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LAMPIRAN

Regression X – Z1

| Notes | | | |
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| 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 Z1 /METHOD=ENTER X. | |
| Resources | Processor Time | | 00:00:00.03 |
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| | Memory Required | 2480 bytes | |
| | Additional Memory Required for Residual Plots | 0 bytes | |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--------------------------|-------------------|--------|
| 1 | Stres Kerja ^b | . | Enter |

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .795 ^a | .633 | .626 | 2.26287 |

a. Predictors: (Constant), Stres Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 528.974 | 1 | 528.974 | 103.303 | .000 ^b |
| | Residual | 307.236 | 60 | 5.121 | | |
| | Total | 836.210 | 61 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Stres Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.974 | 4.058 | | .979 | .331 |
| | Stres Kerja | .933 | .092 | .795 | 10.164 | .000 |

a. Dependent Variable: Kepuasan Kerja

Regression X, Z1 - Y

Notes

| | | |
|------------------------|---|---|
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| 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 Y /METHOD=ENTER X Z1. |
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| | Additional Memory Required for Residual Plots | 0 bytes |

Variables Entered/Removed^a

| Model | Variables Entered | Variables | | Method |
|-------|---|-----------|---------|--------|
| | | Entered | Removed | |
| 1 | Kepuasan Kerja, Stres Kerja ^b | . | | Enter |

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .945 ^a | .893 | .889 | 1.16095 |

a. Predictors: (Constant), Kepuasan Kerja, Stres Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 663.319 | 2 | 331.659 | 246.075 | .000 ^b |
| | Residual | 79.520 | 59 | 1.348 | | |
| | Total | 742.839 | 61 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kepuasan Kerja, Stres Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.616 | 2.098 | | 1.723 | .090 |
| | Stres Kerja | .159 | .078 | .144 | 2.049 | .045 |
| | Kepuasan Kerja | .779 | .066 | .826 | 11.760 | .000 |

a. Dependent Variable: Kinerja

Regression X – Z2

Notes

| | | |
|----------------|--|---|
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| | Split File | <none> |
| | N of Rows in Working Data File | 62 |
| | Missing Value Handling | Definition of Missing |
| Cases Used | | Statistics are based on cases with no missing values for any variable used. |
| Syntax | <pre>REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Z2 /METHOD=ENTER X.</pre> | |
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| | Additional Memory Required for Residual Plots | 0 bytes |
| | | |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--------------------------|-------------------|--------|
| 1 | Stres Kerja ^b | . | Enter |

a. Dependent Variable: Turnover Intention

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .627 ^a | .393 | .383 | 1.92768 |

a. Predictors: (Constant), Stres Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 144.543 | 1 | 144.543 | 38.898 | .000 ^b |
| | Residual | 222.957 | 60 | 3.716 | | |
| | Total | 367.500 | 61 | | | |

a. Dependent Variable: Turnover Intention

b. Predictors: (Constant), Stres Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 14.995 | 3.457 | | 4.338 | .000 |
| | Stres Kerja | .487 | .078 | .627 | 6.237 | .000 |

a. Dependent Variable: Turnover Intention

Regression X, Z2 - Y

Notes

| | | |
|------------------------|--|---|
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| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data File | 62 |
| 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 | <pre>REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X Z2.</pre> | |
| Resources | Processor Time | 00:00:00.05 |
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| | Additional Memory Required for Residual Plots | 0 bytes |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Turnover Intention, Stres Kerja ^b | . | Enter |

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .894 ^a | .799 | .793 | 1.58923 |

a. Predictors: (Constant), Turnover Intention, Stres Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 593.825 | 2 | 296.912 | 117.558 | .000 ^b |
| | Residual | 149.014 | 59 | 2.526 | | |
| | Total | 742.839 | 61 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Turnover Intention, Stres Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -4.147 | 3.266 | | -1.270 | .209 |
| | Stres Kerja | .533 | .083 | .482 | 6.437 | .000 |
| | Turnover Intention | .724 | .106 | .509 | 6.803 | .000 |

a. Dependent Variable: Kinerja

Regression X, Z1, Z2 - Y

Notes

| | | |
|------------------------|---|--|
| Output Created | | 17-JUN-2022 01:52:41 |
| Comments | | |
| Input | Data | D:\PASCA\Ujian Hasil\hasil olah data spss tesis gery\SPSS M Rian sulfian 17 juni 2022.sav |
| | Active Dataset | DataSet1 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data File | 62 |
| 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 Y /METHOD=ENTER X Z1 Z2. |
| Resources | Processor Time | 00:00:00.00 |
| | Elapsed Time | 00:00:00.01 |
| | Memory Required | 3456 bytes |
| | Additional Memory Required for Residual Plots | 0 bytes |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Turnover Intention, Stres Kerja, Kepuasan Kerja ^b | . | Enter |

