

Lampiran 1 Kuesioner

KUESIONER

PENGARUH KOMPENSASI DAN MOTIVASI TERHADAP KINERJA

KARYAWAN PT. VARIA USAHA BETON PLANT GRESIK

Tujuan : - Data ini digunakan untuk menyelesaikan tugas akhir (skripsi)

- Data saudara dijamin tidak akan dipublikasikan

Petunjuk : Berikan tanda centang (√) pada pertanyaan dibawah ini menurut pendapat bapak/ibu/saudara(i) paling sesuai

Umur : Tahun

Jenis Kelamin : Laki Laki
 Perempuan

Tingkat Pendidikan : SLTA
 Diploma
 Strata 1
 Strata 2
 Strata 3

Lama Bekerja : 1 tahun – 2 tahun
 2,5 tahun – 3 tahun
 3 tahun – 4 tahun
 5 tahun – ke atas

Gaji per bulan : Rp. 2.700.000 – 3.000.000,-
 Rp. 3.000.000 – 4.000.000,-
 Rp. 4.000.000 – 5.000.000,-
 Rp. 5.000.000 – ke atas

A. KOMPENSASI (X₁)

No	Pernyataan	STS	TS	RG	S	SS
A	<u>Gaji</u> (X_{1.1})					
1	1. Perusahaan tempat saya bekerja, dalam memberikan gaji setiap bulan telah mampu memenuhi kebutuhan sehari hari karyawan.					
2	2. Perusahaan tempat saya bekerja, dalam memberikan gaji setiap bulan kepada karyawan cukup layak sesuai dengan penempatan kerja.					
3	3. Saya merasa bahwa motivasi dan semangat kerja terpacu dengan gaji yang saya terima.					
B	<u>Intensif</u> (X_{1.2})					
4	4. Bonus yang diberikan perusahaan tempat saya bekerja selama ini dapat meningkatkan semangat kerja dalam bekerja					
5	5. Perusahaan tempat saya bekerja telah memberikan bonus secara adil kepada karyawan					
6	6. Bonus yang saya terima telah sesuai dengan yang diharapkan					
C	<u>Tunjangan</u> (X_{1.3})					
7	7. Saya merasa, bahwa tunjangan yang diberikan sesuai dengan peranan/ posisi saya di perusahaan					
8	8. Saya merasa aman dengan adanya asuransi yang diberikan					
9	9. Adanya asuransi kesehatan bagi karyawan dapat membantu saya untuk kesejahteraan keluarga					
10	10. Perusahaan tempat saya bekerja, memiliki rencana memberikan pesangon kepada karyawan yang pensiun dan karyawan yang meninggal.					
D	<u>Fasilitas</u> (X_{1.4})					
11	11. Perusahaan tempat saya bekerja menyediakan fasilitas yang mendukung suasana/lingkungan kerja yang kondusif					

12	12. Adanya tempat parkir yang memadai bagi karyawan					
13	13. Adanya tempat ibadah merupakan pencerminan penghargaan pihak perusahaan terhadap karyawan yang ingin melakukan ibadah					

B. MOTIVASI (X₂)

No	Pernyataan	STS	TS	RR	S	SS
A	<u>Fisiologis</u> (X_{2.1})					
14	1. Saya merasa bahwa kebutuhan dasar seperti untuk dapat makan secara wajar sudah terpenuhi					
15	2. Saya merasa bahwa dengan bekerja diperusahaan ini, kebutuhan perumahan yang wajar sudah dapat terpenuhi					
16	3. Saya merasa bahwa kebutuhan akan pakaian telah terpenuhi					
B	<u>Keamanan</u> (X_{2.2})					
17	4. Saya merasa tenang dalam bekerja karena tersedianya jaminan kesehatan dari perusahaan ini					
18	5. Bekerja pada perusahaan ini, dapat menjamin kehidupan saya di hari tua					
C	<u>Sosial</u> (X_{2.3})					
19	6. Saya merasa senang karena karyawan di perusahaan ini bisa menerima saya sebagai partner yang baik					
20	7. Saya selalu dilibatkan dalam pertemuan atau rapat					
D	<u>Penghargaan</u> (X_{2.4})					
21	8. Atasan saya selalu memberikan pujian apabila saya menjalankan tugas pekerjaan dengan hasil memuaskan					
22	9. Saya merasa senang bila pengabdian saya selama bekerja diperusahaan ini diakui oleh atasan					
E	<u>Aktualisasi Diri</u> (X_{2.5})					
23	10. Perusahaan memberikan kesempatan bagi karyawan untuk mengembangkan potensi yang ada pada dirinya untuk					

	lebih maju					
24	11. Saya merasa tertantang untuk menyelesaikan tugas yang diberikan					

C. KINERJA KARYAWAN (Y₁)

No	Pernyataan	STS	TS	RR	S	SS
A	<u>Kriteria berdasarkan sifat dengan indikator yaitu kemampuan, loyalitas, transparansi, kreatifitas dan kemampuan Memimpin (Y_{3.1})</u>					
25	1. Karyawan seharusnya memiliki pengetahuan dan keahlian untuk mendukung pelaksanaan tugas dilingkungan kerja.					
26	2. Saya merasa, bahwa saya mampu melaksanakan setiap pekerjaan yang diberikan					
27	3. Karyawan sebaiknya menunjukkan loyalitas atau tanggung jawab dalam mengerjakan setiap tugas yang dibebankan					
28	4. Karyawan seharusnya menunjukkan sikap transparansi dalam mengerjakan setiap amanah yang diberikan					
29	5. Karyawan sebaiknya melakukan hal-hal kreatif untuk mendukung penyelesaian setiap tugas yang diberikan					
30	6. Karyawan sebaiknya mampu mengarahkan dan memimpin anggota kelompok pada setiap pekerjaan yang diselesaikan secara kelompok.					
B	<u>Kriteria berdasarkan perilaku dengan indikator yaitu melaksanakan tugas, mengikuti instruksi, melaporkan permasalahan, mengikuti aturan aturan perusahaan (Y_{3.2})</u>					
31	7. Karyawan sebaiknya tidak meninggalkan pekerjaan secara mendadak, tanpa izin dari atasan					
32	8. Karyawan seharusnya mengikuti agenda atau jadwal kerja					
33	9. Karyawan seharusnya mengerjakan tugas yang menjadi tanggung jawab					

