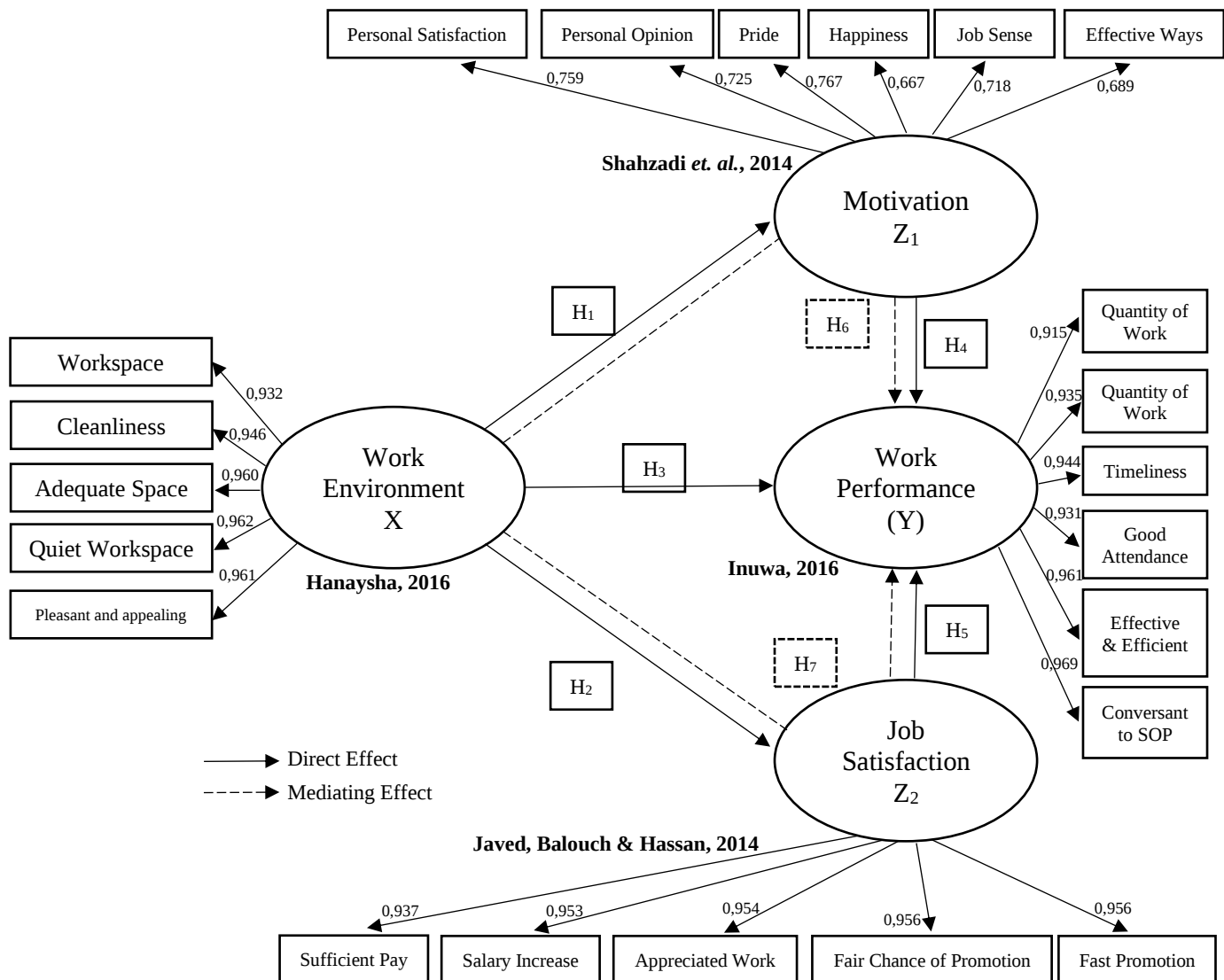


Model Penelitian



Statistika Deskriptif untuk Data Kualitatif

		Statistics					
		Jenis Kelamin Responden	Jabatan Responden	Usia (Tahun)	Pendidikan Terakhir	Domisili Pengadilan	Lama Bekerja (Tahun)
N	Valid	109	109	109	109	109	109
	Missing	0	0	0	0	0	0

Jenis Kelamin Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	72	66.1	66.1	66.1
	Perempuan	37	33.9	33.9	100.0
	Total	109	100.0	100.0	

Jabatan Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hakim	78	71.6	71.6	71.6
	Panitera Pengganti	31	28.4	28.4	100.0
	Total	109	100.0	100.0	

Usia (Tahun)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-29	18	16.5	16.5	16.5
	30-34	9	8.3	8.3	24.8
	35-39	9	8.3	8.3	33.0
	40-44	33	30.3	30.3	63.3
	45-49	16	14.7	14.7	78.0
	50-54	8	7.3	7.3	85.3
	>54	16	14.7	14.7	100.0
	Total	109	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S-1	65	59.6	59.6	59.6
	S-2	42	38.5	38.5	98.2
	S-3	2	1.8	1.8	100.0
	Total	109	100.0	100.0	

