

Lampiran 4: Keluaran Uji Asumsi Klasik, Uji Validitas, Uji Reliabilitas dan Uji Hipotesis

1. Uji Asumsi Klasik

1) Uji Normalitas

Regression

[DataSet2] D:\Tesis\TESIS\Bab IV\data jumlah.sav

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	,426 ^a	,181	,169	2,083

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	125,810	2	62,905	14,495	,000 ^b
	Residual	568,526	131	4,340		
	Total	694,336	133			

a. Dependent Variable: Y1

b. Predictors: (Constant), X2, X1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8,928	1,730		5,161	,000
X1	,191	,060	,302	3,169	,002
X2	,070	,038	,176	1,842	,068

a. Dependent Variable: Y1

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12,16	20,40	18,19	,973	134
Residual	-8,163	4,010	,000	2,068	134
Std. Predicted Value	-6,193	2,280	,000	1,000	134
Std. Residual	-3,919	1,925	,000	,992	134

a. Dependent Variable: Y1

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT kinerja.guru

/METHOD=ENTER k.ekstrinsik k.intrinsik

/SAVE RESID.

Regression

[DataSet2] D:\Tesis\TESIS\Bab IV\data jumlah.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^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	,420 ^a	,176	,164	1,158

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37,632	2	18,816	14,033	,000 ^b
	Residual	175,652	131	1,341		
	Total	213,284	133			

a. Dependent Variable: Y2

b. Predictors: (Constant), X2, X1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	6,966	,961		7,245	,000
	X1	,049	,034	,140	1,461	,146
	X2	,072	,021	,326	3,408	,001

a. Dependent Variable: Y2

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8,82	13,01	11,78	,532	134
Residual	-3,049	3,669	,000	1,149	134
Std. Predicted Value	-5,559	2,322	,000	1,000	134
Std. Residual	-2,633	3,168	,000	,992	134

a. Dependent Variable: Y2

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT kinerja.guru
/METHOD=ENTER k.ekstrinsik k.intrinsik kep.kerja
/SAVE RESID.

```

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Y1, X2, X1 ^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	,456 ^a	,208	,190	1,140

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

b. Dependent Variable: Y2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44,383	3	14,794	11,387	,000 ^b
	Residual	168,900	130	1,299		
	Total	213,284	133			

a. Dependent Variable: Y2

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

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,993	1,038		5,772	,000
X1	,028	,034	,080	,822	,412
X2	,064	,021	,291	3,056	,003
Y1	,109	,048	,197	2,280	,024

a. Dependent Variable: Y2

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	7,93	13,00	11,78	,578	134
Residual	-2,781	4,071	,000	1,127	134
Std. Predicted Value	-6,659	2,117	,000	1,000	134
Std. Residual	-2,440	3,571	,000	,989	134

a. Dependent Variable: Y2

NPAR TESTS

/K-S (NORMAL) =RES_1 RES_2 RES_3

/MISSING ANALYSIS.

NPar Tests

[DataSet2] D:\Tesis\TESIS\Bab IV\data jumlah.sav

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	Unstandardized Residual	Unstandardized Residual
N		134	134	134
Normal Parameters ^{a,b}	Mean	,0000000	,0000000	,0000000
	Std. Deviation	2,06751798	1,14921379	1,12690974
	Absolute	,103	,092	,089
Most Extreme Differences	Positive	,064	,092	,089
	Negative	-,103	-,071	-,071
Kolmogorov-Smirnov Z		1,187	1,062	1,026
Asymp. Sig. (2-tailed)		,119	,209	,243

a. Test distribution is Normal.

b. Calculated from data.

2) Uji Multikolinieraitas

Regression

DataSet2] D:\Tesis\TESIS\Bab IV\data jumlah.sav

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^a

--	--

a. Dependent
Variable: Y1

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	,688	1,453
	X2	,688	1,453

a. Dependent Variable: Y1

Coefficient Correlations^a

Model		X2	X1
1	Correlations	X2	1,000
		X1	-,558
	Covariances	X2	,001
		X1	-,001

a. Dependent Variable: Y1

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2,986	1,000	,00	,00	,00
	2	,008	19,415	,68	,00	,69
	3	,006	22,789	,32	1,00	,31

a. Dependent Variable: Y1

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12,16	20,40	18,19	,973	134
Residual	-8,163	4,010	,000	2,068	134
Std. Predicted Value	-6,193	2,280	,000	1,000	134
Std. Residual	-3,919	1,925	,000	,992	134

a. Dependent Variable: Y1

Regression

[DataSet2] D:\Tesis\TESIS\Bab IV\data jumlah.sav

Variables Entered/Removed^a

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

a. Dependent Variable: Y2

b. All requested variables entered.

Model Summary^a

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a. Dependent

Variable: Y2

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	,688	1,453
	X2	,688	1,453

a. Dependent Variable: Y2

Coefficient Correlations^a

Model		X2	X1
1	Correlations	X2	1,000
		X1	-,558
	Covariances	X2	,000
		X1	,001

a. Dependent Variable: Y2

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2,986	1,000	,00	,00	,00
	2	,008	19,415	,68	,00	,69
	3	,006	22,789	,32	1,00	,31

a. Dependent Variable: Y2

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8,82	13,01	11,78	,532	134
Residual	-3,049	3,669	,000	1,149	134
Std. Predicted Value	-5,559	2,322	,000	1,000	134
Std. Residual	-2,633	3,168	,000	,992	134

a. Dependent Variable: Y2

Regression

[DataSet2] D:\Tesis\TESIS\Bab IV\data jumlah.sav

Variables Entered/Removed^a

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

a. Dependent Variable: Y2

b. All requested variables entered.

Model Summary^a

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a. Dependent

Variable: Y2

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	,639	1,564
	X2	,671	1,491
	Y1	,819	1,221

a. Dependent Variable: Y2

Coefficient Correlations^a

Model	Y1	X2	X1

1	Correlations	Y1	1,000	-,159	-,267
		X2	-,159	1,000	-,489
		X1	-,267	-,489	1,000
	Covariances	Y1	,002	,000	,000
		X2	,000	,000	,000
		X1	,000	,000	,001

a. Dependent Variable: Y2

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	Y1
1	1	3,977	1,000	,00	,00	,00	,00
	2	,011	19,339	,01	,05	,36	,68
	3	,007	23,721	,73	,02	,34	,32
	4	,006	26,297	,26	,93	,30	,00

a. Dependent Variable: Y2

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	7,93	13,00	11,78	,578	134
Residual	-2,781	4,071	,000	1,127	134
Std. Predicted Value	-6,659	2,117	,000	1,000	134
Std. Residual	-2,440	3,571	,000	,989	134

a. Dependent Variable: Y2

3) Uji Heteroskedastisitas

a. Uji Glejser (1)

REGRESSION

