

**Lampiran 1 Kuesioner Penelitian
Identitas Responden**

Bidang Kerja :

Usia :

Berilah tanda (√) pada jawaban yang anda pilih !

Jenis Kelamin : Laki-Laki Perempuan

Masa Kerja : < 5 Tahun

6-10 Tahun

> 10 Tahun

PETUNJUK PENGISIAN

Pada halaman berikut ini terdapat beberapa pertanyaan. Tugas anda adalah memberikan tanggapan atas pertanyaan tersebut. Sebelum menjawab ada beberapa hal yang perlu anda perhatikan, yaitu :

1. Pada kuesioner ini tidak ada jawaban benar ataupun salah. Anda dimohon untuk menjawab secara jujur sesuai dengan keadaan diri anda.
2. Perlu anda ketahui bahwa hasil jawaban anda akan kami rahasiakan.
3. Tugas anda adalah memberi tanda centang (√) pada jawaban yang Anda rasakan sesuai dengan kondisi yang anda rasakan.

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuj

1. *Servant Leadership* (X₁)

NO	PERTANYAAN	SS	S	N	TS	STS
	Tindakan	5	4	3	2	1
1	Atasan saya melakukan yang dia bisa untuk membantu masalah saya					
2	Atasan saya selalu mengarahkan harus bagaimana saya dalam bekerja					
	Empati					
3	Atasan saya merupakan orang yang pertama kali saya temui saat saya menghadapi masalah					
4	Atasan saya membantu saya dalam mengatasi permasalahan emosional					
5	Atasan saya merupakan orang yang bisa membantu saya untuk memperbaiki masalah saya					
	Bijaksana					
6	Atasan saya memotivasi saya agar saya untuk bekerja secara maksimal.					
7	Atasan saya mampu dalam meyakinkan saya untuk melakukan sesuatu untuk kemajuan saya dan perusahaan.					
	Mencari Solusi					
8	Atasan saya peka terhadap apa yang terjadi pada saya di lingkungan kerja.					
9	Atasan saya mampu mengantisipasi kesalahan dalam pekerjaan					

10	Atasan saya selalu membantu mencari solusi bila ada kesalahan pada hasil kerja karyawan					
	Tumbuh					
11	Saya merasa perusahaan merupakan wadah perkumpulan bagi karyawan.					
12	Saya merasa harus memberikan contoh moral bagi masyarakat sekitar					
13	Saya merasa perusahaan tempat saya bekerja telah berguna untuk masyarakat sekitar					
	Berjiwa Sosial					
8	Atasan saya selalu membantu saya tanpa saya meminta tolong sebelumnya.					
9	Atasan saya menanyakan kesehatan saya dan keluarga saya					
	Visioner					
10	Atasan saya melatih saya untuk menjadi tenaga ahli di masa depan.					
11	Atasan saya membantu saya mempersiapkan jenjang karir saya untuk masa depan.					
	Melayani					
12	Atasan saya sering meluangkan waktu untuk melatih keterampilan karyawan					
13	Atasan saya memberikan waktu untuk mendengarkan masalah atau ide karyawan					

2. Kompetensi (X₂)

NO	PERTANYAAN	SS	S	N	TS	STS
		5	4	3	2	1
1	Saya selalu termotivasi untuk berprestasi					
2	Saya memanfaatkan saran yang diberikan rekan kerja untuk perbaikan diri dalam bekerja.					
3	Saya merasa percaya diri dengan kompetensi yang saya miliki.					
4	Saya mampu mengendalikan diri saat dibawah tekanan					
5	Saya mampu bertahan dalam situasi yang sulit didalam organisasi.					
6	Saya mempunyai kepercayaan diri yang tinggi dalam bekerja					
7	Saya selalu memberikan motivasi kepada rekan kerja untuk meningkatkan kemampuan mereka					
8	Saya mampu membuat urutan pekerjaan menurut prioritasnya.					
9	Saya mampu mengidentifikasi kemungkinan masalah yang akan terjadi berdasarkan pengalaman dimasa lampau					
10	Saya selalu bertukar pikir dengan rekan kerja mengenai pekerjaan.					
11	Saya selalu meminimalisir ketidakpastian dalam bekerja.					
12	Saya selalu bekerja tanpa menunggu perintah dari atasan					
13	Saya selalu meluangkan waktu untuk mencari informasi terbaru mengenai berbagai hal					

