

LAMPIRAN

1. KUESIONER PENELITIAN

Lampiran 1.Kuesioner penelitian

Hal : Permohonan Pengisian Kuesioner

Kepada

Bapak/Ibu responden

Ditempat

Dengan Hormat

Saya adalah mahasiswi program strata satu (S1) Universitas Wahid Hasyim Semarang. Fakultas Ekonomi jurusan Manajemen Sumber Daya Manusia (MSDM) yang sedang menyusun skripsi sebagai salah satu syarat untuk memperoleh gelar SE. Dengan ini saya :

Nama :Siti Khalimatus sa'diyah

NIM : 141010034

Mengharapkan kesediaan dan partisipasi Bapak/Ibu/Saudara/I untuk mengisi kuesioner yang terlampir. Adapun judul penelitian yang saya ajukan adalah “Analisis Pengaruh Kompensasi dan Motivasi Kerja Terhadap Kinerja Karyawan (studi kasus divisi *Quality Assurance* pada PT. Semarang Autocomp Manufacturing Indonesia)”.

Informasi yang diperoleh melalui kuesioner ini hanya digunakan untuk kepentingan penelitian (riset), sehingga akan saya jaga kerahasiaanya sesuai dengan etika penelitian. Diharapkan responden membaca setiap pernyataan dengan hati-hati dan menjawab sesuai dengan pendapat anda.

Demikian permohonan saya, atas kesediaan Bapak/Ibu/Saudara/I untuk meluangkan waktu mengisi dan menyatakan pendapat dalam kuesioner ini, saya ucapkan terima kasih.

Semarang, 01 November 2017

Hormat saya

Siti khalimatus sa'diyah

NIM. 141010034

KUISIONER

I. PERNYATAAN MENGENAI DATA PRIBADI RESPONDEN

1. Identitas Responden

2. Nama :

3. Usia

4. Jenis Kelamin : Pria Wanita

5. Pendidikan Terakhir : SLTA D3 S1

6. Lama bekerja : Tahun

KUESIONER PENELITIAN

II. TANGGAPAN PENGARUH KOMPENSASI DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN

Petunjuk Pengisian :

Berilah tanda Checklist (\checkmark) pada masing-masing kotak yang sudah tersedia sesuai dengan jawaban anda.

Ada lima (5) alternatif jawaban, yaitu:

Sangat Setuju (SS)	= 5
Setuju (S)	= 4
Netral (N)	= 3
Tidak Setuju (TS)	= 2
Sangat Tidak Setuju (STS)	= 1

DAFTAR PERNYATAAN

VARIABEL KOMPENSASI (X1) DAN MOTIVASI KERJA (X2)

KOMPENSASI						
No	Pernyataan	Jawaban/tanggapan				
	Tunjangan	STS	TS	N	S	SS
1.	Tunjangan yang diberikan sesuai dengan apa yang karyawan emban					
2.	Tunjangan uang transport yang diberikan oleh perusahaan sesuai dengan standart perusahaan					
3.	Dengan adanya pemberian tunjangan membuat karyawan semangat dalam bekerja					
	Fasilitas	STS	TS	N	S	SS
4.	Fasilitas yang diberikan sesuai dengan kebutuhan karyawan					
5.	Fasilitas yang diberikan menunjang dalam pelaksanaan kerja karyawan					
6.	Fasilitas ac yang diberikan oleh perusahaan sangat membantu karyawan dalam bekerja					
	Program Rekreasi	STS	TS	N	S	SS
7.	Setiap tahunnya perusahaan mengadakan					

	rekreasi bagi karyawannya					
8.	Setiap karyawan berhak mendapatkan hak untuk mengikuti program rekreasi yang diadakan oleh perusahaan					
9.	Dengan adanya program rekreasi membuat karyawan lebih semangat dan besungguh-sungguh dalam bekerja					
Motivasi Kerja						
	Fisiologis	STS	TS	N	S	SS
10.	Kebutuhan sehari-hari karyawan telah terpenuhi oleh perusahaan					
11.	Perusahaan menyediakan tempat istirahat yang nyaman pada saat jam istirahat					
12.	Dengan adanya jaminan dari perusahaan karyawan merasa lebih tenang dalam bekerja					
	Keamanan	STS	TS	N	S	SS
13.	Perusahaan memberikan asuransi kepada karyawannya					
14.	Perusahaan memberikan tunjangan hari tua kepada karyawannya					
15.	Karyawan merasa aman dari ancaman PHK					