```

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT kk

/METHOD=ENTER ke ki

/SAVE RESID.

```

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kompensasi intrinsik, kompensasi ekstrinsik ^b		Enter

a. Dependent Variable: kepuasan kerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,426 ^a	,181	,169	,52081

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

b. Dependent Variable: kepuasan kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7,863	2	3,932	14,495	,000 ^b

Residual	35,533	131	,271		
Total	43,396	133			

a. Dependent Variable: kepuasan kerja

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,232	,432		5,161	,000
1 kompensasi ekstrinsik	,382	,121	,302	3,169	,002
1 kompensasi intrinsik	,209	,114	,176	1,842	,068

a. Dependent Variable: kepuasan kerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,0408	5,1011	4,5466	,24315	134
Residual	-2,04083	1,00252	,00000	,51688	134
Std. Predicted Value	-6,193	2,280	,000	1,000	134
Std. Residual	-3,919	1,925	,000	,992	134

a. Dependent Variable: kepuasan kerja

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT kg

/METHOD=ENTER ke ki

/SAVE RESID.

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter

a. Dependent Variable: kinerja guru

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,420 ^a	,176	,164	,38598

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

b. Dependent Variable: kinerja guru

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4,181	2	2,091	14,033	,000 ^b
	Residual	19,517	131	,149		

Total	23,698	133			
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a. Dependent Variable: kinerja guru

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,322	,320		7,245	,000
	kompensasi ekstrinsik	,131	,089	,140	1,461	,146
	kompensasi intrinsik	,287	,084	,326	3,408	,001

a. Dependent Variable: kinerja guru

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2,9396	4,3370	3,9254	,17731	134
Residual	-1,01624	1,22294	,00000	,38307	134
Std. Predicted Value	-5,559	2,322	,000	1,000	134
Std. Residual	-2,633	3,168	,000	,992	134

a. Dependent Variable: kinerja guru

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT kg

/METHOD=ENTER ke ki kk

/SAVE RESID.

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kepuasan kerja, kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter

a. Dependent Variable: kinerja guru

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,456 ^a	,208	,190	,37995

a. Predictors: (Constant), kepuasan kerja, kompensasi intrinsik, kompensasi ekstrinsik

b. Dependent Variable: kinerja guru

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4,931	3	1,644	11,387	,000 ^b
	Residual	18,767	130	,144		
	Total	23,698	133			

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), kepuasan kerja, kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,998	,346		5,772	,000
1 kompensasi ekstrinsik	,075	,091	,080	,822	,412
1 kompensasi intrinsik	,257	,084	,291	3,056	,003
1 kepuasan kerja	,145	,064	,197	2,280	,024

a. Dependent Variable: kinerja guru

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2,6431	4,3330	3,9254	,19256	134
Residual	-,92696	1,35689	,00000	,37564	134
Std. Predicted Value	-6,659	2,117	,000	1,000	134
Std. Residual	-2,440	3,571	,000	,989	134

a. Dependent Variable: kinerja guru

