

L-1

KUISIONER PENELITIAN

**PENGARUH LINGKUNGAN KERJA,KEPUASAN KERJA , KOMUNIKASI
DAN STRES KERJA TERHADAP KINERJA KARYAWAN
PT GRAHADURA LEIDONG PRIMA**

I. Identitas Responden:

Nama :
Jenis Kelamin :
Usia :
Pendidikan Terakhir :
Jabatan :
Lama Bekerja :

II. Petunjuk Pengisian

Beri tanda check list (√) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

Kriteria Penilaian:

NO	PERNYATAAN	SKOR
1	SANGAT SETUJU(SS)	5
2	SETUJU(S)	4
3	NETRAL(N)	3
4	TIDAK SETUJU(TS)	2
5	SANGAT TIDAK SETUJU(STS)	1

KUISIONER LINGKUNGAN KERJA

NO	PERNYATAAN	STS	TS	N	S	SS
1	Penataan cahaya sangat baik, sehingga tidak mengganggu aktivitas bekerja.					
2	Warna ruangan yang didesain memberikan peningkatan dalam menyelesaikan pekerjaan.					
3	Suhu ruangan ditempat bekerja sudah nyaman untuk bekerja.					
4	Ruang kerja Anda tidak bising.					

KUESIONER KEPUASAN KERJA

NO	PERNYATAAN	STS	TS	N	S	SS
1	Gaji yang diterima setiap bulan diberi tepat waktu.					
2	Anda merasa aman dan nyaman bekerja disini.					
3	Anda merasa pegawai disini dapat menjalin hubungan yang baik dengan sesama pegawai.					
4	Program pelatihan yang diberikan kepada Anda memberikan kesempatan bagi berkembangnya bakat Anda.					

KUESIONER KOMUNIKASI

NO	PERNYATAAN	STS	TS	N	S	SS
1	Anda mengerti maksud yang dibicarakan dari setiap komunikasi yang Anda lakukan.					
2	Anda selalu memberikan informasi yang tepat dalam setiap berkomunikasi.					
3	Konteks pembahasan Anda dalam berkomunikasi selalu dibutuhkan.					
4	Anda merasa komunikasi yang Anda lakukan cepat dan mudah dipahami.					

KUESIONER STRES KERJA

NO	PERNYATAAN	STS	TS	N	S	SS
1	Saya merasa beban pekerjaan saat ini sudah sesuai dengan kemampuan yang saya miliki.					
2	Saya merasa wewenang dan beban kerja yang diberikan diluar kemampuan saya.					
3	Saya merasa atasan kurang memerhatikan kesehatan para karyawannya.					
4	Saya merasa tertekan dalam setiap pekerjaan yang saya lakukan.					

KUISIONER KINERJA

NO	PERNYATAAN	STS	TS	N	S	SS
1	Jumlah pekerjaan yang diberikan tidak pernah berlebih.					
2	Hasil kerja anda selalu maksimal dan sesuai yang diperintahkan.					
3	Anda menyelesaikan pekerjaan tepat waktu.					
4	Anda mengerjakan pekerjaan dengan teliti.					

L-2 Tabulasi Data Responden

Tabulasi Data Responden Variabel Lingkungan Kerja (X₁)

Lingkungan Kerja (X ₁)				TOTAL
1	2	3	4	
5	4	4	4	17
4	3	4	3	14
4	4	4	5	17
4	4	4	5	17
5	4	5	4	18
5	4	5	5	19
4	3	4	4	15
4	4	4	4	16
3	4	5	3	15
4	3	3	5	15
4	3	3	3	13
5	4	5	5	19
5	4	5	5	19
5	4	5	5	19
5	4	4	5	18
4	5	4	5	18
5	5	4	5	19
5	5	5	4	19
4	5	5	5	19
5	5	5	5	20
5	5	5	5	20

5	5	5	5	20
5	5	5	5	20
5	5	4	5	19
5	5	4	5	19
5	5	5	5	20
5	5	5	5	20
5	5	5	4	19
5	5	5	5	20
5	5	4	5	19
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	4	4	4	17
4	3	4	3	14
4	4	4	5	17
4	4	4	5	17
5	4	5	4	18
5	4	5	5	19
4	3	4	4	15
4	4	4	4	16
3	4	5	3	15
4	3	3	5	15
4	3	3	3	13
5	4	5	5	19

Tabulasi Data Responden Variabel Kepuasan Kerja (X₂)