	perusahaan					
	Sosial	STS	TS	N	S	SS
16.	Karyawan merasa tenang dan aman dengan situasi yang ada dilingkungan perusahaan					
17.	Hubungan antara karyawan dengan karyawan relatif lancar					
18.	Interaksi didalam perusahaan antara rekan kerja dan atasan terjalin dengan baik					
	Penghargaan	STS	TS	N	S	SS
19.	Perusahaan memberikan promosi jabatan kepada setiap karyawan yang memiliki skill yang lebih dari karyawan yang lainnya					
20.	Karyawan yang rajin dan bekerjanya sesuai dengan standar akan mendapatkan pujian dari atasannya					
21.	Saya merasa puas dengan penghargaan yang diberikan perusahaan					
	Aktualisasi diri	STS	TS	N	S	SS
22.	Status keberadaan saya diakui didalam perusahaan					
23.	Saya diberikan tugas dan tanggung jawab					

	didalam perusahaan sesuai kemampuan					
24.	Saya menggunakan kemampuan dan potensi diri saya dengan maksimum untuk perusahaan					

VARIABEL KINERJA KARYAWAN (Y)

KINERJA KARYAWAN						
No	Pernyataan	Jawaban/Tanggapan				
	Kualitas	STS	TS	N	S	SS
1.	Produk yang dihasilkan karyawan telah memenuhi standar					
2.	Karyawan selalu melakukan pengecekan dengan teliti dalam melakukan pekerjaan					
3.	Karyawan dapat bertanggung jawab atas produk yang telah dihasilkan					
	Kuantitas	STS	TS	N	S	SS
4.	karyawan selalu mengerjakan pekerjaan yang telah diberikan sesuai dengan target					
5.	Karyawan selalu cepat tanggap terhadap tugas yang baru saja diberikan					
6.	Pencapaian hasil kerja yang dilakukan karyawan telah sesuai target perusahaan					
	Hubungan perorangan	STS	TS	N	S	SS
7.	Karyawan dapat bekerja sama dengan baik dengan rekan sesama kerjanya					

8.	Karyawan dapat berkoordinasi dengan baik saat bekerja dalam satu tim					
9.	Hubungan kerja antara bawahan dan atasan terjalin dengan baik					
	Tingkat Kehadiran	STS	TS	N	S	SS
10.	Karyawan hadir ditempat kerja sesuai dengan hari kerja mereka					
11.	Karyawan tepat waktu dalam berangkat dan pulang kerja					
12.	Karyawan hadir dalam mengikuti kegiatan atau acara dalam instansi perusahaan					

LAMPIRAN EXCEL

KOMPENSASI										
NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1
1	5	3	5	3	2	5	5	6	4	38
2	3	3	3	3	3	3	3	3	3	27
3	3	3	3	2	3	3	3	4	3	27
4	5	5	4	4	3	3	5	4	4	37
5	5	5	5	5	5	4	4	4	4	41
6	4	5	4	5	5	4	5	4	5	41
7	5	4	4	3	3	4	4	2	3	32
8	5	4	3	3	2	2	3	4	5	31
9	4	4	4	5	5	4	4	5	5	40
10	3	3	2	4	4	4	4	4	5	33
11	4	5	5	3	3	4	4	2	4	34
12	3	3	3	4	4	4	3	2	2	28
13	3	2	4	5	5	3	4	2	3	31
14	4	4	4	5	4	4	4	4	4	37
15	5	5	5	5	5	5	4	4	4	42
16	4	5	5	4	4	4	4	4	5	39
17	3	4	4	4	4	4	3	5	4	35
18	4	4	5	4	4	4	4	4	4	37
19	2	3	5	3	3	4	2	4	3	29
20	5	4	3	4	3	3	2	5	3	32
21	4	3	3	3	3	3	2	3	3	27
22	3	3	2	2	3	3	3	4	2	25
23	4	3	4	2	4	4	4	2	3	30
24	3	3	3	3	5	4	4	3	2	30
25	3	2	2	3	3	2	2	2	2	21
26	4	4	4	4	4	3	4	4	4	35
27	4	4	3	5	4	4	3	2	5	34
28	3	3	3	3	3	4	3	3	3	28
29	4	5	3	3	2	3	5	3	4	32
30	5	4	5	5	5	5	4	4	4	41
31	4	4	4	4	4	2	3	4	5	34
32	4	3	3	3	3	2	2	5	4	29

