LAMPIRAN - LAMPIRAN

PENGARUH BUDAYA ORGANISASI, KEPUASAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEJABAT ESELON IV

(Survei pada Direktorat Jenderal Pemberdayaan Sumberdaya Kawasan Transmigrasi)

Program Studi
Magister Manajemen (MM)

JAKARTA - INDONESIA
1993

PROGRAM PASCASARJANA (S2)
UNIVERSITAS INDONUSA ESA UNGGUL
JAKARTA
2004

Dengan hormat,

Dalam rangka penulisan tesis untuk mengkaji pengaruh budaya organisasi, kepuasan kerja, motivasi berprestasi, terhadap kinerja pejabat Eselon IV di Direktorat Jenderal Pemberdayaan Sumberdaya Kawasan Transmigrasi, kami memerlukan data.

Kami mohon kiranya, Bapak/Ibu dapat membantu memberikan data melalui pengisian kuesioner ini. Di samping kerahasiaan data kami jamin, juga hasil analisis hanya disajikan secara agregat. Ringkasan hasil penelitian akan kami berikan jika Bapak/Ibu menghendakinya.

Mudah-mudahan hasil penelitian ini dapat bermanfaat sebagai masukan dalam rangka peningkatan kualitas kinerja pejabat eselon IV oleh manajemen Direktorat Jenderal Pemberdayaan Sumberdaya Kawasan Transmigrasi.

Demikian atas kerjasama yang baik Bapak/Ibu, kami ucapkan terima kasih.

Peneliti,

Marjono

Identitas Responden

Nama Unit Organisasi :

Masa Kerja sebagai Eselon IV: ..... tahun

Jenis Kelamin : ..... (1 = laki-laki 2 = perempuan)

Pendidikan Terakhir : (1 = SLTA, 2 = Diploma/Sarjana muda
3 = S1, 4= S2, 5 = S3)

Petunjuk Pengisian

Mohon Bapak/Ibu memberi tanda √ pada salah satu dari lima kolom yang ada di tiap pertanyaan untuk pendapat yang paling tepat. Kolom paling kiri untuk nilai peringkat yang paling rendah dan paling kanan untuk yang paling tinggi. Kolom yang lain untuk nilai di antara yang paling rendah dan paling tinggi.

	Item-item Pertanyaan	Nilai
Motivasi		
1	Tingkat tanggungjawab Anda terhadap pekerjaan	
2	Tingkat keberanian Anda dalam mengambil risiko demi selesainya pekerjaan	
3	Tingkat kerealistisan Anda atas tujuan-tujuan yang ingin dicapai dalam pekerjaan	
4	Tingkat usaha-usaha Anda dalam menyelesaikan pekerjaan	
5	Tingkat kemauan Anda untuk menerima kritik	
6	Tingkat usaha-usaha Anda dalam mencari peluang dalam rangka menyelesaikan pekerjaan	
Prestasi		
7	Tingkat prestasi kerja yang Anda capai	
8	Tingkat kesetiaan pada pekerjaan Anda	
9	Tingkat tanggungjawab Anda pada pekerjaan	
10	Tingkat ketaatan Anda pada aturan yang ditetapkan	
11	Tingkat kejujuran Anda dalam bekerja	
12	Tingkat kerjasama Anda dengan pihak lain	
13	Tingkat keprakarsaan Anda dalam bekerja	
14	Tingkat kepemimpinan Anda pada bawahan	

Kepuasan Kerja

15 Tingkat kepuasan atas pekerjaan anda

16 Tingkat kepuasan atas supervisi atasan

17 Tingkat kepuasan atas hubungan dengan rekan sekerja

18 Tingkat kepuasan atas gaji/upah

19 Tingkat kepuasan atas tersedianya kesempatan dipromosikan

Budaya Organisasi

20 Tingkat inisiatif individu dalam organisasi

21 Tingkat bertoleransi terhadap tindakan yang berisiko

22 Tingkat kualitas sasaran prestasi organisasi yang ditetapkan

23 Tingkat kualitas koordinasi antar unit organisasi

24 Tingkat kualitas dukungan atasan pada bawahan

25 Tingkat kualitas pengendalian pada perilaku karyawan

26 Tingkat kesesuaian antara identitas diri dengan identitas organisasi

Uji Validitas dan Reliabilitas Instrumen Kuesioner

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
VAR00001	85.8519	228.0908	.7170	.9555
VAR00002	86.2222	232.8553	.5513	.9572
VAR00003	86.2778	229.6761	.7028	.9557
VAR00004	85.8889	228.4025	.7936	.9548
VAR00005	85.9630	227.6967	.7417	.9552
VAR00006	85.9444	230.5818	.7692	.9552
VAR00007	86.4074	232.5101	.6434	.9563
VAR00008	86.0000	227.5472	.8759	.9542
VAR00009	85.8333	227.1604	.7864	.9548
VAR00010	86.1481	228.2418	.7605	.9551
VAR00011	85.9815	224.2449	.8400	.9541
VAR00012	85.9444	226.5818	.7601	.9550
VAR00013	86.1852	229.0594	.7492	.9552
VAR00014	86.2222	226.5157	.7544	.9551
VAR00015	86.7407	228.8372	.6748	.9559
VAR00016	86.7963	227.8256	.6209	.9567
VAR00017	86.4815	231.0468	.5878	.9569
VAR00020	86.8704	229.5489	.4999	.9586
VAR00021	86.9259	229.9567	.5915	.9569
VAR00022	86.9444	231.4497	.5818	.9569
VAR00023	87.1296	230.4168	.6037	.9567
VAR00024	86.8333	225.5377	.7415	.9552
VAR00025	86.8704	231.9640	.7064	.9558
VAR00026	86.9444	231.8270	.5311	.9576

Reliability Coefficients

N of Cases = 54.0 N of Items = 24

Alpha = .9576

Berdasarkan keluaran komputer data dari tiap item-item ini sudah valid, diketahui bahwa semua nilai r yang berada di bawah kolom Corrected Item Total Correlation telah berada jauh di atas nilai r minimal yang disyaratkan, yaitu berdasarkan tabel r untuk alpha sebesar 5% dengan dk = 24 – 2 = 22 adalah sebesar 0,404.

Rekapitulasi Variabel Kinerja (Y)

No. RES	Nomor Pertanyaan Kinerja (Y)								TTL
	1	2	3	4	5	6	7	8	
1	3	4	4	4	4	4	4	3	30
2	3	4	4	4	4	4	3	3	29
3	3	4	4	4	4	4	4	3	30
4	4	4	4	4	4	4	4	4	32
5	3	4	4	4	4	4	4	3	30
6	3	4	4	4	4	4	4	3	30
7	3	4	4	4	4	4	4	3	30
8	3	4	4	4	3	4	4	3	29
9	4	4	4	4	4	4	4	4	32
10	4	4	4	4	4	4	4	4	32
11	4	4	4	4	4	4	4	4	32
12	4	4	4	4	4	4	3	4	31
13	5	4	5	4	5	4	5	5	37
14	4	5	5	3	4	4	4	4	33
15	4	4	5	5	5	5	5	5	38
16	2	2	2	2	1	1	2	1	13
17	4	5	5	4	4	4	4	3	33
18	4	4	5	4	4	4	4	4	33
19	3	5	5	5	5	4	4	4	35
20	4	5	4	5	4	4	4	4	34
21	1	1	1	1	1	1	1	1	8
22	3	3	4	3	3	3	3	3	25
23	4	5	5	4	4	5	4	4	35
24	4	4	4	3	4	4	4	4	31
25	4	4	4	2	4	2	4	4	28
26	4	4	4	3	4	4	3	4	30
27	3	2	1	2	1	2	2	2	15
28	4	5	5	5	5	5	4	4	37
29	5	5	5	5	5	5	5	5	40
30	5	4	4	5	5	5	3	4	35
31	5	4	4	3	4	5	4	5	34
32	4	4	5	5	4	5	4	4	35
33	4	4	5	5	5	4	4	4	35
34	5	5	4	4	5	5	5	5	38
35	3	4	5	5	4	4	5	5	35
36	4	4	5	4	5	5	4	4	35
37	4	4	4	4	4	4	4	4	32
38	4	4	4	4	5	5	5	5	36
39	3	4	4	4	4	4	3	3	29
40	3	4	4	4	5	5	4	4	33
41	4	4	5	4	4	5	3	4	33
42	3	4	4	4	5	5	4	4	33
43	3	4	5	4	4	5	4	3	32
44	4	5	5	4	5	5	5	5	38
45	4	5	5	5	5	5	5	5	39
46	3	4	5	4	4	4	5	5	34
47	3	4	5	4	4	4	3	4	31
48	5	5	5	5	5	5	4	5	39
49	5	4	5	4	5	5	5	5	38
50	5	5	4	4	4	5	4	4	35
51	4	5	5	5	5	5	5	5	39
52	4	5	5	5	5	4	5	5	38
53	4	5	5	5	5	5	4	4	37
54	4	5	5	4	5	5	5	5	38

Rekapitulasi Variabel Budaya Organisasi (X1)

No. RES	Nomor Pertanyaan Budaya Organisasi (X1)					TTL
	1	2	3	4	5	
1	3	3	4	2	3	15
2	4	4	4	4	4	20
3	3	3	4	2	3	15
4	3	4	4	4	4	19
5	3	3	4	2	3	15
6	3	3	4	2	3	15
7	3	3	4	3	4	17
8	3	3	4	2	3	15
9	5	5	5	5	4	24
10	3	4	4	4	3	18
11	3	4	4	4	1	16
12	3	4	3	3	3	16
13	4	2	3	3	3	15
14	3	2	3	2	2	12
15	5	5	5	3	3	21
16	3	3	2	4	3	15
17	4	4	4	4	3	19
18	3	3	4	4	2	16
19	3	3	3	4	4	17
20	4	4	4	4	4	20
21	1	1	1	1	1	5
22	3	3	3	3	2	14
23	4	4	4	4	4	20
24	4	3	3	3	1	14
25	4	4	2	4	4	18
26	3	3	3	1	3	13
27	2	2	3	2	2	11
28	4	4	4	4	4	20
29	5	5	5	5	5	25
30	3	1	2	5	3	14
31	2	1	4	1	2	10
32	4	4	4	4	4	20
33	4	4	4	4	4	20
34	4	4	4	3	4	19
35	1	1	1	1	3	7
36	4	3	4	4	4	19
37	2	3	3	3	2	13
38	4	4	4	4	2	18
39	3	3	3	3	3	15
40	3	3	3	4	4	17
41	3	3	3	1	1	11
42	4	4	4	4	4	20
43	3	3	4	2	3	15
44	4	5	5	5	4	23
45	5	4	5	5	3	22
46	3	3	4	3	3	16
47	4	3	3	3	3	16
48	4	4	5	4	4	21
49	1	1	5	4	4	15
50	4	4	4	5	5	22
51	5	5	3	4	5	22
52	4	4	5	1	4	18
53	4	5	5	4	4	22
54	4	4	3	4	4	19

