

## LAMPIRAN

### Lampiran 1. Hasil analisis data SPSS

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,949 <sup>a</sup>	,901	,885	,03346

a. Predictors: (Constant), Ln\_pengalaman, Ln\_ pendidikan, Ln\_upah, Ln\_j.anggota, Ln\_umur

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,306	5	,061	54,662	,000 <sup>a</sup>
	Residual	,034	30	,001		
	Total	,340	35			

a. Predictors: (Constant), Ln\_pengalaman, Ln\_ pendidikan, Ln\_upah, Ln\_j.anggota, Ln\_umur

b. Dependent Variable: Ln\_CWK.E

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-8,739	,944		-9,258	,000
	Ln_umur	-,031	,042	-,060	-,736	,467
	Ln_pendidikan	-,018	,018	-,058	-,976	,337
	Ln_upah	,996	,063	,982	15,907	,000
	Ln_j.anggota	-,003	,020	-,010	-,151	,881
	Ln_pengalaman	,038	,015	,199	2,551	,016

a. Dependent Variable: Ln\_CWK.E