



UNIVERSITAS ESA UNGGUL
FAKULTAS EKONOMI
JURUSAN MANAJEMEN

Yth. Bapak/Ibu Karyawan

-

Di Tempat

Dengan hormat,

Dengan rangka memenuhi syarat untuk menyelesaikan program studi sarjana S1, Fakultas Ekonomi Universitas Esa Unggul, maka saya :

Ayu Lestari 2011-11-020

Bermaksud melakukan penelitian dengan menggali informasi dari Bapak/Ibu. Saya mohon dengan hormat kepada Bapak/Ibu untuk meluangkan waktu sejenak guna mengisi kuesioner yang terlampir berikut. Kuesioner ini bertujuan untuk mengukur sejauh mana pengaruh Kompensasi dan Disiplin Kerja Terhadap Produktivitas Kerja.

Kuesioner ini semata-mata untuk kepentingan studi dan sama sekali tidak ada sangkut pautnya dengan status Bapak/Ibu dalam pekerjaan. Saya akan menjaga kerahasiaan jawaban Bapak/Ibu.

Atas bantuan dan kesediaan Bapak/Ibu, saya ucapkan terima kasih yang sebesar-besarnya.

No. Responden :

1. Jenis Kelamin:

Pria

Wanita

2. Pendidikan Terakhir:

SMP

Diploma/Sarjana

SMA

Lain-Lain

3. Status:

Belum Menikah

Lain-Lain

Menikah

4. Gaji:

Rp. 1.000.000 - 1.500.000

Rp. 2.000.000 – 2.500.000

Rp. 1.500.000 - 2.000.000

Rp. 2.500.000 – 3.000.000

* Berilah tanda *Check list* (✓) pada jawaban yang sesuai dengan Bapak/Ibu

PETUNJUK PENGISIAN

1. Kuesioner ini terdiri dari pertanyaan dengan 4 alternatif jawaban
2. Cara mengisi jawaban dengan cara member tanda *check list* (✓) pada kolom :
 - ✓ Sangat Tidak Setuju (STS)
 - ✓ Tidak Setuju (TS)
 - ✓ Setuju (S)
 - ✓ Sangat Setuju (SS)
3. Apabila Bapak/Ibu merasa jawaban yang telah dipilih kurang tepat, maka dapat diperbaiki dengan member tanda sama dengan (=) pada jawaban yang dirasa kurang tepat tersebut, kemudian berilah tanda (✓) pada jawaban yang tepat.

Contoh :

STS	TS	S	SS
=			

KUISIONER

Variabel Kompensasi

No.	Pernyataan	STS	TS	S	SS
1.	Gaji yang Anda terima sesuai dengan beban pekerjaan Anda				
2.	Dalam pelaksanaan pemberian gaji selalu dilakukan tepat waktu				
3.	Bonus yang diberikan perusahaan sudah didasarkan dengan penyelesaian pekerjaan Anda				
4.	Penetapan uang lembur di perusahaan dihitung secara adil				
5.	Insentif diberikan sesuai dengan kualitas pekerjaan yang Anda hasilkan				
6.	Insentif memberikan semangat yang lebih dalam bekerja Anda				
7.	Terdapat asuransi kesehatan bagi karyawan-karyawan				
8.	Asuransi kesehatan memberikan rasa aman bagi karyawan				
9.	Tunjangan yang diberikan kepada para karyawan sudah sesuai dengan beban pekerjaan tambahan yang dikerjakan				
10.	Tunjangan hari raya yang diberikan oleh perusahaan sesuai dengan harapan Anda				
11.	Memberikan penghargaan yang sesuai kepada karyawan yang akan mengakhiri masa kerja (pensiun)				
12.	Dana pensiun memberikan kepuasan kepada Anda setelah pensiun bekerja				

Variabel Disiplin Kerja

No.	Pernyataan	STS	TS	S	SS
13.	Anda bekerja sesuai dengan waktu yang telah ditetapkan oleh perusahaan				
14.	Banyaknya hasil kerja yang Anda lakukan dapat dilihat dari waktu kerja				
15.	Anda dalam bekerja selalu mengutamakan tingkat ketelitian				
16.	Anda dalam melaksanakan tugas secara konsisten yang bersifat rutin				
17.	Anda mampu memenuhi instruksi dari atasan				
18.	Anda sangat berhati-hati dalam bekerja				
19.	Anda mampu mengenali masalah lalu mengambil tindakan korektif				
20.	Anda dalam menyelesaikan pekerjaan selalu tepat waktu				
21.	Anda berperilaku yang baik terhadap atasan maupun teman sekerja				
22.	Anda dapat menyelesaikan pekerjaan dengan cepat				

Variabel Produktivitas Kerja

No.	Pernyataan	STS	TS	S	SS
23.	Tugas diberikan sesuai dengan kemampuan Anda				
24.	Tanggung jawab diberikan sesuai dengan kemampuan Anda				
25.	Anda dapat menyelesaikan tugas Anda sebelum batas waktu yang diberikan kepada Anda habis (<i>deadline</i>)				
26.	Anda dapat menyelesaikan tugas yang diberikan tepat waktu				
27.	Anda dapat mencapai target yang ditetapkan perusahaan untuk Anda				
28.	Anda menyukai pekerjaan yang menuntut pemikiran				
29.	Anda melakukan evaluasi atas pekerjaan Anda sendiri sebelum Anda melaporkan kepada atasan Anda				
30.	Anda berusaha untuk menjadi lebih baik dari waktu ke waktu				

