1. **Hasil Analisis SPSS   
   1. Validitas dan Reliabilitas Skala Komitmen Organisasi**
2. **Validitas**

| **Item Reliability Statistics** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | | **If item dropped** | |
|  | | **item-rest correlation** | | **Cronbach's α** | |
| KO1 |  | 0.184 |  | 0.577 |  |
| KO2 |  | 0.265 |  | 0.566 |  |
| KO3 |  | 0.487 |  | 0.528 |  |
| KO4 |  | 0.365 |  | 0.557 |  |
| KO5 |  | 0.410 |  | 0.548 |  |
| KO6 |  | 0.115 |  | 0.589 |  |
| KO7 |  | 0.289 |  | 0.562 |  |
| KO8 |  | 0.034 |  | 0.599 |  |
| KO9 |  | 0.054 |  | 0.594 |  |
| KO10 |  | 0.366 |  | 0.560 |  |
| KO11 |  | 0.088 |  | 0.593 |  |
| KO12 |  | -0.089 |  | 0.614 |  |
| KO13 |  | 0.297 |  | 0.563 |  |
| KO14 |  | 0.385 |  | 0.557 |  |
| KO15 |  | 0.154 |  | 0.581 |  |
| KO16 |  | -0.410 |  | 0.653 |  |
| KO17 |  | 0.252 |  | 0.568 |  |
| KO18 |  | 0.166 |  | 0.580 |  |
| KO19 |  | -0.039 |  | 0.600 |  |
| KO20 |  | 0.493 |  | 0.548 |  |
| KO21 |  | 0.356 |  | 0.559 |  |
| KO22 |  | -0.143 |  | 0.610 |  |
| KO23 |  | 0.313 |  | 0.561 |  |
| KO24 |  | 0.434 |  | 0.559 |  |
|  | | | | | |

1. **Reliabilitas**

| **Scale Reliability Statistics** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | **sd** | | **Cronbach's α** | |
| scale |  | 0.315 |  | 0.588 |  |
|  | | | | | |
| *Note.*  Of the observations, 150 were used, 0 were excluded listwise, and 150 were provided. | | | | | |

**2. Validitas dan Reliabilitas Skala *Perceived Organizational Support***

**(Pos)**

1. **Validitas**

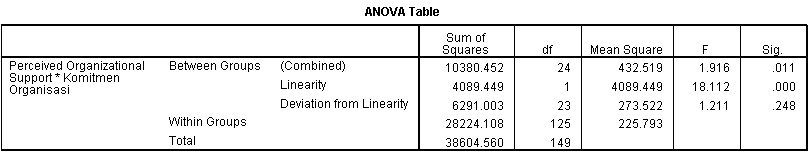
| **Item Reliability Statistics** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | | **If item dropped** | |
|  | | **item-rest correlation** | | **Cronbach's α** | |
| POS1 |  | 0.359 |  | 0.915 |  |
| POS2 |  | 0.822 |  | 0.910 |  |
| POS3 |  | 0.679 |  | 0.911 |  |
| POS4 |  | 0.797 |  | 0.909 |  |
| POS5 |  | 0.651 |  | 0.911 |  |
| POS6 |  | 0.610 |  | 0.912 |  |
| POS7 |  | -0.128 |  | 0.921 |  |
| POS8 |  | 0.926 |  | 0.908 |  |
| POS9 |  | 0.869 |  | 0.909 |  |
| POS10 |  | 0.278 |  | 0.917 |  |
| POS11 |  | 0.732 |  | 0.910 |  |
| POS12 |  | 0.323 |  | 0.916 |  |
| POS13 |  | 0.800 |  | 0.910 |  |
| POS14 |  | 0.822 |  | 0.910 |  |
| POS15 |  | 0.790 |  | 0.910 |  |
| POS16 |  | 0.204 |  | 0.917 |  |
| POS17 |  | 0.541 |  | 0.913 |  |
| POS18 |  | -0.311 |  | 0.925 |  |
| POS19 |  | 0.249 |  | 0.917 |  |
| POS20 |  | 0.926 |  | 0.908 |  |
| POS21 |  | 0.525 |  | 0.914 |  |
| POS22 |  | -0.025 |  | 0.922 |  |
| POS23 |  | 0.643 |  | 0.913 |  |
| POS24 |  | 0.260 |  | 0.918 |  |
| POS25 |  | 0.410 |  | 0.915 |  |
| POS26 |  | 0.473 |  | 0.914 |  |
| POS27 |  | -0.298 |  | 0.925 |  |
| POS28 |  | 0.353 |  | 0.916 |  |
| POS29 |  | 0.836 |  | 0.908 |  |
| POS30 |  | 0.844 |  | 0.911 |  |
| POS31 |  | 0.334 |  | 0.916 |  |
| POS32 |  | 0.586 |  | 0.913 |  |
| POS33 |  | 0.257 |  | 0.918 |  |
| POS34 |  | 0.823 |  | 0.910 |  |
|  | | | | | |

1. **Reliabilitas**

| **Scale Reliability Statistics** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | **sd** | | **Cronbach's α** | |
| scale |  | 0.415 |  | 0.916 |  |
|  | | | | | |
| *Note.*  Of the observations, 150 were used, 0 were excluded listwise, and 150 were provided. | | | | | |

**3. Uji Normalitas**

| **One-Sample Kolmogorov-Smirnov Test** | | | |
| --- | --- | --- | --- |
|  |  | Perceived Organizational Support | Komitmen Organisasi |
| N | | 150 | 150 |
| Normal Parametersa | Mean | 93.3600 | 71.2800 |
| Std. Deviation | 16.09630 | 6.01577 |
| Most Extreme Differences | Absolute | .187 | .070 |
| Positive | .187 | .070 |
| Negative | -.143 | -.043 |
| Kolmogorov-Smirnov Z | | 2.290 | .853 |
| Asymp. Sig. (2-tailed) | | .000 | .460 |
| a. Test distribution is Normal. | |  |  |
|  |  |  |  |

* **4. Uji Linieritas**

**5. Uji Hipotesis**

| **Correlations** | | | |
| --- | --- | --- | --- |
|  |  | KO | POS |
| KO | Pearson Correlation | 1 | .433\*\* |
| Sig. (2-tailed) |  | .000 |
| N | 150 | 150 |
| POS | Pearson Correlation | .433\*\* | 1 |
| Sig. (2-tailed) | .000 |  |
| N | 150 | 150 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | |
|  | | | |

**6. R Square**

| **Measures of Association** | | | | |
| --- | --- | --- | --- | --- |
|  | R | R Squared | Eta | Eta Squared |
| Perceived Organizational Support \* Komitmen Organisasi | .325 | .106 | .519 | .269 |