

## Lampiran 1

### Kuesioner Penelitian

#### Identitas responden :

Nama Karyawan :  
Umur :  
Jenis Kelamin : Laki-Laki  
Lama Bekerja :  
Pendidikan Terakhir :  
Status : Pegawai Tetap

#### Petunjuk pengisian :

1. Mohon kuesioner ini diisi secara lengkap dari seluruh pertanyaan/pernyataan yang telah disediakan.
2. Silahkan memberikan tanda () pada jawaban pilihan anda.
3. Terdapat 4 (empat) alternatif pengisian jawaban, yaitu :
  - SS = Sangat Setuju
  - S = Setuju
  - TS = Tidak Setuju
  - STS = Sangat Tidak Setuju

**KOMPENSASI (X1)**

No	Pertanyaan/Pernyataan	Skor			
		(SS)	(S)	(TS)	(STS)
	<b>Finansial Langsung :</b>				
1	Perusahaan tempat saya bekerja, dalam memberikan gaji setiap bulan telah mampu memenuhi kebutuhan sehari-hari.				
2	Perusahaan tempat saya bekerja, dalam memberikan gaji setiap bulan kepada karyawan cukup layak serta sesuai dengan penempatan kerja.				
3	Besarnya komisi yang diberikan perusahaan sesuai dengan berat ringannya pekerjaan.				
4	Perusahaan telah memberikan komisi secara adil kepada karyawan.				
5	Bonus yang diberikan perusahaan selama ini dapat meningkatkan semangat kerja dalam bekerja.				
6	Bonus yang diterima telah sesuai dengan yang diharapkan.				
	<b>Finansial Tidak Lansung :</b>				
7	Tunjangan yang diberikan diluar gaji pokok mencukupi kebutuhan.				
8	Saya merasa, bahwa tunjangan yang diberikan sesuai dengan peranan/posisi saya diperusahaan.				
9	Saya merasa aman dengan adanya asuransi yang diberikan.				
10	Biaya pengobatan apabila sakit ditanggung perusahaan.				
11	Perusahaan memiliki rencana pemberian pesangon kepada karyawan yang meninggal.				
12	Adanya pertolongan sosial yang selalu siap sedia ketika karyawan membutuhkan pertolongan.				

	<b>Bentuk Pekerjaan :</b>				
13	Pihak perusahaan memberikan kepercayaan kepada karyawan untuk bertanggung jawabkan tugas-tugasnya.				
14	Tanggung jawab yang diberikan membuat semangat dalam menyelesaikan pekerjaan.				
15	Perusahaan memberikan kesempatan bagi karyawan mengikuti pelatihan untuk meningkatkan kemampuan.				
16	Pengakuan dari atasan diberikan atas hasil kerja yang telah anda capai.				
17	Perusahaan memberikan promosi jabatan yang lebih tinggi apabila prestasi kerja memuaskan.				
18	Penghargaan diberikan(dalam bentuk uang, barang, dll) apabila kinerjanya baik.				
	<b>Bentuk Lingkungan :</b>				
19	Suasana kerja saat ini sangat nyaman dan membuat saya bergairah dalam bekerja.				
20	Kondisi kerja berupa fasilitas (kamar mandi, tempat istirahat, dll) dan lingkungan di gudang ini sangat mendukung dan memadai.				
21	Adanya toleransi waktu untuk beribadah kepada karyawan yang ingin melakukan ibadah.				
22	Perusahaan memberikan ijin keluar jam kerja saat karyawan memang memiliki urusan penting.				
23	Pembagian kerja di perusahaan sangat baik membuat saya dapat mengerjakan dengan baik.				
24	Posisi saat ini dijalani dengan semangat sehingga membuat kinerja meningkat.				