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .952 ^a | .906 | .901 | 1.09971 |

a. Predictors: (Constant), Turnover Intention, Stres Kerja, Kepuasan Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 672.695 | 3 | 224.232 | 185.413 | .000 ^b |
| | Residual | 70.143 | 58 | 1.209 | | |
| | Total | 742.839 | 61 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Turnover Intention, Stres Kerja, Kepuasan Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .258 | 2.325 | | .111 | .912 |
| | Stres Kerja | .159 | .074 | .144 | 2.167 | .034 |
| | Kepuasan Kerja | .643 | .080 | .682 | 8.076 | .000 |
| | Turnover Intention | .260 | .093 | .183 | 2.785 | .007 |

a. Dependent Variable: Kinerja

Run MATRIX procedure:

Dependent, Independent, and Proposed Mediator Variables:

DV = Y
IV = X
MEDS = Z1
Z2

Sample size
62

IV to Mediators (a paths)

| | Coeff | se | t | p |
|----|-------|-------|---------|-------|
| Z1 | .9326 | .0918 | 10.1638 | .0000 |
| Z2 | .4875 | .0782 | 6.2368 | .0000 |

Direct Effects of Mediators on DV (b paths)

| | Coeff | se | t | p |
|----|-------|-------|--------|-------|
| Z1 | .6426 | .0796 | 8.0757 | .0000 |
| Z2 | .2601 | .0934 | 2.7845 | .0072 |

Total Effect of IV on DV (c path)

| | Coeff | se | t | p |
|---|-------|-------|---------|-------|
| X | .8855 | .0854 | 10.3736 | .0000 |

Direct Effect of IV on DV (c-prime path)

| | Coeff | se | t | p |
|---|-------|-------|--------|-------|
| X | .1594 | .0736 | 2.1672 | .0343 |

Model Summary for DV Model

| R-sq | Adj R-sq | F | df1 | df2 | p |
|-------|----------|----------|--------|---------|-------|
| .9056 | .9007 | 185.4126 | 3.0000 | 58.0000 | .0000 |

NORMAL THEORY TESTS FOR INDIRECT EFFECTS

Indirect Effects of IV on DV through Proposed Mediators (ab paths)

| | Effect | se | Z | p |
|-------|--------|-------|--------|-------|
| TOTAL | .7261 | .0924 | 7.8608 | .0000 |
| Z1 | .5993 | .0930 | 6.4414 | .0000 |
| Z2 | .1268 | .0488 | 2.6001 | .0093 |
| C1 | .4725 | .1172 | 4.0308 | .0001 |

Error # 34 in column 21. Text: indirect.sav

SPSS Statistics cannot access a file with the given file specification. The

file specification is either syntactically invalid, specifies an invalid

drive, specifies a protected directory, specifies a protected file, or

specifies a non-sharable file.

Execution of this command stops.

BOOTSTRAP RESULTS FOR INDIRECT EFFECTS

Indirect Effects of IV on DV through Proposed Mediators (ab paths)

| | Data | boot | Bias | SE |
|-------|-------|-------|--------|-------|
| TOTAL | .7261 | .7388 | .0127 | .0813 |
| Z1 | .5993 | .6155 | .0162 | .1177 |
| Z2 | .1268 | .1234 | -.0034 | .0639 |
| C1 | .4725 | .4921 | .0196 | .1711 |

Bias Corrected and Accelerated Confidence Intervals

| | Lower | Upper |
|-------|-------|-------|
| TOTAL | .5490 | .8767 |
| Z1 | .3659 | .8141 |
| Z2 | .0209 | .2774 |
| C1 | .0889 | .7793 |

Level of Confidence for Confidence Intervals:

95

Number of Bootstrap Resamples:

1000

INDIRECT EFFECT contrast DEFINITIONS: Ind_Eff1 MINUS Ind_Eff2

| contrast | IndEff_1 | IndEff_2 |
|----------|----------|----------|
| C1 | Z1 | Z2 |

----- END MATRIX -----

Reliability X

Notes

| | | |
|----------------|--|---|
| Output Created | | 17-JUN-2022 01:58:47 |
| Comments | | |
| Input | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data File | 65 |
| | Matrix Input | |
| | Missing Value Handling | Definition of Missing |
| Cases Used | | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=X.1 X.2 X.3 X.4 X.5 X.6 X.7 X.8 X.9 X.10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL. | |
| Resources | Processor Time | 00:00:00.00 |
| | Elapsed Time | 00:00:00.00 |

