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LAMPIRAN

HASIL SPSS

DESKRIPTIF

Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PKWT	12	36,4	36,4	36,4
	PKWTT	21	63,6	63,6	100,0
	Total	33	100,0	100,0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lakilaki	24	72,7	72,7	72,7
	Perempuan	9	27,3	27,3	100,0
	Total	33	100,0	100,0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 5 Tahun	9	27,3	27,3	27,3
	10 Tahun ke atas	15	45,5	45,5	72,7
	6 - 10 Tahun	9	27,3	27,3	100,0
	Total	33	100,0	100,0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pasca Sarjana	1	3,0	3,0	3,0
	Sarjana (S1)	16	48,5	48,5	51,5
	SMA	16	48,5	48,5	100,0
	Total	33	100,0	100,0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25 Tahun	4	12,1	12,1	12,1
	26 - 35 Tahun	14	42,4	42,4	54,5
	36 - 45 tahun	11	33,3	33,3	87,9
	45 Tahun ke atas	4	12,1	12,1	100,0
	Total	33	100,0	100,0	

Status Pernikahan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Belum menikah	6	18,2	18,2	18,2
	Menikah	27	81,8	81,8	100,0
	Total	33	100,0	100,0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Budaya Organisasi	33	42	60	54,12	5,302
Kompensasi	33	29	50	39,48	6,709
Kepuasan Kerja	33	26	50	42,64	5,623
Kinerja Pegawai	33	26	40	34,91	4,282
Valid N (listwise)	33				

Statistics

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12
N Valid	33	33	33	33	33	33	33	33	33	33	33	33
N Missing	0	0	0	0	0	0	0	0	0	0	0	0
Mean	4,52	4,55	4,52	4,58	4,67	4,55	4,79	4,18	4,36	4,52	4,48	4,42
Sum	149	150	149	151	154	150	158	138	144	149	148	146

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	2	6,1	6,1	6,1
Valid Setuju	12	36,4	36,4	42,4
Valid Sangat Tidak Setuju	19	57,6	57,6	100,0
Total	33	100,0	100,0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	15	45,5	45,5	45,5
Valid Sangat Tidak Setuju	18	54,5	54,5	100,0
Total	33	100,0	100,0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	2	6,1	6,1	6,1
Valid Setuju	12	36,4	36,4	42,4
Valid Sangat Tidak Setuju	19	57,6	57,6	100,0
Total	33	100,0	100,0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	1	3,0	3,0	3,0
Valid Setuju	12	36,4	36,4	39,4
Valid Sangat Tidak Setuju	20	60,6	60,6	100,0
Total	33	100,0	100,0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3,0	3,0
	Netral	1	3,0	6,1
	Setuju	6	18,2	24,2
	Sangat Tidak Setuju	25	75,8	100,0
	Total	33	100,0	100,0

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	15	45,5	45,5
	Sangat Tidak Setuju	18	54,5	100,0
	Total	33	100,0	100,0

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	7	21,2	21,2
	Sangat Tidak Setuju	26	78,8	100,0
	Total	33	100,0	100,0

X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3,0	3,0
	Tidak Setuju	1	3,0	6,1
	Netral	3	9,1	15,2
	Setuju	14	42,4	57,6
	Sangat Tidak Setuju	14	42,4	100,0
	Total	33	100,0	100,0

X1.9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	3,0	3,0
	Setuju	19	57,6	60,6
	Sangat Tidak Setuju	13	39,4	100,0
	Total	33	100,0	100,0

X1.10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	3,0	3,0
	Setuju	14	42,4	45,5
	Sangat Tidak Setuju	18	54,5	100,0
	Total	33	100,0	100,0

X1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6,1	6,1	6,1
	Setuju	13	39,4	39,4	45,5
	Sangat Tidak Setuju	18	54,5	54,5	100,0
	Total	33	100,0	100,0	

X1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	9,1	9,1	9,1
	Setuju	13	39,4	39,4	48,5
	Sangat Tidak Setuju	17	51,5	51,5	100,0
	Total	33	100,0	100,0	

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10
N	Valid	33	33	33	33	33	33	33	33	33	33
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3,97	3,79	4,24	3,67	4,24	4,15	3,88	3,91	3,91	3,73
Sum		131	125	140	121	140	137	128	129	129	123

