

Lampiran 1 Kuesioner

**KUESIONER**

**PENGARUH KOMPENSASI NON FINANSIAL DAN KEPEMIMPINAN  
TRANSFORMASIONAL SERTA MOTIVASI SPIRITUAL TERHADAP  
KINERJA KARYAWAN PADA PERUSAHAAN DAERAH AIR MINUM  
(PDAM) DI KABUPATEN KUDUS**

Responden yang terhormat,

Saya memohon untuk kesediaan Bapak/Ibu untuk meluangkan waktu sejenak guna mengisi angket ini. Kuesioner ini disusun dalam rangka menyelesaikan studi saya di Jurusan Manajemen Fakultas Ekonomi Universitas Islam Sultan Agung Semarang.

Saya berharap Bapak/Ibu menjawab dengan leluasa, jujur dan terbuka, sesuai dengan apa yang Bapak/Ibu rasakan. Sebab tidak ada jawaban yang benar atau salah. Sesuai dengan kode etik penelitian, saya menjamin kerahasiaan semua data. Kesediaan Bapak/Ibu mengisi angket ini adalah bantuan tak ternilai bagi saya.

Akhirnya, peneliti mengucapkan terima kasih yang sebesar-besarnya atas kesediaan Bapak/Ibu yang telah meluangkan waktu untuk mengisi angket ini, dan peneliti mohon maaf apabila ada pernyataan yang tidak berkenan di hati Bapak/Ibu.

Hormat Saya,

Peneliti

**Bagas Aji Prasetyo**

**NIM. 30401411167**

### DATA RESPONDEN

1. Nama : .....
2. Umur : ..... Tahun
3. Jenis Kelamin :  Laki-Laki  
 Perempuan
4. Pendidikan Terakhir:  SD  D3  Lainnya  
 SMP  S1  
 SMA  S2
5. Lama Bekerja : ..... tahun/bulan
6. Status Karyawan :  Karyawan Tetap  
 Karyawan Kontrak
7. Jabatan/Pekerjaan : .....

#### PETUNJUK PENGISIAN:

- a. Isilah semua nomor dalam angket ini dan sebaiknya jangan ada yang terlewatkan.
- b. Pengisian jawaban cukup dengan memberi tanda centang (✓) pada pernyataan yang dianggap sesuai dengan pendapat responden (satu jawaban dalam setiap nomor pernyataan).
- c. Pilihan jawaban:
  1. Sangat Setuju (SS)
  2. Setuju (S)
  3. Ragu-Ragu (R)
  4. Tidak Setuju (TS)
  5. Sangat Tidak Setuju (STS)

### KUESIONER KOMPENSASI NON FINANSIAL

No.	Pernyataan	SS	S	R	TS	STS
1.	Karyawan berpeluang mendapatkan fasilitas bantuan perusahaan					
2.	Kafe dapat memenuhi kebutuhan karyawan pada saat di kantor					
3.	Karyawan memiliki peluang mendapatkan kendaraan dinas					
4.	Perusahaan memiliki program rekreasi yang rutin					
5.	Perusahaan memiliki fasilitas kesehatan yang dapat menjamin dan mendukung karyawan dalam bekerja					
6.	Perusahaan menyediakan tempat ibadah yang nyaman dan bersih					
7.	<p>Berikan alasan saudara, mengapa karyawan lebih berpeluang untuk mendapatkan fasilitas di perusahaan seperti fasilitas bantuan dari perusahaan, mendapatkan kendaraan dinas, program rekreasi dan memiliki fasilitas kesehatan ?</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>					

### KUESIONER KEPEMIMPINAN TRANSFORMASIONAL

No.	Pernyataan	SS	S	R	TS	STS
1.	Saya mengagumi atasan saya karena dia memperlakukan orang lain dengan adil					
2.	Atasan saya bisa menjadi penasihat apabila bawahannya mendapat masalah					
3.	Atasan saya mampu memberikan masukan yang inovatif untuk keberhasilan pekerjaan					
4.	<p>Berikan alasan saudara, mengapa atasan saya selalu memberikan masukan yang inovatif dan selalu menjadi penasihat bagi karyawannya?</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>					

