

LAMPIRAN 1**Universitas Esa Unggul****Program S-1 Fakultas Ekonomi Dan Bisnis****Program Studi Manajemen Kebon Jeruk Jakarta Barat****KUESIONER PENELITIAN****Responden Yth.**

Saya Dellia Fitri Annisa, seorang mahasiswa tingkat akhir di Universitas Esa Unggul, Jakarta Barat.

Fakultas Ekonomi dan Bisnis Program Studi Manajemen. Saya sedang melakukan penelitian mengenai **Pengaruh Kompensasi, Komitmen Organisasi, dan Budaya Organisasi Terhadap *Labour Turnover* Melalui Kepuasan Karyawan Pada PT Bangun Papan Idaman (Studi kasus Di Cabang Apartemen Metro Park Residence dan Apartemen Green Bay Jakarta Periode 2017)**” dalam rangka menyusun tugas akhir. Maka dari itu saya meminta kesediaan saudara/i untuk pengisian kuesioner ini. **Semua jawaban benar, tidak ada jawaban yang salah.**

Terima kasih atas bantuan dan kerjasamanya.

Atas kesediaan dan partisipasi saudara/i, saya ucapkan terima kasih.

Hormat Saya,

Dellia Fitri Annisa

No	Pernyataan	1	2	3	4
Kompensasi		STS	TS	S	SS
1.	Gaji yang diterima sesuai harapan				
2.	Bonus yang diberikan perusahaan sesuai harapan				
3.	Tunjangan hari raya yang diterima sesuai setiap tahunnya				
4.	Mendapatkan jaminan kesehatan dari perusahaan Anda				
5.	Di perusahaan Anda mengadakan rekreasi untuk karyawan				
6.	Di perusahaan Anda dilengkapi dengan peralatan yang memadai				
7.	Perusahaan tempat Anda bekerja memberikan peluang kepada karyawan untuk promosi jabatan lebih tinggi				
8.	Anda bangga dengan perusahaan tempat Anda bekerja sekarang				
9.	Perusahaan tempat saya bekerja memberikan kepercayaan kepada karyawan untuk mempertanggung jawabkan tugasnya				
10.	Saya merasa memiliki kewajiban untuk memajukan perusahaan				
Komitmen Organisasi					
1.	Saya akan merasa sangat berbahagia menghabiskan sisa karir saya di perusahaan ini				
2.	Saya merasa masalah yang terjadi di perusahaan menjadi permasalahan saya juga				
3.	Saya merasa menjadi bagian keluarga pada perusahaan ini.				
4.	Saya merasa perusahaan ini telah banyak berjasa bagi hidup saya.				
5.	Saya merasa belum memberikan banyak kontribusi bagi perusahaan ini.				
6.	Perusahaan ini layak mendapatkan kesetiaan dari saya.				
7.	Saya sulit meninggalkan perusahaan ini karena takut tidak mendapatkan kesempatan kerja ditempat lain.				
8.	Akan terlalu merugikan bagi saya untuk meninggalkan perusahaan ini				
9.	Sulit mendapatkan pekerjaan dengan penghasilan yang bagus seperti pekerjaan saya sekarang				

Budaya Organisasi					
1.	Atasan langsung mendorong saya untuk melakukan gagasan baru dalam pekerjaan				
2.	Atasan langsung memberi saya kebebasan dalam bertindak untuk mengambil keputusan				
3.	Atasan saya langsung mendorong saya untuk meningkatkan kreativitas agar pekerjaan dapat diselesaikan dengan cepat				
4.	Ketelitian dalam pekerjaan sangat diperlukan				
5.	Saya sangat berhati-hati dalam bekerja				
6.	Tanggung jawab dalam pekerjaan sangat diperlukan				
7.	Dalam melaksanakan pekerjaan, saya melakukan koordinasi antar unit				
8.	Dalam melaksanakan pekerjaan, saya melakukan koordinasi dengan rekan kerja				
9.	Dalam menyelesaikan pekerjaan, saya melakukan sesuai dengan prosedur perusahaan				
10.	Atasan langsung memberikan arahan yang jelas mengenai pekerjaan yang harus saya lakukan				
13.	Perusahaan memberikan fasilitas dalam menunjang penyelesaian pekerjaan secara optimal				
14.	Atasan langsung memberi solusi jika saya menemukan kendala dalam melakukan pekerjaan				
Labour Turnover					
1.	Saya mulai memikirkan tentang masa depan saya, dan mulai berfikir untuk mencari pekerjaan lain				
2.	Berfikir bahwa meninggalkan pekerjaan saya ini adalah keputusan yang tepat				
3.	Keinginan untuk pindah timbul karena tersedianya kesempatan di perusahaan yang lain				
Kepuasan Karyawan					
1.	Saya puas dengan gaji yang saya dapatkan sesuai dengan hasil kerja saya				
2.	Saya puas dengan bonus yang saya dapatkan sesuai dengan hasil kerja saya				
3.	Saya puas dengan kesempatan untuk belajar hal-hal baru dalam pekerjaan saya				
4.	Saya puas perusahaan memberikan kesempatan bekerja sesuai dengan kemampuan saya				

