

## Hasil Korelasi Secara Parsial

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Jumlah agen	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: Pendapatan premi

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.392 <sup>a</sup>	.154	.048	2936422256

- a. Predictors: (Constant), Jumlah agen

### ANOVA<sup>b</sup>

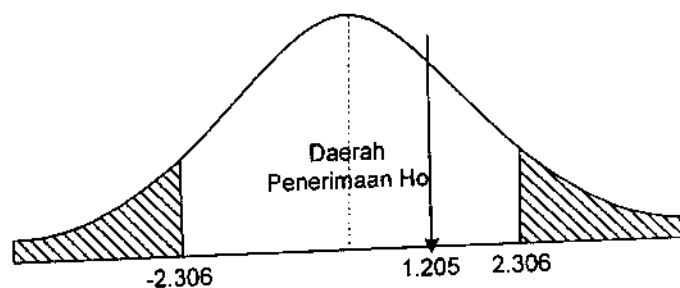
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12516565766384900000	1	12516565766384900000	1.452	.263 <sup>a</sup>
	Residual	68980605303615100000	8	8622575662951890000		
	Total	81497171070000000000	9			

- a. Predictors: (Constant), Jumlah agen  
b. Dependent Variable: Pendapatan premi

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1772207415.2	2433841287		.728	.487
	Jumlah agen	62599135.907	51957022.212	.392	1.205	.263

- a. Dependent Variable: Pendapatan premi



## Hasil Korelasi Secara Parsial

Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Biaya agen <sup>a</sup>		Enter

- a. All requested variables entered  
 b. Dependent Variable: Pendapatan premi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.893 <sup>a</sup>	.798	.773	1433659838

- a. Predictors: (Constant), Biaya agen

ANOVA<sup>a</sup>

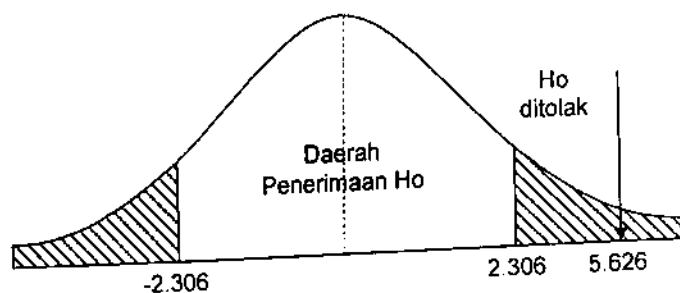
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	65054126822530400000.0	1	65054126822530400000.0	31.651	.000 <sup>a</sup>
	Residual	16443044247469590000.0	8	2055380530933699000.00		
	Total	81497171070000000000.0	9			

- a. Predictors: (Constant), Biaya agen  
 b. Dependent Variable: Pendapatan premi

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-364739592.087	973632686.126		-.375	.718
	Biaya agen	54.488	9.685	.893	5.626	.000

- a. Dependent Variable: Pendapatan premi



### Hasil Asumsi Klasik Secara Multiple Regression

Variables Entered/Removed<sup>b</sup>

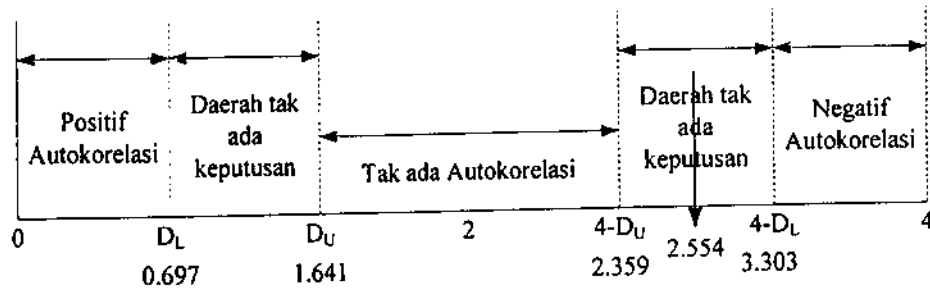
Model	Variables Entered	Variables Removed	Method
1	Biaya agen. Jumlah agen		Enter

- a. All requested variables entered.
- b. Dependent Variable: Pendapatan premi

Model Summary<sup>b</sup>

Model	Durbin-Watson
1	2.554 <sup>a</sup>

- a. Predictors: (Constant), Biaya agen, Jumlah agen
- b. Dependent Variable: Pendapatan premi



Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	Jumlah agen	.522	1.914
	Biaya agen	.522	1.914

- a. Dependent Variable: Pendapatan premi

Coefficient Correlations<sup>a</sup>

Model			Biaya agen	Jumlah agen
1	Correlations	Biaya agen	1.000	-.691
		Jumlah agen	-.691	1.000
	Covariances	Biaya agen	106.153	-192149750
		Jumlah agen	-1.92E+08	7.282E+14

- a. Dependent Variable: Pendapatan premi

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Jumlah agen	Biaya agen
1	1	2.834	1.000	.02	.01	.01
	2	.116	4.934	.71	.01	.40
	3	.050	7.529	.27	.98	.59

a. Dependent Variable: Pendapatan premi

### Residuals Statistics<sup>a</sup>

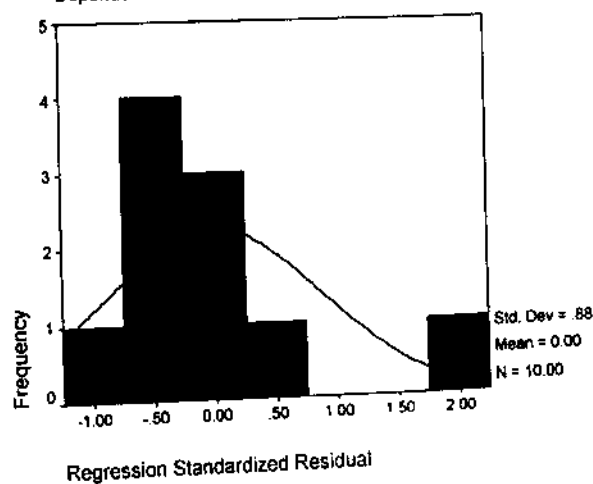
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.2E+09	9.8E+09	4.5E+09	2847840566	10
Std. Predicted Value	-.810	1.858	.000	1.000	10
Standard Error of Predicted Value	4.0E+08	9.1E+08	5.8E+08	173198941.6	10
Adjusted Predicted Value	1.8E+09	9.6E+09	4.6E+09	2958627692	10
Residual	-1.1E+09	2.4E+09	.00	972134425.3	10
Std. Residual	-1.017	2.169	.000	.882	10
Stud. Residual	-1.255	2.332	-.032	1.005	10
Deleted Residual	-1.7E+09	2.8E+09	-8.5E+07	1288152020	10
Stud. Deleted Residual	-1.320	4.570	.193	1.640	10
Mahal. Distance	.310	5.221	1.800	1.677	10
Cook's Distance	.000	.346	.109	.139	10
Centered Leverage Value	.034	.580	.200	.186	10

a. Dependent Variable: Pendapatan premi

## Charts

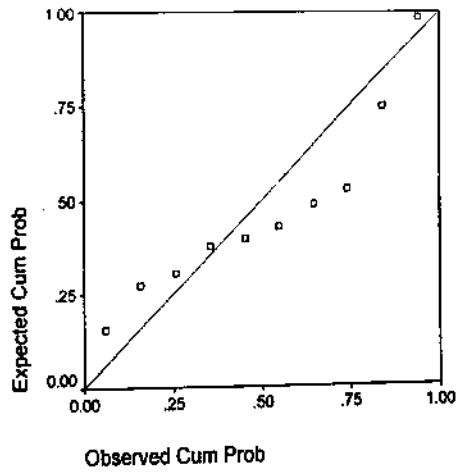
Histogram

Dependent Variable: Pendapatan premi



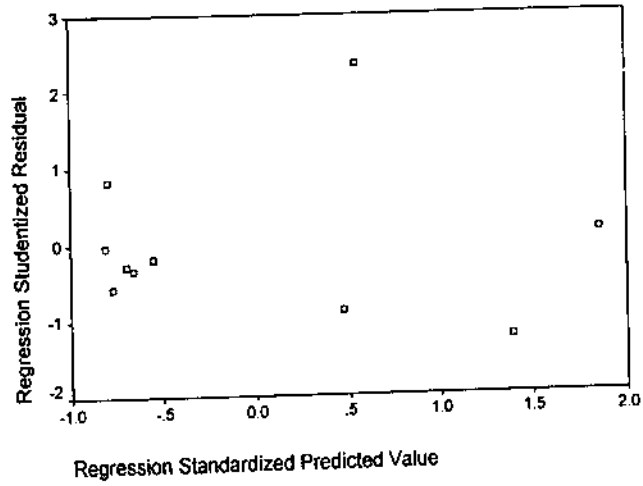
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Pendapatan premi