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3,0	3,0	3,0
	Netral	8	24,2	24,2	27,3
	Setuju	14	42,4	42,4	69,7
	Sangat Tidak Setuju	10	30,3	30,3	100,0
	Total	33	100,0	100,0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	9,1	9,1	9,1
	Netral	9	27,3	27,3	36,4
	Setuju	13	39,4	39,4	75,8
	Sangat Tidak Setuju	8	24,2	24,2	100,0
	Total	33	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	4	12,1	12,1	12,1
	Setuju	17	51,5	51,5	63,6
	Sangat Tidak Setuju	12	36,4	36,4	100,0
	Total	33	100,0	100,0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Tidak Setuju	3	9,1	9,1	9,1
	Netral	12	36,4	36,4	45,5
	Setuju	11	33,3	33,3	78,8
	Sangat Tidak Setuju	7	21,2	21,2	100,0
	Total	33	100,0	100,0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Netral	5	15,2	15,2	15,2
	Setuju	15	45,5	45,5	60,6
	Sangat Tidak Setuju	13	39,4	39,4	100,0
	Total	33	100,0	100,0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Tidak Setuju	2	6,1	6,1	6,1
	Netral	4	12,1	12,1	18,2
	Setuju	14	42,4	42,4	60,6
	Sangat Tidak Setuju	13	39,4	39,4	100,0
	Total	33	100,0	100,0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Tidak Setuju	2	6,1	6,1	6,1
	Netral	8	24,2	24,2	30,3
	Setuju	15	45,5	45,5	75,8
	Sangat Tidak Setuju	8	24,2	24,2	100,0
	Total	33	100,0	100,0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Tidak Setuju	2	6,1	6,1	6,1
	Netral	7	21,2	21,2	27,3
	Setuju	16	48,5	48,5	75,8
	Sangat Tidak Setuju	8	24,2	24,2	100,0
	Total	33	100,0	100,0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	10	30,3	30,3	30,3
	Setuju	16	48,5	48,5	78,8
	Sangat Tidak Setuju	7	21,2	21,2	100,0
	Total	33	100,0	100,0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	9,1	9,1	9,1
	Netral	11	33,3	33,3	42,4
	Setuju	11	33,3	33,3	75,8
	Sangat Tidak Setuju	8	24,2	24,2	100,0
	Total	33	100,0	100,0	

Statistics

		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10
N	Valid	33	33	33	33	33	33	33	33	33	33
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		4,36	4,00	4,03	4,18	4,36	4,06	4,27	4,36	4,58	4,42
Sum		144	132	133	138	144	134	141	144	151	146

Z1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	9,1	9,1	9,1
	Setuju	15	45,5	45,5	54,5
	Sangat Tidak Setuju	15	45,5	45,5	100,0
	Total	33	100,0	100,0	

Z2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3,0	3,0	3,0
	Netral	6	18,2	18,2	21,2
	Setuju	18	54,5	54,5	75,8
	Sangat Tidak Setuju	8	24,2	24,2	100,0
	Total	33	100,0	100,0	

Z3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3,0	3,0	3,0
	Tidak Setuju	1	3,0	3,0	6,1
	Netral	5	15,2	15,2	21,2
	Setuju	15	45,5	45,5	66,7
	Sangat Tidak Setuju	11	33,3	33,3	100,0
	Total	33	100,0	100,0	

Z4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	3,0	3,0	3,0
Valid Netral	5	15,2	15,2	18,2
Valid Setuju	14	42,4	42,4	60,6
Valid Sangat Tidak Setuju	13	39,4	39,4	100,0
Total	33	100,0	100,0	

Z5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	3,0	3,0	3,0
Valid Netral	2	6,1	6,1	9,1
Valid Setuju	14	42,4	42,4	51,5
Valid Sangat Tidak Setuju	16	48,5	48,5	100,0
Total	33	100,0	100,0	

Z6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	3,0	3,0	3,0
Valid Netral	5	15,2	15,2	18,2
Valid Setuju	18	54,5	54,5	72,7
Valid Sangat Tidak Setuju	9	27,3	27,3	100,0
Total	33	100,0	100,0	

