```
CORRELATIONS
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 TotalX1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

[DataSet1]

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	TotalX1
X1.1	Pearson Correlation	1	.929**	.960**	.945**	.976**	.929**	.915**	.976**	.925**	.970**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68	68	68
X1.2	Pearson Correlation	.929**	1	.949**	.957**	.955**	1.000**	.995**	.945**	.996**	.990**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68	68	68
X1.3	Pearson Correlation	.960**	.949**	1	.906**	.976**	.949**	.954**	.976**	.945**	.977**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68	68	68
X1.4	Pearson Correlation	.945**	.957**	.906**	1	.914**	.957**	.952**	.904**	.954**	.963**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68	68	68
X1.5	Pearson Correlation	.976**	.955**	.976**	.914**	1	.955**	.942**	.991**	.951**	.982**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68	68	68
X1.6	Pearson Correlation	.929**	1.000**	.949**	.957**	.955**	1	.995**	.945**	.996**	.990**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68	68	68

	Pearson Correlation	.915**	.995**	.954**	.952**	.942**	.995**	1
X1.7	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	68	68	68	68	68	68	68
	Pearson Correlation	.976**	.945**	.976**	.904**	.991**	.945**	.931**
X1.8	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68
	Pearson Correlation	.925**	.996**	.945**	.954**	.951**	.996**	.991**
X1.9	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68
	Pearson Correlation	.970**	.990**	.977**	.963**	.982**	.990**	.984**
TotalX1	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68

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

UJI VALIDITAS REABILITAS

```
CORRELATIONS
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 TotalX2
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

```
[DataSet1]
```

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TotalX2
	Pearson Correlation	1	-.006	-.113	.123	.127	-.006	.574**
X2.1	Sig. (2-tailed)		.958	.358	.318	.303	.960	.000
	N	68	68	68	68	68	68	68
	Pearson Correlation	-.006	1	.191	.030	.028	-.231	.324**
X2.2	Sig. (2-tailed)	.958		.118	.809	.822	.058	.007
	N	68	68	68	68	68	68	68
	Pearson Correlation	-.113	.191	1	.405**	-.004	-.156	.385**
X2.3	Sig. (2-tailed)	.358	.118		.001	.972	.203	.001
	N	68	68	68	68	68	68	68
	Pearson Correlation	.123	.030	.405**	1	-.046	.000	.544**
X2.4	Sig. (2-tailed)	.318	.809	.001		.707	1.000	.000
	N	68	68	68	68	68	68	68
	Pearson Correlation	.127	.028	-.004	-.046	1	.224	.474**
X2.5	Sig. (2-tailed)	.303	.822	.972	.707		.067	.000
	N	68	68	68	68	68	68	68
	Pearson Correlation	-.006	-.231	-.156	.000	.224	1	.321**

X2.6	Sig. (2-tailed)	.960	.058	.203	1.000	.067		.008
	N	68	68	68	68	68	68	68
	Pearson Correlation	.574**	.324**	.385**	.544**	.474**	.321**	1
TotalX2	Sig. (2-tailed)	.000	.007	.001	.000	.000	.008	
	N	68	68	68	68	68	68	68

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

```
CORRELATIONS
  /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 TotalY1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

```
[DataSet1]
```

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	TotalY1
Y1.1	Pearson Correlation	1	.118	-.211	-.030	-.249*	.322**	.398**
	Sig. (2-tailed)		.336	.084	.805	.041	.007	.001
	N	68	68	68	68	68	68	68
Y1.2	Pearson Correlation	.118	1	.173	.119	.183	.321**	.668**
	Sig. (2-tailed)	.336		.158	.335	.135	.008	.000
	N	68	68	68	68	68	68	68
Y1.3	Pearson Correlation	-.211	.173	1	.405**	.270*	-.156	.404**
	Sig. (2-tailed)	.084	.158		.001	.026	.203	.001
	N	68	68	68	68	68	68	68
Y1.4	Pearson Correlation	-.030	.119	.405**	1	.115	.000	.499**
	Sig. (2-tailed)	.805	.335	.001		.351	1.000	.000
	N	68	68	68	68	68	68	68
Y1.5	Pearson Correlation	-.249*	.183	.270*	.115	1	.173	.438**
	Sig. (2-tailed)	.041	.135	.026	.351		.158	.000
	N	68	68	68	68	68	68	68
Y1.6	Pearson Correlation	.322**	.321**	-.156	.000	.173	1	.589**
	Sig. (2-tailed)	.007	.008	.203	1.000	.158		.000
	N	68	68	68	68	68	68	68
TotalY1	Pearson Correlation	.398**	.668**	.404**	.499**	.438**	.589**	1
	Sig. (2-tailed)	.001	.000	.001	.000	.000	.000	
	N	68	68	68	68	68	68	68

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

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