Rekapitulasi Variabel Kepuasan Kerja (X2)

No. RES	Nomor Pertanyaan Kepuasan Kerja (X2)					TTL
	1	2	3	4	5	
1	3	2	2	3	2	12
2	2	3	3	3	4	15
3	3	2	2	3	2	12
4	4	4	4	4	4	20
5	3	2	2	3	2	12
6	3	2	2	3	2	12
7	3	3	3	3	3	15
8	4	3	2	3	3	15
9	4	4	4	3	4	19
10	3	4	3	3	3	16
11	3	3	3	3	3	15
12	3	3	4	4	4	18
13	2	2	3	3	3	13
14	3	4	5	3	3	18
15	3	2	3	3	3	14
16	3	2	2	2	5	14
17	3	4	4	3	3	17
18	3	3	3	2	2	13
19	4	2	4	4	3	17
20	3	4	4	4	3	18
21	1	1	1	1	1	5
22	3	3	3	3	2	14
23	4	3	4	3	4	18
24	4	4	4	3	3	18
25	4	4	4	4	4	20
26	1	2	3	3	3	12
27	2	2	2	3	2	11
28	4	4	4	4	3	19
29	5	5	5	5	5	25
30	4	1	2	3	1	11
31	3	1	1	2	1	8
32	4	4	4	4	4	20
33	4	3	4	3	3	17
34	4	4	4	4	4	20
35	1	3	3	3	3	13
36	4	2	3	3	4	16
37	2	2	2	3	4	13
38	3	3	4	4	3	17
39	3	3	3	3	3	15
40	3	3	3	2	3	14
41	3	3	3	3	2	14
42	4	4	4	4	4	20
43	3	2	2	3	2	12
44	4	4	4	4	4	20
45	4	3	5	5	4	21
46	3	2	4	3	3	15
47	2	3	3	3	4	15
48	4	4	4	4	4	20
49	1	3	3	3	3	13
50	4	4	4	4	4	20
51	3	4	4	3	4	18
52	4	4	4	4	4	20
53	5	4	5	5	5	24
54	4	4	5	4	5	22

Rekapitulasi Variabel Motivasi (X3)

No. RES	Nomor Pertanyaan Motivasi (X3)						TTL
	1	2	3	4	5	6	
1	4	4	3	4	4	4	23
2	4	4	3	4	4	4	23
3	4	4	3	4	4	4	23
4	4	4	4	4	4	4	24
5	4	4	3	4	4	4	23
6	4	4	3	4	4	4	23
7	3	3	4	4	4	4	22
8	4	4	3	3	4	4	22
9	5	4	4	4	4	4	25
10	3	3	4	4	4	4	22
11	4	4	4	4	4	4	24
12	5	4	5	5	5	5	29
13	5	5	4	5	4	5	28
14	5	3	5	5	4	4	26
15	5	5	5	5	5	5	30
16	2	2	3	2	2	3	14
17	5	4	4	5	5	5	28
18	5	3	4	4	4	4	24
19	5	4	4	5	5	4	27
20	4	4	4	4	4	4	24
21	1	1	1	1	1	1	6
22	4	4	4	4	4	4	24
23	5	4	5	4	4	5	27
24	4	4	4	4	2	3	21
25	4	1	4	4	4	4	21
26	4	4	3	4	4	4	23
27	1	3	2	2	1	2	11
28	5	4	4	5	5	4	27
29	5	5	4	5	5	5	29
30	5	4	3	4	5	4	25
31	5	4	5	5	5	4	28
32	5	4	4	5	5	5	28
33	5	4	4	5	5	4	27
34	4	5	4	4	5	5	27
35	5	5	5	5	5	5	30
36	4	5	5	4	4	5	27
37	4	4	2	4	4	4	22
38	5	4	4	5	4	4	26
39	5	3	4	4	4	4	24
40	5	5	4	5	5	5	29
41	5	5	3	5	5	5	28
42	4	4	4	4	4	4	24
43	4	4	3	4	4	5	24
44	4	5	5	4	5	5	28
45	4	5	5	5	5	5	29
46	4	5	4	4	4	4	25
47	4	3	3	4	4	4	22
48	5	3	5	5	4	4	26
49	5	4	4	4	5	4	26
50	5	4	4	5	5	4	27
51	5	5	5	5	5	5	30
52	5	5	5	5	4	5	29
53	5	4	4	5	5	5	28
54	4	3	4	5	4	4	24

	masker	kelamin	pendidik	var00001	var00002	var00003	var00004
1	8	1	4	4	4	3	4
2	2	2	4	4	4	3	4
3	3	1	4	4	4	3	4
4	1	1	3	4	4	4	4
5	8	2	4	4	4	3	4
6	8	1	4	4	4	3	4
7	6	2	3	3	3	4	4
8	6	1	3	4	4	3	3
9	11	1	3	5	4	4	4
10	1	1	3	3	3	4	4
11	6	2	3	4	4	4	4
12	17	1	4	5	4	5	5
13	7	1	4	5	5	4	5
14	20	2	3	5	3	5	5
15	10	1	3	5	5	5	5
16	14	1	4	2	2	3	2
17	20	1	1	5	4	4	5
18	6	1	4	5	3	4	4
19	18	1	4	5	4	4	5
20	1	1	4	4	4	4	4
21	19	1	3	1	1	1	1
22	9	1	3	4	4	4	4
23	1	1	3	5	4	5	4
24	10	1	4	4	4	4	4
25	1	1	3	4	1	4	4
26	1	1	3	4	4	3	4
27	1	1	4	1	3	2	2
28	11	2	4	5	4	4	5
29	1	1	4	5	5	4	5
30	5	1	3	5	4	3	4
31	6	1	3	5	4	5	5
32	21	1	2	5	4	4	5
33	3	1	4	5	4	4	5
34	5	1	3	4	5	4	4
35	9	1	4	5	5	5	5

	var00005	var00006	motivasi	var00007	var00008	var00009	var00010
1	4	4	3.8	3	4	4	4
2	4	4	3.8	3	4	4	4
3	4	4	3.8	3	4	4	4
4	4	4	4.0	4	4	4	4
5	4	4	3.8	3	4	4	4
6	4	4	3.8	3	4	4	4
7	4	4	3.7	3	4	4	4
8	4	4	3.7	3	4	4	4
9	4	4	4.2	4	4	4	4
10	4	4	3.7	4	4	4	4
11	4	4	4.0	4	4	4	4
12	5	5	4.8	4	4	4	4
13	4	5	4.7	5	4	5	4
14	4	4	4.3	4	5	5	3
15	5	5	5.0	4	4	5	5
16	2	3	2.3	2	2	2	2
17	5	5	4.7	4	5	5	4
18	4	4	4.0	4	4	5	4
19	5	4	4.5	3	5	5	5
20	4	4	4.0	4	5	4	5
21	1	1	1.0	1	1	1	1
22	4	4	4.0	3	3	4	3
23	4	5	4.5	4	5	5	4
24	2	3	3.5	4	4	4	3
25	4	4	3.5	4	4	4	2
26	4	4	3.8	4	4	4	3
27	1	2	1.8	3	2	1	2
28	5	4	4.5	4	5	5	5
29	5	5	4.8	5	5	5	5
30	5	4	4.2	5	4	4	5
31	5	4	4.7	5	4	4	3
32	5	5	4.7	4	4	5	5
33	5	4	4.5	4	4	5	5
34	5	5	4.5	5	5	4	4
35	5	5	5.0	3	4	5	5

	var00011	var00012	var00013	var00014	kinerja	var00015	var00016
1	4	4	4	3	3.8	3	3
2	4	4	3	3	3.6	4	4
3	4	4	4	3	3.6	3	3
4	4	4	4	4	4.0	3	4
5	4	4	4	3	3.8	3	3
6	4	4	4	3	3.8	3	3
7	4	4	4	3	3.8	3	3
8	3	4	4	3	3.6	3	3
9	4	4	4	4	4.0	5	5
10	4	4	4	4	4.0	3	4
11	4	4	4	4	4.0	3	4
12	4	4	3	4	3.9	3	4
13	5	4	5	5	4.6	4	2
14	4	4	4	4	4.1	3	2
15	5	5	5	5	4.8	5	5
16	1	1	2	1	1.6	3	3
17	4	4	4	3	4.1	4	4
18	4	4	4	4	4.1	3	3
19	5	4	4	4	4.4	3	3
20	4	4	4	4	4.3	4	4
21	1	1	1	1	1.0	1	1
22	3	3	3	3	3.1	3	3
23	4	5	4	4	4.4	4	4
24	4	4	4	4	3.9	4	3
25	4	2	4	4	3.5	4	4
26	4	4	3	4	3.8	3	3
27	1	2	2	2	1.9	2	2
28	5	5	4	4	4.6	4	4
29	5	5	5	5	5.0	5	5
30	5	5	3	4	4.4	3	1
31	4	5	4	5	4.3	2	1
32	4	5	4	4	4.4	4	4
33	5	4	4	4	4.4	4	4
34	5	5	5	5	4.8	4	4
35	4	4	5	5	4.4	1	1

