Lampiran 3 : Uji Validitas dan Reliabilitas

Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded[a]	0	.0
	Total	75	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.744	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	16.9867	9.040	.495	.705
X1.2	16.5733	9.302	.484	.708
X1.3	16.2667	9.144	.480	.710
X1.4	16.3067	9.107	.523	.693
X1.5	16.1067	9.529	.573	.681

Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded[a]	0	.0
	Total	75	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.713	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	17.9867	6.743	.467	.666
X2.2	17.6133	7.078	.665	.623
X2.3	18.7600	6.212	.368	.729
X2.4	18.1733	6.415	.415	.693
X2.5	17.7600	6.752	.609	.622

Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100,0
	Excluded[a]	0	,0
	Total	75	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,818	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	18,1600	7,569	,649	,770
Y1.2	18,2667	7,333	,525	,820
Y1.3	17,8533	7,803	,604	,784
Y1.4	17,5067	8,253	,625	,780
Y1.5	17,4933	8,118	,712	,761

Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100,0
	Excluded[a]	0	,0
	Total	75	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,888	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	18,8000	7,541	,788	,854
Y2.2	18,9067	7,653	,895	,841
Y2.3	19,2000	7,486	,767	,857
Y2.4	18,8667	7,495	,764	,858
Y2.5	19,4800	6,334	,624	,921

Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100,0
	Excluded[a]	0	,0
	Total	75	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,858	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y12.1	18,3600	7,477	,883	,795
Y12.2	18,5333	6,955	,696	,823
Y12.3	18,7200	7,231	,641	,837
Y12.4	18,4800	7,253	,715	,819
Y12.5	18,9733	7,026	,547	,871

Validity

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1
X1.1	Pearson Correlation	1	.434**	.371**	.338**	.291*	.704**
	Sig. (2-tailed)		.000	.001	.003	.011	.000
	N	75	75	75	75	75	75
X1.2	Pearson Correlation	.434**	1	.305**	.354**	.317**	.688**
	Sig. (2-tailed)	.000		.008	.002	.006	.000
	N	75	75	75	75	75	75
X1.3	Pearson Correlation	.371**	.305**	1	.285*	.462**	.693**
	Sig. (2-tailed)	.001	.008		.013	.000	.000
	N	75	75	75	75	75	75
X1.4	Pearson Correlation	.338**	.354**	.285*	1	.572**	.715**
	Sig. (2-tailed)	.003	.002	.013		.000	.000
	N	75	75	75	75	75	75
X1.5	Pearson Correlation	.291*	.317**	.462**	.572**	1	.726**
	Sig. (2-tailed)	.011	.006	.000	.000		.000
	N	75	75	75	75	75	75
X1	Pearson Correlation	.704**	.688**	.693**	.715**	.726**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.433**	.318**	.314**	.330**	.675**
	Sig. (2-tailed)		.000	.005	.006	.004	.000
	N	75	75	75	75	75	75
X2.2	Pearson Correlation	.433**	1	.363**	.441**	.678**	.770**
	Sig. (2-tailed)	.000		.001	.000	.000	.000
	N	75	75	75	75	75	75
X2.3	Pearson Correlation	.318**	.363**	1	.141	.349**	.667**
	Sig. (2-tailed)	.005	.001		.227	.002	.000
	N	75	75	75	75	75	75
X2.4	Pearson Correlation	.314**	.441**	.141	1	.445**	.672**
	Sig. (2-tailed)	.006	.000	.227		.000	.000
	N	75	75	75	75	75	75
X2.5	Pearson Correlation	.330**	.678**	.349**	.445**	1	.749**
	Sig. (2-tailed)	.004	.000	.002	.000		.000
	N	75	75	75	75	75	75
X2	Pearson Correlation	.675**	.770**	.667**	.672**	.749**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1
Y1.1	Pearson Correlation	1	.447**	.495**	.570**	.538**	.791**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	75	75	75	75	75	75
Y1.2	Pearson Correlation	.447**	1	.449**	.309**	.491**	.738**
	Sig. (2-tailed)	.000		.000	.007	.000	.000
	N	75	75	75	75	75	75
Y1.3	Pearson Correlation	.495**	.449**	1	.468**	.504**	.759**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	75	75	75	75	75	75
Y1.4	Pearson Correlation	.570**	.309**	.468**	1	.688**	.755**
	Sig. (2-tailed)	.000	.007	.000		.000	.000
	N	75	75	75	75	75	75
Y1.5	Pearson Correlation	.538**	.491**	.504**	.688**	1	.811**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	75	75	75	75	75	75
Y1	Pearson Correlation	.791**	.738**	.759**	.755**	.811**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75

