

LAMPIRAN

Lampiran 1

Kuesioner Penelitian

“Pengaruh Kepuasan Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan dengan Komitmen Organisasi Sebagai Variabel Intervening pada Karyawan PT. Dinamika Graha Sarana, Desa Penyandingan, Kec.tulung Selapan, Kab. Ogan Komering Ilir”

1. PETUNJUK PENGISIAN

Terimakasih atas perhatian saudara/saudari mengisi kuisisioner ini. Anda diminta untuk mengisi identitas diri terlebih dahulu dan memilih salah satu dari beberapa alternative jawaban yang tersedia dengan cara memberikan tanda centang (√). Dalam skala ini tidak ada penilaian benar atau salah, jawaban yang paling baik adalah sesuai dengan diri anda. Adapun jawaban yang tersedia adalah:

- 5 : Sangat Setuju (SS)
- 4 : Setuju (S)
- 3 : Ragu-Ragu (RG)
- 2 : Tidak setuju (TS)
- 1 : Sangat Tidak Setuju (STS)

2. IDENTITAS RESPONDEN

- Nama :
- Usia : () < 25 tahun () 25 – 30 Tahun
() 31-40 Tahun () > 41 tahun
- Jenis Kelamin : () laki-Laki () Perempuan
- Pendidikn Terakhir : () SD Sederajat () Diploma/D3
() SMP Sederajat () Sarjana/S1
() SMA Sederajat () > Sarjana/S1
- Lama Bekerja : () < 1 Tahun () 1 – 3 Tahun
() 4-6 tahun () > 7 Tahun

3. DAFTAR PERNYATAAN

a. Variabel Kepuasan Kerja

No	Pernyataan	SS	S	RG	TS	STS
Gaji						
1	Perusahaan memberikan Anda gaji sesuai dengan tanggung jawab yang Anda pikul					
Pekerjaan itu Sendiri						
2	Anda merasa lebih puas terhadap kemampuan Anda dalam menyelesaikan pekerjaan					
Kemampuan Atasan						
3	Anda merasa lebih puas dengan cara pimpinan Anda dalam menangani masalah yang dihadapi karyawannya					
Promisi						
4	Anda merasa lebih puas terhadap penghargaan karena Anda melaksanakan tugas dengan baik					

Lingkungan Kerja		SS	S	RG	TS	STS
5	Anda merasa lebih puas dengan bekerja sendiri maupun bekerja sama dengan karyawan lain					

b. Motivasi Kerja

No	Pernyataan	SS	S	RG	TS	STS
Kebutuhan akan Prestasi						
1	Anda selalu mengerjakan tugas/pekerjaan dengan memenuhi standar yang ditetapkan perusahaan					
2	Anda selalu meningkatkan produktivitas kerja Anda untuk mencapai prestasi yang Anda inginkan					
Kebutuhan akan kekuasaan		SS	S	RG	TS	STS
3	Anda mempunyai otoritas dalam menentukan tugas terdapat orang lain					
4	Anda mempunyai tanggung jawab terhadap hasil kerja orang lain					
Kebutuhan Akan Afiliasi		SS	S	RG	TS	STS
5	Anda mampu berkomunikasi dan menjalin hubungan baik dengan sesama rekan kerja di lingkungan perusahaan					

c. Variabel Kinerja Karyawan

No	Pernyataan	SS	S	RG	TS	STS
Kualitas						
1	Anda tidak pernah mendapat teguran berkaitan dengan kualitas hasil kerja yang Anda selesaikan					

2	Anda mempunyai gagasan dan ide-ide yang dapat dijalankan pada saat bekerja					
Kuantitas		SS	S	RG	TS	STS
3	Setiap pekerjaan yang Anda selesaikan memiliki tingkat kesalahan yang kecil/tidak banyak terjadi kecacatan					
4	Anda selalu memanfaatkan sumber daya perusahaan (peralatan kantor, mesin-mesin, dan lain-lain) untuk menyelesaikan pekerjaan secara maksimal					
Ketepatan Waktu		SS	S	RG	TS	STS
5	Pekerjaan yang Anda selesaikan selalu sesuai dengan target yang ditetapkan oleh perusahaan					

d. Variabel Komitmen Organisasi

No	Pernyataan	SS	S	RG	TS	STS
Komitmen Afektif						
1	Anda merasa memiliki ikatan emosional dengan perusahaan ini					
Komitmen Berkelanjutan		SS	S	RG	TS	STS
2	Saat ini Anda merasa berada di perusahaan ini adalah kebutuhan Anda					

