CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 X1.4 Kompensasi

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 11-MAR-2023 00:03:04 |
| Comments | |  |
| Input | Data | E:\UMSIDA\BERGERAK CEPAT\UJI SPSS\Uji Validitas dan Uji Reliabilitas.sav |
| Active Dataset | UjiJPTfirst |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 54 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | | CORRELATIONS  /VARIABLES=X1.1 X1.2 X1.3 X1.4 Kompensasi  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00,02 |
| Elapsed Time | 00:00:00,09 |

[UjiJPTfirst] E:\UMSIDA\BERGERAK CEPAT\UJI SPSS\Uji Validitas dan Uji Reliabilitas.sav

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | Kompensasi |
| X1.1 | Pearson Correlation | 1 | ,598\*\* | ,502\*\* | ,505\*\* | ,771\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 |
| N | 54 | 54 | 54 | 54 | 54 |
| X1.2 | Pearson Correlation | ,598\*\* | 1 | ,627\*\* | ,611\*\* | ,881\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 |
| N | 54 | 54 | 54 | 54 | 54 |
| X1.3 | Pearson Correlation | ,502\*\* | ,627\*\* | 1 | ,503\*\* | ,798\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 |
| N | 54 | 54 | 54 | 54 | 54 |
| X1.4 | Pearson Correlation | ,505\*\* | ,611\*\* | ,503\*\* | 1 | ,815\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 |
| N | 54 | 54 | 54 | 54 | 54 |
| Kompensasi | Pearson Correlation | ,771\*\* | ,881\*\* | ,798\*\* | ,815\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  |
| N | 54 | 54 | 54 | 54 | 54 |

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

CORRELATIONS

/VARIABLES=X2.1 X2.2 X2.3 X2.4 PengembanganKarir

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 11-MAR-2023 00:03:46 |
| Comments | |  |
| Input | Data | E:\UMSIDA\BERGERAK CEPAT\UJI SPSS\Uji Validitas dan Uji Reliabilitas.sav |
| Active Dataset | UjiJPTfirst |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 54 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | | CORRELATIONS  /VARIABLES=X2.1 X2.2 X2.3 X2.4 PengembanganKarir  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00,03 |
| Elapsed Time | 00:00:00,25 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 |  |
| X2.1 | Pearson Correlation | 1 | ,617\*\* | ,579\*\* | ,448\*\* |  |
| Sig. (2-tailed) |  | ,000 | ,000 | ,001 |  |
| N | 54 | 54 | 54 | 54 |  |
| X2.2 | Pearson Correlation | ,617\*\* | 1 | ,588\*\* | ,434\*\* |  |
| Sig. (2-tailed) | ,000 |  | ,000 | ,001 |  |
| N | 54 | 54 | 54 | 54 |  |
| X2.3 | Pearson Correlation | ,579\*\* | ,588\*\* | 1 | ,412\*\* |  |
| Sig. (2-tailed) | ,000 | ,000 |  | ,002 |  |
| N | 54 | 54 | 54 | 54 |  |
| X2.4 | Pearson Correlation | ,448\*\* | ,434\*\* | ,412\*\* | 1 |  |
| Sig. (2-tailed) | ,001 | ,001 | ,002 |  |  |
| N | 54 | 54 | 54 | 54 |  |
| PengembanganKarir | Pearson Correlation | ,843\*\* | ,827\*\* | ,813\*\* | ,703\*\* |  |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  |
| N | 54 | 54 | 54 | 54 |  |

