

4. Lama Bekerja : a. 5 Tahun
 b. 6 – 10 Tahun
 c. 10 – 20 Tahun
 d. 20 Tahun

A. Kualitas SDM

No	Pertanyaan	SS	S	N	TS	STS
1	Dalam melaksanakan pekerjaan saya didukung oleh latar belakang pendidikan yang sesuai					
2	Saya memperoleh bimbingan pelatihan untuk menunjang kemampuan saya dalam melaksanakan pekerjaan					
3	Saya berpengalaman untuk menyelesaikan pekerjaan yang diperintahkan					

B. Komunkasi

No	Pertanyaan	SS	S	N	TS	STS
1	Saya mempunyai pengetahuan untuk menyampaikan laporan perkembangan perusahaan dan aspirasi secara mudah kepada pimpinan					
2	Saya terampil dalam menyampaikan ide/gagasan secara mudah kepada karyawan					
3	Saya mendengarkan dengan baik ide/gagasan/pendapat dari					

	rekan kerja					
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C. Komitmen organisasi

No	Pertanyaan	SS	S	N	TS	STS
1	Saya bekerja keras untuk menjalankan tugas dengan sebaik-baiknya					
2	Saya selalu berpartisipasi dalam menyelesaikan masalah yang ada di perusahaan					
3	Saya merasa bahagia menjadi bagian dari perusahaan					

D. Kinerja Karyawan

No	Pertanyaan	SS	S	N	TS	STS
1	Kualitas kerja saya harus lebih baik dari karyawan lain					
2	Kuantitas kerja saya melebihi rata-rata karyawan lain					
3	Efisiensi waktu saya melebihi rata-rata karyawan lain.					
4	Kemampuan saya melebihi standar yang ditetapkan					
5	Mampu memilih dan melihat masalah dari sudut pandang yang berbeda dengan karyawan yang lain.					

Frequencies

Statistics

		usia	jenis_kelamin	lama_kerja	penddikan
N	Valid	106	106	106	106
	Missing	0	0	0	0

Frequency Table

		usia			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<= 25 Tahun	22	20,8	20,8	20,8
	26 Tahun - 35 Tahun	36	34,0	34,0	54,7
	36 Tahun - 45 Tahun	34	32,1	32,1	86,8
	> 45 tahun	14	13,2	13,2	100,0
	Total	106	100,0	100,0	

		jenis_kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	62	58,5	58,5	58,5
	perempuan	44	41,5	41,5	100,0
	Total	106	100,0	100,0	

		lama_kerja			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 5 tahun	30	28,3	28,3	28,3
	6-10 tahun	42	39,6	39,6	67,9
	> 10 tahun	34	32,1	32,1	100,0
	Total	106	100,0	100,0	

penddikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	21	19,8	19,8
	Diploma	38	35,8	55,7
	Sarjana	47	44,3	100,0
	Total	106	100,0	100,0



