**UJI REGRESI LINEAR BERGANDA**

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| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .603a | .363 | .334 | 2.905 |
| a. Predictors: (Constant), MANAJEMEN PERUBAHAN X1 MOTIVASI KERJA X2 KOMPETENSI X3 | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .546 | 2.050 |  | .267 | .791 |
| MANAJEMEN PERUBAHAN X1 | .234 | .071 | .366 | 3.306 | .002 |
| MOTIVASI KERJA X2 | .176 | .074 | .262 | 2.360 | .021 |
| KOMPETENSI X3 | .247 | .110 | .221 | 2.240 | .028 |
| a. Dependent Variable: KINERJA PEGAWAI Y | | | | | | |

**UJI VALIDITAS**

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| --- | --- | --- | --- | --- |
| Variabel | Item Variabel | R-tabel | R-Hitung | Keterangan |
| Manajemen Perubahan (X1) | Perubahan dalam Struktur | 0.2352 | 0,897 | Valid |
| Perubahan Teknologi | 0,946 |
| Perubahan Individu | 0,881 |
| Motivasi Kerja (X2) | Kebutuhan Fisikologis | 0.2352 | 0,886 | Valid |
| Kebutuhan Sosial | 0,935 |
| Kebutuhan Aktualisasi Diri | 0,960 |
| Kebutuhan Pengakuan | 0,955 |
| Kebutuhan Rasa Aman | 0,895 |
| Kompetensi (X3) | Pengetahuan | 0.2352 | 0,832 | Valid |
| Pemahaman | 0,894 |
| Sikap | 0,900 |
| Kemampuan | 0,830 |
| Nilai | 0,743 |
| Kinerja Pegawai (Y) | Kualitas | 0.2352 | 0,930 | Valid |
| Kuantitas | 0,978 |
| Efektifitas | 0,935 |

**UJI REALIBILITAS**

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| Item | Cronbach's Alpha | Keterangan |
| Manajemen Perubahan (X1) | 0.929 | Reliabel |
| Motivasi Kerja (X2) | 0.966 | Reliabel |
| Kompetensi (X3) | 0.914 | Reliabel |
| Kinerja Pegawai (Y) | 0.961 | Reliabel |

**UJI NORMALITAS**

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| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 70 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.15789031 |
| Most Extreme Differences | Absolute | .087 |
| Positive | .063 |
| Negative | -.087 |
| Test Statistic | | .087 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**UJI MULTIKOLONERITAS**

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| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | .546 | 2.050 |  | .267 | .791 |  |  |
| MANAJEMEN PERUBAHAN X1 | .234 | .071 | .366 | 3.306 | .002 | .787 | 1.271 |
| MOTIVASI KERJA X2 | .176 | .074 | .262 | 2.360 | .021 | .780 | 1.283 |
| KOMPETENSI X3 | .247 | .110 | .221 | 2.240 | .028 | .987 | 1.013 |
| a. Dependent Variable: KINERJA PEGAWAI Y | | | | | | | | |

**UJI AUTOKOLERASI**

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| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .603a | .363 | .334 | 2.905 | 2.110 |
| a. Predictors: (Constant), KOMPETENSI X3, X1.A, X2.C | | | | | |
| b. Dependent Variable: KINERJA PEGAWAI Y | | | | | |

**UJI HEROSKEDASTISITAS**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.040 | 1.345 |  | 2.260 | .027 |
| MANAJEMEN PERUBAHAN X1 | .006 | .046 | .017 | .125 | .901 |
| MOTIVASI KERJA X2 | -.060 | .049 | -.169 | -1.226 | .225 |
| KOMPETENSI X3 | .031 | .072 | .053 | .436 | .664 |
| a. Dependent Variable: ABS | | | | | | | |

**UJI T**

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| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .546 | 2.050 |  | .267 | .791 |
| MANAJEMEN PERUBAHAN X1 | .234 | .071 | .366 | 3.306 | .002 |
| MOTIVASI KERJA X2 | .176 | .074 | .262 | 2.360 | .021 |
| KOMPETENSI X3 | .247 | .110 | .221 | 2.240 | .028 |
| a. Dependent Variable: KINERJA PEGAWAI Y | | | | | | |

**UJI F**

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| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 317.733 | 3 | 105.911 | 12.546 | .000b |
| Residual | 557.139 | 66 | 8.441 |  |  |
| Total | 874.871 | 69 |  |  |  |
| a. Dependent Variable: KINERJA PEGAWAI Y | | | | | | |
| b. Predictors: (Constant), MANAJEMEN PERUBAHAN X1 MOTIVASI KERJA X2 KOMPETENSI X3 | | | | | | |