LAMPIRAN

LAMPIRAN 1

DATA KOESIONER RESPONDEN X1 EFEKTIVITAS KERJA

x1.1.1	x1.1.2	x1.1.3	x1.2.1	x1.2.2	x1.2.3	x1.3.1	x1.3.2	x1.3.3	x1.4.1	x1.4.2	x1.4.3	x1.5.1	x1.5.2	x1.5.3	x1.6.1	x1.6.2	x1.6.3	total x1
5	5	5	4	5	4	5	4	5	5	5	5	5	4	5	5	5	4	5
5	4	5	4	4	4	5	4	4	5	4	4	5	4	4	5	5	4	4
3	4	4	5	4	5	4	5	4	4	4	4	4	5	4	4	4	5	4
4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	4	4	3	4	3	4	3	4	4	4	4	4	3	4	4	4	3	4
4	4	5	4	4	4	5	4	4	5	4	4	5	4	4	5	5	4	4
3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
5	4	5	5	4	5	5	5	4	5	4	5	5	5	4	5	5	5	5
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4	3	5	4	4	4	5	4	4	5	4	5	5	4	4	5	5	4	4
5	4	3	5	4	5	3	5	4	3	4	4	3	5	4	3	3	5	4
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	4	3	3	4	3	3	3	4	3	4	4	3	3	4	3	3	3	3
5	5	4	5	5	5	4	5	5	4	5	5	4	5	5	4	4	5	5
4	3	5	4	3	4	5	4	3	5	3	3	5	4	3	5	5	4	4
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5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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3	5	5	3	5	3	5	3	5	5	5	5	5	3	5	5	5	3	4
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4	5	5	4	5	4	5	4	5	5	5	5	5	4	5	5	5	4	5

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5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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5	4	5	5	4	5	5	5	4	5	4	4	5	5	4	5	5	5	5
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5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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3	5	4	5	4	5	5	4	3	4	5	4	5	5	3	3	5	5	4

UNIVERSITAS MUHAMMADIYAH GRESIK

DATA KOESIONER RESPONDEN Z1 KEPUASAN KERJA

z1.1.1	z1.1.2	z1.1.3	z1.1.4	z1.1.5	z1.1.6	z1.2.1	z1.2.2	z1.2.3	z1.3.1	z1.3.2	z1.3.3	z1.3.4	z1.4.1	z1.4.2	z1.4.3	z1.4.4	z1.4.5	z1.5.1	z1.5.2	z1.5.3	z1.5.4	z1.5.5	total z1
5	3	4	5	3	3	5	4	5	5	5	5	4	5	5	5	4	5	5	5	5	4	5	5
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3	5	5	5	5	5	5	3	5	5	5	5	3	5	5	5	3	5	5	5	5	3	5	5
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5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	4	4	4	4	4	4	3	4	4	4	4	3	4	4	4	3	4	4	4	4	3	4	4

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5	4	5	4	5	4	5	4	5	5	4	5	3	4	5	4	5	5	3	4	4	4	5	4

UNIVERSITAS MUHAMMADIYAH GRESIK

DATA KOESIONER RESPONDEN Y1 KINERJA KARYAWAN

y1.1.1	y1.1.2	y1.2.1	y1.2.2	y1.2.3	y1.3.1	y1.3.2	y1.3.3	y1.4.1	y1.4.2	y1.4.3	y1.5.1	y1.5.2	y1.5.3	total yl
4	5	4	5	5	5	4	4	4	5	5	5	4	5	5
4	4	4	4	5	5	4	4	4	4	5	4	4	5	4
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5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
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4	4	4	4	5	4	4	4	4	4	5	4	4	5	4
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5	4	5	4	4	5	5	5	5	4	4	4	5	4	5
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5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	4	3	4	4	3	3	3	3	4	4	4	3	4	4
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5	5	4	5	3	3	5	3	5	5	5	4	5	5	4

UNIVERSITAS MUHAMMADIYAH GRESIK

LAMPIRAN 2

UJI VALIDITAS DAN RELIABILITAS

UJI VALIDITAS X1 EFEKTIVITAS KERJA

Correlations

		x1.1.1	x1.1.2	x1.1.3	x1.2.1	x1.2.2	x1.2.3	x1.3.1	x1.3.2	x1.3.3	x1.4.1	x1.4.2	x1.4.3	x1.5.1	x1.5.2	x1.5.3	x1.6.1	x1.6.2	x1.6.3	total_x1
x1.1.1	Pearson Correlation	1	.166	.121	.735**	.220	.735**	.084	.772**	.264	.121	.148	.229	.075	.735**	.264	.162	.075	.721**	.566**
	Sig. (2-tailed)		.250	.401	.000	.124	.000	.562	.000	.064	.401	.304	.110	.605	.000	.064	.262	.605	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.1.2	Pearson Correlation	.166	1	-.007	.283*	.919**	.283*	.039	.237	.837**	-.007	.924**	.729**	.023	.283*	.837**	-.036	.023	.289*	.598**
	Sig. (2-tailed)	.250		.959	.047	.000	.047	.789	.097	.000	.959	.000	.000	.874	.047	.000	.802	.874	.042	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.1.3	Pearson Correlation	.121	-.007	1	.074	.070	.074	.959**	.114	.090	1.000**	.071	.147	.980**	.074	.090	.981**	.980**	.051	.458**
	Sig. (2-tailed)	.401	.959		.609	.630	.609	.000	.429	.536	.000	.625	.309	.000	.609	.536	.000	.000	.723	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.2.1	Pearson Correlation	.735**	.283*	.074	1	.247	1.000**	.114	.960**	.202	.074	.259	.241	.101	1.000**	.202	.046	.101	.982**	.624**
	Sig. (2-tailed)	.000	.047	.609		.084	.000	.429	.000	.158	.609	.069	.092	.487	.000	.158	.753	.487	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.2.2	Pearson Correlation	.220	.919**	.070	.247	1	.247	.070	.247	.971**	.070	.939**	.911**	.051	.247	.971**	.085	.051	.257	.643**
	Sig. (2-tailed)	.124	.000	.630	.084		.084	.630	.084	.000	.630	.000	.000	.724	.084	.000	.558	.724	.072	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.2.3	Pearson Correlation	.735**	.283*	.074	1.000**	.247	1	.114	.960**	.202	.074	.259	.241	.101	1.000**	.202	.046	.101	.982**	.624**
	Sig. (2-tailed)	.000	.047	.609	.000	.084		.429	.000	.158	.609	.069	.092	.487	.000	.158	.753	.487	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.3.1	Pearson Correlation	.084	.039	.959**	.114	.070	.114	1	.074	.041	.959**	.071	.147	.980**	.114	.041	.903**	.980**	.129	.458**
	Sig. (2-tailed)	.562	.789	.000	.429	.630	.429		.609	.778	.000	.625	.309	.000	.429	.778	.000	.000	.370	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.3.2	Pearson Correlation	.772**	.237	.114	.960**	.247	.960**	.074	1	.250	.114	.259	.241	.101	.960**	.250	.123	.101	.905**	.624**
	Sig. (2-tailed)	.000	.097	.429	.000	.084	.000	.609		.079	.429	.069	.092	.487	.000	.079	.394	.487	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.3.3	Pearson Correlation	.264	.837**	.090	.202	.971**	.202	.041	.250	1	.090	.855**	.890**	.024	.202	1.000**	.149	.024	.212	.631**
	Sig. (2-tailed)	.064	.000	.536	.158	.000	.158	.778	.079		.536	.000	.000	.867	.158	.000	.301	.867	.140	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.4.1	Pearson Correlation	.121	-.007	1.000**	.074	.070	.074	.959**	.114	.090	1	.071	.147	.980**	.074	.090	.981**	.980**	.051	.458**