	var00017	var00018	var00019	var00020	var00021	budaya	var00022
1	4	2	3	2	3	3.0	3
2	4	3	4	4	4	4.0	2
3	4	2	3	2	3	3.0	3
4	4	2	4	4	4	3.8	4
5	4	2	3	2	3	3.0	3
6	4	2	3	2	3	3.0	3
7	4	2	3	3	4	3.4	3
8	4	2	3	2	3	3.0	4
9	5	3	3	5	4	4.8	4
10	4	2	3	4	3	3.6	3
11	4	2	4	4	1	3.2	3
12	3	2	2	3	3	3.2	3
13	3	2	2	3	3	3.0	2
14	3	2	1	2	2	2.4	3
15	5	3	3	3	3	4.2	3
16	2	4	5	4	3	3.0	3
17	4	4	4	4	3	3.8	3
18	4	2	4	4	2	3.2	3
19	3	2	2	4	4	3.4	4
20	4	3	3	4	4	4.0	3
21	1	2	3	1	1	1.0	1
22	3	2	1	3	2	2.8	3
23	4	2	4	4	4	4.0	4
24	3	2	2	3	1	2.8	4
25	2	2	4	4	4	3.6	4
26	3	1	1	1	3	2.6	1
27	3	4	5	2	2	2.2	2
28	4	2	2	4	4	4.0	4
29	5	1	5	5	5	5.0	5
30	2	2	1	5	3	2.8	4
31	4	2	1	1	2	2.0	3
32	4	1	1	4	4	4.0	4
33	4	1	2	4	4	4.0	4
34	4	2	2	3	4	3.8	4
35	1	1	1	1	3	1.4	1

	var00023	var00024	var00025	var00026	kepuasan
1	2	2	3	2	2.4
2	3	3	3	4	3.0
3	2	2	3	2	2.4
4	4	4	4	4	4.0
5	2	2	3	2	2.4
6	2	2	3	2	2.4
7	3	3	3	3	3.0
8	3	2	3	3	3.0
9	4	4	3	4	3.8
10	4	3	3	3	3.2
11	3	3	3	3	3.0
12	3	4	4	4	3.6
13	2	3	3	3	2.6
14	4	5	3	3	3.6
15	2	3	3	3	2.8
16	2	2	2	5	2.8
17	4	4	3	3	3.4
18	3	3	2	2	2.6
19	2	4	4	3	3.4
20	4	4	4	3	3.6
21	1	1	1	1	1.0
22	3	3	3	2	2.8
23	3	4	3	4	3.6
24	4	4	3	3	3.6
25	4	4	4	4	4.0
26	2	3	3	3	2.4
27	2	2	3	2	2.2
28	4	4	4	3	3.8
29	5	5	5	5	5.0
30	1	2	3	1	2.2
31	1	1	2	1	1.6
32	4	4	4	4	4.0
33	3	4	3	3	3.4
34	4	4	4	4	4.0
35	3	3	3	3	2.6

	masker	kelamin	pendidik	var00001	var00002	var00003	var00004
36	12	1	3	4	5	5	4
37	18	1	4	4	4	2	4
38	5	2	4	5	4	4	5
39	9	2	3	5	3	4	4
40	1	1	3	5	5	4	5
41	1	1	3	5	5	3	5
42	10	1	3	4	4	4	4
43	18	1	4	4	4	3	4
44	1	1	3	4	5	5	4
45	12	1	3	4	5	5	5
46	9	1	4	4	5	4	4
47	12	1	3	4	3	3	4
48	10	2	4	5	3	5	5
49	7	2	4	5	4	4	4
50	3	1	4	5	4	4	5
51	7	2	4	5	5	5	5
52	21	1	2	5	5	5	5
53	9	1	3	5	4	4	5
54	10	1	3	4	3	4	5

	var00005	var00006	motivasi	var00007	var00008	var00009	var00010
36	4	5	4.5	4	4	5	4
37	4	4	3.7	4	4	4	4
38	4	4	4.3	4	4	4	4
39	4	4	4.0	3	4	4	4
40	5	5	4.8	3	4	4	4
41	5	5	4.7	4	4	5	4
42	4	4	4.0	3	4	4	4
43	4	5	4.0	3	4	5	4
44	5	5	4.7	4	5	5	4
45	5	5	4.8	4	5	5	5
46	4	4	4.2	3	4	5	4
47	4	4	3.7	3	4	5	4
48	4	4	4.3	5	5	5	5
49	5	4	4.3	5	4	5	4
50	5	4	4.5	5	5	4	4
51	5	5	5.0	4	5	5	5
52	4	5	4.8	4	5	5	5
53	5	5	4.7	4	5	5	5
54	4	4	4.0	4	5	5	4

	var00011	var00012	var00013	var00014	kinerja	var00015	var00016
36	5	5	4	4	4.4	4	3
37	4	4	4	4	4.0	2	3
38	5	5	5	5	4.5	4	4
39	4	4	3	3	3.6	3	3
40	5	5	4	4	4.1	3	3
41	4	5	3	4	4.1	3	3
42	5	5	4	4	4.1	4	4
43	4	5	4	3	4.0	3	3
44	5	5	5	5	4.8	4	5
45	5	5	5	5	4.9	5	4
46	4	4	5	5	4.3	3	3
47	4	4	3	4	3.9	4	3
48	5	5	4	5	4.9	4	4
49	5	5	5	5	4.8	1	1
50	4	5	4	4	4.4	4	4
51	5	5	5	5	4.9	5	5
52	5	4	5	5	4.8	4	4
53	5	5	4	4	4.6	4	5
54	5	5	5	5	4.8	4	4

	var00017	var00018	var00019	var00020	var00021	budaya	var00022
36	4	2	2	4	4	3.8	4
37	3	2	2	3	2	2.6	2
38	4	1	1	4	2	3.6	3
39	3	3	3	3	3	3.0	3
40	3	1	2	4	4	3.4	3
41	3	2	2	1	1	2.2	3
42	4	1	1	4	4	4.0	4
43	4	2	3	2	3	3.0	3
44	5	5	5	5	4	4.6	4
45	5	2	3	5	3	4.4	4
46	4	3	2	3	3	3.2	3
47	3	2	2	3	3	3.2	2
48	5	3	3	4	4	4.2	4
49	5	1	1	4	4	3.0	1
50	4	4	4	5	5	4.4	4
51	3	3	3	4	5	4.4	3
52	5	4	3	1	4	3.6	4
53	5	4	3	4	4	4.4	5
54	3	3	4	4	4	3.8	4

	var00023	var00024	var00025	var00026	kepuasan
36	2	3	3	4	3.2
37	2	2	3	4	2.6
38	3	4	4	3	3.4
39	3	3	3	3	3.0
40	3	3	2	3	2.8
41	3	3	3	2	2.8
42	4	4	4	4	4.0
43	2	2	3	2	2.4
44	4	4	4	4	4.0
45	3	5	5	4	4.2
46	2	4	3	3	3.0
47	3	3	3	4	3.0
48	4	4	4	4	4.0
49	3	3	3	3	2.6
50	4	4	4	4	4.0
51	4	4	3	4	3.6
52	4	4	4	4	4.0
53	4	5	5	5	4.8
54	4	5	4	5	4.4

	unit	masker	kelamin	pendidik	var00001	var00002	var00003
1		8	1	4	4	4	3
2		2	2	4	4	4	3
3		3	1	4	4	4	3
4		1	1	3	4	4	4
5		8	2	4	4	4	3
6		8	1	4	4	4	3
7		6	2	3	3	3	4
8		6	1	3	4	4	3
9		11	1	3	5	4	4
10		1	1	3	3	3	4
11		6	2	3	4	4	4
12		17	1	4	5	4	5
13		7	1	4	5	5	4
14		20	2	3	5	3	5
15		10	1	3	5	5	5
16		14	1	4	2	2	3
17		20	1	1	5	4	4
18		6	1	4	5	3	4
19		18	1	4	5	4	4
20		1	1	4	4	4	4
21		19	1	3	1	1	1
22		9	1	3	4	4	4
23		1	1	3	5	4	5
24		10	1	4	4	4	4
25		1	1	3	4	1	4
26		1	1	3	4	4	3
27		1	1	4	1	3	2
28		11	2	4	5	4	4
29		1	1	4	5	5	4
30		5	1	3	5	4	3
31		6	1	3	5	4	5
32		21	1	2	5	4	4
33		3	1	4	5	4	4
34		5	1	3	4	5	4
35		9	1	4	5	5	5

	var00004	var00005	var00006	motivasi	tmotiv	var00007	var00008
1	4	4	4	3.8	23.0	3	4
2	4	4	4	3.8	23.0	3	4
3	4	4	4	3.8	23.0	3	4
4	4	4	4	4.0	24.0	4	4
5	4	4	4	3.8	23.0	3	4
6	4	4	4	3.8	23.0	3	4
7	4	4	4	3.7	22.0	3	4
8	3	4	4	3.7	22.0	3	4
9	4	4	4	4.2	25.0	4	4
10	4	4	4	3.7	22.0	4	4
11	4	4	4	4.0	24.0	4	4
12	5	5	5	4.8	29.0	4	4
13	5	4	5	4.7	28.0	5	4
14	5	4	4	4.3	26.0	4	5
15	5	5	5	5.0	30.0	4	4
16	2	2	3	2.3	14.0	2	2
17	5	5	5	4.7	28.0	4	5
18	4	4	4	4.0	24.0	4	4
19	5	5	4	4.5	27.0	3	5
20	4	4	4	4.0	24.0	4	5
21	1	1	1	1.0	6.0	1	1
22	4	4	4	4.0	24.0	3	3
23	4	4	5	4.5	27.0	4	5
24	4	2	3	3.5	21.0	4	4
25	4	4	4	3.5	21.0	4	4
26	4	4	4	3.8	23.0	4	4
27	2	1	2	1.8	11.0	3	2
28	5	5	4	4.5	27.0	4	5
29	5	5	5	4.8	29.0	5	5
30	4	5	4	4.2	25.0	5	4
31	5	5	4	4.7	28.0	5	4
32	5	5	5	4.7	28.0	4	4
33	5	5	4	4.5	27.0	4	4
34	4	5	5	4.5	27.0	5	5
35	5	5	5	5.0	30.0	3	4

