



LAMPIRAN

LAMPIRAN 1
Kuesioner Penelitian

I. PENGANTAR

Kepada Yth,
Bapak/ibu
Di Konveksi Ampel Gading

Dengan hormat,

Dalam rangka menyelesaikan penelitian dengan judul PENGARUH KETERLIBATAN KERJA, LINGKUNGAN KERJA, DAN KOMPENSASI TERHADAP KINERJA KARYAWAN PADA KONVEKSI AMPEL GADING, dengan ini saya mohon kesediaan bapak/ibu untuk mengisi kuesioner dibawah ini secara objektif sesuai dengan apa yang bapak/ibu alami dan rasakan sebagai karyawan di Konveksi Ampel Gading. Adapun tujuan dari kuesioner ini adalah sebagai data penelitian dalam menyelesaikan tugas akhir skripsi. Data dan identitas bapak/ibu akan dijaga kerahasiaannya.

Atas kesediaan untuk menjawab pertanyaan dalam kuesioner ini, penulis ucapkan terimakasih.

Singaraja, 12 Oktober 2020



Komang Unnimeily Indriani Putri

II. PETUNJUK PENGISIAN KUESIONER

1. Dibawah ini disajikan beberapa pernyataan, dimohonkan kepada bapak/ibu responden untuk menanggapi setiap butir pernyataan tersebut.
2. Angket ini bertujuan untuk mengumpulkan data yang terkait dengan kinerja karyawan, lingkungan kerja, dan motivasi kerja.
3. Pernyataan-pernyataan dibawah ini mohon diisi dengan jujur dan sesuai dengan keadaan dan kenyataan yang sebenarnya.
4. Berilah tanda (√) pada kolom jawaban yang sesuai dengan setiap pernyataan di bawah ini, terdapat 5 (lima) pilihan jawaban sebagai berikut:
 - 1) Sangat Setuju (SS)
 - 2) Setuju (S)
 - 3) Netral (N)
 - 4) Tidak Setuju (TS)
 - 5) Sangat Tidak Setuju (STS)

III. IDENTITAS RESPONDEN

Nama Responden :

Usia :

Pendidikan :

Alamat :

Jenis Kelamin :



LEMBAR KUESIONER

Variabel Keterlibatan Kinerja

No	Pernyataan/pertanyaan	SS	S	KS	TS	STS
A	Keterlibatan Dengan Rekan Kerja					
1	Saya selalu bisa bekerjasama dengan baik terhadap rekan kerja saat melakukan tugas bersama					
2	Saya bisa bersosialisasi dengan baik terhadap rekan kerja lainnya diperusahaan					
B	Keterlibatan Dengan Pelanggan					
3	Saya mampu memberikan pelayanan yang memuaskan terhadap pelanggan					
4	Saya mampu mengembangkan kemampuan untuk meningkatkan pelayanan terhadap pelanggan					
C	Keterlibatan Dengan Atasan					
5	Saya mampu berkomunikasi dengan baik terhadap pimpinan selama berada di perusahaan					
6	Saya selalu dilibatkan dalam setiap pengambilan keputusan perusahaan					
D	Keterlibatan Dengan Waktu Kerja					
7	Saya selalu bekerja dengan memenuhi standard jam kinerja yang telah ditetapkan sebelumnya oleh perusahaan					
8	Saya dapat mengerjakan tugas dengan tepat waktu					
E	Beradaptasi Dalam Pekerjaan					
9	Saya jarang mengambil bagian pekerjaan dalam setiap kesempatan yang diberikan					
10	Saya selalu tirut dilibatkan dalam setiap kegiatan tugas individu/klompok dalam perusahaan					

Variabel Lingkungan Kerja

No	Pernyataan/pertanyaan	SS	S	KS	TS	STS
A	Lingkungan Ruang Kerja					
1	Pencahayaan pada ruang kerja sudah memadai					
2	Pewarnaan ruangan sudah tertata dengan baik					
B	Lingkungan Fasilitas Kerja					
3	Selalu tersedia pewangi ruangan sebagaiantisipasi bau tidak sedap pada ruang kerja					
4	Terdapat AC pada semua ruang kerja sebagai sarana penjaga kesetabilan suhu udara pada ruang kerja					

C	Keamanan Kerja					
5	Keamanan di tempat kerja saya sudah baik sehingga saya nyaman dalam bekerja					
6	Lingkungan kerja di tempat saya sudah cukup nyaman					
D	Hubungan Dengan Atasan					
7	Ditempat saya bekerja terdapat hubungan yang baik antara atasan dengan bawahan					
8	Atasan saya memberikan penjelasan tentang setiap pekerjaan yang diberikan					
E	Hubungan Dengan Rekan Kerja					
9	Lingkungan kerja ditempat saya tidak menghambat saya dalam berkomunikasi dengan karyawan lainnya					
10	Rekan kerja saya membantu pekerjaan saya, jika saya tidak/kurang mengerti dengan tugas yang diberikan					

Variabel Kompensasi

No	Pernyataan/pertanyaan	SS	S	KS	TS	STS
A	Gaji					
1	Saya puas dengan gaji yang saya terima dari pekerjaan saya saat ini					
2	Menurut saya gaji yang saya terima sudah sesuai dengan kontribusi yang saya berikan selama ini kepada perusahaan					
B	Insentif					
3	Saya puas atas insentif yang sudah diberikan oleh perusahaan [
4	Insentif yang diberikan sudah sesuai dengan keinginan saya					
C	Tunjangan					
5	Saya puas atas tunjangan yang diberikan oleh perusahaan					
6	Tunjangan yang diberikan oleh perusahaan sudah sesuai dengan prestasi kerja yang saya dapatkan selama bekerja					
D	Fasilitas					
7	Fasilitas yang diberikan oleh perusahaan sudah sesuai					
8	Fasilitas yang saya dapatkan sudah sama dengan rekan kerja saya					
E	Sikap Atasan					
9	Saya selalu diberikan kebebasan oleh atasan dalam mengerjakan setiap pekerjaan					

10	Atasan saya selalu bersedia membantu jika saya mengalami kesulitan dalam menyelesaikan tugas					
----	--	--	--	--	--	--

LAMPIRAN 2
DATA PENELITIAN

1. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Keterlibatan Kerja pada Sampel Kecil

Data Ordinal

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
1	5	4	3	5	3	4	4	4	4	5	41
2	3	2	4	4	4	3	3	2	3	4	32
3	5	3	4	4	5	3	3	5	3	4	39
4	4	3	3	3	4	4	4	4	4	4	37
5	4	3	4	5	5	5	3	4	5	3	41
6	4	5	3	4	3	4	5	5	4	5	42
7	4	4	5	4	4	5	4	4	5	4	43
8	4	3	4	4	4	4	3	3	4	5	38
9	1	3	4	1	1	4	4	2	4	4	28
10	4	5	4	5	5	4	4	4	4	4	43
11	4	5	5	3	3	4	5	3	4	5	41
12	3	3	4	1	2	3	3	1	3	4	27
13	5	4	5	4	4	5	5	4	5	4	45
14	2	4	2	4	3	4	4	1	4	3	31
15	3	3	5	4	5	5	3	4	5	4	41
16	3	4	4	2	4	4	3	4	4	3	35
17	2	4	4	2	4	1	2	3	1	2	25
18	4	4	4	4	5	4	4	5	4	4	42
19	3	2	3	1	3	4	3	2	4	1	26
20	5	4	3	4	3	5	3	4	4	5	40
21	3	3	3	2	1	2	4	3	2	4	27
22	5	4	5	4	3	5	5	4	5	4	44
23	2	2	2	1	4	4	2	4	4	4	29
24	4	1	1	4	3	3	2	4	3	3	28
25	1	3	4	4	3	4	2	3	4	4	32
26	3	2	3	1	1	2	4	4	2	4	26
27	3	4	3	4	4	3	2	4	3	2	32
28	3	3	5	5	3	5	3	4	5	3	39
29	3	4	3	4	3	1	4	1	1	1	25
30	1	4	4	3	2	3	1	4	3	2	27

