

DAFTAR PUSTAKA

- Abdul, B., Bambang, S., & Joes, D. (2020). Pengaruh Tingkat Pendidikan Dan Pengalaman Kerja Terhadap Kinerja Karyawan. *Jurnal Ekonomi Manajemen dan Akuntansi*, 5(1), 12-20.
- Amar, S. (2014). Komitmen kerja terhadap kinerja pegawai pada dinas KOPPERINDAG dan UMKM kabupaten dharmasraya. *Jurnal Riset Manajemen Bisnis dan Publik*, 2(1).
- Astono, D. Juni. Pengaruh Tingkat Pendidikan, Pengalaman Kerja , Dan Gaya Kepemimpinan Terhadap Kinerja Melalui Disiplin kerja Karyawan Dinas Pekerjaan Umum Kalimantan Tengah, *Journal Manajemen Sains*, Vol.2.No2: 2013.
- Candra, N. N. W., & Ardana, I. K. (2016). Pengaruh Pengalaman Kerja, Pendidikan, Dan Pelatihan Terhadap Pengembangan Karir Di PT. PLN (Persero) Distribusi Bali. *E-Jurnal Manajemen Unud*, 5(9), 5839-5867.
- Edison, E, 2016, *Manajemen Sumber Daya Manusia*. Bandung. Alfabeta.
- Effendi, Akhyar. 2015. *Manajemen Pegawai yang Efektif*. Jakarta : Lembaga Administrasi Negara.
- Foster, Bill. 2016. *Pembinaan untuk Peningkatan Kinerja Karyawan*, PPM Kansius, Jakarta
- Hair, J.F., Black, William C. Babin, Barry J. Anderson, Roplh E. Tatham, & Ronald L. 2006. *Multivariate Data Analysis*. Sixth Edition. Upper Saddle River, Prentice Hall International, Inc.
- Handoko, T. Hani. 2009. *Manajemen*. Yogyakarta: BPFEE-Yogyakarta.
- Iskandar, Y. (2018). Analisis Pemberian Insentif Dan Tingkat Pendidikan Terhadap Kinerja Pegawai Pada Pt. Mega Finance Cabang Rengat Kabupaten Indragiri Hulu. *Jurnal Manajemen dan Bisnis*, 7(3), 76-86.
- Kairupan, J. K. (2015). Pengaruh reformasi birokrasi terhadap kualitas pelayanan publik di Dinas Kependudukan Dan Catatan Sipil Kabupaten Minahasa Utara. *Jurnal Administrasi Publik*, 4(35).

- Kaligis, H. (2013). Rasionalisasi Pegawai dalam Peningkatan Kinerja di Kantor Dinas Pendidikan Pemuda dan Olahraga Kabupaten Minahasa Selatan. *GOVERNANCE*, 5(1).
- Lako, Andreas. 2004. *Kepemimpinan dan Kinerja Organisasi Isu Teori dan Solnsi*. Yogyakarta: Amara Books.
- Locke, E. A., & Latham, G. P. (2002). Building a practically useful theory of goal setting and task motivation: A 35-year odyssey. *American Psychologist*, 57(9), 705–717.
- Luthans Fred, 2006. *Perilaku Organisasi*. Edisi Sepuluh. Penerbit Andi, Yogyakarta.
- Maliah, M. (2019). PENGARUH BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN PADA PT POS INDONESIA (PERSERO) PALEMBANG. *Jurnal Media Wahana Ekonomika*, 13(3).
- Manullang, M & Marihot Amh Manullang. *Manajemen Personalialia*. Cetakan Kelima. Yogyakarta: Gadjah Mada University Press, 2011.
- Meyer, John, P., J. Natalie Allen dan Catherine A. Smith. (2006). Commitment to Organizational and Occupation : Extention and Test of a Three Component Conceptualizational. *Journal Applied Psychology*. 78(4), pp. 538-551.
- NIM, B. (2015). Pengaruh Tingkat Pendidikan Terhadap Kinerja Pegawai Di Kantor Camat Samalantan Kabupaten Bengkayang. *Governance-Jurnal Ilmu Pemerintahan*, 4(3).
- Octavianus, W. R. (2018). Pengaruh Pengalaman Kerja Dan Pelatihan Kerja Terhadap Kinerja Karyawan PT. Telkom Indonesia Cabang Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 6(3).
- Panambunan, O., Tewel, B., & Trang, I. (2017). Pengalaman kerja, Pelatihan Kerja, Iklim Organisasi dan Pengaruhnya Terhadap Kinerja Pegawai PT. PLN (Persero) Wilayah Suluttenggo. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 5(2).
- Purwanto, V. A., & Hermani, A. (2017). Pengaruh Pengalaman Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan CV. Bintang Utama Semarang Bagian Body Repair. *Jurnal Ilmu Administrasi Bisnis*, 6(2), 19-28.