3. Komitmen (Y₁)

No	Pertanyaan	SS	S	N	TS	STS
		5	4	3	2	1
1	Saya mengenal Dinas PUPR dengan baik					
2	Saya merasa senang bekerja di Dinas PUPR					
3	Saya selalu dilibatkan dalam setiap kegiatan di Dinas PUPR					
4	Tawaran gaji yang lebih besar dari perusahaan lain tidak akan membuat saya ingin pindah bekerja					
5	Saya memiliki banyak pertimbangan untuk berhenti dari Dinas PUPR					
6	Saya akan tetap bertahan di Dinas PUPR karena rasa tanggung jawab pada pekerjaan saya.					
7	Bekerja adalah prioritas utama saya					
8	Saya yakin bahwa kesetiaan pada perusahaan merupakan hal yang penting.					

4. Kinerja Pegawai (Y₂)

NO	PERTANYAAN	SS	S	N	TS	STS
1	Para karyawan dapat menjaga kualitas dan hasil pekerjaannya					
2	Para karyawan dapat menyelesaikan pekerjaan dengan cepat dan banyak					
3	Para karyawan dapat menyelesaikan pekerjaan dengan waktu yang di tetapkan					

4	Para karyawan dapat menyelesaikan pekerjaan dengan efektif					
5	Para karyawan dapat menyelesaikan pekerjaan dengan mandiri tanpa bantuan dari atasan					

Hasil Tabulasi 151 Responden

No	Usia	Jenis Kelamin	Lama Bekerja
Resp.1	2	1	3
Resp.2	2	2	3
Resp.3	2	1	2
Resp.4	3	1	2
Resp.5	3	1	3
Resp.6	1	1	2
Resp.7	1	1	2
Resp.8	2	2	3
Resp.9	2	2	2
Resp.10	3	1	2
Resp.11	2	2	2
Resp.12	1	2	1
Resp.13	2	1	2
Resp.14	3	2	2
Resp.15	2	2	1
Resp.16	3	1	2
Resp.17	3	1	2
Resp.18	2	1	2
Resp.19	3	2	3
Resp.20	1	2	2
Resp.21	2	2	1
Resp.22	2	1	3
Resp.23	2	1	3
Resp.24	2	2	3
Resp.25	1	2	2
Resp.26	3	2	3
Resp.27	1	1	2
Resp.28	3	1	3
Resp.29	2	1	3
Resp.30	3	2	3
Resp.31	2	1	3
Resp.32	1	2	1
Resp.33	1	1	3
Resp.34	3	1	3

No	Usia	Jenis Kelamin	Lama Bekerja
Resp.35	1	2	2
Resp.36	1	1	2
Resp.37	1	2	2
Resp.38	2	1	2
Resp.39	2	2	3
Resp.40	3	1	3
Resp.41	1	1	1
Resp.42	2	1	3
Resp.43	3	1	3
Resp.44	3	1	3
Resp.45	3	1	3
Resp.46	1	1	1
Resp.47	3	1	3
Resp.48	1	2	1
Resp.49	2	2	2
Resp.50	2	1	3
Resp.51	2	1	3
Resp.52	1	1	2
Resp.53	1	1	3
Resp.54	2	2	3
Resp.55	1	1	2
Resp.56	1	2	2
Resp.57	2	1	3
Resp.58	2	1	3
Resp.59	3	2	3
Resp.60	1	1	2
Resp.61	3	1	2
Resp.62	3	1	3
Resp.63	1	1	2
Resp.64	1	2	1
Resp.65	3	2	3
Resp.66	3	1	3
Resp.67	3	1	3
Resp.68	2	1	3
Resp.69	3	1	2

No	Usia	Jenis Kelamin	Lama Bekerja
Resp.70	1	1	2
Resp.71	2	1	3
Resp.72	3	2	3
Resp.73	3	1	3
Resp.74	3	1	3
Resp.75	2	1	3
Resp.76	2	2	2
Resp.77	3	1	2
Resp.78	1	2	2
Resp.79	1	2	1
Resp.80	2	1	2
Resp.81	3	2	2
Resp.82	2	2	1
Resp.83	3	1	2
Resp.84	1	1	1
Resp.85	2	1	2
Resp.86	3	2	3
Resp.87	2	2	2
Resp.88	2	2	2
Resp.89	2	1	3
Resp.90	2	2	2
Resp.91	3	1	2
Resp.92	2	2	2
Resp.93	1	2	1
Resp.94	1	1	2
Resp.95	3	2	2
Resp.96	2	2	1
Resp.97	3	1	2
Resp.98	1	1	2
Resp.99	1	1	2
Resp.100	3	2	3
Resp.101	2	2	2
Resp.102	2	2	2
Resp.103	2	1	3
Resp.104	2	2	2

