

**LAMPIRAN 8**  
**HASIL UJI ANALISIS JALUR (PATH ANALYSIS) TAHAP I**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.826	3.818		2.050	.042
	Kompensasi	.413	.101	.317	4.092	.000
	Lingkungan Kerja	.470	.119	.305	3.935	.000

a. Dependent Variable: Motivasi

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	260.538	2	130.269	18.378	.000 <sup>b</sup>
	Residual	935.654	132	7.088		
	Total	1196.193	134			

a. Dependent Variable: Motivasi  
b. Predictors: (Constant), Lingkungan Kerja, Kompensasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.467 <sup>a</sup>	.218	.206	2.66238

a. Predictors: (Constant), Lingkungan Kerja, Kompensasi

LAMPIRAN 9  
HASIL UJI ANALISIS JALUR (PATH ANALYSIS) TAHAP II

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.196	3.303		1.270	.206
	Kompensasi	.234	.091	.174	2.563	.012
	Lingkungan Kerja	.649	.108	.409	6.033	.000
	Motivasi	.353	.074	.342	4.755	.000

a. Dependent Variable: Kinerja Karyawan

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	598.208	3	199.403	38.770	.000 <sup>b</sup>
	Residual	673.763	131	5.143		
	Total	1271.970	134			

a. Dependent Variable: Kinerja Karyawan  
b. Predictors: (Constant), Motivasi, Lingkungan Kerja, Kompensasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.686 <sup>a</sup>	.470	.458	2.26787

a. Predictors: (Constant), Motivasi, Lingkungan Kerja, Kompensasi