### KUESIONER MOTIVASI SPIRITUAL

No.	Pernyataan	SS	S	R	TS	STS
1.	Motivasi saya bekerja untuk meningkatkan keimanan kepada Allah SWT dan melakukan amar ma'ruf nahi mungkar (berbuat baik dan mencegah kemungkaran)					
2.	Saya selalu berdo'a sebelum dan sesudah melakukan pekerjaan penting sehari-hari seperti: bekerja, makan/minum, tidur dan sebagainya harus selalu dilakukan					
3.	Saya selalu mengingatkan karyawan untuk berbuat kebaikan, serta meninggalkan kebatilan dan kezaliman					
4.	Berikan alasan saudara, mengapa anda selalu berdo'a sebelum melakukan pekerjaan dan selalu berbuat baik serta selalu mengingatkan karyawan lain untuk berbuat kebaikan? ..... ..... ..... .....					

### KUESIONER KINERJA KARYAWAN

No.	Pernyataan	SS	S	R	TS	STS
1.	Saya selalu menyelesaikan tugas dengan penuh rasa tanggung jawab untuk mencapai hasil yang maksimal					
2.	Saya selalu hadir tepat waktu sesuai dengan jadwal yang sudah ditentukan di tempat kerja					
3.	Saya lebih mengutamakan kepentingan kelompok daripada kepentingan pribadi dalam menyelesaikan pekerjaan					
4.	Apa alasan saudara menyelesaikan tugas dengan penuh rasa tanggung jawab dan selalu hadir tepat waktu serta mengutamakan kepentingan kelompok daripada kepentingan pribadi dalam menyelesaikan pekerjaan? ..... ..... ..... .....					

## Lampiran 2 Tabulasi Data

Kompensasi Non Finansial							Kepemimpinan Trabsnformasional			
1	2	3	4	5	6		1	2	3	
4	4	4	4	4	4	<b>24</b>	4	4	4	<b>12</b>
4	5	4	4	5	4	<b>26</b>	4	4	4	<b>12</b>
4	5	4	4	5	4	<b>26</b>	4	4	4	<b>12</b>
4	4	4	4	4	3	<b>23</b>	3	2	3	<b>8</b>
3	3	4	4	4	4	<b>22</b>	3	4	5	<b>12</b>
4	4	5	4	4	3	<b>24</b>	5	5	5	<b>15</b>
3	4	4	4	4	4	<b>23</b>	5	4	5	<b>14</b>
4	5	3	4	3	5	<b>24</b>	4	4	4	<b>12</b>
5	4	4	4	5	4	<b>26</b>	4	3	4	<b>11</b>
4	5	5	4	3	5	<b>26</b>	4	4	4	<b>12</b>
4	3	3	3	4	3	<b>20</b>	3	2	3	<b>8</b>
4	4	4	4	4	4	<b>24</b>	4	4	4	<b>12</b>
4	4	4	3	4	3	<b>22</b>	4	4	4	<b>12</b>
4	4	4	4	4	4	<b>24</b>	3	2	3	<b>8</b>
4	5	5	4	5	5	<b>28</b>	4	5	4	<b>13</b>
3	3	3	3	3	3	<b>18</b>	4	3	4	<b>11</b>
3	4	4	4	3	4	<b>22</b>	4	4	5	<b>13</b>
4	4	4	3	4	3	<b>22</b>	5	5	5	<b>15</b>
4	4	4	4	2	4	<b>22</b>	4	2	4	<b>10</b>
3	4	4	3	3	4	<b>21</b>	3	4	5	<b>12</b>
4	4	4	4	4	4	<b>24</b>	4	5	5	<b>14</b>
4	4	4	4	4	4	<b>24</b>	3	2	3	<b>8</b>
2	3	2	2	3	2	<b>14</b>	4	4	5	<b>13</b>
4	4	4	3	4	3	<b>22</b>	3	3	3	<b>9</b>
4	4	4	4	4	4	<b>24</b>	3	4	4	<b>11</b>
4	4	4	4	4	4	<b>24</b>	5	4	5	<b>14</b>
3	3	4	3	3	4	<b>20</b>	4	5	4	<b>13</b>
5	5	4	4	4	5	<b>27</b>	4	4	4	<b>12</b>
4	5	4	4	4	5	<b>26</b>	4	4	4	<b>12</b>
4	4	4	4	4	4	<b>24</b>	4	4	4	<b>12</b>
3	4	4	3	4	4	<b>22</b>	3	4	4	<b>11</b>
4	4	4	4	4	4	<b>24</b>	3	3	4	<b>10</b>
4	4	4	4	4	4	<b>24</b>	4	4	4	<b>12</b>
5	4	4	4	4	4	<b>25</b>	4	4	5	<b>13</b>
5	5	5	5	5	5	<b>30</b>	4	4	4	<b>12</b>
5	4	4	4	4	5	<b>26</b>	4	3	4	<b>11</b>

