

## LAMPIRAN

Lampiran 1 Data Responden																												
ID	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	KK	X2.1	X2.2	X2.3	X2.4	X2.5	KA	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	EF	Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	KN
Responden1	2	3	3	2	2	2	14	3	2	3	3	2	13	3	3	3	3	3	3	3	2	23	3	2	3	3	3	14
Responden2	3	3	3	4	3	3	19	2	2	3	2	3	12	3	4	3	4	3	3	3	3	26	3	2	2	3	2	12
Responden3	4	4	4	3	4	4	23	3	3	4	3	4	17	3	3	3	3	4	4	4	4	28	4	3	3	3	4	17
Responden4	3	3	4	3	4	4	21	4	4	4	4	3	19	4	3	4	3	3	3	4	4	28	4	3	3	3	3	16
Responden5	3	2	3	2	3	4	17	2	4	3	2	3	14	4	2	2	3	2	3	3	3	22	3	2	4	3	2	14
Responden6	2	3	3	4	3	3	18	3	2	3	2	3	13	3	4	3	3	3	3	3	3	25	3	4	4	3	2	16
Responden7	2	3	4	3	3	3	18	3	4	3	3	3	16	3	2	2	4	2	2	3	2	20	3	3	2	2	3	13
Responden8	2	3	2	3	2	2	14	3	2	3	3	3	14	3	3	2	3	2	3	2	3	21	3	2	3	2	2	12
Responden9	2	2	3	2	3	2	14	3	3	2	3	2	13	3	3	4	3	4	4	4	4	29	3	3	3	4	4	17
Responden10	2	2	2	3	2	3	14	3	3	2	3	3	14	2	3	2	3	2	3	3	3	21	3	3	2	3	3	14
Responden11	2	3	2	2	2	2	13	2	2	3	2	2	11	2	2	3	3	3	3	3	3	22	3	2	2	2	3	12
Responden12	3	3	2	3	3	2	16	3	3	3	3	2	14	3	3	2	3	3	3	3	3	23	3	3	2	2	3	13
Responden13	2	2	2	2	2	3	13	3	2	3	2	2	12	2	3	2	3	3	3	3	2	21	3	2	2	2	2	11
Responden14	3	3	2	2	2	2	14	3	4	3	2	3	15	3	3	3	4	2	2	2	2	21	2	3	3	2	2	12
Responden15	2	2	2	2	2	2	12	2	1	2	2	2	9	1	1	2	2	2	2	2	1	13	1	2	2	1	1	7
Responden16	3	3	3	3	5	3	20	3	4	3	3	3	16	2	3	4	3	3	3	3	3	24	3	3	3	4	3	16
Responden17	3	3	3	3	3	4	19	3	4	3	3	3	16	3	3	4	3	4	4	3	3	27	3	3	3	3	3	15

Responden18	2	2	3	2	2	3	14	2	2	3	3	2	12	2	3	3	2	3	3	3	3	22	2	2	3	2	3	12
Responden19	2	2	3	3	2	3	15	3	2	3	2	2	12	2	2	2	3	2	2	3	2	18	3	2	2	2	2	11
Responden20	2	2	3	2	2	2	13	3	2	2	2	3	12	2	3	2	3	2	3	2	3	20	3	3	2	3	3	14
Responden21	3	4	2	5	3	3	20	3	3	3	3	4	16	2	3	2	3	2	3	2	3	20	2	3	2	2	3	12
Responden22	2	2	3	3	3	2	15	2	2	2	2	3	11	3	2	2	3	2	2	2	2	18	2	2	3	3	2	12
Responden23	3	3	5	3	3	5	22	3	3	3	2	3	14	3	3	4	4	2	3	2	3	24	2	3	3	3	2	13
Responden24	2	2	2	2	2	1	11	2	2	2	4	4	14	2	1	2	2	2	1	1	1	12	1	2	2	2	1	8
Responden25	2	3	2	2	3	2	14	2	3	2	3	2	12	3	3	2	2	2	2	3	2	19	3	3	3	2	3	14
Responden26	3	3	2	3	3	3	17	3	2	3	2	3	13	3	2	2	3	2	2	3	3	20	3	3	2	2	2	12
Responden27	2	2	3	2	2	3	14	3	2	3	2	2	12	3	2	3	2	3	3	2	2	20	3	2	2	2	3	12