```
CORRELATIONS
  /VARIABLES=Y2.1 Y2.2 Y2.3 Y2.4 Y2.5 TotalY2
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

```
[DataSet1]
```

Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	TotalY2
Y2.1	Pearson Correlation	1	-.006	-.113	.123	.127	.607**
	Sig. (2-tailed)		.958	.358	.318	.303	.000
	N	68	68	68	68	68	68
Y2.2	Pearson Correlation	-.006	1	.191	.030	.028	.432**
	Sig. (2-tailed)	.958		.118	.809	.822	.000
	N	68	68	68	68	68	68
Y2.3	Pearson Correlation	-.113	.191	1	.405**	-.004	.468**
	Sig. (2-tailed)	.358	.118		.001	.972	.000
	N	68	68	68	68	68	68
Y2.4	Pearson Correlation	.123	.030	.405**	1	-.046	.574**
	Sig. (2-tailed)	.318	.809	.001		.707	.000
	N	68	68	68	68	68	68
Y2.5	Pearson Correlation	.127	.028	-.004	-.046	1	.412**
	Sig. (2-tailed)	.303	.822	.972	.707		.000
	N	68	68	68	68	68	68
TotalY2	Pearson Correlation	.607**	.432**	.468**	.574**	.412**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	68	68	68	68	68	68

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

```
RELIABILITY
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability


```
[DataSet2]
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	68	100.0
	Excluded[a]	0	.0
Total		68	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.995	9

```
RELIABILITY
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet2]
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	68	98.6
	Excluded[a]	1	1.4
	Total	69	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.991	6

```
RELIABILITY
  /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
```

```
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet2]
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	68	100.0
	Excluded[a]	0	.0
	Total	68	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.993	6

```
RELIABILITY
  /VARIABLES=Y2.1 Y2.2 Y2.3 Y2.4 Y2.5
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability


```
[DataSet2]
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	68	100.0
	Excluded[a]	0	.0
	Total	68	100.0

Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.990	5

ASUMSI KLASIK JALUR 1

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y1
  /METHOD=ENTER X1 X2
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /SAVE RESID.
```

Regression

```
[DataSet0]
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Motivasi Kerja[b]	.	Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary[a]

a. Dependent Variable: Kepuasan Kerja

11

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Motivasi Kerja	.954	1.048
	Disiplin Kerja	.954	1.048

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Motivasi Kerja	Disiplin Kerja
1	1	2.959	1.000	.00	.00	.00
	2	.034	9.321	.00	.45	.33
	3	.007	20.056	1.00	.54	.66