5.	Saya puas membantu pekerjaan rekan kerja saya				
6.	Saya puas dengan rekan kerja yang saling bekerja sama				
7.	Saya puas dengan pimpinan yang selalu memberikan pengarahan kepada karyawan dalam setiap pekerjaan				
8.	Saya puas dengan cara atasan saya menangani bawahannya				
9.	Saya puas dengan penghargaan kinerja pekerjaan yang diberikan perusahaan				
10.	Saya puas dengan promosi yang dilakukan perusahaan memotivasi karyawan untuk lebih berkembang dan maju				
11.	Saya puas fasilitas yang disediakan oleh perusahaan lengkap dan layak pakai				
12.	Saya puas lingkungan pekerjaan mendukung saya dalam bekerja				

LAMPIRAN 3 : UJI VALIDITAS

A. Uji Validitas Kompensasi (X1)

		Correlations										TOTAL	
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL	
X1.1	Pearson Correlation	1	.224	.376*	.302	.408*	.157	.436*	.155	.397*	.464**	.709**	
	Sig. (2-tailed)		.234	.041	.104	.025	.407	.016	.413	.030	.010	.000	
X1.2	Pearson Correlation	.224	1	.017	.505**	.398*	.464**	.222	.346	.049	.218	.643**	
	Sig. (2-tailed)			.928	.004	.029	.010	.239	.061	.797	.247	.000	
X1.3	Pearson Correlation	.376*	.017	1	.186	.222	-.011	.256	.253	.050	.193	.445*	
	Sig. (2-tailed)		.928		.325	.239	.952	.172	.178	.791	.306	.014	
X1.4	Pearson Correlation	.302	.505**	.186	1	.101	.312	.174	.408*	.462*	.110	.647**	
	Sig. (2-tailed)		.004	.325		.594	.094	.359	.025	.010	.563	.000	
X1.5	Pearson Correlation	.408*	.398*	.222	.101	1	.380*	.048	.077	.129	.104	.540**	
	Sig. (2-tailed)		.025	.239	.594	.029	.039	.800	.685	.498	.585	.002	
X1.6	Pearson Correlation	.157	.464**	-.011	.312	.380*	1	.073	.301	.130	.209	.540**	
	Sig. (2-tailed)		.407	.952	.094	.039		.701	.106	.495	.267	.002	
X1.7	Pearson Correlation	.436*	.222	.256	.174	.048	.073	1	.129	.175	.601**	.530**	
	Sig. (2-tailed)		.239	.172	.359	.800	.701		.496	.356	.000	.003	
X1.8	Pearson Correlation	.155	.346	.253	.408*	.077	.301	.129	1	.000	.023	.491**	
	Sig. (2-tailed)		.413	.178	.025	.685	.106	.496		1.000	.904	.006	
X1.9	Pearson Correlation	.397*	.049	.050	.462*	.129	.130	.175	.000	1	.303	.476**	
	Sig. (2-tailed)		.797	.791	.010	.498	.495	.356	1.000		.104	.008	
X1.10	Pearson Correlation	.464**	.218	.193	.110	.104	.209	.601**	.023	.303	1	.545**	
	Sig. (2-tailed)		.247	.306	.563	.585	.267	.000	.904	.104		.002	
TOTAL	Pearson Correlation	.709**	.643**	.445*	.647**	.540**	.540**	.530**	.491**	.476**	.545**	1	
	Sig. (2-tailed)		.000	.014	.000	.002	.002	.003	.006	.008	.002		.30
		30	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

