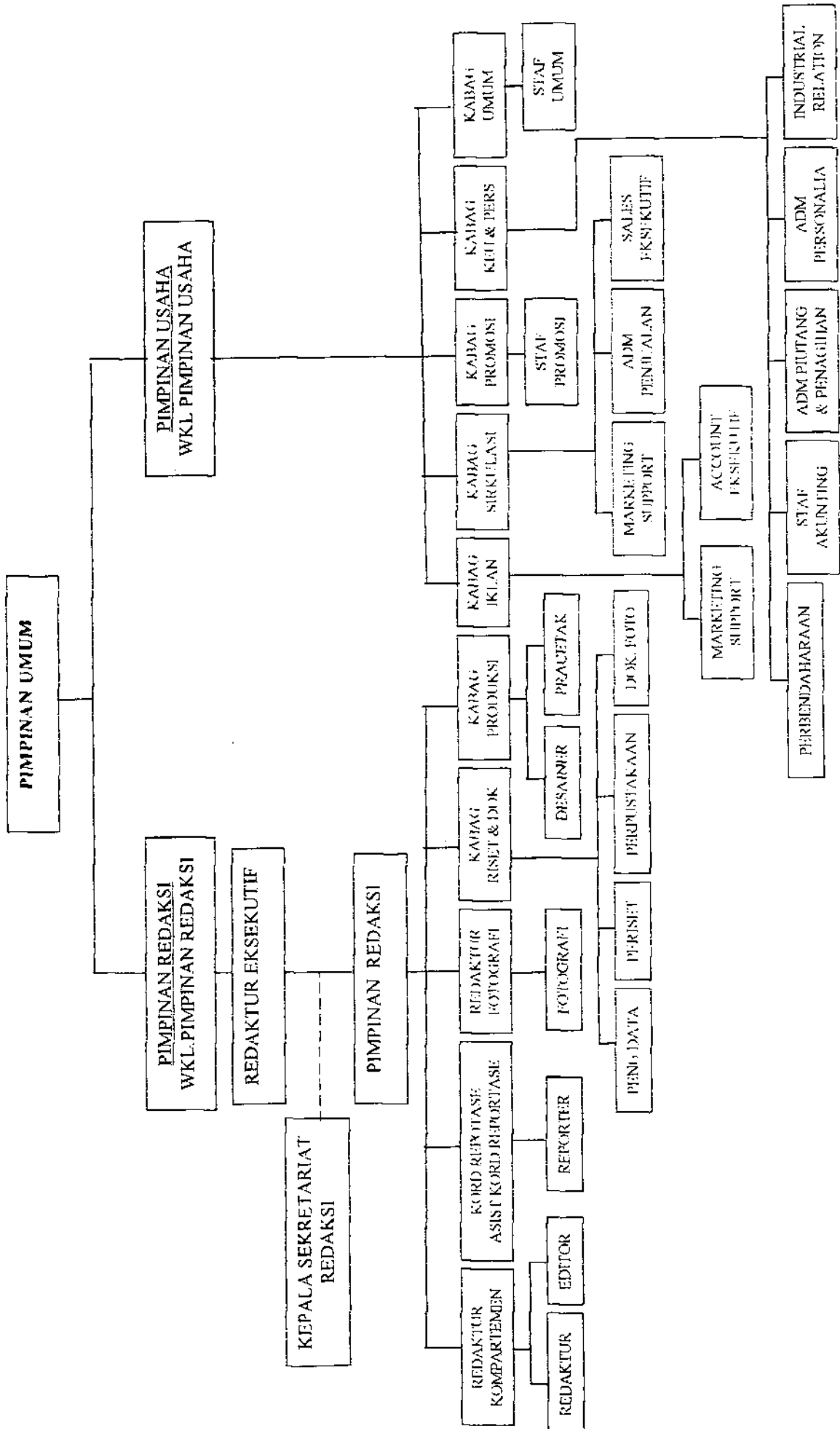


DAFTAR PUSTAKA

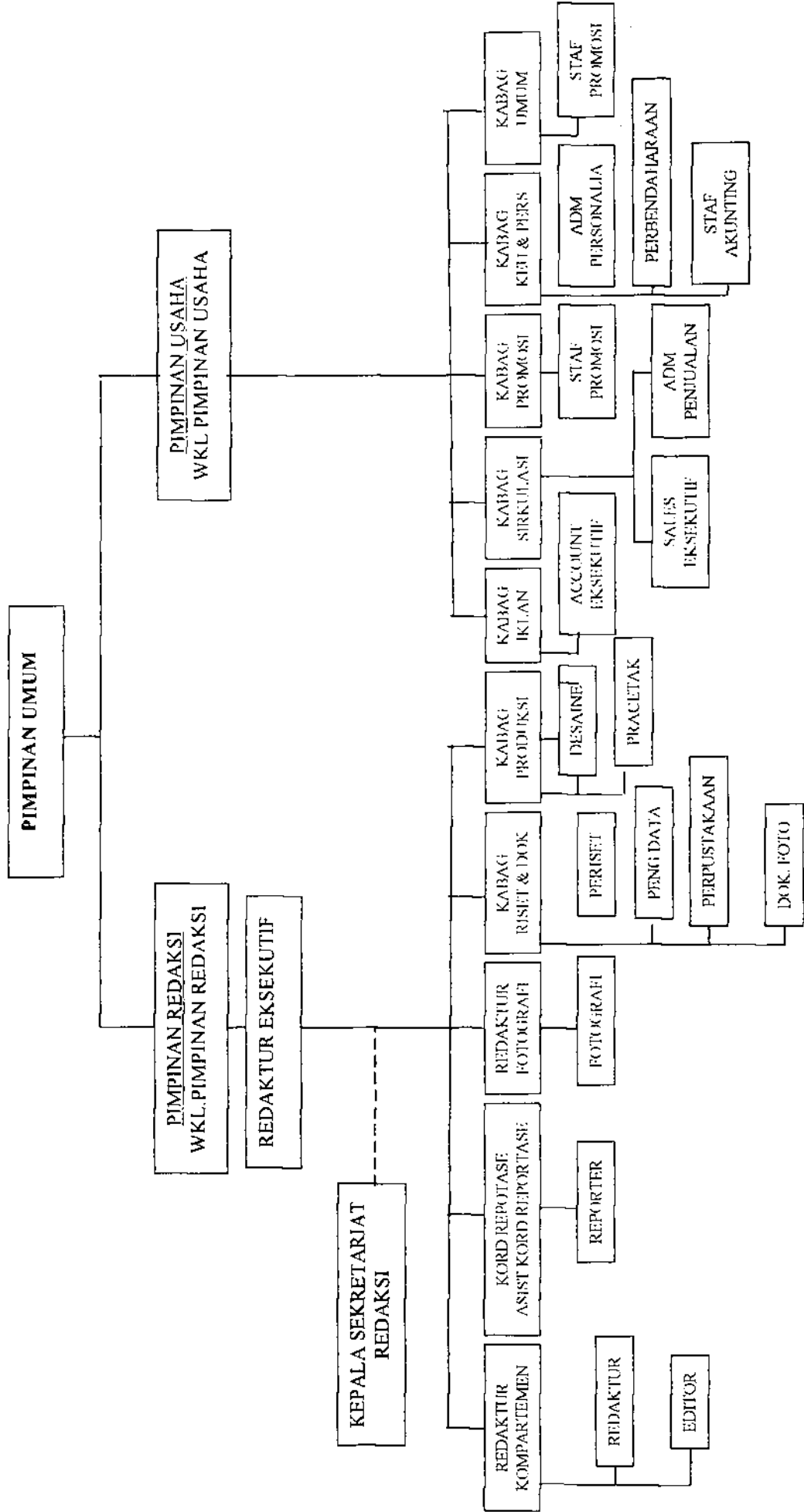
- A.A. Anwar Prabu Mangkunegara, 2000, *Manajemen Sumberdaya Manusia*, PT. Remaja Risdakarya, Bandung.
- Amin Widjaja Tunggal, 1993, *Manajemen, Suatu pengantar*, PT. Rineka Cipta, Jakarta.
- Davis, Keith and John W. Newstrom, 1992, *Perilaku Dalam Organisasi* (Terjemahan), Edisi Ketujuh, Erlangga, Jakarta.
- Dessler, 1997, *Manajemen Sumber Daya Manusia*, Edisi Bahasa Indonesia, Jilid 2, PT. Prenhallindo, Jakarta.
- Fisher C.D; Schoenfeldt L.F, Shaw J.B, 1993, *Human Resouce Management*, Boston, Toronto, Houghton Mifflin Company.
- Gibson, James L, John M. Ivancevich and James H.Donnely 1992, *Organisasi Perilaku Struktur dan Proses*, Terjemaha, Edisi Ketiga, Erlangga, Jakarta, 1993, *Organisasi dan Manajemen*, Tejemahan, Edisi Keempat, Erlangga, Jakarta.
- Hasibuan, M.S.P., 1990, *Manajemen Sumber Daya Manusia ; Kunci Keberhasilan*, PT. Gunung Agung, Jakarta.
- Henry Simamora, 1995, *Manajemen Sumber Daya Manusia*, STIE, YKPN, Yogyakarta.
- Kertonegoro, S., 1994, *Manajemen Organisasi*, Wifya Press, Jakarta.
- Malayu S.P., 1996, *Manajemen Sumber Daya Manusia*, Cetakan 6, CV.. Haji Masagung, Jakarta.
- Maman Kusman, 1996, *Perencanaan dan Audit Sumberdaya Manusia*, Bahan Kuliah, Program Magister Manajemen, Bandung.
- Michael Armstrong, 1990, *Manajemen Sumberdaya Manusia*, PT. Transito Asri Media, Jakarta.
- Milkovich, G.T., and Boudreau J.W, 1994, *Human Resource Management*, Boston : Richard D. Irwin, Inc.

