**UJI VALIDITAS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1 |
| X1.1 | Pearson Correlation | 1 | ,588\*\* | ,621\*\* | ,637\*\* | ,829\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 |
| X1.2 | Pearson Correlation | ,588\*\* | 1 | ,643\*\* | ,737\*\* | ,865\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 |
| X1.3 | Pearson Correlation | ,621\*\* | ,643\*\* | 1 | ,672\*\* | ,851\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 |
| X1.4 | Pearson Correlation | ,637\*\* | ,737\*\* | ,672\*\* | 1 | ,890\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 |
| N | 105 | 105 | 105 | 105 | 105 |
| X1 | Pearson Correlation | ,829\*\* | ,865\*\* | ,851\*\* | ,890\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  |
| N | 105 | 105 | 105 | 105 | 105 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2 |
| X2.1 | Pearson Correlation | 1 | ,462\*\* | ,653\*\* | ,527\*\* | ,729\*\* | ,841\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X2.2 | Pearson Correlation | ,462\*\* | 1 | ,314\*\* | ,673\*\* | ,408\*\* | ,722\*\* |
| Sig. (2-tailed) | ,000 |  | ,001 | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X2.3 | Pearson Correlation | ,653\*\* | ,314\*\* | 1 | ,488\*\* | ,673\*\* | ,789\*\* |
| Sig. (2-tailed) | ,000 | ,001 |  | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X2.4 | Pearson Correlation | ,527\*\* | ,673\*\* | ,488\*\* | 1 | ,484\*\* | ,804\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X2.5 | Pearson Correlation | ,729\*\* | ,408\*\* | ,673\*\* | ,484\*\* | 1 | ,820\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X2 | Pearson Correlation | ,841\*\* | ,722\*\* | ,789\*\* | ,804\*\* | ,820\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3 |
| X3.1 | Pearson Correlation | 1 | ,554\*\* | ,684\*\* | ,597\*\* | ,620\*\* | ,781\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X3.2 | Pearson Correlation | ,554\*\* | 1 | ,827\*\* | ,736\*\* | ,828\*\* | ,892\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X3.3 | Pearson Correlation | ,684\*\* | ,827\*\* | 1 | ,737\*\* | ,896\*\* | ,938\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X3.4 | Pearson Correlation | ,597\*\* | ,736\*\* | ,737\*\* | 1 | ,774\*\* | ,872\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X3.5 | Pearson Correlation | ,620\*\* | ,828\*\* | ,896\*\* | ,774\*\* | 1 | ,933\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,000 |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| X3 | Pearson Correlation | ,781\*\* | ,892\*\* | ,938\*\* | ,872\*\* | ,933\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 105 | 105 | 105 | 105 | 105 | 105 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y |
| Y.1 | Pearson Correlation | 1 | ,790\*\* | ,369\*\* | ,740\*\* | ,887\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 |
| Y.2 | Pearson Correlation | ,790\*\* | 1 | ,317\*\* | ,710\*\* | ,863\*\* |
| Sig. (2-tailed) | ,000 |  | ,001 | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 |
| Y.3 | Pearson Correlation | ,369\*\* | ,317\*\* | 1 | ,403\*\* | ,644\*\* |
| Sig. (2-tailed) | ,000 | ,001 |  | ,000 | ,000 |
| N | 105 | 105 | 105 | 105 | 105 |
| Y.4 | Pearson Correlation | ,740\*\* | ,710\*\* | ,403\*\* | 1 | ,870\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 |
| N | 105 | 105 | 105 | 105 | 105 |
| Y | Pearson Correlation | ,887\*\* | ,863\*\* | ,644\*\* | ,870\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  |
| N | 105 | 105 | 105 | 105 | 105 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

**UJI RELIABILITAS**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,881 | 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 | 12,07 | 6,621 | ,692 | ,867 |
| X1.2 | 12,03 | 6,393 | ,752 | ,844 |
| X1.3 | 12,08 | 6,610 | ,736 | ,850 |
| X1.4 | 12,06 | 6,093 | ,790 | ,828 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,853 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 15,50 | 8,829 | ,744 | ,803 |
| X2.2 | 15,50 | 9,368 | ,559 | ,850 |
| X2.3 | 15,38 | 8,757 | ,649 | ,828 |
| X2.4 | 15,42 | 8,707 | ,674 | ,820 |
| X2.5 | 15,35 | 8,980 | ,714 | ,811 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,930 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 16,03 | 13,432 | ,666 | ,941 |
| X3.2 | 15,89 | 12,564 | ,830 | ,911 |
| X3.3 | 15,81 | 12,136 | ,900 | ,897 |
| X3.4 | 15,97 | 12,393 | ,795 | ,917 |
| X3.5 | 15,85 | 11,803 | ,889 | ,898 |

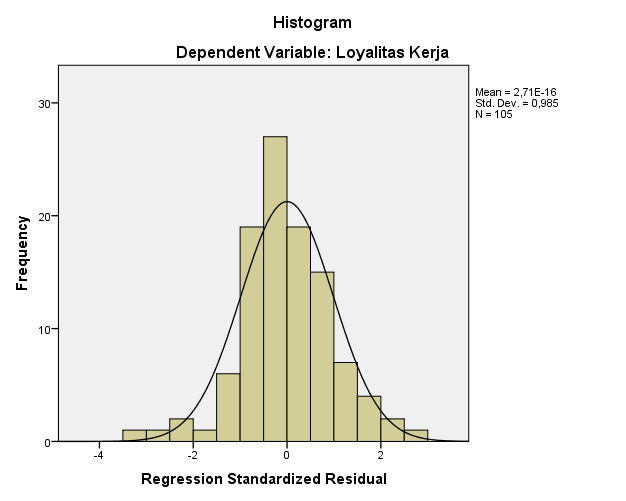
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,831 | 4 |

