**VALIDITAS**

 FILE='D:\DATA S2\MBAK RENI\Untitled1.sav'.

DATASET NAME DataSet1 WINDOW=FRONT.

CORRELATIONS

 /VARIABLES=Kiner\_1 Kiner\_2 Kiner\_3 Kiner\_4 Kiner\_5 Tot\_Kinerja

 /PRINT=TWOTAIL NOSIG

 /MISSING=PAIRWISE.

**Correlations**

|  |
| --- |
| **Notes** |
| Output Created | 02-JUL-2021 08:01:37 |
| Comments |  |
| Input | Data | D:\DATA S2\MBAK RENI\Untitled1.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 20 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | CORRELATIONS /VARIABLES=Kiner\_1 Kiner\_2 Kiner\_3 Kiner\_4 Kiner\_5 Tot\_Kinerja /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00,02 |
| Elapsed Time | 00:00:00,02 |

[DataSet1] D:\DATA S2\Untitled1.sav

1. UJI VALIDITAS VARIABEL KINERJA

|  |
| --- |
| **Correlations** |
|  | Kiner\_1 | Kiner\_2 | Kiner\_3 | Kiner\_4 | Kiner\_5 | Tot\_Kinerja |
| Kiner\_1 | Pearson Correlation | 1 | .577\*\* | .577\*\* | .638\*\* | .365 | .769\*\* |
| Sig. (2-tailed) |  | .008 | .008 | .002 | .113 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Kiner\_2 | Pearson Correlation | .577\*\* | 1 | .600\*\* | .704\*\* | .316 | .789\*\* |
| Sig. (2-tailed) | .008 |  | .005 | .001 | .174 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Kiner\_3 | Pearson Correlation | .577\*\* | .600\*\* | 1 | .905\*\* | .474\* | .888\*\* |
| Sig. (2-tailed) | .008 | .005 |  | .000 | .035 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Kiner\_4 | Pearson Correlation | .638\*\* | .704\*\* | .905\*\* | 1 | .318 | .877\*\* |
| Sig. (2-tailed) | .002 | .001 | .000 |  | .172 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Kiner\_5 | Pearson Correlation | .365 | .316 | .474\* | .318 | 1 | .663\*\* |
| Sig. (2-tailed) | .113 | .174 | .035 | .172 |  | .001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Tot\_Kinerja | Pearson Correlation | .769\*\* | .789\*\* | .888\*\* | .877\*\* | .663\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

1. UJI VALIDITAS VARIABEL SUPERVISI

|  |
| --- |
| **Correlations** |
|  | Super\_1 | Super\_2 | Super\_3 | Super\_4 | Tot\_Super |
| Super\_1 | Pearson Correlation | 1 | .571\*\* | .136 | .644\*\* | .705\*\* |
| Sig. (2-tailed) |  | .008 | .568 | .002 | .001 |
| N | 20 | 20 | 20 | 20 | 20 |
| Super\_2 | Pearson Correlation | .571\*\* | 1 | .259 | .524\* | .705\*\* |
| Sig. (2-tailed) | .008 |  | .270 | .018 | .001 |
| N | 20 | 20 | 20 | 20 | 20 |
| Super\_3 | Pearson Correlation | .136 | .259 | 1 | .290 | .739\*\* |
| Sig. (2-tailed) | .568 | .270 |  | .215 | .000 |
| N | 20 | 20 | 20 | 20 | 20 |
| Super\_4 | Pearson Correlation | .644\*\* | .524\* | .290 | 1 | .742\*\* |
| Sig. (2-tailed) | .002 | .018 | .215 |  | .000 |
| N | 20 | 20 | 20 | 20 | 20 |
| Tot\_Super | Pearson Correlation | .705\*\* | .705\*\* | .739\*\* | .742\*\* | 1 |
| Sig. (2-tailed) | .001 | .001 | .000 | .000 |  |
| N | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