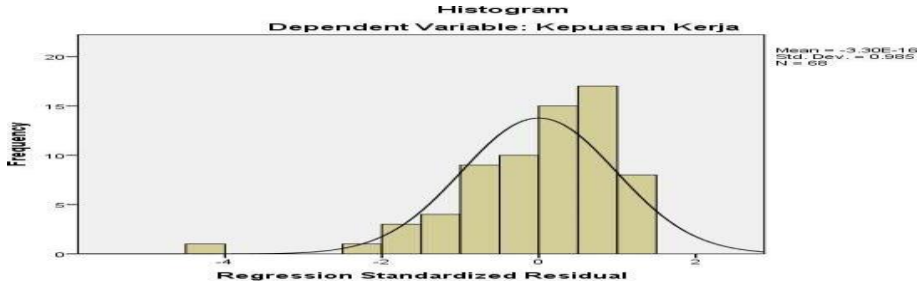
a. Dependent Variable: Kepuasan Kerja

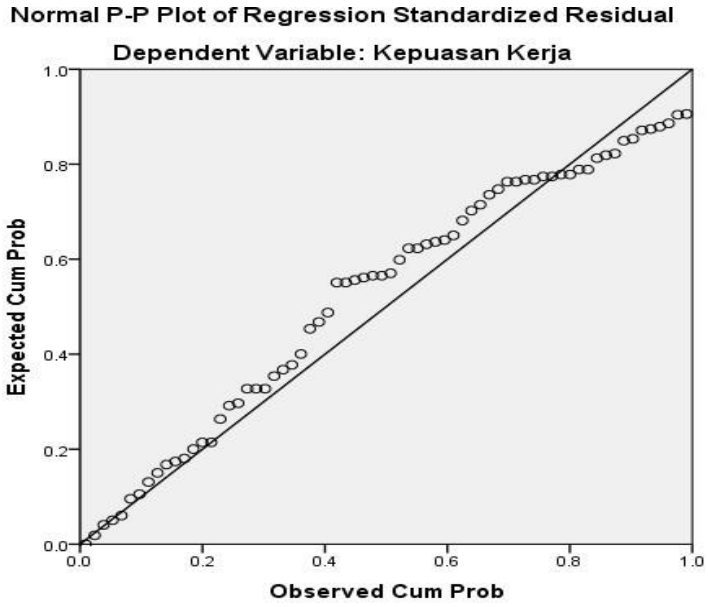
Residuals Statistics[a]

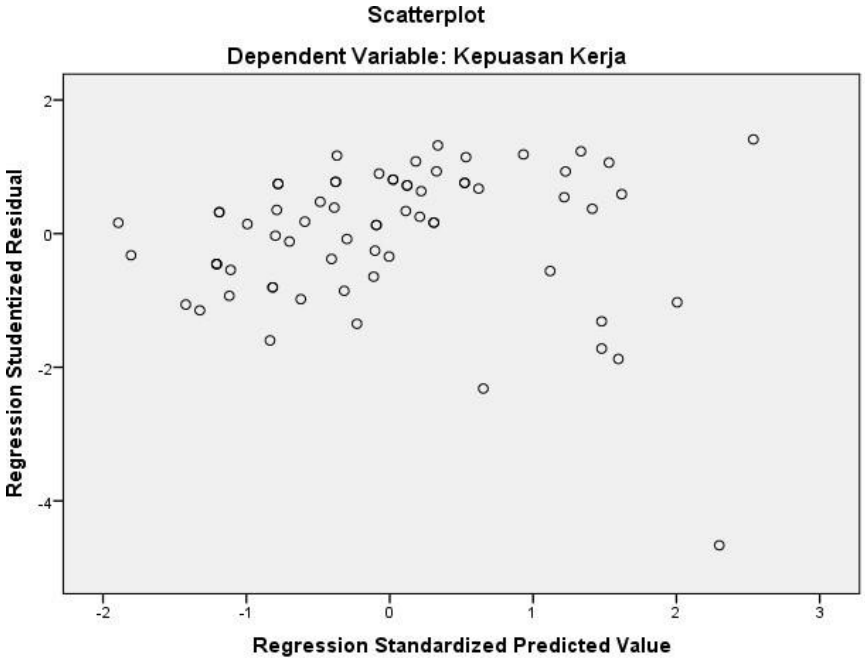
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	21.6030	31.6161	25.8824	2.26015	68
Std. Predicted Value	-1.893	2.537	.000	1.000	68
Standard Error of Predicted Value	.318	1.135	.507	.188	68
Adjusted Predicted Value	21.5602	33.0189	25.9432	2.35899	68
Residual	-11.07909	3.38392	.00000	2.53573	68
Std. Residual	-4.303	1.314	.000	.985	68
Stud. Residual	-4.665	1.411	-.011	1.036	68
Deleted Residual	-13.01892	3.89757	-.06087	2.80873	68
Stud. Deleted Residual	-5.676	1.422	-.029	1.113	68
Mahal. Distance	.040	12.028	1.971	2.512	68
Cook's Distance	.000	1.270	.039	.162	68
Centered Leverage Value	.001	.180	.029	.037	68