33	2	4	4	5	3	2	2	3	3	28
34	2	2	5	4	4	3	2	5	3	30
35	3	3	3	4	4	4	4	3	3	31
36	3	4	4	3	3	3	3	3	3	29
37	4	5	5	5	5	5	5	5	5	44
38	3	4	4	2	3	4	3	5	4	32
39	4	4	4	4	5	4	5	4	5	39
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43	4	4	3	3	2	5	5	3	5	34
44	3	2	2	3	3	3	2	2	3	23
45	4	3	2	5	4	5	3	3	3	32
46	2	3	2	3	3	2	2	2	3	22
47	4	5	4	4	5	5	5	2	5	39
48	5	5	1	5	4	4	3	2	2	31
49	5	5	3	4	3	5	4	3	3	35
50	5	5	4	5	4	4	5	4	4	40
51	5	2	3	5	5	5	4	3	3	35
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53	3	4	3	2	3	3	4	4	4	30
54	4	5	5	3	4	4	5	4	4	38
55	3	3	3	3	2	3	3	2	2	24
56	4	3	5	2	3	2	3	3	3	28
57	5	3	4	2	2	3	3	3	2	27
58	5	4	5	4	2	3	4	5	2	34
59	4	5	5	4	3	4	4	4	3	36
60	5	4	5	4	4	5	4	4	4	39
Jumlah	231	224	220	221	215	219	217	211	210	1968
	77%	75%	73%	74%	72%	73%	72%	70%	70%	73%
	B	B	B	B	B	B	B	B	B	B
Skor 5	16	15	15	14	12	10	12	8	11	
Skor 4	23	20	19	20	18	26	22	24	18	
Skor 3	17	18	18	19	23	17	17	16	21	
Skor 2	4	7	7	7	7	7	9	12	10	
Skor 1	0	0	1	0	0	0	0	0	0	
% Skor 5	27%	25%	25%	23%	20%	17%	20%	13%	18%	21%
% Skor 4	38%	33%	32%	33%	30%	43%	37%	40%	30%	35%

% Skor 3	28%	30%	30%	32%	38%	28%	28%	27%	35%	31%
% Skor 2	7%	12%	12%	12%	12%	12%	15%	20%	17%	13%
% Skor 1	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%

MOTIVASI KERJA

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2
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3	3	3	3	3	4	4	4	3	3	5	4	3	3	4	52
5	5	5	4	4	3	3	3	5	4	5	4	5	4	5	64
4	4	5	5	2	3	3	4	5	3	5	3	5	5	5	61
4	5	5	4	3	3	4	4	3	3	3	3	3	5	5	57
4	4	4	5	4	4	4	5	5	4	5	4	5	5	5	67
2	4	5	5	3	5	3	3	4	5	4	5	4	4	5	61
5	5	4	4	5	4	4	4	4	4	4	4	4	5	3	63
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5	5	5	4	4	4	4	5	4	4	4	4	5	5	5	67
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235	237	229	222	224	227	222	219	214	220	212	217	217	221	225	3341
78%	79%	76%	74%	75%	76%	74%	73%	71%	73%	71%	72%	72%	74%	75%	74%
B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B
19	20	19	10	13	15	14	8	12	14	13	12	12	16	17	
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0	2	0	1	1	0	1	0	1	0	2	0	0	2	0	
32%	33%	32%	17%	22%	25%	23%	13%	20%	23%	22%	20%	20%	27%	28%	23.8%
35%	38%	33%	45%	40%	38%	35%	45%	32%	27%	32%	30%	33%	33%	30%	35.1%
27%	22%	20%	32%	30%	27%	32%	35%	35%	43%	28%	42%	35%	25%	30%	30.8%
7%	3%	15%	5%	7%	10%	8%	7%	12%	7%	15%	8%	12%	12%	12%	9.2%
0%	3%	0%	2%	2%	0%	2%	0%	2%	0%	3%	0%	0%	3%	0%	1.1%