TABULASI PRETEST

VALIDITAS DAN RELIABILITAS																																	
RSPND	Kompensasi												Disiplin Kerja										Produktivitas									T	R
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P24	P26	P27	P28	P29	P30			
1	2	3	3	3	3	3	2	2	4	3	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	85	2.83	
2	3	3	4	3	4	4	4	4	3	4	4	4	3	3	4	4	4	4	4	4	3	3	3	3	3	3	4	3	4	4	107	3.57	
3	2	3	3	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	4	4	3	3	4	3	3	3	3	3	95	3.17		
4	3	3	3	2	3	3	2	2	2	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	3	3	2	3	3	83	2.77		
5	3	3	2	2	3	3	2	2	2	1	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	81	2.70		
6	2	3	3	3	4	4	4	4	4	4	4	3	3	3	4	3	3	4	4	3	4	3	3	3	3	3	2	3	3	4	100	3.33	
7	3	3	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	93	3.10		
8	2	4	2	1	2	4	2	1	1	1	1	1	4	1	2	3	4	4	1	1	4	1	2	3	1	2	4	3	4	4	70	2.33	
9	3	3	2	1	3	4	1	1	2	2	1	1	4	3	4	4	4	4	3	2	4	3	4	3	4	3	4	4	4	89	2.97		
10	4	4	3	1	3	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	113	3.77		
11	2	2	3	2	3	2	4	4	4	4	2	4	2	3	4	4	4	4	3	2	4	3	2	3	2	2	2	2	3	4	89	2.97	
12	3	3	2	3	3	2	3	4	2	3	4	3	3	3	2	3	3	4	3	3	3	3	3	4	3	3	2	3	3	4	90	3.00	
13	3	3	3	3	3	3	2	2	2	3	2	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	3	84	2.80	
14	1	3	2	2	3	2	2	2	2	3	2	3	2	3	2	3	2	3	3	3	3	2	3	2	2	2	2	2	3	3	72	2.40	
15	3	3	2	2	4	3	3	4	3	3	2	4	3	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	88	2.93	
16	3	4	3	4	4	4	4	3	3	4	4	4	3	3	4	4	3	4	3	4	3	3	4	3	3	4	3	3	3	4	105	3.50	
17	2	4	3	3	3	3	4	4	3	3	3	3	2	3	3	3	3	3	3	4	3	3	3	2	2	3	3	2	4	4	91	3.03	
18	3	4	2	3	4	4	3	4	3	3	3	4	3	4	3	3	4	4	4	3	4	4	4	4	3	4	3	3	3	4	104	3.47	
19	3	4	3	2	3	3	3	3	2	3	4	3	3	3	4	3	4	4	3	4	3	3	3	3	3	3	4	3	3	4	96	3.20	
20	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	90	3.00	
21	4	4	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	3	4	4	4	96	3.20	
22	3	4	4	4	3	3	2	4	4	4	3	3	3	3	4	4	4	4	3	4	4	3	3	4	3	3	3	3	3	4	103	3.43	
23	2	2	3	3	2	2	1	1	1	2	3	1	3	1	4	3	3	4	2	2	3	3	2	4	3	2	2	3	1	2	70	2.33	
24	3	3	3	3	4	4	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	96	3.20	
25	3	3	4	2	3	3	3	3	3	1	4	3	3	4	3	3	3	3	3	3	3	2	3	3	1	3	3	1	3	3	85	2.83	
26	3	3	3	2	4	3	3	4	3	3	4	4	3	3	4	3	3	4	3	3	3	4	4	3	3	3	2	3	3	3	96	3.20	
27	3	4	3	3	3	3	4	3	4	3	3	3	3	3	4	3	3	3	3	4	3	4	3	4	3	3	3	3	4	4	99	3.30	
28	3	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	3	4	4	3	4	3	3	3	4	113	3.77	
29	4	4	4	3	4	3	4	4	3	3	3	4	4	3	4	3	4	4	3	4	4	3	4	3	3	3	4	4	4	4	108	3.60	
30	4	3	3	3	3	4	3	3	3	3	4	4	4	3	3	3	3	3	4	4	4	3	4	4	3	3	4	3	3	4	102	3.40	

