

**Tabel 8.**  
**Uji F (Simultan)**

<b>ANOVA<sup>b</sup></b>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	113,698	3	37,899	27,542	0,000 <sup>a</sup>
	Residual	88,067	64	1,376		
	Total	201,765	67			

a. Predictors: (Constant), Budaya Organisasi (X3), Beban kerja (X2), Motivasi (X1)

b. Dependent Variable: Kinerja Guru (Y)

*Sumber: Data diolah menggunakan SPSS.22*