Frequencies

Statistics

		x1.1	x1.2	x1.3
N	Valid	106	106	106
	Missing	0	0	0
Mean		3,76	3,64	3,67

Frequency Table

x1.1

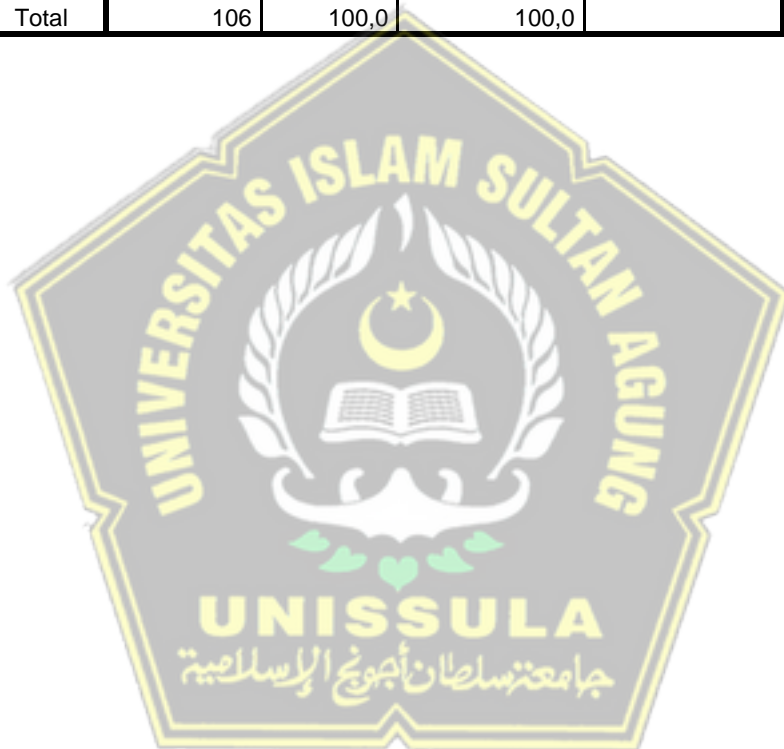
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sts	2	1,9	1,9	1,9
	ts	6	5,7	5,7	7,5
	n	28	26,4	26,4	34,0
	s	49	46,2	46,2	80,2
	ss	21	19,8	19,8	100,0
	Total	106	100,0	100,0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sts	1	,9	,9	,9
	ts	17	16,0	16,0	17,0
	n	18	17,0	17,0	34,0
	s	53	50,0	50,0	84,0
	ss	17	16,0	16,0	100,0
	Total	106	100,0	100,0	

x1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
sts	3	2,8	2,8	2,8
ts	9	8,5	8,5	11,3
n	27	25,5	25,5	36,8
s	48	45,3	45,3	82,1
ss	19	17,9	17,9	100,0
Total	106	100,0	100,0	



Frequencies

Statistics

		x2.1	x2.2	x2.3
N	Valid	106	106	106
	Missing	0	0	0
Mean		3,32	3,29	3,25

Frequency Table

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sts	8	7,5	7,5	7,5
	ts	18	17,0	17,0	24,5
	n	18	17,0	17,0	41,5
	s	56	52,8	52,8	94,3
	ss	6	5,7	5,7	100,0
	Total	106	100,0	100,0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sts	9	8,5	8,5	8,5
	ts	22	20,8	20,8	29,2
	n	13	12,3	12,3	41,5
	s	53	50,0	50,0	91,5
	ss	9	8,5	8,5	100,0
	Total	106	100,0	100,0	

x2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
sts	10	9,4	9,4	9,4
ts	32	30,2	30,2	39,6
n	4	3,8	3,8	43,4
s	41	38,7	38,7	82,1
ss	19	17,9	17,9	100,0
Total	106	100,0	100,0	



Frequencies

Statistics

		y1.1	y1.2	y1.3
N	Valid	106	106	106
	Missing	0	0	0
Mean		3,92	3,91	3,99

Frequency Table

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ts	7	6,6	6,6	6,6
	n	19	17,9	17,9	24,5
	s	55	51,9	51,9	76,4
	ss	25	23,6	23,6	100,0
	Total	106	100,0	100,0	

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sts	4	3,8	3,8	3,8
	ts	4	3,8	3,8	7,5
	n	17	16,0	16,0	23,6
	s	54	50,9	50,9	74,5
	ss	27	25,5	25,5	100,0
	Total	106	100,0	100,0	

y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
ts	10	9,4	9,4	9,4
n	12	11,3	11,3	20,8
Valid s	53	50,0	50,0	70,8
ss	31	29,2	29,2	100,0
Total	106	100,0	100,0	



Frequencies

		Statistics				
		y2.1	y2.2	y2.3	y2.4	y2.5
N	Valid	106	106	106	106	106
	Missing	0	0	0	0	0
Mean		3,66	3,58	3,70	3,61	3,62