	tanpa disuruh oleh pimpinan					
34	10. Karyawan sebaiknya memiliki tingkat kepedulian untuk memelihara peralatan kantor sebaik mungkin					
35	11. Karyawan sebaiknya melapor kepada atasan jika ada masalah pekerjaan					
36	12. Karyawan sebaiknya membina hubungan kerjasama yang harmonis baik dengan pimpinan perusahaan maupun sesama rekan kerja					
C	<u>Kriteria berdasarkan hasil dengan indikator yaitu hasil yang dicapai sesuai dengan perencanaan, kualitas pekerjaan (Y_{3.3})</u>					
37	13. Karyawan sebaiknya dapat menyelesaikan tugas sesuai permintaan					
38	14. Karyawan sebaiknya dapat menyelesaikan tugas yang diberikan sesuai dengan tingkat kualitas yang diharapkan					
39	15. Karyawan sebaiknya menyelesaikan pekerjaan yang tersisa					
40	16. Saya merasa bahwa saya bangga dengan prestasi kerja yang dapat dicapai					

sumber : Data diolah penulis (2015)

Keterangan :

Sangat tidak Setuju (STS)

Tidak Setuju (TS)

Ragu-ragu (RR)

Setuju (S)

Sangat Setuju (SS)

- Bagaimana pandangan Bapak/ibu tentang pemberian kompensasi dan motivasi pada PT Varia Usaha Beton Plant Gresik

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Terima Kasih Informasinya

Surabaya, 20 April 2015
Peneliti

Lampiran 2 : Identifikasi Responden

IDENTIFIKASI RESPONDEN

		Umur Responden	Jenis Kelamin Responden	Masa Bekerja Responden	Gaji Responden	Pendidikan Terakhir Responden
N	Valid	30	30	30	30	30
	Missing	0	0	0	0	0

Umur Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	22 Tahun	2	6.7	6.7	6.7
	23 Tahun	4	13.3	13.3	20.0
	24 Tahun	2	6.7	6.7	26.7
	25 Tahun	4	13.3	13.3	40.0
	26 Tahun	2	6.7	6.7	46.7
	27 Tahun	1	3.3	3.3	50.0
	30 Tahun	1	3.3	3.3	53.3
	34 Tahun	3	10.0	10.0	63.3
	38 Tahun	2	6.7	6.7	70.0
	40 Tahun	4	13.3	13.3	83.3
	41 Tahun	1	3.3	3.3	86.7
	45 Tahun	1	3.3	3.3	90.0
	49 Tahun	1	3.3	3.3	93.3
	51 Tahun	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

Jenis Kelamin Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Pria	24	80.0	80.0	80.0
Wanita	6	20.0	20.0	100.0
Total	30	100.0	100.0	

Masa Bekerja Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 5 thn	5	16.7	16.7	16.7
1-2 thn	14	46.7	46.7	63.3
2,5-3 th	5	16.7	16.7	80.0
3-4 thn	6	20.0	20.0	100.0
Total	30	100.0	100.0	

Gaji Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 2,7 jt	1	3.3	3.3	3.3
> 5 jt	4	13.3	13.3	16.7
2,7-3 jt	18	60.0	60.0	76.7
3-4 jt	7	23.3	23.3	100.0
Total	30	100.0	100.0	

Pendidikan Terakhir Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Diploma	1	3.3	3.3	3.3
SLTA	14	46.7	46.7	50.0
Strata 1	15	50.0	50.0	100.0
Total	30	100.0	100.0	

Lampiran 3 : Hasil Pengolahan SPSS
Frequency Table
Kompensasi

Kompensasi 1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	23	76.7	76.7	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Kompensasi 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	20.0	20.0	20.0
3	11	36.7	36.7	56.7
4	13	43.3	43.3	100.0
Total	30	100.0	100.0	

Kompensasi 3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	20.0	20.0	20.0
3	11	36.7	36.7	56.7
4	13	43.3	43.3	100.0
Total	30	100.0	100.0	

Kompensasi 4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	13.3	13.3	13.3
2	1	3.3	3.3	16.7
3	2	6.7	6.7	23.3
4	23	76.7	76.7	100.0
Total	30	100.0	100.0	

Kompensasi 5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	13.3	13.3	13.3
3	7	23.3	23.3	36.7
4	18	60.0	60.0	96.7
5	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Kompensasi 6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	20.0	20.0	20.0
3	6	20.0	20.0	40.0
4	18	60.0	60.0	100.0
Total	30	100.0	100.0	

Kompensasi 7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	13.3	13.3	13.3
	3	4	13.3	13.3	26.7
	4	22	73.3	73.3	100.0
	Total	30	100.0	100.0	

Kompensasi 8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	16.7	16.7	16.7
	3	6	20.0	20.0	36.7
	4	17	56.7	56.7	93.3
	5	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

Kompensasi 9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.7	6.7	6.7
	3	6	20.0	20.0	26.7
	4	21	70.0	70.0	96.7
	5	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

Kompensasi 10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	26.7	26.7	26.7
	4	18	60.0	60.0	86.7
	5	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

Kompensasi 11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	13.3	13.3	13.3
3	10	33.3	33.3	46.7
4	16	53.3	53.3	100.0
Total	30	100.0	100.0	

