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LAMPIRAN: Hasil Analisis Deskriptif dan Frekuensi

Frequencies

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Statistics

	Komunikasi Pimpinan X1.1	Komunikasi Bawahan X1.2	Motivasi Pimpinan X1.3	Penghargaan Pimpinan X1.4	Tupoksi X1.5	Pemberian Arahan X1.6	Pengambilan Keputusan X1.7	Capaian Organisasi X1.8
N	Valid Missing	100 0	100 0	100 0	100 0	100 0	100 0	100 0
Mean		4.5400	4.4000	4.4000	4.4800	4.2000	4.5500	4.3500
Std. Deviation		.50091	.51247	.51247	.67390	.53182	.53889	.60927
Variance		.251	.263	.263	.454	.283	.290	.371
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Frequency Table

Komunikasi Pimpinan X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	54	54.0	54.0	54.0
Valid 4.00	46	46.0	46.0	100.0
Total	100	100.0	100.0	

Komunikasi Bawahan X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	41	41.0	41.0	41.0
4.00	58	58.0	58.0	99.0
3.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Motivasi Pimpinan X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	41	41.0	41.0	41.0
4.00	58	58.0	58.0	99.0
3.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Penghargaan Pimpinan X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	58	58.0	58.0	58.0
4.00	32	32.0	32.0	90.0
3.00	10	10.0	10.0	100.0
Total	100	100.0	100.0	

Tupoksi X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	26	26.0	26.0	26.0
4.00	68	68.0	68.0	94.0
3.00	6	6.0	6.0	100.0
Total	100	100.0	100.0	

Pemberian Arahkan X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	57	57.0	57.0	57.0
4.00	41	41.0	41.0	98.0
3.00	2	2.0	2.0	100.0
Total	100	100.0	100.0	

Pengambilan Keputusan X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	42	42.0	42.0	42.0
4.00	51	51.0	51.0	93.0
3.00	7	7.0	7.0	100.0
Total	100	100.0	100.0	

Capaian Organisasi X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	36	36.0	36.0	36.0
4.00	56	56.0	56.0	92.0
3.00	7	7.0	7.0	99.0
2.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Frequencies

Notes

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Statistics

		Kemampuan Kerja X2.1	Beban Kerja X2.2	Pengaruh Pimpinan X2.3	Contoh Pimpinan X2.4	Teladan Pimpinan X2.5	Balasan Jasa X2.6	Kerjasama X2.7
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0
Mean		3.6000	3.5600	3.8800	3.7500	3.8900	3.5700	3.7200
Std. Deviation		.63564	.80804	.75585	.80873	.70918	.71428	.71181
Variance		.404	.653	.571	.654	.503	.510	.507
Range		3.00	4.00	3.00	3.00	3.00	3.00	3.00

Statistics

		SalingMenghormati X2.8
N	Valid	100
	Missing	0
Mean		3.8400
Std. Deviation		.74833
Variance		.560
Range		4.00

Frequency Table

Kemampuan Kerja X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	5	5.0	5.0	5.0
4.00	53	53.0	53.0	58.0
3.00	39	39.0	39.0	97.0
2.00	3	3.0	3.0	100.0
Total	100	100.0	100.0	

Beban Kerja X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	9	9.0	9.0	9.0
4.00	48	48.0	48.0	57.0
3.00	34	34.0	34.0	91.0
2.00	8	8.0	8.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Pengaruh Pimpinan X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	20	20.0	20.0	20.0
4.00	51	51.0	51.0	71.0
3.00	26	26.0	26.0	97.0
2.00	3	3.0	3.0	100.0
Total	100	100.0	100.0	

Contoh Pimpinan X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	18	18.0	18.0	18.0
4.00	44	44.0	44.0	62.0
3.00	33	33.0	33.0	95.0
2.00	5	5.0	5.0	100.0
Total	100	100.0	100.0	

Teladan Pimpinan X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	18	18.0	18.0	18.0
4.00	55	55.0	55.0	73.0
3.00	25	25.0	25.0	98.0
2.00	2	2.0	2.0	100.0
Total	100	100.0	100.0	

Balas Jasa X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	8	8.0	8.0	8.0
4.00	46	46.0	46.0	54.0
3.00	41	41.0	41.0	95.0
2.00	5	5.0	5.0	100.0
Total	100	100.0	100.0	

Kerjasama X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	14	14.0	14.0	14.0
4.00	45	45.0	45.0	59.0
3.00	40	40.0	40.0	99.0
2.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

SalingMenghormati X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	16	16.0	16.0	16.0
4.00	56	56.0	56.0	72.0
3.00	25	25.0	25.0	97.0
2.00	2	2.0	2.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

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Frequencies

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Statistics

	Kebutuhan Pegawai X3.1	Imbalan /Gaji X3.2	Jaminan Kerja X3.3	Karier X3.4	KerjaTi m X3.5	Rekreasi X3.6	Potensi Diri X3.7	NaikPangkat X3.8
N Valid	100	100	100	100	100	100	100	100
Missing	0	0	0	0	0	0	0	0
Mean	3.4900	3.6300	3.8000	3.6800	3.6900	3.4100	3.6100	3.5900
Std. Deviation	.78490	.76085	.73855	.70896	.64659	.92217	.75069	.85393
Variance	.616	.579	.545	.503	.418	.850	.564	.729
Range	4.00	3.00	3.00	4.00	3.00	4.00	4.00	4.00

Frequency Table

KebutuhanPegawai X3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	6	6.0	6.0	6.0
4.00	48	48.0	48.0	54.0
3.00	36	36.0	36.0	90.0
2.00	9	9.0	9.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Imbalan/Gaji X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	11	11.0	11.0	11.0
4.00	47	47.0	47.0	58.0
3.00	36	36.0	36.0	94.0
2.00	6	6.0	6.0	100.0
Total	100	100.0	100.0	

JaminanKerja X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	16	16.0	16.0	16.0
4.00	51	51.0	51.0	67.0
3.00	30	30.0	30.0	97.0
2.00	3	3.0	3.0	100.0
Total	100	100.0	100.0	

Karier X3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	7	7.0	7.0	7.0
4.00	60	60.0	60.0	67.0
3.00	28	28.0	28.0	95.0
2.00	4	4.0	4.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

KerjaTim X3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	6	6.0	6.0	6.0
4.00	61	61.0	61.0	67.0
3.00	29	29.0	29.0	96.0
2.00	4	4.0	4.0	100.0
Total	100	100.0	100.0	

Rekreasi X3.6

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	10	10.0	10.0	10.0
4.00	39	39.0	39.0	49.0
3.00	35	35.0	35.0	84.0
2.00	14	14.0	14.0	98.0
1.00	2	2.0	2.0	100.0
Total	100	100.0	100.0	

PotensiDiri X3.7

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	9	9.0	9.0	9.0
4.00	49	49.0	49.0	58.0
3.00	37	37.0	37.0	95.0
2.00	4	4.0	4.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

NaikPangkat X3.8

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	12	12.0	12.0	12.0
4.00	45	45.0	45.0	57.0
3.00	35	35.0	35.0	92.0
2.00	6	6.0	6.0	98.0
1.00	2	2.0	2.0	100.0
Total	100	100.0	100.0	

