

LAMPIRAN 3 : DISKRIPSI RESPONDEN

```
FREQUENCIES
  VARIABLES=x1.1 x1.2 x1.3 tot.x1
  /ORDER= ANALYSIS .
```

Frequencies

Statistics

		x1.1	x1.2	x1.3	Budaya Organisasi
N	Valid	219	219	219	219
	Missing	105	105	105	105

Frequency Table

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.3	.5	.5
	3	19	5.9	8.7	9.1
	4	130	40.1	59.4	68.5
	5	69	21.3	31.5	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.3	.5	.5
	3	21	6.5	9.6	10.0
	4	127	39.2	58.0	68.0
	5	70	21.6	32.0	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	1.2	1.8	1.8
	3	17	5.2	7.8	9.6
	4	124	38.3	56.6	66.2
	5	74	22.8	33.8	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

Budaya Organisasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	1	.3	.5	.5
	8	2	.6	.9	1.4
	9	1	.3	.5	1.8
	10	10	3.1	4.6	6.4
	11	26	8.0	11.9	18.3
	12	70	21.6	32.0	50.2
	13	40	12.3	18.3	68.5
	14	40	12.3	18.3	86.8
	15	29	9.0	13.2	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

FREQUENCIES

VARIABLES=x2.1 x2.2 x2.3 tot.x2

/ORDER= ANALYSIS .

Frequencies

Statistics

		x2.1	x2.2	x2.3	Motivasi Kerja
N	Valid	219	219	219	219
	Missing	105	105	105	105

Frequency Table

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	.6	.9	.9
	3	25	7.7	11.4	12.3
	4	112	34.6	51.1	63.5
	5	80	24.7	36.5	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	2.8	4.1	4.1
	3	39	12.0	17.8	21.9
	4	102	31.5	46.6	68.5
	5	69	21.3	31.5	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	2.2	3.2	3.2
	3	43	13.3	19.6	22.8
	4	111	34.3	50.7	73.5
	5	58	17.9	26.5	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

Motivasi Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	1	.3	.5	.5
	8	4	1.2	1.8	2.3
	9	8	2.5	3.7	5.9
	10	25	7.7	11.4	17.4
	11	22	6.8	10.0	27.4
	12	60	18.5	27.4	54.8
	13	39	12.0	17.8	72.6
	14	37	11.4	16.9	89.5
	15	23	7.1	10.5	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

```

FREQUENCIES
  VARIABLES=y1.1 y1.2 y1.3 tot.y1
 /ORDER= ANALYSIS .

```

Frequencies

Statistics

		y1.1	y1.2	y1.3	Kepuasan Kerja
N	Valid	219	219	219	219
	Missing	105	105	105	105

Frequency Table

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	2.2	3.2	3.2
	3	49	15.1	22.4	25.6
	4	112	34.6	51.1	76.7
	5	51	15.7	23.3	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	1.2	1.8	1.8
	3	50	15.4	22.8	24.7
	4	117	36.1	53.4	78.1
	5	48	14.8	21.9	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	2.8	4.1	4.1
	3	74	22.8	33.8	37.9
	4	116	35.8	53.0	90.9
	5	20	6.2	9.1	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

Kepuasan Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	1	.3	.5	.5
	7	1	.3	.5	.9
	8	8	2.5	3.7	4.6
	9	22	6.8	10.0	14.6
	10	32	9.9	14.6	29.2
	11	30	9.3	13.7	42.9
	12	63	19.4	28.8	71.7
	13	28	8.6	12.8	84.5
	14	21	6.5	9.6	94.1
	15	13	4.0	5.9	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

FREQUENCIES

VARIABLES=z1.1 z1.2 z1.3 tot.z1

/ORDER= ANALYSIS .

