



**PEMERINTAH KABUPATEN BULELENG
BADAN KEPEGAWAIAN DAN PENGEMBANGAN
SUMBER DAYA MANUSIA**

Alamat: Jalan Laksamana (LC) Baktiseraga, Singaraja, Bali Tlpn/Fax (0362) 3301891
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Nomor : 800.1.9.1/8255.1/XI/2023 Singaraja, 6 November 2023
Lampiran : -
Perihal : Suvery Layanan Kepegawaian

Kepada;
Yth. Pimpinan Perangkat Daerah
Di Lingkungan Pemerintah Kabupaten Buleleng
Di
Singaraja

Dalam rangka mendukung kegiatan penelitian tentang Pengaruh Kompetensi, Lingkungan Kerja Non Fisik, dan Sistem Informasi Terhadap Kinerja Pengelola Kepegawaian di Lingkungan Pemerintah Kabupaten Buleleng yang dilaksanakan oleh,

Nama : Sang Made Ari Jayadiputra, S.Pd
NIP : 198501272015031001
Jabatan : Analis Sumber Daya Manusia Ahli Muda
Unit Kerja : BKPSDM Kabupaten Buleleng
Tujuan : Menyelesaikan Tesis Program S-2 Ilmu Manajemen
Universitas Pendidikan Ganesha

Untuk itu, dimohon kepada Bapak/Ibu Pimpinan Perangkat Daerah berkenan menugaskan Pengelola Kepegawaian pada Unit Kerja masing – masing untuk dapat mengisi isian kuisioner pada *link* berikut.

https://bit.ly/kuisioner_kepegawaian

Demikian surat ini disampaikan, atas perhatian dan kerjasamanya kami mengucapkan terima kasih.

Kepala Badan Kepegawaian dan
Pengembangan Sumber Daya Manusia
Kabupaten Buleleng,



I Gede Wisnawa, S.H
NIP. 1963120619993021005

LAMPIRAN

KUISIONER PENELITIAN

1. IDENTITAS RESPONDEN

- Nama :
NIP :
Jabatan :
Unit Kerja :
Jenis Kelamin : Laki-laki Perempuan
Pendidikan Terakhir : a. SD
b. SMP
c. SMA
d. Diploma (D1/ D2/ D3)
e. Sarjana (S1/ S2/ S3)
Pengalaman Kerja di Bagian Kepegawaian :tahun

2. PETUNJUK PENGISIAN

1. Bacalah tiap-tiap pernyataan dengan cermat sebelum anda menjawab
2. Pilihlah salah satu jawaban dengan memberikan tanda (X) pada kotak jawaban yang anda anggap paling sesuai dengan keterangan sebagai berikut:
SS : Sangat Setuju
S : Setuju
R : Ragu- Ragu
TS : Tidak Setuju
STS : Sangat Tidak Setuju

3. ISIAN KUISIONER

Kinerja Pegawai

No	Pernyataan	Jawaban				
		SS	S	R	TS	STS
1	Saya mampu menyelesaikan pekerjaan sesuai dengan jumlah target yang ditetapkan.					
2	Saya selalu memverifikasi dokumen sesuai dengan persyaratan yang ditetapkan.					
3	Saya selalu menjalin kerjasama dalam menyelesaikan pekerjaan.					
4	Saya selalu menyelesaikan pekerjaan yang menjadi tanggungjawab dengan tepat waktu.					
5	Saya memiliki inisiatif untuk mengerjakan tugas tanpa adanya perintah dari atasan.					

Kompetensi

No	Pernyataan	Jawaban				
		SS	S	R	TS	STS
1	Saya memiliki pengetahuan atas pekerjaan yang diberikan.					
2	Saya memiliki keterampilan atau kemampuan praktis untuk menyelesaikan pekerjaan.					
3	Saya selalu sopan dan ramah dengan pegawai yang lain.					
4	Saya selalu merasa senang dengan setiap tugas dan tanggung jawab yang diberikan.					

