

**LAMPIRAN**  
**DISKRIPSI RESPONDEN**

Jenis Kelamin Responden

No	Jenis Kelamin	Jumlah	Hitungan Persen
1	Laki-laki	22	55%
2	Perempuan	18	45%

Umur Responden

No	Usia	Jumlah	Hitungan Persen
1	20-25 Tahun	7	17.5%
2	26-31 Tahun	10	25%
3	32-37 Tahun	12	30%
4	Diatas 37 tahun	11	27.5%

Masa Kerja Responden

No	Usia	Jumlah	Hitungan Persen
1	< 1 Tahun	6	15%
2	1-3 Tahun	8	20%
3	3-6 Tahun	8	20%
4	6-10 Tahun	9	22.5%
5	Diatas 10 Tahun	9	22.5%

Tingkat Pendidikan Responden

No	Pendidikan Terakhir	Jumlah	Hitungan Persen
1	SMA	4	10%
2	Diploma/S1	35	87.5%
3	S2	1	2.5%
4	Lainnya	-	-

## TANGGAPAN RESPONDEN

Nilai-Nilai Profetik X1															Total X1
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	X1.14	X1.15	
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
4	4	4	3	3	3	3	3	2	4	4	4	3	3	3	50
3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	44
4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	48
4	4	4	4	4	4	3	3	3	3	4	4	4	4	3	55
4	4	4	3	3	3	3	3	3	3	3	4	3	3	4	50
4	4	4	4	4	4	3	4	3	3	3	4	3	3	4	54
4	4	4	3	4	3	4	3	3	3	3	3	4	3	1	49
3	3	4	4	4	4	4	4	3	4	4	3	3	3	3	53
4	4	4	4	3	4	4	3	3	4	4	4	3	3	3	54
3	2	2	2	3	3	2	2	2	2	3	3	3	2	2	36
4	4	4	4	3	3	3	3	3	3	3	3	4	3	2	49
4	4	4	3	3	4	3	3	3	3	4	4	3	4	3	52
4	3	3	3	3	3	3	3	3	3	3	3	3	3	2	45
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
4	4	4	3	3	4	4	3	2	3	4	4	3	3	2	50
3	3	3	3	2	3	2	2	2	3	2	3	3	2	3	39
4	3	3	3	3	3	3	2	2	3	3	3	3	2	2	42
4	4	4	3	3	3	3	4	2	3	4	4	3	3	3	50
4	4	4	3	3	3	3	4	3	3	4	4	3	3	3	51
3	4	4	3	3	3	3	4	2	3	4	4	3	3	3	49
4	4	4	3	3	3	3	4	2	3	4	4	3	3	3	50
2	3	2	2	2	2	2	2	3	3	2	2	2	2	2	33
4	4	4	3	3	3	3	4	2	3	4	4	3	3	3	50
4	4	4	3	3	3	3	4	2	3	4	4	3	3	3	50
4	4	4	3	3	3	3	3	2	3	3	3	3	3	3	47
4	3	4	3	3	3	3	3	3	3	4	4	4	3	2	49
4	4	3	3	3	3	3	3	2	2	4	3	3	3	4	47
4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	58
4	3	3	3	3	3	3	3	2	3	3	3	3	3	3	45
4	4	4	4	3	4	4	3	2	2	4	4	4	4	4	55
4	4	3	3	3	3	3	3	2	3	3	3	3	3	3	46
4	4	4	4	4	4	4	3	4	4	4	4	4	4	1	56
4	4	4	4	4	4	4	3	3	3	4	4	4	3	3	55
4	4	4	3	3	3	3	3	3	3	3	3	3	3	4	49
4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	48
4	4	4	4	4	4	4	4	1	4	4	4	4	4	3	56
4	4	4	3	3	3	3	3	3	3	4	3	3	3	4	50
2	2	2	3	3	2	2	2	2	2	2	2	2	2	2	32
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45