Data Interval

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
1	4.254	3.786	2.524	4.114	2.352	3.072	3.774	3.132	3.119	4.439	34.565
2	2.402	1.910	3.493	2.821	3.247	2.198	2.874	1.710	2.198	3.167	26.021
3	4.254	2.780	3.493	2.821	4.254	2.198	2.874	4.510	2.198	3.167	32.549
4	3.247	2.780	2.524	2.020	3.247	3.072	3.774	3.132	3.119	3.167	30.083
5	3.247	2.780	3.493	4.114	4.254	4.251	2.874	3.132	4.339	2.257	34.742
6	3.247	4.982	2.524	2.821	2.352	3.072	4.842	4.510	3.119	4.439	35.908
7	3.247	3.786	4.627	2.821	3.247	4.251	3.774	3.132	4.339	3.167	36.392
8	3.247	2.780	3.493	2.821	3.247	3.072	2.874	2.176	3.119	4.439	31.269
9	1.000	2.780	3.493	1.000	1.000	3.072	3.774	1.710	3.119	3.167	24.115
10	3.247	4.982	3.493	4.114	4.254	3.072	3.774	3.132	3.119	3.167	36.354
11	3.247	4.982	4.627	2.020	2.352	3.072	4.842	2.176	3.119	4.439	34.876
12	2.402	2.780	3.493	1.000	1.640	2.198	2.874	1.000	2.198	3.167	22.752
13	4.254	3.786	4.627	2.821	3.247	4.251	4.842	3.132	4.339	3.167	38.466
14	1.710	3.786	1.708	2.821	2.352	3.072	3.774	1.000	3.119	2.257	25.600
15	2.402	2.780	4.627	2.821	4.254	4.251	2.874	3.132	4.339	3.167	34.648
16	2.402	3.786	3.493	1.712	3.247	3.072	2.874	3.132	3.119	2.257	29.094
17	1.710	3.786	3.493	1.712	3.247	1.000	1.993	2.176	1.000	1.734	21.851
18	3.247	3.786	3.493	2.821	4.254	3.072	3.774	4.510	3.119	3.167	35.243
19	2.402	1.910	2.524	1.000	2.352	3.072	2.874	1.710	3.119	1.000	21.964
20	4.254	3.786	2.524	2.821	2.352	4.251	2.874	3.132	3.119	4.439	33.552
21	2.402	2.780	2.524	1.712	1.000	1.650	3.774	2.176	1.650	3.167	22.835
22	4.254	3.786	4.627	2.821	2.352	4.251	4.842	3.132	4.339	3.167	37.571
23	1.710	1.910	1.708	1.000	3.247	3.072	1.993	3.132	3.119	3.167	24.058
24	3.247	1.000	1.000	2.821	2.352	2.198	1.993	3.132	2.198	2.257	22.198
25	1.000	2.780	3.493	2.821	2.352	3.072	1.993	2.176	3.119	3.167	25.973
26	2.402	1.910	2.524	1.000	1.000	1.650	3.774	3.132	1.650	3.167	22.209
27	2.402	3.786	2.524	2.821	3.247	2.198	1.993	3.132	2.198	1.734	26.035
28	2.402	2.780	4.627	4.114	2.352	4.251	2.874	3.132	4.339	2.257	33.128
29	2.402	3.786	2.524	2.821	2.352	1.000	3.774	1.000	1.000	1.000	21.659
30	4.254	3.786	2.524	4.114	2.352	3.072	3.774	3.132	3.119	4.439	34.565



2. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja

Data Ordinal

No.	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
1	5	4	5	4	4	5	4	5	4	4	44
2	4	4	3	4	4	4	4	3	4	4	38
3	4	5	5	4	2	4	2	5	4	4	39
4	3	3	3	3	4	3	3	3	3	4	32
5	5	5	5	4	4	4	5	5	4	4	45
6	4	3	4	3	5	4	3	4	3	5	38
7	4	3	2	3	4	4	3	2	3	4	32
8	3	5	4	4	4	3	4	4	4	4	39
9	3	2	3	3	2	3	2	3	3	2	26
10	3	4	3	4	5	3	4	3	4	5	38
11	5	4	4	3	4	5	4	4	4	4	41
12	3	3	3	3	3	3	3	3	3	3	30
13	4	3	4	3	3	4	3	4	3	3	34
14	3	3	5	5	3	3	3	5	5	3	38
15	4	4	4	4	4	4	4	4	4	4	40
16	4	4	4	5	3	4	4	4	4	3	39
17	5	4	5	5	5	5	4	5	5	5	48
18	2	3	3	3	3	2	3	3	3	3	28
19	2	4	4	2	4	2	4	4	2	4	32
20	3	5	3	5	5	3	5	4	4	4	41
21	5	4	5	4	5	5	4	3	4	3	42
22	3	3	2	2	3	3	3	2	2	3	26
23	4	2	4	4	4	4	5	4	4	4	39
24	4	5	5	5	5	4	5	3	5	5	46
25	3	3	3	2	3	3	3	3	2	3	28
26	3	3	3	3	3	3	3	3	3	3	30
27	4	3	4	5	3	4	3	4	5	3	38
28	2	5	4	2	4	2	5	2	4	4	34
29	5	4	5	5	4	5	4	3	5	4	44
30	4	4	2	4	5	4	4	5	4	5	41

Data Interval

No.	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
1	4.155	3.249	3.987	2.876	3.115	4.254	3.298	4.155	3.026	3.498	35.614
2	3.064	3.249	2.052	2.876	3.115	3.114	3.298	2.149	3.026	3.498	29.443
3	3.064	4.339	3.987	2.876	1.000	3.114	1.000	4.155	3.026	3.498	30.060
4	2.101	2.219	2.052	2.021	3.115	2.101	2.219	2.149	2.001	3.498	23.479
5	4.155	4.339	3.987	2.876	3.115	3.114	4.439	4.155	3.026	3.498	36.705
6	3.064	2.219	2.928	2.021	4.251	3.114	2.219	3.108	2.001	4.726	29.653
7	3.064	2.219	1.000	2.021	3.115	3.114	2.219	1.000	2.001	3.498	23.253
8	2.101	4.339	2.928	2.876	3.115	2.101	3.298	3.108	3.026	3.498	30.393
9	2.101	1.000	2.052	2.021	1.000	2.101	1.000	2.149	2.001	1.000	16.427
10	2.101	3.249	2.052	2.876	4.251	2.101	3.298	2.149	3.026	4.726	29.832
11	4.155	3.249	2.928	2.021	3.115	4.254	3.298	3.108	3.026	3.498	32.653
12	2.101	2.219	2.052	2.021	2.116	2.101	2.219	2.149	2.001	2.320	21.302
13	3.064	2.219	2.928	2.021	2.116	3.114	2.219	3.108	2.001	2.320	25.111
14	2.101	2.219	3.987	3.926	2.116	2.101	2.219	4.155	4.254	2.320	29.400
15	3.064	3.249	2.928	2.876	3.115	3.114	3.298	3.108	3.026	3.498	31.278
16	3.064	3.249	2.928	3.926	2.116	3.114	3.298	3.108	3.026	2.320	30.150
17	4.155	3.249	3.987	3.926	4.251	4.254	3.298	4.155	4.254	4.726	40.256
18	1.000	2.219	2.052	2.021	2.116	1.000	2.219	2.149	2.001	2.320	19.099
19	1.000	3.249	2.928	1.000	3.115	1.000	3.298	3.108	1.000	3.498	23.197
20	2.101	4.339	2.052	3.926	4.251	2.101	4.439	3.108	3.026	3.498	32.843
21	4.155	3.249	3.987	2.876	4.251	4.254	3.298	2.149	3.026	2.320	33.567
22	2.101	2.219	1.000	1.000	2.116	2.101	2.219	1.000	1.000	2.320	17.078
23	3.064	1.000	2.928	2.876	3.115	3.114	4.439	3.108	3.026	3.498	30.169
24	3.064	4.339	3.987	3.926	4.251	3.114	4.439	2.149	4.254	4.726	38.251
25	2.101	2.219	2.052	1.000	2.116	2.101	2.219	2.149	1.000	2.320	19.279
26	2.101	2.219	2.052	2.021	2.116	2.101	2.219	2.149	2.001	2.320	21.302
27	3.064	2.219	2.928	3.926	2.116	3.114	2.219	3.108	4.254	2.320	29.269
28	1.000	4.339	2.928	1.000	3.115	1.000	4.439	1.000	3.026	3.498	25.346
29	4.155	3.249	3.987	3.926	3.115	4.254	3.298	2.149	4.254	3.498	35.887
30	3.064	3.249	1.000	2.876	4.251	3.114	3.298	4.155	3.026	4.726	32.760



3. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kompensasi pada Sampel Kecil

Data Ordinal

No.	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Total
1	3	4	3	5	3	4	3	5	3	5	38
2	5	5	4	4	5	5	4	4	4	4	44
3	2	4	4	5	4	4	4	5	4	5	41
4	3	3	5	3	3	3	5	3	5	3	36
5	2	2	2	2	2	2	2	2	2	2	20
6	4	4	3	2	4	4	3	2	3	2	31
7	2	2	3	1	2	2	3	1	3	1	20
8	3	3	4	5	3	3	4	5	4	5	39
9	4	4	3	3	4	4	3	3	3	3	34
10	3	4	4	2	3	4	4	2	4	2	32
11	2	2	3	2	2	2	3	2	3	2	23
12	5	4	3	4	5	4	3	4	3	4	39
13	4	4	3	4	4	4	3	4	3	4	37
14	4	4	3	3	4	4	3	3	3	3	34
15	3	4	5	5	3	4	5	5	5	5	44
16	4	2	4	5	4	4	4	2	4	5	38
17	2	4	4	2	2	4	4	4	2	4	32
18	3	2	3	3	3	2	3	3	3	3	28
19	4	5	4	5	4	5	4	5	4	5	45
20	5	4	4	5	5	4	4	5	4	5	45
21	3	4	4	5	2	2	4	5	4	2	35
22	4	5	4	5	4	5	4	5	4	5	45
23	4	5	4	2	4	2	4	4	4	2	35
24	5	4	5	4	5	4	5	4	5	4	45
25	2	3	4	2	2	3	4	2	4	2	28
26	3	4	4	3	3	4	4	3	4	3	35
27	3	2	2	4	3	4	2	2	5	4	31
28	5	4	5	4	5	4	5	4	5	4	45
29	4	5	4	5	4	5	4	5	4	5	45
30	4	4	2	4	4	4	2	4	2	4	34

Data Interval

No.	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Total
1	2.003	2.583	2.052	4.318	1.959	2.633	2.052	4.386	2.052	4.386	28.425
2	3.899	3.899	3.122	3.354	3.899	4.014	3.122	3.398	3.070	3.398	35.175
3	1.000	2.583	3.122	4.318	2.803	2.633	3.122	4.386	3.070	4.386	31.422
4	2.003	1.723	4.370	2.838	1.959	1.723	4.370	2.838	4.254	2.838	28.915
5	1.000	1.000	1.000	2.137	1.000	1.000	1.000	2.137	1.000	2.137	13.411
6	2.847	2.583	2.052	2.137	2.803	2.633	2.052	2.137	2.052	2.137	23.434
7	1.000	1.000	2.052	1.000	1.000	1.000	2.052	1.000	2.052	1.000	13.157
8	2.003	1.723	3.122	4.318	1.959	1.723	3.122	4.386	3.070	4.386	29.810
9	2.847	2.583	2.052	2.838	2.803	2.633	2.052	2.838	2.052	2.838	25.538
10	2.003	2.583	3.122	2.137	1.959	2.633	3.122	2.137	3.070	2.137	24.903
11	1.000	1.000	2.052	2.137	1.000	1.000	2.052	2.137	2.052	2.137	16.567
12	3.899	2.583	2.052	3.354	3.899	2.633	2.052	3.398	2.052	3.398	29.322
13	2.847	2.583	2.052	3.354	2.803	2.633	2.052	3.398	2.052	3.398	27.174
14	2.847	2.583	2.052	2.838	2.803	2.633	2.052	2.838	2.052	2.838	25.538
15	2.003	2.583	4.370	4.318	1.959	2.633	4.370	4.386	4.254	4.386	35.262
16	2.847	1.000	3.122	4.318	2.803	2.633	3.122	2.137	3.070	4.386	29.437
17	1.000	2.583	3.122	2.137	1.000	2.633	3.122	3.398	1.000	3.398	23.393
18	2.003	1.000	2.052	2.838	1.959	1.000	2.052	2.838	2.052	2.838	20.634
19	2.847	3.899	3.122	4.318	2.803	4.014	3.122	4.386	3.070	4.386	35.966
20	3.899	2.583	3.122	4.318	3.899	2.633	3.122	4.386	3.070	4.386	35.417
21	2.003	2.583	3.122	4.318	1.000	1.000	3.122	4.386	3.070	2.137	26.740
22	2.847	3.899	3.122	4.318	2.803	4.014	3.122	4.386	3.070	4.386	35.966
23	2.847	3.899	3.122	2.137	2.803	1.000	3.122	3.398	3.070	2.137	27.534
24	3.899	2.583	4.370	3.354	3.899	2.633	4.370	3.398	4.254	3.398	36.159
25	1.000	1.723	3.122	2.137	1.000	1.723	3.122	2.137	3.070	2.137	21.169
26	2.003	2.583	3.122	2.838	1.959	2.633	3.122	2.838	3.070	2.838	27.007
27	2.003	1.000	1.000	3.354	1.959	2.633	1.000	2.137	4.254	3.398	22.739
28	3.899	2.583	4.370	3.354	3.899	2.633	4.370	3.398	4.254	3.398	36.159
29	2.847	3.899	3.122	4.318	2.803	4.014	3.122	4.386	3.070	4.386	35.966
30	2.847	2.583	1.000	3.354	2.803	2.633	1.000	3.398	1.000	3.398	24.017

4. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kinerja Karyawan pada Sampel Kecil

Data Ordinal

No.	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Total
1	4	4	4	3	4	4	3	4	4	3	4	4	45
2	4	4	4	4	3	4	4	3	4	4	3	4	45
3	4	4	4	4	4	3	4	4	3	4	4	3	45
4	3	2	3	3	2	3	3	2	3	3	2	3	32
5	3	3	3	3	3	3	3	3	3	3	3	3	36
6	2	2	3	2	2	3	2	2	3	2	2	3	28
7	5	4	5	5	4	2	5	4	5	5	4	3	51
8	3	3	3	3	3	3	3	3	3	3	3	3	36
9	4	2	4	4	2	4	4	2	4	4	2	4	40
10	4	4	2	4	4	4	4	4	2	4	4	4	44
11	4	2	3	4	2	3	4	2	3	4	2	3	36
12	5	2	2	2	5	4	2	5	4	2	5	4	42
13	3	2	5	2	4	5	5	4	5	5	2	2	44
14	3	3	4	3	3	4	3	3	4	3	3	4	40
15	4	5	4	4	5	2	4	2	4	2	5	4	45
16	5	5	5	5	5	5	5	5	5	5	5	5	60
17	4	4	4	4	4	4	4	4	4	4	4	4	48
18	4	4	4	4	4	4	3	4	4	3	4	4	46
19	4	4	4	4	4	4	4	3	4	4	3	4	46
20	4	4	4	4	4	4	4	4	3	4	4	3	46
21	2	5	4	5	2	4	2	5	2	4	5	4	44
22	4	3	4	4	3	4	4	3	4	4	2	4	43
23	4	4	3	4	4	3	4	4	3	4	4	1	42
24	3	3	3	3	3	3	3	3	3	3	3	3	36
25	4	4	2	4	4	2	4	4	2	4	4	2	40
26	3	2	3	3	2	3	3	2	3	3	2	3	32
27	2	5	4	4	2	4	4	2	4	4	2	4	41
28	3	4	4	3	4	4	3	4	4	3	4	4	44
29	4	4	4	4	4	4	4	4	4	4	4	4	48
30	3	4	4	3	4	4	3	4	4	3	4	4	44

