

DATA RESPONDEN

NO	JENIS KELAMIN	USIA	PENDIDIKAN	LAMA JABATAN
1	1	1	2	3
2	2	2	2	2
3	1	2	2	2
4	1	6	1	2
5	1	2	3	2
6	1	2	3	3
7	1	3	1	3
8	1	5	1	1
9	1	5	2	1
10	1	3	2	1
11	1	3	3	2
12	1	4	3	2
13	1	2	3	3
14	1	1	4	3
15	2	5	3	2
16	1	2	3	2
17	1	5	5	1
18	1	3	3	1
19	2	1	3	2
20	2	4	3	2
21	2	6	3	3
22	1	5	2	3
23	1	5	2	2
24	1	4	1	2
25	1	4	2	1
26	2	4	2	1
27	2	1	3	1
28	2	2	3	1
29	1	1	5	2
30	1	1	3	2
31	2	6	3	3
32	1	1	3	3
33	1	4	2	2
34	1	4	2	2
35	1	3	1	2
36	1	3	2	1

NO	JENIS KELAMIN	USIA	PENDIDIKAN	LAMA JABATAN
37	2	4	2	1
38	2	4	3	3
39	1	6	4	2
40	1	2	5	2
41	2	2	3	3
42	2	2	3	3
43	2	4	3	2
44	1	2	2	2
45	1	3	2	1
46	1	3	1	1
47	2	6	1	1
48	2	3	2	3
49	1	3	2	3
50	1	3	3	3
51	1	3	4	3
52	1	3	1	2
53	1	3	3	2
54	1	2	3	1
55	2	2	2	1
56	1	2	2	2
57	1	6	1	1
58	1	5	1	3
59	2	4	3	3
60	2	4	3	1
61	1	3	3	1
62	1	3	3	1
63	1	3	3	2
64	1	3	3	1
65	1	4	5	1
66	2	4	4	1
67	2	5	3	2
68	1	5	3	3
69	1	6	1	3
70	1	5	1	2
71	1	5	3	1
72	1	4	3	1
73	2	4	4	2
74	1	3	3	1

Kepemimpinan Spiritual								TOTAL
1	2	3	4	5	6	7	8	
3	3	3	4	4	3	4	4	28
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
4	4	4	4	4	3	3	4	30
5	5	4	5	5	5	4	4	37
3	4	3	3	3	3	3	4	26
4	4	4	4	4	3	4	4	31
4	4	4	4	3	4	4	4	31
3	3	4	3	4	4	4	4	29
4	3	4	3	4	3	3	4	28
5	4	5	4	4	4	4	4	34
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
4	3	4	3	3	3	4	4	28
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
3	3	3	3	2	3	3	3	23
4	4	5	5	4	4	4	4	34
4	4	4	4	4	4	4	4	32
4	4	4	4	5	4	4	4	33
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	5	4	33
4	5	4	4	4	4	4	4	33
4	4	4	4	4	4	4	4	32
2	3	2	2	3	3	2	2	19
5	5	5	4	5	5	5	5	39
5	4	4	4	4	4	3	4	32
4	5	5	4	4	5	4	5	36
4	4	4	4	4	4	4	4	32
3	4	4	4	4	4	4	4	31
4	4	4	4	4	4	4	3	31
4	4	3	4	4	4	4	4	31
4	3	3	3	3	3	3	3	25
4	4	4	3	3	3	4	4	29
5	4	4	4	4	4	4	4	33
4	4	4	3	3	3	4	3	28
5	5	5	5	5	4	5	5	39
4	4	5	4	4	4	4	5	34

Kepemimpinan Spiritual								TOTAL
1	2	3	4	5	6	7	8	
4	3	4	3	4	3	3	4	28
4	4	4	5	4	4	4	4	33
4	4	4	4	4	4	4	5	33
2	3	3	2	2	3	3	2	20
4	4	3	4	4	4	4	4	31
4	4	5	4	5	4	4	5	35
5	5	5	4	5	5	5	4	38
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
4	4	5	5	4	4	5	4	35
3	3	3	3	3	3	4	3	25
4	4	4	4	4	4	4	5	33
4	4	4	4	4	4	4	4	32
3	4	3	3	3	3	3	3	25
4	4	4	4	5	4	5	4	34
4	4	4	4	4	4	4	4	32
3	4	4	4	4	3	4	4	30
4	4	4	4	3	4	4	4	31
4	3	3	3	4	4	4	4	29
4	3	4	3	4	3	3	3	27
4	4	4	3	4	4	3	4	30
4	4	4	4	4	3	4	5	32
3	3	3	3	3	4	3	3	25
4	4	3	4	3	4	4	4	30

