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L A M P I R A N

Umur : a. 20 - 30 Tahun b. 31 - 50 Tahun
c. > 50 Tahun

Jenis Kelamin : a. Laki-laki b. Perempuan

Tingkat Pendidikan : a. SMP b. SMA c. S1

C. Petunjuk Pengisian Jawaban

Bacalah setiap pernyataan dengan seksama, Berilah tanda ceklis (✓) pada salah satu kolom disamping item pernyataan yang dianggap paling benar!

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

D. Daftar Pertanyaan

1. Variabel Karakteristik Individu (X1)

No	Pertanyaan	STS (1)	TS (2)	N (3)	S (4)	SS (5)
	Kemampuan					
1.	Keterampilan, pemahaman, dan penguasaan tugas yang dimiliki karyawan sangat diperlukan dalam menyelesaikan tugas yang diberikan.					
	Nilai					
2.	Saya selalu menjunjung tinggi nilai-nilai kebersamaan.					
	Sikap					
3.	Saya memiliki sikap yang terbuka sehingga dapat bekerja sama dengan siapa saja dalam sebuah tim/kelompok.					
	Minat					
4.	Minat saya dalam pekerjaan meningkatkan pola pikir untuk menyelesaikan pekerjaan.					

2. Variabel Karakteristik Pekerjaan (X2)

No	Pertanyaan	STS (1)	TS (2)	N (3)	S (4)	SS (5)
	Komitmen Afektif					
1.	Saya mempunyai banyak tugas yang serupa setiap hari dalam pekerjaan.					
	Identitas Tugas					
2.	Saya mempunyai kesempatan untuk menyelesaikan satu pekerjaan secara keseluruhan.					
	Keberartian Tugas					
3.	Pekerjaan saya sangat mempengaruhi pekerjaan lain dalam perusahaan.					
	Otonomi					
4.	Pekerjaan saya memberikan kebebasan untuk mandiri dalam cara saya melaksanakan pekerjaan.					
	Umpan Balik					
5.	Saya mempunyai kesempatan untuk mengetahui seberapa baik saya melakukan pekerjaan.					

3. Variabel Kompensasi (X3)

No	Pertanyaan	STS (1)	TS (2)	N (3)	S (4)	SS (5)
	Gaji					
1.	Gaji yang saya peroleh saat ini sudah sesuai dengan standar perusahaan.					
	Insentif					
2.	Bonus yang saya terima meningkatkan semangat saya dalam bekerja.					
	Tunjangan					
3	Tunjangan yang saya terima seperti asuransi kesehatan dan jiwa sudah melengkapi kebutuhan saya.					
	Fasilitas					
4.	Fasilitas yang diberikan oleh perusahaan menunjang dalam pelaksanaan kerja.					

4. Variabel Komitmen Organisasi Karyawan (Y)

No	Pertanyaan	STS (1)	TS (2)	N (3)	S (4)	SS (5)
Komitmen Afektif						
1.	Saya memiliki keyakinan bahwa tujuan perusahaan menjadi pedoman bagi saya saat bekerja.					
2.	Saya menerima dan menghormati aturan perusahaan.					
3.	Saya selalu mengikuti peraturan dan kebijakan perusahaan.					
4.	Saya memiliki jadwal kerja tetap dan penuh waktu.					
5.	Saya menyelesaikan setiap tugas dengan penuh perhatian.					
6.	Dalam bekerja, saya selalu mengutamakan kepentingan perusahaan daripada kepentingan pribadi saya.					
Komitmen Normatif						
7.	Sebagai bagian dari tanggung jawab saya terhadap organisasi, saya berkomitmen untuk melindungi aset perusahaan.					
8.	Saya percaya bahwa jika saya meninggalkan perusahaan, saya akan kehilangan waktu, tenaga, dan usaha yang telah saya berikan.					
9.	Saya percaya tetap bekerja di perusahaan ini memberikan lebih banyak keuntungan daripada pindah.					
Komitmen Kelanjutan						
10.	Saya memiliki tanggung jawab moral untuk setia dan patuh kepada perusahaan.					
11.	Saya berusaha sepenuh hati untuk melaksanakan semua tugas dan kewajiban yang diberikan oleh perusahaan.					
12.	Saya pikir sebagai penghargaan atas kesempatan ini, saya harus membantu perusahaan.					
13.	Mengingat masa kerja saya sebelumnya di perusahaan dan pengalaman yang telah saya kumpulkan di sana, saya merasa perlu untuk terus membantu.					

