

a) Analisis Deskriptif Responden

JK

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3,8	3,8	3,8
1	17	21,5	21,5	25,3
2	59	74,7	74,7	100,0
Total	79	100,0	100,0	

USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3,8	3,8	3,8
1	45	57,0	57,0	60,8
2	28	35,4	35,4	96,2
3	2	2,5	2,5	98,7
4	1	1,3	1,3	100,0
Total	79	100,0	100,0	

Pend

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3,8	3,8	3,8
1	55	69,6	69,6	73,4
2	21	26,6	26,6	100,0
Total	79	100,0	100,0	

Posisi

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3,8	3,8	3,8
1	16	20,3	20,3	24,1
2	60	75,9	75,9	100,0
Total	79	100,0	100,0	

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		3	3,8	3,8	3,8
	1	32	40,5	40,5	44,3
	2	13	16,5	16,5	60,8
	3	31	39,2	39,2	100,0
	Total	79	100,0	100,0	

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
RMPPM	76	29	50	3379	44,46	,654	5,698
EL	76	11	25	1595	20,99	,406	3,538
EP	76	1	5	286	3,76	,088	,764
Valid N (listwise)	76						

b) Hasil SPSS Uji Validitas dan Kualitas Data

Correlations

		RMPM	EL
RMPM	Pearson Correlation	1	,455
	Sig. (2-tailed)		,000
	N	76	76
EL	Pearson Correlation	,455	1
	Sig. (2-tailed)	,000	
	N	76	76

1. Variabel Reliance on Multiple Performance Measures (RMPM)

Reliability Statistics

Cronbach's Alpha	N of Items
,897	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
RMPM1	39,87	28,089	,567	,892
RMPM2	40,07	27,636	,801	,897
RMPM3	39,84	27,841	,689	,887
RMPM4	40,16	25,041	,595	,895
RMPM5	40,03	26,799	,635	,888
RMPM6	40,14	25,885	,745	,880
RMPM7	39,97	26,133	,640	,888
RMPM8	39,97	27,146	,682	,885
RMPM9	40,04	26,145	,747	,881
RMPM10	40,05	25,251	,759	,879

2. Variabel Employee Loyalty (EL)

Reliability Statistics

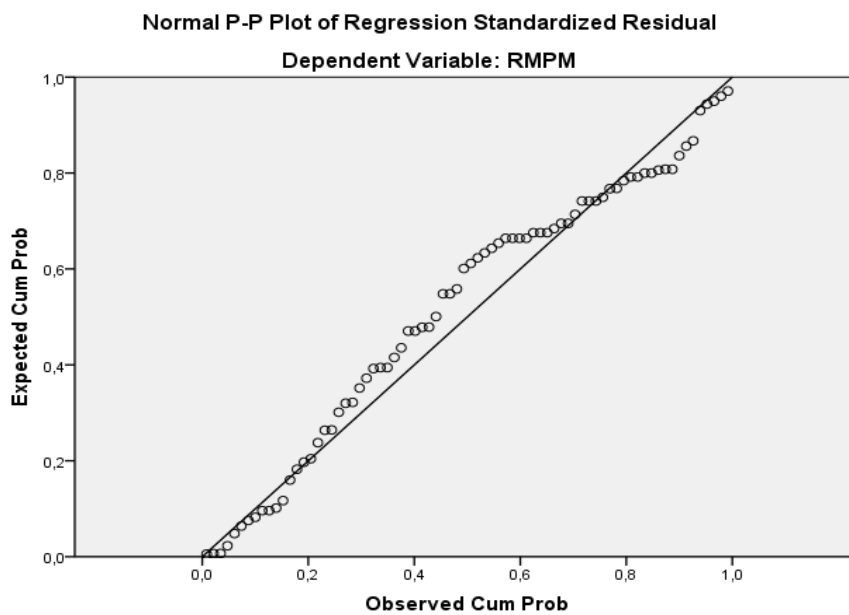
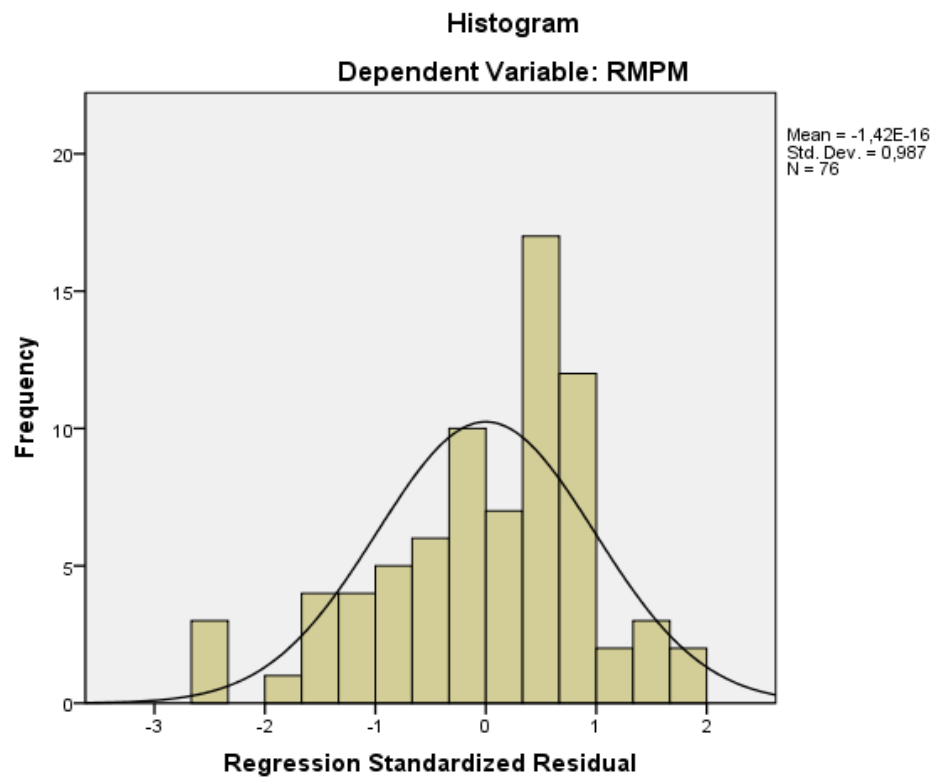
Cronbach's Alpha	N of Items
,819	5