- Mitrani, A., 1995, *Manajemen Sumber Daya Manusia Berdasarkan Kompetensi*, Pustaka Utama Grafiti, Jakarta.
- Mohrman Jr. A.M., Resnick-west S.M, 1990, *Designing Performance Appraisals Systems - Aligning Appraisals and Organizational Realities*, San Francisco, Oxtord, Jossey – Bass Publishers.
- Pemudji, 1990, *Praktek Organisasi dan Metode*, Pusdik, Depdagri, Jakarta.
- Pearce II, John A. and Richard B. Robinson Jr., 1989, *Management*, Mc. Graw Hill Book Co. Singapore.
- Rao, T.V., 1996, *Penilaian Prestasi Kerja : Teori dan Praktek*, LPPM, PT. Pustaka Bonaman Pressindo, Jakarta.
- Rietveld, Piet dan Lasmono Tri Sunaryanto, 1994, *87 Masalah Pokok Dalam Regresi Berganda*, Edisi Pertama, Andi Offset, Yogyakarta.
- Robbins, Stephen P., 1990, *Organization Theory : Structure, Design and Applications*, Prentice Hall Inc., New York.
- _____, 1996, *Perilaku Organisasi : Konsep, Kontroversi, Alikasi*, Edisi Bahasa Indonesia, Jilid 2, PT. Prenhallindo, Jakarta.
- Saragih, M.H., 1992, *Azas-azas Organisasi dan Manajemen*, Tarsito, Bandung.
- Stoner, James A.F., 1992, *Manajemen*, Terjemahan, Edisi Keempat, Intermedia, Jakarta.
- Stoner, James A.F., Freeman R. Edward and Daniel R. Gilbert, 1996, *Manajemen*, Jilid II, Edisi Bahasa Indonesia, PT. Prenhallindo, Jakarta.
- Sudjana, 1992, *Teknik Analisis Regresi dan Korelasi*, Edisi Ketiga, Tarsito, Bandung.
- Suharsimi, Arikunto, 1993, *Produser Penelitian : Suatu Pendekatan Praktek*, Edisi Revisi II, Rineke Cipta, Jakarta.
- Sukanto Reksohadiprojo, dan T. Hani Handoko, 1992, *Organisasi Perusahaan*, BPFE-UGM, Yogyakarta.
- Sutrino Hadi, 1992, *Analisis Regresi*, Edisi Pertama, Andi Offset, Yogyakarta.
- T. Hani Handoko, 1991, *Manajemen*, Edisi Kedua, BPFE-UGM, Yogyakarta.
- Werther, W.B., and Davis K, 1998, *Human Resources and Personnel Management*, New York : Mc Graw Hill, Inc.