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	Total
Kompensasi	Pearson Correlation	1	.435	.253	-.007	.414	.318	.332	.360	.229	.113	.351	.288	.841	.281	.179	.346	.473	.307	.180	.447	.475	.274	.413	.439	.614	.272	.628	.536	.338	.450	.710
	Sig. (2-tailed)		.016	.177	.970	.023	.087	.073	.050	.224	.553	.057	.123	.000	.133	.343	.061	.008	.099	.342	.013	.008	.143	.023	.015	.000	.146	.000	.002	.068	.013	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.435	1	.079	.222	.499	.350	.388	.395	.272	.218	.271	.347	.287	.416	.175	.197	.320	.145	.253	.859	.289	.238	.540	.081	.310	.342	.527	.313	.600	.723	.677
	Sig. (2-tailed)	.016		.679	.237	.005	.058	.034	.031	.146	.248	.147	.060	.125	.022	.355	.297	.085	.445	.178	.000	.122	.206	.002	.670	.095	.064	.003	.093	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.253	.079	1	.378	-.028	.199	.175	-.027	.428	.286	.174	-.019	.191	.228	.552	.266	.319	.228	.141	.086	.380	-.113	.047	.128	-.093	.132	.237	.040	.120	.028	.367
	Sig. (2-tailed)	.177	.679		.039	.885	.292	.356	.886	.018	.125	.356	.920	.311	.225	.002	.155	.085	.225	.458	.652	.038	.551	.805	.501	.624	.487	.207	.833	.527	.885	.046
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	-.007	.222	.378	1	.095	.328	.177	.052	.130	.454	.362	.126	-.008	.184	.297	.084	.022	.184	.194	.162	.132	.154	.281	.361	.056	.290	-.017	.190	-.038	.164	.381
	Sig. (2-tailed)	.970	.237	.039		.617	.077	.349	.786	.495	.012	.050	.506	.967	.330	.111	.660	.908	.330	.304	.393	.487	.416	.133	.050	.769	.120	.928	.316	.843	.386	.038
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.414	.499	-.028	.095	1	.392	.464	.526	.261	.392	.312	.770	.352	.424	.245	.310	.342	.297	.164	.267	.365	.259	.785	.007	.352	.393	.205	.203	.295	.423	.677
	Sig. (2-tailed)	.023	.005	.885	.617		.032	.010	.003	.163	.032	.094	.000	.056	.020	.192	.096	.065	.111	.386	.154	.047	.167	.000	.970	.057	.032	.276	.282	.113	.020	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.318	.350	.199	.328	.392	1	.250	.086	.365	.180	.245	.273	.082	.280	.221	0.000	.153	-.177	.639	.332	.204	.247	.512	.141	.042	.864	.531	.310	.183	.122	.526
	Sig. (2-tailed)	.087	.058	.292	.077	.032		.183	.650	.047	.342	.192	.145	.668	.134	.240	1.000	.419	.349	.000	.073	.281	.188	.004	.458	.827	.000	.003	.095	.334	.520	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Kompensasi	Pearson Correlation	.332	.388*	.175	.177	.464**	.250	1	.572**	.487**	.368*	.278	.486**	.218	.537**	.224	.378*	.474**	.282	.222	.317	.262	.229	.321	.041	.111	.275	.270	.091	.620**	.605**	.659**
	Sig. (2-tailed)	.073	.034	.356	.349	.010	.183		.001	.006	.045	.137	.007	.248	.002	.234	.039	.008	.130	.239	.087	.163	.223	.084	.828	.560	.141	.150	.631	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.360	.395*	-.027	.052	.526**	.086	.572**	1	.519**	.288	.243	.477**	.174	.382*	.069	.309	.461*	.312	.226	.299	.296	.307	.259	.095	.162	.153	.143	.210	.487**	.590**	.593**
	Sig. (2-tailed)	.050	.031	.886	.786	.003	.650	.001		.003	.122	.196	.008	.359	.037	.719	.097	.010	.094	.229	.109	.113	.099	.167	.617	.392	.419	.452	.266	.006	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.229	.272	.428*	.130	.261	.365*	.487**	.519**	1	.420*	-.090	.367*	.005	.295	.255	.345	.388*	.005	.358	.278	.395*	.261	.137	.136	-.038	.313	.218	.104	.512**	.421*	.543**
	Sig. (2-tailed)	.224	.146	.018	.495	.163	.047	.006	.003		.021	.635	.046	.977	.113	.173	.062	.034	.978	.052	.137	.031	.164	.470	.474	.840	.092	.246	.584	.004	.020	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.113	.218	.286	.454*	.392*	.180	.368*	.288	.420*	1	.022	.395*	.042	.223	.428*	.510**	.378*	.431*	.228	.055	.530**	.249	.255	.111	.346	.197	-.023	.205	.204	.427*	.558**
	Sig. (2-tailed)	.553	.248	.125	.012	.032	.342	.045	.122	.021		.907	.031	.824	.235	.018	.004	.040	.017	.225	.774	.003	.184	.173	.561	.061	.298	.903	.276	.279	.019	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.351	.271	.174	.362*	.312	.245	.278	.243	-.090	.022	1	.330	.307	.385*	.163	0.000	.127	.193	.144	.254	-.030	.093	.556**	.269	.138	.247	.135	.202	-.030	.230	.445*
	Sig. (2-tailed)	.057	.147	.356	.050	.094	.192	.137	.196	.635	.907		.075	.098	.036	.389	1.000	.505	.308	.447	.176	.877	.625	.001	.150	.468	.188	.478	.284	.877	.221	.014
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompensasi	Pearson Correlation	.288	.347	-.019	.126	.770**	.273	.486**	.477**	.367*	.395*	.330	1	.177	.427*	.043	.072	.175	.009	.114	.255	.254	.180	.800**	.005	.108	.202	.217	.076	.367*	.517**	.566**
	Sig. (2-tailed)	.123	.060	.920	.506	.000	.145	.007	.008	.046	.031	.075		.348	.019	.823	.706	.356	.963	.548	.174	.176	.341	.000	.979	.572	.285	.250	.690	.046	.003	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Disiplin Kerja	Pearson Correlation	.841**	.287	.191	-.008	.352	.082	.218	.174	.005	.042	.307	.177	1	.218	.111	.469**	.513**	.505**	-.034	.303	.409*	.164	.365*	.476**	.755**	.016	.488**	.326	.049	.294	.559**
	Sig. (2-tailed)	.000	.125	.311	.967	.056	.668	.248	.359	.977	.824	.098	.348		.247	.559	.009	.004	.004	.857	.104	.025	.386	.047	.008	.000	.935	.006	.079	.796	.115	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Disiplin Kerja	Pearson Correlation	.281	.416*	.228	.184	.424*	.280	.537**	.382*	.295	.223	.385*	.427*	.218	1	.054	.275	.328	.213	.471**	.237	.366*	.009	.438*	.120	.023	.303	.164	-.194	.428*	.462*	.561**
	Sig. (2-tailed)	.133	.022	.225	.330	.020	.134	.002	.037	.113	.235	.036	.019	.247		.775	.141	.077	.257	.009	.207	.047	.964	.015	.529	.902	.103	.388	.304	.018	.010	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Disiplin Kerja	Pearson Correlation	.179	.175	.552**	.297	.245	.221	.224	.069	.255	.428*	.163	.043	.111	.054	1	.355	.442*	.435*	.109	.057	.434*	.336	.079	.244	.141	.117	.122	.295	-.067	.153	.449*
	Sig. (2-tailed)	.343	.355	.002	.111	.192	.240	.234	.719	.173	.018	.389	.823	.559	.775		.054	.014	.016	.568	.763	.017	.069	.680	.195	.456	.536	.522	.113	.726	.420	.013
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Disiplin Kerja	Pearson Correlation	.346	.197	.266	.084	.310	0.000	.378*	.309	.345	.510**	0.000	.072	.469**	.275	.355	1	.703**	.734**	.122	.097	.564**	0.000	0.000	.308	.477**	0.000	.103	-.091	0.000	.413*	.517**
	Sig. (2-tailed)	.061	.297	.155	.660	.096	1.000	.039	.097	.062	.004	1.000	.706	.009	.141	.054		.000	.000	.520	.611	.001	1.000	1.000	.097	.008	1.000	.589	.634	1.000	.023	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Disiplin Kerja	Pearson Correlation	.473**	.320	.319	.022	.342	.153	.474**	.461*	.388*	.378*	.127	.175	.513**	.328	.442*	.703**	1	.704**	.204	.142	.667**	.245	.140	.439*	.450**	.160	.373*	.252	.092	.505**	.677**
	Sig. (2-tailed)	.008	.085	.085	.908	.065	.419	.008	.010	.034	.040	.505	.356	.004	.077	.014	.000		.000	.280	.455	.000	.192	.462	.015	.013	.399	.042	.179	.627	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Disiplin Kerja	Pearson Correlation	.307	.145	.228	.184	.297	-.177	.282	.312	.005	.431*	.193	.009	.505**	.213	.435*	.734**	.704**	1	.022	-.059	.504**	.226	.032	.371*	.520**	-.121	-.088	.111	-.159	.335	.466**
	Sig. (2-tailed)	.099	.445	.225	.330	.111	.349	.130	.094	.978	.017	.308	.963	.004	.257	.016	.000	.000		.906	.756	.005	.230	.865	.043	.003	.523	.644	.559	.402	.070	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Disiplin Kerja	Pearson Correlation	.180	.253	.141	.194	.164	.639**	.222	.226	.358	.228	.144	.114	-.034	.471**	.109	.122	.204	.022	1	.237	.441*	.156	.259	.201	-.105	.545**	.301	.055	.248	.341	.441*
	Sig. (2-tailed)	.342	.178	.458	.304	.386	.000	.239	.229	.052	.225	.447	.548	.857	.009	.568	.520	.280	.906		.208	.015	.410	.167	.287	.581	.002	.106	.771	.186	.065	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Disiplin Kerja	Pearson Correlation	.447*	.859**	.086	.162	.267	.332	.317	.299	.278	.055	.254	.255	.303	.237	.057	.097	.142	-.059	.237	1	.146	.092	.428*	.066	.247	.224	.630**	.322	.582**	.667**	.550**
	Sig. (2-tailed)	.013	.000	.652	.393	.154	.073	.087	.109	.137	.774	.176	.174	.104	.207	.763	.611	.455	.756	.208		.443	.630	.018	.728	.189	.234	.000	.083	.001	.000	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Disiplin Kerja	Pearson Correlation	.475**	.289	.380*	.132	.365*	.204	.262	.296	.395*	.530**	-.030	.254	.409*	.366*	.434*	.564**	.667**	.504**	.441*	.146	1	.117	.239	.340	.316	.075	.239	.239	.186	.528**	.630**
	Sig. (2-tailed)	.008	.122	.038	.487	.047	.281	.163	.113	.031	.003	.877	.176	.025	.047	.017	.001	.000	.005	.015	.443		.537	.203	.066	.089	.695	.202	.204	.324	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Disiplin Kerja	Pearson Correlation	.274	.238	-.113	.154	.259	.247	.229	.307	.261	.249	.093	.180	.164	.009	.336	0.000	.245	.226	.156	.092	.117	1	.226	.418*	.456*	.258	.019	.536**	.149	.230	.418*
	Sig. (2-tailed)	.143	.206	.551	.416	.167	.188	.223	.099	.164	.184	.625	.341	.386	.964	.069	1.000	.192	.230	.410	.630	.537		.230	.022	.011	.169	.919	.002	.431	.222	.022
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Produktivitas	Pearson Correlation	.413*	.540**	.047	.281	.785**	.512**	.321	.259	.137	.255	.556**	.800**	.365*	.438*	.079	0.000	.140	.032	.259	.428*	.239	.226	1	.109	.270	.438*	.345	.240	.259	.402*	.638**
	Sig. (2-tailed)	.023	.002	.805	.133	.000	.004	.084	.167	.470	.173	.001	.000	.047	.015	.680	1.000	.462	.865	.167	.018	.203	.230		.566	.149	.015	.062	.201	.167	.028	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Produktivitas	Pearson Correlation	.439*	.081	.128	.361	.007	.141	.041	.095	.136	.111	.269	.005	.476**	.120	.244	.308	.439*	.371*	.201	.066	.340	.418*	.109	1	.438*	.136	.162	.342	-.263	.241	.420*
	Sig. (2-tailed)	.015	.670	.501	.050	.970	.458	.828	.617	.474	.561	.150	.979	.008	.529	.195	.097	.015	.043	.287	.728	.066	.022	.566		.015	.474	.392	.065	.161	.200	.021
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Produktivitas	Pearson Correlation	.614**	.310	-.093	.056	.352	.042	.111	.162	-.038	.346	.138	.108	.755**	.023	.141	.477**	.450	.520**	-.105	.247	.316	.456	.270	.438	1	.079	.249	.534**	-.029	.273	.497**
	Sig. (2-tailed)	.000	.095	.624	.769	.057	.827	.560	.392	.840	.061	.468	.572	.000	.902	.456	.008	.013	.003	.581	.189	.089	.011	.149	.015		.678	.185	.002	.880	.144	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Produktivitas	Pearson Correlation	.272	.342	.132	.290	.393	.864**	.275	.153	.313	.197	.247	.202	.016	.303	.117	0.000	.160	-.121	.545**	.224	.075	.258	.438	.136	.079	1	.374	.345	.186	.085	.481**
	Sig. (2-tailed)	.146	.064	.487	.120	.032	.000	.141	.419	.092	.298	.188	.285	.935	.103	.536	1.000	.399	.523	.002	.234	.695	.169	.015	.474	.678		.042	.062	.324	.654	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Produktivitas	Pearson Correlation	.628**	.527**	.237	-.017	.205	.531**	.270	.143	.218	-.023	.135	.217	.488**	.164	.122	.103	.373	-.088	.301	.630**	.239	.019	.345	.162	.249	.374	1	.311	.379	.396	.524**
	Sig. (2-tailed)	.000	.003	.207	.928	.276	.003	.150	.452	.246	.903	.478	.250	.006	.388	.522	.589	.042	.644	.106	.000	.202	.919	.062	.392	.185	.042		.095	.039	.030	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Produktivitas	Pearson Correlation	.536**	.313	.040	.190	.203	.310	.091	.210	.104	.205	.202	.076	.326	-.194	.295	-.091	.252	.111	.055	.322	.239	.536**	.240	.342	.534**	.345	.311	1	.136	.203	.450
	Sig. (2-tailed)	.002	.093	.833	.316	.282	.095	.631	.266	.584	.276	.284	.690	.079	.304	.113	.634	.179	.559	.771	.083	.204	.002	.201	.065	.002	.062	.095		.473	.282	.013
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Produktivitas	Pearson Correlation	.338	.600**	.120	-.038	.295	.183	.620**	.487**	.512**	.204	-.030	.367	.049	.428	-.067	0.000	.092	-.159	.248	.582**	.186	.149	.259	-.263	-.029	.186	.379	.136	1	.598**	.457
	Sig. (2-tailed)	.068	.000	.527	.843	.113	.334	.000	.006	.004	.279	.877	.046	.796	.018	.726	1.000	.627	.402	.186	.001	.324	.431	.167	.161	.880	.324	.039	.473		.000	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Produktivitas	Pearson Correlation	.450*	.723**	.028	.164	.423	.122	.605**	.590**	.421*	.427*	.230	.517**	.294	.462*	.153	.413*	.505**	.335	.341	.667**	.528**	.230	.402*	.241	.273	.085	.396*	.203	.598**	1	.729**
	Sig. (2-tailed)	.013	.000	.885	.386	.020	.520	.000	.001	.020	.019	.221	.003	.115	.010	.420	.023	.004	.070	.065	.000	.003	.222	.028	.200	.144	.654	.030	.282	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.710**	.677**	.367*	.381*	.677**	.526**	.659**	.593**	.543**	.558**	.445*	.566**	.559**	.561**	.449*	.517**	.677**	.466**	.441*	.550**	.630**	.418*	.638**	.420	.497**	.481**	.524**	.450	.457*	.729**	1
	Sig. (2-tailed)	.000	.000	.046	.038	.000	.003	.000	.001	.002	.001	.014	.001	.001	.001	.013	.003	.000	.009	.015	.002	.000	.022	.000	.021	.005	.007	.003	.013	.011	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
	Valid	30	100.0
Cases	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
.915	30

