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Lampiran 2. Uji Validitas dan Reabilitas

Kapabilitas Individu (X1)

Correlations

		KI1	KI2	KI3	KI4	KI5	KI6	X1
KI1	Pearson Correlation	1	.257**	.318**	.254**	.219*	.354**	.593**
	Sig. (2-tailed)		.006	.001	.006	.019	.000	.000
	N	114	114	114	114	114	114	114
KI2	Pearson Correlation	.257**	1	.621**	.549**	.331**	.532**	.746**
	Sig. (2-tailed)	.006		.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114
KI3	Pearson Correlation	.318**	.621**	1	.757**	.264**	.678**	.828**
	Sig. (2-tailed)	.001	.000		.000	.005	.000	.000
	N	114	114	114	114	114	114	114
KI4	Pearson Correlation	.254**	.549**	.757**	1	.272**	.566**	.765**
	Sig. (2-tailed)	.006	.000	.000		.003	.000	.000
	N	114	114	114	114	114	114	114
KI5	Pearson Correlation	.219*	.331**	.264**	.272**	1	.315**	.575**
	Sig. (2-tailed)	.019	.000	.005	.003		.001	.000
	N	114	114	114	114	114	114	114
KI6	Pearson Correlation	.354**	.532**	.678**	.566**	.315**	1	.797**
	Sig. (2-tailed)	.000	.000	.000	.000	.001		.000
	N	114	114	114	114	114	114	114
X1	Pearson Correlation	.593**	.746**	.828**	.765**	.575**	.797**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114

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

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



istics
N of Items
6

Motivasi Individy (X2)

Correlations

		MI1	MI2	MI3	MI4	MI5	MI6	MI7	X2
MI1	Pearson Correlation	1	.755**	.535**	.053	.425**	.527**	.328**	.711**
	Sig. (2-tailed)		.000	.000	.575	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114
MI2	Pearson Correlation	.755**	1	.648**	.050	.487**	.410**	.385**	.730**
	Sig. (2-tailed)	.000		.000	.598	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114
MI3	Pearson Correlation	.535**	.648**	1	.134	.461**	.393**	.238*	.670**
	Sig. (2-tailed)	.000	.000		.156	.000	.000	.011	.000
	N	114	114	114	114	114	114	114	114
MI4	Pearson Correlation	.053	.050	.134	1	.276**	.152	.198*	.481**
	Sig. (2-tailed)	.575	.598	.156		.003	.106	.035	.000
	N	114	114	114	114	114	114	114	114
MI5	Pearson Correlation	.425**	.487**	.461**	.276**	1	.606**	.487**	.782**
	Sig. (2-tailed)	.000	.000	.000	.003		.000	.000	.000
	N	114	114	114	114	114	114	114	114
MI6	Pearson Correlation	.527**	.410**	.393**	.152	.606**	1	.518**	.742**
	Sig. (2-tailed)	.000	.000	.000	.106	.000		.000	.000
	N	114	114	114	114	114	114	114	114
MI7	Pearson Correlation	.328**	.385**	.238*	.198*	.487**	.518**	1	.664**
	Sig. (2-tailed)	.000	.000	.011	.035	.000	.000		.000
	N	114	114	114	114	114	114	114	114
X2	Pearson Correlation	.711**	.730**	.670**	.481**	.782**	.742**	.664**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114	114

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

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



Statistics

N of Items	7
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Iklm Organisasi (X3)