2. HASIL UJI VALIDITAS

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1
X1.1 Pearson Correlation	1	.562**	.629**	.645**	.620**	.541**	.493**	.581**	.801**
Sig. (2-tailed)		,000	,000	,000	,000	,000	,000	,000	,000
N	83	83	83	83	83	83	83	83	83
X1.2 Pearson Correlation	.562**	1	.536**	.662**	.560**	.618**	.531**	.558**	.786**
Sig. (2-tailed)	,000		,000	,000	,000	,000	,000	,000	,000
N	83	83	83	83	83	83	83	83	83
X1.3 Pearson Correlation	.629**	.536**	1	.592**	.601**	.447**	.580**	.628**	.790**

	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000	,000	,000
	N	83	83	83	83	83	83	83	83	83
X1.4	Pearson Correlation	.645**	.662**	.592**	1	.625**	.606**	.614**	.604**	.844**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000	,000
	N	83	83	83	83	83	83	83	83	83
X1.5	Pearson Correlation	.620**	.560**	.601**	.625**	1	.550**	.554**	.648**	.815**
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,000	,000
	N	83	83	83	83	83	83	83	83	83
X1.6	Pearson Correlation	.541**	.618**	.447**	.606**	.550**	1	.567**	.457**	.751**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000	,000	,000
	N	83	83	83	83	83	83	83	83	83
X1.7	Pearson Correlation	.493**	.531**	.580**	.614**	.554**	.567**	1	.560**	.769**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000		,000	,000
	N	83	83	83	83	83	83	83	83	83
X1.8	Pearson Correlation	.581**	.558**	.628**	.604**	.648**	.457**	.560**	1	.794**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000		,000
	N	83	83	83	83	83	83	83	83	83
X1	Pearson Correlation	.801**	.786**	.790**	.844**	.815**	.751**	.769**	.794**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	83	83	83	83	83	83	83	83	83

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

3. HASIL UJI RELIABILITAS

Reliability Statistics

Cronbach's Alpha	N of Items
,916	8

1. DATA MENTAH

KOMPLEKSITAS PENUGASAN

Kompleksitas Penugasan					TOTAL
1	2	3	4	5	
4	4	4	4	4	20
4	3	3	3	3	16
3	3	3	4	3	16
3	4	3	3	3	16
4	3	3	3	4	17
2	3	3	3	2	13
4	4	4	3	3	18
3	3	3	4	3	16
3	3	4	4	4	18
3	3	2	2	3	13
3	2	2	2	2	11
3	3	3	4	3	16
4	3	3	3	3	16
3	3	4	3	4	17
3	3	3	4	3	16
2	2	2	3	2	11
3	3	4	3	3	16
3	2	3	3	3	14
3	3	3	3	3	15
2	3	3	3	3	14
3	3	3	3	4	16
3	3	4	3	3	16
3	3	3	3	3	15
3	3	3	3	3	15
3	3	4	4	3	17
3	2	3	3	3	14
3	3	3	3	3	15
3	3	3	3	4	16
4	3	3	3	3	16
3	3	2	3	3	14
3	2	2	2	2	11
2	2	2	2	2	10
3	4	3	3	4	17
4	3	3	3	3	16
3	3	4	4	3	17

Kompleksitas Penugasan					TOTAL
1	2	3	4	5	
2	2	1	2	2	9
3	3	3	4	4	17
3	4	3	3	3	16
3	3	4	4	3	17
2	2	2	3	2	11
2	2	2	2	2	10
3	3	3	4	3	16
2	2	2	2	3	11
3	4	4	3	3	17
2	2	2	2	2	10
5	4	5	5	5	24
2	2	2	3	2	11
2	2	2	2	2	10
3	4	3	3	3	16
3	3	3	3	3	15
3	3	3	3	3	15
2	2	2	2	2	10
4	5	5	4	4	22
3	3	3	3	3	15
2	2	2	3	2	11
3	3	4	3	3	16
3	4	3	4	3	17
4	4	4	3	3	18
3	3	4	4	4	18
4	3	3	3	3	16
3	4	4	4	4	19
4	4	3	3	3	17
5	5	5	5	5	25
3	3	4	4	3	17
3	4	4	4	3	18
3	3	4	4	4	18
4	3	3	3	3	16
3	4	4	4	3	18
4	3	3	3	4	17
3	3	3	4	3	16
4	4	4	4	4	20
4	3	3	3	3	16
3	3	3	2	3	14
3	3	4	4	3	17

