

## Uji Validitas

		Correlations				
		X1.1	X1.2	X1.3	X1.4	Komitmen organisasi [X1]
X1.1	Pearson Correlation	1	.063	.199*	-.099	.571**
	Sig. (2-tailed)		.534	.047	.328	.000
	N	100	100	100	100	100
X1.2	Pearson Correlation	.063	1	.027	-.091	.488**
	Sig. (2-tailed)	.534		.786	.370	.000
	N	100	100	100	100	100
X1.3	Pearson Correlation	.199*	.027	1	-.015	.594**
	Sig. (2-tailed)	.047	.786		.880	.000
	N	100	100	100	100	100
X1.4	Pearson Correlation	-.099	-.091	-.015	1	.389**
	Sig. (2-tailed)	.328	.370	.880		.000
	N	100	100	100	100	100
Komitmen organisasi [X1]	Pearson Correlation	.571**	.488**	.594**	.389**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

\*. Correlation is significant at the 0.05 level (2-tailed).

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

		Correlations				
		X2.1	X2.2	X2.3	X2.4	Keterlibatan kerja [X2]
X2.1	Pearson Correlation	1	.244*	-.054	.037	.582**
	Sig. (2-tailed)		.014	.596	.715	.000
	N	100	100	100	100	100
X2.2	Pearson Correlation	.244*	1	-.035	-.063	.546**
	Sig. (2-tailed)	.014		.726	.534	.000
	N	100	100	100	100	100
X2.3	Pearson Correlation	-.054	-.035	1	.061	.468**
	Sig. (2-tailed)	.596	.726		.547	.000
	N	100	100	100	100	100

X2.4	Pearson Correlation	.037	-.063	.061	1	.498**
	Sig. (2-tailed)	.715	.534	.547		.000
	N	100	100	100	100	100
Keterlibatan kerja [X2]	Pearson Correlation	.582**	.546**	.468**	.498**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

\*. Correlation is significant at the 0.05 level (2-tailed).

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

		Correlations					
		X3.1	X3.2	X3.3	X3.4	X3.5	Lapangan kerja [X3]
X3.1	Pearson Correlation	1	-.034	-.006	.039	-.075	.361**
	Sig. (2-tailed)		.735	.952	.701	.459	.000
	N	100	100	100	100	100	100
X3.2	Pearson Correlation	-.034	1	.091	-.038	.142	.507**
	Sig. (2-tailed)	.735		.368	.706	.158	.000
	N	100	100	100	100	100	100
X3.3	Pearson Correlation	-.006	.091	1	.038	-.117	.383**
	Sig. (2-tailed)	.952	.368		.706	.247	.000
	N	100	100	100	100	100	100
X3.4	Pearson Correlation	.039	-.038	.038	1	-.161	.322**
	Sig. (2-tailed)	.701	.706	.706		.109	.001
	N	100	100	100	100	100	100
X3.5	Pearson Correlation	-.075	.142	-.117	-.161	1	.556**
	Sig. (2-tailed)	.459	.158	.247	.109		.000
	N	100	100	100	100	100	100
Lapangan kerja [X3]	Pearson Correlation	.361**	.507**	.383**	.322**	.556**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	
	N	100	100	100	100	100	100

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

		Correlations					
		Y.1	Y.2	Y.3	Y.4	Y.5	Kinerja [Y]
Y.1	Pearson Correlation	1	.026	-.084	-.038	-.074	.391**
	Sig. (2-tailed)		.798	.404	.704	.463	.000
	N	100	100	100	100	100	100
Y.2	Pearson Correlation	.026	1	.006	.034	.033	.521**
	Sig. (2-tailed)	.798		.949	.737	.747	.000
	N	100	100	100	100	100	100
Y.3	Pearson Correlation	-.084	.006	1	-.097	.033	.402**
	Sig. (2-tailed)	.404	.949		.338	.744	.000
	N	100	100	100	100	100	100
Y.4	Pearson Correlation	-.038	.034	-.097	1	-.074	.387**
	Sig. (2-tailed)	.704	.737	.338		.462	.000
	N	100	100	100	100	100	100
Y.5	Pearson Correlation	-.074	.033	.033	-.074	1	.427**
	Sig. (2-tailed)	.463	.747	.744	.462		.000
	N	100	100	100	100	100	100
Kinerja [Y]	Pearson Correlation	.391**	.521**	.402**	.387**	.427**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

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

## Uji Reliabilitas

Reliability Statistics	
Cronbach's	
Alpha	N of Items
.733	24

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardize
		d Residual
N		100
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.04990063
	Absolute	.141
Most Extreme Differences	Positive	.141
	Negative	-.089
Test Statistic		.141
Asymp. Sig. (2-tailed)		.233

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Uji Multikolinearitas

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Komitmen organisasi [X1]	.992	1.008
	Keterlibatan kerja [X2]	.998	1.002
	Lapangan kerja [X3]	.993	1.007

a. Dependent Variable: Kinerja [Y]

Uji Heteroskedastisitas

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	.814	1.849		.661
	Komitmen organisasi [X1]	-.001	.058	-.001	.990
	Keterlibatan kerja [X2]	.004	.057	.006	.950
	Lapangan kerja [X3]	.000	.049	.000	.997

a. Dependent Variable: Abs\_Res

Uji T

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	18.774	.368		.000
	Komitmen organisasi [X1]	.101	.012	.602	.000
	Keterlibatan kerja [X2]	.056	.011	.338	.000
	Lapangan kerja [X3]	.043	.010	.307	.000

a. Dependent Variable: Y1

Uji F

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.623	3	.541	39.336	.000 <sup>b</sup>
	Residual	1.320	96	.014		
	Total	2.944	99			

a. Dependent Variable: Y1

b. Predictors: (Constant), Lapangan kerja [X3], Keterlibatan kerja [X2], Komitmen organisasi [X1]