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	Pelatihan Pegawai X4.1	Pendidikan Kariyer X4.2	Pendidikan Keahlian X4.3	Terobosan Baru X4.4	Profesional Kerja X4.5
N Valid	100	100	100	100	100
Missing	0	0	0	0	0
Mean	3.6000	3.6400	3.4800	3.5100	3.5400
Std. Deviation	.76541	.74563	.77172	.88186	.82168
Variance	.586	.556	.596	.778	.675
Range	3.00	3.00	4.00	4.00	3.00

Frequency Table

PelatihanPegawai X4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	9	9.0	9.0	9.0
4.00	50	50.0	50.0	59.0
Valid 3.00	33	33.0	33.0	92.0
2.00	8	8.0	8.0	100.0
Total	100	100.0	100.0	

PendidikanKarier X4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	12	12.0	12.0	12.0
4.00	44	44.0	44.0	56.0
Valid 3.00	40	40.0	40.0	96.0
2.00	4	4.0	4.0	100.0
Total	100	100.0	100.0	

PendidikanKeahlian X4.3

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	7	7.0	7.0	7.0
4.00	43	43.0	43.0	50.0
Valid 3.00	42	42.0	42.0	92.0
2.00	7	7.0	7.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

TerobosanBaru X4.4

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	12	12.0	12.0	12.0
4.00	40	40.0	40.0	52.0
Valid 3.00	36	36.0	36.0	88.0
2.00	11	11.0	11.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

ProfesionalKerja X4.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.00	11	11.0	11.0
	4.00	42	42.0	53.0
	3.00	37	37.0	90.0
	2.00	10	10.0	100.0
Total		100	100.0	100.0

```
FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11
/STATISTICS=STDDEV VARIANCE RANGE MEAN
/FORMAT=DVALUE
/ORDER=ANALYSIS.
```

Frequencies

Notes

Output Created		30-NOV-2013 22:39:17
Comments		
Input	Data Active Dataset Filter Weight Split File N of Rows in Working Data File	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi757sav.sav DataSet1 <none> <none> <none> 100
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11 /STATISTICS=STDDEV VARIANCE RANGE MEAN /FORMAT=DVALUE /ORDER=ANALYSIS.
Resources	Processor Time Elapsed Time	00:00:00.00 00:00:00.05

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardisav.sav

Statistics

		Kualita sKerja Y1	Kuantit asKerja Y2	Penyel esaian Kerja Y3	Penilai anKin erja Y4	Progra mTeru kur Y5	Uotput Kinerja Y6	Tepat Waktu Y7	Fasilit as Y8	Bebank erja Sama Y9	Rahasia Pegawa i Y10
N	Valid	100	100	100	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3.6600	3.6200	3.7300	3.3900	3.7500	3.7000	3.7800	3.6500	3.6700	3.9100
Std. Deviation		.71379	.83823	.69420	.72328	.75712	.77198	.69019	.70173	.80472	.76667
Variance		.509	.703	.482	.523	.573	.596	.476	.492	.648	.588
Range		3.00	4.00	3.00	3.00	3.00	3.00	3.00	4.00	4.00	3.00

Statistics

		HubunganSosial Y11
N	Valid	100
	Missing	0
Mean		3.6500
Std. Deviation		.51981
Variance		.270
Range		2.00

Frequency Table

KualitasKerja Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	9	9.0	9.0	9.0
4.00	53	53.0	53.0	62.0
Valid 3.00	33	33.0	33.0	95.0
2.00	5	5.0	5.0	100.0
Total	100	100.0	100.0	

KuantitasKerja Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	11	11.0	11.0	11.0
4.00	51	51.0	51.0	62.0
Valid 3.00	28	28.0	28.0	90.0
2.00	9	9.0	9.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

PenyelesaianKerja Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	12	12.0	12.0	12.0
4.00	51	51.0	51.0	63.0
Valid 3.00	35	35.0	35.0	98.0
2.00	2	2.0	2.0	100.0
Total	100	100.0	100.0	

Penilaian Kinerja Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	3	3.0	3.0	3.0
4.00	44	44.0	44.0	47.0
3.00	42	42.0	42.0	89.0
2.00	11	11.0	11.0	100.0
Total	100	100.0	100.0	

Program Terukur Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	15	15.0	15.0	15.0
4.00	49	49.0	49.0	64.0
3.00	32	32.0	32.0	96.0
2.00	4	4.0	4.0	100.0
Total	100	100.0	100.0	

Uotput Kinerja Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	14	14.0	14.0	14.0
4.00	47	47.0	47.0	61.0
3.00	34	34.0	34.0	95.0
2.00	5	5.0	5.0	100.0
Total	100	100.0	100.0	

Tepat Waktu Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5.00	11	11.0	11.0	11.0
4.00	60	60.0	60.0	71.0
3.00	25	25.0	25.0	96.0
2.00	4	4.0	4.0	100.0
Total	100	100.0	100.0	

Fasilitas Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	6	6.0	6.0	6.0
4.00	59	59.0	59.0	65.0
3.00	30	30.0	30.0	95.0
2.00	4	4.0	4.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Bebankerja Sama Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	11	11.0	11.0	11.0
4.00	54	54.0	54.0	65.0
3.00	27	27.0	27.0	92.0
2.00	7	7.0	7.0	99.0
1.00	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Rahasia Pegawai Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	21	21.0	21.0	21.0
4.00	53	53.0	53.0	74.0
3.00	22	22.0	22.0	96.0
2.00	4	4.0	4.0	100.0
Total	100	100.0	100.0	

HubunganSosial Y11

	Frequency	Percent	Valid Percent	Cumulative Percent
5.00	2	2.0	2.0	2.0
4.00	61	61.0	61.0	63.0
3.00	37	37.0	37.0	100.0
Total	100	100.0	100.0	

LAMPIRAN : Hasil Uji Validitas dan Uji Reliabilitas Reliability

RELIABILITY

```

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS VARIANCE.
    
```

Notes

Output Created		30-NOV-2013 01:45:38
Comments		
Input	Data	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
Cases Used	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
		RELIABILITY
Syntax		/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8
		/SCALE('ALL VARIABLES') ALL
		/MODEL=ALPHA
		/STATISTICS=DESCRIPTIVE SCALE
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.11

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

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	Cronbach's Alpha Based on Standardized Items	N of Items
.715	.726	8

Item Statistics

	Mean	Std. Deviation	N
Komunikasi Pimpinan X1.1	4.5000	.54123	100
Komunikasi Bawahan X1.2	4.4000	.51247	100
Motivasi Pimpinan X1.3	4.3100	.58075	100
Penghargaan Pimpinan X1.4	4.3200	.76383	100
Tupoksi X1.5	4.1600	.54532	100
Pemberian Arahan X1.6	4.4500	.62563	100
Pengambilan Keputusan X1.7	4.2900	.64031	100
Capaian Organisasi X1.8	4.2700	.63333	100

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.338	4.160	4.500	.340	1.082	.012	8
Item Variances	.372	.263	.583	.321	2.222	.010	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Komunikasi Pimpinan X1.1	30.2000	3.111	.338	.150	.160
Komunikasi Bawahan X1.2	30.3000	3.303	.354	.133	.208
Motivasi Pimpinan X1.3	30.3900	2.826	.258	.178	.077
Penghargaan Pimpinan X1.4	30.3800	3.389	.209	.091	.343
Tupoksi X1.5	30.5400	3.322	.424	.129	.226
Pemberian Arahan X1.6	30.2500	2.896	.678	.103	.126
Pengambilan Keputusan X1.7	30.4100	2.911	.758	.171	.138
Capaian Organisasi X1.8	30.4300	3.217	.521	.070	.233

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
34.7000	3.667	1.91485	8

RELIABILITY

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE SCALE

/SUMMARY=TOTAL MEANS VARIANCE.