Kepuasan Kerja (X ₂)				TOTAL
1	2	3	4	
4	4	4	4	16
5	4	5	5	19
5	5	5	5	20
4	4	4	4	16
5	4	4	5	18
4	4	4	4	16
4	4	4	4	16
4	4	4	3	15
4	3	3	4	14
5	4	4	4	17
4	4	4	4	16
4	4	4	5	17
4	4	5	1	14
4	3	5	3	15
4	4	5	4	17
3	4	4	3	14
5	4	5	5	19
4	4	4	4	16
4	5	5	4	18
5	4	4	5	18
5	5	5	5	20
3	3	3	3	12

5	5	5	5	20
5	4	4	5	18
4	5	5	5	19
4	3	4	4	15
5	4	5	5	19
4	3	3	4	14
5	4	4	5	18
3	3	3	3	12
5	5	5	5	20
4	5	5	4	18
5	5	5	5	20
5	5	5	4	19
5	5	5	5	20
4	4	4	4	16
5	4	5	5	19
5	5	5	5	20
4	4	4	4	16
5	4	4	5	18
4	4	4	4	16
4	4	4	4	16
4	4	4	3	15
4	3	3	4	14
5	4	4	4	17
4	4	4	4	16
4	4	4	5	17
4	4	5	1	14

4	3	5	3	15
4	4	5	4	17
3	4	4	3	14
5	4	5	5	19
4	4	4	4	16
4	5	5	4	18
5	4	4	5	18
5	5	5	5	20
3	3	3	3	12
5	5	5	5	20
5	4	4	5	18
4	5	5	5	19
4	3	4	4	15
5	4	5	5	19
4	3	3	4	14
5	4	4	5	18
3	3	3	3	12
5	5	5	5	20
4	5	5	4	18
5	5	5	5	20
5	5	5	4	19
5	5	5	5	20

Tabulasi Data Responden Variabel Komunikasi (X₃)

Komunikasi (X ₃)				TOTAL
1	2	3	4	
4	4	4	4	16
3	4	3	4	14
4	4	5	4	17
4	4	5	4	17
4	5	4	4	17
4	5	5	4	18
3	4	4	3	14
4	4	4	4	16
4	5	3	4	16
3	3	5	3	14
3	3	3	5	14
4	5	5	4	18
4	5	5	5	19
4	5	5	5	19
4	4	5	4	17
5	4	5	5	19
5	4	5	4	18
5	5	4	5	19
5	5	5	4	19
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20

5	5	5	5	20
5	4	5	5	19
5	4	5	5	19
5	5	5	5	20
5	5	5	5	20
5	5	4	5	19
5	5	5	5	20
5	4	5	5	19
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
4	4	4	4	16
3	4	3	4	14
4	4	5	4	17
4	4	5	4	17
4	5	4	4	17
4	5	5	4	18
3	4	4	3	14
4	4	4	4	16
4	5	3	4	16
3	3	5	3	14
3	3	3	5	14
4	5	5	4	18
4	5	5	5	19

4	5	5	5	19
4	4	5	4	17
5	4	5	5	19
5	4	5	4	18
5	5	4	5	19
5	5	5	4	19
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	4	5	5	19
5	4	5	5	19
5	5	5	5	20
5	5	5	5	20
5	5	4	5	19
5	5	5	5	20
5	4	5	5	19
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20

Tabulasi Data Responden Variabel Stres Kerja (X₄)

Stres Kerja (X ₄)				TOTAL
1	2	3	4	
4	4	3	3	14
4	4	3	4	15
5	5	5	5	20
4	4	4	4	16
4	3	4	4	15
4	4	3	3	14
4	4	4	3	15
5	4	4	5	18
5	4	3	3	15
4	5	4	4	17
3	3	4	3	13
4	4	3	3	14
4	4	4	3	15
4	5	5	4	18
4	5	5	5	19
3	4	4	4	15
4	5	5	5	19
5	4	4	5	18
5	5	5	5	20
5	4	4	5	18
5	5	5	5	20
4	3	3	4	14

5	5	5	5	20
5	4	4	4	17
5	5	5	5	20
4	3	3	4	14
5	5	5	5	20
4	3	3	4	14
4	4	4	5	17
3	3	3	3	12
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
4	4	3	3	14
4	4	3	4	15
5	5	5	5	20
4	4	4	4	16
4	3	4	4	15
4	4	3	3	14
4	4	4	3	15
5	4	4	5	18
5	4	3	3	15
4	5	4	4	17
3	3	4	3	13
4	4	3	3	14
4	4	4	3	15

