## 5. Profile Responden

## 5.2. Analisis DeskriptifJawaban Responden

***Transparancy***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Transparancy1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 11 | 16,2 | 16,2 | 17,6 |
| 3,00 | 27 | 39,7 | 39,7 | 57,4 |
| 4,00 | 27 | 39,7 | 39,7 | 97,1 |
| 5,00 | 2 | 2,9 | 2,9 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Transparancy2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 5 | 7,4 | 7,4 | 7,4 |
| 3,00 | 14 | 20,6 | 20,6 | 27,9 |
| 4,00 | 37 | 54,4 | 54,4 | 82,4 |
| 5,00 | 12 | 17,6 | 17,6 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Transparancy3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 10 | 14,7 | 14,7 | 14,7 |
| 3,00 | 16 | 23,5 | 23,5 | 38,2 |
| 4,00 | 34 | 50,0 | 50,0 | 88,2 |
| 5,00 | 8 | 11,8 | 11,8 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

***Accountability***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Accountability1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 3 | 4,4 | 4,4 | 4,4 |
| 3,00 | 10 | 14,7 | 14,7 | 19,1 |
| 4,00 | 29 | 42,6 | 42,6 | 61,8 |
| 5,00 | 26 | 38,2 | 38,2 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Accountability2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 11 | 16,2 | 16,2 | 17,6 |
| 3,00 | 13 | 19,1 | 19,1 | 36,8 |
| 4,00 | 26 | 38,2 | 38,2 | 75,0 |
| 5,00 | 17 | 25,0 | 25,0 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Accountability3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 2 | 2,9 | 2,9 | 2,9 |
| 2,00 | 2 | 2,9 | 2,9 | 5,9 |
| 3,00 | 13 | 19,1 | 19,1 | 25,0 |
| 4,00 | 20 | 29,4 | 29,4 | 54,4 |
| 5,00 | 31 | 45,6 | 45,6 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Accountability4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 9 | 13,2 | 13,2 | 14,7 |
| 3,00 | 16 | 23,5 | 23,5 | 38,2 |
| 4,00 | 21 | 30,9 | 30,9 | 69,1 |
| 5,00 | 21 | 30,9 | 30,9 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Accountability5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 3 | 4,4 | 4,4 | 5,9 |
| 3,00 | 14 | 20,6 | 20,6 | 26,5 |
| 4,00 | 24 | 35,3 | 35,3 | 61,8 |
| 5,00 | 26 | 38,2 | 38,2 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

***Responsibility***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Responsibility1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 4 | 5,9 | 5,9 | 5,9 |
| 3,00 | 9 | 13,2 | 13,2 | 19,1 |
| 4,00 | 32 | 47,1 | 47,1 | 66,2 |
| 5,00 | 23 | 33,8 | 33,8 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Responsibility2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 7 | 10,3 | 10,3 | 11,8 |
| 3,00 | 18 | 26,5 | 26,5 | 38,2 |
| 4,00 | 27 | 39,7 | 39,7 | 77,9 |
| 5,00 | 15 | 22,1 | 22,1 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Responsibility3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 9 | 13,2 | 13,2 | 13,2 |
| 3,00 | 14 | 20,6 | 20,6 | 33,8 |
| 4,00 | 31 | 45,6 | 45,6 | 79,4 |
| 5,00 | 14 | 20,6 | 20,6 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Responsibility4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 7 | 10,3 | 10,3 | 11,8 |
| 3,00 | 22 | 32,4 | 32,4 | 44,1 |
| 4,00 | 25 | 36,8 | 36,8 | 80,9 |
| 5,00 | 13 | 19,1 | 19,1 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

