PERTEMUAN 13

REGRESI LINIER GANDA

SOAL 2

PT. Astra Internasional Nissan Diesel adalah sebuah perusahaan swasta/ATPM (Agen Tunggal Pemegang Merk) dari Nissan Diesel Corporation yang berada di Jepang. PT. Astra Internasional Nissan Diesel memiliki situasi lingkungan kerja dan iklim komunikasi yang berbeda dengan perusahaan lainnya. Perbedaan dalam hal lingkungan kerja dan iklim komunikasi akan mempengaruhi kinerja karyawan. Mengingat banyaknya persaingan dibidang otomotif, maka untuk memenangkan persaingan tersebut perlu dilakukan pembenahan internal. Manajer melakukan sesebuah penelitian mengenai situasi lingkungan, iklim komunikasi dan kinerja karyawan sebagai berikut:

|  |  |  |  |
| --- | --- | --- | --- |
| Res | Situasi Lingkungan  (X) | Iklim Komunikasi  (X) | Kinerja  (Y) |
| 1 | 40 | 37 | 48 |
| 2 | 40 | 37 | 48 |
| 3 | 46 | 42 | 60 |
| 4 | 50 | 47 | 58 |
| 5 | 40 | 36 | 48 |
| 6 | 40 | 47 | 55 |
| 7 | 40 | 39 | 48 |
| 8 | 40 | 37 | 49 |
| 9 | 41 | 39 | 50 |
| 10 | 35 | 38 | 49 |
| 11 | 39 | 39 | 48 |
| 12 | 40 | 38 | 48 |
| 13 | 40 | 38 | 48 |
| 14 | 40 | 38 | 48 |

Anda diminta untuk:

1. Membuat SPSS

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** | | | | |
|  | | Situasi Lingkungan Kerja | Iklim Komunikasi | Kinerja |
| Situasi Lingkungan Kerja | Pearson Correlation | 1 | .627\* | .774\*\* |
| Sig. (2-tailed) |  | .017 | .001 |
| N | 14 | 14 | 14 |
| Iklim Komunikasi | Pearson Correlation | .627\* | 1 | .825\*\* |
| Sig. (2-tailed) | .017 |  | .000 |
| N | 14 | 14 | 14 |
| Kinerja | Pearson Correlation | .774\*\* | .825\*\* | 1 |
| Sig. (2-tailed) | .001 | .000 |  |
| N | 14 | 14 | 14 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** | | | | |
| Control Variables | | | Situasi Lingkungan Kerja | Kinerja |
| Iklim Komunikasi | Situasi Lingkungan Kerja | Correlation | 1.000 | .584 |
| Significance (2-tailed) | . | .036 |
| df | 0 | 11 |
| Kinerja | Correlation | .584 | 1.000 |
| Significance (2-tailed) | .036 | . |
| df | 11 | 0 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** | | | | |
| Control Variables | | | Kinerja | Iklim Komunikasi |
| Situasi Lingkungan Kerja | Kinerja | Correlation | 1.000 | .688 |
| Significance (2-tailed) | . | .009 |
| df | 0 | 11 |
| Iklim Komunikasi | Correlation | .688 | 1.000 |
| Significance (2-tailed) | .009 | . |
| df | 11 | 0 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** | | | | |
| Control Variables | | | Iklim Komunikasi | Situasi Lingkungan Kerja |
| Kinerja | Iklim Komunikasi | Correlation | 1.000 | -.033 |
| Significance (2-tailed) | . | .914 |
| df | 0 | 11 |
| Situasi Lingkungan Kerja | Correlation | -.033 | 1.000 |
| Significance (2-tailed) | .914 | . |
| df | 11 | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Iklim Komunikasi, Situasi Lingkungan Kerjab | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .888a | .789 | .751 | 2.059 |
| a. Predictors: (Constant), Iklim Komunikasi, Situasi Lingkungan Kerja | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 174.585 | 2 | 87.292 | 20.593 | .000b |
| Residual | 46.629 | 11 | 4.239 |  |  |
| Total | 221.214 | 13 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Iklim Komunikasi, Situasi Lingkungan Kerja | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | 95.0% Confidence Interval for B | |
| B | Std. Error | Beta | Lower Bound | Upper Bound |
| 1 | (Constant) | 3.693 | 7.343 |  | .503 | .625 | -12.468 | 19.854 |
| Situasi Lingkungan Kerja | .508 | .213 | .424 | 2.388 | .036 | .040 | .976 |
| Iklim Komunikasi | .658 | .209 | .559 | 3.147 | .009 | .198 | 1.119 |
| a. Dependent Variable: Kinerja | | | | | | | | |

1. Tentukan koefisien korelasi antara iklim komunikasi dan kinerja!
2. Tentukan koefisien korelasi antara iklim komunikasi dengan kinerja dimana situasi lingkungan dianggap tetap! Kemudian ujilah!
3. Menentukan koefisien korelasi ganda!
4. Tentukan berapa besar kontribusi variabel bebas dalam menjelaskan variabel terikat! Jelaskan!
5. Tetukan uji F/ Uji Globat
6. Tentukan uji koefisien / Uji T
7. Tentukan persamaaan regresi ganda

UAS

1. Pengujian hipotesis (satu sampel dua sampel) ujit dan uji z
2. Pengujian hipotesis lebih dari dua sampel) ada dua rumus
3. Regresi dan korelasi sederhana manual
4. SPSS ( regresi sederhana dan ganda) cara membaca output SPSS