Frequency Table

		y2.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ts	14	13,2	13,2	13,2
	n	27	25,5	25,5	38,7
	s	46	43,4	43,4	82,1
	ss	19	17,9	17,9	100,0
	Total	106	100,0	100,0	

		y2.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ts	17	16,0	16,0	16,0
	n	24	22,6	22,6	38,7
	s	51	48,1	48,1	86,8
	ss	14	13,2	13,2	100,0
	Total	106	100,0	100,0	

y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
sts	2	1,9	1,9	1,9
ts	8	7,5	7,5	9,4
n	30	28,3	28,3	37,7
s	46	43,4	43,4	81,1
ss	20	18,9	18,9	100,0
Total	106	100,0	100,0	

y2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
ts	9	8,5	8,5	8,5
n	35	33,0	33,0	41,5
s	50	47,2	47,2	88,7
ss	12	11,3	11,3	100,0
Total	106	100,0	100,0	

y2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
ts	9	8,5	8,5	8,5
n	34	32,1	32,1	40,6
s	51	48,1	48,1	88,7
ss	12	11,3	11,3	100,0
Total	106	100,0	100,0	

Correlations

		Correlations			
		x1.1	x1.2	x1.3	Kualitas SDM
x1.1	Pearson Correlation	1	,580**	,700**	,851**
	Sig. (1-tailed)		,000	,000	,000
	N	106	106	106	106
x1.2	Pearson Correlation	,580**	1	,750**	,882**
	Sig. (1-tailed)	,000		,000	,000
	N	106	106	106	106
x1.3	Pearson Correlation	,700**	,750**	1	,924**
	Sig. (1-tailed)	,000	,000		,000
	N	106	106	106	106
Kualitas SDM	Pearson Correlation	,851**	,882**	,924**	1
	Sig. (1-tailed)	,000	,000	,000	
	N	106	106	106	106

** . Correlation is significant at the 0.01 level (1-tailed).



Correlations

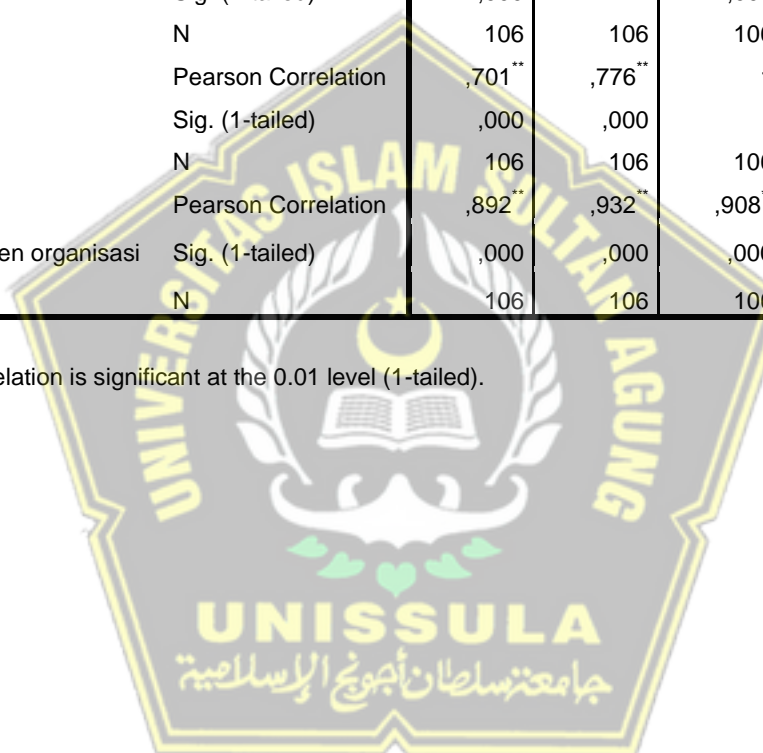
		x2.1	x2.2	x2.3	Komunikasi
x2.1	Pearson Correlation	1	,788**	,729**	,913**
	Sig. (1-tailed)		,000	,000	,000
	N	106	106	106	106
x2.2	Pearson Correlation	,788**	1	,707**	,910**
	Sig. (1-tailed)	,000		,000	,000
	N	106	106	106	106
x2.3	Pearson Correlation	,729**	,707**	1	,905**
	Sig. (1-tailed)	,000	,000		,000
	N	106	106	106	106
Komunikasi	Pearson Correlation	,913**	,910**	,905**	1
	Sig. (1-tailed)	,000	,000	,000	
	N	106	106	106	106