***Independency***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Independency1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 2 | 2,9 | 2,9 | 2,9 |
| 2,00 | 4 | 5,9 | 5,9 | 8,8 |
| 3,00 | 23 | 33,8 | 33,8 | 42,6 |
| 4,00 | 30 | 44,1 | 44,1 | 86,8 |
| 5,00 | 9 | 13,2 | 13,2 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Independency2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 6 | 8,8 | 8,8 | 8,8 |
| 3,00 | 12 | 17,6 | 17,6 | 26,5 |
| 4,00 | 38 | 55,9 | 55,9 | 82,4 |
| 5,00 | 12 | 17,6 | 17,6 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Independency3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 5 | 7,4 | 7,4 | 8,8 |
| 3,00 | 22 | 32,4 | 32,4 | 41,2 |
| 4,00 | 34 | 50,0 | 50,0 | 91,2 |
| 5,00 | 6 | 8,8 | 8,8 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Independency4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 2 | 2,9 | 2,9 | 2,9 |
| 2,00 | 5 | 7,4 | 7,4 | 10,3 |
| 3,00 | 30 | 44,1 | 44,1 | 54,4 |
| 4,00 | 26 | 38,2 | 38,2 | 92,6 |
| 5,00 | 5 | 7,4 | 7,4 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Independency5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 3 | 4,4 | 4,4 | 4,4 |
| 3,00 | 14 | 20,6 | 20,6 | 25,0 |
| 4,00 | 44 | 64,7 | 64,7 | 89,7 |
| 5,00 | 7 | 10,3 | 10,3 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Independency6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 4 | 5,9 | 5,9 | 5,9 |
| 3,00 | 25 | 36,8 | 36,8 | 42,6 |
| 4,00 | 30 | 44,1 | 44,1 | 86,8 |
| 5,00 | 9 | 13,2 | 13,2 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

***Fairness***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Fairness1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 3 | 4,4 | 4,4 | 4,4 |
| 2,00 | 5 | 7,4 | 7,4 | 11,8 |
| 3,00 | 22 | 32,4 | 32,4 | 44,1 |
| 4,00 | 17 | 25,0 | 25,0 | 69,1 |
| 5,00 | 21 | 30,9 | 30,9 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Fairness2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,000 | 8 | 11,8 | 11,8 | 11,8 |
| 2,000 | 12 | 17,6 | 17,6 | 29,4 |
| 3,000 | 23 | 33,8 | 33,8 | 63,2 |
| 4,000 | 10 | 14,7 | 14,7 | 77,9 |
| 5,000 | 15 | 22,1 | 22,1 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Fairness3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 22 | 32,4 | 32,4 | 32,4 |
| 2,00 | 6 | 8,8 | 8,8 | 41,2 |
| 3,00 | 17 | 25,0 | 25,0 | 66,2 |
| 4,00 | 9 | 13,2 | 13,2 | 79,4 |
| 5,00 | 14 | 20,6 | 20,6 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Fairness4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 3 | 4,4 | 4,4 | 4,4 |
| 2,00 | 8 | 11,8 | 11,8 | 16,2 |
| 3,00 | 20 | 29,4 | 29,4 | 45,6 |
| 4,00 | 19 | 27,9 | 27,9 | 73,5 |
| 5,00 | 18 | 26,5 | 26,5 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

***Performance***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 2 | 2,9 | 2,9 | 2,9 |
| 2,00 | 3 | 4,4 | 4,4 | 7,4 |
| 3,00 | 21 | 30,9 | 30,9 | 38,2 |
| 4,00 | 18 | 26,5 | 26,5 | 64,7 |
| 5,00 | 24 | 35,3 | 35,3 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 8 | 11,8 | 11,8 | 11,8 |
| 2,00 | 15 | 22,1 | 22,1 | 33,8 |
| 3,00 | 20 | 29,4 | 29,4 | 63,2 |
| 4,00 | 10 | 14,7 | 14,7 | 77,9 |
| 5,00 | 15 | 22,1 | 22,1 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 6 | 8,8 | 8,8 | 8,8 |
| 3,00 | 16 | 23,5 | 23,5 | 32,4 |
| 4,00 | 14 | 20,6 | 20,6 | 52,9 |
| 5,00 | 32 | 47,1 | 47,1 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 8 | 11,8 | 11,8 | 11,8 |
| 2,00 | 5 | 7,4 | 7,4 | 19,1 |
| 3,00 | 9 | 13,2 | 13,2 | 32,4 |
| 4,00 | 24 | 35,3 | 35,3 | 67,6 |
| 5,00 | 22 | 32,4 | 32,4 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 2 | 2,9 | 2,9 | 4,4 |
| 3,00 | 13 | 19,1 | 19,1 | 23,5 |
| 4,00 | 14 | 20,6 | 20,6 | 44,1 |
| 5,00 | 38 | 55,9 | 55,9 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 2 | 2,9 | 2,9 | 2,9 |
| 3,00 | 15 | 22,1 | 22,1 | 25,0 |
| 4,00 | 49 | 72,1 | 72,1 | 97,1 |
| 5,00 | 2 | 2,9 | 2,9 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 2 | 2,9 | 2,9 | 2,9 |
| 3,00 | 44 | 64,7 | 64,7 | 67,6 |
| 4,00 | 15 | 22,1 | 22,1 | 89,7 |
| 5,00 | 7 | 10,3 | 10,3 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 7 | 10,3 | 10,3 | 10,3 |
| 2,00 | 11 | 16,2 | 16,2 | 26,5 |
| 3,00 | 14 | 20,6 | 20,6 | 47,1 |
| 4,00 | 26 | 38,2 | 38,2 | 85,3 |
| 5,00 | 10 | 14,7 | 14,7 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 2 | 2,9 | 2,9 | 2,9 |
| 2,00 | 3 | 4,4 | 4,4 | 7,4 |
| 3,00 | 17 | 25,0 | 25,0 | 32,4 |
| 4,00 | 22 | 32,4 | 32,4 | 64,7 |
| 5,00 | 24 | 35,3 | 35,3 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,5 | 1,5 | 1,5 |
| 2,00 | 3 | 4,4 | 4,4 | 5,9 |
| 3,00 | 11 | 16,2 | 16,2 | 22,1 |
| 4,00 | 23 | 33,8 | 33,8 | 55,9 |
| 5,00 | 30 | 44,1 | 44,1 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Performance11** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 2 | 2,9 | 2,9 | 2,9 |
| 2,00 | 2 | 2,9 | 2,9 | 5,9 |
| 3,00 | 17 | 25,0 | 25,0 | 30,9 |
| 4,00 | 41 | 60,3 | 60,3 | 91,2 |
| 5,00 | 6 | 8,8 | 8,8 | 100,0 |
| Total | 68 | 100,0 | 100,0 |  |