STRUKTUR ORGANISASI MAJALAH SWASEMBADA



STRUKTUR ORGANISASI MAJALAH SWASEMBADA



data1

	kt	q1	q2	q3	q4	q5	pk
1	25	5	5	5	5	5	19
2	23	5	5	4	5	4	17
3	25	5	5	5	5	5	15
4	23	4	5	5	5	4	19
5	21	5	4	4	4	4	20
6	20	4	4	4	4	4	17
7	17	4	4	3	3	3	12
8	25	5	5	5	5	5	15
9	24	5	5	4	4	4	17
10	17	4	4	3	3	3	15
11	24	5	5	4	5	5	17
12	20	4	4	4	4	4	15
13	21	4	5	4	4	4	18
14	17	4	3	4	3	3	14
15	18	4	4	4	3	3	12
16	17	4	4	3	3	3	18
17	20	4	5	4	3	4	12
18	25	5	5	5	5	5	14
19	20	4	4	4	4	4	18
20	25	5	5	5	5	5	17
21	24	5	5	5	5	4	19
22	24	5	5	5	5	4	14
23	22	5	5	4	4	4	20
24	24	5	5	5	5	4	14
25	23	5	4	4	5	5	12
26	25	5	5	5	5	5	20
27	20	4	4	4	4	4	15
28	24	5	5	5	5	4	10
29	24	5	5	5	5	4	19
30	24	5	5	5	5	4	12
31	25	5	5	5	5	5	10
32	22	5	5	4	4	4	15
33	18	4	4	4	4	4	10
34	23	5	5	5	4	4	14
35	18	4	4	4	3	3	12
36	25	5	5	5	5	5	14

data1

	kt	q1	q2	q3	q4	q5	pk
37	22	4	4	5	5	4	10
38	20	4	4	4	4	4	14
39	22	5	5	4	4	4	14
40	17	4	4	3	3	3	12
41	25	5	5	5	5	5	10
42	17	4	3	4	3	3	11
43	21	4	4	4	5	4	10
44	20	4	4	4	3	5	15
45	23	5	4	4	4	4	14
46	18	4	4	4	4	3	12
47	20	4	4	4	5	3	11
48	20	4	4	4	4	4	10

data1

	q6	q7	q8	q9	pw	q10	q11
1	5	5	5	4	19	5	5
2	5	4	4	4	17	5	4
3	4	4	4	3	20	5	5
4	5	5	5	4	18	5	4
5	5	5	5	5	14	4	3
6	4	5	4	4	16	5	4
7	3	3	3	3	10	3	3
8	4	4	3	4	18	5	5
9	5	5	3	4	15	4	3
10	4	4	3	4	12	4	3
11	5	4	4	4	20	5	5
12	4	4	4	3	20	5	5
13	5	4	4	5	12	4	3
14	4	4	3	3	12	4	3
15	3	3	3	3	10	3	3
16	5	5	4	4	14	4	4
17	3	3	3	3	12	3	3
18	3	3	3	2	18	4	5
19	5	5	4	4	14	3	4
20	4	4	5	4	12	3	3
21	5	5	5	4	17	5	5
22	3	3	3	3	18	5	5
23	5	5	5	5	14	3	4
24	4	5	3	2	14	4	4
25	4	3	2	3	18	5	4
26	5	5	5	5	20	5	5
27	4	4	3	4	16	4	5
28	3	3	2	2	20	5	5
29	5	5	5	4	19	5	5
30	4	2	3	3	15	4	4
31	3	3	2	2	20	5	5
32	4	5	3	3	19	5	5
33	3	2	3	2	14	4	3
34	5	3	4	2	18	5	5
35	4	3	2	3	15	4	3
36	3	4	4	3	20	5	5

data1

	q6	q7	q8	q9	pw	q10	q11
37	3	3	2	2	16	5	4
38	4	3	3	4	14	4	3
39	4	4	3	3	18	5	4
40	3	3	4	2	12	4	3
41	3	3	2	2	20	5	5
42	3	3	3	2	15	4	4
43	3	3	2	2	18	5	5
44	4	2	3	3	16	5	3
45	4	4	3	3	18	4	5
46	3	3	3	3	14	4	4
47	3	3	3	2	15	4	3
48	3	2	3	2	20	5	5

