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TABEL KARAKTERISTIK RESPONDEN

No.	Kota/Kabupaten	Jabatan	Pendidikan terakhir	Lama Menjabat	Jenis Kelamin	Usia
1	Kota Ternate	Ka.Bid	S2	1th	Pria	48th
2	Kota Ternate	Ka.Bid	S2	6th	Wanita	37th
3	Kota Ternate	Ka.Bid	S1	3th	Pria	40th
4	Kota Ternate	Ka.Bid	S2	3th	Pria	52th
5	Kota Ternate	Ka.Subid	S2	3th	Pria	35th
6	Kota Ternate	Ka.Subid	S1	1th-3th	Pria	34th
7	Kota Ternate	Ka.Subid	S2	5th	Pria	35th
8	Kota Ternate	Ka.Subid	S1	3th-5th	Wanita	39th
9	Kota Ternate	Ka.Subid	S1	3th-5th	Wanita	41th
10	Kota Ternate	Ka.Subid	S1	5th	Pria	39th
11	Kota Ternate	Ka.Subid	S1	3th-5th	Wanita	45th
12	Kota Ternate	Ka.Subid	S1	4th	Wanita	42th
13	Kota Ternate	Ka.Subid	S1	5th	Pria	39th
14	Kota Ternate	Ka.Subid	S1	2th	Wanita	33th
15	Kota Ternate	Ka.Subid	S1	7th	Wanita	42th
16	Kota Ternate	Sekretaris	S2	2th	Pria	48th
17	Kota Ternate	Ka.Badan	S2	1th-3th	Pria	55th
18	Kota Ternate	Ka.Dinas	S2	1th-3th	Pria	50th
19	Kota Ternate	Ka.Subid	SMA	2th	Wanita	54th
20	Kota Ternate	Ka.Bid	S1	2th	Pria	49th
21	Kota Ternate	Ka.Bid	S1	7th	Pria	46th
22	Kota Ternate	Ka.Bid	S1	6th	Pria	48th
23	Kota Ternate	Ka.Seksi	SMA	3th-5th	Wanita	35th
24	Kota Ternate	Ka.Seksi	S1	6th	Wanita	32th
25	Kota Ternate	Ka.Seksi	S1	12th	Pria	50th
26	Kota Ternate	Ka.Seksi	S1	3th	Wanita	39th
27	Kota Ternate	Ka.Seksi	SMA	4th	Pria	54th
28	Kota Ternate	Ka.Seksi	S1	1th-3th	Pria	36th
29	Kota Ternate	Ka.Seksi	S1	2th	Pria	32th
30	Kota Ternate	Ka.Seksi	S1	10th	Wanita	52th
31	Kota Ternate	Ka.Seksi	SMA	3th	Wanita	53th
32	Kota Ternate	Ka.Seksi	S1	2th	Wanita	40th
33	Kota Ternate	Ka.Seksi	S1	3th-5th	Wanita	41th
34	Kota Ternate	Ka.Seksi	SMA	5th	Wanita	49th
35	Kota Ternate	Ka.Seksi	S2	2th	Pria	48th
36	Kota Ternate	Ka.Seksi	S1	3th	Wanita	40th