## 5.3. Uji Reliabilitas dan Uji Validitas

### 5.3.1. Uji Reliabilitas

Uji reliabilitas digunakan untuk mengukur suatu kuesioner yang merupakan indikator dari variabel atau konstruk. Suatu kuesioner dikatakan reliabel atau handal jika jawaban seseorang terhadap pertanyaan dijawab responden secara konsisten atau stabil dari waktu ke waktu. Suatu konstruk atau variabel dikatakan reliabel jika memberikan nilai *Cronbach Alpha* lebih besar dari 0,70.

**Tabel**

**Hasil Uji Reliabilitas**

|  |  |  |  |
| --- | --- | --- | --- |
| Vaiabel | Ketentuan | *Cronbach Alpha* | Keterangan |
| *Transparancy*(X1) | > 0,70 | 0,827 | Reliabel |
| *Accountability* (X2) | > 0,70 | 0,874 | Reliabel |
| *Responsibility*(X3) | > 0,70 | 0,859 | Reliabel |
| *Independency* (X4) | > 0,70 | 0,867 | Reliabel |
| *Fairness* (X5) | > 0,70 | 0,837 | Reliabel |
| *Performance* (Y) | > 0,70 | 0,870 | Reliabel |

Sumber : Data primer yang diolah (2019)

Berdasarkan data tabel di atas menunjukkan bahwa untuk indikator-indikator dari seluruh variabel yang ada dalam poin pertanyaan menunjukkan bahwa koefisien *Cronbach’s Alpha* nilainya lebih dari 0,70. Hal ini dapat disimpulkan bahwa keseluruhan variabel tersebut adalah reliabel.

|  |  |  |
| --- | --- | --- |
| **TransparancyReliability Statistics** | | |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **,827** | ,847 | 4 |

|  |  |  |
| --- | --- | --- |
| **AccountabilityReliability Statistics** | | |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **,874** | ,888 | 6 |

|  |  |  |
| --- | --- | --- |
| **ResponsibilityReliability Statistics** | | |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **,859** | ,872 | 5 |

|  |  |  |
| --- | --- | --- |
| **IndependencyReliability Statistics** | | |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **,867** | ,880 | 7 |

|  |  |  |
| --- | --- | --- |
| **FairnessReliability Statistics** | | |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **,837** | ,856 | 5 |

|  |  |  |
| --- | --- | --- |
| **PerformanceReliability Statistics** | | |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **,870** | ,886 | 12 |

Secara keseluruhan gabungan dari semua variabel X dan Y menunjukkan bahwa koefisien *Cronbach’s Alpha*adalah 0,864 di mana nilainya lebih dari 0,70Hal ini dapat disimpulkan bahwa keseluruhan variabel tersebut adalah reliabel.

|  |  |  |
| --- | --- | --- |
| **GCG Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,864 | ,873 | 6 |

### 5.3.2 Uji Validitas

Uji validitas dilakukan dengan cara membandingkan nilai r hitung (*correlation item total correlation*) dengan nilai r tabel dengan ketentuan untuk *degree of freedom* (df) = n-2, dimana n adalah jumlah sampel. Jika rhitung> rtabel, berarti pernyataan tersebut dinyatakan valid. Namun apabila rhitung< rtabel, berarti pernyataan tersebut dinyatakan tidak valid.

