**Lampiran 4**

**Hasil Uji Validitas dan Realibilitas**

|  |
| --- |
| **X1.1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 12,9 | 12,9 | 12,9 |
| 3 | 9 | 29,0 | 29,0 | 41,9 |
| 4 | 12 | 38,7 | 38,7 | 80,6 |
| 5 | 6 | 19,4 | 19,4 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 8 | 25,8 | 25,8 | 25,8 |
| 3 | 16 | 51,6 | 51,6 | 77,4 |
| 4 | 6 | 19,4 | 19,4 | 96,8 |
| 5 | 1 | 3,2 | 3,2 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 19,4 | 19,4 | 19,4 |
| 3 | 19 | 61,3 | 61,3 | 80,6 |
| 4 | 5 | 16,1 | 16,1 | 96,8 |
| 5 | 1 | 3,2 | 3,2 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 8 | 25,8 | 25,8 | 25,8 |
| 3 | 18 | 58,1 | 58,1 | 83,9 |
| 4 | 5 | 16,1 | 16,1 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 7 | 22,6 | 22,6 | 22,6 |
| 3 | 16 | 51,6 | 51,6 | 74,2 |
| 4 | 7 | 22,6 | 22,6 | 96,8 |
| 5 | 1 | 3,2 | 3,2 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.6** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 19,4 | 19,4 | 19,4 |
| 3 | 20 | 64,5 | 64,5 | 83,9 |
| 4 | 5 | 16,1 | 16,1 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.7** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 7 | 22,6 | 22,6 | 22,6 |
| 3 | 16 | 51,6 | 51,6 | 74,2 |
| 4 | 5 | 16,1 | 16,1 | 90,3 |
| 5 | 3 | 9,7 | 9,7 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.8** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 7 | 22,6 | 22,6 | 22,6 |
| 3 | 18 | 58,1 | 58,1 | 80,6 |
| 4 | 5 | 16,1 | 16,1 | 96,8 |
| 5 | 1 | 3,2 | 3,2 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.9** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 16,1 | 16,1 | 16,1 |
| 3 | 12 | 38,7 | 38,7 | 54,8 |
| 4 | 13 | 41,9 | 41,9 | 96,8 |
| 5 | 1 | 3,2 | 3,2 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.10** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 9,7 | 9,7 | 9,7 |
| 3 | 12 | 38,7 | 38,7 | 48,4 |
| 4 | 14 | 45,2 | 45,2 | 93,5 |
| 5 | 2 | 6,5 | 6,5 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |
| **X2.1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 16,1 | 16,1 | 16,1 |
| 3 | 3 | 9,7 | 9,7 | 25,8 |
| 4 | 15 | 48,4 | 48,4 | 74,2 |
| 5 | 8 | 25,8 | 25,8 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X2.2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 6,5 | 6,5 | 6,5 |
| 3 | 4 | 12,9 | 12,9 | 19,4 |
| 4 | 18 | 58,1 | 58,1 | 77,4 |
| 5 | 7 | 22,6 | 22,6 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X2.3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 12,9 | 12,9 | 12,9 |
| 3 | 5 | 16,1 | 16,1 | 29,0 |
| 4 | 11 | 35,5 | 35,5 | 64,5 |
| 5 | 11 | 35,5 | 35,5 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X2.4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 9,7 | 9,7 | 9,7 |
| 3 | 4 | 12,9 | 12,9 | 22,6 |
| 4 | 11 | 35,5 | 35,5 | 58,1 |
| 5 | 13 | 41,9 | 41,9 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X2.5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 12,9 | 12,9 | 12,9 |
| 3 | 3 | 9,7 | 9,7 | 22,6 |
| 4 | 16 | 51,6 | 51,6 | 74,2 |
| 5 | 8 | 25,8 | 25,8 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X2.6** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 19,4 | 19,4 | 19,4 |
| 3 | 2 | 6,5 | 6,5 | 25,8 |
| 4 | 13 | 41,9 | 41,9 | 67,7 |
| 5 | 10 | 32,3 | 32,3 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 6,5 | 6,5 | 6,5 |
| 3 | 5 | 16,1 | 16,1 | 22,6 |
| 4 | 17 | 54,8 | 54,8 | 77,4 |
| 5 | 7 | 22,6 | 22,6 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 19,4 | 19,4 | 19,4 |
| 3 | 4 | 12,9 | 12,9 | 32,3 |
| 4 | 13 | 41,9 | 41,9 | 74,2 |
| 5 | 8 | 25,8 | 25,8 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 9,7 | 9,7 | 9,7 |
| 3 | 7 | 22,6 | 22,6 | 32,3 |
| 4 | 15 | 48,4 | 48,4 | 80,6 |
| 5 | 6 | 19,4 | 19,4 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 19,4 | 19,4 | 19,4 |
| 3 | 7 | 22,6 | 22,6 | 41,9 |
| 4 | 16 | 51,6 | 51,6 | 93,5 |
| 5 | 2 | 6,5 | 6,5 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 12,9 | 12,9 | 12,9 |
| 3 | 5 | 16,1 | 16,1 | 29,0 |
| 4 | 11 | 35,5 | 35,5 | 64,5 |
| 5 | 11 | 35,5 | 35,5 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.6** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 3,2 | 3,2 | 3,2 |
| 3 | 6 | 19,4 | 19,4 | 22,6 |
| 4 | 15 | 48,4 | 48,4 | 71,0 |
| 5 | 9 | 29,0 | 29,0 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y1.1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 6,5 | 6,5 | 6,5 |
| 3 | 1 | 3,2 | 3,2 | 9,7 |
| 4 | 13 | 41,9 | 41,9 | 51,6 |
| 5 | 15 | 48,4 | 48,4 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y1.2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 5 | 16,1 | 16,1 | 16,1 |
| 4 | 14 | 45,2 | 45,2 | 61,3 |
| 5 | 12 | 38,7 | 38,7 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y1.3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 6,5 | 6,5 | 6,5 |
| 3 | 6 | 19,4 | 19,4 | 25,8 |
| 4 | 14 | 45,2 | 45,2 | 71,0 |
| 5 | 9 | 29,0 | 29,0 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y1.4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 3,2 | 3,2 | 3,2 |
| 3 | 5 | 16,1 | 16,1 | 19,4 |
| 4 | 18 | 58,1 | 58,1 | 77,4 |
| 5 | 7 | 22,6 | 22,6 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y1.5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 3,2 | 3,2 | 3,2 |
| 3 | 4 | 12,9 | 12,9 | 16,1 |
| 4 | 11 | 35,5 | 35,5 | 51,6 |
| 5 | 15 | 48,4 | 48,4 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y1.6** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| \Valid | 2 | 2 | 6,5 | 6,5 | 6,5 |
| 3 | 5 | 16,1 | 16,1 | 22,6 |
| 4 | 10 | 32,3 | 32,3 | 54,8 |
| 5 | 14 | 45,2 | 45,2 | 100,0 |
| Total | 31 | 100,0 | 100,0 |  |

