LAMPIRAN 11. PENGUJIAN VALIDITAS TERHADAP VARIABEL PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 1

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	0.767	0.588	59	12.800	163.840	9.813
2	5	0.767	0.588	50	3.800	14.440	2.913
3	5	0.767	0.588	51	4.800	23.040	3.680
4	5	0.767	0.588	55	8.800	77.440	6.747
5	4	-0.233	0.054	47	0.800	0.640	-0.187
6	4	-0.233	0.054	39	-7.200	51.840	1.680
7	4	-0.233	0.054	47	0.800	0.640	-0.187
8	2	-2.233	4.988	33	-13.200	174.240	29.480
9	4	-0.233	0.054	48	1.800	3.240	-0.420
10	2	-2.233	4.988	41	-5.200	27.040	11.613
11	2	-2.233	4.988	32	-14.200	201.640	31.713
12	4	-0.233	0.054	42	-4.200	17.640	0.980
13	5	0.767	0.588	56	9.800	96.040	7.513
14	5	0.767	0.588	52	5.800	33.640	4.447
15	4	-0.233	0.054	48	1.800	3.240	-0.420
16	5	0.767	0.588	50	3.800	14.440	2.913
17	4	-0.233	0.054	47	0.800	0.640	-0.187
18	5	0.767	0.588	49	2.800	7.840	2.147
19	4	-0.233	0.054	42	-4.200	17.640	0.980
20	4	-0.233	0.054	46	-0.200	0.040	0.047
21	5	0.767	0.588	49	2.800	7.840	2.147
22	4	-0.233	0.054	46	-0.200	0.040	0.047
23	5	0.767	0.588	44	-2.200	4.840	-1.687
24	5	0.767	0.588	51	4.800	23.040	3.680
25	5	0.767	0.588	44	-2.200	4.840	-1.687
26	5	0.767	0.588	42	-4.200	17.640	-3.220
27	5	0.767	0.588	53	6.800	46.240	5.213
28	2	-2.233	4.988	30	-16.200	262.440	36.180
29	4	-0.233	0.054	43	-3.200	10.240	0.747
30	5	0.767	0.588	50	3.800	14.440	2.913
	127.000	0.000	29.367	1386.000	0.000	1320.800	159.600
	4.233			46.200			

$$r_{xy} = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{159.600}{\sqrt{(29.367)(1320.800)}} = \frac{159.600}{\sqrt{38787.934}}$$

$$= \frac{159.600}{196.946}$$

$$= 0.810$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL
PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 2

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	4	0.967	0.934	59	12.800	163.840	12.373
2	4	0.967	0.934	50	3.800	14.440	3.673
3	4	0.967	0.934	51	4.800	23.040	4.640
4	4	0.967	0.934	55	8.800	77.440	8.507
5	1	-2.033	4.134	47	0.800	0.640	-1.627
6	2	-1.033	1.068	39	-7.200	51.840	7.440
7	1	-2.033	4.134	47	0.800	0.640	-1.627
8	2	-1.033	1.068	33	-13.200	174.240	13.640
9	2	-1.033	1.068	48	1.800	3.240	-1.860
10	4	0.967	0.934	41	-5.200	27.040	-5.027
11	1	-2.033	4.134	32	-14.200	201.640	28.873
12	2	-1.033	1.068	42	-4.200	17.640	4.340
13	4	0.967	0.934	56	9.800	96.040	9.473
14	4	0.967	0.934	52	5.800	33.640	5.607
15	4	0.967	0.934	48	1.800	3.240	1.740
16	4	0.967	0.934	50	3.800	14.440	3.673
17	4	0.967	0.934	47	0.800	0.640	0.773
18	4	0.967	0.934	49	2.800	7.840	2.707
19	2	-1.033	1.068	42	-4.200	17.640	4.340
20	4	0.967	0.934	46	-0.200	0.040	-0.193
21	4	0.967	0.934	49	2.800	7.840	2.707
22	2	-1.033	1.068	46	-0.200	0.040	0.207
23	4	0.967	0.934	44	-2.200	4.840	-2.127
24	4	0.967	0.934	51	4.800	23.040	4.640
25	2	-1.033	1.068	44	-2.200	4.840	2.273
26	2	-1.033	1.068	42	-4.200	17.640	4.340
27	4	0.967	0.934	53	6.800	46.240	6.573
28	2	-1.033	1.068	30	-16.200	262.440	16.740
29	2	-1.033	1.068	43	-3.200	10.240	3.307
30	4	0.967	0.934	50	3.800	14.440	3.673
	91.000	0.000	38.967	1386.000	0.000	1320.800	143.800
	3.033			46.200			

