

**Lampiran 1**

KUISIONER PENELITIAN

ANALISIS PERAN AGENT OF CHANGE DALAM MEMBANGUN BUDAYA  
INTEGRITAS DAN BUDAYA PROFESIONALISME TERHADAP PRESTASI KERJA



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Assalamuallaikum wr.wb

Yang terhormat, Bapak/Ibu Pejabat dan karyawan PLN APJ Ponorogo

Dalam rangka menyelesaikan studi di Fakultas Ekonomi program studi Manajemen Universitas Muhammadiyah Ponorogo, saya memohon kesediaan Bapak/Ibu untuk dapat membantu penelitian saya dengan mengisi kuisisioner terlampir.

Judul penelitian saya adalah “Analisis Peran *Agent of Change* dalam Membangun Budaya Integritas dan Budaya Profesionalisme terhadap Prestasi Kerja Pegawai PLN APJ Ponorogo”

Isian kuisisioner terlampir semata-mata untuk kepentingan ilmiah, serta jawaban Bapak/Ibu bersifat rahasia. Untuk itu atas segala bantuan, partisipasi dan kesediaan Bapak/Ibu mengisi kuisisioner dimaksud, sebelum dan sesudahnya disampaikan banyak terima kasih.

Hormat saya,

Handy Nugroho

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## PETUNJUK PENGISIAN KUISIONER

1. Mohon Bapak/Ibu memilih satu jawaban yang paling sesuai bagi Bapak/Ibu dan membubuhkan tanda centang (  $\surd$  ) pada jawaban yang tersedia.

### a. Jenis Kelamin

- Laki-laki                       Perempuan

### b. Umur

- $< 21 \leq 30$  tahun                        $> 30 \leq 40$  tahun                       di atas 41 tahun

### c. Pendidikan Terakhir

- SMK/SMA                       S1 (Strata 1)                       Lainnya (sebutkan) .....
- DIII                       Master

### d. Lama Kerja

- $< 1 \leq 5$  tahun                        $> 10 \leq 15$  tahun                        $> 20$  tahun
- $> 5 \leq 10$  tahun                        $> 15 \leq 20$  tahun

**AGENT OF CHANGE**

No	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
1	Dengan AOC saya menjadi lebih rajin dalam bekerja dan tingkat absensi saya sangat tinggi.					
2	Dengan AOC saya bisa menjadi lebih termotivasi dalam bekerja demi mendapat predikat terbaik.					
3	Dengan AOC saya mampu mengambil alih tugas pimpinan dengan penuh tanggung jawab ketika pimpinan mendelegasi tugas ke saya.					
4	Dengan AOC saya bisa bekerja lebih optimal dan lebih mudah berinovasi					
5	Dengan AOC saya mampu bekerja mandiri tanpa ketergantungan dengan teman kerja.					

## BUDAYA INTEGRITAS

No	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
1	Pegawai harus bertanggung jawab atas apa yang dikerjakannya.					
2	Pegawai yang berintegritas harus memiliki budaya percaya ( <i>trust</i> ) dalam hal pekerjaan maupun rahasia yang diberikan kepadanya.					
3	Pegawai mempunyai komitmen dengan kontrak kerja perusahaan dan tidak resign (Berhenti) sebelum sesuai perjanjian kontrak.					
4	Pegawai yang berintegritas mempunyai kepedulian dengan menyumbangkan ide-ide terbaik kepada perusahaan tempat bekerja.					
5	Pegawai yang berintegritas mempunyai kejujuran dalam bekerja dengan tidak menerima imbalan dalam bentuk apapun yang bukan menjadi haknya.					

## BUDAYA PROFESIONALISME

No	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
1	Dalam melaksanakan pekerjaan, karyawan selalu adil dan memberikan persamaan pelayanan kepada konsumen tanpa ada perbedaan.					
2	Dalam memberikan pelayanan kepada pelanggan para karyawan selalu mengedepankan kepentingan dan kualitas pekerjaannya.					
3	Sebagai karyawan PLN APJ Ponorogo, saya merasa terikat secara emosional dan setia kepada organisasi di tempat saya bekerja.					
4	Karyawan bersedia melaksanakan tugas tambahan yang diberikan dengan penuh tanggung jawab.					

## PRESTASI KERJA

No	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
1	Kualitas karyawan dapat dilihat dari integritas dan profesionalisme dalam menyelesaikan masalah					
2	Tingkat pencapaian volume kerja yang saya hasilkan telah sesuai dengan harapan perusahaan.					
3	Saya melaksanakan tugas dengan ketrampilan dan pemahaman penugasan yang saya miliki.					
4	Saya bertanggung jawab penuh pada setiap pekerjaan yang di tugaskan dan pada setiap pengambilan keputusan yang saya lakukan.					