	var00009	var00010	var00011	var00012	var00013	var00014	kinerja
1	4	4	4	4	4	3	3.8
2	4	4	4	4	3	3	3.6
3	4	4	4	4	4	3	3.8
4	4	4	4	4	4	4	4.0
5	4	4	4	4	4	3	3.8
6	4	4	4	4	4	3	3.8
7	4	4	4	4	4	3	3.8
8	4	4	3	4	4	3	3.6
9	4	4	4	4	4	4	4.0
10	4	4	4	4	4	4	4.0
11	4	4	4	4	4	4	4.0
12	4	4	4	4	3	4	3.9
13	5	4	5	4	5	5	4.6
14	5	3	4	4	4	4	4.1
15	5	5	5	5	5	5	4.8
16	2	2	1	1	2	1	1.6
17	5	4	4	4	4	3	4.1
18	5	4	4	4	4	4	4.1
19	5	5	5	4	4	4	4.4
20	4	5	4	4	4	4	4.3
21	1	1	1	1	1	1	1.0
22	4	3	3	3	3	3	3.1
23	5	4	4	5	4	4	4.4
24	4	3	4	4	4	4	3.9
25	4	2	4	2	4	4	3.5
26	4	3	4	4	3	4	3.8
27	1	2	1	2	2	2	1.9
28	5	5	5	5	4	4	4.6
29	5	5	5	5	5	5	5.0
30	4	5	5	5	3	4	4.4
31	4	3	4	5	4	5	4.3
32	5	5	4	5	4	4	4.4
33	5	5	5	4	4	4	4.4
34	4	4	5	5	5	5	4.8
35	5	5	4	4	5	5	4.4

	tkinerja	var00015	var00016	var00017	var00020	var00021	budaya
1	30.00	3	3	4	2	3	3.0
2	29.00	4	4	4	4	4	4.0
3	30.00	3	3	4	2	3	3.0
4	32.00	3	4	4	4	4	3.8
5	30.00	3	3	4	2	3	3.0
6	30.00	3	3	4	2	3	3.0
7	30.00	3	3	4	3	4	3.4
8	29.00	3	3	4	2	3	3.0
9	32.00	5	5	5	5	4	4.8
10	32.00	3	4	4	4	3	3.6
11	32.00	3	4	4	4	1	3.2
12	31.00	3	4	3	3	3	3.2
13	37.00	4	2	3	3	3	3.0
14	33.00	3	2	3	2	2	2.4
15	38.00	5	5	5	3	3	4.2
16	13.00	3	3	2	4	3	3.0
17	33.00	4	4	4	4	3	3.8
18	33.00	3	3	4	4	2	3.2
19	35.00	3	3	3	4	4	3.4
20	34.00	4	4	4	4	4	4.0
21	8.00	1	1	1	1	1	1.0
22	25.00	3	3	3	3	2	2.8
23	35.00	4	4	4	4	4	4.0
24	31.00	4	3	3	3	1	2.8
25	28.00	4	4	2	4	4	3.6
26	30.00	3	3	3	1	3	2.6
27	15.00	2	2	3	2	2	2.2
28	37.00	4	4	4	4	4	4.0
29	40.00	5	5	5	5	5	5.0
30	35.00	3	1	2	5	3	2.8
31	34.00	2	1	4	1	2	2.0
32	35.00	4	4	4	4	4	4.0
33	35.00	4	4	4	4	4	4.0
34	38.00	4	4	4	3	4	3.8
35	35.00	1	1	1	1	3	1.4

	tbudaya	var00022	var00023	var00024	var00025	var00026	kepuasan
1	15.00	3	2	2	3	2	2.4
2	20.00	2	3	3	3	4	3.0
3	15.00	3	2	2	3	2	2.4
4	19.00	4	4	4	4	4	4.0
5	15.00	3	2	2	3	2	2.4
6	15.00	3	2	2	3	2	2.4
7	17.00	3	3	3	3	3	3.0
8	15.00	4	3	2	3	3	3.0
9	24.00	4	4	4	3	4	3.8
10	18.00	3	4	3	3	3	3.2
11	16.00	3	3	3	3	3	3.0
12	16.00	3	3	4	4	4	3.6
13	15.00	2	2	3	3	3	2.6
14	12.00	3	4	5	3	3	3.6
15	21.00	3	2	3	3	3	2.8
16	15.00	3	2	2	2	5	2.8
17	19.00	3	4	4	3	3	3.4
18	16.00	3	3	3	2	2	2.6
19	17.00	4	2	4	4	3	3.4
20	20.00	3	4	4	4	3	3.6
21	5.00	1	1	1	1	1	1.0
22	14.00	3	3	3	3	2	2.8
23	20.00	4	3	4	3	4	3.6
24	14.00	4	4	4	3	3	3.6
25	18.00	4	4	4	4	4	4.0
26	13.00	1	2	3	3	3	2.4
27	11.00	2	2	2	3	2	2.2
28	20.00	4	4	4	4	3	3.8
29	25.00	5	5	5	5	5	5.0
30	14.00	4	1	2	3	1	2.2
31	10.00	3	1	1	2	1	1.6
32	20.00	4	4	4	4	4	4.0
33	20.00	4	3	4	3	3	3.4
34	19.00	4	4	4	4	4	4.0
35	7.00	1	3	3	3	3	2.6

	tkepuasn
1	12.00
2	15.00
3	12.00
4	20.00
5	12.00
6	12.00
7	15.00
8	15.00
9	19.00
10	16.00
11	15.00
12	18.00
13	13.00
14	18.00
15	14.00
16	14.00
17	17.00
18	13.00
19	17.00
20	18.00
21	5.00
22	14.00
23	18.00
24	18.00
25	20.00
26	12.00
27	11.00
28	19.00
29	25.00
30	11.00
31	8.00
32	20.00
33	17.00
34	20.00
35	13.00

	unit	masker	kelamin	pendidik	var00001	var00002	var00003
36		12	1	3	4	5	5
37		18	1	4	4	4	2
38		5	2	4	5	4	4
39		9	2	3	5	3	4
40		1	1	3	5	5	4
41		1	1	3	5	5	3
42		10	1	3	4	4	4
43		18	1	4	4	4	3
44		1	1	3	4	5	5
45		12	1	3	4	5	5
46		9	1	4	4	5	4
47		12	1	3	4	3	3
48		10	2	4	5	3	5
49		7	2	4	5	4	4
50		3	1	4	5	4	4
51		7	2	4	5	5	5
52		21	1	2	5	5	5
53		9	1	3	5	4	4
54		10	1	3	4	3	4

	var00004	var00005	var00006	motivasi	tmotiv	var00007	var00008
36	4	4	5	4.5	27.0	4	4
37	4	4	4	3.7	22.0	4	4
38	5	4	4	4.3	26.0	4	4
39	4	4	4	4.0	24.0	3	4
40	5	5	5	4.8	29.0	3	4
41	5	5	5	4.7	28.0	4	4
42	4	4	4	4.0	24.0	3	4
43	4	4	5	4.0	24.0	3	4
44	4	5	5	4.7	28.0	4	5
45	5	5	5	4.8	29.0	4	5
46	4	4	4	4.2	25.0	3	4
47	4	4	4	3.7	22.0	3	4
48	5	4	4	4.3	26.0	5	5
49	4	5	4	4.3	26.0	5	4
50	5	5	4	4.5	27.0	5	5
51	5	5	5	5.0	30.0	4	5
52	5	4	5	4.8	29.0	4	5
53	5	5	5	4.7	28.0	4	5
54	5	4	4	4.0	24.0	4	5

	var00009	var00010	var00011	var00012	var00013	var00014	kinerja
36	5	4	5	5	4	4	4.4
37	4	4	4	4	4	4	4.0
38	4	4	5	5	5	5	4.5
39	4	4	4	4	3	3	3.6
40	4	4	5	5	4	4	4.1
41	5	4	4	5	3	4	4.1
42	4	4	5	5	4	4	4.1
43	5	4	4	5	4	3	4.0
44	5	4	5	5	5	5	4.8
45	5	5	5	5	5	5	4.9
46	5	4	4	4	5	5	4.3
47	5	4	4	4	3	4	3.9
48	5	5	5	5	4	5	4.9
49	5	4	5	5	5	5	4.8
50	4	4	4	5	4	4	4.4
51	5	5	5	5	5	5	4.9
52	5	5	5	4	5	5	4.8
53	5	5	5	5	4	4	4.6
54	5	4	5	5	5	5	4.8

datavalid

	tkinerja	var00015	var00016	var00017	var00020	var00021	budaya
36	35.00	4	3	4	4	4	3.8
37	32.00	2	3	3	3	2	2.6
38	36.00	4	4	4	4	2	3.6
39	29.00	3	3	3	3	3	3.0
40	33.00	3	3	3	4	4	3.4
41	33.00	3	3	3	1	1	2.2
42	33.00	4	4	4	4	4	4.0
43	32.00	3	3	4	2	3	3.0
44	38.00	4	5	5	5	4	4.6
45	39.00	5	4	5	5	3	4.4
46	34.00	3	3	4	3	3	3.2
47	31.00	4	3	3	3	3	3.2
48	39.00	4	4	5	4	4	4.2
49	38.00	1	1	5	4	4	3.0
50	35.00	4	4	4	5	5	4.4
51	39.00	5	5	3	4	5	4.4
52	38.00	4	4	5	1	4	3.6
53	37.00	4	5	5	4	4	4.4
54	38.00	4	4	3	4	4	3.8

	tbudaya	var00022	var00023	var00024	var00025	var00026	kepuasan
36	19.00	4	2	3	3	4	3.2
37	13.00	2	2	2	3	4	2.6
38	18.00	3	3	4	4	3	3.4
39	15.00	3	3	3	3	3	3.0
40	17.00	3	3	3	2	3	2.8
41	11.00	3	3	3	3	2	2.8
42	20.00	4	4	4	4	4	4.0
43	15.00	3	2	2	3	2	2.4
44	23.00	4	4	4	4	4	4.0
45	22.00	4	3	5	5	4	4.2
46	16.00	3	2	4	3	3	3.0
47	16.00	2	3	3	3	4	3.0
48	21.00	4	4	4	4	4	4.0
49	15.00	1	3	3	3	3	2.6
50	22.00	4	4	4	4	4	4.0
51	22.00	3	4	4	3	4	3.6
52	18.00	4	4	4	4	4	4.0
53	22.00	5	4	5	5	5	4.8
54	19.00	4	4	5	4	5	4.4

	tkepuasn
36	16.00
37	13.00
38	17.00
39	15.00
40	14.00
41	14.00
42	20.00
43	12.00
44	20.00
45	21.00
46	15.00
47	15.00
48	20.00
49	13.00
50	20.00
51	18.00
52	20.00
53	24.00
54	22.00