$$rxy = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{143.800}{\sqrt{(38.967)(1320.800)}} = \frac{143.800}{\sqrt{51467.614}}$$

$$= \frac{143.800}{226.865}$$

$$= 0.634$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 3

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	0.800	0.640	59	12.800	163.840	10.240
2	4	-0.200	0.040	50	3.800	14.440	-0.760
3	5	0.800	0.640	51	4.800	23.040	3.840
4	5	0.800	0.640	55	8.800	77.440	7.040
5	4	-0.200	0.040	47	0.800	0.640	-0.160
6	4	-0.200	0.040	39	-7.200	51.840	1.440
7	4	-0.200	0.040	47	0.800	0.640	-0.160
8	2	-2.200	4.840	33	-13.200	174.240	29.040
9	4	-0.200	0.040	48	1.800	3.240	-0.360
10	4	-0.200	0.040	41	-5.200	27.040	1.040
11	4	-0.200	0.040	32	-14.200	201.640	2.840
12	4	-0.200	0.040	42	-4.200	17.640	0.840
13	5	0.800	0.640	56	9.800	96.040	7.840
14	5	0.800	0.640	52	5.800	33.640	4.640
15	4	-0.200	0.040	48	1.800	3.240	-0.360
16	5	0.800	0.640	50	3.800	14.440	3.040
17	5	0.800	0.640	47	0.800	0.640	0.640
18	5	0.800	0.640	49	2.800	7.840	2.240
19	4	-0.200	0.040	42	-4.200	17.640	0.840
20	4	-0.200	0.040	46	-0.200	0.040	0.040
21	4	-0.200	0.040	49	2.800	7.840	-0.560
22	4	-0.200	0.040	46	-0.200	0.040	0.040
23	4	-0.200	0.040	44	-2.200	4.840	0.440
24	4	-0.200	0.040	51	4.800	23.040	-0.960
25	4	-0.200	0.040	44	-2.200	4.840	0.440
26	5	0.800	0.640	42	-4.200	17.640	-3.360
27	5	0.800	0.640	53	6.800	46.240	5.440
28	2	-2.200	4.840	30	-16.200	262.440	35.640
29	4	-0.200	0.040	43	-3.200	10.240	0.640
30	4	-0.200	0.040	50	3.800	14.440	-0.760
	126.000	0.000	16.800	1386.000	0.000	1320.800	110.800
	4.200			46.200			

$$rxy = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{110.800}{\sqrt{(16.800)(1320.800)}} = \frac{110.800}{\sqrt{22189.440}}$$

$$= \frac{110.800}{148.961}$$

$$= 0.744$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL
PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 4