Data Interval

No.	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Total
1	3.177	2.678	3.132	2.052	2.779	3.237	2.101	2.824	3.222	2.101	2.688	3.825	33.817
2	3.177	2.678	3.132	3.177	1.875	3.237	3.222	1.920	3.222	3.222	1.887	3.825	34.574
3	3.177	2.678	3.132	3.177	2.779	2.052	3.222	2.824	2.101	3.222	2.688	2.573	33.625
4	2.052	1.000	2.001	2.052	1.000	2.052	2.101	1.000	2.101	2.101	1.000	2.573	21.036
5	2.052	1.830	2.001	2.052	1.875	2.052	2.101	1.920	2.101	2.101	1.887	2.573	24.549
6	1.000	1.000	2.001	1.000	1.000	2.052	1.000	1.000	2.101	1.000	1.000	2.573	16.728
7	4.510	2.678	4.510	4.510	2.779	1.000	4.510	2.824	4.510	4.510	2.688	2.573	41.602
8	2.052	1.830	2.001	2.052	1.875	2.052	2.101	1.920	2.101	2.101	1.887	2.573	24.549
9	3.177	1.000	3.132	3.177	1.000	3.237	3.222	1.000	3.222	3.222	1.000	3.825	30.213
10	3.177	2.678	1.000	3.177	2.779	3.237	3.222	2.824	1.000	3.222	2.688	3.825	32.828
11	3.177	1.000	2.001	3.177	1.000	2.052	3.222	1.000	2.101	3.222	1.000	2.573	25.525
12	4.510	1.000	1.000	1.000	4.067	3.237	1.000	4.067	3.222	1.000	3.847	3.825	31.774
13	2.052	1.000	4.510	1.000	2.779	4.695	4.510	2.824	4.510	4.510	1.000	1.708	35.098
14	2.052	1.830	3.132	2.052	1.875	3.237	2.101	1.920	3.222	2.101	1.887	3.825	29.236
15	3.177	3.926	3.132	3.177	4.067	1.000	3.222	1.000	3.222	1.000	3.847	3.825	34.594
16	4.510	3.926	4.510	4.510	4.067	4.695	4.510	4.067	4.510	4.510	3.847	5.454	53.115
17	3.177	2.678	3.132	3.177	2.779	3.237	3.222	2.824	3.222	3.222	2.688	3.825	37.182
18	3.177	2.678	3.132	3.177	2.779	3.237	2.101	2.824	3.222	2.101	2.688	3.825	34.941
19	3.177	2.678	3.132	3.177	2.779	3.237	3.222	1.920	3.222	3.222	1.887	3.825	35.477
20	3.177	2.678	3.132	3.177	2.779	3.237	3.222	2.824	2.101	3.222	2.688	2.573	34.810
21	1.000	3.926	3.132	4.510	1.000	3.237	1.000	4.067	1.000	3.222	3.847	3.825	33.766
22	3.177	1.830	3.132	3.177	1.875	3.237	3.222	1.920	3.222	3.222	1.000	3.825	32.839
23	3.177	2.678	2.001	3.177	2.779	2.052	3.222	2.824	2.101	3.222	2.688	1.000	30.921
24	2.052	1.830	2.001	2.052	1.875	2.052	2.101	1.920	2.101	2.101	1.887	2.573	24.549
25	3.177	2.678	1.000	3.177	2.779	1.000	3.222	2.824	1.000	3.222	2.688	1.708	28.474
26	2.052	1.000	2.001	2.052	1.000	2.052	2.101	1.000	2.101	2.101	1.000	2.573	21.036
27	1.000	3.926	3.132	3.177	1.000	3.237	3.222	1.000	3.222	3.222	1.000	3.825	30.963
28	2.052	2.678	3.132	2.052	2.779	3.237	2.101	2.824	3.222	2.101	2.688	3.825	32.692
29	3.177	2.678	3.132	3.177	2.779	3.237	3.222	2.824	3.222	3.222	2.688	3.825	37.182
30	2.052	2.678	3.132	2.052	2.779	3.237	2.101	2.824	3.222	2.101	2.688	3.825	32.692



5. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Keterlibatan Kerja pada Sampel Besar

Data Ordinal

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1
1	3	3	4	2	3	4	4	2	2	4	31
2	2	3	3	3	3	3	3	3	2	3	28
3	3	3	3	3	2	3	3	2	3	3	28
4	4	3	4	2	3	3	5	3	2	3	32
5	3	2	3	2	3	4	3	3	3	4	30
6	2	3	4	3	2	4	4	2	2	4	30
7	3	3	4	3	3	4	4	3	3	4	34
8	4	4	3	3	4	3	4	3	3	4	35
9	4	4	4	4	4	3	3	3	4	3	36
10	4	4	4	4	4	4	3	4	4	4	39
11	4	3	4	3	4	4	4	3	4	3	36
12	4	4	4	3	4	4	4	4	4	4	39
13	2	2	2	2	2	2	2	2	2	2	20
14	2	2	3	2	2	2	2	2	2	2	21
15	2	2	2	2	3	2	2	2	2	2	21
16	3	3	4	3	3	3	4	3	3	3	32
17	3	3	4	3	3	4	4	4	3	4	35
18	5	4	5	4	4	4	4	4	5	4	43
19	4	4	4	3	3	2	4	3	2	3	32
20	4	3	4	3	2	4	4	3	2	4	33
21	4	5	4	2	3	4	4	3	3	4	36
22	3	2	3	3	3	4	3	3	3	4	31
23	3	3	4	3	4	3	4	3	4	3	34
24	4	2	4	2	3	4	4	3	3	4	33
25	3	4	4	4	3	4	4	4	3	4	37
26	3	3	4	4	3	4	4	4	4	4	37
27	3	4	4	4	4	4	4	3	4	4	38
28	3	3	4	2	3	4	4	3	3	4	33
29	4	4	4	4	4	4	4	4	4	4	40
30	5	4	5	4	4	4	5	4	5	4	44
31	3	3	5	4	3	5	5	4	3	5	40
32	5	5	4	4	4	4	4	4	4	4	42
33	4	5	4	4	4	5	4	4	4	5	43
34	3	2	3	2	3	3	3	3	3	3	28
35	3	3	2	3	3	3	2	3	3	3	28

Data Interval

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1
1	2.190	2.171	3.118	1.000	2.304	3.152	3.021	1.000	1.000	3.288	22.244
2	1.000	2.171	1.910	2.152	2.304	1.972	1.883	2.289	1.000	2.052	18.732
3	2.190	2.171	1.910	2.152	1.000	1.972	1.883	1.000	2.142	2.052	18.472
4	3.268	2.171	3.118	1.000	2.304	1.972	4.518	2.289	1.000	2.052	23.691
5	2.190	1.000	1.910	1.000	2.304	3.152	1.883	2.289	2.142	3.288	21.156
6	1.000	2.171	3.118	2.152	1.000	3.152	3.021	1.000	1.000	3.288	20.903
7	2.190	2.171	3.118	2.152	2.304	3.152	3.021	2.289	2.142	3.288	25.827
8	3.268	3.175	1.910	2.152	3.652	1.972	3.021	2.289	2.142	3.288	26.868
9	3.268	3.175	3.118	3.319	3.652	1.972	1.883	2.289	3.139	2.052	27.866
10	3.268	3.175	3.118	3.319	3.652	3.152	1.883	3.613	3.139	3.288	31.607
11	3.268	2.171	3.118	2.152	3.652	3.152	3.021	2.289	3.139	2.052	28.014
12	3.268	3.175	3.118	2.152	3.652	3.152	3.021	3.613	3.139	3.288	31.579
13	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	10.000
14	1.000	1.000	1.910	1.000	1.000	1.000	1.000	1.000	1.000	1.000	10.910
15	1.000	1.000	1.000	1.000	2.304	1.000	1.000	1.000	1.000	1.000	11.304
16	2.190	2.171	3.118	2.152	2.304	1.972	3.021	2.289	2.142	2.052	23.411
17	2.190	2.171	3.118	2.152	2.304	3.152	3.021	3.613	2.142	3.288	27.151
18	4.406	3.175	4.654	3.319	3.652	3.152	3.021	3.613	4.261	3.288	36.540
19	3.268	3.175	3.118	2.152	2.304	1.000	3.021	2.289	1.000	2.052	23.379
20	3.268	2.171	3.118	2.152	1.000	3.152	3.021	2.289	1.000	3.288	24.459
21	3.268	4.227	3.118	1.000	2.304	3.152	3.021	2.289	2.142	3.288	27.808
22	2.190	1.000	1.910	2.152	2.304	3.152	1.883	2.289	2.142	3.288	22.309
23	2.190	2.171	3.118	2.152	3.652	1.972	3.021	2.289	3.139	2.052	25.757
24	3.268	1.000	3.118	1.000	2.304	3.152	3.021	2.289	2.142	3.288	24.581
25	2.190	3.175	3.118	3.319	2.304	3.152	3.021	3.613	2.142	3.288	29.322
26	2.190	2.171	3.118	3.319	2.304	3.152	3.021	3.613	3.139	3.288	29.316
27	2.190	3.175	3.118	3.319	3.652	3.152	3.021	2.289	3.139	3.288	30.343
28	2.190	2.171	3.118	1.000	2.304	3.152	3.021	2.289	2.142	3.288	24.674
29	3.268	3.175	3.118	3.319	3.652	3.152	3.021	3.613	3.139	3.288	32.745
30	4.406	3.175	4.654	3.319	3.652	3.152	4.518	3.613	4.261	3.288	38.037
31	2.190	2.171	4.654	3.319	2.304	4.697	4.518	3.613	2.142	4.833	34.440
32	4.406	4.227	3.118	3.319	3.652	3.152	3.021	3.613	3.139	3.288	34.936
33	3.268	4.227	3.118	3.319	3.652	4.697	3.021	3.613	3.139	4.833	36.888
34	2.190	1.000	1.910	1.000	2.304	1.972	1.883	2.289	2.142	2.052	18.741
35	2.190	2.171	1.000	2.152	2.304	1.972	1.000	2.289	2.142	2.052	19.271

6. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Lingkungan Kerja pada Sampel Besar

Data Ordinal

No.	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2
1	4	2	4	3	4	2	2	4	4	2	31
2	3	3	1	2	3	3	3	2	3	2	25
3	2	3	1	2	2	3	3	3	3	3	25
4	4	3	1	3	4	3	3	3	4	3	31
5	3	3	2	2	4	3	3	4	3	3	30
6	3	3	3	4	3	3	3	3	3	3	31
7	2	3	2	3	3	3	3	3	3	3	28
8	3	4	3	3	3	4	3	4	3	4	34
9	3	3	1	1	3	3	3	2	3	3	25
10	3	3	3	1	3	2	3	3	3	3	27
11	4	4	4	4	3	4	3	4	4	4	38
12	3	3	1	3	3	3	2	3	3	3	27
13	3	3	1	3	3	3	3	3	3	3	28
14	3	3	3	3	3	3	3	3	3	3	30
15	3	3	1	1	3	3	3	3	2	3	25
16	3	3	1	2	2	2	2	2	2	2	21
17	3	4	3	4	3	4	4	4	4	4	37
18	4	4	4	4	4	4	4	3	4	4	39
19	3	3	2	3	3	3	3	3	3	4	30
20	4	3	4	4	3	4	4	3	4	3	36
21	3	4	1	2	1	1	3	3	1	3	22
22	3	3	3	3	3	4	3	3	3	3	31
23	4	4	4	4	4	3	4	3	4	4	38
24	3	4	3	4	3	4	3	4	3	3	34
25	4	3	3	3	4	3	4	3	4	3	34
26	4	4	3	4	4	3	4	3	4	3	36
27	3	3	2	2	4	3	4	3	4	4	32
28	3	3	3	3	2	3	3	3	2	3	28
29	4	4	4	4	4	4	4	4	4	4	40
30	4	3	4	3	3	3	3	3	3	4	33
31	3	3	2	3	3	4	3	3	3	3	30
32	3	3	2	3	3	4	3	3	3	3	30
33	2	3	2	1	3	2	3	1	3	2	22
34	3	3	1	3	3	3	3	3	3	3	28
35	3	3	1	1	3	3	3	2	3	2	24

Data Interval

No.	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2
1	4.017	1.000	3.529	2.655	4.541	1.884	1.000	4.687	4.416	1.000	28.729
2	2.535	2.927	1.000	1.826	3.081	3.087	2.614	1.884	3.004	1.000	22.958
3	1.000	2.927	1.000	1.826	1.795	3.087	2.614	3.204	3.004	2.418	22.874
4	4.017	2.927	1.000	2.655	4.541	3.087	2.614	3.204	4.416	2.418	30.879
5	2.535	2.927	1.910	1.826	4.541	3.087	2.614	4.687	3.004	2.418	29.549
6	2.535	2.927	2.545	3.834	3.081	3.087	2.614	3.204	3.004	2.418	29.249
7	1.000	2.927	1.910	2.655	3.081	3.087	2.614	3.204	3.004	2.418	25.901
8	2.535	4.541	2.545	2.655	3.081	4.477	2.614	4.687	3.004	3.834	33.972
9	2.535	2.927	1.000	1.000	3.081	3.087	2.614	1.884	3.004	2.418	23.550
10	2.535	2.927	2.545	1.000	3.081	1.884	2.614	3.204	3.004	2.418	25.213
11	4.017	4.541	3.529	3.834	3.081	4.477	2.614	4.687	4.416	3.834	39.029
12	2.535	2.927	1.000	2.655	3.081	3.087	1.000	3.204	3.004	2.418	24.912
13	2.535	2.927	1.000	2.655	3.081	3.087	2.614	3.204	3.004	2.418	26.526
14	2.535	2.927	2.545	2.655	3.081	3.087	2.614	3.204	3.004	2.418	28.070
15	2.535	2.927	1.000	1.000	3.081	3.087	2.614	3.204	1.795	2.418	23.661
16	2.535	2.927	1.000	1.826	1.795	1.884	1.000	1.884	1.795	1.000	17.645
17	2.535	4.541	2.545	3.834	3.081	4.477	4.151	4.687	4.416	3.834	38.100
18	4.017	4.541	3.529	3.834	4.541	4.477	4.151	3.204	4.416	3.834	40.543
19	2.535	2.927	1.910	2.655	3.081	3.087	2.614	3.204	3.004	3.834	28.851
20	4.017	2.927	3.529	3.834	3.081	4.477	4.151	3.204	4.416	2.418	36.053
21	2.535	4.541	1.000	1.826	1.000	1.000	2.614	3.204	1.000	2.418	21.138
22	2.535	2.927	2.545	2.655	3.081	4.477	2.614	3.204	3.004	2.418	29.460
23	4.017	4.541	3.529	3.834	4.541	3.087	4.151	3.204	4.416	3.834	39.153
24	2.535	4.541	2.545	3.834	3.081	4.477	2.614	4.687	3.004	2.418	33.735
25	4.017	2.927	2.545	2.655	4.541	3.087	4.151	3.204	4.416	2.418	33.960
26	4.017	4.541	2.545	3.834	4.541	3.087	4.151	3.204	4.416	2.418	36.753
27	2.535	2.927	1.910	1.826	4.541	3.087	4.151	3.204	4.416	3.834	32.431
28	2.535	2.927	2.545	2.655	1.795	3.087	2.614	3.204	1.795	2.418	25.574
29	4.017	4.541	3.529	3.834	4.541	4.477	4.151	4.687	4.416	3.834	42.025
30	4.017	2.927	3.529	2.655	3.081	3.087	2.614	3.204	3.004	3.834	31.952
31	2.535	2.927	1.910	2.655	3.081	4.477	2.614	3.204	3.004	2.418	28.825
32	2.535	2.927	1.910	2.655	3.081	4.477	2.614	3.204	3.004	2.418	28.825
33	1.000	2.927	1.910	1.000	3.081	1.884	2.614	1.000	3.004	1.000	19.420
34	2.535	2.927	1.000	2.655	3.081	3.087	2.614	3.204	3.004	2.418	26.526
35	2.535	2.927	1.000	1.000	3.081	3.087	2.614	1.884	3.004	1.000	22.132

7. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Kompensasi pada Sampel Besar