Reliability

Notes

Output Created		30-NOV-2013 01:51:22
Comments		
Input	Data	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL MEANS VARIANCE.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.08

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

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	Cronbach's Alpha Based on Standardized Items	N of Items
.746	.748	8

Item Statistics

	Mean	Std. Deviation	N
Kemampuan Kerja X2.1	3.6000	.63564	100
Beban Kerja X2.2	3.4500	.74366	100
Pengaruh Pimpinan X2.3	3.6400	.67450	100
Contoh Pimpinan X2.4	3.6000	.75210	100
Teladan Pimpinan X2.5	3.6700	.65219	100
Balas Jasa X2.6	3.5400	.70238	100
Kerjasama X2.7	3.6900	.70632	100
SalingMenghormati X2.8	3.7700	.72272	100

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.620	3.450	3.770	.320	1.093	.009	8
Item Variances	.490	.404	.566	.162	1.400	.003	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation
Kemampuan Kerja X2.1	25.3600	8.819	.548	.316
Beban Kerja X2.2	25.5100	9.000	.390	.199
Pengaruh Pimpinan X2.3	25.3200	8.947	.468	.292
Contoh Pimpinan X2.4	25.3600	8.879	.412	.218
Teladan Pimpinan X2.5	25.2900	9.461	.350	.209
Balas Jasa X2.6	25.4200	9.054	.413	.201
Kerjasama X2.7	25.2700	8.684	.507	.315
SalingMenghormati X2.8	25.1900	8.822	.453	.282

Item-Total Statistics

	Cronbach's Alpha if Item Deleted
Kemampuan Kerja X2.1	.702
Beban Kerja X2.2	.731
Pengaruh Pimpinan X2.3	.715
Contoh Pimpinan X2.4	.726
Teladan Pimpinan X2.5	.736
Balas Jasa X2.6	.725
Kerjasama X2.7	.707
SalingMenghormati X2.8	.718

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28.9600	11.291	3.36025	8

RELIABILITY

```

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS VARIANCE.
    
```

Reliability

		Notes
Output Created		30-NOV-2013 01:57:44
Comments		
Input	Data	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL MEANS VARIANCE.
Resources	Processor Time	00:00:00.06
	Elapsed Time	00:00:00.06

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

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	Cronbach's Alpha Based on Standardized Items	N of Items
.788	.785	8

Item Statistics

	Mean	Std. Deviation	N
KebutuhanPegawai X3.1	3.4900	.78490	100
Imbalan/Gaji X3.2	3.5400	.74427	100
JaminanKerja X3.3	3.4600	.75772	100
Karier X3.4	3.4400	.75639	100
KerjaTim X3.5	3.5200	.68873	100
Rekreasi X3.6	3.3600	.89352	100
PotensiDiri X3.7	3.5800	.74101	100
NaikPangkat X3.8	3.4600	.80929	100

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.481	3.360	3.580	.220	1.065	.005	8
Item Variances	.599	.474	.798	.324	1.683	.009	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation
KebutuhanPegawai X3.1	24.3600	11.728	.573	.416
Imbalan/Gaji X3.2	24.3100	12.277	.497	.396
JaminanKerja X3.3	24.3900	12.968	.344	.216
Karier X3.4	24.4100	12.830	.373	.249
KerjaTim X3.5	24.3300	12.850	.425	.233
Rekreasi X3.6	24.4900	10.858	.639	.446
PotensiDiri X3.7	24.2700	12.058	.547	.358
NaikPangkat X3.8	24.3900	11.755	.543	.386

Item-Total Statistics

	Cronbach's Alpha if Item Deleted
KebutuhanPegawai X3.1	.751
Imbalan/Gaji X3.2	.764
JaminanKerja X3.3	.787
Karier X3.4	.783
KerjaTim X3.5	.775
Rekreasi X3.6	.737
PotensiDiri X3.7	.756
NaikPangkat X3.8	.756

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27.8500	15.422	3.92705	8

RELIABILITY

/VARIABLES=X4.1 X4.2 X4.3 X4.4 X4.5

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE SCALE

/SUMMARY=TOTAL MEANS VARIANCE.

Reliability

Notes

Output Created		30-NOV-2013 01:58:10
Comments		
Input	Data Active Dataset Filter Weight Split File N of Rows in Working Data File Matrix Input	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav DataSet1 <none> <none> <none> 100
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure. RELIABILITY /VARIABLES=X4.1 X4.2 X4.3 X4.4 X4.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL MEANS VARIANCE.
Syntax		
Resources	Processor Time Elapsed Time	00:00:00.03 00:00:00.08

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

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	Cronbach's Alpha Based on Standardized Items	N of Items
.890	.891	5

Item Statistics

	Mean	Std. Deviation	N
PelatihanPegawai X4.1	3.6000	.76541	100
PendidikanKarier X4.2	3.6400	.74563	100
PendidikanKeahlian X4.3	3.4800	.77172	100
TerobosanBaru X4.4	3.5100	.88186	100
ProfesionalKerja X4.5	3.5400	.82168	100

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.554	3.480	3.640	.160	1.046	.004	5
Item Variances	.638	.556	.778	.222	1.399	.008	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation
PelatihanPegawai X4.1	14.1700	7.678	.666	.481
PendidikanKarier X4.2	14.1300	7.589	.716	.539
PendidikanKeahlian X4.3	14.2900	7.279	.772	.646
TerobosanBaru X4.4	14.2600	6.760	.774	.606
ProfesionalKerja X4.5	14.2300	7.149	.743	.600

Item-Total Statistics

	Cronbach's Alpha if Item Deleted
PelatihanPegawai X4.1	.881
PendidikanKarier X4.2	.871
PendidikanKeahlian X4.3	.858
TerobosanBaru X4.4	.857
ProfesionalKerja X4.5	.864

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17.7700	11.088	3.32986	5

RELIABILITY

```

/VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS VARIANCE.
    
```

Reliability

Notes

Output Created		30-NOV-2013 01:59:29
Comments		
Input	Data Active Dataset Filter Weight Split File N of Rows in Working Data File Matrix Input	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav DataSet1 <none> <none> <none> 100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL MEANS VARIANCE.
Resources	Processor Time 00:00:00.03 Elapsed Time 00:00:00.05

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

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	Cronbach's Alpha Based on Standardized Items	N of Items
.916	.917	11

Item Statistics

	Mean	Std. Deviation	N
KualitasKerja Y1	3.6600	.71379	100
KuantitasKerja Y2	3.6200	.83823	100
PenyelesaianKerja Y3	3.7300	.69420	100
PenilaianKinerja Y4	3.3900	.72328	100
ProgramTerukur Y5	3.7500	.75712	100
UotputKinerja Y6	3.7000	.77198	100
TepatWaktu Y7	3.7800	.69019	100
Fasilitas Y8	3.6500	.70173	100
Bebankerja Sama Y9	3.6700	.80472	100
Rahasia Pegawai Y10	3.9100	.76667	100
HubunganSosial Y11	3.6500	.51981	100