## Lampiran Analisis Deskriptif Responden

### Statistics

		Kelamin	Usia	Pendidikan	Persentase_Capaian	Masa_Kerja	Jumlah_Nasabah
N	Valid	78	78	78	78	78	78
	Missing	0	0	0	0	0	0

### Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	33	42.3	42.3	42.3
	Perempuan	45	57.7	57.7	100.0
	Total	78	100.0	100.0	

### Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>50	17	21.8	21.8	21.8
	20-30	16	20.5	20.5	42.3
	30-40	28	35.9	35.9	78.2
	40-50	17	21.8	21.8	100.0
	Total	78	100.0	100.0	

### Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		1	1.3	1.3	1.3
	D3	15	19.2	19.2	20.5
	S1	50	64.1	64.1	84.6
	S2	3	3.8	3.8	88.5
	SMA	2	2.6	2.6	100.0
	Total	78	100.0	100.0	

**Persentase\_Capaian**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15%	1	1.3	1.3	1.3
	38%	1	1.3	1.3	2.6
	40%	4	5.1	5.1	7.7
	41%	3	3.8	3.8	11.5
	45%	9	11.5	11.5	23.1
	48%	3	3.8	3.8	26.9
	49%	4	5.1	5.1	32.1
	5%	2	2.6	2.6	34.6
	50%	17	21.8	21.8	56.4
	55%	1	1.3	1.3	57.7
	57%	4	5.1	5.1	62.8
	58%	1	1.3	1.3	64.1
	60%	11	14.1	14.1	78.2
	61%	2	2.6	2.6	80.8
	62%	2	2.6	2.6	83.3
	68%	1	1.3	1.3	84.6
	70%	5	6.4	6.4	91.0
	80%	5	6.4	6.4	97.4
	85%	2	2.6	2.6	100.0
	Total	78	100.0	100.0	

**Masa\_Kerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1 Tahun	21	26.9	26.9	26.9
	> 1 Tahun	57	73.1	73.1	100.0
	Total	78	100.0	100.0	

## Jumlah\_Nasabah

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid >50	5	6.4	6.4	6.4
10-20	38	48.7	48.7	55.1
20-30	15	19.2	19.2	74.4
30-40	14	17.9	17.9	92.3
40-50	3	3.8	3.8	96.2
5-10	3	3.8	3.8	100.0
Total	78	100.0	100.0	

## Lampiran Analisis Deskriptif Variabel Kemampuan Kerja

### Descriptive Statistics

	N	Minimum	Maximum	Mean
X1.1	78	2.0	4.0	2.513
X1.2	78	1.0	4.0	2.577
X1.3	78	2.0	5.0	2.769
X1.4	78	2.0	5.0	2.718
X1.5	78	1.0	5.0	2.615
X1.6	78	1.0	5.0	2.756
Valid N (listwise)	78			

#### X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	39	50.0	50.0	50.0
3	38	48.7	48.7	98.7
4	1	1.3	1.3	100.0
Total	78	100.0	100.0	

#### X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.6	2.6	2.6
2	33	42.3	42.3	44.9
3	39	50.0	50.0	94.9
4	4	5.1	5.1	100.0
Total	78	100.0	100.0	

#### X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	28	35.9	35.9	35.9
3	41	52.6	52.6	88.5
4	8	10.3	10.3	98.7
5	1	1.3	1.3	100.0
Total	78	100.0	100.0	

#### X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	31	39.7	39.7	39.7
3	39	50.0	50.0	89.7
4	7	9.0	9.0	98.7
5	1	1.3	1.3	100.0
Total	78	100.0	100.0	

**X1.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.3	1.3	1.3
2	35	44.9	44.9	46.2
3	36	46.2	46.2	92.3
4	5	6.4	6.4	98.7
5	1	1.3	1.3	100.0
Total	78	100.0	100.0	

**X1.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.3	1.3	1.3
2	28	35.9	35.9	37.2
3	39	50.0	50.0	87.2
4	9	11.5	11.5	98.7
5	1	1.3	1.3	100.0
Total	78	100.0	100.0	

**Komitmen Afektif****Descriptive Statistics**

	N	Minimum	Maximum	Mean
X2.1	78	1.0	4.0	2.782
X2.2	78	1.0	4.0	2.782
X2.3	78	2.0	4.0	2.692
X2.4	78	2.0	4.0	2.705
X2.5	78	1.0	4.0	2.718
Valid N (listwise)	78			