Correlations

		IO1	IO2	IO3	IO4	IO5	IO6	IO7	X3
IO1	Pearson Correlation	1	.630**	.448**	.336**	.409**	.485**	.495**	.758**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114
IO2	Pearson Correlation	.630**	1	.586**	.262**	.547**	.488**	.482**	.780**
	Sig. (2-tailed)	.000		.000	.005	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114
IO3	Pearson Correlation	.448**	.586**	1	.324**	.504**	.428**	.232*	.682**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.013	.000
	N	114	114	114	114	114	114	114	114
IO4	Pearson Correlation	.336**	.262**	.324**	1	.301**	.258**	.114	.580**
	Sig. (2-tailed)	.000	.005	.000		.001	.006	.228	.000
	N	114	114	114	114	114	114	114	114
IO5	Pearson Correlation	.409**	.547**	.504**	.301**	1	.731**	.377**	.763**
	Sig. (2-tailed)	.000	.000	.000	.001		.000	.000	.000
	N	114	114	114	114	114	114	114	114
IO6	Pearson Correlation	.485**	.488**	.428**	.258**	.731**	1	.413**	.746**
	Sig. (2-tailed)	.000	.000	.000	.006	.000		.000	.000
	N	114	114	114	114	114	114	114	114
IO7	Pearson Correlation	.495**	.482**	.232*	.114	.377**	.413**	1	.642**
	Sig. (2-tailed)	.000	.000	.013	.228	.000	.000		.000
	N	114	114	114	114	114	114	114	114
X3	Pearson Correlation	.758**	.780**	.682**	.580**	.763**	.746**	.642**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114	114

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
.810	7



Efektivitas Kerja Kelompok (X4)

Correlations

		EKK1	EKK2	EKK3	EKK4	EKK5	EKK6	X4
EKK1	Pearson Correlation	1	.611**	.731**	.617**	.053	.437**	.731**
	Sig. (2-tailed)		.000	.000	.000	.575	.000	.000
	N	114	114	114	114	114	114	114
EKK2	Pearson Correlation	.611**	1	.710**	.717**	.316**	.552**	.833**
	Sig. (2-tailed)	.000		.000	.000	.001	.000	.000
	N	114	114	114	114	114	114	114
EKK3	Pearson Correlation	.731**	.710**	1	.789**	.291**	.585**	.881**
	Sig. (2-tailed)	.000	.000		.000	.002	.000	.000
	N	114	114	114	114	114	114	114
EKK4	Pearson Correlation	.617**	.717**	.789**	1	.239*	.511**	.831**
	Sig. (2-tailed)	.000	.000	.000		.010	.000	.000
	N	114	114	114	114	114	114	114
EKK5	Pearson Correlation	.053	.316**	.291**	.239*	1	.447**	.564**
	Sig. (2-tailed)	.575	.001	.002	.010		.000	.000
	N	114	114	114	114	114	114	114
EKK6	Pearson Correlation	.437**	.552**	.585**	.511**	.447**	1	.755**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	114	114	114	114	114	114	114
X4	Pearson Correlation	.731**	.833**	.881**	.831**	.564**	.755**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114

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

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



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N of Items
6

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Kepemimpinan (X5)

Correlations

		L1	L2	L3	L4	L5	L6	X5
L1	Pearson Correlation	1	.861**	.740**	.465**	.587**	.622**	.876**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114
L2	Pearson Correlation	.861**	1	.804**	.414**	.511**	.594**	.856**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114
L3	Pearson Correlation	.740**	.804**	1	.467**	.549**	.605**	.842**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	114	114	114	114	114	114	114
L4	Pearson Correlation	.465**	.414**	.467**	1	.649**	.690**	.736**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	114	114	114	114	114	114	114
L5	Pearson Correlation	.587**	.511**	.549**	.649**	1	.660**	.799**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	114	114	114	114	114	114	114
L6	Pearson Correlation	.622**	.594**	.605**	.690**	.660**	1	.832**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	114	114	114	114	114	114	114
X5	Pearson Correlation	.876**	.856**	.842**	.736**	.799**	.832**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114

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



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Komunikasi (Z)

		Correlations						
		K1	K2	K3	K4	K5	K6	Z
K1	Pearson Correlation	1	.573**	.313**	.503**	.505**	.511**	.782**
	Sig. (2-tailed)		.000	.001	.000	.000	.000	.000
	N	114	114	114	114	114	114	114
K2	Pearson Correlation	.573**	1	.477**	.430**	.652**	.401**	.798**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114
K3	Pearson Correlation	.313**	.477**	1	.662**	.552**	.318**	.705**
	Sig. (2-tailed)	.001	.000		.000	.000	.001	.000
	N	114	114	114	114	114	114	114
K4	Pearson Correlation	.503**	.430**	.662**	1	.586**	.385**	.755**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	114	114	114	114	114	114	114
K5	Pearson Correlation	.505**	.652**	.552**	.586**	1	.452**	.814**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	114	114	114	114	114	114	114
K6	Pearson Correlation	.511**	.401**	.318**	.385**	.452**	1	.679**
	Sig. (2-tailed)	.000	.000	.001	.000	.000		.000
	N	114	114	114	114	114	114	114
Z	Pearson Correlation	.782**	.798**	.705**	.755**	.814**	.679**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114