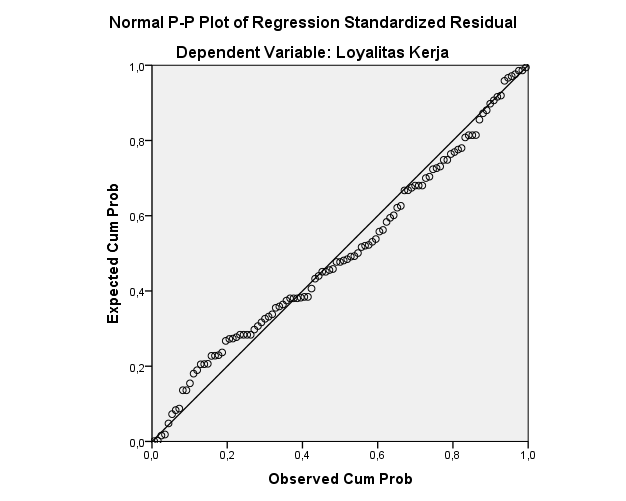
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 11,72 | 6,048 | ,783 | ,729 |
| Y.2 | 11,62 | 6,103 | ,737 | ,750 |
| Y.3 | 12,29 | 7,610 | ,397 | ,898 |
| Y.4 | 11,80 | 6,296 | ,759 | ,743 |

**UJI ASUMSI KLASIK**

**UJI NORMALITAS**

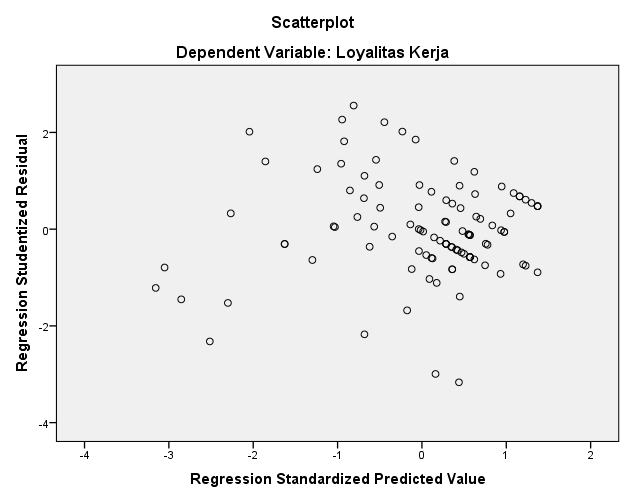
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 105 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 2,19257976 |
| Most Extreme Differences | Absolute | ,078 |
| Positive | ,061 |
| Negative | -,078 |
| Test Statistic | | ,078 |
| Asymp. Sig. (2-tailed) | | ,126c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |





**UJI HETEROSKEDASTISITAS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,660 | ,712 |  | ,927 | ,356 |
| Kepemimpinan | ,032 | ,030 | ,103 | 1,043 | ,299 |
| Komitmen | -,044 | ,044 | -,160 | -1,001 | ,319 |
| Motivasi Kerja | ,035 | ,037 | ,150 | ,941 | ,349 |
| a. Dependent Variable: abs | | | | | | |



**UJI MULTIKOLINEARITAS**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 7,550 | ,954 |  | 7,917 | ,000 |  |  |
| Kepemimpinan | ,149 | ,039 | ,290 | 3,807 | ,000 | ,887 | 1,128 |
| Komitmen | ,156 | ,043 | ,331 | 3,617 | ,000 | ,615 | 1,627 |
| Motivasi Kerja | ,181 | ,060 | ,288 | 3,006 | ,003 | ,560 | 1,784 |
| a. Dependent Variable: Loyalitas Kerja | | | | | | | | |

**UJI REGRESI LINIER BERGANDA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 7,550 | ,954 |  | 7,917 | ,000 |
| Kepemimpinan | ,149 | ,039 | ,290 | 3,807 | ,000 |
| Komitmen | ,156 | ,043 | ,331 | 3,617 | ,000 |
| Motivasi Kerja | ,181 | ,060 | ,288 | 3,006 | ,003 |
| a. Dependent Variable: Loyalitas Kerja | | | | | | |

**UJI HIPOTESIS**

**UJI T**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 7,550 | ,954 |  | 7,917 | ,000 |
| Kepemimpinan | ,149 | ,039 | ,290 | 3,807 | ,000 |
| Komitmen | ,156 | ,043 | ,331 | 3,617 | ,000 |
| Motivasi Kerja | ,181 | ,060 | ,288 | 3,006 | ,003 |
| a. Dependent Variable: Loyalitas Kerja | | | | | | |

**UJI F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 459,420 | 3 | 153,140 | 30,936 | ,000b |
| Residual | 499,970 | 101 | 4,950 |  |  |
| Total | 959,390 | 104 |  |  |  |
| a. Dependent Variable: Loyalitas Kerja | | | | | | |
| b. Predictors: (Constant), Motivasi Kerja, Kepemimpinan, Komitmen | | | | | | |

**UJI KOIFISIEN DETERMINASI (R SQUARE)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,692a | ,479 | ,463 | 2,225 |
| a. Predictors: (Constant), Motivasi Kerja, Kepemimpinan, Komitmen | | | | |
| b. Dependent Variable: Loyalitas Kerja | | | | |