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.683	3.390	3.910	.520	1.153	.016	11
Item Variances	.533	.270	.703	.432	2.600	.013	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation
KualitasKerja Y1	36.8500	29.583	.635	.419
KuantitasKerja Y2	36.8900	28.766	.617	.466
PenyelesaianKerja Y3	36.7800	29.406	.682	.594
PenilaianKinerja Y4	37.1200	29.460	.642	.576
ProgramTerukur Y5	36.7600	29.538	.597	.436
UotputKinerja Y6	36.8100	28.014	.784	.708
TepatWaktu Y7	36.7300	29.330	.697	.632
Fasilitas Y8	36.8600	29.011	.730	.661
Bebankerja Sama Y9	36.8400	28.479	.686	.579
Rahasia Pegawai Y10	36.6000	28.283	.754	.638
HubunganSosial Y11	36.8600	31.172	.616	.547

Item-Total Statistics

	Cronbach's Alpha if Item Deleted
KualitasKerja Y1	.910
KuantitasKerja Y2	.912
PenyelesaianKerja Y3	.908
PenilaianKinerja Y4	.910
ProgramTerukur Y5	.912
UotputKinerja Y6	.902
TepatWaktu Y7	.907
Fasilitas Y8	.906
Bebankerja Sama Y9	.908
Rahasia Pegawai Y10	.904
HubunganSosial Y11	.912

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40.5100	35.020	5.91778	11

LAMPIRAN: Hasil Analisis Regresi

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RATA2.Y
/METHOD=ENTER RATA2.X1 RATA2.X2 RATA2.X3 RATA2.X4
/SCATTERPLOT=(*SRESID ,*ZPRED)
/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)
/SAVE RESID.
  
```

Regression

Notes

Output Created		30-NOV-2013 02:30:40
Comments		
Input	Data Active Dataset Filter Weight Split File N of Rows in Working Data File	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav DataSet1 <none> <none> <none> 100
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT RATA2.Y /METHOD=ENTER RATA2.X1 RATA2.X2 RATA2.X3 RATA2.X4 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID.
Resources	Processor Time Elapsed Time Memory Required	00:00:02.21 00:00:02.50 3508 bytes

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	PENDIDIKAN(X4), GAYAKEPEMIMPINAN(X1), KEDISIPLINAN(X2), MOTIVASI(X3) ^b	.	Enter

a. Dependent Variable: KINERJAPEGAWAI(Y)

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.857 ^a	.734	.723	.28312	2.173

a. Predictors: (Constant), PENDIDIKAN(X4), GAYAKEPEMIMPINAN(X1), KEDISIPLINAN(X2), MOTIVASI(X3)

b. Dependent Variable: KINERJAPEGAWAI(Y)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.055	4	5.264	65.667	.000 ^b
	Residual	7.615	95	.080		
	Total	28.670	99			

a. Dependent Variable: KINERJAPEGAWAI(Y)

b. Predictors: (Constant), PENDIDIKAN(X4), GAYAKEPEMIMPINAN(X1), KEDISIPLINAN(X2), MOTIVASI(X3)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1.631	.533		-3.059	.003		
	GAYAKEPEMIMPINAN(X1)	.364	.125	.162	2.911	.004	.906	1.104
	KEDISIPLINAN(X2)	.325	.079	.253	4.109	.000	.735	1.361
	MOTIVASI(X3)	.485	.074	.442	6.598	.000	.623	1.604
	PENDIDIKAN(X4)	.245	.051	.303	4.796	.000	.700	1.428

a. Dependent Variable: KINERJAPEGAWAI(Y)

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	GAYAKEPEMIMPINAN(X1)	KEDISIPLINAN(X2)	MOTIVASI(X3)	PENDIDIKAN(X4)
1	1	4.957	1.000	.00	.00	.00	.00	.00
	2	.024	14.490	.02	.02	.02	.01	.66
	3	.010	22.239	.03	.02	.03	.77	.33
	4	.007	25.904	.03	.02	.94	.22	.01
	5	.001	57.809	.92	.94	.01	.00	.01

a. Dependent Variable: KINERJAPEGAWAI(Y)

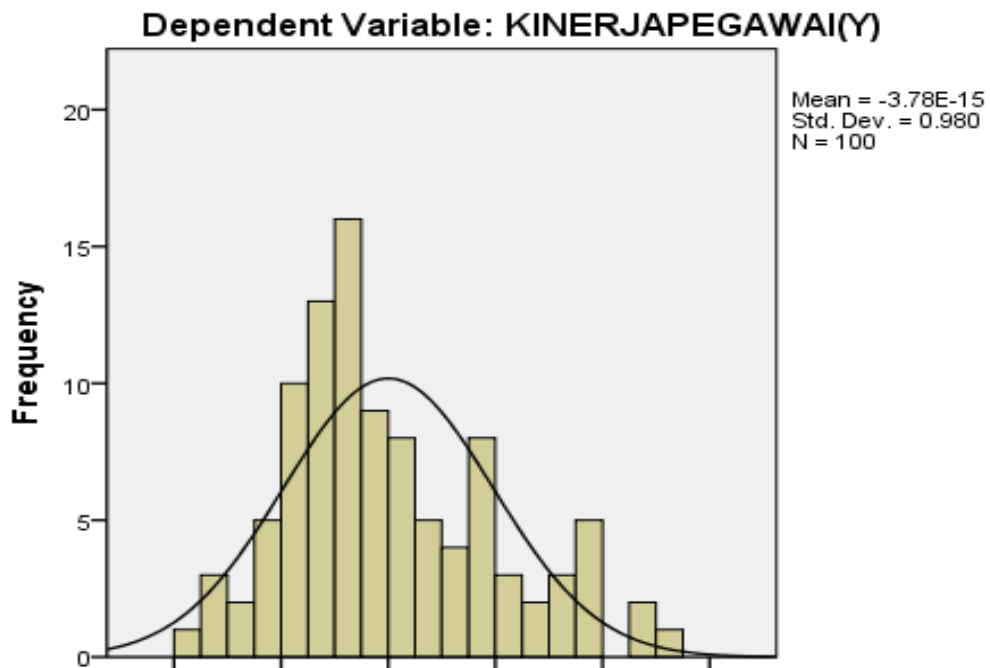
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.1294	4.4151	3.6831	.46117	100
Std. Predicted Value	-3.369	1.587	.000	1.000	100
Standard Error of Predicted Value	.030	.112	.061	.019	100
Adjusted Predicted Value	2.1368	4.4315	3.6811	.45985	100
Residual	-.52155	.72801	.00000	.27734	100
Std. Residual	-1.842	2.571	.000	.980	100
Stud. Residual	-1.884	2.642	.003	1.010	100
Deleted Residual	-.54567	.76852	.00200	.29477	100
Stud. Deleted Residual	-1.910	2.730	.007	1.020	100
Mahal. Distance	.134	14.557	3.960	3.105	100
Cook's Distance	.000	.180	.013	.026	100
Centered Leverage Value	.001	.147	.040	.031	100

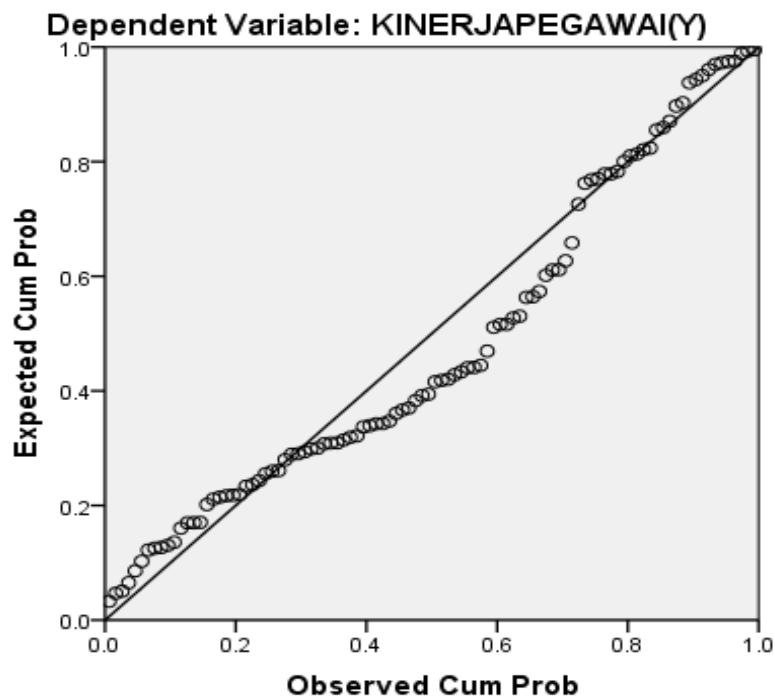
a. Dependent Variable: KINERJAPEGAWAI(Y)

Charts

Histogram

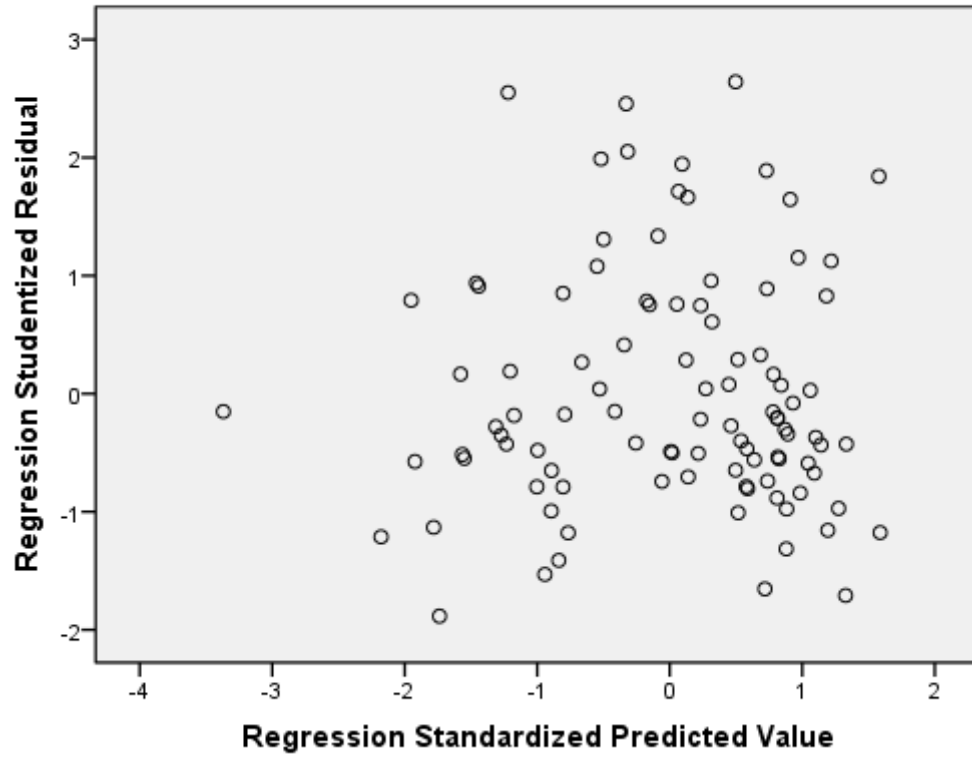


Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: KINERJAJEGAWAI(Y)



LAMPIRAN : Hasil Analisis Faktor Konfirmatori (CFA) Factor Analysis

FACTOR