Lampiran Hasil Print Out Computer
Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
Y	32,4630	6,0523	54
X1	16,9259	4,0322	54
X2	16,0185	3,8827	54
X3	24,7407	4,4177	54

Correlations

		Y	X1	X2	X3
Y	Pearson Correlation	1,000	,576**	,563**	,901**
	Sig. (2-tailed)	.	,000	,000	,000
	N	54	54	54	54
X1	Pearson Correlation	,576**	1,000	,797**	,487**
	Sig. (2-tailed)	,000	.	,000	,000
	N	54	54	54	54
X2	Pearson Correlation	,563**	,797**	1,000	,479**
	Sig. (2-tailed)	,000	,000	.	,000
	N	54	54	54	54
X3	Pearson Correlation	,901**	,487**	,479**	1,000
	Sig. (2-tailed)	,000	,000	,000	.
	N	54	54	54	54

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

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	32,4630	6,0523	54
X1	16,9259	4,0322	54

Correlations

		Y	X1
Pearson Correlation	Y	1,000	,576
	X1	,576	1,000
Sig. (1-tailed)	Y	.	,000
	X1	,000	.
N	Y	54	54
	X1	54	54

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	X1[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,576[a]	,332	,319	4,9953

Model Summary[b]

Model	Change Statistics					Durbin-Watson
	R Square Change	F Change	df1	df2	Sig. F Change	
1	,332	25,802	1	52	,000	1,676

a. Predictors: (Constant), X1

b. Dependent Variable: Y

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	643,846	1	643,846	25,802	,000[a]
	Residual	1297,580	52	24,953		
	Total	1941,426	53			

a. Predictors: (Constant), X1

b. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17,832	2,959		6,026	,000
	X1	,864	,170	,576	5,080	,000

Coefficients[a]

Model		95% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	11,894	23,771
	X1	,523	1,206

Coefficients[a]

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	X1	,576	,576	,576	1,000	1,000

a. Dependent Variable: Y

Coefficient Correlations[a]

Model			X1
1	Correlations	X1	1,000
	Covariances	X1	2,896E-02

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	X1
1	1	1,973	1,000	,01	,01
	2	2,674E-02	8,591	,99	,99

a. Dependent Variable: Y

Casewise Diagnostics[a]

Case Number	Std. Residual	Y	Predicted Value	Residual
1	-,160	30,00	30,7982	-,7982
2	-1,225	29,00	35,1202	-6,1202
3	-,160	30,00	30,7982	-,7982
4	-,452	32,00	34,2558	-2,2558
5	-,160	30,00	30,7982	-,7982
6	-,160	30,00	30,7982	-,7982
7	-,506	30,00	32,5270	-2,5270
8	-,360	29,00	30,7982	-1,7982
9	-1,317	32,00	38,5778	-6,5778
10	-,279	32,00	33,3914	-1,3914
11	,068	32,00	31,6626	,3374
12	-,133	31,00	31,6626	-,6626
13	1,242	37,00	30,7982	6,2018
14	,960	33,00	28,2050	4,7950
15	,403	38,00	35,9846	2,0154
16	-3,563	13,00	30,7982	-17,7982
17	-,251	33,00	34,2558	-1,2558
18	,268	33,00	31,6626	1,3374
19	,495	35,00	32,5270	2,4730
20	-,224	34,00	35,1202	-1,1202
21	-2,833	8,00	22,1543	-14,1543
22	-,988	25,00	29,9338	-4,9338
23	-,024	35,00	35,1202	-,1202
24	,213	31,00	29,9338	1,0662

Casewise Diagnostics[a]

Case Number	Std. Residual	Y	Predicted Value	Residual
25	-1,079	28,00	33,3914	-5,3914
26	,186	30,00	29,0694	,9306
27	-2,470	15,00	27,3406	-12,3406
28	,376	37,00	35,1202	1,8798
29	,112	40,00	39,4421	,5579
30	1,014	35,00	29,9338	5,0662
31	1,506	34,00	26,4762	7,5238
32	-,024	35,00	35,1202	-,1202
33	-,024	35,00	35,1202	-,1202
34	,750	38,00	34,2558	3,7442
35	2,225	35,00	23,8830	11,1170
36	,149	35,00	34,2558	,7442
37	,587	32,00	29,0694	2,9306
38	,522	36,00	33,3914	2,6086
39	-,360	29,00	30,7982	-1,7982
40	,095	33,00	32,5270	,4730
41	1,133	33,00	27,3406	5,6594
42	-,424	33,00	35,1202	-2,1202
43	,241	32,00	30,7982	1,2018
44	,057	38,00	37,7134	,2866
45	,431	39,00	36,8490	2,1510
46	,468	34,00	31,6626	2,3374
47	-,133	31,00	31,6626	-,6626
48	,604	39,00	35,9846	3,0154
49	1,442	38,00	30,7982	7,2018
50	-,370	35,00	36,8490	-1,8490
51	,431	39,00	36,8490	2,1510
52	,923	38,00	33,3914	4,6086
53	,030	37,00	36,8490	,1510
54	,750	38,00	34,2558	3,7442

a. Dependent Variable: Y

Residuals Statistics[a]

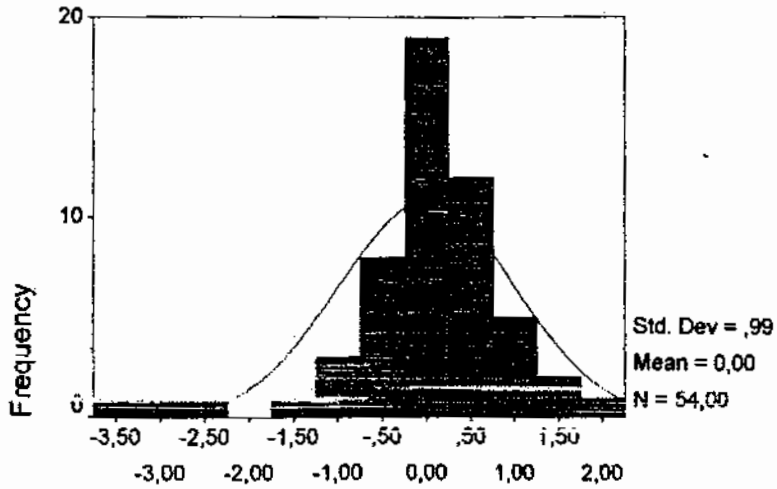
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	22,1543	39,4421	32,4630	3,4854	54
Std. Predicted Value	-2,958	2,002	,000	1,000	54
Standard Error of Predicted Value	,6799	2,1403	,9163	,2934	54
Adjusted Predicted Value	22,1798	39,3842	32,4872	3,4523	54
Residual	-17,7982	11,1170	4,408E-15	4,9480	54
Std. Residual	-3,563	2,225	,000	,991	54
Stud. Residual	-3,604	2,390	-,002	1,029	54
Deleted Residual	-18,2139	12,8202	-2,42E-02	5,3474	54
Stud. Deleted Residual	-4,121	2,509	-,018	1,095	54
Mahal. Distance	,000	8,748	,981	1,567	54
Cook's Distance	,000	1,106	,043	,162	54
Centered Leverage Value	,000	,165	,019	,030	54

a. Dependent Variable: Y

Charts

Histogram

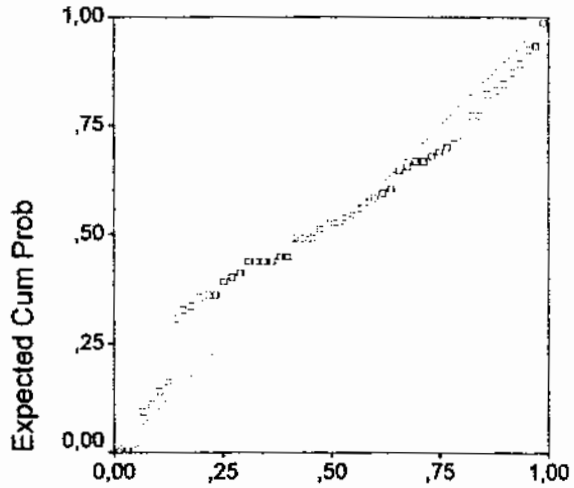
Dependent Variable: Y



Regression Standardized Residual

Normal P-P Plot of Regression Sta

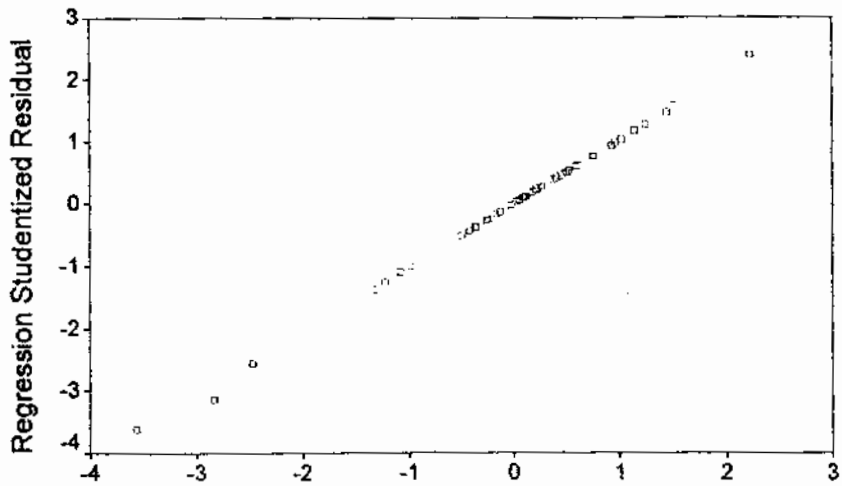
Dependent Variable: Y



Observed Cum Prob

Scatterplot

Dependent Variable: Y



Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	32,4630	6,0523	54
X2	16,0185	3,8827	54