Scatterplot

Dependent Variable: Pendapatan premi



## Uji Heteroskedastisitas\_Uji Glejser

Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Biaya agen, Jumlah agen		Enter

a. All requested variables entered.

b. Dependent Variable: ABSRESID

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.430 <sup>a</sup>	.185	-.048	716313962

a. Predictors: (Constant), Biaya agen, Jumlah agen

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	815162049874602000.00	2	407581024937301200.0	.794	.489 <sup>a</sup>
	Residual	3591739843188085000.0	7	513105691884012000.0		
	Total	4406901893062688000.0	9			

a. Predictors: (Constant), Biaya agen, Jumlah agen

b. Dependent Variable: ABSRESID

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5.0E+07	6.0E+08		-.083	.936
	Jumlah agen	1.1E+07	1.8E+07	.303	.641	.542
	Biaya agen	2.287	6.695	.161	.342	.743

a. Dependent Variable: ABSRESID

## Hasil Hipotesa Secara Multiple Correlation

### Descriptive Statistics

	Mean	Std. Deviation	N
Pendapatan premi	4482750000.00	3009192787	10
Jumlah agen	43.30	18.839	10
Biaya agen	88965000.00	49342195.431	10

### Correlations

		Pendapatan premi	Jumlah agen	Biaya agen
Pearson Correlation	Pendapatan premi	1.000	.392	.893
	Jumlah agen	.392	1.000	.691
	Biaya agen	.893	.691	1.000
Sig. (1-tailed)	Pendapatan premi	.	.131	.000
	Jumlah agen	.131	.	.013
	Biaya agen	.000	.013	.
N	Pendapatan premi	10	10	10
	Jumlah agen	10	10	10
	Biaya agen	10	10	10

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Biaya agen, <sup>a</sup> Jumlah agen		Enter

- a. All requested variables entered.  
b. Dependent Variable: Pendapatan premi

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.946 <sup>a</sup>	.896	.866	1102296827

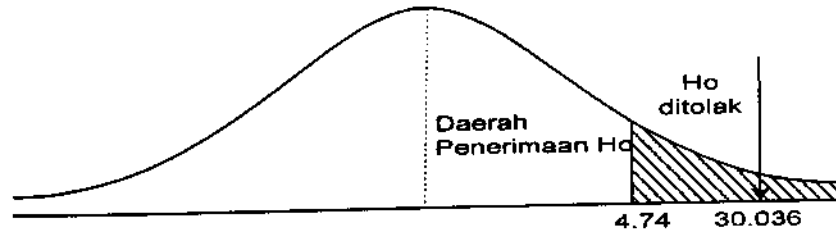
- a. Predictors: (Constant), Biaya agen, Jumlah agen

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.30E+19	2	3.650E+19	30.036	.000 <sup>a</sup>
	Residual	8.51E+18	7	1.215E+18		
	Total	8.15E+19	9			

a. Predictors: (Constant), Biaya agen, Jumlah agen

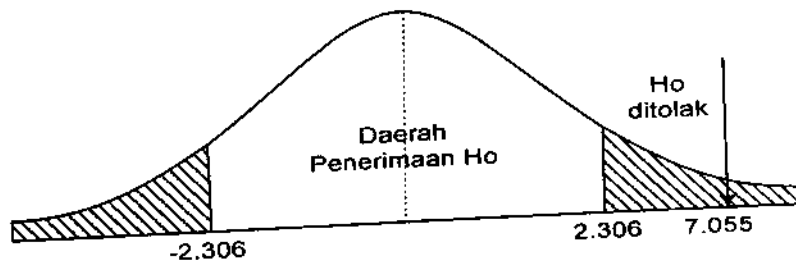
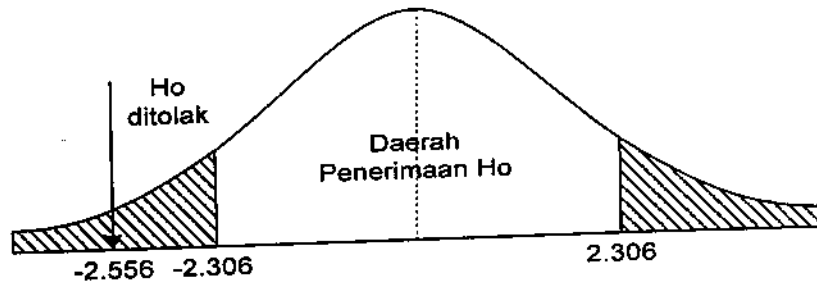
b. Dependent Variable: Pendapatan premi



Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1002685694.165	920122241.147		1.090	.312
	Jumlah agen	-68972935.239	26985574.681	-.432	-2.556	.038
	Biaya agen	72.687	10.303	1.192	7.055	.000

a. Dependent Variable: Pendapatan premi





## Descriptives Secara Multiple Correlation

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Pendapatan premi	10	1721550000	9849450000	4482750000	3009192787
Jumlah agen	10	25	81	43.30	18.839
Biaya agen	10	41250000	162000000	88965000.00	49342195.431
Valid N (listwise)	10				

## NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Pendapatan Premi	Jumlah agen	Biaya agen
N		10	10	10
Normal Parameters <sup>a,b</sup>	Mean	4482750000	43.30	88965000
	Std. Deviation	3009192787	18.839	49342195
Most Extreme Differences	Absolute	.293	.270	.237
	Positive	.293	.270	.237
	Negative	-.179	-.166	-.167
Kolmogorov-Smirnov Z		.926	.855	.748
Asymp. Sig. (2-tailed)		.358	.458	.631

a. Test distribution is Normal.

b. Calculated from data.

## Correlations

Correlations

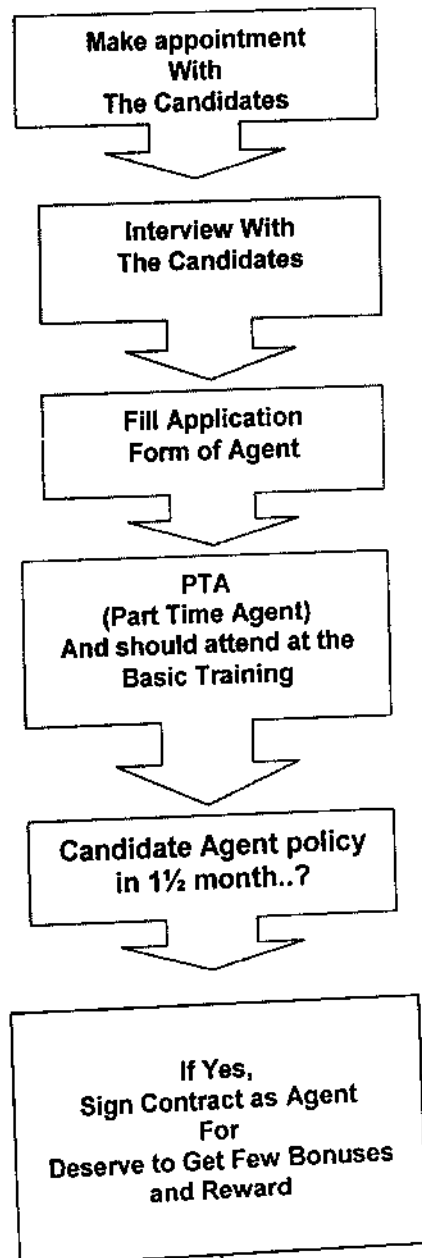
		Pendapatan Premi	Jumlah agen	Biaya agen
Pendapatan Premi	Pearson Correlation	1	.392	.893**
	Sig. (2-tailed)	.	.263	.000
	N	10	10	10
Jumlah agen	Pearson Correlation	.392	1	.691*
	Sig. (2-tailed)	.263	.	.027
	N	10	10	10
Biaya agen	Pearson Correlation	.893**	.691*	1
	Sig. (2-tailed)	.000	.027	.
	N	10	10	10

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

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

Rekomendasi

**Chart of Recruitment Process**



Rekomendasi

**New Agents Recruiting Process**

Term	No. of Calls	Appointments given for interview	Actual interview	Agreed to attend training	Actual attended training	Full Attendance	Produce within 15 days
Exp. Sept 2007	10	8	4	2	2	2	-

Note:

- Calls is the number of phone calls you are doing in a month to get an appointment for recruiting interview
- Appointment given is the number of candidate agree to sit down and attend interview
- Actual interview may differ from appointment given due to not showing ups or postpone
- Agreed to attend training is when the candidate sign up for training
- Actual training is the actual candidate who shows up
- Full attendance means the candidate attend from beginning until end (sometimes in 2 days training candidate don't present on 2<sup>nd</sup> day)