Domisili Pengadilan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kota Batam	46	42.2	42.2	42.2
	Kota Tanjungpinang	26	23.9	23.9	66.1
	Kabupaten Karimun	15	13.8	13.8	79.8
	Kabupaten Lingga	3	2.8	2.8	82.6
	Kabupaten Natuna	15	13.8	13.8	96.3
	Kabupaten Kepulauan Anambas	4	3.7	3.7	100.0
	Total	109	100.0	100.0	

Lama Bekerja (Tahun)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<4	23	21.1	21.1	21.1
	4-8	4	3.7	3.7	24.8
	9-12	12	11.0	11.0	35.8
	13-16	10	9.2	9.2	45.0
	17-20	30	27.5	27.5	72.5
	>20	30	27.5	27.5	100.0
	Total	109	100.0	100.0	

Statistika Deskriptif untuk Data Kuantitatif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Mean Work Environment	109	1.80	6.00	4.1450	1.12509
Mean Motivation	109	2.33	6.00	4.1269	.86481
Mean Job Satisfaction	109	1.80	6.00	3.9174	1.15316
Mean Work Performance	109	1.83	6.00	4.0122	1.09988
Valid N (listwise)	109				

Uji Validitas Konstruk (*Construct Validity*)

Component Matrix^a

	Component
	1
Work Environment 1	.932
Work Environment 2	.946
Work Environment 3	.960
Work Environment 4	.962
Work Environment 5	.961

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Component Matrix^a

	Component
	1
Motivation 1	.759
Motivation 2	.725
Motivation 3	.767
Motivation 4	.667
Motivation 5	.718
Motivation 6	.689

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Component Matrix^a

	Component
	1
Job Satisfaction 1	.937
Job Satisfaction 2	.953
Job Satisfaction 3	.954
Job Satisfaction 4	.956
Job Satisfaction 5	.956

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Component Matrix^a

	Component
	1
Work Performance 1	.915
Work Performance 2	.935
Work Performance 3	.944
Work Performance 4	.931
Work Performance 5	.961
Work Performance 6	.969

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Uji Validitas Kriteria (*Criteria Validity*)

Correlations

		Work Environment 1	Work Environment 2	Work Environment 3	Work Environment 4	Work Environment 5	Total Work Environment
Work Environment 1	Pearson Correlation	1	.856**	.867**	.862**	.854**	.932**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	109	109	109	109	109	109
Work Environment 2	Pearson Correlation	.856**	1	.881**	.883**	.884**	.947**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	109	109	109	109	109	109
Work Environment 3	Pearson Correlation	.867**	.881**	1	.909**	.910**	.959**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	109	109	109	109	109	109
Work Environment 4	Pearson Correlation	.862**	.883**	.909**	1	.923**	.961**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	109	109	109	109	109	109
Work Environment 5	Pearson Correlation	.854**	.884**	.910**	.923**	1	.960**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	109	109	109	109	109	109
Total Work Environment	Pearson Correlation	.932**	.947**	.959**	.961**	.960**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	109	109	109	109	109	109

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

Correlations								
		Motivation 1	Motivation 2	Motivation 3	Motivation 4	Motivation 5	Motivation 6	Total Motivation
Motivation 1	Pearson Correlation	1	.861**	.872**	.108	.190*	.159	.723**
	Sig. (2-tailed)		.000	.000	.262	.048	.100	.000
	N	109	109	109	109	109	109	109
Motivation 2	Pearson Correlation	.861**	1	.874**	.066	.150	.094	.688**
	Sig. (2-tailed)	.000		.000	.494	.120	.332	.000
	N	109	109	109	109	109	109	109
Motivation 3	Pearson Correlation	.872**	.874**	1	.115	.219*	.144	.731**
	Sig. (2-tailed)	.000	.000		.235	.022	.136	.000
	N	109	109	109	109	109	109	109
Motivation 4	Pearson Correlation	.108	.066	.115	1	.824**	.880**	.707**
	Sig. (2-tailed)	.262	.494	.235		.000	.000	.000
	N	109	109	109	109	109	109	109
Motivation 5	Pearson Correlation	.190*	.150	.219*	.824**	1	.803**	.752**
	Sig. (2-tailed)	.048	.120	.022	.000		.000	.000
	N	109	109	109	109	109	109	109
Motivation 6	Pearson Correlation	.159	.094	.144	.880**	.803**	1	.725**
	Sig. (2-tailed)	.100	.332	.136	.000	.000		.000
	N	109	109	109	109	109	109	109
Total Motivation	Pearson Correlation	.723**	.688**	.731**	.707**	.752**	.725**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	109	109	109	109	109	109	109