Data Ordinal

No.	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3
1	3	2	3	2	4	3	4	4	2	3	30
2	3	4	3	3	3	2	3	3	3	3	30
3	3	3	3	3	3	3	3	3	3	3	30
4	3	3	3	2	3	2	3	3	2	3	27
5	2	3	2	3	2	3	3	3	3	3	27
6	2	3	3	2	3	1	3	3	3	2	25
7	3	3	3	3	3	2	1	3	3	3	27
8	3	3	4	3	3	2	4	4	3	4	33
9	2	3	4	2	4	3	2	4	2	3	29
10	4	4	4	4	3	2	3	2	3	3	32
11	4	4	2	3	4	4	4	4	4	4	37
12	3	4	3	3	3	3	2	3	3	3	30
13	3	3	2	3	2	3	1	3	2	3	25
14	2	3	3	1	3	3	1	3	3	2	24
15	3	3	2	3	3	2	2	1	2	3	24
16	4	4	3	3	4	3	1	3	4	3	32
17	4	4	5	4	4	4	5	4	5	4	43
18	3	4	4	4	3	2	3	2	3	3	31
19	3	2	3	3	3	3	2	3	3	3	28
20	3	3	3	3	3	3	3	3	3	4	31
21	3	3	2	3	2	3	3	3	3	3	28
22	4	4	3	3	4	4	1	3	4	3	33
23	3	3	3	3	3	4	3	3	3	3	31
24	3	4	3	4	4	3	3	4	3	3	34
25	4	4	4	5	4	5	4	4	4	5	43
26	3	4	3	3	4	3	2	4	3	4	33
27	3	4	4	3	5	4	4	4	4	4	39
28	3	3	3	3	3	2	3	2	3	3	28
29	5	5	4	4	4	4	4	5	4	4	43
30	4	4	3	4	4	4	4	4	4	4	39
31	4	4	3	3	4	4	3	3	4	4	36
32	4	4	3	3	4	4	3	3	4	4	36
33	4	4	3	3	4	4	3	3	4	4	36
34	3	2	2	3	3	3	2	1	3	2	24
35	2	3	3	3	3	3	1	1	2	3	24

Data Interval

No.	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3
1	2.341	1.000	2.404	1.884	3.645	3.211	3.670	3.840	1.000	2.458	25.454
2	2.341	3.556	2.404	3.204	2.341	2.162	2.636	2.631	2.289	2.458	26.022
3	2.341	2.262	2.404	3.204	2.341	3.211	2.636	2.631	2.289	2.458	25.777
4	2.341	2.262	2.404	1.884	2.341	2.162	2.636	2.631	1.000	2.458	22.119
5	1.000	2.262	1.000	3.204	1.000	3.211	2.636	2.631	2.289	2.458	21.691
6	1.000	2.262	2.404	1.884	2.341	1.000	2.636	2.631	2.289	1.000	19.447
7	2.341	2.262	2.404	3.204	2.341	2.162	1.000	2.631	2.289	2.458	23.092
8	2.341	2.262	3.670	3.204	2.341	2.162	3.670	3.840	2.289	3.789	29.569
9	1.000	2.262	3.670	1.884	3.645	3.211	1.824	3.840	1.000	2.458	24.795
10	3.593	3.556	3.670	4.539	2.341	2.162	2.636	1.686	2.289	2.458	28.929
11	3.593	3.556	1.000	3.204	3.645	4.300	3.670	3.840	3.498	3.789	34.095
12	2.341	3.556	2.404	3.204	2.341	3.211	1.824	2.631	2.289	2.458	26.260
13	2.341	2.262	1.000	3.204	1.000	3.211	1.000	2.631	1.000	2.458	20.108
14	1.000	2.262	2.404	1.000	2.341	3.211	1.000	2.631	2.289	1.000	19.138
15	2.341	2.262	1.000	3.204	2.341	2.162	1.824	1.000	1.000	2.458	19.592
16	3.593	3.556	2.404	3.204	3.645	3.211	1.000	2.631	3.498	2.458	29.200
17	3.593	3.556	4.771	4.539	3.645	4.300	4.771	3.840	4.771	3.789	41.575
18	2.341	3.556	3.670	4.539	2.341	2.162	2.636	1.686	2.289	2.458	27.677
19	2.341	1.000	2.404	3.204	2.341	3.211	1.824	2.631	2.289	2.458	23.704
20	2.341	2.262	2.404	3.204	2.341	3.211	2.636	2.631	2.289	3.789	27.108
21	2.341	2.262	1.000	3.204	1.000	3.211	2.636	2.631	2.289	2.458	23.032
22	3.593	3.556	2.404	3.204	3.645	4.300	1.000	2.631	3.498	2.458	30.289
23	2.341	2.262	2.404	3.204	2.341	4.300	2.636	2.631	2.289	2.458	26.866
24	2.341	3.556	2.404	4.539	3.645	3.211	2.636	3.840	2.289	2.458	30.919
25	3.593	3.556	3.670	5.574	3.645	5.574	3.670	3.840	3.498	5.114	41.734
26	2.341	3.556	2.404	3.204	3.645	3.211	1.824	3.840	2.289	3.789	30.103
27	2.341	3.556	3.670	3.204	5.114	4.300	3.670	3.840	3.498	3.789	36.983
28	2.341	2.262	2.404	3.204	2.341	2.162	2.636	1.686	2.289	2.458	23.782
29	4.866	5.114	3.670	4.539	3.645	4.300	3.670	5.114	3.498	3.789	42.205
30	3.593	3.556	2.404	4.539	3.645	4.300	3.670	3.840	3.498	3.789	36.833
31	3.593	3.556	2.404	3.204	3.645	4.300	2.636	2.631	3.498	3.789	33.255
32	3.593	3.556	2.404	3.204	3.645	4.300	2.636	2.631	3.498	3.789	33.255
33	3.593	3.556	2.404	3.204	3.645	4.300	2.636	2.631	3.498	3.789	33.255
34	2.341	1.000	1.000	3.204	2.341	3.211	1.824	1.000	2.289	1.000	19.211
35	1.000	2.262	2.404	3.204	2.341	3.211	1.000	1.000	1.000	2.458	19.880

8. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Kinerja Karyawan pada Sampel Besar

Data Ordinal

No.	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y
1	3	2	2	3	2	3	4	2	4	2	3	2	32
2	3	2	5	3	3	2	3	2	2	2	2	3	32
3	3	2	2	2	2	3	2	3	2	3	2	5	31
4	3	2	3	2	2	3	3	3	3	3	3	3	33
5	3	3	3	2	3	2	3	3	3	2	3	3	33
6	2	3	3	2	2	2	3	3	3	3	3	3	32
7	3	3	3	3	3	3	3	3	3	3	3	3	36
8	3	3	3	3	3	4	4	3	4	4	4	5	43
9	3	3	3	3	3	3	3	3	2	3	3	2	34
10	3	4	3	3	4	3	3	3	3	3	3	3	38
11	5	5	5	3	2	4	5	5	5	5	5	5	54
12	2	2	2	3	3	3	3	3	4	3	4	5	37
13	3	2	3	2	3	2	2	2	2	2	3	2	28
14	2	2	2	2	3	2	3	2	3	2	2	2	27
15	2	2	2	2	2	3	2	3	2	3	2	3	28
16	2	3	2	3	2	3	2	2	2	2	2	5	30
17	5	5	4	5	4	5	5	5	5	4	4	3	54
18	5	5	5	4	5	4	5	4	5	5	4	5	56
19	2	3	3	2	3	2	3	2	3	2	3	3	31
20	3	2	3	3	2	3	5	2	5	2	2	5	37
21	3	2	2	2	2	3	3	2	3	2	3	2	29
22	4	3	4	4	3	3	3	4	3	3	3	3	40
23	3	3	3	3	3	4	3	4	3	3	3	3	38
24	3	3	5	3	3	3	3	3	3	3	5	5	42
25	5	3	3	3	3	4	4	3	4	3	4	4	43
26	4	4	5	5	4	3	3	3	3	3	3	5	45
27	3	4	5	5	4	5	4	4	4	3	4	5	50
28	2	3	3	3	3	3	3	3	3	3	3	3	35
29	3	3	5	3	3	3	3	3	3	3	5	5	42
30	5	3	5	5	4	5	4	5	4	5	4	4	53