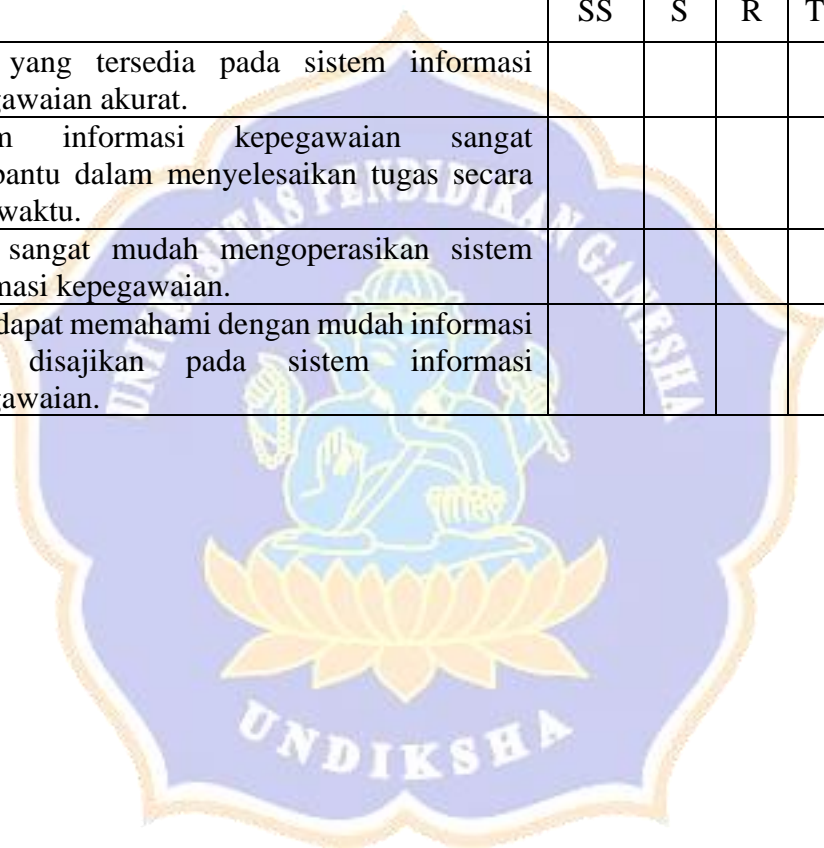
Lingkungan Kerja Non Fisik

No	Pernyataan	Jawaban				
		SS	S	R	TS	STS
1	Saya merasakan hubungan kekeluargaan yang erat dalam menyelesaikan pekerjaan.					
2	Saya selalu mendapat dukungan penuh dari atasan dalam menyelesaikan pekerjaan.					

3	Saya selalu berdiskusi dan saling membantu dalam menyelesaikan pekerjaan.					
4	Saya selalu mendapat apresiasi positif terhadap setiap inovasi dalam menyelesaikan pekerjaan yang diberikan.					

Sistem Informasi

No	Pernyataan	Jawaban				
		SS	S	R	TS	STS
1	Data yang tersedia pada sistem informasi kepegawaian akurat.					
2	Sistem informasi kepegawaian sangat membantu dalam menyelesaikan tugas secara tepat waktu.					
3	Saya sangat mudah mengoperasikan sistem informasi kepegawaian.					
4	Saya dapat memahami dengan mudah informasi yang disajikan pada sistem informasi kepegawaian.					



Lampiran. Laporan Analisis SPSS

FREQUENCIES VARIABLES=JABATAN PENDIDIKAN UNIT_KERJA LAMA_MENGELOLA_KEPEGAWAIAN
 /STATISTICS=MINIMUM MAXIMUM MEAN
 /ORDER=ANALYSIS.

Frequencies

		Statistics			
		JABATAN	PENDIDIKAN	UNIT_KERJA	LAMA_MENGELOLA_KEPE GAWAIAN
N	Valid	71	71	71	71
	Missing	0	0	0	0
Mean		1,7183	2,6338	19,0423	4,6479
Minimum		1,00	1,00	1,00	1,00
Maximum		3,00	4,00	40,00	7,00

Frequency Table

		JABATAN			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	26	36,6	36,6	36,6
	2,00	39	54,9	54,9	91,5
	3,00	6	8,5	8,5	100,0
	Total	71	100,0	100,0	

		PENDIDIKAN			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	18	25,4	25,4	25,4
	2,00	2	2,8	2,8	28,2
	3,00	39	54,9	54,9	83,1
	4,00	12	16,9	16,9	100,0
	Total	71	100,0	100,0	