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	1.100	1.210	59	12.800	163.840	14.080
2	4	0.100	0.010	50	3.800	14.440	0.380
3	4	0.100	0.010	51	4.800	23.040	0.480
4	4	0.100	0.010	55	8.800	77.440	0.880
5	4	0.100	0.010	47	0.800	0.640	0.080
6	4	0.100	0.010	39	-7.200	51.840	-0.720
7	4	0.100	0.010	47	0.800	0.640	0.080
8	2	-1.900	3.610	33	-13.200	174.240	25.080
9	4	0.100	0.010	48	1.800	3.240	0.180
10	4	0.100	0.010	41	-5.200	27.040	-0.520
11	4	0.100	0.010	32	-14.200	201.640	-1.420
12	4	0.100	0.010	42	-4.200	17.640	-0.420
13	5	1.100	1.210	56	9.800	96.040	10.780
14	5	1.100	1.210	52	5.800	33.640	6.380
15	4	0.100	0.010	48	1.800	3.240	0.180
16	4	0.100	0.010	50	3.800	14.440	0.380
17	4	0.100	0.010	47	0.800	0.640	0.080
18	4	0.100	0.010	49	2.800	7.840	0.280
19	2	-1.900	3.610	42	-4.200	17.640	7.980
20	4	0.100	0.010	46	-0.200	0.040	-0.020
21	4	0.100	0.010	49	2.800	7.840	0.280
22	4	0.100	0.010	46	-0.200	0.040	-0.020
23	4	0.100	0.010	44	-2.200	4.840	-0.220
24	4	0.100	0.010	51	4.800	23.040	0.480
25	4	0.100	0.010	44	-2.200	4.840	-0.220
26	4	0.100	0.010	42	-4.200	17.640	-0.420
27	4	0.100	0.010	53	6.800	46.240	0.680
28	2	-1.900	3.610	30	-16.200	262.440	30.780
29	4	0.100	0.010	43	-3.200	10.240	-0.320
30	4	0.100	0.010	50	3.800	14.440	0.380
	117.000	0.000	14.700	1386.000	0.000	1320.800	95.600
	3.900			46.200			

$$rxy = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{95.600}{\sqrt{(14.700)(1320.800)}} = \frac{95.600}{\sqrt{19415.760}}$$

$$= \frac{95.600}{139.340}$$

$$= 0.686$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL
PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 5

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	1.533	2.351	59	12.800	163.840	19.627
2	4	0.533	0.284	50	3.800	14.440	2.027
3	4	0.533	0.284	51	4.800	23.040	2.560
4	4	0.533	0.284	55	8.800	77.440	4.693
5	2	-1.467	2.151	47	0.800	0.640	-1.173
6	2	-1.467	2.151	39	-7.200	51.840	10.560
7	4	0.533	0.284	47	0.800	0.640	0.427
8	3	-0.467	0.218	33	-13.200	174.240	6.160
9	4	0.533	0.284	48	1.800	3.240	0.960
10	2	-1.467	2.151	41	-5.200	27.040	7.627
11	2	-1.467	2.151	32	-14.200	201.640	20.827
12	4	0.533	0.284	42	-4.200	17.640	-2.240
13	4	0.533	0.284	56	9.800	96.040	5.227
14	4	0.533	0.284	52	5.800	33.640	3.093
15	4	0.533	0.284	48	1.800	3.240	0.960
16	4	0.533	0.284	50	3.800	14.440	2.027
17	4	0.533	0.284	47	0.800	0.640	0.427
18	3	-0.467	0.218	49	2.800	7.840	-1.307
19	4	0.533	0.284	42	-4.200	17.640	-2.240
20	2	-1.467	2.151	46	-0.200	0.040	0.293
21	4	0.533	0.284	49	2.800	7.840	1.493
22	4	0.533	0.284	46	-0.200	0.040	-0.107
23	2	-1.467	2.151	44	-2.200	4.840	3.227
24	4	0.533	0.284	51	4.800	23.040	2.560
25	4	0.533	0.284	44	-2.200	4.840	-1.173
26	4	0.533	0.284	42	-4.200	17.640	-2.240
27	5	1.533	2.351	53	6.800	46.240	10.427
28	2	-1.467	2.151	30	-16.200	262.440	23.760
29	2	-1.467	2.151	43	-3.200	10.240	4.693
30	4	0.533	0.284	50	3.800	14.440	2.027
	104.000	0.000	27.467	1386.000	0.000	1320.800	125.200
	3.467			46.200			

$$r_{xy} = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{125.200}{\sqrt{(27.467)(1320.800)}} = \frac{125.200}{\sqrt{36278.414}}$$