KINERJA KARYAWAN

Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y
4	4	4	4	4	5	4	5	4	3	4	5	50
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4	5	2	5	3	5	5	5	5	5	5	5	54
3	4	4	4	4	3	4	3	4	4	4	2	43
3	5	4	4	5	4	4	3	5	5	5	3	50
2	2	2	2	3	3	2	2	3	2	2	2	27
3	2	4	4	2	4	1	3	2	2	2	3	32
2	2	2	2	2	3	2	2	2	3	2	2	26
3	4	3	3	5	3	4	3	4	4	4	3	43
3	5	4	4	4	4	5	3	5	5	5	3	50
4	4	3	5	5	5	4	4	4	4	4	4	50
208	225	209	220	226	222	227	219	225	220	225	207	2633
69%	75%	70%	73%	75%	74%	76%	73%	75%	73%	75%	69%	73%
B	B	B	B	B	B	B	B	B	B	B	B	B
9	17	9	14	14	15	16	10	17	14	17	7	
17	20	23	18	24	17	25	24	19	21	21	23	
27	14	17	22	16	23	10	21	16	16	12	21	
7	9	10	6	6	5	8	5	8	9	10	8	
0	0	1	0	0	0	1	0	0	0	0	1	
15%	28%	15%	23%	23%	25%	27%	17%	28%	23%	28%	12%	22%
28%	33%	38%	30%	40%	28%	42%	40%	32%	35%	35%	38%	35%
45%	23%	28%	37%	27%	38%	17%	35%	27%	27%	20%	35%	30%
12%	15%	17%	10%	10%	8%	13%	8%	13%	15%	17%	13%	13%
0%	0%	2%	0%	0%	0%	2%	0%	0%	0%	0%	2%	0%

PENGUJIAN SPSS
HASIL UJI VALIDITAS

1. Kompensasi

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1
X1.1 Pearson Correlation	1	.513**	.229	.378**	.260*	.438**	.509**	.169	.360**	.661**
Sig. (2-tailed)		.000	.079	.003	.045	.000	.000	.196	.005	.000
N	60	60	60	60	60	60	60	60	60	60
X1.2 Pearson Correlation	.513**	1	.432**	.312*	.194	.304*	.544**	.197	.506**	.695**
Sig. (2-tailed)	.000		.001	.015	.137	.018	.000	.132	.000	.000
N	60	60	60	60	60	60	60	60	60	60
X1.3 Pearson Correlation	.229	.432**	1	.198	.319*	.309*	.374**	.402**	.426**	.650**
Sig. (2-tailed)	.079	.001		.130	.013	.016	.003	.001	.001	.000
N	60	60	60	60	60	60	60	60	60	60
X1.4 Pearson Correlation	.378**	.312*	.198	1	.634**	.398**	.265*	.118	.277*	.617**
Sig. (2-tailed)	.003	.015	.130		.000	.002	.041	.370	.032	.000
N	60	60	60	60	60	60	60	60	60	60
X1.5 Pearson Correlation	.260*	.194	.319*	.634**	1	.445**	.339**	.052	.320*	.615**
Sig. (2-tailed)	.045	.137	.013	.000		.000	.008	.696	.013	.000
N	60	60	60	60	60	60	60	60	60	60
X1.6 Pearson Correlation	.438**	.304*	.309*	.398**	.445**	1	.579**	.109	.240	.654**
Sig. (2-tailed)	.000	.018	.016	.002	.000		.000	.409	.065	.000
N	60	60	60	60	60	60	60	60	60	60
X1.7 Pearson Correlation	.509**	.544**	.374**	.265*	.339**	.579**	1	.186	.415**	.729**
Sig. (2-tailed)	.000	.000	.003	.041	.008	.000		.155	.001	.000
N	60	60	60	60	60	60	60	60	60	60
X1.8 Pearson Correlation	.169	.197	.402**	.118	.052	.109	.186	1	.331**	.458**
Sig. (2-tailed)	.196	.132	.001	.370	.696	.409	.155		.010	.000
N	60	60	60	60	60	60	60	60	60	60
X1.9 Pearson Correlation	.360**	.506**	.426**	.277*	.320*	.240	.415**	.331**	1	.678**
Sig. (2-tailed)	.005	.000	.001	.032	.013	.065	.001	.010		.000
N	60	60	60	60	60	60	60	60	60	60
X1 Pearson Correlation	.661**	.695**	.650**	.617**	.615**	.654**	.729**	.458**	.678**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	60	60	60	60	60	60	60	60	60	60