UNIT_KERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	2,8	2,8	2,8
	2,00	2	2,8	2,8	5,6
	3,00	2	2,8	2,8	8,5
	4,00	2	2,8	2,8	11,3
	5,00	2	2,8	2,8	14,1
	6,00	2	2,8	2,8	16,9
	7,00	2	2,8	2,8	19,7
	8,00	2	2,8	2,8	22,5
	9,00	2	2,8	2,8	25,4
	10,00	2	2,8	2,8	28,2
	11,00	2	2,8	2,8	31,0
	12,00	2	2,8	2,8	33,8
	13,00	2	2,8	2,8	36,6
	14,00	2	2,8	2,8	39,4
	15,00	2	2,8	2,8	42,3
	16,00	2	2,8	2,8	45,1
	17,00	2	2,8	2,8	47,9
	18,00	2	2,8	2,8	50,7
	19,00	2	2,8	2,8	53,5
	20,00	2	2,8	2,8	56,3
	21,00	2	2,8	2,8	59,2
	22,00	2	2,8	2,8	62,0
	23,00	2	2,8	2,8	64,8
	24,00	2	2,8	2,8	67,6
	25,00	2	2,8	2,8	70,4
	26,00	2	2,8	2,8	73,2
	27,00	2	2,8	2,8	76,1
	28,00	1	1,4	1,4	77,5
	29,00	1	1,4	1,4	78,9
	30,00	1	1,4	1,4	80,3
	31,00	1	1,4	1,4	81,7
	32,00	1	1,4	1,4	83,1
	33,00	1	1,4	1,4	84,5

34,00	1	1,4	1,4	85,9
35,00	1	1,4	1,4	87,3
36,00	1	1,4	1,4	88,7
37,00	2	2,8	2,8	91,5
38,00	2	2,8	2,8	94,4
39,00	2	2,8	2,8	97,2
40,00	2	2,8	2,8	100,0
Total	71	100,0	100,0	

LAMA_MENGELOLA_KEPEGAWAIAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	4	5,6	5,6	5,6
	2,00	11	15,5	15,5	21,1
	3,00	13	18,3	18,3	39,4
	4,00	7	9,9	9,9	49,3
	5,00	5	7,0	7,0	56,3
	6,00	5	7,0	7,0	63,4
	7,00	26	36,6	36,6	100,0
Total		71	100,0	100,0	

FREQUENCIES VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5
 /STATISTICS=MINIMUM MAXIMUM MEAN
 /ORDER=ANALYSIS.

Frequencies

Statistics

		Y.1	Y.2	Y.3	Y.4	Y.5
N	Valid	71	71	71	71	71
	Missing	0	0	0	0	0
Mean		4,3239	4,4648	4,5634	4,3944	4,2958
Minimum		4,00	4,00	4,00	4,00	3,00
Maximum		5,00	5,00	5,00	5,00	5,00

Frequency Table

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	48	67,6	67,6	67,6
	5,00	23	32,4	32,4	100,0
	Total	71	100,0	100,0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	38	53,5	53,5	53,5
	5,00	33	46,5	46,5	100,0
	Total	71	100,0	100,0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	31	43,7	43,7	43,7
	5,00	40	56,3	56,3	100,0
	Total	71	100,0	100,0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	43	60,6	60,6	60,6
	5,00	28	39,4	39,4	100,0
	Total	71	100,0	100,0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	2	2,8	2,8	2,8
	4,00	46	64,8	64,8	67,6
	5,00	23	32,4	32,4	100,0
	Total	71	100,0	100,0	

Frequencies

		Statistics			
		X1.1	X1.2	X1.3	X1.4
N	Valid	71	71	71	71
	Missing	0	0	0	0
Mean		4,1972	4,1831	4,5211	4,3380
Minimum		3,00	3,00	4,00	3,00
Maximum		5,00	5,00	5,00	5,00

Frequency Table

X1.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	1	1,4	1,4	1,4
	4,00	55	77,5	77,5	78,9
	5,00	15	21,1	21,1	100,0
Total		71	100,0	100,0	

X1.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	2	2,8	2,8	2,8
	4,00	54	76,1	76,1	78,9
	5,00	15	21,1	21,1	100,0
Total		71	100,0	100,0	

