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Lampiran 1. Analisis regresi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.754(a)	.569	.544	.3783

a Predictors: (Constant), Pemberdayaan, Kepercayaan, Partisipasi, Keterbukaan, Perhatian, Kejujuran

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.827	6	3.305	23.088	.000(a)
	Residual	15.028	105	.143		
	Total	34.855	111			

a Predictors: (Constant), Pemberdayaan, Kepercayaan, Partisipasi, Keterbukaan, Perhatian, Kejujuran

b Dependent Variable: Kepuasan kerja

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations	
		B	Std. Error	Beta			Zero-order	Partial
1	(Constant)	1.296	.219		5.908	.000		
	Kepercayaan	.209	.076	.265	2.766	.007	.562	.261
	Kejujuran	.013	.079	.018	.169	.866	.572	.016
	Partisipasi	.253	.053	.399	4.758	.000	.655	.421
	Keterbukaan	-.058	.069	-.075	-.847	.399	.445	-.082
	Perhatian	.134	.067	.186	1.997	.048	.585	.192
	Pemberdayaan	.139	.062	.219	2.232	.028	.616	.213

a Dependent Variable: Kepuasan kerja

Lampiran 2. Nilai rata-rata skor iklim komunikasi dan Kepuasan kerja

No	X1	X2	X3	X4	X5	X6	Y
1	3.7	4.3	4.3	5	4.7	5	3.4
2	4.7	3.3	2.3	3.3	3.3	4.7	3.9
3	3.7	3	2.7	3	4	2.7	3.8
4	4	3.7	4	3.3	4	4.7	4
5	3.7	2.3	2.7	3	4	1.7	2.7
6	3.7	3.3	5	3.7	4.3	5	3.9
7	3	3.3	3	3	3.3	3.7	2.9
8	4.7	4	4	5	5	3.7	3.6
9	3.3	3	4.3	4.3	4.3	4	4
10	4	2.7	3.7	3	3	4.3	4
11	2.3	3	2.7	2.3	3	3.3	2.8
12	3	3.3	2.3	3	3.3	2.3	3.7
13	2	2	4.3	2	2.3	2	2.9
14	2	3.3	3.7	3	4	3	2.8
15	2.7	1.3	2.7	3.3	2.3	2	2.1
16	2.7	1.3	2.7	3.3	2.3	2	4
17	4.3	3.7	3.7	3.3	4.7	3.7	4
18	4.3	5	5	5	5	4.7	4
19	5	5	5	5	5	5	5
20	4	3.7	4.3	4	4	4	4
21	3.3	3.7	3.3	3.3	4.3	4.3	3.8
22	3.3	3.3	3.3	3.3	3.7	4.3	3.6
23	4	3.7	4.3	4	4	4	4
24	4	3.7	3.3	3	4	3.3	3.8
25	4.7	2.7	2.7	3.3	3.7	1.7	4.2
26	3.3	3	3	3	4.3	3	2.9
27	3.7	3.3	3.3	3.3	3.3	3.3	3.2
28	4	2.3	2.7	2.7	3.7	2.7	2.7
29	3.3	2.7	3.7	4	3.7	1.7	3.1
30	3.7	3.7	4	3.3	3.7	3.3	3.8
31	4	3.3	3.3	3	4.3	3	3.8
32	4	3.3	3.7	3.7	3.7	4	3.3
33	4.3	3	2.3	3	4.3	3	1.8
34	4	4	2.3	3.3	3.7	4	3.4
35	3.7	3.7	4	4.7	3.3	4.7	3.1
36	4.3	3.7	3.3	4	3.3	4	3.4
37	4.3	3.7	4.7	3.3	3	3	3.4
38	4.3	3	4.3	3.3	4	3	3.9
39	4.7	4.7	3.7	4	4	3.3	4.1
40	3	3	1.3	3	2.7	2.3	2.6
41	5	4.3	4.7	5	5	4.7	3.8
42	2.7	3.3	3.3	2	3	3	3.5

43	3.7	4	3.7	4	3	4.3	3.7
44	4	3.3	2	2.3	3	2.7	2.4
45	3.7	3.7	3.7	2.7	3.3	3	3.6
46	4.3	3.7	5	3.7	4.3	4	4.2
47	3.7	3.7	3.7	2.7	3.3	3.3	3.9
48	5	4	3.7	4	5	4.3	4.3
49	5	4	4.7	4.7	4.7	4.3	4.5
50	4.7	4.3	4.3	3.3	3	3	4
51	4	3.7	3.7	3.7	4.7	4	3.7
52	4	3.3	4	3.3	4	3.3	4
53	2.7	2.3	3.3	3.3	2.3	3.3	3.7
54	3	2.7	3.7	2	2.3	3.3	3.9
55	3.3	3	3	3.7	3	3.7	3.4
56	5	4	4	3.7	4.7	4.3	3.9
57	4.3	4.7	4.3	4	4.3	4.7	3.9
58	5	4	5	4.7	4.3	4.3	4
59	2.7	2	2.3	2.3	3.3	2.7	3
60	3.7	4	2.7	2.3	2.7	2.7	3.4
61	3.7	3.7	3.7	4.3	4.3	1.7	3.4
62	3	3	1.7	2.7	2.3	2	2.7
63	4	4.3	4.3	4	4.3	4.3	3.9
64	4.3	4	4.7	4	4.7	4	3.7
65	4	3.7	3.7	3.7	3.7	4	3.9
66	4.3	4.3	5	4	5	5	4.3
67	4.7	3.3	4	4	3.7	5	3.6
68	3	3.3	3.7	3	3.7	3.3	3.2
69	3.3	3	2	2.7	2.7	2.3	2.5
70	3.7	3	1.7	3	2.7	2	2.2
71	3	3.3	3.7	3.3	3.3	3.7	3.5
72	2.7	2.3	2	2.7	2.3	2.3	2.5
73	2.7	3	2.7	3	3	2.7	2.7
74	3	1.7	1	3.7	2	2	2.5
75	3	1.7	1	3.7	2	2	2.5
76	4	4	4	4	4.7	4	3.9
77	3.7	3.3	4.3	4	4	3.7	3.5
78	3.3	3.3	4	3.7	3.7	3.3	3.6
79	5	5	3.7	4.7	4.3	4.3	3.2
80	5	5	3.7	4.7	4.3	4.3	3.6
81	5	5	3.3	4.3	4.3	4.3	3.9
82	5	5	4.7	4.3	4.7	5	4.3
83	3.7	3.7	3.3	3	3.3	3.3	3.4
84	5	4.7	5	5	5	5	5
85	3.3	3.7	3.7	4.3	4.3	4.3	3.8
86	4.3	3.3	3.7	4.3	5	3	4.1
87	3.7	3	4.7	2	2.3	2	3.1
88	3.7	3	4.3	3.3	2.3	3	3.1

