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# LAMPIRAN

**Lampiran 1. Kuesioner Penelitian**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Lingkungan Kerja, Stres Kerja Dan Etos Kerja Terhadap Kinerja Pegawai Uptd Puskesmas Jatibarang

Kepada:

Yth. Bapak/Ibu/Saudara/i

UPTD Puskesmas Jatibarang

Di Tempat

Dengan hormat,

 Dalam rangka memenuhi syarat penulisan skripsi untuk menyelesaikan studi S-1, saya mahasiswa S-1 Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal bermaksud untuk melakukan penelitian ilmiah untk menyelesaikan penyusunan skripsi. Berkaitan hal tersebut, dimohon dengan hormat kepada bapak/ibu/saudara/i untuk ikut berpartisipasi dalam pengisian kuesioner dengan jujur dan apa adanya. Peneliti tidak akan mempublikasikan jawaban yang diberikan dan akan menjamin kerahasiaan identitas maupun jawaban sesuai dengan kode etik penelitian ilmiah yang berlaku.

 Terimakasih atas kesediaan dan kerjasama dari bapak/ibu/saudara/i yang telah berkenan meluangkan waktu untuk mengisi kuesioner ini.

Hormat Saya,

Wigi Ardinazella

NPM: 4120600257

**IDENTITAS RESPONDEN DAN PETUNJUK PENGISIAN**

1. **Identitas Responden**

Nama/inisial :

Jenis Kelamin : a. Laki-laki

 b. Perempuan

Usia : a. 18 – 27 tahun

 b. 28 – 37 tahun

 c. 38 – 47 tahun

 d. > 47 tahun

Pendidikan Terakhir : a. SMA

 b. Diploma

 c. S1

 d. S2/S3

Lamanya Bekerja : a. < 1 tahun

di Puskesmas Jatibarang b. 1 – 2 tahun

 c. 3 – 4 tahun

 d. > 4 tahun

Posisi Pekerjaan : a. PNS

 b. P3K

 c. K2

 d. BLUD

 e. PHL

Penghasilan Per Bulan : a. < Rp 2.000.000

 b. Rp 2.000.000 – Rp 4.000.000

 c. Rp 4.000.000 – Rp 6.000.000

 d. > Rp 6.000.000

1. **Petunjuk Pengisian Kuesioner**
	* + 1. Isilah identitas bapak/ibu/saudara/i (identitas akan dijaga kerahasiaannya oleh peneliti).
			2. Mohon menjawab pertanyaan ini dengan sejujur-jujurnya dengan kenyataan agar penelitian ini valid.
			3. Beri tanda checklist (✓) pada jawaban pilihan bapak/ibu/saudara/i.
			4. Isilah pernyataan dengan jawaban sebagai berikut:

1 : Sangat Tidak Setuju

2 : Tidak Setuju

3 : Netral

4 : Setuju

5 : Sangat Setuju

**Lingkungan Kerja (X1)**

|  |  |  |
| --- | --- | --- |
| **No.** | **Pernyataan** | **Alternatif Jawaban** |
| **1** | **2** | **3** | **4** | **5** |
| **Penerangan** |
| 1. | Peneranngan di UPTD Puskesmas Jatibarang dapat membantu saya mengoptimlkan pekerjaan |  |  |  |  |  |
| 2. | Penerangan di ruang kerja UPTD Puskesmas Jatibarang sudah optimal |  |  |  |  |  |
| **Kondisi Suara** |
| 3. | Saya merasa disekitar UPTD Puskesmas Jatibarang sangat gaduh |  |  |  |  |  |
| 4. | Kegaduhan yang terjadi disekitar UPTD Puskesmas Jatibarang mengganggu pekerjaan  |  |  |  |  |  |
| **Penggunaan Warna** |
| 5. | Warna dinding yang ada di UPTD Puskesmas Jatibarang membantu mengoptimalkan pekerjaan |  |  |  |  |  |
| 6. | Pemilihan kombinasi warna di sekitar ruang kerja sudah tepat  |  |  |  |  |  |
| **Music** |
| 7. | UPTD Puskesmas Jatibarang menyalakan music agar karyawannya semangat bekerja |  |  |  |  |  |
| 8. | Saya merasa nyaman dengan pemutaran music yang dilakukan oleh UPTD Puskesmas Jatibarang pada saat bekerja |  |  |  |  |  |