Lampiran 1

TABULASI DATA PENELITIAN

PENGARUH KARAKTERISTIK INDIVIDU, KARAKTERISTIK PEKERJAAN DAN KOMPENSASI TERHADAP KOMITMEN ORGANISASI KARYAWAN (PT. INDOMARCO ADI PRIMA CABANG BENGKULU STOCK POINT SELEBAR)

Res	Karakteristik Individu (X ₁)					Karakteristik Pekerjaan (X ₂)						Kompensasi (X ₃)				
	1	2	3	4	Total	1	2	3	4	5	Total	1	2	3	4	Total
1	5	5	5	5	20	5	5	5	5	5	25	5	5	5	5	20
2	4	4	4	4	16	5	5	5	5	5	25	5	5	5	3	18
3	3	4	4	3	14	4	4	4	4	4	20	5	5	5	5	20
4	5	5	5	5	20	5	4	4	4	4	21	4	4	4	4	16
5	3	4	4	4	15	5	5	5	5	5	25	5	5	5	5	20
6	5	5	5	5	20	4	4	5	4	3	20	2	2	5	4	13
7	5	5	5	5	20	5	4	3	3	5	20	5	5	5	5	20
8	5	5	5	5	20	4	4	4	4	4	20	5	5	5	5	20
9	4	4	4	4	16	4	4	4	4	4	20	5	5	5	5	20
10	3	4	4	4	15	5	4	5	5	4	23	5	5	5	5	20
11	5	5	5	5	20	5	5	5	5	5	25	5	5	4	4	18
12	4	3	4	4	15	4	3	4	3	4	18	5	5	5	5	20
13	3	4	4	4	15	4	4	3	4	4	19	5	5	5	5	20
14	4	4	4	4	16	4	4	4	4	4	20	5	5	5	5	20
15	4	5	4	5	18	5	5	5	5	5	25	3	2	5	5	15
16	5	4	3	4	16	4	4	4	4	4	20	5	5	5	4	19
17	5	5	5	5	20	4	5	5	5	5	24	3	3	3	3	12

18	5	5	4	5	19	5	5	5	5	5	25	5	5	5	5	20
19	4	4	5	4	17	4	5	5	5	5	24	5	5	5	5	20
20	5	5	5	5	20	4	4	4	4	4	20	5	5	5	5	20
21	4	3	2	5	14	4	5	5	5	4	23	5	5	5	4	19
22	5	5	5	5	20	5	5	5	5	5	25	5	5	5	5	20
23	5	5	5	5	20	5	5	5	5	5	25	5	4	4	4	17
24	5	5	5	5	20	5	5	4	5	5	24	5	5	5	5	20
25	5	5	5	5	20	4	5	4	4	4	21	2	2	3	3	10
26	5	5	5	5	20	4	3	5	4	5	21	5	5	5	5	20
27	4	4	4	4	16	4	5	5	5	5	24	5	5	5	4	19
28	4	4	4	4	16	5	5	5	4	5	24	5	5	5	5	20
29	5	5	5	5	20	5	5	5	5	5	25	5	5	5	5	20
30	5	3	5	5	18	4	4	4	4	4	20	5	5	5	5	20
31	3	3	3	3	12	4	4	5	5	4	22	5	4	4	5	18
32	4	4	4	4	16	4	5	5	5	5	24	5	5	5	5	20
33	5	5	5	4	19	4	4	3	5	4	20	5	5	5	5	20
34	5	5	5	5	20	5	5	5	5	5	25	5	5	5	5	20
35	5	5	4	5	19	4	4	4	4	5	21	5	5	5	5	20
36	5	5	5	5	20	4	4	5	5	5	23	2	5	2	5	14
37	3	3	4	4	14	5	4	5	4	5	23	4	4	4	4	16
38	3	4	4	4	15	4	4	4	4	4	20	5	5	5	5	20
39	3	4	4	4	15	5	5	5	5	5	25	5	5	5	5	20
40	3	3	3	3	12	5	4	5	5	4	23	5	5	5	5	20
41	5	5	5	5	20	5	5	5	5	5	25	5	5	5	5	20
42	3	3	3	3	12	4	4	5	5	4	22	5	5	5	5	20
43	4	3	5	4	16	5	5	5	5	5	25	5	5	5	5	20
44	3	4	3	5	15	5	5	5	5	5	25	5	5	5	5	20

5	5	5	5	5	5	5	5	4	5	5	5	5	64
4	4	4	4	4	4	4	4	5	4	4	4	4	53
5	5	5	5	5	5	5	5	5	5	5	5	5	65
5	5	5	5	5	5	5	5	4	5	5	5	5	64
5	5	5	5	5	5	5	5	5	5	5	5	5	65
5	5	5	5	5	5	5	5	5	5	5	5	5	65
5	5	5	5	5	5	5	4	5	5	5	5	4	63
5	5	5	5	4	5	5	5	4	5	5	5	5	63
5	5	5	5	5	5	5	5	5	4	5	4	4	62
5	5	5	5	5	5	5	5	4	5	5	5	5	64
5	5	5	5	5	5	5	4	5	5	5	5	5	64
5	5	5	5	5	5	5	5	4	4	5	5	5	63
5	5	5	5	5	5	5	5	4	5	5	5	5	64
4	4	4	4	4	4	4	4	5	4	4	4	4	53
5	5	5	5	5	5	5	4	4	4	5	5	5	62
5	5	5	5	5	5	5	5	5	5	5	5	5	65
5	5	5	5	5	5	5	5	5	4	5	5	5	64
5	5	5	5	5	5	5	5	5	5	5	5	5	65
5	5	4	5	5	5	5	5	5	4	5	5	5	63
5	5	5	5	5	4	5	5	5	5	5	5	5	64
5	5	5	5	5	5	5	5	5	4	5	5	5	64

