

## Lampiran 7

### Hasil Analisis Jalur (*Path Analysis*)

#### 1. Tahap I

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,521 <sup>a</sup>	,272	,247	3,917

a. Predictors: (Constant), Budaya Organisasi, Gaya Kepemimpinan Otoriter

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,842	3,546		,801	,426
	Gaya Kepemimpinan Otoriter	,485	,187	,334	2,599	,012
	Budaya Organisasi	,364	,177	,265	2,059	,044

a. Dependent Variable: Komitmen Organisasional

#### 2. Tahap II

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,994 <sup>a</sup>	,987	,987	,542

a. Predictors: (Constant), komitmen organisasional, budaya Organisasi, gaya kepemimpinan otoriter

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,564	,493		1,142	,258
	gaya kepemimpinan otoriter	,170	,027	,113	6,229	,000
	budaya Organisasi	,257	,025	,181	10,158	,000
	komitmen organisasional	,990	,018	,956	54,941	,000

a. Dependent Variable: kinerja karyawan