$$= \frac{125.200}{190.469}$$

$$= 0.657$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 6

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	0.733	0.538	59	12.800	163.840	9.387
2	4	-0.267	0.071	50	3.800	14.440	-1.013
3	4	-0.267	0.071	51	4.800	23.040	-1.280
4	5	0.733	0.538	55	8.800	77.440	6.453
5	5	0.733	0.538	47	0.800	0.640	0.587
6	4	-0.267	0.071	39	-7.200	51.840	1.920
7	5	0.733	0.538	47	0.800	0.640	0.587
8	3	-1.267	1.604	33	-13.200	174.240	16.720
9	5	0.733	0.538	48	1.800	3.240	1.320
10	4	-0.267	0.071	41	-5.200	27.040	1.387
11	4	-0.267	0.071	32	-14.200	201.640	3.787
12	4	-0.267	0.071	42	-4.200	17.640	1.120
13	5	0.733	0.538	56	9.800	96.040	7.187
14	4	-0.267	0.071	52	5.800	33.640	-1.547
15	4	-0.267	0.071	48	1.800	3.240	-0.480
16	4	-0.267	0.071	50	3.800	14.440	-1.013
17	5	0.733	0.538	47	0.800	0.640	0.587
18	4	-0.267	0.071	49	2.800	7.840	-0.747
19	4	-0.267	0.071	42	-4.200	17.640	1.120
20	5	0.733	0.538	46	-0.200	0.040	-0.147
21	4	-0.267	0.071	49	2.800	7.840	-0.747
22	4	-0.267	0.071	46	-0.200	0.040	0.053
23	4	-0.267	0.071	44	-2.200	4.840	0.587
24	5	0.733	0.538	51	4.800	23.040	3.520
25	4	-0.267	0.071	44	-2.200	4.840	0.587
26	4	-0.267	0.071	42	-4.200	17.640	1.120
27	4	-0.267	0.071	53	6.800	46.240	-1.813
28	4	-0.267	0.071	30	-16.200	262.440	4.320
29	4	-0.267	0.071	43	-3.200	10.240	0.853
30	4	-0.267	0.071	50	3.800	14.440	-1.013
	128.000	0.000	7.867	1386.000	0.000	1320.800	53.400
	4.267			46.200			

$$rxy = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{53.400}{\sqrt{(7.867)(1320.800)}} = \frac{53.400}{\sqrt{10390.734}}$$

$$= \frac{53.400}{101.935}$$

$$= 0.524$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL
PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 7

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	1.200	1.440	59	12.800	163.840	15.360
2	4	0.200	0.040	50	3.800	14.440	0.760
3	4	0.200	0.040	51	4.800	23.040	0.960
4	5	1.200	1.440	55	8.800	77.440	10.560
5	4	0.200	0.040	47	0.800	0.640	0.160
6	2	-1.800	3.240	39	-7.200	51.840	12.960
7	4	0.200	0.040	47	0.800	0.640	0.160
8	3	-0.800	0.640	33	-13.200	174.240	10.560
9	5	1.200	1.440	48	1.800	3.240	2.160
10	4	0.200	0.040	41	-5.200	27.040	-1.040
11	4	0.200	0.040	32	-14.200	201.640	-2.840
12	4	0.200	0.040	42	-4.200	17.640	-0.840
13	5	1.200	1.440	56	9.800	96.040	11.760
14	4	0.200	0.040	52	5.800	33.640	1.160
15	4	0.200	0.040	48	1.800	3.240	0.360
16	4	0.200	0.040	50	3.800	14.440	0.760
17	2	-1.800	3.240	47	0.800	0.640	-1.440
18	3	-0.800	0.640	49	2.800	7.840	-2.240
19	4	0.200	0.040	42	-4.200	17.640	-0.840
20	4	0.200	0.040	46	-0.200	0.040	-0.040
21	4	0.200	0.040	49	2.800	7.840	0.560
22	4	0.200	0.040	46	-0.200	0.040	-0.040
23	2	-1.800	3.240	44	-2.200	4.840	3.960
24	4	0.200	0.040	51	4.800	23.040	0.960
25	4	0.200	0.040	44	-2.200	4.840	-0.440
26	4	0.200	0.040	42	-4.200	17.640	-0.840
27	4	0.200	0.040	53	6.800	46.240	1.360
28	2	-1.800	3.240	30	-16.200	262.440	29.160
29	4	0.200	0.040	43	-3.200	10.240	-0.640
30	4	0.200	0.040	50	3.800	14.440	0.760
	114.000	0.000	20.800	1386.000	0.000	1320.800	93.200
	3.800			46.200			

$$rxy = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{93.200}{\sqrt{(20.800)(1320.800)}} = \frac{93.200}{\sqrt{27472.640}}$$

$$= \frac{93.200}{165.749}$$

$$= 0.562$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL
PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 8