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

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		Job Satisfaction 1	Job Satisfaction 2	Job Satisfaction 3	Job Satisfaction 4	Job Satisfaction 5	Total Job Satisfaction
Job Satisfaction 1	Pearson Correlation	1	.880**	.862**	.854**	.861**	.936**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	109	109	109	109	109	109
Job Satisfaction 2	Pearson Correlation	.880**	1	.885**	.883**	.884**	.954**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	109	109	109	109	109	109
Job Satisfaction 3	Pearson Correlation	.862**	.885**	1	.899**	.889**	.953**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	109	109	109	109	109	109
Job Satisfaction 4	Pearson Correlation	.854**	.883**	.899**	1	.910**	.956**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	109	109	109	109	109	109
Job Satisfaction 5	Pearson Correlation	.861**	.884**	.889**	.910**	1	.956**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	109	109	109	109	109	109
Total Job Satisfaction	Pearson Correlation	.936**	.954**	.953**	.956**	.956**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	109	109	109	109	109	109

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

Correlations

		Work Performance 1	Work Performance 2	Work Performance 3	Work Performance 4	Work Performance 5	Work Performance 6	Total Work Performance
Work Performance 1	Pearson Correlation	1	.850**	.839**	.795**	.845**	.848**	.915**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	109	109	109	109	109	109	109
Work Performance 2	Pearson Correlation	.850**	1	.859**	.843**	.873**	.865**	.937**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	109	109	109	109	109	109	109
Work Performance 3	Pearson Correlation	.839**	.859**	1	.861**	.872**	.904**	.943**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	109	109	109	109	109	109	109
Work Performance 4	Pearson Correlation	.795**	.843**	.861**	1	.874**	.892**	.931**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	109	109	109	109	109	109	109
Work Performance 5	Pearson Correlation	.845**	.873**	.872**	.874**	1	.966**	.960**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	109	109	109	109	109	109	109
Work Performance 6	Pearson Correlation	.848**	.865**	.904**	.892**	.966**	1	.968**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	109	109	109	109	109	109	109
Total Work Performance	Pearson Correlation	.915**	.937**	.943**	.931**	.960**	.968**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	109	109	109	109	109	109	109

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

Uji Reliabilitas (melalui Instrumen Cronbach's Alpha)

Reliability Statistics

Cronbach's Alpha	N of Items
.974	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Work Environment 1	16.51	20.734	.894	.972
Work Environment 2	16.62	20.163	.915	.969
Work Environment 3	16.63	20.346	.936	.966
Work Environment 4	16.54	20.343	.939	.966
Work Environment 5	16.59	20.337	.937	.966

Reliability Statistics

Cronbach's Alpha	N of Items
.815	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Motivation 1	20.79	19.538	.584	.785
Motivation 2	20.72	20.016	.540	.794
Motivation 3	20.75	19.392	.595	.782
Motivation 4	20.53	19.455	.554	.791
Motivation 5	20.51	18.548	.608	.779
Motivation 6	20.50	19.382	.584	.785

Reliability Statistics

Cronbach's Alpha	N of Items
.973	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Job Satisfaction 1	15.61	21.908	.902	.970
Job Satisfaction 2	15.72	20.924	.926	.967
Job Satisfaction 3	15.71	21.561	.927	.966
Job Satisfaction 4	15.63	21.420	.930	.966
Job Satisfaction 5	15.68	21.276	.930	.966

Reliability Statistics

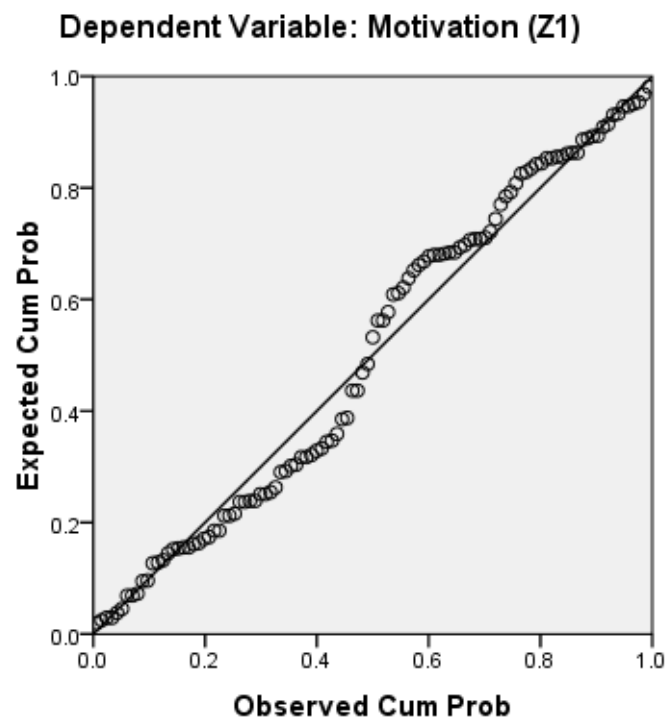
Cronbach's Alpha	N of Items
.975	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Work Performance 1	20.00	31.204	.879	.973
Work Performance 2	20.10	29.869	.907	.971
Work Performance 3	20.10	30.388	.918	.970
Work Performance 4	20.04	30.702	.900	.971
Work Performance 5	20.06	30.042	.942	.967
Work Performance 6	20.06	30.172	.954	.966

