

## KUESIONER

Kepada Yth,

Sdra/Sdri Karyawan

PT. Bank Mandiri Semarang Cabang Mpu Tantular

di tempat

Dengan hormat,

Bersama ini saya menyampaikan permohonan kepada Bapak/Ibu/Saudara untuk mengisi daftar pernyataan berikut secara sukarela, jujur dan benar. Adapun pernyataan ini dimaksudkan untuk mengetahui sejauh mana kinerja anda bekerja pada PT. Bank Mandiri Semarang Cabang Mpu Tantular.

Penelitian ini hanya untuk kepentingan ilmiah dan tidak akan dipublikasikan, sehingga saya akan menjamin kerahasiaan dari semua pendapat/opini atau komentar yang Bapak/Ibu/Saudara berikan. Oleh karena itu besar harapan saya Bapak/Ibu/Saudara berkenan mengisi semua pernyataan dalam kuesioner ini. Demikian surat permohonan ini saya sampaikan. Atas kesediaan dan partisipasi Bapak/Ibu/Saudara, saya mengucapkan terima kasih.

Semarang, Desember 2017

Hormat saya,

Peneliti

Gayatri Wara Raharjani

## DAFTAR PERNYATAAN

### IDENTITAS RESPONDEN

No	IDENTITAS RESPONDEN	KETERANGAN
1.	Nama	
2.	Jenis Kelamin	
3.	Umur Responden	
4.	Pendidikan	
5.	Masa Kerja	

### II PERNYATAAN

#### Petunjuk :

Beri jawaban atas pernyataan-pernyataan di bawah ini dengan cara memberi tanda silang pada salah satu skor yang ada, yaitu 1 sampai dengan 5 untuk setiap pernyataan dengan ketentuan sebagai berikut :

<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>SS</b>	<b>S</b>	<b>N</b>	<b>TS</b>	<b>STS</b>

- a. Sangat Setuju                      Skor            5
- b. Setuju                                Skor            4
- c. Netral                                 Skor            3
- d. Tidak setuju                        Skor            2
- e. Sangat Tidak setuju                Skor            1

### A. Keadilan Organisasi

		STS	TS	N	S	SS
1.	Perusahaan tempat kerja saya memberikan imbalan yang proporsional dengan beban kerja saya					
2.	Perusahaan saya bersikap adil dalam memberikan imbalan ketika saya melaksanakan pekerjaan dengan baik (mencapai prestasi yang baik)					
3.	Supervisor melakukan penilaian prestasi saya secara obyektif					
4.	Jika saya melakukan penilaian prestasi saya sendiri, saya menemukan kemiripan penilaian dengan yang dilakukan supervisor saya					
5.	Hasil penilaian prestasi kerja saya diinformasikan kepada saya					
6.	Saya dapat memberikan umpan balik ( <i>feedback</i> ) selama proses penilaian prestasi kerja					

### B. Kepuasan Kerja

		STS	TS	N	S	SS
1.	Saya merasa puas dengan kesesuaian pekerjaan yang diberikan pimpinan dengan kemampuan saya					
2.	Saya merasa puas dengan supervisi atau cara pimpinan memimpin perusahaan					
3.	Saya merasa puas dengan hubungan antar rekan kerja					
4.	Saya merasa puas dengan kesempatan promosi yang diberikan					
5.	Saya merasa puas dengan gaji yang diberikan					

### C. Komitmen Organisasi

No	Keterangan	STS	TS	N	S	SS
1.	Saya merasa terikat secara emosional pada perusahaan tempat saya bekerja					
2.	PT. Bank Mandiri Semarang Cabang Mpu Tantular sangat berarti bagi saya					
3.	Saya membanggakan perusahaan ini kepada orang lain di luar perusahaan					
4	Saya sangat peduli dengan masa depan PT. Bank Mandiri Semarang Cabang Mpu Tantular tempat saya bekerja					
5	Saya berkeinginan memberikan segala upaya yang ada untuk membantu perusahaan ini menjadi sukses					

#### D. Kualitas Kehidupan Kerja

No	Keterangan	STS	TS	N	S	SS
1.	Pimpinan/atasan langsung terlebih dahulu memberikan pengarahan atau saran sebelum saya bekerja					
2.	Saya diberikan kesempatan pimpinan untuk menyatakan gagasan-gagasan dan apa saja yang menjadi perhatian saya					
3.	Saya merasa senang dan cocok untuk bekerja di PT. Bank Mandiri Semarang Cabang Mpu Tantular karena ada keterbukaan dan berusaha untuk adil dalam karir karyawan					
4.	Teman kerja saya sangat peduli terhadap perusahaan					