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

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

2. Motivasi kerja

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2
X2.1 Pearson Correlation	1	.289*	.263*	.347**	.345**	.174	.308*	.418**	.346**	.267*	.395**	.245	.352**	.207	.233	.603**
Sig. (2-tailed)		.025	.042	.007	.007	.185	.017	.001	.007	.039	.002	.059	.006	.112	.073	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.2 Pearson Correlation	.289*	1	.331**	.295*	.185	.205	.366**	.339**	.216	.260*	.071	.335**	.214	.434**	.224	.560**
Sig. (2-tailed)	.025		.010	.022	.157	.116	.004	.008	.097	.045	.589	.009	.101	.001	.085	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.3 Pearson Correlation	.263*	.331**	1	.403**	.277*	.406**	.193	.448**	.166	.130	.337**	.211	.271*	.376**	.391**	.616**
Sig. (2-tailed)	.042	.010		.001	.032	.001	.140	.000	.206	.324	.009	.106	.036	.003	.002	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.4 Pearson Correlation	.347**	.295*	.403**	1	.171	.209	.171	.212	.063	.235	.384**	.239	.230	.521**	.263*	.556**
Sig. (2-tailed)	.007	.022	.001		.192	.108	.191	.103	.635	.071	.002	.065	.077	.000	.043	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.5 Pearson Correlation	.345**	.185	.277*	.171	1	.145	.188	.394**	.146	.310*	.306*	.258*	.132	.197	.217	.496**
Sig. (2-tailed)	.007	.157	.032	.192		.269	.149	.002	.265	.016	.017	.047	.314	.132	.096	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.6 Pearson Correlation	.174	.205	.406**	.209	.145	1	.112	.078	.151	.191	.229	.280*	.154	.343**	.211	.460**
Sig. (2-tailed)	.185	.116	.001	.108	.269		.393	.554	.249	.145	.078	.031	.241	.007	.105	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.7 Pearson Correlation	.308*	.366**	.193	.171	.188	.112	1	.275*	.212	.189	.230	.308*	.149	.289*	-.078	.460**
Sig. (2-tailed)	.017	.004	.140	.191	.149	.393		.033	.105	.148	.077	.017	.256	.025	.555	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.8 Pearson Correlation	.418**	.339**	.448**	.212	.394**	.078	.275*	1	.402**	.209	.468**	.328*	.428**	.162	.376**	.639**
Sig. (2-tailed)	.001	.008	.000	.103	.002	.554	.033		.001	.109	.000	.011	.001	.218	.003	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.9 Pearson Correlation	.346**	.216	.166	.063	.146	.151	.212	.402**	1	.155	.540**	.151	.777**	.105	.280*	.556**
Sig. (2-tailed)	.007	.097	.206	.635	.265	.249	.105	.001		.238	.000	.249	.000	.426	.030	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.10 Pearson Correlation	.267*	.260*	.130	.235	.310*	.191	.189	.209	.155	1	.282*	.827**	.145	.282*	.203	.541**
Sig. (2-tailed)	.039	.045	.324	.071	.016	.145	.148	.109	.238		.029	.000	.271	.029	.119	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.11 Pearson Correlation	.395**	.071	.337**	.384**	.306*	.229	.230	.468**	.540**	.282*	1	.312*	.695**	.256*	.309*	.687**
Sig. (2-tailed)	.002	.589	.009	.002	.017	.078	.077	.000	.000	.029		.015	.000	.049	.016	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.12 Pearson Correlation	.245	.335**	.211	.239	.258*	.280*	.308*	.328*	.151	.827**	.312*	1	.203	.286*	.229	.602**
Sig. (2-tailed)	.059	.009	.106	.065	.047	.031	.017	.011	.249	.000	.015		.120	.027	.078	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.13 Pearson Correlation	.352**	.214	.271*	.230	.132	.154	.149	.428**	.777**	.145	.695**	.203	1	.193	.382**	.629**
Sig. (2-tailed)	.006	.101	.036	.077	.314	.241	.256	.001	.000	.271	.000	.120		.141	.003	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.14 Pearson Correlation	.207	.434**	.376**	.521**	.197	.343**	.289*	.162	.105	.282*	.256*	.286*	.193	1	.235	.585**
Sig. (2-tailed)	.112	.001	.003	.000	.132	.007	.025	.218	.426	.029	.049	.027	.141		.071	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2.15 Pearson Correlation	.233	.224	.391**	.263*	.217	.211	-.078	.376**	.280*	.203	.309*	.229	.382**	.235	1	.528**
Sig. (2-tailed)	.073	.085	.002	.043	.096	.105	.555	.003	.030	.119	.016	.078	.003	.071		.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
X2 Pearson Correlation	.603**	.560**	.616**	.556**	.496**	.460**	.460**	.639**	.556**	.541**	.687**	.602**	.629**	.585**	.528**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60