Diketahui DF adalah (N – 2) yaitu (68 – 2) = 66 dan α = 0,05, maka nilai dari rtabel adalah 0,2012

**Tabel Hasil Uji Validitas**

| **Variabel** | **thitung** | **rtabel** | **Keterangan** |
| --- | --- | --- | --- |
| *Transparancy*(X1) |  |  |  |
| X1.1 | 0,531 | 0,2012 | Valid |
| X1.2 | 0,712 | 0,2012 | Valid |
| X1.3 | 0,482 | 0,2012 | Valid |
| *Accountability* (X2) |  |  |  |
| X2.1 | 0,739 | 0,2012 | Valid |
| X2.2 | 0,589 | 0,2012 | Valid |
| X2.3 | 0,581 | 0,2012 | Valid |
| X2.4 | 0,649 | 0,2012 | Valid |
| X2.5 | 0,636 | 0,2012 | Valid |
| *Responsibility*(X3) |  |  |  |
| X3.1 | 0,573 | 0,2012 | Valid |
| X3.2 | 0,677 | 0,2012 | Valid |
| X3.3 | 0,707 | 0,2012 | Valid |
| X3.4 | 0,523 | 0,2012 | Valid |
| *Independency* (X4) |  |  |  |
| X4.1 | 0,687 | 0,2012 | Valid |
| X4.2 | 0,605 | 0,2012 | Valid |
| X4.3 | 0,560 | 0,2012 | Valid |
| X4.4 | 0,501 | 0,2012 | Valid |
| X4.5 | 0,678 | 0,2012 | Valid |
| X4.6 | 0,604 | 0,2012 | Valid |
| *Fairness* (X5) |  |  |  |
| X5.1 | 0,702 | 0,2012 | Valid |
| X5.2 | 0,451 | 0,2012 | Valid |
| X5.3 | 0,631 | 0,2012 | Valid |
| X5.4 | 0,565 | 0,2012 | Valid |
| *Performance* (Y) |  |  |  |
| Y1 | 0,685 | 0,2012 | Valid |
| Y2 | 0,496 | 0,2012 | Valid |
| Y3 | 0,727 | 0,2012 | Valid |
| Y4 | 0,386 | 0,2012 | Valid |
| Y5 | 0,572 | 0,2012 | Valid |
| Y6 | 0,509 | 0,2012 | Valid |
| Y7 | 0,315 | 0,2012 | Valid |
| Y8 | 0,577 | 0,2012 | Valid |
| Y9 | 0,612 | 0,2012 | Valid |
| Y10 | 0,649 | 0,2012 | Valid |
| Y11 | 0,480 | 0,2012 | Valid |

Sumber : Data primer yang diolah (2019)