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



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6

Kinerja Auditor (Y)

Correlations

		KA1	KA2	KA3	KA4	KA5	KA6	KA7	KA8	KA9	KA10	KA11	KA12	Y
KA1	Pearson Correlation	1	.553**	.430**	.265**	.230*	.102	.251**	.397**	.309**	.177	.039	.065	.576**
	Sig. (2-tailed)		.000	.000	.004	.014	.281	.007	.000	.001	.060	.681	.495	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA2	Pearson Correlation	.553**	1	.389**	.296**	.172	.273**	.407**	.156	.072	.182	.226*	.142	.582**
	Sig. (2-tailed)	.000		.000	.001	.068	.003	.000	.098	.449	.053	.016	.132	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA3	Pearson Correlation	.430**	.389**	1	.208*	.247**	.104	.229*	.318**	.302**	.124	.070	.092	.517**
	Sig. (2-tailed)	.000	.000		.027	.008	.272	.014	.001	.001	.187	.458	.329	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA4	Pearson Correlation	.265**	.296**	.208*	1	.195*	.082	.111	.126	.012	.045	.273**	.246**	.411**
	Sig. (2-tailed)	.004	.001	.027		.037	.388	.240	.180	.896	.631	.003	.008	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA5	Pearson Correlation	.230*	.172	.247**	.195*	1	.323**	.513**	.502**	.531**	.427**	.280**	.140	.680**
	Sig. (2-tailed)	.014	.068	.008	.037		.000	.000	.000	.000	.000	.003	.139	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA6	Pearson Correlation	.102	.273**	.104	.082	.323**	1	.327**	.023	.003	.327**	.286**	.179	.490**
	Sig. (2-tailed)	.281	.003	.272	.388	.000		.000	.809	.974	.000	.002	.056	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA7	Pearson Correlation	.251**	.407**	.229*	.111	.513**	.327**	1	.543**	.368**	.508**	.476**	-.107	.659**
	Sig. (2-tailed)	.007	.000	.014	.240	.000	.000		.000	.000	.000	.000	.257	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA8	Pearson Correlation	.397**	.156	.318**	.126	.502**	.023	.543**	1	.518**	.401**	.299**	-.052	.588**
	Sig. (2-tailed)	.000	.098	.001	.180	.000	.809	.000		.000	.000	.001	.585	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA9	Pearson Correlation	.309**	.072	.302**	.012	.531**	.003	.368**	.518**	1	.471**	.346**	.138	.599**
	Sig. (2-tailed)	.001	.449	.001	.896	.000	.974	.000	.000		.000	.000	.142	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA10	Pearson Correlation	.177	.182	.124	.045	.427**	.327**	.508**	.401**	.471**	1	.636**	.194*	.657**
	Sig. (2-tailed)	.060	.053	.187	.631	.000	.000	.000	.000	.000		.000	.038	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA11	Pearson Correlation	.039	.226*	.070	.273**	.280**	.286**	.476**	.299**	.346**	.636**	1	.267**	.598**
	Sig. (2-tailed)													
	N													



	Sig. (2-tailed)	.681	.016	.458	.003	.003	.002	.000	.001	.000	.000		.004	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KA12	Pearson Correlation	.065	.142	.092	.246**	.140	.179	-.107	-.052	.138	.194*	.267**	1	.373**
	Sig. (2-tailed)	.495	.132	.329	.008	.139	.056	.257	.585	.142	.038	.004		.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
Y	Pearson Correlation	.576**	.582**	.517**	.411**	.680**	.490**	.659**	.588**	.599**	.657**	.598**	.373**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114	114	114	114	114	114	114