X1.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	34	47,9	47,9	47,9
	5,00	37	52,1	52,1	100,0
Total		71	100,0	100,0	

X1.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	1	1,4	1,4	1,4
	4,00	45	63,4	63,4	64,8
	5,00	25	35,2	35,2	100,0
Total		71	100,0	100,0	

Statistics

		X2.1	X2.2	X2.3	X2.4
N	Valid	71	71	71	71
	Missing	0	0	0	0
Mean		4,3099	4,3803	4,4789	4,2535
Minimum		3,00	3,00	3,00	3,00
Maximum		5,00	5,00	5,00	5,00

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	2	2,8	2,8	2,8
	4,00	45	63,4	63,4	66,2
	5,00	24	33,8	33,8	100,0
	Total	71	100,0	100,0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	2	2,8	2,8	2,8
	4,00	40	56,3	56,3	59,2
	5,00	29	40,8	40,8	100,0
	Total	71	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	4	5,6	5,6	5,6
	4,00	29	40,8	40,8	46,5
	5,00	38	53,5	53,5	100,0
	Total	71	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	9	12,7	12,7	12,7
	4,00	35	49,3	49,3	62,0
	5,00	27	38,0	38,0	100,0
	Total	71	100,0	100,0	

Statistics

		X3.1	X3.2	X3.3	X3.4
N	Valid	71	71	71	71
	Missing	0	0	0	0
Mean		4,4085	4,5775	4,3521	4,3803
Minimum		4,00	4,00	3,00	3,00
Maximum		5,00	5,00	5,00	5,00

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	42	59,2	59,2	59,2
	5,00	29	40,8	40,8	100,0
Total		71	100,0	100,0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	30	42,3	42,3	42,3
	5,00	41	57,7	57,7	100,0
Total		71	100,0	100,0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	1	1,4	1,4	1,4
	4,00	44	62,0	62,0	63,4
	5,00	26	36,6	36,6	100,0
Total		71	100,0	100,0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	1	1,4	1,4	1,4
	4,00	42	59,2	59,2	60,6
	5,00	28	39,4	39,4	100,0
	Total	71	100,0	100,0	

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100,0
	Excluded ^a	0	,0
	Total	71	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,823	,825	5

Item Statistics

	Mean	Std. Deviation	N
Y.1	4,3239	,47131	71
Y.2	4,4648	,50231	71
Y.3	4,5634	,49950	71
Y.4	4,3944	,49219	71
Y.5	4,2958	,51808	71

Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3	Y.4	Y.5
Y.1	1,000	,622	,549	,550	,421
Y.2	,622	1,000	,536	,461	,288
Y.3	,549	,536	1,000	,594	,451
Y.4	,550	,461	,594	1,000	,376
Y.5	,421	,288	,451	,376	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y.1	17,7183	2,377	,698	,513	,765
Y.2	17,5775	2,419	,602	,446	,792
Y.3	17,4789	2,310	,693	,491	,765
Y.4	17,6479	2,403	,634	,431	,783
Y.5	17,7465	2,563	,471	,254	,831

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22,0423	3,612	1,90065	5

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100,0
	Excluded ^a	0	,0
	Total	71	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,780	,783	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	4,1972	,43490	71
X1.2	4,1831	,45700	71
X1.3	4,5211	,50311	71
X1.4	4,3380	,50550	71

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4
X1.1	1,000	,678	,372	,472
X1.2	,678	1,000	,387	,347
X1.3	,372	,387	1,000	,589
X1.4	,472	,347	,589	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	13,0423	1,355	,632	,524	,706
X1.2	13,0563	1,368	,568	,483	,735
X1.3	12,7183	1,291	,560	,386	,741
X1.4	12,9014	1,262	,588	,424	,726

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17,2394	2,185	1,47808	4

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100,0
	Excluded ^a	0	,0
	Total	71	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,769	,768	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	4,3099	,52349	71
X2.2	4,3803	,54422	71
X2.3	4,4789	,60614	71
X2.4	4,2535	,67015	71