TABULASI RESPONDEN

VALIDITAS DAN RELIABILITAS																																
RSPND	Kompensasi												Disiplin Kerja										Produktivitas							T	R	
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P24	P26	P27	P28	P29			P30
1	2	3	3	3	3	3	2	2	4	3	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	85	2.83	
2	3	3	4	3	4	4	4	4	3	4	4	4	3	3	4	4	4	4	4	4	3	3	3	3	3	4	3	4	4	107	3.57	
3	2	3	3	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	4	4	3	3	4	3	3	3	3	3	95	3.17	
4	3	3	3	2	3	3	2	2	2	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	3	2	3	3	3	83	2.77	
5	3	3	2	2	3	3	2	2	2	1	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	81	2.70	
6	2	3	3	3	4	4	4	4	4	4	4	3	3	3	4	3	3	4	4	3	4	3	3	3	3	2	3	3	4	100	3.33	
7	3	3	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	93	3.10	
8	2	4	2	1	2	4	2	1	1	1	1	1	4	1	2	3	4	4	1	1	4	1	2	3	1	2	4	3	4	70	2.33	
9	3	3	2	1	3	4	1	1	2	2	1	1	4	3	4	4	4	4	3	2	4	3	4	3	4	4	4	4	4	89	2.97	
10	4	4	3	1	3	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	113	3.77	
11	2	2	3	2	3	2	4	4	4	4	2	4	2	3	4	4	4	4	3	2	4	3	2	3	2	2	2	3	4	89	2.97	
12	3	3	2	3	3	2	3	4	2	3	4	3	3	3	2	3	3	4	3	3	3	3	3	4	3	3	2	3	3	90	3.00	
13	3	3	3	3	3	3	2	2	2	3	2	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	84	2.80	
14	1	3	2	2	3	2	2	2	2	3	2	3	2	3	2	3	2	3	3	3	3	2	3	2	2	2	2	3	3	72	2.40	
15	3	3	2	2	4	3	3	4	3	3	2	4	3	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	88	2.93	
16	3	4	3	4	4	4	4	3	3	4	4	4	3	3	4	4	3	4	3	4	3	3	4	3	3	4	3	3	4	105	3.50	
17	2	4	3	3	3	3	4	4	3	3	3	3	2	3	3	3	3	3	3	4	3	3	3	2	2	3	3	2	4	91	3.03	
18	3	4	2	3	4	4	3	4	3	3	3	4	3	4	3	3	4	4	4	3	4	4	4	4	3	4	3	3	4	104	3.47	
19	3	4	3	2	3	3	3	3	2	3	4	3	3	3	4	3	4	4	3	4	3	3	3	3	3	3	4	3	3	96	3.20	
20	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	90	3.00	
21	4	4	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	4	4	4	96	3.20	
22	3	4	4	4	3	3	2	4	4	4	3	3	3	3	4	4	4	4	3	4	4	3	3	4	3	3	3	3	4	103	3.43	
23	2	2	3	3	2	2	1	1	1	2	3	1	3	1	4	3	3	4	2	2	3	3	2	4	3	2	2	3	1	2	70	2.33
24	3	3	3	3	4	4	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	4	3	3	4	3	3	3	96	3.20	
25	3	3	4	2	3	3	3	3	3	1	4	3	3	4	3	3	3	3	3	3	3	2	3	3	1	3	3	1	3	85	2.83	
26	3	3	3	2	4	3	3	4	3	3	4	4	3	3	4	3	3	4	3	3	3	4	4	3	3	3	2	3	3	96	3.20	
27	3	4	3	3	3	3	4	3	4	3	3	3	3	3	4	3	3	3	3	4	3	4	3	4	3	3	3	3	4	99	3.30	
28	3	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	3	4	4	3	4	3	3	4	113	3.77	
29	4	4	4	3	4	3	4	4	3	3	3	4	4	3	4	3	4	4	3	4	4	3	4	3	3	3	4	4	4	108	3.60	
30	4	3	3	3	3	4	3	3	3	3	4	4	4	3	3	3	3	3	4	4	4	3	4	4	3	3	4	3	3	102	3.40	
31	3	4	3	2	4	3	2	3	3	3	3	4	3	3	4	3	3	3	3	4	4	3	4	3	3	3	3	3	4	96	3.20	
32	3	3	3	2	3	4	3	3	3	3	2	1	3	3	4	4	4	4	4	3	4	3	2	3	3	4	3	3	3	93	3.10	
33	3	4	1	2	4	3	3	4	2	2	4	4	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	3	4	93	3.10	
34	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	88	2.93	
35	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	92	3.07	