1. UJI VALIDITAS VARIABEL INTEGRITAS

|  |
| --- |
| **Correlations** |
|  | Integ\_1 | Integ\_2 | Integ\_3 | Integ\_4 | Integ\_5 | Tot\_Integ |
| Integ\_1 | Pearson Correlation | 1 | .524\* | .257 | .089 | .314 | .545\* |
| Sig. (2-tailed) |  | .018 | .274 | .710 | .177 | .013 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Integ\_2 | Pearson Correlation | .524\* | 1 | .612\*\* | .507\* | .800\*\* | .888\*\* |
| Sig. (2-tailed) | .018 |  | .004 | .022 | .000 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Integ\_3 | Pearson Correlation | .257 | .612\*\* | 1 | .518\* | .612\*\* | .776\*\* |
| Sig. (2-tailed) | .274 | .004 |  | .019 | .004 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Integ\_4 | Pearson Correlation | .089 | .507\* | .518\* | 1 | .676\*\* | .750\*\* |
| Sig. (2-tailed) | .710 | .022 | .019 |  | .001 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Integ\_5 | Pearson Correlation | .314 | .800\*\* | .612\*\* | .676\*\* | 1 | .888\*\* |
| Sig. (2-tailed) | .177 | .000 | .004 | .001 |  | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Tot\_Integ | Pearson Correlation | .545\* | .888\*\* | .776\*\* | .750\*\* | .888\*\* | 1 |
| Sig. (2-tailed) | .013 | .000 | .000 | .000 | .000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

1. UJI VALIDITAS VARIABEL BUDAYA ORGANISASI

|  |
| --- |
| **Correlations** |
|  | Bud\_1 | Bud\_2 | Bud\_3 | Bud\_4 | Bud\_5 | Tot\_Bud |
| Bud\_1 | Pearson Correlation | 1 | .685\*\* | .601\*\* | .650\*\* | .635\*\* | .827\*\* |
| Sig. (2-tailed) |  | .001 | .005 | .002 | .003 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Bud\_2 | Pearson Correlation | .685\*\* | 1 | .698\*\* | .749\*\* | .571\*\* | .861\*\* |
| Sig. (2-tailed) | .001 |  | .001 | .000 | .009 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Bud\_3 | Pearson Correlation | .601\*\* | .698\*\* | 1 | .676\*\* | .703\*\* | .857\*\* |
| Sig. (2-tailed) | .005 | .001 |  | .001 | .001 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Bud\_4 | Pearson Correlation | .650\*\* | .749\*\* | .676\*\* | 1 | .693\*\* | .888\*\* |
| Sig. (2-tailed) | .002 | .000 | .001 |  | .001 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Bud\_5 | Pearson Correlation | .635\*\* | .571\*\* | .703\*\* | .693\*\* | 1 | .846\*\* |
| Sig. (2-tailed) | .003 | .009 | .001 | .001 |  | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Tot\_Bud | Pearson Correlation | .827\*\* | .861\*\* | .857\*\* | .888\*\* | .846\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

1. UJI VALIDITAS VARIABEL ETOS KERJA

|  |
| --- |
| **Correlations** |
|  | Etos\_1 | Etos\_2 | Etos\_3 | Etos\_4 | Etos\_5 | Tot\_Etos |
| Etos\_1 | Pearson Correlation | 1 | .811\*\* | .811\*\* | .664\*\* | .471\* | .855\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .001 | .036 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Etos\_2 | Pearson Correlation | .811\*\* | 1 | .798\*\* | .818\*\* | .492\* | .894\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .027 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Etos\_3 | Pearson Correlation | .811\*\* | .798\*\* | 1 | .818\*\* | .698\*\* | .940\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .001 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Etos\_4 | Pearson Correlation | .664\*\* | .818\*\* | .818\*\* | 1 | .739\*\* | .922\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 |  | .000 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Etos\_5 | Pearson Correlation | .471\* | .492\* | .698\*\* | .739\*\* | 1 | .775\*\* |
| Sig. (2-tailed) | .036 | .027 | .001 | .000 |  | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| Tot\_Etos | Pearson Correlation | .855\*\* | .894\*\* | .940\*\* | .922\*\* | .775\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

**RELIABILITAS**

RELIABILITY

 /VARIABLES=Kiner\_1 Kiner\_2 Kiner\_3 Kiner\_4 Kiner\_5

 /SCALE('ALL VARIABLES') ALL

 /MODEL=ALPHA.