**Stres Kerja (X2)**

|  |  |  |
| --- | --- | --- |
| **No.** | **Pernyataan** | **Alternatif Jawaban** |
| **1** | **2** | **3** | **4** | **5** |
| **Tuntutan Tugas** |
| 1. | Tuntutan tugas di UPTD Puskesmas Jatibarang sesuai dengan kemampuan karyawan |  |  |  |  |  |
| 2. | Saya merasa senang dengan banyaknya tugas yang diberikan |  |  |  |  |  |
| **Tuntutan Peran** |
| 3. | Tuntutan peran di UPTD Puskesmas Jatibarang sesuai dengan posisi/jabatan masing-masing |  |  |  |  |  |
| 4. | UPTD Puskesmas Jatibarang memberikan peran secara konsisten dalam pekerjaan |  |  |  |  |  |
| **Tuntutan antar Pribadi** |
| 5. | Saya tidak mendapatkan tuntutan pribadi dari karyawan lainnya di UPTD Puskesmas Jatibarang |  |  |  |  |  |
| 6. | Hubungan interpersonal di lingkungan kerja membuat saya nyaman dalam bekerja |  |  |  |  |  |
| **Kepemimpinan** |
| 7. | Kepala UPTD Puskesmas Jatibarang menjalankan gaya kepemimpinan yang sesuai dengan karakter karyawan |  |  |  |  |  |
| 8. | Saya merasa bahwa gaya kepemimpinan di UPTD Puskesmas Jatibarang efektif dalam mendorong produktivitas |  |  |  |  |  |

**Etos Kerja (X3)**

|  |  |  |
| --- | --- | --- |
| **No.** | **Pernyataan** | **Alternatif Jawaban** |
| **1** | **2** | **3** | **4** | **5** |
| **Keahlian Interpersonal** |
| 1. | Saya bisa menjalin hubungan kerja yang cepat dengan karyawan lainnya |  |  |  |  |  |
| 2. | Saya mudah beradaptasi dengan berbagai tipe orang dalam tim untuk mencapai tujuan bersama |  |  |  |  |  |
| **Inisiatif** |
| 3. | Saya selalu ingin menyelesaikan pekerjaan dengan optimal |  |  |  |  |  |
| 4. | Saya selalu siap untuk mengambil langkah-langkah baru untuk memecahkan masalah yang ada |  |  |  |  |  |
| **Dapat Diandalkan** |
| 5. | Saya bisa memenuhi visi yang ditetapkan oleh UPTD Puskesmas Jatibarang |  |  |  |  |  |
| 6. | Saya selalu menyelesaikan tugas dan tanggung jawab saya tepat waktu dan sesuai dengan standar yang diharapkan |  |  |  |  |  |

**Kinerja Karyawan (Y)**

|  |  |  |
| --- | --- | --- |
| **No.** | **Pernyataan** | **Alternatif Jawaban** |
| **1** | **2** | **3** | **4** | **5** |
| **Kualitas** |
| 1. | Saya dapat menyelesaikan pekerjaan sesuai dengan yang ditugaskan |  |  |  |  |  |
| 2. | Setiap pekerjaan yang saya lakukan selalu memperhatikan kualitas yang baik  |  |  |  |  |  |
| **Kuantitas** |
| 3. | Saya dapat menyelesaikan semua pekerjaan yang diberikan oleh atasan |  |  |  |  |  |
| 4. | Saya dapat memenuhi target kuantitas pekerjaan yang diharapkan dengan konsisten |  |  |  |  |  |
| **Ketepatan Waktu** |
| 5. | Saya dapat menyelesaikan pekerjaan dengan tepat waktu |  |  |  |  |  |
| 6. | Saya sangat memperhatikan pentingnya ketepatan waktu dalam menyelesaikan tugas  |  |  |  |  |  |
| **Efektivitas** |
| 7. | Saya memanfaatkan seluruh sarana dan prasarana untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 8. | Saya dapat memprioritaskan tugas dengan baik untuk mencapai hasil yang efektif dalam waktu yang terbatas |  |  |  |  |  |
| **Kemandirian** |
| 9. | Saya bisa menyelesaikan masalah tanpa bantuan orang lain |  |  |  |  |  |
| 10. | Saya merasa percaya diri untuk membuat keputusan yang tepat dalam menjalankan tugas tanpa harus bergantung pada orang lain |  |  |  |  |  |

**Lampiran 2. Data Uji Validitas**

Variabel Lingkungan Kerja (X1)



