

**SKOR JAWABAN RESPONDEN
VARIABEL KEBUTUHAN AKAN PRESTASI (X₁)**

No.	X1.1	X1.2	X1
1	4	4	8
2	4	4	8
3	3	4	7
4	4	3	7
5	4	4	8
6	3	4	7
7	4	5	9
8	4	4	8
9	3	4	7
10	4	4	8
11	4	4	8
12	4	4	8
13	4	4	8
14	4	4	8
15	3	4	7
16	4	4	8
17	4	3	7
18	4	4	8
19	4	4	8
20	4	4	8
21	4	4	8
22	4	3	7
23	4	5	9
24	3	4	7
25	4	4	8
26	4	5	9
27	4	4	8
28	3	4	7
29	4	4	8
30	4	4	8
31	4	5	9
32	4	4	8
33	4	4	8
34	4	5	9
35	5	4	9
36	4	4	8
37	4	4	8
38	4	5	9
39	4	3	7
40	3	5	8
41	3	5	8
42	5	3	8
43	4	4	8
44	4	4	8

45	5	4	9
46	4	4	8
47	4	5	9
48	4	4	8
49	5	4	9
50	5	4	9
51	4	5	9
52	4	4	8
53	4	4	8
54	4	4	8
55	4	4	8
56	5	4	9
57	4	4	8
58	4	4	8
59	4	5	9
60	4	4	8
61	4	5	9
62	3	4	7
63	4	4	8
64	5	4	9
65	4	4	8
66	4	5	9
67	4	4	8
68	4	4	8
69	4	4	8
70	5	4	9
71	4	3	7
72	4	4	8
73	4	5	9
74	4	4	8
75	4	3	7



**SKOR JAWABAN RESPONDEN
VARIABEL KEBUTUHAN AKAN KEKUASAAN (X₂)**

No.	X2.1	X2.2	X2
1	4	4	8
2	4	3	7
3	3	4	7
4	4	4	8
5	4	4	8
6	4	4	8
7	4	5	9
8	4	4	8
9	4	4	8
10	3	4	7
11	4	4	8
12	4	4	8
13	4	4	8
14	5	4	9
15	4	4	8
16	4	5	9
17	4	3	7
18	4	4	8
19	4	5	9
20	4	4	8
21	4	4	8
22	4	3	7
23	4	4	8
24	4	4	8
25	3	3	6
26	4	4	8
27	4	5	9
28	4	3	7
29	4	5	9
30	4	4	8
31	4	4	8
32	3	4	7
33	4	4	8
34	4	4	8
35	5	4	9
36	4	4	8
37	4	4	8
38	5	4	9
39	5	3	8
40	4	5	9
41	4	4	8
42	4	4	8
43	5	4	9
44	4	5	9

45	3	4	7
46	4	4	8
47	5	4	9
48	4	4	8
49	4	3	7
50	3	4	7
51	4	4	8
52	3	4	7
53	4	4	8
54	4	4	8
55	4	4	8
56	4	4	8
57	4	4	8
58	4	4	8
59	4	4	8
60	4	4	8
61	4	5	9
62	4	4	8
63	4	4	8
64	4	5	9
65	4	4	8
66	4	4	8
67	4	5	9
68	4	4	8
69	4	4	8
70	4	4	8
71	4	4	8
72	4	4	8
73	4	5	9
74	5	4	9
75	4	4	8

**SKOR JAWABAN RESPONDEN
VARIABEL KEBUTUHAN AKAN AFILIASI (X₃)**

No.	X3.1	X3.2	X3
1	4	4	8
2	4	3	7
3	3	4	7
4	4	4	8
5	4	4	8
6	4	3	7
7	4	4	8
8	4	4	8
9	3	3	6
10	4	4	8
11	5	4	9
12	4	5	9
13	4	4	8
14	3	4	7
15	5	3	8
16	3	5	8
17	4	4	8
18	4	4	8
19	3	4	7
20	4	5	9
21	4	4	8
22	4	4	8
23	4	5	9
24	3	3	6
25	4	4	8
26	4	4	8
27	4	4	8
28	4	3	7
29	3	4	7
30	4	4	8
31	4	5	9
32	3	4	7
33	4	4	8
34	4	4	8
35	5	5	10
36	4	4	8
37	4	3	7
38	4	5	9
39	4	4	8
40	4	4	8
41	5	4	9
42	4	4	8
43	4	4	8
44	4	5	9

45	4	4	8
46	4	5	9
47	4	4	8
48	4	4	8
49	4	4	8
50	3	4	7
51	4	4	8
52	4	4	8
53	4	4	8
54	5	4	9
55	4	4	8
56	5	5	10
57	4	4	8
58	4	4	8
59	5	5	10
60	5	5	10
61	4	4	8
62	3	3	6
63	4	5	9
64	4	4	8
65	4	4	8
66	5	5	10
67	4	4	8
68	4	4	8
69	4	3	7
70	4	4	8
71	3	3	6
72	4	3	7
73	4	4	8
74	4	4	8
75	3	4	7



**SKOR JAWABAN RESPONDEN
VARIABEL KINERJA KARYAWAN**

No.	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y
1	4	4	4	4	4	4	24
2	5	4	3	4	4	4	24
3	3	3	4	3	3	3	19
4	4	3	3	4	3	4	21
5	4	4	4	4	4	4	24
6	4	3	3	4	3	4	21
7	5	4	4	4	4	5	26
8	4	4	4	4	4	4	24
9	4	4	4	4	4	3	23
10	4	4	3	4	3	4	22
11	4	4	4	4	4	4	24
12	3	4	4	4	4	4	23
13	4	4	4	4	4	4	24
14	4	5	4	4	4	4	25
15	4	4	3	4	3	4	22
16	3	4	4	4	4	4	23
17	4	4	3	4	4	3	22
18	4	4	5	4	4	4	25
19	4	5	4	5	4	4	26
20	4	3	5	4	3	5	24
21	4	4	4	4	4	4	24
22	4	4	3	4	4	3	22
23	4	3	4	4	4	4	23
24	4	4	3	4	3	4	22
25	4	3	4	4	4	3	22
26	4	4	5	4	4	4	25
27	4	3	4	5	4	4	24
28	4	3	4	4	4	3	22
29	4	4	4	4	4	4	24
30	4	4	4	4	4	4	24
31	4	4	5	4	5	4	26
32	4	4	4	4	4	3	23
33	4	3	3	3	3	4	20
34	4	4	4	4	4	4	24
35	4	5	5	4	4	5	27
36	4	4	4	4	4	4	24
37	4	4	5	3	4	4	24
38	5	4	5	4	5	4	27
39	3	4	4	4	3	4	22
40	4	4	3	3	4	4	22
41	3	4	4	4	4	4	23
42	4	4	3	4	5	3	23
43	4	4	4	5	4	5	26
44	4	4	4	4	4	4	24

45	4	5	4	4	4	4	25
46	4	4	4	4	4	4	24
47	4	4	4	4	4	4	24
48	4	4	4	4	4	4	24
49	4	3	3	4	3	4	21
50	4	4	4	4	4	3	23
51	4	4	4	5	4	4	25
52	4	3	3	4	3	3	20
53	4	4	4	3	4	3	22
54	4	4	4	4	4	4	24
55	4	4	4	4	4	4	24
56	4	5	4	4	4	4	25
57	4	4	4	4	4	4	24
58	4	4	4	4	3	4	23
59	4	5	3	4	4	4	24
60	3	4	4	4	4	4	23
61	4	4	4	3	4	5	24
62	4	4	5	4	3	4	24
63	4	3	4	4	4	4	23
64	4	4	4	3	4	4	23
65	4	4	4	4	4	4	24
66	4	4	4	4	4	4	24
67	4	4	4	3	4	4	23
68	4	4	3	4	4	4	23
69	4	3	4	3	4	4	22
70	4	4	4	5	5	4	26
71	4	3	3	4	4	3	21
72	4	4	4	4	4	4	24
73	4	5	4	4	5	4	26
74	4	3	4	4	4	5	24
75	3	4	3	4	4	3	21



Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	3	9	12.0	12.0	12.0
	4	58	77.3	77.3	89.3
	5	8	10.7	10.7	100.0
Total		75	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	3	7	9.3	9.3	9.3
	4	54	72.0	72.0	81.3
	5	14	18.7	18.7	100.0
Total		75	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	3	7	9.3	9.3	9.3
	4	61	81.3	81.3	90.7
	5	7	9.3	9.3	100.0
Total		75	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	3	7	9.3	9.3	9.3
	4	57	76.0	76.0	85.3
	5	11	14.7	14.7	100.0
Total		75	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	3	12	16.0	16.0	16.0
	4	54	72.0	72.0	88.0
	5	9	12.0	12.0	100.0
Total		75	100.0	100.0	



X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	14.7	14.7	14.7
	4	50	66.7	66.7	81.3
	5	14	18.7	18.7	100.0
Total		75	100.0	100.0	

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.3	9.3	9.3
	4	65	86.7	86.7	96.0
	5	3	4.0	4.0	100.0
Total		75	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	20.0	20.0	20.0
	4	53	70.7	70.7	90.7
	5	7	9.3	9.3	100.0
Total		75	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	22.7	22.7	22.7
	4	50	66.7	66.7	89.3
	5	8	10.7	10.7	100.0
Total		75	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.0	12.0	12.0
	4	61	81.3	81.3	93.3
	5	5	6.7	6.7	100.0
Total		75	100.0	100.0	



Y1.5

	Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid 3	13	17.3	17.3	17.3
4	57	76.0	76.0	93.3
5	5	6.7	6.7	100.0
Total	75	100.0	100.0	

Y1.6

	Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid 3	13	17.3	17.3	17.3
4	56	74.7	74.7	92.0
5	6	8.0	8.0	100.0
Total	75	100.0	100.0	



Hasil Uji Validitas

Correlations

		X1.1	X1.2	Kebutuhan akan prestasi
X1.1	Pearson Correlation	1	-.156	.608**
	Sig. (2-tailed)		.180	.000
	N	75	75	75
X1.2	Pearson Correlation	-.156	1	.689**
	Sig. (2-tailed)	.180		.000
	N	75	75	75
Kebutuhan akan prestasi	Pearson Correlation	.608**	.689**	1
	Sig. (2-tailed)	.000	.000	
	N	75	75	75

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

Correlations

		X2.1	X2.2	Kebutuhan akan kekuasaan
X2.1	Pearson Correlation	1	.000	.664**
	Sig. (2-tailed)		1.000	.000
	N	75	75	75
X2.2	Pearson Correlation	.000	1	.748**
	Sig. (2-tailed)	1.000		.000
	N	75	75	75
Kebutuhan akan kekuasaan	Pearson Correlation	.664**	.748**	1
	Sig. (2-tailed)	.000	.000	
	N	75	75	75

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

Correlations

		X3.1	X3.2	Kebutuhan akan afiliasi
X3.1	Pearson Correlation	1	.312**	.791**
	Sig. (2-tailed)		.006	.000
	N	75	75	75
X3.2	Pearson Correlation	.312**	1	.828**
	Sig. (2-tailed)	.006		.000
	N	75	75	75
Kebutuhan akan afiliasi	Pearson Correlation	.791**	.828**	1
	Sig. (2-tailed)	.000	.000	
	N	75	75	75

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Kinerja Karyawan
Y1.1	Pearson Correlation	1	.040	.034	.068	.199	.196	.395**
	Sig. (2-tailed)		.734	.772	.564	.088	.092	.000
	N	75	75	75	75	75	75	75
Y1.2	Pearson Correlation	.040	1	.180	.151	.375**	.165	.616**
	Sig. (2-tailed)	.734		.123	.197	.001	.157	.000
	N	75	75	75	75	75	75	75
Y1.3	Pearson Correlation	.034	.180	1	.029	.298**	.342**	.632**
	Sig. (2-tailed)	.772	.123		.807	.009	.003	.000
	N	75	75	75	75	75	75	75
Y1.4	Pearson Correlation	.068	.151	.029	1	.167	.102	.431**
	Sig. (2-tailed)	.564	.197	.807		.151	.383	.000
	N	75	75	75	75	75	75	75
Y1.5	Pearson Correlation	.199	.375**	.298**	.167	1	-.042	.614**
	Sig. (2-tailed)	.088	.001	.009	.151		.720	.000
	N	75	75	75	75	75	75	75
Y1.6	Pearson Correlation	.196	.165	.342**	.102	-.042	1	.551**
	Sig. (2-tailed)	.092	.157	.003	.383	.720		.000
	N	75	75	75	75	75	75	75
Kinerja Karyawan	Pearson Correlation	.395**	.616**	.632**	.431**	.614**	.551**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75	75

