**DATA DUKUNG**

**Demografi Responden**



**Hasil Demografi Responden**

|  |  |  |
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| **KETERANGAN** | **JUMLAH** | **PRESENTASE** |
| Jenis Kelamin |
| Laki-Laki | 20 | 42% |
| Perempuan | 28 | 58% |
| Usia |
| < 30 tahun | 2 | 4% |
| > 51 tahun | 13 | 27% |
| 30-40 tahun | 25 | 52% |
| 41-50 tahun | 8 | 17% |
| Pendidikan |
| D-4/S-1 | 5 | 10% |
| S-2 | 41 | 85% |
| S-3 | 2 | 4% |
| Lama Bekerja |
| < 5 tahun | 15 | 31% |
| > 10 tahun | 22 | 46% |
| 5-10 tahun | 11 | 23% |
| Jabatan |
| Dosen (PIC Kegiatan) | 24 | 50% |
| Ka Laboratorium/Ka Bengkel | 4 | 8% |
| Ka UPA | 3 | 6% |
| Kajur | 3 | 6% |
| Kaprodi | 4 | 8% |
| Sekjur | 2 | 4% |
| Staf Administrasi (PIC Kegiatan) | 8 | 17% |
| Unit Kerja |
| Direktorat | 5 | 10% |
| Jurusan Administrasi Bisnis | 3 | 6% |
| Jurusan Akuntansi | 28 | 58% |
| Jurusan Teknik Elektro | 1 | 2% |
| Jurusan Teknik Mesin | 1 | 2% |
| Jurusan Teknik Sipil | 10 | 21% |

**Hasil Kuesioner Responden**









**HASIL UJI STATISTIK**

**Hasil Uji Validitas**

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| --- |
| **Correlations** |
|  | KM1 | KM2 | KM3 | KM4 | KM5 | KM6 |
| KM1 | Pearson Correlation | 1 | .654\*\* | .661\*\* | .673\*\* | .678\*\* | .638\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KM2 | Pearson Correlation | .654\*\* | 1 | .900\*\* | .863\*\* | .694\*\* | .601\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KM3 | Pearson Correlation | .661\*\* | .900\*\* | 1 | .912\*\* | .758\*\* | .650\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KM4 | Pearson Correlation | .673\*\* | .863\*\* | .912\*\* | 1 | .763\*\* | .702\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KM5 | Pearson Correlation | .678\*\* | .694\*\* | .758\*\* | .763\*\* | 1 | .833\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KM6 | Pearson Correlation | .638\*\* | .601\*\* | .650\*\* | .702\*\* | .833\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KM7 | Pearson Correlation | .607\*\* | .602\*\* | .609\*\* | .669\*\* | .722\*\* | .846\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KM8 | Pearson Correlation | .662\*\* | .749\*\* | .753\*\* | .794\*\* | .834\*\* | .848\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| TKM | Pearson Correlation | .793\*\* | .857\*\* | .884\*\* | .905\*\* | .902\*\* | .882\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| **Correlations** |
|  | KM7 | KM8 | TKM |
| KM1 | Pearson Correlation | .607\*\* | .662\*\* | .793\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| KM2 | Pearson Correlation | .602\*\* | .749\*\* | .857\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| KM3 | Pearson Correlation | .609\*\* | .753\*\* | .884\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| KM4 | Pearson Correlation | .669\*\* | .794\*\* | .905\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| KM5 | Pearson Correlation | .722\*\* | .834\*\* | .902\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| KM6 | Pearson Correlation | .846\*\* | .848\*\* | .882\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| KM7 | Pearson Correlation | 1 | .846\*\* | .850\*\* |
| Sig. (2-tailed) |  | .000 | .000 |
| N | 47 | 47 | 47 |
| KM8 | Pearson Correlation | .846\*\* | 1 | .930\*\* |
| Sig. (2-tailed) | .000 |  | .000 |
| N | 47 | 47 | 47 |
| TKM | Pearson Correlation | .850\*\* | .930\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 |  |
| N | 47 | 47 | 47 |