89	3.7	3.7	2.7	3.7	4	3	3.1
90	3.7	4.3	4	4.3	4.3	4	3.7
91	3.7	3.7	4	3.7	3.3	3.3	3.6
92	4.7	4	3.3	4.3	3.7	3.3	3.7
93	4	4	3	3.3	4	4	3.6
94	3.7	3.7	2.7	2.7	2.7	3.3	3.9
95	4.3	4	3.3	3	5	4	3.8
96	3.7	3.7	3	3.7	3	3	3.3
97	4.7	4.3	3.7	2.7	4	4	4
98	3.3	3.3	3.7	3.7	3.7	3.7	3.5
99	4.3	4.3	3.7	4	3.7	4	3.8
100	4	4	4	3.7	2.7	4	3.6
101	3.7	3.3	3.7	3	3.3	3.7	3.4
102	4.7	4.3	3.3	3.3	3.7	4.3	3.9
103	5	4	4	4.7	4.3	5	4.2
104	3.7	3.3	3	3.7	3	3.7	3.4
105	3	3.3	3.3	3.3	3	3	3.2
106	3.7	3	4.7	3.7	3.3	3.3	3.7
107	3.7	4.3	4.3	3.7	3	4.7	3.9
108	4	4.3	4	3.3	4.3	3.7	3.9
109	4.3	3.7	3.3	3.3	3.7	3.7	3.7
110	3	3	4.3	2.7	3.3	4.3	3.6
111	3.7	3.3	2.7	3.7	4	3.7	3.6
112	3.3	3.7	4.3	3.3	3.7	4	3.7

Lampiran 3. Analisis Validitas dan Realibilitas Iklim Komunikasi

Reliability Statistics

Cronbach's Alpha	N of Items
.907	18

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir 1	60.93	134.340	.447	.905
Butir 2	61.30	136.148	.465	.904
Butir 3	61.47	131.982	.562	.902
Butir 4	61.87	134.189	.439	.905
Butir 5	61.57	135.013	.388	.907
Butir 6	61.27	124.892	.790	.895
Butir 7	61.53	127.361	.720	.897
Butir 8	61.47	128.051	.629	.900
Butir 9	61.20	125.476	.678	.898
Butir 10	61.67	127.264	.653	.899
Butir 11	61.43	133.082	.556	.902
Butir 12	61.10	133.541	.494	.904
Butir 13	61.43	129.633	.785	.896
Butir 14	60.97	132.102	.650	.900
Butir 15	61.07	135.651	.354	.908
Butir 16	60.97	138.102	.374	.906
Butir 17	61.63	131.206	.545	.902
Butir 18	61.57	127.289	.644	.899

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
64.97	146.516	12.104	18

Lampiran 4. Analisis validitas dan reliabilitas kepuasan kerja

Reliability Statistics

Cronbach's Alpha	N of Items
,931	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir 1	44,67	81,402	,451	,932
Butir 2	45,00	77,310	,772	,923
Butir 3	45,07	76,754	,693	,925
Butir 4	45,10	79,266	,628	,927
Butir 5	44,77	80,806	,535	,930
Butir 6	45,03	72,999	,780	,922
Butir 7	45,40	71,559	,695	,927
Butir 8	45,07	74,202	,736	,924
Butir 9	45,33	72,506	,774	,922
Butir 10	45,53	74,740	,736	,924
Butir 11	44,93	78,685	,669	,926
Butir 12	44,97	79,413	,611	,928
Butir 13	44,83	76,006	,690	,925
Butir 14	44,80	77,959	,751	,924

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
48,50	88,466	9,406	14

Lampiran : 5**Descriptive Statistics**

Variabel	N	Sum	Mean	Std. Deviation	Variance
Kepercayaan	112	1283	3.829	.7100	.504
Kejujuran	112	1183	3.519	.7559	.571
Partisipasi	112	1194	3.545	.8832	.780
Keterbukaan	112	1184	3.523	.7194	.517
Perhatian	112	1242	3.681	.7895	.623
Pemberdayaan	112	1197	3.543	.8861	.785
Kepuasan kerja	112	5558	3.550	.5604	.314