Kompensasi 12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	23	76.7	76.7	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Kompensasi 13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	26.7	26.7	26.7
4	18	60.0	60.0	86.7
5	4	13.3	13.3	100.0
Total	30	100.0	100.0	

**Frequency Table
Motivasi****Motivasi 1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	26.7	26.7	26.7
4	22	73.3	73.3	100.0
Total	30	100.0	100.0	

Motivasi 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.7	6.7	6.7
3	12	40.0	40.0	46.7
4	16	53.3	53.3	100.0
Total	30	100.0	100.0	

Motivasi 3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	26.7	26.7	26.7
4	22	73.3	73.3	100.0
Total	30	100.0	100.0	

Motivasi 4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	13.3	13.3	13.3
2	1	3.3	3.3	16.7
3	2	6.7	6.7	23.3
4	23	76.7	76.7	100.0
Total	30	100.0	100.0	

Motivasi 5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	20.0	20.0	20.0
3	11	36.7	36.7	56.7
4	13	43.3	43.3	100.0
Total	30	100.0	100.0	

Motivasi 6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	10.0	10.0	10.0
4	20	66.7	66.7	76.7
5	7	23.3	23.3	100.0
Total	30	100.0	100.0	

Motivasi 7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.7	6.7	6.7
3	12	40.0	40.0	46.7
4	16	53.3	53.3	100.0
Total	30	100.0	100.0	

Motivasi 8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	10.0	10.0	10.0
3	6	20.0	20.0	30.0
4	20	66.7	66.7	96.7
5	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Motivasi 9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	20.0	20.0	20.0
4	22	73.3	73.3	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Motivasi 10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	20.0	20.0	20.0
4	24	80.0	80.0	100.0
Total	30	100.0	100.0	

Motivasi 11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	20.0	20.0	20.0
4	22	73.3	73.3	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Frequency Table
Kinerja Karyawan

Kinerja Karyawan 1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	23	76.7	76.7	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	23	76.7	76.7	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	13.3	13.3	13.3
2	1	3.3	3.3	16.7
3	2	6.7	6.7	23.3
4	23	76.7	76.7	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	13.3	13.3	13.3
3	4	13.3	13.3	26.7
4	22	73.3	73.3	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	23	76.7	76.7	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	13.3	13.3	13.3
3	4	13.3	13.3	26.7
4	22	73.3	73.3	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	23	76.7	76.7	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	13.3	13.3	13.3
3	7	23.3	23.3	36.7
4	18	60.0	60.0	96.7
5	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	20.0	20.0	20.0
3	6	20.0	20.0	40.0
4	18	60.0	60.0	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	23	76.7	76.7	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	13.3	13.3	13.3
2	1	3.3	3.3	16.7
3	2	6.7	6.7	23.3
4	23	76.7	76.7	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	13.3	13.3	13.3
3	4	13.3	13.3	26.7
4	22	73.3	73.3	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	13.3	13.3	13.3
3	7	23.3	23.3	36.7
4	18	60.0	60.0	96.7
5	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	23	76.7	76.7	93.3
5	2	6.7	6.7	100.0
Total	30	100.0	100.0	

Kinerja Karyawan 15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	13.3	13.3	13.3
	3	7	23.3	23.3	36.7
	4	18	60.0	60.0	96.7
	5	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

Kinerja Karyawan 16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.7	6.7	6.7
	3	6	20.0	20.0	26.7
	4	21	70.0	70.0	96.7
	5	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

Reliability Kompensasi**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.943	13

Reliability Motivasi

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.859	11

Reliability Kinerja Karyawan .

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.941	16

Uji Analisis Regresi

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Motivasi , Kompensasi ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.963 ^a	.928	.923	.14436

a. Predictors: (Constant), Motivasi , Kompensasi

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	7.258	2	3.629	174.150	.000 ^a
	Residual	.563	27	.021		
	Total	7.821	29			

a. Predictors: (Constant), Motivasi , Kompensasi

Coefficients^a

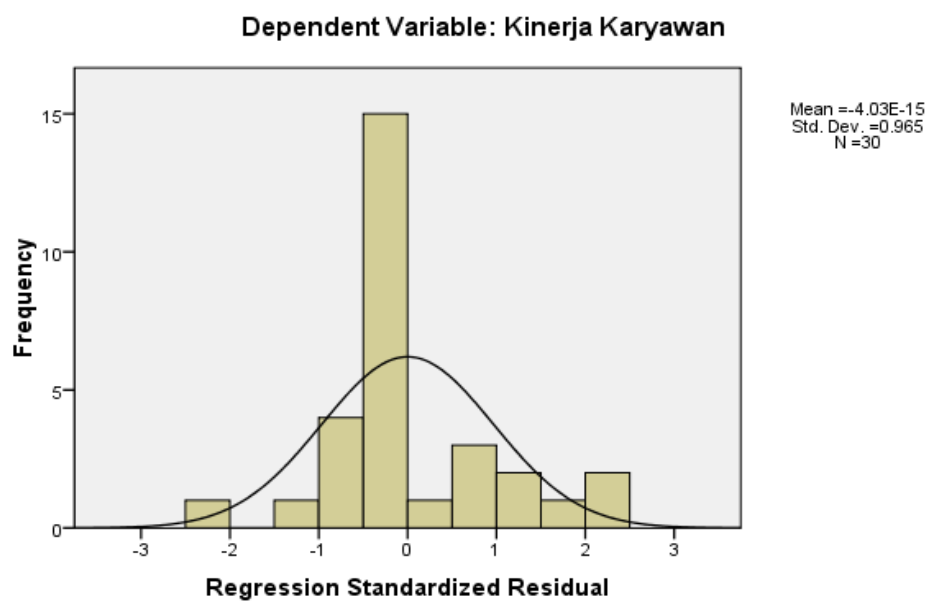
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.503	.241		2.082	.047
	Kompensasi	.874	.064	.958	13.696	.000
	Motivasi	.011	.088	.008	.120	.905

