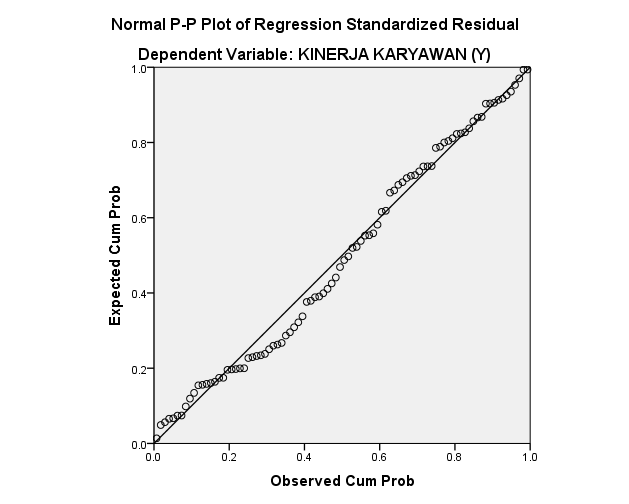
**UJI ASUMSI KLASIK**

1. **UJI NORMALITAS**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 124 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 2,74467495 |
| Most Extreme Differences | Absolute | ,081 |
| Positive | ,081 |
| Negative | -,047 |
| Test Statistic | | ,081 |
| Asymp. Sig. (2-tailed) | | ,200cd |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance.  **P-P Plots Uji Normalitas** | | |



1. **UJI MULTIKOLINEARITAS**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 11,416 | 1,809 |  | 6,310 | ,000 |  |  |
| Kompetensi | ,206 | ,065 | ,258 | 3,180 | ,002 | ,447 | 2,236 |
| Budaya Kerja | ,296 | ,067 | ,371 | 4,451 | ,000 | ,425 | 2,354 |
|  | Motivasi Berprestasi | ,267 | ,072 | ,333 | 3,690 | ,000 | ,362 | 2,765 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |

1. **UJI HETEROSKEDASTISITAS**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,138 | ,980 |  | 3,202 | ,002 |
| Kompetensi | -,009 | ,035 | -,041 | -,259 | ,796 |
| Budaya Kerja | -,027 | ,036 | -,124 | -,752 | ,454 |
|  | Motivasi Berprestasi | ,013 | ,039 | ,057 | ,322 | ,748 |
| 1. Dependent Variable: Kinerja Pegawai   **Scatterplot Uji Heteroskedastisitas** | | | | | | | |

1. **UJI LINIERITAS**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja Pegawai \* Kompetensi | Between Groups | (Combined) | 408.809 | 11 | 37.164 | 6.005 | .000 |
| Linearity | 339.194 | 1 | 339.194 | 54.809 | .000 |
| Deviation from Linearity | 69.615 | 10 | 6.962 | 1.125 | .350 |
| Within Groups | | 693.126 | 112 | 6.189 |  |  |
| Total | | 1101.935 | 123 |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja Pegawai \* Budaya Kerja | Between Groups | (Combined) | 259.035 | 10 | 25.903 | 3.473 | .001 |
| Linearity | 200.640 | 1 | 200.640 | 26.898 | .000 |
| Deviation from Linearity | 58.395 | 9 | 6.488 | .870 | .554 |
| Within Groups | | 842.901 | 113 | 7.459 |  |  |
| Total | | 1101.935 | 123 |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja Pegawai \* Motivasi Berprestasi | Between Groups | (Combined) | 481.793 | 16 | 30.112 | 5.196 | .000 |
| Linearity | 396.423 | 1 | 396.423 | 68.399 | .000 |
| Deviation from Linearity | 85.370 | 15 | 5.691 | .982 | .479 |
| Within Groups | | 620.142 | 107 | 5.796 |  |  |
| Total | | 1101.935 | 123 |  |  |  |

1. **UJI AUTOKORELASI**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .864a | .746 | .740 | 1.00796 | 1.740 |
| a. Predictors: (Constant), Motivasi Berprestasi, Budaya Kerja, Kompetensi | | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | | |

**UJI REGRESI LINIER BERGANDA**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 11,416 | 1,809 |  | 6,310 | ,000 |
| Kompetensi | ,206 | ,065 | ,258 | 3,180 | ,002 |
| Budaya Kerja | ,296 | ,067 | ,371 | 4,451 | ,000 |
| Motivasi Berprestasi | ,267 | ,072 | ,333 | 3,690 | ,000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

**UJI PARSIAL (UJI T)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 11,416 | 1,809 |  | 6,310 | ,000 |
| Kompetensi | ,206 | ,065 | ,258 | 3,180 | ,002 |
| Budaya Kerja | ,296 | ,067 | ,371 | 4,451 | ,000 |
| Motivasi Berprestasi | ,267 | ,072 | ,333 | 3,690 | ,000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

