



# BAB IV

## Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	27	62.8	62.8	62.8
	Wanita	16	37.2	37.2	100.0
	Total	43	100.0	100.0	

## Usia Responden

	N	Minimum	Maximum	Mean	Std. Deviation
Usia	43	21.00	44.00	28.3721	5.27358
Valid N (listwise)	43				

## Tingkat Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	2	4.7	4.7	4.7
	S1	38	88.4	88.4	93
	S2	3	7	7	100
	Total	43	100	100	

## Lama Bekerja

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
lamabekerja	43	1.20	6.20	3.0465	1.42751
Valid N (listwise)	43				

### Tabulasi Silang Jenis Kelamin dan Pendidikan Terakhir

			Pendidikan			Total
			D3	S1	S2	
JK	Pria	Count	1	23	3	27
		% within JK	3.7%	85.2%	11.1%	100.0%
		% within Pendidikan	50.0%	60.5%	100.0%	62.8%
		% of Total	2.3%	53.5%	7.0%	62.8%
	Wanita	Count	1	15	0	16
		% within JK	6.3%	93.8%	.0%	100.0%
		% within Pendidikan	50.0%	39.5%	.0%	37.2%
		% of Total	2.3%	34.9%	.0%	37.2%
Total	Count	2	38	3	43	
	% within JK	4.7%	88.4%	7.0%	100.0%	
	% within Pendidikan	100.0%	100.0%	100.0%	100.0%	
	% of Total	4.7%	88.4%	7.0%	100.0%	

## Statistik Deskriptif

Variabel	Kisaran Teoritis	Kisaran Empiris	Rata-rata ( <i>mean</i> )	Range kategori jawaban responden			Kategori
				Rendah	Sedang	Tinggi	
<b>Locus of Control Eksternal</b>	8 – 40	8 – 38	18,48	8-18	18,1-28,1	28,2-38	Sedang
<b>Kinerja</b>	6 – 30	10 – 30	24,53	10-16,7	16,8-23,5	23,6-30	Tinggi
<b>Intensi TurnOver</b>	6 – 30	6 – 30	15,09	6-14	14,1-22,1	22,2-30	Sedang
<b>Komitmen Organisasi</b>	24 – 120	24 – 120	89,86	24-56	56,1-88,1	88,2-120	Tinggi
<b>Tekanan Anggaran Waktu</b>	6-30	6-26	13,60	6-12,7	12,8-19,5	19,6-26	Sedang
<b>Harga Diri</b>	7-35	7-35	26,67	7-16,3	16,4-25,7	25,8-35	Tinggi
<b>Perilaku Disfungsional</b>	10– 50	10 – 45	22,23	10-21,67	21,68-33,35	33,36-45	Sedang

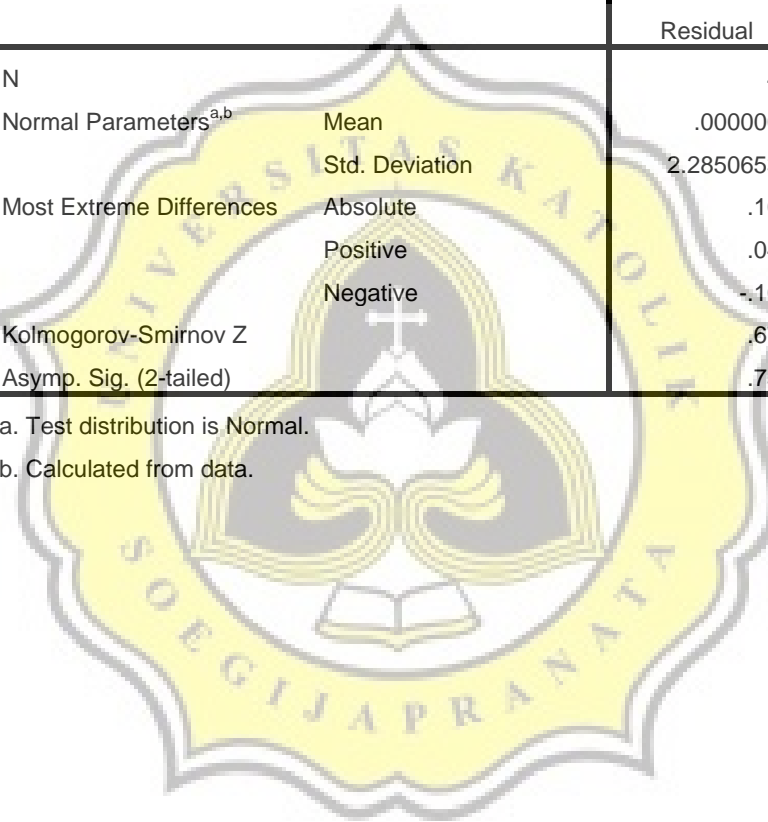
## Hasil Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		43
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.28506533
Most Extreme Differences	Absolute	.103
	Positive	.049
	Negative	-.103
Kolmogorov-Smirnov Z		.675
Asymp. Sig. (2-tailed)		.753