4	5	4	4	5	4	<b>26</b>	4	4	4	<b>12</b>
4	4	4	4	4	3	<b>23</b>	4	4	4	<b>12</b>
5	5	5	5	5	5	<b>30</b>	4	4	4	<b>12</b>
5	5	5	5	5	5	<b>30</b>	4	5	4	<b>13</b>
4	4	3	4	4	4	<b>23</b>	4	4	4	<b>12</b>
4	4	4	4	4	3	<b>23</b>	5	4	5	<b>14</b>
4	4	4	4	4	4	<b>24</b>	4	4	4	<b>12</b>
5	5	4	4	4	4	<b>26</b>	4	4	4	<b>12</b>
2	3	3	3	3	3	<b>17</b>	4	5	4	<b>13</b>
4	4	4	4	4	4	<b>24</b>	4	5	5	<b>14</b>
4	3	3	3	3	4	<b>20</b>	3	2	3	<b>8</b>
5	5	5	5	5	5	<b>30</b>	4	5	4	<b>13</b>
4	4	4	4	4	3	<b>23</b>	3	5	5	<b>13</b>
4	4	4	4	4	4	<b>24</b>	5	5	5	<b>15</b>
4	5	4	3	4	3	<b>23</b>	5	5	4	<b>14</b>
4	5	4	3	4	5	<b>25</b>	5	4	4	<b>13</b>
3	3	3	3	3	3	<b>18</b>	4	5	4	<b>13</b>
4	4	3	3	4	3	<b>21</b>	3	2	5	<b>10</b>
2	4	2	2	3	2	<b>15</b>	4	4	5	<b>13</b>

Motivasi piritual				Kinerja Karyawan			
1	2	3		1	2	3	
4	4	4	<b>12</b>	4	4	5	<b>13</b>
5	5	5	<b>15</b>	4	4	4	<b>12</b>
5	5	5	<b>15</b>	4	4	3	<b>11</b>
4	4	4	<b>12</b>	3	3	3	<b>9</b>
5	4	4	<b>13</b>	4	4	4	<b>12</b>
5	5	4	<b>14</b>	5	5	4	<b>14</b>
5	5	5	<b>15</b>	5	5	4	<b>14</b>
4	4	4	<b>12</b>	4	4	4	<b>12</b>
4	4	4	<b>12</b>	4	4	4	<b>12</b>
4	4	4	<b>12</b>	4	4	3	<b>11</b>
4	4	4	<b>12</b>	4	3	3	<b>10</b>
4	4	4	<b>12</b>	3	3	4	<b>10</b>
5	5	4	<b>14</b>	5	4	5	<b>14</b>
4	4	4	<b>12</b>	3	3	3	<b>9</b>
4	4	4	<b>12</b>	4	4	5	<b>13</b>
5	5	5	<b>15</b>	3	3	3	<b>9</b>
4	4	3	<b>11</b>	4	4	4	<b>12</b>