Z7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	5	15,2	15,2	15,2
Valid Setuju	14	42,4	42,4	57,6
Valid Sangat Tidak Setuju	14	42,4	42,4	100,0
Total	33	100,0	100,0	

Z8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	3	9,1	9,1	9,1
Valid Setuju	15	45,5	45,5	54,5
Valid Sangat Tidak Setuju	15	45,5	45,5	100,0
Total	33	100,0	100,0	

Z9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6,1	6,1	6,1
	Setuju	10	30,3	30,3	36,4
	Sangat Tidak Setuju	21	63,6	63,6	100,0
	Total	33	100,0	100,0	

Z10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6,1	6,1	6,1
	Setuju	15	45,5	45,5	51,5
	Sangat Tidak Setuju	16	48,5	48,5	100,0
	Total	33	100,0	100,0	

Statistics

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8
N	Valid	33	33	33	33	33	33	33	33
	Missing	0	0	0	0	0	0	0	0
Mean		4,36	4,27	4,06	4,33	4,36	4,39	4,67	4,45
Sum		144	141	134	143	144	145	154	147

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	9,1	9,1	9,1
	Setuju	15	45,5	45,5	54,5
	Sangat Tidak Setuju	15	45,5	45,5	100,0
	Total	33	100,0	100,0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	4	12,1	12,1	12,1
	Setuju	16	48,5	48,5	60,6
	Sangat Tidak Setuju	13	39,4	39,4	100,0
	Total	33	100,0	100,0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3,0	3,0	3,0
	Netral	9	27,3	27,3	30,3
	Setuju	10	30,3	30,3	60,6
	Sangat Tidak Setuju	13	39,4	39,4	100,0
	Total	33	100,0	100,0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	9,1	9,1
	Setuju	16	48,5	57,6
	Sangat Tidak Setuju	14	42,4	100,0
	Total	33	100,0	100,0

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3,0	3,0
	Netral	1	3,0	6,1
	Setuju	16	48,5	54,5
	Sangat Tidak Setuju	15	45,5	100,0
	Total	33	100,0	100,0

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6,1	6,1
	Setuju	16	48,5	54,5
	Sangat Tidak Setuju	15	45,5	100,0
	Total	33	100,0	100,0

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	11	33,3	33,3
	Sangat Tidak Setuju	22	66,7	100,0
	Total	33	100,0	100,0

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	6,1	6,1
	Setuju	14	42,4	48,5
	Sangat Tidak Setuju	17	51,5	100,0
	Total	33	100,0	100,0

