

**LAMPIRAN 3****OUTPUT SPSS****Frequency Table (X<sub>1</sub>)****pernyataan 1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	11	25.0	25.0	27.3
	setuju	19	43.2	43.2	70.5
	sangat setuju	13	29.5	29.5	100.0
	Total	44	100.0	100.0	

**pernyataan 2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	cukup setuju	8	18.2	18.2	18.2
	setuju	26	59.1	59.1	77.3
	sangat setuju	10	22.7	22.7	100.0
	Total	44	100.0	100.0	

**pernyataan 3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	cukup setuju	9	20.5	20.5	20.5
	setuju	22	50.0	50.0	70.5
	sangat setuju	13	29.5	29.5	100.0
	Total	44	100.0	100.0	

**pernyataan 4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	2	4.5	4.5	4.5
	cukup setuju	8	18.2	18.2	22.7
	setuju	18	40.9	40.9	63.6
	sangat setuju	16	36.4	36.4	100.0
	Total	44	100.0	100.0	

**pernyataan 5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	13	29.5	29.5	31.8
	setuju	21	47.7	47.7	79.5
	sangat setuju	9	20.5	20.5	100.0
	Total	44	100.0	100.0	

**pernyataan 6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	13	29.5	29.5	31.8
	setuju	15	34.1	34.1	65.9
	sangat setuju	15	34.1	34.1	100.0
	Total	44	100.0	100.0	

**pernyataan 7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	cukup setuju	8	18.2	18.2	18.2
	setuju	22	50.0	50.0	68.2
	sangat setuju	14	31.8	31.8	100.0
	Total	44	100.0	100.0	

**pernyataan 8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	cukup setuju	12	27.3	27.3	29.5
	setuju	20	45.5	45.5	75.0
	sangat setuju	11	25.0	25.0	100.0
	Total	44	100.0	100.0	

**pernyataan 9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	cukup setuju	18	40.9	40.9	40.9
	setuju	17	38.6	38.6	79.5
	sangat setuju	9	20.5	20.5	100.0
	Total	44	100.0	100.0	

**pernyataan 10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid sangat tidak setuju	1	2.3	2.3	2.3
tidak setuju	2	4.5	4.5	6.8
cukup setuju	10	22.7	22.7	29.5
setuju	20	45.5	45.5	75.0
sangat setuju	11	25.0	25.0	100.0
Total	44	100.0	100.0	

**pernyataan 11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid cukup setuju	17	38.6	38.6	38.6
setuju	18	40.9	40.9	79.5
sangat setuju	9	20.5	20.5	100.0
Total	44	100.0	100.0	

**pernyataan 12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	1	2.3	2.3	2.3
cukup setuju	18	40.9	40.9	43.2
setuju	17	38.6	38.6	81.8
sangat setuju	8	18.2	18.2	100.0
Total	44	100.0	100.0	

**Reliability (X<sub>1</sub>)****Case Processing Summary**

	N	%
Cases Valid	44	100.0
Excluded <sup>a</sup>	0	.0
Total	44	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.907	12

**Frequency Table (X<sub>2</sub>)****pernyataan 1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	8	18.2	18.2	18.2
	cukup setuju	4	9.1	9.1	27.3
	setuju	25	56.8	56.8	84.1
	sangat setuju	7	15.9	15.9	100.0
	Total	44	100.0	100.0	

**pernyataan 2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	11	25.0	25.0	27.3
	setuju	20	45.5	45.5	72.7
	sangat setuju	12	27.3	27.3	100.0
	Total	44	100.0	100.0	

**pernyataan 3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	cukup setuju	11	25.0	25.0	27.3
	setuju	25	56.8	56.8	84.1
	sangat setuju	7	15.9	15.9	100.0
	Total	44	100.0	100.0	

**pernyataan 4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	cukup setuju	13	29.5	29.5	29.5
	setuju	22	50.0	50.0	79.5
	sangat setuju	9	20.5	20.5	100.0
	Total	44	100.0	100.0	

**pernyataan 5**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	sangat tidak setuju	2	4.5	4.5	4.5
	tidak setuju	2	4.5	4.5	9.1
	cukup setuju	11	25.0	25.0	34.1
	setuju	18	40.9	40.9	75.0
	sangat setuju	11	25.0	25.0	100.0
	Total	44	100.0	100.0	