Kompleksitas Penugasan					TOTAL
1	2	3	4	5	
3	3	3	4	3	16
3	3	4	3	4	17
4	4	4	3	3	18
3	4	3	4	4	18
3	3	3	3	3	15
3	4	4	4	3	18
3	3	3	4	4	17
5	4	5	5	5	24
3	3	3	4	3	16

2. HASIL UJI VALIDITAS

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.643**	.630**	.467**	.666**	.801**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	83	83	83	83	83	83
X2.2	Pearson Correlation	.643**	1	.730**	.583**	.635**	.849**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	83	83	83	83	83	83
X2.3	Pearson Correlation	.630**	.730**	1	.715**	.705**	.902**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	83	83	83	83	83	83
X2.4	Pearson Correlation	.467**	.583**	.715**	1	.644**	.810**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	83	83	83	83	83	83
X2.5	Pearson Correlation	.666**	.635**	.705**	.644**	1	.861**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	83	83	83	83	83	83
X2	Pearson Correlation	.801**	.849**	.902**	.810**	.861**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	83	83	83	83	83	83

3. HASIL UJI RELIABILITAS

Reliability Statistics

Cronbach's Alpha	N of Items
,900	5

1. DATA MENTAH

KEPUASAN KERJA

Kepuasan Kerja					TOTAL
1	2	3	4	5	
5	4	5	5	5	24
4	4	4	4	4	20
4	4	4	4	4	20
4	4	4	4	4	20
4	4	4	5	4	21
3	3	4	3	3	16
4	4	4	5	4	21
4	5	4	4	5	22
5	5	5	5	4	24
5	4	4	4	4	21
5	5	5	5	5	25
4	4	4	5	5	22
4	4	5	4	4	21
4	5	4	4	4	21
5	4	4	5	4	22
5	4	5	5	4	23
4	4	5	5	4	22
4	3	4	3	3	17
4	4	4	4	4	20
4	3	4	4	4	19
4	4	4	4	4	20
5	4	4	4	4	21
4	4	4	4	5	21
4	4	4	5	4	21

Kepuasan Kerja					TOTAL
1	2	3	4	5	
4	5	5	4	5	23
3	4	3	3	3	16
4	4	4	4	4	20
4	4	5	4	4	21
4	4	4	4	4	20
4	4	4	4	4	20
5	4	5	5	5	24
5	5	5	5	4	24
4	5	5	5	4	23
4	4	4	4	4	20
4	4	4	4	5	21
5	5	5	5	5	25
4	4	5	4	4	21
4	4	4	5	4	21
4	4	5	5	4	22
5	4	4	4	4	21
5	4	5	5	5	24
4	3	4	3	3	17
4	5	4	4	4	21
4	4	5	4	4	21
5	4	4	5	4	22
2	3	3	2	2	12
4	4	5	5	4	22
5	5	4	5	5	24
5	5	4	4	4	22
4	3	4	4	4	19
4	4	4	4	4	20
5	4	4	4	4	21
3	4	3	3	3	16
4	4	4	4	4	20
4	5	4	4	4	21
4	4	5	4	4	21
4	4	4	4	4	20
4	4	5	4	4	21
5	5	4	4	4	22
4	4	4	4	4	20
4	4	4	5	4	21
4	4	4	5	5	22
2	3	3	2	2	12

Kepuasan Kerja					TOTAL
1	2	3	4	5	
4	4	4	5	4	21
5	4	4	5	4	22
4	5	4	4	4	21
3	3	4	4	4	18
4	4	4	4	5	21
5	5	4	4	4	22
4	4	4	4	4	20
5	5	5	5	5	25
5	4	4	4	4	21
4	3	3	3	3	16
4	4	4	4	4	20
5	4	4	4	5	22
4	3	4	4	4	19
3	3	3	4	3	16
4	4	4	4	3	19
3	4	4	3	4	18
4	4	4	4	4	20
4	4	4	4	4	20
2	3	3	2	2	12
4	4	4	4	4	20

2. HASIL UJI VALIDITAS

Correlations

		Z.1	Z.2	Z.3	Z.4	Z.5	Z
Z.1	Pearson Correlation	1	.533**	.528**	.680**	.648**	.845**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	83	83	83	83	83	83
Z.2	Pearson Correlation	.533**	1	.432**	.479**	.543**	.724**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	83	83	83	83	83	83
Z.3	Pearson Correlation	.528**	.432**	1	.619**	.570**	.761**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	83	83	83	83	83	83
Z.4	Pearson Correlation	.680**	.479**	.619**	1	.698**	.868**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	83	83	83	83	83	83
Z.5	Pearson Correlation	.648**	.543**	.570**	.698**	1	.856**

