

ariabel kompensasi

Validitas

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
VAR00001	42,452	17,668	,420	.	,688
VAR00002	42,429	18,544	,434	.	,692
VAR00003	42,714	18,648	,448	.	,692
VAR00004	42,214	19,441	,393	.	,704
VAR00005	42,262	18,442	,345	.	,703
VAR00006	42,238	17,698	,650	.	,664
VAR00007	23,119	5,376	1,000	.	,547

Reliabilitas

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,716	,743	6

Variabel kedisiplinan

Validitas

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
VAR00001	74,50	69,085	,353	.	,702
VAR00002	74,67	68,179	,376	.	,699
VAR00003	74,36	72,967	,105	.	,720
VAR00004	74,26	76,735	-,275	.	,737
VAR00005	74,88	58,546	,766	.	,645
VAR00006	74,76	63,454	,616	.	,673
VAR00007	74,45	68,449	,402	.	,699
VAR00008	74,69	62,756	,659	.	,668
VAR00009	74,52	68,158	,435	.	,696
VAR00010	74,43	69,617	,403	.	,702
VAR00011	39,24	18,625	1,000	.	,667

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,715	,711	10

Variabel kinerja

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
VAR00001	74,48	25,475	,332	.	,630
VAR00002	73,93	25,726	,287	.	,635
VAR00003	74,36	25,357	,268	.	,635
VAR00004	74,50	24,841	,350	.	,625
VAR00005	73,90	25,405	,304	.	,632
VAR00006	74,38	24,339	,313	.	,627
VAR00007	73,74	28,344	,153	.	,674
VAR00008	74,07	24,702	,364	.	,622
VAR00009	73,86	25,345	,352	.	,628
VAR00010	74,24	25,113	,333	.	,628
VAR00011	39,02	6,951	1,000	.	,404

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,650	,590	10

Uji asumsi klasik

Multikol

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	9,499	2,170		4,378	,000		
kompensasi	,392	,115	,394	3,402	,002	,645	1,550
kedisiplinan	,270	,061	,514	4,438	,000	,645	1,550

a. Dependent Variable: kinerja

Heterokedasatisitas

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,351	1,340		1,754	,087
kompensasi	-,004	,071	-,011	-,055	,956
kedisiplinan	-,040	,038	-,207	-1,063	,294

a. Dependent Variable: res2

Uji normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,33971577
Most Extreme Differences	Absolute	,124
	Positive	,124
	Negative	-,056
Test Statistic		,124
Asymp. Sig. (2-tailed)		,101 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,814 ^a	,662	,645	1,374

a. Predictors: (Constant), kedisiplinan, kompensasi

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	144,031	2	72,015	38,166	,000b
	Residual	73,588	39	1,887		
	Total	217,619	41			

a. Dependent Variable: kinerja

b. Predictors: (Constant), kedisiplinan, kompensasi

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	9,499	2,170		4,378	,000
	kompensasi	,392	,115	,394	3,402	,002
	kedisiplinan	,270	,061	,514	4,438	,000

a. Dependent Variable: kinerja



N o	Gaji			Insentif			kompens asi tidak lansung			kehadira n			kewaspa daan			ketaatan peratura n kerja			ketaatan standar kerja			etika kerja			kualitas			Kuantita s			Ketepata n waktu			efektivit as			kemandi rian					
	X 1 . 1	X 1 . 2	T o t a l	X 2 . 1	X 2 . 2	T o t a l	X 3 . 1	X 3 . 2	T o t a l	X 4 . 1	X 4 . 2	T o t a l	X 5 . 1	X 5 . 2	T o t a l	X 6 . 1	X 6 . 2	T o t a l	X 7 . 1	X 7 . 2	T o t a l	X 8 . 1	X 8 . 2	T o t a l	Y 1 . 1	Y 1 . 2	T o t a l	Y 2 . 1	Y 2 . 2	T o t a l	Y 3 . 1	Y 3 . 2	T o t a l	Y 4 . 1	Y 4 . 2	T o t a l	Y 5 . 1	Y 5 . 2	T o t a l			
1	4	5	9	3	4	7	3	3	6	3	4	7	4	4	8	4	4	8	3	3	6	4	4	8	3	4	7	4	4	8	4	4	8	4	4	8	4	4	8	4	5	9
2	3	4	7	4	4	8	5	4	9	5	5	0	3	5	8	3	5	8	5	5	0	5	4	9	5	3	8	4	3	7	4	5	9	5	5	0	5	4	9			
3	4	4	8	3	5	8	3	3	6	3	4	7	4	4	8	4	4	8	3	5	8	4	4	8	4	5	9	4	4	8	4	4	8	4	4	8	4	4	8	5	4	9
4	4	4	8	4	4	8	5	4	9	5	3	8	4	3	7	5	5	0	5	5	0	4	4	8	4	5	9	4	4	8	5	4	9	4	4	8	4	4	8			
5	5	5	0	4	4	8	3	4	7	3	5	8	3	4	7	3	4	7	3	4	7	4	5	9	3	4	7	3	4	7	4	3	7	4	4	8	4	5	9			
6	3	3	6	3	4	7	3	4	7	3	3	6	5	4	9	4	5	9	3	4	7	3	4	7	4	4	8	5	3	8	4	3	7	4	3	7	4	3	7			
7	4	4	8	4	4	8	5	5	0	5	4	9	4	4	8	5	3	8	5	5	0	4	4	8	4	5	9	3	4	7	4	3	7	4	3	7	5	4	9			
8	4	4	8	4	5	9	5	5	0	5	3	8	4	4	8	2	3	5	5	2	7	4	3	7	3	4	7	2	2	4	5	4	9	4	4	8	5	4	9			
9	5	4	9	3	4	7	4	4	8	4	4	8	5	5	0	5	4	9	4	3	7	4	5	9	4	4	8	4	3	7	5	5	0	5	4	9	4	4	8			
10	5	5	0	4	5	9	3	5	8	3	4	7	5	4	9	2	3	5	3	5	8	5	5	0	3	4	7	3	3	6	5	5	0	5	4	9	4	5	9			
11	4	4	8	3	4	7	4	4	8	4	5	9	4	5	9	2	4	6	4	3	7	2	4	6	3	5	8	4	4	8	3	4	7	5	4	9	5	4	9			
12	3	4	7	4	4	8	3	4	7	3	3	6	5	5	0	3	3	6	3	4	7	4	4	8	3	4	7	3	4	7	3	3	6	5	4	9	4	4	8			
13	4	3	7	3	3	6	3	3	6	3	4	7	4	4	8	2	3	5	3	3	6	5	5	0	3	3	6	3	3	6	3	4	7	5	4	9	3	3	6			
14	3	4	7	3	4	7	5	4	9	5	2	7	4	4	8	2	2	4	5	2	7	4	3	7	3	4	7	3	2	5	4	3	7	4	4	8	4	4	8			

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