**TERIMA KASIH ATAS PARTISIPASINYA BAPAK/IBU**

Lampiran 2

TABULASI DATA PENELITIAN

No	Budaya Integritas (X1)						Budaya Profesionalisme (X2)					Agent of Change (M)						Prestasi Kerja (Y)				
	1	2	3	4	5	ΣX1	1	2	3	4	ΣX2	1	2	3	4	5	ΣM	1	2	3	4	ΣY
1	3	3	3	3	3	15	4	4	4	4	16	4	4	4	3	3	18	4	4	5	5	18
2	5	4	5	4	5	23	5	5	5	5	20	5	4	4	4	3	20	5	5	5	5	20
3	4	5	5	5	3	22	5	5	5	5	20	3	5	5	4	5	22	5	5	5	5	20
4	4	5	4	4	4	21	5	5	5	5	20	4	4	5	5	5	23	5	5	5	5	20
5	3	2	3	3	3	14	2	2	3	3	10	3	2	3	2	2	12	3	3	3	3	12
6	3	3	3	3	3	15	3	3	4	4	14	3	3	3	3	3	15	5	5	5	4	19
7	5	5	5	5	5	25	5	5	5	5	20	3	5	5	4	4	21	5	5	5	5	20
8	5	5	5	5	4	24	5	5	5	5	20	4	5	5	5	3	22	5	5	5	5	20
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81	4	4	3	4	4	19	4	5	5	4	18	4	3	4	4	4	19	4	4	4	4	16
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88	4	4	3	4	4	19	5	4	5	4	18	3	4	4	3	4	18	4	4	4	4	16
89	3	4	4	4	3	18	5	5	4	4	18	4	3	4	4	4	19	3	3	4	4	14

Lampiran 3

UJI VALIDITAS DAN RELIABILITAS BUDAYA INTEGRITAS (X1)

CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 TotalX1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations



Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	Total X1
X1.1	Pearson Correlation	1	.691**	.550**	.695**	.543**	.833**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	89	89	89	89	89	89
X1.2	Pearson Correlation	.691**	1	.715**	.602**	.526**	.852**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	89	89	89	89	89	89
X1.3	Pearson Correlation	.550**	.715**	1	.632**	.510**	.826**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	89	89	89	89	89	89
X1.4	Pearson Correlation	.695**	.602**	.632**	1	.662**	.857**
	Sig. (2-tailed)	.000	.000	.000		.000	.000

	N	89	89	89	89	89	89
X1.5	Pearson Correlation	.543**	.526**	.510**	.662**	1	.784**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	89	89	89	89	89	89
Total X1	Pearson Correlation	.833**	.852**	.826**	.857**	.784**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	89	89	89	89	89	89

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

#### RELIABILITY

```

/VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE
/SUMMARY=TOTAL.

```

#### Reliability

**Scale: ALL VARIABLES**

#### Case Processing Summary

		N	%
Cases	Valid	89	100.0
	Excluded <sup>a</sup>	0	.0
	Total	89	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.886	5

### Item Statistics

	Mean	Std. Deviation	N
VAR00001	4.1124	.84528	89
VAR00002	3.9551	.86485	89
VAR00003	3.9551	.91590	89
VAR00004	3.9551	.78204	89
VAR00005	3.8315	.90749	89

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	15.6966	8.486	.734	.859
VAR00002	15.8539	8.285	.760	.852
VAR00003	15.8539	8.240	.711	.864
VAR00004	15.8539	8.626	.779	.850

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	15.6966	8.486	.734	.859
VAR00002	15.8539	8.285	.760	.852
VAR00003	15.8539	8.240	.711	.864
VAR00004	15.8539	8.626	.779	.850
VAR00005	15.9775	8.545	.650	.879

**UJI VALIDITAS DAN RELIABILITAS Budaya Profesionalisme (X2)**

**CORRELATIONS**

```

/VARIABLES=X2.1 X2.2 X2.3 X2.4 TotalX2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

**Correlations**

**Correlations**

		X2.1	X2.2	X2.3	X2.4	Total X2
X2.1	Pearson Correlation	1	.760**	.549**	.640**	.883**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	89	89	89	89	89
X2.2	Pearson Correlation	.760**	1	.509**	.521**	.839**
	Sig. (2-tailed)	.000		.000	.000	.000



	N	89	89	89	89	89
X2.3	Pearson Correlation	.549**	.509**	1	.582**	.793**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	89	89	89	89	89
X2.4	Pearson Correlation	.640**	.521**	.582**	1	.820**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	89	89	89	89	89
Total X2	Pearson Correlation	.883**	.839**	.793**	.820**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	89	89	89	89	89

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

#### RELIABILITY