a. Dependent Variable: Kepuasan Kerja

Charts








```
NPAR TESTS
  K-S(NORMAL)=RES_1
```

```
  /MISSING ANALYSIS.
```

NPar Tests

```
[DataSet0]
```

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		68
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	2.53572508
Most Extreme Differences	Absolute	.140
	Positive	.091
	Negative	-.140
Kolmogorov-Smirnov Z		1.153
Asymp. Sig. (2-tailed)		.140

a. Test distribution is Normal.

b. Calculated from data.

ASUMSI KLASIK JALUR 2

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y2
  /METHOD=ENTER X1 X2 Y1
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /SAVE RESID.
```


Regression

```
[DataSet0]
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method

1	Kepuasan Kerja, Disiplin Kerja, Motivasi Kerja[b]	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary[a]

a. Dependent Variable: Kinerja

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Motivasi Kerja	.549	1.821
	Disiplin Kerja	.812	1.231
	Kepuasan Kerja	.557	1.794

a. Dependent Variable: Kinerja

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Motivasi Kerja	Disiplin Kerja	Kepuasan Kerja
1	1	3.951	1.000	.00	.00	.00	.00
	2	.035	10.636	.00	.21	.31	.01
	3	.008	22.671	.94	.02	.24	.24
	4	.006	24.660	.06	.77	.45	.75

a. Dependent Variable: Kinerja

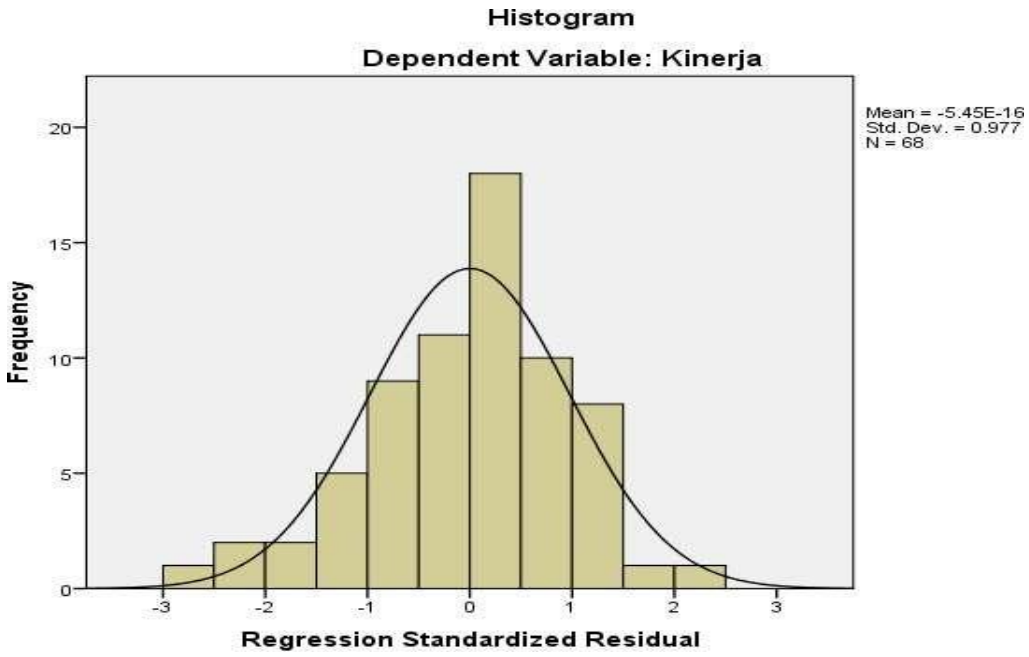
Residuals Statistics[a]