#### E. Kinerja SDM

No	Keterangan	STS	TS	N	S	SS
1.	Hasil kerja yang saya lakukan mengutamakan kualitas					
2.	Dalam menyelesaikan pekerjaan, saya mampu menyelesaikan target kerja yang dibebankan					
3.	Praktek kerjasama antar tim saya rasakan berjalan dengan baik dan lancar					

## Frequencies Keadilan Organisasi

Statistics

		X.1	X.2	X.3	X.4	X.5	X.6
N	Valid	65	65	65	65	65	65
	Missing	0	0	0	0	0	0
Mean		3.94	3.94	3.72	3.82	3.69	3.88
Median		4.00	4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4	4
Std. Deviation		.788	.788	.761	.768	.789	.910

## Frequency Table

X.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	6.2	6.2	6.2
	Netral	10	15.4	15.4	21.5
	Setuju	37	56.9	56.9	78.5
	Sangat Setuju	14	21.5	21.5	100.0
	Total	65	100.0	100.0	

X.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.6	4.6	4.6
	Netral	13	20.0	20.0	24.6
	Setuju	34	52.3	52.3	76.9
	Sangat Setuju	15	23.1	23.1	100.0
	Total	65	100.0	100.0	

X.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	7.7	7.7	7.7
	Netral	15	23.1	23.1	30.8
	Setuju	38	58.5	58.5	89.2
	Sangat Setuju	7	10.8	10.8	100.0
	Total	65	100.0	100.0	

**X.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	20	30.8	30.8	33.8
	Setuju	31	47.7	47.7	81.5
	Sangat Setuju	12	18.5	18.5	100.0
	Total	65	100.0	100.0	

**X.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	9.2	9.2	9.2
	Netral	15	23.1	23.1	32.3
	Setuju	37	56.9	56.9	89.2
	Sangat Setuju	7	10.8	10.8	100.0
	Total	65	100.0	100.0	

**X.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	7.7	7.7	7.7
	Netral	16	24.6	24.6	32.3
	Setuju	26	40.0	40.0	72.3
	Sangat Setuju	18	27.7	27.7	100.0
	Total	65	100.0	100.0	

## Frequencies Kepuasan Kerja

Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
N	Valid	65	65	65	65	65
	Missing	0	0	0	0	0
Mean		3.88	3.66	3.91	3.80	3.77
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Std. Deviation		.893	1.050	.805	.939	.806

## Frequency Table

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	7.7	7.7	7.7
	Netral	15	23.1	23.1	30.8
	Setuju	28	43.1	43.1	73.8
	Sangat Setuju	17	26.2	26.2	100.0
	Total	65	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	3.1	3.1	3.1
	Tidak Setuju	9	13.8	13.8	16.9
	Netral	11	16.9	16.9	33.8
	Setuju	30	46.2	46.2	80.0
	Sangat Setuju	13	20.0	20.0	100.0
	Total	65	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	18	27.7	27.7	30.8
	Setuju	29	44.6	44.6	75.4
	Sangat Setuju	16	24.6	24.6	100.0
	Total	65	100.0	100.0	



**Y1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.5	1.5	1.5
	Tidak Setuju	7	10.8	10.8	12.3
	Netral	9	13.8	13.8	26.2
	Setuju	35	53.8	53.8	80.0
	Sangat Setuju	13	20.0	20.0	100.0
	Total	65	100.0	100.0	

**Y1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	7.7	7.7	7.7
	Netral	15	23.1	23.1	30.8
	Setuju	35	53.8	53.8	84.6
	Sangat Setuju	10	15.4	15.4	100.0
	Total	65	100.0	100.0	

## Frequencies Komitmen Organisasi

**Statistics**

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5
N	Valid	65	65	65	65	65
	Missing	0	0	0	0	0
Mean		3.72	3.88	3.86	3.83	3.74
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Std. Deviation		.910	.650	.704	.821	.776

## Frequency Table

**Y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	12.3	12.3	12.3
	Netral	14	21.5	21.5	33.8
	Setuju	31	47.7	47.7	81.5
	Sangat Setuju	12	18.5	18.5	100.0
	Total	65	100.0	100.0	

