

Input Data Kuesioner

| No. Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | Kepemimpinan |
|---------------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|--------------|
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 57 |
| 2 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 59 |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 58 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 55 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 57 |
| 6 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 61 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 62 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 11 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 57 |
| 12 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 59 |
| 13 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 52 |
| 14 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 51 |
| 15 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 53 |
| 16 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 59 |
| 17 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 55 |
| 18 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 58 |
| 19 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 56 |
| 20 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 59 |
| 21 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 57 |
| 22 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 62 |
| 23 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 58 |
| 24 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 56 |

| | | | | | | | | | | | | | | |
|-----------|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 58 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 51 |
| 27 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 28 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 57 |
| 29 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 57 |
| 30 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 56 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 64 |
| 32 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 60 |
| 33 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 56 |
| 34 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 35 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 55 |
| 36 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 52 |
| 37 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 51 |
| 38 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 39 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |
| 40 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 55 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 42 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 58 |
| 43 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 55 |

Input Data Kuesioner

| No. Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | BUDAYA ORGANISASI |
|--------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------------------------|
| 1 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 31 |
| 2 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 28 |
| 3 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 28 |
| 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 25 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 32 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 32 |
| 8 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 23 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 10 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 25 |
| 11 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 12 | 3 | 5 | 5 | 3 | 3 | 4 | 4 | 27 |
| 13 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 28 |
| 14 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 15 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 25 |
| 16 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 32 |
| 17 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 32 |
| 18 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 31 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 20 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 32 |
| 21 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 32 |
| 22 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 32 |

| | | | | | | | | |
|-----------|---|---|---|---|---|---|---|----|
| 23 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 30 |
| 24 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 29 |
| 25 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 28 |
| 26 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 32 |
| 27 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 27 |
| 28 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 30 |
| 29 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 31 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 31 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 30 |
| 32 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 28 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 31 |
| 34 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 29 |
| 35 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 37 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 38 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 30 |
| 39 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 29 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 41 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 32 |
| 42 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 33 |
| 43 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 25 |

Input Data Kuesioner

| No. Responden | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | KOMITMEN |
|---------------|------|------|------|------|------|------|------|------|------|----------|
| 1 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 41 |
| 2 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 40 |
| 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 36 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 37 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 40 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 9 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 10 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 40 |
| 11 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 41 |
| 12 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 37 |
| 13 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 14 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 32 |
| 15 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 38 |
| 16 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 40 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 18 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 41 |
| 19 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 41 |
| 20 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 40 |
| 21 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 42 |
| 22 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |

Uji Kualitas Instrument Variabel Kepemimpinan

| Variabel | Item | Sig. | Keterangan |
|--------------|-------|-------|------------|
| Kepemimpinan | Kp 1 | 0,005 | valid |
| | Kp 2 | 0,001 | valid |
| | Kp 3 | 0,036 | valid |
| | Kp 4 | 0,032 | valid |
| | Kp 5 | 0,028 | valid |
| | Kp 6 | 0,002 | valid |
| | Kp 7 | 0,000 | valid |
| | Kp 8 | 0,000 | valid |
| | Kp 9 | 0,001 | valid |
| | Kp 10 | 0,028 | valid |
| | Kp 11 | 0,000 | valid |
| | Kp 12 | 0,000 | valid |
| | Kp 13 | 0,001 | valid |

Uji Kualitas Instrument Variabel Budaya Organisasi

| Variabel | Item | Sig. | Keterangan |
|-------------------|-------|-------|------------|
| Budaya organisasi | Bdy 1 | 0,000 | valid |
| | Bdy 2 | 0,000 | valid |
| | Bdy 3 | 0,000 | valid |
| | Bdy 4 | 0,000 | valid |
| | Bdy 5 | 0,000 | valid |
| | Bdy 6 | 0,001 | valid |
| | Bdy 7 | 0,001 | valid |

Uji Kualitas Instrument Variabel Komitmen

| Variabel | Item | Sig. | Keterangan |
|----------|-------|-------|------------|
| Komitmen | Kmt 1 | 0,000 | Valid |
| | Kmt 2 | 0,000 | Valid |
| | Kmt 3 | 0,002 | Valid |
| | Kmt 4 | 0,000 | Valid |
| | Kmt 5 | 0,000 | Valid |
| | Kmt 6 | 0,001 | Valid |
| | Kmt 7 | 0,000 | Valid |
| | Kmt 8 | 0,001 | Valid |
| | Kmt 9 | 0,000 | Valid |