**MOTIVASI (X2)**

No	Pertanyaan/Pernyataan	Skor			
		(SS)	(S)	(TS)	(STS)
	<b>Kebutuhan Fisiologis :</b>				
1	Selama bekerja di perusahaan ini kebutuhan akan makanan dan minuman tercukupi				
2	Selama ini kebutuhan pakaian termasuk tunjangan yang diberikan perusahaan tercukupi				
3	Selama bekerja kebutuhan akan fasilitas rumah dapat dipenuhi perusahaan				
	<b>Kebutuhan Rasa Aman :</b>				
4	Kenyamanan bekerja cukup baik				
5	Urusan pribadi dipisahkan dari urusan pekerjaan				
6	Saya merasa diperlakukan adil dalam pekerjaan				
	<b>Kebutuhan Berafiliasi :</b>				
7	Banyak kesempatan untuk bercakap-cakap dan bertukar pikiran dengan rekan-rekan sekerja				
8	Saran dan keluhan saya didengar oleh pihak perusahaan				
9	Adanya kesempatan untuk mengembangkan hubungan dekat dengan rekan-rekan sekerja				
	<b>Kebutuhan Penghargaan :</b>				
10	Penghargaan lebih baik diberikan dalam bentuk uang dibandingkan dalam bentuk lain(piagam, piala, barang, dll)				
11	Pimpinan saya selalu memberikan pujian kepada karyawan yang bekinerja baik				
12	Pihak perusahaan memberikan penghargaan kepada karyawan yang berprestasi				
	<b>Kebutuhan Aktualisasi Diri :</b>				
13	Manajemen perusahaan selalu menerima ide-ide dari karyawan				
14	Saya mampu menyelesaikan pekerjaan dengan tepat waktu				
15	Adanya pembagian wewenang yang diberikan pimpinan kepada bawahan				

**KINERJA KARYAWAN (Y)**

No	Pertanyaan/pernyataan	Skor			
		(SS)	(S)	(TS)	(STS)
	<b>Kualitas Kerja :</b>				
1	Karyawan sangat teliti dalam melaksanakan pekerjaan.				
2	Pekerjaan yang dilakukan sesuai dengan mekanisme kerja yang telah ditentukan.				
3	Karyawan tetap bekerja dengan baik walaupun pimpinan tidak di tempat.				
4	Kecakapan kerja karyawan dalam melaksanakan tugas sangat baik.				
	<b>Kuantitas Kerja :</b>				
5	Turut campur dalam kerja sama membuat pengiriman lebih mudah dan cepat.				
6	Dengan kerja tim target yang ditentukan dapat tercapai				
7	Karyawan dapat menyelesaikan pekerjaan sesuai permintaan pimpinan.				
8	Kemampuan mengerjakan pekerjaan sesuai target yang ditentukan perusahaan.				
	<b>Kehadiran :</b>				
9	Karyawan selalu masuk dan pulang kerja sesuai waktu yang telah ditentukan.				
10	Tingkat kehadiran keseluruhan karyawan selalu sempurna/baik.				
11	Karyawan bersedia melewati batas waktu normal (lembur) jika pekerjaan belum selesai.				
12	Karyawan selalu melapor ijin kepada atasan jika ada urusan yang ingin diselesaikan di luar pekerjaan.				
	<b>Kerja Sama</b>				
13	Komunikasi yang baik selalu diperlihatkan ketika bekerja dengan sesama rekan kerja.				

14	Hubungan yang harmonis antara atasan dan karyawan selalu dibina dengan baik.				
15	Karyawan melibatkan semua pihak yang terlibat dalam menyelesaikan masalah.				
16	Karyawan menghargai adanya perbedaan pendapat baik dengan pimpinan ataupun dengan rekan kerja.				
	<b>Efektivitas :</b>				
17	Tingkat inovasi karyawan baik, dalam menemukan cara-cara baru yang dapat mempercepat pekerjaan.				
18	Pekerjaan yang diberikan tidak ditunda-tunda dan tepat waktu sesuai perusahaan berikan.				
19	Karyawan selalu mengikuti agenda atau jadwal kerja yang telah ditentukan.				
20	Setiap hari bekerja selama 8 jam sesuai dengan ketentuan perusahaan.				