```
COMPUTE RES1=ABS_RES (RES_1) .
```

```
EXECUTE .
```

```
COMPUTE RES2=ABS_RES (RES_2) .
```

```
EXECUTE .
```

```
COMPUTE RES3=ABS_RES (RES_3) .
```

EXECUTE.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT RES1

/METHOD=ENTER ke ki.

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter

a. Dependent Variable: RES1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,424 ^a	,180	,167	,29641

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,518	2	1,259	14,331	,000 ^b
	Residual	11,509	131	,088		
	Total	14,028	133			

a. Dependent Variable: RES1

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,696	,246		6,893	,000
	kompensasi ekstrinsik	-,250	,069	-,347	-3,642	,000
	kompensasi intrinsik	-,079	,065	-,117	-1,222	,224

a. Dependent Variable: RES1

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT RES2

/METHOD=ENTER ke ki.

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter

a. Dependent Variable: RES2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,270 ^a	,073	,059	,25052

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,646	2	,323	5,151	,007 ^b
	Residual	8,221	131	,063		
	Total	8,868	133			

a. Dependent Variable: RES2

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	,919	,208		4,417	,000
	kompensasi ekstrinsik	-,057	,058	-,100	-,986	,326
	kompensasi intrinsik	-,108	,055	-,201	-1,983	,049

a. Dependent Variable: RES2

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RES3
/METHOD=ENTER ke ki kk.

```

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method

1	kepuasan kerja, kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter
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a. Dependent Variable: RES3

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,361 ^a	,130	,110	,24068

a. Predictors: (Constant), kepuasan kerja, kompensasi intrinsik, kompensasi ekstrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,128	3	,376	6,493	,000 ^b
	Residual	7,531	130	,058		
	Total	8,659	133			

a. Dependent Variable: RES3

b. Predictors: (Constant), kepuasan kerja, kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,181	,219		5,388	,000

kompensasi ekstrinsik	-,014	,058	-,025	-,242	,809
kompensasi intrinsik	-,099	,053	-,186	-1,860	,065
kepuasan kerja	-,105	,040	-,235	-2,603	,010

a. Dependent Variable: RES3

b. Uji Heteroskedastisitas (dengan mentransformasikan data menjadi bentuk logaritma atau natural

Regression

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	LnIntrinsik, LnEkstrinsik ^b		Enter

a. Dependent Variable: LnKepuasan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,623 ^a	,388	,379	,13605

a. Predictors: (Constant), LnIntrinsik, LnEkstrinsik

b. Dependent Variable: LnKepuasan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,539	2	,769	41,560	,000 ^b
	Residual	2,425	131	,019		
	Total	3,964	133			

a. Dependent Variable: LnKepuasan

b. Predictors: (Constant), LnIntrinsik, LnEkstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	,371	,127		2,922	,004
	LnEkstrinsik	,611	,109	,496	5,620	,000
	LnIntrinsik	,221	,110	,177	2,007	,047

a. Dependent Variable: LnKepuasan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	,6087	1,6902	1,5029	,10756	134
Residual	-,60866	,34929	,00000	,13503	134
Std. Predicted Value	-,8,314	1,742	,000	1,000	134
Std. Residual	-,4,474	2,567	,000	,992	134

a. Dependent Variable: LnKepuasan

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT LnKinerja

/METHOD=ENTER LnEkstrinsik LnIntrinsik

/SAVE RESID.

Regression

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	LnIntrinsik, LnEkstrinsik ^b		Enter

a. Dependent Variable: LnKinerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,365 ^a	,134	,120	,10353

a. Predictors: (Constant), LnIntrinsik, LnEkstrinsik

b. Dependent Variable: LnKinerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,216	2	,108	10,096	,000 ^b
	Residual	1,404	131	,011		
	Total	1,621	133			

a. Dependent Variable: LnKinerja

b. Predictors: (Constant), LnIntrinsik, LnEkstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,968	,097		10,018	,000
LnEkstrinsik	,019	,083	,024	,228	,820
LnIntrinsik	,279	,084	,350	3,332	,001

a. Dependent Variable: LnKinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1,1002	1,4411	1,3615	,04034	134
Residual	-,28791	,28661	,00000	,10275	134
Std. Predicted Value	-6,478	1,972	,000	1,000	134
Std. Residual	-2,781	2,768	,000	,992	134

a. Dependent Variable: LnKinerja

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT LnKinerja

/METHOD=ENTER LnEkstrinsik LnIntrinsik LnKepuasan

/SAVE RESID.