	Sig. (2-tailed)	.401	.959	.000	.609	.630	.609	.000	.429	.536		.625	.309	.000	.609	.536	.000	.000	.723	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.4.2	Pearson Correlation	.148	.924**	.071	.259	.939**	.259	.071	.259	.855**	.071	1	.845**	.101	.259	.855**	.039	.101	.222	.590**
	Sig. (2-tailed)	.304	.000	.625	.069	.000	.069	.625	.069	.000	.625		.000	.485	.069	.000	.788	.485	.122	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.4.3	Pearson Correlation	.229	.729**	.147	.241	.911**	.241	.147	.241	.890**	.147	.845**	1	.126	.241	.890**	.162	.126	.253	.628**
	Sig. (2-tailed)	.110	.000	.309	.092	.000	.092	.309	.092	.000	.309	.000		.385	.092	.000	.262	.385	.076	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.5.1	Pearson Correlation	.075	.023	.980**	.101	.051	.101	.980**	.101	.024	.980**	.101	.126	1	.101	.024	.924**	1.000**	.078	.440**
	Sig. (2-tailed)	.605	.874	.000	.487	.724	.487	.000	.487	.867	.000	.485	.385		.487	.867	.000	.000	.591	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.5.2	Pearson Correlation	.735**	.283*	.074	1.000**	.247	1.000**	.114	.960**	.202	.074	.259	.241	.101	1	.202	.046	.101	.982**	.624**
	Sig. (2-tailed)	.000	.047	.609	.000	.084	.000	.429	.000	.158	.609	.069	.092	.487		.158	.753	.487	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.5.3	Pearson Correlation	.264	.837**	.090	.202	.971**	.202	.041	.250	1.000**	.090	.855**	.890**	.024	.202	1	.149	.024	.212	.631**
	Sig. (2-tailed)	.064	.000	.536	.158	.000	.158	.778	.079	.000	.536	.000	.000	.867	.158		.301	.867	.140	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.6.1	Pearson Correlation	.162	-.036	.981**	.046	.085	.046	.903**	.123	.149	.981**	.039	.162	.924**	.046	.149	1	.924**	.024	.458**
	Sig. (2-tailed)	.262	.802	.000	.753	.558	.753	.000	.394	.301	.000	.788	.262	.000	.753	.301		.000	.869	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.6.2	Pearson Correlation	.075	.023	.980**	.101	.051	.101	.980**	.101	.024	.980**	.101	.126	1.000**	.101	.024	.924**	1	.078	.440**
	Sig. (2-tailed)	.605	.874	.000	.487	.724	.487	.000	.487	.867	.000	.485	.385	.000	.487	.867	.000		.591	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
x1.6.3	Pearson Correlation	.721**	.289*	.051	.982**	.257	.982**	.129	.905**	.212	.051	.222	.253	.078	.982**	.212	.024	.078	1	.621**
	Sig. (2-tailed)	.000	.042	.723	.000	.072	.000	.370	.000	.140	.723	.122	.076	.591	.000	.140	.869	.591		.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
total_x1	Pearson Correlation	.566**	.598**	.458**	.624**	.643**	.624**	.458**	.624**	.631**	.458**	.590**	.628**	.440**	.624**	.631**	.458**	.440**	.621**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.001	.000	.000	.001	.000	.000	.001	.000	.000	.001	.001	.000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

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

*. Correlation is significant at the 0.05 level (2-tailed).

UJI VALIDITAS Z1 KEPUASAN KERJA

Correlations

		z1.1.1	z1.1.2	z1.1.3	z1.1.4	z1.1.5	z1.1.6	z1.2.1	z1.2.2	z1.2.3	z1.3.1	z1.3.2	z1.3.3	z1.3.4	z1.4.1	z1.4.2	z1.4.3	z1.4.4	z1.4.5	z1.5.1	z1.5.2	z1.5.3	z1.5.4	z1.5.5	total_z1
z1.1.1	Pearson Correlation	1	.130	.175	.160	.133	.120	.125	.761**	.222	.208	.193	.114	.726**	.190	.114	.087	.783**	.125	.133	.190	.087	.763**	.208	.557
	Sig. (2-tailed)		.369	.225	.266	.356	.407	.387	.000	.121	.148	.179	.429	.000	.187	.429	.548	.000	.387	.356	.187	.548	.000	.148	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.1.2	Pearson Correlation	.130	1	.881**	.803**	.904**	.777**	-.032	.277	.825**	.803**	.672**	-.045	.295*	.847**	-.045	-.032	.281*	-.032	.798**	.847**	-.032	.295*	.803**	.694**
	Sig. (2-tailed)	.369		.000	.000	.000	.000	.823	.051	.000	.000	.000	.756	.038	.000	.756	.823	.048	.823	.000	.000	.823	.038	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.1.3	Pearson Correlation	.175	.881**	1	.843**	.972**	.823**	.045	.278	.937**	.969**	.815**	.076	.210	.905**	.076	.045	.239	.045	.852**	.905**	.045	.210	.969**	.717**
	Sig. (2-tailed)	.225	.000		.000	.000	.000	.758	.051	.000	.000	.000	.598	.143	.000	.598	.758	.095	.758	.000	.000	.758	.143	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.1.4	Pearson Correlation	.160	.803**	.843**	1	.765**	.735**	.121	.209	.906**	.875**	.845**	.101	.243	.939**	.101	.121	.222	.121	.884**	.939**	.121	.243	.875**	.758**
	Sig. (2-tailed)	.266	.000	.000		.000	.000	.402	.145	.000	.000	.000	.485	.089	.000	.485	.402	.122	.402	.000	.000	.402	.089	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.1.5	Pearson Correlation	.133	.904**	.972**	.765**	1	.859**	.017	.280*	.852**	.884**	.739**	.048	.213	.820**	.048	.017	.241	.017	.772**	.820**	.017	.213	.884**	.638**
	Sig. (2-tailed)	.356	.000	.000	.000		.000	.905	.049	.000	.000	.000	.739	.137	.000	.739	.905	.091	.905	.000	.000	.905	.137	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.1.6	Pearson Correlation	.120	.777**	.823**	.735**	.859**	1	.090	.262	.763**	.735**	.886**	.072	.290*	.792**	.072	.090	.271	.090	.746**	.792**	.090	.290*	.735**	.676**
	Sig. (2-tailed)	.407	.000	.000	.000	.000		.534	.066	.000	.000	.000	.620	.041	.000	.620	.534	.057	.534	.000	.000	.534	.041	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.2.1	Pearson Correlation	.125	-.032	.045	.121	.017	.090	1	.074	.096	.071	.147	.980**	.071	.070	.980**	.959**	.129	1.000**	.017	.070	.959**	.110	.071	.346*
	Sig. (2-tailed)	.387	.823	.758	.402	.905	.534		.609	.509	.625	.309	.000	.626	.630	.000	.000	.370	.000	.905	.630	.000	.447	.625	.014
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.2.2	Pearson Correlation	.761**	.277	.278	.209	.280*	.262	.074	1	.228	.259	.241	.101	.963**	.247	.101	.114	.905**	.074	.280*	.247	.114	.924**	.259	.321*
	Sig. (2-tailed)	.000	.051	.051	.145	.049	.066	.609		.112	.069	.092	.487	.000	.084	.487	.429	.000	.609	.049	.084	.429	.000	.069	.023
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.2.3	Pearson Correlation	.222	.825**	.937**	.906**	.852**	.763**	.096	.228	1	.969**	.877**	.076	.210	.969**	.076	.045	.287*	.096	.852**	.969**	.045	.259	.969**	.791**
	Sig. (2-tailed)	.121	.000	.000	.000	.000	.000	.509	.112		.000	.000	.598	.143	.000	.598	.758	.043	.509	.000	.000	.758	.069	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.3.1	Pearson Correlation	.208	.803**	.969**	.875**	.884**	.735**	.071	.259	.969**	1	.845**	.101	.194	.939**	.101	.071	.222	.071	.884**	.939**	.071	.194	1.000**	.758**
	Sig. (2-tailed)	.148	.000	.000	.000	.000	.000	.625	.069	.000		.000	.485	.176	.000	.485	.625	.122	.625	.000	.000	.625	.176	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