**Uji Realibilitas**

**ALL VARIABLES X1**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 31 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 31 | 100,0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,673 | 11 |

**ALL VARIABLES X2**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 31 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 31 | 100,0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,804 | 6 |

**ALL VARIABLES X3**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 31 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 31 | 100,0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,644 | 6 |

**ALL VARIABLES Y**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 31 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 31 | 100,0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,784 | 6 |

**Lampiran 5**

**Hasil Uji Regresi Linear Berganda**

**Regression**

|  |
| --- |
| **Variables Entered/Removeda** |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Faktor Non-Organisasi, Faktor Personal, Faktor Organisasionalb | . | Enter |

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

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,973a | ,947 | ,941 | ,830 |

|  |
| --- |
| a. Predictors: (Constant), Faktor Non-Organisasi, Faktor Personal, Faktor Organisasional |
| b. Dependent Variable: Komitmen Organisasional |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 332,360 | 3 | 110,787 | 160,754 | ,000b |
| Residual | 18,608 | 27 | ,689 |  |  |
| Total | 350,968 | 30 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Komitmen Organisasional |
| b. Predictors: (Constant), Faktor Non-Organisasi, Faktor Personal, Faktor Organisasional |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 8,558 | 2,198 |  | 3,894 | ,001 |
| Faktor Personal | -,209 | ,072 | -,135 | -2,889 | ,008 |
| Faktor Organisasional | ,520 | ,052 | ,634 | 9,945 | ,000 |
| Faktor Non-Organisasi | ,468 | ,066 | ,452 | 7,058 | ,000 |

|  |
| --- |
| **Coefficientsa** |
| Model | Collinearity Statistics |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Faktor Personal | ,893 | 1,120 |
| Faktor Organisasional | ,483 | 2,071 |
| Faktor Non-Organisasi | ,478 | 2,093 |