37	Kota Ternate	Ka.Subid	S2	3th-5th	Wanita	37th
38	Kota Ternate	Ka.Subid	S1	1th-3th	Wanita	35th
39	Kota Ternate	Ka.Subid	S1	2th	Pria	45th
40	Kota Ternate	Ka.Subid	SMA	4th	Wanita	51th
41	Kota Ternate	Ka.Subid	S2	10th	Wanita	41th
42	Kota Ternate	Ka.Bid	S1	3th-5th	Pria	42th
43	Kota Ternate	Ka.Bid	S1	5th	Pria	45th
44	Kota Ternate	Ka.Bid	S1	5th	Pria	46th
45	Kota Ternate	Ka.Bid	S2	2th	Wanita	48th
46	Kota Ternate	Sekretaris	S2	5th	Wanita	51th
47	Kota Ternate	Ka.Dinas	S1	2th	Pria	50th
48	Kota Ternate	Sekretaris	S1	2th	Pria	50th
49	Kota Ternate	Ka.Bid	S2	4th	Pria	48th
50	Kota Ternate	Ka.Bid	S2	3th	Wanita	45th
51	Kota Ternate	Ka.Subid	S1	2th	Wanita	32th
52	Kota Ternate	Ka.Subid	S2	4th	Pria	47th
53	Kota Ternate	Ka.Subid	S2	4th	Pria	32th
54	Kota Ternate	Ka.Subid	S1	4th	Pria	35th
55	Kota Ternate	Ka.Subid	S1	3th	Wanita	33th
56	Kota Ternate	Ka.Subid	S2	1th	Wanita	27th
57	Kota Ternate	Ka.Subid	S2	1th	Wanita	27th
58	Kota Ternate	Ka.Subid	S2	1th	Wanita	27th
59	Kota Ternate	Ka.Subid	S2	4th	Pria	38th
60	Kota Ternate	Ka.Dinas	S2	12th	Pria	51th
61	Kota Ternate	Sekretaris	S2	3th	Pria	47th
62	Kota Ternate	Ka.Bid	S1	2th	Pria	43th
63	Kota Ternate	Ka.Bid	S1	2th	Pria	45th
64	Kota Ternate	Ka.Subid	S2	4th	Pria	43th
65	Kota Ternate	Ka.Subid	S1	12th	Wanita	52th
66	Kota Ternate	Ka.Seksi	S1	2th	Pria	32th
67	Kota Ternate	Ka.Seksi	S1	3th	Pria	38th
68	Kota Ternate	Ka.Seksi	S1	5th	Wanita	45th
69	Kota Ternate	Ka.Seksi	S1	5th	Pria	41th
70	Kota Ternate	Ka.Seksi	S1	4th	Pria	46th
71	Kota Ternate	Ka.Seksi	S1	4th	Wanita	35th
72	Kota Ternate	Ka.Seksi	S1	2th	Wanita	32th

39	4	4	4	4	4	4	4	28
40	3	4	4	5	3	4	4	27
41	4	5	5	4	3	2	5	28
42	4	4	4	4	4	4	5	29
43	4	4	5	4	4	3	5	29
44	4	4	5	4	4	3	5	29
45	4	4	5	4	4	4	5	30
46	5	5	5	5	5	5	5	35
47	4	4	4	4	5	3	4	28
48	1	3	4	4	4	4	5	25
49	3	3	4	4	4	3	5	26
50	5	5	5	4	4	4	5	32
51	2	3	4	4	4	3	4	24
52	2	4	4	4	3	2	4	23
53	2	3	4	4	5	2	5	25
54	2	2	2	3	3	2	3	17
55	5	4	4	4	4	4	4	29
56	2	2	4	4	4	2	4	22
57	4	4	4	4	4	4	5	29
58	5	5	5	5	5	5	5	35
59	4	4	4	4	4	4	5	29
60	1	4	4	4	5	4	5	27
61	4	4	4	4	4	4	4	28
62	4	4	4	5	5	3	5	30
63	4	4	4	5	5	3	5	30
64	3	3	3	4	4	3	5	25
65	4	4	4	5	5	3	5	30
66	4	4	4	5	5	3	5	30
67	4	4	4	5	5	3	5	30
68	4	4	4	4	4	4	4	28
69	4	4	4	4	4	4	4	28
70	4	4	4	4	4	4	4	28
71	4	4	4	4	4	4	3	27
72	5	5	5	5	5	5	5	35