Frequencies

Statistics

		z1.1	z1.2	z1.3	Kinerja Karyawan
N	Valid	219	219	219	219
	Missing	105	105	105	105

Frequency Table

z1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	2.2	3.2	3.2
	3	70	21.6	32.0	35.2
	4	119	36.7	54.3	89.5
	5	23	7.1	10.5	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

z1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.3	.5	.5
	2	11	3.4	5.0	5.5
	3	82	25.3	37.4	42.9
	4	101	31.2	46.1	89.0
	5	24	7.4	11.0	100.0
Total		219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

z1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	.6	.9	.9
	2	16	4.9	7.3	8.2
	3	76	23.5	34.7	42.9
	4	106	32.7	48.4	91.3
	5	19	5.9	8.7	100.0
	Total	219	67.6	100.0	
Missing	System	105	32.4		
Total		324	100.0		

Kinerja Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	4	1	.3	.5	.5	
	6	2	.6	.9	1.4	
	7	7	2.2	3.2	4.6	
	8	12	3.7	5.5	10.0	
	9	29	9.0	13.2	23.3	
	10	41	12.7	18.7	42.0	
	11	31	9.6	14.2	56.2	
	12	59	18.2	26.9	83.1	
	13	19	5.9	8.7	91.8	
	14	9	2.8	4.1	95.9	
	15	9	2.8	4.1	100.0	
		Total	219	67.6	100.0	
	Missing	System	105	32.4		
	Total		324	100.0		

LAMPIRAN 4 : VALIDITAS

Correlations

Correlations

		x1.1	x1.2	x1.3	Budaya Organisasi
x1.1	Pearson Correlation	1	.573(**)	.399(**)	.807(**)
	Sig. (2-tailed)		.000	.000	.000
	N	219	219	219	219
x1.2	Pearson Correlation	.573(**)	1	.448(**)	.832(**)
	Sig. (2-tailed)	.000		.000	.000
	N	219	219	219	219
x1.3	Pearson Correlation	.399(**)	.448(**)	1	.777(**)
	Sig. (2-tailed)	.000	.000		.000
	N	219	219	219	219
Budaya Organisasi	Pearson Correlation	.807(**)	.832(**)	.777(**)	1
	Sig. (2-tailed)	.000	.000	.000	
	N	219	219	219	219

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

CORRELATIONS

```

/VARIABLES=x2.1 x2.2 x2.3 tot.x2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE .

```

Correlations

		x2.1	x2.2	x2.3	Motivasi Kerja
x2.1	Pearson Correlation	1	.483(**)	.436(**)	.804(**)
	Sig. (2-tailed)		.000	.000	.000
	N	219	219	219	219
x2.2	Pearson Correlation	.483(**)	1	.294(**)	.780(**)
	Sig. (2-tailed)	.000		.000	.000
	N	219	219	219	219
x2.3	Pearson Correlation	.436(**)	.294(**)	1	.744(**)
	Sig. (2-tailed)	.000	.000		.000
	N	219	219	219	219
Motivasi Kerja	Pearson Correlation	.804(**)	.780(**)	.744(**)	1
	Sig. (2-tailed)	.000	.000	.000	
	N	219	219	219	219

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

CORRELATIONS


```

/VARIABLES=y1.1 y1.2 y1.3 tot.y1
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE .

```

Correlations

Correlations

		y1.1	y1.2	y1.3	Kepuasan Kerja
y1.1	Pearson Correlation	1	.619(**)	.525(**)	.860(**)
	Sig. (2-tailed)		.000	.000	.000
	N	219	219	219	219
y1.2	Pearson Correlation	.619(**)	1	.525(**)	.851(**)
	Sig. (2-tailed)	.000		.000	.000
	N	219	219	219	219
y1.3	Pearson Correlation	.525(**)	.525(**)	1	.806(**)
	Sig. (2-tailed)	.000	.000		.000
	N	219	219	219	219
Kepuasan Kerja	Pearson Correlation	.860(**)	.851(**)	.806(**)	1
	Sig. (2-tailed)	.000	.000	.000	
	N	219	219	219	219

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

```

CORRELATIONS
/VARIABLES=z1.1 z1.2 z1.3 tot.z1
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE .

```

Correlations

Correlations

		z1.1	z1.2	z1.3	Kinerja Karyawan
z1.1	Pearson Correlation	1	.659(**)	.509(**)	.816(**)
	Sig. (2-tailed)		.000	.000	.000
	N	219	219	219	219
z1.2	Pearson Correlation	.659(**)	1	.737(**)	.921(**)
	Sig. (2-tailed)	.000		.000	.000
	N	219	219	219	219
z1.3	Pearson Correlation	.509(**)	.737(**)	1	.872(**)
	Sig. (2-tailed)	.000	.000		.000
	N	219	219	219	219
Kinerja Karyawan	Pearson Correlation	.816(**)	.921(**)	.872(**)	1
	Sig. (2-tailed)	.000	.000	.000	
	N	219	219	219	219

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

LAMPIRAN 5 : RELIABILITAS

```
RELIABILITY
/VARIABLES=x1.1 x1.2 x1.3
/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	219	67.6
	Excluded(a)	105	32.4
	Total	324	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.727	3

```
RELIABILITY
/VARIABLES=x2.1 x2.2 x2.3
/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	219	67.6
	Excluded(a)	105	32.4
	Total	324	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.663	3

RELIABILITY

/VARIABLES=y1.1 y1.2 y1.3

/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA.

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	219	67.6
	Excluded(a)	105	32.4
	Total	324	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.790	3

RELIABILITY

/VARIABLES=x1.1 z1.1 z1.2 z1.3

/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA.

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	219	67.6
	Excluded(a)	105	32.4
	Total	324	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.818	4

LAMPIRAN 6 : ASUMSI PERSAMAAN 1

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT tot.y1
  /METHOD=ENTER tot.x1 tot.x2
  /SCATTERPLOT=(*SRESID ,*ZPRED )
  /RESIDUALS DURBIN NORM(ZRESID) .

```

Regression

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja, Budaya Organisasi(a)		Enter

- a All requested variables entered.
b Dependent Variable: Kepuasan Kerja

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.700(a)	.490	.485	1.316	1.799

- a Predictors: (Constant), Motivasi Kerja, Budaya Organisasi
b Dependent Variable: Kepuasan Kerja

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	359.293	2	179.646	103.653	.000(a)
	Residual	374.360	216	1.733		
	Total	733.653	218			

- a Predictors: (Constant), Motivasi Kerja, Budaya Organisasi
b Dependent Variable: Kepuasan Kerja

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t Tolerance	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			B	Std. Error
1	(Constant)	.809	.775		1.043	.298		
	Budaya Organisasi	.394	.074	.328	5.335	.000	.624	1.602
	Motivasi Kerja	.470	.064	.449	7.295	.000	.624	1.602

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics(a)

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
		(Constant)	Budaya Organisasi	Motivasi Kerja	(Constant)	Budaya Organisasi
1	1	2.984	1.000	.00	.00	.00
	2	.010	17.294	.71	.00	.57
	3	.006	22.401	.29	1.00	.42

a. Dependent Variable: Kepuasan Kerja

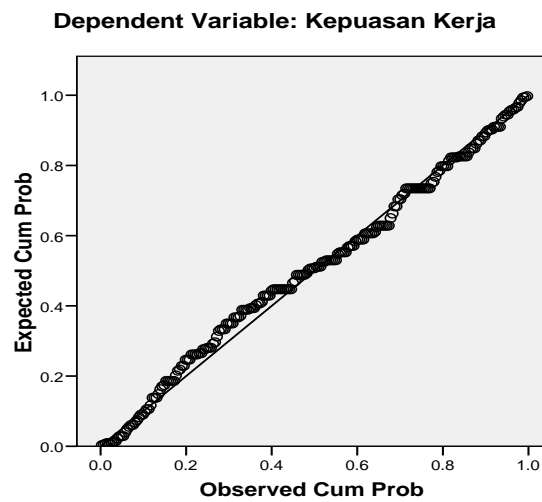
Residuals Statistics(a)

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	5.99	13.77	11.57	1.284	219
Std. Predicted Value	-4.346	1.710	.000	1.000	219
Standard Error of Predicted Value	.096	.412	.147	.046	219
Adjusted Predicted Value	5.99	13.80	11.57	1.283	219
Residual	-3.584	3.689	.000	1.310	219
Std. Residual	-2.722	2.802	.000	.995	219
Stud. Residual	-2.763	2.817	.000	1.002	219
Deleted Residual	-3.693	3.727	.001	1.329	219
Stud. Deleted Residual	-2.807	2.863	.000	1.008	219
Mahal. Distance	.164	20.330	1.991	2.198	219
Cook's Distance	.000	.077	.005	.010	219
Centered Leverage Value	.001	.093	.009	.010	219

a. Dependent Variable: Kepuasan Kerja

Charts

Normal P-P Plot of Regression Standardized Residual



LAMPIRAN 7 : ASUMSI PERSAMAAN 2

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT tot.z1
/METHOD=ENTER tot.x1 tot.x2 tot.y1
/SCATTERPLOT=(*SRESID ,*ZPRED )
/RESIDUALS DURBIN NORM(ZRESID) .
    
```