z1.3.2	Pearson Correlation	.193	.672**	.815**	.845**	.739**	.886**	.147	.241	.877**	.845**	1	.126	.275	.911**	.126	.147	.253	.147	.858**	.911**	.147	.275	.845**	.798**
	Sig. (2-tailed)	.179	.000	.000	.000	.000	.000	.309	.092	.000	.000		.385	.053	.000	.385	.309	.076	.309	.000	.000	.309	.053	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.3.3	Pearson Correlation	.114	-.045	.076	.101	.048	.072	.980**	.101	.076	.101	.126	1	.059	.051	1.000**	.980**	.078	.980**	.048	.051	.980**	.059	.101	.324*
	Sig. (2-tailed)	.429	.756	.598	.485	.739	.620	.000	.487	.598	.485	.385		.685	.724	.000	.000	.591	.000	.739	.724	.000	.685	.485	.022
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.3.4	Pearson Correlation	.726**	.295*	.210	.243	.213	.290*	.071	.963**	.210	.194	.275	.059	1	.276	.059	.110	.907**	.071	.306*	.276	.110	.962**	.194	.357*
	Sig. (2-tailed)	.000	.038	.143	.089	.137	.041	.626	.000	.143	.176	.053	.685		.052	.685	.447	.000	.626	.031	.052	.447	.000	.176	.011
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.4.1	Pearson Correlation	.190	.847**	.905**	.939**	.820**	.792**	.070	.247	.969**	.939**	.911**	.051	.276	1	.051	.070	.257	.070	.941**	1.000**	.070	.276	.939**	.825**
	Sig. (2-tailed)	.187	.000	.000	.000	.000	.000	.630	.084	.000	.000	.000	.724	.052		.724	.630	.072	.630	.000	.000	.630	.052	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.4.2	Pearson Correlation	.114	-.045	.076	.101	.048	.072	.980**	.101	.076	.101	.126	1.000**	.059	.051	1	.980**	.078	.980**	.048	.051	.980**	.059	.101	.324*
	Sig. (2-tailed)	.429	.756	.598	.485	.739	.620	.000	.487	.598	.485	.385	.000	.685	.724		.000	.591	.000	.739	.724	.000	.685	.485	.022
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.4.3	Pearson Correlation	.087	-.032	.045	.121	.017	.090	.959**	.114	.045	.071	.147	.980**	.110	.070	.980**	1	.051	.959**	.114	.070	1.000**	.071	.071	.346*
	Sig. (2-tailed)	.548	.823	.758	.402	.905	.534	.000	.429	.758	.625	.309	.000	.447	.630	.000		.723	.000	.431	.630	.000	.626	.625	.014
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.4.4	Pearson Correlation	.783**	.281*	.239	.222	.241	.271	.129	.905**	.287*	.222	.253	.078	.907**	.257	.078	.051	1	.129	.149	.257	.051	.982**	.222	.333*
	Sig. (2-tailed)	.000	.048	.095	.122	.091	.057	.370	.000	.043	.122	.076	.591	.000	.072	.591	.723		.370	.301	.072	.723	.000	.122	.018
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.4.5	Pearson Correlation	.125	-.032	.045	.121	.017	.090	1.000**	.074	.096	.071	.147	.980**	.071	.070	.980**	.959**	.129	1	.017	.070	.959**	.110	.071	.346*
	Sig. (2-tailed)	.387	.823	.758	.402	.905	.534	.000	.609	.509	.625	.309	.000	.626	.630	.000	.000	.370		.905	.630	.000	.447	.625	.014
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.5.1	Pearson Correlation	.133	.798**	.852**	.884**	.772**	.746**	.017	.280*	.852**	.884**	.858**	.048	.306*	.941**	.048	.114	.149	.017	1	.941**	.114	.213	.884**	.777**
	Sig. (2-tailed)	.356	.000	.000	.000	.000	.000	.905	.049	.000	.000	.000	.739	.031	.000	.739	.431	.301	.905		.000	.431	.137	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.5.2	Pearson Correlation	.190	.847**	.905**	.939**	.820**	.792**	.070	.247	.969**	.939**	.911**	.051	.276	1.000**	.051	.070	.257	.070	.941**	1	.070	.276	.939**	.825**
	Sig. (2-tailed)	.187	.000	.000	.000	.000	.000	.630	.084	.000	.000	.000	.724	.052	.000	.724	.630	.072	.630	.000		.630	.052	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.5.3	Pearson Correlation	.087	-.032	.045	.121	.017	.090	.959**	.114	.045	.071	.147	.980**	.110	.070	.980**	1.000**	.051	.959**	.114	.070	1	.071	.071	.346*
	Sig. (2-tailed)	.548	.823	.758	.402	.905	.534	.000	.429	.758	.625	.309	.000	.447	.630	.000	.000	.723	.000	.431	.630		.626	.625	.014
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.5.4	Pearson Correlation	.763**	.295*	.210	.243	.213	.290*	.110	.924**	.259	.194	.275	.059	.962**	.276	.059	.071	.982**	.110	.213	.276	.071	1	.194	.357*
	Sig. (2-tailed)	.000	.038	.143	.089	.137	.041	.447	.000	.069	.176	.053	.685	.000	.052	.685	.626	.000	.447	.137	.052	.626		.176	.011