36	2	3	3	3	3	4	2	3	3	3	3	3	1	2	4	2	2	2	4	3	3	3	3	3	1	4	3	3	3	3	84	2.80	
37	2	3	2	2	2	3	2	3	3	1	2	2	2	2	2	2	2	2	3	4	2	3	2	3	2	3	3	3	3	3	73	2.43	
38	2	3	3	4	3	3	3	3	2	3	4	3	2	4	4	2	2	3	3	3	3	3	3	2	3	2	3	3	3	87	2.90		
39	2	3	3	3	3	3	2	3	3	3	3	3	2	2	3	2	2	3	3	3	3	3	3	2	2	3	2	3	3	81	2.70		
40	2	3	3	3	3	4	3	2	3	3	3	4	2	3	3	2	3	2	3	3	3	3	4	3	2	4	3	3	3	88	2.93		
41	2	3	2	2	2	3	2	2	1	2	2	2	2	2	3	2	2	2	3	4	3	3	3	3	4	4	4	3	4	4	80	2.67	
42	3	3	3	2	3	3	2	2	3	2	3	3	3	2	2	2	2	2	3	4	4	4	4	4	3	4	2	3	4	4	88	2.93	
43	3	4	3	3	3	3	4	3	3	3	4	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	3	2	3	94	3.13	
44	3	3	3	2	3	3	4	3	2	2	2	3	3	3	4	3	3	2	3	3	3	3	3	3	3	3	3	3	3	87	2.90		
45	4	4	4	3	3	4	3	3	3	3	4	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	94	3.13	
46	3	4	3	3	3	3	4	3	3	3	3	4	3	4	4	3	3	3	2	3	3	3	3	3	3	3	3	2	3	3	93	3.10	
47	4	3	4	2	3	3	4	3	2	3	2	3	3	4	3	2	3	3	3	4	3	3	4	3	3	3	3	3	3	4	4	94	3.13
48	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	4	3	3	3	3	3	3	2	3	3	3	88	2.93	
49	3	3	2	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	4	3	4	4	4	4	2	3	3	4	3	3	92	3.07	
50	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	4	3	3	3	3	3	3	3	3	4	3	90	3.00	
51	2	2	2	2	3	3	1	3	2	3	3	3	3	2	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	79	2.63	
52	3	3	3	2	3	4	2	4	2	2	4	2	1	3	3	2	3	2	4	3	3	3	3	3	1	4	3	3	3	3	84	2.80	
53	3	2	2	3	2	3	2	3	2	3	3	3	3	3	3	2	2	3	3	4	2	3	2	3	2	3	3	3	3	3	81	2.70	
54	3	3	3	3	3	3	3	4	3	3	3	3	4	2	2	2	2	2	3	3	3	3	3	3	2	3	3	3	3	4	87	2.90	
55	2	3	2	3	2	3	2	2	2	2	3	3	3	3	2	3	3	2	3	3	3	2	3	2	2	2	3	3	3	3	77	2.57	
56	3	3	2	2	3	3	2	3	1	2	3	3	3	2	3	2	2	2	4	3	3	3	3	3	3	3	3	3	3	4	82	2.73	
57	3	3	3	2	3	2	2	2	3	3	2	3	2	3	3	2	3	3	4	2	2	2	2	2	3	3	3	3	3	3	79	2.63	
58	4	3	2	2	3	3	4	3	4	3	2	3	4	3	3	2	2	3	3	3	2	3	3	2	3	3	3	3	4	2	87	2.90	
59	3	3	2	3	4	2	3	4	3	2	3	3	3	3	3	2	3	4	4	4	3	3	4	3	3	3	3	3	3	2	91	3.03	
60	3	3	3	3	4	3	2	2	3	2	3	3	3	3	2	2	3	3	4	3	3	3	3	3	3	3	3	3	3	3	87	2.90	
61	3	3	2	2	3	3	2	3	4	3	3	3	2	3	2	2	3	3	2	3	3	4	3	3	3	4	2	3	2	2	83	2.77	
62	2	3	2	2	3	3	3	2	2	3	3	3	3	3	3	2	2	2	4	3	3	3	3	3	3	3	3	3	3	2	82	2.73	
63	3	2	2	2	3	3	2	2	2	2	2	3	3	2	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	78	2.60	
64	3	3	3	4	4	4	4	4	4	3	3	3	3	4	4	3	3	3	4	4	3	3	3	3	3	3	3	4	3	4	103	3.43	
65	3	3	3	3	3	3	3	3	3	3	3	4	2	2	3	3	3	3	3	4	4	3	3	4	3	3	3	3	3	3	92	3.07	
66	3	4	3	3	3	4	3	3	2	3	3	4	3	3	3	3	3	4	3	2	3	3	3	3	3	3	2	3	3	3	91	3.03	
67	4	4	3	3	3	4	4	3	3	3	3	4	4	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	95	3.17	
68	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	2	2	3	4	3	4	3	3	3	3	3	2	3	3	4	89	2.97	
69	4	3	3	3	3	4	4	3	4	3	3	4	4	4	4	3	3	4	4	3	4	3	2	3	3	4	3	3	3	101	3.37		
70	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	3	3	4	93	3.10	

