Hasil Analisis SPSS

Reliabilitas dan Validitas Skala Kohesivitas Kelompok

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| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .904 | 22 |

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| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 71.1556 | 65.194 | .578 | .898 |
| VAR00002 | 71.2222 | 66.554 | .422 | .902 |
| VAR00003 | 71.2556 | 65.878 | .477 | .901 |
| VAR00004 | 71.1500 | 65.547 | .536 | .899 |
| VAR00005 | 71.1389 | 66.791 | .483 | .900 |
| VAR00006 | 71.1556 | 66.032 | .491 | .900 |
| VAR00007 | 71.1222 | 66.979 | .453 | .901 |
| VAR00008 | 71.1778 | 65.242 | .603 | .898 |
| VAR00009 | 71.1444 | 64.594 | .626 | .897 |
| VAR00010 | 71.1500 | 65.570 | .566 | .899 |
| VAR00011 | 71.1833 | 63.860 | .694 | .895 |
| VAR00012 | 71.1389 | 65.975 | .517 | .900 |
| VAR00013 | 71.1722 | 65.775 | .549 | .899 |
| VAR00014 | 71.1500 | 64.933 | .594 | .898 |
| VAR00015 | 71.1722 | 66.188 | .500 | .900 |
| VAR00016 | 71.2000 | 65.747 | .525 | .900 |
| VAR00017 | 71.1833 | 66.810 | .410 | .902 |
| VAR00018 | 71.2167 | 66.673 | .410 | .902 |
| VAR00019 | 71.2500 | 66.122 | .460 | .901 |
| VAR00020 | 71.1444 | 65.789 | .520 | .900 |
| VAR00021 | 71.1500 | 67.223 | .431 | .902 |
| VAR00022 | 71.1500 | 65.324 | .599 | .898 |

Item Gugur (0.25) : -

Reliabilitas dan Validitas Skala Komitmen Organisasi

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| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .798 | 40 |

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| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 128.5500 | 105.824 | -.012 | .802 |
| VAR00002 | 128.9111 | 107.757 | -.138 | .809 |
| VAR00003 | 128.4333 | 105.766 | -.014 | .803 |
| VAR00004 | 128.5611 | 104.192 | .071 | .801 |
| VAR00005 | 128.3667 | 105.563 | .000 | .802 |
| VAR00006 | 128.7111 | 104.285 | .099 | .799 |
| VAR00007 | 128.5722 | 103.967 | .105 | .799 |
| VAR00008 | 128.4778 | 106.195 | -.042 | .803 |
| VAR00009 | 128.3889 | 101.859 | .269 | .794 |
| VAR00010 | 128.3778 | 102.907 | .224 | .795 |
| VAR00011 | 128.3944 | 100.330 | .383 | .790 |
| VAR00012 | 128.3611 | 103.495 | .172 | .797 |
| VAR00013 | 128.4167 | 102.066 | .273 | .794 |
| VAR00014 | 128.3833 | 99.757 | .425 | .789 |
| VAR00015 | 128.3889 | 101.859 | .286 | .794 |
| VAR00016 | 128.4222 | 100.212 | .390 | .790 |
| VAR00017 | 128.3778 | 102.650 | .221 | .795 |
| VAR00018 | 128.4111 | 101.964 | .280 | .794 |
| VAR00019 | 128.3889 | 100.999 | .333 | .792 |
| VAR00020 | 128.4111 | 102.724 | .217 | .796 |
| VAR00021 | 128.4389 | 102.404 | .233 | .795 |
| VAR00022 | 128.4222 | 103.787 | .125 | .798 |
| VAR00023 | 128.4556 | 102.171 | .234 | .795 |
| VAR00024 | 128.4889 | 103.324 | .153 | .798 |
| VAR00025 | 128.4444 | 94.785 | .642 | .779 |
| VAR00026 | 128.5056 | 95.201 | .575 | .781 |
| VAR00027 | 128.4667 | 102.083 | .225 | .795 |
| VAR00028 | 128.4333 | 95.286 | .614 | .781 |
| VAR00029 | 128.5056 | 95.290 | .569 | .782 |
| VAR00030 | 128.5000 | 103.615 | .143 | .798 |
| VAR00031 | 128.5278 | 100.206 | .280 | .794 |
| VAR00032 | 128.4500 | 94.808 | .642 | .779 |
| VAR00033 | 128.6333 | 100.234 | .272 | .794 |
| VAR00034 | 128.9389 | 100.873 | .188 | .799 |
| VAR00035 | 128.5278 | 100.206 | .280 | .794 |
| VAR00036 | 128.4500 | 94.808 | .642 | .779 |
| VAR00037 | 128.4500 | 94.808 | .642 | .779 |
| VAR00038 | 128.6833 | 104.061 | .073 | .801 |
| VAR00039 | 128.4500 | 94.808 | .642 | .779 |
| VAR00040 | 129.1222 | 105.840 | -.043 | .809 |