	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	83	83	83	83	83	83
Z	Pearson Correlation	.845**	.724**	.761**	.868**	.856**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	83	83	83	83	83	83

3. HASIL UJI RELIABILITAS

Reliability Statistics

Cronbach's Alpha	N of Items
,871	5

1. DATA MENTAH

KINERJA KARYAWAN

Kinerja Karyawan								TOTAL
1	2	3	4	5	6	7	8	
4	4	4	4	4	4	4	5	33
4	4	4	4	4	5	5	4	34
4	4	4	4	4	4	4	5	33
4	4	4	4	4	5	4	4	33
4	4	4	4	3	4	4	4	31
3	3	4	3	3	3	3	3	25
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
5	5	5	4	5	4	5	5	38
4	4	4	4	5	4	5	5	35
4	5	5	5	5	5	5	5	39
4	4	4	4	5	5	5	5	36
4	4	4	4	5	5	4	4	34
4	4	4	4	4	5	5	5	35
4	4	4	4	4	4	5	5	34
4	4	4	4	4	5	5	5	35
4	4	4	4	4	5	4	4	33
4	3	4	3	3	4	4	4	29
4	4	4	4	4	4	4	4	32
4	4	3	3	4	4	4	4	30

Kinerja Karyawan								TOTAL
1	2	3	4	5	6	7	8	
4	4	4	3	3	4	4	4	30
4	4	4	4	4	5	5	5	35
4	4	4	5	5	4	4	4	34
4	4	4	4	4	4	5	4	33
5	5	5	4	4	4	4	4	35
3	3	3	3	4	3	3	3	25
4	4	4	4	5	4	4	4	33
4	4	4	4	4	4	4	5	33
4	3	4	3	4	4	4	4	30
4	4	5	4	4	5	4	4	34
5	4	5	5	4	5	4	4	36
4	5	4	4	5	4	5	5	36
5	4	4	4	4	5	5	4	35
5	4	5	4	4	4	4	5	35
4	4	5	5	4	4	4	4	34
5	4	4	5	4	5	4	4	35
4	4	4	4	4	4	4	4	32
4	4	4	4	3	4	4	4	31
5	4	4	4	4	5	5	4	35
5	4	4	4	4	4	4	5	34
5	5	4	4	4	4	4	4	34
5	4	4	4	4	4	5	5	35
4	4	4	4	4	4	5	5	34
5	4	4	4	4	5	4	4	34
5	5	4	4	4	5	4	4	35
3	2	2	2	3	3	2	2	19
5	4	5	4	4	5	5	5	37
4	4	5	4	5	4	5	5	36
4	4	4	5	4	5	5	4	35
5	4	4	4	4	5	5	5	36
4	5	4	4	4	4	4	5	34
5	4	4	4	4	5	4	5	35
3	3	3	4	3	3	3	3	25
4	5	4	5	5	4	4	4	35
5	4	4	4	4	5	4	5	35
4	4	4	4	4	4	4	4	32
4	4	4	4	5	5	5	4	35
4	4	4	4	5	4	5	5	35
4	5	5	4	4	4	5	5	36

	N	83	83	83	83	83	83	83	83	83
Y.4	Pearson Correlation	.401**	.516**	.549**	1	.483**	.424**	.402**	.362**	.659**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,001	,000
	N	83	83	83	83	83	83	83	83	83
Y.5	Pearson Correlation	.391**	.531**	.374**	.483**	1	.472**	.559**	.534**	.719**
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,000	,000
	N	83	83	83	83	83	83	83	83	83
Y.6	Pearson Correlation	.621**	.530**	.413**	.424**	.472**	1	.660**	.544**	.780**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000	,000	,000
	N	83	83	83	83	83	83	83	83	83
Y.7	Pearson Correlation	.453**	.642**	.496**	.402**	.559**	.660**	1	.711**	.827**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000		,000	,000
	N	83	83	83	83	83	83	83	83	83
Y.8	Pearson Correlation	.561**	.626**	.512**	.362**	.534**	.544**	.711**	1	.816**
	Sig. (2-tailed)	,000	,000	,000	,001	,000	,000	,000		,000
	N	83	83	83	83	83	83	83	83	83
Y	Pearson Correlation	.737**	.814**	.698**	.659**	.719**	.780**	.827**	.816**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	83	83	83	83	83	83	83	83	83