TABULASI REGRESI LINIER BERGANDA

KSPN	Kompensasi												Total	Rata2	Disiplin Kerja										Total	Rata2	Produktivitas										Total	Rata2
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12			P13	P14	P15	P16	P17	P18	P19	P20	P21	P22			P23	P24	P24	P26	P27	P28	P29	P30				
1	2	3	3	3	3	3	2	2	4	3	2	2	32	2.67	3	3	3	3	3	3	3	3	3	30	3.00	3	3	3	3	3	2	3	3	23	2.88			
2	3	3	4	3	4	4	4	4	3	4	4	4	44	3.67	3	3	4	4	4	4	4	3	3	36	3.60	3	3	3	3	4	3	4	4	27	3.38			
3	2	3	3	3	3	4	4	4	3	3	3	3	38	3.17	3	3	3	3	3	3	4	4	3	32	3.20	3	4	3	3	3	3	3	3	25	3.13			
4	3	3	3	2	3	3	2	2	2	3	3	2	31	2.58	3	3	3	3	3	3	2	3	3	29	2.90	3	3	3	3	2	3	3	3	23	2.88			
5	3	3	2	2	3	3	2	2	2	1	2	2	27	2.25	3	3	3	3	3	3	3	3	3	30	3.00	3	3	3	3	3	3	3	3	24	3.00			
6	2	3	3	3	4	4	4	4	4	4	4	3	42	3.50	3	3	4	3	3	4	4	3	4	34	3.40	3	3	3	3	2	3	3	4	24	3.00			
7	3	3	3	3	3	3	4	4	3	3	3	3	38	3.17	3	3	3	3	3	3	4	3	3	31	3.10	3	3	3	3	3	3	3	3	24	3.00			
8	2	4	2	1	2	4	2	1	1	1	1	1	22	1.83	4	1	2	3	4	4	1	1	4	25	2.50	2	3	1	2	4	3	4	4	23	2.88			
9	3	3	2	1	3	4	1	1	2	2	1	1	24	2.00	4	3	4	4	4	4	3	2	4	35	3.50	4	3	4	3	4	4	4	4	30	3.75			
10	4	4	3	1	3	4	4	4	4	4	4	4	43	3.58	4	3	4	4	4	4	4	4	4	39	3.90	4	4	3	4	4	4	4	4	31	3.88			
11	2	2	3	2	3	2	4	4	4	4	2	4	36	3.00	2	3	4	4	4	4	3	2	4	33	3.30	2	3	2	2	2	2	3	4	20	2.50			
12	3	3	2	3	3	2	3	4	2	3	4	3	35	2.92	3	3	2	3	3	4	3	3	3	30	3.00	3	4	3	3	2	3	3	4	25	3.13			
13	3	3	3	3	3	3	2	2	2	3	2	3	32	2.67	3	3	3	3	2	3	3	3	3	29	2.90	3	3	3	3	3	2	3	3	23	2.88			
14	1	3	2	2	3	2	2	2	2	3	2	3	27	2.25	2	3	2	3	2	3	3	3	2	26	2.60	3	2	2	2	2	2	3	3	19	2.38			
15	3	3	2	2	4	3	3	4	3	3	2	4	36	3.00	3	2	3	3	3	3	2	3	3	28	2.80	3	3	3	3	3	3	3	3	24	3.00			
16	3	4	3	4	4	4	4	3	3	4	4	4	44	3.67	3	3	4	4	3	4	3	4	3	34	3.40	4	3	3	4	3	3	3	4	27	3.38			
17	2	4	3	3	3	3	4	4	3	3	3	3	38	3.17	2	3	3	3	3	3	3	4	3	30	3.00	3	2	2	3	3	2	4	4	23	2.88			
18	3	4	2	3	4	4	3	4	3	3	3	4	40	3.33	3	4	3	3	4	4	4	3	4	36	3.60	4	4	3	4	3	3	3	4	28	3.50			
19	3	4	3	2	3	3	3	3	2	3	4	3	36	3.00	3	3	4	3	4	4	3	4	3	34	3.40	3	3	3	3	4	3	3	4	26	3.25			
20	3	3	3	2	3	3	3	3	3	3	3	3	35	2.92	3	3	3	3	3	3	3	3	3	30	3.00	3	3	3	4	3	3	3	3	25	3.13			
21	4	4	3	2	3	3	3	3	3	3	3	3	37	3.08	3	3	3	3	3	3	3	4	3	32	3.20	3	3	3	3	3	4	4	4	27	3.38			
22	3	4	4	4	3	3	2	4	4	4	3	3	41	3.42	3	3	4	4	4	4	3	4	3	36	3.60	3	4	3	3	3	3	3	4	26	3.25			
23	2	2	3	3	2	2	1	1	1	2	3	1	23	1.92	3	1	4	3	3	4	2	2	3	28	2.80	2	4	3	2	2	3	1	2	19	2.38			
24	3	3	3	3	4	4	3	3	3	3	4	4	40	3.33	3	3	3	3	3	3	3	3	3	30	3.00	4	3	3	4	3	3	3	3	26	3.25			
25	3	3	4	2	3	3	3	3	3	1	4	3	35	2.92	3	4	3	3	3	3	3	3	2	30	3.00	3	3	1	3	3	1	3	3	20	2.50			

25	3	3	4	2	3	3	3	3	3	1	4	3	35	2.92	3	4	3	3	3	3	3	3	3	2	30	3.00	3	3	1	3	3	1	3	3	20	2.50
26	3	3	3	2	4	3	3	4	3	3	4	4	39	3.25	3	3	4	3	3	4	3	3	3	4	33	3.30	4	3	3	3	2	3	3	3	24	3.00
27	3	4	3	3	3	3	4	3	4	3	3	3	39	3.25	3	3	4	3	3	3	3	4	3	4	33	3.30	3	4	3	3	3	3	4	4	27	3.38
28	3	4	4	4	4	4	4	4	4	4	4	4	47	3.92	3	4	4	4	4	4	4	4	4	3	38	3.80	4	4	3	4	3	3	3	4	28	3.50
29	4	4	4	3	4	3	4	4	3	3	3	4	43	3.58	4	3	4	3	4	4	3	4	4	3	36	3.60	4	3	3	3	4	4	4	4	29	3.63
30	4	3	3	3	3	4	3	3	3	3	4	4	40	3.33	4	3	3	3	3	3	4	4	4	3	34	3.40	4	4	3	3	4	3	3	4	28	3.50
31	3	4	3	2	4	3	2	3	3	3	3	4	37	3.08	3	3	4	3	3	3	3	4	4	3	33	3.30	4	3	3	3	3	3	3	4	26	3.25
32	3	3	3	2	3	4	3	3	3	3	2	1	33	2.75	3	3	4	4	4	4	4	3	4	3	36	3.60	2	3	3	4	3	3	3	3	24	3.00
33	3	4	1	2	4	3	3	4	2	2	4	4	36	3.00	3	3	3	3	3	3	3	4	3	3	31	3.10	4	3	3	3	3	3	3	4	26	3.25
34	3	3	3	2	3	3	2	3	3	3	3	3	34	2.83	3	3	3	3	3	3	3	3	3	3	30	3.00	3	3	3	3	3	3	3	3	24	3.00
35	3	3	3	3	3	3	3	4	3	3	4	3	38	3.17	3	3	3	3	3	3	3	3	3	3	30	3.00	3	3	3	3	3	3	3	3	24	3.00
36	2	3	3	3	3	4	2	3	3	3	3	3	35	2.92	1	2	4	2	2	2	4	3	3	3	26	2.60	3	3	1	4	3	3	3	3	23	2.88
37	2	3	2	2	2	3	2	3	3	1	2	2	27	2.25	2	2	2	2	2	2	3	4	2	3	24	2.40	2	3	2	3	3	3	3	3	22	2.75
38	2	3	3	4	3	3	3	3	2	3	4	3	36	3.00	2	4	4	2	2	3	3	3	3	3	29	2.90	3	3	2	3	2	3	3	3	22	2.75
39	2	3	3	3	3	3	2	3	3	3	3	3	34	2.83	2	2	3	2	2	3	3	3	3	3	26	2.60	3	2	2	3	2	3	3	3	21	2.63
40	2	3	3	3	3	4	3	2	3	3	3	4	36	3.00	2	3	3	2	3	2	3	3	3	3	27	2.70	4	3	2	4	3	3	3	3	25	3.13
41	2	3	2	2	2	3	2	2	1	2	2	2	25	2.08	2	2	3	2	2	2	3	4	3	3	26	2.60	3	3	4	4	4	3	4	4	29	3.63
42	3	3	3	2	3	3	2	2	3	2	3	3	32	2.67	3	2	2	2	2	2	3	4	4	4	28	2.80	4	4	3	4	2	3	4	4	28	3.50
43	3	4	3	3	3	3	4	3	3	3	4	3	39	3.25	3	3	4	3	3	3	3	3	3	3	31	3.10	3	3	4	3	3	3	2	3	24	3.00
44	3	3	3	2	3	3	4	3	2	2	2	3	33	2.75	3	3	4	3	3	2	3	3	3	3	30	3.00	3	3	3	3	3	3	3	3	24	3.00
45	4	4	4	3	3	4	3	3	3	3	4	3	41	3.42	3	3	4	3	3	3	3	3	3	3	31	3.10	3	3	3	3	2	3	2	3	22	2.75
46	3	4	3	3	3	3	4	3	3	3	3	4	39	3.25	3	4	4	3	3	3	2	3	3	3	31	3.10	3	3	3	3	3	2	3	3	23	2.88
47	4	3	4	2	3	3	4	3	2	3	2	3	36	3.00	3	4	3	2	3	3	3	4	3	3	31	3.10	4	3	3	3	3	3	4	4	27	3.38
48	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00	3	3	3	2	2	3	3	4	3	3	29	2.90	3	3	3	3	2	3	3	3	23	2.88
49	3	3	2	2	3	3	2	3	3	3	3	3	33	2.75	3	3	3	3	3	3	4	3	4	4	33	3.30	4	4	2	3	3	4	3	3	26	3.25
50	3	3	3	3	3	3	3	3	3	2	3	3	35	2.92	3	3	3	3	3	2	3	4	3	3	30	3.00	3	3	3	3	3	3	4	3	25	3.13

