

## Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y_1	57	2	5	3.61	.901
Y_2	57	2	5	3.77	.802
Y_3	57	2	5	3.70	.778
Y_4	57	2	5	3.75	.763
Y_5	57	2	5	3.58	.905
Y_6	57	2	5	3.60	.821
Y_7	57	2	5	3.98	.767
Y_8	57	2	5	3.89	.795
Y_9	57	2	5	3.72	.940
Y_10	57	1	5	3.32	.848
Y_11	57	2	5	3.84	.819
Y_12	57	2	5	3.82	.782
Y_13	57	2	5	3.46	.825
Y_14	57	2	5	3.56	.802
Y_15	57	2	5	3.56	.887
Y	57	1.93	4.60	3.6784	.64339
Valid N (listwise)	57				

## Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1_1	57	1	5	3.67	.951
X1_2	57	2	5	3.70	.944
X1_3	57	2	5	3.70	.981
X1_4	57	2	5	4.04	.706
X1_5	57	2	5	3.68	.869
X1_6	57	2	5	3.74	.813
X1_7	57	2	5	3.74	.856
X1_8	57	2	5	3.72	.921
X1_9	57	2	5	3.42	.963
X1_10	57	2	5	3.39	.978
X1_11	57	2	5	3.39	.996
X1_12	57	2	5	3.33	.951
X1_13	57	2	5	3.32	1.038
X1_14	57	2	5	3.81	.833
X1_15	57	2	5	3.37	.879
X1_16	57	2	5	3.42	.925
X1_17	57	2	5	3.23	.866
X1_18	57	2	5	3.63	.919
X1_19	57	2	5	3.79	.725
X1_20	57	2	5	3.60	.961
X1	57	2.30	4.45	3.5833	.52740
Valid N (listwise)	57				

## Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2_1	57	2	5	3.72	.796
X2_2	57	2	5	3.56	.866
X2_3	57	2	5	3.40	.979
X2_4	57	2	5	3.54	.965
X2_5	57	2	5	3.53	.889
X2_6	57	2	5	3.56	.846
X2_7	57	2	5	3.77	.926
X2_8	57	2	5	3.23	.926
X2_9	57	2	5	3.37	.919
X2_10	57	2	5	3.35	.916
X2_11	57	2	5	3.16	.819
X2_12	57	2	5	3.72	.978
X2_13	57	2	5	3.49	.947
X2_14	57	2	5	3.58	1.051
X2_15	57	2	5	3.72	.921
X2	57	2.20	4.40	3.5128	.60234
Valid N (listwise)	57				

## Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X3_1	57	2	5	3.49	.909
X3_2	57	1	5	3.58	.999
X3_3	57	1	5	3.44	.907
X3_4	57	1	5	3.51	.869
X3_5	57	2	5	3.75	.830
X3_6	57	2	5	3.81	.789
X3_7	57	2	5	3.74	.768
X3_8	57	2	5	3.84	.751
X3_9	57	2	5	3.82	.735
X3_10	57	2	5	3.65	.834
X3_11	57	1	5	3.75	.851
X3_12	57	2	5	3.49	.805
X3_13	57	2	5	3.65	.916
X3_14	57	2	5	3.88	.825
X3_15	57	2	5	3.67	.809
X3	57	2.00	4.67	3.6711	.61200
Valid N (listwise)	57				

## Uji reliabilitas kinerja (Y)

### Reliability

#### Scale: ALL VARIABLES

##### Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded <sup>a</sup>	0	.0
	Total	57	100.0

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

##### Reliability Statistics

Cronbach's Alpha	N of Items
.952	15

## Uji reliabilitas lingkungan kerja (X1)

### Reliability

Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded <sup>a</sup>	0	.0
	Total	57	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.897	20

## Uji reliabilitas kemampuan (X2)

### Reliability

Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded <sup>a</sup>	0	.0
	Total	57	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.890	10

## Uji reliabilitas kepuasan (X3)

### Reliability

#### Scale: ALL VARIABLES

##### Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded <sup>a</sup>	0	.0
	Total	57	100.0

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

##### Reliability Statistics

Cronbach's Alpha	N of Items
.936	15

## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		57
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	.42432316
Most Extreme Differences	Absolute	.088
	Positive	.071
	Negative	-.088
Kolmogorov-Smirnov Z		.666
Asymp. Sig. (2-tailed)		.767

a. Test distribution is Normal.

b. Calculated from data.

## Regression

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Kepuasan (X3), Lingk_kerja (X1), Kemampuan (X2)	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: Kinerja (Y)

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.752 <sup>a</sup>	.565	.540	.43617

- a. Predictors: (Constant), Kepuasan (X3), Lingk\_kerja (X1), Kemampuan (X2)  
b. Dependent Variable: Kinerja (Y)

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.098	3	4.366	22.950	.000 <sup>a</sup>
	Residual	10.083	53	.190		
	Total	23.181	56			

- a. Predictors: (Constant), Kepuasan (X3), Lingk\_kerja (X1), Kemampuan (X2)  
b. Dependent Variable: Kinerja (Y)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.002	.470		.004	.996		
	Lingk_kerja (X1)	.317	.158	.260	2.012	.049	.491	2.036
	Kemampuan (X2)	.446	.139	.418	3.223	.002	.488	2.050
	Kepuasan (X3)	.265	.101	.252	2.619	.011	.889	1.125

- a. Dependent Variable: Kinerja (Y)



# Charts

## Scatterplot

Dependent Variable: Kinerja (Y)