** . 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
.790	12



Lampiran 3. Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KI1	114	1.00	5.00	3.5965	.97508
KI2	114	1.00	5.00	3.9211	.75428
KI3	114	1.00	5.00	3.7456	.80717
KI4	114	1.00	5.00	3.8509	.71930
KI5	114	1.00	5.00	3.0614	.90510
KI6	114	1.00	5.00	3.6930	.84274
MI1	114	1.00	5.00	4.0351	.75175
MI2	114	1.00	5.00	4.0702	.71296
MI3	114	1.00	5.00	3.8158	.69849
MI4	114	1.00	5.00	2.6491	1.19721
MI5	114	2.00	5.00	3.5702	.85154
MI6	114	1.00	5.00	3.7018	.83007
MI7	114	1.00	5.00	3.5702	.85154
IO1	114	2.00	5.00	4.1053	.65673
IO2	114	2.00	5.00	4.2632	.59575
IO3	114	2.00	5.00	4.0175	.59470
IO4	114	1.00	5.00	3.3947	.97417
IO5	114	2.00	5.00	4.0351	.67745
IO6	114	2.00	5.00	4.0526	.62176
IO7	114	2.00	5.00	3.9211	.84293
EKK1	114	2.00	5.00	4.0789	.76592
EKK2	114	2.00	5.00	4.0351	.63705
EKK3	114	2.00	5.00	4.1053	.69599
EKK4	114	1.00	5.00	4.1228	.76587
EKK5	114	1.00	5.00	3.6053	.99217
EKK6	114	1.00	5.00	4.0263	.60178
L1	114	1.00	5.00	4.0965	.85154
L2	114	1.00	5.00	4.0439	.80254
L3	114	2.00	5.00	4.0263	.68434
L4	114	1.00	5.00	3.9737	.72210
L5	114	1.00	5.00	4.0175	.77554
L6	114	1.00	5.00	4.1930	.65008
K1	114	1.00	5.00	3.3246	.88743
K2	114	1.00	5.00	3.6842	.81268
K3	114	1.00	5.00	4.1404	.66355
K4	114	2.00	5.00	4.0263	.55591
K5	114	2.00	5.00	4.0000	.65175
K6	114	2.00	5.00	4.0965	.69089
KA1	114	1.00	5.00	3.9123	.80443
KA2	114	1.00	5.00	4.0351	.76343
KA3	114	2.00	5.00	3.6228	.67036
KA4	114	2.00	5.00	3.7193	.63118
KA5	114	1.00	5.00	3.3421	.78514
KA6	114	1.00	5.00	3.2632	.93177
KA7	114	2.00	5.00	4.0526	.59261
KA8	114	2.00	5.00	3.9912	.52370
KA9	114	1.00	5.00	3.9912	.81464
KA10	114	1.00	5.00	3.9474	.71448
KA11	114	1.00	5.00	4.0000	.56443
KA12	114	1.00	5.00	3.4825	.82261
Valid N (listwise)	114				



Kapabilitas Individu (X1)**KI1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	5	4.4	4.4	4.4
2.00	10	8.8	8.8	13.2
3.00	26	22.8	22.8	36.0
4.00	58	50.9	50.9	86.8
5.00	15	13.2	13.2	100.0
Total	114	100.0	100.0	

KI2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	6	5.3	5.3	6.1
3.00	13	11.4	11.4	17.5
4.00	75	65.8	65.8	83.3
5.00	19	16.7	16.7	100.0
Total	114	100.0	100.0	

KI3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	4	3.5	3.5	3.5
2.00	4	3.5	3.5	7.0
3.00	19	16.7	16.7	23.7
4.00	77	67.5	67.5	91.2
5.00	10	8.8	8.8	100.0
Total	114	100.0	100.0	

KI4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	7	6.1	6.1	7.0
3.00	12	10.5	10.5	17.5
4.00	82	71.9	71.9	89.5
5.00	12	10.5	10.5	100.0
Total	114	100.0	100.0	

KI5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	35	30.7	30.7	31.6
3.00	39	34.2	34.2	65.8
4.00	34	29.8	29.8	95.6
	5	4.4	4.4	100.0
Total	114	100.0	100.0	