Budaya Organisasi X2															Total X2
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	
4	4	4	3	3	3	4	3	4	3	4	3	4	3	3	52
3	3	3	3	3	3	4	4	3	3	3	3	3	3	4	48
3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	43
3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	44
3	4	2	3	3	3	4	3	3	2	3	3	3	3	3	45
3	3	3	3	3	3	3	3	3	2	4	3	3	3	3	45
3	3	3	3	2	2	3	3	2	3	3	3	2	3	3	41
3	4	2	3	4	3	4	3	3	3	3	4	2	4	3	48
3	4	1	3	3	3	3	4	4	3	3	4	1	4	3	46
4	4	3	3	3	3	3	3	3	3	3	3	3	3	4	48
2	2	2	3	3	2	2	2	2	2	3	3	1	2	2	33
3	3	3	3	4	4	4	3	3	4	3	3	4	3	4	51
4	3	3	3	3	3	4	3	4	2	3	4	3	3	4	49
3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	43
4	4	4	4	4	4	4	4	1	4	4	4	3	4	4	56
3	3	3	3	3	3	3	3	4	4	4	4	1	3	3	47
3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	46
3	3	2	2	3	3	4	3	4	3	3	3	3	3	3	45
4	3	3	3	3	3	3	3	4	3	3	3	3	3	3	47
4	3	3	3	3	3	3	3	4	3	3	3	3	3	3	47
4	3	3	3	3	3	3	3	4	3	3	3	3	3	3	47
2	2	3	3	3	2	2	2	2	2	3	3	2	2	2	35
4	3	3	3	3	3	3	3	4	3	3	3	3	3	3	47
4	3	3	3	3	3	3	3	4	3	3	3	3	3	3	47
3	3	4	3	3	3	4	3	3	4	4	3	3	4	3	50
3	3	2	3	3	3	3	3	3	3	4	3	2	3	3	44
3	3	3	3	3	3	4	3	4	3	3	4	3	3	3	48
4	4	3	3	4	4	4	4	3	4	4	4	4	4	4	57
4	3	3	3	3	3	3	4	3	2	3	4	3	4	3	48
4	4	3	3	4	4	4	4	3	4	4	3	3	4	3	54
3	3	3	2	2	2	2	3	3	2	3	2	2	3	3	38
3	4	3	3	4	4	4	4	4	4	4	3	3	4	4	55
3	4	4	3	3	3	3	3	3	3	3	3	3	3	2	46
3	3	3	3	3	3	3	3	3	2	4	3	3	3	4	46
4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	47
4	4	4	3	3	3	4	4	4	4	4	4	4	3	4	56
3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	44
2	2	3	3	2	2	2	2	2	3	2	2	2	2	2	33
3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	44