```

/VARIABLES X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8
/MISSING LISTWISE
/ANALYSIS X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8
/PRINT KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
  
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Notes

Output Created		20-NOV-2013 02:31:14
Comments		
Input	Data Active Dataset Filter Weight Split File N of Rows in Working Data File	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav DataSet1 <none> <none> <none> 100
Missing Value Handling	Definition of Missing Cases Used	MISSING=EXCLUDE: User-defined missing values are treated as missing. LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax		FACTOR /VARIABLES X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 /MISSING LISTWISE /ANALYSIS X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 /PRINT KMO AIC EXTRACTION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /ROTATION NOROTATE /METHOD=CORRELATION.
Resources	Processor Time Elapsed Time Maximum Memory Required	00:00:00.08 00:00:00.22 9080 (8.867K) bytes

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.489
Approx. Chi-Square		52.435
Bartlett's Test of Sphericity	df	28
	Sig.	.003

Anti-image Matrices

		Komunikasi Pimpinan X1.1	Komunikasi Bawahan X1.2	Motivasi Pimpinan X1.3	Penghargaan Pimpinan X1.4	Tupoksi X1.5
Anti-image Covariance	Komunikasi Pimpinan X1.1	.850	.043	-.212	.046	-.078
	Komunikasi Bawahan X1.2	.043	.867	-.050	.083	.190
	Motivasi Pimpinan X1.3	-.212	-.050	.822	.111	-.080
	Penghargaan Pimpinan X1.4	.046	.083	.111	.909	.180
	Tupoksi X1.5	-.078	.190	-.080	.180	.871
	Pemberian Arahan X1.6	-.132	.051	-.174	-.035	.042
	Pengambilan Keputusan X1.7	.109	-.237	-.090	-.147	-.176
	Capaian Organisasi X1.8	-.072	-.161	-.058	-.043	-.054
Anti-image Correlation	Komunikasi Pimpinan X1.1	.607 ^a	.050	-.253	.052	-.090
	Komunikasi Bawahan X1.2	.050	.371 ^a	-.059	.093	.219
	Motivasi Pimpinan X1.3	-.253	-.059	.601 ^a	.129	-.095
	Penghargaan Pimpinan X1.4	.052	.093	.129	.479 ^a	.203
	Tupoksi X1.5	-.090	.219	-.095	.203	.448 ^a
	Pemberian Arahan X1.6	-.151	.058	-.203	-.039	.047
	Pengambilan Keputusan X1.7	.130	-.280	-.109	-.169	-.207
	Capaian Organisasi X1.8	-.081	-.179	-.066	-.047	-.060