- Putri, A. D., dan Setiawina, N. D. (2013). Pengaruh Umur, Pendidikan, Pekerjaan Terhadap Pendapatan Rumah Tangga Miskin di desa Bebandem. E-Jurnal Ekonomi Pembangunan Universitas Udayana Vol. 2, No.4, Hal. 173-180.
- Robbins, Stephen P., (2016), *Organizational Behavior*, New Jersey: Pearson Educational International.
- Rudiansyah, F. (2014). Pengaruh Insentif, Tingkat Pendidikan dan Masa Kerja Terhadap Produktivitas Kerja Karyawan (Studi Kasus pada Hotel Pelangi Malang). *Jurnal Ilmiah Mahasiswa FEB*, 2(1).
- Sapitri, R., & Suryalena, S. (2016). Pengaruh komitmen organisasi terhadap kinerja karyawan perusahaan listrik negara area pekanbaru (Doctoral dissertation, Riau University).
- Setyowati, I., & Haryani, S. 2016. Pengaruh Kepemimpinan, Motivasi Dan Kompensasi Terhadap Kinerja Karyawan Pada Restoran Taman Pringsewu Yogyakarta. *Jurnal Ilmiah Manajemen Bisnis Dan Terapan* Vol 13 No.2, 1-10.
- Sugiyono. (2017) *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sunoyo, D. (2012). *Manajemen Sumberdaya Manusia*. Cetakan 1. CAPS(Center For Academic Publishing Service):Yogyakarta.
- Syafaruddin, Alwi. 2016. *Manajemen Sumber Daya Manusia*, Yogyakarta: BPFY Yogyakarta.
- Tobirin, T. (2016). Penerapan Etika Moralitas Dan Budaya Malu Dalam Mewujudkan Kinerja Pegawai Yang Profesional. *Civil Service Journal*, 2(2 November).
- Umar Tirtarahardja, S. L. La Sulo. 2005, *Pengantar Pendidikan* (Jakarta : PT. Rineka Cipta), h. 264.
- Usman, Husain. 2013. *Manajemen Teori Praktek dan Pendidikan*. Edisi 4, Cetakan 1. Jakarta : Bumi Aksara.
- Wahyuni, D. (2020). Pengaruh Loyalitas, Komitmen dan Budaya Organisasi Terhadap Kinerja Pegawai Pada Biro Humas Dan Keprotokolan Sekretariat Daerah Provinsi Sumatera Utara. *JMB (Jurnal Manajemen dan Bisnis)*, 2(1), 93-102.

Wirawan. 2009. Evaluasi Kinerja Sumber Daya Manusia Teori, Aplikasi dan Penelitian. Jakarta: Salemba Empat.