a. Dependent Variable: Kinerja Karyawan

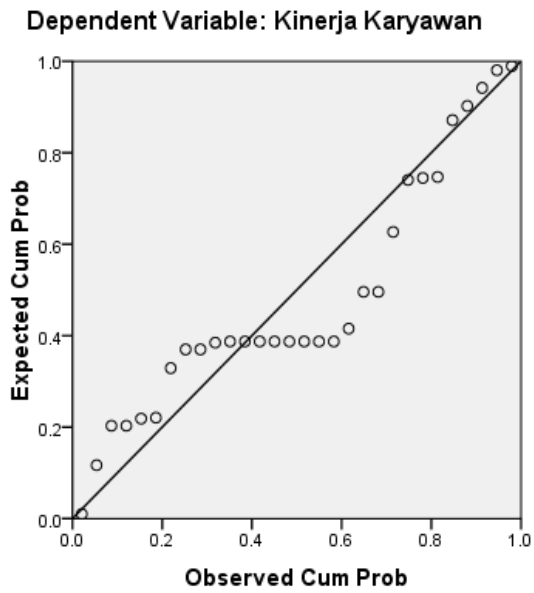
ANOVA^b

Model		Sum Squares	of Df	Mean Square	F	Sig.
1	Regression	7.258	2	3.629	174.150	.000 ^a
	Residual	.563	27	.021		
	Total	7.821	29			

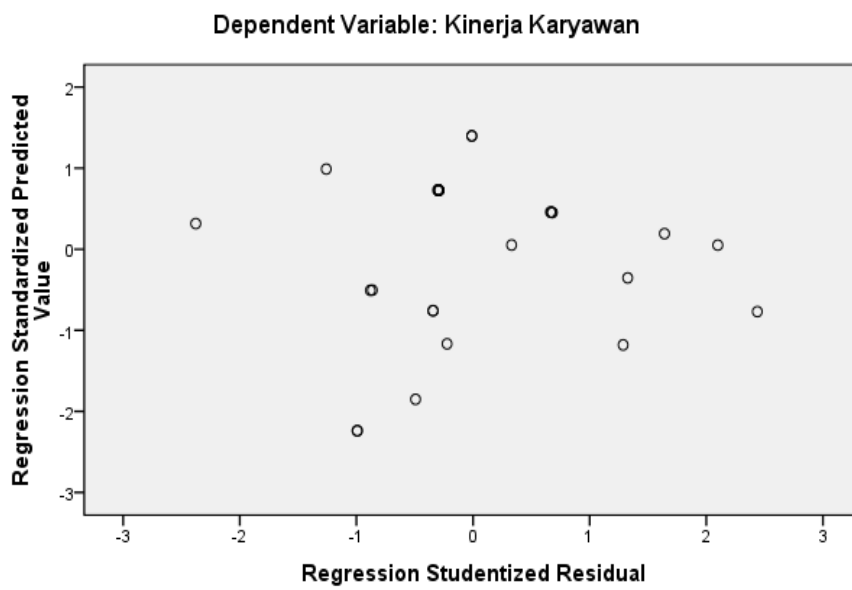
Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.13929113
Most Extreme Differences	Absolute	.221
	Positive	.221
	Negative	-.132
Kolmogorov-Smirnov Z		1.211
Asymp. Sig. (2-tailed)		.107

a. Test distribution is Normal.

Correlations

			Kompensasi	Motivasi	Unstandardized Residual
Spearman's rho	Kompensasi	Correlation Coefficient	1.000	.739**	.086
		Sig. (2-tailed)	.	.000	.651
		N	30	30	30
	Motivasi	Correlation Coefficient	.739**	1.000	.231
		Sig. (2-tailed)	.000	.	.219
		N	30	30	30
	Unstandardized Residual	Correlation Coefficient	.086	.231	1.000
		Sig. (2-tailed)	.651	.219	.
		N	30	30	30

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

Lampiran 4 : Tabel r, Tabel t dan Tabel F

Tabel r

Nilai Koefisien Korelasi (r) untuk taraf signifikan tertentu

Df	0.10	0.05	0.02	0.01
1	0.9877	0.9969	0.9995	0.9999
2	0.9000	0.9500	0.9800	0.9900
3	0.8054	0.8783	0.9343	0.9587
4	0.7293	0.8114	0.8822	0.9172
5	0.6694	0.7545	0.8329	0.8745
6	0.6215	0.7067	0.7887	0.8343
7	0.5822	0.6664	0.7498	0.7977
8	0.5494	0.6319	0.7155	0.7646
9	0.5214	0.6021	0.6851	0.7348
10	0.4973	0.5760	0.6581	0.7079
11	0.4762	0.5529	0.6339	0.6835
12	0.4575	0.5324	0.6120	0.6614
13	0.4409	0.5140	0.5923	0.6411
14	0.4259	0.4973	0.5742	0.6226
15	0.4124	0.4821	0.5577	0.6055
16	0.4000	0.4683	0.5425	0.5897
17	0.3887	0.4555	0.5285	0.5751
18	0.3783	0.4438	0.5155	0.5614
19	0.3687	0.4329	0.5034	0.5487
20	0.3598	0.4227	0.4921	0.5368
21	0.3515	0.4132	0.4815	0.5256
22	0.3438	0.4044	0.4716	0.5151
23	0.3365	0.3961	0.4622	0.5052
24	0.3297	0.3882	0.4534	0.4958
25	0.3233	0.3809	0.4451	0.4869
26	0.3172	0.3739	0.4372	0.4785
27	0.3115	0.3673	0.4297	0.4705
28	0.3061	0.3610	0.4226	0.4629
29	0.3009	0.3550	0.4158	0.4556
30	0.2960	0.3494	0.4093	0.4487
31	0.2913	0.3440	0.4032	0.4421
32	0.2869	0.3388	0.3972	0.4357
33	0.2826	0.3338	0.3916	0.4296
34	0.2785	0.3291	0.3862	0.4238
35	0.2746	0.3246	0.3810	0.4182
36	0.2709	0.3202	0.3760	0.4128