**pernyataan 6**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	tidak setuju	4	9.1	9.1	11.4
	cukup setuju	11	25.0	25.0	36.4
	setuju	19	43.2	43.2	79.5
	sangat setuju	9	20.5	20.5	100.0
	Total	44	100.0	100.0	

**pernyataan 7**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	tidak setuju	10	22.7	22.7	25.0
	cukup setuju	14	31.8	31.8	56.8
	setuju	16	36.4	36.4	93.2
	sangat setuju	3	6.8	6.8	100.0
	Total	44	100.0	100.0	

**pernyataan 8**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	tidak setuju	14	31.8	31.8	31.8
	cukup setuju	9	20.5	20.5	52.3
	setuju	16	36.4	36.4	88.6
	sangat setuju	5	11.4	11.4	100.0
	Total	44	100.0	100.0	

**pernyataan 9**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	tidak setuju	3	6.8	6.8	9.1
	cukup setuju	12	27.3	27.3	36.4
	setuju	18	40.9	40.9	77.3
	sangat setuju	10	22.7	22.7	100.0
	Total	44	100.0	100.0	

**pernyataan 10**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	tidak setuju	1	2.3	2.3	4.5
	cukup setuju	6	13.6	13.6	18.2
	setuju	25	56.8	56.8	75.0
	sangat setuju	11	25.0	25.0	100.0
	Total	44	100.0	100.0	

**pernyataan 11**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	tidak setuju	5	11.4	11.4	11.4
	cukup setuju	16	36.4	36.4	47.7
	setuju	18	40.9	40.9	88.6
	sangat setuju	5	11.4	11.4	100.0
	Total	44	100.0	100.0	

**pernyataan 12**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	tidak setuju	6	13.6	13.6	15.9
	cukup setuju	8	18.2	18.2	34.1
	setuju	21	47.7	47.7	81.8
	sangat setuju	8	18.2	18.2	100.0
	Total	44	100.0	100.0	

**Reliability (X<sub>2</sub>)****Case Processing Summary**

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.877	12

**Frequency Table (X<sub>3</sub>)****pernyataan 1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	13	29.5	29.5	31.8
	setuju	20	45.5	45.5	77.3
	sangat setuju	10	22.7	22.7	100.0
	Total	44	100.0	100.0	

**pernyataan 2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	cukup setuju	7	15.9	15.9	15.9
	setuju	29	65.9	65.9	81.8
	sangat setuju	8	18.2	18.2	100.0
	Total	44	100.0	100.0	

**pernyataan 3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	11	25.0	25.0	27.3
	setuju	21	47.7	47.7	75.0
	sangat setuju	11	25.0	25.0	100.0
	Total	44	100.0	100.0	

**pernyataan 4**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	cukup setuju	9	20.5	20.5	22.7
	setuju	21	47.7	47.7	70.5
	sangat setuju	13	29.5	29.5	100.0
	Total	44	100.0	100.0	

**pernyataan 5**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	tidak setuju	4	9.1	9.1	9.1
	cukup setuju	8	18.2	18.2	27.3
	setuju	19	43.2	43.2	70.5
	sangat setuju	13	29.5	29.5	100.0
	Total	44	100.0	100.0	

**pernyataan 6**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	tidak setuju	5	11.4	11.4	11.4
	cukup setuju	13	29.5	29.5	40.9
	setuju	14	31.8	31.8	72.7
	sangat setuju	12	27.3	27.3	100.0
	Total	44	100.0	100.0	

**pernyataan 7**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	13	29.5	29.5	31.8
	setuju	16	36.4	36.4	68.2
	sangat setuju	14	31.8	31.8	100.0
	Total	44	100.0	100.0	

**pernyataan 8**

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	cukup setuju	12	27.3	27.3	29.5
	setuju	20	45.5	45.5	75.0
	sangat setuju	11	25.0	25.0	100.0
	Total	44	100.0	100.0	



**pernyataan 9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid cukup setuju	5	11.4	11.4	11.4
setuju	28	63.6	63.6	75.0
sangat setuju	11	25.0	25.0	100.0
Total	44	100.0	100.0	

**pernyataan 10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid sangat tidak setuju	1	2.3	2.3	2.3
tidak setuju	4	9.1	9.1	11.4
cukup setuju	8	18.2	18.2	29.5
setuju	18	40.9	40.9	70.5
sangat setuju	13	29.5	29.5	100.0
Total	44	100.0	100.0	

