

LAMPIRAN 1

Kuisisioner





KUISIONER PENELITIAN

JUDUL PENELITIAN : PENGARUH PENGAWASAN, KOMPETENSI DAN LINGKUNGAN KERJA FISIK TERHADAP KINERJA PEGAWAI BAPPEDA KABUPATEN BONDOWOSO

Kepada :

Yth. Sdr/ Sdri

Dilokasi

Dengan hormat,

Kuesioner ini ditujukan untuk membantu pengumpulan data primer penelitian guna penyusunan skripsi yang berjudul “Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai BAPPEDA Kabupaten Bondowoso” yang merupakan salah satu syarat bagi peneliti untuk dapat menyelesaikan Studi Program S1 Jurusan Manajemen Fakultas Ekonomi - Universitas Muhammadiyah Jember.

Untuk itu saya mohon bantuan Saudara/ i untuk bersedia meluangkan waktu mengisi kuesioner ini dengan sebenar-benarnya. Peneliti berjanji akan menjaga kerahasiaan jawaban Saudara/i dan hanya digunakan untuk kepentingan akademis. Atas perhatian dan ketersediaanya, peneliti mengucapkan banyak terima kasih.

Hormat Saya,

Fandy Trio Prayugo

14.1041.1124

KUISIONER PENELITIAN

1. Identifikasi Responden

- a. Nama :
- b. Usia :
- c. Jenis Kelamin : 1) Laki-laki 2) Perempuan

2. Petunjuk Pengisian

Berikanlah tanda (√) pada jawaban yang Saudara/ i kehendaki!

- SS** : Jawaban sangat setuju
- S** : Jawaban setuju
- N** : Jawaban netral
- KS** : Jawaban kurang setuju
- TS** : Jawaban tidak setuju

3. Pernyataan ; “ Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai BAPPEDA Kabupaten Bondowoso”



1. Pengawasan (X1)

No	Pernyataan	SS	S	N	KS	TS
1	Pimpinan sering meninjau ruang kerja pegawai.					
2	Pimpinan sering melakukan observasi langsung ditempat sebelum kegiatan dilaksanakan.					
3	Pimpinan memberikan sanksi tegas atas pelanggaran yang dilakukan pegawai.					
4	Pimpinan meminta pegawai untuk mengoreksi kembali pekerjaan yang telah di kerjakan.					

2. Kompetensi (X2)

No	Pernyataan	SS	S	N	KS	TS
1	BAPPEDA Bondowoso menganggap adaptasi kerja yang baik sangat di butuhkan.					
2	BAPPEDA Bondowoso menuntut para pegawai untuk mengelola tugas dengan baik.					
3	BAPPEDA Bondowoso menuntut para pegawai untuk berhati – hati dan teliti dalam pengambilan keputusan.					
4	Pegawai harus bisa menjalin komunikasi kerja antar pegawai dengan baik.					

3. Lingkungan Kerja Fisik (X3)

No	Pernyataan	SS	S	N	KS	TS
1	Penerangan lampu di BAPPEDA Bondowoso sudah memadai dan berfungsi dengan baik.					
2	Penataan ruang kerja di BAPPEDA Bondowoso sudah sangat nyaman.					
3	Ketersediaan perlengkapan dan perlatan di BAPPEDA bondowoso sudah sangat memadai.					
4	Lingkungan di sekitar kantor BAPPEDA					

Bondowoso sangat aman.

4. Kinerja Karyawan (Y)

No	Pernyataan	SS	S	N	KS	TS
1	Pegawai BAPPEDA Bondowoso di tuntut untuk menyelesaikan tugasnya dengan baik.					
2	Pegawai BAPPEDA Bondowoso harus menyelesaikan sesuai dengan standar yang di tentukan.					
3	Pegawai BAPPEDA Bondowoso di tuntut untuk teliti dan berhati – hati agar dapat menyelesaikan tugasnya dengan baik.					
4	Pegawai BAPPEDA Bondowoso di tuntut untuk menyelesaikan tugas dengan tepat waktu.					