** . Correlation is significant at the 0.01 level (1-tailed).

orrelations

		Correlations			
		y1.1	y1.2	y1.3	Komitmen organisasi
y1.1	Pearson Correlation	1	,756**	,701**	,892**
	Sig. (1-tailed)		,000	,000	,000
	N	106	106	106	106
y1.2	Pearson Correlation	,756**	1	,776**	,932**
	Sig. (1-tailed)	,000		,000	,000
	N	106	106	106	106
y1.3	Pearson Correlation	,701**	,776**	1	,908**
	Sig. (1-tailed)	,000	,000		,000
	N	106	106	106	106
Komitmen organisasi	Pearson Correlation	,892**	,932**	,908**	1
	Sig. (1-tailed)	,000	,000	,000	
	N	106	106	106	106

** . Correlation is significant at the 0.01 level (1-tailed).



Correlations

		y2.1	y2.2	y2.3	y2.4	y2.5
y2.1	Pearson Correlation	1	,733**	,734**	,864**	,870**
	Sig. (1-tailed)		,000	,000	,000	,000
	N	106	106	106	106	106
y2.2	Pearson Correlation	,733**	1	,660**	,808**	,814**
	Sig. (1-tailed)	,000		,000	,000	,000
	N	106	106	106	106	106
y2.3	Pearson Correlation	,734**	,660**	1	,855**	,861**
	Sig. (1-tailed)	,000	,000		,000	,000
	N	106	106	106	106	106
y2.4	Pearson Correlation	,864**	,808**	,855**	1	,978**
	Sig. (1-tailed)	,000	,000	,000		,000
	N	106	106	106	106	106
y2.5	Pearson Correlation	,870**	,814**	,861**	,978**	1
	Sig. (1-tailed)	,000	,000	,000	,000	
	N	106	106	106	106	106
Kinerja karyawan	Pearson Correlation	,911**	,870**	,891**	,973**	,977**
	Sig. (1-tailed)	,000	,000	,000	,000	,000
	N	106	106	106	106	106

		Kinerja karyawan
y2.1	Pearson Correlation	,911**
	Sig. (1-tailed)	,000
	N	106
y2.2	Pearson Correlation	,870**
	Sig. (1-tailed)	,000
	N	106
y2.3	Pearson Correlation	,891**
	Sig. (1-tailed)	,000
	N	106
y2.4	Pearson Correlation	,973**
	Sig. (1-tailed)	,000
	N	106
y2.5	Pearson Correlation	,977**
	Sig. (1-tailed)	,000
	N	106
Kinerja karyawan	Pearson Correlation	1**
	Sig. (1-tailed)	
	N	106