Correlations

		Y	X2
Pearson Correlation	Y	1,000	,563
	X2	,563	1,000
Sig. (1-tailed)	Y	.	,000
	X2	,000	.
N	Y	54	54
	X2	54	54

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	X2[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,563[a]	,317	,304	5,0487

Model Summary[b]

Model	Change Statistics					Durbin-Watson
	R Square Change	F Change	df1	df2	Sig. F Change	
1	,317	24,166	1	52	,000	2,019

a. Predictors: (Constant), X2

b. Dependent Variable: Y

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	615,977	1	615,977	24,166	,000[a]
	Residual	1325,449	52	25,489		
	Total	1941,426	53			

a. Predictors: (Constant), X2

b. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,398	2,942		6,253	,000
	X2	,878	,179	,563	4,916	,000

Coefficients[a]

Model		95% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	12,494	24,303
	X2	,520	1,236

Coefficients[a]

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	X2	,563	,563	,563	1,000	1,000

a. Dependent Variable: Y

Coefficient Correlations[a]

Model			X2
1	Correlations	X2	1,000
	Covariances	X2	3,190E-02

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	X2
1	1	1,972	1,000	,01	,01
	2	2,764E-02	8,447	,99	,99

a. Dependent Variable: Y

Casewise Diagnostics[a]

Case Number	Std. Residual	Y	Predicted Value	Residual
1	,211	30,00	28,9345	1,0655
2	-,509	29,00	31,5687	-2,5687
3	,211	30,00	28,9345	1,0655
4	-,784	32,00	35,9589	-3,9589
5	,211	30,00	28,9345	1,0655
6	,211	30,00	28,9345	1,0655
7	-,311	30,00	31,5687	-1,5687
8	-,509	29,00	31,5687	-2,5687
9	-,610	32,00	35,0808	-3,0808
10	-,088	32,00	32,4467	-,4467
11	,085	32,00	31,5687	,4313
12	-,634	31,00	34,2028	-3,2028
13	1,424	37,00	29,8126	7,1874
14	-,238	33,00	34,2028	-1,2028
15	1,448	38,00	30,6906	7,3094
16	-3,504	13,00	30,6906	-17,6906
17	-,064	33,00	33,3247	-,3247
18	,631	33,00	29,8126	3,1874
19	,332	35,00	33,3247	1,6753
20	-,040	34,00	34,2028	-,2028
21	-2,929	8,00	22,7883	-14,7883
22	-1,127	25,00	30,6906	-5,6906
23	,158	35,00	34,2028	,7972
24	-,634	31,00	34,2028	-3,2028

Casewise Diagnostics[a]

Case Number	Std. Residual	Y	Predicted Value	Residual
25	-1,576	28,00	35,9589	-7,9589
26	,211	30,00	28,9345	1,0655
27	-2,586	15,00	28,0565	-13,0565
28	,380	37,00	35,0808	1,9192
29	-,069	40,00	40,3491	-,3491
30	1,375	35,00	28,0565	6,9435
31	1,699	34,00	25,4224	8,5776
32	-,190	35,00	35,9589	-,9589
33	,332	35,00	33,3247	1,6753
34	,404	38,00	35,9589	2,0411
35	1,027	35,00	29,8126	5,1874
36	,506	35,00	32,4467	2,5533
37	,433	32,00	29,8126	2,1874
38	,530	36,00	33,3247	2,6753
39	-,509	29,00	31,5687	-2,5687
40	,457	33,00	30,6906	2,3094
41	,457	33,00	30,6906	2,3094
42	-,586	33,00	35,9589	-2,9589
43	,607	32,00	28,9345	3,0655
44	,404	38,00	35,9589	2,0411
45	,428	39,00	36,8369	2,1631
46	,482	34,00	31,5687	2,4313
47	-,113	31,00	31,5687	-,5687
48	,602	39,00	35,9589	3,0411
49	1,622	38,00	29,8126	8,1874
50	-,190	35,00	35,9589	-,9589
51	,950	39,00	34,2028	4,7972
52	,404	38,00	35,9589	2,0411
53	-,489	37,00	39,4710	-2,4710
54	,056	38,00	37,7149	,2851

a. Dependent Variable: Y

Residuals Statistics[a]

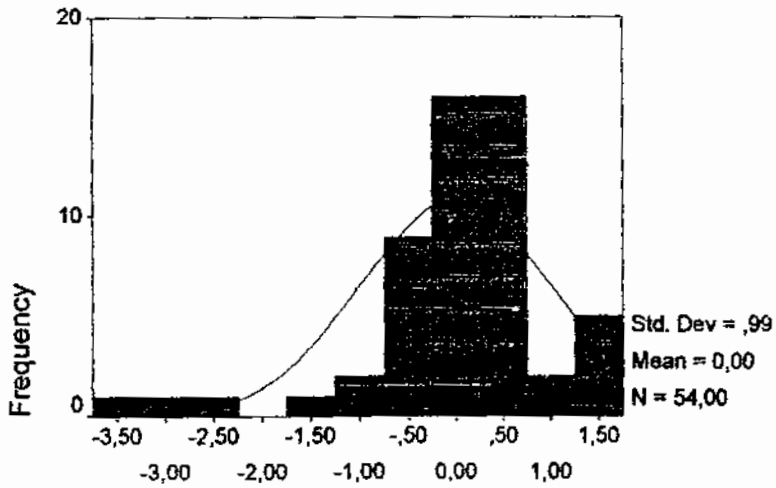
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	22,7883	40,3491	32,4630	3,4091	54
Std. Predicted Value	-2,838	2,313	,000	1,000	54
Standard Error of Predicted Value	,6870	2,0845	,9319	,2776	54
Adjusted Predicted Value	24,4800	40,3964	32,5023	3,3365	54
Residual	-17,6906	8,5776	4,605E-16	5,0008	54
Std. Residual	-3,504	1,699	,000	,991	54
Stud. Residual	-3,546	1,790	-,004	1,023	54
Deleted Residual	-18,1185	9,5200	-3,93E-02	5,3421	54
Stud. Deleted Residual	-4,033	1,830	-,021	1,088	54
Mahal. Distance	,000	8,054	,981	1,451	54
Cook's Distance	,000	1,063	,036	,148	54
Centered Leverage Value	,000	,152	,019	,027	54

a. Dependent Variable: Y

Charts

Histogram

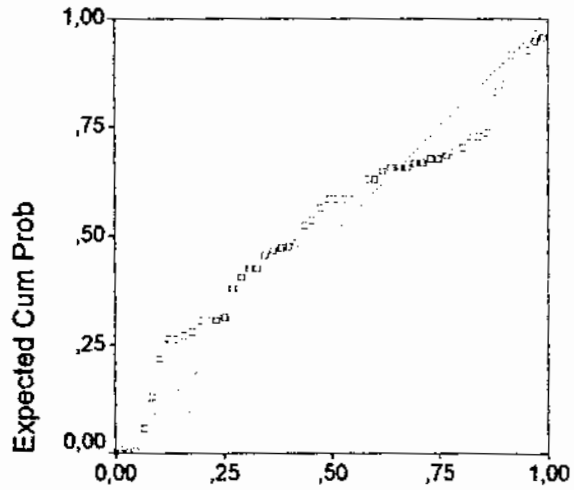
Dependent Variable: Y



Regression Standardized Residual

Normal P-P Plot of Regression Sta

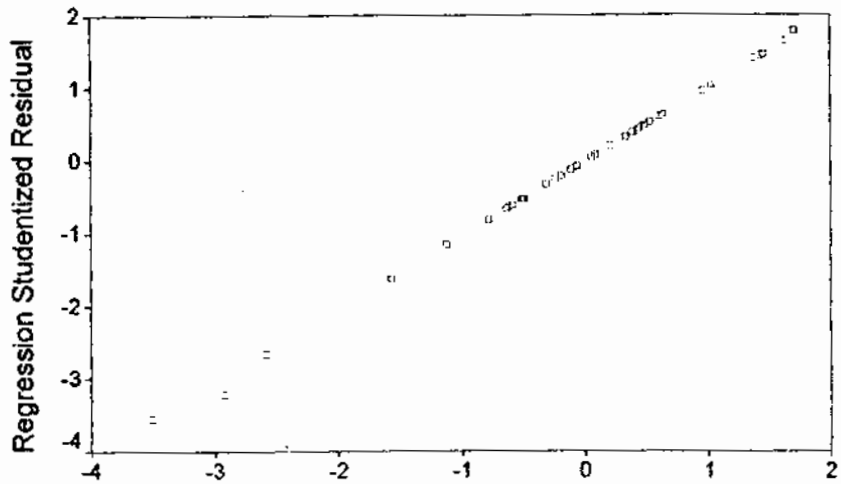
Dependent Variable: Y



Observed Cum Prob

Scatterplot

Dependent Variable: Y



Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	32,4630	6,0523	54
X3	24,7407	4,4177	54

Correlations

		Y	X3
Pearson Correlation	Y	1,000	,901
	X3	,901	1,000
Sig. (1-tailed)	Y	.	,000
	X3	,000	.
N	Y	54	54
	X3	54	54

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	X3[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,901[a]	,811	,808	2,6536

Model Summary[b]

Model	Change Statistics					Durbin-Watson
	R Square Change	F Change	df1	df2	Sig. F Change	
1	,811	223,708	1	52	,000	1,447

a. Predictors: (Constant), X3

b. Dependent Variable: Y

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1575,263	1	1575,263	223,708	,000[a]
	Residual	366,163	52	7,042		
	Total	1941,426	53			

a. Predictors: (Constant), X3

b. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,931	2,073		,932	,356
	X3	1,234	,083	,901	14,957	,000

Coefficients[a]

Model		95% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	-2,229	6,091
	X3	1,069	1,400

Coefficients[a]

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	X3	,901	,901	,901	1,000	1,000

a. Dependent Variable: Y

Coefficient Correlations[a]

Model			X3
1	Correlations	X3	1,000
	Covariances	X3	6,808E-03

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	X3
1	1	1,985	1,000	,01	,01
	2	1,529E-02	11,394	,99	,99

a. Dependent Variable: Y

Casewise Diagnostics[a]

