

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	TOT
Q10	Pearson Correlation	.075	.529**	.310	.628**	.605**	.467*	.064	.512	.141	1	.474*	.366	.666**
	Sig. (2-tailed)	.754	.016	.183	.003	.005	.038	.788	.021	.552		.035	.112	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Q11	Pearson Correlation	.417	.905**	.178	.436	.858**	.159	.415	.956**	.594**	.474*	1	.364	.833**
	Sig. (2-tailed)	.067	.000	.453	.055	.000	.503	.069	.000	.006	.035		.115	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Q12	Pearson Correlation	.466	.462	.738**	.589**	.460	.589**	.287	.369	.224	.366	.364	1	.686**
	Sig. (2-tailed)	.038	.040	.000	.006	.041	.006	.220	.109	.342	.112	.115		.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
TOT	Pearson Correlation	.506	.890**	.542	.691**	.919**	.443	.542	.866**	.618**	.666**	.833**	.686**	1
	Sig. (2-tailed)	.023	.000	.014	.001	.000	.050	.014	.000	.004	.001	.000	.001	
	N	20	20	20	20	20	20	20	20	20	20	20	20	20

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

Reliability Statistics

Cronbach's Alpha	N of Items
.761	13

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

Reliability

Reliability Instrument Iklim Komunikasi

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded ^a	0	.0
	Total	20	100.0

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

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	94.15	148.976	.472	.755
Q2	94.05	139.629	.877	.734
Q3	94.40	145.516	.494	.749
Q4	93.85	147.082	.669	.750
Q5	94.10	139.358	.909	.733
Q6	93.85	150.239	.409	.757
Q7	94.65	147.397	.504	.752

Q8	94.00	139.895	.850	.735
Q9	94.80	140.589	.562	.741
Q10	95.20	135.958	.603	.733
Q11	94.05	140.682	.814	.737

Q12	94.50	143.842	.654	.744
TOT	49.20	38.905	1.000	.885

Validity Instrument Motivasi Kerja (Y)

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	TOT
Q1	Pearson Correlation	1	.536**	.338	.410	.832**	.962**	.501*	.323	.873**
	Sig. (2-tailed)		.015	.144	.072	.000	.000	.024	.165	.000
	N	20	20	20	20	20	20	20	20	20
Q2	Pearson Correlation	.536**	1	.541*	.348	.398	.517*	.383	.657**	.693**
	Sig. (2-tailed)	.015		.014	.133	.082	.020	.095	.002	.001
	N	20	20	20	20	20	20	20	20	20
Q3	Pearson Correlation	.338	.541*	1	.183	.163	.379	.182	.835**	.553**
	Sig. (2-tailed)	.144	.014		.441	.493	.100	.441	.000	.011
	N	20	20	20	20	20	20	20	20	20
Q4	Pearson Correlation	.410	.348	.183	1	.548*	.480*	.974**	.014	.699**
	Sig. (2-tailed)	.072	.133	.441		.012	.032	.000	.952	.001
	N	20	20	20	20	20	20	20	20	20
Q5	Pearson Correlation	.832**	.398	.163	.548*	1	.811**	.619**	.161	.828**
	Sig. (2-tailed)	.000	.082	.493	.012		.000	.004	.497	.000
	N	20	20	20	20	20	20	20	20	20
Q6	Pearson Correlation	.962**	.517*	.379	.480*	.811**	1	.571**	.352	.901**
	Sig. (2-tailed)	.000	.020	.100	.032	.000		.009	.128	.000
	N	20	20	20	20	20	20	20	20	20
Q7	Pearson Correlation	.501*	.383	.182	.974**	.619**	.571**	1	.028	.756**
	Sig. (2-tailed)	.024	.095	.441	.000	.004	.009		.908	.000
	N	20	20	20	20	20	20	20	20	20
Q8	Pearson Correlation	.323	.657**	.835**	.014	.161	.352	.028	1	.500*
	Sig. (2-tailed)	.165	.002	.000	.952	.497	.128	.908		.025

	N	20	20	20	20	20	20	20	20	20
TOT	Pearson Correlation	.873**	.693**	.553	.699**	.828**	.901**	.756**	.500*	1
	Sig. (2-tailed)	.000	.001	.011	.001	.000	.000	.000	.025	
	N	20	20	20	20	20	20	20	20	20

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
.778	9

Reliability

Reliability Instrument
Motivasi Kerja

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded ^a	0	.0
	Total	20	100.0

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

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	63.30	105.800	.846	.735
Q2	62.95	117.208	.664	.767
Q3	63.40	117.095	.501	.769
Q4	63.30	112.221	.652	.756
Q5	63.45	105.524	.790	.737
Q6	63.20	104.695	.879	.732
Q7	63.35	110.450	.714	.750
Q8	63.30	118.221	.446	.772
TOT	33.75	31.566	1.000	.876