Regression

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	LnKepuasan, LnIntrinsik, LnEkstrinsik ^b	.	Enter

a. Dependent Variable: LnKinerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,372 ^a	,139	,119	,10362

a. Predictors: (Constant), LnKepuasan, LnIntrinsik, LnEkstrinsik

b. Dependent Variable: LnKinerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,225	3	,075	6,978	,000 ^b
	Residual	1,396	130	,011		
	Total	1,621	133			

a. Dependent Variable: LnKinerja

b. Predictors: (Constant), LnKepuasan, LnIntrinsik, LnEkstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,946	,100		9,481	,000
LnEkstrinsik	-,017	,092	-,021	-,184	,855
LnIntrinsik	,266	,085	,334	3,127	,002
LnKepuasan	,059	,067	,092	,881	,380

a. Dependent Variable: LnKinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1,0645	1,4382	1,3615	,04111	134
Residual	-,27958	,32177	,00000	,10245	134
Std. Predicted Value	-7,225	1,866	,000	1,000	134
Std. Residual	-2,698	3,105	,000	,989	134

a. Dependent Variable: LnKinerja

```

COMPUTE RES1=ABS_RES (RES_1) .
EXECUTE .
COMPUTE RES2=ABS_RES (RES_2) .
EXECUTE .
COMPUTE RES3=ABS_RES (RES_3) .
EXECUTE .
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
    
```

```

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT RES1

/METHOD=ENTER LnEkstrinsik LnIntrinsik.

```

Regression

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	LnIntrinsik, LnEkstrinsik ^b	.	Enter

a. Dependent Variable: RES1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,524 ^a	,275	,264	,07817

a. Predictors: (Constant), LnIntrinsik, LnEkstrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,303	2	,152	24,819	,000 ^b
	Residual	,800	131	,006		
	Total	1,104	133			

a. Dependent Variable: RES1

b. Predictors: (Constant), LnIntrinsik, LnEkstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	,582	,073		7,979	,000
1 LnEkstrinsik	-,320	,062	-,492	-5,122	,000
LnIntrinsik	-,032	,063	-,049	-,508	,612

a. Dependent Variable: RES1

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RES2
/METHOD=ENTER LnEkstrinsik LnIntrinsik.
    
```

Regression

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	LnIntrinsik, LnEkstrinsik ^b		Enter

a. Dependent Variable: RES2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,346 ^a	,120	,106	,06647

a. Predictors: (Constant), LnIntrinsik, LnEkstrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,079	2	,039	8,891	,000 ^b
	Residual	,579	131	,004		
	Total	,657	133			

a. Dependent Variable: RES2

b. Predictors: (Constant), LnIntrinsik, LnEkstrinsik

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,319	,062		5,146	,000
	LnEkstrinsik	-,028	,053	-,056	-,524	,601
	LnIntrinsik	-,156	,054	-,308	-2,909	,004

a. Dependent Variable: RES2


```

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT RES3

/METHOD=ENTER LnEkstrinsik LnIntrinsik LnKepuasan.

```

Regression

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	LnKepuasan, LnIntrinsik, LnEkstrinsik ^b		Enter

a. Dependent Variable: RES3

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,410 ^a	,168	,149	,06459

a. Predictors: (Constant), LnKepuasan, LnIntrinsik, LnEkstrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,109	3	,036	8,738	,000 ^b
	Residual	,542	130	,004		

Total	,652	133			
-------	------	-----	--	--	--

a. Dependent Variable: RES3

b. Predictors: (Constant), LnKepuasan, LnIntrinsik, LnEkstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,369	,062		5,931	,000
LnEkstrinsik	,025	,057	,051	,440	,661
LnIntrinsik	-,138	,053	-,272	-2,597	,010
LnKepuasan	-,098	,041	-,242	-2,368	,019

a. Dependent Variable: RES3

c. Uji Glejser (2)

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT kk

/METHOD=ENTER ke ki

/SAVE RESID.

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter

a. Dependent Variable: kepuasan kerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,193 ^a	,037	,022	,47703

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

b. Dependent Variable: kepuasan kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,141	2	,570	2,507	,085 ^b
	Residual	29,582	130	,228		
	Total	30,723	132			

a. Dependent Variable: kepuasan kerja

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

	B	Std. Error	Beta		
(Constant)	3,541	,472		7,509	,000
1 kompensasi ekstrinsik	,133	,121	,106	1,102	,272
kompensasi intrinsik	,132	,105	,120	1,250	,213

a. Dependent Variable: kepuasan kerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	4,3565	4,8092	4,5733	,09296	133
Residual	-1,67128	,64348	,00000	,47340	133
Std. Predicted Value	-2,332	2,537	,000	1,000	133
Std. Residual	-3,504	1,349	,000	,992	133

a. Dependent Variable: kepuasan kerja

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT kg
/METHOD=ENTER ke ki
/SAVE RESID.