3. HASIL RELIABILITAS

Reliability Statistics

Cronbach's Alpha	N of Items
,894	8

LAMPIRAN SPSS

- Karakteristik Responden

JenisKelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	57	68.7	68.7	68.7
Valid Perempuan	26	31.3	31.3	100.0
Total	83	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
25-30 Tahun	7	8.4	8.4	8.4
31-35 Tahun	16	19.3	19.3	27.7
36-40 Tahun	20	24.1	24.1	51.8
Valid 41-45 Tahun	16	19.3	19.3	71.1
46-50 Tahun	14	16.9	16.9	88.0
51-55 Tahun	10	12.0	12.0	100.0
Total	83	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	13	15.7	15.7	15.7
Diploma	21	25.3	25.3	41.0
Valid S1	36	43.4	43.4	84.3
S2	8	9.6	9.6	94.0
S3	5	6.0	6.0	100.0
Total	83	100.0	100.0	

Lama Jabatan

	Frequency	Percent	Valid Percent	Cumulative Percent
< 5 Tahun	29	34.9	34.9	34.9
5-10 Tahun	31	37.3	37.3	72.3
> 10 Tahun	23	27.7	27.7	100.0
Total	83	100.0	100.0	

- Lampiran Descriptive

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Kepemimpinan Spiritual	83	19	39	31.08	3.693
Kompleksitas Penugasan	83	9	25	15.80	3.107
Kepuasan Kerja	83	12	25	20.48	2.606
Kinerja Karyawan	83	18	39	32.96	3.811
Valid N (listwise)	83				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	83	2	5	3.94	.592
X1.2	83	3	5	3.90	.532
X1.3	83	2	5	3.95	.582
X1.4	83	2	5	3.84	.614
X1.5	83	2	5	3.86	.608
X1.6	83	3	5	3.81	.573
X1.7	83	2	5	3.87	.558
X1.8	83	2	5	3.92	.589
X2.1	83	2	5	3.11	.699
X2.2	83	2	5	3.10	.709
X2.3	83	1	5	3.18	.814
X2.4	83	2	5	3.27	.734
X2.5	83	2	5	3.12	.705
Z.1	83	2	5	4.12	.688
Z.2	83	3	5	4.05	.582
Z.3	83	3	5	4.16	.552
Z.4	83	2	5	4.14	.718
Z.5	83	2	5	4.01	.653
Y.1	83	2	5	4.13	.640
Y.2	83	2	5	4.00	.625
Y.3	83	2	5	4.04	.505
Y.4	83	2	5	3.99	.529
Y.5	83	2	5	4.11	.625
Y.6	83	2	5	4.22	.663
Y.7	83	2	5	4.22	.699
Y.8	83	2	5	4.27	.717
Valid N (listwise)	83				