	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
z1.5.5	Pearson Correlation	.208	.803**	.969**	.875**	.884**	.735**	.071	.259	.969**	1.000**	.845**	.101	.194	.939**	.101	.071	.222	.071	.884**	.939**	.071	.194	1	.758**
	Sig. (2-tailed)	.148	.000	.000	.000	.000	.000	.625	.069	.000	.000	.000	.485	.176	.000	.485	.625	.122	.625	.000	.000	.625	.176		.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
total_z1	Pearson Correlation	.557	.694**	.717**	.758**	.638**	.676**	.346*	.321*	.791**	.758**	.798**	.324*	.357*	.825**	.324*	.346*	.333*	.346*	.777**	.825**	.346*	.357*	.758**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.014	.023	.000	.000	.000	.022	.011	.000	.022	.014	.018	.014	.000	.000	.014	.011	.000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

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

*. Correlation is significant at the 0.05 level (2-tailed).

UNIVERSITAS MUHAMMADIYAH GRESIK

UJI VALIDITAS Y KINERJA KARYAWAN

Correlations

		y1.1.1	y1.1.2	y1.2.1	y1.2.2	y1.2.3	y1.3.1	y1.3.2	y1.3.3	y1.4.1	y1.4.2	y1.4.3	y1.5.1	y1.5.2	y1.5.3	total_y1
y1.1.1	Pearson Correlation	1	.278	.980**	.259	.175	.735**	1.000**	.924**	.962**	.259	.114	.247	1.000**	.114	.736**
	Sig. (2-tailed)		.051	.000	.069	.224	.000	.000	.000	.000	.069	.429	.084	.000	.429	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.1.2	Pearson Correlation	.278	1	.248	.969**	.106	.160	.278	.210	.287	.969**	.096	.969**	.278	.096	.502**
	Sig. (2-tailed)	.051		.082	.000	.464	.266	.051	.143	.044	.000	.509	.000	.051	.509	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.2.1	Pearson Correlation	.980**	.248	1	.231	.243	.786**	.980**	.981**	.944**	.231	.094	.267	.980**	.094	.762**
	Sig. (2-tailed)	.000	.082		.107	.088	.000	.000	.000	.000	.107	.516	.061	.000	.516	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.2.2	Pearson Correlation	.259	.969**	.231	1	.074	.148	.259	.194	.266	1.000**	.071	.939**	.259	.071	.472**
	Sig. (2-tailed)	.069	.000	.107		.608	.304	.069	.176	.062	.000	.625	.000	.069	.625	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.2.3	Pearson Correlation	.175	.106	.243	.074	1	.316*	.175	.301*	.208	.074	.690**	.192	.175	.690**	.413**
	Sig. (2-tailed)	.224	.464	.088	.608		.025	.224	.034	.147	.608	.000	.182	.224	.000	.003
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.3.1	Pearson Correlation	.735**	.160	.786**	.148	.316*	1	.735**	.806**	.710**	.148	.084	.220	.735**	.084	.689**
	Sig. (2-tailed)	.000	.266	.000	.304	.025		.000	.000	.000	.304	.562	.124	.000	.562	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.3.2	Pearson Correlation	1.000**	.278	.980**	.259	.175	.735**	1	.924**	.962**	.259	.114	.247	1.000**	.114	.736**
	Sig. (2-tailed)	.000	.051	.000	.069	.224	.000		.000	.000	.069	.429	.084	.000	.429	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.3.3	Pearson Correlation	.924**	.210	.981**	.194	.301*	.806**	.924**	1	.891**	.194	.071	.276	.924**	.071	.758**
	Sig. (2-tailed)	.000	.143	.000	.176	.034	.000	.000		.000	.176	.626	.052	.000	.626	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.4.1	Pearson Correlation	.962**	.287	.944**	.266	.208	.710**	.962**	.891**	1	.266	.075	.258	.962**	.075	.686**
	Sig. (2-tailed)	.000	.044	.000	.062	.147	.000	.000	.000		.062	.605	.070	.000	.605	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.4.2	Pearson Correlation	.259	.969**	.231	1.000**	.074	.148	.259	.194	.266	1	.071	.939**	.259	.071	.472**
	Sig. (2-tailed)	.069	.000	.107	.000	.608	.304	.069	.176	.062		.625	.000	.069	.625	.001

	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.4.3	Pearson Correlation	.114	.096	.094	.071	.690**	.084	.114	.071	.075	.071	1	.070	.114	1.000**	.348*
	Sig. (2-tailed)	.429	.509	.516	.625	.000	.562	.429	.626	.605	.625		.630	.429	.000	.013
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.5.1	Pearson Correlation	.247	.969**	.267	.939**	.192	.220	.247	.276	.258	.939**	.070	1	.247	.070	.533**
	Sig. (2-tailed)	.084	.000	.061	.000	.182	.124	.084	.052	.070	.000	.630		.084	.630	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.5.2	Pearson Correlation	1.000**	.278	.980**	.259	.175	.735**	1.000**	.924**	.962**	.259	.114	.247	1	.114	.736**
	Sig. (2-tailed)	.000	.051	.000	.069	.224	.000	.000	.000	.000	.069	.429	.084		.429	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
y1.5.3	Pearson Correlation	.114	.096	.094	.071	.690**	.084	.114	.071	.075	.071	1.000**	.070	.114	1	.348*
	Sig. (2-tailed)	.429	.509	.516	.625	.000	.562	.429	.626	.605	.625	.000	.630	.429		.013
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
total_y1	Pearson Correlation	.736**	.502**	.762**	.472**	.413**	.689**	.736**	.758**	.686**	.472**	.348*	.533**	.736**	.348*	1
	Sig. (2-tailed)	.000	.000	.000	.001	.003	.000	.000	.000	.000	.001	.013	.000	.000	.013	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

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

*. Correlation is significant at the 0.05 level (2-tailed).