Variabel Stres Kerja (X2)



Variabel Etos Kerja (X3)



Variabel Kinerja Karyawan (Y)



**Lampiran 3. Data Penelitian**

Variabel Lingkungan Kerja (X1)



Variabel Stres Kerja (X2)



Variabel Etos Kerjs (X3)



Variabel Kinerja Karyawan (Y)



**Lampiran 4. Hasil Uji MSI**

* + - 1. Variabel Lingkungan Kerja (X1)



Variabel Stres Kerja (X2)



Variabel Etos Kerja (X3)



Variabel Kinerja Karyawan (X4)



**Lampiran 5. Hasil Validitas dan Reliabilitas**

**Correlations**

|  |
| --- |
| **Notes** |
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| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00.05 |
| Elapsed Time | 00:00:00.06 |

[DataSet0]

|  |
| --- |
| **Correlations** |
|  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 |
| X1.1 | Pearson Correlation | 1 | -.363\* | .544\*\* | .347 | .480\*\* | .434\* |
| Sig. (2-tailed) |  | .049 | .002 | .060 | .007 | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | -.363\* | 1 | -.107 | .044 | .050 | -.050 |
| Sig. (2-tailed) | .049 |  | .572 | .817 | .794 | .793 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .544\*\* | -.107 | 1 | .545\*\* | .661\*\* | .559\*\* |
| Sig. (2-tailed) | .002 | .572 |  | .002 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .347 | .044 | .545\*\* | 1 | .431\* | .162 |
| Sig. (2-tailed) | .060 | .817 | .002 |  | .017 | .392 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .480\*\* | .050 | .661\*\* | .431\* | 1 | .364\* |
| Sig. (2-tailed) | .007 | .794 | .000 | .017 |  | .048 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .434\* | -.050 | .559\*\* | .162 | .364\* | 1 |
| Sig. (2-tailed) | .016 | .793 | .001 | .392 | .048 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .317 | -.008 | .490\*\* | .127 | .436\* | .363\* |
| Sig. (2-tailed) | .088 | .965 | .006 | .504 | .016 | .049 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .083 | .335 | .140 | .120 | .250 | .207 |
| Sig. (2-tailed) | .664 | .071 | .461 | .526 | .184 | .272 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 | Pearson Correlation | .612\*\* | .580 | .830\*\* | .606\*\* | .787\*\* | .655\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| **Correlations** |
|  | X1.7 | X1.8 | X1 |
| X1.1 | Pearson Correlation | .317 | .083 | .612\*\* |
| Sig. (2-tailed) | .088 | .664 | .000 |
| N | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | -.008 | .335 | .580 |
| Sig. (2-tailed) | .965 | .071 | .000 |
| N | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .490\*\* | .140 | .830\*\* |
| Sig. (2-tailed) | .006 | .461 | .000 |
| N | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .127 | .120 | .606\*\* |
| Sig. (2-tailed) | .504 | .526 | .000 |
| N | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .436\* | .250 | .787\*\* |
| Sig. (2-tailed) | .016 | .184 | .000 |
| N | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .363\* | .207 | .655\*\* |
| Sig. (2-tailed) | .049 | .272 | .000 |
| N | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | 1 | -.123 | .551\*\* |
| Sig. (2-tailed) |  | .516 | .002 |
| N | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | -.123 | 1 | .433\* |
| Sig. (2-tailed) | .516 |  | .017 |
| N | 30 | 30 | 30 |
| X1 | Pearson Correlation | .551\*\* | .433\* | 1 |
| Sig. (2-tailed) | .002 | .017 |  |
| N | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

**Reliability**

|  |
| --- |
| **Notes** |
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| Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. |
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| Elapsed Time | 00:00:00.00 |

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .727 | 8 |

**Correlations**

|  |
| --- |
| **Notes** |
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| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | CORRELATIONS /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00.02 |
| Elapsed Time | 00:00:00.14 |