## UJI VALIDITAS NILAI-NILAI PROFETIK

**Correlations**

		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	X1.14	X1.15	X1
X1.1	Pearson Correlation	1	.722**	.721**	.391*	.366*	.490**	.524**	.447**	.159	.260	.572**	.611**	.556**	.557**	.243	.701**
	Sig. (2-tailed)		.000	.000	.013	.020	.001	.001	.004	.327	.106	.000	.000	.000	.000	.131	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.2	Pearson Correlation	.722**	1	.824**	.433**	.312*	.451**	.527**	.606**	.210	.353*	.572**	.612**	.416**	.624**	.386*	.751**
	Sig. (2-tailed)	.000		.000	.005	.050	.004	.000	.000	.194	.025	.000	.000	.008	.000	.014	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.3	Pearson Correlation	.721**	.824**	1	.569**	.463**	.584**	.640**	.696**	.293	.484**	.686**	.733**	.555**	.652**	.297	.853**
	Sig. (2-tailed)	.000	.000		.000	.003	.000	.000	.000	.066	.002	.000	.000	.000	.000	.063	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.4	Pearson Correlation	.391*	.433**	.569**	1	.732**	.788**	.733**	.483**	.407**	.519**	.461**	.493**	.690**	.681**	.243	.787**
	Sig. (2-tailed)	.013	.005	.000		.000	.000	.000	.002	.009	.001	.003	.001	.000	.000	.131	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.5	Pearson Correlation	.366*	.312*	.463**	.732**	1	.699**	.617**	.617**	.372*	.473**	.481**	.431**	.674**	.642**	.051	.718**
	Sig. (2-tailed)	.020	.050	.003	.000		.000	.000	.000	.018	.002	.002	.005	.000	.000	.754	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.6	Pearson Correlation	.490**	.451**	.584**	.788**	.699**	1	.791**	.458**	.355*	.501**	.634**	.678**	.656**	.742**	.244	.829**
	Sig. (2-tailed)	.001	.004	.000	.000	.000		.000	.003	.024	.001	.000	.000	.000	.000	.129	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.7	Pearson Correlation	.524**	.527**	.640**	.733**	.617**	.791**	1	.543**	.264	.543**	.685**	.580**	.590**	.686**	.322*	.831**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000		.000	.099	.000	.000	.000	.000	.000	.043	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.8	Pearson Correlation	.447**	.606**	.696**	.483**	.617**	.458**	.543**	1	.197	.506**	.651**	.631**	.438**	.633**	.195	.752**
	Sig. (2-tailed)	.004	.000	.000	.002	.000	.003	.000		.224	.001	.000	.000	.005	.000	.228	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.9	Pearson Correlation	.159	.210	.293	.407**	.372*	.355*	.264	.197	1	.317*	.128	.136	.389*	.411**	.074	.438**
	Sig. (2-tailed)	.327	.194	.066	.009	.018	.024	.099	.224		.046	.433	.401	.013	.008	.650	.005
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.10	Pearson Correlation	.260	.353*	.484**	.519**	.473**	.501**	.543**	.506**	.317*	1	.375*	.401*	.363*	.468**	.024	.599**
	Sig. (2-tailed)	.106	.025	.002	.001	.002	.001	.000	.001	.046		.017	.010	.021	.002	.882	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.11	Pearson Correlation	.572**	.572**	.686**	.461**	.481**	.634**	.685**	.651**	.128	.375*	1	.801**	.508**	.670**	.252	.786**
	Sig. (2-tailed)	.000	.000	.000	.003	.002	.000	.000	.000	.433	.017		.000	.001	.000	.116	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.12	Pearson Correlation	.611**	.612**	.733**	.493**	.431**	.678**	.580**	.631**	.136	.401*	.801**	1	.543**	.642**	.270	.793**
	Sig. (2-tailed)	.000	.000	.000	.001	.005	.000	.000	.000	.401	.010	.000		.000	.000	.092	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.13	Pearson Correlation	.556**	.416**	.555**	.690**	.674**	.656**	.590**	.438**	.389*	.363*	.508**	.543**	1	.703**	-.006	.729**
	Sig. (2-tailed)	.000	.008	.000	.000	.000	.000	.000	.005	.013	.021	.001	.000		.000	.970	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.14	Pearson Correlation	.557**	.624**	.652**	.681**	.642**	.742**	.686**	.633**	.411**	.468**	.670**	.642**	.703**	1	.305	.868**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.008	.002	.000	.000	.000		.055	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.15	Pearson Correlation	.243	.386*	.297	.243	.051	.244	.322*	.195	.074	.024	.252	.270	-.006	.305	1	.390*
	Sig. (2-tailed)	.131	.014	.063	.131	.754	.129	.043	.228	.650	.882	.116	.092	.970	.055		.013
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X1	Pearson Correlation	.701**	.751**	.853**	.787**	.718**	.829**	.831**	.752**	.438**	.599**	.786**	.793**	.729**	.868**	.390*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.005	.000	.000	.000	.000	.000	.013	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