Item Gugur (0.25) : 1,2,3,4,5,6,7,8,10,12,17,20,21,22,23,24,27,30,34,38,40

Reliabilitas setelah Item Gugur dihilangkan

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| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .888 | 19 |

Uji Normalitas

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| --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | |
|  | | Kohesivitas Kelompok | Komitmen Organisasi |
| N | | 180 | 180 |
| Normal Parametersa,b | Mean | 74.5611 | 131.8000 |
| Std. Deviation | 8.48210 | 10.29747 |
| Most Extreme Differences | Absolute | .083 | .091 |
| Positive | .057 | .053 |
| Negative | -.083 | -.091 |
| Test Statistic | | .083 | .091 |
| Asymp. Sig. (2-tailed) | | .005c | .001c |
| a. Test distribution is Normal. | | | |
| b. Calculated from data. | | | |
| c. Lilliefors Significance Correction. | | | |

Uji Linieritas

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| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Komitmen Organisasi \* Kohesivitas Kelompok | Between Groups | (Combined) | 7910.958 | 35 | 226.027 | 2.940 | .000 |
| Linearity | 5654.112 | 1 | 5654.112 | 73.550 | .000 |
| Deviation from Linearity | 2256.846 | 34 | 66.378 | .863 | .684 |
| Within Groups | | 11069.842 | 144 | 76.874 |  |  |
| Total | | 18980.800 | 179 |  |  |  |

Uji Hipotesis

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| **Correlations** | | | | |
|  | | | Kohesivitas Kelompok | Komitmen Organisasi |
| Spearman's rho | Kohesivitas Kelompok | Correlation Coefficient | 1.000 | .560\*\* |
| Sig. (2-tailed) | . | .000 |
| N | 180 | 180 |
| Komitmen Organisasi | Correlation Coefficient | .560\*\* | 1.000 |
| Sig. (2-tailed) | .000 | . |
| N | 180 | 180 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | |

R Square

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| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .546a | .298 | .294 | 8.65269 |
| a. Predictors: (Constant), Kohesivitas Kelompok | | | | |

Ketegorisasi

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| --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation | Variance |
| Kohesivitas Kelompok | 180 | 48.00 | 88.00 | 74.5611 | 8.48210 | 71.946 |
| Komitmen Organisasi | 180 | 96.00 | 156.00 | 131.8000 | 10.29747 | 106.038 |
| Valid N (listwise) | 180 |  |  |  |  |  |

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| **Kategori** | **Norma** | **Skor** | |
| **Kohesivitas Kelompok** | **Komitmen Organisasi** |
| Sangat rendah | X ≤ (µ ˗ 1,5 σ) | ≤ 63 | ≤ 117 |
| Rendah | (µ ˗ 1,5 σ) < X ≤ (µ ˗ 0,5 σ) | 64 – 71 | 118 – 126 |
| Sedang | (µ - 0,5 σ) < X ≤ (µ + 0,5 σ) | 72 – 79 | 127 – 137 |
| Tinggi | (µ - 0,5 σ) < X ≤ (µ + 1,5 σ) | 80 – 87 | 138 – 147 |
| Sangat tinggi | (µ + 1,5 σ) < X | ≥ 87 | ≥ 147 |

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| --- | --- | --- | --- | --- |
| Kategori | Skor Subjek | | | |
| Kohesivitas Kelompok | | Komitmen Organisasi | |
| ∑ | % | ∑ | % |
| Sangat rendah | 22 | 12% | 16 | 9% |
| Rendah | 33 | 18% | 31 | 17% |
| Sedang | 70 | 39% | 74 | 41% |
| Tinggi | 44 | 25% | 49 | 27% |
| Sangat tinggi | 11 | 6% | 10 | 6% |
| Jumlah | 180 | 100 % | 180 | 100 % |