No	Usia	Jenis Kelamin	Lama Bekerja
Resp.105	3	1	2
Resp.106	2	1	2
Resp.107	1	1	1
Resp.108	2	1	2
Resp.109	3	2	2
Resp.110	2	2	3
Resp.111	3	1	2
Resp.112	3	1	2
Resp.113	2	1	2
Resp.114	3	2	3
Resp.115	2	2	2
Resp.116	2	2	2
Resp.117	2	1	3
Resp.118	2	2	1
Resp.119	3	1	2
Resp.120	2	2	2
Resp.121	1	2	1
Resp.122	1	1	2
Resp.123	3	2	2
Resp.124	1	1	1
Resp.125	3	1	2
Resp.126	3	1	2
Resp.127	1	1	2
Resp.128	3	2	3
Resp.129	2	2	2
Resp.130	2	2	2
Resp.131	2	1	1
Resp.132	2	2	2
Resp.133	3	1	2
Resp.134	2	2	2
Resp.135	1	2	1
Resp.136	2	1	2
Resp.137	1	1	2
Resp.138	1	1	1
Resp.139	2	1	2

No	Usia	Jenis Kelamin	Lama Bekerja
Resp.140	1	2	1
Resp.141	2	2	2
Resp.142	3	1	2
Resp.143	2	2	2
Resp.144	1	2	1
Resp.145	2	1	2
Resp.146	3	2	2
Resp.147	2	2	1
Resp.148	3	1	2
Resp.149	3	1	2
Resp.150	1	1	1
Resp.151	3	2	3

Lampiran *Output SPSS* Hasil Uji Validitas

		Notes
Output Created		30-AUG-2021 09:04:19
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8-2021\Untitled instrumen.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30
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=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 VAR00013 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.06
	Elapsed Time	00:00:00.08

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Servant leadership
	Sig. (2-tailed)	.000	.000	.000	.002	.155	.000	.000		.013	.000	.002	.276	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.598**	.738**	.653**	.054	.282	.668**	.695**	.447*	1	.653**	.054	.769**	.720**
	Sig. (2-tailed)	.000	.000	.000	.776	.132	.000	.000	.013		.000	.776	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.667**	.940**	1.000**	.423*	.454*	.841**	.980**	.667**	.653**	1	.423*	.434*	.927**
	Sig. (2-tailed)	.000	.000	.000	.020	.012	.000	.000	.000			.020	.016	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	.214	.422*	.423*	1.000**	.481**	.307	.421*	.534**	.054	.423*	1	.243	.573**
	Sig. (2-tailed)	.256	.020	.020	.000	.007	.098	.020	.002	.776	.020		.195	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.12	Pearson Correlation	.426*	.512**	.434*	.243	.521**	.483**	.459*	.205	.769**	.434*	.243	1	.601**
	Sig. (2-tailed)	.019	.004	.016	.195	.003	.007	.011	.276	.000	.016	.195		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Servant leadership	Pearson Correlation	.775**	.939**	.927**	.573**	.608**	.888**	.941**	.781**	.720**	.927**	.573**	.601**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.001	.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).

Notes

Output Created		30-AUG-2021 09:05:03
Comments		
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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=VAR00014 VAR00015 VAR00016 VAR00017 VAR00018 VAR00019 VAR00020 VAR00021 VAR00022 VAR00023 VAR00024 VAR00025 VAR00026 VAR00027 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.16
	Elapsed Time	00:00:00.20