CORRELATIONS

/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 KinerjaKaryawan

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 11-MAR-2023 00:04:17 |
| Comments | |  |
| Input | Data | E:\UMSIDA\BERGERAK CEPAT\UJI SPSS\Uji Validitas dan Uji Reliabilitas.sav |
| Active Dataset | UjiJPTfirst |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 54 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | | CORRELATIONS  /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 KinerjaKaryawan  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00,05 |
| Elapsed Time | 00:00:00,04 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 |  |
| Y.1 | Pearson Correlation | 1 | ,599\*\* | ,432\*\* | ,493\*\* | ,613\*\* |  |
| Sig. (2-tailed) |  | ,000 | ,001 | ,000 | ,000 |  |
| N | 54 | 54 | 54 | 54 | 54 |  |
| Y.2 | Pearson Correlation | ,599\*\* | 1 | ,440\*\* | ,526\*\* | ,626\*\* |  |
| Sig. (2-tailed) | ,000 |  | ,001 | ,000 | ,000 |  |
| N | 54 | 54 | 54 | 54 | 54 |  |
| Y.3 | Pearson Correlation | ,432\*\* | ,440\*\* | 1 | ,412\*\* | ,467\*\* |  |
| Sig. (2-tailed) | ,001 | ,001 |  | ,002 | ,000 |  |
| N | 54 | 54 | 54 | 54 | 54 |  |
| Y.4 | Pearson Correlation | ,493\*\* | ,526\*\* | ,412\*\* | 1 | ,559\*\* |  |
| Sig. (2-tailed) | ,000 | ,000 | ,002 |  | ,000 |  |
| N | 54 | 54 | 54 | 54 | 54 |  |
| Y.5 | Pearson Correlation | ,613\*\* | ,626\*\* | ,467\*\* | ,559\*\* | 1 |  |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  |  |
| N | 54 | 54 | 54 | 54 | 54 |  |
| KinerjaKaryawan | Pearson Correlation | ,779\*\* | ,843\*\* | ,704\*\* | ,767\*\* | ,816\*\* |  |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 54 | 54 | 54 | 54 | 54 |  |

RELIABILITY

/VARIABLES=X1.1 X1.2 X1.3 X1.4

/SCALE('Kompensasi (X1)') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Reliability**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 11-MAR-2023 00:05:09 |
| Comments | |  |
| Input | Data | E:\UMSIDA\BERGERAK CEPAT\UJI SPSS\Uji Validitas dan Uji Reliabilitas.sav |
| Active Dataset | UjiJPTfirst |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 54 |
| Matrix Input |  |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | | RELIABILITY  /VARIABLES=X1.1 X1.2 X1.3 X1.4  /SCALE('Kompensasi (X1)') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL. |
| Resources | Processor Time | 00:00:00,03 |
| Elapsed Time | 00:00:00,15 |

**Scale: Kompensasi (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 54 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 54 | 100,0 |

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,831 | 4 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 10,63 | 6,615 | ,633 | ,804 |
| X1.2 | 11,17 | 4,972 | ,747 | ,746 |
| X1.3 | 10,96 | 6,112 | ,647 | ,793 |
| X1.4 | 10,96 | 5,584 | ,642 | ,797 |

RELIABILITY

/VARIABLES=X2.1 X2.2 X2.3 X2.4

/SCALE('Pengembangan Karir') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Reliability**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 11-MAR-2023 00:05:51 |
| Comments | |  |
| Input | Data | E:\UMSIDA\BERGERAK CEPAT\UJI SPSS\Uji Validitas dan Uji Reliabilitas.sav |
| Active Dataset | UjiJPTfirst |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 54 |
| Matrix Input |  |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | | RELIABILITY  /VARIABLES=X2.1 X2.2 X2.3 X2.4  /SCALE('Pengembangan Karir') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL. |
| Resources | Processor Time | 00:00:00,02 |
| Elapsed Time | 00:00:00,05 |

**Scale: Pengembangan Karir**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 54 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 54 | 100,0 |

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,809 | 4 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 10,98 | 4,509 | ,680 | ,734 |
| X2.2 | 11,02 | 4,924 | ,681 | ,735 |
| X2.3 | 11,13 | 4,870 | ,648 | ,750 |
| X2.4 | 11,09 | 5,671 | ,505 | ,814 |

RELIABILITY

/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5

/SCALE('Kinerja Karyawan (Y)') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Reliability**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 11-MAR-2023 00:07:01 |
| Comments | |  |
| Input | Data | E:\UMSIDA\BERGERAK CEPAT\UJI SPSS\Uji Validitas dan Uji Reliabilitas.sav |
| Active Dataset | UjiJPTfirst |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 54 |
| Matrix Input |  |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | | RELIABILITY  /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5  /SCALE('Kinerja Karyawan (Y)') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL. |
| Resources | Processor Time | 00:00:00,02 |
| Elapsed Time | 00:00:00,03 |

**Scale: Kinerja Karyawan (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 54 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 54 | 100,0 |

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,830 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 14,81 | 7,550 | ,673 | ,791 |
| Y.2 | 15,33 | 5,774 | ,688 | ,788 |
| Y.3 | 15,13 | 7,360 | ,530 | ,824 |
| Y.4 | 15,19 | 6,984 | ,617 | ,800 |
| Y.5 | 14,80 | 7,335 | ,723 | ,779 |

NEW FILE.