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| **Correlations** |
|  | PA1 | PA2 | PA3 | PA4 | PA5 | PA6 |
| PA1 | Pearson Correlation | 1 | .465\*\* | .752\*\* | .529\*\* | .510\*\* | .673\*\* |
| Sig. (2-tailed) |  | .001 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| PA2 | Pearson Correlation | .465\*\* | 1 | .497\*\* | .417\*\* | .482\*\* | .496\*\* |
| Sig. (2-tailed) | .001 |  | .000 | .004 | .001 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| PA3 | Pearson Correlation | .752\*\* | .497\*\* | 1 | .536\*\* | .541\*\* | .607\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| PA4 | Pearson Correlation | .529\*\* | .417\*\* | .536\*\* | 1 | .792\*\* | .656\*\* |
| Sig. (2-tailed) | .000 | .004 | .000 |  | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| PA5 | Pearson Correlation | .510\*\* | .482\*\* | .541\*\* | .792\*\* | 1 | .730\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 |  | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| PA6 | Pearson Correlation | .673\*\* | .496\*\* | .607\*\* | .656\*\* | .730\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| TPA | Pearson Correlation | .818\*\* | .670\*\* | .825\*\* | .810\*\* | .839\*\* | .868\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| **Correlations** |
|  | TPA |
| PA1 | Pearson Correlation | .818\*\* |
| Sig. (2-tailed) | .000 |
| N | 47 |
| PA2 | Pearson Correlation | .670\*\* |
| Sig. (2-tailed) | .000 |
| N | 47 |
| PA3 | Pearson Correlation | .825\*\* |
| Sig. (2-tailed) | .000 |
| N | 47 |
| PA4 | Pearson Correlation | .810\*\* |
| Sig. (2-tailed) | .000 |
| N | 47 |
| PA5 | Pearson Correlation | .839\*\* |
| Sig. (2-tailed) | .000 |
| N | 47 |
| PA6 | Pearson Correlation | .868\*\* |
| Sig. (2-tailed) | .000 |
| N | 47 |
| TPA | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 47 |

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| **Correlations** |
|  | KSA1 | KSA2 | KSA3 | KSA4 | KSA5 | KSA6 |
| KSA1 | Pearson Correlation | 1 | .612\*\* | .749\*\* | .319\* | .458\*\* | .547\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .029 | .001 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KSA2 | Pearson Correlation | .612\*\* | 1 | .684\*\* | .458\*\* | .402\*\* | .341\* |
| Sig. (2-tailed) | .000 |  | .000 | .001 | .005 | .019 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KSA3 | Pearson Correlation | .749\*\* | .684\*\* | 1 | .313\* | .503\*\* | .537\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .032 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KSA4 | Pearson Correlation | .319\* | .458\*\* | .313\* | 1 | .587\*\* | .425\*\* |
| Sig. (2-tailed) | .029 | .001 | .032 |  | .000 | .003 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KSA5 | Pearson Correlation | .458\*\* | .402\*\* | .503\*\* | .587\*\* | 1 | .455\*\* |
| Sig. (2-tailed) | .001 | .005 | .000 | .000 |  | .001 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KSA6 | Pearson Correlation | .547\*\* | .341\* | .537\*\* | .425\*\* | .455\*\* | 1 |
| Sig. (2-tailed) | .000 | .019 | .000 | .003 | .001 |  |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| KSA7 | Pearson Correlation | .671\*\* | .483\*\* | .749\*\* | .327\* | .498\*\* | .822\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .025 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| TKSA | Pearson Correlation | .827\*\* | .732\*\* | .853\*\* | .613\*\* | .700\*\* | .781\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 |
| **Correlations** |
|  | KSA7 | TKSA |
| KSA1 | Pearson Correlation | .671\*\* | .827\*\* |
| Sig. (2-tailed) | .000 | .000 |
| N | 47 | 47 |
| KSA2 | Pearson Correlation | .483\*\* | .732\*\* |
| Sig. (2-tailed) | .001 | .000 |
| N | 47 | 47 |
| KSA3 | Pearson Correlation | .749\*\* | .853\*\* |
| Sig. (2-tailed) | .000 | .000 |
| N | 47 | 47 |
| KSA4 | Pearson Correlation | .327\* | .613\*\* |
| Sig. (2-tailed) | .025 | .000 |
| N | 47 | 47 |
| KSA5 | Pearson Correlation | .498\*\* | .700\*\* |
| Sig. (2-tailed) | .000 | .000 |
| N | 47 | 47 |
| KSA6 | Pearson Correlation | .822\*\* | .781\*\* |
| Sig. (2-tailed) | .000 | .000 |
| N | 47 | 47 |
| KSA7 | Pearson Correlation | 1 | .862\*\* |
| Sig. (2-tailed) |  | .000 |
| N | 47 | 47 |
| TKSA | Pearson Correlation | .862\*\* | 1 |
| Sig. (2-tailed) | .000 |  |
| N | 47 | 47 |