Komitmen Normatif		SS	S	RG	TS	STS
3	Anda merasa tidak memiliki pilihan lain selain berada di perusahaan ini					
4	Anda merasa berkewajiban untuk tetap bersama dengan karyawan dan perusahaan ini					
5	Perusahaan layak untuk menjadi kesetiaan Anda					

Lampiran 2

Hasil Kuesioner

No	Kepuasan Kerja					Total	Motivasi Kerja					Total	Kinerja Karyawan					Total	Komitmen Organisasi					Total
	X1.1	X1.2	X1.3	X1.4	X1.5		X2.1	X2.2	X2.3	X2.4	X2.5		Y.1	Y.2	Y.3	Y.4	Y.5		M.1	M.2	M.3	M.4	M.5	
1	3	4	4	4	3	18	4	4	4	4	20	4	4	4	4	20	4	4	4	3	4	19		
2	3	3	4	4	3	17	4	3	3	3	17	5	4	5	5	4	23	5	5	5	5	4	24	
3	3	3	4	3	3	16	4	3	4	3	17	3	4	3	3	16	3	4	3	3	4	17		
4	4	3	3	3	3	16	3	4	3	4	17	2	4	3	3	16	3	4	3	3	4	17		
5	1	2	1	2	2	8	1	2	1	2	8	1	2	3	2	10	3	2	2	1	3	11		
6	3	3	3	4	3	16	4	3	3	4	17	4	3	4	3	18	5	4	5	4	5	23		
7	3	4	4	3	3	17	4	5	5	4	23	3	3	4	3	17	5	5	5	5	5	25		
8	3	4	4	3	4	18	4	4	4	5	21	4	4	4	3	18	3	3	4	4	4	18		
9	4	4	4	4	4	20	4	4	4	4	20	2	2	2	1	9	3	2	2	2	3	12		
10	2	2	1	2	2	9	4	3	4	4	18	3	2	3	3	13	2	4	4	4	4	18		
11	3	3	3	4	3	16	3	3	3	3	16	3	4	3	4	17	4	3	4	3	4	18		
12	2	2	1	2	2	8	2	1	1	2	7	2	2	1	2	9	2	2	1	2	2	9		
13	5	5	5	5	5	25	4	5	5	5	23	4	5	5	5	24	4	5	5	5	5	24		
14	4	3	4	3	4	18	4	5	5	5	24	4	5	4	5	22	5	5	5	5	4	24		
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16	4	3	4	3	3	17	4	5	4	4	22	4	4	4	4	19	5	5	5	5	5	25		
17	3	3	4	3	4	17	3	3	4	4	17	4	4	4	4	21	5	5	5	5	5	25		
18	3	4	3	4	4	18	4	4	4	3	19	5	5	4	5	23	5	5	5	5	5	25		
19	5	5	5	5	5	25	5	4	5	4	22	3	4	5	4	21	5	5	5	5	5	25		
20	5	5	5	5	5	25	4	5	4	4	22	4	4	4	4	21	5	5	5	5	5	25		
21	5	5	5	5	5	25	5	3	4	4	20	4	4	4	4	21	5	5	5	5	5	25		
22	5	5	5	5	5	25	4	4	5	4	21	5	4	4	5	23	4	5	5	5	5	24		
23	4	3	3	4	3	17	4	4	3	3	18	3	3	3	4	16	4	4	4	5	5	22		
24	5	5	5	5	5	25	4	3	3	3	17	5	5	4	5	24	5	4	4	4	4	21		
25	5	5	5	5	5	25	5	5	5	5	25	5	5	5	5	25	5	5	5	4	4	23		
26	4	5	4	5	5	23	4	5	4	4	22	4	4	5	4	22	5	5	5	5	5	25		
27	4	4	4	4	4	20	5	5	5	4	24	5	4	4	5	23	5	5	5	5	5	25		
28	5	4	5	4	4	22	5	4	4	4	21	4	4	5	4	21	5	5	5	5	5	25		