## UJI VALIDITAS BUDAYA ORGANISASI

**Correlations**

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2
X2.1	Pearson Correlation	1	.534**	.325*	.199	.276	.500**	.403**	.526**	.431**	.287	.256	.329*	.548**	.450**	.487**	.704**
	Sig. (2-tailed)		.000	.041	.219	.085	.001	.010	.000	.005	.073	.110	.038	.000	.004	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.534**	1	.108	.197	.499**	.615**	.605**	.660**	.202	.423**	.428**	.393*	.356*	.679**	.464**	.744**
	Sig. (2-tailed)	.000		.507	.223	.001	.000	.000	.000	.211	.007	.006	.012	.024	.000	.003	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.325*	.108	1	.303	.014	.170	.159	.095	-.091	.311	.305	-.056	.570**	.021	.172	.361*
	Sig. (2-tailed)	.041	.507		.057	.934	.295	.326	.562	.576	.051	.056	.733	.000	.899	.290	.022
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.199	.197	.303	1	.406**	.367*	.172	.187	-.330*	.267	.235	.403**	.103	.202	.185	.331*
	Sig. (2-tailed)	.219	.223	.057		.009	.020	.287	.247	.038	.096	.144	.010	.528	.210	.252	.037
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.5	Pearson Correlation	.276	.499**	.014	.406**	1	.854**	.600**	.466**	.037	.491**	.465**	.483**	.344*	.590**	.444**	.692**
	Sig. (2-tailed)	.085	.001	.934	.009		.000	.000	.002	.820	.001	.002	.002	.030	.000	.004	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.500**	.615**	.170	.367*	.854**	1	.691**	.650**	.189	.598**	.513**	.405**	.560**	.687**	.629**	.864**
	Sig. (2-tailed)	.001	.000	.295	.020	.000		.000	.000	.242	.000	.001	.010	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.7	Pearson Correlation	.403**	.605**	.159	.172	.600**	.691**	1	.648**	.274	.485**	.453**	.499**	.527**	.593**	.612**	.814**
	Sig. (2-tailed)	.010	.000	.326	.287	.000	.000		.000	.087	.002	.003	.001	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.8	Pearson Correlation	.526**	.660**	.095	.187	.466**	.650**	.648**	1	.199	.430**	.476**	.498**	.312*	.775**	.626**	.779**
	Sig. (2-tailed)	.000	.000	.562	.247	.002	.000	.000		.218	.006	.002	.001	.050	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.9	Pearson Correlation	.431**	.202	-.091	-.330*	.037	.189	.274	.199	1	.156	.097	.188	.186	.139	.184	.366*
	Sig. (2-tailed)	.005	.211	.576	.038	.820	.242	.087	.218		.337	.551	.245	.252	.391	.255	.020
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.10	Pearson Correlation	.287	.423**	.311	.267	.491**	.598**	.485**	.430**	.156	1	.422**	.253	.241	.459**	.353*	.645**
	Sig. (2-tailed)	.073	.007	.051	.096	.001	.000	.002	.006	.337		.007	.115	.135	.003	.026	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.11	Pearson Correlation	.256	.428**	.305	.235	.465**	.513**	.453**	.476**	.097	.422**	1	.337*	.215	.478**	.438**	.617**
	Sig. (2-tailed)	.110	.006	.056	.144	.002	.001	.003	.002	.551	.007		.033	.182	.002	.005	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.12	Pearson Correlation	.329*	.393*	-.056	.403**	.483**	.405**	.499**	.498**	.188	.253	.337*	1	.028	.509**	.375*	.555**
	Sig. (2-tailed)	.038	.012	.733	.010	.002	.010	.001	.001	.245	.115	.033		.862	.001	.017	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.13	Pearson Correlation	.548**	.356*	.570**	.103	.344*	.560**	.527**	.312*	.186	.241	.215	.028	1	.206	.504**	.627**
	Sig. (2-tailed)	.000	.024	.000	.528	.030	.000	.000	.050	.252	.135	.182	.862		.202	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.14	Pearson Correlation	.450**	.679**	.021	.202	.590**	.687**	.593**	.775**	.139	.459**	.478**	.509**	.206	1	.474**	.738**
	Sig. (2-tailed)	.004	.000	.899	.210	.000	.000	.000	.000	.391	.003	.002	.001	.202		.002	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.15	Pearson Correlation	.487**	.464**	.172	.185	.444**	.629**	.612**	.626**	.184	.353*	.438**	.375*	.504**	.474**	1	.726**
	Sig. (2-tailed)	.001	.003	.290	.252	.004	.000	.000	.000	.255	.026	.005	.017	.001	.002		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2	Pearson Correlation	.704**	.744**	.361*	.331*	.692**	.864**	.814**	.779**	.366*	.645**	.617**	.555**	.627**	.738**	.726**	1
	Sig. (2-tailed)	.000	.000	.022	.037	.000	.000	.000	.000	.020	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