|  |
| --- |
| **Correlations** |
|  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 |
| X2.1 | Pearson Correlation | 1 | .248 | .310 | .253 | .407\* | .232 |
| Sig. (2-tailed) |  | .187 | .095 | .177 | .026 | .217 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .248 | 1 | .762\*\* | .284 | .712\*\* | .667\*\* |
| Sig. (2-tailed) | .187 |  | .000 | .129 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .310 | .762\*\* | 1 | .480\*\* | .683\*\* | .606\*\* |
| Sig. (2-tailed) | .095 | .000 |  | .007 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .253 | .284 | .480\*\* | 1 | .321 | .487\*\* |
| Sig. (2-tailed) | .177 | .129 | .007 |  | .083 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .407\* | .712\*\* | .683\*\* | .321 | 1 | .445\* |
| Sig. (2-tailed) | .026 | .000 | .000 | .083 |  | .014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .232 | .667\*\* | .606\*\* | .487\*\* | .445\* | 1 |
| Sig. (2-tailed) | .217 | .000 | .000 | .006 | .014 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .130 | .618\*\* | .422\* | .332 | .249 | .911\*\* |
| Sig. (2-tailed) | .493 | .000 | .020 | .073 | .185 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .275 | .414\* | .352 | .431\* | .230 | .744\*\* |
| Sig. (2-tailed) | .141 | .023 | .056 | .017 | .222 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .502\*\* | .807\*\* | .796\*\* | .627\*\* | .707\*\* | .872\*\* |
| Sig. (2-tailed) | .005 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| **Correlations** |
|  | X2.7 | X2.8 | X2 |
| X2.1 | Pearson Correlation | .130 | .275 | .502\*\* |
| Sig. (2-tailed) | .493 | .141 | .005 |
| N | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .618\*\* | .414\* | .807\*\* |
| Sig. (2-tailed) | .000 | .023 | .000 |
| N | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .422\* | .352 | .796\*\* |
| Sig. (2-tailed) | .020 | .056 | .000 |
| N | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .332 | .431\* | .627\*\* |
| Sig. (2-tailed) | .073 | .017 | .000 |
| N | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .249 | .230 | .707\*\* |
| Sig. (2-tailed) | .185 | .222 | .000 |
| N | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .911\*\* | .744\*\* | .872\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | 1 | .804\*\* | .759\*\* |
| Sig. (2-tailed) |  | .000 | .000 |
| N | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .804\*\* | 1 | .727\*\* |
| Sig. (2-tailed) | .000 |  | .000 |
| N | 30 | 30 | 30 |
| X2 | Pearson Correlation | .759\*\* | .727\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 |  |
| N | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

**Reliability**

|  |
| --- |
| **Notes** |
| Output Created | 07-JAN-2025 10:36:40 |
| Comments |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 30 |
| Matrix Input |  |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. |
| Resources | Processor Time | 00:00:00.00 |
| Elapsed Time | 00:00:00.05 |

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .867 | 8 |

**Correlations**

|  |
| --- |
| **Notes** |
| Output Created | 07-JAN-2025 10:37:00 |
| Comments |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 30 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | CORRELATIONS /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00.00 |
| Elapsed Time | 00:00:00.17 |

|  |
| --- |
| **Correlations** |
|  | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 |
| X3.1 | Pearson Correlation | 1 | .648\*\* | .368\* | .606\*\* | .624\*\* | .510\*\* |
| Sig. (2-tailed) |  | .000 | .046 | .000 | .000 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .648\*\* | 1 | .612\*\* | .592\*\* | .704\*\* | .562\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .001 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .368\* | .612\*\* | 1 | .604\*\* | .743\*\* | .833\*\* |
| Sig. (2-tailed) | .046 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .606\*\* | .592\*\* | .604\*\* | 1 | .675\*\* | .502\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 |  | .000 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .624\*\* | .704\*\* | .743\*\* | .675\*\* | 1 | .820\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .510\*\* | .562\*\* | .833\*\* | .502\*\* | .820\*\* | 1 |
| Sig. (2-tailed) | .004 | .001 | .000 | .005 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .761\*\* | .827\*\* | .829\*\* | .798\*\* | .918\*\* | .848\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |

|  |
| --- |
| **Correlations** |
|  | X3 |
| X3.1 | Pearson Correlation | .761\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.2 | Pearson Correlation | .827\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.3 | Pearson Correlation | .829\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.4 | Pearson Correlation | .798\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.5 | Pearson Correlation | .918\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.6 | Pearson Correlation | .848\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3 | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

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

**Reliability**

|  |
| --- |
| **Notes** |
| Output Created | 10-JAN-2025 10:37:15 |
| Comments |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 30 |
| Matrix Input |  |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. |
| Resources | Processor Time | 00:00:00.02 |
| Elapsed Time | 00:00:00.09 |