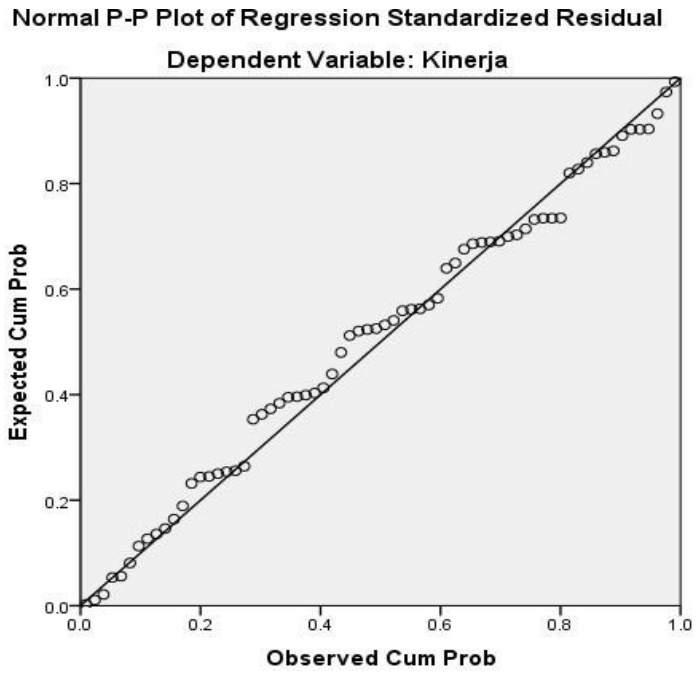
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	34.3003	35.9967	34.8088	.28540	68
Std. Predicted Value	-1.782	4.162	.000	1.000	68
Standard Error of Predicted Value	.312	1.632	.554	.234	68

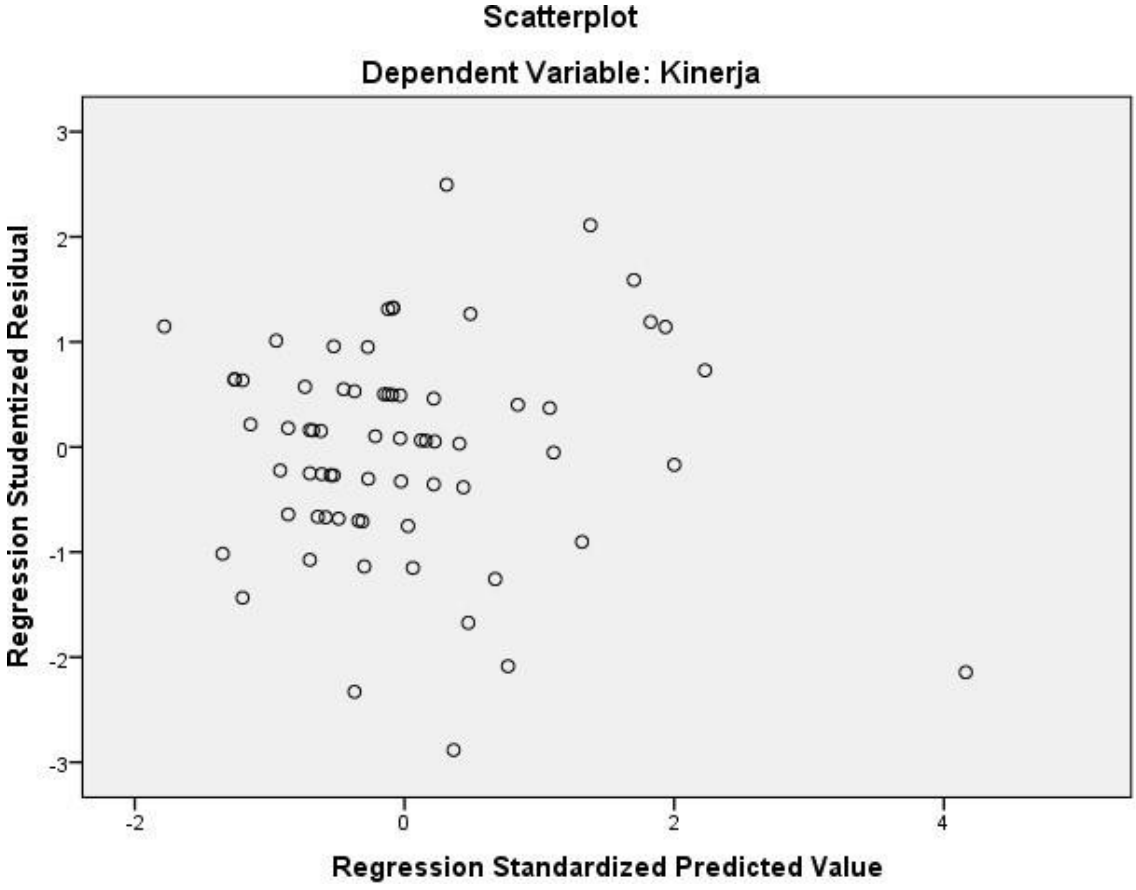
Adjusted Predicted Value	34.0080	39.0603	34.8254	.58144	68
Residual	-6.91275	6.10217	.00000	2.42209	68
Std. Residual	-2.789	2.462	.000	.977	68
Stud. Residual	-2.884	2.496	-.002	1.023	68
Deleted Residual	-7.38966	6.27046	-.01660	2.67952	68
Stud. Deleted Residual	-3.068	2.607	-.006	1.046	68
Mahal. Distance	.075	28.088	2.956	4.279	68
Cook's Distance	.000	.881	.030	.110	68
Centered Leverage Value	.001	.419	.044	.064	68