UJI RELIABILITAS X1 EFEKTIVITAS KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.910	18

UJI RELIABILITAS Z1 KEPUASAN

Reliability Statistics

Cronbach's Alpha	N of Items
.933	23

UJI REKIABILITAS Y KINERJA KARYAWAN

Reliability Statistics

Cronbach's Alpha	N of Items
.911	14

UNIVERSITAS MUHAMMADIYAH GRESIK

FREKUENSI X1 EFEKTIVITAS KERJA

x1.1.1

	Observed N	Expected N	Residual
RR	10	16.7	-6.7
S	18	16.7	1.3
SS	22	16.7	5.3
Total	50		

x1.1.2

	Observed N	Expected N	Residual
RR	4	16.7	-12.7
S	25	16.7	8.3
SS	21	16.7	4.3
Total	50		

x1.1.3

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	14	16.7	-2.7
SS	30	16.7	13.3
Total	50		

x1.2.1

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	19	16.7	2.3
SS	24	16.7	7.3
Total	50		

x1.2.2

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	28	16.7	11.3
SS	20	16.7	3.3
Total	50		

x1.2.3

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	19	16.7	2.3
SS	24	16.7	7.3
Total	50		

UNIVERSITAS MUHAMMADIYAH GRESIK

x1.3.1

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	14	16.7	-2.7
SS	30	16.7	13.3
Total	50		

x1.3.2

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	19	16.7	2.3
SS	24	16.7	7.3
Total	50		

x1.3.3

	Observed N	Expected N	Residual
RR	3	16.7	-13.7
S	27	16.7	10.3
SS	20	16.7	3.3
Total	50		

x1.4.1

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	14	16.7	-2.7
SS	30	16.7	13.3
Total	50		

x1.4.2

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	26	16.7	9.3
SS	22	16.7	5.3
Total	50		

x1.4.3

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	25	16.7	8.3
SS	23	16.7	6.3
Total	50		

UNIVERSITAS MUHAMMADIYAH GRESIK

x1.5.1

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	13	16.7	-3.7
SS	31	16.7	14.3
Total	50		

x1.5.2

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	19	16.7	2.3
SS	24	16.7	7.3
Total	50		

x1.5.3

	Observed N	Expected N	Residual
RR	3	16.7	-13.7
S	27	16.7	10.3
SS	20	16.7	3.3
Total	50		

x1.6.1

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	13	16.7	-3.7
SS	30	16.7	13.3
Total	50		

x1.6.2

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	13	16.7	-3.7
SS	31	16.7	14.3
Total	50		

x1.6.3

	Observed N	Expected N	Residual
RR	8	16.7	-8.7
S	18	16.7	1.3
SS	24	16.7	7.3
Total	50		

UNIVERSITAS MUHAMMADIYAH GRESIK

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
x1.1.1	50	4.24	.771	3	5
x1.1.2	50	4.34	.626	3	5
x1.1.3	50	4.48	.707	3	5
x1.2.1	50	4.34	.717	3	5
x1.2.2	50	4.36	.563	3	5
x1.2.3	50	4.34	.717	3	5
x1.3.1	50	4.48	.707	3	5
x1.3.2	50	4.34	.717	3	5
x1.3.3	50	4.34	.593	3	5
x1.4.1	50	4.48	.707	3	5
x1.4.2	50	4.40	.571	3	5
x1.4.3	50	4.42	.575	3	5
x1.5.1	50	4.50	.707	3	5
x1.5.2	50	4.34	.717	3	5
x1.5.3	50	4.34	.593	3	5
x1.6.1	50	4.46	.734	3	5
x1.6.2	50	4.50	.707	3	5
x1.6.3	50	4.32	.741	3	5

FREKUENSI Z1 KEPUASAN

z1.1.1

	Observed N	Expected N	Residual
RR	9	16.7	-7.7
S	18	16.7	1.3
SS	23	16.7	6.3
Total	50		

z1.1.2

	Observed N	Expected N	Residual
RR	5	16.7	-11.7
S	26	16.7	9.3
SS	19	16.7	2.3
Total	50		

z1.1.3

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	27	16.7	10.3
SS	21	16.7	4.3
Total	50		

z1.1.4

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	26	16.7	9.3
SS	22	16.7	5.3
Total	50		

z1.1.5

	Observed N	Expected N	Residual
RR	3	16.7	-13.7
S	26	16.7	9.3
SS	21	16.7	4.3
Total	50		

z1.1.6

	Observed N	Expected N	Residual
RR	3	16.7	-13.7
S	25	16.7	8.3
SS	22	16.7	5.3
Total	50		

UNIVERSITAS MUHAMMADIYAH GRESIK

z1.2.1

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	14	16.7	-2.7
SS	30	16.7	13.3
Total	50		

z1.2.2

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	19	16.7	2.3
SS	24	16.7	7.3
Total	50		

z1.2.3

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	27	16.7	10.3
SS	21	16.7	4.3
Total	50		

z1.3.1

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	26	16.7	9.3
SS	22	16.7	5.3
Total	50		

z1.3.2

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	25	16.7	8.3
SS	23	16.7	6.3
Total	50		

z1.3.3

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	13	16.7	-3.7
SS	31	16.7	14.3
Total	50		

UNIVERSITAS MUHAMMADIYAH GRESIK

z1.3.4

	Observed N	Expected N	Residual
RR	8	16.7	-8.7
S	19	16.7	2.3
SS	23	16.7	6.3
Total	50		

z1.4.1

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	28	16.7	11.3
SS	20	16.7	3.3
Total	50		

z1.4.2

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	13	16.7	-3.7
SS	31	16.7	14.3
Total	50		

z1.4.4

	Observed N	Expected N	Residual
RR	8	16.7	-8.7
S	18	16.7	1.3
SS	24	16.7	7.3
Total	50		

z1.4.5

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	14	16.7	-2.7
SS	30	16.7	13.3
Total	50		

z1.5.1

	Observed N	Expected N	Residual
RR	3	16.7	-13.7
S	26	16.7	9.3
SS	21	16.7	4.3
Total	50		

UNIVERSITAS MUHAMMADIYAH GRESIK

z1.5.2

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	28	16.7	11.3
SS	20	16.7	3.3
Total	50		

z1.5.3

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	14	16.7	-2.7
SS	30	16.7	13.3
Total	50		

z1.5.4

	Observed N	Expected N	Residual
RR	8	16.7	-8.7
S	19	16.7	2.3
SS	23	16.7	6.3
Total	50		

z1.5.5

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	26	16.7	9.3
SS	22	16.7	5.3
Total	50		

UNIVERSITAS MUHAMMADIYAH GRESIK

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
z1.1.1	50	4.28	.757	3	5
z1.1.2	50	4.28	.640	3	5
z1.1.3	50	4.38	.567	3	5
z1.1.4	50	4.40	.571	3	5
z1.1.5	50	4.36	.598	3	5
z1.1.6	50	4.38	.602	3	5
z1.2.1	50	4.48	.707	3	5
z1.2.2	50	4.34	.717	3	5
z1.2.3	50	4.38	.567	3	5
z1.3.1	50	4.40	.571	3	5
z1.3.2	50	4.42	.575	3	5
z1.3.3	50	4.50	.707	3	5
z1.3.4	50	4.30	.735	3	5
z1.4.1	50	4.36	.563	3	5
z1.4.2	50	4.50	.707	3	5
z1.4.3	50	4.48	.707	3	5
z1.4.4	50	4.32	.741	3	5
z1.4.5	50	4.48	.707	3	5
z1.5.1	50	4.36	.598	3	5
z1.5.2	50	4.36	.563	3	5
z1.5.3	50	4.48	.707	3	5
z1.5.4	50	4.30	.735	3	5
z1.5.5	50	4.40	.571	3	5