LAMPIRAN

Lampiran 1. Identitas Responden

No	Nama	Usia (Tahun)	Jenis Kelamin	Pendidikan Terakhir	Masa Kerja (Tahun)	Jabatan
1	Nurfitri	31	P	SMA	11	Staff
2	Fajariah	45	P	SMK	10	Staff
3	Busram	30	L	S1	11	Staff
4	Narni	25	L	SMK	7	Staff
5	Elyasanti	31	P	SMA	8	Staff
6	Fajrin	34	L	S1	14	Staff
7	Reni, S.Sos.	34	P	S1	14	Staff
8	Asmiati	30	P	SMA	9	Staff
9	Rosmiani Nurdin, S.Pd.	32	P	S1	10	Staff
10	Rusdiana	35	P	SMA	7	Staff
11	Amri Prawira Negara	44	P	SMA	11	Staff
12	Sardani	32	L	S1	8	Staff
13	Sudirman, S.E.	41	L	S1	16	Staff
14	Nila Ainun	44	P	S2	15	Kasubag
15	Saipul	53	L	SMP	11	Staff
16	Maawia Nurjihad Oko	23	P	S1	2	Staff
17	Musdim	39	L	SMA	11	Staff
18	Nur Intan	25	P	S1	6	Staff
19	Khaidir	40	L	S1	12	Staff
20	Fajria	53	P	SMA	16	Staff
21	Faisal	43	L	SMA	11	Staff
22	Darawisah	39	P	S1	11	Staff
23	Muh. Darib	50	L	SMA	11	Staff
24	Rosmini	43	P	MA	14	Staff
25	Rais	35	L	SMP	11	Staff
26	Jafar	39	L	S1	14	Staff
27	Safaruddin	37	L	SMA	14	Staff
28	Ahmad Rianto	33	L	S1	2	Staff
29	Muslianto	34	L	SMA	11	Staff
30	Hasmira	22	P	SMA	2	Staff
31	Abd Wahab	40	L	SMA	11	Staff
32	Ismail Efendi	28	L	S1	8	Staff
33	M. Tahir	45	L	SMA	15	Staff
34	A. Albar	29	L	SMA	10	Staff
35	Taufik Tarrin	40	L	SMA	11	Staff
36	Rita Wulandari	31	P	SMK	8	Staff

No	Nama	Usia (Tahun)	Jenis Kelamin	Pendidikan Terakhir	Masa Kerja (Tahun)	Jabatan
37	Sujarwadi	39	L	SMA	11	Staff
38	M. Tahir	45	L	SMA	15	Staff
39	Rais	34	L	SMA	10	Bendahara
40	Putra Sari	28	L	S1	7	Staff
41	Dian Tri Susanti	35	P	S1	12	Staff
42	Arik Fitri Ani	40	P	S1	7	Staff
43	ST Suleha	25	P	SMK	5	Staff
44	Tri Wahyudi	25	L	S1	5	Staff
45	Marhama	34	P	S1	6	Staff
46	Sudirman	43	L	S1	13	Staff
47	Ari Ekawaty N	34	P	S1	16	Bendahara
48	Dahlia	35	P	S1	10	Staff
49	Achmad Alfian A	29	L	S1	4	Staff
50	Busran Nur	40	L	SMA	6	Staff
51	Nurlaela	29	P	S2	8	Kasubag
52	Zulkifli	33	L	S1	11	Staff
53	Detty Yunita Nuradila	31	P	S1	2	Staff
54	Nur Asikin Hidayat	29	L	S1	6	Staff
55	Hariati	27	P	D3	7	Staff
56	Listiawati	36	P	D3	11	Staff
57	Muh. Arsyad Rasyid	26	L	SMA	6	Staff
58	Nur Salim	34	L	SMA	17	Staff
59	Suhasruani	31	P	S1	11	Staff
60	Alkaf	45	L	SMA	11	Staff
61	Dahlia	41	P	D3	10	Bendahara
62	Rahmad S	48	L	SMP	15	Staff
63	Reskianah	25	P	S1	2	Staff
64	Tahmid	44	L	D3	13	Staff
65	Alfian Hendra	32	L	D3	11	Staff
66	Nurpaisa	21	P	SMA	2	Staff
67	Zulkifli Fatta	50	L	S1	7	Staff
68	M. Supri	40	L	SMK	12	Staff
69	Zainuddin	30	L	S1	8	Staff
70	Candra Amir	40	L	SMA	20	Staff
71	Winadya Ilfa Fauzana, S.H.	23	P	S1	2	Staff
72	Abdul Majid	32	L	S1	5	Staff
73	Muh. Iqbal	36	L	S1	11	Staff
74	Irwanjaya	26	L	S1	6	Staff
75	Muh. Riswan	35	L	S1	11	Staff

