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X1.10	Pearson	,261**	,335**	,434**	,362**	,367**	,379**	,283**	,406**	,365**	1	,382**	,263**	,622**
	Correlation													
	Sig. (2-tailed)	,005	,000	,000	,000	,000	,000	,002	,000	,000		,000	,005	,000
X1.11	N	113	113	113	113	113	113	113	113	113	113	113	113	113
	Pearson	,492**	-,033	,226*	,071	,576**	,229*	,511**	,143	,692**	,382**	1	,537**	,669**
	Correlation													
X1.12	Sig. (2-tailed)	,000	,009	,016	,045	,000	,015	,000	,013	,000	,000		,000	,000
	N	113	113	113	113	113	113	113	113	113	113	113	113	113
	Pearson	,422**	,147	,158	,285**	,573**	,253**	,608**	,299**	,491**	,263**	,537**	1	,671**
Gaya Kepemimpinan	Correlation													
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	113	113	113	113	113	113	113	113	113	113	113	113	113

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

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
,866	12



X2.6	Pearson	,61	,28	,25	,67	,53	1	,17	,32	,61	,56	,29	,28	,718**
	Correlation	2**	8**	7**	8**	4**		5	8**	2**	8**	3**	4**	
	Sig. (2-tailed)	,00	,00	,00	,00	,00		,06	,00	,00	,00	,00	,00	,000
X2.7	N	113	113	113	113	113	113	113	113	113	113	113	113	113
	Pearson	,34	,42	,49	,27	,49	,17	1	,56	,22	,18	,19	,39	,577**
	Correlation	6**	0**	2**	9**	2**	5		4**	6*	0	9*	5**	
X2.8	Sig. (2-tailed)	,00	,00	,00	,00	,00	,06		,00	,01	,05	,03	,00	,000
	N	113	113	113	113	113	113	113	113	113	113	113	113	113
	Pearson	,35	,28	,46	,44	,33	,32	,56	1	,38	,29	,26	,37	,623**
X2.9	Correlation	8**	5**	1**	4**	4**	8**	4**		4**	7**	6**	3**	
	Sig. (2-tailed)	,00	,00	,00	,00	,00	,00	,00		,00	,00	,00	,00	,000
	N	113	113	113	113	113	113	113	113	113	113	113	113	113
X2.10	Pearson	,70	,25	,44	,61	,45	,61	,22	,38	1	,62	,23	,38	,755**
	Correlation	4**	0**	0**	6**	2**	2**	6*	4**		4**	7*	6**	
	Sig. (2-tailed)	,00	,00	,00	,00	,00	,00	,01	,00		,00	,01	,00	,000
X2.11	N	113	113	113	113	113	113	113	113	113	113	113	113	113
	Pearson	,59	,37	,35	,57	,52	,56	,18	,29	,62	1	,24	,25	,712**
	Correlation	2**	2**	2**	9**	8**	8**	0	7**	4**		5**	5**	
X2.11	Sig. (2-tailed)	,00	,00	,00	,00	,00	,00	,05	,00	,00		,00	,00	,000
	N	113	113	113	113	113	113	113	113	113	113	113	113	113
	Pearson	,42	,22	,40	,35	,22	,29	,19	,26	,23	,24	1	,45	,520**
X2.11	Correlation	3**	1*	9**	7**	4*	3**	9*	6**	7*	5**		9**	
	Sig. (2-tailed)	,00	,01	,00	,00	,01	,00	,03	,00	,01	,00		,00	,000
		0	9	0	0	7	2	5	4	1	9		0	



X2.12	N	113	113	113	113	113	113	113	113	113	113	113	113	113	113
	Pearson	,54	,22	,43	,32	,22	,28	,39	,37	,38	,25	,45	1	,590**	
	Correlation	3**	5*	0**	6**	6*	4**	5**	3**	6**	5**	9**			
Budaya Organisasi	Sig. (2-tailed)	,00	,01	,00	,00	,01	,00	,00	,00	,00	,00	,00		,000	
	N	113	113	113	113	113	113	113	113	113	113	113	113	113	
	Pearson	,80	,53	,67	,80	,70	,71	,57	,62	,75	,71	,52	,59	1	
asi	Correlation	8**	5**	2**	5**	9**	8**	7**	3**	5**	2**	0**	0**		
	Sig. (2-tailed)	,00	,00	,00	,00	,00	,00	,00	,00	,00	,00	,00	,00		
	N	113	113	113	113	113	113	113	113	113	113	113	113	113	