Uji Normalitas Data (Secara Visual dengan Normal P-P Plot)
 Sub-struktur I (Work Environment → Motivation)

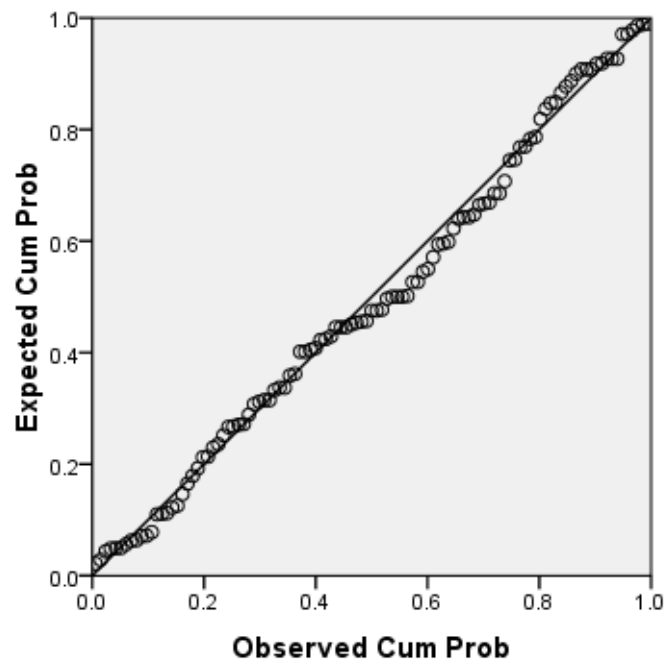
Normal P-P Plot of Regression Standardized Residual



Sub-struktur II (Work Environment → Job Satisfaction)

Normal P-P Plot of Regression Standardized Residual

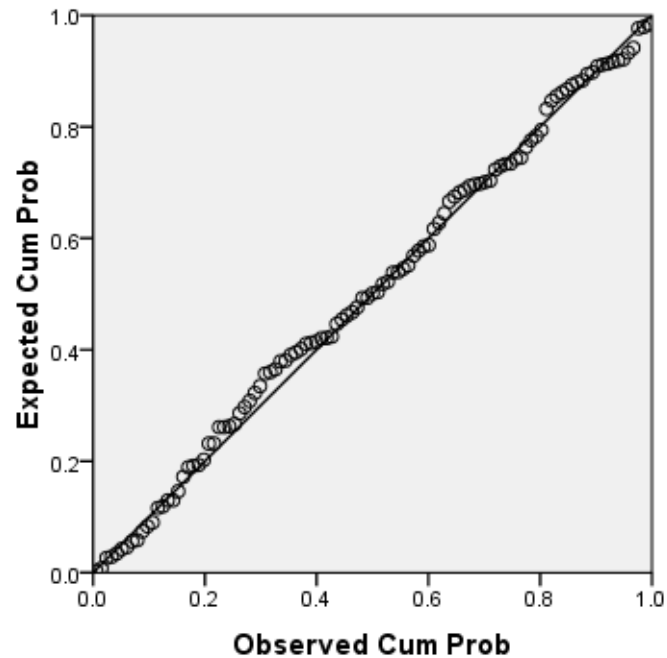
Dependent Variable: Job Satisfaction (Z2)



Sub-struktur III (Work Environment; Motivation; Job Satisfaction → Work Performance)

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Work Performance (Y)



Uji Normalitas Data (Secara Empirik dengan Uji Kolmogorov Smirnov)

One-Sample Kolmogorov-Smirnov Test

		Total Work Environment	Total Motivation	Total Job Satisfaction	Total Work Performance
N		109	109	109	109
Normal Parameters ^a	Mean	20.72	24.76	19.59	24.07
	Std. Deviation	5.625	5.189	5.766	6.599
Most Extreme Differences	Absolute	.070	.116	.109	.078
	Positive	.070	.116	.109	.078
	Negative	-.067	-.107	-.075	-.053
Kolmogorov-Smirnov Z		.730	1.206	1.142	.818
Asymp. Sig. (2-tailed)		.660	.109	.147	.515

a. Test distribution is Normal.