**Reliability**

|  |
| --- |
| **Notes** |
| Output Created | 02-JUL-2021 08:07:02 |
| Comments |  |
| Input | Data | D:\DATA S2\MBAK RENI\Untitled1.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 20 |
| Matrix Input |  |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=Kiner\_1 Kiner\_2 Kiner\_3 Kiner\_4 Kiner\_5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. |
| Resources | Processor Time | 00:00:00,00 |
| Elapsed Time | 00:00:00,00 |

1. UJI RELIABILITAS VARIABEL KINERJA

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .844 | 5 |

1. UJI RELIABILITAS VARIABEL SUPERVISI

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .606 | 4 |

1. UJI RELIABILITAS VARIABEL INTEGRITAS

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .826 | 5 |

1. UJI RELIABILITAS VARIABEL BUDAYA ORGANISASI

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .908 | 5 |

1. UJI RELIABILITAS VARIABEL ETOS KERJA

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .925 | 5 |

|  |
| --- |
| **DESKRIPSI RESPONDEN** |
|  |  |  |  |
| **1.** | **Berdasarkan Umur** |  |  |
|  |  |  |  |
|  | **Umur** | **Jumlah** | **Persentase (%)** |
|  | < 30 Tahun | 22 | 24,44444444 |
|  | 31 - 40 Tahun | 29 | 32,22222222 |
|  | 41 - 50 Tahun | 22 | 24,44444444 |
|  | >50 Tahun | 17 | 18,88888889 |
|  | **Jumlah** | **90** | 100 |
|  |  |  |  |
| **2.** | **Berdasarkan Jenis kelamin** |  |
|  |  |  |  |
|  | **Jenis Kelamin** | **Jumlah** | **Persentase (%)** |
|  | Laki-laki | 52 | 57,77777778 |
|  | Perempuan | 38 | 42,22222222 |
|  | **Jumlah** | **90** | 100 |
|  |  |  |  |
| **3.** | **Berdasarkan Masa Kerja** |  |
|  |  |  |  |
|  | **Pengalaman Kerja** | **Jumlah** | **Persentase (%)** |
|  | < 5 tahun | 22 | 24,44444444 |
|  | 6 – 10 Tahun | 9 | 10 |
|  | 11 - 20 Tahun | 49 | 54,44444444 |
|  | >20 Tahun | 10 | 11,11111111 |
|  | **Jumlah** | **90** | **100** |
|  |  |  |  |

**UJI ASUMSI KLASIK**

**UJI NORMALITAS**

REGRESSION

 /MISSING LISTWISE

 /STATISTICS COEFF OUTS R ANOVA COLLIN TOL

 /CRITERIA=PIN(.05) POUT(.10)

 /NOORIGIN

 /DEPENDENT Kinerja

 /METHOD=ENTER Supervisi Integritas Budaya\_Org Etos\_Kerja

 /SAVE RESID.

**Regression**

|  |
| --- |
| **Notes** |
| Output Created | 03-JUL-2021 17:14:28 |
| Comments |  |
| Input | Data | D:\DATA S2\MBAK RENI\Data asumsi klasik.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 90 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Kinerja /METHOD=ENTER Supervisi Integritas Budaya\_Org Etos\_Kerja /SAVE RESID. |
| Resources | Processor Time | 00:00:00,03 |
| Elapsed Time | 00:00:00,07 |
| Memory Required | 4112 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |
| Variables Created or Modified | RES\_1 | Unstandardized Residual |

**NPar Tests**

|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 90 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.29141684 |
| Most Extreme Differences | Absolute | .097 |
| Positive | .092 |
| Negative | -.097 |
| Test Statistic | .097 |
| Asymp. Sig. (2-tailed) | .037c |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |

**Charts**







**UJI MULTIKOLINEARITAS**

REGRESSION

 /MISSING LISTWISE

 /STATISTICS COEFF OUTS R ANOVA COLLIN TOL

 /CRITERIA=PIN(.05) POUT(.10)

 /NOORIGIN

 /DEPENDENT Kinerja

 /METHOD=ENTER Supervisi Integritas Budaya\_Org Etos\_Kerja

 /SCATTERPLOT=(Kinerja ,\*ZPRED)

 /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)

 /SAVE RESID.