Berdasarkan tabel di atas dapat dilihat uji validitas dari variabel X1, X2, X3, X4, X5, dan Y menunjukkan bahwa pada korelasi masing-masing indikator terhadap total skor konstruk (pertanyaan) menunjukkan hasil yang signifikan dan rhitung lebih besar dari rtabel (rhitung> rtabel). Jadi hal ini dapat disimpulkan bahwa masing-masing indikator pertanyaan adalah valid.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | **Corrected Item-Total Correlation** | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Transparancy1 | 10,9706 | 4,195 | **,531** | . | ,837 |
| Transparancy2 | 10,4118 | 3,765 | **,712** | . | ,753 |
| Transparancy3 | 10,6471 | 4,139 | **,482** | . | ,867 |
| Transparancy | 10,6765 | 3,745 | **1,000** | . | ,653 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | **Corrected Item-Total Correlation** | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Accountability1 | 19,5706 | 14,850 | **,739** | . | ,845 |
| Accountability2 | 20,0265 | 14,377 | **,589** | . | ,870 |
| Accountability3 | 19,6000 | 14,738 | **,581** | . | ,870 |
| Accountability4 | 19,9529 | 13,895 | **,649** | . | ,860 |
| Accountability5 | 19,6735 | 14,729 | **,636** | . | ,860 |
| Accountability | 19,7647 | 14,093 | **1,000** | . | ,812 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | **Corrected Item-Total Correlation** | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Responsibility1 | 14,8456 | 9,121 | **,573** | . | ,854 |
| Responsibility2 | 15,2279 | 8,033 | **,677** | . | ,831 |
| Responsibility3 | 15,1985 | 8,083 | **,707** | . | ,822 |
| Responsibility4 | 15,3162 | 8,828 | **,523** | . | ,871 |
| Responsibility | 15,1471 | 8,157 | **1,000** | . | ,765 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | **Corrected Item-Total Correlation** | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Independency1 | 21,8897 | 11,710 | **,687** | . | ,842 |
| Independency2 | 21,6544 | 12,537 | **,605** | . | ,854 |
| Independency3 | 21,9044 | 12,823 | **,560** | . | ,860 |
| Independency4 | 22,0809 | 12,980 | **,501** | . | ,869 |
| Independency5 | 21,6691 | 13,010 | **,678** | . | ,845 |
| Independency6 | 21,8309 | 12,748 | **,604** | . | ,853 |
| Independency | 21,8382 | 12,317 | **1,000** | . | ,814 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | **Corrected Item-Total Correlation** | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Fairness1 | 12,92647 | 15,248 | **,702** | ,887 | ,789 |
| Fairness2 | 13,45588 | 16,274 | **,451** | ,871 | ,857 |
| Fairness3 | 13,82353 | 13,282 | **,631** | ,927 | ,816 |
| Fairness4 | 13,02941 | 16,201 | **,565** | ,857 | ,823 |
| Fairness | 13,29412 | 14,420 | **,992** | ,986 | ,728 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | **Corrected Item-Total Correlation** | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Performance1 | 41,1157 | 47,493 | **,685** | ,999 | ,851 |
| Performance2 | 41,8510 | 47,769 | **,496** | 1,000 | ,866 |
| Performance3 | 40,9246 | 47,105 | **,727** | ,999 | ,848 |
| Performance4 | 41,2922 | 49,601 | **,386** | 1,000 | ,875 |
| Performance5 | 40,7187 | 49,723 | **,572** | ,999 | ,858 |
| Performance6 | 41,2334 | 54,030 | **,509** | ,998 | ,865 |
| Performance7 | 41,5863 | 54,667 | **,315** | ,999 | ,871 |
| Performance8 | 41,6746 | 47,407 | **,577** | 1,000 | ,859 |
| Performance9 | 41,0569 | 48,680 | **,612** | ,999 | ,856 |
| Performance10 | 40,8363 | 48,969 | **,649** | ,999 | ,854 |
| Performance11 | 41,2922 | 52,338 | **,480** | ,999 | ,864 |
| Performance | 41,2353 | 49,168 | **1,000** | 1,000 | ,843 |

## 5.4. Analisis Regresi Linier Berganda

Analisis regresi linier berganda (*multiple regression*) digunakan untuk menguji pengaruh lebih dari satu variabel bebas (metrik) terhadap satu variabel terikat metrik (Ghozali, 2011:17). Uji regresi linier berganda juga dapat menunjukkan arah hubungan antara variabel bebas (*independent*) dengan variabel terikat (*dependent*). Dalam penelitian ini menggunakan regresi linier berganda karena memiliki satu variabel dependent dan lebih dari satu variabel independen. Berikut ini adalah hasil dari pengujian regresi linier berganda:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,829a | ,687 | ,662 | ,37028 |
| a. Predictors: (Constant), Fairness, Transparancy, Accountability, Responsibility, Independency | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 18,691 | 5 | 3,738 | 27,265 | ,000b |
| Residual | 8,501 | 62 | ,137 |  |  |
| Total | 27,192 | 67 |  |  |  |
| a. Dependent Variable: Performance | | | | | | |
| b. Predictors: (Constant), Fairness, Transparancy, Accountability, Responsibility, Independency | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,862 | ,343 |  | 2,513 | ,015 |
| Transparancy | ,204 | ,083 | ,206 | 2,446 | ,017 |
| Accountability | ,112 | ,087 | ,132 | 1,286 | ,203 |
| Responsibility | ,222 | ,085 | ,249 | 2,605 | ,011 |
| Independency | -,067 | ,115 | -,061 | -,582 | ,562 |
| Fairness | ,336 | ,065 | ,510 | 5,193 | ,000 |
| a. Dependent Variable: Performance | | | | | | |