a. Dependent Variable: Kinerja

Charts




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja
Expected Cum Prob
Observed Cum Prob
0.0
0.2
0.4
0.6
0.8
1.0


Scatterplot
Dependent Variable: Kinerja
Regression Studentized Residual
Regression Standardized Predicted Value
3
2
1
0
-1
-2
-3
-2
0
2
4

```
NPAR TESTS
  /K-S(NORMAL)=RES_2
  /MISSING ANALYSIS.
```

NPar Tests

```
[DataSet0]
```

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		68
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	2.42209100
Most Extreme Differences	Absolute	.071
	Positive	.069
	Negative	-.071
Kolmogorov-Smirnov Z		.587
Asymp. Sig. (2-tailed)		.881

a. Test distribution is Normal.

b. Calculated from data.

ANALISIS JALUR

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y1
  /METHOD=ENTER X1 X2.
```

Regression

```
[DataSet0]
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method

1	Disiplin Kerja, Motivasi Kerja[b]	.	Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.665[a]	.443	.426	2.57444

a. Predictors: (Constant), Disiplin Kerja, Motivasi Kerja

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	342.255	2	171.128	25.820	.000[b]
	Residual	430.803	65	6.628		
	Total	773.059	67			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Disiplin Kerja, Motivasi Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.752	2.964		2.278	.026
	Motivasi Kerja	.464	.067	.656	6.924	.000
	Disiplin Kerja	.221	.066	.319	3.366	.001

a. Dependent Variable: Kepuasan Kerja

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y2
  /METHOD=ENTER X1 X2 Y1.
```

Regression

[DataSet0]

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Disiplin Kerja, Motivasi Kerja[b]	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.426[a]	.182	.143	6.35049

a. Predictors: (Constant), Kepuasan Kerja, Disiplin Kerja, Motivasi Kerja

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	573.478	3	191.159	4.740	.005[b]
	Residual	2581.037	64	40.329		
	Total	3154.515	67			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan Kerja, Disiplin Kerja, Motivasi Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.214	6.683		5.419	.000
	Motivasi Kerja	.458	.210	.272	2.178	.033

Disiplin Kerja	.268	.122	.248	2.186	.032
Kepuasan Kerja	.542	.189	.358	2.875	.005

a. Dependent Variable: Kinerja Karyawan