29	5	5	5	5	5	25	4	5	4	4	21	4	4	4	4	20	4	4	4	4	4	20		
30	5	5	5	5	5	25	5	4	4	3	20	4	3	4	3	19	5	5	5	5	5	25		
31	5	5	5	5	5	25	4	4	4	5	21	4	5	3	4	21	4	5	4	4	3	20		
32	5	5	5	5	5	25	4	4	5	5	21	5	5	4	5	24	5	3	4	4	3	19		
33	5	5	4	4	4	22	3	4	5	5	22	5	5	5	4	24	4	3	5	5	3	20		
34	5	5	5	5	5	25	4	5	4	4	22	4	4	4	4	20	5	4	3	4	4	20		
35	5	5	4	5	5	24	5	5	4	4	23	4	4	4	4	21	4	5	4	4	5	22		
36	4	3	4	5	5	21	4	4	4	4	20	4	4	4	4	21	5	3	4	4	4	20		
37	4	3	4	4	4	19	4	4	4	4	20	4	4	4	5	22	4	4	5	4	4	21		
38	4	4	5	5	4	22	4	4	5	5	22	5	5	5	5	23	4	4	5	5	4	22		
39	5	5	3	4	5	22	4	4	3	3	18	3	3	3	5	18	4	5	5	5	4	23		
40	4	3	4	3	4	18	5	5	5	5	25	5	5	5	4	24	5	5	5	5	5	25		
41	4	4	4	4	4	20	3	3	4	4	17	4	4	4	5	21	4	5	4	4	5	22		
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43	5	5	5	5	4	24	4	4	5	5	22	5	5	5	5	24	5	4	4	4	4	21		
44	4	5	4	5	5	23	5	5	5	5	25	5	5	5	5	24	4	5	4	4	4	21		
45	5	5	5	5	5	25	5	5	5	5	25	5	5	5	5	25	5	4	4	3	4	20		
46	5	5	5	5	5	25	4	5	5	5	25	5	5	5	5	25	4	4	5	5	4	21		
47	4	4	4	4	4	20	5	5	5	5	25	5	5	5	5	25	4	4	5	5	3	21		
48	5	5	5	5	4	24	5	5	5	5	25	5	5	5	5	24	3	4	5	5	5	22		
49	4	4	4	4	4	20	5	5	5	5	25	5	5	5	5	24	4	5	4	4	5	22		
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51	3	4	3	4	3	17	5	5	4	4	23	4	4	4	4	21	4	4	4	4	4	20		
52	4	4	4	4	5	21	5	5	4	4	23	4	4	4	5	22	4	4	4	4	4	20		
53	5	5	5	5	5	25	4	4	5	5	22	5	5	5	5	25	4	4	5	5	4	22		
54	4	5	4	5	5	24	4	4	5	5	22	5	5	5	4	24	4	3	3	4	4	18		
55	4	4	4	4	4	20	5	5	5	5	25	5	5	5	5	24	5	5	5	5	5	25		
56	4	4	4	4	4	20	5	5	5	5	24	5	5	5	5	24	3	3	4	4	3	17		
57	4	4	4	4	4	20	5	4	4	4	21	5	5	5	4	23	5	5	5	5	5	25		
58	5	4	5	4	4	22	5	5	5	5	24	5	4	5	5	23	4	4	5	5	4	22		
59	3	5	3	5	5	21	4	4	3	4	19	4	5	4	5	22	5	5	5	5	5	25		
60	4	5	5	5	5	24	5	4	4	4	22	4	4	4	3	20	5	5	5	5	5	25		
61	4	5	5	5	5	24	4	5	5	5	24	4	5	5	5	24	5	5	5	5	5	25		
62	5	5	5	4	5	24	4	5	5	5	24	4	5	5	5	24	5	5	5	5	5	25		
63	4	4	4	4	4	20	5	5	5	4	24	5	5	5	4	24	5	5	5	5	5	25		
64	4	4	5	5	5	23	4	4	4	4	20	4	4	4	4	20	5	5	5	5	5	25		
65	4	4	4	4	4	20	4	4	5	5	23	4	4	5	5	23	5	5	5	5	5	25		