**pernyataan 11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	2	4.5	4.5	4.5
cukup setuju	8	18.2	18.2	22.7
setuju	22	50.0	50.0	72.7
sangat setuju	12	27.3	27.3	100.0
Total	44	100.0	100.0	

**pernyataan 12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	1	2.3	2.3	2.3
cukup setuju	14	31.8	31.8	34.1
setuju	21	47.7	47.7	81.8
sangat setuju	8	18.2	18.2	100.0
Total	44	100.0	100.0	

**Reliability (X<sub>3</sub>)****Case Processing Summary**

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.848	12

**Frequency Table (Y)****pernyataan 1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	tidak setuju	2	4.5	4.5	6.8
	cukup setuju	10	22.7	22.7	29.5
	setuju	22	50.0	50.0	79.5
	sangat setuju	9	20.5	20.5	100.0
Total		44	100.0	100.0	

**pernyataan 2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	5	11.4	11.4	11.4
	cukup setuju	12	27.3	27.3	38.6
	setuju	19	43.2	43.2	81.8
	sangat setuju	8	18.2	18.2	100.0
Total		44	100.0	100.0	

**pernyataan 3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	2.3	2.3	2.3
	tidak setuju	2	4.5	4.5	6.8
	cukup setuju	10	22.7	22.7	29.5
	setuju	16	36.4	36.4	65.9
	sangat setuju	15	34.1	34.1	100.0
	Total	44	100.0	100.0	

**pernyataan 4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	4	9.1	9.1	9.1
	cukup setuju	7	15.9	15.9	25.0
	setuju	24	54.5	54.5	79.5
	sangat setuju	9	20.5	20.5	100.0
	Total	44	100.0	100.0	

**pernyataan 5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	3	6.8	6.8	6.8
	cukup setuju	14	31.8	31.8	38.6
	setuju	14	31.8	31.8	70.5
	sangat setuju	13	29.5	29.5	100.0
	Total	44	100.0	100.0	

**pernyataan 6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	4	9.1	9.1	9.1
	cukup setuju	8	18.2	18.2	27.3
	setuju	20	45.5	45.5	72.7
	sangat setuju	12	27.3	27.3	100.0
	Total	44	100.0	100.0	

**pernyataan 7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	6	13.6	13.6	15.9
	setuju	24	54.5	54.5	70.5
	sangat setuju	13	29.5	29.5	100.0
	Total	44	100.0	100.0	

**pernyataan 8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.3	2.3	2.3
	cukup setuju	5	11.4	11.4	13.6
	setuju	24	54.5	54.5	68.2
	sangat setuju	14	31.8	31.8	100.0
	Total	44	100.0	100.0	

**pernyataan 9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	3	6.8	6.8	6.8
	cukup setuju	4	9.1	9.1	15.9
	setuju	25	56.8	56.8	72.7
	sangat setuju	12	27.3	27.3	100.0
	Total	44	100.0	100.0	

**pernyataan 10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	2	4.5	4.5	4.5
	cukup setuju	10	22.7	22.7	27.3
	setuju	18	40.9	40.9	68.2
	sangat setuju	14	31.8	31.8	100.0
	Total	44	100.0	100.0	

**pernyataan 11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	4	9.1	9.1	9.1
	cukup setuju	9	20.5	20.5	29.5
	setuju	18	40.9	40.9	70.5
	sangat setuju	13	29.5	29.5	100.0
	Total	44	100.0	100.0	

**pernyataan 12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	1	2.3	2.3	2.3
cukup setuju	7	15.9	15.9	18.2
setuju	24	54.5	54.5	72.7
sangat setuju	12	27.3	27.3	100.0
Total	44	100.0	100.0	

**Reliability (Y)**

**Case Processing Summary**

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.922	12

**Regression**

**Descriptive Statistics**

	Mean	Std. Deviation	N
peningkatan pelayanan publik (Y)	47.3636	7.57625	44
motivasi (X1)	47.3409	6.67847	44
disiplin (X2)	44.3409	7.16238	44
kompetensi SDM (X3)	47.2727	6.07076	44