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .909 | 6 |

**Correlations**

|  |
| --- |
| **Notes** |
| Output Created | 10-JAN-2025 10:37:42 |
| Comments |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 30 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | CORRELATIONS /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Y.9 Y.10 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00.02 |
| Elapsed Time | 00:00:00.31 |
| **Correlations** |
|  | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 |
| Y.1 | Pearson Correlation | 1 | .183 | .226 | .149 | .477\*\* | .536\*\* | .402\* | .774\*\* |
| Sig. (2-tailed) |  | .332 | .230 | .433 | .008 | .002 | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .183 | 1 | .496\*\* | .557\*\* | .485\*\* | .584\*\* | .530\*\* | .243 |
| Sig. (2-tailed) | .332 |  | .005 | .001 | .007 | .001 | .003 | .196 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .226 | .496\*\* | 1 | .794\*\* | .503\*\* | .485\*\* | .672\*\* | .450\* |
| Sig. (2-tailed) | .230 | .005 |  | .000 | .005 | .007 | .000 | .013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .149 | .557\*\* | .794\*\* | 1 | .708\*\* | .529\*\* | .764\*\* | .427\* |
| Sig. (2-tailed) | .433 | .001 | .000 |  | .000 | .003 | .000 | .019 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .477\*\* | .485\*\* | .503\*\* | .708\*\* | 1 | .688\*\* | .635\*\* | .572\*\* |
| Sig. (2-tailed) | .008 | .007 | .005 | .000 |  | .000 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .536\*\* | .584\*\* | .485\*\* | .529\*\* | .688\*\* | 1 | .643\*\* | .564\*\* |
| Sig. (2-tailed) | .002 | .001 | .007 | .003 | .000 |  | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .402\* | .530\*\* | .672\*\* | .764\*\* | .635\*\* | .643\*\* | 1 | .624\*\* |
| Sig. (2-tailed) | .028 | .003 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .774\*\* | .243 | .450\* | .427\* | .572\*\* | .564\*\* | .624\*\* | 1 |
| Sig. (2-tailed) | .000 | .196 | .013 | .019 | .001 | .001 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .373\* | .641\*\* | .716\*\* | .625\*\* | .458\* | .661\*\* | .722\*\* | .578\*\* |
| Sig. (2-tailed) | .042 | .000 | .000 | .000 | .011 | .000 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .273 | .524\*\* | .597\*\* | .584\*\* | .555\*\* | .658\*\* | .668\*\* | .497\*\* |
| Sig. (2-tailed) | .144 | .003 | .000 | .001 | .001 | .000 | .000 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y | Pearson Correlation | .586\*\* | .675\*\* | .770\*\* | .790\*\* | .788\*\* | .826\*\* | .866\*\* | .758\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
|  |
| **Correlations** |
|  | Y.9 | Y.10 | Y |
| Y.1 | Pearson Correlation | .373\* | .273 | .586\*\* |
| Sig. (2-tailed) | .042 | .144 | .001 |
| N | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .641\*\* | .524\*\* | .675\*\* |
| Sig. (2-tailed) | .000 | .003 | .000 |
| N | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .716\*\* | .597\*\* | .770\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .625\*\* | .584\*\* | .790\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 |
| N | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .458\* | .555\*\* | .788\*\* |
| Sig. (2-tailed) | .011 | .001 | .000 |
| N | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .661\*\* | .658\*\* | .826\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .722\*\* | .668\*\* | .866\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .578\*\* | .497\*\* | .758\*\* |
| Sig. (2-tailed) | .001 | .005 | .000 |
| N | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | 1 | .610\*\* | .833\*\* |
| Sig. (2-tailed) |  | .000 | .000 |
| N | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .610\*\* | 1 | .778\*\* |
| Sig. (2-tailed) | .000 |  | .000 |
| N | 30 | 30 | 30 |
| Y | Pearson Correlation | .833\*\* | .778\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 |  |
| N | 30 | 30 | 30 |

**Reliability**

|  |
| --- |
| **Notes** |
| Output Created | 10-JAN-2025 10:37:57 |
| Comments |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 30 |
| Matrix Input |  |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | RELIABILITY /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Y.9 Y.10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. |
| Resources | Processor Time | 00:00:00.02 |
| Elapsed Time | 00:00:00.02 |