KI6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	4	3.5	3.5	3.5
2.00	3	2.6	2.6	6.1
3.00	30	26.3	26.3	32.5
4.00	64	56.1	56.1	88.6
5.00	13	11.4	11.4	100.0
Total	114	100.0	100.0	

Motivasi Individu (X2)**MI1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	2	1.8	1.8	1.8
2.00	1	.9	.9	2.6
3.00	15	13.2	13.2	15.8
4.00	69	60.5	60.5	76.3
5.00	27	23.7	23.7	100.0
Total	114	100.0	100.0	

MI2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	1	.9	.9	1.8
3.00	16	14.0	14.0	15.8
4.00	67	58.8	58.8	74.6
5.00	29	25.4	25.4	100.0
Total	114	100.0	100.0	

MI3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	4	3.5	3.5	4.4
3.00	22	19.3	19.3	23.7
4.00	75	65.8	65.8	89.5
5.00	12	10.5	10.5	100.0
Total	114	100.0	100.0	

MI4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	14	12.3	12.3	12.3
2.00	53	46.5	46.5	58.8
3.00	19	16.7	16.7	75.4
4.00	15	13.2	13.2	88.6
	13	11.4	11.4	100.0
Total	114	100.0	100.0	

MI5

	Frequency	Percent	Valid Percent	Cumulative Percent



Valid	2.00	17	14.9	14.9	14.9
	3.00	25	21.9	21.9	36.8
	4.00	62	54.4	54.4	91.2
	5.00	10	8.8	8.8	100.0
Total		114	100.0	100.0	

MI6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	3.5	3.5	3.5
	2.00	3	2.6	2.6	6.1
	3.00	28	24.6	24.6	30.7
	4.00	67	58.8	58.8	89.5
	5.00	12	10.5	10.5	100.0
Total		114	100.0	100.0	

MI7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	2.6	2.6	2.6
	2.00	12	10.5	10.5	13.2
	3.00	22	19.3	19.3	32.5
	4.00	71	62.3	62.3	94.7
	5.00	6	5.3	5.3	100.0
Total		114	100.0	100.0	

Iklim Organisasi (X3)**IO1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	.9	.9	.9
	3.00	16	14.0	14.0	14.9
	4.00	67	58.8	58.8	73.7
	5.00	30	26.3	26.3	100.0
Total		114	100.0	100.0	

IO2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	.9	.9	.9
	3.00	6	5.3	5.3	6.1
	4.00	69	60.5	60.5	66.7
	5.00	38	33.3	33.3	100.0
Total		114	100.0	100.0	

IO3

		Frequency	Percent	Valid Percent	Cumulative Percent
		4	3.5	3.5	3.5
		7	6.1	6.1	9.6
		86	75.4	75.4	85.1
		17	14.9	14.9	100.0
Total		114	100.0	100.0	



IO4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	2	1.8	1.8	1.8
2.00	24	21.1	21.1	22.8
3.00	25	21.9	21.9	44.7
4.00	53	46.5	46.5	91.2
5.00	10	8.8	8.8	100.0
Total	114	100.0	100.0	

IO5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	5	4.4	4.4	4.4
3.00	9	7.9	7.9	12.3
4.00	77	67.5	67.5	79.8
5.00	23	20.2	20.2	100.0
Total	114	100.0	100.0	

IO6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	3.5	3.5	3.5
3.00	7	6.1	6.1	9.6
4.00	82	71.9	71.9	81.6
5.00	21	18.4	18.4	100.0
Total	114	100.0	100.0	

IO7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	10	8.8	8.8	8.8
3.00	15	13.2	13.2	21.9
4.00	63	55.3	55.3	77.2
5.00	26	22.8	22.8	100.0
Total	114	100.0	100.0	

Efektivitas Kerja Kelompok (X4)**EKK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	7	6.1	6.1	6.1
3.00	8	7.0	7.0	13.2
4.00	68	59.6	59.6	72.8
	31	27.2	27.2	100.0
Total	114	100.0	100.0	