Lampiran 2 Hasil Uji Validitas Dan Relibilitas

Correlations

[DataSet1]

		Correlations				
		X1.1	X1.2	X1.3	X1.4	Total X1
X1.1	Pearson Correlation	1	.716**	.666**	.765**	.909**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	44	44	44	44	44
X1.2	Pearson Correlation	.716**	1	.665**	.708**	.886**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	44	44	44	44	44
X1.3	Pearson Correlation	.666**	.665**	1	.546**	.831**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	44	44	44	44	44
X1.4	Pearson Correlation	.765**	.708**	.546**	1	.856**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	44	44	44	44	44
Total_X1	Pearson Correlation	.909**	.886**	.831**	.856**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	44	44	44	44	44

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded ^a	0	.0
	Total	44	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.892	.894	4

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4
X1.1	1.000	.716	.666	.765
X1.2	.716	1.000	.665	.708
X1.3	.666	.665	1.000	.546
X1.4	.765	.708	.546	1.000

Inter-Item Covariance Matrix

	X1.1	X1.2	X1.3	X1.4
X1.1	.703	.459	.430	.424
X1.2	.459	.585	.392	.358
X1.3	.430	.392	.594	.278
X1.4	.424	.358	.278	.437

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	Total_X2
X2.1	Pearson Correlation	1	.505**	.373*	.355*	.550**	.695**
	Sig. (2-tailed)		.000	.013	.018	.000	.000
	N	44	44	44	44	44	44
X2.2	Pearson Correlation	.505**	1	.483**	.677**	.583**	.838**
	Sig. (2-tailed)	.000		.001	.000	.000	.000
	N	44	44	44	44	44	44
X2.3	Pearson Correlation	.373*	.483**	1	.655**	.432**	.774**
	Sig. (2-tailed)	.013	.001		.000	.003	.000
	N	44	44	44	44	44	44
X2.4	Pearson Correlation	.355*	.677**	.655**	1	.426**	.814**
	Sig. (2-tailed)	.018	.000	.000		.004	.000
	N	44	44	44	44	44	44
X2.5	Pearson Correlation	.550**	.583**	.432**	.426**	1	.760**
	Sig. (2-tailed)	.000	.000	.003	.004		.000
	N	44	44	44	44	44	44
Total_X2	Pearson Correlation	.695**	.838**	.774**	.814**	.760**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	44	100.0
Cases Excluded ^a	0	.0
Total	44	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.836	.835	5

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5
X2.1	1.000	.505	.373	.355	.550
X2.2	.505	1.000	.483	.677	.583
X2.3	.373	.483	1.000	.655	.432
X2.4	.355	.677	.655	1.000	.426
X2.5	.550	.583	.432	.426	1.000

Inter-Item Covariance Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5
X2.1	.255	.150	.118	.106	.152
X2.2	.150	.347	.178	.235	.188
X2.3	.118	.178	.391	.241	.148
X2.4	.106	.235	.241	.347	.137
X2.5	.152	.188	.148	.137	.300

Correlations

		X3.1	X3.2	X3.3	X3.4	Total_X3
X3.1	Pearson Correlation	1	.806**	.692**	.459**	.924**
	Sig. (2-tailed)		.000	.000	.002	.000
	N	44	44	44	44	44
X3.2	Pearson Correlation	.806**	1	.419**	.521**	.863**
	Sig. (2-tailed)	.000		.005	.000	.000
	N	44	44	44	44	44
X3.3	Pearson Correlation	.692**	.419**	1	.480**	.772**
	Sig. (2-tailed)	.000	.005		.001	.000
	N	44	44	44	44	44
X3.4	Pearson Correlation	.459**	.521**	.480**	1	.712**
	Sig. (2-tailed)	.002	.000	.001		.000
	N	44	44	44	44	44
Total_X3	Pearson Correlation	.924**	.863**	.772**	.712**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	44	44	44	44	44

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	44	100.0
Cases Excluded ^a	0	.0
Total	44	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.838	.837	4

Inter-Item Correlation Matrix

	X3.1	X3.2	X3.3	X3.4
X3.1	1.000	.806	.692	.459
X3.2	.806	1.000	.419	.521
X3.3	.692	.419	1.000	.480
X3.4	.459	.521	.480	1.000

