Validitas

Komitmen

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | Komitmen Afektif | Komitmen Kontinuan | Komitmen Normatif | Komitmen Organisasi |
| Komitmen Afektif | Pearson Correlation | 1 | .600\*\* | .289 | .810\*\* |
| Sig. (2-tailed) |  | .000 | .109 | .000 |
| N | 32 | 32 | 32 | 32 |
| Komitmen Kontinuan | Pearson Correlation | .600\*\* | 1 | .415\* | .910\*\* |
| Sig. (2-tailed) | .000 |  | .018 | .000 |
| N | 32 | 32 | 32 | 32 |
| Komitmen Normatif | Pearson Correlation | .289 | .415\* | 1 | .622\*\* |
| Sig. (2-tailed) | .109 | .018 |  | .000 |
| N | 32 | 32 | 32 | 32 |
| Komitmen Organisasi | Pearson Correlation | .810\*\* | .910\*\* | .622\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 32 | 32 | 32 | 32 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | |

Kinerja

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| **Correlations** | | | | | | |
|  | | Target | Kualitas | Waktu | Taat Asas | Kinerja Karyawan |
| Target | Pearson Correlation | 1 | .391\* | .605\*\* | .539\*\* | .776\*\* |
| Sig. (2-tailed) |  | .027 | .000 | .001 | .000 |
| N | 32 | 32 | 32 | 32 | 32 |
| Kualitas | Pearson Correlation | .391\* | 1 | .556\*\* | .443\* | .779\*\* |
| Sig. (2-tailed) | .027 |  | .001 | .011 | .000 |
| N | 32 | 32 | 32 | 32 | 32 |
| Waktu | Pearson Correlation | .605\*\* | .556\*\* | 1 | .582\*\* | .855\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .000 | .000 |
| N | 32 | 32 | 32 | 32 | 32 |
| Taat Asas | Pearson Correlation | .539\*\* | .443\* | .582\*\* | 1 | .784\*\* |
| Sig. (2-tailed) | .001 | .011 | .000 |  | .000 |
| N | 32 | 32 | 32 | 32 | 32 |
| Kinerja Karyawan | Pearson Correlation | .776\*\* | .779\*\* | .855\*\* | .784\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 32 | 32 | 32 | 32 | 32 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

Reliabilitas

Komitmen

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .685 | 3 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Komitmen Afektif | 9.0837 | .596 | .577 | .498 |
| Komitmen Kontinuan | 9.4281 | .346 | .647 | .427 |
| Komitmen Normatif | 8.9688 | .848 | .404 | .724 |

Kinerja

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| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .804 | 4 |

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| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Target | 12.0519 | 1.768 | .608 | .761 |
| Kualitas | 12.3544 | 1.570 | .549 | .802 |
| Waktu | 12.2188 | 1.583 | .726 | .703 |
| Taat Asas | 11.8438 | 1.787 | .627 | .754 |

Uji normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 32 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | .38770872 |
| Most Extreme Differences | Absolute | .135 |
| Positive | .135 |
| Negative | -.107 |
| Test Statistic | | .135 |
| Asymp. Sig. (2-tailed) | | .149c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

Uji linearitas

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja Karyawan \* Komitmen Organisasi | Between Groups | (Combined) | 1.163 | 9 | .129 | .670 | .727 |
| Linearity | .747 | 1 | .747 | 3.873 | .062 |
| Deviation from Linearity | .416 | 8 | .052 | .270 | .969 |
| Within Groups | | 4.244 | 22 | .193 |  |  |
| Total | | 5.407 | 31 |  |  |  |

Regresi sederhana dan uji t

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| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.062 | .904 |  | 2.279 | .030 |
| Komitmen Organisasi | .432 | .197 | .372 | 2.193 | .036 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

Koefisien determinasi

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .372a | .138 | .109 | .39412 |
| a. Predictors: (Constant), Komitmen Organisasi | | | | |