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

B. Uji Validitas Komitmen Organisasi (X2)

		Correlations									
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	TOTAL
X2.1	Pearson Correlation	1	.460*	.204	.229	.385*	.062	.521**	.190	.043	.615**
	Sig. (2-tailed)		.011	.281	.224	.036	.743	.003	.315	.823	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.460*	1	.339	.488**	.561**	.249	.401*	.254	.189	.779**
	Sig. (2-tailed)	.011		.067	.006	.001	.185	.028	.176	.318	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.204	.339	1	.325	.058	-.021	.359	.340	.199	.524**
	Sig. (2-tailed)	.281	.067		.079	.760	.912	.051	.066	.291	.003
	N	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.229	.488**	.325	1	.182	.228	.287	.095	.315	.582**
	Sig. (2-tailed)	.224	.006	.079		.336	.226	.124	.619	.090	.001
	N	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.385*	.561**	.058	.182	1	.443*	.130	.416*	.090	.664**
	Sig. (2-tailed)	.036	.001	.760	.336		.014	.495	.022	.635	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.062	.249	-.021	.228	.443*	1	-.172	.217	-.035	.395*
	Sig. (2-tailed)	.743	.185	.912	.226	.014		.364	.250	.856	.031
	N	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.521**	.401*	.359	.287	.130	-.172	1	.293	.261	.577**
	Sig. (2-tailed)	.003	.028	.051	.124	.495	.364		.117	.163	.001
	N	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.190	.254	.340	.095	.416*	.217	.293	1	.297	.592**
	Sig. (2-tailed)	.315	.176	.066	.619	.022	.250	.117		.111	.001
	N	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.043	.189	.199	.315	.090	-.035	.261	.297	1	.435*
	Sig. (2-tailed)	.823	.318	.291	.090	.635	.856	.163	.111		.016
	N	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.615**	.779**	.524**	.582**	.664**	.395*	.577**	.592**	.435*	1
	Sig. (2-tailed)	.000	.000	.003	.001	.000	.031	.001	.001	.016	
	N	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

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

C. Uji Validitas Budaya Organisasi (X3)

		Correlations												
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	TOTAL
X3.1	Pearson Correlation	1	.280	.219	.257	.040	.397*	.185	.063	.304	.305	.294	.255	.576**
	Sig. (2-tailed)		.134	.245	.170	.835	.030	.329	.740	.102	.101	.115	.174	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.280	1	.323	.251	.231	.571**	.282	.522**	.407*	.154	.173	.225	.677**
	Sig. (2-tailed)	.134		.082	.180	.220	.001	.131	.003	.026	.418	.360	.232	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.219	.323	1	.372*	.113	.242	.430*	-.040	.190	.056	.168	.286	.536**
	Sig. (2-tailed)	.245	.082		.043	.552	.198	.018	.833	.314	.770	.376	.126	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.257	.251	.372*	1	.309	.455*	.144	.113	.380*	.122	.354	.041	.573**
	Sig. (2-tailed)	.170	.180	.043		.097	.012	.449	.551	.039	.520	.055	.829	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.040	.231	.113	.309	1	.351	.017	.175	.293	-.057	.125	.072	.399*
	Sig. (2-tailed)	.835	.220	.552	.097		.057	.928	.355	.116	.763	.509	.706	.029
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.397*	.571**	.242	.455*	.351	1	.212	.541**	.477**	.127	.322	.113	.735**
	Sig. (2-tailed)	.030	.001	.198	.012	.057		.260	.002	.008	.504	.083	.554	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.185	.282	.430*	.144	.017	.212	1	.203	.341	-.031	-.212	-.074	.382*
	Sig. (2-tailed)	.329	.131	.018	.449	.928	.260		.281	.065	.869	.260	.697	.037
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.063	.522**	-.040	.113	.175	.541**	.203	1	.234	-.089	.178	-.047	.423*
	Sig. (2-tailed)	.740	.003	.833	.551	.355	.002	.281		.213	.640	.345	.806	.020
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.304	.407*	.190	.380*	.293	.477**	.341	.234	1	.382*	.145	.129	.646**
	Sig. (2-tailed)	.102	.026	.314	.039	.116	.008	.065	.213		.037	.444	.497	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.305	.154	.056	.122	-.057	.127	-.031	-.089	.382*	1	.268	.642**	.482**
	Sig. (2-tailed)	.101	.418	.770	.520	.763	.504	.869	.640	.037		.152	.000	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.11	Pearson Correlation	.294	.173	.168	.354	.125	.322	-.212	.178	.145	.268	1	.154	.458*
	Sig. (2-tailed)	.115	.360	.376	.055	.509	.083	.260	.345	.444	.152		.415	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.12	Pearson Correlation	.255	.225	.286	.041	.072	.113	-.074	-.047	.129	.642**	.154	1	.493**
	Sig. (2-tailed)	.174	.232	.126	.829	.706	.554	.697	.806	.497	.000	.415		.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.576**	.677**	.536**	.573**	.399*	.735**	.382*	.423*	.646**	.482**	.456*	.493**	1
	Sig. (2-tailed)	.001	.000	.002	.001	.029	.000	.037	.020	.000	.007	.011	.006	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