Anti-image Matrices

		Pemberian Arahan X1.6	Pengambilan Keputusan X1.7	Capaian Organisasi X1.8
Anti-image Covariance	Komunikasi Pimpinan X1.1	-.132	.109	-.072
	Komunikasi Bawahan X1.2	.051	-.237	-.161
	Motivasi Pimpinan X1.3	-.174	-.090	-.058
	Penghargaan Pimpinan X1.4	-.035	-.147	-.043
	Tupoksi X1.5	.042	-.176	-.054
	Pemberian Arahan X1.6	.897	-.103	.055
	Pengambilan Keputusan X1.7	-.103	.829	.159
	Capaian Organisasi X1.8	.055	.159	.930
Anti-image Correlation	Komunikasi Pimpinan X1.1	-.151 ^a	.130	-.081
	Komunikasi Bawahan X1.2	.058	-.280 ^a	-.179
	Motivasi Pimpinan X1.3	-.203	-.109	-.066 ^a
	Penghargaan Pimpinan X1.4	-.039	-.169	-.047
	Tupoksi X1.5	.047	-.207	-.060
	Pemberian Arahan X1.6	.577	-.119	.060
	Pengambilan Keputusan X1.7	-.119	.384	.181
	Capaian Organisasi X1.8	.060	.181	.403

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component			
	1	2	3	4
Komunikasi Pimpinan X1.1	.673	-.188	.111	.301
Komunikasi Bawahan X1.2	-.094	.542	.658	-.215
Motivasi Pimpinan X1.3	.727	.216	.139	.064
Penghargaan Pimpinan X1.4	-.420	.305	-.095	.536
Tupoksi X1.5	.493	-.092	-.316	-.559
Pemberian Arahan X1.6	.485	.357	-.181	.506
Pengambilan Keputusan X1.7	.064	.818	-.154	-.280
Capaian Organisasi X1.8	.134	-.235	.743	.030

Extraction Method: Principal Component Analysis.^a
a. 4 components extracted.

Communalities

	Extraction
Komunikasi Pimpinan X1.1	.592
Komunikasi Bawahan X1.2	.781
Motivasi Pimpinan X1.3	.598
Penghargaan Pimpinan X1.4	.565
Tupoksi X1.5	.664
Pemberian Arahan X1.6	.651
Pengambilan Keputusan X1.7	.776
Capaian Organisasi X1.8	.626

Extraction Method: Principal Component Analysis.

```

FACTOR
/VARIABLES X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8
/MISSING LISTWISE
/ANALYSIS X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8
/PRINT KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.

```

Factor Analysis

Notes

Output Created		30-NOV-2013 02:32:44
Comments		
Input	Data	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
Missing Value Handling	N of Rows in Working Data File	100
	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax		FACTOR
		/VARIABLES X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8
		/MISSING LISTWISE
		/ANALYSIS X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8
		/PRINT KMO AIC EXTRACTION
		/CRITERIA MINEIGEN(1) ITERATE(25)
Resources		/EXTRACTION PC
		/ROTATION NOROTATE
		/METHOD=CORRELATION.
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Elapsed Time	00:00:00.39	
Maximum Memory Required	9080 (8.867K) bytes	

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.781
Approx. Chi-Square		137.688
Bartlett's Test of Sphericity	df	28
	Sig.	.000

Anti-image Matrices

		Kemampu an Kerja X2.1	Beban Kerja X2.2	Pengaruh Pimpinan X2.3	Contoh Pimpinan X2.4	Teladan Pimpina n X2.5
Anti-image Covariance	Kemampuan Kerja X2.1	.684	-.118	-.155	-.148	-.072
	Beban Kerja X2.2	-.118	.801	.030	-.179	-.055
	Pengaruh Pimpinan X2.3	-.155	.030	.708	-.038	-.215
	Contoh Pimpinan X2.4	-.148	-.179	-.038	.782	.021
	Teladan Pimpinan X2.5	-.072	-.055	-.215	.021	.791
	Balas Jasa X2.6	-.059	.004	-.139	-.094	.009
	Kerjasama X2.7	-.017	-.128	-.115	-.066	.063
	SalingMenghormati X2.8	-.126	-.015	.041	.011	-.171
Anti-image Correlation	Kemampuan Kerja X2.1	.822 ^a	-.159	-.222	-.202	-.098
	Beban Kerja X2.2	-.159	.797 ^a	.040	-.226	-.069
	Pengaruh Pimpinan X2.3	-.222	.040	.757 ^a	-.051	-.287
	Contoh Pimpinan X2.4	-.202	-.226	-.051	.807 ^a	.027
	Teladan Pimpinan X2.5	-.098	-.069	-.287	.027	.719 ^a
	Balas Jasa X2.6	-.080	.006	-.185	-.119	.012
	Kerjasama X2.7	-.025	-.172	-.166	-.090	.085
	SalingMenghormati X2.8	-.180	-.019	.058	.015	-.226

Anti-image Matrices

		Balas Jasa X2.6	Kerjasama X2.7	SalingMenghor mati X2.8
Anti-image Covariance	Kemampuan Kerja X2.1	-.059	-.017	-.126
	Beban Kerja X2.2	.004	-.128	-.015
	Pengaruh Pimpinan X2.3	-.139	-.115	.041
	Contoh Pimpinan X2.4	-.094	-.066	.011
	Teladan Pimpinan X2.5	.009	.063	-.171
	Balas Jasa X2.6	.799	-.131	-.053
	Kerjasama X2.7	-.131	.685	-.232
	SalingMenghormati X2.8	-.053	-.232	.718
Anti-image Correlation	Kemampuan Kerja X2.1	-.080 ^a	-.025	-.180
	Beban Kerja X2.2	.006	-.172 ^a	-.019
	Pengaruh Pimpinan X2.3	-.185	-.166	.058 ^a
	Contoh Pimpinan X2.4	-.119	-.090	.015
	Teladan Pimpinan X2.5	.012	.085	-.226
	Balas Jasa X2.6	.842	-.177	-.070
	Kerjasama X2.7	-.177	.764	-.330
	SalingMenghormati X2.8	-.070	-.330	.746

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
Kemampuan Kerja X2.1	.704	.000
Beban Kerja X2.2	.541	-.474
Pengaruh Pimpinan X2.3	.634	.373
Contoh Pimpinan X2.4	.568	-.491
Teladan Pimpinan X2.5	.504	.620
Balas Jasa X2.6	.574	-.032
Kerjasama X2.7	.664	-.157
SalingMenghormati X2.8	.619	.176

Extraction Method: Principal Component Analysis.^a
a. 2 components extracted.

Communalities

	Extraction
Kemampuan Kerja X2.1	.495
Beban Kerja X2.2	.518
Pengaruh Pimpinan X2.3	.541
Contoh Pimpinan X2.4	.564
Teladan Pimpinan X2.5	.639
Balas Jasa X2.6	.331
Kerjasama X2.7	.466
SalingMenghormati X2.8	.414

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.922	36.522	36.522
2	1.045	13.067	49.589

Extraction Method: Principal Component Analysis.