Inter-Item Covariance Matrix

	X3.1	X3.2	X3.3	X3.4
X3.1	.742	.579	.393	.238
X3.2	.579	.695	.230	.261
X3.3	.393	.230	.436	.190
X3.4	.238	.261	.190	.362

Correlations

		Y.1	Y.2	Y.3	X.4	X.5	X.6	X.7	X.8	X.9	X.10	X.11	X.12	X.13	Total Y
Y.1	Pearson Correlation	1	1.000 ^{**}	.935 ^{**}	.801 ^{**}	.801 ^{**}	.801 ^{**}	.784 ^{**}	.666 ^{**}	.379 [*]	.621 ^{**}	.704 ^{**}	.581 ^{**}	.345 [*]	.938 [*]
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.011	.000	.000	.000	.022	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
Y.2	Pearson Correlation	1.000 ^{**}	1	.935 ^{**}	.801 ^{**}	.801 ^{**}	.801 ^{**}	.784 ^{**}	.666 ^{**}	.379 [*]	.621 ^{**}	.704 ^{**}	.581 ^{**}	.345 [*]	.938 [*]
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.011	.000	.000	.000	.022	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
Y.3	Pearson Correlation	.935 ^{**}	.935 ^{**}	1	.741 ^{**}	.741 ^{**}	.741 ^{**}	.729 ^{**}	.612 ^{**}	.328 [*]	.677 ^{**}	.654 ^{**}	.532 ^{**}	.307 [*]	.891 [*]
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.030	.000	.000	.000	.043	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.4	Pearson Correlation	.801 ^{**}	.801 ^{**}	.741 ^{**}	1	.871 ^{**}	.871 ^{**}	.729 ^{**}	.612 ^{**}	.328 [*]	.561 ^{**}	.802 ^{**}	.532 ^{**}	.166	.878 [*]
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.030	.000	.000	.000	.281	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.5	Pearson Correlation	.801 ^{**}	.801 ^{**}	.741 ^{**}	.871 ^{**}	1	.871 ^{**}	.729 ^{**}	.612 ^{**}	.445 ^{**}	.561 ^{**}	.802 ^{**}	.532 ^{**}	.166	.891 [*]
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.281	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.6	Pearson Correlation	.801 ^{**}	.801 ^{**}	.741 ^{**}	.871 ^{**}	.871 ^{**}	1	.729 ^{**}	.612 ^{**}	.328 [*]	.561 ^{**}	.802 ^{**}	.532 ^{**}	.166	.878 [*]
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.030	.000	.000	.000	.281	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.7	Pearson Correlation	.784 ^{**}	.784 ^{**}	.729 ^{**}	.729 ^{**}	.729 ^{**}	.729 ^{**}	1	.729 ^{**}	.437 ^{**}	.564 ^{**}	.600 ^{**}	.491 ^{**}	.083	.837 [*]
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.591	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.8	Pearson Correlation	.666 ^{**}	.666 ^{**}	.612 ^{**}	.612 ^{**}	.612 ^{**}	.612 ^{**}	.729 ^{**}	1	.328 [*]	.561 ^{**}	.505 ^{**}	.397 ^{**}	.166	.747 [*]
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.030	.000	.000	.000	.281	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44

X.9	Pearson Correlation	.379*	.379*	.328*	.328*	.445**	.328*	.437**	.328*	1	.371*	.236	.137	-.196	.464*
	Sig. (2-tailed)	.011	.011	.030	.030	.002	.030	.003	.030		.013	.122	.374	.203	.002
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.10	Pearson Correlation	.621**	.621**	.677**	.561**	.561**	.561**	.564**	.561**	.371*	1	.503**	.500**	.184	.735*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.013		.000	.001	.232	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.11	Pearson Correlation	.704**	.704**	.654**	.802**	.802**	.802**	.600**	.505**	.236	.503**	1	.550**	.278	.806*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.122	.000		.000	.067	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.12	Pearson Correlation	.581**	.581**	.532**	.532**	.532**	.532**	.491**	.397**	.137	.500**	.550**	1	.491**	.679*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.008	.374	.000	.000		.001	.000
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
X.13	Pearson Correlation	.345*	.345*	.307*	.166	.166	.166	.083	.166	-.196	.184	.278	.491**	1	.338*
	Sig. (2-tailed)	.022	.022	.043	.281	.281	.281	.591	.281	.203	.232	.067	.001		.025
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
Total_Y	Pearson Correlation	.938**	.938**	.891**	.878**	.891**	.878**	.837**	.747**	.464**	.735**	.806**	.679**	.338*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.002	.000	.000	.000	.025	
	N	44	44	44	44	44	44	44	44	44	44	44	44	44	44

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

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded ^a	0	.0
	Total	44	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.942	.943	13

Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3	X.4	X.5	X.6	X.7	X.8	X.9	X.10	X.11	X.12	X.13
Y.1	1.000	1.000	.935	.801	.801	.801	.784	.666	.379	.621	.704	.581	.345
Y.2	1.000	1.000	.935	.801	.801	.801	.784	.666	.379	.621	.704	.581	.345
Y.3	.935	.935	1.000	.741	.741	.741	.729	.612	.328	.677	.654	.532	.307
X.4	.801	.801	.741	1.000	.871	.871	.729	.612	.328	.561	.802	.532	.166
X.5	.801	.801	.741	.871	1.000	.871	.729	.612	.445	.561	.802	.532	.166
X.6	.801	.801	.741	.871	.871	1.000	.729	.612	.328	.561	.802	.532	.166
X.7	.784	.784	.729	.729	.729	.729	1.000	.729	.437	.564	.600	.491	.083
X.8	.666	.666	.612	.612	.612	.612	.729	1.000	.328	.561	.505	.397	.166
X.9	.379	.379	.328	.328	.445	.328	.437	.328	1.000	.371	.236	.137	-.196
X.10	.621	.621	.677	.561	.561	.561	.564	.561	.371	1.000	.503	.500	.184
X.11	.704	.704	.654	.802	.802	.802	.600	.505	.236	.503	1.000	.550	.278
X.12	.581	.581	.532	.532	.532	.532	.491	.397	.137	.500	.550	1.000	.491
X.13	.345	.345	.307	.166	.166	.166	.083	.166	-.196	.184	.278	.491	1.000