data1

	q12	q13	rk	q14	q15	q16	q17
1	5	4	16	4	4	4	4
2	4	4	17	4	5	5	3
3	5	5	18	5	4	5	5
4	5	4	20	5	5	5	5
5	3	4	17	5	5	3	4
6	4	3	15	4	4	4	3
7	2	2	17	4	5	4	4
8	4	4	18	5	5	4	4
9	4	4	20	5	5	5	5
10	3	2	10	3	3	2	2
11	5	5	18	5	5	4	5
12	5	5	15	4	4	4	3
13	3	2	20	5	5	5	5
14	2	3	18	5	5	4	4
15	2	2	20	5	5	5	5
16	3	3	15	4	4	4	3
17	2	4	19	5	5	4	5
18	4	5	19	4	5	5	5
19	4	3	15	5	3	3	4
20	4	2	19	5	5	5	4
21	4	3	17	5	5	3	4
22	4	4	20	5	5	5	5
23	4	3	18	5	4	5	4
24	3	3	20	5	5	5	5
25	5	4	17	5	4	4	4
26	5	5	20	5	5	5	5
27	3	4	12	4	3	3	2
28	5	5	16	4	5	4	3
29	5	4	18	4	5	5	4
30	4	3	20	5	5	5	5
31	5	5	17	5	4	4	4
32	4	5	12	3	4	3	2
33	4	3	20	5	5	5	5
34	4	4	16	5	4	3	4
35	4	4	15	4	4	3	4
36	5	5	17	5	5	3	4

data1

	q12	q13	rk	q14	q15	q16	q17
37	3	4	20	5	5	5	5
38	4	3	18	5	4	5	4
39	5	4	13	4	3	3	3
40	2	3	14	4	4	4	3
41	5	5	20	5	5	5	5
42	3	4	15	4	4	4	3
43	4	4	17	5	4	4	4
44	4	4	20	5	5	5	5
45	5	4	17	5	5	4	3
46	3	3	13	4	3	3	3
47	4	4	17	5	4	5	3
48	5	5	11	3	3	3	2

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
KT	21.60	2.781	48
PK	14.46	3.128	48
PW	16.17	2.963	48
RK	17.00	2.650	48

Correlations

		KT	PK	PW	RK
Pearson Correlation	KT	1.000	.246	.661	.419
	PK	.246	1.000	.010	.085
	PW	.661	.010	1.000	-.062
	RK	.419	.085	-.062	1.000
Sig. (1-tailed)	KT	.	.046	.000	.002
	PK	.046	.	.473	.284
	PW	.000	.473	.	.337
	RK	.002	.284	.337	.
N	KT	48	48	48	48
	PK	48	48	48	48
	PW	48	48	48	48
	RK	48	48	48	48

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	RK, PW, PK		Enter

a. All requested variables entered.

b. Dependent Variable: KT

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.831 ^a	.690	.669	1.600

Model Summary

Model	Change Statistics				
	R Square Change	F Change	df1	df2	Sig. F Change
1	.690	32.683	3	44	.000

a. Predictors: (Constant), RK, PW, PK

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	250.892	3	83.631	32.683	.000 ^a
	Residual	112.587	44	2.559		
	Total	363.479	47			

a. Predictors: (Constant), RK, PW, PK

b. Dependent Variable: KT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.656	2.245		.292	.772
	PK	.179	.075	.202	2.397	.021
	PW	.645	.079	.687	8.173	.000
	RK	.466	.089	.444	5.267	.000

Coefficients^a

Model	95% Confidence Interval for B	
	Lower Bound	Upper Bound
(Constant)	-3.869	5.181
PK	.029	.330
PW	.486	.804
RK	.288	.645

Coefficients^a

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	PK	.246	.340	.201	.993	1.007
	PW	.661	.776	.686	.996	1.004
	RK	.419	.622	.442	.989	1.011

a. Dependent Variable: KT

Coefficient Correlations^a

Model		RK	PW	PK
1	Correlations			
	RK	1.000	.063	-.085
	PW	.063	1.000	-.015
	PK	-.085	-.015	1.000
	Covariances			
	RK	7.842E-03	4.430E-04	-5.668E-04
	PW	4.430E-04	6.226E-03	-9.045E-05
	PK	-5.668E-04	-9.045E-05	5.605E-03

a. Dependent Variable: KT

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	PK	PW	RK
1	1	3.926	1.000	.00	.00	.00	.00
	2	3.805E-02	10.158	.00	.71	.30	.00
	3	2.797E-02	11.848	.01	.18	.34	.47
	4	7.674E-03	22.620	.99	.11	.35	.53

a. Dependent Variable: KT