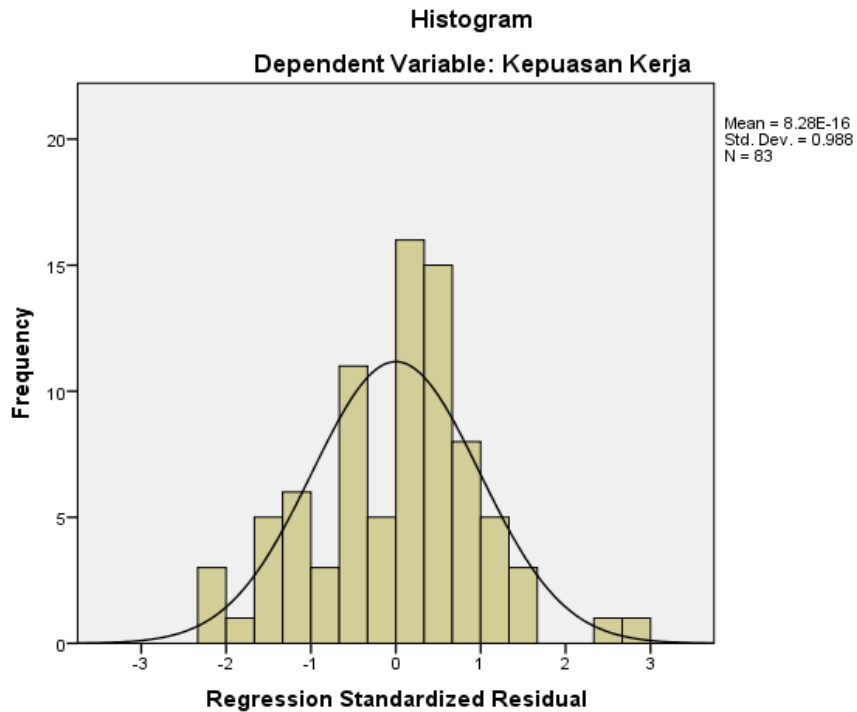
Persamaan 1

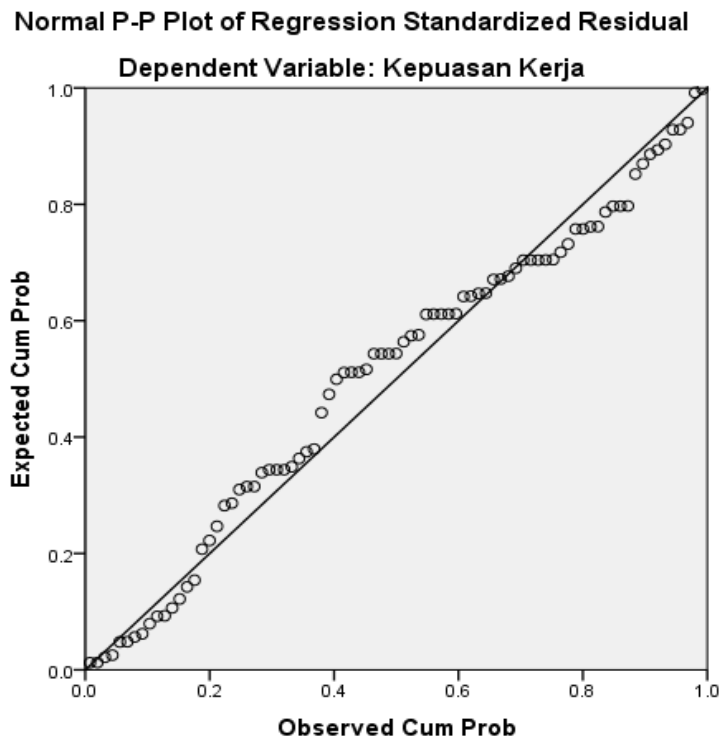
- Asumsi Klasik
1) Uji Normalitas

		Unstandardized Residual
N		83
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.67447933
	Absolute	.102
Most Extreme Differences	Positive	.079
	Negative	-.102
Kolmogorov-Smirnov Z		.927
Asymp. Sig. (2-tailed)		.356

a. Test distribution is Normal.

b. Calculated from data.



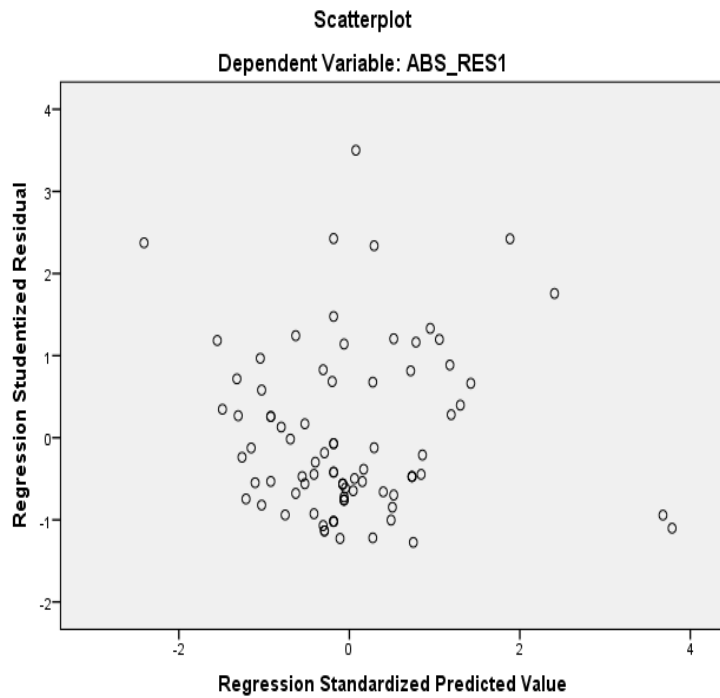


2) Uji Heteroskedastisitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.120	1.285		1.649	.103
1					
Kepemimpinan Spiritual	-.037	.032	-.128	-1.132	.261
Kompleksitas Penugasan	.020	.039	.057	.508	.613