DATASET NAME DataSet1 WINDOW=FRONT.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA COLLIN TOL

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X1 X2

/SCATTERPLOT=(\*SRESID ,\*ZPRED)

/RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)

/SAVE RESID.

**Regression**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 11-MAR-2023 00:19:23 |
| Comments | |  |
| Input | Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 54 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER X1 X2  /SCATTERPLOT=(\*SRESID ,\*ZPRED)  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)  /SAVE RESID. |
| Resources | Processor Time | 00:00:10,02 |
| Elapsed Time | 00:00:09,12 |
| Memory Required | 1644 bytes |
| Additional Memory Required for Residual Plots | 904 bytes |
| Variables Created or Modified | RES\_1 | Unstandardized Residual |

[DataSet1]

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Pengembangan Karir, Kompensasib | . | Enter |

|  |
| --- |
| a. Dependent Variable: Kinerja Karyawan |
| b. All requested variables entered. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,965a | ,932 | ,929 | ,86303 |

|  |
| --- |
| a. Predictors: (Constant), Pengembangan Karir, Kompensasi |
| b. Dependent Variable: Kinerja Karyawan |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 518,162 | 2 | 259,081 | 347,841 | ,000b |
| Residual | 37,986 | 51 | ,745 |  |  |
| Total | 556,148 | 53 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Kinerja Karyawan |
| b. Predictors: (Constant), Pengembangan Karir, Kompensasi |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |  |  |
| B | Std. Error | Beta |  |  |
| 1 | (Constant) | 3,368 | ,618 |  | 5,451 | ,000 |  |  |
| Kompensasi | ,541 | ,110 | ,522 | 4,908 | ,000 |  |  |
| Pengembangan Karir | ,513 | ,119 | ,458 | 4,301 | ,000 |  |  |

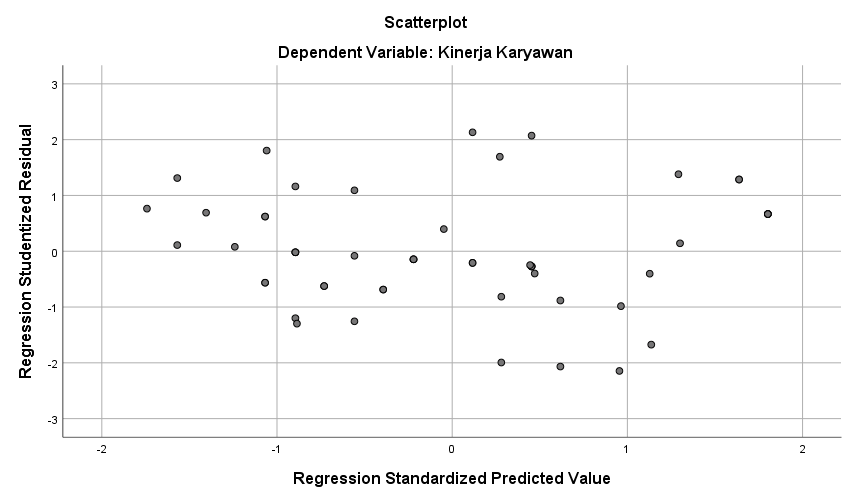
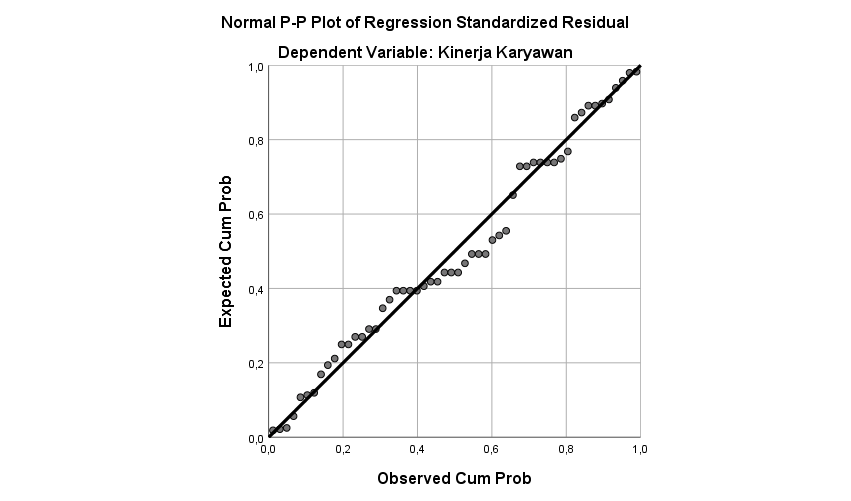
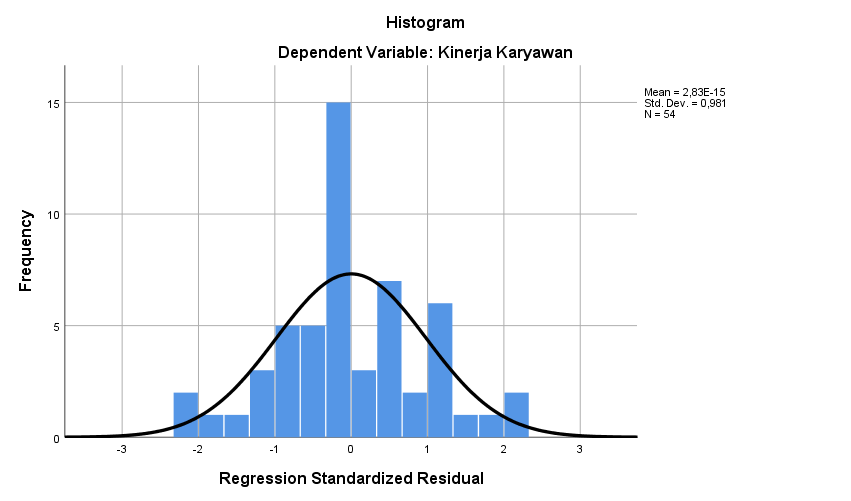
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
| (Constant) | Kompensasi | Pengembangan Karir |
| 1 | 1 | 2,971 | 1,000 | ,00 | ,00 | ,00 |
| 2 | ,026 | 10,667 | ,92 | ,04 | ,02 |
| 3 | ,002 | 35,213 | ,08 | ,96 | ,98 |