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4
X2.1	1,000	,282	,471	,547
X2.2	,282	1,000	,436	,437
X2.3	,471	,436	1,000	,541
X2.4	,547	,437	,541	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	13,1127	2,159	,548	,342	,727
X2.2	13,0423	2,212	,474	,247	,761
X2.3	12,9437	1,882	,617	,381	,688
X2.4	13,1690	1,685	,656	,439	,665

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17,4225	3,276	1,80999	4

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100,0
	Excluded ^a	0	,0
	Total	71	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,828	,827	4

Item Statistics

	Mean	Std. Deviation	N
X3.1	4,4085	,49505	71
X3.2	4,5775	,49748	71
X3.3	4,3521	,50986	71
X3.4	4,3803	,51731	71

Inter-Item Correlation Matrix

	X3.1	X3.2	X3.3	X3.4
X3.1	1,000	,537	,384	,333
X3.2	,537	1,000	,539	,578
X3.3	,384	,539	1,000	,893
X3.4	,333	,578	,893	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X3.1	13,3099	1,817	,471	,317	,860
X3.2	13,1408	1,608	,662	,468	,779
X3.3	13,3662	1,493	,753	,807	,736
X3.4	13,3380	1,484	,745	,815	,739

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17,7183	2,691	1,64041	4

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL

/CRITERIA=PIN(.05) POUT(.10)

```

/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 X2 X3
/SCATTERPLOT=(*SRESID ,*ZPRED)
/SAVE RESID.

```

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1 ^a	.	Enter

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

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,837 ^a	,701	,688	1,06194

- a. Predictors: (Constant), X3, X2, X1
b. Dependent Variable: Y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	177,316	3	59,105	52,412	,000 ^a
	Residual	75,557	67	1,128		
	Total	252,873	70			

- a. Predictors: (Constant), X3, X2, X1
b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,230	1,528		2,114	,038
	X1	,392	,148	,305	2,650	,010
	X2	,233	,108	,222	2,154	,035
	X3	,451	,133	,389	3,384	,001

- a. Dependent Variable: Y

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	X1	,337	2,971
	X2	,419	2,386
	X3	,337	2,963

a. Dependent Variable: Y

Coefficient Correlations^a

Model			X3	X2	X1
1	Correlations	X3	1,000	-,361	-,549
		X2	-,361	1,000	-,363
		X1	-,549	-,363	1,000
	Covariances	X3	,018	-,005	-,011
		X2	-,005	,012	-,006
		X1	-,011	-,006	,022

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3,990	1,000	,00	,00	,00	,00
	2	,006	26,662	,84	,01	,19	,03
	3	,003	37,979	,12	,12	,80	,32
	4	,002	48,936	,04	,88	,01	,65