FREKUENSI Y1 KINERJA KARYAWAN

y1.1.1

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	19	16.7	2.3
SS	24	16.7	7.3
Total	50		

y1.1.2

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	27	16.7	10.3
SS	21	16.7	4.3
Total	50		

y1.2.1

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	20	16.7	3.3
SS	23	16.7	6.3

y1.2.1

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	20	16.7	3.3
SS	23	16.7	6.3
Total	50		

y1.2.2

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	26	16.7	9.3
SS	22	16.7	5.3
Total	50		

y1.2.3

	Observed N	Expected N	Residual
RR	5	16.7	-11.7
S	11	16.7	-5.7
SS	34	16.7	17.3
Total	50		

y1.3.1

	Observed N	Expected N	Residual
RR	10	16.7	-6.7
S	18	16.7	1.3
SS	22	16.7	5.3
Total	50		

y1.3.2

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	19	16.7	2.3
SS	24	16.7	7.3
Total	50		

y1.3.3

	Observed N	Expected N	Residual
RR	8	16.7	-8.7
S	19	16.7	2.3
SS	23	16.7	6.3
Total	50		

y1.4.1

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	17	16.7	.3
SS	26	16.7	9.3
Total	50		

y1.4.2

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	26	16.7	9.3
SS	22	16.7	5.3
Total	50		

y1.4.3

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	14	16.7	-2.7
SS	30	16.7	13.3
Total	50		

y1.5.1

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	28	16.7	11.3
SS	20	16.7	3.3
Total	50		

y1.5.2

	Observed N	Expected N	Residual
RR	7	16.7	-9.7
S	19	16.7	2.3
SS	24	16.7	7.3
Total	50		

y1.5.3

	Observed N	Expected N	Residual
RR	6	16.7	-10.7
S	14	16.7	-2.7
SS	30	16.7	13.3
Total	50		

total_y1

	Observed N	Expected N	Residual
RR	2	16.7	-14.7
S	25	16.7	8.3
SS	23	16.7	6.3
Total	50		

UNIVERSITAS MUHAMMADIYAH GRESIK

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
y1.1.1	50	4.34	.717	3	5
y1.1.2	50	4.38	.567	3	5
y1.2.1	50	4.32	.713	3	5
y1.2.2	50	4.40	.571	3	5
y1.2.3	50	4.58	.673	3	5
y1.3.1	50	4.24	.771	3	5
y1.3.2	50	4.34	.717	3	5
y1.3.3	50	4.30	.735	3	5
y1.4.1	50	4.38	.725	3	5
y1.4.2	50	4.40	.571	3	5
y1.4.3	50	4.48	.707	3	5
y1.5.1	50	4.36	.563	3	5
y1.5.2	50	4.34	.717	3	5
y1.5.3	50	4.48	.707	3	5
total_y1	50	4.42	.575	3	5