4	5	5	4	18
4	5	5	5	19
3	4	4	4	15
4	5	5	5	19
5	4	4	5	18
5	5	5	5	20
5	4	4	5	18
5	5	5	5	20
4	3	3	4	14
5	5	5	5	20
5	4	4	4	17
5	5	5	5	20
4	3	3	4	14
5	5	5	5	20
4	3	3	4	14
4	4	4	5	17
3	3	3	3	12
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20
5	5	5	5	20

Tabulasi Data Responden Variabel Kinerja (Y)

Kinerja Karyawan (Y)				TOTAL
1	2	3	4	
3	4	4	3	14
5	4	4	3	16
5	5	5	5	20
5	4	4	4	17
5	4	3	4	16
4	4	4	3	15
4	4	4	4	16
4	5	4	4	17
5	5	4	3	17
4	4	5	4	17
4	3	3	4	14
5	4	4	3	16
3	4	4	4	15
4	4	5	5	18
4	4	5	5	18
3	3	4	4	14
5	4	5	5	19
4	5	4	4	17
4	5	5	5	19
5	5	4	4	18
5	5	5	5	20
4	4	3	3	14

5	5	5	5	20
5	5	4	4	18
5	5	5	5	20
4	4	3	3	14
5	5	5	5	20
4	4	3	3	14
5	4	4	4	17
3	3	3	3	12
5	5	5	5	20
4	5	5	5	19
5	5	5	5	20
4	5	5	5	19
5	5	5	5	20
3	4	4	3	14
5	4	4	3	16
5	5	5	5	20
5	4	4	4	17
5	4	3	4	16
4	4	4	3	15
4	4	4	4	16
4	5	4	4	17
5	5	4	3	17
4	4	5	4	17
4	3	3	4	14
5	4	4	3	16
3	4	4	4	15

4	4	5	5	18
4	4	5	5	18
3	3	4	4	14
5	4	5	5	19
4	5	4	4	17
4	5	5	5	19
5	5	4	4	18
5	5	5	5	20
4	4	3	3	14
5	5	5	5	20
5	5	4	4	18
5	5	5	5	20
4	4	3	3	14
5	5	5	5	20
4	4	3	3	14
5	4	4	4	17
3	3	3	3	12
5	5	5	5	20
4	5	5	5	19
5	5	5	5	20
4	5	5	5	19
5	5	5	5	20

L-3

HASIL VALIDITAS DAN RELIABILITAS**Reliability****Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,791	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
LK1	13,6571	2,431	,644	,726
LK2	13,8857	1,900	,721	,673
LK3	13,8000	2,423	,516	,780
LK4	13,6857	2,306	,548	,766

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,805	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	12,6571	3,243	,739	,709
KK2	12,8857	3,233	,683	,728
KK3	12,6571	3,417	,580	,774
KK4	12,8000	2,887	,542	,818

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,783	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	13,7429	1,875	,825	,590
K2	13,6571	2,547	,525	,762
K3	13,5429	2,629	,437	,804
K4	13,6571	2,431	,598	,726

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,884	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SK1	12,6571	4,518	,648	,887
SK2	12,7714	3,889	,780	,839
SK3	12,8857	3,581	,811	,826
SK4	12,7714	3,657	,767	,844

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,812	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KN1	12,7714	3,657	,442	,844
KN2	12,7714	3,309	,671	,749
KN3	12,8857	2,885	,743	,707
KN4	13,0000	2,783	,692	,734

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	35	100,0
	Excluded ^a	0	,0
	Total	35	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,864	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KN1	17,0286	6,793	,468	,884
KN2	17,0286	6,264	,703	,834
KN3	17,1429	5,773	,738	,822
KN4	17,2571	5,432	,759	,816
KN5	17,1429	5,361	,773	,812