a. Dependent Variable: Y

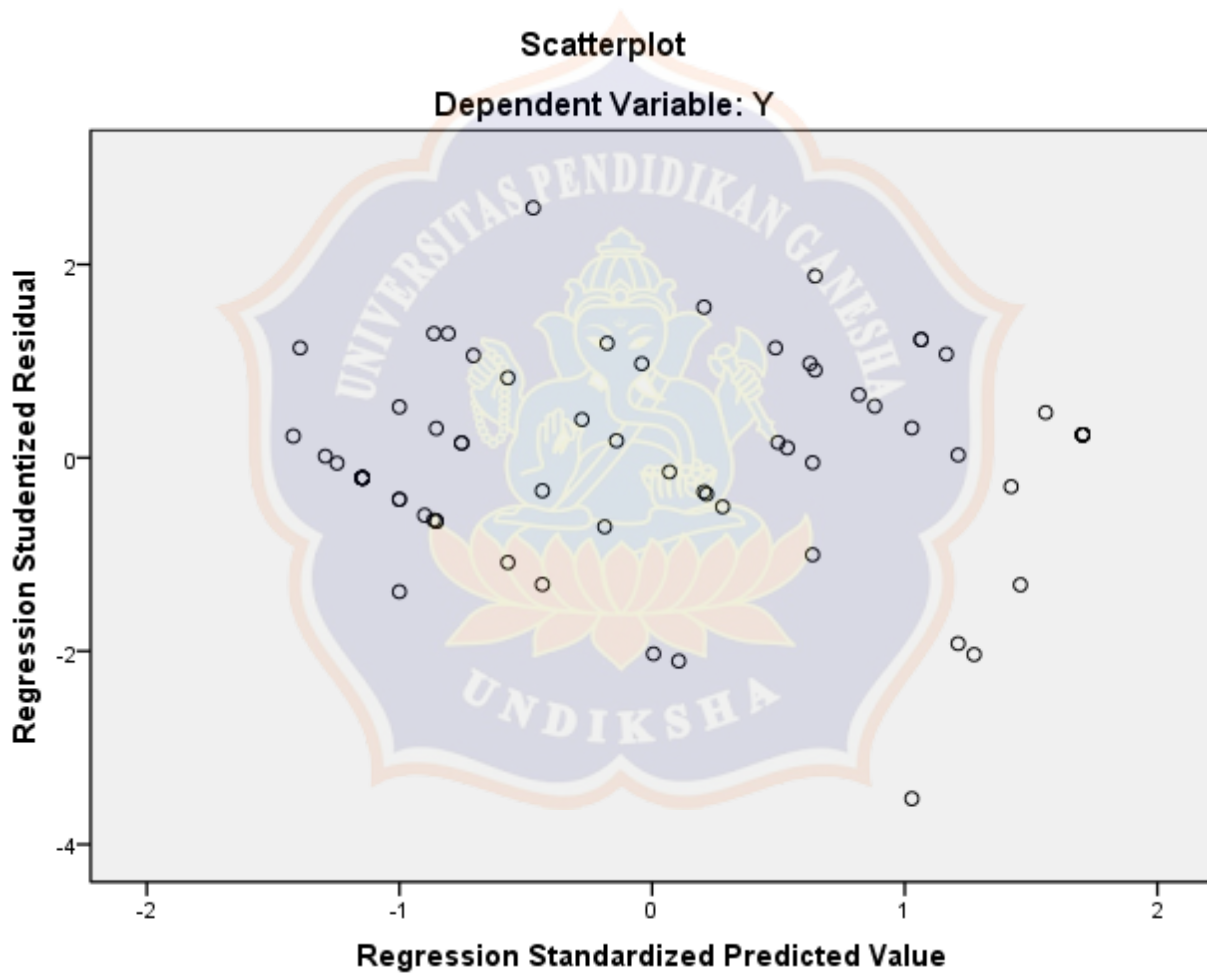
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	19,7816	24,7547	22,0423	1,59157	71
Std. Predicted Value	-1,420	1,704	,000	1,000	71
Standard Error of Predicted Value	,149	,457	,244	,062	71
Adjusted Predicted Value	19,7416	24,7377	22,0390	1,59509	71
Residual	-3,67845	2,70724	,00000	1,03893	71

Std. Residual	-3,464	2,549	,000	,978	71
Stud. Residual	-3,527	2,586	,001	1,005	71
Deleted Residual	-3,81335	2,78558	,00324	1,09682	71
Stud. Deleted Residual	-3,879	2,705	-,004	1,035	71
Mahal. Distance	,390	11,993	2,958	2,244	71
Cook's Distance	,000	,114	,014	,025	71
Centered Leverage Value	,006	,171	,042	,032	71

a. Dependent Variable: Y

Charts



NPAR TESTS

/K-S (NORMAL) =RES_1

/MISSING ANALYSIS.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		71
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,03893449
Most Extreme Differences	Absolute	,109
	Positive	,083
	Negative	-,109
Kolmogorov-Smirnov Z		,916
Asymp. Sig. (2-tailed)		,371

a. Test distribution is Normal.

b. Calculated from data.

Regression

Notes

Output Created		17-Nov-2023 15:57:16
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	71
	File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT AbsUt /METHOD=ENTER X1 X2 X3.

Resources	Processor Time	00:00:00,000
	Elapsed Time	00:00:00,000
	Memory Required	2412 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: AbsUt

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,235 ^a	,055	,013	,70578

a. Predictors: (Constant), X3, X2, X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,954	3	,651	1,308	,279 ^a
	Residual	33,375	67	,498		
	Total	35,329	70			

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: AbsUt

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,346	1,016		-,340	,735
	X1	-,109	,098	-,228	-1,113	,270
	X2	,071	,072	,182	,992	,325
	X3	,098	,089	,227	1,110	,271

a. Dependent Variable: AbsUt