50	3	3	3	3	3	3	3	3	3	2	3	3	35	2.92	3	3	3	3	3	2	3	4	3	3	30	3.00	3	3	3	3	3	3	4	3	25	3.13
51	2	2	2	2	3	3	1	3	2	3	3	3	29	2.42	3	2	3	2	2	2	3	3	3	3	26	2.60	3	3	3	3	3	3	3	3	24	3.00
52	3	3	3	2	3	4	2	4	2	2	4	2	34	2.83	1	3	3	2	3	2	4	3	3	3	27	2.70	3	3	1	4	3	3	3	3	23	2.88
53	3	2	2	3	2	3	2	3	2	3	3	3	31	2.58	3	3	3	2	2	3	3	4	2	3	28	2.80	2	3	2	3	3	3	3	3	22	2.75
54	3	3	3	3	3	3	3	4	3	3	3	3	37	3.08	4	2	2	2	2	2	3	3	3	3	26	2.60	3	3	3	2	3	3	3	4	24	3.00
55	2	3	2	3	2	3	2	2	2	2	3	3	29	2.42	3	3	2	3	3	2	3	3	3	2	27	2.70	3	2	2	2	3	3	3	3	21	2.63
56	3	3	2	2	3	3	2	3	1	2	3	3	30	2.50	3	2	3	2	2	2	4	3	3	3	27	2.70	3	3	3	3	3	3	3	4	25	3.13
57	3	3	3	2	3	2	2	2	3	3	2	3	31	2.58	2	3	3	2	3	3	4	2	2	2	26	2.60	2	2	3	3	3	3	3	3	22	2.75
58	4	3	2	2	3	3	4	3	4	3	2	3	36	3.00	4	3	3	2	2	3	3	3	2	3	28	2.80	3	2	3	3	3	3	4	2	23	2.88
59	3	3	2	3	4	2	3	4	3	2	3	3	35	2.92	3	3	3	2	3	4	4	4	3	3	32	3.20	4	3	3	3	3	3	3	2	24	3.00
60	3	3	3	3	4	3	2	2	3	2	3	3	34	2.83	3	3	2	2	3	3	4	3	3	3	29	2.90	3	3	3	3	3	3	3	3	24	3.00
61	3	3	2	2	3	3	2	3	4	3	3	3	34	2.83	2	3	2	2	3	3	2	3	3	4	27	2.70	3	3	3	4	2	3	2	2	22	2.75
62	2	3	2	2	3	3	3	2	2	3	3	3	31	2.58	3	3	3	2	2	2	4	3	3	3	28	2.80	3	3	3	3	3	3	3	2	23	2.88
63	3	2	2	2	3	3	2	2	2	2	2	3	28	2.33	3	2	3	2	2	2	3	3	3	3	26	2.60	3	3	3	3	3	3	3	3	24	3.00
64	3	3	3	4	4	4	4	4	4	3	3	3	42	3.50	3	4	4	3	3	3	4	4	3	3	34	3.40	3	3	3	3	4	3	4	4	27	3.38
65	3	3	3	3	3	3	3	3	3	3	3	4	37	3.08	2	2	3	3	3	3	3	4	4	3	30	3.00	3	4	3	3	3	3	3	3	25	3.13
66	3	4	3	3	3	4	3	3	2	3	3	4	38	3.17	3	3	3	3	3	4	3	2	3	3	30	3.00	3	3	3	3	2	3	3	3	23	2.88
67	4	4	3	3	3	4	4	3	3	3	3	4	41	3.42	4	3	3	2	3	3	3	3	3	3	30	3.00	3	3	3	3	3	3	3	3	24	3.00
68	3	3	3	3	3	3	3	3	3	2	3	3	35	2.92	3	3	3	2	2	3	4	3	4	3	30	3.00	3	3	3	3	2	3	3	4	24	3.00
69	4	3	3	3	3	4	4	3	4	3	3	4	41	3.42	4	4	4	3	3	4	4	3	4	3	36	3.60	2	3	3	4	3	3	3	3	24	3.00
70	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00	3	3	3	3	3	3	3	4	3	3	31	3.10	4	3	3	3	3	3	3	4	26	3.25