4	4	4	<b>12</b>	5	5	5	<b>15</b>
4	4	5	<b>13</b>	3	4	3	<b>10</b>
4	4	4	<b>12</b>	4	4	3	<b>11</b>
2	3	3	<b>8</b>	3	3	4	<b>10</b>
4	4	4	<b>12</b>	3	3	3	<b>9</b>
4	4	4	<b>12</b>	3	3	4	<b>10</b>
4	4	4	<b>12</b>	4	4	4	<b>12</b>
3	3	3	<b>9</b>	3	3	4	<b>10</b>
3	3	4	<b>10</b>	3	4	3	<b>10</b>
3	4	3	<b>10</b>	3	3	3	<b>9</b>
2	2	2	<b>6</b>	3	3	3	<b>9</b>
4	4	4	<b>12</b>	4	4	4	<b>12</b>
5	4	5	<b>14</b>	4	4	5	<b>13</b>
3	3	3	<b>9</b>	4	4	4	<b>12</b>
4	4	4	<b>12</b>	4	4	4	<b>12</b>
4	4	4	<b>12</b>	3	4	4	<b>11</b>
4	5	4	<b>13</b>	4	4	4	<b>12</b>
5	5	5	<b>15</b>	4	5	5	<b>14</b>
4	4	4	<b>12</b>	4	4	5	<b>13</b>
2	3	3	<b>8</b>	4	4	3	<b>11</b>
3	3	3	<b>9</b>	5	4	5	<b>14</b>
4	5	5	<b>14</b>	5	4	4	<b>13</b>
3	3	3	<b>9</b>	3	3	3	<b>9</b>
3	3	5	<b>11</b>	4	4	3	<b>11</b>
2	2	2	<b>6</b>	4	4	4	<b>12</b>
4	4	4	<b>12</b>	4	4	4	<b>12</b>
4	5	5	<b>14</b>	5	4	4	<b>13</b>
3	4	3	<b>10</b>	4	4	3	<b>11</b>
5	5	4	<b>14</b>	5	5	4	<b>14</b>
5	5	5	<b>15</b>	3	2	3	<b>8</b>
3	3	3	<b>9</b>	3	4	4	<b>11</b>
4	4	4	<b>12</b>	4	4	4	<b>12</b>
4	4	4	<b>12</b>	5	4	4	<b>13</b>
4	4	4	<b>12</b>	4	4	3	<b>11</b>
4	4	4	<b>12</b>	3	4	3	<b>10</b>
5	5	4	<b>14</b>	3	3	3	<b>9</b>
4	4	4	<b>12</b>	4	3	3	<b>10</b>
4	4	4	<b>12</b>	3	3	4	<b>10</b>

## Lampiran 3 Hasil analisis data

**Correlations**

		<b>Correlations</b>					
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
X1.1	Pearson Correlation	1	.583**	.613**	.700**	.601**	.574**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	55	55	55	55	55	55
X1.2	Pearson Correlation	.583**	1	.566**	.529**	.546**	.596**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	55	55	55	55	55	55
X1.3	Pearson Correlation	.613**	.566**	1	.744**	.547**	.608**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	55	55	55	55	55	55
X1.4	Pearson Correlation	.700**	.529**	.744**	1	.563**	.679**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	55	55	55	55	55	55
X1.5	Pearson Correlation	.601**	.546**	.547**	.563**	1	.344*
	Sig. (2-tailed)	.000	.000	.000	.000		.010
	N	55	55	55	55	55	55
X1.6	Pearson Correlation	.574**	.596**	.608**	.679**	.344*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.010	
	N	55	55	55	55	55	55
TOT.X1	Pearson Correlation	.842**	.783**	.835**	.867**	.734**	.794**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55



Correlations		TOT.X1
	Pearson Correlation	.842
X1.1	Sig. (2-tailed)	.000
	N	55
	Pearson Correlation	.783**
X1.2	Sig. (2-tailed)	.000
	N	55
	Pearson Correlation	.835**
X1.3	Sig. (2-tailed)	.000
	N	55
	Pearson Correlation	.867**
X1.4	Sig. (2-tailed)	.000
	N	55
	Pearson Correlation	.734**
X1.5	Sig. (2-tailed)	.000
	N	55
	Pearson Correlation	.794**
X1.6	Sig. (2-tailed)	.000
	N	55
	Pearson Correlation	1**
TOT.X1	Sig. (2-tailed)	
	N	55

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

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

## Correlations

		Correlations			
		X2.1	X2.2	X2.3	TOT.X2
X2.1	Pearson Correlation	1	.539**	.438**	.779**
	Sig. (2-tailed)		.000	.001	.000
	N	55	55	55	55
X2.2	Pearson Correlation	.539**	1	.532**	.890**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
X2.3	Pearson Correlation	.438**	.532**	1	.774**
	Sig. (2-tailed)	.001	.000		.000
	N	55	55	55	55
TOT.X2	Pearson Correlation	.779**	.890**	.774**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55