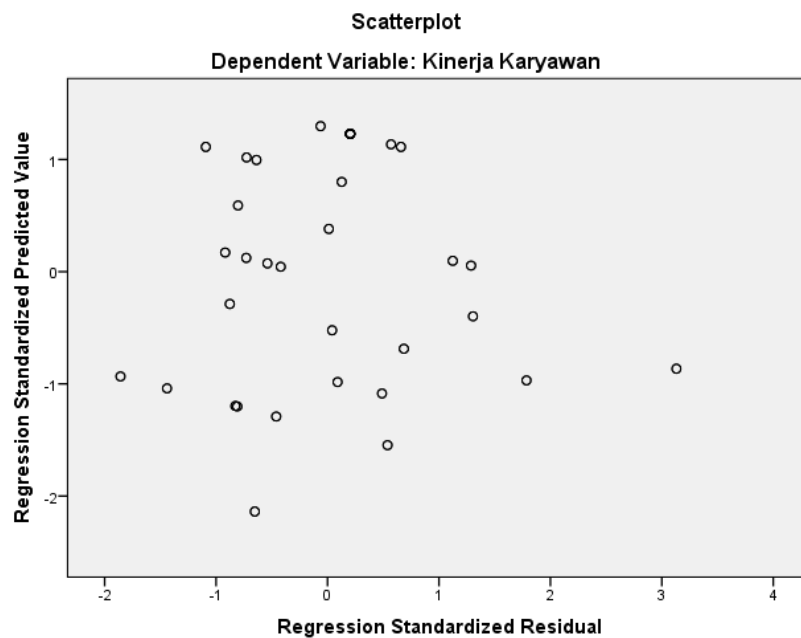
L-4

HASIL UJI ASUMSI KLASIK

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,992	,773		2,577	,012
	Lingkungan Kerja	,112	,133	,095	1,844	,002
	Kepuasan Kerja	,260	,049	,261	5,277	,000
	Komunikasi	,062	,132	,053	2,466	,000
	Stres Kerja	,685	,047	,772	14,726	,000

a. Dependent Variable: Kinerja Karyawan



KOLMOGROV-SMIRNOV

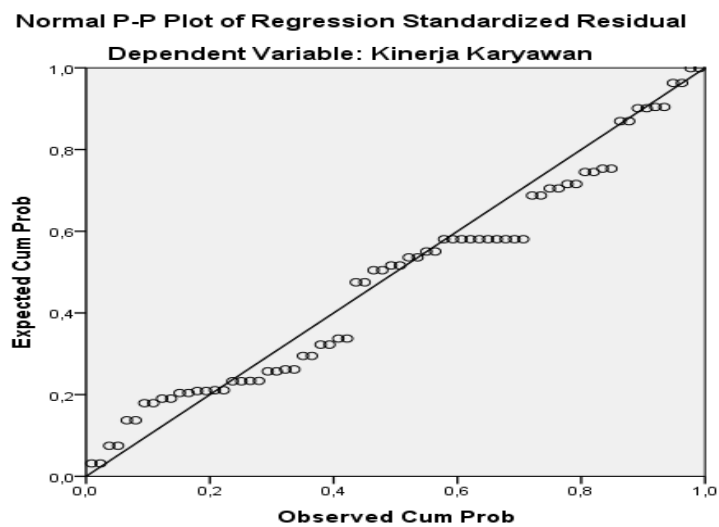
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		70
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,55410865
Most Extreme Differences	Absolute	,131
	Positive	,131
	Negative	-,086
Test Statistic		,131
Asymp. Sig. (2-tailed)		,442 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.



L-5

HASIL ANALISIS STATISTIK**Residuals Statistics^a**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12,3726	20,0358	17,1429	2,23083	70
Residual	-1,06078	1,78729	,00000	,55411	70
Std. Predicted Value	-2,138	1,297	,000	1,000	70
Std. Residual	-1,858	3,131	,000	,971	70

a. Dependent Variable: Kinerja Karyawan

Correlations

		LK1	LK2	LK3	LK4	Lingkungan Kerja
LK1	Pearson Correlation	1	,557**	,452**	,541**	,789**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	70	70	70	70	70
LK2	Pearson Correlation	,557**	1	,571**	,557**	,870**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	70	70	70	70	70
LK3	Pearson Correlation	,452**	,571**	1	,265*	,726**
	Sig. (2-tailed)	,000	,000		,027	,000
	N	70	70	70	70	70
LK4	Pearson Correlation	,541**	,557**	,265*	1	,756**
	Sig. (2-tailed)	,000	,000	,027		,000

	N	70	70	70	70	70
Lingkungan Kerja	Pearson Correlation	,789**	,870**	,726**	,756**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

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

Correlations

		KK1	KK2	KK3	KK4	Kepuasan Kerja
KK1	Pearson Correlation	1	,519**	,531**	,695**	,851**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	70	70	70	70	70
KK2	Pearson Correlation	,519**	1	,740**	,444**	,823**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	70	70	70	70	70
KK3	Pearson Correlation	,531**	,740**	1	,267*	,758**
	Sig. (2-tailed)	,000	,000		,025	,000
	N	70	70	70	70	70
KK4	Pearson Correlation	,695**	,444**	,267*	1	,786**
	Sig. (2-tailed)	,000	,000	,025		,000
	N	70	70	70	70	70
Kepuasan Kerja	Pearson Correlation	,851**	,823**	,758**	,786**	1
	Sig. (2-tailed)	,000	,000	,000	,000	