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

Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Y2
Y2.1	Pearson Correlation	1	.899**	.662**	.705**	.541**	.862**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	75	75	75	75	75	75
Y2.2	Pearson Correlation	.899**	1	.783**	.823**	.592**	.929**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	75	75	75	75	75	75
Y2.3	Pearson Correlation	.662**	.783**	1	.665**	.587**	.850**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	75	75	75	75	75	75
Y2.4	Pearson Correlation	.705**	.823**	.665**	1	.533**	.848**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	75	75	75	75	75	75
Y2.5	Pearson Correlation	.541**	.592**	.587**	.533**	1	.807**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	75	75	75	75	75	75
Y2	Pearson Correlation	.862**	.929**	.850**	.848**	.807**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75

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

Lampiran 4 : Statisitik Deskriptif

Interval Skala

Interval	Kategori
1,00 s/d 1,82	Sangat Buruk
1,83 s/d 2,66	Buruk
2,67 s/d 3,49	Kurang Baik
3,50 s/d 4,32	Cukup Baik
4,33 s/d 5,16	Baik
5,17 s/d 6,00	Sangat Baik

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	75	2,00	6,00	4,5600	1,02983
X1.2	75	2,00	6,00	4,9600	,95068
X1.3	75	1,00	6,00	4,7733	,98053
X1.4	75	2,00	6,00	4,5733	1,10494
X1.5	75	2,00	6,00	4,5067	,93539
X1	75	1,80	6,00	4,6747	,70502
X2.1	75	1,00	6,00	4,3600	1,09840

X2.2	75	2,00	6,00	4,9733	,67730
X2.3	75	1,00	6,00	3,7600	1,23944
X2.4	75	2,00	6,00	4,3600	1,07351
X2.5	75	2,00	6,00	4,8133	,74785
X2	75	1,80	6,00	4,4533	,69152
Z1.1	75	2,00	6,00	4,1600	,91593
Z1.2	75	1,00	6,00	4,0533	1,10151
Z1.3	75	2,00	6,00	4,4667	,90544
Z1.4	75	2,00	6,00	4,8133	,78316
Z1.5	75	2,00	6,00	4,8267	,74204
Z	75	1,80	6,00	4,4640	,68352
Y1.1	75	2,00	6,00	5,0133	,70698
Y1.2	75	2,00	6,00	4,9067	,61892
Y1.3	75	2,00	6,00	4,6133	,73325
Y1.4	75	2,00	6,00	4,9467	,73325
Y1.5	75	1,00	6,00	4,3333	1,11904
Y	75	1,80	6,00	4,7627	,66633
Y2.1	75	2,00	6,00	4,9067	,61892
Y2.2	75	1,00	6,00	4,7333	,85950
Y2.3	75	2,00	6,00	4,5467	,84299
Y2.4	75	2,00	6,00	4,7867	,77622
Y2.5	75	2,00	6,00	4,2933	,98328
Y2	75	1,80	6,00	4,6533	,65869
Valid N (listwise)	75				

Lampiran 5 : Regresi Linier

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X2, X1[b]	.	Enter

a. Dependent Variable: Y1

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.746[a]	.557	.544	.46135

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.248	2	9.624	45.216	.000[b]
	Residual	15.325	72	.213		
	Total	34.573	74			

a. Dependent Variable: Y1

b. Predictors: (Constant), X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.409	.431		.949	.346		
	X1	.261	.078	.281	3.360	.001	.882	1.134
	X2	.661	.092	.602	7.202	.000	.882	1.134