LAMPIRAN 2

Rekapitulasi Hasil Kuisisioner



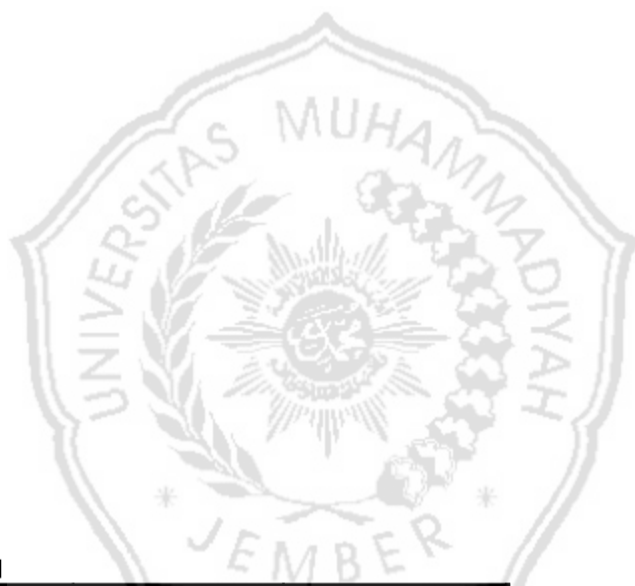
No	X1.1	X1.2	X1.3	X1.4	No	X2.1	X2.2	X2.3	X2.4	X3.1	X3.2	X3.3	X3.4	Y1	Y2	Y3	Y4			
1	5	5	5	5	20	4	5	4	4	17	5	5	4	4	18	4	4	4	4	16
2	4	4	5	4	17	5	5	4	4	18	3	4	4	5	16	4	4	4	5	17
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6	4	4	4	4	16	4	4	4	4	16	5	4	4	4	17	4	3	3	3	13
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23	5	5	5	5	20	5	4	5	4	18	4	4	5	4	17	4	4	5	4	17
24	4	4	4	5	17	3	4	3	5	15	5	4	4	5	18	4	4	4	4	16
25	5	4	4	5	18	5	5	5	4	19	4	4	4	4	16	4	5	5	4	18
26	4	4	4	4	16	4	4	5	4	17	4	4	5	4	17	3	4	4	5	16

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47	5	5	4	4	18	4	4	5	5	18	4	4	5	5	18	4	4	4	4	16
48	3	4	3	4	14	4	4	5	4	17	3	4	4	4	15	4	4	4	4	16
49	4	3	3	5	15	5	5	4	4	18	5	4	5	3	17	4	5	4	5	18
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55	4	4	5	4	17	5	4	5	5	19	4	4	5	4	17	5	4	5	5	19



LAMPIRAN 3

Frekuensi Jawaban Responden



1. Pengawasan

X11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	10	17.9	18.2
	4.0	22	39.3	58.2
	5.0	23	41.1	100.0
	Total	55	98.2	100.0
Missing	System	1	1.8	
Total	56	100.0		

X12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	6	10.7	10.9
	4.0	34	60.7	72.7
	5.0	15	26.8	100.0
	Total	55	98.2	100.0
Missing	System	1	1.8	
Total	56	100.0		

X13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	5	8.9	9.1
	4.0	28	50.0	60.0
	5.0	22	39.3	100.0
	Total	55	98.2	100.0

Missing	System	1	1.8		
Total		56	100.0		

X14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	8	14.3	14.5	14.5
	4.0	28	50.0	50.9	65.5
	5.0	19	33.9	34.5	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

2. Kompetensi

X21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	8	14.3	14.5	14.5
	4.0	27	48.2	49.1	63.6
	5.0	20	35.7	36.4	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

X22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	6	10.7	10.9	10.9
	4.0	35	62.5	63.6	74.5
	5.0	14	25.0	25.5	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

X23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	5	8.9	9.1	9.1
	4.0	32	57.1	58.2	67.3
	5.0	18	32.1	32.7	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

X24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	2	3.6	3.6	3.6
	4.0	33	58.9	60.0	63.6
	5.0	20	35.7	36.4	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