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	1.033	1.068	59	12.800	163.840	13.227
2	5	1.033	1.068	50	3.800	14.440	3.927
3	5	1.033	1.068	51	4.800	23.040	4.960
4	5	1.033	1.068	55	8.800	77.440	9.093
5	5	1.033	1.068	47	0.800	0.640	0.827
6	5	1.033	1.068	39	-7.200	51.840	-7.440
7	4	0.033	0.001	47	0.800	0.640	0.027
8	5	1.033	1.068	33	-13.200	174.240	-13.640
9	4	0.033	0.001	48	1.800	3.240	0.060
10	1	-2.967	8.801	41	-5.200	27.040	15.427
11	1	-2.967	8.801	32	-14.200	201.640	42.127
12	4	0.033	0.001	42	-4.200	17.640	-0.140
13	5	1.033	1.068	56	9.800	96.040	10.127
14	4	0.033	0.001	52	5.800	33.640	0.193
15	4	0.033	0.001	48	1.800	3.240	0.060
16	4	0.033	0.001	50	3.800	14.440	0.127
17	4	0.033	0.001	47	0.800	0.640	0.027
18	4	0.033	0.001	49	2.800	7.840	0.093
19	4	0.033	0.001	42	-4.200	17.640	-0.140
20	2	-1.967	3.868	46	-0.200	0.040	0.393
21	4	0.033	0.001	49	2.800	7.840	0.093
22	4	0.033	0.001	46	-0.200	0.040	-0.007
23	4	0.033	0.001	44	-2.200	4.840	-0.073
24	4	0.033	0.001	51	4.800	23.040	0.160
25	5	1.033	1.068	44	-2.200	4.840	-2.273
26	2	-1.967	3.868	42	-4.200	17.640	8.260
27	4	0.033	0.001	53	6.800	46.240	0.227
28	4	0.033	0.001	30	-16.200	262.440	-0.540
29	4	0.033	0.001	43	-3.200	10.240	-0.107
30	4	0.033	0.001	50	3.800	14.440	0.127
	119.000	0.000	34.967	1386.000	0.000	1320.800	85.200
	-3.967			46.200			

$$rxy = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{85.200}{\sqrt{(34.967)(1320.800)}} = \frac{85.200}{\sqrt{46184.414}}$$

$$= \frac{85.200}{214.905}$$

$$= 0.396$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 9

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	1.300	1.690	59	12.800	163.840	16.640
2	4	0.300	0.090	50	3.800	14.440	1.140
3	4	0.300	0.090	51	4.800	23.040	1.440
4	4	0.300	0.090	55	8.800	77.440	2.640
5	4	0.300	0.090	47	0.800	0.640	0.240
6	2	-1.700	2.890	39	-7.200	51.840	12.240
7	4	0.300	0.090	47	0.800	0.640	0.240
8	2	-1.700	2.890	33	-13.200	174.240	22.440
9	4	0.300	0.090	48	1.800	3.240	0.540
10	4	0.300	0.090	41	-5.200	27.040	-1.560
11	4	0.300	0.090	32	-14.200	201.640	-4.260
12	2	-1.700	2.890	42	-4.200	17.640	7.140
13	4	0.300	0.090	56	9.800	96.040	2.940
14	4	0.300	0.090	52	5.800	33.640	1.740
15	4	0.300	0.090	48	1.800	3.240	0.540
16	4	0.300	0.090	50	3.800	14.440	1.140
17	4	0.300	0.090	47	0.800	0.640	0.240
18	5	1.300	1.690	49	2.800	7.840	3.640
19	2	-1.700	2.890	42	-4.200	17.640	7.140
20	4	0.300	0.090	46	-0.200	0.040	-0.060
21	4	0.300	0.090	49	2.800	7.840	0.840
22	4	0.300	0.090	46	-0.200	0.040	-0.060
23	4	0.300	0.090	44	-2.200	4.840	-0.660
24	4	0.300	0.090	51	4.800	23.040	1.440
25	2	-1.700	2.890	44	-2.200	4.840	3.740
26	4	0.300	0.090	42	-4.200	17.640	-1.260
27	5	1.300	1.690	53	6.800	46.240	8.840
28	2	-1.700	2.890	30	-16.200	262.440	27.540
29	4	0.300	0.090	43	-3.200	10.240	-0.960
30	4	0.300	0.090	50	3.800	14.440	1.140
	111.000	0.000	24.300	1386.000	0.000	1320.800	116.800
	3.700			46.200			