VALIDITAS DAN RELIABILITAS

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Budaya Organisasi
X1.1	Pearson Correlation	1	,772**	,510**	,560**	,633**	,572**	,682**	,633**	,536**	,557**	,634**	,517**	,867**
	Sig. (2-tailed)		,000	,002	,001	,000	,001	,000	,000	,001	,001	,000	,002	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.2	Pearson Correlation	,772**	1	,173	,731**	,446**	,633**	,568**	,437*	,614**	,626**	,527**	,500**	,779**
	Sig. (2-tailed)	,000		,337	,000	,009	,000	,001	,011	,000	,000	,002	,003	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.3	Pearson Correlation	,510**	,173	1	,109	,414*	,372*	,561**	,739**	,444**	,379*	,470**	,517**	,676**
	Sig. (2-tailed)	,002	,337		,545	,017	,033	,001	,000	,010	,030	,006	,002	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.4	Pearson Correlation	,560**	,731**	,109	1	,429*	,511**	,273	,325	,314	,415*	,522**	,499**	,638**
	Sig. (2-tailed)	,001	,000	,545		,013	,002	,125	,065	,075	,016	,002	,003	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.5	Pearson Correlation	,633**	,446**	,414*	,429*	1	,089	,616**	,380*	,247	,372*	,316	,250	,599**
	Sig. (2-tailed)	,000	,009	,017	,013		,621	,000	,029	,166	,033	,073	,161	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.6	Pearson Correlation	,572**	,633**	,372*	,511**	,089	1	,420*	,502**	,502**	,407*	,427*	,407*	,651**
	Sig. (2-tailed)	,001	,000	,033	,002	,621		,015	,003	,003	,019	,013	,019	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.7	Pearson Correlation	,682**	,568**	,561**	,273	,616**	,420*	1	,418*	,486**	,613**	,413*	,451**	,722**
	Sig. (2-tailed)	,000	,001	,001	,125	,000	,015		,016	,004	,000	,017	,008	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.8	Pearson Correlation	,633**	,437*	,739**	,325	,380*	,502**	,418*	1	,528**	,460**	,536**	,618**	,789**
	Sig. (2-tailed)	,000	,011	,000	,065	,029	,003	,016		,002	,007	,001	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.9	Pearson Correlation	,536**	,614**	,444**	,314	,247	,502**	,486**	,528**	1	,686**	,477**	,422*	,704**
	Sig. (2-tailed)	,001	,000	,010	,075	,166	,003	,004	,002		,000	,005	,015	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.10	Pearson Correlation	,557**	,626**	,379*	,415*	,372*	,407*	,613**	,460**	,686**	1	,603**	,649**	,760**
	Sig. (2-tailed)	,001	,000	,030	,016	,033	,019	,000	,007	,000		,000	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.11	Pearson Correlation	,634**	,527**	,470**	,522**	,316	,427*	,413*	,536**	,477**	,603**	1	,778**	,772**
	Sig. (2-tailed)	,000	,002	,006	,002	,073	,013	,017	,001	,005	,000		,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
X1.12	Pearson Correlation	,517**	,500**	,517**	,499**	,250	,407*	,451**	,618**	,422*	,649**	,778**	1	,767**

	Sig. (2-tailed)	,002	,003	,002	,003	,161	,019	,008	,000	,015	,000	,000		,000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
Budaya	Pearson Correlation	,867**	,779**	,676**	,638**	,599**	,651**	,722**	,789**	,704**	,760**	,772**	,767**	1
Organisasi	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33

** . 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
,913	12

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Kompensasi	
X2.1	Pearson Correlation	1	,469**	,372*	,688**	,300	,632**	,750**	,683**	,608**	,567**	,774**
	Sig. (2-tailed)		,006	,033	,000	,090	,000	,000	,000	,000	,001	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.2	Pearson Correlation	,469**	1	,493**	,644**	,414*	,467**	,517**	,454**	,483**	,574**	,700**
	Sig. (2-tailed)	,006		,004	,000	,017	,006	,002	,008	,004	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.3	Pearson Correlation	,372*	,493**	1	,544**	,736**	,476**	,438*	,488**	,504**	,508**	,675**
	Sig. (2-tailed)	,033	,004		,001	,000	,005	,011	,004	,003	,003	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.4	Pearson Correlation	,688**	,644**	,544**	1	,557**	,531**	,736**	,762**	,561**	,644**	,843**
	Sig. (2-tailed)	,000	,000	,001		,001	,001	,000	,000	,001	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.5	Pearson Correlation	,300	,414*	,736**	,557**	1	,699**	,513**	,666**	,471**	,662**	,737**
	Sig. (2-tailed)	,090	,017	,000	,001		,000	,002	,000	,006	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.6	Pearson Correlation	,632**	,467**	,476**	,531**	,699**	1	,737**	,701**	,668**	,698**	,827**
	Sig. (2-tailed)	,000	,006	,005	,001	,000		,000	,000	,000	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.7	Pearson Correlation	,750**	,517**	,438*	,736**	,513**	,737**	1	,893**	,788**	,691**	,891**
	Sig. (2-tailed)	,000	,002	,011	,000	,002	,000		,000	,000	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.8	Pearson Correlation	,683**	,454**	,488**	,762**	,666**	,701**	,893**	1	,704**	,675**	,881**

	Sig. (2-tailed)	,000	,008	,004	,000	,000	,000	,000	,000	,000	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.9	Pearson Correlation	,608**	,483**	,504**	,561**	,471**	,668**	,788**	,704**	1	,649**	,802**
	Sig. (2-tailed)	,000	,004	,003	,001	,006	,000	,000	,000	,000	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
X2.10	Pearson Correlation	,567**	,574**	,508**	,644**	,662**	,698**	,691**	,675**	,649**	1	,840**
	Sig. (2-tailed)	,001	,000	,003	,000	,000	,000	,000	,000	,000	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Kompensasi	Pearson Correlation	,774**	,700**	,675**	,843**	,737**	,827**	,891**	,881**	,802**	,840**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33