37	0.2673	0.3160	0.3712	0.4076
38	0.2638	0.3120	0.3665	0.4026
39	0.2605	0.3081	0.3621	0.3978
40	0.2573	0.3044	0.3578	0.3932
41	0.2542	0.3008	0.3536	0.3887
42	0.2512	0.2973	0.3496	0.3843
43	0.2483	0.2940	0.3457	0.3801
44	0.2455	0.2907	0.3420	0.3761
45	0.2429	0.2876	0.3384	0.3721
46	0.2403	0.2845	0.3348	0.3683
47	0.2377	0.2816	0.3314	0.3646
48	0.2353	0.2787	0.3281	0.3610
49	0.2329	0.2759	0.3249	0.3575
50	0.2306	0.2732	0.3218	0.3542
51	0.2284	0.2706	0.3188	0.3509
52	0.2262	0.2681	0.3158	0.3477
53	0.2241	0.2656	0.3129	0.3445
54	0.2221	0.2632	0.3102	0.3415
55	0.2201	0.2609	0.3074	0.3385
56	0.2181	0.2586	0.3048	0.3357
57	0.2162	0.2564	0.3022	0.3328
58	0.2144	0.2542	0.2997	0.3301
59	0.2126	0.2521	0.2972	0.3274
60	0.2108	0.2500	0.2948	0.3248
61	0.2091	0.2480	0.2925	0.3223
62	0.2075	0.2461	0.2902	0.3198
63	0.2058	0.2441	0.2880	0.3173
64	0.2042	0.2423	0.2858	0.3150
65	0.2027	0.2404	0.2837	0.3126
66	0.2012	0.2387	0.2816	0.3104
67	0.1997	0.2369	0.2796	0.3081
68	0.1982	0.2352	0.2776	0.3060
69	0.1968	0.2335	0.2756	0.3038
70	0.1954	0.2319	0.2737	0.3017

Sumber : <https://hatta2stat.wordpress.com/table-r-2/>

Tabel t

Titik Persentase Distribusi t (df = 1 –40)

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
Df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

Sumber : <http://junaidichaniago.wordpress.com>).

Tabel F

df untuk Penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96

Sumber : <http://junaidichaniago.wordpress.com>.

Lampiran 5 Tabulasi Jawaban Responden

Umur	Jenis Kelamin	Lama Bekerja	Gaji	Pendidikan	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	
40 Tahun	Pria	3-4 thn	2,7-3 jt	SLTA	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	
38 Tahun	Pria	3-4 thn	2,7-3 jt	SLTA	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
22 Tahun	Pria	1-2 thn	< 2,7 jt	SLTA	4	2	2	4	4	4	4	3	4	4	4	4	4	4	4	4	4	3	3	
34 Tahun	Pria	2,5-3 th	2,7-3 jt	Strata 1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
27 Tahun	Wanita	1-2 thn	2,7-3 jt	Strata 1	4	3	3	4	3	3	4	2	3	4	3	4	4	4	3	4	4	3	4	
25 Tahun	Wanita	1-2 thn	2,7-3 jt	Strata 1	5	4	4	4	4	4	4	5	4	5	4	5	5	4	4	4	4	3	5	
49 Tahun	Wanita	> 5 thn	3-4 jt	SLTA	3	3	3	4	3	4	4	4	5	5	3	3	5	4	3	4	4	4	4	
24 Tahun	Pria	1-2 thn	2,7-3 jt	Strata 1	3	2	2	1	2	2	3	2	2	3	2	3	3	3	3	3	3	1	3	5
45 Tahun	Pria	2,5-3 th	2,7-3 jt	SLTA	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
40 Tahun	Pria	> 5 thn	> 5 jt	Strata 1	4	3	3	4	4	3	3	4	4	4	3	4	4	4	3	4	4	4	5	
25 Tahun	Wanita	3-4 thn	2,7-3 jt	SLTA	4	4	4	4	4	4	4	4	4	5	4	4	5	4	3	4	4	2	4	
23 Tahun	Pria	> 5 thn	3-4 jt	SLTA	4	3	3	1	5	2	2	2	3	3	3	4	3	3	3	3	3	1	2	3
26 Tahun	Pria	1-2 thn	2,7-3 jt	Strata 1	4	3	3	3	3	3	2	3	4	3	3	4	3	4	3	4	3	3	4	
34 Tahun	Pria	1-2 thn	> 5 jt	Strata 1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
23 Tahun	Pria	1-2 thn	2,7-3 jt	Diploma	4	3	3	4	3	2	4	3	3	3	2	4	3	3	3	3	3	4	3	4
23 Tahun	Pria	1-2 thn	2,7-3 jt	Strata 1	3	3	3	4	3	3	4	3	3	4	3	3	4	3	2	3	4	2	3	
51 Tahun	Pria	> 5 thn	3-4 jt	SLTA	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
22 Tahun	Pria	2,5-3 th	2,7-3 jt	SLTA	4	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	
30 Tahun	Pria	2,5-3 th	3-4 jt	Strata 1	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	4	3	4	
41 Tahun	Pria	1-2 thn	2,7-3 jt	Strata 1	4	2	2	2	2	2	3	4	4	3	3	4	3	3	3	3	3	2	3	4
40 Tahun	Pria	2,5-3 th	3-4 jt	SLTA	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	
25 Tahun	Wanita	1-2 thn	3-4 jt	Strata 1	4	2	2	1	2	2	2	2	3	3	3	4	3	3	3	3	3	1	2	4
25 Tahun	Wanita	1-2 thn	2,7-3 jt	Strata 1	5	4	4	4	4	4	4	5	4	5	4	5	5	4	4	4	4	3	5	