## Correlations

		peningkatan pelayanan publik (Y)	motivasi (X1)	disiplin (X2)	kompetensi SDM (X3)
Pearson Correlation	peningkatan pelayanan publik (Y)	1.000	.825	.708	.875
	motivasi (X1)	.825	1.000	.500	.812
	disiplin (X2)	.708	.500	1.000	.616
	kompetensi SDM (X3)	.875	.812	.616	1.000
Sig. (1-tailed)	peningkatan pelayanan publik (Y)	.	.000	.000	.000
	motivasi (X1)	.000	.	.000	.000
	disiplin (X2)	.000	.000	.	.000
	kompetensi SDM (X3)	.000	.000	.000	.
N	peningkatan pelayanan publik (Y)	44	44	44	44
	motivasi (X1)	44	44	44	44
	disiplin (X2)	44	44	44	44
	kompetensi SDM (X3)	44	44	44	44

Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	kompetensi SDM (X3), disiplin (X2), motivasi <sup>a</sup> (X1)	.	Enter

a. All requested variables entered.

b. Dependent Variable: peningkatan pelayanan publik (Y)

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.922 <sup>a</sup>	.850	.839	3.03820

a. Predictors: (Constant), kompetensi SDM (X3), disiplin (X2), motivasi (X1)

b. Dependent Variable: peningkatan pelayanan publik (Y)

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2098.955	3	699.652	75.796	.000 <sup>a</sup>
	Residual	369.227	40	9.231		
	Total	2468.182	43			

a. Predictors: (Constant), kompetensi SDM (X3), disiplin (X2), motivasi (X1)

b. Dependent Variable: peningkatan pelayanan publik (Y)

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-9.101	3.778		-2.409	.021
	motivasi (X1)	.380	.119	.335	3.203	.003
	disiplin (X2)	.288	.082	.273	3.514	.001
	kompetensi SDM (X3)	.543	.144	.435	3.783	.001

a. Dependent Variable: peningkatan pelayanan publik (Y)

Residuals Statistics<sup>a</sup>

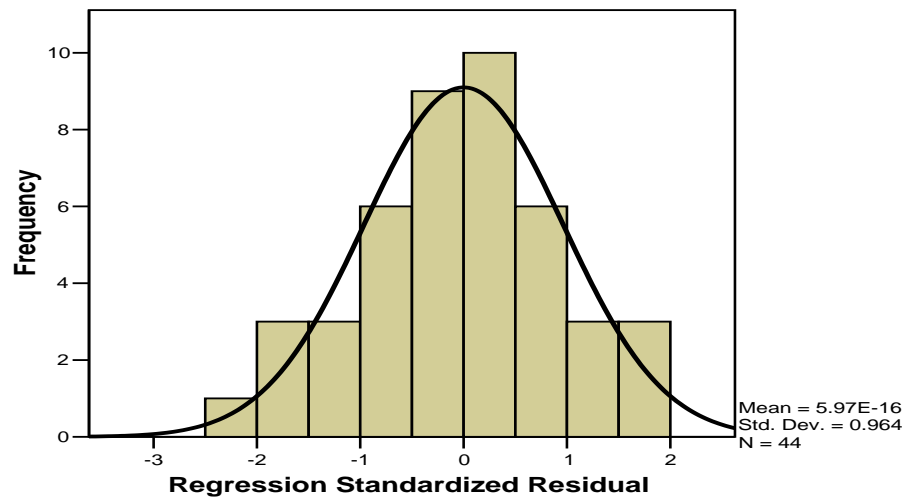
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	34.8696	59.1974	47.3636	6.98662	44
Std. Predicted Value	-1.788	1.694	.000	1.000	44
Standard Error of Predicted Value	.486	2.047	.861	.318	44
Adjusted Predicted Value	34.4237	59.1178	47.4191	6.91834	44
Residual	-6.40288	5.92694	.00000	2.93030	44
Std. Residual	-2.107	1.951	.000	.964	44
Stud. Residual	-2.339	2.018	-.008	1.034	44
Deleted Residual	-7.88632	7.22356	-.05549	3.41093	44
Stud. Deleted Residual	-2.486	2.103	-.011	1.060	44
Mahal. Distance	.124	18.538	2.932	3.384	44
Cook's Distance	.000	.721	.047	.129	44
Centered Leverage Value	.003	.431	.068	.079	44

a. Dependent Variable: peningkatan pelayanan publik (Y)