## UJI VALIDITAS KINERJA KARYAWAN

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y
Y.1	Pearson Correlation	1	.524**	-.008	.147	.349*	.362*	.540**	.454**	.450**	.393*	.277	.267	.382*	.056	.197	.575**
	Sig. (2-tailed)		.001	.961	.367	.027	.022	.000	.003	.004	.012	.083	.096	.015	.733	.223	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.2	Pearson Correlation	.524**	1	.203	.187	.412**	.140	.449**	.409**	.827**	.342*	.337*	.466**	.442**	.311	.162	.657**
	Sig. (2-tailed)	.001		.210	.248	.008	.388	.004	.009	.000	.031	.033	.002	.004	.051	.318	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.3	Pearson Correlation	-.008	.203	1	.173	.076	.016	.075	.161	.181	.223	.319*	.227	.193	.095	-.060	.326*
	Sig. (2-tailed)	.961	.210		.285	.641	.924	.644	.321	.262	.168	.045	.160	.233	.562	.713	.040
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.4	Pearson Correlation	.147	.187	.173	1	.612**	.208	.416**	-.040	.091	.160	.468**	.358*	.196	.299	.345*	.483*
	Sig. (2-tailed)	.367	.248	.285		.000	.197	.008	.807	.576	.323	.002	.023	.225	.061	.029	.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.5	Pearson Correlation	.349*	.412**	.076	.612**	1	.464**	.626**	.200	.421**	.418**	.758**	.503**	.505**	.482**	.656**	.776**
	Sig. (2-tailed)	.027	.008	.641	.000		.003	.000	.217	.007	.007	.000	.001	.001	.002	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.6	Pearson Correlation	.362*	.140	.016	.208	.464**	1	.312*	.351*	.193	.230	.464**	.256	.359*	.321*	.430**	.545**
	Sig. (2-tailed)	.022	.388	.924	.197	.003		.050	.026	.233	.153	.003	.110	.023	.043	.006	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.7	Pearson Correlation	.540**	.449**	.075	.416**	.626**	.312*	1	.218	.484**	.186	.459**	.519**	.512**	.260	.243	.653**
	Sig. (2-tailed)	.000	.004	.644	.008	.000	.050		.177	.002	.250	.003	.001	.001	.106	.130	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.8	Pearson Correlation	.454**	.409**	.161	-.040	.200	.351*	.218	1	.605**	.300	.328*	.318*	.559**	.282	.402*	.601**
	Sig. (2-tailed)	.003	.009	.321	.807	.217	.026	.177		.000	.060	.039	.046	.000	.078	.010	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.9	Pearson Correlation	.450**	.827**	.181	.091	.421**	.193	.484**	.605**	1	.478**	.421**	.455**	.631**	.417**	.320*	.736**
	Sig. (2-tailed)	.004	.000	.262	.576	.007	.233	.002	.000		.002	.007	.003	.000	.007	.044	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.10	Pearson Correlation	.393*	.342*	.223	.160	.418**	.230	.186	.300	.478**	1	.676**	.534**	.477**	.245	.301	.617**
	Sig. (2-tailed)	.012	.031	.168	.323	.007	.153	.250	.060	.002		.000	.000	.002	.128	.059	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.11	Pearson Correlation	.277	.337*	.319*	.468**	.758**	.464**	.459**	.328*	.421**	.676**	1	.603**	.596**	.398*	.504**	.792**
	Sig. (2-tailed)	.083	.033	.045	.002	.000	.003	.003	.039	.007	.000		.000	.000	.011	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.12	Pearson Correlation	.267	.466**	.227	.358*	.503**	.256	.519**	.318*	.455**	.534**	.603**	1	.685**	.521**	.473**	.733**
	Sig. (2-tailed)	.096	.002	.160	.023	.001	.110	.001	.046	.003	.000	.000		.000	.001	.002	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.13	Pearson Correlation	.382*	.442**	.193	.196	.505**	.359*	.512**	.559**	.631**	.477**	.596**	.685**	1	.476**	.509**	.779**
	Sig. (2-tailed)	.015	.004	.233	.225	.001	.023	.001	.000	.000	.002	.000	.000		.002	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.14	Pearson Correlation	.056	.311	.095	.299	.482**	.321*	.260	.282*	.417**	.245	.398*	.521**	.476**	1	.730**	.607**
	Sig. (2-tailed)	.733	.051	.562	.061	.002	.043	.106	.078	.007	.128	.011	.001	.002		.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.15	Pearson Correlation	.197	.162	-.060	.345*	.656**	.430**	.243	.402*	.320*	.301	.504**	.473**	.509**	.730**	1	.643**
	Sig. (2-tailed)	.223	.318	.713	.029	.000	.006	.130	.010	.044	.059	.001	.002	.001	.000		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y	Pearson Correlation	.575**	.657**	.326*	.483**	.776**	.545**	.653**	.601**	.736**	.617**	.792**	.733**	.779**	.607**	.643**	1
	Sig. (2-tailed)	.000	.000	.040	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