**Y2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	18	27.7	27.7	27.7
	Setuju	37	56.9	56.9	84.6
	Sangat Setuju	10	15.4	15.4	100.0
	Total	65	100.0	100.0	

**Y2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	15	23.1	23.1	26.2
	Setuju	38	58.5	58.5	84.6
	Sangat Setuju	10	15.4	15.4	100.0
	Total	65	100.0	100.0	

**Y2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	10.8	10.8	10.8
	Netral	7	10.8	10.8	21.5
	Setuju	41	63.1	63.1	84.6
	Sangat Setuju	10	15.4	15.4	100.0
	Total	65	100.0	100.0	

**Y2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	6.2	6.2	6.2
	Netral	18	27.7	27.7	33.8
	Setuju	34	52.3	52.3	86.2
	Sangat Setuju	9	13.8	13.8	100.0
	Total	65	100.0	100.0	

## Frequencies Kualitas Kehidupan Kerja

### Statistics

		Y3.1	Y3.2	Y3.3	Y3.4
N	Valid	65	65	65	65
	Missing	0	0	0	0
Mean		3.98	3.92	3.89	4.00
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Std. Deviation		.800	.645	.753	.791

### Y3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	6.2	6.2	6.2
	Netral	9	13.8	13.8	20.0
	Setuju	36	55.4	55.4	75.4
	Sangat Setuju	16	24.6	24.6	100.0
	Total	65	100.0	100.0	

### Y3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.5	1.5	1.5
	Netral	13	20.0	20.0	21.5
	Setuju	41	63.1	63.1	84.6
	Sangat Setuju	10	15.4	15.4	100.0
	Total	65	100.0	100.0	

### Y3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	6.2	6.2	6.2
	Netral	10	15.4	15.4	21.5
	Setuju	40	61.5	61.5	83.1
	Sangat Setuju	11	16.9	16.9	100.0
	Total	65	100.0	100.0	

### Y3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	14	21.5	21.5	24.6
	Setuju	31	47.7	47.7	72.3
	Sangat Setuju	18	27.7	27.7	100.0
	Total	65	100.0	100.0	

## Frequencies Kinerja SDM

**Statistics**

		Y4.1	Y4.2	Y4.3
N	Valid	65	65	65
	Missing	0	0	0
Mean		4.09	4.02	4.05
Median		4.00	4.00	4.00
Mode		4	4	4
Std. Deviation		.765	.649	.837

## Frequency Table

**Y4.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.1	3.1	3.1
	Netral	10	15.4	15.4	18.5
	Setuju	33	50.8	50.8	69.2
	Sangat Setuju	20	30.8	30.8	100.0
	Total	65	100.0	100.0	

**Y4.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	13	20.0	20.0	20.0
	Setuju	38	58.5	58.5	78.5
	Sangat Setuju	14	21.5	21.5	100.0
	Total	65	100.0	100.0	

**Y4.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	6.2	6.2	6.2
	Netral	9	13.8	13.8	20.0
	Setuju	32	49.2	49.2	69.2
	Sangat Setuju	20	30.8	30.8	100.0
	Total	65	100.0	100.0	

## Correlations

		Correlations						Keadilan organisasi
		X.1	X.2	X.3	X.4	X.5	X.6	
X.1	Pearson Correlation	1	.598**	.779**	.600**	.823**	.708**	.878**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	65	65	65	65	65	65	65
X.2	Pearson Correlation	.598**	1	.623**	.678**	.622**	.643**	.811**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	65	65	65	65	65	65	65
X.3	Pearson Correlation	.779**	.623**	1	.713**	.689**	.672**	.869**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	65	65	65	65	65	65	65
X.4	Pearson Correlation	.600**	.678**	.713**	1	.575**	.727**	.836**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	65	65	65	65	65	65	65
X.5	Pearson Correlation	.823**	.622**	.689**	.575**	1	.686**	.857**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	65	65	65	65	65	65	65
X.6	Pearson Correlation	.708**	.643**	.672**	.727**	.686**	1	.873**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	65	65	65	65	65	65	65
Keadilan organisasi	Pearson Correlation	.878**	.811**	.869**	.836**	.857**	.873**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	65	65	65	65	65	65	65