Data Interval

No.	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y
1	2.285	1.000	1.000	2.254	1.000	2.283	3.238	1.000	2.991	1.000	2.246	1.000	21.297
2	2.285	1.000	3.508	2.254	2.244	1.000	2.289	1.000	1.000	1.000	1.000	2.097	20.677
3	2.285	1.000	1.000	1.000	1.000	2.283	1.000	2.333	1.000	2.390	1.000	3.418	19.708
4	2.285	1.000	2.142	1.000	1.000	2.283	2.289	2.333	2.135	2.390	2.246	2.097	23.198
5	2.285	2.306	2.142	1.000	2.244	1.000	2.289	2.333	2.135	1.000	2.246	2.097	23.075
6	1.000	2.306	2.142	1.000	1.000	1.000	2.289	2.333	2.135	2.390	2.246	2.097	21.936
7	2.285	2.306	2.142	2.254	2.244	2.283	2.289	2.333	2.135	2.390	2.246	2.097	27.002
8	2.285	2.306	2.142	2.254	2.244	3.255	3.238	2.333	2.991	3.398	3.208	3.418	33.071
9	2.285	2.306	2.142	2.254	2.244	2.283	2.289	2.333	1.000	2.390	2.246	1.000	24.770
10	2.285	3.269	2.142	2.254	3.315	2.283	2.289	2.333	2.135	2.390	2.246	2.097	29.037
11	3.903	4.017	3.508	2.254	1.000	3.255	4.064	4.081	3.903	4.017	4.091	3.418	41.511
12	1.000	1.000	1.000	2.254	2.244	2.283	2.289	2.333	2.991	2.390	3.208	3.418	26.408
13	2.285	1.000	2.142	1.000	2.244	1.000	1.000	1.000	1.000	1.000	2.246	1.000	16.916
14	1.000	1.000	1.000	1.000	2.244	1.000	2.289	1.000	2.135	1.000	1.000	1.000	15.668
15	1.000	1.000	1.000	1.000	1.000	2.283	1.000	2.333	1.000	2.390	1.000	2.097	17.102
16	1.000	2.306	1.000	2.254	1.000	2.283	1.000	1.000	1.000	1.000	1.000	3.418	18.261
17	3.903	4.017	2.780	3.738	3.315	4.091	4.064	4.081	3.903	3.398	3.208	2.097	42.595
18	3.903	4.017	3.508	3.049	4.416	3.255	4.064	3.334	3.903	4.017	3.208	3.418	44.091
19	1.000	2.306	2.142	1.000	2.244	1.000	2.289	1.000	2.135	1.000	2.246	2.097	20.458
20	2.285	1.000	2.142	2.254	1.000	2.283	4.064	1.000	3.903	1.000	1.000	3.418	25.349
21	2.285	1.000	1.000	1.000	1.000	2.283	2.289	1.000	2.135	1.000	2.246	1.000	18.238
22	3.171	2.306	2.780	3.049	2.244	2.283	2.289	3.334	2.135	2.390	2.246	2.097	30.323
23	2.285	2.306	2.142	2.254	2.244	3.255	2.289	3.334	2.135	2.390	2.246	2.097	28.976
24	2.285	2.306	3.508	2.254	2.244	2.283	2.289	2.333	2.135	2.390	4.091	3.418	31.535
25	3.903	2.306	2.142	2.254	2.244	3.255	3.238	2.333	2.991	2.390	3.208	2.653	32.917
26	3.171	3.269	3.508	3.738	3.315	2.283	2.289	2.333	2.135	2.390	2.246	3.418	34.095
27	2.285	3.269	3.508	3.738	3.315	4.091	3.238	3.334	2.991	2.390	3.208	3.418	38.785
28	1.000	2.306	2.142	2.254	2.244	2.283	2.289	2.333	2.135	2.390	2.246	2.097	25.717
29	2.285	2.306	3.508	2.254	2.244	2.283	2.289	2.333	2.135	2.390	4.091	3.418	31.535
30	3.903	2.306	3.508	3.738	3.315	4.091	3.238	4.081	2.991	4.017	3.208	2.653	41.050



9. Tabulasi Data Analisis Regresi Linier Berganda

No.	X ₁	X ₂	X ₃	Y
1	22.244	28.729	25.454	21.297
2	18.732	22.958	26.022	20.677
3	18.472	22.874	25.777	19.708
4	23.691	30.879	22.119	23.198
5	21.156	29.549	21.691	23.075
6	20.903	29.249	19.447	21.936
7	25.827	25.901	23.092	27.002
8	26.868	33.972	29.569	33.071
9	27.866	23.550	24.795	24.770
10	31.607	25.213	28.929	29.037
11	28.014	39.029	34.095	41.511
12	31.579	24.912	26.260	26.408
13	10.000	26.526	20.108	16.916
14	10.910	28.070	19.138	15.668
15	11.304	23.661	19.592	17.102
16	23.411	17.645	29.200	18.261
17	27.151	38.100	41.575	42.595
18	36.540	40.543	27.677	44.091
19	23.379	28.851	23.704	20.458
20	24.459	36.053	27.108	25.349
21	27.808	21.138	23.032	18.238
22	22.309	29.460	30.289	30.323
23	25.757	39.153	26.866	28.976
24	24.581	33.735	30.919	31.535
25	29.322	33.960	41.734	32.917
26	29.316	36.753	30.103	34.095
27	30.343	32.431	36.983	38.785
28	24.674	25.574	23.782	25.717
29	32.745	42.025	42.205	31.535
30	38.037	31.952	36.833	41.050
31	34.440	28.825	33.255	34.294
32	34.936	28.825	33.255	34.951
33	36.888	19.420	33.255	35.879
34	18.741	26.526	19.211	17.091
35	19.271	22.132	19.880	18.566

LAMPIRAN 3
HASIL OUTPUT SPSS

1. Output SPSS Uji Validitas dan Reliabilitas Kuesioner Keterlibatan Kerja pada Sampel Kecil

Output SPSS Uji Validitas Kuesioner Keterlibatan Kerja

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
X1.1	Pearson Correlation	1	.233	.151	.466**	.357	.383*	.516**	.481**	.327	.466**	.714**
	Sig. (2-tailed)		.215	.425	.009	.053	.037	.004	.007	.078	.009	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.233	1	.349	.320	.152	.156	.454*	.175	.139	.240	.525**
	Sig. (2-tailed)	.215		.059	.085	.421	.411	.012	.355	.465	.201	.003
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.151	.349	1	.205	.250	.463*	.270	.105	.512**	.166	.566**
	Sig. (2-tailed)	.425	.059		.278	.183	.010	.148	.581	.004	.382	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.466**	.320	.205	1	.485**	.403*	.123	.323	.403*	.145	.629**
	Sig. (2-tailed)	.009	.085	.278		.007	.027	.519	.082	.027	.445	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.357	.152	.250	.485**	1	.308	-.079	.439*	.337	-.008	.527**
	Sig. (2-tailed)	.053	.421	.183	.007		.098	.676	.015	.068	.968	.003
	N	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.383*	.156	.463*	.403*	.308	1	.286	.313	.974**	.350	.754**
	Sig. (2-tailed)	.037	.411	.010	.027	.098		.125	.092	.000	.058	.000

	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.516**	.454*	.270	.123	-.079	.286	1	.067	.316	.442*	.555**
	Sig. (2-tailed)	.004	.012	.148	.519	.676	.125		.725	.089	.015	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.481**	.175	.105	.323	.439*	.313	.067	1	.304	.299	.569**
	Sig. (2-tailed)	.007	.355	.581	.082	.015	.092	.725		.102	.109	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.327	.139	.512**	.403*	.337	.974**	.316	.304	1	.291	.749**
	Sig. (2-tailed)	.078	.465	.004	.027	.068	.000	.089	.102		.118	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.466**	.240	.166	.145	-.008	.350	.442*	.299	.291	1	.552**
	Sig. (2-tailed)	.009	.201	.382	.445	.968	.058	.015	.109	.118		.002
	N	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.714**	.525**	.566**	.629**	.527**	.754**	.555**	.569**	.749**	.552**	1
	Sig. (2-tailed)	.000	.003	.001	.000	.003	.000	.001	.001	.000	.002	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner Keterlibatan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.816	10



X2.8	Pearson Correlation	.416*	.230	.515**	.495**	.075	.372*	.087	1	.406*	.257	.577**
	Sig. (2-tailed)	.022	.221	.004	.005	.695	.043	.646		.026	.171	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.501**	.390*	.611**	.868**	.309	.510**	.396*	.406*	1	.343	.798**
	Sig. (2-tailed)	.005	.033	.000	.000	.096	.004	.030	.026		.064	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.265	.500**	.149	.242	.780**	.266	.508**	.257	.343	1	.643**
	Sig. (2-tailed)	.157	.005	.432	.197	.000	.156	.004	.171	.064		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.719**	.599**	.667**	.744**	.626**	.695**	.614**	.577**	.798**	.643**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner Lingkungan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.862	10