a. Dependent Variable: Y1

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.0673	5.4685	4.4640	.51001	75
Std. Predicted Value	-4.699	1.970	.000	1.000	75
Standard Error of Predicted Value	.054	.258	.085	.035	75
Adjusted Predicted Value	2.1885	5.4109	4.4654	.49420	75
Residual	-1.72124	.82528	.00000	.45508	75
Std. Residual	-3.731	1.789	.000	.986	75
Stud. Residual	-4.041	1.805	-.001	1.020	75
Deleted Residual	-2.01929	.84019	-.00144	.48709	75
Stud. Deleted Residual	-4.564	1.834	-.010	1.056	75
Mahal. Distance	.025	22.092	1.973	3.156	75
Cook's Distance	.000	.943	.025	.109	75
Centered Leverage Value	.000	.299	.027	.043	75

a. Dependent Variable: Y1

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Y1, X1, X2[b]	.	Enter

a. Dependent Variable: Y2

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.851[a]	.725	.713	.35681

a. Predictors: (Constant), Z, X1, X2

b. Dependent Variable: Y2

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23.816	3	7.939	62.357	.000[b]
	Residual	9.039	71	.127		
	Total	32.855	74			

a. Dependent Variable: Y2

b. Predictors: (Constant), Y1, X1, X2

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.596	.335		1.778	.080		
	X1	.149	.065	.164	2.307	.024	.763	1.311
	X2	.170	.093	.159	1.828	.012	.513	1.950
	Z	.624	.091	.640	6.848	.000	.443	2.256

a. Dependent Variable: Y2

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.2937	5.9873	4.7627	.56731	75
Std. Predicted Value	-4.352	2.159	.000	1.000	75
Standard Error of Predicted Value	.042	.208	.076	.031	75
Adjusted Predicted Value	2.5224	6.0119	4.7708	.53584	75
Residual	-.86805	.89228	.00000	.34950	75
Std. Residual	-2.433	2.501	.000	.980	75
Stud. Residual	-2.997	2.630	-.010	1.029	75
Deleted Residual	-1.31708	.98675	-.00814	.38865	75
Stud. Deleted Residual	-3.184	2.748	-.011	1.048	75
Mahal. Distance	.051	24.242	2.960	4.080	75
Cook's Distance	.000	1.161	.032	.139	75
Centered Leverage Value	.001	.328	.040	.055	75

a. Dependent Variable: Y2

Lampiran 6 : Uji Asumsi Klasik

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		75
Normal Parameters [a,b]	Mean	,0000000
	Std. Deviation	,38852548
Most Extreme Differences	Absolute	,071
	Positive	,071
	Negative	-,068
Kolmogorov-Smirnov Y1		,618
Asymp. Sig. (2-tailed)		,839

a. Test distribution is Normal.

b. Calculated from data.

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		75
Normal Parameters [a,b]	Mean	,0000000
	Std. Deviation	,30542237
Most Extreme Differences	Absolute	,082
	Positive	,082
	Negative	-,072
Kolmogorov-Smirnov Y1		,713
Asymp. Sig. (2-tailed)		,689

a. Test distribution is Normal.

b. Calculated from data.

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	X2, X1[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: ABS_RES1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,170[a]	,029	,002	,24749639

a. Predictors: (Constant), X2, X1

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,131	2	,065	1,066	,350[a]
	Residual	4,410	72	,061		
	Total	4,541	74			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: ABS_RES1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,271	,203		1,332	,187
	X1	-,079	,061	-,225	-1,287	,202
	X2	,089	,063	,248	1,420	,160

a. Dependent Variable: ABS_RES1

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Y1, X1, X2[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: ABS_RES2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,280[a]	,079	,040	,16677991

a. Predictors: (Constant), Y1, X1, X2

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,168	3	,056	2,017	,119[a]
	Residual	1,975	71	,028		
	Total	2,143	74			

a. Predictors: (Constant), Y1, X1, X2

b. Dependent Variable: ABS_RES2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,588	,140		4,212	,000
	X1	-,013	,046	-,056	-,296	,768
	X2	-,026	,048	-,106	-,537	,593
	Y1	-,035	,050	-,142	-,707	,482

a. Dependent Variable: ABS_RES2

Lampiran 7 : Uji Beda

T-Test

Group Statistics

	Responden	N	Mean	Std. Deviation	Std. Error Mean
Y2	Karyawan	75	4,7627	,66633	,07694
	Pimpinan	75	4,6533	,65869	,07606

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Y2	Equal variances assumed	,000	,987	1,011	148	,314	,10933	,10819	-,10446	,32313
	Equal variances not assumed			1,011	147,980	,314	,10933	,10819	-,10446	,32313