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NO	Motivasi															Total
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### Lampiran 3 Hasil Uji Validitas Kompensasi

#### Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	X1.24	Total
X1.1 Pearson Correlation	1	.583	.599	.455	.471	.582	.472	.647	.521	.323	.434	.518	.522	.701	.431	.402	.370	.435	.384	.439	.550	.666	.438	.423	.653
Sig. (2-tailed)		.000	.000	.002	.001	.000	.001	.000	.000	.031	.003	.000	.000	.000	.003	.006	.012	.003	.009	.003	.000	.000	.003	.004	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.2 Pearson Correlation	.583	1	.611	.477	.502	.570	.605	.569	.633	.406	.419	.513	.679	.470	.599	.477	.567	.463	.390	.529	.438	.637	.510	.445	.707
Sig. (2-tailed)	.000		.000	.001	.000	.000	.000	.000	.000	.006	.004	.000	.000	.001	.000	.001	.000	.001	.008	.000	.003	.000	.000	.002	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.3 Pearson Correlation	.599	.611	1	.761	.635	.761	.397	.686	.637	.347	.619	.643	.748	.562	.717	.724	.649	.664	.571	.456	.514	.706	.598	.593	.836
Sig. (2-tailed)	.000	.000		.000	.000	.000	.007	.000	.000	.020	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.000	.000	.000	.000	.000
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X1.4 Pearson Correlation	.455	.477	.761	1	.837	.634	.306	.637	.664	.584	.629	.717	.671	.425	.673	.633	.604	.653	.638	.549	.505	.570	.517	.550	.809
Sig. (2-tailed)	.002	.001	.000		.000	.000	.041	.000	.000	.000	.000	.000	.000	.004	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
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X1.5 Pearson Correlation	.471	.502	.635	.837	1	.705	.401	.674	.678	.643	.761	.764	.691	.409	.616	.511	.654	.662	.722	.635	.520	.590	.590	.610	.835
Sig. (2-tailed)	.001	.000	.000	.000		.000	.006	.000	.000	.000	.000	.000	.000	.005	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.6 Pearson Correlation	.582	.570	.761	.634	.705	1	.629	.651	.645	.491	.672	.779	.782	.707	.787	.604	.735	.772	.770	.674	.545	.706	.749	.673	.906
Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.7 Pearson Correlation	.472	.605	.397	.306	.401	.629	1	.481	.546	.389	.268	.594	.600	.553	.597	.363	.527	.454	.449	.604	.440	.512	.430	.362	.639
Sig. (2-tailed)	.001	.000	.007	.041	.006	.000		.001	.000	.008	.075	.000	.000	.000	.000	.014	.000	.002	.002	.000	.002	.000	.003	.015	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.8 Pearson Correlation	.647	.569	.686	.637	.674	.651	.481	1	.706	.360	.550	.694	.665	.481	.584	.511	.587	.577	.563	.544	.534	.582	.460	.548	.777
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001		.000	.015	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.9 Pearson Correlation	.521	.633	.637	.664	.678	.645	.546	.706	1	.648	.540	.678	.658	.378	.604	.363	.601	.609	.601	.730	.496	.740	.415	.435	.786
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.010	.000	.014	.000	.000	.000	.000	.001	.000	.005	.003	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.10 Pearson Correlation	.323	.406	.347	.584	.643	.491	.389	.360	.648	1	.515	.507	.482	.242	.491	.373	.474	.402	.577	.759	.435	.507	.355	.307	.621
Sig. (2-tailed)	.031	.006	.020	.000	.000	.001	.008	.015	.000		.000	.000	.001	.109	.001	.012	.001	.006	.000	.000	.003	.000	.017	.040	.000

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

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

## Lampiran 4 Hasil Uji Reliabilitas Kompensasi

RELIABILITY

```
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10 X1.11 X1.12
X1.13 X1.14 X1.15 X1.16 X1.17 X1.18 X1.19 X1.20 X1.21 X1.22 X1.23 X1.24
/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA
```

### Reliability

#### Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded <sup>a</sup>	0	0.0
	Total	45	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.968	24



X2.1 2	Pearson Correlation	.271	.495**	.263	.633**	.635**	.494**	.365*	.665**	.382**	.352*	.713**	1	.741**	.511**	.340*	.808**
	Sig. (2-tailed)	.072	.001	.081	.000	.000	.001	.014	.000	.010	.018	.000		.000	.000	.022	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X2.1 3	Pearson Correlation	.180	.285	.139	.418**	.420**	.338*	.248	.499**	.366*	.195	.574**	.741**	1	.499**	.161	.626**
	Sig. (2-tailed)	.238	.058	.364	.004	.004	.023	.100	.000	.014	.200	.000	.000		.000	.290	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X2.1 4	Pearson Correlation	.431**	.375*	.420**	.392**	.489**	.160	.200	.587**	.328*	.475**	.480**	.511**	.499**	1	.410**	.669**
	Sig. (2-tailed)	.003	.011	.004	.008	.001	.295	.189	.000	.028	.001	.001	.000	.000		.005	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X2.1 5	Pearson Correlation	.515**	.202	.170	.126	.274	.293	.262	.422**	.395**	.189	.353*	.340*	.161	.410**	1	.488**
	Sig. (2-tailed)	.000	.184	.264	.409	.068	.051	.082	.004	.007	.214	.017	.022	.290	.005		.001
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Total	Pearson Correlation	.551**	.761**	.571**	.663**	.776**	.638**	.608**	.816**	.638**	.558**	.821**	.808**	.626**	.669**	.488**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45