38 Tahun	Pria	3-4 thn	2,7-3 jt	SLTA	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
40 Tahun	Pria	3-4 thn	3-4 jt	SLTA	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
24 Tahun	Pria	1-2 thn	2,7-3 jt	Strata 1	3	2	2	1	2	2	3	2	2	3	2	3	3	3	3	3	1	3	5
26 Tahun	Pria	1-2 thn	2,7-3 jt	SLTA	4	3	3	3	3	3	2	3	4	3	3	4	3	4	3	4	3	3	4
34 Tahun	Pria	3-4 thn	> 5 jt	Strata 1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
23 Tahun	Pria	1-2 thn	2,7-3 jt	SLTA	3	3	3	4	3	3	4	3	3	4	3	3	4	3	2	3	4	2	4
51 Tahun	Pria	> 5 thn	> 5 jt	Strata 1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

Q20	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38	Q39	Q40
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	3	4	3	3
4	3	4	4	4	5	5	4	4	5	4	5	4	4	5	4	4	4	5	4	4
3	5	3	3	3	3	3	4	4	3	4	3	3	4	3	4	4	3	3	3	5
3	4	5	4	5	3	3	1	3	3	3	3	2	2	3	1	3	2	3	2	2
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	3	4	4	4	4	4	4	3	4	3	4	4	3	4	4	3	4	4	4	4
3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	3	3	3	3	4	4	1	2	4	2	4	5	2	4	1	2	5	4	5	3
3	4	4	4	4	4	4	3	2	4	2	4	3	3	4	3	2	3	4	3	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	2	3	3	3	4	4	4	4	4	4	4	3	2	4	4	4	3	4	3	3
2	2	3	4	3	3	3	4	4	3	4	3	3	3	3	4	4	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

4	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	4	4	4	4	4	4	2	3	4	3	4	2	2	4	2	3	2	4	2	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	3	3	3	3	4	4	1	2	4	2	4	2	2	4	1	2	2	4	2	3
4	3	4	4	4	5	5	4	4	5	4	5	4	4	5	4	4	4	5	4	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	4	5	4	5	3	3	1	3	3	3	3	2	2	3	1	3	2	3	2	2
3	4	4	4	4	4	4	3	2	4	2	4	3	3	4	3	2	3	4	3	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
2	2	3	4	3	3	3	4	4	3	4	3	3	3	3	4	4	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

Lampiran 6 Tabel Hasil Uji Validitas

Correlations

		Kompen sasi 1	Kompen sasi 2	Kompen sasi 3	Kompen sasi 4	Kompen sasi 5	Kompen sasi 6	Kompen sasi 7	Kompen sasi 8	Kompen sasi 9	Kompen sasi 10	Kompen sasi 11	Kompen sasi 12	Kompen sasi 13	Kompensasi
Kompensasi 1	Pearson Correlation	1	.436*	.436*	.294	.518**	.370*	.079	.550**	.452*	.297	.515**	1.000**	.297	.571**
	Sig. (2-tailed)		.016	.016	.115	.003	.044	.677	.002	.012	.111	.004	.000	.111	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 2	Pearson Correlation	.436*	1	1.000**	.611**	.647**	.668**	.480**	.635**	.486**	.562**	.505**	.436*	.562**	.805**
	Sig. (2-tailed)	.016		.000	.000	.000	.000	.007	.000	.006	.001	.004	.016	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 3	Pearson Correlation	.436*	1.000**	1	.611**	.647**	.668**	.480**	.635**	.486**	.562**	.505**	.436*	.562**	.805**
	Sig. (2-tailed)	.016	.000		.000	.000	.000	.007	.000	.006	.001	.004	.016	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 4	Pearson Correlation	.294	.611**	.611**	1	.560**	.805**	.780**	.691**	.651**	.708**	.550**	.294	.708**	.847**
	Sig. (2-tailed)	.115	.000	.000		.001	.000	.000	.000	.000	.000	.002	.115	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Kompensasi 5	Pearson Correlation	.518**	.647**	.647**	.560**	1	.688**	.393*	.541**	.532**	.504**	.651**	.518**	.504**	.762**
	Sig. (2-tailed)	.003	.000	.000	.001		.000	.032	.002	.002	.005	.000	.003	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 6	Pearson Correlation	.370*	.668**	.668**	.805**	.688**	1	.691**	.768**	.755**	.782**	.773**	.370*	.782**	.919**
	Sig. (2-tailed)	.044	.000	.000	.000	.000		.000	.000	.000	.000	.000	.044	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 7	Pearson Correlation	.079	.480**	.480**	.780**	.393*	.691**	1	.576**	.322	.712**	.447*	.079	.712**	.699**
	Sig. (2-tailed)	.677	.007	.007	.000	.032	.000		.001	.083	.000	.013	.677	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 8	Pearson Correlation	.550**	.635**	.635**	.691**	.541**	.768**	.576**	1	.788**	.710**	.642**	.550**	.710**	.872**
	Sig. (2-tailed)	.002	.000	.000	.000	.002	.000	.001		.000	.000	.000	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 9	Pearson Correlation	.452*	.486**	.486**	.651**	.532**	.755**	.322	.788**	1	.573**	.629**	.452*	.573**	.764**
	Sig. (2-tailed)	.012	.006	.006	.000	.002	.000	.083	.000		.001	.000	.012	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Kompensasi 10	Pearson Correlation	.297	.562**	.562**	.708**	.504**	.782**	.712**	.710**	.573**	1	.576**	.297	1.000**	.827**
	Sig. (2-tailed)	.111	.001	.001	.000	.005	.000	.000	.000	.001		.001	.111	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 11	Pearson Correlation	.515**	.505**	.505**	.550**	.651**	.773**	.447*	.642**	.629**	.576**	1	.515**	.576**	.775**
	Sig. (2-tailed)	.004	.004	.004	.002	.000	.000	.013	.000	.000	.001		.004	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 12	Pearson Correlation	1.000**	.436*	.436*	.294	.518**	.370*	.079	.550**	.452*	.297	.515**	1	.297	.571**
	Sig. (2-tailed)	.000	.016	.016	.115	.003	.044	.677	.002	.012	.111	.004		.111	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi 13	Pearson Correlation	.297	.562**	.562**	.708**	.504**	.782**	.712**	.710**	.573**	1.000**	.576**	.297	1	.827**
	Sig. (2-tailed)	.111	.001	.001	.000	.005	.000	.000	.000	.001	.000	.001	.111		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.571**	.805**	.805**	.847**	.762**	.919**	.699**	.872**	.764**	.827**	.775**	.571**	.827**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		Motivasi 1	Motivasi 2	Motivasi 3	Motivasi 4	Motivasi 5	Motivasi 6	Motivasi 7	Motivasi 8	Motivasi 9	Motivasi 10	Motivasi 11	Motivasi
Motivasi 1	Pearson Correlation	1	.699**	1.000**	.695**	.581**	.143	.699**	.541**	.292	.264	.292	.852**
	Sig. (2-tailed)		.000	.000	.000	.001	.451	.000	.002	.117	.159	.117	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 2	Pearson Correlation	.699**	1	.699**	.381*	.619**	.205	1.000**	.468**	.418*	.108	.418*	.819**
	Sig. (2-tailed)	.000		.000	.038	.000	.278	.000	.009	.022	.571	.022	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 3	Pearson Correlation	1.000**	.699**	1	.695**	.581**	.143	.699**	.541**	.292	.264	.292	.852**
	Sig. (2-tailed)	.000	.000		.000	.001	.451	.000	.002	.117	.159	.117	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 4	Pearson Correlation	.695**	.381*	.695**	1	.404*	-.049	.381*	.006	-.135	.221	-.135	.536**
	Sig. (2-tailed)	.000	.038	.000		.027	.798	.038	.975	.477	.241	.477	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 5	Pearson Correlation	.581**	.619**	.581**	.404*	1	.317	.619**	.531**	.345	.263	.345	.782**
	Sig. (2-tailed)	.001	.000	.001	.027		.088	.000	.003	.062	.160	.062	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30