Case Number	Std. Residual	Y	Predicted Value	Residual
1	-,119	30,00	30,3148	-,3148
2	-,495	29,00	30,3148	-1,3148
3	-,119	30,00	30,3148	-,3148
4	,170	32,00	31,5488	,4512
5	-,119	30,00	30,3148	-,3148
6	-,119	30,00	30,3148	-,3148
7	,346	30,00	29,0807	,9193
8	-,030	29,00	29,0807	-8,07E-02
9	-,295	32,00	32,7829	-,7829
10	1,100	32,00	29,0807	2,9193
11	,170	32,00	31,5488	,4512
12	-2,532	31,00	37,7192	-6,7192
13	,194	37,00	36,4851	,5149
14	-,383	33,00	34,0170	-1,0170
15	-,359	38,00	38,9532	-,9532
16	-2,340	13,00	19,2082	-6,2082
17	-1,313	33,00	36,4851	-3,4851
18	,547	33,00	31,5488	1,4512
19	-,095	35,00	35,2510	-,2510
20	,924	34,00	31,5488	2,4512
21	-,503	8,00	9,3356	-1,3356
22	-2,468	25,00	31,5488	-6,5488
23	-,095	35,00	35,2510	-,2510
24	1,188	31,00	27,8466	3,1534

Casewise Diagnostics[a]

Case Number	Std. Residual	Y	Predicted Value	Residual
25	,058	28,00	27,8466	,1534
26	-,119	30,00	30,3148	-,3148
27	-,191	15,00	15,5060	-,5060
28	,659	37,00	35,2510	1,7490
29	,860	40,00	37,7192	2,2808
30	,836	35,00	32,7829	2,2171
31	-,937	34,00	36,4851	-2,4851
32	-,560	35,00	36,4851	-1,4851
33	-,095	35,00	35,2510	-,2510
34	1,036	38,00	35,2510	2,7490
35	-1,490	35,00	38,9532	-3,9532
36	-,095	35,00	35,2510	-,2510
37	1,100	32,00	29,0807	2,9193
38	,747	36,00	34,0170	1,9830
39	-,961	29,00	31,5488	-2,5488
40	-1,778	33,00	37,7192	-4,7192
41	-1,313	33,00	36,4851	-3,4851
42	,547	33,00	31,5488	1,4512
43	,170	32,00	31,5488	,4512
44	,571	38,00	36,4851	1,5149
45	,483	39,00	37,7192	1,2808
46	,459	34,00	32,7829	1,2171
47	,723	31,00	29,0807	1,9193
48	1,878	39,00	34,0170	4,9830
49	1,501	38,00	34,0170	3,9830
50	-,095	35,00	35,2510	-,2510
51	,018	39,00	38,9532	4,676E-02
52	,106	38,00	37,7192	,2808
53	,194	37,00	36,4851	,5149
54	2,431	38,00	31,5488	6,4512

a. Dependent Variable: Y

Residuals Statistics[a]

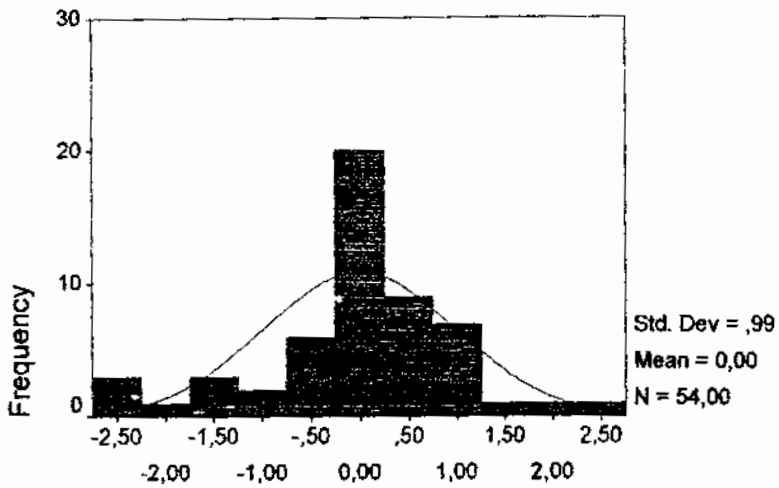
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	9,3356	38,9532	32,4630	5,4518	54
Std. Predicted Value	-4,242	1,190	,000	1,000	54
Standard Error of Predicted Value	,3617	1,5879	,4674	,2076	54
Adjusted Predicted Value	10,0807	39,1406	32,4978	5,3603	54
Residual	-6,7192	6,4512	1,447E-15	2,6284	54
Std. Residual	-2,532	2,431	,000	,991	54
Stud. Residual	-2,579	2,455	-,006	1,012	54
Deleted Residual	-7,1362	6,5764	-3,48E-02	2,7444	54
Stud. Deleted Residual	-2,735	2,585	-,012	1,043	54
Mahal. Distance	,003	17,996	,981	2,799	54
Cook's Distance	,000	,470	,023	,067	54
Centered Leverage Value	,000	,340	,019	,053	54

a. Dependent Variable: Y

Charts

Histogram

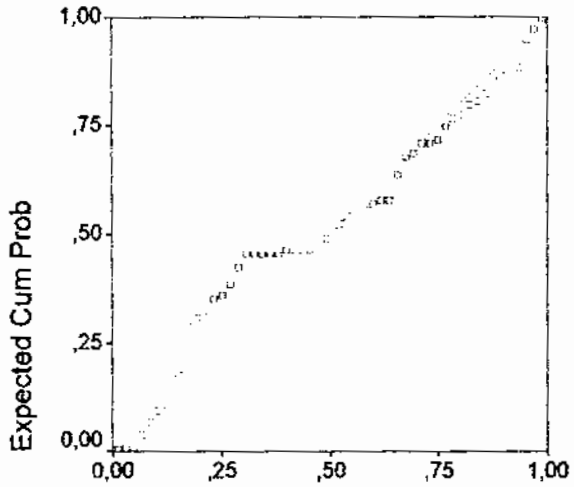
Dependent Variable: Y



Regression Standardized Residual

Normal P-P Plot of Regression Sta

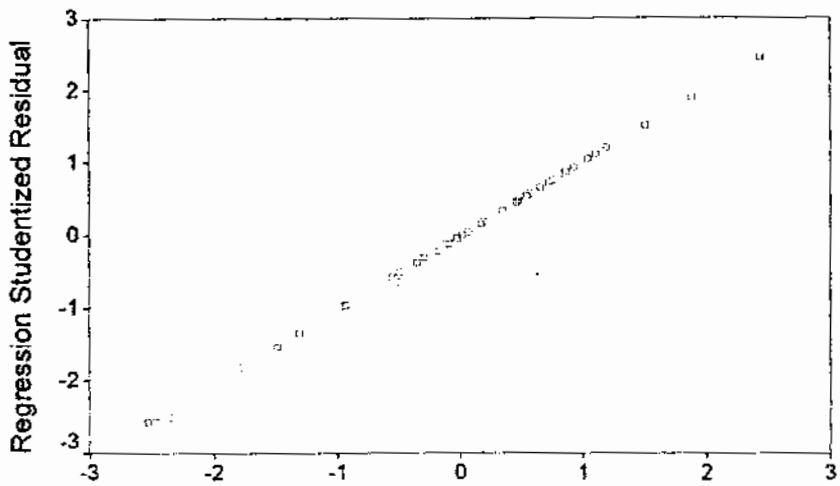
Dependent Variable: Y



Observed Cum Prob

Scatterplot

Dependent Variable: Y



Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	32,4630	6,0523	54
X1	16,9259	4,0322	54
X2	16,0185	3,8827	54
X3	24,7407	4,4177	54

Correlations

		Y	X1	X2	X3
Pearson Correlation	Y	1,000	,576	,563	,901
	X1	,576	1,000	,797	,487
	X2	,563	,797	1,000	,479
	X3	,901	,487	,479	1,000
Sig. (1-tailed)	Y	.	,000	,000	,000
	X1	,000	.	,000	,000
	X2	,000	,000	.	,000
	X3	,000	,000	,000	.
N	Y	54	54	54	54
	X1	54	54	54	54
	X2	54	54	54	54
	X3	54	54	54	54

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,916[a]	,839	,829	2,5027

Model Summary[b]

Model	Change Statistics					Durbin-Watson
	R Square Change	F Change	df1	df2	Sig. F Change	
1	,839	86,650	3	50	,000	1,688

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

b. Dependent Variable: Y

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1628,241	3	542,747	86,650	,000[a]
	Residual	313,185	50	6,264		
	Total	1941,426	53			

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

b. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,145	2,049		,071	,944
	X1	,173	,144	,116	1,205	,234
	X2	,135	,149	,087	,910	,367
	X3	1,100	,090	,803	12,161	,000

Coefficients[a]

Model		95% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	-3,971	4,261
	X1	-,116	,463
	X2	-,163	,434
	X3	,918	1,282

Coefficients[a]

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	X1	,576	,168	,068	,351	2,851
	X2	,563	,128	,052	,354	2,821
	X3	,901	,864	,691	,740	1,351

a. Dependent Variable: Y

Coefficient Correlations[a]

Model			X3	X2	X1
1	Correlations	X3	1,000	-,172	-,199
		X2	-,172	1,000	-,735
		X1	-,199	-,735	1,000
	Covariances	X3	8,182E-03	-2,310E-03	-2,595E-03
		X2	-2,310E-03	2,212E-02	-1,573E-02
		X1	-2,595E-03	-1,573E-02	2,072E-02

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3,937	1,000	,00	,00	,00	,00
	2	3,717E-02	10,292	,27	,11	,14	,09
	3	1,480E-02	16,308	,73	,00	,01	,90
	4	1,089E-02	19,012	,00	,88	,85	,00

a. Dependent Variable: Y

Casewise Diagnostics[a]

Case Number	Std. Residual	Y	Predicted Value	Residual
1	,132	30,00	29,6705	,3295
2	-,777	29,00	30,9435	-1,9435
3	,132	30,00	29,6705	,3295
4	-,218	32,00	32,5465	-,5465
5	,132	30,00	29,6705	,3295
6	,132	30,00	29,6705	,3295
7	,270	30,00	29,3232	,6768
8	,009	29,00	28,9763	2,371E-02
9	-,950	32,00	34,3784	-2,3784
10	,946	32,00	29,6319	2,3681
11	,260	32,00	31,3498	,6502
12	-2,500	31,00	37,2557	-6,2557
13	,677	37,00	35,3058	1,6942
14	-,105	33,00	33,2619	-,2619
15	-,272	38,00	38,6818	-,6818
16	-2,813	13,00	20,0409	-7,0409