**Regression**

|  |
| --- |
| **Notes** |
| Output Created | 03-JUL-2021 17:28:07 |
| Comments |  |
| Input | Data | D:\DATA S2\MBAK RENI\Data asumsi klasik.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 90 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Kinerja /METHOD=ENTER Supervisi Integritas Budaya\_Org Etos\_Kerja /SCATTERPLOT=(Kinerja ,\*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID. |
| Resources | Processor Time | 00:00:01,03 |
| Elapsed Time | 00:00:00,52 |
| Memory Required | 4112 bytes |
| Additional Memory Required for Residual Plots | 632 bytes |
| Variables Created or Modified | RES\_1 | Unstandardized Residual |

|  |
| --- |
| **Variables Entered/Removeda** |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Etos\_Kerja, Supervisi, Budaya\_Org, Integritasb | . | Enter |
| a. Dependent Variable: Kinerja |
| b. All requested variables entered. |

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .709a | .502 | .479 | 1.321 |
| a. Predictors: (Constant), Etos\_Kerja, Supervisi, Budaya\_Org, Integritas |
| b. Dependent Variable: Kinerja |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 149.670 | 4 | 37.417 | 21.427 | .000b |
| Residual | 148.430 | 85 | 1.746 |  |  |
| Total | 298.100 | 89 |  |  |  |
| a. Dependent Variable: Kinerja |
| b. Predictors: (Constant), Etos\_Kerja, Supervisi, Budaya\_Org, Integritas |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 5.496 | 1.891 |  | 2.907 | .005 |  |  |
| Supervisi | .062 | .098 | .059 | 2.634 | .028 | .684 | 1.462 |
| Integritas | .479 | .115 | .499 | 4.166 | .000 | .408 | 2.451 |
| Budaya\_Org | .170 | .105 | .183 | 3.619 | .009 | .458 | 2.183 |
| Etos\_Kerja | .061 | .122 | .063 | 2.506 | .014 | .374 | 2.673 |
| a. Dependent Variable: Kinerja |

|  |
| --- |
| **Collinearity Diagnosticsa** |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |
| (Constant) | Supervisi | Integritas | Budaya\_Org | Etos\_Kerja |
| 1 | 1 | 4.984 | 1.000 | .00 | .00 | .00 | .00 | .00 |
| 2 | .007 | 27.121 | .02 | .79 | .05 | .00 | .05 |
| 3 | .004 | 33.676 | .92 | .00 | .04 | .13 | .03 |
| 4 | .003 | 41.138 | .05 | .17 | .28 | .77 | .02 |
| 5 | .002 | 54.143 | .01 | .04 | .63 | .10 | .90 |
| a. Dependent Variable: Kinerja |

|  |
| --- |
| **Residuals Statisticsa** |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 19.88 | 24.50 | 22.10 | 1.297 | 90 |
| Residual | -4.130 | 4.305 | .000 | 1.291 | 90 |
| Std. Predicted Value | -1.714 | 1.847 | .000 | 1.000 | 90 |
| Std. Residual | -3.126 | 3.258 | .000 | .977 | 90 |
| a. Dependent Variable: Kinerja |

**UJI HETEROKEDASTISITAS**

COMPUTE ABSRES=ABS(RES\_1).

EXECUTE.

REGRESSION

 /MISSING LISTWISE

 /STATISTICS COEFF OUTS R ANOVA

 /CRITERIA=PIN(.05) POUT(.10)

 /NOORIGIN

 /DEPENDENT ABSRES

 /METHOD=ENTER Supervisi Integritas Budaya\_Org Etos\_Kerja.