Motivasi 6	Pearson Correlation	.143	.205	.143	-.049	.317	1	.205	.123	.539**	.415*	.539**	.433*
	Sig. (2-tailed)	.451	.278	.451	.798	.088		.278	.517	.002	.022	.002	.017
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 7	Pearson Correlation	.699**	1.000**	.699**	.381*	.619**	.205	1	.468**	.418*	.108	.418*	.819**
	Sig. (2-tailed)	.000	.000	.000	.038	.000	.278		.009	.022	.571	.022	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 8	Pearson Correlation	.541**	.468**	.541**	.006	.531**	.123	.468**	1	.523**	.212	.523**	.642**
	Sig. (2-tailed)	.002	.009	.002	.975	.003	.517	.009		.003	.260	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 9	Pearson Correlation	.292	.418*	.292	-.135	.345	.539**	.418*	.523**	1	.535**	1.000**	.626**
	Sig. (2-tailed)	.117	.022	.117	.477	.062	.002	.022	.003		.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 10	Pearson Correlation	.264	.108	.264	.221	.263	.415*	.108	.212	.535**	1	.535**	.477**
	Sig. (2-tailed)	.159	.571	.159	.241	.160	.022	.571	.260	.002		.002	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30
Motivasi 11	Pearson Correlation	.292	.418*	.292	-.135	.345	.539**	.418*	.523**	1.000**	.535**	1	.626**
	Sig. (2-tailed)	.117	.022	.117	.477	.062	.002	.022	.003	.000	.002		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30

Motivasi	Pearson Correlation	.852**	.819**	.852**	.536**	.782**	.433*	.819**	.642**	.626**	.477**	.626**	1
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.017	.000	.000	.000	.008	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30

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

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

		Correlations								
		Kinerja Karyawan 1	Kinerja Karyawan 2	Kinerja Karyawan 3	Kinerja Karyawan 4	Kinerja Karyawan 5	Kinerja Karyawan 6	Kinerja Karyawan 7	Kinerja Karyawan 8	Kinerja Karyawan 9
Kinerja Karyawan 1	Pearson Correlation	1	1.000**	.294	.079	1.000**	.079	1.000**	.518**	.370*
	Sig. (2-tailed)		.000	.115	.677	.000	.677	.000	.003	.044
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 2	Pearson Correlation	1.000**	1	.294	.079	1.000**	.079	1.000**	.518**	.370*
	Sig. (2-tailed)	.000		.115	.677	.000	.677	.000	.003	.044
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 3	Pearson Correlation	.294	.294	1	.780**	.294	.780**	.294	.560**	.805**
	Sig. (2-tailed)	.115	.115		.000	.115	.000	.115	.001	.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 4	Pearson Correlation	.079	.079	.780**	1	.079	1.000**	.079	.393*	.691**
	Sig. (2-tailed)	.677	.677	.000		.677	.000	.677	.032	.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 5	Pearson Correlation	1.000**	1.000**	.294	.079	1	.079	1.000**	.518**	.370*
	Sig. (2-tailed)	.000	.000	.115	.677		.677	.000	.003	.044
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 6	Pearson Correlation	.079	.079	.780**	1.000**	.079	1	.079	.393*	.691**
	Sig. (2-tailed)	.677	.677	.000	.000	.677		.677	.032	.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 7	Pearson Correlation	1.000**	1.000**	.294	.079	1.000**	.079	1	.518**	.370*
	Sig. (2-tailed)	.000	.000	.115	.677	.000	.677		.003	.044
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 8	Pearson Correlation	.518**	.518**	.560**	.393*	.518**	.393*	.518**	1	.688**
	Sig. (2-tailed)	.003	.003	.001	.032	.003	.032	.003		.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 9	Pearson Correlation	.370*	.370*	.805**	.691**	.370*	.691**	.370*	.688**	1
	Sig. (2-tailed)	.044	.044	.000	.000	.044	.000	.044	.000	
	N	30	30	30	30	30	30	30	30	30