```

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter

a. Dependent Variable: kinerja guru

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,494 ^a	,244	,232	,37118

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

b. Dependent Variable: kinerja guru

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,782	2	2,891	20,984	,000 ^b
	Residual	17,910	130	,138		
	Total	23,693	132			

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

	B	Std. Error	Beta		
(Constant)	1,642	,367		4,473	,000
1 kompensasi ekstrinsik	,260	,094	,236	2,768	,006
kompensasi intrinsik	,327	,082	,341	4,001	,000

a. Dependent Variable: kinerja guru

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,4751	4,4537	3,9248	,20929	133
Residual	-1,01835	1,25450	,00000	,36835	133
Std. Predicted Value	-2,148	2,527	,000	1,000	133
Std. Residual	-2,744	3,380	,000	,992	133

a. Dependent Variable: kinerja guru

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT kg
/METHOD=ENTER ke ki kk
/SAVE RESID.

```

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik ^b	.	Enter

a. Dependent Variable: kinerja guru

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,584 ^a	,341	,326	,34783

a. Predictors: (Constant), kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik

b. Dependent Variable: kinerja guru

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,086	3	2,695	22,278	,000 ^b
	Residual	15,607	129	,121		
	Total	23,693	132			

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

	(Constant)	,653	,412		1,587	,115
1	kompensasi ekstrinsik	,223	,088	,202	2,521	,013
	kompensasi intrinsik	,291	,077	,303	3,768	,000
	kepuasan kerja	,279	,064	,318	4,364	,000

a. Dependent Variable: kinerja guru

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,2225	4,5086	3,9248	,24750	133
Residual	-,84800	1,11521	,00000	,34385	133
Std. Predicted Value	-2,838	2,359	,000	1,000	133
Std. Residual	-2,438	3,206	,000	,989	133

a. Dependent Variable: kinerja guru

```

COMPUTE RES1=ABS_RES (RES_1) .
EXECUTE .
COMPUTE RES2=ABS_RES (RES_2) .
EXECUTE .
COMPUTE RES3=ABS_RES (RES_3) .
EXECUTE .

REGRESSION

  /MISSING LISTWISE

  /STATISTICS COEFF OUTS R ANOVA

  /CRITERIA=PIN(.05) POUT(.10)

  /NOORIGIN

  /DEPENDENT RES1

  /METHOD=ENTER ke ki.

```


Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter

a. Dependent Variable: RES1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,150 ^a	,022	,007	,26630

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,211	2	,106	1,490	,229 ^b
	Residual	9,219	130	,071		
	Total	9,431	132			

a. Dependent Variable: RES1

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	,841	,263		3,193	,002
1 kompensasi ekstrinsik	-,082	,067	-,118	-1,221	,224
kompensasi intrinsik	-,032	,059	-,053	-,546	,586

a. Dependent Variable: RES1

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RES2
/METHOD=ENTER ke ki.

```

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method

1	kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter
---	--	---	-------

a. Dependent Variable: RES2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,179 ^a	,032	,017	,24150

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,250	2	,125	2,139	,122 ^b
	Residual	7,582	130	,058		
	Total	7,831	132			

a. Dependent Variable: RES2

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
-------	-----------------------------	---------------------------	---	------

	B	Std. Error	Beta		
(Constant)	,727	,239		3,047	,003
1 kompensasi ekstrinsik	-,038	,061	-,060	-,622	,535
kompensasi intrinsik	-,079	,053	-,143	-1,486	,140

a. Dependent Variable: RES2

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RES3
/METHOD=ENTER ke ki kk.

```

Regression

[DataSet1] D:\Tesis\TESIS\Bab IV\olahdata2.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik ^b		Enter

a. Dependent Variable: RES3

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,182 ^a	,033	,011	,21963

a. Predictors: (Constant), kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,214	3	,071	1,477	,224 ^b
	Residual	6,222	129	,048		
	Total	6,436	132			

a. Dependent Variable: RES3

b. Predictors: (Constant), kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,663	,260		2,551	,012
	kompensasi ekstrinsik	,027	,056	,048	,492	,623
	kompensasi intrinsik	-,063	,049	-,126	-1,290	,199
	kepuasan kerja	-,060	,040	-,130	-1,479	,142

a. Dependent Variable: RES3

4. Uji Validitas dan Uji Reliabilitas

a. Uji Validitas

CORRELATIONS

