

Figure 1. Theoretical framework

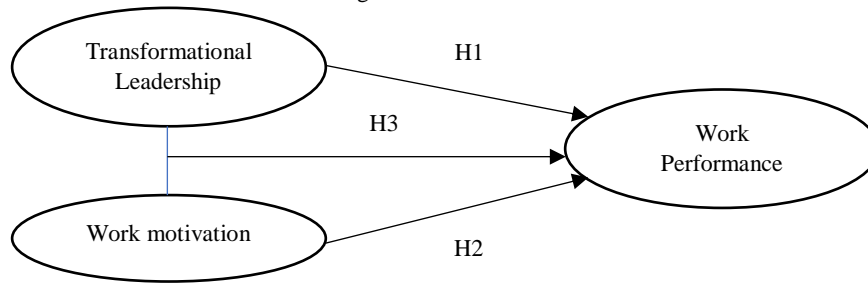
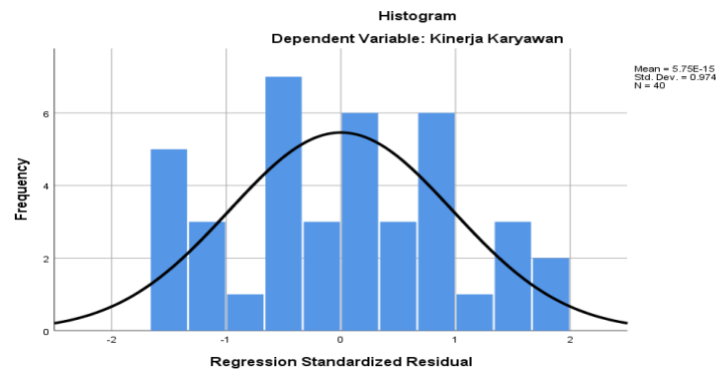


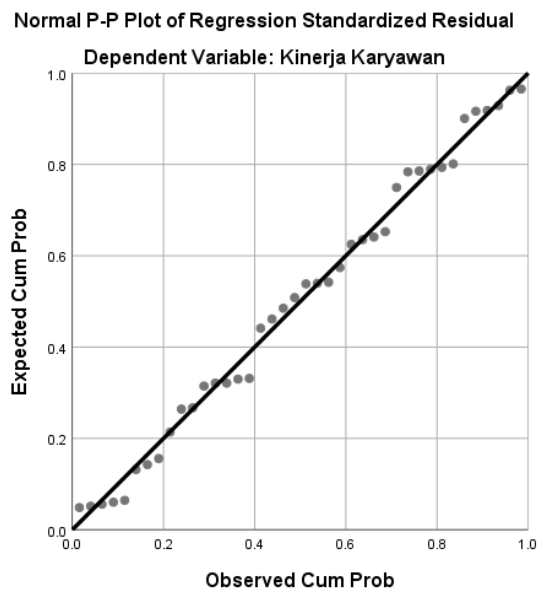
Figure 2a. Data normality test (Histogram)



Source: SPSS

*kinerja karyawan is work performance

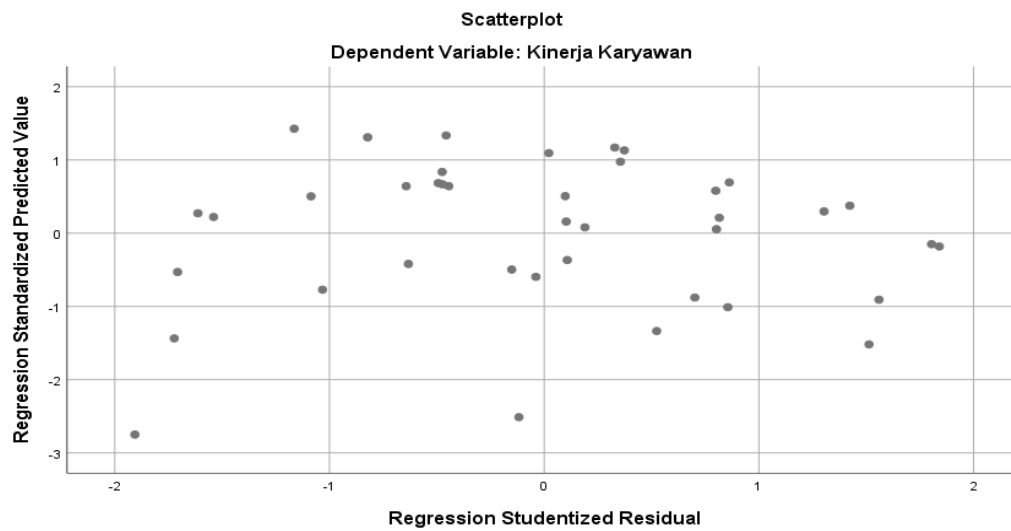
Figure 2b. Data normality test (P-plot)



Source: SPSS

*kinerja karyawan is work performance

Figure 3. Heteroscedasticity test results



Source: SPSS

*kinerja karyawan is work performance