** . 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
,935	10

Correlations

		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Kepuasan Kerja
Z1	Pearson Correlation	1	,511**	,686**	,759**	,815**	,594**	,781**	,707**	,553**	,383*	,880**
	Sig. (2-tailed)		,002	,000	,000	,000	,000	,000	,000	,001	,028	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Z2	Pearson Correlation	,511**	1	,307	,361*	,449**	,502**	,464**	,255	,407*	,339	,593**
	Sig. (2-tailed)	,002		,083	,039	,009	,003	,007	,152	,019	,053	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Z3	Pearson Correlation	,686**	,307	1	,602**	,736**	,569**	,581**	,485**	,611**	,352*	,785**
	Sig. (2-tailed)	,000	,083		,000	,000	,001	,000	,004	,000	,045	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Z4	Pearson Correlation	,759**	,361*	,602**	1	,824**	,757**	,611**	,759**	,538**	,343	,854**
	Sig. (2-tailed)	,000	,039	,000		,000	,000	,000	,000	,001	,050	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Z5	Pearson Correlation	,815**	,449**	,736**	,824**	1	,747**	,687**	,686**	,760**	,405*	,924**
	Sig. (2-tailed)	,000	,009	,000	,000		,000	,000	,000	,000	,019	,000
	N	33	33	33	33	33	33	33	33	33	33	33

Z6	Pearson Correlation	,594**	,502**	,569**	,757**	,747**	1	,666**	,530**	,603**	,555**	,846**
	Sig. (2-tailed)	,000	,003	,001	,000	,000		,000	,002	,000	,001	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Z7	Pearson Correlation	,781**	,464**	,581**	,611**	,687**	,666**	1	,648**	,483**	,296	,806**
	Sig. (2-tailed)	,000	,007	,000	,000	,000	,000		,000	,004	,094	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Z8	Pearson Correlation	,707**	,255	,485**	,759**	,686**	,530**	,648**	1	,319	,227	,727**
	Sig. (2-tailed)	,000	,152	,004	,000	,000	,002	,000		,070	,204	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Z9	Pearson Correlation	,553**	,407*	,611**	,538**	,760**	,603**	,483**	,319	1	,492**	,742**
	Sig. (2-tailed)	,001	,019	,000	,001	,000	,000	,004	,070		,004	,000
	N	33	33	33	33	33	33	33	33	33	33	33
Z10	Pearson Correlation	,383*	,339	,352*	,343	,405*	,555**	,296	,227	,492**	1	,553**
	Sig. (2-tailed)	,028	,053	,045	,050	,019	,001	,094	,204	,004		,001
	N	33	33	33	33	33	33	33	33	33	33	33
Kepuasan Kerja	Pearson Correlation	,880**	,593**	,785**	,854**	,924**	,846**	,806**	,727**	,742**	,553**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,001	
	N	33	33	33	33	33	33	33	33	33	33	33