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

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

## Lampiran 6 Hasil Uji Reliabilitas Motivasi

```
RELIABILITY
  /VARIABLES=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
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

### Reliability

#### Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded <sup>a</sup>	0	0.0
	Total	45	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.912	15

## Lampiran 7 Hasil Uji Validitas Kinerja

### 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.13	Y.14	Y.15	Y.16	Y.17	Y.18	Y.19	Y.20	Total
Y.1 Pearson Correlation	1	.605 <sup>**</sup>	.490 <sup>**</sup>	.392 <sup>**</sup>	.308 <sup>**</sup>	.243 <sup>**</sup>	.404 <sup>**</sup>	.013	.082	.427 <sup>**</sup>	.372 <sup>**</sup>	.394 <sup>**</sup>	.390 <sup>**</sup>	.234 <sup>**</sup>	.201 <sup>**</sup>	.275 <sup>**</sup>	.356 <sup>**</sup>	.198 <sup>**</sup>	.425 <sup>**</sup>	.394 <sup>**</sup>	.565 <sup>**</sup>
Sig. (2-tailed)		.000	.001	.008	.039	.107	.006	.935	.591	.003	.012	.007	.008	.122	.186	.067	.016	.192	.004	.007	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.2 Pearson Correlation	.605 <sup>**</sup>	1	.649 <sup>**</sup>	.450 <sup>**</sup>	.391 <sup>**</sup>	.142	.390 <sup>**</sup>	-.018	.031	-.286	.377 <sup>**</sup>	.271 <sup>**</sup>	.467 <sup>**</sup>	.288	.401 <sup>**</sup>	.388 <sup>**</sup>	.388 <sup>**</sup>	.347 <sup>**</sup>	.550 <sup>**</sup>	.271 <sup>**</sup>	.594 <sup>**</sup>
Sig. (2-tailed)	.000		.000	.002	.008	.351	.008	.909	.838	.057	.011	.072	.001	.055	.006	.008	.008	.019	.000	.072	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.3 Pearson Correlation	.490 <sup>**</sup>	.649 <sup>**</sup>	1	.354 <sup>**</sup>	.399 <sup>**</sup>	.284	.304 <sup>**</sup>	.043	-.110	-.264	.259	.363 <sup>**</sup>	.437 <sup>**</sup>	.201	.374 <sup>**</sup>	.330 <sup>**</sup>	.411 <sup>**</sup>	.168	.450 <sup>**</sup>	.363 <sup>**</sup>	.553 <sup>**</sup>
Sig. (2-tailed)	.001	.000		.017	.007	.059	.043	.777	.079	.086	.014	.003	.186	.011	.027	.005	.269	.002	.014	.000	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.4 Pearson Correlation	.392 <sup>**</sup>	.450 <sup>**</sup>	.354 <sup>**</sup>	1	.486 <sup>**</sup>	.029	.188	.013	.082	.227	.140	.230	.234	.234	.201	.437 <sup>**</sup>	.194	.459 <sup>**</sup>	.370 <sup>**</sup>	.230	.475 <sup>**</sup>
Sig. (2-tailed)	.008	.002	.017		.001	.852	.217	.935	.591	.134	.361	.129	.122	.122	.186	.003	.201	.002	.012	.129	.001
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.5 Pearson Correlation	.308 <sup>**</sup>	.391 <sup>**</sup>	.399 <sup>**</sup>	.486 <sup>**</sup>	1	.330 <sup>**</sup>	.398 <sup>**</sup>	.343 <sup>**</sup>	.240	.600 <sup>**</sup>	.459 <sup>**</sup>	.513 <sup>**</sup>	.464 <sup>**</sup>	.258	.632 <sup>**</sup>	.697 <sup>**</sup>	.555 <sup>**</sup>	.696 <sup>**</sup>	.678 <sup>**</sup>	.513 <sup>**</sup>	.801 <sup>**</sup>
Sig. (2-tailed)	.039	.008	.007	.001		.027	.007	.021	.112	.000	.002	.000	.001	.087	.000	.000	.000	.000	.000	.000	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.6 Pearson Correlation	.243 <sup>**</sup>	.142	.284	.029	.330 <sup>**</sup>	1	.545 <sup>**</sup>	.150	-.087	-.297 <sup>**</sup>	.142	.286	.303 <sup>**</sup>	.220	.189	.389 <sup>**</sup>	.303 <sup>**</sup>	.188	.196	.286	.425 <sup>**</sup>
Sig. (2-tailed)	.107	.351	.059	.852	.027		.000	.325	.570	.048	.351	.057	.043	.146	.214	.008	.043	.216	.197	.057	.004
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.7 Pearson Correlation	.404 <sup>**</sup>	.390 <sup>**</sup>	.304 <sup>**</sup>	.188	.398 <sup>**</sup>	.545 <sup>**</sup>	1	.420 <sup>**</sup>	.146	.508 <sup>**</sup>	.390 <sup>**</sup>	.419 <sup>**</sup>	.379 <sup>**</sup>	.546 <sup>**</sup>	.468 <sup>**</sup>	.626 <sup>**</sup>	.626 <sup>**</sup>	.424 <sup>**</sup>	.500 <sup>**</sup>	.419 <sup>**</sup>	.711 <sup>**</sup>