3. Lingkungan Kerja Fisik

X31

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.0	5	8.9	9.1	9.1
	4.0	31	55.4	56.4	65.5
	5.0	19	33.9	34.5	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

X32

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.0	3	5.4	5.5	5.5
Valid 4.0	43	76.8	78.2	83.6
Valid 5.0	9	16.1	16.4	100.0
Total	55	98.2	100.0	
Missing System	1	1.8		
Total	56	100.0		

X33

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.0	3	5.4	5.5	5.5
Valid 4.0	26	46.4	47.3	52.7
Valid 5.0	26	46.4	47.3	100.0
Total	55	98.2	100.0	
Missing System	1	1.8		
Total	56	100.0		

X34

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.0	8	14.3	14.5	14.5
Valid 4.0	32	57.1	58.2	72.7
Valid 5.0	15	26.8	27.3	100.0
Total	55	98.2	100.0	
Missing System	1	1.8		
Total	56	100.0		

4. Kinerja Pegawai**Y1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.0	5	8.9	9.1	9.1
Valid 4.0	31	55.4	56.4	65.5
Valid 5.0	19	33.9	34.5	100.0
Total	55	98.2	100.0	
Missing System	1	1.8		
Total	56	100.0		

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.0	3	5.4	5.5	5.5
Valid 4.0	33	58.9	60.0	65.5
Valid 5.0	19	33.9	34.5	100.0
Total	55	98.2	100.0	
Missing System	1	1.8		
Total	56	100.0		

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.0	3	5.4	5.5	5.5
Valid 4.0	38	67.9	69.1	74.5
Valid 5.0	14	25.0	25.5	100.0
Total	55	98.2	100.0	
Missing System	1	1.8		
Total	56	100.0		

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
	3.0	6	10.7	10.9
Valid	4.0	34	60.7	72.7
	5.0	15	26.8	100.0
	Total	55	98.2	100.0
Missing	System	1	1.8	
Total		56	100.0	



LAMPIRAN 4

Uji Validitas



1. Pengawasan (X1)

	X1.1	X1.2	X1.3	X1.4	X1	
X1.1	Pearson Correlation	1	.615**	.548**	.162	.816**
	Sig. (2-tailed)		.000	.000	.239	.000
	N	55	55	55	55	55
X1.2	Pearson Correlation	.615**	1	.593**	.236	.828**
	Sig. (2-tailed)	.000		.000	.082	.000
	N	55	55	55	55	55
X1.3	Pearson Correlation	.548**	.593**	1	.069	.750**
	Sig. (2-tailed)	.000	.000		.617	.000
	N	55	55	55	55	55
X1.4	Pearson Correlation	.162	.236	.069	1	.510**
	Sig. (2-tailed)	.239	.082	.617		.000
	N	55	55	55	55	55
X1	Pearson Correlation	.816**	.828**	.750**	.510**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

2. Kompetensi (X2)

	X2.1	X2.2	X2.3	X2.4	X2	
	Pearson Correlation	1	.332*	.363**	.103	.791**
X2.1	Sig. (2-tailed)		.013	.006	.456	.000
	N	55	55	55	55	55
	Pearson Correlation	.332*	1	.264	-.035	.655**
X2.2	Sig. (2-tailed)	.013		.052	.797	.000
	N	55	55	55	55	55
	Pearson Correlation	.363**	.264	1	-.237	.603**
X2.3	Sig. (2-tailed)	.006	.052		.081	.000
	N	55	55	55	55	55
	Pearson Correlation	.103	-.035	-.237	1	.308*
X2.4	Sig. (2-tailed)	.456	.797	.081		.022
	N	55	55	55	55	55
	Pearson Correlation	.791**	.655**	.603**	.308*	1
X2	Sig. (2-tailed)	.000	.000	.000	.022	
	N	55	55	55	55	55

3. Lingkungan Kerja Fisik (X3)

Notes

Output Created	06-SEP-2018 11:55:34
Comments	
Input	Active Dataset DataSet0 Filter <none> Weight <none> Split File <none> N of Rows in Working Data File 55 Definition of Missing User-defined missing values are treated as missing.
Missing Value Handling	Cases Used Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3 /PRINT=TWOTAIL NOSIG /STATISTICS DESCRIPTIVES /MISSING=PAIRWISE.

