

## LAMPIRAN

### Regression

#### Notes

Output Created	10-MAR-2026 11:44:36	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	95
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   /CRITERIA=PIN(.05)   POUT(.10)   /NOORIGIN   /DEPENDENT y   /METHOD=ENTER x1 x2   x3 x4  /SCATTERPLOT=(*SRESID ,*ZPRED)   /RESIDUALS   HISTOGRAM(ZRESID)   NORMPROB(ZRESID)   /SAVE RESID. </pre>	
Resources	Processor Time	00:00:09,02
	Elapsed Time	00:01:06,83
	Memory Required	4112 bytes
	Additional Memory Required for Residual Plots	848 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

### Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja	18.79	1.245	95
Kompensasi	22.16	1.709	95
beban kerja	13.48	1.228	95
Pengawasan	17.93	1.586	95
Loyalitas	13.39	1.307	95

### Correlations

		kinerja	Kompensasi	beban kerja	pengawasan
Pearson Correlation	kinerja	1.000	.461	.513	.584
	kompensasi	.461	1.000	.658	.750
	beban kerja	.513	.658	1.000	.641
	pengawasan	.584	.750	.641	1.000
	loyalitas	.410	.567	.849	.445
Sig. (1-tailed)	kinerja	.	.000	.000	.000
	kompensasi	.000	.	.000	.000
	beban kerja	.000	.000	.	.000
	pengawasan	.000	.000	.000	.
	loyalitas	.000	.000	.000	.000
N	kinerja	95	95	95	95
	kompensasi	95	95	95	95
	beban kerja	95	95	95	95
	pengawasan	95	95	95	95
	loyalitas	95	95	95	95

### Correlations

		loyalitas
Pearson Correlation	Kinerja	.410
	Kompensasi	.567
	beban kerja	.849
	Pengawasan	.445
	Loyalitas	1.000
Sig. (1-tailed)	Kinerja	.000
	Kompensasi	.000
	beban kerja	.000
	Pengawasan	.000
	Loyalitas	.
N	Kinerja	95

Kompensasi	95
beban kerja	95
Pengawasan	95
Loyalitas	95

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

Model	Variables Entered	Variables Removed	Method
1	loyalitas , pengawasan, kompensasi, beban kerja <sup>b</sup>	.	Enter

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

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.990 <sup>a</sup>	.980	.979	.215

- a. Predictors: (Constant), loyalitas , pengawasan, kompensasi, beban kerja  
b. Dependent Variable: kinerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	172.986	4	43.246	934.593	.000 <sup>b</sup>
	Residual	3.563	90	.046		
	Total	176.549	94			

- a. Dependent Variable: kinerja  
b. Predictors: (Constant), loyalitas , pengawasan, kompensasi, beban kerja

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

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	2.369	.431		3.857	.394
	kompensasi	.245	.153	.047	3.556	.000
	beban kerja	.235	.127	.035	2.318	.004
	pengawasan	.246	.259	.047	3.780	.000
	loyalitas	.589	.216	.989	6.562	.000

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	kompensasi	.369	2.712
	beban kerja	.192	5.201
	pengawasan	.360	2.779
	loyalitas	.252	3.974

a. Dependent Variable: kinerja

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	kompensasi	beban kerja
1	1	4.987	1.000	.00	.00	.00
	2	.006	28.662	.18	.02	.04
	3	.004	34.576	.71	.03	.01
	4	.002	55.100	.10	.86	.11
	5	.001	72.862	.00	.09	.84

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Variance Proportions	
		pengawasan	Loyalitas
1	1	.00	.00
	2	.06	.17
	3	.23	.02
	4	.30	.02

5	.41	.79
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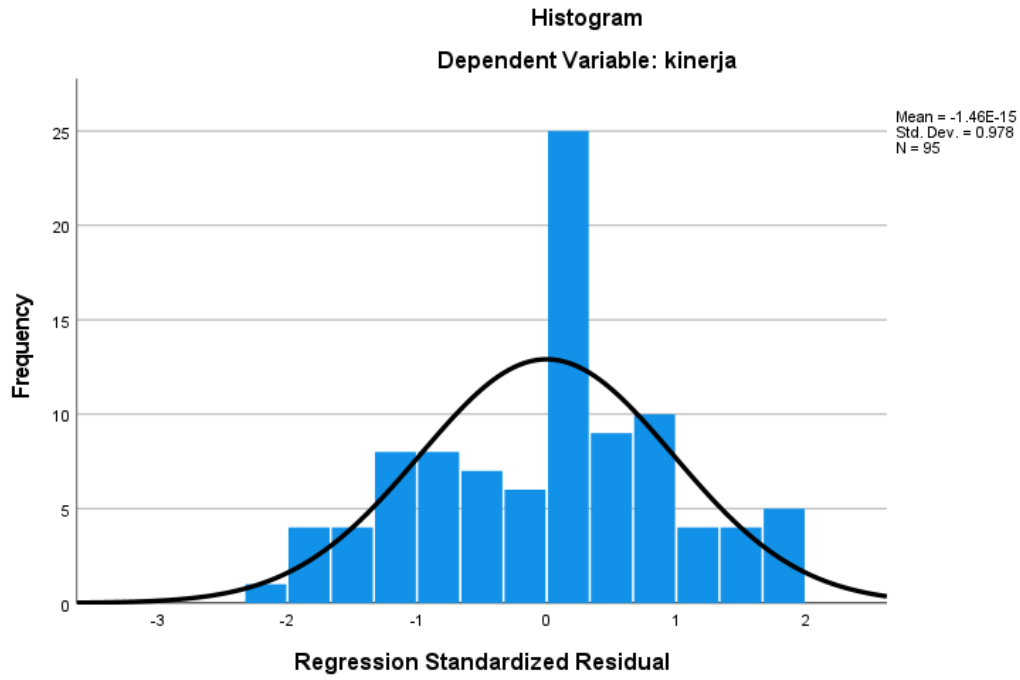
a. Dependent Variable: kinerja

### Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	17.36	19.98	18.79	.764	95
Std. Predicted Value	-1.874	1.558	.000	1.000	95
Standard Error of Predicted Value	.119	.492	.216	.081	95
Adjusted Predicted Value	17.13	19.98	18.76	.786	95
Residual	-2.073	1.970	.000	.983	95
Std. Residual	-2.063	1.961	.000	.978	95
Stud. Residual	-2.102	2.248	.013	1.009	95
Deleted Residual	-2.153	2.590	.027	1.048	95
Stud. Deleted Residual	-2.144	2.301	.013	1.018	95
Mahal. Distance	.338	21.533	3.958	4.025	95
Cook's Distance	.000	.318	.014	.037	95
Centered Leverage Value	.004	.229	.042	.043	95

a. Dependent Variable: kinerja

### Charts



Normal P-P Plot of Regression Standardized Residual