**Scale: ALL VARIABLES**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

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

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .921 | 10 |

**Lampiran 6. Hasil Statistik Deskriptif**

|  |
| --- |
| **Descriptive Statistics** |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X1 | 58 | 14.058 | 36.286 | 25.08971 | 4.259208 |
| X2 | 58 | 8.946 | 36.085 | 25.73614 | 5.568366 |
| X3 | 58 | 6.734 | 29.009 | 19.90053 | 4.734541 |
| Y | 58 | 10.813 | 47.363 | 32.98850 | 7.151105 |
| Valid N (listwise) | 58 |  |  |  |  |

**Lampiran 7. Hasil Regresi**

**Regression**

|  |
| --- |
| **Notes** |
| Output Created | 07-JAN-2025 10:48:52 |
| Comments |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 58 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL ZPP /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 /SCATTERPLOT=(\*SRESID ,\*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID. |
| Resources | Processor Time | 00:00:05.91 |
| Elapsed Time | 00:00:05.34 |
| Memory Required | 2596 bytes |
| Additional Memory Required for Residual Plots | 896 bytes |
| Variables Created or Modified | RES\_1 | Unstandardized Residual |

|  |
| --- |
| **Descriptive Statistics** |
|  | Mean | Std. Deviation | N |
| Y | 32.98850 | 7.151105 | 58 |
| X1 | 25.08971 | 4.259208 | 58 |
| X2 | 25.73614 | 5.568366 | 58 |
| X3 | 19.90053 | 4.734541 | 58 |

|  |
| --- |
| **Correlations** |
|  | Y | X1 | X2 | X3 |
| Pearson Correlation | Y | 1.000 | .622 | .660 | .853 |
| X1 | .622 | 1.000 | .736 | .621 |
| X2 | .660 | .736 | 1.000 | .746 |
| X3 | .853 | .621 | .746 | 1.000 |
| Sig. (1-tailed) | Y | . | .000 | .000 | .000 |
| X1 | .000 | . | .000 | .000 |
| X2 | .000 | .000 | . | .000 |
| X3 | .000 | .000 | .000 | . |
| N | Y | 58 | 58 | 58 | 58 |
| X1 | 58 | 58 | 58 | 58 |
| X2 | 58 | 58 | 58 | 58 |
| X3 | 58 | 58 | 58 | 58 |

|  |
| --- |
| **Variables Entered/Removeda** |
| Model | Variables Entered | Variables Removed | Method |
| 1 | X3, X1, X2b | . | Enter |

|  |
| --- |
| a. Dependent Variable: Y |
| b. All requested variables entered. |

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .862a | .743 | .729 | 3.723821 |

|  |
| --- |
| a. Predictors: (Constant), X3, X1, X2 |
| b. Dependent Variable: Y |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2166.073 | 3 | 722.024 | 52.068 | .000b |
| Residual | 748.810 | 54 | 13.867 |  |  |
| Total | 2914.883 | 57 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Y |
| b. Predictors: (Constant), X3, X1, X2 |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Correlations |
| B | Std. Error | Beta | Zero-order |
| 1 | (Constant) | 3.828 | 2.966 |  | 1.290 | .202 |  |
| X1 | .292 | .173 | .174 | 1.684 | .098 | .622 |
| X2 | -.069 | .156 | -.053 | -.440 | .662 | .660 |
| X3 | 1.186 | .158 | .785 | 7.489 | .000 | .853 |

|  |
| --- |
| **Coefficientsa** |
| Model | Correlations |
| Partial | Part | Tolerance | VIF |
| 1 | (Constant) |  |  |  |  |
| X1 | .223 | .116 | .446 | 2.241 |
| X2 | -.060 | -.030 | .323 | 3.097 |
| X3 | .714 | .517 | .433 | 2.311 |

|  |
| --- |
| a. Dependent Variable: Y |

|  |
| --- |
| **Collinearity Diagnosticsa** |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |
| (Constant) | X1 | X2 | X3 |
| 1 | 1 | 3.949 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .029 | 11.605 | .52 | .01 | .05 | .25 |
| 3 | .014 | 17.025 | .23 | .18 | .28 | .68 |
| 4 | .008 | 22.190 | .25 | .81 | .67 | .07 |
| a. Dependent Variable: Y |