Item-Total Statistics

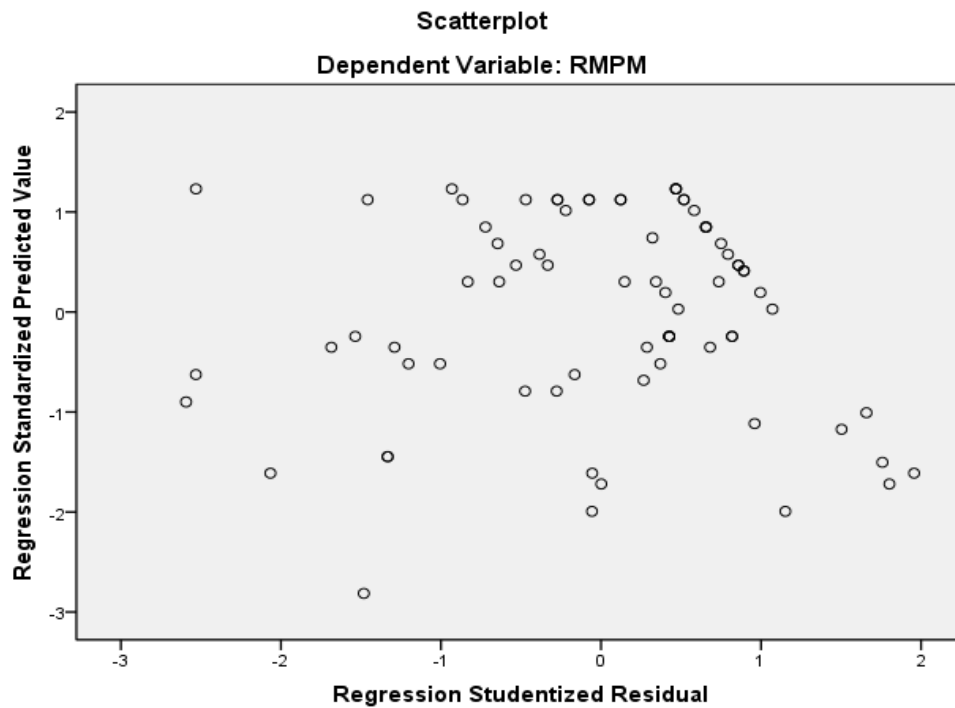
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
EL1	16,70	8,561	,638	,776
EL2	16,75	8,403	,675	,766
EL3	16,82	8,579	,594	,788
EL4	16,99	7,906	,576	,799
EL5	16,70	8,427	,592	,789

c) Hasil Pengujian Asumsi Klasik

1. Uji Normalitas



2. Uji Heteroskedastisitas



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		76
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	5,07089769
Most Extreme Differences	Absolute	,115
	Positive	,084
	Negative	-,115
Kolmogorov-Smirnov Z		1,006
Asymp. Sig. (2-tailed)		,263

3. Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	28,489	3,995		7,131	,000		
EL	,711	,179	,441	3,962	,000	,875	1,143
EP	,281	,831	,038	,338	,736	,875	1,143

a. Dependent Variable: RMPM

d.) Uji Regresi Linear Berganda (R^2)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
	B	Std. Error	Beta			Zero-order	Partial	Part
1 (Constant)	28,489	3,995		7,131	,000			
EL	,711	,179	,441	3,962	,000	,455	,421	,413
EP	,281	,831	,038	0,338	,736	,194	,040	,035

a. Dependent Variable: RMPM

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
	B	Std. Error	Beta			Zero-order	Partial	Part
1 (Constant)	14,812	1,934		7,660	,000			
EP	1,641	,504	,354	3,257	,002	,354	,354	,354

a. Dependent Variable: EL

e.) **Pengujian Koefisien Determinasi**

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,456	,208	,186	5,140

a. Predictors: (Constant), EL,EP

b. Dependent Variable: RMPM

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,354	,125	,114	3,331

a. Predictors: (Constant), EP

b. Dependent Variable: EL

f.) **Hasil uji kelayakan model (uji F)**

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	506,331	2	253,166	9,583	,000
Residual	1928,550	73	26,418		
Total	2434,882	75			

a. Predictors: (Constant), EL,EP

b. Dependent Variable: RMPM

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	117,749	1	117,749	10,610	,002
Residual	821,238	74	11,098		
Total	938,987	75			

a. Predictors: (Constant), EP

b. Dependent Variable: EL