Resources	Processor Time	00:00:00.16
	Elapsed Time	00:00:00.17

4. Kinerja Pegawai (Y)

Notes



Output Created		06-SEP-2018 11:58:21
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Input	Active Dataset	DataSet0
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y /PRINT=TWOTAIL NOSIG /STATISTICS DESCRIPTIVES /MISSING=PAIRWISE.

Resources	Processor Time	00:00:00.30
	Elapsed Time	00:00:00.47



LAMIRAN 5

Reliabilitas

1. Pengawasan

RELIABILITY

```

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE.
    
```

Reliability



Notes

Output Created	06-SEP-2018 11:47:53	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	55
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY	
		/VARIABLES=X1.1 X1.2 X1.3 X1.4	
		X1	
		/SCALE('ALL VARIABLES') ALL	
		/MODEL=ALPHA	
		/STATISTICS=DESCRIPTIVE	
		SCALE.	
Resources	Processor Time		00:00:00.02
	Elapsed Time		00:00:00.02

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0



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

Reliability Statistics

Cronbach's Alpha	N of Items
.788	5

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.24	.744	55
X1.2	4.16	.601	55
X1.3	4.31	.635	55
X1.4	4.20	.678	55
X1	16.91	1.927	55

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.82	14.855	3.854	5

2. Kompetensi

RELIABILITY

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /STATISTICS=DESCRIPTIVE SCALE.



Reliability

Notes

Output Created	06-SEP-2018 11:54:10	
Comments		
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
Input	Split File	<none>
	N of Rows in Working Data File	55
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.08

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0



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

Reliability Statistics

Cronbach's Alpha	N of Items
.721	5

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.22	.686	55
X2.2	4.15	.591	55
X2.3	4.24	.607	55
X2.4	4.33	.546	55

X2	16.93	1.464	55
----	-------	-------	----

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.85	8.571	2.928	5



3. Lingkungan Kerja Fisik

RELIABILITY

```

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE.

```

Reliability

Notes

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	Active Dataset	DataSet0
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	Weight	<none>
Input	Split File	<none>
	N of Rows in Working Data File	55
	Matrix Input	

	Definition of Missing	User-defined missing values are treated as missing.
Missing Value Handling	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

[DataSet0]

Scale: ALL VARIABLES



Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.741	5

Item Statistics

	Mean	Std. Deviation	N
X3.1	4.25	.615	55

X3.2	4.11	.458	55
X3.3	4.42	.599	55
X3.4	4.13	.640	55
X3	16.91	1.469	55

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.82	8.633	2.938	5



4. Kinerja Pegawai

RELIABILITY

```

/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE.

```

Reliability

Notes

Output Created	06-SEP-2018 11:59:10	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>

	Split File	<none>	
	N of Rows in Working Data File		55
	Matrix Input		
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.	
Syntax		RELIABILITY	
		/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y	
		/SCALE('ALL VARIABLES') ALL	
		/MODEL=ALPHA	
Resources	Processor Time		00:00:00.02
	Elapsed Time		00:00:00.02

[DataSet0]

Scale: ALL VARIABLES



Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.754	5

Item Statistics

	Mean	Std. Deviation	N
Y.1	4.25	.615	55
Y.2	4.29	.567	55
Y.3	4.20	.524	55
Y.4	4.16	.601	55
Y	16.91	1.506	55

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.82	9.077	3.013	5



LAMPIRAN 6

UJI REGRESI, ASUMSI KLASIK, HIPOTESIS, DETERMINASI R^2



Regression

Notes

Output Created	06-SEP-2018 12:01:39	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	55
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		<pre> REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 /SCATTERPLOT=(*ZRESID ,*ADJPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE PRED ZPRED RESID ZRESID. </pre>
Resources		Processor Time 00:00:05.71 Elapsed Time 00:00:04.31 Memory Required 2276 bytes Additional Memory Required for Residual Plots 896 bytes
Variables Created or Modified	PRE_1 RES_1 ZPR_1 ZRE_1	Unstandardized Predicted Value Unstandardized Residual Standardized Predicted Value Standardized Residual