Regression

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Budaya Organisasi, Motivasi Kerja(a)	.	Enter

- a All requested variables entered.
b Dependent Variable: Kinerja Karyawan

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.787(a)	.620	.614	1.215	1.949

- a Predictors: (Constant), Kepuasan Kerja, Budaya Organisasi, Motivasi Kerja
b Dependent Variable: Kinerja Karyawan

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	516.880	3	172.293	116.747	.000(a)
	Residual	317.293	215	1.476		
	Total	834.174	218			

- a Predictors: (Constant), Kepuasan Kerja, Budaya Organisasi, Motivasi Kerja
b Dependent Variable: Kinerja Karyawan

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t Tolerance	Sig. VIF	Collinearity Statistics	
		B	Std. Error				B	Std. Error
1	(Constant)	-.603	.717		-.841	.401		
	Budaya Organisasi	.147	.072	.115	2.034	.043	.552	1.813
	Motivasi Kerja	.218	.066	.195	3.282	.001	.501	1.997
	Kepuasan Kerja	.602	.063	.565	9.592	.000	.510	1.960

- a Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics(a)

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Budaya Organisasi	Motivasi Kerja	Kepuasan Kerja
1	1	3.974	1.000	.00	.00	.00	.00
	2	.013	17.656	.55	.01	.05	.38
	3	.007	23.096	.10	.00	.80	.56

4	.006	26.077	.34	.99	.15	.06
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a Dependent Variable: Kinerja Karyawan

Residuals Statistics(a)

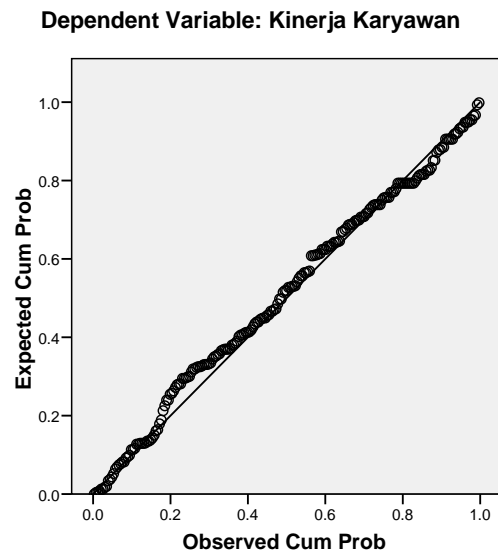
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	5.20	13.91	10.91	1.540	219
Std. Predicted Value	-3.706	1.949	.000	1.000	219
Standard Error of Predicted Value	.089	.380	.157	.049	219
Adjusted Predicted Value	5.33	13.91	10.91	1.538	219
Residual	-5.499	3.563	.000	1.206	219
Std. Residual	-4.527	2.933	.000	.993	219
Stud. Residual	-4.629	2.948	-.002	1.003	219
Deleted Residual	-5.750	3.600	-.004	1.232	219
Stud. Deleted Residual	-4.867	3.003	-.003	1.013	219
Mahal. Distance	.165	20.330	2.986	2.687	219
Cook's Distance	.000	.244	.005	.018	219
Centered Leverage Value	.001	.093	.014	.012	219

a Dependent Variable: Kinerja Karyawan

Charts



Normal P-P Plot of Regression Standardized Residual



LAMPIRAN 8 : LINIER 1

Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kepuasan Kerja * Budaya Organisasi	219	67.6%	105	32.4%	324	100.0%
Kepuasan Kerja * Motivasi Kerja	219	67.6%	105	32.4%	324	100.0%