** . Correlation is significant at the 0.01 level (1-tailed).

Reliability

Scale: ALL VARIABLES

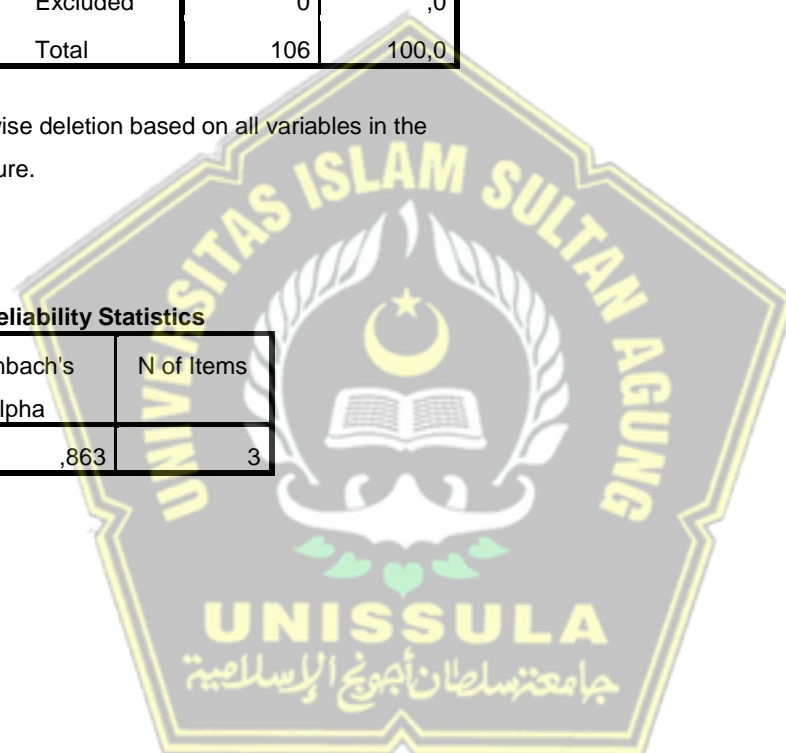
Case Processing Summary

		N	%
Cases	Valid	106	100,0
	Excluded ^a	0	,0
	Total	106	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,863	3



Reliability

Scale: ALL VARIABLES

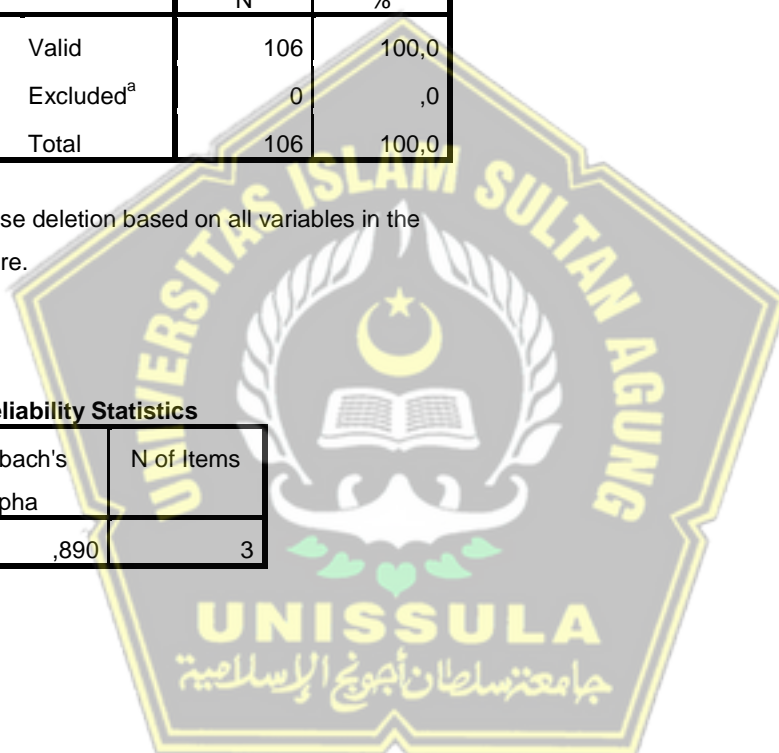
Case Processing Summary

		N	%
Cases	Valid	106	100,0
	Excluded ^a	0	,0
	Total	106	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,890	3