Sub-struktur I (Work Environment → Motivation)

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		109
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	5.07284423
Most Extreme Differences	Absolute	.085
	Positive	.085
	Negative	-.084
Kolmogorov-Smirnov Z		.889
Asymp. Sig. (2-tailed)		.408

a. Test distribution is Normal.

Sub-struktur II (Work Environment → Job Satisfaction)

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		109
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	5.43784168
Most Extreme Differences	Absolute	.067
	Positive	.067
	Negative	-.039
Kolmogorov-Smirnov Z		.701
Asymp. Sig. (2-tailed)		.710

a. Test distribution is Normal.

Sub-struktur III (Work Environment; Motivation; Job Satisfaction → Work Performance

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			109
Normal Parameters ^a	Mean		.0000000
	Std. Deviation		4.17346243
Most Extreme Differences	Absolute		.053
	Positive		.030
	Negative		-.053
Kolmogorov-Smirnov Z			.548
Asymp. Sig. (2-tailed)			.925

a. Test distribution is Normal.

Uji Multikolinearitas Sub-struktur I (Work Environment → Motivation)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	20.742	1.872		11.083	.000		
	Work Environment (X)	.194	.087	.210	2.225	.028	1.000	1.000

a. Dependent Variable: Motivation (Z1)

Sub-struktur II (Work Environment → Job Satisfaction)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12.525	2.006		6.243	.000		
	Work Environment (X)	.341	.093	.332	3.646	.000	1.000	1.000

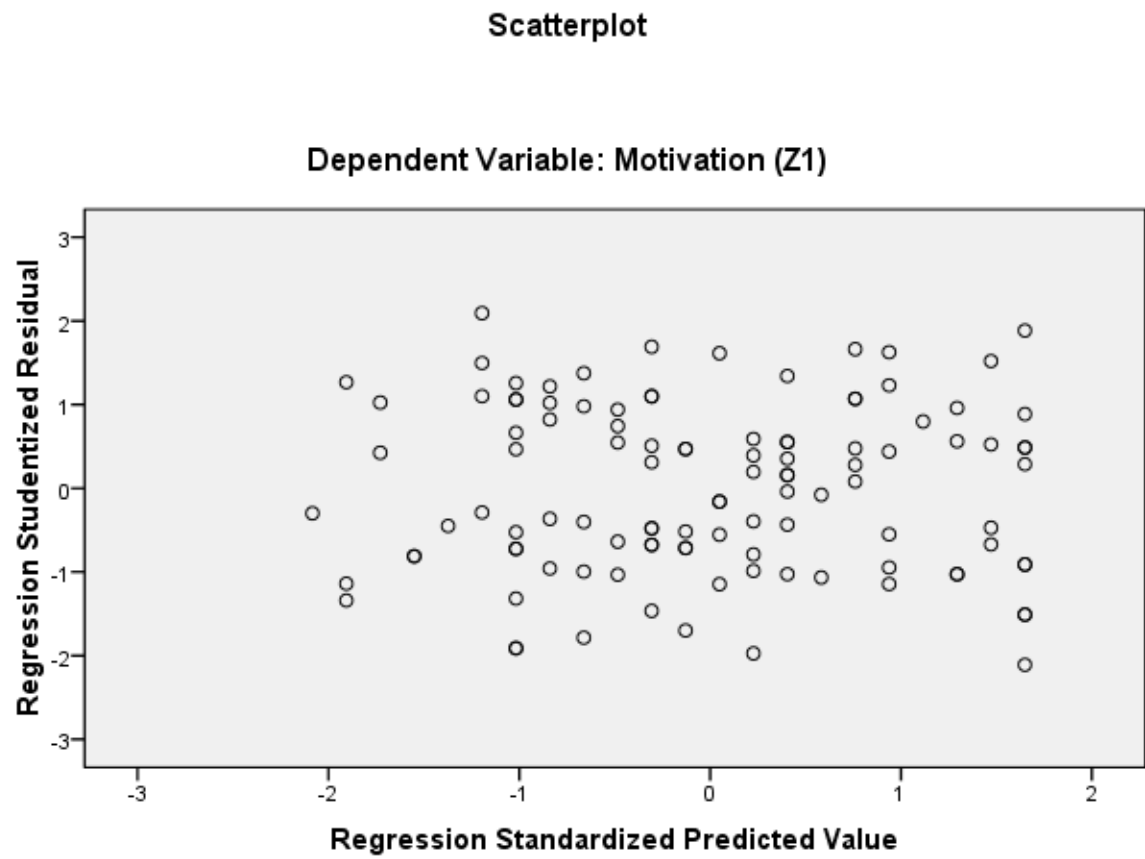
a. Dependent Variable: Job Satisfaction (Z2)

Sub-struktur III (Work Environment; Motivation; Job Satisfaction → Work Performance)