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

## Correlations

		Correlations			
		X3.1	X3.2	X3.3	TOT.X3
X3.1	Pearson Correlation	1	.876**	.762**	.950**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55
X3.2	Pearson Correlation	.876**	1	.748**	.941**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
X3.3	Pearson Correlation	.762**	.748**	1	.896**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
TOT.X3	Pearson Correlation	.950**	.941**	.896**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55

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

## Correlations

		Correlations			
		Y.1	Y.2	Y.3	TOT.Y
Y.1	Pearson Correlation	1	.711**	.485**	.874**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55
Y.2	Pearson Correlation	.711**	1	.474**	.858**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
Y.3	Pearson Correlation	.485**	.474**	1	.785**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
TOT.Y	Pearson Correlation	.874**	.858**	.785**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55

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

## Reliability

### Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.893	6

### 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	19.5818	7.433	.756	.867
X1.2	19.3636	8.051	.688	.878
X1.3	19.5818	7.803	.758	.868
X1.4	19.7455	7.675	.803	.861
X1.5	19.5636	8.176	.618	.888
X1.6	19.6182	7.500	.678	.882

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.736	3

#### 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	8.0727	1.809	.566	.659
X2.2	8.0909	1.084	.632	.609
X2.3	7.8000	1.830	.560	.666

## Reliability

**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.920	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	7.9455	1.904	.876	.856
X3.2	7.8545	2.127	.869	.861
X3.3	7.9091	2.306	.780	.931

**Reliability****Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.788	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	7.5455	1.290	.690	.641
Y.2	7.5818	1.433	.688	.653
Y.3	7.6000	1.504	.519	.828

**Regression****Notes**

Output Created		28-FEB-2019 16:25:25
Comments		
Input	Data	C:\Users\User\Documents\Bagas adi.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	55
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 /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 X1X3 X2X3 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID.
Resources	Processor Time	00:00:06.02
	Elapsed Time	00:00:18.32
	Memory Required	3204 bytes

	Additional Memory Required for Residual Plots	880 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

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

Model	Variables Entered	Variables Removed	Method
1	X2X3, Kompensasi Non Finansial, Kepemimpinan Transformasional, X1X3, Motivasi Spiritual <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721 <sup>a</sup>	.519	.470	1.23201

a. Predictors: (Constant), X2X3, Kompensasi Non Finansial, Kepemimpinan

Transformasional, X1X3, Motivasi Spiritual

b. Dependent Variable: Kinerja Karyawan

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	80.353	5	16.071	10.588	.000 <sup>b</sup>
	Residual	74.374	49	1.518		
	Total	154.727	54			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), X2X3, Kompensasi Non Finansial, Kepemimpinan Transformasional, X1X3, Motivasi Spiritual

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	
	B	Std. Error	Beta		
1	(Constant)	2.723	2.178		1.250
	Kompensasi Non Finansial	.124	.051	.243	2.427
	Kepemimpinan Transformasional	.369	.099	.386	3.734
	Motivasi Spiritual	.118	.088	.149	1.343
	X1X3	.552	.175	.330	3.146
	X2X3	.458	.223	.223	2.056

Coefficients<sup>a</sup>

Model	Sig.	Collinearity Statistics	
		Tolerance	VIF
1	(Constant)	.217	
	Kompensasi Non Finansial	.019	.977
	Kepemimpinan Transformasional	.000	.920
	Motivasi Spiritual	.185	.793
	X1X3	.003	.893
	X2X3	.045	.837

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Kompensasi Non Finansial	Kepemimpinan Transformasional
1	1	3.976	1.000	.00	.00	.00
	2	1.174	1.841	.00	.00	.00
	3	.798	2.232	.00	.00	.00
	4	.030	11.571	.00	.06	.16
	5	.018	14.773	.00	.59	.43
	6	.004	30.207	1.00	.35	.40



Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Variance Proportions		
		Motivasi Spiritual	X1X3	X2X3
1	1	.00	.00	.00
	2	.00	.39	.32
	3	.00	.53	.53
	4	.54	.03	.02
	5	.02	.00	.01
	6	.44	.05	.11