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

D. Uji Validitas Kepuasan Karyawan (Z)

		Correlations												
		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12	TOTAL
Z1	Pearson Correlation	1	.349	.023	.000	-.100	.474**	.242	.000	.211	.133	.128	.180	.414*
	Sig. (2-tailed)		.059	.905	1.000	.598	.008	.197	1.000	.263	.484	.501	.341	.023
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z2	Pearson Correlation	.349	1	.262	.095	.186	.486**	-.010	.165	.282	.165	.009	.264	.527**
	Sig. (2-tailed)	.059		.162	.618	.324	.007	.958	.384	.132	.385	.963	.159	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z3	Pearson Correlation	.023	.262	1	.149	.270	.379*	.185	.214	.285	.175	.459*	.308	.624**
	Sig. (2-tailed)	.905	.162		.431	.149	.039	.327	.256	.127	.355	.011	.098	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z4	Pearson Correlation	.000	.095	.149	1	.016	.307	.070	.244	.185	.259	.131	.018	.378*
	Sig. (2-tailed)	1.000	.618	.431		.935	.099	.712	.193	.326	.167	.489	.926	.040
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z5	Pearson Correlation	-.100	.186	.270	.016	1	.200	.089	.332	.030	-.041	.066	.343	.431*
	Sig. (2-tailed)	.598	.324	.149	.935		.289	.641	.073	.876	.832	.727	.064	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z6	Pearson Correlation	.474**	.486**	.379*	.307	.200	1	.151	.362*	.177	.275	.382*	.525**	.689**
	Sig. (2-tailed)	.008	.007	.039	.099	.289		.427	.050	.351	.141	.037	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z7	Pearson Correlation	.242	-.010	.185	.070	.089	.151	1	.059	-.071	-.047	-.031	.327	.387*
	Sig. (2-tailed)	.197	.958	.327	.712	.641	.427		.759	.710	.803	.869	.078	.035
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z8	Pearson Correlation	.000	.165	.214	.244	.332	.362*	.059	1	.322	.310	.317	.340	.529**
	Sig. (2-tailed)	1.000	.384	.256	.193	.073	.050	.759		.083	.095	.088	.066	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z9	Pearson Correlation	.211	.282	.285	.185	.030	.177	-.071	.322	1	.322	.095	.072	.516**
	Sig. (2-tailed)	.263	.132	.127	.326	.876	.351	.710	.083		.083	.618	.707	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z10	Pearson Correlation	.133	.165	.175	.259	-.041	.275	-.047	.310	.322	1	.332	-.021	.420*
	Sig. (2-tailed)	.484	.385	.355	.167	.832	.141	.803	.095	.083		.073	.914	.021
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z11	Pearson Correlation	.128	.009	.459*	.131	.066	.382*	-.031	.317	.095	.332	1	.142	.398*
	Sig. (2-tailed)	.501	.963	.011	.489	.727	.037	.869	.088	.618	.073		.455	.029
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z12	Pearson Correlation	.180	.264	.308	.018	.343	.525**	.327	.340	.072	-.021	.142	1	.603**
	Sig. (2-tailed)	.341	.159	.098	.926	.064	.003	.078	.066	.707	.914	.455		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.414*	.527**	.624**	.378*	.431*	.689**	.387*	.529**	.516**	.420*	.398*	.603**	1
	Sig. (2-tailed)	.023	.003	.000	.040	.018	.000	.035	.003	.004	.021	.029	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

* . Correlation is significant at the 0.05 level (2-tailed).