Reliability

Scale: ALL VARIABLES

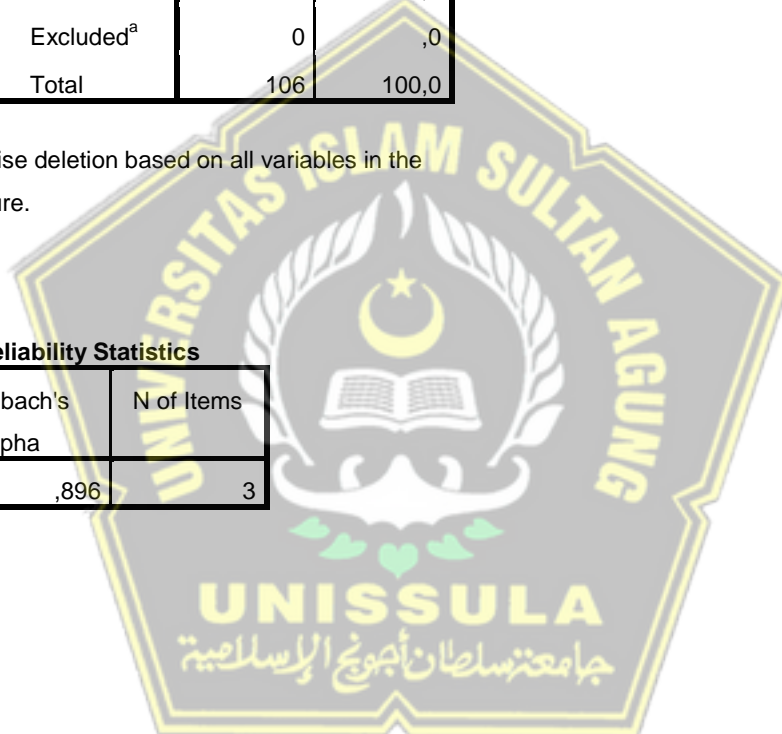
Case Processing Summary

		N	%
Cases	Valid	106	100,0
	Excluded ^a	0	,0
	Total	106	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,896	3



Reliability

Scale: ALL VARIABLES

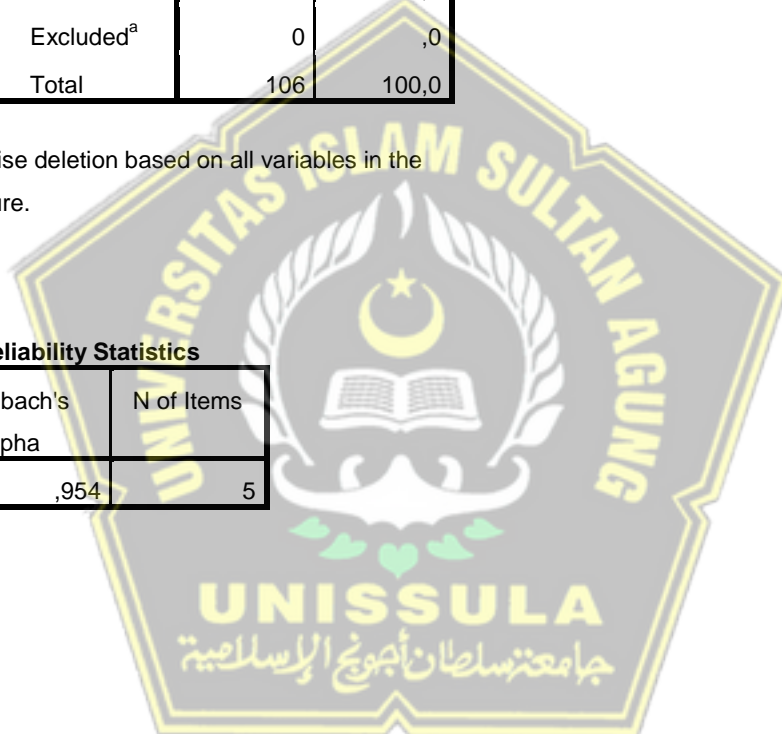
Case Processing Summary

		N	%
Cases	Valid	106	100,0
	Excluded ^a	0	,0
	Total	106	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,954	5