Inter-Item Covariance Matrix

	Y.1	Y.2	Y.3	X.4	X.5	X.6	X.7	X.8	X.9	X.10	X.11	X.12	X.13
Y.1	.166	.166	.162	.138	.138	.138	.125	.115	.073	.119	.106	.097	.055
Y.2	.166	.166	.162	.138	.138	.138	.125	.115	.073	.119	.106	.097	.055
Y.3	.162	.162	.180	.133	.133	.133	.121	.110	.066	.135	.103	.092	.051
X.4	.138	.138	.133	.180	.156	.156	.121	.110	.066	.112	.126	.092	.027
X.5	.138	.138	.133	.156	.180	.156	.121	.110	.089	.112	.126	.092	.027
X.6	.138	.138	.133	.156	.156	.180	.121	.110	.066	.112	.126	.092	.027
X.7	.125	.125	.121	.121	.121	.121	.152	.121	.080	.104	.087	.078	.013
X.8	.115	.115	.110	.110	.110	.110	.121	.180	.066	.112	.079	.069	.027
X.9	.073	.073	.066	.066	.089	.066	.080	.066	.222	.082	.041	.026	-.036
X.10	.119	.119	.135	.112	.112	.112	.104	.112	.082	.222	.088	.096	.034
X.11	.106	.106	.103	.126	.126	.126	.087	.079	.041	.088	.137	.083	.040
X.12	.097	.097	.092	.092	.092	.092	.078	.069	.026	.096	.083	.166	.078
X.13	.055	.055	.051	.027	.027	.027	.013	.027	-.036	.034	.040	.078	.152

Lampiran 3 Hasil Tanggapan Responden Penelitian**Frequencies**

Statistics

		P1.X1	P2.X1	P3.X1	P4.X1	Total PX1
N	Valid	44	44	44	44	44
	Missing	0	0	0	0	0
Mean		4.25	4.30	4.32	4.43	17.30
Std. Error of Mean		.126	.115	.116	.100	.399
Median		4.50	4.00	4.00	5.00	17.50
Mode		5	5	5	5	20
Std. Deviation		.839	.765	.771	.661	2.646
Variance		.703	.585	.594	.437	7.004
Range		2	2	3	2	8
Minimum		3	3	2	3	12
Maximum		5	5	5	5	20
Sum		187	189	190	195	761

Frequency Table

P1.X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	11	25.0	25.0	25.0
	Setuju	11	25.0	25.0	50.0
	Sangat Setuju	22	50.0	50.0	100.0
	Total	44	100.0	100.0	

P2.X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	8	18.2	18.2	18.2
	Setuju	15	34.1	34.1	52.3
	Sangat Setuju	21	47.7	47.7	100.0
	Total	44	100.0	100.0	

P3.X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.3	2.3	2.3
	Netral	5	11.4	11.4	13.6
	Setuju	17	38.6	38.6	52.3
	Sangat Setuju	21	47.7	47.7	100.0
	Total	44	100.0	100.0	

P4.X1

		Frequency	Percent	Valid Percent	Cumulative Percent
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	Netral	4	9.1	9.1	9.1
Valid	Setuju	17	38.6	38.6	47.7
	Sangat Setuju	23	52.3	52.3	100.0
	Total	44	100.0	100.0	

Total_PX1

	Frequency	Percent	Valid Percent	Cumulative Percent
12	3	6.8	6.8	6.8
14	3	6.8	6.8	13.6
15	7	15.9	15.9	29.5
16	8	18.2	18.2	47.7
Valid 17	1	2.3	2.3	50.0
18	2	4.5	4.5	54.5
19	3	6.8	6.8	61.4
20	17	38.6	38.6	100.0
Total	44	100.0	100.0	

Frequencies

Statistics

	P1.X2	P2.X2	P3.X2	P4.X2	P5X2	Total_PX2
N Valid	44	44	44	44	44	44
Missing	0	0	0	0	0	0
Mean	4.48	4.45	4.57	4.55	4.55	22.59
Std. Error of Mean	.076	.089	.094	.089	.083	.335
Median	4.00	4.50	5.00	5.00	5.00	23.00
Mode	4	5	5	5	5	25
Std. Deviation	.505	.589	.625	.589	.548	2.224
Variance	.255	.347	.391	.347	.300	4.945
Range	1	2	2	2	2	7
Minimum	4	3	3	3	3	18
Maximum	5	5	5	5	5	25
Sum	197	196	201	200	200	994

Frequency Table

P1.X2

	Frequency	Percent	Valid Percent	Cumulative Percent
Setuju	23	52.3	52.3	52.3
Valid Sangat Setuju	21	47.7	47.7	100.0
Total	44	100.0	100.0	

P2.X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	4.5	4.5	4.5
	Setuju	20	45.5	45.5	50.0
	Sangat Setuju	22	50.0	50.0	100.0
	Total	44	100.0	100.0	

P3.X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	6.8	6.8	6.8
	Setuju	13	29.5	29.5	36.4
	Sangat Setuju	28	63.6	63.6	100.0
	Total	44	100.0	100.0	