Kepuasan Kerja * Budaya Organisasi

Report

Kepuasan Kerja

Budaya Organisasi	Mean	N	Std. Deviation
6	6.00	1	.
8	7.50	2	.707

9	9.00	1	.
10	9.30	10	.949
11	10.81	26	1.919
12	11.14	70	1.397
13	11.63	40	1.427
14	12.38	40	1.580
15	13.45	29	1.242
Total	11.57	219	1.834

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja * Budaya Organisasi	Between Groups	(Combined)	278.521	8	34.815	16.064	.000
		Linearity	267.064	1	267.064	123.224	.000
		Deviation from Linearity	11.457	7	1.637	.755	.626
	Within Groups		455.132	210	2.167		
Total			733.653	218			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kepuasan Kerja * Budaya Organisasi	.603	.364	.616	.380

Kepuasan Kerja * Motivasi Kerja

Report

Kepuasan Kerja

Motivasi Kerja	Mean	N	Std. Deviation
6	6.00	1	.
8	8.00	4	.816
9	8.75	8	.707
10	10.52	25	1.503
11	10.59	22	1.532
12	11.52	60	1.172
13	11.72	39	1.356
14	12.81	37	1.664
15	13.39	23	1.438
Total	11.57	219	1.834

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja * Motivasi Kerja	Between Groups	(Combined)	328.560	8	41.070	21.291	.000
		Linearity	309.957	1	309.957	160.682	.000
		Deviation from Linearity	18.603	7	2.658	1.378	.216
Within Groups			405.093	210	1.929		
Total			733.653	218			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kepuasan Kerja * Motivasi Kerja	.650	.422	.669	.448

LAMPIRAN 9 : LINIER 2

Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kinerja Karyawan * Budaya Organisasi	219	67.6%	105	32.4%	324	100.0%
Kinerja Karyawan * Motivasi Kerja	219	67.6%	105	32.4%	324	100.0%
Kinerja Karyawan * Kepuasan Kerja	219	67.6%	105	32.4%	324	100.0%

Kinerja Karyawan * Budaya Organisasi

Report

Kinerja Karyawan

Budaya Organisasi	Mean	N	Std. Deviation
6	4.00	1	.
8	6.50	2	.707
9	9.00	1	.
10	8.30	10	1.059
11	9.73	26	1.756
12	10.87	70	1.560

13	10.75	40	1.613
14	11.75	40	1.660
15	12.62	29	1.474
Total	10.91	219	1.956

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Karyawan * Budaya Organisasi	Between Groups	(Combined)	308.788	8	38.598	15.428	.000
		Linearity	276.328	1	276.328	110.450	.000
		Deviation from Linearity	32.460	7	4.637	1.853	.079
	Within Groups		525.386	210	2.502		
	Total		834.174	218			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja Karyawan * Budaya Organisasi	.576	.331	.608	.370

Kinerja Karyawan * Motivasi Kerja

Report

Kinerja Karyawan

Motivasi Kerja	Mean	N	Std. Deviation
6	4.00	1	.
8	7.50	4	1.732
9	8.50	8	1.309
10	9.24	25	1.480
11	10.18	22	1.368
12	11.07	60	1.274
13	11.08	39	1.458
14	11.76	37	1.877
15	13.09	23	1.621
Total	10.91	219	1.956

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Karyawan *	Between Groups	(Combined)	360.201	8	45.025	19.949	.000
		Linearity	334.055	1	334.055	148.008	.000