a. Dependent Variable: ABS_RES1



3) Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	11.753	2.054		5.723	.000		
Kepemimpinan Spiritual	.431	.052	.611	8.325	.000	.958	1.044
KompleksitasPenugasan	-.296	.062	-.353	-4.808	.000	.958	1.044

a. Dependent Variable: KepuasanKerja

- Uji Regresi Linear Berganda

- Uji R²

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.766 ^a	.587	.577	1.695

a. Predictors: (Constant), KompleksitasPenugasan, Kepemimpinan Spiritual

- Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	326.805	2	163.402	56.856	.000 ^b
	Residual	229.918	80	2.874		
	Total	556.723	82			

a. Dependent Variable: KepuasanKerja

b. Predictors: (Constant), KompleksitasPenugasan, Kepemimpinan Spiritual

- Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.753	2.054		5.723	.000
	Kepemimpinan Spiritual	.431	.052	.611	8.325	.000
	KompleksitasPenugasan	-.296	.062	-.353	-4.808	.000

a. Dependent Variable: KepuasanKerja

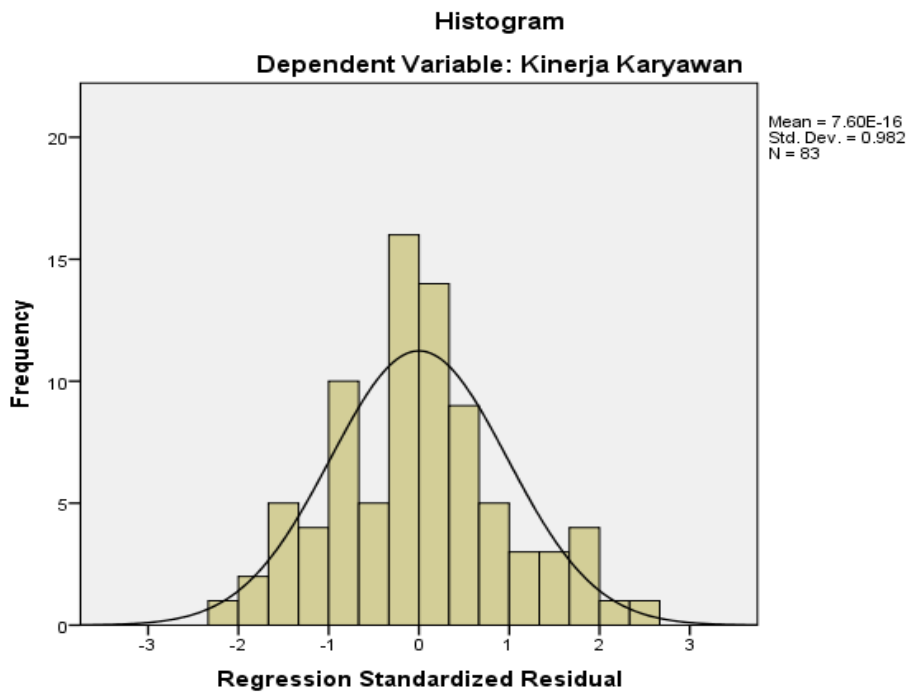
Persamaan 2

- Asumsi Klasik
 - 1) Uji Normalitas

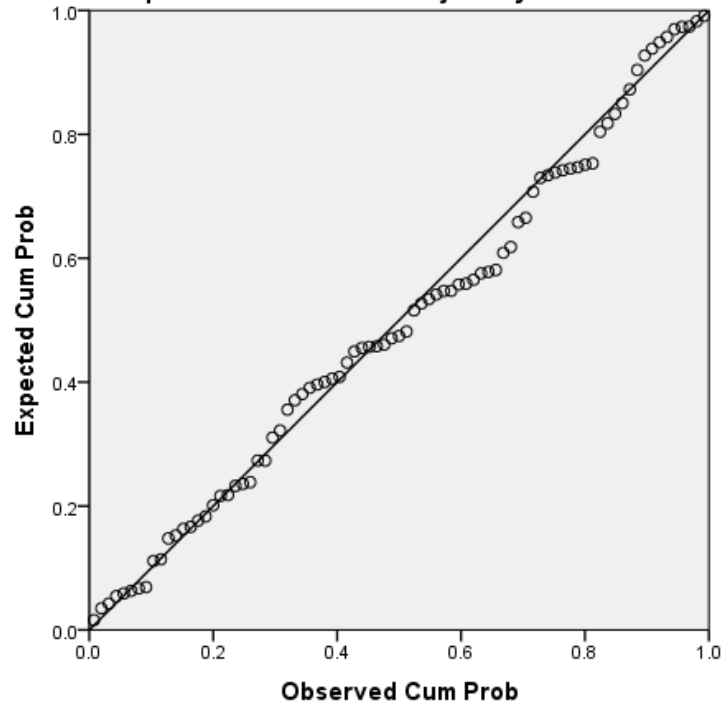
		Unstandardized Residual
N		83
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.98723367
Most Extreme Differences	Absolute	.080
	Positive	.080
	Negative	-.043
Kolmogorov-Smirnov Z		.731
Asymp. Sig. (2-tailed)		.660