NPar Tests

Nonparametric Correlations

		Correlations	
		Kualitas SDM	Komunikasi
Kualitas SDM	Correlation Coefficient	1,000	,348**
	Sig. (1-tailed)	.	,000
	N	106	106
Spearman's rho Komunikasi	Correlation Coefficient	,348**	1,000
	Sig. (1-tailed)	,000	.
	N	106	106
Unstandardized Residual	Correlation Coefficient	-,085	-,014
	Sig. (1-tailed)	,193	,444
	N	106	106

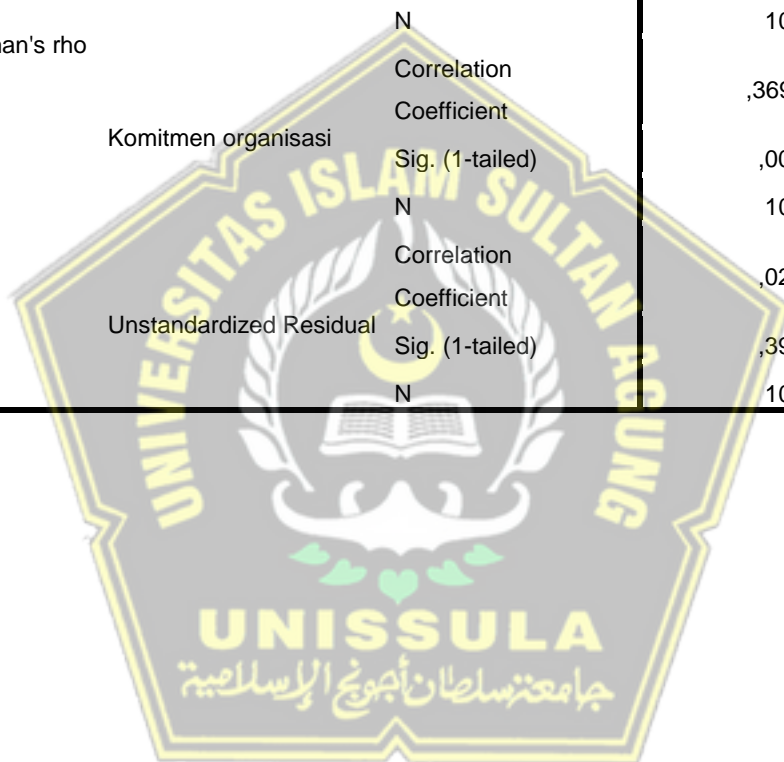
		Correlations	
		Unstandardized Residual	
Kualitas SDM	Correlation Coefficient	-,085	
	Sig. (1-tailed)	,193	
	N	106	
Spearman's rho Komunikasi	Correlation Coefficient	-,014**	
	Sig. (1-tailed)	,444	
	N	106	
Unstandardized Residual	Correlation Coefficient	1,000	
	Sig. (1-tailed)	.	
	N	106	

** . Correlation is significant at the 0.01 level (1-tailed).

Nonparametric Correlations

Correlations

		Kualitas SDM	Komunikasi
Kualitas SDM	Correlation	1,000	,348**
	Coefficient		
	Sig. (1-tailed)	.	,000
	N	106	106
Komunikasi	Correlation	,348**	1,000
	Coefficient		
	Sig. (1-tailed)	,000	.
	N	106	106
Spearman's rho	Correlation	,369**	,695**
	Coefficient		
	Sig. (1-tailed)	,000	,000
	N	106	106
Komitmen organisasi	Correlation	,025	,084
	Coefficient		
	Sig. (1-tailed)	,398	,197
	N	106	106
Unstandardized Residual	Correlation		
	Coefficient		
	Sig. (1-tailed)		
	N		