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

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

3. Kinerja Karyawan

Correlations

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y
Y.1 Pearson Correlation	1	.440**	.370**	.446**	.380**	.411**	.457**	.415**	.429**	.423**	.452**	.315*	.590**
Sig. (2-tailed)		.000	.004	.000	.003	.001	.000	.001	.001	.001	.000	.014	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.2 Pearson Correlation	.440**	1	.446**	.585**	.627**	.546**	.938**	.566**	.952**	.833**	.969**	.489**	.914**
Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.3 Pearson Correlation	.370**	.446**	1	.458**	.398**	.354**	.395**	.358**	.420**	.400**	.455**	.346**	.583**
Sig. (2-tailed)	.004	.000		.000	.002	.006	.002	.005	.001	.002	.000	.007	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.4 Pearson Correlation	.446**	.585**	.458**	1	.506**	.831**	.541**	.663**	.560**	.575**	.610**	.480**	.777**
Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.5 Pearson Correlation	.380**	.627**	.398**	.506**	1	.499**	.595**	.427**	.637**	.626**	.652**	.360**	.723**
Sig. (2-tailed)	.003	.000	.002	.000		.000	.000	.001	.000	.000	.000	.005	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.6 Pearson Correlation	.411**	.546**	.354**	.831**	.499**	1	.466**	.620**	.537**	.537**	.572**	.466**	.731**
Sig. (2-tailed)	.001	.000	.006	.000	.000		.000	.000	.000	.000	.000	.000	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.7 Pearson Correlation	.457**	.938**	.395**	.541**	.595**	.466**	1	.594**	.905**	.805**	.939**	.470**	.882**
Sig. (2-tailed)	.000	.000	.002	.000	.000	.000		.000	.000	.000	.000	.000	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.8 Pearson Correlation	.415**	.566**	.358**	.663**	.427**	.620**	.594**	1	.537**	.491**	.614**	.710**	.746**
Sig. (2-tailed)	.001	.000	.005	.000	.001	.000	.000		.000	.000	.000	.000	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.9 Pearson Correlation	.429**	.952**	.420**	.560**	.637**	.537**	.905**	.537**	1	.829**	.969**	.461**	.897**
Sig. (2-tailed)	.001	.000	.001	.000	.000	.000	.000	.000		.000	.000	.000	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.10 Pearson Correlation	.423**	.833**	.400**	.575**	.626**	.537**	.805**	.491**	.829**	1	.836**	.382**	.841**
Sig. (2-tailed)	.001	.000	.002	.000	.000	.000	.000	.000	.000		.000	.003	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.11 Pearson Correlation	.452**	.969**	.455**	.610**	.652**	.572**	.939**	.614**	.969**	.836**	1	.534**	.935**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y.12 Pearson Correlation	.315*	.489**	.346**	.480**	.360**	.466**	.470**	.710**	.461**	.382**	.534**	1	.642**
Sig. (2-tailed)	.014	.000	.007	.000	.005	.000	.000	.000	.000	.003	.000		.000
N	60	60	60	60	60	60	60	60	60	60	60	60	60
Y Pearson Correlation	.590**	.914**	.583**	.777**	.723**	.731**	.882**	.746**	.897**	.841**	.935**	.642**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	60	60	60	60	60	60	60	60	60	60	60	60	60