EKK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	3.5	3.5	3.5
	3.00	9	7.9	7.9	11.4
	4.00	80	70.2	70.2	81.6
	5.00	21	18.4	18.4	100.0
	Total	114	100.0	100.0	

EKK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	3.5	3.5	3.5
	3.00	10	8.8	8.8	12.3
	4.00	70	61.4	61.4	73.7
	5.00	30	26.3	26.3	100.0
	Total	114	100.0	100.0	

EKK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.9	.9	.9
	2.00	5	4.4	4.4	5.3
	3.00	6	5.3	5.3	10.5
	4.00	69	60.5	60.5	71.1
	5.00	33	28.9	28.9	100.0
	Total	114	100.0	100.0	

EKK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.9	.9	.9
	2.00	20	17.5	17.5	18.4
	3.00	21	18.4	18.4	36.8
	4.00	53	46.5	46.5	83.3
	5.00	19	16.7	16.7	100.0
	Total	114	100.0	100.0	

EKK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.9	.9	.9
	2.00	1	.9	.9	1.8
	3.00	10	8.8	8.8	10.5
	4.00	84	73.7	73.7	84.2
	5.00	18	15.8	15.8	100.0
	Total	114	100.0	100.0	

X5)

L1

		Frequency	Percent	Valid Percent	Cumulative Percent



Valid	1.00	4	3.5	3.5	3.5
	2.00	2	1.8	1.8	5.3
	3.00	6	5.3	5.3	10.5
	4.00	69	60.5	60.5	71.1
	5.00	33	28.9	28.9	100.0
Total		114	100.0	100.0	

L2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	3	2.6	2.6	2.6
2.00	3	2.6	2.6	5.3
3.00	7	6.1	6.1	11.4
4.00	74	64.9	64.9	76.3
5.00	27	23.7	23.7	100.0
Total	114	100.0	100.0	

L3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	6	5.3	5.3	5.3
3.00	7	6.1	6.1	11.4
4.00	79	69.3	69.3	80.7
5.00	22	19.3	19.3	100.0
Total	114	100.0	100.0	

L4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	2	1.8	1.8	1.8
2.00	1	.9	.9	2.6
3.00	16	14.0	14.0	16.7
4.00	74	64.9	64.9	81.6
5.00	21	18.4	18.4	100.0
Total	114	100.0	100.0	

L5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	3	2.6	2.6	3.5
3.00	18	15.8	15.8	19.3
4.00	63	55.3	55.3	74.6
5.00	29	25.4	25.4	100.0
Total	114	100.0	100.0	

L6

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	1.8	1.8	1.8
	3	2.6	2.6	4.4
	78	68.4	68.4	72.8
	31	27.2	27.2	100.0
Total	114	100.0	100.0	



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Komunikasi (Z)**K1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	24	21.1	21.1	21.9
3.00	31	27.2	27.2	49.1
4.00	53	46.5	46.5	95.6
5.00	5	4.4	4.4	100.0
Total	114	100.0	100.0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	11	9.6	9.6	10.5
3.00	22	19.3	19.3	29.8
4.00	69	60.5	60.5	90.4
5.00	11	9.6	9.6	100.0
Total	114	100.0	100.0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	7	6.1	6.1	6.1
3.00	3	2.6	2.6	8.8
4.00	87	76.3	76.3	85.1
5.00	17	14.9	14.9	100.0
Total	114	100.0	100.0	

K6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	2	1.8	1.8	1.8
3.00	16	14.0	14.0	15.8
4.00	65	57.0	57.0	72.8
5.00	31	27.2	27.2	100.0
Total	114	100.0	100.0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	1	.9	.9	1.8
3.00	9	7.9	7.9	9.6
4.00	73	64.0	64.0	73.7
5.00	30	26.3	26.3	100.0
Total	114	100.0	100.0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	.9	.9	.9
	13	11.4	11.4	12.3
	82	71.9	71.9	84.2
	18	15.8	15.8	100.0
Total	114	100.0	100.0	



Kinerja Auditor (Y)

KA1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	5	4.4	4.4	5.3
3.00	21	18.4	18.4	23.7
4.00	63	55.3	55.3	78.9
5.00	24	21.1	21.1	100.0
Total	114	100.0	100.0	