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	Kompetensi
X2.8	Pearson Correlation	.280	.934**	.738**	.894**	.610**	.934**	.738**	1	.665**	.894**	.591**	.369*	1.000**	.901**
	Sig. (2-tailed)	.133	.000	.000	.000	.000	.000	.000		.000	.000	.001	.045	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.465**	.789**	.903**	.522**	.714**	.789**	.903**	.665**	1	.522**	.695**	.757**	.665**	.857**
	Sig. (2-tailed)	.010	.000	.000	.003	.000	.000	.000	.000		.003	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.411*	.810**	.610**	1.000**	.750**	.810**	.610**	.894**	.522**	1	.729**	.247	.894**	.865**
	Sig. (2-tailed)	.024	.000	.000	.000	.000	.000	.000	.000	.003		.000	.187	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.11	Pearson Correlation	.683**	.536**	.809**	.729**	.978**	.536**	.809**	.591**	.695**	.729**	1	.470**	.591**	.825**
	Sig. (2-tailed)	.000	.002	.000	.000	.000	.002	.000	.001	.000	.000		.009	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.12	Pearson Correlation	.773**	.499**	.650**	.247	.488**	.499**	.650**	.369*	.757**	.247	.470**	1	.369*	.639**
	Sig. (2-tailed)	.000	.005	.000	.187	.006	.005	.000	.045	.000	.187	.009		.045	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.13	Pearson Correlation	.280	.934**	.738**	.894**	.610**	.934**	.738**	1.000**	.665**	.894**	.591**	.369*	1	.901**
	Sig. (2-tailed)	.133	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.045		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompetensi	Pearson Correlation	.591**	.894**	.893**	.865**	.845**	.893**	.893**	.901**	.857**	.865**	.825**	.639**	.901**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	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).

Notes

Output Created		30-AUG-2021 09:05:43
Comments		
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	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
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	Elapsed Time	00:00:00.16

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Komitmen
Y1.1	Pearson Correlation	1	.320	.883**	.359	.477**	.370*	.283	.414*	.653**
	Sig. (2-tailed)		.085	.000	.052	.008	.044	.130	.023	.000
	N	30	30	30	30	30	30	30	30	30
Y1.2	Pearson Correlation	.320	1	.197	.975**	.749**	.610**	.886**	.636**	.826**
	Sig. (2-tailed)	.085		.298	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.3	Pearson Correlation	.883**	.197	1	.199	.361	.482**	.331	.511**	.633**
	Sig. (2-tailed)	.000	.298		.291	.050	.007	.074	.004	.000
	N	30	30	30	30	30	30	30	30	30
Y1.4	Pearson Correlation	.359	.975**	.199	1	.730**	.602**	.869**	.627**	.825**
	Sig. (2-tailed)	.052	.000	.291		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.5	Pearson Correlation	.477**	.749**	.361	.730**	1	.865**	.662**	.866**	.880**
	Sig. (2-tailed)	.008	.000	.050	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.6	Pearson Correlation	.370*	.610**	.482**	.602**	.865**	1	.725**	.982**	.871**
	Sig. (2-tailed)	.044	.000	.007	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.7	Pearson Correlation	.283	.886**	.331	.869**	.662**	.725**	1	.771**	.854**
	Sig. (2-tailed)	.130	.000	.074	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.8	Pearson Correlation	.414*	.636**	.511**	.627**	.866**	.982**	.771**	1	.898**
	Sig. (2-tailed)	.023	.000	.004	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30
Komitmen	Pearson Correlation	.653**	.826**	.633**	.825**	.880**	.871**	.854**	.898**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	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).

Notes

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Comments		
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	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=VAR00037 VAR00038 VAR00039 VAR00040 VAR00041 VAR00042 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.08
	Elapsed Time	00:00:00.06

Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Kinerja
Y2.1	Pearson Correlation	1	.817**	.454*	.553**	.553**	.824**
	Sig. (2-tailed)		.000	.012	.002	.002	.000
	N	30	30	30	30	30	30
Y2.2	Pearson Correlation	.817**	1	.661**	.520**	.520**	.861**
	Sig. (2-tailed)	.000		.000	.003	.003	.000
	N	30	30	30	30	30	30
Y2.3	Pearson Correlation	.454*	.661**	1	.419*	.419*	.725**
	Sig. (2-tailed)	.012	.000		.021	.021	.000
	N	30	30	30	30	30	30
Y2.4	Pearson Correlation	.553**	.520**	.419*	1	1.000**	.846**
	Sig. (2-tailed)	.002	.003	.021		.000	.000
	N	30	30	30	30	30	30
Y2.5	Pearson Correlation	.553**	.520**	.419*	1.000**	1	.846**
	Sig. (2-tailed)	.002	.003	.021	.000		.000
	N	30	30	30	30	30	30
Kinerja	Pearson Correlation	.824**	.861**	.725**	.846**	.846**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	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).