**UJI SIMULTAN (UJI F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 1973,597 | 3 | 657,866 | 84,385 | ,000b |
| Residual | 670,458 | 103 | 7,796 |  |  |
| Total | 2644,056 | 106 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Kompetensi, Budaya Kerja, Motivasi Berprestasi | | | | | | |

**UJI KOIFISIEN DETERMINASI**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,864a | ,746 | ,740 | 1.00796 |
| a. Predictors: (Constant), Kompetensi, Budaya Kerja, Motivasi Berprestasi | | | | |
|  | | | | |

**UJI VALIDITAS**

**X1 = KOMPETENSI**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | SCORE |
| X1.1 | Pearson Correlation | 1 | .688\*\* | .710\*\* | .340\*\* | .972\*\* | .981\*\* | .822\*\* |
| Sig. (2-tailed) |  | 0 | 0 | 0,001 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X1.2 | Pearson Correlation | .688\*\* | 1 | .850\*\* | .476\*\* | .6124\*\* | .694\*\* | .587\*\* |
| Sig. (2-tailed) | 0 |  | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X1.3 | Pearson Correlation | .710\*\* | .850\*\* | 1 | .504\*\* | .721\*\* | .711\*\* | .613\*\* |
| Sig. (2-tailed) | 0 | 0 |  | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X1.4 | Pearson Correlation | .340\*\* | .476\*\* | .504\*\* | 1 | .365\*\* | .365\*\* | .687\*\* |
| Sig. (2-tailed) | 0,001 | 0 | 0 |  | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X1.5 | Pearson Correlation | .972\*\* | .6124\*\* | .721\*\* | .365\*\* | 1 | .991\*\* | .825\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 |  | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X1.6 | Pearson Correlation | .981\*\* | .694\*\* | .711\*\* | .365\*\* | .991\*\* | 1 | .823\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 |  | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| SCORE | Pearson Correlation | .822\*\* | .587\*\* | .613\*\* | .687\*\* | .825\*\* | .823\*\* | 1 |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 | 0 |  |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |

**X2 = BUDAYA KERJA**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | SCORE |
| X2.1 | Pearson Correlation | 1 | .434\*\* | .529\*\* | .403\*\* | .986\*\* | .986\*\* | .410\*\* | .564\*\* | .803\*\* |
| Sig. (2-tailed) |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X2.2 | Pearson Correlation | .434\*\* | 1 | .397\*\* | .412\*\* | .411\*\* | .411\*\* | .983\*\* | .420\*\* | .709\*\* |
| Sig. (2-tailed) | 0 |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X2.3 | Pearson Correlation | .529\*\* | .397\*\* | 1 | .459\*\* | .526\*\* | .526\*\* | .427\*\* | .965\*\* | .739\*\* |
| Sig. (2-tailed) | 0 | 0 |  | 0 | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X2.4 | Pearson Correlation | .403\*\* | .412\*\* | .459\*\* | 1 | .418\*\* | .418\*\* | .388\*\* | .465\*\* | .760\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 |  | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X2.5 | Pearson Correlation | .986\*\* | .411\*\* | .526\*\* | .418\*\* | 1 | 1.000\*\* | .376\*\* | .574\*\* | .807\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 |  | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X2.6 | Pearson Correlation | .986\*\* | .411\*\* | .526\*\* | .418\*\* | 1.000\*\* | 1 | .376\*\* | .574\*\* | .807\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 |  | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X2.7 | Pearson Correlation | .410\*\* | .983\*\* | .427\*\* | .388\*\* | .376\*\* | .376\*\* | 1 | .425\*\* | .691\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 | 0 |  | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X2.8 | Pearson Correlation | .564\*\* | .420\*\* | .965\*\* | .465\*\* | .574\*\* | .574\*\* | .425\*\* | 1 | .771\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| SCORE | Pearson Correlation | .803\*\* | .709\*\* | .739\*\* | .760\*\* | .807\*\* | .807\*\* | .691\*\* | .771\*\* | 1 |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |

**X3 = MOTIVASI BERPRESTASI**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | SCORE |
| X3.1 | Pearson Correlation | 1 | .328\*\* | .499\*\* | .386\*\* | .987\*\* | .974\*\* | .321\*\* | .504\*\* | .376\*\* | .235\* | .742\*\* |
| Sig. (2-tailed) |  | 0,002 | 0 | 0 | 0 | 0 | 0,002 | 0 | 0 | 0,026 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.2 | Pearson Correlation | .328\*\* | 1 | .597\*\* | .584\*\* | .341\*\* | .306\*\* | .978\*\* | .607\*\* | .567\*\* | .541\*\* | .761\*\* |
| Sig. (2-tailed) | 0,002 |  | 0 | 0 | 0,001 | 0,003 | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.3 | Pearson Correlation | .499\*\* | .597\*\* | 1 | .565\*\* | .497\*\* | .500\*\* | .5124\*\* | .958\*\* | .589\*\* | .573\*\* | .830\*\* |
| Sig. (2-tailed) | 0 | 0 |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.4 | Pearson Correlation | .386\*\* | .584\*\* | .565\*\* | 1 | .409\*\* | .362\*\* | .579\*\* | .614\*\* | .964\*\* | .582\*\* | .786\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.5 | Pearson Correlation | .987\*\* | .341\*\* | .497\*\* | .409\*\* | 1 | .961\*\* | .335\*\* | .527\*\* | .387\*\* | .259\* | .754\*\* |
| Sig. (2-tailed) | 0 | 0,001 | 0 | 0 |  | 0 | 0,001 | 0 | 0 | 0,014 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.6 | Pearson Correlation | .974\*\* | .306\*\* | .500\*\* | .362\*\* | .961\*\* | 1 | .313\*\* | .477\*\* | .394\*\* | .242\* | .731\*\* |
| Sig. (2-tailed) | 0 | 0,003 | 0 | 0 | 0 |  | 0,003 | 0 | 0 | 0,021 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.7 | Pearson Correlation | .321\*\* | .978\*\* | .5124\*\* | .579\*\* | .335\*\* | .313\*\* | 1 | .601\*\* | .577\*\* | .523\*\* | .757\*\* |
| Sig. (2-tailed) | 0,002 | 0 | 0 | 0 | 0,001 | 0,003 |  | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.8 | Pearson Correlation | .504\*\* | .607\*\* | .958\*\* | .614\*\* | .527\*\* | .477\*\* | .601\*\* | 1 | .567\*\* | .588\*\* | .840\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.9 | Pearson Correlation | .376\*\* | .567\*\* | .589\*\* | .964\*\* | .387\*\* | .394\*\* | .577\*\* | .567\*\* | 1 | .573\*\* | .779\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| X3.10 | Pearson Correlation | .235\* | .541\*\* | .573\*\* | .582\*\* | .259\* | .242\* | .523\*\* | .588\*\* | .573\*\* | 1 | .666\*\* |
| Sig. (2-tailed) | 0,026 | 0 | 0 | 0 | 0,014 | 0,021 | 0 | 0 | 0 |  | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| SCORE | Pearson Correlation | .742\*\* | .761\*\* | .830\*\* | .786\*\* | .754\*\* | .731\*\* | .757\*\* | .840\*\* | .779\*\* | .666\*\* | 1 |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 | 124 |

**Y = KINERJA PEGAWAI**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | SCORE |
| Y.1 | Pearson Correlation | 1 | .425\*\* | .529\*\* | .438\*\* | .881\*\* | .382\*\* | .823\*\* |
| Sig. (2-tailed) |  | 0 | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| Y.2 | Pearson Correlation | .425\*\* | 1 | .424\*\* | .385\*\* | .366\*\* | .397\*\* | .656\*\* |
| Sig. (2-tailed) | 0 |  | 0 | 0 | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| Y.3 | Pearson Correlation | .529\*\* | .424\*\* | 1 | .310\*\* | .496\*\* | .274\*\* | .716\*\* |
| Sig. (2-tailed) | 0 | 0 |  | 0,003 | 0 | 0,009 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| Y.4 | Pearson Correlation | .438\*\* | .385\*\* | .310\*\* | 1 | .420\*\* | .810\*\* | .673\*\* |
| Sig. (2-tailed) | 0 | 0 | 0,003 |  | 0 | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| Y.5 | Pearson Correlation | .881\*\* | .366\*\* | .496\*\* | .420\*\* | 1 | .451\*\* | .810\*\* |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 |  | 0 | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| Y.6 | Pearson Correlation | .382\*\* | .397\*\* | .274\*\* | .810\*\* | .451\*\* | 1 | .649\*\* |
| Sig. (2-tailed) | 0 | 0 | 0,009 | 0 | 0 |  | 0 |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |
| SCORE | Pearson Correlation | .823\*\* | .656\*\* | .716\*\* | .673\*\* | .810\*\* | .649\*\* | 1 |
| Sig. (2-tailed) | 0 | 0 | 0 | 0 | 0 | 0 |  |
| N | 124 | 124 | 124 | 124 | 124 | 124 | 124 |

**UJI RELIABILITAS**

**X1 = KOMPETENSI**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,936 | 6 |

**X2 = BUDAYA KERJA**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,914 | 8 |

**X3 = MOTIVASI BERPRESTASI**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,921 | 10 |

**Y = KINERJA PEGAWAI**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,887 | 6 |