|  |
| --- |
| a. Dependent Variable: Komitmen Organisasional |

|  |
| --- |
| **Collinearity Diagnosticsa** |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |
| (Constant) | Faktor Personal | Faktor Organisasional |
| 1 | 1 | 3,971 | 1,000 | ,00 | ,00 | ,00 |
| 2 | ,020 | 14,159 | ,06 | ,04 | ,31 |
| 3 | ,006 | 24,722 | ,01 | ,01 | ,68 |
| 4 | ,002 | 41,041 | ,93 | ,94 | ,01 |

|  |
| --- |
| **Collinearity Diagnosticsa** |
| Model | Dimension | Variance Proportions |
| Faktor Non-Organisasi |
| 1 | 1 | ,00 |
| 2 | ,04 |
| 3 | ,95 |
| 4 | ,00 |

|  |
| --- |
| 1. Dependent Variable: Komitmen Organisasional
 |

|  |
| --- |
| **Residuals Statisticsa** |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 17,54 | 29,30 | 24,97 | 3,328 | 31 |
| Std. Predicted Value | -2,232 | 1,302 | ,000 | 1,000 | 31 |
| Standard Error of Predicted Value | ,170 | ,462 | ,288 | ,077 | 31 |
| Adjusted Predicted Value | 17,68 | 29,15 | 24,95 | 3,320 | 31 |
| Residual | -1,384 | 1,557 | ,000 | ,788 | 31 |
| Std. Residual | -1,667 | 1,876 | ,000 | ,949 | 31 |
| Stud. Residual | -1,715 | 2,204 | ,011 | 1,027 | 31 |
| Deleted Residual | -1,465 | 2,150 | ,019 | ,928 | 31 |
| Stud. Deleted Residual | -1,783 | 2,389 | ,016 | 1,057 | 31 |
| Mahal. Distance | ,283 | 8,308 | 2,903 | 2,061 | 31 |
| Cook's Distance | ,000 | ,462 | ,047 | ,094 | 31 |
| Centered Leverage Value | ,009 | ,277 | ,097 | ,069 | 31 |

|  |
| --- |
| 1. Dependent Variable: Komitmen Organisasional
 |

|  |
| --- |
| **Variables Entered/Removeda** |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Faktor Non-Organisasi, Faktor Personal, Faktor Organisasionalb | . | Enter |

|  |
| --- |
| a. Dependent Variable: Unstandardized Residual |
| b. All requested variables entered. |

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,000a | ,000 | -,111 | ,83016182 |

|  |
| --- |
| a. Predictors: (Constant), Faktor Non-Organisasi, Faktor Personal, Faktor Organisasional |
| b. Dependent Variable: Unstandardized Residual |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | ,000 | 3 | ,000 | ,000 | 1,000b |
| Residual | 18,608 | 27 | ,689 |  |  |
| Total | 18,608 | 30 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Unstandardized Residual |
| b. Predictors: (Constant), Faktor Non-Organisasi, Faktor Personal, Faktor Organisasional |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -9,956E-016 | 2,198 |  | ,000 | 1,000 |
| Faktor Personal | ,000 | ,072 | ,000 | ,000 | 1,000 |
| Faktor Organisasional | ,000 | ,052 | ,000 | ,000 | 1,000 |
| Faktor Non-Organisasi | ,000 | ,066 | ,000 | ,000 | 1,000 |

|  |
| --- |
| a. Dependent Variable: Unstandardized Residual |

|  |
| --- |
| **Residuals Statisticsa** |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 0E-7 | 0E-7 | 0E-7 | 0E-8 | 31 |
| Residual | -1,38350928 | 1,55746710 | 0E-8 | ,78756066 | 31 |
| Std. Predicted Value | ,000 | ,000 | ,000 | ,000 | 31 |
| Std. Residual | -1,667 | 1,876 | ,000 | ,949 | 31 |

|  |
| --- |
| a. Dependent Variable: Unstandardized Residual |

|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 31 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | ,78756066 |
| Most Extreme Differences | Absolute | ,099 |
| Positive | ,080 |
| Negative | -,099 |
| Kolmogorov-Smirnov Z | ,549 |
| Asymp. Sig. (2-tailed) | ,924 |
| a. Test distribution is Normal. |
| b. Calculated from data. |

**Charts**