[DataSet0]

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.343 ^a	.117	.066	1.45624

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.393	3	4.798	2.262	.092 ^b
	Residual	108.153	51	2.121		
	Total	122.545	54			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta			Tolerance
1	(Constant)	10.149	3.368		3.013	.004	
	X1	-.081	.108	-.103	-.750	.041	.914
	X2	.324	.142	.315	2.288	.026	.913
	X3	.156	.135	.152	1.155	.025	.998

Coefficients^a

Model		Collinearity Statistics	
		VIF	
1	(Constant)		
	X1		1.094
	X2		1.096
	X3		1.002

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.981	1.000	.00	.00	.00	.00
	2	.010	19.732	.01	.66	.00	.27
	3	.006	25.407	.00	.29	.68	.25
	4	.002	40.272	.99	.05	.32	.48

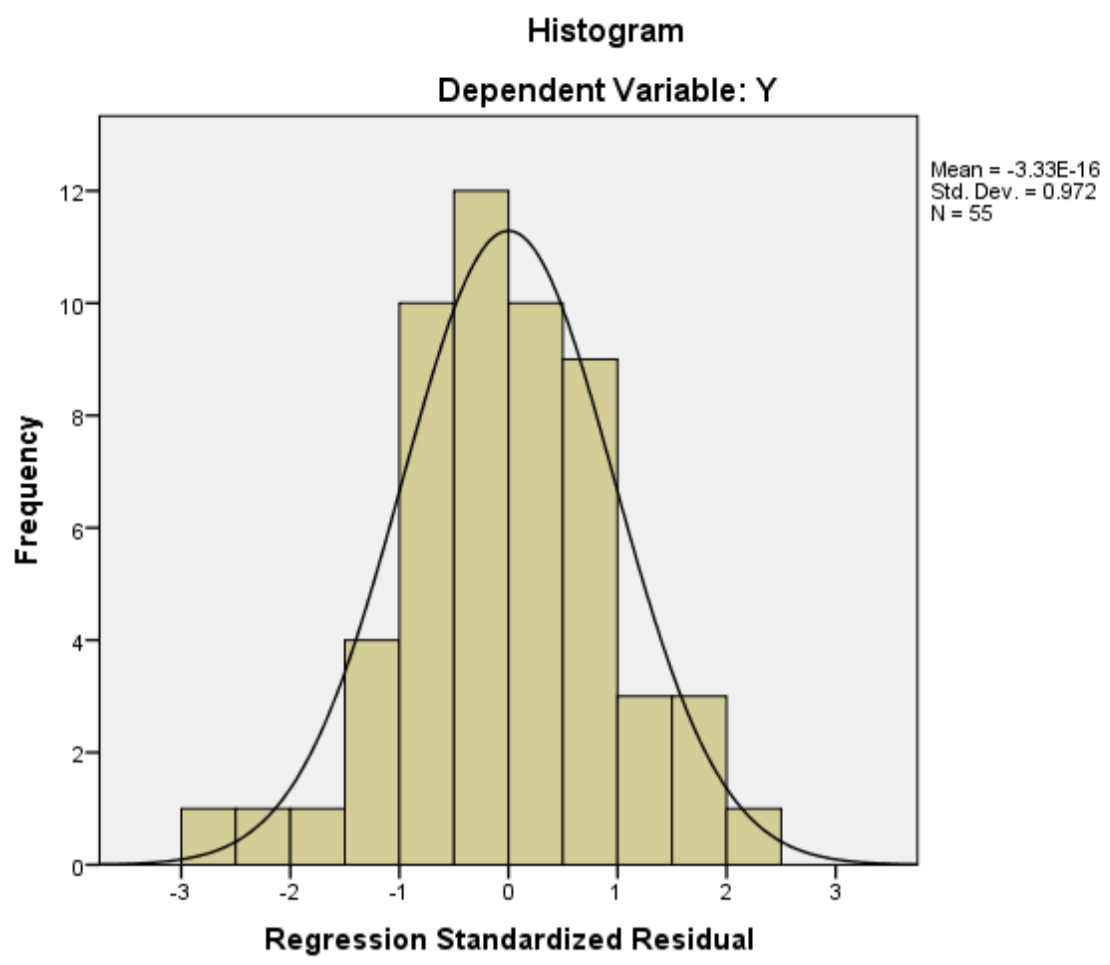
a. Dependent Variable: Y