UNIVERSITAS MUHAMMADIYAH GRESIK

LAMPIRAN 3

HASIL smartPLS3

BOOTHSTRAPPING

HASIL smartPLS3

Koefisien Jalur

Matriks | Koefisien Jalur

	EFEKTIVITAS KERJA	KEPUASAN	KINERJA KARYAWAN_
EFEKTIVITAS KERJA		0.787	0.970
KEPUASAN			-0.110
KINERJA KARYAWAN_			

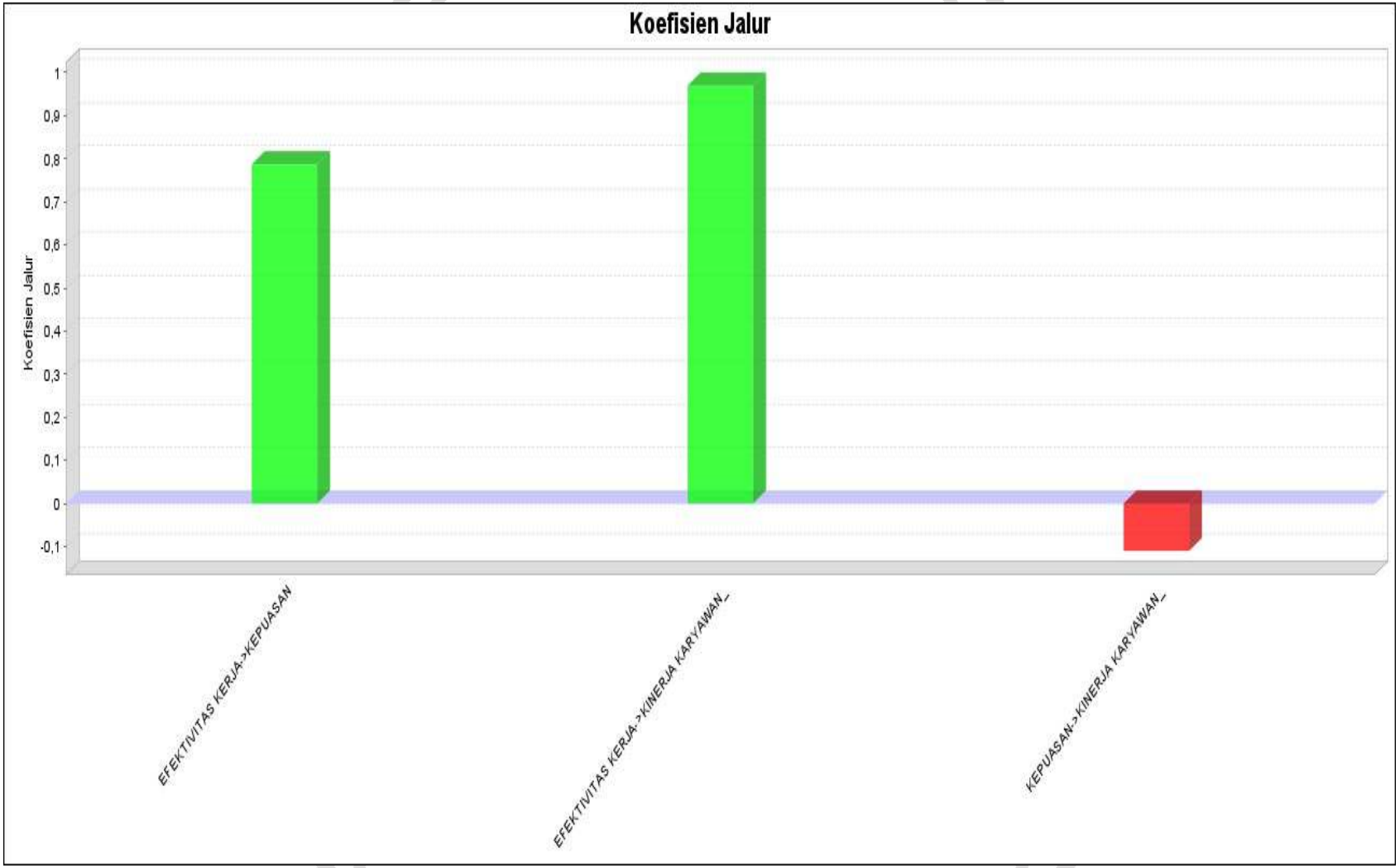
HASIL smartPLS3

Koefisien Jalur

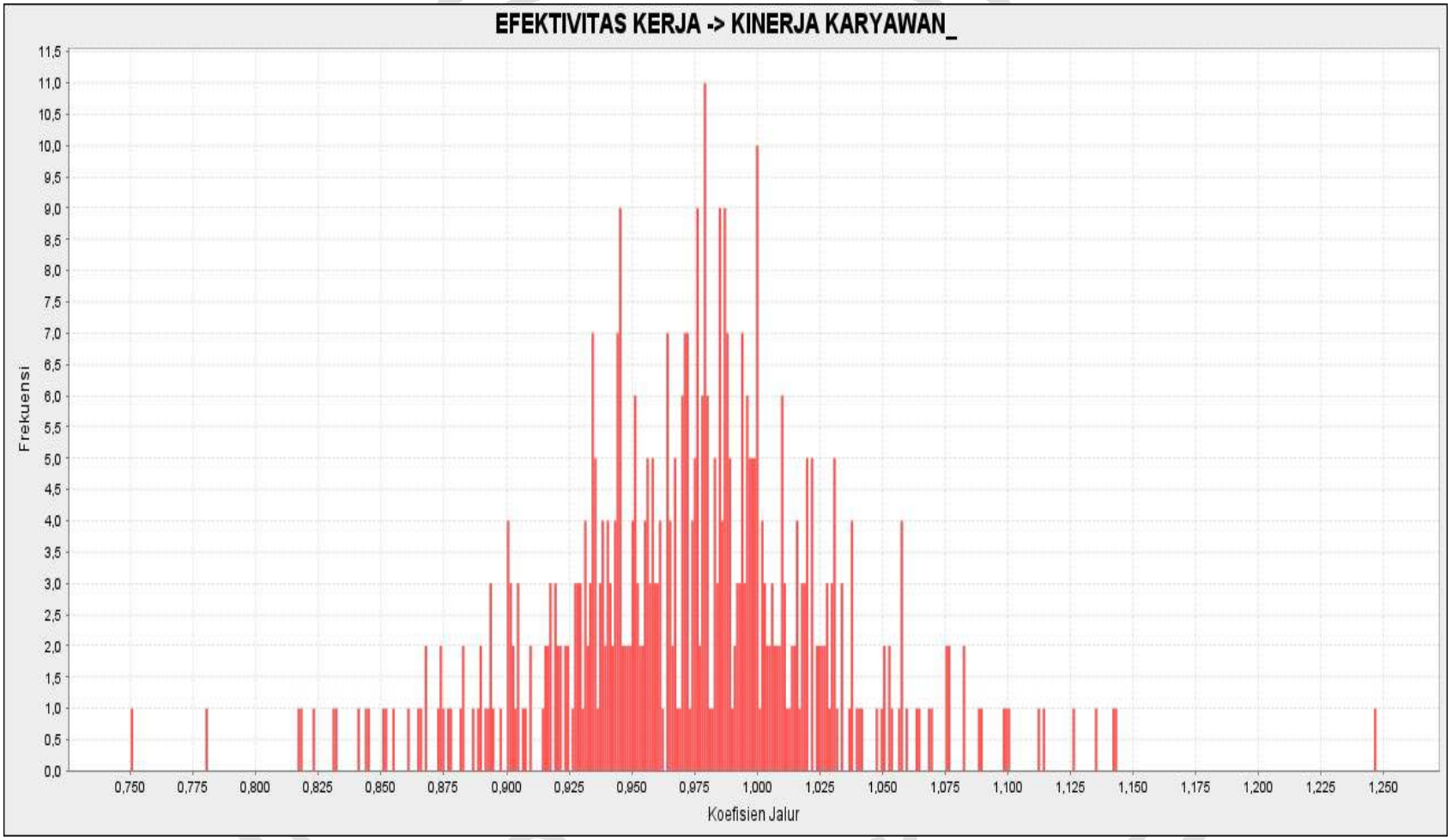
Mean, STDEV, T-Values, P-Values | Keyakinan Interval | Keyakinan Interval Bias-Dikoreksi | Sampel

	Sampel Asli (O)	Rata-rata Sam...	Standar Devias...	T Statistik (| O/...	P Values
EFEKTIVITAS KERJA -> KEPUASAN	0.787	0.792	0.079	9.977	0.000
EFEKTIVITAS KERJA -> KINERJA KARYAWAN_	0.970	0.973	0.054	17.875	0.000
KEPUASAN -> KINERJA KARYAWAN_	-0.110	-0.114	0.070	1.570	0.117

HASIL smartPLS3



HASIL smartPLS3



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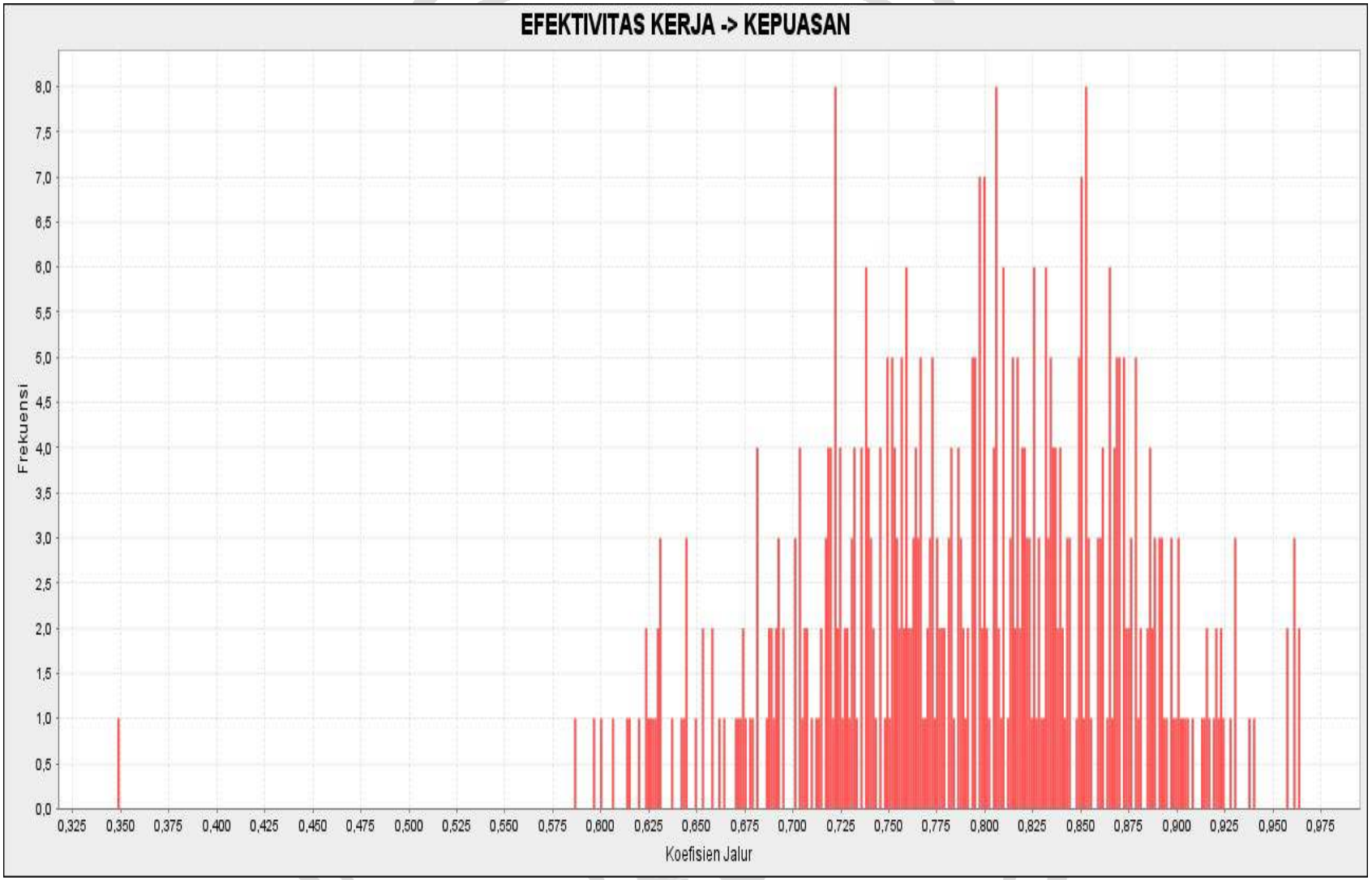