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	-4.101	2.363		-1.735	.086		
Work Environment (X)	.163	.078	.139	2.103	.038	.872	1.147
Motivation (Z1)	.838	.082	.659	10.242	.000	.920	1.087
Job Satisfaction (Z2)	.207	.076	.180	2.706	.008	.857	1.168

a. Dependent Variable: Work Performance (Y)

Uji Heteroskedastisitas (Secara Visual dengan *Scatterplot*)
Sub-struktur I (Work Environment → Motivation)

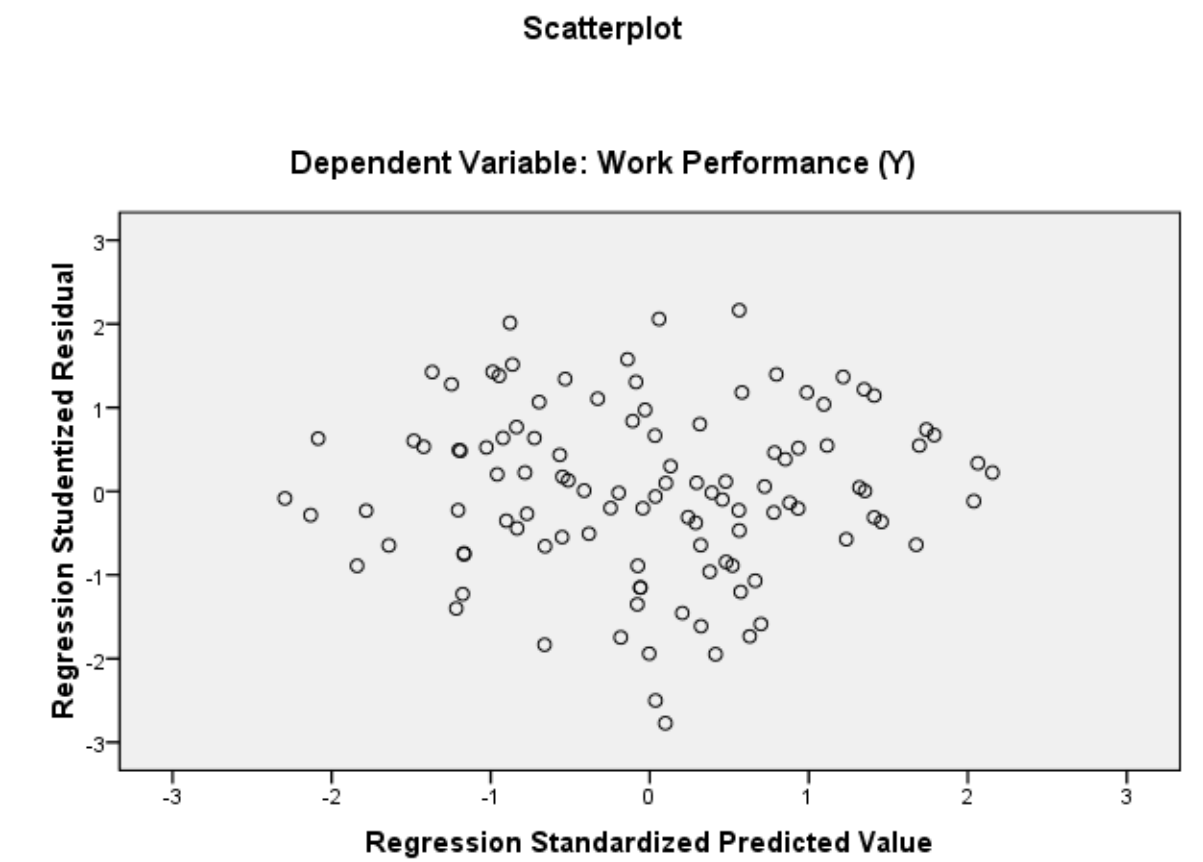


Sub-struktur II (Work Environment → Job Satisfaction)

Scatterplot



Sub-struktur III (Work Environment; Motivation; Job Satisfaction → Work Performance)



Uji Heteroskedastisitas (Secara Empirik dengan Uji Glejser)
Sub-struktur I (Work Environment → Motivation)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	4.795	.922	5.202	.000
	Work Environment (X)	-.019	.043	-.044	.653

a. Dependent Variable: Abs_RES

Sub-struktur II (Work Environment → Job Satisfaction)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.647	1.219		2.171	.032
Work Environment (X)	.079	.057	.133	1.384	.169

a. Dependent Variable: Abs_RES

Sub-struktur III (Work Environment; Motivation; Job Satisfaction → Work Performance)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.488	1.412		2.470	.015
Work Environment (X)	.004	.046	.009	.085	.932
Motivation (Z1)	-.073	.049	-.149	-1.492	.139
Job Satisfaction (Z2)	.078	.046	.177	1.711	.090

a. Dependent Variable: Abs_RES

Uji F

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2822.292	3	940.764	52.511	.000 ^a
Residual	1881.121	105	17.915		
Total	4703.413	108			

a. Predictors: (Constant), Job Satisfaction (Z2), Motivation (Z1), Work Environment (X)

b. Dependent Variable: Work Performance (Y)