No	Nama	Usia (Tahun)	Jenis Kelamin	Pendidikan Terakhir	Masa Kerja (Tahun)	Jabatan
76	Wati	44	P	S1	11	Staff
77	Hikmawati	39	P	S1	10	Kasubag
78	Ahmad Ervan	43	L	S2	15	Staff
79	Nirwana	42	P	S1	15	Staff
80	Irfan, S.E.	29	L	S1	6	Staff
81	Agustina, S.E.,M.Si.,	36	P	S2	10	Staff
82	Lidya N	35	P	S1	10	Staff
83	Muhammad Irsan Muhtar	41	L	S1	11	Staff
84	Rahman Haeruddin	45	L	S1	20	Staff
85	Muliadi	39	L	S1	10	Staff
86	Amiruddin	43	L	S1	7	Staff
87	Harlia	36	P	D3	11	Staff
88	Lukman Kasman	38	L	S1	11	Staff
89	Hartati	27	P	SMK	4	Staff
90	Muh. Yahya	29	L	SMA	6	Staff
91	Sutrisman	30	L	D3	9	Staff
92	Muhammad Adnan Iksak	50	L	S1	24	Staff
93	Rika Purnamasari	29	P	S1	6	Staff
94	Muhammad Apriadi	32	L	S1	12	Kasubag
95	Hasbah	36	P	D3	11	Staff
96	Elma Mahmud	32	P	S2	15	Kasubag
97	Surbriyah	36	P	S1	12	Staff
98	Aslam	36	L	S2	15	Kasubag
99	Sri	27	P	SMA	6	Staff
100	Marhama	35	P	S1	7	Staff

Lampiran 2. Hasil Analisis SPSS (Uji Validitas)

CORRELATIONS
 /VARIABLES=KP1 KP2 KP3 KP4 KP
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations
 [DataSet0]

Correlations

		KP1	KP2	KP3	KP4	KP
KP1	Pearson Correlation	1	.423**	.110	.137	.617**
	Sig. (2-tailed)		.000	.274	.175	.000
	N	100	100	100	100	100
KP2	Pearson Correlation	.423**	1	.273**	.280**	.737**
	Sig. (2-tailed)	.000		.006	.005	.000
	N	100	100	100	100	100
KP3	Pearson Correlation	.110	.273**	1	.133	.619**
	Sig. (2-tailed)	.274	.006		.186	.000
	N	100	100	100	100	100
KP4	Pearson Correlation	.137	.280**	.133	1	.615**
	Sig. (2-tailed)	.175	.005	.186		.000
	N	100	100	100	100	100
KP	Pearson Correlation	.617**	.737**	.619**	.615**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

CORRELATIONS
 /VARIABLES=TP1 TP2 TP3 TP4 TP5 TP
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations

[DataSet0]

Correlations

		TP1	TP2	TP3	TP4	TP5	TP
TP1	Pearson Correlation	1	.338**	.041	.280**	.299**	.674**
	Sig. (2-tailed)		.001	.688	.005	.003	.000
	N	100	100	100	100	100	100
TP2	Pearson Correlation	.338**	1	.013	.414**	.150	.618**
	Sig. (2-tailed)	.001		.898	.000	.137	.000
	N	100	100	100	100	100	100
TP3	Pearson Correlation	.041	.013	1	.056	.101	.455**
	Sig. (2-tailed)	.688	.898		.583	.318	.000
	N	100	100	100	100	100	100
TP4	Pearson Correlation	.280**	.414**	.056	1	.366**	.656**
	Sig. (2-tailed)	.005	.000	.583		.000	.000
	N	100	100	100	100	100	100
TP5	Pearson Correlation	.299**	.150	.101	.366**	1	.603**
	Sig. (2-tailed)	.003	.137	.318	.000		.000
	N	100	100	100	100	100	100
TP	Pearson Correlation	.674**	.618**	.455**	.656**	.603**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