**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.3	1.3	1.3
2	24	30.8	30.8	32.1
3	44	56.4	56.4	88.5
4	9	11.5	11.5	100.0
Total	78	100.0	100.0	

**X2.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.6	2.6	2.6
2	27	34.6	34.6	37.2
3	35	44.9	44.9	82.1
4	14	17.9	17.9	100.0
Total	78	100.0	100.0	

**X2.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	30	38.5	38.5	38.5
3	42	53.8	53.8	92.3
4	6	7.7	7.7	100.0
Total	78	100.0	100.0	

**X2.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	31	39.7	39.7	39.7
3	39	50.0	50.0	89.7
4	8	10.3	10.3	100.0
Total	78	100.0	100.0	

**X2.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	3.8	3.8	3.8
2	26	33.3	33.3	37.2
3	39	50.0	50.0	87.2
4	10	12.8	12.8	100.0
Total	78	100.0	100.0	

**Upaya (Effort)****Descriptive Statistics**

	N	Minimum	Maximum	Mean
Y1.1	78	1.0	4.0	2.744
Y1.2	78	1.0	4.0	2.628
Y1.3	78	2.0	4.0	2.628
Y1.4	78	2.0	4.0	2.718
Y1.5	78	2.0	4.0	2.654
Y1.6	78	1.0	4.0	2.692
Y1.7	78	1.0	4.0	2.756
Y1.8	78	1.0	4.0	2.641
Valid N (listwise)	78			

**Y1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.3	1.3	1.3
2	26	33.3	33.3	34.6
3	43	55.1	55.1	89.7
4	8	10.3	10.3	100.0
Total	78	100.0	100.0	

**Y1.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.6	2.6	2.6
2	31	39.7	39.7	42.3
3	39	50.0	50.0	92.3
4	6	7.7	7.7	100.0
Total	78	100.0	100.0	

**Y1.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	37	47.4	47.4	47.4
3	33	42.3	42.3	89.7
4	8	10.3	10.3	100.0
Total	78	100.0	100.0	

**Y1.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	28	35.9	35.9	35.9
3	44	56.4	56.4	92.3
4	6	7.7	7.7	100.0
Total	78	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	32	41.0	41.0	41.0
	3	41	52.6	52.6	93.6
	4	5	6.4	6.4	100.0
	Total	78	100.0	100.0	

Y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.6	2.6	2.6
	2	27	34.6	34.6	37.2
	3	42	53.8	53.8	91.0
	4	7	9.0	9.0	100.0
	Total	78	100.0	100.0	

Y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.6	2.6	2.6
	2	24	30.8	30.8	33.3
	3	43	55.1	55.1	88.5
	4	9	11.5	11.5	100.0
	Total	78	100.0	100.0	

Y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.8	3.8	3.8
	2	29	37.2	37.2	41.0
	3	39	50.0	50.0	91.0
	4	7	9.0	9.0	100.0
	Total	78	100.0	100.0	

## Kinerja

### Descriptive Statistics

	N	Minimum	Maximum	Mean
Y2.1	78	1.0	4.0	2.679
Y2.2	78	1.0	4.0	2.500
Y2.3	78	1.0	4.0	2.679
Y2.4	78	1.0	4.0	2.538
Y2.5	78	1.0	4.0	2.564
Valid N (listwise)	78			

#### Y2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	3.8	3.8	3.8
2	23	29.5	29.5	33.3
3	48	61.5	61.5	94.9
4	4	5.1	5.1	100.0
Total	78	100.0	100.0	

#### Y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.3	1.3	1.3
2	39	50.0	50.0	51.3
3	36	46.2	46.2	97.4
4	2	2.6	2.6	100.0
Total	78	100.0	100.0	

#### Y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.3	1.3	1.3
2	29	37.2	37.2	38.5
3	42	53.8	53.8	92.3
4	6	7.7	7.7	100.0
Total	78	100.0	100.0	

#### Y2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	3.8	3.8	3.8
2	34	43.6	43.6	47.4
3	37	47.4	47.4	94.9
4	4	5.1	5.1	100.0
Total	78	100.0	100.0	

## Y2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	5.1	5.1	5.1
2	30	38.5	38.5	43.6
3	40	51.3	51.3	94.9
4	4	5.1	5.1	100.0
Total	78	100.0	100.0	