**Regression**

|  |
| --- |
| **Variables Entered/Removeda** |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Etos\_Kerja, Supervisi, Budaya\_Org, Integritasb | . | Enter |
| a. Dependent Variable: ABSRES |
| b. All requested variables entered. |

|  |
| --- |
| **Model Summary** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .256a | .066 | .022 | .90083 |
| a. Predictors: (Constant), Etos\_Kerja, Supervisi, Budaya\_Org, Integritas |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4.857 | 4 | 1.214 | 1.496 | .211b |
| Residual | 68.977 | 85 | .811 |  |  |
| Total | 73.833 | 89 |  |  |  |
| a. Dependent Variable: ABSRES |
| b. Predictors: (Constant), Etos\_Kerja, Supervisi, Budaya\_Org, Integritas |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.689 | 1.289 |  | 2.086 | .040 |
| Supervisi | -.072 | .067 | -.137 | -1.084 | .282 |
| Integritas | .112 | .078 | .235 | 1.431 | .156 |
| Budaya\_Org | -.077 | .072 | -.166 | -1.070 | .288 |
| Etos\_Kerja | -.063 | .083 | -.130 | -.759 | .450 |
| a. Dependent Variable: ABSRES |



**ANALISA REGRESI BERGANDA**

REGRESSION

 /MISSING LISTWISE

 /STATISTICS COEFF OUTS R ANOVA

 /CRITERIA=PIN(.05) POUT(.10)

 /NOORIGIN

 /DEPENDENT Kinerja

 /METHOD=ENTER Supervisi Integritas Budaya\_Org Etos\_Kerja

 /SCATTERPLOT=(Kinerja ,\*ZPRED).

**Regression**

|  |
| --- |
| **Notes** |
| Output Created | 04-JUL-2021 16:21:13 |
| Comments |  |
| Input | Data | D:\DATA S2\MBAK RENI\Data asumsi klasik.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 90 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Kinerja /METHOD=ENTER Supervisi Integritas Budaya\_Org Etos\_Kerja /SCATTERPLOT=(Kinerja ,\*ZPRED). |
| Resources | Processor Time | 00:00:00,91 |
| Elapsed Time | 00:00:00,29 |
| Memory Required | 4112 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |

|  |
| --- |
| **Variables Entered/Removeda** |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Etos\_Kerja, Supervisi, Budaya\_Org, Integritasb | . | Enter |
| a. Dependent Variable: Kinerja |
| b. All requested variables entered. |

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .709a | .502 | .479 | 1.321 |
| a. Predictors: (Constant), Etos\_Kerja, Supervisi, Budaya\_Org, Integritas |
| b. Dependent Variable: Kinerja |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 149.670 | 4 | 37.417 | 21.427 | .000b |
| Residual | 148.430 | 85 | 1.746 |  |  |
| Total | 298.100 | 89 |  |  |  |
| a. Dependent Variable: Kinerja |
| b. Predictors: (Constant), Etos\_Kerja, Supervisi, Budaya\_Org, Integritas |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.496 | 1.891 |  | 2.907 | .005 |
| Supervisi | .062 | .098 | .059 | 2.634 | .028 |
| Integritas | .479 | .115 | .499 | 4.166 | .000 |
| Budaya\_Org | .170 | .105 | .183 | 3.619 | .009 |
| Etos\_Kerja | .061 | .122 | .063 | 2.506 | .014 |
| a. Dependent Variable: Kinerja |

|  |
| --- |
| **Residuals Statisticsa** |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 19.88 | 24.50 | 22.10 | 1.297 | 90 |
| Residual | -4.130 | 4.305 | .000 | 1.291 | 90 |
| Std. Predicted Value | -1.714 | 1.847 | .000 | 1.000 | 90 |
| Std. Residual | -3.126 | 3.258 | .000 | .977 | 90 |
| a. Dependent Variable: Kinerja |

**Charts**