Hasil Uji Reliabilitas

		Notes	
Output Created			30-AUG-2021 09:04:44
Comments			
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8-2021\Untitled instrumen.sav	
	Active Dataset	DataSet2	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File	30	
	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=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time		00:00:00.02
	Elapsed Time		00:00:00.03

Reliability Statistics

Cronbach's Alpha	N of Items
.942	12

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	40.4333	50.530	.724	.937
X1.2	40.7000	48.355	.923	.930
X1.3	40.8000	48.234	.908	.930
X1.4	40.7000	54.217	.504	.944
X1.5	40.7667	54.047	.545	.942
X1.6	40.5667	48.668	.859	.932
X1.7	40.7667	47.633	.925	.929
X1.8	40.4667	50.671	.732	.937
X1.9	40.9333	51.375	.659	.939
X1.10	40.8000	48.234	.908	.930
X1.11	40.7000	54.217	.504	.944
X1.12	41.1333	54.602	.543	.942

Notes

Output Created		30-AUG-2021 09:05:23
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8-2021\Untitled instrumen.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30
	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=VAR00014 VAR00015 VAR00016 VAR00017 VAR00018 VAR00019 VAR00020 VAR00021 VAR00022 VAR00023 VAR00024 VAR00025 VAR00026 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Reliability Statistics

Cronbach's Alpha	N of Items
.962	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	46.4667	105.430	.528	.966
X2.2	46.5333	95.913	.868	.958
X2.3	46.4000	101.628	.875	.958
X2.4	46.4667	97.982	.836	.958
X2.5	46.3667	102.102	.820	.959
X2.6	46.5333	95.913	.868	.958
X2.7	46.4000	101.628	.875	.958
X2.8	46.5000	97.500	.880	.957
X2.9	46.4333	100.047	.831	.959
X2.10	46.4667	97.982	.836	.958
X2.11	46.4000	102.179	.797	.960
X2.12	46.5333	103.361	.575	.965
X2.13	46.5000	97.500	.880	.957

		Notes	
Output Created			30-AUG-2021 09:06:01
Comments			
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8-2021\Untitled instrumen.sav	
	Active Dataset	DataSet2	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File		30
	Matrix Input		
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure.	
Syntax		RELIABILITY /VARIABLES=VAR00028 VAR00029 VAR00030 VAR00031 VAR00032 VAR00033 VAR00034 VAR00035 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time		00:00:00.00
	Elapsed Time		00:00:00.04

Reliability Statistics

Cronbach's Alpha	N of Items
.920	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	26.6000	23.214	.538	.926
Y1.2	26.7000	22.355	.769	.906
Y1.3	26.7333	23.513	.516	.927
Y1.4	26.6667	22.161	.766	.906
Y1.5	26.6667	22.023	.839	.901
Y1.6	26.7667	22.116	.828	.902
Y1.7	26.8000	21.545	.799	.903
Y1.8	26.8000	21.131	.859	.898

Notes

Output Created	30-AUG-2021 09:06:44	
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8-2021\Untitled instrumen.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30
	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=VAR00037 VAR00038 VAR00039 VAR00040 VAR00041 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.04

Reliability Statistics

Cronbach's Alpha	N of Items
.878	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	14.2333	7.633	.716	.850
Y2.2	14.3667	7.344	.769	.837
Y2.3	14.5333	8.120	.567	.886
Y2.4	14.7667	7.564	.752	.842
Y2.5	14.7667	7.564	.752	.842

Karakteristik Responden**Notes**

Output Created	30-AUG-2021 09:17:46	
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8- 2021\Untitled analisis new.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	151
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.
Syntax	FREQUENCIES VARIABLES=VAR00001 VAR00002 VAR00003 /ORDER=ANALYSIS.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.06

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 30 tahun	40	26.5	26.5	26.5
	30 - 40 tahun	61	40.4	40.4	66.9
	> 40 tahun	50	33.1	33.1	100.0
	Total	151	100.0	100.0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	86	57.0	57.0	57.0
	Perempuan	65	43.0	43.0	100.0
	Total	151	100.0	100.0	

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 5 tahun	24	15.9	15.9	15.9
	6 - 10 tahun	79	52.3	52.3	68.2
	> 10 tahun	48	31.8	31.8	100.0
	Total	151	100.0	100.0	