P4.X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	4.5	4.5	4.5
	Setuju	16	36.4	36.4	40.9
	Sangat Setuju	26	59.1	59.1	100.0
	Total	44	100.0	100.0	

P5X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	2.3	2.3	2.3
	Setuju	18	40.9	40.9	43.2
	Sangat Setuju	25	56.8	56.8	100.0
	Total	44	100.0	100.0	

Total PX2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18	1	2.3	2.3	2.3
	19	1	2.3	2.3	4.5
	20	11	25.0	25.0	29.5
	21	4	9.1	9.1	38.6
	22	2	4.5	4.5	43.2
	23	5	11.4	11.4	54.5
	24	6	13.6	13.6	68.2
	25	14	31.8	31.8	100.0
	Total	44	100.0	100.0	

Frequencies

		Statistics				
		P1.X3	P2.X3	P3.X3	P4.X3	Total PX3
N	Valid	44	44	44	44	44
	Missing	0	0	0	0	0
Mean		4.66	4.66	4.73	4.68	18.73
Std. Error of Mean		.130	.126	.099	.091	.370
Median		5.00	5.00	5.00	5.00	20.00
Mode		5	5	5	5	20
Std. Deviation		.861	.834	.660	.601	2.453
Variance		.742	.695	.436	.362	6.017
Range		3	3	3	2	10
Minimum		2	2	2	3	10
Maximum		5	5	5	5	20
Sum		205	205	208	206	824

Frequency Table

P1.X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	6.8	6.8	6.8
	Netral	2	4.5	4.5	11.4
	Setuju	2	4.5	4.5	15.9
	Sangat Setuju	37	84.1	84.1	100.0
	Total	44	100.0	100.0	

P2.X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	6.8	6.8	6.8
	Netral	1	2.3	2.3	9.1
	Setuju	4	9.1	9.1	18.2
	Sangat Setuju	36	81.8	81.8	100.0
	Total	44	100.0	100.0	

P3.X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.3	2.3	2.3
	Netral	2	4.5	4.5	6.8
	Setuju	5	11.4	11.4	18.2
	Sangat Setuju	36	81.8	81.8	100.0
	Total	44	100.0	100.0	

P4.X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	6.8	6.8	6.8

Setuju	8	18.2	18.2	25.0
Sangat Setuju	33	75.0	75.0	100.0
Total	44	100.0	100.0	

Total_PX3

	Frequency	Percent	Valid Percent	Cumulative Percent
10	1	2.3	2.3	2.3
12	1	2.3	2.3	4.5
13	1	2.3	2.3	6.8
14	1	2.3	2.3	9.1
15	1	2.3	2.3	11.4
Valid 16	2	4.5	4.5	15.9
17	1	2.3	2.3	18.2
18	3	6.8	6.8	25.0
19	3	6.8	6.8	31.8
20	30	68.2	68.2	100.0
Total	44	100.0	100.0	

Frequencies

Statistics

	P1. Y	P2. Y	P3. Y	P4. Y	P5. Y	P6. Y	P7. Y	P8. Y	P9. Y	P10. Y	P11. Y	P12. Y	P13. Y	Total_ PY
Valid N	44	44	44	44	44	44	44	44	44	44	44	44	44	44
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	4.80	4.80	4.77	4.77	4.77	4.77	4.82	4.77	4.68	4.68	4.84	4.80	4.82	62.09
Std. Error of Mean	.062	.062	.064	.064	.064	.064	.059	.064	.071	.071	.056	.062	.059	.630
Median	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	64.00
Mode	5	5	5	5	5	5	5	5	5	5	5	5	5	65
Std. Deviation	.408	.408	.424	.424	.424	.424	.390	.424	.471	.471	.370	.408	.390	4.181
Variance	.166	.166	.180	.180	.180	.180	.152	.180	.222	.222	.137	.166	.152	17.480
Range	1	1	1	1	1	1	1	1	1	1	1	1	1	12
Minimum	4	4	4	4	4	4	4	4	4	4	4	4	4	53
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	65
Sum	211	211	210	210	210	210	212	210	206	206	213	211	212	2732

Frequency Table

P1.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	9	20.5	20.5	20.5
	Sangat Setuju	35	79.5	79.5	100.0
	Total	44	100.0	100.0	

P2.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	9	20.5	20.5	20.5
	Sangat Setuju	35	79.5	79.5	100.0
	Total	44	100.0	100.0	

P3.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	10	22.7	22.7	22.7
	Sangat Setuju	34	77.3	77.3	100.0
	Total	44	100.0	100.0	

P4.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	10	22.7	22.7	22.7
	Sangat Setuju	34	77.3	77.3	100.0
	Total	44	100.0	100.0	

P5.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	10	22.7	22.7	22.7
	Sangat Setuju	34	77.3	77.3	100.0
	Total	44	100.0	100.0	

P6.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	10	22.7	22.7	22.7
	Sangat Setuju	34	77.3	77.3	100.0
	Total	44	100.0	100.0	

P7.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
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	Setuju	8	18.2	18.2	18.2
Valid	Sangat Setuju	36	81.8	81.8	100.0
	Total	44	100.0	100.0	