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

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

Hasil Uji Reliabilitas

Kompensasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.818	.820	9

Motivasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.849	.850	15

Kinerja Karyawan

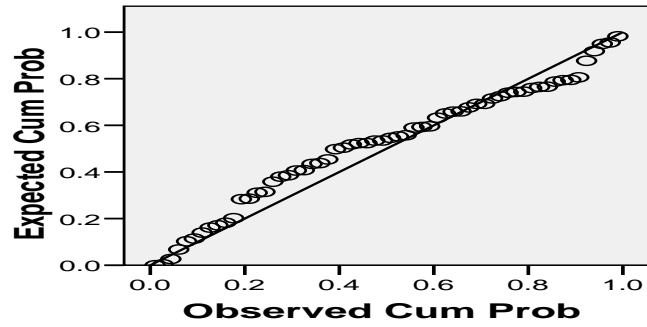
Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.940	.938	12

HASIL UJI NORMALITAS

Normal P-P Plot of Regression Standardized Residual

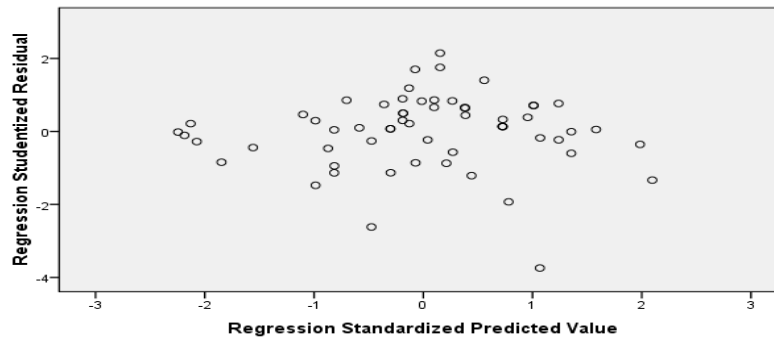
Dependent Variable: Kinerja Karyawan



HASIL UJI HETEROSKEDASTISITAS

Scatterplot

Dependent Variable: y



HASIL UJI MULTIKOLINEARITAS

Coefficients^a

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	Kompensasi	.789	.559	.376	.499	2.003
	Motivasi	.740	.417	.256	.499	2.003

a. Dependent Variable: Kinerja Karyawan

HASIL UJI REGRESI LINIER BERGANDA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.986	4.800		1.664	.102
	Kompensasi	.852	.172	.509	4.962	.000
	Motivasi kerja	.430	.113	.390	3.799	.000

a. Dependent Variable: y

HASIL UJI PARSIAL (T)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-6.860	4.701		-1.459	.150
	Kompensasi	.872	.171	.533	5.095	.000
	Motivasi	.400	.115	.363	3.469	.001

a. Dependent Variable: Kinerja Karyawan

HASIL UJI F (SIMULTAN)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3331.532	2	1665.766	63.103	.000 ^a
	Residual	1504.651	57	26.397		
	Total	4836.183	59			

a. Predictors: (Constant), Motivasi, Kompensasi

b. Dependent Variable: Kinerja Karyawan

HASIL UJI KOEFISIEN DETERMINASI R²

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.830 ^a	.689	.678	5.13784

a. Predictors: (Constant), Motivasi, Kompensasi

b. Dependent Variable: Kinerja Karyawan