Casewise Diagnostics[a]

Case Number	Std. Residual	Y	Predicted Value	Residual
17	-1,415	33,00	36,5407	-3,5407
18	,767	33,00	31,0792	1,9208
19	-,037	35,00	35,0938	-9,38E-02
20	,620	34,00	32,4494	1,5506
21	-,115	8,00	8,2888	-,2888
22	-2,344	25,00	30,8676	-5,8676
23	-,299	35,00	35,7494	-,7494
24	1,155	31,00	28,1087	2,8913
25	-,429	28,00	29,0730	-1,0730
26	,270	30,00	29,3236	,6764
27	-,256	15,00	15,6412	-,6412
28	,446	37,00	35,8847	1,1153
29	,094	40,00	39,7636	,2364
30	1,374	35,00	31,5618	3,4382
31	,095	34,00	33,7622	,2378
32	-,847	35,00	37,1200	-2,1200
33	-,245	35,00	35,6141	-,6141
34	,860	38,00	35,8465	2,1535
35	-,447	35,00	36,1183	-1,1183
36	-,122	35,00	35,3054	-,3054
37	1,455	32,00	28,3588	3,6412
38	,732	36,00	34,1672	1,8328
39	-,870	29,00	31,1763	-2,1763
40	-1,553	33,00	36,8880	-3,8880
41	-,698	33,00	34,7473	-1,7473
42	,112	33,00	32,7199	,2801
43	,491	32,00	30,7705	1,2295
44	,144	38,00	37,6403	,3597
45	,119	39,00	38,7022	,2978
46	,619	34,00	32,4498	1,5502
47	,739	31,00	29,1497	1,8503
48	1,561	39,00	35,0934	3,9066
49	1,956	38,00	33,1058	4,8942
50	-,546	35,00	36,3669	-1,3669
51	-,158	39,00	39,3963	-,3963
52	,051	38,00	37,8731	,1269
53	-,403	37,00	38,0080	-1,0080
54	2,071	38,00	32,8171	5,1829

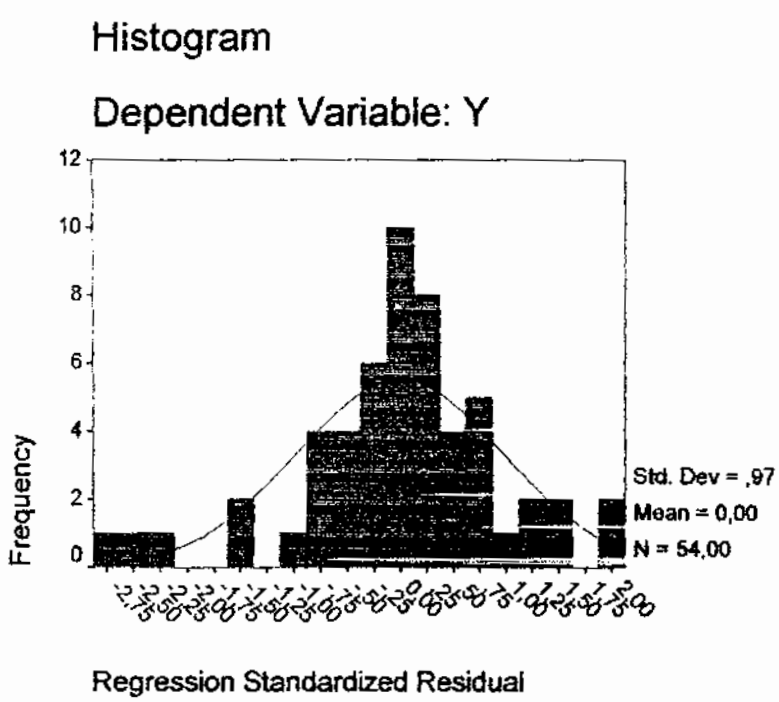
a. Dependent Variable: Y

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8,2888	39,7636	32,4630	5,5427	54
Std. Predicted Value	-4,361	1,317	,000	1,000	54
Standard Error of Predicted Value	,3528	1,5405	,6331	,2536	54
Adjusted Predicted Value	8,4650	39,7309	32,4975	5,5058	54
Residual	-7,0409	5,1829	1,974E-15	2,4309	54
Std. Residual	-2,813	2,071	,000	,971	54
Stud. Residual	-3,039	2,185	-,006	1,009	54
Deleted Residual	-8,2177	5,7717	-3,45E-02	2,6261	54
Stud. Deleted Residual	-3,332	2,275	-,014	1,048	54
Mahal. Distance	,072	19,099	2,944	3,685	54
Cook's Distance	,000	,386	,020	,057	54
Centered Leverage Value	,001	,360	,056	,070	54

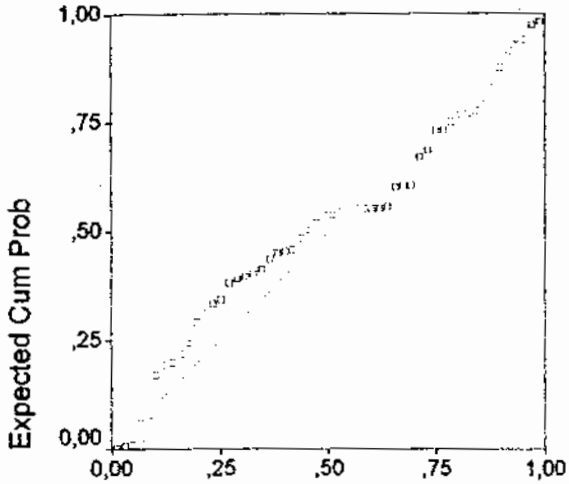
a. Dependent Variable: Y

Charts



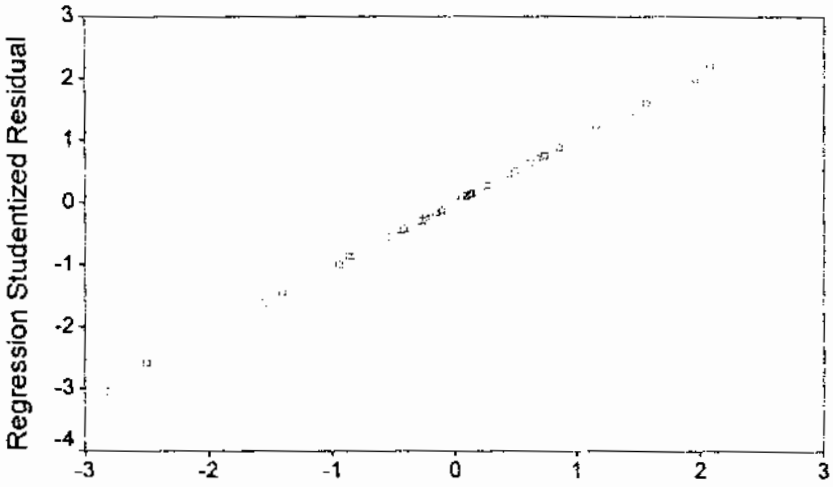
Normal P-P Plot of Regression Sta

Dependent Variable: Y



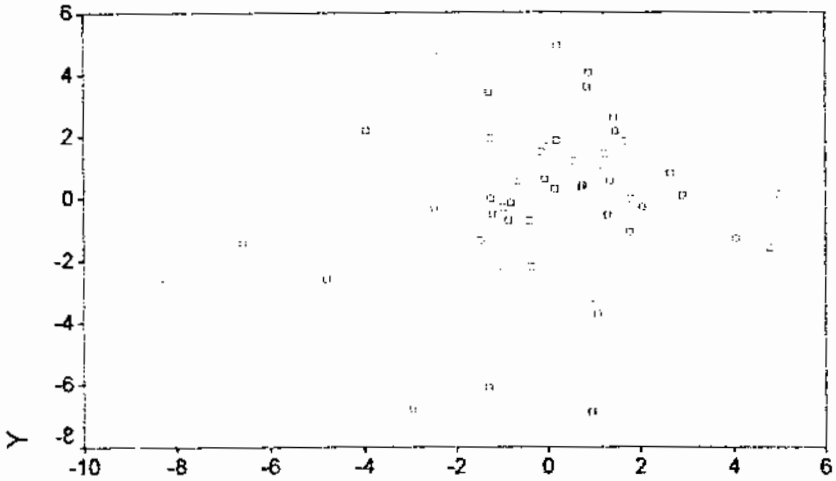
Scatterplot

Dependent Variable: Y



Partial Regression Plot

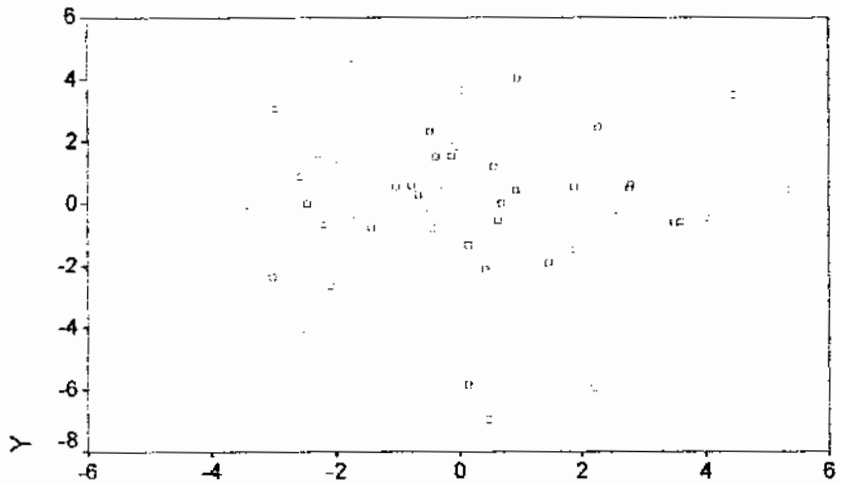
Dependent Variable: Y



X1

Partial Regression Plot

Dependent Variable: Y



X2

Partial Regression Plot

Dependent Variable: Y