No.	PA1	PA2	PA3	PA4	PA
1	4	4	4	2	14
2	3	4	5	3	15
3	4	3	4	2	13
4	4	4	4	3	15
5	3	3	3	3	12
6	3	3	3	3	12
7	3	2	2	2	9
8	3	3	3	3	12
9	4	4	4	4	16
10	4	4	4	4	16
11	4	4	4	4	16
12	4	4	4	4	16
13	3	3	4	3	13
14	3	3	3	2	11
15	2	4	4	4	14
16	3	3	4	3	13
17	5	2	3	3	13
18	2	2	3	2	9
19	2	2	3	2	9
20	2	2	3	2	9
21	2	2	2	3	9
22	2	2	4	4	12
23	5	5	4	2	16
24	3	3	3	3	12
25	4	4	4	2	14
26	1	1	1	1	4
27	3	4	3	3	13
28	4	2	4	3	13
29	3	3	4	2	12
30	4	4	4	3	15
31	2	4	4	2	12
32	5	4	4	2	15
33	3	3	2	2	10
34	4	4	2	2	12
35	3	4	3	3	13
36	4	4	4	2	14
37	5	5	5	5	20
38	3	3	4	4	14

39	3	2	3	3	11
40	4	4	3	3	14
41	2	1	3	1	7
42	3	2	3	1	9
43	3	2	3	2	10
44	3	2	3	2	10
45	2	3	3	3	11
46	4	4	4	3	15
47	3	2	4	2	11
48	1	3	3	3	10
49	3	3	3	3	12
50	4	4	4	3	15
51	3	3	4	2	12
52	2	1	2	3	8
53	2	2	2	2	8
54	3	2	3	2	10
55	2	2	2	2	8
56	2	1	2	2	7
57	3	2	4	2	11
58	5	5	5	3	18
59	2	1	3	1	7
60	1	1	3	4	9
61	3	2	2	2	9
62	5	2	4	4	15
63	5	2	4	4	15
64	5	2	4	4	15
65	5	2	4	4	15
66	5	2	4	4	15
67	5	3	4	4	16
68	4	2	4	2	12
69	4	2	4	2	12
70	4	2	4	2	12
71	2	2	3	2	9
72	5	4	4	4	17

No.	KM1	KM2	KM3	KM4	KM5	KM6	KM7	KM8	KM
1	5	4	5	4	5	5	4	4	36
2	5	5	5	5	5	5	5	5	40
3	4	4	4	4	4	3	4	4	31
4	5	5	4	4	4	4	4	4	34
5	4	4	4	4	4	4	4	4	32
6	4	4	4	4	4	4	4	4	32
7	4	4	4	4	3	4	4	4	31
8	4	4	4	4	4	4	4	4	32
9	4	4	4	4	5	4	4	4	33
10	4	4	4	4	4	5	4	4	33
11	5	4	5	4	4	5	4	5	36
12	4	5	4	5	5	4	5	4	36
13	4	4	4	4	4	4	4	4	32
14	3	3	4	3	3	1	2	3	22
15	3	3	3	3	3	3	3	3	24
16	4	4	4	4	4	4	4	4	32
17	4	4	5	4	5	2	4	4	32
18	5	5	5	5	5	4	4	5	38
19	5	5	5	5	5	4	4	5	38
20	5	5	5	5	5	4	4	5	38
21	4	2	2	2	3	1	3	3	20
22	4	4	3	4	4	4	3	4	30
23	5	5	4	4	4	3	3	5	33
24	5	4	5	4	4	4	3	3	32
25	4	4	4	4	4	4	4	4	32
26	4	2	2	2	3	1	3	3	20
27	5	4	4	4	4	4	4	4	33
28	5	4	5	5	5	5	5	5	39
29	4	4	4	4	4	4	4	4	32
30	5	3	3	3	4	3	3	3	27
31	4	4	4	4	4	3	3	4	30
32	4	4	4	4	4	4	4	4	32
33	4	4	4	4	4	4	4	4	32
34	4	4	4	4	4	4	4	4	32
35	4	5	4	5	5	2	2	3	30
36	4	4	4	4	4	4	3	4	31
37	4	4	4	5	5	5	5	5	37
38	3	4	4	4	4	4	5	5	33