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

## Correlations

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Kepuasan kerja
Y1.1	Pearson Correlation	1	.172	.789**	.716**	.851**	.882**
	Sig. (2-tailed)		.172	.000	.000	.000	.000
	N	65	65	65	65	65	65
Y1.2	Pearson Correlation	.172	1	.240	.263	.128	.502**
	Sig. (2-tailed)	.172		.054	.034	.310	.000
	N	65	65	65	65	65	65
Y1.3	Pearson Correlation	.789**	.240	1	.678**	.714**	.855**
	Sig. (2-tailed)	.000	.054		.000	.000	.000
	N	65	65	65	65	65	65
Y1.4	Pearson Correlation	.716**	.263	.678**	1	.682**	.849**
	Sig. (2-tailed)	.000	.034	.000		.000	.000
	N	65	65	65	65	65	65
Y1.5	Pearson Correlation	.851**	.128	.714**	.682**	1	.838**
	Sig. (2-tailed)	.000	.310	.000	.000		.000
	N	65	65	65	65	65	65
Kepuasan kerja	Pearson Correlation	.882**	.502**	.855**	.849**	.838**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	65	65	65	65	65	65

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

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

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Komitmen organisasi
Y2.1	Pearson Correlation	1	.391**	.329**	.271	.382**	.645**
	Sig. (2-tailed)		.001	.007	.029	.002	.000
	N	65	65	65	65	65	65
Y2.2	Pearson Correlation	.391**	1	.747**	.575**	.710**	.861**
	Sig. (2-tailed)	.001		.000	.000	.000	.000
	N	65	65	65	65	65	65
Y2.3	Pearson Correlation	.329**	.747**	1	.472**	.590**	.787**
	Sig. (2-tailed)	.007	.000		.000	.000	.000
	N	65	65	65	65	65	65
Y2.4	Pearson Correlation	.271	.575**	.472**	1	.592**	.752**
	Sig. (2-tailed)	.029	.000	.000		.000	.000
	N	65	65	65	65	65	65
Y2.5	Pearson Correlation	.382**	.710**	.590**	.592**	1	.838**
	Sig. (2-tailed)	.002	.000	.000	.000		.000
	N	65	65	65	65	65	65
Komitmen organisasi	Pearson Correlation	.645**	.861**	.787**	.752**	.838**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	65	65	65	65	65	65

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

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

## Correlations

		Y3.1	Y3.2	Y3.3	Y3.4	Kualitas kehidupan kerja
Y3.1	Pearson Correlation	1	.573**	.646**	.667**	.877**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	65	65	65	65	65
Y3.2	Pearson Correlation	.573**	1	.401**	.644**	.769**
	Sig. (2-tailed)	.000		.001	.000	.000
	N	65	65	65	65	65
Y3.3	Pearson Correlation	.646**	.401**	1	.578**	.798**
	Sig. (2-tailed)	.000	.001		.000	.000
	N	65	65	65	65	65
Y3.4	Pearson Correlation	.667**	.644**	.578**	1	.874**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	65	65	65	65	65
Kualitas Kehidupan kerja	Pearson Correlation	.877**	.769**	.798**	.874**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	65	65	65	65	65

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

## Correlations

		Y4.1	Y4.2	Y4.3	Kinerja SDM
Y4.1	Pearson Correlation	1	.595**	.628**	.861**
	Sig. (2-tailed)		.000	.000	.000
	N	65	65	65	65
Y4.2	Pearson Correlation	.595**	1	.631**	.839**
	Sig. (2-tailed)	.000		.000	.000
	N	65	65	65	65
Y4.3	Pearson Correlation	.628**	.631**	1	.887**
	Sig. (2-tailed)	.000	.000		.000
	N	65	65	65	65
Kinerja SDM	Pearson Correlation	.861**	.839**	.887**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	65	65	65	65

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



## Reliability

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.925	6

**Item Statistics**

	Mean	Std. Deviation	N
X.1	3.94	.788	65
X.2	3.94	.788	65
X.3	3.72	.761	65
X.4	3.82	.768	65
X.5	3.69	.789	65
X.6	3.88	.910	65

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X.1	19.05	11.795	.821	.907
X.2	19.05	12.232	.727	.919
X.3	19.26	12.009	.811	.908
X.4	19.17	12.174	.764	.914
X.5	19.29	11.929	.790	.911
X.6	19.11	11.160	.801	.910

## Reliability

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.828	5

**Item Statistics**

	Mean	Std. Deviation	N
Y1.1	3.88	.893	65
Y1.2	3.66	1.050	65
Y1.3	3.91	.805	65
Y1.4	3.80	.939	65
Y1.5	3.77	.806	65