```
/VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004
```

```
/SCALE('ALL VARIABLES') ALL
```

```
/MODEL=ALPHA
```

```
/STATISTICS=DESCRIPTIVE
```

```
/SUMMARY=TOTAL.
```

## Reliability

## Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	89	100.0
	Excluded <sup>a</sup>	0	.0
	Total	89	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.853	4

### Item Statistics

	Mean	Std. Deviation	N
VAR00001	4.5955	.65225	89
VAR00002	4.6067	.68454	89
VAR00003	4.5618	.67344	89
VAR00004	4.5056	.65926	89

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	13.6742	2.813	.782	.777
VAR00002	13.6629	2.862	.699	.812
VAR00003	13.7079	3.027	.627	.842
VAR00004	13.7640	2.978	.675	.821

**UJI VALIDITAS DAN RELIABILITAS AGENT OF CHANGE (M)**

**CORRELATIONS**

```

/VARIABLES=M1 M2 M3 M4 M5 TotalM
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

**Correlations**

**Correlations**

		M1	M2	M3	M4	M5	Total M
M1	Pearson Correlation	1	.238*	.500**	.500**	.336**	.704**
	Sig. (2-tailed)		.025	.000	.000	.001	.000
	N	89	89	89	89	89	89

M2	Pearson Correlation	.238*	1	.456**	.317**	.352**	.635**
	Sig. (2-tailed)	.025		.000	.002	.001	.000
	N	89	89	89	89	89	89
M3	Pearson Correlation	.500**	.456**	1	.500**	.559**	.817**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	89	89	89	89	89	89
M4	Pearson Correlation	.500**	.317**	.500**	1	.489**	.760**
	Sig. (2-tailed)	.000	.002	.000		.000	.000
	N	89	89	89	89	89	89
M5	Pearson Correlation	.336**	.352**	.559**	.489**	1	.757**
	Sig. (2-tailed)	.001	.001	.000	.000		.000
	N	89	89	89	89	89	89
Total M	Pearson Correlation	.704**	.635**	.817**	.760**	.757**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	89	89	89	89	89	89

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

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

#### RELIABILITY

```
/VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005
```

```
/SCALE('ALL VARIABLES') ALL
```

```
/MODEL=ALPHA
```

```
/STATISTICS=DESCRIPTIVE
```

```
/SUMMARY=TOTAL.
```

## Reliability

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	89	100.0
	Excluded <sup>a</sup>	0	.0
	Total	89	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.785	5

### Item Statistics

	Mean	Std. Deviation	N
VAR00001	3.7978	.81436	89
VAR00002	3.8876	.76036	89
VAR00003	4.0000	.75378	89

VAR00004	4.0000	.75378	89
VAR00005	3.9326	.86337	89

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	15.8202	5.740	.511	.762
VAR00002	15.7303	6.176	.435	.784
VAR00003	15.6180	5.398	.694	.702
VAR00004	15.6180	5.648	.609	.730
VAR00005	15.6854	5.354	.575	.741

**UJI VALIDITAS DAN RELIABILITAS PRESTASI KERJA (Y)**

**CORRELATIONS**

```

/VARIABLES=Y1 Y2 Y3 Y4 TotalY
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

**Correlations**

**Correlations**

		Y1	Y2	Y3	Y4	Total Y
Y1	Pearson Correlation	1	.635**	.517**	.563**	.829**

	Sig. (2-tailed)		.000	.000	.000	.000
	N	89	89	89	89	89
Y2	Pearson Correlation	.635**	1	.703**	.443**	.830**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	89	89	89	89	89
Y3	Pearson Correlation	.517**	.703**	1	.553**	.826**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	89	89	89	89	89
Y4	Pearson Correlation	.563**	.443**	.553**	1	.802**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	89	89	89	89	89
Total Y	Pearson Correlation	.829**	.830**	.826**	.802**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	89	89	89	89	89

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

#### RELIABILITY

/VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE

/SUMMARY=TOTAL.

## Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	89	100.0
	Excluded <sup>a</sup>	0	.0
	Total	89	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.834	4

Item Statistics

	Mean	Std. Deviation	N
VAR00001	4.4270	.68900	89



VAR00002	4.3933	.65049	89
VAR00003	4.4494	.60323	89
VAR00004	4.3708	.78887	89

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	13.2135	2.943	.682	.782
VAR00002	13.2472	3.029	.696	.777
VAR00003	13.1910	3.156	.704	.778
VAR00004	13.2697	2.813	.602	.827

### Analisis Regresi Budaya Integritas Terhadap Prestasi Kerja

#### Regresi Sederhana

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X1.

#### Regression

Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	Budaya Integritas <sup>a</sup>		. Enter

a. All requested variables entered.

b. Dependent Variable: Prestasi Kerja

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.662 <sup>a</sup>	.439	.432	1.68964

a. Predictors: (Constant), Budaya Integritas

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	194.120	1	194.120	67.996	.000 <sup>a</sup>
	Residual	248.375	87	2.855		
	Total	442.494	88			

a. Predictors: (Constant), Budaya Integritas

b. Dependent Variable: Prestasi Kerja

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1	(Constant)	9.422	1.013		9.304	.000
	Budaya Integritas	.415	.050	.662	8.246	.000

a. Dependent Variable: Prestasi Kerja

### Regresi Moderasi

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 M Integrts_Change.