## Asumsi Klasik

### UJI NORMALITAS

#### One-Sample Kolmogorov-Smirnov Test

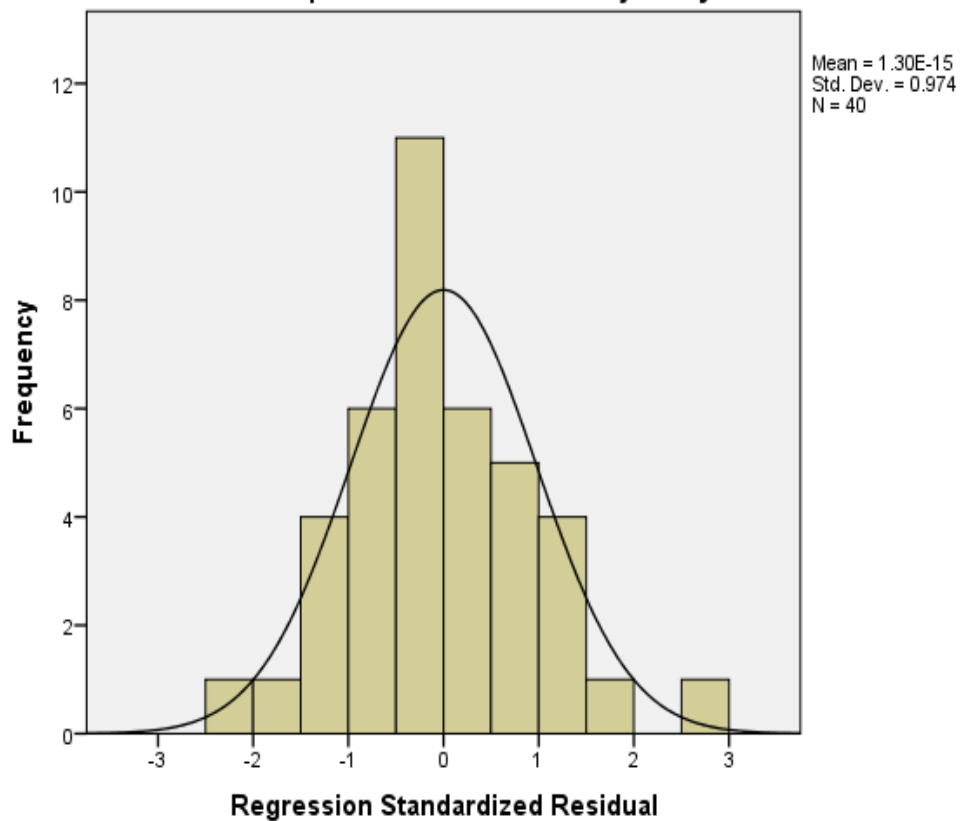
		Unstandardized Residual
N		40
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	3.46147908
	Absolute	.137
Most Extreme Differences	Positive	.137
	Negative	-.073
Kolmogorov-Smirnov Z		.865
Asymp. Sig. (2-tailed)		.443