Charts

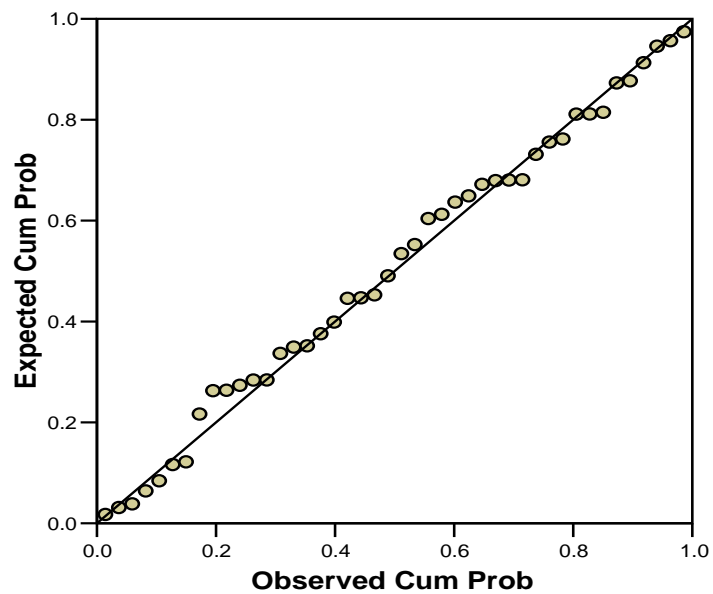
Histogram

Dependent Variable: peningkatan pelayanan publik (Y)



Normal P-P Plot of Regression Standardized Residual

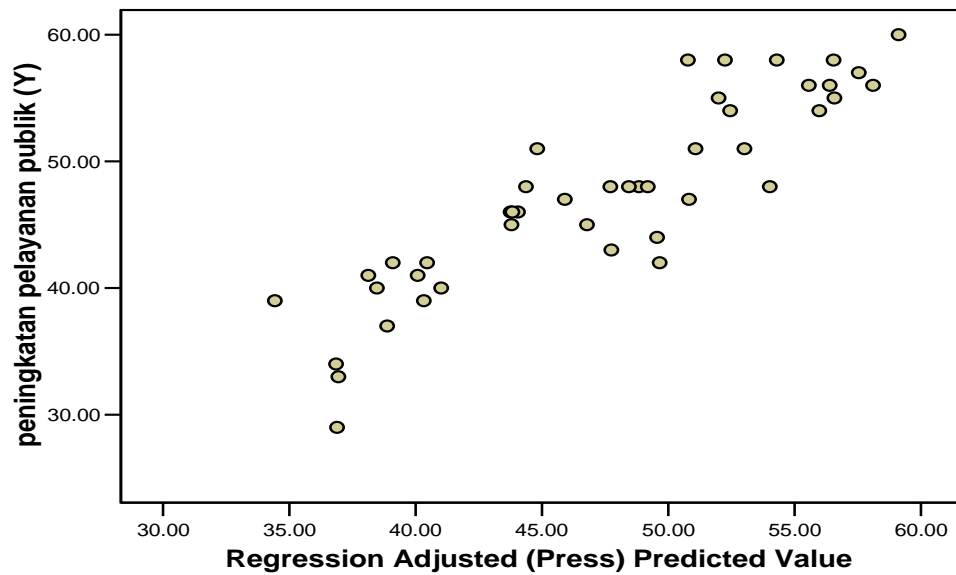
Dependent Variable: peningkatan pelayanan publik (Y)





### Scatterplot

Dependent Variable: peningkatan pelayanan publik (Y)



### NPar Tests

#### One-Sample Kolmogorov-Smirnov Test

		motivasi (X1)	disiplin (X2)	kompetensi SDM (X3)	peningkatan pelayanan publik (Y)
N		44	44	44	44
Normal Parameters <sup>a,b</sup>	Mean	47.3409	44.3409	47.2727	47.3636
	Std. Deviation	6.67847	7.16238	6.07076	7.57625
Most Extreme Differences	Absolute	.099	.074	.122	.105
	Positive	.099	.066	.122	.103
	Negative	-.098	-.074	-.103	-.105
Kolmogorov-Smirnov Z		.655	.493	.809	.696
Asymp. Sig. (2-tailed)		.785	.968	.529	.718

a. Test distribution is Normal.

b. Calculated from data.