81	4	4	4	4	4	20	5	5	5	4	4	23	5	5	5	4	4	23	4	4	4	4	4	20
82	5	5	5	4	4	23	4	4	4	4	4	20	4	4	4	4	4	20	5	4	5	4	4	22
83	4	3	4	4	4	19	5	5	5	4	4	23	5	5	5	4	4	23	4	5	5	4	4	22
84	4	5	5	5	5	24	4	3	4	4	4	19	4	3	4	4	4	19	5	5	5	5	4	24
N ₁	Kepuasan Kerja						Motivasi Kerja						Kinerja Karyawan					Komitmen Organisasi						
	X1.1	X1.2	X1.3	X1.4	X1.5	Total	X2.1	X2.2	X2.3	X2.4	X2.5	Total	Y.1	Y.2	Y.3	Y.4	Y.5	Total	M.1	M.2	M.3	M.4	M.5	Total
85	4	4	4	4	3	19	4	5	5	5	5	24	4	5	5	5	5	24	5	5	5	4	5	24
86	5	5	5	4	5	24	4	4	4	4	3	19	4	4	4	4	3	19	4	4	4	5	5	22
87	5	4	4	5	5	23	5	5	5	4	5	24	5	5	5	4	5	24	5	4	5	5	5	24
88	5	5	5	4	4	23	5	4	4	5	5	23	5	4	4	5	5	23	4	3	4	4	4	19
89	5	5	5	4	5	24	5	5	5	4	4	23	5	5	5	4	4	23	4	5	5	4	4	22
90	5	4	4	5	5	23	5	5	5	5	5	25	4	4	4	4	3	19	5	5	4	4	3	21

UJI VALIDITAS DAN RELIABILITAS

UJI VALIDITAS KEPUASAN (X¹)

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1
X1.1 Pearson Correlation	1	.705**	.776**	.651**	.684**	.876**
Sig. (2-tailed)		.000	.000	.000	.000	.000
N	90	90	90	90	90	90
X1.2 Pearson Correlation	.705**	1	.731**	.690**	.703**	.878**
Sig. (2-tailed)	.000		.000	.000	.000	.000
N	90	90	90	90	90	90
X1.3 Pearson Correlation	.776**	.731**	1	.635**	.680**	.881**
Sig. (2-tailed)	.000	.000		.000	.000	.000
N	90	90	90	90	90	90
X1.4 Pearson Correlation	.651**	.690**	.635**	1	.776**	.852**
Sig. (2-tailed)	.000	.000	.000		.000	.000
N	90	90	90	90	90	90

X1.5	Pearson Correlation	.684**	.703**	.680**	.776**	1	.879**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	90	90	90	90	90	90
X1	Pearson Correlation	.876**	.878**	.881**	.852**	.879**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90

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

UJI RELIABILITAS KEPUASAN (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.922	5

UJI VALIDITAS MOTIVASI KERJA (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.631**	.627**	.444**	.591**	.787**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	90	90	90	90	90	90
X2.2	Pearson Correlation	.631**	1	.720**	.559**	.713**	.876**
	Sig. (2-tailed)	.000		.000	.000	.000	.000

	N	90	90	90	90	90	90
X2.3	Pearson Correlation	.627**	.720**	1	.732**	.603**	.888**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	90	90	90	90	90	90
X2.4	Pearson Correlation	.444**	.559**	.732**	1	.534**	.780**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	90	90	90	90	90	90
X2.5	Pearson Correlation	.591**	.713**	.603**	.534**	1	.828**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	90	90	90	90	90	90
X2	Pearson Correlation	.787**	.876**	.888**	.780**	.828**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90

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

UJI RELIABILITAS MOTIVASI KERJA (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.890	5

UJI VALIDITAS KINERJA KARYAWAN (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y
Y.1	Pearson Correlation	1	.726**	.740**	.638**	.486**	.874**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	90	90	90	90	90	90
Y.2	Pearson Correlation	.726**	1	.725**	.609**	.469**	.857**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	90	90	90	90	90	90
Y.3	Pearson Correlation	.740**	.725**	1	.546**	.510**	.853**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	90	90	90	90	90	90
Y.4	Pearson Correlation	.638**	.609**	.546**	1	.505**	.804**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	90	90	90	90	90	90
Y.5	Pearson Correlation	.486**	.469**	.510**	.505**	1	.724**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	90	90	90	90	90	90
Y	Pearson Correlation	.874**	.857**	.853**	.804**	.724**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90

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

UJI RELIABILITAS KINERJA KARYAWAN (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.880	5

UJI VALIDITAS KOMITMEN ORGANISASI (M)