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

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,891	12

**Correlations**

	Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12	Z13	Z14	Kepuasan Kerja	
Z1	Pearson	1	,52	,39	,64	,42	,32	,08	,45	,16	,08	,42	,36	,29	,27	,670**
	Correlation		7**	1**	8**	4**	4**	9	6**	4	5	5**	2**	3**	1**	
	Sig. (2-tailed)		,00	,00	,00	,00	,00	,34	,00	,08	,37	,00	,00	,00	,00	,000
Z2	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113
	Pearson	,52	1	,48	,58	,37	,40	-	,35	,21	,18	,52	,41	,44	,42	,712**
	Correlation	7**		9**	2**	8**	5**	,04	1**	8*	4	2**	5**	4**	7**	

Z3	Sig. (2-tailed)	,00		,00	,00	,00	,00	,00	,64	,00	,02	,05	,00	,00	,00	,00	,000
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113
	Pearson	,39	,48	1	,50	,48	,45	,15	,28	,30	,21	,44	,36	,31	,32		,665**
	Correlation	1**	9**		6**	8**	1**	5	7**	2**	5*	4**	6**	1**	8**		
Z4	Sig. (2-tailed)	,00	,00		,00	,00	,00	,10	,00	,00	,02	,00	,00	,00	,00	,000	
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113	
	Pearson	,64	,58	,50	1	,44	,29	,01	,32	,09	-	,39	,21	,29	,25		,623**
	Correlation	8**	2**	6**		0**	5**	5	7**	2	,03	8**	3*	9**	8**		
Z5	Sig. (2-tailed)	,00	,00	,00		,00	,00	,87	,00	,33	,69	,00	,02	,00	,00	,000	
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113	
	Pearson	,42	,37	,48	,44	1	,51	,09	,16	,26	,10	,30	,16	,23	,28		,573**
	Correlation	4**	8**	8**	0**		2**	6	8	0**	9	6**	0	4*	5**		
Z6	Sig. (2-tailed)	,00	,00	,00	,00		,00	,31	,07	,00	,25	,00	,09	,01	,00	,000	
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113	
	Pearson	,32	,40	,45	,29	,51	1	,32	,33	,49	,29	,31	,40	,47	,38		,684**
	Correlation	4**	5**	1**	5**	2**		0**	6**	4**	7**	9**	0**	6**	9**		
Z7	Sig. (2-tailed)	,00	,00	,00	,00	,00		,00	,00	,00	,00	,00	,00	,00	,00	,000	
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113	
	Pearson	,08	-	,15	,01	,09	,32	1	,27	,36	,34	,19	,26	,20	,17		,371**
	Correlation	9	,04	5	5	6	0**		7**	7**	8**	0*	0**	1*	4		

Z8	Sig. (2-tailed)	,34	,64	,10	,87	,31	,00		,00	,00	,00	,04	,00	,03	,06	,000
	N	6	7	2	8	3	1		3	0	0	4	5	2	6	
	Pearson	,45	,35	,28	,32	,16	,33	,27	1	,40	,26	,50	,26	,61	,29	,641**
	Correlation	6**	1**	7**	7**	8	6**	7**		9**	5**	9**	1**	0**	3**	
Z9	Sig. (2-tailed)	,00	,00	,00	,00	,07	,00	,00		,00	,00	,00	,00	,00	,00	,000
	N	0	0	2	0	5	0	3		0	5	0	5	0	2	
	Pearson	,16	,21	,30	,09	,26	,49	,36	,40	1	,42	,39	,32	,40	,41	,580**
	Correlation	4	8*	2**	2	0**	4**	7**	9**		6**	0**	0**	3**	4**	
Z10	Sig. (2-tailed)	,08	,02	,00	,33	,00	,00	,00	,00		,00	,00	,00	,00	,00	,000
	N	2	0	1	0	5	0	0	0		0	0	1	0	0	
	Pearson	,08	,18	,21	-	,10	,29	,34	,26	,42	1	,25	,33	,17	,39	,433**
	Correlation	5	4	5*	,03	9	7**	8**	5**	6**		8**	8**	4	4**	
Z11	Sig. (2-tailed)	,37	,05	,02	,69	,25	,00	,00	,00	,00		,00	,00	,06	,00	,000
	N	0	2	2	2	0	1	0	5	0		6	0	5	0	
	Pearson	,42	,52	,44	,39	,30	,31	,19	,50	,39	,25	1	,47	,59	,39	,731**
	Correlation	5**	2**	4**	8**	6**	9**	0*	9**	0**	8**		0**	4**	4**	
Z12	Sig. (2-tailed)	,00	,00	,00	,00	,00	,00	,04	,00	,00	,00		,00	,00	,00	,000
	N	0	0	0	0	1	1	4	0	0	6		0	0	0	
	Pearson	,36	,41	,36	,21	,16	,40	,26	,26	,32	,33	,47	1	,33	,49	,614**
	Correlation	2**	5**	6**	3*	0	0**	0**	1**	0**	8**	0**		9**	0**	