FACTOR

```

/VARIABLES X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8
/MISSING LISTWISE
/ANALYSIS X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8
/PRINT KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
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Factor Analysis

Notes

Output Created		30-NOV-2013 02:33:12
Comments		
Input	Data Active Dataset Filter	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav DataSet1 <none>

Missing Value Handling	Weight Split File N of Rows in Working Data File Definition of Missing Cases Used	<none> <none> MISSING=EXCLUDE: User-defined missing values are treated as missing. LISTWISE: Statistics are based on cases with no missing values for any variable used. FACTOR /VARIABLES X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 /MISSING LISTWISE /ANALYSIS X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 /PRINT KMO AIC EXTRACTION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /ROTATION NOROTATE /METHOD=CORRELATION.	100
Syntax			
Resources	Processor Time Elapsed Time Maximum Memory Required		00:00:00.11 00:00:00.22 9080 (8.867K) bytes

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.771
Approx. Chi-Square		195.213
Bartlett's Test of Sphericity	df	28
	Sig.	.000

Anti-image Matrices

		Kebutuhan Pegawai X3.1	Imbalan/Gaji X3.2	Jaminan Kerja X3.3	Karier X3.4	Kerja Tim X3.5	Rekreasi X3.6
Anti-image Covariance	Kebutuhan Pegawai X3.1	.584	-.230	-.136	-.188	-.042	-.109
	Imbalan/Gaji X3.2	-.230	.604	.138	.100	-.143	-.083
	Jaminan Kerja X3.3	-.136	.138	.784	.108	-.072	-.122
	Karier X3.4	-.188	.100	.108	.751	-.188	.013
	Kerja Tim X3.5	-.042	-.143	-.072	-.188	.767	-.070
	Rekreasi X3.6	-.109	-.083	-.122	.013	-.070	.554
	Potensi Diri X3.7	.019	-.149	-.107	-.064	.016	-.087
	Naik Pangkat X3.8	.036	-.025	-.076	-.137	.028	-.188
Anti-image Correlation	Kebutuhan Pegawai X3.1	.754 ^a	-.388	-.200	-.284	-.062	-.191
	Imbalan/Gaji X3.2	-.388	.713 ^a	.201	.149	-.210	-.144
	Jaminan Kerja X3.3	-.200	.201	.707 ^a	.140	-.093	-.184
	Karier X3.4	-.284	.149	.140	.677 ^a	-.247	.021
	Kerja Tim X3.5	-.062	-.210	-.093	-.247	.813 ^a	-.107
	Rekreasi X3.6	-.191	-.144	-.184	.021	-.107	.835 ^a
	Potensi Diri X3.7	.032	-.239	-.151	-.092	.022	-.146
	Naik Pangkat X3.8	.060	-.041	-.110	-.201	.041	-.322

Anti-image Matrices

		PotensiDiri X3.7	NaikPangkat X3.8
Anti-image Covariance	KebutuhanPegawai X3.1	.019	.036
	Imbalan/Gaji X3.2	-.149	-.025
	JaminanKerja X3.3	-.107	-.076
	Karier X3.4	-.064	-.137
	KerjaTim X3.5	.016	.028
	Rekreasi X3.6	-.087	-.188
	PotensiDiri X3.7	.642	-.177
	NaikPangkat X3.8	-.177	.614
Anti-image Correlation	KebutuhanPegawai X3.1	.032 ^a	.060
	Imbalan/Gaji X3.2	-.239	-.041 ^a
	JaminanKerja X3.3	-.151	-.110
	Karier X3.4	-.092	-.201
	KerjaTim X3.5	.022	.041
	Rekreasi X3.6	-.146	-.322
	PotensiDiri X3.7	.825	-.282
	NaikPangkat X3.8	-.282	.788

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
KebutuhanPegawai X3.1	.707	.281
Imbalan/Gaji X3.2	.655	.276
JaminanKerja X3.3	.476	-.541
Karier X3.4	.509	.424
KerjaTim X3.5	.557	.464
Rekreasi X3.6	.771	-.210
PotensiDiri X3.7	.687	-.292
NaikPangkat X3.8	.681	-.343

Extraction Method: Principal Component Analysis.^a

a. 2 components extracted.

Communalities

	Extraction
KebutuhanPegawai X3.1	.578
Imbalan/Gaji X3.2	.506
JaminanKerja X3.3	.519
Karier X3.4	.439
KerjaTim X3.5	.526
Rekreasi X3.6	.638
PotensiDiri X3.7	.558
NaikPangkat X3.8	.582

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	3.255	40.686	40.686
2	1.091	13.640	54.327

Extraction Method: Principal Component Analysis.

FACTOR

```

/VARIABLES X4.1 X4.2 X4.3 X4.4 X4.5
/MISSING LISTWISE
/ANALYSIS X4.1 X4.2 X4.3 X4.4 X4.5
/PRINT KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.

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Factor Analysis

Notes

Output Created		30-NOV-2013 02:33:33
Comments		
Input	Data	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian
	Active Dataset	TUTUP Ardi\DATA Tutup ardi734sav.sav
	Filter	DataSet1
	Weight	<none>
	Split File	<none>
Missing Value Handling	N of Rows in Working Data File	100
	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
Syntax	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
		FACTOR
		/VARIABLES X4.1 X4.2 X4.3 X4.4 X4.5
		/MISSING LISTWISE
		/ANALYSIS X4.1 X4.2 X4.3 X4.4 X4.5
Resources		/PRINT KMO AIC EXTRACTION
		/CRITERIA MINEIGEN(1) ITERATE(25)
		/EXTRACTION PC
		/ROTATION NOROTATE
		/METHOD=CORRELATION.
	Processor Time	00:00:00.06
	Elapsed Time	00:00:00.09
	Maximum Memory Required	4100 (4.004K) bytes

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.850
Approx. Chi-Square		273.846
Bartlett's Test of Sphericity	df	10
	Sig.	.000

Anti-image Matrices

		PelatihanPegawai X4.1	PendidikanKarier X4.2	PendidikanKeahlian X4.3
Anti-image Covariance	PelatihanPegawai X4.1	.519	-.182	.020
	PendidikanKarier X4.2	-.182	.461	-.095
	PendidikanKeahlian X4.3	.020	-.095	.354
	TerobosanBaru X4.4	-.089	-.094	-.121
	ProfesionalKerja X4.5	-.092	-.001	-.175
Anti-image Correlation	PelatihanPegawai X4.1	.857 ^a	-.371	.046
	PendidikanKarier X4.2	-.371	.860 ^a	-.236
	PendidikanKeahlian X4.3	.046	-.236	.816 ^a
	TerobosanBaru X4.4	-.198	-.220	-.323
	ProfesionalKerja X4.5	-.201	-.002	-.467

Anti-image Matrices

		TerobosanBaru X4.4	ProfesionalKerja X4.5
Anti-image Covariance	PelatihanPegawai X4.1	-.089	-.092
	PendidikanKarier X4.2	-.094	-.001
	PendidikanKeahlian X4.3	-.121	-.175
	TerobosanBaru X4.4	.394	-.081
	ProfesionalKerja X4.5	-.081	.400
Anti-image Correlation	PelatihanPegawai X4.1	-.198 ^a	-.201
	PendidikanKarier X4.2	-.220	-.002 ^a
	PendidikanKeahlian X4.3	-.323	-.467
	TerobosanBaru X4.4	.878	-.205
	ProfesionalKerja X4.5	-.205	.841

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
PelatihanPegawai X4.1	.781
PendidikanKarier X4.2	.821
PendidikanKeahlian X4.3	.862
TerobosanBaru X4.4	.865
ProfesionalKerja X4.5	.842

Extraction Method: Principal Component Analysis.^a

a. 1 components extracted.

Communalities

	Extraction
PelatihanPegawai X4.1	.610
PendidikanKarier X4.2	.674
PendidikanKeahlian X4.3	.742
TerobosanBaru X4.4	.747
ProfesionalKerja X4.5	.709

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	3.484	69.670	69.670

Extraction Method: Principal Component Analysis.