a. Test distribution is Normal.

b. Calculated from data.



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja Karyawan

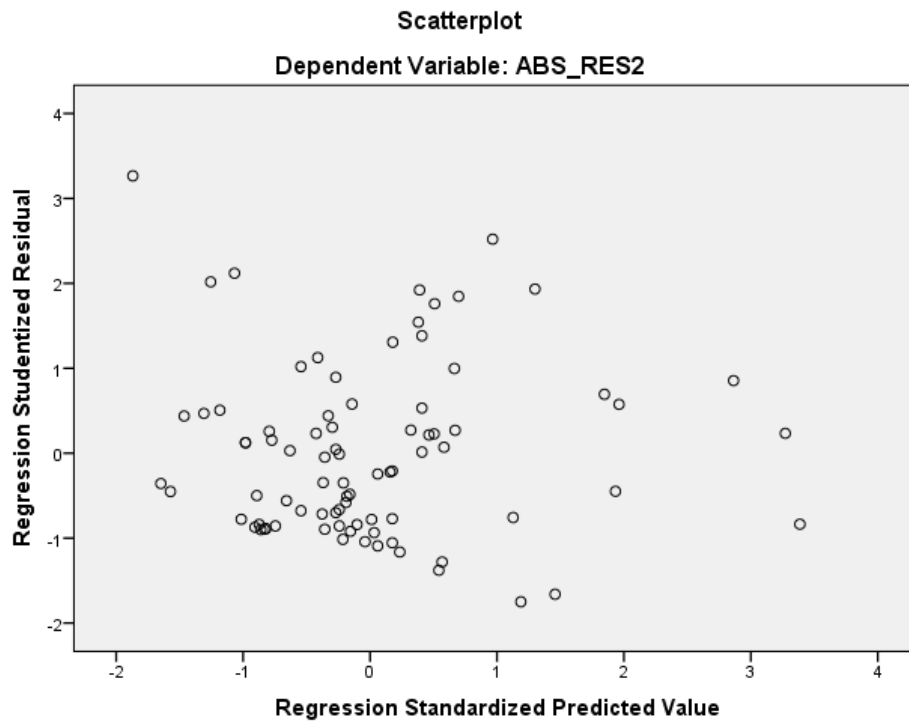


2) Uji Heteroskedastisitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta			
1	(Constant)	5.542	1.711		3.239	.002
	Kepemimpinan Spiritual	-.038	.050	-.112	-.759	.450
	KompleksitasPenugasan	-.012	.049	-.030	-.245	.807
	KepuasanKerja	-.131	.078	-.273	-1.666	.100

a. Dependent Variable: ABS_RES2



3) Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	9.941	2.912		3.414	.001		
1 Kepemimpinan Spiritual	.266	.085	.258	3.149	.002	.513	1.949
1 KompleksitasPenugasan	-.174	.083	-.142	-2.082	.041	.743	1.346
1 KepuasanKerja	.854	.134	.584	6.398	.000	.413	2.421

a. Dependent Variable: KinerjaKaryawan

- Uji Regresi Linear Berganda

- Uji R²

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.853 ^a	.728	.718	2.025

a. Predictors: (Constant), KepuasanKerja, KompleksitasPenugasan, Kepemimpinan Spiritual

- Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	867.066	3	289.022	70.509	.000 ^b
	Residual	323.826	79	4.099		
	Total	1190.892	82			

a. Dependent Variable: KinerjaKaryawan

b. Predictors: (Constant), KepuasanKerja, KompleksitasPenugasan, Kepemimpinan Spiritual

- Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.941	2.912		3.414	.001
	Kepemimpinan Spiritual	.266	.085	.258	3.149	.002
	KompleksitasPenugasan	-.174	.083	-.142	-2.082	.041
	KepuasanKerja	.854	.134	.584	6.398	.000

a. Dependent Variable: KinerjaKaryawan