### Lampiran Uji Instrumen (Validitas dan Reliabilitas) Kemampuan Kerja

#### Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Kemampuan Kerja
X1.1	Pearson Correlation	1	.502**	.465**	.291	.520**	.472**	.715**
	Sig. (2-tailed)		.005	.010	.118	.003	.008	.000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.502**	1	.441*	.565**	.545**	.625**	.818**
	Sig. (2-tailed)	.005		.015	.001	.002	.000	.000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.465**	.441*	1	.408*	.630**	.414*	.767**
	Sig. (2-tailed)	.010	.015		.025	.000	.023	.000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.291	.565**	.408*	1	.316	.356	.668**
	Sig. (2-tailed)	.118	.001	.025		.089	.053	.000
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.520**	.545**	.630**	.316	1	.440*	.758**
	Sig. (2-tailed)	.003	.002	.000	.089		.015	.000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.472**	.625**	.414*	.356	.440*	1	.741**
	Sig. (2-tailed)	.008	.000	.023	.053	.015		.000
	N	30	30	30	30	30	30	30
Kemampuan Kerja	Pearson Correlation	.715**	.818**	.767**	.668**	.758**	.741**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

\*\* . 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
.835	6

### Komitmen Afektif

#### Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	Komitmen Afektif
X2.1	Pearson Correlation	1	.733**	.641**	.667**	.498**	.893**
	Sig. (2-tailed)		.000	.000	.000	.005	.000
	N	30	30	30	30	30	30
X2.2	Pearson Correlation	.733**	1	.603**	.691**	.448*	.875**
	Sig. (2-tailed)	.000		.000	.000	.013	.000
	N	30	30	30	30	30	30
X2.3	Pearson Correlation	.641**	.603**	1	.458*	.259	.721**
	Sig. (2-tailed)	.000	.000		.011	.167	.000
	N	30	30	30	30	30	30
X2.4	Pearson Correlation	.667**	.691**	.458*	1	.429*	.825**
	Sig. (2-tailed)	.000	.000	.011		.018	.000
	N	30	30	30	30	30	30
X2.5	Pearson Correlation	.498**	.448*	.259	.429*	1	.665**
	Sig. (2-tailed)	.005	.013	.167	.018		.000
	N	30	30	30	30	30	30
Komitmen Afektif	Pearson Correlation	.893**	.875**	.721**	.825**	.665**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

\*\* . 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
.857	5

**Effort****Correlations**

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Effort
Y1.1 Pearson Correlation	1	.570**	.714**	.488**	.543**	.183	.496**	.395*	.733**
Sig. (2-tailed)		.001	.000	.006	.002	.334	.005	.031	.000
N	30	30	30	30	30	30	30	30	30
Y1.2 Pearson Correlation	.570**	1	.608**	.473**	.408*	.443*	.539**	.589**	.786**
Sig. (2-tailed)	.001		.000	.008	.025	.014	.002	.001	.000
N	30	30	30	30	30	30	30	30	30
Y1.3 Pearson Correlation	.714**	.608**	1	.348	.610**	.420*	.676**	.524**	.828**
Sig. (2-tailed)	.000	.000		.060	.000	.021	.000	.003	.000
N	30	30	30	30	30	30	30	30	30
Y1.4 Pearson Correlation	.488**	.473**	.348	1	.166	.282	.389*	.575**	.619**
Sig. (2-tailed)	.006	.008	.060		.382	.131	.034	.001	.000
N	30	30	30	30	30	30	30	30	30
Y1.5 Pearson Correlation	.543**	.408*	.610**	.166	1	.543**	.514**	.525**	.716**
Sig. (2-tailed)	.002	.025	.000	.382		.002	.004	.003	.000
N	30	30	30	30	30	30	30	30	30
Y1.6 Pearson Correlation	.183	.443*	.420*	.282	.543**	1	.473**	.679**	.675**
Sig. (2-tailed)	.334	.014	.021	.131	.002		.008	.000	.000
N	30	30	30	30	30	30	30	30	30
Y1.7 Pearson Correlation	.496**	.539**	.676**	.389*	.514**	.473**	1	.524**	.776**
Sig. (2-tailed)	.005	.002	.000	.034	.004	.008		.003	.000
N	30	30	30	30	30	30	30	30	30
Y1.8 Pearson Correlation	.395*	.589**	.524**	.575**	.525**	.679**	.524**	1	.813**
Sig. (2-tailed)	.031	.001	.003	.001	.003	.000	.003		.000
N	30	30	30	30	30	30	30	30	30
Effort Pearson Correlation	.733**	.786**	.828**	.619**	.716**	.675**	.776**	.813**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30	30	30