$$rxy = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{116.800}{\sqrt{(24.300)(1320.800)}} = \frac{116.800}{\sqrt{32095.440}}$$

$$= \frac{116.800}{179.152}$$

$$= 0.652$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL
PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 10

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	1.233	1.521	59	12.800	163.840	15.787
2	4	0.233	0.054	50	3.800	14.440	0.887
3	4	0.233	0.054	51	4.800	23.040	1.120
4	4	0.233	0.054	55	8.800	77.440	2.053
5	4	0.233	0.054	47	0.800	0.640	0.187
6	4	0.233	0.054	39	-7.200	51.840	-1.680
7	4	0.233	0.054	47	0.800	0.640	0.187
8	2	-1.767	3.121	33	-13.200	174.240	23.320
9	4	0.233	0.054	48	1.800	3.240	0.420
10	4	0.233	0.054	41	-5.200	27.040	-1.213
11	2	-1.767	3.121	32	-14.200	201.640	25.087
12	2	-1.767	3.121	42	-4.200	17.640	7.420
13	4	0.233	0.054	56	9.800	96.040	2.287
14	4	0.233	0.054	52	5.800	33.640	1.353
15	4	0.233	0.054	48	1.800	3.240	0.420
16	4	0.233	0.054	50	3.800	14.440	0.887
17	4	0.233	0.054	47	0.800	0.640	0.187
18	3	-0.767	0.588	49	2.800	7.840	-2.147
19	4	0.233	0.054	42	-4.200	17.640	-0.980
20	5	1.233	1.521	46	-0.200	0.040	-0.247
21	4	0.233	0.054	49	2.800	7.840	0.653
22	4	0.233	0.054	46	-0.200	0.040	-0.047
23	4	0.233	0.054	44	-2.200	4.840	-0.513
24	4	0.233	0.054	51	4.800	23.040	1.120
25	4	0.233	0.054	44	-2.200	4.840	-0.513
26	2	-1.767	3.121	42	-4.200	17.640	7.420
27	4	0.233	0.054	53	6.800	46.240	1.587
28	4	0.233	0.054	30	-16.200	262.440	-3.780
29	4	0.233	0.054	43	-3.200	10.240	-0.747
30	4	0.233	0.054	50	3.800	14.440	0.887
	113.000	0.000	17.367	1386.000	0.000	1320.800	81.400
	3.767			46.200			

$$rxy = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{81.400}{\sqrt{(17.367)(1320.800)}} = \frac{81.400}{\sqrt{22938.334}}$$

$$= \frac{81.400}{151.454}$$

$$= 0.537$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL
PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 11