Correlations

		M.1	M.2	M.3	M.4	M.5	Z
M.1	Pearson Correlation	1	.593**	.559**	.465**	.492**	.750**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	90	90	90	90	90	90
M.2	Pearson Correlation	.593**	1	.664**	.610**	.660**	.857**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	90	90	90	90	90	90
M.3	Pearson Correlation	.559**	.664**	1	.827**	.544**	.881**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	90	90	90	90	90	90
M.4	Pearson Correlation	.465**	.610**	.827**	1	.544**	.846**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	90	90	90	90	90	90
M.5	Pearson Correlation	.492**	.660**	.544**	.544**	1	.778**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	90	90	90	90	90	90

Z	Pearson Correlation	.750**	.857**	.881**	.846**	.778**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90

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

UJI RELIABILITAS KOMTMEN ORGANISASI (M)

Reliability Statistics

Cronbach's Alpha	N of Items
.881	5

UJI ASUMSI KLASIK

UJI NORMALITAS PERSAMAAN 1

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.64108146
	Absolute	.094
Most Extreme Differences	Positive	.043
	Negative	-.094
Kolmogorov-Smirnov Z		.892
Asymp. Sig. (2-tailed)		.404

a. Test distribution is Normal.

b. Calculated from data.

UJI NORMALITAS PERSAMAAN 2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.98825176
	Absolute	.092
Most Extreme Differences	Positive	.071
	Negative	-.092
Kolmogorov-Smirnov Z		.869
Asymp. Sig. (2-tailed)		.437

a. Test distribution is Normal.

b. Calculated from data.

UJI MULTIKOLINEARITAS PERSAMAAN 1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	9.963	2.049		4.861	.000		
1 kepuasan kerja	.228	.095	.262	2.407	.018	.691	1.447
motivasi kerja	.335	.107	.343	3.144	.002	.691	1.447

a. Dependent Variable: komitmen organisasi

UJI MULTIKOLENIARITAS PERSAMAAN 2

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.731	1.750		.417	.677		
1 kepuasan kerja	.192	.074	.209	2.591	.011	.648	1.544
motivasi kerja	.537	.085	.521	6.312	.000	.620	1.612
komitmen organisasi	.229	.081	.217	2.825	.006	.714	1.401

a. Dependent Variable: kinerja karyawan

UJI HETEROSKEDASISITAS PERSAMAAN 1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.950	1.108		4.466	.000
1 kepuasan kerja	-.051	.051	-.125	-1.005	.318
motivasi kerja	-.079	.058	-.171	-1.371	.174

a. Dependent Variable: ABRES1

UJI HETEROSKEDASISITAS PERSAMAAN 2

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.775	1.167		3.235	.002
1 kepuasan kerja	.037	.049	.096	.741	.461
motivasi kerja	-.051	.057	-.119	-.896	.373
komitmen organisasi	-.092	.054	-.211	-1.704	.092

a. Dependent Variable: ABRES2

UJI LINEARITAS PERSAMAAN 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.035 ^a	.001	-.022	2.66962865

a. Predictors: (Constant), sqrx2, sqrx1

UJI LINEARITAS PERSAMAAN 2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.034 ^a	.001	-.034	2.02149031

a. Predictors: (Constant), sqrz, sqrx1, sqrx2

ANALISIS REGRESI BERGANDA

ANALISIS REGRESI BERGANDA PERSAMAAN 1

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.535 ^a	.286	.270	2.67127

a. Predictors: (Constant), motivasi kerja, kepuasan kerja

b. Dependent Variable: komitmen organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	248.797	2	124.399	17.433	.000 ^b
	Residual	620.803	87	7.136		
	Total	869.600	89			

a. Dependent Variable: komitmen organisasi

b. Predictors: (Constant), motivasi kerja, kepuasan kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9.963	2.049		4.861	.000	
	kepuasan kerja	.228	.095	.262	2.407	.018	.691 1.447
	motivasi kerja	.335	.107	.343	3.144	.002	.691 1.447

a. Dependent Variable: komitmen organisasi

ANALISIS REGRESI BERGANDA PERSAMAAN 2

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.798 ^a	.636	.623	2.02263

a. Predictors: (Constant), komitmen organisasi, kepuasan kerja, motivasi kerja

b. Dependent Variable: kinerja karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	615.070	3	205.023	50.115	.000 ^b
	Residual	351.830	86	4.091		
	Total	966.900	89			

a. Dependent Variable: kinerja karyawan

b. Predictors: (Constant), komitmen organisasi, kepuasan kerja, motivasi kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.731	1.750		.417	.677	
	kepuasan kerja	.192	.074	.209	2.591	.011	.648 1.544
	motivasi kerja	.537	.085	.521	6.312	.000	.620 1.612
	komitmen organisasi	.229	.081	.217	2.825	.006	.714 1.401

a. Dependent Variable: kinerja karyawan

UJI MEDIASI

UJI MEDIASI X1

Run MATRIX procedure:

Preacher and Hayes (2008) SPSS Macro for Multiple Mediation

Written by Andrew F. Hayes, The Ohio State University

www.afhayes.com

For details, see Preacher, K. J., & Hayes, A. F. (2008). Asymptotic

and resampling strategies for assessing and comparing indirect effects

in multiple mediator models. Behavior Research Methods, 40, 879-891.

Also see Chapter 5 of Introduction to Mediation, Moderation, and Conditional

Analysis. New York: The Guilford Press.

<http://www.guilford.com/p/hayes3>

Dependent, Independent, and Proposed Mediator Variables:

DV = Y

IV = X1

MEDS = Z

Sample size

90

IV to Mediators (a paths)

	Coeff	se	t	p
M	,3930	,0825	4,7638	,0000

Direct Effects of Mediators on DV (b paths)

	Coeff	se	t	p
M	,3930	,0925	4,2477	,0001

Total Effect of IV on DV (c path)

	Coeff	se	t	p
X1	,5470	,0782	6,9921	,0000

Direct Effect of IV on DV (c' path)

	Coeff	se	t	p
X1	,3926	,0803	4,8880	,0000

Model Summary for DV Model

	R-sq	Adj R-sq	F	df1	df2
P	,4676	,4553	38,2004	2,0000	87,0000
	,0000				

```

*****
*****
                BOOTSTRAP RESULTS FOR INDIRECT EFFECTS
Indirect Effects of IV on DV through Proposed
Mediators (ab paths)
                Data      Boot      Bias      SE
TOTAL      ,1545      ,1438      -,0106      ,0803
M          ,1545      ,1438      -,0106      ,0803
Bias Corrected Confidence Intervals
                Lower      Upper
TOTAL      ,0168      ,3505
M          ,0168      ,3505
*****
*****
Level of Confidence for Confidence Intervals:
    95
Number of Bootstrap Resamples:
    1000
***** NOTES
*****
----- END MATRIX -----

```

UJI MEDIASI X2

Run MATRIX procedure:

```

*****
*****
Preacher and Hayes (2008) SPSS Macro for Multiple
Mediation
Written by Andrew F. Hayes, The Ohio State
University
www.afhayes.com
For details, see Preacher, K. J., & Hayes, A. F.
(2008). Asymptotic
and resampling strategies for assessing and
comparing indirect effects
in multiple mediator models. Behavior Research
Methods, 40, 879-891.
Also see Chapter 5 of Introduction to Mediation,
Moderation, and Conditional
Analysis. New York: The Guilford Press.
http://www.guilford.com/p/hayes3
*****
*****
Dependent, Independent, and Proposed Mediator
Variables:
DV = Y
IV = X2
MEDS = Z

```

```

Sample size
    90
IV to Mediators (a paths)
    Coeff      se      t      p
M      ,4776    ,0910    5,2506  ,0000
Direct Effects of Mediators on DV (b paths)
    Coeff      se      t      p
M      ,2819    ,0811    3,4742  ,0008
Total Effect of IV on DV (c path)
    Coeff      se      t      p
X2     ,7670    ,0735   10,4402  ,0000
Direct Effect of IV on DV (c' path)
    Coeff      se      t      p
X2     ,6324    ,0793    7,9695  ,0000
Model Summary for DV Model
    R-sq  Adj R-sq      F      df1      df2
p
    ,6077    ,5987   67,3901    2,0000    87,0000
,0000
*****
*****
          BOOTSTRAP RESULTS FOR INDIRECT EFFECTS
Indirect Effects of IV on DV through Proposed
Mediators (ab paths)
    Data      Boot      Bias      SE
TOTAL    ,1346    ,1197    -,0150    ,0781
M        ,1346    ,1197    -,0150    ,0781
Bias Corrected Confidence Intervals
    Lower      Upper
TOTAL    ,0187    ,3505
M        ,0187    ,3505
*****
*****
Level of Confidence for Confidence Intervals:
    95
Number of Bootstrap Resamples:
    1000
***** NOTES
*****
----- END MATRIX -----

```