X3.8	Pearson Correlation	.324	.638**	.382*	.819**	.358	.433*	.382*	1	.218	.748**	.757**
	Sig. (2-tailed)	.081	.000	.037	.000	.052	.017	.037		.248	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.278	.136	.709**	.376*	.286	.201	.709**	.218	1	.274	.599**
	Sig. (2-tailed)	.137	.472	.000	.040	.125	.288	.000	.248		.142	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.356	.356	.280	.878**	.471**	.658**	.280	.748**	.274	1	.757**
	Sig. (2-tailed)	.054	.053	.134	.000	.009	.000	.134	.000	.142		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.679**	.695**	.667**	.758**	.720**	.709**	.667**	.757**	.599**	.757**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner Kompensasi

Reliability Statistics

Cronbach's Alpha	N of Items
.885	10



Y.8	Pearson Correlation	.385*	.424*	.150	.210	.652**	.377*	.052	1	.096	.314	.762**	.104	.669**
	Sig. (2-tailed)	.036	.020	.430	.265	.000	.040	.784		.614	.091	.000	.583	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.353	.063	.743**	-.010	.375*	.402*	.432*	.096	1	.225	.008	.364*	.540**
	Sig. (2-tailed)	.056	.742	.000	.957	.041	.028	.017	.614		.231	.966	.048	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.301	.272	.482**	.612**	.071	.293	.793**	.314	.225	1	-.033	-.100	.567**
	Sig. (2-tailed)	.106	.146	.007	.000	.709	.117	.000	.091	.231		.864	.601	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.11	Pearson Correlation	.441*	.659**	.058	.360	.746**	.009	-.033	.762**	.008	-.033	1	.260	.646**
	Sig. (2-tailed)	.015	.000	.763	.051	.000	.964	.864	.000	.966	.864		.166	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson Correlation	.134	.334	.319	.238	.127	.493**	-.100	.104	.364*	-.100	.260	1	.436*
	Sig. (2-tailed)	.479	.071	.086	.205	.503	.006	.601	.583	.048	.601	.166		.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.614**	.687**	.616**	.608**	.705**	.420*	.580**	.669**	.540**	.567**	.646**	.436*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.021	.001	.000	.002	.001	.000	.016	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
.833	12

X1.8	Pearson Correlation	.617**	.561**	.598**	.698**	.624**	.607**	.498**	1	.693**	.629**	.851**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.002		.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X1.9	Pearson Correlation	.647**	.505**	.526**	.669**	.785**	.462**	.298	.693**	1	.401*	.782**
	Sig. (2-tailed)	.000	.002	.001	.000	.000	.005	.082	.000		.017	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X1.10	Pearson Correlation	.418*	.472**	.614**	.479**	.326	.932**	.605**	.629**	.401*	1	.765**
	Sig. (2-tailed)	.013	.004	.000	.004	.056	.000	.000	.000	.017		.000
	N	35	35	35	35	35	35	35	35	35	35	35
Total	Pearson Correlation	.772**	.751**	.813**	.752**	.726**	.745**	.705**	.851**	.782**	.765**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35

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

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

Output SPSS Uji Reliabilitas Kuesioner Keterlibatan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.922	10



X2.8	Pearson Correlation	.344*	.327	.501**	.568**	.281	.443**	.141	1	.336*	.538**	.646**
	Sig. (2-tailed)	.043	.056	.002	.000	.101	.008	.418		.049	.001	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X2.9	Pearson Correlation	.595**	.166	.566**	.552**	.797**	.423*	.567**	.336*	1	.370*	.774**
	Sig. (2-tailed)	.000	.339	.000	.001	.000	.011	.000	.049		.029	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X2.10	Pearson Correlation	.335*	.581**	.478**	.512**	.253	.501**	.545**	.538**	.370*	1	.731**
	Sig. (2-tailed)	.049	.000	.004	.002	.142	.002	.001	.001	.029		.000
	N	35	35	35	35	35	35	35	35	35	35	35
Total	Pearson Correlation	.687**	.569**	.766**	.812**	.625**	.666**	.690**	.646**	.774**	.731**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35

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

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

Output SPSS Uji Reliabilitas Kuesioner Lingkungan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.883	10



X3.8	Pearson Correlation	.341*	.418*	.413*	.164	.541**	.450**	.556**	1	.390*	.550**	.677**
	Sig. (2-tailed)	.045	.012	.014	.348	.001	.007	.001		.021	.001	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X3.9	Pearson Correlation	.688**	.639**	.353*	.487**	.545**	.606**	.449**	.390*	1	.530**	.795**
	Sig. (2-tailed)	.000	.000	.037	.003	.001	.000	.007	.021		.001	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X3.10	Pearson Correlation	.612**	.549**	.379*	.560**	.520**	.634**	.571**	.550**	.530**	1	.826**
	Sig. (2-tailed)	.000	.001	.025	.000	.001	.000	.000	.001	.001		.000
	N	35	35	35	35	35	35	35	35	35	35	35
Total	Pearson Correlation	.776**	.754**	.584**	.649**	.725**	.701**	.666**	.677**	.795**	.826**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35

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

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

Output SPSS Uji Reliabilitas Kuesioner Kompensasi

Reliability Statistics

Cronbach's Alpha	N of Items
.894	10



Y.8	Pearson Correlation	.399*	.389*	.180	.244	.618**	.408*	.042	1	.112	.307	.758**	.213	.640**
	Sig. (2-tailed)	.029	.034	.342	.194	.000	.025	.824		.557	.099	.000	.258	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.376*	.075	.769**	.020	.393*	.435*	.470**	.112	1	.279	.024	.393*	.595**
	Sig. (2-tailed)	.041	.695	.000	.918	.032	.016	.009	.557		.135	.900	.032	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.313	.256	.533**	.612**	.054	.330	.809**	.307	.279	1	-.042	-.033	.606**
	Sig. (2-tailed)	.092	.173	.002	.000	.777	.075	.000	.099	.135		.824	.863	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.11	Pearson Correlation	.446*	.640**	.078	.372*	.749**	.035	-.042	.758**	.024	-.042	1	.348	.598**
	Sig. (2-tailed)	.014	.000	.681	.043	.000	.853	.824	.000	.900	.824		.060	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson Correlation	.203	.424*	.339	.292	.241	.541**	-.033	.213	.393*	-.033	.348	1	.535**
	Sig. (2-tailed)	.283	.020	.067	.118	.200	.002	.863	.258	.032	.863	.060		.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.623**	.639**	.675**	.619**	.671**	.483**	.616**	.640**	.595**	.606**	.598**	.535**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.007	.000	.000	.001	.000	.000	.002	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
.845	12



9. Output SPSS Analisis Deskriptif

Descriptive Statistics						
	N	Minimum	Maximum	Sum	Mean	Std. Deviation
X1_ORDINAL	35	20.00	44.00	1179.00	33.6857	6.02822
X2_ORDINAL	35	21.00	40.00	1060.00	30.2857	5.06180
X3_ORDINAL	35	24.00	43.00	1102.00	31.4857	5.52200
Y_ORDINAL	35	27.00	56.00	1337.00	38.2000	8.48805
Valid N (listwise)	35					



10. Output SPSS Uji Asumsi Klasik

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.49495086
Most Extreme Differences	Absolute	.122
	Positive	.052
	Negative	-.122
Test Statistic		.122
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Hasil Uji Multikolinieritas

Coefficients ^a			
		Collinearity Statistics	
Model		Tolerance	VIF
1	X1	.535	1.867
	X2	.751	1.331
	X3	.445	2.245

a. Dependent Variable: Y

Hasil Uji Heteroskedastisitas

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	-3.448	1.875		-1.839	.075
	X1	-.032	.067	-.099	-.480	.635
	X2	.095	.064	.258	1.477	.150
	X3	.146	.078	.423	1.867	.071

a. Dependent Variable: ABS

11. Output SPSS Analisis Regresi Linier Berganda

Model Summary

Model	R	R		Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
		Square	Square			F Change	df1	df2	
1	.907 ^a	.822	.805	3.660157	.822	47.675	3	31	.000

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1916.070	3	638.690	47.675	.000 ^b
	Residual	415.299	31	13.397		
	Total	2331.370	34			

a. Dependent Variable: Y

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Correlations			
		B	Std. Error	Beta	t	Sig.	Zero- order	Partial	Part
1	(Constant)	-10.164	3.394		-2.995	.005			
	X1	.569	.122	.484	4.674	.000	.787	.643	.354
	X2	.442	.116	.333	3.804	.001	.628	.564	.288
	X3	.367	.142	.294	2.588	.015	.789	.422	.196

a. Dependent Variable: Y