39	4	4	4	3	3	3	3	3	27
40	4	5	4	5	3	4	4	5	34
41	3	3	4	4	5	2	5	4	30
42	4	4	4	4	4	4	4	4	32
43	3	3	3	3	4	2	4	4	26
44	3	3	3	3	4	2	4	3	25
45	4	4	4	4	4	4	4	4	32
46	4	4	3	4	4	4	4	4	31
47	4	4	4	4	4	4	3	4	31
48	1	4	4	4	5	5	4	4	31
49	4	4	5	4	5	3	4	4	33
50	4	4	4	4	4	4	4	4	32
51	3	3	4	3	4	3	3	3	26
52	3	4	4	3	4	2	3	4	27
53	3	4	4	4	4	3	3	4	29
54	3	4	4	4	4	4	4	4	31
55	4	4	4	4	3	4	3	4	30
56	2	2	2	1	2	3	4	3	19
57	4	3	3	4	4	4	3	4	29
58	5	5	5	5	5	5	5	5	40
59	5	5	5	4	5	2	4	4	34
60	1	4	4	4	5	5	4	4	31
61	4	4	4	4	4	4	4	4	32
62	5	5	5	4	5	4	4	4	36
63	5	5	5	4	5	4	4	4	36
64	5	5	5	4	5	4	4	4	36
65	5	5	5	4	5	4	4	4	36
66	5	5	5	4	5	4	4	4	36
67	5	5	5	4	5	4	4	4	36
68	5	4	4	4	4	4	5	5	35
69	5	4	4	4	4	4	5	5	35
70	5	4	4	4	4	4	5	5	35
71	4	4	4	4	5	2	3	3	29
72	5	4	4	4	4	4	5	5	35

39	4	3	2	3	4	4	5	3	3	31
40	3	4	4	4	5	4	4	3	4	35
41	5	3	5	4	4	3	5	3	4	36
42	5	5	4	5	5	4	5	4	4	41
43	5	4	5	5	4	5	4	3	3	38
44	5	4	5	5	4	5	4	3	3	38
45	5	5	4	5	5	4	5	4	4	41
46	5	4	4	4	4	4	5	4	4	38
47	5	4	5	4	4	3	4	4	4	37
48	4	3	4	3	4	3	3	4	3	31
49	5	4	3	5	4	4	4	4	4	37
50	5	5	5	4	4	4	5	4	3	39
51	5	4	4	3	5	4	5	3	4	37
52	5	2	4	3	4	3	4	3	4	32
53	5	4	4	5	5	5	5	4	5	42
54	4	4	4	4	4	4	4	4	4	36
55	4	5	2	4	4	2	4	2	2	29
56	4	4	2	2	4	4	4	4	4	32
57	4	4	3	4	4	5	5	5	4	38
58	5	5	5	5	5	5	5	5	5	45
59	5	4	5	4	5	5	5	4	4	41
60	4	3	4	3	4	3	3	4	3	31
61	4	4	4	4	4	3	4	4	4	35
62	5	4	4	4	5	3	5	3	3	36
63	5	4	4	4	5	3	5	3	3	36
64	5	4	4	4	5	3	5	3	3	36
65	5	4	4	4	5	3	5	3	3	36
66	5	4	4	4	5	3	5	3	3	36
67	5	4	4	4	5	3	5	3	3	36
68	5	4	5	4	4	4	5	4	5	40
69	5	4	5	4	4	4	5	4	5	40
70	5	4	5	4	4	4	5	4	5	40
71	5	5	5	5	5	5	5	5	5	45
72	5	4	5	4	4	4	5	4	5	40

Uji Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Kejelasan sasaran anggaran	72	17,00	35,00	28,3333	3,16673
Partisipasi anggaran	72	4,00	20,00	12,2500	3,00117
Komitmen organisasi	72	25,00	45,00	36,6250	4,57623
Kinerja manajerial	72	19,00	40,00	31,8611	4,40648
Valid N (listwise)	72				

UJI KUALITAS DATA

Uji Validitas

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KSA1	24,56	6,335	,596	,790
KSA2	24,33	7,268	,699	,762
KSA3	24,15	7,765	,656	,774
KSA4	24,17	8,056	,561	,788
KSA5	24,18	8,066	,534	,791
KSA6	24,64	7,107	,555	,789
KSA7	23,97	8,591	,363	,815

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PA1	12,01	6,070	,443	,596
PA2	12,49	5,436	,631	,488
PA3	11,89	6,579	,586	,541
PA4	12,58	6,613	,487	,576