|  |
| --- |
| a. Dependent Variable: Kinerja Karyawan |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 13,3675 | 24,4482 | 18,8148 | 3,12676 | 54 |
| Std. Predicted Value | -1,742 | 1,802 | ,000 | 1,000 | 54 |
| Standard Error of Predicted Value | ,119 | ,476 | ,193 | ,066 | 54 |
| Adjusted Predicted Value | 13,3136 | 24,3995 | 18,8111 | 3,12513 | 54 |
| Residual | -1,79952 | 1,82181 | ,00000 | ,84659 | 54 |
| Std. Residual | -2,085 | 2,111 | ,000 | ,981 | 54 |
| Stud. Residual | -2,145 | 2,131 | ,002 | 1,011 | 54 |
| Deleted Residual | -1,90513 | 1,85728 | ,00371 | ,90058 | 54 |
| Stud. Deleted Residual | -2,227 | 2,211 | ,003 | 1,030 | 54 |
| Mahal. Distance | ,031 | 15,152 | 1,963 | 2,426 | 54 |
| Cook's Distance | ,000 | ,188 | ,022 | ,035 | 54 |
| Centered Leverage Value | ,001 | ,286 | ,037 | ,046 | 54 |

|  |
| --- |
| a. Dependent Variable: Kinerja Karyawan |

**Charts**



NPAR TESTS

/K-S(NORMAL)=RES\_1

/MISSING ANALYSIS.

**NPar Tests**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 11-MAR-2023 00:24:29 |
| Comments | |  |
| Input | Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 54 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each test are based on all cases with valid data for the variable(s) used in that test. |
| Syntax | | NPAR TESTS  /K-S(NORMAL)=RES\_1  /MISSING ANALYSIS. |
| Resources | Processor Time | 00:00:00,03 |
| Elapsed Time | 00:00:00,02 |
| Number of Cases Alloweda | 393216 |

|  |
| --- |
| a. Based on availability of workspace memory. |

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 54 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | ,84659302 |
| Most Extreme Differences | Absolute | ,100 |
| Positive | ,100 |
| Negative | -,066 |
| Test Statistic | | ,100 |
| Asymp. Sig. (2-tailed) | | ,200c,d |

|  |
| --- |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |
| d. This is a lower bound of the true significance. |