a. Test distribution is Normal.

b. Calculated from data.

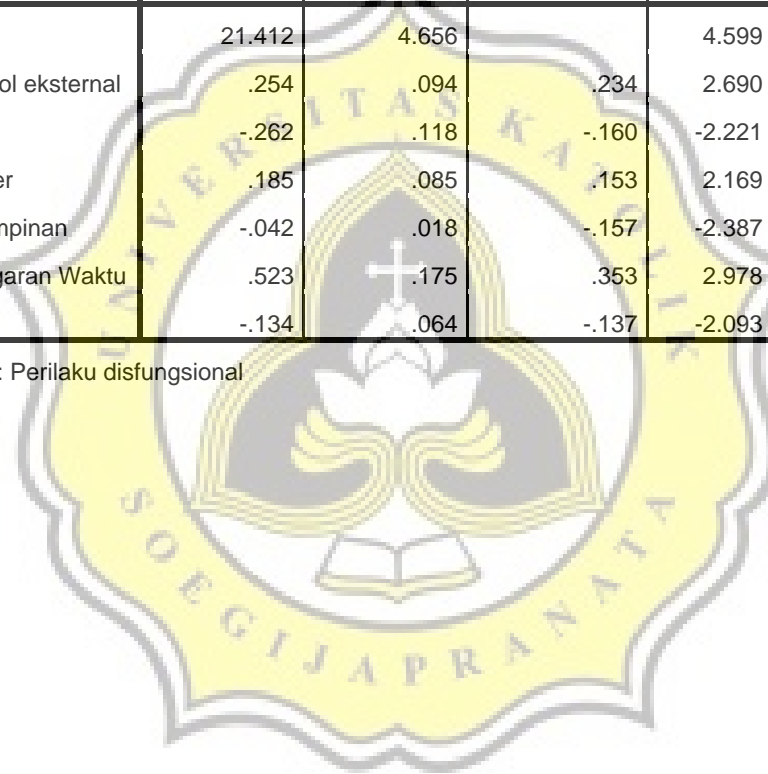


## Hasil Uji Multikolinearitas

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	21.412	4.656		4.599	.000		
	Locus of control eksternal	.254	.094	.234	2.690	.011	.331	3.022
	Kinerja	-.262	.118	-.160	-2.221	.033	.482	2.073
	Intensi turnover	.185	.085	.153	2.169	.037	.503	1.989
	Gaya kepemimpinan	-.042	.018	-.157	-2.387	.022	.583	1.715
	Tekanan Anggaran Waktu	.523	.175	.353	2.978	.005	.179	5.592
	Harga Diri	-.134	.064	-.137	-2.093	.043	.588	1.700