a. Test distribution is Normal.

b. Calculated from data.

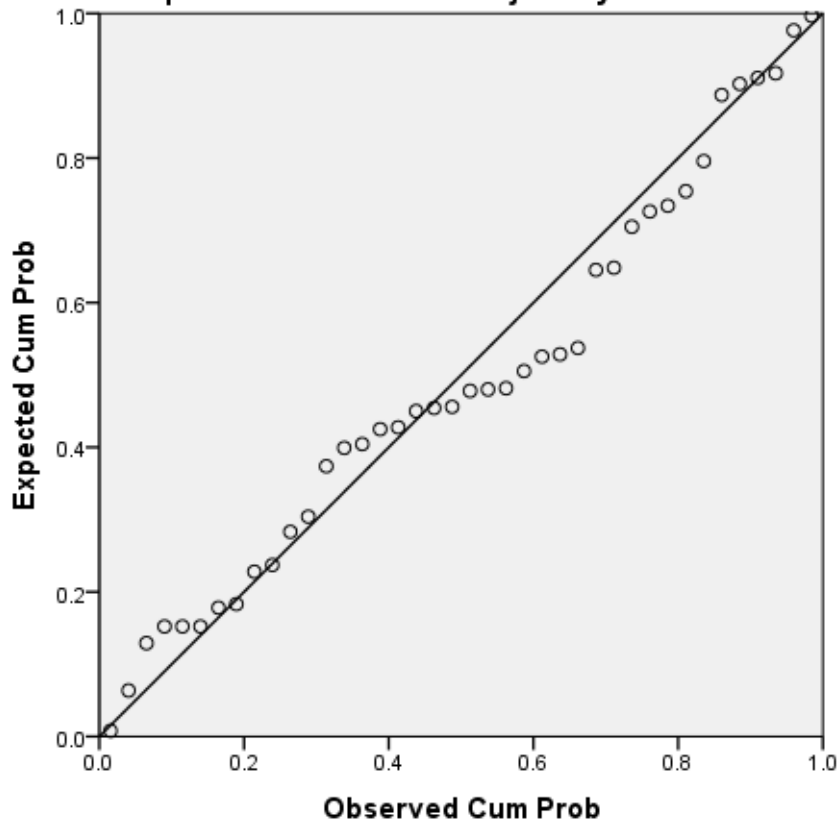
#### Histogram

##### Dependent Variable: Kinerja Karyawan



### Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Karyawan



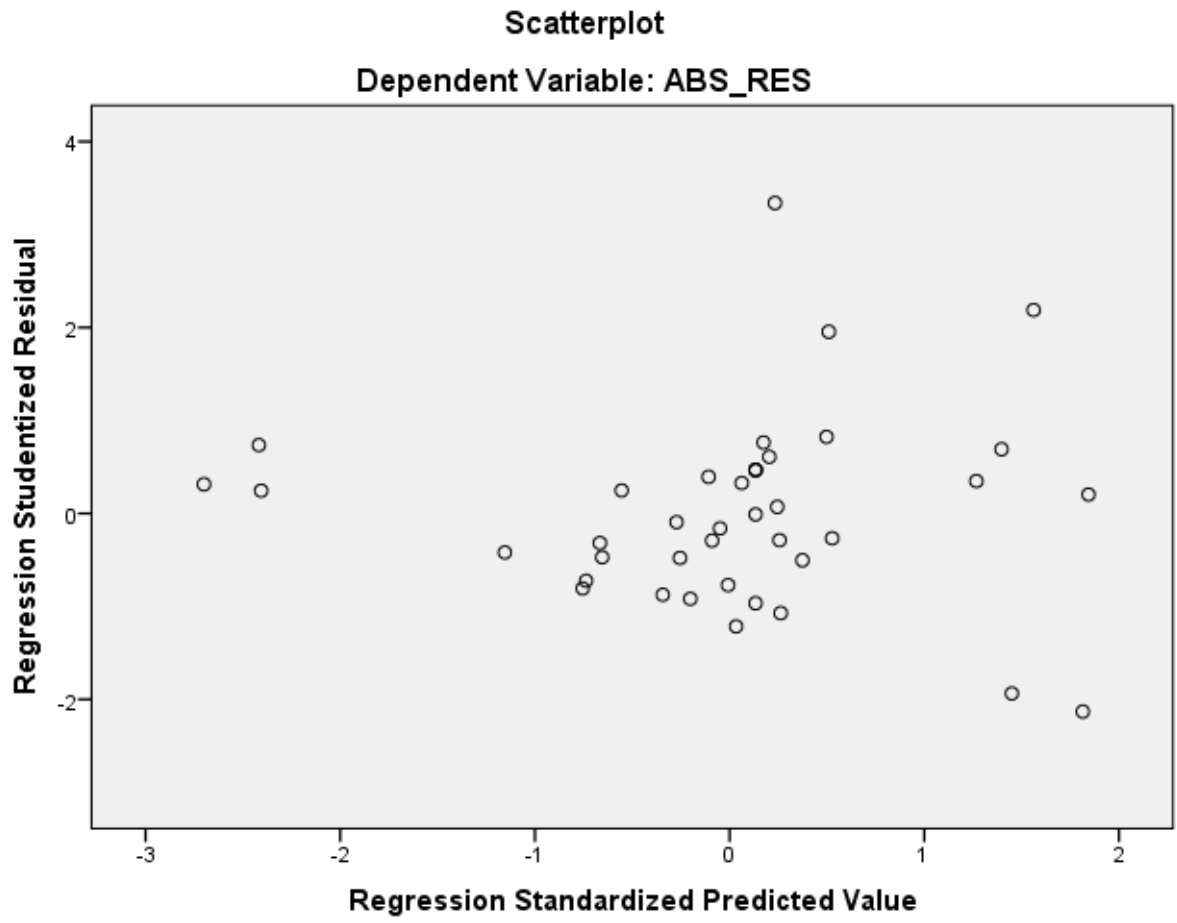
### UJI HETEROSKEDASITAS

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-6.816	2.965		-2.299	.027
1 Nilai-NilaiProfetik	.076	.087	.208	.878	.386
BudayaOrganisasi	.121	.101	.282	1.193	.240

a. Dependent Variable: ABS\_RES





**UJI MULTIKOLINEARITAS**

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	6.703	4.970		1.349	.186		
	Nilai-NilaiProfetik	.370	.146	.422	2.542	.015	.379	2.637
	BudayaOrganisasi	.414	.170	.405	2.439	.020	.379	2.637

a. Dependent Variable: KinerjaKaryawan

## UJI REGRESI LINIER BERGANDA

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.783 <sup>a</sup>	.612	.592	3.554

a. Predictors: (Constant), BudayaOrganisasi, Nilai-NilaiProfetik

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	738.608	2	369.304	29.241	.000 <sup>b</sup>
	Residual	467.292	37	12.630		
	Total	1205.900	39			

a. Dependent Variable: KinerjaKaryawan

b. Predictors: (Constant), BudayaOrganisasi, Nilai-NilaiProfetik

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.703	4.970		1.349	.186
	Nilai-NilaiProfetik	.370	.146	.422	2.542	.015
	BudayaOrganisasi	.414	.170	.405	2.439	.020

a. Dependent Variable: KinerjaKaryawan

## DOKUMENTASI BMT BIF