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

CORRELATIONS

/VARIABLES=PK1 PK2 PK3 PK4 PK5 PK6 PK7 PK
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations

[DataSet0]

Correlations

		PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK
PK1	Pearson Correlation	1	.081	.485**	.165	.125	.311**	.183	.564**
	Sig. (2-tailed)		.422	.000	.101	.216	.002	.068	.000
	N	100	100	100	100	100	100	100	100
PK2	Pearson Correlation	.081	1	.184	.112	.217*	-.065	.189	.454**
	Sig. (2-tailed)	.422		.066	.267	.030	.517	.060	.000
	N	100	100	100	100	100	100	100	100
PK3	Pearson Correlation	.485**	.184	1	.411**	.191	.225*	.125	.645**
	Sig. (2-tailed)	.000	.066		.000	.056	.024	.215	.000
	N	100	100	100	100	100	100	100	100
PK4	Pearson Correlation	.165	.112	.411**	1	.189	.346**	.115	.595**
	Sig. (2-tailed)	.101	.267	.000		.059	.000	.256	.000
	N	100	100	100	100	100	100	100	100
PK5	Pearson Correlation	.125	.217*	.191	.189	1	.032	.285**	.516**
	Sig. (2-tailed)	.216	.030	.056	.059		.755	.004	.000
	N	100	100	100	100	100	100	100	100
PK6	Pearson Correlation	.311**	-.065	.225*	.346**	.032	1	.310**	.584**
	Sig. (2-tailed)	.002	.517	.024	.000	.755		.002	.000
	N	100	100	100	100	100	100	100	100
PK7	Pearson Correlation	.183	.189	.125	.115	.285**	.310**	1	.561**
	Sig. (2-tailed)	.068	.060	.215	.256	.004	.002		.000
	N	100	100	100	100	100	100	100	100
PK	Pearson Correlation	.564**	.454**	.645**	.595**	.516**	.584**	.561**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100	100

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

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

CORRELATIONS
 /VARIABLES=K1 K2 K3 K4 K5 K6 K
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations

[DataSet0]

Correlations

		K1	K2	K3	K4	K5	K6	K
K1	Pearson Correlation	1	.320**	.145	.128	.171	.232*	.496**
	Sig. (2-tailed)		.001	.150	.205	.089	.020	.000
	N	100	100	100	100	100	100	100
K2	Pearson Correlation	.320**	1	.266**	.299**	.504**	.305**	.745**
	Sig. (2-tailed)	.001		.007	.003	.000	.002	.000
	N	100	100	100	100	100	100	100
K3	Pearson Correlation	.145	.266**	1	.387**	.375**	.182	.611**
	Sig. (2-tailed)	.150	.007		.000	.000	.069	.000
	N	100	100	100	100	100	100	100
K4	Pearson Correlation	.128	.299**	.387**	1	.298**	.095	.539**
	Sig. (2-tailed)	.205	.003	.000		.003	.346	.000
	N	100	100	100	100	100	100	100
K5	Pearson Correlation	.171	.504**	.375**	.298**	1	.411**	.779**
	Sig. (2-tailed)	.089	.000	.000	.003		.000	.000
	N	100	100	100	100	100	100	100
K6	Pearson Correlation	.232*	.305**	.182	.095	.411**	1	.585**
	Sig. (2-tailed)	.020	.002	.069	.346	.000		.000
	N	100	100	100	100	100	100	100
K	Pearson Correlation	.496**	.745**	.611**	.539**	.779**	.585**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100