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	0.867	0.751	59	12.800	163.840	11.093
2	4	-0.133	0.018	50	3.800	14.440	-0.507
3	4	-0.133	0.018	51	4.800	23.040	-0.640
4	5	0.867	0.751	55	8.800	77.440	7.627
5	5	0.867	0.751	47	0.800	0.640	0.693
6	4	-0.133	0.018	39	-7.200	51.840	0.960
7	5	0.867	0.751	47	0.800	0.640	0.693
8	4	-0.133	0.018	33	-13.200	174.240	1.760
9	4	-0.133	0.018	48	1.800	3.240	-0.240
10	4	-0.133	0.018	41	-5.200	27.040	0.693
11	2	-2.133	4.551	32	-14.200	201.640	30.293
12	4	-0.133	0.018	42	-4.200	17.640	0.560
13	5	0.867	0.751	56	9.800	96.040	8.493
14	5	0.867	0.751	52	5.800	33.640	5.027
15	4	-0.133	0.018	48	1.800	3.240	-0.240
16	4	-0.133	0.018	50	3.800	14.440	-0.507
17	5	0.867	0.751	47	0.800	0.640	0.693
18	5	0.867	0.751	49	2.800	7.840	2.427
19	4	-0.133	0.018	42	-4.200	17.640	0.560
20	4	-0.133	0.018	46	-0.200	0.040	0.027
21	4	-0.133	0.018	49	2.800	7.840	-0.373
22	4	-0.133	0.018	46	-0.200	0.040	0.027
23	5	0.867	0.751	44	-2.200	4.840	-1.907
24	5	0.867	0.751	51	4.800	23.040	4.160
25	2	-2.133	4.551	44	-2.200	4.840	4.693
26	2	-2.133	4.551	42	-4.200	17.640	8.960
27	4	-0.133	0.018	53	6.800	46.240	-0.907
28	2	-2.133	4.551	30	-16.200	262.440	34.560
29	5	0.867	0.751	43	-3.200	10.240	-2.773
30	5	0.867	0.751	50	3.800	14.440	3.293
	124.000	0.000	27.467	1386.000	0.000	1320.800	119.200
	4.133			46.200			

$$r_{xy} = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{119.200}{\sqrt{(27.467)(1320.800)}} = \frac{119.200}{\sqrt{36278.414}}$$

$$= \frac{119.200}{190.469}$$

$$= 0.626$$

PENGUJIAN VALIDITAS TERHADAP VARIABEL PERSEPSI KARYAWAN MENGENAI KOMPENSASI

BUTIR 12

NO.RESP.	X	x1	x1²	Y	y1	y1²	x1y1
1	5	1.267	1.604	59	12.800	163.840	16.213
2	4	0.267	0.071	50	3.800	14.440	1.013
3	4	0.267	0.071	51	4.800	23.040	1.280
4	5	1.267	1.604	55	8.800	77.440	11.147
5	5	1.267	1.604	47	0.800	0.640	1.013
6	2	-1.733	3.004	39	-7.200	51.840	12.480
7	4	0.267	0.071	47	0.800	0.640	0.213
8	3	-0.733	0.538	33	-13.200	174.240	9.680
9	4	0.267	0.071	48	1.800	3.240	0.480
10	4	0.267	0.071	41	-5.200	27.040	-1.387
11	2	-1.733	3.004	32	-14.200	201.640	24.613
12	4	0.267	0.071	42	-4.200	17.640	-1.120
13	5	1.267	1.604	56	9.800	96.040	12.413
14	4	0.267	0.071	52	5.800	33.640	1.547
15	4	0.267	0.071	48	1.800	3.240	0.480
16	4	0.267	0.071	50	3.800	14.440	1.013
17	2	-1.733	3.004	47	0.800	0.640	-1.387
18	4	0.267	0.071	49	2.800	7.840	0.747
19	4	0.267	0.071	42	-4.200	17.640	-1.120
20	4	0.267	0.071	46	-0.200	0.040	-0.053
21	4	0.267	0.071	49	2.800	7.840	0.747
22	4	0.267	0.071	46	-0.200	0.040	-0.053
23	2	-1.733	3.004	44	-2.200	4.840	3.813
24	4	0.267	0.071	51	4.800	23.040	1.280
25	4	0.267	0.071	44	-2.200	4.840	-0.587
26	4	0.267	0.071	42	-4.200	17.640	-1.120
27	5	1.267	1.604	53	6.800	46.240	8.613
28	2	-1.733	3.004	30	-16.200	262.440	28.080
29	2	-1.733	3.004	43	-3.200	10.240	5.547
30	4	0.267	0.071	50	3.800	14.440	1.013
	112.000	0.000	27.867	1386.000	0.000	1320.800	136.600
	3.733			46.200			

$$r_{xy} = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}} = \frac{136.600}{\sqrt{(27.867)(1320.800)}} = \frac{136.600}{\sqrt{36806.734}}$$

$$= \frac{136.600}{191.851}$$

$$= 0.712$$