```
/VARIABLES=ke1 ke2 ke3 ke4 ke5 ke6 ke7 ke8 ke
```

```
/PRINT=TWOTAIL NOSIG
```

```
/MISSING=PAIRWISE.
```



Correlations

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Correlations

	ke1	ke2	ke3	ke4	ke5	ke6	ke7	ke8
Pearson Correlation	1	,099	,308**	,144	,093	,180*	,238**	,235**
Sig. (2-tailed)		,257	,000	,098	,285	,038	,006	,006
N	133	133	133	133	133	133	133	133
Pearson Correlation	,099	1	,034	,142	,194*	,160	,160	,164
Sig. (2-tailed)	,257		,701	,104	,025	,066	,065	,059
N	133	133	133	133	133	133	133	133
Pearson Correlation	,308**	,034	1	,053	,080	,079	,245**	,207*
Sig. (2-tailed)	,000	,701		,542	,358	,365	,005	,017
N	133	133	133	133	133	133	133	133
Pearson Correlation	,144	,142	,053	1	,636**	,422**	,243**	,427**
Sig. (2-tailed)	,098	,104	,542		,000	,000	,005	,000
N	133	133	133	133	133	133	133	133
Pearson Correlation	,093	,194*	,080	,636**	1	,524**	,175*	,437**
Sig. (2-tailed)	,285	,025	,358	,000		,000	,044	,000
N	133	133	133	133	133	133	133	133
Pearson Correlation	,180*	,160	,079	,422**	,524**	1	,044	,317**
Sig. (2-tailed)	,038	,066	,365	,000	,000		,612	,000
N	133	133	133	133	133	133	133	133
Pearson Correlation	,238**	,160	,245**	,243**	,175*	,044	1	,303**

	Sig. (2-tailed)	,006	,065	,005	,005	,044	,612		,000
	N	133	133	133	133	133	133	133	133
	Pearson Correlation	,235**	,164	,207*	,427**	,437**	,317**	,303**	1
	Sig. (2-tailed)	,006	,059	,017	,000	,000	,000	,000	
	N	133	133	133	133	133	133	133	133
	Pearson Correlation	,467**	,511**	,402**	,679**	,691**	,569**	,533**	,670**
nisk	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
	N	133	133	133	133	133	133	133	133

Significant at the 0.01 level (2-tailed).

Significant at the 0.05 level (2-tailed).

CORRELATIONS

```

/VARIABLES=ki1 ki2 ki3 ki4 ki5 ki6 ki7 ki8 ki9 ki10 ki11 ki12 ki
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Correlations

		ki1	ki2	ki3	ki4	ki5	ki6	ki7	ki8	ki9	ki10
	Pearson Correlation	1	,235**	,100	,305**	,237**	,299**	,101	,253**	,263**	,263**
ki1	Sig. (2-tailed)		,006	,251	,000	,006	,000	,247	,003	,002	,002
	N	133	133	133	133	133	133	133	133	133	133
ki2	Pearson Correlation	,235**	1	,357**	,234**	,219*	,219*	,196*	,154	,059	,059

	Sig. (2-tailed)	,006		,000	,007	,011	,011	,024	,077	,503	
	N	133	133	133	133	133	133	133	133	133	
	Pearson Correlation	,100	,357**	1	,149	,182*	,159	,125	,380**	,159	
ki3	Sig. (2-tailed)	,251	,000		,088	,036	,067	,151	,000	,067	
	N	133	133	133	133	133	133	133	133	133	
	Pearson Correlation	,305**	,234**	,149	1	,291**	,272**	,277**	,106	,267**	,2
ki4	Sig. (2-tailed)	,000	,007	,088		,001	,002	,001	,224	,002	
	N	133	133	133	133	133	133	133	133	133	
	Pearson Correlation	,237**	,219*	,182*	,291**	1	,267**	,285**	,493**	,274**	,3
ki5	Sig. (2-tailed)	,006	,011	,036	,001		,002	,001	,000	,001	
	N	133	133	133	133	133	133	133	133	133	
	Pearson Correlation	,299**	,219*	,159	,272**	,267**	1	,474**	,252**	,284**	,2
ki6	Sig. (2-tailed)	,000	,011	,067	,002	,002		,000	,003	,001	
	N	133	133	133	133	133	133	133	133	133	
	Pearson Correlation	,101	,196*	,125	,277**	,285**	,474**	1	,255**	,374**	,2
ki7	Sig. (2-tailed)	,247	,024	,151	,001	,001	,000		,003	,000	
	N	133	133	133	133	133	133	133	133	133	
	Pearson Correlation	,253**	,154	,380**	,106	,493**	,252**	,255**	1	,409**	,3
ki8	Sig. (2-tailed)	,003	,077	,000	,224	,000	,003	,003		,000	
	N	133	133	133	133	133	133	133	133	133	
	Pearson Correlation	,263**	,059	,159	,267**	,274**	,284**	,374**	,409**	1	,4
ki9	Sig. (2-tailed)	,002	,503	,067	,002	,001	,001	,000	,000		
	N	133	133	133	133	133	133	133	133	133	
ki10	Pearson Correlation	,216*	,093	,138	,298**	,375**	,254**	,240**	,372**	,491**	