Kinerja Karyawan 10	Pearson Correlation	1.000**	1.000**	.294	.079	1.000**	.079	1.000**	.518**	.370'
	Sig. (2-tailed)	.000	.000	.115	.677	.000	.677	.000	.003	.044
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 11	Pearson Correlation	.294	.294	1.000**	.780**	.294	.780**	.294	.560**	.805**
	Sig. (2-tailed)	.115	.115	.000	.000	.115	.000	.115	.001	.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 12	Pearson Correlation	.079	.079	.780**	1.000**	.079	1.000**	.079	.393'	.691**
	Sig. (2-tailed)	.677	.677	.000	.000	.677	.000	.677	.032	.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 13	Pearson Correlation	.518**	.518**	.560**	.393'	.518**	.393'	.518**	1.000**	.688**
	Sig. (2-tailed)	.003	.003	.001	.032	.003	.032	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 14	Pearson Correlation	1.000**	1.000**	.294	.079	1.000**	.079	1.000**	.518**	.370'
	Sig. (2-tailed)	.000	.000	.115	.677	.000	.677	.000	.003	.044
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 15	Pearson Correlation	.518**	.518**	.560**	.393'	.518**	.393'	.518**	1.000**	.688**
	Sig. (2-tailed)	.003	.003	.001	.032	.003	.032	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan 16	Pearson Correlation	.452'	.452'	.651**	.322	.452'	.322	.452'	.532**	.755**
	Sig. (2-tailed)	.012	.012	.000	.083	.012	.083	.012	.002	.000
	N	30	30	30	30	30	30	30	30	30
Kinerja Karyawan	Pearson Correlation	.661**	.661**	.851**	.694**	.661**	.694**	.661**	.816**	.867**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30

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

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

Kinerja Karyawan 10	Kinerja Karyawan 11	Kinerja Karyawan 12	Kinerja Karyawan 13	Kinerja Karyawan 14	Kinerja Karyawan 15	Kinerja Karyawan 16	Kinerja Karyawan
1.000'' .000 30	.294 .115 30	.079 .677 30	.518'' .003 30	1.000'' .000 30	.518'' .003 30	.452' .012 30	.661'' .000 30
1.000'' .000 30	.294 .115 30	.079 .677 30	.518'' .003 30	1.000'' .000 30	.518'' .003 30	.452' .012 30	.661'' .000 30
.294 .115 30	1.000'' .000 30	.780'' .000 30	.560'' .001 30	.294 .115 30	.560'' .001 30	.651'' .000 30	.851'' .000 30
.079 .677 30	.780'' .000 30	1.000'' .000 30	.393' .032 30	.079 .677 30	.393' .032 30	.322 .083 30	.694'' .000 30
1.000'' .000 30	.294 .115 30	.079 .677 30	.518'' .003 30	1.000'' .000 30	.518'' .003 30	.452' .012 30	.661'' .000 30
.079 .677 30	.780'' .000 30	1.000'' .000 30	.393' .032 30	.079 .677 30	.393' .032 30	.322 .083 30	.694'' .000 30
1.000'' .000 30	.294 .115 30	.079 .677 30	.518'' .003 30	1.000'' .000 30	.518'' .003 30	.452' .012 30	.661'' .000 30
.518'' .003 30	.560'' .001 30	.393' .032 30	1.000'' .000 30	.518'' .003 30	1.000'' .000 30	.532'' .002 30	.816'' .000 30
.370' .044 30	.805'' .000 30	.691'' .000 30	.688'' .000 30	.370' .044 30	.688'' .000 30	.755'' .000 30	.867'' .000 30

1	.294	.079	.518"	1.000"	.518"	.452'	.661"
	.115	.677	.003	.000	.003	.012	.000
30	30	30	30	30	30	30	30
.294	1	.780"	.560"	.294	.560"	.651"	.851"
.115		.000	.001	.115	.001	.000	.000
30	30	30	30	30	30	30	30
.079	.780"	1	.393'	.079	.393'	.322	.694"
.677	.000		.032	.677	.032	.083	.000
30	30	30	30	30	30	30	30
.518"	.560"	.393'	1	.518"	1.000"	.532"	.816"
.003	.001	.032		.003	.000	.002	.000
30	30	30	30	30	30	30	30
1.000"	.294	.079	.518"	1	.518"	.452'	.661"
.000	.115	.677	.003		.003	.012	.000
30	30	30	30	30	30	30	30
.518"	.560"	.393'	1.000"	.518"	1	.532"	.816"
.003	.001	.032	.000	.003		.002	.000
30	30	30	30	30	30	30	30
.452'	.651"	.322	.532"	.452'	.532"	1	.711"
.012	.000	.083	.002	.012	.002		.000
30	30	30	30	30	30	30	30
.661"	.851"	.694"	.816"	.661"	.816"	.711"	1
.000	.000	.000	.000	.000	.000	.000	
30	30	30	30	30	30	30	30