Z13	Sig. (2-tailed)	,00	,00	,00	,02	,09	,00	,00	,00	,00	,00	,00	,00	,00	,00	,00	,000
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113
	Pearson	,29	,44	,31	,29	,23	,47	,20	,61	,40	,17	,59	,33	1	,44	,673**	
	Correlation	3**	4**	1**	9**	4*	6**	1*	0**	3**	4	4**	9**		3**		
	Sig. (2-tailed)	,00	,00	,00	,00	,01	,00	,03	,00	,00	,06	,00	,00		,00	,000	
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113
Z14	Pearson	,27	,42	,32	,25	,28	,38	,17	,29	,41	,39	,39	,49	,44	1	,629**	
	Correlation	1**	7**	8**	8**	5**	9**	4	3**	4**	4**	4**	0**	3**			
	Sig. (2-tailed)	,00	,00	,00	,00	,00	,00	,06	,00	,00	,00	,00	,00	,00		,000	
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113
	Pearson	,67	,71	,66	,62	,57	,68	,37	,64	,58	,43	,73	,61	,67	,62	1	
	Correlation	0**	2**	5**	3**	3**	4**	1**	1**	0**	3**	1**	4**	3**	9**		
Kepuasan Kerja	Sig. (2-tailed)	,00	,00	,00	,00	,00	,00	,00	,00	,00	,00	,00	,00	,00			
	N	11	11	11	11	11	11	11	11	11	11	11	11	11	11	113	
		3	3	3	3	3	3	3	3	3	3	3	3	3	3		

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

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
,873	14



N	113	113	113	113	113	113	113	113	113
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\*\* . Correlation is significant at the 0.01 level (2-tailed).

#### Reliability Statistics

Cronbach's Alpha	N of Items
,863	8

### REGRESI MODEL 1

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,810 <sup>a</sup>	,656	,650	2,87552

a. Predictors: (Constant), Budaya Organisasi, Gaya Kepemimpinan

#### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1736,594	2	868,297	105,011	,000 <sup>b</sup>
	Residual	909,547	110	8,269		
	Total	2646,142	112			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Budaya Organisasi, Gaya Kepemimpinan

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,293	3,150		3,903	,000
	Gaya Kepemimpinan	,575	,120	,534	4,811	,000
	Budaya Organisasi	,331	,122	,303	2,725	,007

a. Dependent Variable: Kepuasan Kerja

### REGRESI MODEL 2

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,820 <sup>a</sup>	,672	,663	1,81770

a. Predictors: (Constant), Kepuasan Kerja, Budaya Organisasi, Gaya Kepemimpinan

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	738,640	3	246,213	74,519	,000 <sup>b</sup>
	Residual	360,138	109	3,304		
	Total	1098,779	112			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Kepuasan Kerja, Budaya Organisasi, Gaya Kepemimpinan

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,739	2,124		,819	,415
	Gaya Kepemimpinan	-,129	,083	-,186	-1,550	,124
	Budaya Organisasi	,398	,079	,565	5,017	,000
	Kepuasan Kerja	,308	,060	,478	5,115	,000

a. Dependent Variable: Kinerja Pegawai