Deskripsi Jawaban Responden

Notes

Output Created		30-AUG-2021 09:07:29
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8-2021\Untitled analisis new.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	151
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.
Syntax	<pre> FREQUENCIES VARIABLES=VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 VAR00013 VAR00014 VAR00015 VAR00017 VAR00018 VAR00019 VAR00020 VAR00021 VAR00022 VAR00023 VAR00024 VAR00025 VAR00026 VAR00027 VAR00028 VAR00029 VAR00031 VAR00032 VAR00033 VAR00034 VAR00035 VAR00036 VAR00037 VAR00038 VAR00040 VAR00041 VAR00042 VAR00043 VAR00044 /ORDER=ANALYSIS. </pre>	
Resources	Processor Time	00:00:00.09
	Elapsed Time	00:00:00.09

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	7	4.6	4.6	4.6
	Netral	39	25.8	25.8	30.5
	Setuju	57	37.7	37.7	68.2
	Sangat setuju	48	31.8	31.8	100.0
	Total	151	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	6	4.0	4.0	4.0
	Netral	64	42.4	42.4	46.4
	Setuju	49	32.5	32.5	78.8
	Sangat setuju	32	21.2	21.2	100.0
	Total	151	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	13	8.6	8.6	8.6
	Netral	62	41.1	41.1	49.7
	Setuju	48	31.8	31.8	81.5
	Sangat setuju	28	18.5	18.5	100.0
	Total	151	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	1	.7	.7	.7
	Netral	62	41.1	41.1	41.7
	Setuju	60	39.7	39.7	81.5
	Sangat setuju	28	18.5	18.5	100.0
	Total	151	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.7	.7	.7
	Tidak setuju	1	.7	.7	1.3
	Netral	66	43.7	43.7	45.0
	Setuju	63	41.7	41.7	86.8
	Sangat setuju	20	13.2	13.2	100.0
	Total	151	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	4	2.6	2.6	2.6
	Netral	57	37.7	37.7	40.4
	Setuju	46	30.5	30.5	70.9
	Sangat setuju	44	29.1	29.1	100.0
	Total	151	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	11	7.3	7.3	7.3
	Netral	64	42.4	42.4	49.7
	Setuju	43	28.5	28.5	78.1
	Sangat setuju	33	21.9	21.9	100.0
	Total	151	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.7	.7	.7
	Tidak setuju	1	.7	.7	1.3
	Netral	55	36.4	36.4	37.7
	Setuju	45	29.8	29.8	67.5
	Sangat setuju	49	32.5	32.5	100.0
	Total	151	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.7	.7	.7
	Tidak setuju	11	7.3	7.3	7.9
	Netral	80	53.0	53.0	60.9
	Setuju	37	24.5	24.5	85.4
	Sangat setuju	22	14.6	14.6	100.0
	Total	151	100.0	100.0	

X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	12	7.9	7.9	7.9
	Netral	63	41.7	41.7	49.7
	Setuju	48	31.8	31.8	81.5
	Sangat setuju	28	18.5	18.5	100.0
	Total	151	100.0	100.0	

X1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	2	1.3	1.3	1.3
	Netral	60	39.7	39.7	41.1
	Setuju	61	40.4	40.4	81.5
	Sangat setuju	28	18.5	18.5	100.0
	Total	151	100.0	100.0	