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 62 | 95.4 |
| | Excluded ^a | 3 | 4.6 |
| | Total | 65 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .739 | 10 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| X.1 | 4.4194 | .55952 | 62 |
| X.2 | 4.5000 | .59368 | 62 |
| X.3 | 4.4355 | .56164 | 62 |
| X.4 | 4.2903 | .61102 | 62 |
| X.5 | 4.4194 | .55952 | 62 |
| X.6 | 4.3548 | .57536 | 62 |
| X.7 | 4.3871 | .55382 | 62 |
| X.8 | 4.3710 | .55023 | 62 |
| X.9 | 4.4516 | .59168 | 62 |
| X.10 | 4.4839 | .62047 | 62 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X.1 | 39.6935 | 8.249 | .438 | .712 |
| X.2 | 39.6129 | 8.307 | .383 | .720 |
| X.3 | 39.6774 | 8.419 | .379 | .720 |
| X.4 | 39.8226 | 8.017 | .457 | .708 |
| X.5 | 39.6935 | 8.544 | .340 | .726 |
| X.6 | 39.7581 | 8.613 | .304 | .732 |
| X.7 | 39.7258 | 8.694 | .297 | .732 |
| X.8 | 39.7419 | 8.293 | .434 | .713 |
| X.9 | 39.6613 | 8.228 | .410 | .716 |
| X.10 | 39.6290 | 7.745 | .533 | .695 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 44.1129 | 9.971 | 3.15763 | 10 |

Reliability Z1

Notes

| | | |
|----------------|---|---|
| Output Created | 17-JUN-2022 01:59:44 | |
| Comments | | |
| Input | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data File | 65 |
| | Matrix Input | |
| | Missing Value Handling | Definition of Missing |
| Cases Used | | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=Z1.1 Z1.2 Z1.3 Z1.4 Z1.5 Z1.6 Z1.7 Z1.8 Z1.9 Z1.10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL. | |
| Resources | Processor Time | 00:00:00.02 |
| | Elapsed Time | 00:00:00.00 |

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 62 | 95.4 |
| | Excluded ^a | 3 | 4.6 |
| | Total | 65 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .834 | 10 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| Z1.1 | 4.5323 | .59279 | 62 |
| Z1.2 | 4.4516 | .59168 | 62 |
| Z1.3 | 4.6129 | .52338 | 62 |
| Z1.4 | 4.5968 | .52666 | 62 |
| Z1.5 | 4.5806 | .55952 | 62 |
| Z1.6 | 4.5000 | .53562 | 62 |
| Z1.7 | 4.5000 | .56540 | 62 |
| Z1.8 | 4.4677 | .59279 | 62 |
| Z1.9 | 4.4677 | .56446 | 62 |
| Z1.10 | 4.4032 | .75660 | 62 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|-------------------------------|-----------------------------------|--------------------------------------|--|
| Z1.1 | 40.5806 | 11.034 | .590 | .813 |
| Z1.2 | 40.6613 | 11.539 | .453 | .826 |
| Z1.3 | 40.5000 | 11.795 | .456 | .825 |
| Z1.4 | 40.5161 | 11.533 | .531 | .819 |
| Z1.5 | 40.5323 | 11.302 | .556 | .816 |
| Z1.6 | 40.6129 | 11.848 | .427 | .828 |
| Z1.7 | 40.6129 | 11.258 | .562 | .816 |
| Z1.8 | 40.6452 | 11.184 | .548 | .817 |
| Z1.9 | 40.6452 | 11.282 | .556 | .816 |
| Z1.10 | 40.7097 | 10.308 | .582 | .815 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 45.1129 | 13.708 | 3.70248 | 10 |

Reliability Z2

Notes

| | | |
|----------------|---|---|
| Output Created | | 17-JUN-2022 02:00:27 |
| Comments | | |
| Input | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data File | 65 |
| | Matrix Input | |
| | Missing Value Handling | Definition of Missing |
| | Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=Z2.1 Z2.2 Z2.3 Z2.4 Z2.5 Z2.6 Z2.7 Z2.8 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL. | |
| Resources | Processor Time | 00:00:00.00 |
| | Elapsed Time | 00:00:00.00 |

