. (1-tailed)		.124	.000	.124	.043	.372	.000	.234	.000
	N	39	39	39	39	39	39	39	39	39
LK2	Pearson Correlation	.278	1	.185	1.000**	.309	.618**	.298	.151	.724**
	Sig. (1-tailed)	.124		.224	.000	.099	.002	.108	.268	.000
	N	39	39	39	39	39	39	39	39	39
LK3	Pearson Correlation	.872**	.185	1	.185	.282	.243	.742**	.167	.686**
	Sig. (1-tailed)	.000	.224		.224	.121	.158	.000	.247	.001
	N	39	39	39	39	39	39	39	39	39
LK4	Pearson Correlation	.278	1.000**	.185	1	.309	.618**	.298	.151	.724**
	Sig. (1-tailed)	.124	.000	.224		.099	.002	.108	.268	.000
	N	39	39	39	39	39	39	39	39	39
LK5	Pearson Correlation	.405*	.309	.282	.309	1	.224	.427*	.374	.624**

	Sig. (1-tailed)	.043	.099	.121	.099		.178	.034	.057	.002
	N	39	39	39	39	39	39	39	39	39
	Pearson Correlation	.080	.618**	.243	.618**	.224	1	.000	.314	.590**
LK6	Sig. (1-tailed)	.372	.002	.158	.002	.178		.500	.095	.004
	N	39	39	39	39	39	39	39	39	39
	Pearson Correlation	.975**	.298	.742**	.298	.427*	.000	1	.168	.730**
LK7	Sig. (1-tailed)	.000	.108	.000	.108	.034	.500		.246	.000
	N	39	39	39	39	39	39	39	39	39
	Pearson Correlation	.178	.151	.167	.151	.374	.314	.168	1	.480*
LK8	Sig. (1-tailed)	.234	.268	.247	.268	.057	.095	.246		.019
	N	39	39	39	39	39	39	39	39	39
LINGKU	Pearson Correlation	.759**	.724**	.686**	.724**	.624**	.590**	.730**	.480*	1
NGAN	Sig. (1-tailed)	.000	.000	.001	.000	.002	.004	.000	.019	
KERJA	N	39	39	39	39	39	39	39	39	39

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

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

5) Uji Validitas (Y)

Correlations

		K1	K2	K3	K4	K5	KINERJA
K1	Pearson Correlation	1	.518 [*]	-.144	.249	-.116	.477 [*]
	Sig. (1-tailed)		.011	.278	.152	.318	.019
	N	19	19	19	19	19	19
K2	Pearson Correlation	.518 [*]	1	.169	.128	-.070	.575 ^{**}
	Sig. (1-tailed)	.011		.245	.301	.387	.005
	N	19	19	19	19	19	19
K3	Pearson Correlation	-.144	.169	1	.178	.326	.579 ^{**}
	Sig. (1-tailed)	.278	.245		.234	.087	.005
	N	19	19	19	19	19	19
K4	Pearson Correlation	.249	.128	.178	1	.267	.643 ^{**}
	Sig. (1-tailed)	.152	.301	.234		.134	.002
	N	19	19	19	19	19	19
K5	Pearson Correlation	-.116	-.070	.326	.267	1	.548 ^{**}
	Sig. (1-tailed)	.318	.387	.087	.134		.008
	N	19	19	19	19	19	19
KINERJA	Pearson Correlation	.477 [*]	.575 ^{**}	.579 ^{**}	.643 ^{**}	.548 ^{**}	1
	Sig. (1-tailed)	.019	.005	.005	.002	.008	
	N	19	19	19	19	19	19

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

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

6) Hasil Uji Reliabilitas

Scale: Komitmen Organisasional

Case Processing Summary

		N	%
Cases	Valid	39	100.0
	Excluded ^a	0	.0
Total		39	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.632	6

Scale: Motivasi Kerja

Case Processing Summary

		N	%
Cases	Valid	39	100.0
	Excluded ^a	0	.0
Total		39	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.780	8

Scale: Lingkungan Kerja

Case Processing Summary

		N	%
Cases	Valid	39	100.0
	Excluded ^a	0	.0
Total		39	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.817	8

Scale: Kinerja**Case Processing Summary**

		N	%
Valid		39	100.0
Cases Excluded ^a		0	.0
Total		39	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.763	5

7) Uji Normalitas**One-Sample Kolmogorov-Smirnov Test**

		KOMITMEN ORGANISASI	MOTIVASI	LINGKUNGAN KERJA	KINERJA
N		39	39	39	39
Normal Parameters ^{a,b}	Mean	28.44	29.00	27.44	16.90
	Std. Deviation	3.768	3.839	4.005	3.050
	Absolute	.095	.090	.094	.103
Most Extreme Differences	Positive	.060	.083	.087	.092
	Negative	-.095	-.090	-.094	-.103
Kolmogorov-Smirnov Z		.594	.559	.590	.644
Asymp. Sig. (2-tailed)		.872	.913	.877	.801

a. Test distribution is Normal.

b. Calculated from data.

