

LAMPIRAN SPSS

Karakteristik Responden

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
< 20 Tahun	0	00.0	00.0	00.0
20-29 Tahun	25	55.6	55.6	55.6
Valid 30-39 Tahun	15	33.3	33.3	88.9
>40 Tahun	5	11.1	11.1	100.0
Total	45	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	28	62.2	62.2	62.2
Valid Perempuan	17	37.8	37.8	100.0
Total	45	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
S1	33	73.3	73.3	73.3
Valid S2	12	26.7	26.7	100.0
Total	45	100.0	100.0	

Lama Bekerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3 Tahun	20	44.4	44.4
	3-6 Tahun	15	33.3	77.8
	> 6 Tahun	10	22.2	100.0
	Total	45	100.0	100.0

Asumsi Klasik

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		45
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.47226728
	Absolute	.139
Most Extreme Differences	Positive	.139
	Negative	-.091
Kolmogorov-Smirnov Z		.932
Asymp. Sig. (2-tailed)		.350

a. Test distribution is Normal.

b. Calculated from data.

Uji Heteroskedastisitas

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1.510	.856		1.764	.085
	Komitmen Afektif	.105	.065	.613	1.609	.115
	Human Resource Pratices	-.019	.011	-.577	-1.691	.098
	Human Resource Pratices*Komitmen Afektif	1.559E-005	.000	.023	.068	.946

a. Dependent Variable: ABS_RES

Uji Multikolienaritas

Coefficients ^a								
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	2.255	1.147		1.966	.056		
	Komitmen Afektif	.259	.087	.220	2.963	.005	.154	6.502
	Human Resource Pratices	.148	.015	.664	9.992	.000	.192	5.220
	Human Resource Pratices*Komitmen Afektif	.001	.000	.132	2.026	.049	.200	4.996

a. Dependent Variable: Kinerja Karyawan

Uji Regresi Linear

Persamaan 1

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.971 ^a	.943	.942	1.911

a. Predictors: (Constant), Human Resource Pratices

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2593.022	1	2593.022	710.288	.000 ^b
Residual	156.978	43	3.651		
Total	2750.000	44			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Human Resource Pratices

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.538	1.166		.462	.647
	Human Resource Pratices	.217	.008	.971	26.651	.000

a. Dependent Variable: Kinerja Karyawan

Persamaan 2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.983 ^a	.965	.963	1.525

a. Predictors: (Constant), Human Resource Pratices*Komitmen Afektif, Human Resource Pratices, Komitmen Afektif

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2654.627	3	884.876	380.400	.000 ^b
Residual	95.373	41	2.326		
Total	2750.000	44			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Human Resource Pratices*Komitmen Afektif, Human Resource Pratices, Komitmen Afektif

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.255	1.147		1.966	.056
1 Human Resource Pratices	.148	.015	.664	9.992	.000
Komitmen Afektif	.259	.087	.220	2.963	.005
Human Resource Pratices*Komitmen Afektif	.001	.000	.132	2.026	.049

a. Dependent Variable: Kinerja Karyawan