KA2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	3	2.6	2.6	3.5
3.00	16	14.0	14.0	17.5
4.00	65	57.0	57.0	74.6
5.00	29	25.4	25.4	100.0
Total	114	100.0	100.0	

KA5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	2	1.8	1.8	1.8
2.00	12	10.5	10.5	12.3
3.00	49	43.0	43.0	55.3
4.00	47	41.2	41.2	96.5
5.00	4	3.5	3.5	100.0
Total	114	100.0	100.0	

KA3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	5	4.4	4.4	4.4
3.00	40	35.1	35.1	39.5
4.00	62	54.4	54.4	93.9
5.00	7	6.1	6.1	100.0
Total	114	100.0	100.0	

KA4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	3.5	3.5	3.5
3.00	31	27.2	27.2	30.7
4.00	72	63.2	63.2	93.9
5.00	7	6.1	6.1	100.0
Total	114	100.0	100.0	



KA6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	4	3.5	3.5	3.5
2.00	19	16.7	16.7	20.2
3.00	41	36.0	36.0	56.1
4.00	43	37.7	37.7	93.9
5.00	7	6.1	6.1	100.0
Total	114	100.0	100.0	

KA7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	2	1.8	1.8	1.8
3.00	11	9.6	9.6	11.4
4.00	80	70.2	70.2	81.6
5.00	21	18.4	18.4	100.0
Total	114	100.0	100.0	

KA8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	3	2.6	2.6	2.6
3.00	7	6.1	6.1	8.8
4.00	92	80.7	80.7	89.5
5.00	12	10.5	10.5	100.0
Total	114	100.0	100.0	

KA9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	6	5.3	5.3	6.1
3.00	14	12.3	12.3	18.4
4.00	65	57.0	57.0	75.4
5.00	28	24.6	24.6	100.0
Total	114	100.0	100.0	

KA10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.9	.9	.9
2.00	4	3.5	3.5	4.4
3.00	14	12.3	12.3	16.7
	76	66.7	66.7	83.3
	19	16.7	16.7	100.0
Total	114	100.0	100.0	



KA11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.9	.9	.9
	3.00	12	10.5	10.5	11.4
	4.00	86	75.4	75.4	86.8
	5.00	15	13.2	13.2	100.0
	Total	114	100.0	100.0	

KA12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.9	.9	.9
	2.00	14	12.3	12.3	13.2
	3.00	35	30.7	30.7	43.9
	4.00	57	50.0	50.0	93.9
	5.00	7	6.1	6.1	100.0
	Total	114	100.0	100.0	



Lampiran 4. Uji Asumsi Klasik

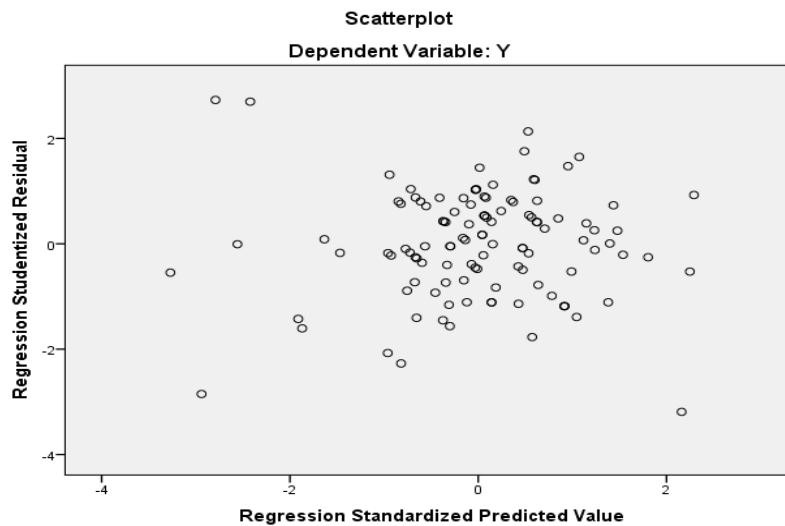
1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		114
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.22342441
Most Extreme Differences	Absolute	.057
	Positive	.057
	Negative	-.049
Test Statistic		.057
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