\*\* . 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
.886	8

**Kinerja****Correlations**

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Kinerja
Y2.1	Pearson Correlation	1	.489**	.606**	.474**	.610**	.837**
	Sig. (2-tailed)		.006	.000	.008	.000	.000
	N	30	30	30	30	30	30
Y2.2	Pearson Correlation	.489**	1	.369*	.420*	.661**	.749**
	Sig. (2-tailed)	.006		.045	.021	.000	.000
	N	30	30	30	30	30	30
Y2.3	Pearson Correlation	.606**	.369*	1	.449*	.375*	.721**
	Sig. (2-tailed)	.000	.045		.013	.041	.000
	N	30	30	30	30	30	30
Y2.4	Pearson Correlation	.474**	.420*	.449*	1	.442*	.730**
	Sig. (2-tailed)	.008	.021	.013		.014	.000
	N	30	30	30	30	30	30
Y2.5	Pearson Correlation	.610**	.661**	.375*	.442*	1	.808**
	Sig. (2-tailed)	.000	.000	.041	.014		.000
	N	30	30	30	30	30	30
Kinerja	Pearson Correlation	.837**	.749**	.721**	.730**	.808**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

\*\* . 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
.827	5

## Lampiran Uji Asumsi Klasik

### Uji Normalitas

#### Model Regresi 1

##### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		78
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	2.44640506
Most Extreme Differences	Absolute	.103
	Positive	.102
	Negative	-.103
Kolmogorov-Smirnov Z		.910
Asymp. Sig. (2-tailed)		.380

a. Test distribution is Normal.

#### Model Regresi 2

##### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		78
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	1.38201894
Most Extreme Differences	Absolute	.070
	Positive	.070
	Negative	-.059
Kolmogorov-Smirnov Z		.616
Asymp. Sig. (2-tailed)		.842

a. Test distribution is Normal.

### Uji Multikolinearitas

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
		1	(Constant)	1.979				
	KEMAMPUAN	.178	.086	.228	2.075	.041	.477	2.095
	KOMITMEN	.036	.103	.037	.348	.729	.505	1.979
	EFFORT	.357	.066	.565	5.434	.000	.533	1.878

a. Dependent Variable: KINERJA

### Uji Heteroskedastisitas

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
		1	(Constant)	2.483		
	KEMAMPUAN	.024	.052	.073	.452	.653
	KOMITMEN	-.109	.063	-.276	-1.747	.085
	EFFORT	-.014	.040	-.053	-.345	.731

a. Dependent Variable: Abs\_Res

**Lampiran Uji Regresi Berganda**  
**Regresi 1  $Y_1 = a + b_1X_1 + b_2X_2 + e$**

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KOMITMEN, KEMAMPUAN <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: EFFORT

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.684 <sup>a</sup>	.467	.453	2.4788

a. Predictors: (Constant), KOMITMEN, KEMAMPUAN

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	404.547	2	202.274	32.920	.000 <sup>a</sup>
	Residual	460.837	75	6.144		
	Total	865.385	77			

a. Predictors: (Constant), KOMITMEN, KEMAMPUAN

b. Dependent Variable: EFFORT

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.300	1.902		3.312	.001
	KEMAMPUAN	.513	.138	.416	3.710	.000
	KOMITMEN	.510	.171	.334	2.977	.004

a. Dependent Variable: EFFORT

## Persamaan 2

$$\text{Regresi 2 } Y_2 = a + b_3X_1 + b_4X_2 + b_5Y_1 + e$$

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	EFFORT, KOMITMEN, KEMAMPUAN <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: KINERJA

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.757 <sup>a</sup>	.574	.556	1.4098

a. Predictors: (Constant), EFFORT, KOMITMEN, KEMAMPUAN

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	197.816	3	65.939	33.178	.000 <sup>a</sup>
	Residual	147.068	74	1.987		
	Total	344.885	77			

a. Predictors: (Constant), EFFORT, KOMITMEN, KEMAMPUAN

b. Dependent Variable: KINERJA

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.979	1.158		1.709	.092
	KEMAMPUAN	.178	.086	.228	2.075	.041
	KOMITMEN	.036	.103	.037	.348	.729
	EFFORT	.357	.066	.565	5.434	.000

a. Dependent Variable: KINERJA