Motivasi Kerja	Deviation from Linearity	26.146	7	3.735	1.655	.122
	Within Groups	473.972	210	2.257		
	Total	834.174	218			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja Karyawan * Motivasi Kerja	.633	.400	.657	.432

Kinerja Karyawan * Kepuasan Kerja

Report

Kinerja Karyawan

Kepuasan Kerja	Mean	N	Std. Deviation
6	4.00	1	.
7	6.00	1	.
8	7.75	8	1.035
9	8.73	22	.935
10	9.84	32	1.370
11	10.63	30	1.033
12	11.33	63	1.122
13	11.96	28	.999
14	12.57	21	2.111
15	13.69	13	1.548
Total	10.91	219	1.956

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Karyawan * Kepuasan Kerja	Between Groups	(Combined)	496.248	9	55.139	34.102	.000
		Linearity	483.225	1	483.225	298.865	.000
		Deviation from Linearity	13.023	8	1.628	1.007	.432
	Within Groups	337.925	209	1.617			
	Total	834.174	218				

Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja Karyawan * Kepuasan Kerja	.761	.579	.771	.595

LAMPIRAN 10 : UJI HPO PERSAMAAN 1

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT tot.y1
  /METHOD=ENTER tot.x1 tot.x2 .

```

Regression

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja, Budaya Organisasi(a)		Enter

a All requested variables entered.

b Dependent Variable: Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.700(a)	.490	.485	1.316

a Predictors: (Constant), Motivasi Kerja, Budaya Organisasi

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	359.293	2	179.646	103.653	.000(a)
	Residual	374.360	216	1.733		
	Total	733.653	218			

a Predictors: (Constant), Motivasi Kerja, Budaya Organisasi

b Dependent Variable: Kepuasan Kerja

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	.809	.775		1.043	.298
	Budaya Organisasi	.394	.074	.328	5.335	.000
	Motivasi Kerja	.470	.064	.449	7.295	.000

a Dependent Variable: Kepuasan Kerja

LAMPIRAN 11 : UJI JPO PERSAMAAN 2

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT tot.z1
/METHOD=ENTER tot.x1 tot.x2 tot.y1 .

```

Regression

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Budaya Organisasi, Motivasi Kerja(a)		Enter

a All requested variables entered.

b Dependent Variable: Kinerja Karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.787(a)	.620	.614	1.215

a Predictors: (Constant), Kepuasan Kerja, Budaya Organisasi, Motivasi Kerja

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	516.880	3	172.293	116.747	.000(a)
	Residual	317.293	215	1.476		
	Total	834.174	218			

a Predictors: (Constant), Kepuasan Kerja, Budaya Organisasi, Motivasi Kerja

b Dependent Variable: Kinerja Karyawan

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	-.603	.717		-.841	.401
	Budaya Organisasi	.147	.072	.115	2.034	.043
	Motivasi Kerja	.218	.066	.195	3.282	.001
	Kepuasan Kerja	.602	.063	.565	9.592	.000