Sig. (2-tailed)	.006	.008	.043	.217	.007	.000		.004	.338	.000	.008	.004	.010	.000	.001	.000	.000	.004	.000	.004	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.8 Pearson Correlation	.013	-.018	.043	.013	.343 <sup>**</sup>	.150	.420 <sup>**</sup>	1	.254	.264	.342 <sup>**</sup>	.288	.201	.201	.420 <sup>**</sup>	.287	.437 <sup>**</sup>	.300 <sup>**</sup>	.313 <sup>**</sup>	.288	.445 <sup>**</sup>
Sig. (2-tailed)	.935	.909	.777	.935	.021	.325	.004		.092	.080	.022	.055	.186	.186	.004	.056	.003	.045	.037	.055	.002
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.9 Pearson Correlation	.082	-.031	-.110	.082	.240	-.087	.146	.254	1	.324 <sup>**</sup>	.346 <sup>**</sup>	.111	.316 <sup>**</sup>	.126	.353 <sup>**</sup>	.263	.263	.191	.132	.111	.308 <sup>**</sup>
Sig. (2-tailed)	.591	.838	.470	.591	.112	.570	.338	.092		.030	.020	.468	.034	.408	.018	.081	.081	.210	.386	.468	.039
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.10 Pearson Correlation	.427 <sup>**</sup>	.286	.264	.227	.600 <sup>**</sup>	.297 <sup>**</sup>	.508 <sup>**</sup>	.264	.324 <sup>**</sup>	1	.592 <sup>**</sup>	.428 <sup>**</sup>	.436 <sup>**</sup>	.205	.506 <sup>**</sup>	.602 <sup>**</sup>	.522 <sup>**</sup>	.381 <sup>**</sup>	.559 <sup>**</sup>	.428 <sup>**</sup>	.698 <sup>**</sup>
Sig. (2-tailed)	.003	.057	.079	.134	.000	.048	.000	.080	.030		.000	.003	.003	.176	.000	.000	.000	.010	.000	.003	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.11 Pearson Correlation	.372 <sup>**</sup>	.377 <sup>**</sup>	.259	.140	.459 <sup>**</sup>	.142	.390 <sup>**</sup>	.342 <sup>**</sup>	.346 <sup>**</sup>	.592 <sup>**</sup>	1	.333 <sup>**</sup>	.557 <sup>**</sup>	.109	.401 <sup>**</sup>	.481 <sup>**</sup>	.574 <sup>**</sup>	.347 <sup>**</sup>	.425 <sup>**</sup>	.333 <sup>**</sup>	.618 <sup>**</sup>
Sig. (2-tailed)	.012	.011	.086	.361	.002	.351	.008	.022	.020	.000		.025	.000	.475	.006	.001	.000	.019	.004	.025	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.12 Pearson Correlation	.394 <sup>**</sup>	.271	.363 <sup>**</sup>	.230	.513 <sup>**</sup>	.286	.419 <sup>**</sup>	.288	.111	.428 <sup>**</sup>	.333 <sup>**</sup>	1	.351 <sup>**</sup>	.161	.517 <sup>**</sup>	.331 <sup>**</sup>	.527 <sup>**</sup>	.473 <sup>**</sup>	.670 <sup>**</sup>	1.000 <sup>**</sup>	.718 <sup>**</sup>
Sig. (2-tailed)	.007	.072	.014	.129	.000	.057	.004	.055	.468	.003	.025		.018	.290	.000	.027	.000	.001	.000	0.000	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.13 Pearson Correlation	.390 <sup>**</sup>	.467 <sup>**</sup>	.437 <sup>**</sup>	.234	.464 <sup>**</sup>	.303 <sup>**</sup>	.379 <sup>**</sup>	.201	.316 <sup>**</sup>	.436 <sup>**</sup>	.557 <sup>**</sup>	.351 <sup>**</sup>	1	.190	.394 <sup>**</sup>	.363 <sup>**</sup>	.457 <sup>**</sup>	.482 <sup>**</sup>	.565 <sup>**</sup>	.351 <sup>**</sup>	.652 <sup>**</sup>
Sig. (2-tailed)	.008	.001	.003	.122	.001	.043	.010	.186	.034	.003	.000	.018		.211	.007	.014	.002	.001	.000	.018	.000
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y.14 Pearson Correlation	.234	.288	.201	.234	.258	.220	.546 <sup>**</sup>	.201	.126	.205	.109	.161	.190	1	.472 <sup>**</sup>	.363 <sup>**</sup>	.457 <sup>**</sup>	.361 <sup>**</sup>	.377 <sup>**</sup>	.161	.475 <sup>**</sup>
Sig. (2-tailed)	.122	.055	.186	.122	.087	.146	.000	.186	.408	.176	.475	.290	.211		.001	.014	.002	.015	.011	.290	.001
N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45

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

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



## Lampiran 8 Hasil Uji Reliabilitas Kinerja