**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	15.14	7.402	.798	.742
Y1.2	15.35	9.513	.226	.916
Y1.3	15.11	7.941	.769	.757
Y1.4	15.22	7.422	.738	.759
Y1.5	15.25	8.032	.744	.764

## Reliability

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.821	5

**Item Statistics**

	Mean	Std. Deviation	N
Y2.1	3.72	.910	65
Y2.2	3.88	.650	65
Y2.3	3.86	.704	65
Y2.4	3.83	.821	65
Y2.5	3.74	.776	65

**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	15.31	6.154	.405	.858
Y2.2	15.15	5.913	.784	.747
Y2.3	15.17	6.018	.665	.773
Y2.4	15.20	5.819	.585	.795
Y2.5	15.29	5.554	.726	.752

## Reliability

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.849	4

**Item Statistics**

	Mean	Std. Deviation	N
Y3.1	3.98	.800	65
Y3.2	3.92	.645	65
Y3.3	3.89	.753	65
Y3.4	4.00	.791	65

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y3.1	11.82	3.340	.757	.778
Y3.2	11.88	4.141	.624	.836
Y3.3	11.91	3.773	.634	.832
Y3.4	11.80	3.381	.752	.780

## Reliability

**Case Processing Summary**

		N	%
Cases	Valid	65	100.0
	Excluded <sup>a</sup>	0	.0
	Total	65	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.824	3

**Item Statistics**

	Mean	Std. Deviation	N
Y4.1	4.09	.765	65
Y4.2	4.02	.649	65
Y4.3	4.05	.837	65

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y4.1	8.06	1.809	.678	.759
Y4.2	8.14	2.090	.680	.769
Y4.3	8.11	1.598	.704	.740

## NPar Tests

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		65
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	.80912299
Most Extreme Differences	Absolute	.074
	Positive	.074
	Negative	-.039
Test Statistic		.074
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	Keadilan organisasi	.379	2.635
	Kepuasan kerja	.377	2.656
	Komitmen organisasi	.290	3.445
	Kualitas kehidupan kerja	.228	4.377

a. Dependent Variable: Kinerja SDM

## Regression (Heteroskedastisitas)

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Kualitas kehidupan kerja, Keadilan organisasi, Kepuasan kerja, Komitmen organisasi <sup>b</sup>		Enter

- a. Dependent Variable: abs\_res  
 b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.263 <sup>a</sup>	.069	.007	.52543

- a. Predictors: (Constant), Kualitas kehidupan kerja, Keadilan organisasi, Kepuasan kerja, Komitmen organisasi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.231	4	.308	1.115	.358 <sup>b</sup>
	Residual	16.565	60	.276		
	Total	17.796	64			

- a. Dependent Variable: abs\_res  
 b. Predictors: (Constant), Kualitas kehidupan kerja, Keadilan organisasi, Kepuasan kerja, Komitmen organisasi

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.691	.450		1.536	.130
	Keadilan organisasi	.045	.026	.353	1.745	.086
	Kepuasan kerja	.031	.031	.203	.998	.322
	Komitmen organisasi	-.008	.041	-.044	-.189	.851
	Kualitas kehidupan kerja	-.099	.055	-.466	-1.788	.079

- a. Dependent Variable: abs\_res

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Keadilan organisasi <sup>b</sup>	.	Enter

a. Dependent Variable: Kepuasan kerja

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.531 <sup>a</sup>	.282	.271	2.968

a. Predictors: (Constant), Keadilan organisasi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	218.020	1	218.020	24.750	.000 <sup>b</sup>
	Residual	554.965	63	8.809		
	Total	772.985	64			

a. Dependent Variable: Kepuasan kerja

b. Predictors: (Constant), Keadilan organisasi

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.684	2.109		4.117	.000
	Keadilan organisasi	.450	.090	.531	4.975	.000

a. Dependent Variable: Kepuasan kerja



## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Keadilan organisasi <sup>b</sup>		Enter

- a. Dependent Variable: Komitmen organisasi  
 b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.737 <sup>a</sup>	.543	.536	2.022

- a. Predictors: (Constant), Keadilan organisasi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	306.455	1	306.455	74.982	.000 <sup>b</sup>
	Residual	257.483	63	4.087		
	Total	563.938	64			

- a. Dependent Variable: Komitmen organisasi  
 b. Predictors: (Constant), Keadilan organisasi

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.781	1.437		4.720	.000
	Keadilan organisasi	.533	.062	.737	8.659	.000