a Dependent Variable: Kinerja Karyawan

LAMPIRAN 12 : r TABEL



Tabel Nilai Kritis untuk Korelasi r Product – Moment

N	Taraf Signifikansi		N	Taraf Signifikansi		N	Taraf Signifikansi	
	5%	1%		5%	1%		5%	1%
3	0.997	0.999	27	0.380	0.487	55	0.266	0.345
4	0.950	0.990	28	0.374	0.478	60	0.254	0.330
5	0.878	0.959	29	0.367	0.470	65	0.244	0.317
6	0.811	0.917	30	0.361	0.463	70	0.235	0.306
7	0.754	0.874	31	0.355	0.456	75	0.227	0.296
8	0.707	0.834	32	0.349	0.449	80	0.220	0.286
9	0.666	0.798	33	0.344	0.442	85	0.213	0.278
10	0.632	0.765	34	0.339	0.436	90	0.207	0.270
11	0.602	0.735	35	0.334	0.430	95	0.202	0.263
12	0.576	0.708	36	0.329	0.424	100	0.195	0.256
13	0.553	0.684	37	0.325	0.418	125	0.176	0.230
14	0.532	0.661	38	0.320	0.413	150	0.159	0.210
15	0.514	0.641	39	0.316	0.408	175	0.148	0.194
16	0.497	0.623	40	0.312	0.403	200	0.138	0.181
17	0.482	0.606	41	0.308	0.398	300	0.113	0.148
18	0.468	0.590	42	0.304	0.393	400	0.098	0.128
19	0.456	0.575	43	0.301	0.389	500	0.088	0.115
20	0.444	0.561	44	0.297	0.384	600	0.080	0.105
21	0.433	0.549	45	0.294	0.380	700	0.074	0.097
22	0.423	0.537	46	0.291	0.376	800	0.070	0.091
23	0.413	0.526	47	0.288	0.372	900	0.065	0.086
24	0.404	0.515	48	0.284	0.368	1000	0.062	0.081
25	0.396	0.505	49	0.281	0.364			
26	0.388	0.496	50	0.279	0.361			