```
RELIABILITY
/VARIABLES=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.13 Y.14
Y.15 Y.16 Y.17 Y.18 Y.19 Y.20
/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA.
```

### Reliability

#### Scale: ALL VARIABLES

##### Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded <sup>a</sup>	0	0.0
	Total	45	100.0

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

##### Reliability Statistics

Cronbach's Alpha	N of Items
.920	20

### Lampiran 9 Hasil uji Multikolinearitas

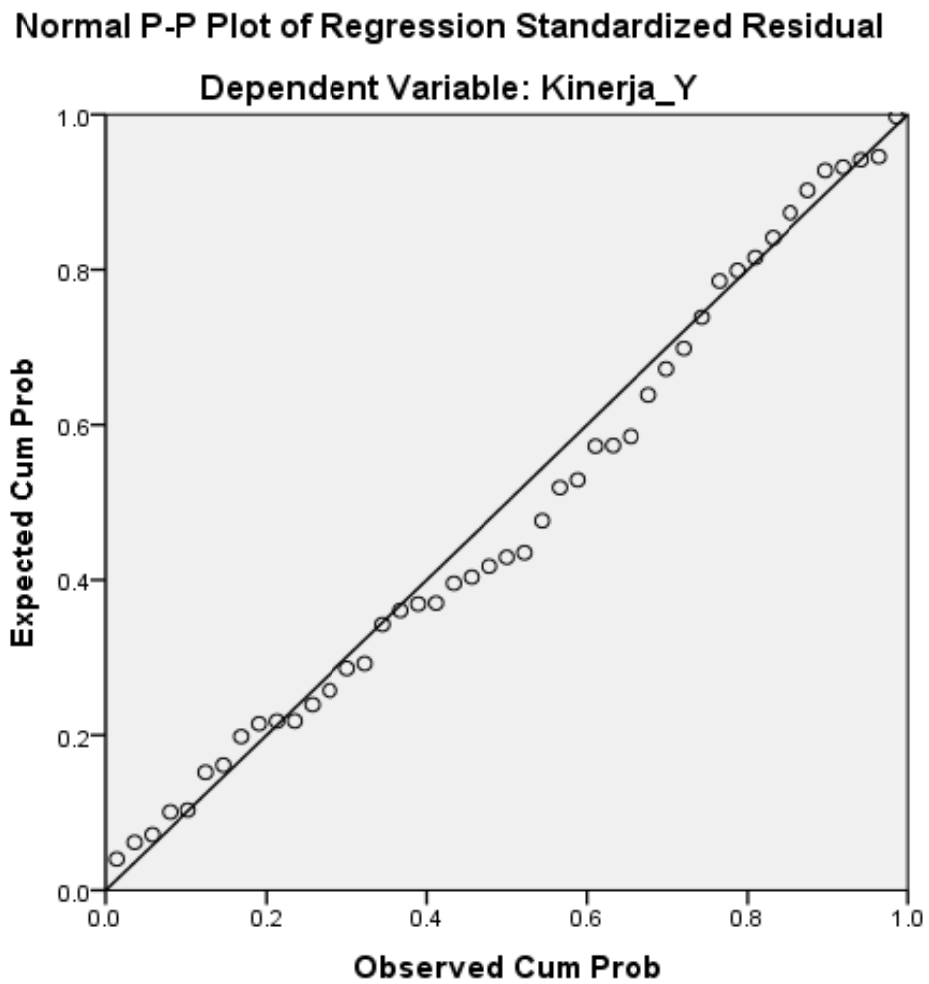
**Coefficients(a)**

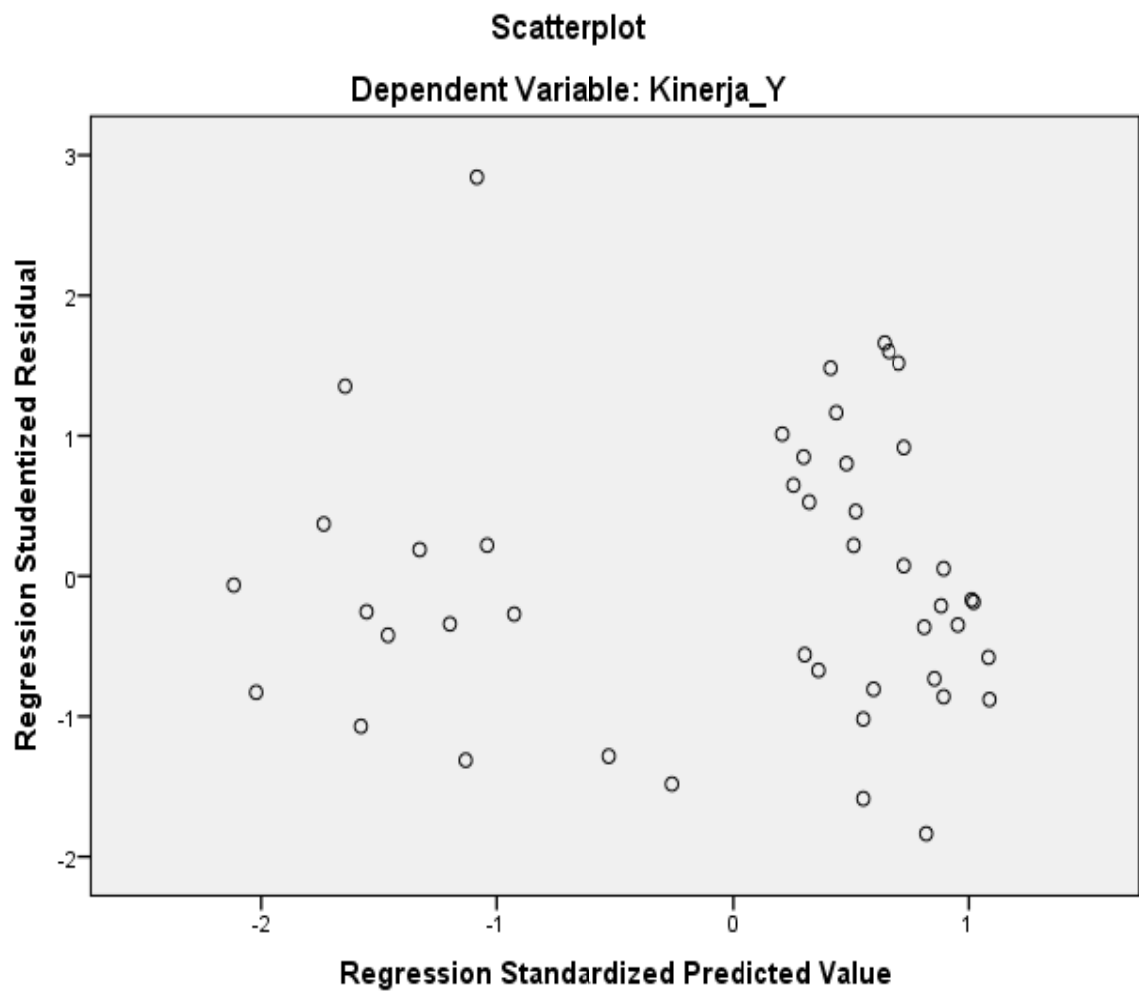
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	26.766	3.942		6.789	0.000		
	Kompensasi_X1	0.433	0.090	0.747	4.798	0.000	0.224	4.458
	Motivasi_X2	0.153	0.164	0.146	0.936	0.355	0.224	4.458

a. Dependent Variable: Kinerja\_Y

**Collinearity Diagnostics(a)**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				Motivasi_X2	(Constant)	Kompensasi_X1
1	1	2.984	1.000	0.00	0.00	0.00
	2	0.013	14.926	0.93	0.09	0.03
	3	0.002	34.805	0.07	0.91	0.97

**Lampiran 10 Hasil Uji Normalitas**

**Lampiran 11 Hasil Uji Heterokedastisitas**

## Lampiran 12 Hasil Analisis Regresi Linear Berganda

### Regression

#### Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja_Y	70.00	7.419	45