P8.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
	Setuju	10	22.7	22.7	22.7
Valid	Sangat Setuju	34	77.3	77.3	100.0
	Total	44	100.0	100.0	

P9.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
	Setuju	14	31.8	31.8	31.8
Valid	Sangat Setuju	30	68.2	68.2	100.0
	Total	44	100.0	100.0	

P10.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
	Setuju	14	31.8	31.8	31.8
Valid	Sangat Setuju	30	68.2	68.2	100.0
	Total	44	100.0	100.0	

P11.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
	Setuju	7	15.9	15.9	15.9
Valid	Sangat Setuju	37	84.1	84.1	100.0
	Total	44	100.0	100.0	

P12.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
	Setuju	9	20.5	20.5	20.5
Valid	Sangat Setuju	35	79.5	79.5	100.0
	Total	44	100.0	100.0	

P13.Y

		Frequency	Percent	Valid Percent	Cumulative Percent
	Setuju	8	18.2	18.2	18.2
Valid	Sangat Setuju	36	81.8	81.8	100.0
	Total	44	100.0	100.0	

Total_PY

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 53	4	9.1	9.1	9.1
54	3	6.8	6.8	15.9
55	1	2.3	2.3	18.2
61	2	4.5	4.5	22.7
62	2	4.5	4.5	27.3
63	6	13.6	13.6	40.9
64	11	25.0	25.0	65.9
65	15	34.1	34.1	100.0
Total	44	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	44	100.0	100.0	100.0

FREQUENCIES VARIABLES=Umur
 /STATISTICS=STDDEV VARIANCE RANGE MINIMUM MAXIMUM SEMEAN MEAN
 MEDIAN MODE SUM
 /ORDER=ANALYSIS

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20 - 30 Tahun	23	52.3	52.3	52.3
31 - 50 Tahun	19	43.2	43.2	95.5
> 50 Tahun	2	4.5	4.5	100.0
Total	44	100.0	100.0	

Tingkat Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	33	75.0	75.0	75.0
S1	11	25.0	25.0	100.0
Total	44	100.0	100.0	