** . 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
,923	10

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Kinerja Pegawai
Y1	Pearson Correlation	1	,904**	,600**	,742**	,660**	,729**	,700**	,663**	,918**
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000	,000	,000
	N	33	33	33	33	33	33	33	33	33
Y2	Pearson Correlation	,904**	1	,590**	,718**	,579**	,643**	,678**	,669**	,886**
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000	,000	,000
	N	33	33	33	33	33	33	33	33	33
Y3	Pearson Correlation	,600**	,590**	1	,610**	,411*	,411*	,557**	,625**	,764**
	Sig. (2-tailed)	,000	,000		,000	,017	,017	,001	,000	,000
	N	33	33	33	33	33	33	33	33	33
Y4	Pearson Correlation	,742**	,718**	,610**	1	,762**	,609**	,573**	,549**	,859**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,001	,000
	N	33	33	33	33	33	33	33	33	33
Y5	Pearson Correlation	,660**	,579**	,411*	,762**	1	,754**	,374*	,329	,753**
	Sig. (2-tailed)	,000	,000	,017	,000		,000	,032	,061	,000
	N	33	33	33	33	33	33	33	33	33
Y6	Pearson Correlation	,729**	,643**	,411*	,609**	,754**	1	,571**	,423*	,781**
	Sig. (2-tailed)	,000	,000	,017	,000	,000		,001	,014	,000
	N	33	33	33	33	33	33	33	33	33
Y7	Pearson Correlation	,700**	,678**	,557**	,573**	,374*	,571**	1	,741**	,778**
	Sig. (2-tailed)	,000	,000	,001	,000	,032	,001		,000	,000
	N	33	33	33	33	33	33	33	33	33
Y8	Pearson Correlation	,663**	,669**	,625**	,549**	,329	,423*	,741**	1	,761**
	Sig. (2-tailed)	,000	,000	,000	,001	,061	,014	,000		,000
	N	33	33	33	33	33	33	33	33	33
Kinerja Pegawai	Pearson Correlation	,918**	,886**	,764**	,859**	,753**	,781**	,778**	,761**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	33	33	33	33	33	33	33	33	33

** . 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
,920	8

ASUMSI KLASIK

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,878 ^a	,772	,748	2,149	1,873

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

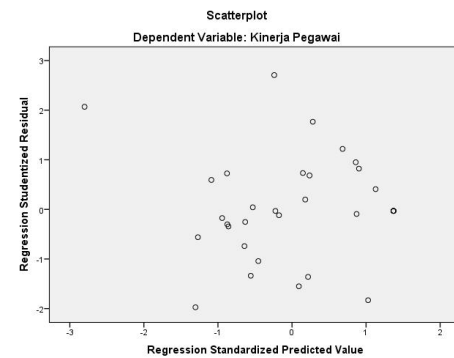
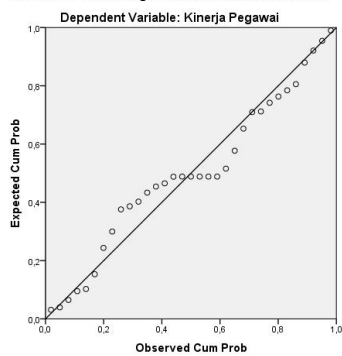
b. Dependent Variable: Kinerja Pegawai

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Budaya Organisasi	,413	2,421
	Kompensasi	,433	2,308
	Kepuasan Kerja	,310	3,229

a. Dependent Variable: Kinerja Pegawai

Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		33
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,04612525
	Absolute	,127
Most Extreme Differences	Positive	,120
	Negative	-,127
Kolmogorov-Smirnov Z		,732
Asymp. Sig. (2-tailed)		,658

a. Test distribution is Normal.

b. Calculated from data.

Uji glejser (heteroskedastisitas)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	4,076	2,481		1,643	,111
	Budaya Organisasi	,034	,071	,131	,484	,632
	Kompensasi	-,049	,055	-,235	-,891	,380
	Kepuasan Kerja	-,059	,077	-,240	-,770	,448

a. Dependent Variable: AbsUt

REGRESI MODEL 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,831 ^a	,690	,670	3,232

a. Predictors: (Constant), Kompensasi, Budaya Organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	698,293	2	349,147	33,428	,000 ^b
	Residual	313,343	30	10,445		
	Total	1011,636	32			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kompensasi, Budaya Organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,635	5,877		,108	,915
	Budaya Organisasi	,507	,140	,478	3,626	,001
	Kompensasi	,369	,110	,440	3,339	,002

a. Dependent Variable: Kepuasan Kerja

REGRESI MODEL 2**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,878 ^a	,772	,748	2,149

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	452,755	3	150,918	32,668	,000 ^b
	Residual	133,972	29	4,620		
	Total	586,727	32			

a. Dependent Variable: Kinerja Pegawai

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

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1,082	3,909		,277	,784
	Budaya Organisasi	,263	,111	,326	2,358	,025
	Kompensasi	,060	,086	,095	,701	,489
	Kepuasan Kerja	,404	,121	,530	3,325	,002

a. Dependent Variable: Kinerja Pegawai