Correlations

			Komitmen organisasi	Unstandardized Residual
Spearman's rho	Kualitas SDM	Correlation Coefficient	,369	,025**
		Sig. (1-tailed)	,000	,398
		N	106	106
		Correlation Coefficient	,695**	,084
	Komunikasi	Sig. (1-tailed)	,000	,197
		N	106	106
		Correlation Coefficient	1,000**	,081**
	Komitmen organisasi	Sig. (1-tailed)	.	,204
		N	106	106
		Correlation Coefficient	,081	1,000
		Sig. (1-tailed)	,204	.
	Unstandardized Residual	N	106	106

** . Correlation is significant at the 0.01 level (1-tailed).

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Komunikasi , Kualitas SDM ^b	.	Enter

a. Dependent Variable: Komitmen organisasi

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,720 ^a	,518	,509	1,702

a. Predictors: (Constant), Komunikasi , Kualitas SDM

b. Dependent Variable: Komitmen organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	321,183	2	160,592	55,430	,000 ^b
	Residual	298,411	103	2,897		
	Total	619,594	105			

a. Dependent Variable: Komitmen organisasi

b. Predictors: (Constant), Komunikasi , Kualitas SDM

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
		(Constant)	4,320	,797		
1	Kualitas SDM	,317	,071	,327	4,462	,000
	Komunikasi	,405	,056	,534	7,293	,000

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kualitas SDM	,871	1,149
	Komunikasi	,871	1,149

a. Dependent Variable: Komitmen organisasi

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Kualitas SDM	Komunikasi
1	1	2,920	1,000	,00	,00	,01
1	2	,056	7,232	,14	,12	,99
	3	,024	10,919	,86	,88	,00

a. Dependent Variable: Komitmen organisasi

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	7,93	14,82	11,82	1,749	106
Residual	-3,244	4,212	,000	1,686	106
Std. Predicted Value	-2,226	1,717	,000	1,000	106
Std. Residual	-1,906	2,474	,000	,990	106

a. Dependent Variable: Komitmen organisasi

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Komitmen organisasi, Kualitas SDM , Komunikasi ^b		Enter

a. Dependent Variable: Kinerja karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,850 ^a	,722	,714	2,151

a. Predictors: (Constant), Komitmen organisasi, Kualitas SDM , Komunikasi

b. Dependent Variable: Kinerja karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1225,808	3	408,603	88,340	,000 ^b
	Residual	471,786	102	4,625		
	Total	1697,594	105			

a. Dependent Variable: Kinerja karyawan

b. Predictors: (Constant), Komitmen organisasi, Kualitas SDM , Komunikasi

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	(Constant)	2,505	1,141			
1	Kualitas SDM	,325	,098	,203	3,319	,001
	Komunikasi	,642	,086	,512	7,437	,000
	Komitmen organisasi	,485	,124	,293	3,898	,000

Coefficients^a

Model	Collinearity Statistics		
	Tolerance	VIF	
1	(Constant)		
	Kualitas SDM	,730	1,371
	Komunikasi	,574	1,742
	Komitmen organisasi	,482	2,076

a. Dependent Variable: Kinerja karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Kualitas SDM	Komunikasi
1	1	3,905	1,000	,00	,00	,00
	2	,056	8,362	,11	,10	,64
	3	,025	12,606	,61	,78	,00
	4	,014	16,465	,28	,12	,35

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions
		Komitmen organisasi
1	1	,00
	2	,00
	3	,00
	4	,99

a. Dependent Variable: Kinerja karyawan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	9,77	23,97	18,18	3,417	106
Residual	-5,107	5,692	,000	2,120	106
Std. Predicted Value	-2,462	1,694	,000	1,000	106
Std. Residual	-2,375	2,647	,000	,986	106

a. Dependent Variable: Kinerja karyawan