a. Dependent Variable: Perilaku disfungsional



## Hasil Uji Autokorelasi

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.954 <sup>a</sup>	.910	.895	2.46815	1.853

a. Predictors: (Constant), Harga Diri, Locus of control eksternal, Intensi turnover, Gaya kepemimpinan, Kinerja, Tekanan Anggaran Waktu

b. Dependent Variable: Perilaku disfungsional

## Hasil Uji F

ANOVA<sup>b</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2206.370	6	367.728	60.365	.000 <sup>a</sup>
	Residual	219.304	36	6.092		
	Total	2425.674	42			

a. Predictors: (Constant), Harga Diri, Locus of control eksternal, Intensi turnover, Gaya kepemimpinan, Kinerja, Tekanan Anggaran Waktu

b. Dependent Variable: Perilaku disfungsional

## Hasil Uji Koefisien Determinasi

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.954 <sup>a</sup>	.910	.895	2.46815

a. Predictors: (Constant), Harga Diri, Locus of control eksternal, Intensi turnover, Gaya kepemimpinan, Kinerja, Tekanan Anggaran Waktu

b. Dependent Variable: Perilaku disfungsional

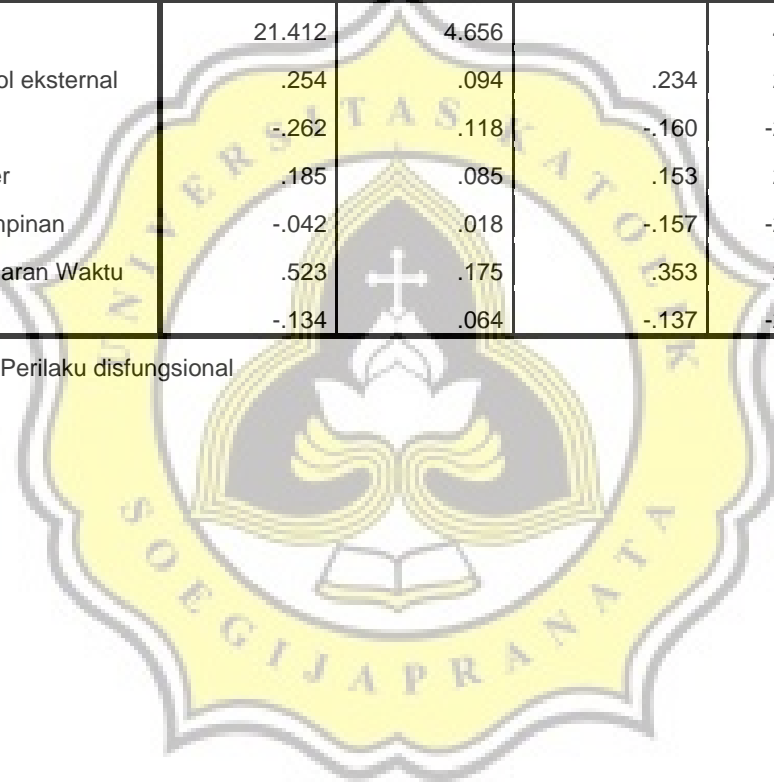


## Hasil Uji t

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.412	4.656		4.599	.000
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	Tekanan Anggaran Waktu	.523	.175	.353	2.978	.005
	Harga Diri	-.134	.064	-.137	-2.093	.043

a. Dependent Variable: Perilaku disfungsional



## Hasil Uji Heteroskedastisitas

Coefficients<sup>a,b</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
Locus of control eksternal	-.062	.051	-.543	-1.208	.235
Kinerja	.023	.038	.258	.612	.545
Intensi turnover	.004	.046	.030	.090	.929
Gaya kepemimpinan	-.005	.010	-.214	-.539	.593
Tekanan Anggaran Waktu	.147	.084	.944	1.753	.088
Harga Diri	.031	.032	.375	.952	.347

a. Dependent Variable: abs\_res

b. Linear Regression through the Origin