```

### Regression

#### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	Integrts_Change, Agent of Change, Budaya Integritas <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: Prestasi Kerja

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.715 <sup>a</sup>	.511	.493	1.59625

a. Predictors: (Constant), Integrts\_Change, Agent of Change, Budaya Integritas

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	225.912	3	75.304	29.554	.000 <sup>a</sup>
	Residual	216.582	85	2.548		
	Total	442.494	88			

a. Predictors: (Constant), Integrts\_Change, Agent of Change, Budaya Integritas

b. Dependent Variable: Prestasi Kerja

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.533	5.927		4.476	.000
	Budaya Integritas	-.776	.355	-1.239	-2.186	.032
	Agent of Change	-.723	.302	-.936	-2.396	.019
	Integrts_Change	.052	.017	2.757	3.130	.002

a. Dependent Variable: Prestasi Kerja

## Analisis Regresi Budaya Profesionalisme Terhadap Prestasi Kerja

### Regresi Sederhana

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X2.

### Regression

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Budaya Profesionalisme <sup>a</sup>		. Enter

a. All requested variables entered.

b. Dependent Variable: Prestasi Kerja

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.605 <sup>a</sup>	.366	.359	1.79555

a. Predictors: (Constant), Budaya Profesionalisme

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	162.008	1	162.008	50.251	.000 <sup>a</sup>
	Residual	280.487	87	3.224		
	Total	442.494	88			

a. Predictors: (Constant), Budaya Profesionalisme

b. Dependent Variable: Prestasi Kerja

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

		B	Std. Error	Beta		
1	(Constant)	6.498	1.583		4.104	.000
	Budaya Profesionalisme	.610	.086	.605	7.089	.000

a. Dependent Variable: Prestasi Kerja

### Regresi Moderasi

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X2 M Prof_Change.

```

### Regression

#### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	Prof_Change, Budaya Profesionalisme, Agent of Change <sup>a</sup>		. Enter

a. All requested variables entered.

b. Dependent Variable: Prestasi Kerja

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.699 <sup>a</sup>	.488	.470	1.63222

a. Predictors: (Constant), Prof\_Change, Budaya Profesionalisme, Agent of Change

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	216.042	3	72.014	27.031	.000 <sup>a</sup>
	Residual	226.452	85	2.664		
	Total	442.494	88			

a. Predictors: (Constant), Prof\_Change, Budaya Profesionalisme, Agent of Change

b. Dependent Variable: Prestasi Kerja



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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	32.209	7.600		4.238	.000
	Budaya Profesionalisme	-1.115	.433	-1.106	-2.574	.012
	Agent of Change	-1.274	.456	-1.649	-2.793	.006
	Prof_Change	.085	.024	3.264	3.479	.001

a. Dependent Variable: Prestasi Kerja

### Uji Asumsi Klasik

#### Multikolinieritas

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA COLLIN TOL

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

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X1 X2 M



/RESIDUALS DURBIN.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	7.631	1.580		4.830	.000		
Budaya Integritas	.265	.103	.423	2.564	.012	.235	4.260
Budaya Profesionalisme	.110	.155	.109	.710	.480	.270	3.704
Agent of Change	.140	.113	.181	1.240	.218	.298	3.356

a. Dependent Variable: Prestasi Kerja

**Heteroskedastisitas**



```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT abres
/METHOD=ENTER X1 X2 M.
    
```

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.539	.901		3.929	.000



Budaya Integritas	-.083	.059	-.286	-1.415	.161
Budaya Profesionalisme	.097	.088	.206	1.093	.277
Agent of Change	-.121	.064	-.337	-1.882	.063

a. Dependent Variable: abres

### Normalitas

NPAR TESTS

/K-S (NORMAL) =ZRE\_1

/MISSING ANALYSIS.

### NPar Tests

#### One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		89
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	.98280674
Most Extreme Differences	Absolute	.135
	Positive	.070
	Negative	-.135
Kolmogorov-Smirnov Z		1.272
Asymp. Sig. (2-tailed)		.079

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		89
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	.98280674
Most Extreme Differences	Absolute	.135
	Positive	.070
	Negative	-.135
Kolmogorov-Smirnov Z		1.272
Asymp. Sig. (2-tailed)		.079

a. Test distribution is Normal.

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