- a. Dependent Variable: Komitmen organisasi

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Keadilan organisasi <sup>b</sup>		Enter

a. Dependent Variable: Kualitas kehidupan kerja

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.741 <sup>a</sup>	.550	.542	1.684

a. Predictors: (Constant), Keadilan organisasi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	217.826	1	217.826	76.848	.000 <sup>b</sup>
	Residual	178.574	63	2.835		
	Total	396.400	64			

a. Dependent Variable: Kualitas kehidupan kerja

b. Predictors: (Constant), Keadilan organisasi

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.473	1.196		4.574	.000
	Keadilan organisasi	.449	.051	.741	8.766	.000

a. Dependent Variable: Kualitas kehidupan kerja

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Kualitas kehidupan kerja, Keadilan organisasi, Kepuasan kerja, Komitmen organisasi <sup>b</sup>		Enter

a. Dependent Variable: Kinerja SDM

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.910 <sup>a</sup>	.827	.816	.836

a. Predictors: (Constant), Kualitas kehidupan kerja, Keadilan organisasi, Kepuasan kerja, Komitmen organisasi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	200.562	4	50.141	71.801	.000 <sup>b</sup>
	Residual	41.900	60	.698		
	Total	242.462	64			

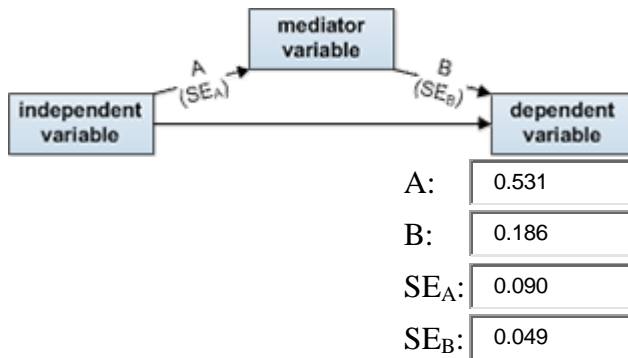
a. Dependent Variable: Kinerja SDM

b. Predictors: (Constant), Kualitas kehidupan kerja, Keadilan organisasi, Kepuasan kerja, Komitmen organisasi

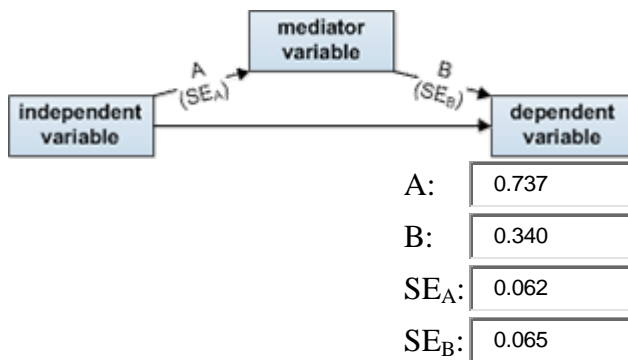
**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.180	.715		.252	.802
	Keadilan organisasi	.086	.041	.181	2.075	.042
	Kepuasan kerja	.104	.049	.186	2.131	.037
	Komitmen organisasi	.223	.065	.340	3.418	.001
	Kualitas kehidupan kerja	.239	.088	.305	2.718	.009

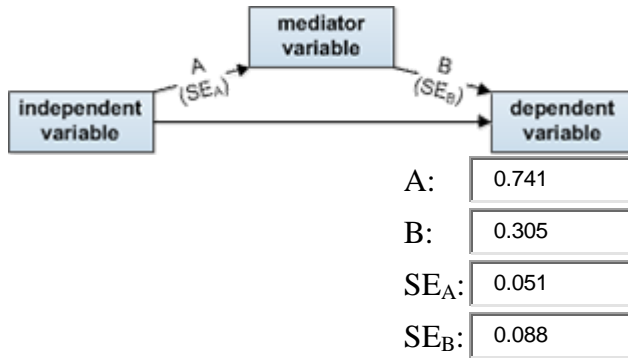
a. Dependent Variable: Kinerja SDM



Sobel test statistic: 3.19229119  
 One-tailed probability: 0.00070574  
 Two-tailed probability: 0.00141149



Sobel test statistic: 4.78773539  
 One-tailed probability: 0.00000084  
 Two-tailed probability: 0.00000169



Sobel test statistic: 3.37131644  
 One-tailed probability: 0.00037405  
 Two-tailed probability: 0.00074810