**LAMPIRAN III**

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Work\_Quality

/METHOD=ENTER Work\_Culture Professionalism Work\_Motivation

/SCATTERPLOT=(\*SRESID ,\*ZPRED)

/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID).

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| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Work Motivation, Work Culture, Professionalismb | . | Enter |
| a. Dependent Variable: Work Quality | | | |
| b. All requested variables entered. | | | |

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| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .581a | .337 | .325 | 2.722 | 1.846 |
| a. Predictors: (Constant), Work Motivation, Work Culture, Professionalism | | | | | |
| b. Dependent Variable: Work Quality | | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 588.691 | 3 | 196.230 | 26.485 | .000b |
| Residual | 1155.803 | 156 | 7.409 |  |  |
| Total | 1744.494 | 159 |  |  |  |
| a. Dependent Variable: Work Quality | | | | | | |
| b. Predictors: (Constant), Work Motivation, Work Culture, Professionalism | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 4.843 | 3.034 |  | 1.596 | .112 |
| Work Culture | .050 | .061 | .062 | .817 | .000 |
| Professionalism | .185 | .064 | .228 | 2.881 | .000 |
| Work Motivation | .198 | .045 | .384 | 4.422 | .000 |
| a. Dependent Variable: Work Quality | | | | | | |

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| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 25.98 | 35.89 | 31.06 | 1.924 | 160 |
| Std. Predicted Value | -2.638 | 2.511 | .000 | 1.000 | 160 |
| Standard Error of Predicted Value | .230 | .848 | .413 | .121 | 160 |
| Adjusted Predicted Value | 26.37 | 35.88 | 31.06 | 1.924 | 160 |
| Residual | -7.384 | 6.618 | .000 | 2.696 | 160 |
| Std. Residual | -2.713 | 2.431 | .000 | .991 | 160 |
| Stud. Residual | -2.773 | 2.456 | -.001 | 1.004 | 160 |
| Deleted Residual | -7.717 | 6.750 | -.006 | 2.771 | 160 |
| Stud. Deleted Residual | -2.835 | 2.496 | -.003 | 1.011 | 160 |
| Mahal. Distance | .143 | 14.426 | 2.981 | 2.426 | 160 |
| Cook's Distance | .000 | .087 | .007 | .013 | 160 |
| Centered Leverage Value | .001 | .091 | .019 | .015 | 160 |
| a. Dependent Variable: Work Quality | | | | | |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Work\_Quality

/METHOD=ENTER Work\_Culture.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | | | | |
| Model | Variables Entered | | Variables Removed | | Method | |
| 1 | Work Cultureb | | . | | Enter | |
| a. Dependent Variable: Work Quality | | | | | | |
| b. All requested variables entered. | | | | | | |
| **Model Summary** | | | | | | | |
| Model | R | R Square | | Adjusted R Square | | Std. Error of the Estimate | |
| 1 | .339a | .115 | | .109 | | 3.126 | |
| a. Predictors: (Constant), Work Culture | | | | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 20.595 | 2.326 |  | 8.856 | .000 |
| Work Culture | .269 | .060 | .339 | 4.524 | .000 |
| a. Dependent Variable: Work Quality | | | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 200.075 | 1 | 200.075 | 20.468 | .000b |
| Residual | 1544.419 | 158 | 9.775 |  |  |
| Total | 1744.494 | 159 |  |  |  |
| a. Dependent Variable: Work Quality | | | | | | |
| b. Predictors: (Constant), Work Culture | | | | | | |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Work\_Quality

/METHOD=ENTER Professionalism.

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| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Professionalismb | . | Enter |
| a. Dependent Variable: Work Quality | | | |
| b. All requested variables entered. | | | |

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| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .467a | .218 | .213 | 2.938 |
| a. Predictors: (Constant), Professionalism | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 380.333 | 1 | 380.333 | 44.051 | .000b |
| Residual | 1364.160 | 158 | 8.634 |  |  |
| Total | 1744.494 | 159 |  |  |  |
| a. Dependent Variable: Work Quality | | | | | | |
| b. Predictors: (Constant), Professionalism | | | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 12.016 | 2.878 |  | 4.175 | .000 |
| Professionalism | .379 | .057 | .467 | 6.637 | .000 |
| a. Dependent Variable: Work Quality | | | | | | |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Work\_Quality

/METHOD=ENTER Work\_Motivation.