8) UJI LINEARITAS

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
		(Combined)	217.106	14	15.508	2.727	.015
KINERJA *	Between	Linearity	172.110	1	172.110	30.265	.000
KOMITMEN	Groups	Deviation	44.997	13	3.461	.609	.823
ORGANISA		from Linearity					
SI	Within	Groups	136.483	24	5.687		
	Total		353.590	38			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
		(Combined)	191.006	13	14.693	2.259	.039
KINERJA	Between	Linearity	154.350	1	154.350	23.734	.000
*	Groups	Deviation from	36.656	12	3.055	.470	.914
MOTIVAS		Linearity					
l	Within	Groups	162.583	25	6.503		
	Total		353.590	38			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
		(Combined)	169.890	15	11.326	1.418	.219
KINERJA *	Between	Linearity	85.085	1	85.085	10.653	.003
LINGKUNG	Groups	Deviation	84.804	14	6.057	.758	.699
AN KERJA		from Linearity					
	Within	Groups	183.700	23	7.987		
	Total		353.590	38			

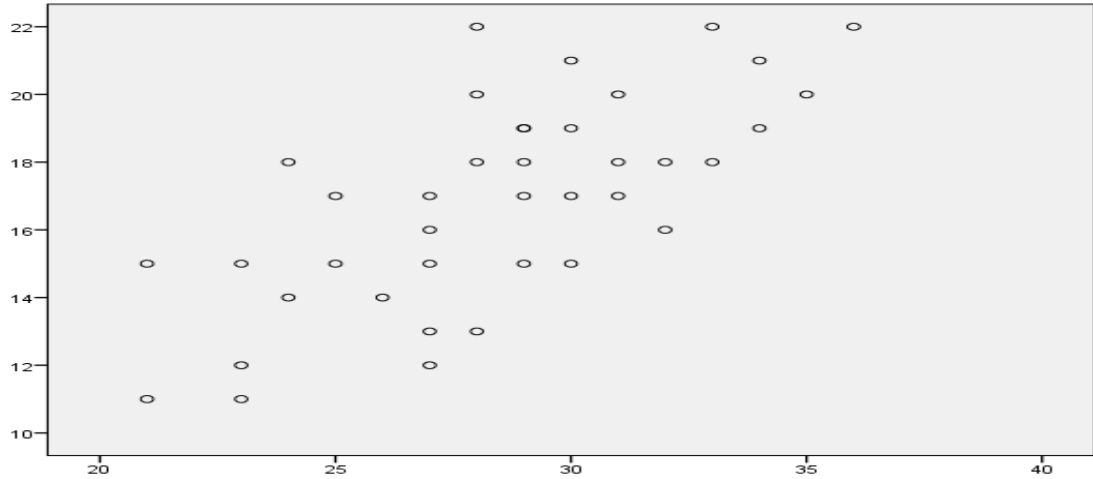
9) UJI MULTIKOLINEARITAS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.3534	5.170		2.930	.007	
	x1	.640	.150	.412	6.884	.000	.639 1.566
	x2	.340	.135	.660	4.026	.000	.639 1.566
	x3	.339	.223	.654	2.862	.000	.639 1.566

a. Dependent Variable: y

10) UJI HETEROSKEDASITAS



11) REGRESI LINEAR BERGANDA

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Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.699 ^a	.489	.445	2.272

a. Predictors: (Constant), LINGKUNGAN KERJA, KOMITMEN ORGANISASI, MOTIVASI

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ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	172.867	3	57.622	11.160	.000 ^b
	Residual	180.723	35	5.164		
	Total	353.590	38			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), LINGKUNGAN KERJA, KOMITMEN ORGANISASI, MOTIVASI

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Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.838	2.734		.306	.761
	KOMITMEN ORGANISASI	.565	.095	.698	5.924	.000

a. Dependent Variable: KINERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.672	2.868		.583	.563
	MOTIVASI	.525	.098	.661	5.354	.000

a. Dependent Variable: KINERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.647	3.024		2.198	.034
	LINGKUNGAN KERJA	.374	.109	.491	3.424	.002

a. Dependent Variable: KINERJA