|  |
| --- |
| **Residuals Statisticsa** |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 15.32205 | 43.32841 | 32.98850 | 6.164518 | 58 |
| Std. Predicted Value | -2.866 | 1.677 | .000 | 1.000 | 58 |
| Standard Error of Predicted Value | .546 | 1.940 | .923 | .325 | 58 |
| Adjusted Predicted Value | 16.38529 | 42.74412 | 32.95763 | 6.119031 | 58 |
| Residual | -10.764621 | 9.311919 | .000000 | 3.624502 | 58 |
| Std. Residual | -2.891 | 2.501 | .000 | .973 | 58 |
| Stud. Residual | -2.969 | 2.673 | .004 | 1.030 | 58 |
| Deleted Residual | -11.354224 | 10.636179 | .030868 | 4.075938 | 58 |
| Stud. Deleted Residual | -3.215 | 2.842 | .002 | 1.063 | 58 |
| Mahal. Distance | .244 | 14.495 | 2.948 | 3.053 | 58 |
| Cook's Distance | .000 | .353 | .034 | .074 | 58 |
| Centered Leverage Value | .004 | .254 | .052 | .054 | 58 |
| a. Dependent Variable: Y |

**Charts**







**NPar Tests**

|  |
| --- |
| **Notes** |
| Output Created | 07-JAN-2025 10:49:14 |
| Comments |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 58 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each test are based on all cases with valid data for the variable(s) used in that test. |
| Syntax | NPAR TESTS /K-S(NORMAL)=RES\_1 /MISSING ANALYSIS. |
| Resources | Processor Time | 00:00:00.02 |
| Elapsed Time | 00:00:00.03 |
| Number of Cases Alloweda | 393216 |
| a. Based on availability of workspace memory. |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 58 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.62450151 |
| Most Extreme Differences | Absolute | .555 |
| Positive | .081 |
| Negative | -.555 |
| Test Statistic | .555 |
| Asymp. Sig. (2-tailed) | .200c |

|  |
| --- |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |

**Regression**

|  |
| --- |
| **Notes** |
| Output Created | 07-JAN-2025 10:50:48 |
| Comments |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 58 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT ABS\_RES /METHOD=ENTER X1 X2 X3 /SCATTERPLOT=(\*SRESID ,\*ZPRED). |
| Resources | Processor Time | 00:00:02.42 |
| Elapsed Time | 00:00:01.58 |
| Memory Required | 2636 bytes |
| Additional Memory Required for Residual Plots | 224 bytes |
| **Variables Entered/Removeda** |
| Model | Variables Entered | Variables Removed | Method |
| 1 | X3, X1, X2b | . | Enter |
| a. Dependent Variable: ABS\_RES |
| b. All requested variables entered. |

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .250a | .062 | .010 | 2.44960 |

|  |
| --- |
| a. Predictors: (Constant), X3, X1, X2 |
| b. Dependent Variable: ABS\_RES |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 21.593 | 3 | 7.198 | 1.199 | .319b |
| Residual | 324.030 | 54 | 6.001 |  |  |
| Total | 345.623 | 57 |  |  |  |

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| --- |
| a. Dependent Variable: ABS\_RES |
| b. Predictors: (Constant), X3, X1, X2 |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.279 | 1.951 |  | 1.680 | .099 |
| X1 | -.159 | .114 | -.276 | -1.397 | .168 |
| X2 | .014 | .103 | .031 | .136 | .893 |
| X3 | .151 | .104 | .290 | 1.446 | .154 |
| a. Dependent Variable: ABS\_RES |
| **Residuals Statisticsa** |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 1.5662 | 4.2247 | 2.6366 | .61548 | 58 |
| Std. Predicted Value | -1.739 | 2.580 | .000 | 1.000 | 58 |
| Standard Error of Predicted Value | .359 | 1.276 | .607 | .214 | 58 |
| Adjusted Predicted Value | .8043 | 4.2605 | 2.5653 | .67230 | 58 |
| Residual | -2.96300 | 7.76103 | .00000 | 2.38427 | 58 |
| Std. Residual | -1.210 | 3.168 | .000 | .973 | 58 |
| Stud. Residual | -1.271 | 3.254 | .014 | 1.019 | 58 |
| Deleted Residual | -3.27002 | 8.50765 | .07131 | 2.62087 | 58 |
| Stud. Deleted Residual | -1.278 | 3.595 | .029 | 1.063 | 58 |
| Mahal. Distance | .244 | 14.495 | 2.948 | 3.053 | 58 |
| Cook's Distance | .000 | .375 | .026 | .063 | 58 |
| Centered Leverage Value | .004 | .254 | .052 | .054 | 58 |

|  |
| --- |
| a. Dependent Variable: ABS\_RES |

**Charts**

