**Lampiran 10. Hasil Uji Homoskedastisitas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Komitmen\_Organisasi, Keadilan\_Organisasi, Kepuasan\_Kerjab | . | Enter |
| a. Dependent Variable: ABSRES1 | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .171a | .029 | -.010 | 3.779 |
| a. Predictors: (Constant), Komitmen\_Organisasi, Keadilan\_Organisasi, Kepuasan\_Kerja | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 31.974 | 3 | 10.658 | .746 | .528b |
| Residual | 1056.826 | 74 | 14.281 |  |  |
| Total | 1088.800 | 77 |  |  |  |
| a. Dependent Variable: ABSRES1 | | | | | | |
| b. Predictors: (Constant), Komitmen\_Organisasi, Keadilan\_Organisasi, Kepuasan\_Kerja | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 10.015 | 8.585 |  | 1.167 | .247 |
| Kepuasan\_Kerja | -.067 | .077 | -.120 | -.868 | .388 |
| Keadilan\_Organisasi | -.072 | .079 | -.118 | -.909 | .366 |
| Komitmen\_Organisasi | .089 | .078 | .158 | 1.133 | .261 |
| a. Dependent Variable: ABSRES1 | | | | | | |