	Sig. (2-tailed)	,013	,285	,113	,000	,000	,003	,005	,000	,000
	N	133	133	133	133	133	133	133	133	133
	Pearson Correlation	,161	,095	,181*	,131	,117	,140	,095	,171*	,422**
ki11	Sig. (2-tailed)	,063	,278	,038	,134	,180	,109	,279	,049	,000
	N	133	133	133	133	133	133	133	133	133
	Pearson Correlation	,223*	,105	,056	,361**	,346**	,221*	,351**	,229**	,350**
ki12	Sig. (2-tailed)	,010	,229	,520	,000	,000	,011	,000	,008	,000
	N	133	133	133	133	133	133	133	133	133
kompe	Pearson Correlation	,479**	,432**	,429**	,505**	,647**	,607**	,604**	,652**	,658**
nsasi	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
intrinsi	N	133	133	133	133	133	133	133	133	133
k										

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

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

CORRELATIONS

/VARIABLES=kk1 kk2 kk3 kk4 kk

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Correlations

		kk1	kk2	kk3	kk4	kepuasan kerja
kk1	Pearson Correlation	1	,458**	,430**	,488**	,711**
	Sig. (2-tailed)		,000	,000	,000	,000

	N	133	133	133	133	133
	Pearson Correlation	,458**	1	,353**	,705**	,869**
kk2	Sig. (2-tailed)	,000		,000	,000	,000
	N	133	133	133	133	133
	Pearson Correlation	,430**	,353**	1	,482**	,658**
kk3	Sig. (2-tailed)	,000	,000		,000	,000
	N	133	133	133	133	133
	Pearson Correlation	,488**	,705**	,482**	1	,871**
kk4	Sig. (2-tailed)	,000	,000	,000		,000
	N	133	133	133	133	133
	Pearson Correlation	,711**	,869**	,658**	,871**	1
kepuasan kerja	Sig. (2-tailed)	,000	,000	,000	,000	
	N	133	133	133	133	133

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

CORRELATIONS

/VARIABLES=kg1 kg2 kg3 kg

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Correlations

		kg1	kg2	kg3	kinerja guru
kg1	Pearson Correlation	1	,492**	,440**	,817**

	Sig. (2-tailed)		,000	,000	,000
	N	133	133	133	133
	Pearson Correlation	,492**	1	,594**	,835**
kg2	Sig. (2-tailed)	,000		,000	,000
	N	133	133	133	133
	Pearson Correlation	,440**	,594**	1	,805**
kg3	Sig. (2-tailed)	,000	,000		,000
	N	133	133	133	133
	Pearson Correlation	,817**	,835**	,805**	1
kinerja guru	Sig. (2-tailed)	,000	,000	,000	
	N	133	133	133	133

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

b. Uji Reliabilitas

RELIABILITY

/VARIABLES=ke1 ke2 ke3 ke4 ke5 ke6 ke7 ke8

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

Reliability

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	133	100,0
Cases Excluded ^a	0	,0
Total	133	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,686	8

RELIABILITY

```
/VARIABLES=ki1 ki2 ki3 ki4 ki5 ki6 ki7 ki8 ki9 ki10 ki11 ki12
```

```
/SCALE('ALL VARIABLES') ALL
```

```
/MODEL=ALPHA.
```

Reliability

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	133	100,0
Cases Excluded ^a	0	,0
Total	133	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,789	12

RELIABILITY

```
/VARIABLES=kk1 kk2 kk3 kk4
```

```
/SCALE('ALL VARIABLES') ALL
```

```
/MODEL=ALPHA.
```

Reliability

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	133	100,0
Cases Excluded ^a	0	,0
Total	133	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,774	4

RELIABILITY

```
/VARIABLES=kg1 kg2 kg3
```

```
/SCALE('ALL VARIABLES') ALL
```

```
/MODEL=ALPHA.
```

Reliability

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	133	100,0
Cases Excluded ^a	0	,0
Total	133	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,747	3

5. Uji Hipotesis

a. Tahap I

REGRESSION

/DESCRIPTIVES MEAN STDDEV CORR SIG N

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT kk

/METHOD=ENTER ke ki.