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 62 | 95.4 |
| | Excluded ^a | 3 | 4.6 |
| | Total | 65 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .743 | 8 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| Z2.1 | 4.5323 | .53463 | 62 |
| Z2.2 | 4.6129 | .49106 | 62 |
| Z2.3 | 4.6613 | .47713 | 62 |
| Z2.4 | 4.4839 | .56516 | 62 |
| Z2.5 | 4.5645 | .49987 | 62 |
| Z2.6 | 4.5000 | .50408 | 62 |
| Z2.7 | 4.5645 | .53165 | 62 |
| Z2.8 | 4.5806 | .49748 | 62 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
|------|-------------------------------|-----------------------------------|--------------------------------------|--|
| Z2.1 | 31.9677 | 4.851 | .377 | .728 |
| Z2.2 | 31.8871 | 4.921 | .396 | .724 |
| Z2.3 | 31.8387 | 4.957 | .395 | .724 |
| Z2.4 | 32.0161 | 4.574 | .468 | .710 |
| Z2.5 | 31.9355 | 4.684 | .504 | .704 |
| Z2.6 | 32.0000 | 4.852 | .413 | .721 |
| Z2.7 | 31.9355 | 4.553 | .524 | .699 |
| Z2.8 | 31.9194 | 4.862 | .417 | .720 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 36.5000 | 6.025 | 2.45450 | 8 |

Reliability Y

Notes

| | | |
|----------------|--|---|
| Output Created | | 17-JUN-2022 02:00:53 |
| Comments | | |
| Input | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data File | 65 |
| | Matrix Input | |
| | Missing Value Handling | Definition of Missing |
| | Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Y.9 Y.10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL. | |
| Resources | Processor Time | 00:00:00.02 |
| | Elapsed Time | 00:00:00.01 |

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 62 | 95.4 |
| | Excluded ^a | 3 | 4.6 |
| | Total | 65 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .830 | 10 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| Y.1 | 4.6452 | .48237 | 62 |
| Y.2 | 4.5806 | .58809 | 62 |
| Y.3 | 4.5484 | .50172 | 62 |
| Y.4 | 4.5806 | .52941 | 62 |
| Y.5 | 4.4194 | .58809 | 62 |
| Y.6 | 4.5968 | .52666 | 62 |
| Y.7 | 4.4194 | .73659 | 62 |
| Y.8 | 4.7097 | .49214 | 62 |
| Y.9 | 4.5806 | .55952 | 62 |
| Y.10 | 4.6935 | .49881 | 62 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y.1 | 41.1290 | 10.967 | .306 | .833 |
| Y.2 | 41.1935 | 10.257 | .418 | .825 |
| Y.3 | 41.2258 | 10.145 | .557 | .811 |
| Y.4 | 41.1935 | 9.503 | .734 | .794 |
| Y.5 | 41.3548 | 9.610 | .609 | .805 |
| Y.6 | 41.1774 | 10.083 | .543 | .812 |
| Y.7 | 41.3548 | 9.413 | .492 | .822 |
| Y.8 | 41.0645 | 10.225 | .543 | .813 |
| Y.9 | 41.1935 | 10.126 | .488 | .818 |
| Y.10 | 41.0806 | 10.174 | .552 | .812 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 45.7742 | 12.178 | 3.48965 | 10 |

TABULASI DATA

| Variabel Stres Kerja (X) | | | | | | | | | | | |
|--------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
| No. | X.1 | X.2 | X.3 | X.4 | X.5 | X.6 | X.7 | X.8 | X.9 | X.10 | Total |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 2 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 47 |
| 3 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 45 |
| 8 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 46 |
| 9 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 10 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 11 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 44 |
| 12 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 39 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 46 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 42 |
| 16 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 45 |
| 17 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 18 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 36 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 37 |
| 21 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 22 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 47 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 24 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 25 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 41 |
| 26 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 31 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 32 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 42 |
| 33 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 42 |
| 34 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 35 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 36 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 37 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 38 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 39 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 40 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 44 |
| 41 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |

| | | | | | | | | | | | |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|
| 42 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 43 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 44 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 45 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 47 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 43 |
| 48 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 49 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 51 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 39 |
| 52 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 53 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 54 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 44 |
| 55 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 56 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 48 |
| 57 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 58 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 59 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 47 |
| 60 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 39 |
| 61 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 41 |
| 62 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| | VALID | VALID | VALID | VALID | VALID | VALID | VALID | VALID | VALID | VALID | |

| Variabel Kepuasan Kerja (Z1) | | | | | | | | | | | |
|------------------------------|---|---|---|---|---|---|---|---|---|---|----|
| 1 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 44 |
| 2 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 46 |
| 8 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 11 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 12 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 13 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 39 |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 18 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |