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



Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.681	3

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.99	.479	75
X1.2	4.09	.524	75
Kebutuhan akan prestasi	8.08	.653	75

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	12.17	1.172	.291	.804
X1.2	12.07	1.036	.368	.735
Kebutuhan akan prestasi	8.08	.426	1.000	-.369 ^a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.16	1.704	1.305	3

Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.750	3

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.00	.435	75
X2.2	4.05	.490	75
Kebutuhan akan kekuasaan	8.05	.655	75

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	12.11	1.151	.405	.836
X2.2	12.05	.997	.491	.759
Kebutuhan akan kekuasaan	8.05	.430	1.000	-1.60E-013 ^a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.11	1.718	1.311	3

Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.839	3

Item Statistics

	Mean	Std. Deviation	N
X3.1	3.96	.531	75
X3.2	4.04	.580	75
Kebutuhan akan afiliasi	8.00	.900	75

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	12.04	2.012	.630	.860
X3.2	11.96	1.850	.670	.818
Kebutuhan akan afiliasi	8.00	.811	1.000	.475

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.00	3.243	1.801	3

Reliability

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.712	7

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.95	.364	75
Y1.2	3.89	.535	75
Y1.3	3.88	.569	75
Y1.4	3.95	.432	75
Y1.5	3.89	.481	75
Y1.6	3.91	.498	75
Kinerja Karyawan	23.47	1.588	75

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	42.99	9.311	.292	.711
Y1.2	43.04	8.282	.495	.672
Y1.3	43.05	8.132	.504	.668
Y1.4	42.99	9.094	.311	.706
Y1.5	43.04	8.444	.505	.674
Y1.6	43.03	8.594	.428	.686
Kinerja Karyawan	23.47	2.523	1.000	.531

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
46.93	10.090	3.176	7

Hasil Analisis Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kebutuhan akan afiliasi, Kebutuhan akan kekuasaan, Kebutuhan akan prestasi	.	Enter

- a. All requested variables entered.
 b. Dependent Variable: Kinerja karyawan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.787 ^a	.620	.604	1.000	1.694

- a. Predictors: (Constant), Kebutuhan akan afiliasi, Kebutuhan akan kekuasaan, Kebutuhan akan prestasi
 b. Dependent Variable: Kinerja karyawan

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	115.657	3	38.552	38.547	.000 ^a
	Residual	71.009	71	1.000		
	Total	186.667	74			

- a. Predictors: (Constant), Kebutuhan akan afiliasi, Kebutuhan akan kekuasaan, Kebutuhan akan prestasi
 b. Dependent Variable: Kinerja karyawan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.771	1.482		5.244	.000		
	Kebutuhan akan prestasi	.820	.168	.416	4.879	.000	.974	1.035
	Kebutuhan akan kekuasaan	.708	.165	.340	4.291	.000	.985	1.017
	Kebutuhan akan afiliasi	.455	.146	.267	3.118	.003	.946	1.037

- a. Dependent Variable: Kinerja karyawan

Collinearity Diagnostics

Model	Dimension	Eigen value	Condition Index	Variance Proportions			
				(Constant)	Kebutuhan akan prestasi	Kebutuhan akan kekuasaan	Kebutuhan akan afiliasi
1	1	3.982	1.000	.00	.00	.00	.00
	2	.008	21.937	.08	.01	.28	.69
	3	.006	25.927	.02	.73	.29	.29
	4	.004	30.831	.90	.25	.42	.01

a. Dependent Variable: Kinerja karyawan

Residuals Statistics

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	19.67	26.08	23.47	1.250	75
Residual	-2.654	2.094	.000	.980	75
Std. Predicted Value	-3.037	2.087	.000	1.000	75
Std. Residual	-2.654	2.094	.000	.980	75

a. Dependent Variable: Kinerja karyawan

Charts

Scatterplot

Dependent Variable: Kinerja karyawan