X1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	14	9.3	9.3	9.3
	Netral	85	56.3	56.3	65.6
	Setuju	47	31.1	31.1	96.7
	Sangat setuju	5	3.3	3.3	100.0
	Total	151	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	16	10.6	10.6	10.6
	Netral	32	21.2	21.2	31.8
	Setuju	61	40.4	40.4	72.2
	Sangat setuju	42	27.8	27.8	100.0
	Total	151	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	8	5.3	5.3	5.3
	Tidak setuju	6	4.0	4.0	9.3
	Netral	36	23.8	23.8	33.1
	Setuju	50	33.1	33.1	66.2
	Sangat setuju	51	33.8	33.8	100.0
	Total	151	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	2	1.3	1.3	1.3
	Netral	54	35.8	35.8	37.1
	Setuju	51	33.8	33.8	70.9
	Sangat setuju	44	29.1	29.1	100.0
	Total	151	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	3	2.0	2.0	2.0
	Tidak setuju	12	7.9	7.9	9.9
	Netral	31	20.5	20.5	30.5
	Setuju	56	37.1	37.1	67.5
	Sangat setuju	49	32.5	32.5	100.0
	Total	151	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	7	4.6	4.6	4.6
	Netral	39	25.8	25.8	30.5
	Setuju	63	41.7	41.7	72.2
	Sangat setuju	42	27.8	27.8	100.0
	Total	151	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	8	5.3	5.3	5.3
	Tidak setuju	6	4.0	4.0	9.3
	Netral	40	26.5	26.5	35.8
	Setuju	50	33.1	33.1	68.9
	Sangat setuju	47	31.1	31.1	100.0
	Total	151	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	1	.7	.7	.7
	Netral	56	37.1	37.1	37.7
	Setuju	53	35.1	35.1	72.8
	Sangat setuju	41	27.2	27.2	100.0
	Total	151	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	2	1.3	1.3	1.3
	Tidak setuju	8	5.3	5.3	6.6
	Netral	48	31.8	31.8	38.4
	Setuju	45	29.8	29.8	68.2
	Sangat setuju	48	31.8	31.8	100.0
	Total	151	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	6	4.0	4.0	4.0
	Tidak setuju	2	1.3	1.3	5.3
	Netral	43	28.5	28.5	33.8
	Setuju	57	37.7	37.7	71.5
	Sangat setuju	43	28.5	28.5	100.0
	Total	151	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	2	1.3	1.3	1.3
	Tidak setuju	13	8.6	8.6	9.9
	Netral	32	21.2	21.2	31.1
	Setuju	57	37.7	37.7	68.9
	Sangat setuju	47	31.1	31.1	100.0
	Total	151	100.0	100.0	

X2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.7	.7	.7
	Tidak setuju	7	4.6	4.6	5.3
	Netral	45	29.8	29.8	35.1
	Setuju	58	38.4	38.4	73.5
	Sangat setuju	40	26.5	26.5	100.0
	Total	151	100.0	100.0	

X2.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	7	4.6	4.6	4.6
	Tidak setuju	9	6.0	6.0	10.6
	Netral	40	26.5	26.5	37.1
	Setuju	56	37.1	37.1	74.2
	Sangat setuju	39	25.8	25.8	100.0
	Total	151	100.0	100.0	

X2.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	4	2.6	2.6	2.6
	Tidak setuju	6	4.0	4.0	6.6
	Netral	48	31.8	31.8	38.4
	Setuju	45	29.8	29.8	68.2
	Sangat setuju	48	31.8	31.8	100.0
	Total	151	100.0	100.0	

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	11	7.3	7.3	7.3
	Netral	31	20.5	20.5	27.8
	Setuju	63	41.7	41.7	69.5
	Sangat setuju	46	30.5	30.5	100.0
	Total	151	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	5	3.3	3.3	3.3
	Netral	38	25.2	25.2	28.5
	Setuju	76	50.3	50.3	78.8
	Sangat setuju	32	21.2	21.2	100.0
	Total	151	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	10	6.6	6.6	6.6
	Netral	43	28.5	28.5	35.1
	Setuju	63	41.7	41.7	76.8
	Sangat setuju	35	23.2	23.2	100.0
	Total	151	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	5	3.3	3.3	3.3
	Netral	39	25.8	25.8	29.1
	Setuju	70	46.4	46.4	75.5
	Sangat setuju	37	24.5	24.5	100.0
	Total	151	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	4	2.6	2.6	2.6
	Netral	33	21.9	21.9	24.5
	Setuju	80	53.0	53.0	77.5
	Sangat setuju	34	22.5	22.5	100.0
	Total	151	100.0	100.0	

Y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	4	2.6	2.6	2.6
	Netral	44	29.1	29.1	31.8
	Setuju	75	49.7	49.7	81.5
	Sangat setuju	28	18.5	18.5	100.0
	Total	151	100.0	100.0	

Y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	3	2.0	2.0	2.0
	Netral	46	30.5	30.5	32.5
	Setuju	77	51.0	51.0	83.4
	Sangat setuju	25	16.6	16.6	100.0
	Total	151	100.0	100.0	

Y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	2	1.3	1.3	1.3
	Netral	45	29.8	29.8	31.1
	Setuju	75	49.7	49.7	80.8
	Sangat setuju	29	19.2	19.2	100.0
	Total	151	100.0	100.0	