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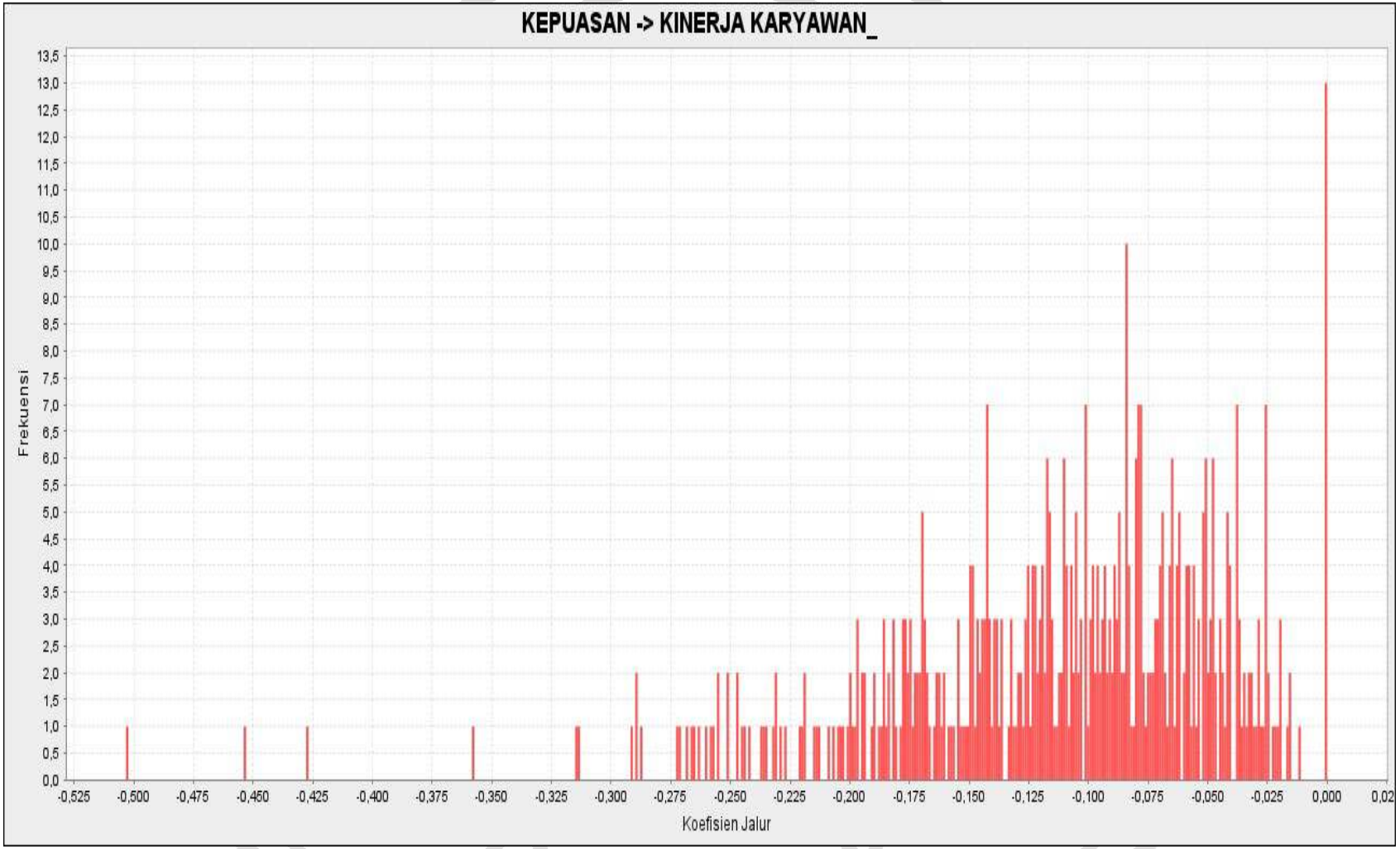

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Efek Tidak Langsung Spesifik

Mean, STDEV, T-Values, P-Values | Keyakinan Interval | Keyakinan Interval Bias-Dikoreksi | Sampel

	Sampel Asli (O)	Rata-rata Sam...	Standar Devias...	T Statistik (| O/...	P Values
EFEKTIVITAS KERJA -> KEPUASAN -> KINERJA KARYAWAN_	-0.087	-0.091	0.062	1.406	0.160

Koefisien Jalur

Mean, STDEV, T-Values, P-Values | Keyakinan Interval | Keyakinan Interval Bias-Dikoreksi | Sampel

	Sampel Asli (O)	Rata-rata Sam...	Standar Devias...	T Statistik (| O/...	P Values
EFEKTIVITAS KERJA -> KEPUASAN	0.787	0.792	0.079	9.977	0.000
EFEKTIVITAS KERJA -> KINERJA KARYAWAN_	0.970	0.973	0.054	17.875	0.000
KEPUASAN -> KINERJA KARYAWAN_	-0.110	-0.114	0.070	1.570	0.117

R Square

Matriks | R Square | Adjusted R Square

	R Square	Adjusted R Sq...
KEPUASAN	0.620	0.612
KINERJA KARYAWAN_	0.785	0.776

f Square

Matriks | f Square

	EFEKTIVITAS KERJA	KEPUASAN	KINERJA KARYAWA...
EFEKTIVITAS KERJA		1.629	1.662
KEPUASAN			0.021
KINERJA KARYAWAN_			

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