FACTOR

```

/VARIABLES Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11
/MISSING LISTWISE
/ANALYSIS Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11
/PRINT KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Notes

Output Created		30-NOV-2013 02:33:59
Comments		
Input	Data Active Dataset Filter Weight Split File N of Rows in Working Data File	E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav DataSet1 <none> <none> <none>
Missing Value Handling	Definition of Missing Cases Used	100 MISSING=EXCLUDE: User-defined missing values are treated as missing. LISTWISE: Statistics are based on cases with no missing values for any variable used.

Syntax		FACTOR /VARIABLES Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11 /MISSING LISTWISE /ANALYSIS Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11 /PRINT KMO AIC EXTRACTION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /ROTATION NOROTATE /METHOD=CORRELATION.	
Resources	Processor Time		00:00:00.06
	Elapsed Time		00:00:00.11
	Maximum Memory Required	16004 (15.629K) bytes	

[DataSet1] E:\JUMARDI\Jumardi_MKD\Tesis_Ardi\Ujian TUTUP Ardi\DATA Tutup ardi734sav.sav

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.887
Approx. Chi-Square		617.246
Bartlett's Test of Sphericity	df	55
	Sig.	.000

Anti-image Matrices

		KualitasK erja Y1	Kuantit asKerj a Y2	Penyele saianKer ja Y3	PenilaianKinerja Y4	Program Terukur Y5
Anti-image Covariance	KualitasKerja Y1	.581	-.053	-.044	.006	-.030
	KuantitasKerja Y2	-.053	.534	-.123	-.078	-.095
	PenyelesaianKerja Y3	-.044	-.123	.406	-.162	-.124
	PenilaianKinerja Y4	.006	-.078	-.162	.424	.061
	ProgramTerukur Y5	-.030	-.095	-.124	.061	.564
	UotputKinerja Y6	-.039	-.057	.017	.010	-.057
	TepatWaktu Y7	-.039	-.028	-.050	.091	.054
	Fasilitas Y8	-.069	.045	.060	-.171	-.075
	Bebankerja Sama Y9	-.029	.037	-.060	-.018	.057
	Rahasia Pegawai Y10	-.024	.003	-.073	-.012	-.060
	HubunganSosial Y11	-.001	-.032	.086	-.069	-.041
Anti-image Correlation	KualitasKerja Y1	.971 ^a	-.096	-.091	.013	-.052
	KuantitasKerja Y2	-.096	.923 ^a	-.264	-.164	-.173
	PenyelesaianKerja Y3	-.091	-.264	.854 ^a	-.391	-.259
	PenilaianKinerja Y4	.013	-.164	-.391	.831 ^a	.125
	ProgramTerukur Y5	-.052	-.173	-.259	.125	.904 ^a
	UotputKinerja Y6	-.094	-.145	.048	.029	-.141
	TepatWaktu Y7	-.084	-.062	-.128	.230	.118
	Fasilitas Y8	-.156	.105	.161	-.452	-.172
	Bebankerja Sama Y9	-.059	.078	-.144	-.042	.116
	Rahasia Pegawai Y10	-.053	.006	-.189	-.031	-.133
	HubunganSosial Y11	-.002	-.065	.200	-.157	-.080

Anti-image Matrices

		UotputKinerja Y6	Tepat Waktu Y7	Fasilitas Y8	Bebankerja Sama Y9	Rahasia Pegawai Y10
Anti-image Covariance	KualitasKerja Y1	-.039	-.039	-.069	-.029	-.024
	KuantitasKerja Y2	-.057	-.028	.045	.037	.003
	PenyelesaianKerja Y3	.017	-.050	.060	-.060	-.073
	PenilaianKinerja Y4	.010	.091	-.171	-.018	-.012
	ProgramTerukur Y5	-.057	.054	-.075	.057	-.060
	UotputKinerja Y6	.292	-.121	-.059	-.112	-.075
	TepatWaktu Y7	-.121	.368	-.128	.015	-.019
	Fasilitas Y8	-.059	-.128	.339	-.031	.011
	Bebankerja Sama Y9	-.112	.015	-.031	.421	-.021
	Rahasia Pegawai Y10	-.075	-.019	.011	-.021	.362
Anti-image Correlation	HubunganSosial Y11	.068	-.068	.008	-.157	-.166
	KualitasKerja Y1	-.094 ^a	-.084	-.156	-.059	-.053
	KuantitasKerja Y2	-.145	-.062 ^a	.105	.078	.006
	PenyelesaianKerja Y3	.048	-.128	.161 ^a	-.144	-.189
	PenilaianKinerja Y4	.029	.230	-.452	-.042 ^a	-.031
	ProgramTerukur Y5	-.141	.118	-.172	.116	-.133 ^a
	UotputKinerja Y6	.891	-.367	-.188	-.319	-.230
	TepatWaktu Y7	-.367	.877	-.362	.038	-.051
	Fasilitas Y8	-.188	-.362	.864	-.083	.031
	Bebankerja Sama Y9	-.319	.038	-.083	.905	-.055
	Rahasia Pegawai Y10	-.230	-.051	.031	-.055	.917
	HubunganSosial Y11	.186	-.168	.021	-.360	-.409

Anti-image Matrices

		HubunganSosial Y11
Anti-image Covariance	KualitasKerja Y1	-.001
	KuantitasKerja Y2	-.032
	PenyelesaianKerja Y3	.086
	PenilaianKinerja Y4	-.069
	ProgramTerukur Y5	-.041
	UotputKinerja Y6	.068
	TepatWaktu Y7	-.068
	Fasilitas Y8	.008
	Bebankerja Sama Y9	-.157
	Rahasia Pegawai Y10	-.166
Anti-image Correlation	HubunganSosial Y11	.453
	KualitasKerja Y1	-.002 ^a
	KuantitasKerja Y2	-.065
	PenyelesaianKerja Y3	.200
	PenilaianKinerja Y4	-.157
	ProgramTerukur Y5	-.080
	UotputKinerja Y6	.186
TepatWaktu Y7	-.168	

Fasilitas Y8	.021
Bebankerja Sama Y9	-.360
Rahasia Pegawai Y10	-.409
HubunganSosial Y11	.836

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
KualitasKerja Y1	.702
KuantitasKerja Y2	.681
PenyelesaianKerja Y3	.733
PenilaianKinerja Y4	.708
ProgramTerukur Y5	.662
UotputKinerja Y6	.836
TepatWaktu Y7	.765
Fasilitas Y8	.791
Bebankerja Sama Y9	.759
Rahasia Pegawai Y10	.813
HubunganSosial Y11	.685

Extraction Method: Principal Component Analysis.^a

a. 1 components extracted.

Communalities

	Extraction
KualitasKerja Y1	.492
KuantitasKerja Y2	.464
PenyelesaianKerja Y3	.538
PenilaianKinerja Y4	.501
ProgramTerukur Y5	.439
UotputKinerja Y6	.699
TepatWaktu Y7	.586
Fasilitas Y8	.626
Bebankerja Sama Y9	.577
Rahasia Pegawai Y10	.661
HubunganSosial Y11	.470

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	6.051	55.011	55.011

Extraction Method: Principal Component Analysis.