E. Uji Validitas *Labour Turnover* (Y)

Correlations

		Y1	Y2	Y3	TOTAL
Y1	Pearson Correlation	1	.267	.449*	.763**
	Sig. (2-tailed)		.153	.013	.000
	N	30	30	30	30
Y2	Pearson Correlation	.267	1	.377*	.737**
	Sig. (2-tailed)	.153		.040	.000
	N	30	30	30	30
Y3	Pearson Correlation	.449*	.377*	1	.776**
	Sig. (2-tailed)	.013	.040		.000
	N	30	30	30	30
TOTAL	Pearson Correlation	.763**	.737**	.776**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

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

LAMPIRAN 4 : UJI RELIABILITAS

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	120.93	86.271	.120	.641
X1.2	121.20	86.441	.104	.643
X1.3	120.93	92.064	-.242	.662
X1.4	120.97	89.895	-.088	.652
X1.5	120.90	88.438	.004	.649
X1.6	120.47	90.326	-.114	.657
X1.7	121.00	82.759	.530	.619
X1.8	120.93	94.340	-.366	.672
X1.9	120.83	88.144	.024	.648
X1.10	120.70	83.666	.481	.623
X2.1	120.87	92.602	-.238	.667
X2.2	120.57	91.633	-.213	.660
X2.3	120.97	87.275	.133	.640
X2.4	120.80	86.717	.157	.639
X2.5	120.70	88.355	.029	.646
X2.6	120.67	89.540	-.063	.652
X2.7	120.70	94.079	-.374	.670
X2.8	120.80	90.717	-.141	.657
X2.9	120.80	88.234	.039	.645
X3.1	121.47	85.430	.203	.636
X3.2	121.27	83.237	.351	.625
X3.3	121.03	84.447	.292	.630
X3.4	120.83	82.489	.533	.618
X3.5	120.63	81.206	.544	.614
X3.6	120.93	80.064	.621	.608
X3.7	120.87	79.637	.531	.609
X3.8	120.77	84.185	.337	.628
X3.9	120.97	81.826	.618	.615
X3.10	121.23	86.530	.211	.637
X3.11	120.93	86.064	.165	.638
X3.12	121.07	82.478	.384	.622
Z1	121.13	85.775	.103	.644
Z2	121.00	84.690	.298	.630
Z3	120.83	83.454	.231	.632
Z4	120.93	83.375	.252	.631
Z5	120.73	84.340	.252	.632
Z6	120.97	85.895	.190	.637
Z7	120.87	83.361	.282	.629
Z8	120.80	87.752	.019	.651
Z9	120.53	86.120	.145	.640
Z10	120.90	78.507	.415	.613
Z11	121.13	81.085	.363	.621
Z12	120.67	83.747	.254	.631
Y1	120.40	86.179	.108	.643
Y2	120.27	87.099	.058	.647
Y3	120.10	88.369	.007	.649

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.644	46

LAMPIRAN 5 : ANALISIS JALUR (PATH ANALYSIS)

A. Tahap I

Variables Entered/Removed^a

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

a. Dependent Variable: Z

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821 ^a	.674	.659	3.210

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1446.057	3	482.019	46.785	.000 ^b
	Residual	700.596	68	10.303		
	Total	2146.653	71			

a. Dependent Variable: Z

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.936	5.529		2.882	.005
	X1	-.213	.096	-.161	-2.210	.030
	X2	-.247	.110	-.169	-2.241	.028
	X3	.903	.086	.753	10.444	.000

a. Dependent Variable: Z

B. Tahap II**Variables Entered/Removed^a**

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

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.650 ^a	.422	.388	1.641

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	131.984	4	32.996	12.251	.000 ^b
	Residual	180.460	67	2.693		
	Total	312.444	71			

a. Dependent Variable: Y

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.406	2.995		1.471	.146
	X1	-.104	.051	-.207	-2.045	.045
	X2	.260	.058	.468	4.461	.000
	X3	.246	.071	.538	3.450	.001
	Z	-.190	.062	-.499	-3.072	.003

a. Dependent Variable: Y