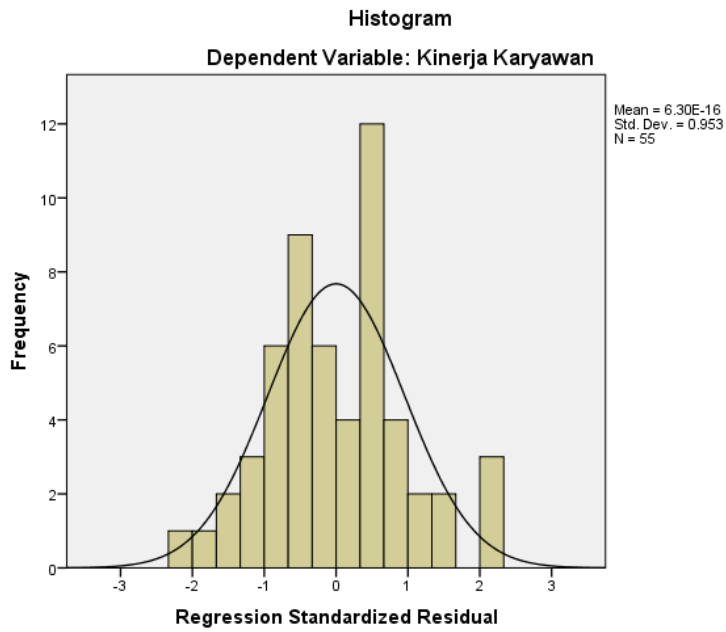
a. Dependent Variable: Kinerja Karyawan

Residuals Statistics<sup>a</sup>

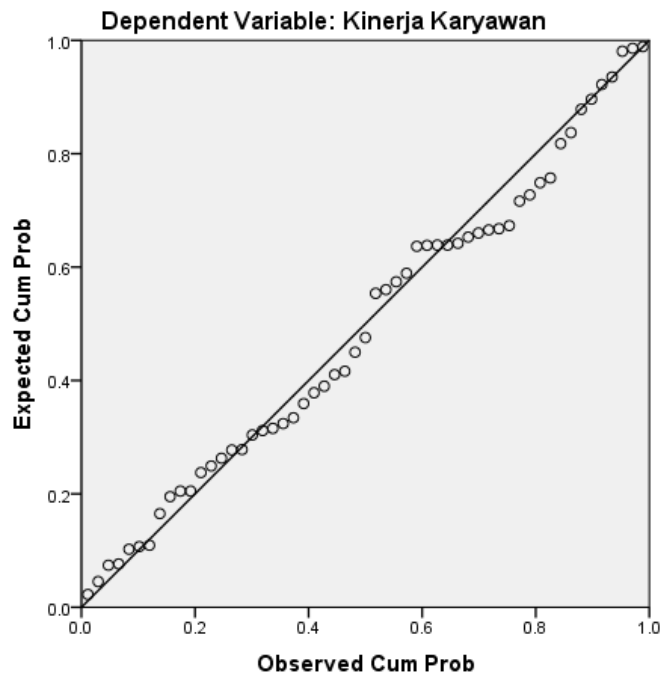
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	7.5637	14.2605	11.3636	1.21984	55
Std. Predicted Value	-3.115	2.375	.000	1.000	55
Standard Error of Predicted Value	.170	.874	.372	.166	55
Adjusted Predicted Value	7.1211	14.3528	11.3617	1.26584	55
Residual	-2.46698	2.82025	.00000	1.17358	55
Std. Residual	-2.002	2.289	.000	.953	55
Stud. Residual	-2.107	2.374	.000	1.008	55
Deleted Residual	-2.73220	3.03341	.00195	1.32388	55
Stud. Deleted Residual	-2.187	2.498	.004	1.029	55
Mahal. Distance	.050	26.210	4.909	5.361	55
Cook's Distance	.000	.384	.023	.055	55
Centered Leverage Value	.001	.485	.091	.099	55