Uji t

Sub-struktur I (Work Environment → Motivation)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20.742	1.872		11.083	.000
Work Environment (X)	.194	.087	.210	2.225	.028

a. Dependent Variable: Motivation (Z1)

Sub-struktur II (Work Environment → Job Satisfaction)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.525	2.006		6.243	.000
Work Environment (X)	.341	.093	.332	3.646	.000

a. Dependent Variable: Job Satisfaction (Z2)

Sub-struktur III (Work Environment; Motivation; Job Satisfaction → Work Performance)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-4.101	2.363		-1.735	.086
Work Environment (X)	.163	.078	.139	2.103	.038
Motivation (Z1)	.838	.082	.659	10.242	.000
Job Satisfaction (Z2)	.207	.076	.180	2.706	.008

a. Dependent Variable: Work Performance (Y)

Uji Koefisien Determinasi (*Adjusted R*²)

Sub-struktur I (Work Environment → Motivation)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.210 ^a	.044	.035	5.096

a. Predictors: (Constant), Work Environment (X)

b. Dependent Variable: Motivation (Z1)

Sub-struktur II (Work Environment → Job Satisfaction)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.332 ^a	.111	.102	5.463

a. Predictors: (Constant), Work Environment (X)

b. Dependent Variable: Job Satisfaction (Z2)

Sub-struktur III (Work Environment; Motivation; Job Satisfaction → Work Performance)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.775 ^a	.600	.589	4.233

a. Predictors: (Constant), Job Satisfaction (Z2), Motivation (Z1), Work Environment (X)

b. Dependent Variable: Work Performance (Y)

Uji Mediasi

Uji Mediasi (Baron & Kenny, 1986)

(Work Environment → Work Performance through Motivation)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.868	2.292		6.924	.000
Work Environment (X)	.396	.107	.338	3.709	.000

a. Dependent Variable: Work Performance (Y)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20.742	1.872		11.083	.000
Work Environment (X)	.194	.087	.210	2.225	.028

a. Dependent Variable: Motivation (Z1)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-2.398	2.345		-1.023	.309
Work Environment (X)	.225	.076	.192	2.953	.004
Motivation (Z1)	.881	.083	.692	10.655	.000

a. Dependent Variable: Work Performance (Y)

Analisa:

Hasil regresi terhadap ketiga hubungan di atas masing-masing menunjukkan nilai yang signifikan ($<0,05$) dan nilai *Unstandardized Coefficients Beta* pada regresi ke-tiga (0,225) lebih kecil dari nilai *Unstandardized Coefficients Beta* pada regresi pertama (0,396). Sehingga kedua syarat dalam Uji Baron dan Kenny (1986) telah terpenuhi dan dapat ditarik kesimpulan bahwa variabel Motivasi (Z₁) merupakan variabel mediasi/intervening antara variabel Lingkungan Kerja (X) terhadap Kinerja Pegawai (Y).

(Work Environment → Work Performance through Job Satisfaction)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.868	2.292		6.924	.000
Work Environment (X)	.396	.107	.338	3.709	.000

a. Dependent Variable: Work Performance (Y)

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.525	2.006		6.243	.000
	Work Environment (X)	.341	.093	.332	3.646	.000

a. Dependent Variable: Job Satisfaction (Z2)

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.396	2.555		4.461	.000
	Work Environment (X)	.274	.108	.234	2.539	.013
	Job Satisfaction (Z2)	.357	.105	.312	3.387	.001

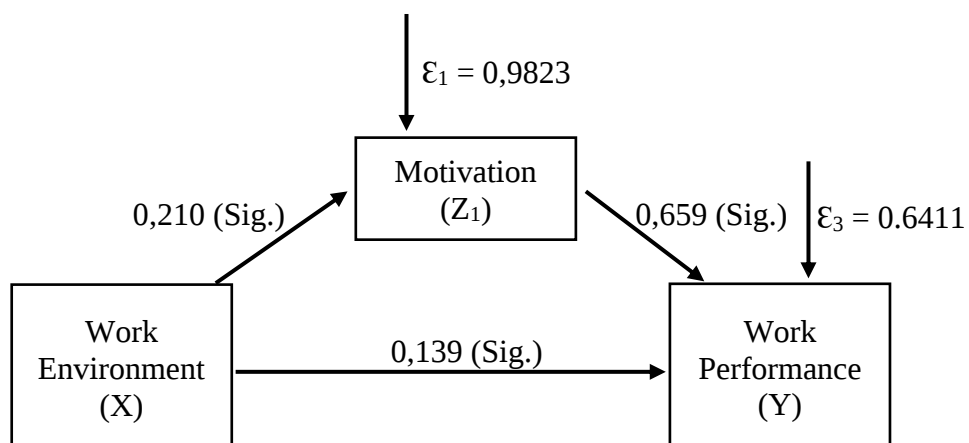
a. Dependent Variable: Work Performance (Y)