Lampiran 4 Hasil Ouput SPSS 20

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /SAVE RESID.

```

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompensasi, Karakteristik Pekerjaan, Karakteristik Individu ^b	.	Enter

a. Dependent Variable: Komitmen Organisasi Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.597 ^a	.357	.309	3.476

a. Predictors: (Constant), Kompensasi, Karakteristik Pekerjaan, Karakteristik Individu

b. Dependent Variable: Komitmen Organisasi Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	268.219	3	89.406	7.398	.000 ^b
	Residual	483.417	40	12.085		
	Total	751.636	43			

a. Dependent Variable: Komitmen Organisasi Karyawan

b. Predictors: (Constant), Kompensasi, Karakteristik Pekerjaan, Karakteristik Individu

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	24.449	8.024		3.047	.004		
1 Karakteristik Individu	.523	.210	.331	2.489	.017	.909	1.100
Karakteristik Perkerjaan	.657	.240	.350	2.743	.009	.990	1.011
Kompensasi	.734	.226	.431	3.255	.002	.919	1.089

a. Dependent Variable: Komitmen Organisasi Karyawan

Collinearity Diagnostics^a

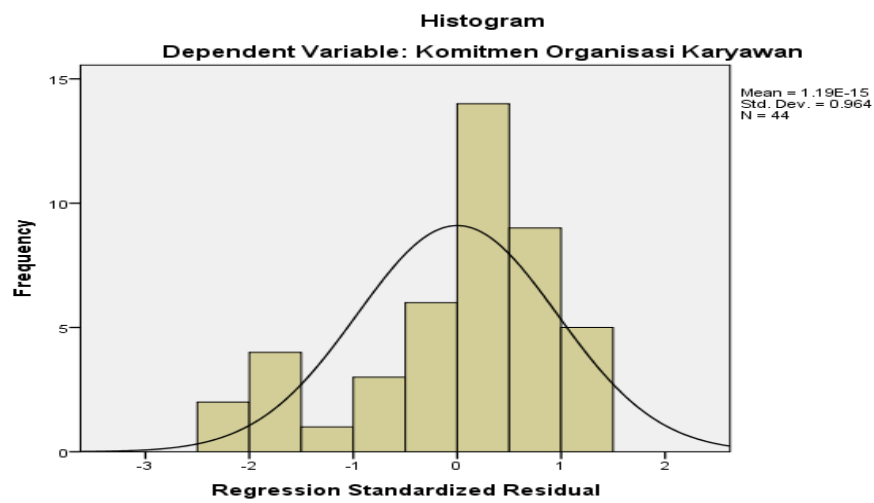
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Karakteristik Individu	Karakteristik Perkerjaan	Kompensasi
1	1	3.962	1.000	.00	.00	.00	.00
	2	.025	12.574	.00	.46	.00	.26
	3	.010	19.828	.00	.31	.55	.36
	4	.003	35.491	.99	.23	.45	.38

a. Dependent Variable: Komitmen Organisasi Karyawan

Residuals Statistics^a

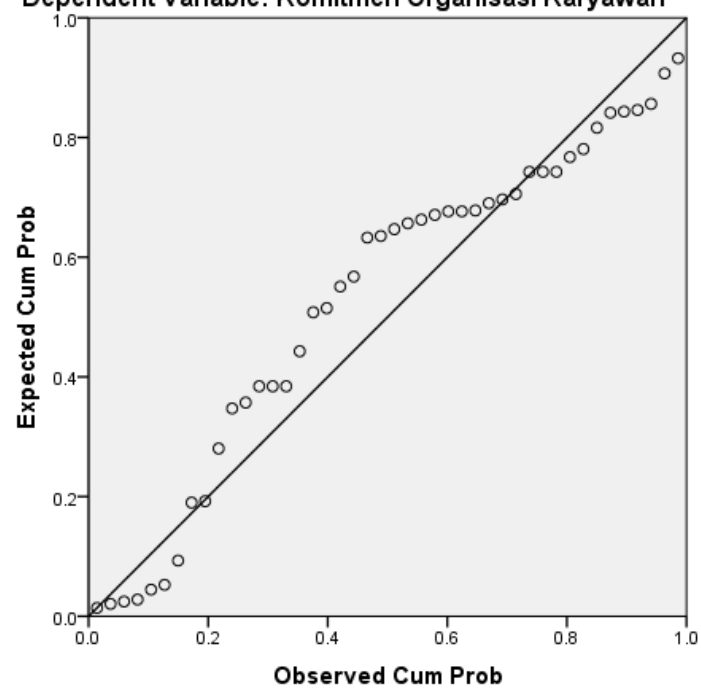
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	56.05	66.02	62.09	2.498	44
Std. Predicted Value	-2.417	1.574	.000	1.000	44
Standard Error of Predicted Value	.682	1.998	1.020	.243	44
Adjusted Predicted Value	57.56	66.31	62.08	2.487	44
Residual	-7.644	5.194	.000	3.353	44
Std. Residual	-2.199	1.494	.000	.964	44
Stud. Residual	-2.270	1.606	.002	1.014	44
Deleted Residual	-8.147	6.001	.011	3.718	44
Stud. Deleted Residual	-2.401	1.639	-.010	1.039	44
Mahal. Distance	.677	13.220	2.932	2.173	44
Cook's Distance	.000	.142	.028	.038	44
Centered Leverage Value	.016	.307	.068	.051	44

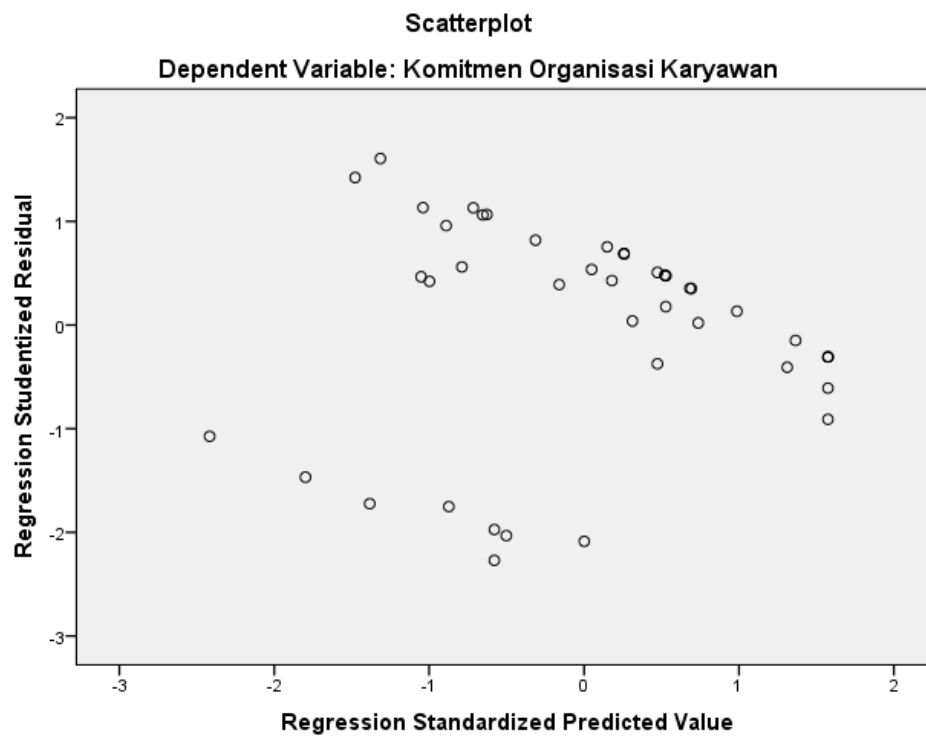
a. Dependent Variable: Komitmen Organisasi Karyawan



Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Komitmen Organisasi Karyawan





NPART TESTS
 /K-S (NORMAL) =RES_1
 /MISSING ANALYSIS.

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		44
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.35294856
Most Extreme Differences	Absolute	.183
	Positive	.090
	Negative	-.183
Kolmogorov-Smirnov Z		1.213
Asymp. Sig. (2-tailed)		.105

a. Test distribution is Normal.

b. Calculated from data.