Reliabilitas Kepemimpinan

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .681 | .687 | 13 |

Reliabilitas Budaya Organisasi

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .680 | .677 | 7 |

Reliabilitas Komitmen

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .748 | .750 | 9 |

Uji Asumsi Klasik Normalitas

Persamaan 1

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|--------------------------|----------------|-------------------------|
| N | | 43 |
| Normal Parameters(a,b) | Mean | .0000000 |
| | Std. Deviation | 2.55742977 |
| Most Extreme Differences | Absolute | .080 |
| | Positive | .066 |
| | Negative | -.080 |
| Kolmogorov-Smirnov Z | | .523 |
| Asymp. Sig. (2-tailed) | | .947 |

a Test distribution is Normal.

b Calculated from data.

Persamaan 2

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|--------------------------|----------------|-------------------------|
| N | | 43 |
| Normal Parameters(a,b) | Mean | .0000000 |
| | Std. Deviation | 2.59610604 |
| Most Extreme Differences | Absolute | .098 |
| | Positive | .065 |
| | Negative | -.098 |
| Kolmogorov-Smirnov Z | | .645 |
| Asymp. Sig. (2-tailed) | | .799 |

Variabel dependen : Budaya Organisasi

Sumber : Hasil analisis data, disajikan di lampiran 4

Uji Asumsi Klasik Multikolonieritas

Persamaan 1

| Model | | Coefficients ^a | | | | | | |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 19.466 | 4.599 | | 4.233 | .000 | | |
| | KEPEMIMPINAN | .029 | .032 | .128 | .931 | .358 | .907 | 1.102 |
| | BUDAYAORGANISASI | .587 | .159 | .507 | 3.690 | .001 | .907 | 1.102 |

a. Dependent Variable: KOMITMEN

Persamaan 2

| Coefficients | | | |
|--------------|--------------|-------------------------|-------|
| Model | | Collinearity Statistics | |
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | KEPEMIMPINAN | 1.000 | 1.000 |

Variabel dependen : Budaya organisasi

Uji Asumsi Klasik Heteroskedastisitas

Persamaan 1

Coefficients(a)

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 11.304 | 3.978 | | 2.842 | .007 |
| | KEPEMIMPINAN | -.098 | .063 | -.235 | -1.562 | .126 |
| | BUDAYAORGANISASI | -.124 | .085 | -.221 | -1.467 | .150 |

Dependent Variable: abs_res

Persamaan 2

| Coefficients ^a | | | | | | |
|---------------------------|--------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 21.787 | 6.514 | | 3.344 | .002 |
| | KEPEMIMPINAN | .135 | .114 | .181 | 1.181 | .244 |

Uji Parsial (Uji T)

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 24.785 | 2.321 | | 10.679 | .000 |
| KEPEMIMPINAN | .060 | .030 | .304 | 2.045 | .047 |

a. Dependent Variable: BUDAYAORGANISASI

Koefisien Determinasi

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .304 ^a | .093 | .070 | 2.545 |

a. Predictors: (Constant), KEPEMIMPINAN

Uji F

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 27.095 | 1 | 27.095 | 4.183 | .047 ^a |
| | Residual | 265.602 | 41 | 6.478 | | |
| | Total | 292.698 | 42 | | | |

a. Predictors: (Constant), KEPEMIMPINAN

b. Dependent Variable: BUDAYAORGANISASI

Uji Regresi Linear Berganda

Coefficients(a)

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 21.376 | 7.330 | | 2.916 | .006 |
| | KEPEMIMPINAN | -.019 | .116 | -.022 | -.167 | .869 |
| | BUDAYAORGANISASI | .637 | .156 | .550 | 4.090 | .000 |

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|---------|----------|-------------------|----------------------------|
| 1 | .547(a) | .299 | .264 | 2.621 |

a Predictors: (Constant), BUDAYAORGANISASI, KEPEMIMPINAN

ANOVA(b)

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|---------|
| 1 | Regression | 117.208 | 2 | 58.604 | 8.534 | .001(a) |
| | Residual | 274.699 | 40 | 6.867 | | |
| | Total | 391.907 | 42 | | | |

a Predictors: (Constant), BUDAYAORGANISASI, KEPEMIMPINAN

b Dependent Variable: KOMITMEN