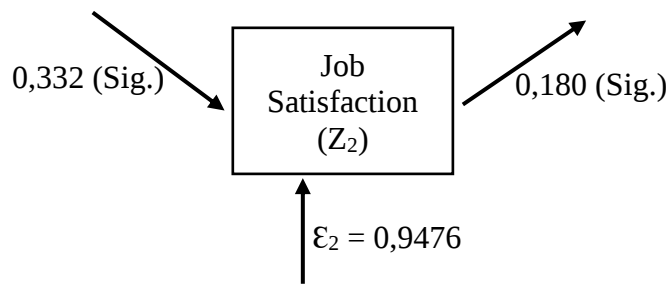
Analisa:

Hasil regresi terhadap ketiga hubungan di atas masing-masing menunjukkan nilai yang signifikan ($<0,05$) dan nilai *Unstandardized Coefficients Beta* pada regresi ke-tiga (0,274) lebih kecil dari nilai *Unstandardized Coefficients Beta* pada regresi pertama (0,396). Sehingga kedua syarat dalam Uji Baron dan Kenny (1986) telah terpenuhi dan dapat ditarik kesimpulan bahwa variabel Kepuasan Kerja (Z_2) merupakan variabel mediasi/intervening antara variabel Lingkungan Kerja (X) terhadap Kinerja Pegawai (Y).

Uji Mediasi/Intervening melalui *Path Analysis* dengan Perhitungan Koefisien Jalur

Path Diagram Melalui Variabel Intervening





(Work Environment → Work Performance through Motivation)

- Pengaruh Langsung = 0,139
- Pengaruh Tidak Langsung = $0,210 \times 0,659$
= 0,138
- Pengaruh Total = 0,277

(Work Environment → Work Performance through Job Satisfaction)

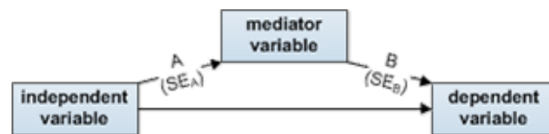
- Pengaruh Langsung = 0,139
- Pengaruh Tidak Langsung = $0,332 \times 0,180$
= 0,059
- Pengaruh Total = 0,198

Uji Mediasi dengan *Sobel Test*

No.	Variabel	Direct Effect Coef. (Standardized)	Unstandardized Coef. (B)	Std. Error	Sig. (< 0,05)
1	$X \rightarrow Z_1$	0.210	0.194	0.087	0.028
2	$X \rightarrow Z_2$	0.332	0.341	0.093	0.000
3	$X \rightarrow Y$	0.338	0.396	0.107	0.000
4	$Z_1 \rightarrow Y$	0.733	0.932	0.084	0.000
5	$Z_2 \rightarrow Y$	0.390	0.446	0.102	0.000
6	$X \rightarrow Z_1 \rightarrow Y$	-	-	-	Significant (Sobel Test) Partial Mediation
7	$X \rightarrow Z_2 \rightarrow Y$	-	-	-	Significant (Sobel Test) Partial Mediation

Melalui Mediasi Motivasi (Z_1)

Input:		Test statistic:	Std. Error:	p-value:
a	0.194	Sobel test: 2.18617058	0.08270535	0.02880313
b	0.932	Aroian test: 2.17768562	0.0830276	0.02942945
sa	0.087	Goodman test: 2.1947555	0.08238184	0.02818114
sb	0.084	Reset all	Calculate	



A: ?

B: ?

SE_A: ?

SE_B: ?

Calculate!

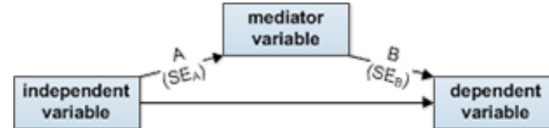
Sobel test statistic: 2.18617058

One-tailed probability: 0.01440156

Two-tailed probability: 0.02880313

Melalui Mediasi Kepuasan Kerja (Z₂)

Input:		Test statistic:	Std. Error:	p-value:
a	0.341	Sobel test: 2.80956909	0.05413143	0.00496079
b	0.446	Aroian test: 2.76739823	0.05495631	0.00565057
s _a	0.093	Goodman test: 2.85372848	0.05329379	0.00432094
s _b	0.102	Reset all	Calculate	



A: ?

B: ?

SE_A: ?

SE_B: ?

Calculate!

Sobel test statistic: 2.80956909

One-tailed probability: 0.00248039

Two-tailed probability: 0.00496079