2. Uji Heteroskedastisitas



3. Uji Multikolinieritas

Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Kapabilitas Individu	.492	2.032
Motivasi Individu	.533	1.878
Iklm Organisasi	.535	1.870
Efektivitas Kerja Kelompok	.469	2.130
Kepemimpinan	.519	1.927

a. Dependent Variable: Kinerja Auditor



4. Uji Homogenitas Menggunakan LAVENE TEST

Pendidikan

Test of Homogeneity of Variances

Kinerja Auditor

Levene Statistic	df1	df2	Sig.
6.160	3	110	.001

ANOVA

Kinerja Auditor

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.392	3	.797	5.575	.001
Within Groups	15.734	110	.143		
Total	18.126	113			

Jenis Kelamin

Test of Homogeneity of Variances

Kinerja Auditor

Levene Statistic	df1	df2	Sig.
.619	1	112	.433

ANOVA

Kinerja Auditor

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.013	1	.013	.083	.773
Within Groups	18.112	112	.162		
Total	18.126	113			

Lama Bekerja

Test of Homogeneity of Variances

Kinerja Auditor

Levene Statistic	df1	df2	Sig.
.580	4	109	.678

ANOVA

Kinerja Auditor

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.187	4	.047	.284	.888
Within Groups	17.939	109	.165		
Total	18.126	113			



Lampiran 5. Uji Regresi

1. Hasil regresi sebelum berinteraksi dengan variabel moderasi

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan, Motivasi Individu, Iklim Organisasi, Kapabilitas Individu, Efektivitas Kerja Kelompok ^b		Enter

a. Dependent Variable: Kinerja Auditor

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.821 ^a	.675	.660	.23365	1.647

a. Predictors: (Constant), Kepemimpinan, Motivasi Individu, Iklim Organisasi, Kapabilitas Individu, Efektivitas Kerja Kelompok

b. Dependent Variable: Kinerja Auditor

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.230	5	2.446	44.805	.000 ^b
	Residual	5.896	108	.055		
	Total	18.126	113			

a. Dependent Variable: Kinerja Auditor

b. Predictors: (Constant), Kepemimpinan, Motivasi Individu, Iklim Organisasi, Kapabilitas Individu, Efektivitas Kerja Kelompok

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.000	.196		5.115	.000		
	Kapabilitas Individu	.156	.053	.231	2.948	.004	.492	2.032
	Motivasi Individu	.109	.053	.154	2.043	.044	.533	1.878
	Iklim Organisasi	.138	.061	.171	2.274	.025	.535	1.870
	Efektivitas Kerja Kelompok	.173	.057	.241	3.013	.003	.469	2.130
	Kepemimpinan	.142	.050	.218	2.863	.005	.519	1.927

a. Dependent Variable: Kinerja Auditor



2. Hasil regresi sesudah berinteraksi dengan variabel moderasi Komunikasi (Z)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X5.Z, Komunikasi, X2.Z, X1.Z, X3.Z, X4.Z ^b	.	Enter

a. Dependent Variable: Kinerja Auditor

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.838 ^a	.702	.685	.22480

a. Predictors: (Constant), X5.Z, Komunikasi, X2.Z, X1.Z, X3.Z, X4.Z

b. Dependent Variable: Kinerja Auditor

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.719	6	2.120	41.948	.000 ^b
	Residual	5.407	107	.051		
	Total	18.126	113			

a. Dependent Variable: Kinerja Auditor

b. Predictors: (Constant), X5.Z, Komunikasi, X2.Z, X1.Z, X3.Z, X4.Z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.245	.167		19.453	.000
	Komunikasi	-.542	.079	-.728	-6.840	.000
	X1.Z	.039	.013	.329	2.910	.004
	X2.Z	.033	.013	.268	2.627	.010
	X3.Z	.036	.015	.294	2.472	.015
	X4.Z	.042	.014	.374	3.059	.003
	X5.Z	.025	.012	.231	1.995	.049

a. Dependent Variable: Kinerja Auditor