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| **Correlations** |
|  | GK1 | GK2 | GK3 | GK4 | GK5 | GK6 | GK7 | GK8 |
| GK1 | Pearson Correlation | 1 | .564\*\* | .686\*\* | .709\*\* | .676\*\* | .669\*\* | .641\*\* | .756\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK2 | Pearson Correlation | .564\*\* | 1 | .685\*\* | .688\*\* | .473\*\* | .564\*\* | .521\*\* | .573\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .001 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK3 | Pearson Correlation | .686\*\* | .685\*\* | 1 | .662\*\* | .721\*\* | .781\*\* | .747\*\* | .679\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK4 | Pearson Correlation | .709\*\* | .688\*\* | .662\*\* | 1 | .741\*\* | .769\*\* | .756\*\* | .700\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK5 | Pearson Correlation | .676\*\* | .473\*\* | .721\*\* | .741\*\* | 1 | .858\*\* | .800\*\* | .661\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 |  | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK6 | Pearson Correlation | .669\*\* | .564\*\* | .781\*\* | .769\*\* | .858\*\* | 1 | .847\*\* | .731\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK7 | Pearson Correlation | .641\*\* | .521\*\* | .747\*\* | .756\*\* | .800\*\* | .847\*\* | 1 | .714\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK8 | Pearson Correlation | .756\*\* | .573\*\* | .679\*\* | .700\*\* | .661\*\* | .731\*\* | .714\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK9 | Pearson Correlation | .334\* | .657\*\* | .499\*\* | .553\*\* | .421\*\* | .578\*\* | .570\*\* | .493\*\* |
| Sig. (2-tailed) | .022 | .000 | .000 | .000 | .003 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| GK10 | Pearson Correlation | .334\* | .657\*\* | .443\*\* | .601\*\* | .454\*\* | .578\*\* | .570\*\* | .534\*\* |
| Sig. (2-tailed) | .022 | .000 | .002 | .000 | .001 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| TGK | Pearson Correlation | .785\*\* | .760\*\* | .840\*\* | .877\*\* | .850\*\* | .908\*\* | .880\*\* | .842\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| **Correlations** |
|  | GK9 | GK10 | TGK |
| GK1 | Pearson Correlation | .334\* | .334\* | .785\*\* |
| Sig. (2-tailed) | .022 | .022 | .000 |
| N | 47 | 47 | 47 |
| GK2 | Pearson Correlation | .657\*\* | .657\*\* | .760\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| GK3 | Pearson Correlation | .499\*\* | .443\*\* | .840\*\* |
| Sig. (2-tailed) | .000 | .002 | .000 |
| N | 47 | 47 | 47 |
| GK4 | Pearson Correlation | .553\*\* | .601\*\* | .877\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| GK5 | Pearson Correlation | .421\*\* | .454\*\* | .850\*\* |
| Sig. (2-tailed) | .003 | .001 | .000 |
| N | 47 | 47 | 47 |
| GK6 | Pearson Correlation | .578\*\* | .578\*\* | .908\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| GK7 | Pearson Correlation | .570\*\* | .570\*\* | .880\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| GK8 | Pearson Correlation | .493\*\* | .534\*\* | .842\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |
| N | 47 | 47 | 47 |
| GK9 | Pearson Correlation | 1 | .948\*\* | .718\*\* |
| Sig. (2-tailed) |  | .000 | .000 |
| N | 47 | 47 | 47 |
| GK10 | Pearson Correlation | .948\*\* | 1 | .729\*\* |
| Sig. (2-tailed) | .000 |  | .000 |
| N | 47 | 47 | 47 |
| TGK | Pearson Correlation | .718\*\* | .729\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 |  |
| N | 47 | 47 | 47 |