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| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Work Motivationb | . | Enter |
| a. Dependent Variable: Work Quality | | | |
| b. All requested variables entered. | | | |

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| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .546a | .298 | .293 | 2.784 |
| a. Predictors: (Constant), Work Motivation | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 519.491 | 1 | 519.491 | 67.004 | .000b |
| Residual | 1225.003 | 158 | 7.753 |  |  |
| Total | 1744.494 | 159 |  |  |  |
| a. Dependent Variable: Work Quality | | | | | | |
| b. Predictors: (Constant), Work Motivation | | | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9.789 | 2.607 |  | 3.754 | .000 |
| Work Motivation | .282 | .034 | .546 | 8.186 | .000 |
| a. Dependent Variable: Work Quality | | | | | | |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Work\_Motivation

/METHOD=ENTER Work\_Culture.

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| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Work Cultureb | . | Enter |
| a. Dependent Variable: Work Motivation | | | |
| b. All requested variables entered. | | | |

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| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .516a | .266 | .262 | 5.516 |
| a. Predictors: (Constant), Work Culture | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1746.357 | 1 | 1746.357 | 57.396 | .000b |
| Residual | 4807.418 | 158 | 30.427 |  |  |
| Total | 6553.775 | 159 |  |  |  |
| a. Dependent Variable: Work Motivation | | | | | | |
| b. Predictors: (Constant), Work Culture | | | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 44.630 | 4.103 |  | 10.878 | .000 |
| Work Culture | .795 | .105 | .516 | 7.576 | .000 |
| a. Dependent Variable: Work Motivation | | | | | | |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Work\_Motivation

/METHOD=ENTER Professionalism.

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| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Professionalismb | . | Enter |
| a. Dependent Variable: Work Motivation | | | |
| b. All requested variables entered. | | | |

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| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .566a | .320 | .316 | 5.311 |
| a. Predictors: (Constant), Professionalism | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2096.551 | 1 | 2096.551 | 74.319 | .000b |
| Residual | 4457.224 | 158 | 28.210 |  |  |
| Total | 6553.775 | 159 |  |  |  |
| a. Dependent Variable: Work Motivation | | | | | | |
| b. Predictors: (Constant), Professionalism | | | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 30.833 | 5.203 |  | 5.927 | .000 |
| Professionalism | .891 | .103 | .566 | 8.621 | .000 |
| a. Dependent Variable: Work Motivation | | | | | | |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Work\_Motivation

/METHOD=ENTER Work\_Culture Professionalism

/SCATTERPLOT=(\*SRESID ,\*ZPRED)

/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID).

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| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Professionalism, Work Cultureb | . | Enter |
| a. Dependent Variable: Work Motivation | | | |
| b. All requested variables entered. | | | |

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| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .662a | .438 | .431 | 4.843 | 2.186 |
| a. Predictors: (Constant), Professionalism, Work Culture | | | | | |
| b. Dependent Variable: Work Motivation | | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2871.052 | 2 | 1435.526 | 61.199 | .000b |
| Residual | 3682.723 | 157 | 23.457 |  |  |
| Total | 6553.775 | 159 |  |  |  |
| a. Dependent Variable: Work Motivation | | | | | | |
| b. Predictors: (Constant), Professionalism, Work Culture | | | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 18.803 | 5.185 |  | 3.626 | .000 |
| Work Culture | .563 | .098 | .366 | 5.746 | .000 |
| Professionalism | .694 | .100 | .441 | 6.924 | .000 |
| a. Dependent Variable: Work Motivation | | | | | | |

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| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 65.17 | 87.07 | 75.54 | 4.249 | 160 |
| Std. Predicted Value | -2.441 | 2.714 | .000 | 1.000 | 160 |
| Standard Error of Predicted Value | .384 | 1.159 | .634 | .196 | 160 |
| Adjusted Predicted Value | 65.22 | 87.02 | 75.53 | 4.249 | 160 |
| Residual | -15.437 | 14.576 | .000 | 4.813 | 160 |
| Std. Residual | -3.187 | 3.010 | .000 | .994 | 160 |
| Stud. Residual | -3.208 | 3.070 | .001 | 1.003 | 160 |
| Deleted Residual | -15.634 | 15.172 | .006 | 4.904 | 160 |
| Stud. Deleted Residual | -3.308 | 3.157 | .001 | 1.011 | 160 |
| Mahal. Distance | .005 | 8.107 | 1.987 | 1.913 | 160 |
| Cook's Distance | .000 | .129 | .006 | .013 | 160 |
| Centered Leverage Value | .000 | .051 | .012 | .012 | 160 |
| a. Dependent Variable: Work Motivation | | | | | |

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DATASET NAME DataSet1 WINDOW=FRONT.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL

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

/NOORIGIN

/DEPENDENT Work\_Motivation

/METHOD=ENTER Work\_Culture Professionalism.