Kompensasi_X1	82.09	12.811	45
Motivasi_X2	50.27	7.050	45

#### Correlations

		Kinerja_Y	Kompensasi_X1	Motivasi_X2
Pearson Correlation	Kinerja_Y	1.000	0.876	0.804
	Kompensasi_X1	0.876	1.000	0.881
	Motivasi_X2	0.804	0.881	1.000
Sig. (1-tailed)	Kinerja_Y	.	0.000	0.000
	Kompensasi_X1	0.000	.	0.000
	Motivasi_X2	0.000	0.000	.
N	Kinerja_Y	45	45	45
	Kompensasi_X1	45	45	45
	Motivasi_X2	45	45	45

#### Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	Motivasi_X2, Kompensasi_X1(a)	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja\_Y

**Model Summary(b)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,878(a)	0.771	0.761	3.630

a. Predictors: (Constant), Motivasi\_X2, Kompensasi\_X1

b. Dependent Variable: Kinerja\_Y

**ANOVA(b)**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,868.488	2	934.244	70.890	,000(a)
	Residual	553.512	42	13.179		
	Total	2,422.000	44			

**Coefficients(a)**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	26.766	3.942		6.789	0.000		
	Kompensasi_X1	0.433	0.090	0.747	4.798	0.000	0.224	4.458
	Motivasi_X2	0.153	0.164	0.146	0.936	0.355	0.224	4.458

a. Dependent Variable: Kinerja\_Y