N	70	70	70	70	70
---	----	----	----	----	----

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

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

Correlations

		K1	K2	K3	K4	Komunikasi
K1	Pearson Correlation	1	,571**	,557**	,709**	,921**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	70	70	70	70	70
K2	Pearson Correlation	,571**	1	,265*	,448**	,728**
	Sig. (2-tailed)	,000		,027	,000	,000
	N	70	70	70	70	70
K3	Pearson Correlation	,557**	,265*	1	,265*	,678**
	Sig. (2-tailed)	,000	,027		,027	,000
	N	70	70	70	70	70
K4	Pearson Correlation	,709**	,448**	,265*	1	,776**
	Sig. (2-tailed)	,000	,000	,027		,000
	N	70	70	70	70	70
Komunikasi	Pearson Correlation	,921**	,728**	,678**	,776**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

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

Correlations

		SK1	SK2	SK3	SK4	Stres Kerja
SK1	Pearson Correlation	1	,593**	,514**	,650**	,780**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	70	70	70	70	70
SK2	Pearson Correlation	,593**	1	,819**	,616**	,879**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	70	70	70	70	70
SK3	Pearson Correlation	,514**	,819**	1	,743**	,904**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	70	70	70	70	70
SK4	Pearson Correlation	,650**	,616**	,743**	1	,881**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	70	70	70	70	70
Stres Kerja	Pearson Correlation	,780**	,879**	,904**	,881**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

Correlations

		KN1	KN2	KN3	KN4	Kinerja Karyawan
KN1	Pearson Correlation	1	,540**	,325**	,324**	,666**
	Sig. (2-tailed)		,000	,006	,006	,000

	N	70	70	70	70	70
KN2	Pearson Correlation	,540**	1	,593**	,514**	,809**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	70	70	70	70	70
KN3	Pearson Correlation	,325**	,593**	1	,819**	,869**
	Sig. (2-tailed)	,006	,000		,000	,000
	N	70	70	70	70	70
KN4	Pearson Correlation	,324**	,514**	,819**	1	,852**
	Sig. (2-tailed)	,006	,000	,000		,000
	N	70	70	70	70	70
Kinerja Karyawan	Pearson Correlation	,666**	,809**	,869**	,852**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Stres Kerja, Komunikasi, Kepuasan Kerja, Lingkungan Kerja ^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	,971 ^a	,942	,938	,57090

a. Predictors: (Constant), Stres Kerja, Komunikasi, Kepuasan Kerja, Lingkungan Kerja

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	343,386	4	85,846	263,389	,000 ^b
	Residual	21,186	65	,326		
	Total	364,571	69			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Stres Kerja, Komunikasi, Kepuasan Kerja, Lingkungan Kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1,992	,773		2,577	,012		
Lingkungan Kerja	,112	,133	,095	1,844	,002	,710	1,087
Kepuasan Kerja	,260	,049	,261	5,277	,000	,365	2,737
Komunikasi	,062	,132	,053	2,466	,000	,687	1,559
Stres Kerja	,685	,047	,772	14,726	,000	,326	3,070

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Disiplin Kerja	Motivasi	Kompensasi
1	1	3,964	1,000	,00	,00	,00	,00
	2	,021	13,595	,00	,03	,49	,25
	3	,012	18,547	,01	,44	,08	,61
	4	,003	35,725	,99	,53	,44	,14

a. Dependent Variable: Kinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	16,5592	25,1759	21,4000	2,55685	35
Std. Predicted Value	-1,893	1,477	,000	1,000	35
Standard Error of Predicted Value	,300	,785	,533	,137	35
Adjusted Predicted Value	16,5693	25,2073	21,3997	2,57902	35
Residual	-2,77516	3,46526	,00000	1,55418	35
Std. Residual	-1,705	2,129	,000	,955	35
Stud. Residual	-1,774	2,238	,000	1,011	35
Deleted Residual	-3,00269	3,82886	,00030	1,74623	35
Stud. Deleted Residual	-1,841	2,404	,001	1,038	35
Mahal. Distance	,186	6,939	2,914	1,913	35
Cook's Distance	,000	,199	,031	,048	35
Centered Leverage Value	,005	,204	,086	,056	35

a. Dependent Variable: Kinerja