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| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Professionalism, Work Cultureb | . | Enter |
| a. Dependent Variable: Work Motivation | | | |
| b. All requested variables entered. | | | |

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| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .662a | .438 | .431 | 4.843 |
| a. Predictors: (Constant), Professionalism, Work Culture | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2871.052 | 2 | 1435.526 | 61.199 | .000b |
| Residual | 3682.723 | 157 | 23.457 |  |  |
| Total | 6553.775 | 159 |  |  |  |
| a. Dependent Variable: Work Motivation | | | | | | |
| b. Predictors: (Constant), Professionalism, Work Culture | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 18.803 | 5.185 |  | 3.626 | .000 |  |  |
| Work Culture | .563 | .098 | .366 | 5.746 | .000 | .883 | 1.132 |
| Professionalism | .694 | .100 | .441 | 6.924 | .000 | .883 | 1.132 |
| a. Dependent Variable: Work Motivation | | | | | | | | |

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| --- | --- | --- | --- | --- |
| **Coefficient Correlationsa** | | | | |
| Model | | | Professionalism | Work Culture |
| 1 | Correlations | Professionalism | 1.000 | -.341 |
| Work Culture | -.341 | 1.000 |
| Covariances | Professionalism | .010 | -.003 |
| Work Culture | -.003 | .010 |
| a. Dependent Variable: Work Motivation | | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
| (Constant) | Work Culture | Professionalism |
| 1 | 1 | 2.990 | 1.000 | .00 | .00 | .00 |
| 2 | .007 | 21.150 | .11 | .99 | .17 |
| 3 | .003 | 30.320 | .89 | .01 | .83 |
| a. Dependent Variable: Work Motivation | | | | | | |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL

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

/NOORIGIN

/DEPENDENT Work\_Quality

/METHOD=ENTER Work\_Culture Professionalism Work\_Motivation.

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| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Work Motivation, Work Culture, Professionalismb | . | Enter |
| a. Dependent Variable: Work Quality | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .581a | .337 | .325 | 2.722 |
| a. Predictors: (Constant), Work Motivation, Work Culture, Professionalism | | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 588.691 | 3 | 196.230 | 26.485 | .000b |
| Residual | 1155.803 | 156 | 7.409 |  |  |
| Total | 1744.494 | 159 |  |  |  |
| a. Dependent Variable: Work Quality | | | | | | |
| b. Predictors: (Constant), Work Motivation, Work Culture, Professionalism | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 4.843 | 3.034 |  | 1.596 | .112 |  |  |
| Work Culture | .050 | .061 | .062 | .817 | .415 | .730 | 1.370 |
| Professionalism | .185 | .064 | .228 | 2.881 | .005 | .677 | 1.478 |
| Work Motivation | .198 | .045 | .384 | 4.422 | .000 | .562 | 1.780 |
| a. Dependent Variable: Work Quality | | | | | | | | |

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| **Coefficient Correlationsa** | | | | | |
| Model | | | Work Motivation | Work Culture | Professionalism |
| 1 | Correlations | Work Motivation | 1.000 | -.417 | -.484 |
| Work Culture | -.417 | 1.000 | -.070 |
| Professionalism | -.484 | -.070 | 1.000 |
| Covariances | Work Motivation | .002 | -.001 | -.001 |
| Work Culture | -.001 | .004 | .000 |
| Professionalism | -.001 | .000 | .004 |
| a. Dependent Variable: Work Quality | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | Work Culture | Professionalism | Work Motivation |
| 1 | 1 | 3.987 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .007 | 24.362 | .08 | .86 | .12 | .00 |
| 3 | .004 | 33.399 | .85 | .02 | .14 | .31 |
| 4 | .003 | 38.287 | .07 | .12 | .74 | .68 |
| a. Dependent Variable: Work Quality | | | | | | | |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

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

/NOORIGIN

/DEPENDENT Work\_Quality

/METHOD=ENTER Work\_Culture Professionalism.

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| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Professionalism, Work Cultureb | . | Enter |
| a. Dependent Variable: Work Quality | | | |
| b. All requested variables entered. | | | |

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| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .504a | .254 | .245 | 2.878 |
| a. Predictors: (Constant), Professionalism, Work Culture | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 443.783 | 2 | 221.892 | 26.783 | .000b |
| Residual | 1300.711 | 157 | 8.285 |  |  |
| Total | 1744.494 | 159 |  |  |  |
| a. Dependent Variable: Work Quality | | | | | | |
| b. Predictors: (Constant), Professionalism, Work Culture | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 8.573 | 3.082 |  | 2.782 | .006 |
| Work Culture | .161 | .058 | .203 | 2.767 | .006 |
| Professionalism | .323 | .060 | .398 | 5.424 | .000 |
| a. Dependent Variable: Work Quality | | | | | | |