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KM1	27,78	15,527	,446	,879
KM2	27,82	14,629	,774	,841
KM3	27,79	14,787	,744	,844
KM4	27,93	14,601	,811	,838
KM5	27,67	15,690	,601	,859
KM6	28,22	14,175	,578	,867
KM7	28,00	16,113	,503	,868
KM8	27,82	15,587	,711	,850

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KO1	32,11	16,635	,574	,855
KO2	32,67	16,535	,663	,846
KO3	32,57	16,361	,624	,850
KO4	32,54	16,731	,665	,846
KO5	32,39	18,016	,570	,856
KO6	32,74	15,690	,692	,842
KO7	32,28	17,865	,526	,858
KO8	32,83	17,155	,538	,858
KO9	32,88	16,421	,565	,856

Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
,812	7

Reliability Statistics

Cronbach's Alpha	N of Items
,660	4

Reliability Statistics

Cronbach's Alpha	N of Items
,872	8

Reliability Statistics

Cronbach's Alpha	N of Items
,866	9

UJI ASUMSI KLASIK

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		72
Normal Parameters(a,b)	Mean	.0000000
	Std. Deviation	3.83156387
Most Extreme Differences	Absolute	.061
	Positive	.041
	Negative	-.061
Kolmogorov-Smirnov Z		.520
Asymp. Sig. (2-tailed)		.950

		Unstandardized Residual
N		72
Normal Parameters(a,b)	Mean	.0000000
	Std. Deviation	3.58240074
Most Extreme Differences	Absolute	.114
	Positive	.114
	Negative	-.107
Kolmogorov-Smirnov Z		.965
Asymp. Sig. (2-tailed)		.309

Uji Heteroskedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24,521	18,599		1,318	,192
	Kejelasan sasaran anggaran	-,742	,671	-1,002	-1,105	,273
	Komitmen organisasi	-,494	,498	-,965	-,992	,325
	KSA_KO	,017	,018	1,507	,951	,345

Dependent Variable: absres1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,226	7,484		1,366	,176
	Partisipasi anggaran	-,678	,641	-,832	-1,057	,294
	Komitmen organisasi	-,145	,206	-,272	-,703	,484
	PA_KO	,013	,017	,745	,767	,446

Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-30,398	31,087		-,978	,332		
	Kejelasan sasaran anggaran	1,880	1,122	1,351	1,675	,099	,017	58,481
	Komitmen organisasi	1,386	,833	1,439	1,664	,101	,015	67,289
	KSA_KO	-,040	,030	-1,901	-1,349	,182	,006	178,546

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,030	11,325		,268	,790		
	Partisipasi anggaran	1,696	,970	1,155	1,748	,085	,022	44,912
	Komitmen organisasi	,578	,312	,601	1,852	,068	,092	10,822
	PA_KO	-,029	,026	-,906	-1,112	,270	,015	68,329

UJI REGRESI BERGANDA

REGRESI 1

Uji Determinasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,209 ^a	,044	,001	2,34239

a. Predictors: (Constant), KSA_KO, Kejelasan sasaran anggaran, Komitmen organisasi

b. Dependent Variable: Kinerja manajerial

Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17,000	3	5,667	1,033	,384 ^b
	Residual	373,102	68	5,487		
	Total	390,103	71			

Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24,521	18,599		1,318	,192
	Kejelasan sasaran anggaran	-,742	,671	-1,002	-1,105	,273
	Komitmen organisasi	-,494	,498	-,965	-,992	,325
	KSA_KO	,017	,018	1,507	,951	,345

a. Dependent Variable: absres1

REGRESI 2

Uji Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,249 ^a	,062	,021	2,41903

Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26,414	3	8,805	1,505	,221 ^b
	Residual	397,916	68	5,852		
	Total	424,330	71			

Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,226	7,484		1,366	,176
	Partisipasi anggaran	-,678	,641	-,832	-1,057	,294
	Komitmen organisasi	-,145	,206	-,272	-,703	,484
	PA_KO	,013	,017	,745	,767	,446