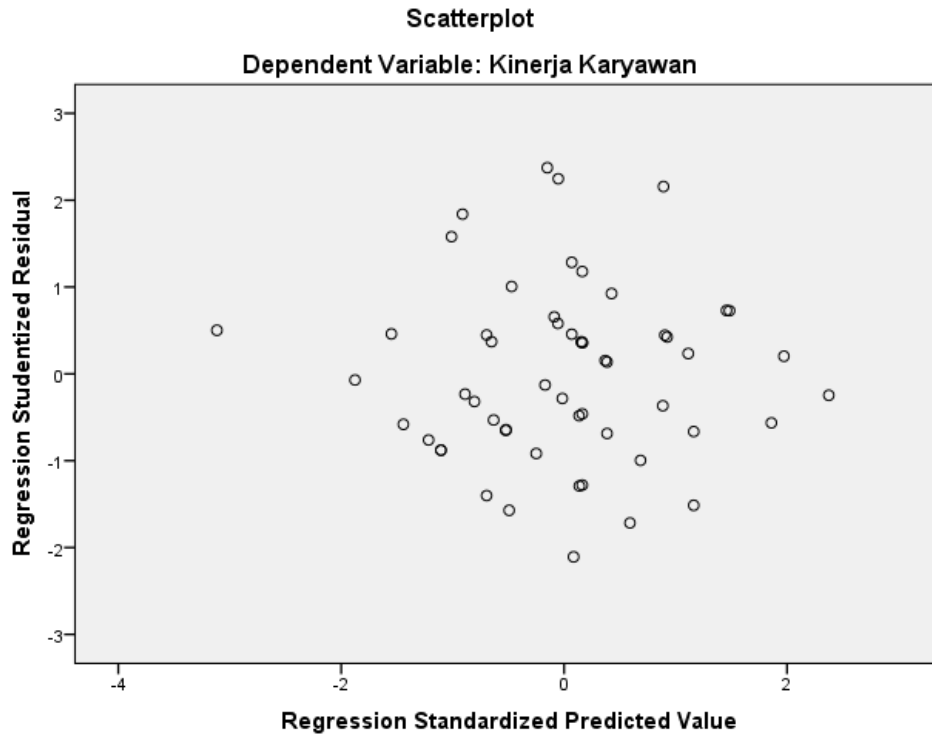
a. Dependent Variable: Kinerja Karyawan

Charts



Normal P-P Plot of Regression Standardized Residual





**NPar Tests**

**Notes**

Output Created		28-FEB-2019 17:05:39
Comments		
Input	Data	C:\Users\User\Documents\Bagas adi.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
Missing Value Handling	N of Rows in Working Data File	55
	Definition of Missing	User-defined missing values are treated as missing.
Syntax	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
		NPAR TESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.04
	Number of Cases Allowed <sup>a</sup>	196608

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		55
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.17358373
	Absolute	.082
Most Extreme Differences	Positive	.082
	Negative	-.061
Kolmogorov-Smirnov Z		.611
Asymp. Sig. (2-tailed)		.849

a. Test distribution is Normal.

b. Calculated from data.

## Regression

Notes		
Output Created		28-FEB-2019 17:18:49
Comments		
Input	Data	C:\Users\User\Documents\Bagas adi.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 are based on cases with no missing values for any variable used.

Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT AbsRes /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.17
	Memory Required	2532 bytes
	Additional Memory Required for Residual Plots	0 bytes

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

Model	Variables Entered	Variables Removed	Method
1	Motivasi Spiritual, Kompensasi Non Finansial, Kepemimpinan Transformasional <sup>b</sup>	.	Enter

- a. Dependent Variable: AbsRes
- b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.177 <sup>a</sup>	.031	-.026	.70216

- a. Predictors: (Constant), Motivasi Spiritual, Kompensasi Non Finansial, Kepemimpinan Transformasional

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.816	3	.272	.552	.649 <sup>b</sup>
	Residual	25.145	51	.493		
	Total	25.961	54			

a. Dependent Variable: AbsRes

b. Predictors: (Constant), Motivasi Spiritual, Kompensasi Non Finansial, Kepemimpinan Transformatif

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t
		B	Std. Error	Coefficients	
				Beta	
1	(Constant)	1.359	1.131		1.201
	Kompensasi Non Finansial	-.014	.029	-.065	-.468
	Kepemimpinan Transformatif	.035	.055	.089	.641
	Motivasi Spiritual	-.044	.045	-.135	-.972

Coefficients<sup>a</sup>

Model		Sig.
1	(Constant)	.235
	Kompensasi Non Finansial	.642
	Kepemimpinan Transformatif	.525
	Motivasi Spiritual	.336

a. Dependent Variable: AbsRes