Regression

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Descriptive Statistics

	Mean	Std. Deviation	N
kepuasan kerja	4,5733	,48244	133
kompensasi ekstrinsik	4,0150	,38467	133
kompensasi intrinsik	3,7857	,44135	133

Correlations

		kepuasan kerja	kompensasi ekstrinsik	kompensasi intrinsik
Pearson Correlation	kepuasan kerja	1,000	,160	,168
	kompensasi ekstrinsik	,160	1,000	,447
	kompensasi intrinsik	,168	,447	1,000
Sig. (1-tailed)	kepuasan kerja	.	,033	,027
	kompensasi ekstrinsik	,033	.	,000
	kompensasi intrinsik	,027	,000	.
N	kepuasan kerja	133	133	133
	kompensasi ekstrinsik	133	133	133
	kompensasi intrinsik	133	133	133

Correlations

		kompensasi ekstrinsik	kompensasi intrinsik
kompensasi ekstrinsik	Pearson Correlation	1	,558**

	Sig. (2-tailed)		,000
	N	134	134
	Pearson Correlation	,558**	1
kompensasi intrinsik	Sig. (2-tailed)	,000	
	N	134	134

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

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kompensasi intrinsik, kompensasi ekstrinsik ^b	.	Enter

a. Dependent Variable: kepuasan kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,193 ^a	,037	,022	,47703

a. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1,141	2	,570	2,507	,085 ^b
Residual	29,582	130	,228		
Total	30,723	132			

a. Dependent Variable: kepuasan kerja

b. Predictors: (Constant), kompensasi intrinsik, kompensasi ekstrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,541	,472		7,509	,000
kompensasi ekstrinsik	,133	,121	,106	1,102	,272
kompensasi intrinsik	,132	,105	,120	1,250	,213

a. Dependent Variable: kepuasan kerja

b. Tahap II

Regression

[DataSet1] D:\Tesis\Tesis Olah Data\04 data 134\olahdata2hetero.sav

Descriptive Statistics

	Mean	Std. Deviation	N
kinerja guru	3,9248	,42366	133
kompensasi ekstrinsik	4,0150	,38467	133
kompensasi intrinsik	3,7857	,44135	133
kepuasan kerja	4,5733	,48244	133

Correlations

		kinerja guru	kompensasi ekstrinsik	kompensasi intrinsik	kepuasan kerja
Pearson Correlation	kinerja guru	1,000	,389	,447	,401
	kompensasi ekstrinsik	,389	1,000	,447	,160
	kompensasi intrinsik	,447	,447	1,000	,168
	kepuasan kerja	,401	,160	,168	1,000
Sig. (1-tailed)	kinerja guru	.	,000	,000	,000
	kompensasi ekstrinsik	,000	.	,000	,033
	kompensasi intrinsik	,000	,000	.	,027
	kepuasan kerja	,000	,033	,027	.
N	kinerja guru	133	133	133	133
	kompensasi ekstrinsik	133	133	133	133
	kompensasi intrinsik	133	133	133	133
	kepuasan kerja	133	133	133	133

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik ^b	.	Enter

a. Dependent Variable: kinerja guru

b. All requested variables entered.

Correlations

		kompensasi ekstrinsik	kompensasi intrinsik	LnKepuasan
kompensasi ekstrinsik	Pearson Correlation	1	,558**	,486**
	Sig. (2-tailed)		,000	,000
	N	134	134	134
kompensasi intrinsik	Pearson Correlation	,558**	1	,396**
	Sig. (2-tailed)	,000		,000
	N	134	134	134
LnKepuasan	Pearson Correlation	,486**	,396**	1
	Sig. (2-tailed)	,000	,000	
	N	134	134	134

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

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,584 ^a	,341	,326	,34783

a. Predictors: (Constant), kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,086	3	2,695	22,278	,000 ^b
	Residual	15,607	129	,121		
	Total	23,693	132			

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), kepuasan kerja, kompensasi ekstrinsik, kompensasi intrinsik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

(Constant)	,653	,412		1,587	,115
1 kompensasi ekstrinsik	,223	,088	,202	2,521	,013
kompensasi intrinsik	,291	,077	,303	3,768	,000
kepuasan kerja	,279	,064	,318	4,364	,000

a. Dependent Variable: kinerja guru