LAMPIRAN 13 : TABEL DURBIN DW

n	k=11		k=12		k=13		k=14		k=15	
	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
148	1.5749	1.8929	1.5600	1.9088	1.5449	1.9248	1.5297	1.9411	1.5144	1.9576
149	1.5769	1.8926	1.5620	1.9083	1.5471	1.9243	1.5320	1.9404	1.5169	1.9568
150	1.5788	1.8923	1.5641	1.9080	1.5493	1.9238	1.5343	1.9398	1.5193	1.9560
151	1.5808	1.8920	1.5661	1.9076	1.5514	1.9233	1.5365	1.9392	1.5216	1.9552
152	1.5827	1.8918	1.5682	1.9072	1.5535	1.9228	1.5388	1.9386	1.5239	1.9545
153	1.5846	1.8915	1.5701	1.9068	1.5556	1.9223	1.5410	1.9379	1.5262	1.9538
154	1.5864	1.8913	1.5721	1.9065	1.5577	1.9218	1.5431	1.9374	1.5285	1.9531
155	1.5883	1.8910	1.5740	1.9061	1.5597	1.9214	1.5453	1.9368	1.5307	1.9524
156	1.5901	1.8908	1.5760	1.9058	1.5617	1.9209	1.5474	1.9362	1.5330	1.9517
157	1.5919	1.8906	1.5779	1.9054	1.5637	1.9205	1.5495	1.9356	1.5352	1.9510
158	1.5937	1.8904	1.5797	1.9051	1.5657	1.9200	1.5516	1.9351	1.5373	1.9503
159	1.5954	1.8902	1.5816	1.9048	1.5676	1.9196	1.5536	1.9346	1.5395	1.9497
160	1.5972	1.8899	1.5834	1.9045	1.5696	1.9192	1.5556	1.9340	1.5416	1.9490
161	1.5989	1.8897	1.5852	1.9042	1.5715	1.9188	1.5576	1.9335	1.5437	1.9484
162	1.6006	1.8896	1.5870	1.9039	1.5734	1.9184	1.5596	1.9330	1.5457	1.9478
163	1.6023	1.8894	1.5888	1.9036	1.5752	1.9180	1.5616	1.9325	1.5478	1.9472
164	1.6040	1.8892	1.5906	1.9033	1.5771	1.9176	1.5635	1.9320	1.5498	1.9466
165	1.6056	1.8890	1.5923	1.9030	1.5789	1.9172	1.5654	1.9316	1.5518	1.9460
166	1.6072	1.8888	1.5940	1.9028	1.5807	1.9169	1.5673	1.9311	1.5538	1.9455
167	1.6089	1.8887	1.5957	1.9025	1.5825	1.9165	1.5692	1.9306	1.5557	1.9449
168	1.6105	1.8885	1.5974	1.9023	1.5842	1.9161	1.5710	1.9302	1.5577	1.9444
169	1.6120	1.8884	1.5991	1.9020	1.5860	1.9158	1.5728	1.9298	1.5596	1.9438
170	1.6136	1.8882	1.6007	1.9018	1.5877	1.9155	1.5746	1.9293	1.5615	1.9433
171	1.6151	1.8881	1.6023	1.9015	1.5894	1.9151	1.5764	1.9289	1.5634	1.9428
172	1.6167	1.8879	1.6039	1.9013	1.5911	1.9148	1.5782	1.9285	1.5652	1.9423
173	1.6182	1.8878	1.6055	1.9011	1.5928	1.9145	1.5799	1.9281	1.5670	1.9418
174	1.6197	1.8876	1.6071	1.9009	1.5944	1.9142	1.5817	1.9277	1.5688	1.9413
175	1.6212	1.8875	1.6087	1.9006	1.5961	1.9139	1.5834	1.9273	1.5706	1.9408
176	1.6226	1.8874	1.6102	1.9004	1.5977	1.9136	1.5851	1.9269	1.5724	1.9404
177	1.6241	1.8873	1.6117	1.9002	1.5993	1.9133	1.5868	1.9265	1.5742	1.9399
178	1.6255	1.8872	1.6133	1.9000	1.6009	1.9130	1.5884	1.9262	1.5759	1.9394
179	1.6270	1.8870	1.6148	1.8998	1.6025	1.9128	1.5901	1.9258	1.5776	1.9390
180	1.6284	1.8869	1.6162	1.8996	1.6040	1.9125	1.5917	1.9255	1.5793	1.9386
181	1.6298	1.8868	1.6177	1.8995	1.6056	1.9122	1.5933	1.9251	1.5810	1.9381
182	1.6312	1.8867	1.6192	1.8993	1.6071	1.9120	1.5949	1.9248	1.5827	1.9377
183	1.6325	1.8866	1.6206	1.8991	1.6086	1.9117	1.5965	1.9244	1.5844	1.9373
184	1.6339	1.8865	1.6220	1.8989	1.6101	1.9115	1.5981	1.9241	1.5860	1.9369
185	1.6352	1.8864	1.6234	1.8988	1.6116	1.9112	1.5996	1.9238	1.5876	1.9365
186	1.6366	1.8864	1.6248	1.8986	1.6130	1.9110	1.6012	1.9235	1.5892	1.9361
187	1.6379	1.8863	1.6262	1.8984	1.6145	1.9107	1.6027	1.9232	1.5908	1.9357
188	1.6392	1.8862	1.6276	1.8983	1.6159	1.9105	1.6042	1.9228	1.5924	1.9353
189	1.6405	1.8861	1.6289	1.8981	1.6173	1.9103	1.6057	1.9226	1.5939	1.9349
190	1.6418	1.8860	1.6303	1.8980	1.6188	1.9101	1.6071	1.9223	1.5955	1.9346
191	1.6430	1.8860	1.6316	1.8978	1.6202	1.9099	1.6086	1.9220	1.5970	1.9342
192	1.6443	1.8859	1.6329	1.8977	1.6215	1.9096	1.6101	1.9217	1.5985	1.9339
193	1.6455	1.8858	1.6343	1.8976	1.6229	1.9094	1.6115	1.9214	1.6000	1.9335
194	1.6468	1.8858	1.6355	1.8974	1.6243	1.9092	1.6129	1.9211	1.6015	1.9332
195	1.6480	1.8857	1.6368	1.8973	1.6256	1.9090	1.6143	1.9209	1.6030	1.9328
196	1.6492	1.8856	1.6381	1.8972	1.6270	1.9088	1.6157	1.9206	1.6044	1.9325
197	1.6504	1.8856	1.6394	1.8971	1.6283	1.9087	1.6171	1.9204	1.6059	1.9322
198	1.6516	1.8855	1.6406	1.8969	1.6296	1.9085	1.6185	1.9201	1.6073	1.9318
199	1.6528	1.8855	1.6419	1.8968	1.6309	1.9083	1.6198	1.9199	1.6087	1.9315
200	1.6539	1.8854	1.6431	1.8967	1.6322	1.9081	1.6212	1.9196	1.6101	1.9312