Residuals Statistics^a

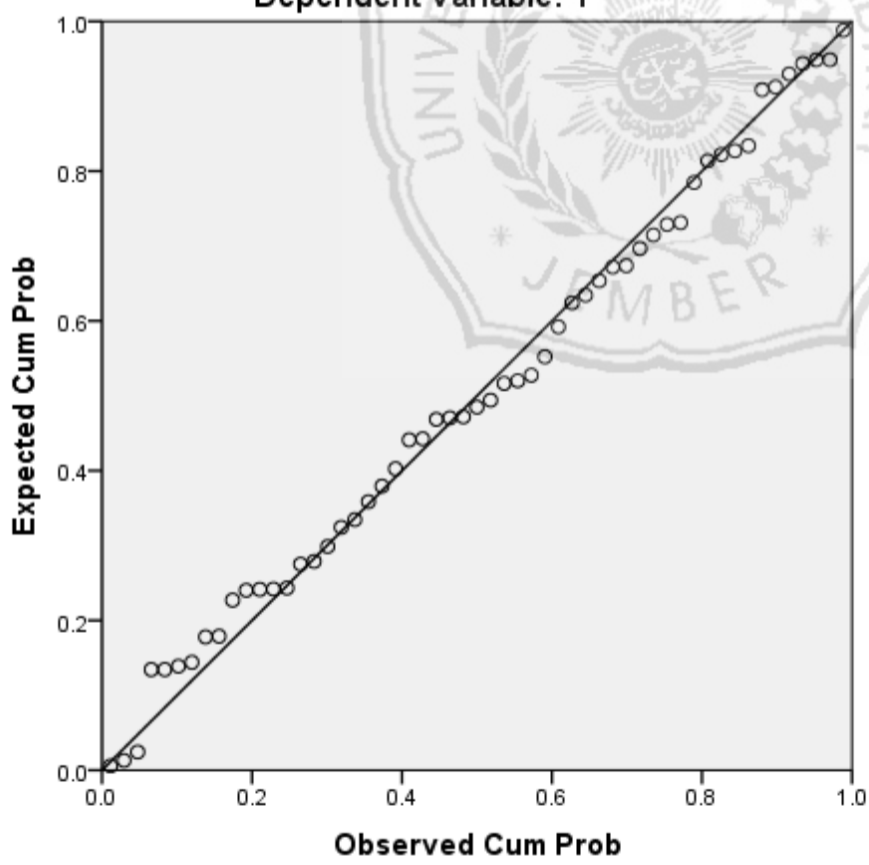
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	15.2504	18.0555	16.9091	.51627	55
Std. Predicted Value	-3.213	2.221	.000	1.000	55
Standard Error of Predicted Value	.197	.699	.379	.103	55
Adjusted Predicted Value	15.0453	18.0643	16.9191	.53073	55
Residual	-3.69593	3.29164	.00000	1.41521	55
Std. Residual	-2.538	2.260	.000	.972	55
Stud. Residual	-2.574	2.325	-.003	1.011	55
Deleted Residual	-4.21136	3.48129	-.01006	1.53646	55
Stud. Deleted Residual	-2.732	2.434	-.006	1.037	55
Mahal. Distance	.007	11.464	2.945	2.337	55
Cook's Distance	.000	.482	.022	.065	55
Centered Leverage Value	.000	.212	.055	.043	55

a. Dependent Variable: Y

Charts



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y





Lampiran 7
Dokumentasi

