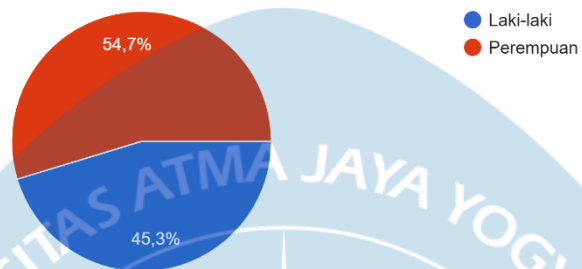
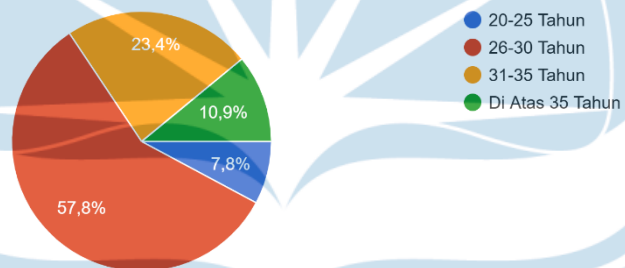


## Lampiran 5 Data Responden Penelitian

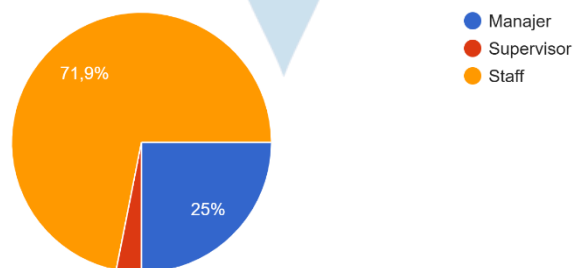
Jenis Kelamin  
64 jawaban



Usia  
64 jawaban

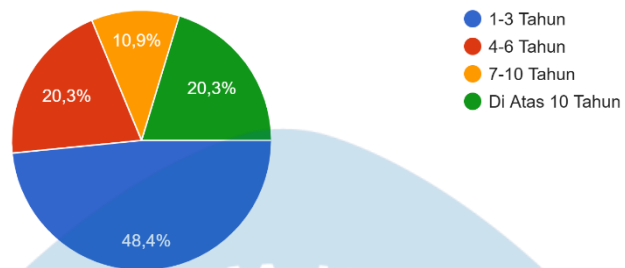


Jabatan  
64 jawaban



### Lama Bekerja Di Instansi Ini

64 jawaban



**Lampiran 6 Hasil Uji Validitas Variabel MSDM**  
**Correlations**

|     |                 | P01   | P02   | P03   | P04   | P05   | P06   | P07   | P08   | P09   | TOTAL  |
|-----|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|     |                 |       |       |       |       |       |       |       |       |       | L      |
| P01 | Pearson         | 1     | .79   | .85   | .79   | .59   | .79   | .65   | .58   | .74   | .876** |
|     | Correlation     |       | .2**  | .3**  | .2**  | .7**  | .4**  | .3**  | .4**  | .4**  |        |
|     | Sig. (2-tailed) |       | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000  |
|     | N               | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |
| P02 | Pearson         | .79   | 1     | .69   | .79   | .58   | .75   | .48   | .54   | .68   | .816** |
|     | Correlation     | .2**  |       | .3**  | .4**  | .4**  | .9**  | .4**  | .6**  | .9**  |        |
|     | Sig. (2-tailed) | 0.000 |       | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000  |
|     | N               | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |
| P03 | Pearson         | .85   | .69   | 1     | .76   | .54   | .85   | .64   | .62   | .71   | .861** |
|     | Correlation     | .3**  | .3**  |       | .6**  | .5**  | .3**  | .9**  | .9**  | .9**  |        |
|     | Sig. (2-tailed) | 0.000 | 0.000 |       | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000  |
|     | N               | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |

|     |                     |           |           |           |           |           |           |           |           |           |        |
|-----|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|
| P04 | Pearson             | .79       | .79       | .76       | 1         | .69       | .83       | .54       | .74       | .82       | .902** |
|     | Correlati<br>on     | 2**       | 4**       | 6**       |           | 2**       | 0**       | 3**       | 2**       | 8**       |        |
|     | Sig. (2-<br>tailed) | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 |           | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.000  |
|     | N                   | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45     |
| P05 | Pearson             | .59       | .58       | .54       | .69       | 1         | .68       | .59       | .67       | .59       | .787** |
|     | Correlati<br>on     | 7**       | 4**       | 5**       | 2**       |           | 2**       | 1**       | 5**       | 6**       |        |
|     | Sig. (2-<br>tailed) | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 |           | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.000  |
|     | N                   | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45     |
| P06 | Pearson             | .79       | .75       | .85       | .83       | .68       | 1         | .78       | .83       | .78       | .948** |
|     | Correlati<br>on     | 4**       | 9**       | 3**       | 0**       | 2**       |           | 5**       | 5**       | 9**       |        |
|     | Sig. (2-<br>tailed) | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 |           | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.000  |
|     | N                   | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45     |
| P07 | Pearson             | .65       | .48       | .64       | .54       | .59       | .78       | 1         | .76       | .62       | .798** |
|     | Correlati<br>on     | 3**       | 4**       | 9**       | 3**       | 1**       | 5**       |           | 8**       | 1**       |        |
|     | Sig. (2-<br>tailed) | 0.0<br>00 | 0.0<br>01 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 |           | 0.0<br>00 | 0.0<br>00 | 0.000  |

|     |                     |           |           |           |           |           |           |           |           |           |        |
|-----|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|
|     | N                   | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45     |
| P08 | Pearson             | .58       | .54       | .62       | .74       | .67       | .83       | .76       | 1         | .77       | .854** |
|     | Correlati<br>on     | 4**       | 6**       | 9**       | 2**       | 5**       | 5**       | 8**       |           | 1**       |        |
|     | Sig. (2-<br>tailed) | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 |           | 0.0<br>00 | 0.000  |
|     | N                   | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45     |
| P09 | Pearson             | .74       | .68       | .71       | .82       | .59       | .78       | .62       | .77       | 1         | .872** |
|     | Correlati<br>on     | 4**       | 9**       | 9**       | 8**       | 6**       | 9**       | 1**       | 1**       |           |        |
|     | Sig. (2-<br>tailed) | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 |           | 0.000  |
|     | N                   | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45     |
| TOT | Pearson             | .87       | .81       | .86       | .90       | .78       | .94       | .79       | .85       | .87       | 1      |
| AL  | Correlati<br>on     | 6**       | 6**       | 1**       | 2**       | 7**       | 8**       | 8**       | 4**       | 2**       |        |
|     | Sig. (2-<br>tailed) | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 | 0.0<br>00 |        |
|     | N                   | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45        | 45     |

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

**Lampiran 7 Hasil Uji Validitas Kepuasan Kerja**  
**Correlations**

|      |                 | JS01   | JS02   | JS03   | JS04   | JS05   | TOTAL  |
|------|-----------------|--------|--------|--------|--------|--------|--------|
|      |                 | JS01   | JS02   | JS03   | JS04   | JS05   | L      |
| JS01 | Pearson         | 1      | .754** | .841** | .754** | .562** | .900** |
|      | Correlation     |        |        |        |        |        |        |
|      | n               |        |        |        |        |        |        |
|      | Sig. (2-tailed) |        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N               | 45     | 45     | 45     | 45     | 45     | 45     |
| JS02 | Pearson         | .754** | 1      | .775** | .675** | .411** | .824** |
|      | Correlation     |        |        |        |        |        |        |
|      | n               |        |        |        |        |        |        |
|      | Sig. (2-tailed) | 0.000  |        | 0.000  | 0.000  | 0.005  | 0.000  |
|      | N               | 45     | 45     | 45     | 45     | 45     | 45     |
| JS03 | Pearson         | .841** | .775** | 1      | .616** | .500** | .858** |
|      | Correlation     |        |        |        |        |        |        |
|      | n               |        |        |        |        |        |        |
|      | Sig. (2-tailed) | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  |
|      | N               | 45     | 45     | 45     | 45     | 45     | 45     |

|       |            |        |        |        |        |        |        |
|-------|------------|--------|--------|--------|--------|--------|--------|
| JS04  | Pearson    | .754** | .675** | .616** | 1      | .756** | .895** |
|       | Correlatio |        |        |        |        |        |        |
|       | n          |        |        |        |        |        |        |
| JS05  | Sig. (2-   | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  |
|       | tailed)    |        |        |        |        |        |        |
|       | N          | 45     | 45     | 45     | 45     | 45     | 45     |
| JS05  | Pearson    | .562** | .411** | .500** | .756** | 1      | .793** |
|       | Correlatio |        |        |        |        |        |        |
|       | n          |        |        |        |        |        |        |
| TOTAL | Sig. (2-   | 0.000  | 0.005  | 0.000  | 0.000  |        | 0.000  |
|       | tailed)    |        |        |        |        |        |        |
|       | N          | 45     | 45     | 45     | 45     | 45     | 45     |
| L     | Pearson    | .900** | .824** | .858** | .895** | .793** | 1      |
|       | Correlatio |        |        |        |        |        |        |
|       | n          |        |        |        |        |        |        |
|       | Sig. (2-   | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        |
|       | tailed)    |        |        |        |        |        |        |
|       | N          | 45     | 45     | 45     | 45     | 45     | 45     |

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

## Lampiran 8 Hasil Uji Validitas Komitmen Organisasional

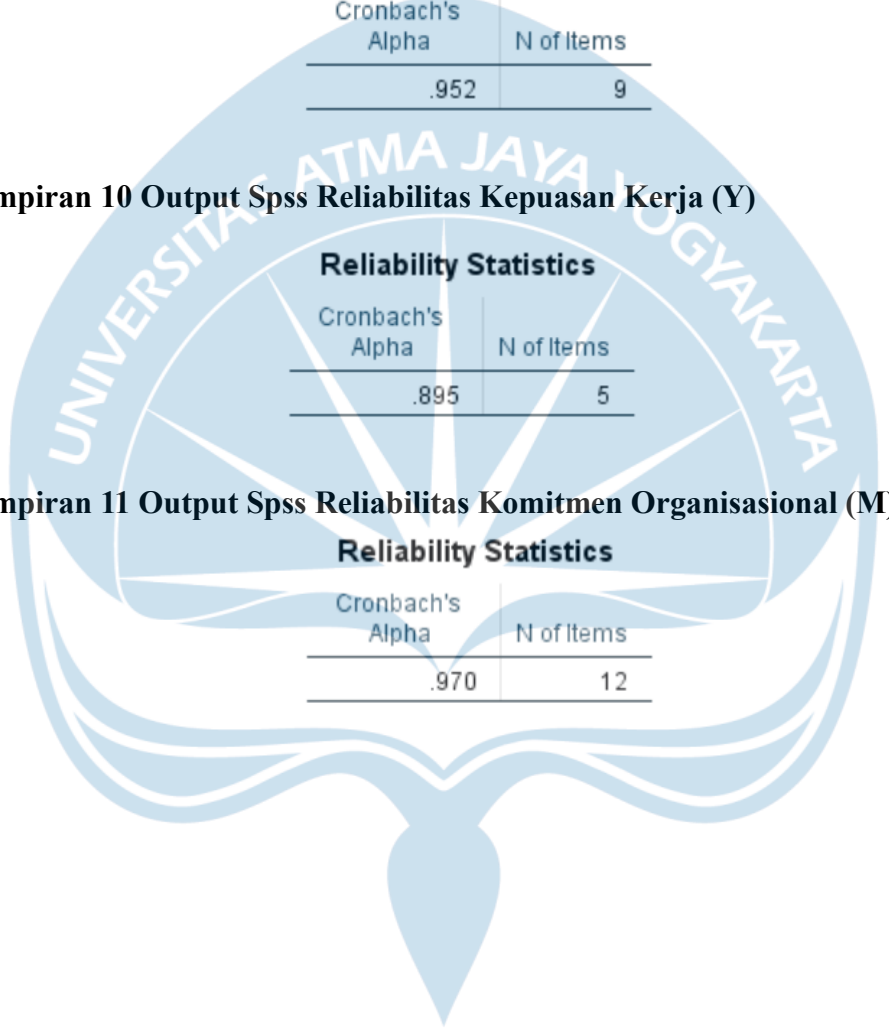
[illegible]

|     |           |      |      |      |      |      |      |      |      |      |      |      |        |      |
|-----|-----------|------|------|------|------|------|------|------|------|------|------|------|--------|------|
| K04 | Pearson   | .835 | .920 | .818 | 1    | .744 | .680 | .625 | .653 | .885 | .463 | .917 | .922** | .901 |
|     | Correlati | **   | **   | **   |      | **   | **   | **   | **   | **   | **   | **   |        | **   |
|     | on        |      |      |      |      |      |      |      |      |      |      |      |        |      |
|     | Sig. (2-  | 0.00 | 0.00 | 0.00 |      | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.000  | 0.00 |
|     | tailed)   | 0    | 0    | 0    |      | 0    | 0    | 0    | 0    | 0    | 1    | 0    |        | 0    |
|     | N         | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45     | 45   |
| K05 | Pearson   | .755 | .744 | .725 | .744 | 1    | .742 | .681 | .638 | .695 | .582 | .716 | .740** | .835 |
|     | Correlati | **   | **   | **   | **   |      | **   | **   | **   | **   | **   | **   |        | **   |
|     | on        |      |      |      |      |      |      |      |      |      |      |      |        |      |
|     | Sig. (2-  | 0.00 | 0.00 | 0.00 | 0.00 |      | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.000  | 0.00 |
|     | tailed)   | 0    | 0    | 0    | 0    |      | 0    | 0    | 0    | 0    | 0    | 0    |        | 0    |
|     | N         | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45     | 45   |
| K06 | Pearson   | .826 | .764 | .884 | .680 | .742 | 1    | .893 | .604 | .608 | .742 | .742 | .832** | .892 |
|     | Correlati | **   | **   | **   | **   | **   |      | **   | **   | **   | **   | **   |        | **   |
|     | on        |      |      |      |      |      |      |      |      |      |      |      |        |      |
|     | Sig. (2-  | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |      | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.000  | 0.00 |
|     | tailed)   | 0    | 0    | 0    | 0    | 0    |      | 0    | 0    | 0    | 0    | 0    |        | 0    |
|     | N         | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45     | 45   |
| K07 | Pearson   | .742 | .701 | .794 | .625 | .681 | .893 | 1    | .455 | .544 | .757 | .598 | .752** | .818 |
|     | Correlati | **   | **   | **   | **   | **   | **   |      | **   | **   | **   | **   |        | **   |
|     | on        |      |      |      |      |      |      |      |      |      |      |      |        |      |
|     | Sig. (2-  | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |      | 0.00 | 0.00 | 0.00 | 0.00 | 0.000  | 0.00 |
|     | tailed)   | 0    | 0    | 0    | 0    | 0    | 0    |      | 2    | 0    | 0    | 0    |        | 0    |
|     | N         | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45   | 45     | 45   |

|     |                 |       |       |       |       |       |       |       |       |       |       |       |        |       |
|-----|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|
| N   |                 | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    |
| K08 | Pearson         | .622  | .653  | .666  | .653  | .638  | .604  | .455  | 1     | .791  | .683  | .712  | .696** | .787  |
|     | Correlation     | **    | **    | **    | **    | **    | **    | **    |       | **    | **    | **    |        | **    |
|     | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |       | 0.000 | 0.000 | 0.000 | 0.000  | 0.000 |
| N   |                 | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    |
| K09 | Pearson         | .715  | .802  | .765  | .885  | .695  | .608  | .544  | .791  | 1     | .501  | .875  | .874** | .864  |
|     | Correlation     | **    | **    | **    | **    | **    | **    | **    | **    | **    | **    | **    |        | **    |
|     | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |       | 0.000 | 0.000 | 0.000  | 0.000 |
| N   |                 | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    |
| K10 | Pearson         | .560  | .534  | .599  | .463  | .582  | .742  | .757  | .683  | .501  | 1     | .504  | .560** | .724  |
|     | Correlation     | **    | **    | **    | **    | **    | **    | **    | **    | **    | **    | **    |        | **    |
|     | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |       | 0.000 | 0.000  | 0.000 |
| N   |                 | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    |
| K11 | Pearson         | .755  | .830  | .808  | .917  | .716  | .742  | .598  | .712  | .875  | .504  | 1     | .917** | .892  |
|     | Correlation     | **    | **    | **    | **    | **    | **    | **    | **    | **    | **    | **    |        | **    |
|     | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000  | 0.000 |

|       |                 |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|       | Sig. (2-tailed) | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  |            | 0.000<br>0 | 0.00<br>0  |
|       | N               | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         |
|       |                 |            |            |            |            |            |            |            |            |            |            |            |            |            |
| K12   | Pearson         | .900<br>** | .922<br>** | .964<br>** | .922<br>** | .740<br>** | .832<br>** | .752<br>** | .696<br>** | .874<br>** | .560<br>** | .917<br>** | 1          | .962<br>** |
|       | Correlation     |            |            |            |            |            |            |            |            |            |            |            |            |            |
|       |                 |            |            |            |            |            |            |            |            |            |            |            |            |            |
|       | Sig. (2-tailed) | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  |            | 0.00<br>0  |
|       | N               | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         |
|       |                 |            |            |            |            |            |            |            |            |            |            |            |            |            |
| TOTAL | Pearson         | .913<br>** | .923<br>** | .942<br>** | .901<br>** | .835<br>** | .892<br>** | .818<br>** | .787<br>** | .864<br>** | .724<br>** | .892<br>** | .962**     | 1          |
|       | Correlation     |            |            |            |            |            |            |            |            |            |            |            |            |            |
|       |                 |            |            |            |            |            |            |            |            |            |            |            |            |            |
|       | Sig. (2-tailed) | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.00<br>0  | 0.000      |            |
|       | N               | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         | 45         |
|       |                 |            |            |            |            |            |            |            |            |            |            |            |            |            |

**Lampiran 9 Output Spss Reliabilitas Praktik Manajemen Sumber Daya Manusia (X)**



**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .952             | 9          |

**Lampiran 10 Output Spss Reliabilitas Kepuasan Kerja (Y)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .895             | 5          |

**Lampiran 11 Output Spss Reliabilitas Komitmen Organisasional (M)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .970             | 12         |

**Lampiran 12 Output SPSS Analisis Deskriptif Praktik Manajemen Sumber Daya Manusia (X)**  
**Descriptive Statistics**

|                    | N  | Minimum | Maximum | Mean   | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| Pernyataan 1       | 45 | 3.00    | 5.00    | 4.2222 | .55958         |
| Pernyataan 2       | 45 | 3.00    | 5.00    | 4.3778 | .57560         |
| Pernyataan 3       | 45 | 3.00    | 5.00    | 4.2667 | .53936         |
| Pernyataan 4       | 45 | 3.00    | 5.00    | 4.3778 | .57560         |
| Pernyataan 5       | 45 | 2.00    | 5.00    | 4.1333 | .72614         |
| Pernyataan 6       | 45 | 3.00    | 5.00    | 4.3111 | .55687         |
| Pernyataan 7       | 45 | 3.00    | 5.00    | 4.2222 | .67044         |
| Pernyataan 8       | 45 | 3.00    | 5.00    | 4.3333 | .60302         |
| Pernyataan 9       | 45 | 3.00    | 5.00    | 4.3556 | .57031         |
| Valid N (listwise) | 45 |         |         |        |                |

**Lampiran 13 Output SPSS Analisis Deskriptif Kepuasan Kerja (Y)**  
**Descriptive Statistics**

|                    | N  | Minimum | Maximum | Mean   | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| Pernyataan 1       | 45 | 3.00    | 5.00    | 4.3111 | 0.51444        |
| Pernyataan 2       | 45 | 3.00    | 5.00    | 4.3556 | 0.52896        |
| Pernyataan 3       | 45 | 3.00    | 5.00    | 4.2667 | 0.53936        |
| Pernyataan 4       | 45 | 3.00    | 5.00    | 4.3556 | 0.52896        |
| Pernyataan 5       | 45 | 1.00    | 5.00    | 4.1778 | 0.74739        |
| Valid N (listwise) | 45 |         |         |        |                |

**Lampiran 14 Output SPSS Analisis Deskriptif Komitmen Organisasional (M)**  
**Descriptive Statistics**

|              | N  | Minimum | Maximum | Mean   | Std.<br>Deviation |
|--------------|----|---------|---------|--------|-------------------|
| Pernyataan 1 | 45 | 3.00    | 5.00    | 4.3111 | 0.59628           |
| Pernyataan 2 | 45 | 3.00    | 5.00    | 4.3778 | 0.53466           |
| Pernyataan 3 | 45 | 3.00    | 5.00    | 4.3111 | 0.55687           |
| Pernyataan 4 | 45 | 3.00    | 5.00    | 4.3778 | 0.53466           |
| Pernyataan 5 | 45 | 4.00    | 5.00    | 4.3778 | 0.49031           |
| Pernyataan 6 | 45 | 3.00    | 5.00    | 4.2889 | 0.50553           |
| Pernyataan 7 | 45 | 3.00    | 5.00    | 4.2222 | 0.55958           |
| Pernyataan 8 | 45 | 3.00    | 5.00    | 4.2000 | 0.62523           |
| Pernyataan 9 | 45 | 3.00    | 5.00    | 4.3111 | 0.51444           |

|                    |    |      |      |        |         |
|--------------------|----|------|------|--------|---------|
| Pernyataan 10      | 45 | 3.00 | 5.00 | 4.0889 | 0.59628 |
| Pernyataan 11      | 45 | 4.00 | 5.00 | 4.3778 | 0.49031 |
| Pernyataan 12      | 45 | 3.00 | 5.00 | 4.3333 | 0.52223 |
| Valid N (listwise) | 45 |      |      |        |         |

**Lampiran 15 Output seluruh Analisis Deskriptif Praktik Manajemen Sumber Daya Manusia, Kepuasan Kerja dan Komitmen Organisasional.**  
**Descriptive Statistics**

|    | N  | Minimu<br>m | Maximu<br>m | Mean   | Std.<br>Deviation |
|----|----|-------------|-------------|--------|-------------------|
| P1 | 45 | 3,00        | 5,00        | 4,2222 | ,55958            |
| P2 | 45 | 3,00        | 5,00        | 4,3778 | ,57560            |
| P3 | 45 | 3,00        | 5,00        | 4,2667 | ,53936            |
| P4 | 45 | 3,00        | 5,00        | 4,3778 | ,57560            |
| P5 | 45 | 2,00        | 5,00        | 4,1333 | ,72614            |
| P6 | 45 | 3,00        | 5,00        | 4,3111 | ,55687            |
| P7 | 45 | 3,00        | 5,00        | 4,2222 | ,67044            |
| P8 | 45 | 3,00        | 5,00        | 4,3333 | ,60302            |
| P9 | 45 | 3,00        | 5,00        | 4,3556 | ,57031            |

|                     |      |      |      |        |        |
|---------------------|------|------|------|--------|--------|
| K1                  | 45   | 3,00 | 5,00 | 4,3111 | ,59628 |
| K2                  | 45   | 3,00 | 5,00 | 4,3778 | ,53466 |
| K3                  | 45   | 3,00 | 5,00 | 4,3111 | ,55687 |
| K4                  | 45   | 3,00 | 5,00 | 4,3778 | ,53466 |
| K5                  | 45   | 4,00 | 5,00 | 4,3778 | ,49031 |
| K6                  | 45   | 3,00 | 5,00 | 4,2889 | ,50553 |
| K7                  | 45   | 3,00 | 5,00 | 4,2222 | ,55958 |
| K8                  | 45   | 3,00 | 5,00 | 4,2000 | ,62523 |
| K9                  | 45   | 3,00 | 5,00 | 4,3111 | ,51444 |
| K10                 | 45   | 3,00 | 5,00 | 4,0889 | ,59628 |
| K11                 | 45   | 4,00 | 5,00 | 4,3778 | ,49031 |
| K12                 | 45   | 3,00 | 5,00 | 4,3333 | ,52223 |
| JS1                 | 45   | 3,00 | 5,00 | 4,3111 | ,51444 |
| JS2                 | 45   | 3,00 | 5,00 | 4,3556 | ,52896 |
| JS3                 | 45   | 3,00 | 5,00 | 4,2667 | ,53936 |
| JS4                 | 45   | 3,00 | 5,00 | 4,3556 | ,52896 |
| JS5                 | 45   | 1,00 | 5,00 | 4,1778 | ,74739 |
| Valid<br>(listwise) | N 45 |      |      |        |        |

## Lampiran 16 Output SPSS Uji Hipotesis 1

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .531 <sup>a</sup> | .282     | .266              | 2.08001                    |

a. Predictors: (Constant), Praktik MSDM

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 73.164         | 1  | 73.164      | 16.911 | .000 <sup>b</sup> |
|       | Residual   | 186.036        | 43 | 4.326       |        |                   |
|       | Total      | 259.200        | 44 |             |        |                   |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Praktik MSDM

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

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|-------|------|
|       |              | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)   | 10.621                      | 2.655      |                           | 4.000 | .000 |
|       | Praktik MSDM | .281                        | .068       | .531                      | 4.112 | .000 |

a. Dependent Variable: Kepuasan Kerja

## Lampiran 17 Output SPSS Uji Hipotesis 2

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .523 <sup>a</sup> | .273     | .256              | 4.89093                    |

a. Predictors: (Constant), Praktik MSDM

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 386.364        | 1  | 386.364     | 16.152 | .000 <sup>b</sup> |
|       | Residual   | 1028.613       | 43 | 23.921      |        |                   |
|       | Total      | 1414.978       | 44 |             |        |                   |

a. Dependent Variable: Komitmen Organisasional

b. Predictors: (Constant), Praktik MSDM

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

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|-------|------|
|       |              | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)   | 26.655                      | 6.244      |                           | 4.269 | .000 |
|       | Praktik MSDM | .646                        | .161       | .523                      | 4.019 | .000 |

a. Dependent Variable: Komitmen Organisasional

## Lampiran 18 Output SPSS Uji Hipotesis 3

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .891 <sup>a</sup> | .795     | .790              | 1.11252                    |

a. Predictors: (Constant), Komitmen Organisasional

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 205.979        | 1  | 205.979     | 166.422 | .000 <sup>b</sup> |
|       | Residual   | 53.221         | 43 | 1.238       |         |                   |
|       | Total      | 259.200        | 44 |             |         |                   |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Komitmen Organisasional

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

| Model |                         | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|-------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                         | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)              | 1.788                       | 1.534      |                           | 1.165  | .250 |
|       | Komitmen Organisasional | .382                        | .030       | .891                      | 12.900 | .000 |

a. Dependent Variable: Kepuasan Kerja

## Lampiran 19 Output SPSS Uji Hipotesis 4

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .895 <sup>a</sup> | .801     | .791              | 1.10940                    |

a. Predictors: (Constant), Komitmen Organisasional , Praktik MSDM

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 207.507        | 2  | 103.754     | 84.300 | .000 <sup>b</sup> |
|       | Residual   | 51.693         | 42 | 1.231       |        |                   |
|       | Total      | 259.200        | 44 |             |        |                   |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Komitmen Organisasional , Praktik MSDM

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

| Model |                         | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|-------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                         | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)              | .988                        | 1.690      |                           | .585   | .562 |
|       | Praktik MSDM            | .048                        | .043       | .090                      | 1.114  | .271 |
|       | Komitmen Organisasional | .361                        | .035       | .844                      | 10.448 | .000 |

a. Dependent Variable: Kepuasan Kerja

## Lampiran 20 Hasil Uji Sobel

Diagram illustrating the Sobel test results for a mediation model:

independent variable → mediator variable → dependent variable

Path A (SE<sub>A</sub>) and Path B (SE<sub>B</sub>) are shown.

Results:

A: 0.523 ?

B: 0.844 ?

SE<sub>A</sub>: 0.161 ?

SE<sub>B</sub>: 0.035 ?

**Calculate!**

Sobel test statistic: 3.21936774

One-tailed probability: 0.00064237

Two-tailed probability: 0.00128474