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

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

CORRELATIONS
/VARIABLES=BO1 BO2 BO3 BO4 BO
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations

[DataSet0]

Correlations

		BO1	BO2	BO3	BO4	BO
BO1	Pearson Correlation	1	.493**	.214*	.054	.630**
	Sig. (2-tailed)		.000	.032	.596	.000
	N	100	100	100	100	100
BO2	Pearson Correlation	.493**	1	.334**	.339**	.775**
	Sig. (2-tailed)	.000		.001	.001	.000
	N	100	100	100	100	100
BO3	Pearson Correlation	.214*	.334**	1	.377**	.719**
	Sig. (2-tailed)	.032	.001		.000	.000
	N	100	100	100	100	100
BO4	Pearson Correlation	.054	.339**	.377**	1	.635**
	Sig. (2-tailed)	.596	.001	.000		.000
	N	100	100	100	100	100
BO	Pearson Correlation	.630**	.775**	.719**	.635**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

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

Lampiran 3. Hasil Analisis SPSS (Uji Reabilitas)

RELIABILITY

/VARIABLES=KP1 KP2 KP3 KP4

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.524	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KP1	9.81	.943	.304	.459
KP2	9.90	.838	.496	.302
KP3	9.69	.903	.236	.527
KP4	9.75	.917	.252	.508

RELIABILITY
 /VARIABLES=TP1 TP2 TP3 TP4 TP5
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /SUMMARY=TOTAL.

Reliability
 [DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.537	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
TP1	12.56	2.027	.369	.435
TP2	12.41	2.265	.353	.451
TP3	13.13	2.559	.073	.633
TP4	12.85	2.270	.441	.411
TP5	12.61	2.341	.358	.452

RELIABILITY
 /VARIABLES=PK1 PK2 PK3 PK4 PK5 PK6 PK7
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /SUMMARY=TOTAL.

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.622	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PK1	19.26	3.305	.394	.572
PK2	19.01	3.364	.186	.638
PK3	19.18	3.058	.468	.544
PK4	19.16	3.146	.401	.565
PK5	19.00	3.273	.289	.600
PK6	19.94	2.986	.312	.599
PK7	19.39	3.230	.363	.577

RELIABILITY
 /VARIABLES=K1 K2 K3 K4 K5 K6
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /SUMMARY=TOTAL.

Reliability
 [DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.702	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	15.63	4.054	.299	.699
K2	16.04	3.130	.550	.619
K3	15.93	3.702	.414	.667
K4	15.83	4.042	.374	.681
K5	16.08	2.882	.577	.608
K6	15.74	3.811	.394	.674

RELIABILITY

/VARIABLES=BO1 BO2 BO3 BO4
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /SUMMARY=TOTAL.

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

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.632	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BO1	10.47	1.363	.335	.616
BO2	10.37	1.165	.557	.458
BO3	10.47	1.181	.423	.557
BO4	10.54	1.362	.348	.607

Lampiran 4. Hasil Analisis SPSS (Regresi Berganda)

REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT KP
 /METHOD=ENTER TP PK K BO.

Regression

[DataSet0]

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	BO, K, TP, PK ^a		Enter

a. All requested variables entered.

b. Dependent Variable: KP

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.556 ^a	.309	.280	.997

a. Predictors: (Constant), BO, K, TP, PK

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	42.246	4	10.561	10.617	.000 ^a
	Residual	94.504	95	.995		
	Total	136.750	99			

a. Predictors: (Constant), BO, K, TP, PK

b. Dependent Variable: KP

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.832	1.368		3.532	.001
	TP	.164	.064	.098	3.001	.009
	PK	.184	.060	.316	3.060	.003
	K	.177	.049	.334	3.649	.000
	BO	.122	.087	.327	2.253	.001

a. Dependent Variable: KP