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	3	2.0	2.0	2.0
	Netral	35	23.2	23.2	25.2
	Setuju	64	42.4	42.4	67.5
	Sangat setuju	49	32.5	32.5	100.0
	Total	151	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	8	5.3	5.3	5.3
	Netral	34	22.5	22.5	27.8
	Setuju	74	49.0	49.0	76.8
	Sangat setuju	35	23.2	23.2	100.0
	Total	151	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	7	4.6	4.6	4.6
	Netral	59	39.1	39.1	43.7
	Setuju	53	35.1	35.1	78.8
	Sangat setuju	32	21.2	21.2	100.0
	Total	151	100.0	100.0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	12	7.9	7.9	7.9
	Netral	70	46.4	46.4	54.3
	Setuju	48	31.8	31.8	86.1
	Sangat setuju	21	13.9	13.9	100.0
	Total	151	100.0	100.0	

Y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	13	8.6	8.6	8.6
	Netral	70	46.4	46.4	55.0
	Setuju	48	31.8	31.8	86.8
	Sangat setuju	20	13.2	13.2	100.0
	Total	151	100.0	100.0	

Uji Normalitas Model I

Notes		
Output Created		30-AUG-2021 09:01:35
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8- 2021\Untitled analisis new.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.10
	Number of Cases Allowed ^a	393216

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		151
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.18273024
Most Extreme Differences	Absolute	.178
	Positive	.081
	Negative	-.178
Test Statistic		.178
Asymp. Sig. (2-tailed)		.190 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Uji Normalitas Model II

		Notes
Output Created		30-AUG-2021 09:03:13
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8- 2021\Untitled analisis new.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	151
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS /K-S(NORMAL)=RES_2 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01
	Number of Cases Allowed ^a	393216

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		151
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.96128851
Most Extreme Differences	Absolute	.081
	Positive	.057
	Negative	-.081
Test Statistic		.081
Asymp. Sig. (2-tailed)		.175 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Analisis Regresi Model I

Notes

Output Created	30-AUG-2021 09:00:36	
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8-2021\Untitled analisis new.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	151
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 /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT VAR00039 /METHOD=ENTER VAR00016 VAR00030 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID.</pre>	
Resources	Processor Time	00:00:11.51
	Elapsed Time	00:00:04.78
	Memory Required	2484 bytes
	Additional Memory Required for Residual Plots	904 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.489 ^a	.239	.228	4.21090	.239	23.194	2	148	.000	2.142

a. Predictors: (Constant), Kompetensi, Servant leadership

b. Dependent Variable: Komitmen

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	822.550	2	411.275	23.194	.000 ^b
	Residual	2624.285	148	17.732		
	Total	3446.834	150			

a. Dependent Variable: Komitmen

b. Predictors: (Constant), Kompetensi, Servant leadership

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error				Zero-order	Partial	Partial	Tolerance	VIF
1 (Constant)	16.626	2.178		7.634	.000					
Servant leadership	.163	.051	.261	3.213	.002	.406	.255	.230	.778	1.286
Kompetensi	.144	.038	.308	3.782	.000	.431	.297	.271	.778	1.286

a. Dependent Variable: Komitmen

Analisis Regresi Model II

Notes

Output Created	30-AUG-2021 09:02:46	
Comments		
Input	Data	D:\Kantor\UNMER PASURUAN\Sri Rahayu\27-8-2021\Untitled analisis new.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	151
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	REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT VAR00045 /METHOD=ENTER VAR00016 VAR00030 VAR00039 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID.	
Resources	Processor Time	00:00:02.89
	Elapsed Time	00:00:01.81
	Memory Required	2796 bytes
	Additional Memory Required for Residual Plots	896 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.464 ^a	.215	.199	2.99135	.215	13.433	3	147	.000	2.353

a. Predictors: (Constant), Komitmen, Servant leadership , Kompetensi

b. Dependent Variable: Kinerja Pegawai

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	360.602	3	120.201	13.433	.000 ^b
	Residual	1315.384	147	8.948		
	Total	1675.987	150			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Komitmen, Servant leadership , Kompetensi

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error				Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	7.412	1.827		4.058	.000					
Servant leadership	.074	.037	.171	2.000	.047	.352	.163	.146	.727	1.375
Kompetensi	.061	.028	.188	2.163	.032	.366	.176	.158	.709	1.410
Komitmen	.159	.058	.228	2.717	.007	.378	.219	.199	.761	1.313

a. Dependent Variable: Kinerja Pegawai