**Hasil Uji Reliabilitas**

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| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .956 | .956 | 8 |

|  |
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| **Reliability Statistics** |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .892 | .892 | 6 |

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| **Reliability Statistics** |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .884 | .884 | 7 |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .943 | .946 | 10 |

**Hasil Uji Normalitas**



**Hasil Uji Heterokedastisitas**



**Hasil Uji Multikolinearitas**

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| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance |
| 1 | (Constant) | 1.213 | 6.233 |  | .195 | .847 |  |
| TPA | .017 | .349 | .008 | .047 | .962 | .585 |
| TKSA | .905 | .333 | .471 | 2.721 | .009 | .585 |
| **Coefficientsa** |
| Model | Collinearity Statistics |
| VIF |
| 1 | (Constant) |  |
| TPA | 1.710 |
| TKSA | 1.710 |

**Hasil Uji *Moderated Regression Analysis* (MRA)**

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| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .312a | .097 | .077 | 6.882 | 1.736 |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 229.878 | 1 | 229.878 | 4.853 | .033b |
| Residual | 2131.356 | 45 | 47.363 |  |  |
| Total | 2361.234 | 46 |  |  |  |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance |
| 1 | (Constant) | 9.531 | 5.805 |  | 1.642 | .108 |  |
| TPA | .629 | .285 | .312 | 2.203 | .033 | 1.000 |

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| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .523a | .273 | .240 | 6.245 | 1.638 |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 645.041 | 2 | 322.520 | 8.269 | .001b |
| Residual | 1716.193 | 44 | 39.004 |  |  |
| Total | 2361.234 | 46 |  |  |  |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance |
| 1 | (Constant) | 21.106 | 6.352 |  | 3.323 | .002 |  |
| TPA | -.973 | .555 | -.483 | -1.753 | .087 | .218 |
| interaksi1 | .030 | .009 | .899 | 3.263 | .002 | .218 |

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| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .477a | .227 | .210 | 6.367 | 1.698 |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 536.746 | 1 | 536.746 | 13.239 | .001b |
| Residual | 1824.488 | 45 | 40.544 |  |  |
| Total | 2361.234 | 46 |  |  |  |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance |
| 1 | (Constant) | 1.314 | 5.795 |  | .227 | .822 |  |
| TKSA | .915 | .252 | .477 | 3.638 | .001 | 1.000 |

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| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .537a | .288 | .256 | 6.180 | 1.720 |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 680.846 | 2 | 340.423 | 8.914 | .001b |
| Residual | 1680.388 | 44 | 38.191 |  |  |
| Total | 2361.234 | 46 |  |  |  |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance |
| 1 | (Constant) | 11.736 | 7.773 |  | 1.510 | .138 |  |
| TKSA | -.180 | .614 | -.094 | -.293 | .771 | .158 |
| interaksi2 | .019 | .010 | .622 | 1.942 | .058 | .158 |