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	Total	
Kompensasi	Pearson Correlation	1	.320**	.298*	-.024	.262*	.228	.358**	.258*	.266*	.148	.209	.316**	.550**	.336**	.203	.110	.261*	.220	.179	.245*	.125	.300*	.278*	.216	.376**	.262*	.244*	.374**	.177	.145	.553**	
	Sig. (2-tailed)		.007	.012	.843	.029	.057	.002	.031	.026	.226	.083	.008	.000	.004	.091	.363	.029	.067	.139	.041	.303	.012	.020	.072	.001	.029	.042	.001	.143	.231	.000	
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	.320**	1	.237*	.130	.278*	.339**	.391**	.224	.197	.178	.254*	.279*	.215	.271*	.220	.326**	.425**	.311**	-.063	.232	.258*	.046	.331**	.099	.121	.177	.233	.146	.214	.392**	.528**	
	Sig. (2-tailed)	.007		.049	.284	.020	.004	.001	.062	.102	.144	.034	.019	.074	.023	.067	.006	.000	.009	.605	.054	.031	.703	.005	.413	.319	.142	.053	.227	.075	.001	.000	
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	.298*	.237*	1	.407**	.202	.231	.397**	.234	.386**	.370**	.332**	.211	.029	.322**	.454**	.291*	.322**	.235	.139	.186	.216	.010	.071	.147	.000	.114	-.008	-.129	.034	.207	.499**	
	Sig. (2-tailed)	.012	.049		.000	.094	.054	.001	.051	.001	.002	.005	.080	.810	.007	.000	.015	.007	.050	.250	.122	.073	.935	.561	.225	1.000	.347	.948	.286	.777	.086	.000	
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	-.024	.130	.407**	1	.252*	.137	.333**	.322**	.317**	.371**	.435**	.330**	-.083	.309**	.219	.059	-.049	.124	.189	.315**	-.031	.064	.062	.145	.061	.052	-.161	-.146	-.206	.039	.376**	
	Sig. (2-tailed)	.843	.284	.000		.036	.257	.005	.007	.007	.002	.000	.005	.497	.009	.068	.628	.685	.306	.117	.008	.800	.601	.612	.231	.615	.667	.183	.226	.087	.750	.001	
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	.262*	.278*	.202	.252*	1	.209	.383**	.508**	.415**	.394**	.371**	.554**	.117	.393**	.313**	.248*	.292*	.338**	.347**	.250*	.221	.289*	.561**	.072	.258*	.266*	.032	.080	.101	.205	.636**	
	Sig. (2-tailed)	.029	.020	.094	.036		.082	.001	.000	.000	.001	.002	.000	.334	.001	.008	.038	.014	.004	.003	.037	.067	.015	.000	.554	.031	.026	.790	.512	.404	.089	.000	
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	.228	.339**	.231	.137	.209	1	.258*	.118	.193	.174	.206	.130	.206	.178	.277*	.236*	.285*	.109	.226	.060	.327**	.097	.221	.189	-.041	.494**	.351**	.248*	.196	.232	.468**	
	Sig. (2-tailed)	.057	.004	.054	.257	.082		.031	.332	.110	.152	.087	.282	.087	.140	.020	.049	.017	.369	.060	.623	.006	.427	.066	.118	.737	.000	.003	.039	.104	.053	.000	
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70

Kompensasi	Pearson Correlation	.358**	.391**	.397**	.333**	.383**	.258*	1	.599**	.488**	.435**	.328**	.535**	.241*	.511**	.383**	.284*	.293*	.283*	.191	.333**	.128	.148	.149	.061	.159	.131	.118	-.051	.257*	.224	.681**
	Sig. (2-tailed)	.002	.001	.001	.005	.001	.031		.000	.000	.000	.006	.000	.045	.000	.001	.017	.014	.018	.114	.005	.289	.223	.217	.614	.188	.280	.331	.674	.032	.062	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	.258*	.224	.234	.322**	.508**	.118	.599**	1	.489**	.447**	.526**	.536**	-.026	.352**	.243*	.204	.230	.233	.325**	.450**	.127	.346**	.210	.175	.006	.167	.003	.040	.096	.259*	.633**
	Sig. (2-tailed)	.031	.062	.051	.007	.000	.332	.000		.000	.000	.000	.000	.831	.003	.043	.090	.055	.052	.006	.000	.295	.003	.081	.147	.959	.168	.983	.740	.429	.031	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	.266*	.197	.386**	.317**	.415**	.193	.488**	.489**	1	.518**	.218	.414**	.080	.407**	.258*	.258*	.257*	.246*	.274*	.296*	.216	.368**	.124	.122	.085	.273*	-.041	-.026	.102	.053	.593**
	Sig. (2-tailed)	.026	.102	.001	.007	.000	.110	.000	.000		.000	.070	.000	.510	.000	.031	.031	.032	.040	.022	.013	.072	.002	.305	.316	.485	.022	.736	.832	.402	.663	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	.148	.178	.370**	.371**	.394**	.174	.435**	.447**	.518**	1	.323**	.493**	.030	.342**	.457**	.418**	.272*	.410**	.235	.202	.197	.336**	.174	.135	.256*	.187	-.080	.114	-.012	.186	.618**
	Sig. (2-tailed)	.226	.144	.002	.002	.001	.152	.000	.000	.000		.007	.000	.807	.004	.000	.000	.024	.000	.051	.096	.106	.005	.153	.267	.034	.124	.516	.350	.920	.126	.000
	N	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69	69
Kompensasi	Pearson Correlation	.209	.254*	.332**	.435**	.371**	.206	.328**	.526**	.218	.323**	1	.479**	-.033	.309**	.243*	.115	.089	.142	.297*	.353**	.044	.290*	.332**	.271*	-.007	.261*	-.135	.040	-.247*	.106	.517**
	Sig. (2-tailed)	.083	.034	.005	.000	.002	.087	.006	.000	.070	.007		.000	.785	.009	.043	.343	.464	.240	.013	.003	.719	.015	.005	.023	.956	.029	.265	.744	.039	.383	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Kompensasi	Pearson Correlation	.316**	.279*	.211	.330**	.554**	.130	.535**	.536**	.414**	.493**	.479**	1	.073	.382**	.174	.091	.073	.100	.192	.361**	.103	.281*	.429**	.096	.095	.195	-.018	-.032	.048	.170	.588**
	Sig. (2-tailed)	.008	.019	.080	.005	.000	.282	.000	.000	.000	.000	.000		.550	.001	.149	.452	.550	.410	.111	.002	.395	.019	.000	.427	.435	.106	.879	.793	.694	.159	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70

Disiplin Kerja	Pearson Correlation	.550**	.215	.029	-.083	.117	.206	.241*	-.026	.080	.030	-.033	.073	1	.089	.078	.279*	.272*	.348**	-.073	-.019	.270*	.004	.186	.206	.440**	-.188	.334**	.284*	.204	.186	.349**
	Sig. (2-tailed)	.000	.074	.810	.497	.334	.087	.045	.831	.510	.807	.785	.550		.462	.523	.019	.023	.003	.551	.878	.024	.972	.122	.087	.000	.118	.005	.017	.090	.123	.003
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Disiplin Kerja	Pearson Correlation	.336**	.271*	.322**	.309**	.393**	.178	.511**	.352**	.407**	.342**	.309**	.382**	.089	1	.303*	.240*	.275*	.256*	.366**	.235	.066	.156	.276*	-.019	.096	.259*	.016	-.167	.127	.086	.551**
	Sig. (2-tailed)	.004	.023	.007	.009	.001	.140	.000	.003	.000	.004	.009	.001	.462		.011	.045	.021	.032	.002	.050	.589	.197	.021	.878	.429	.030	.895	.167	.295	.481	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Disiplin Kerja	Pearson Correlation	.203	.220	.454**	.219	.313**	.277*	.383**	.243*	.258*	.457**	.243*	.174	.078	.303*	1	.492**	.395**	.421**	.202	.120	.250*	.229	.083	.168	.219	.186	.160	.125	-.033	.170	.553**
	Sig. (2-tailed)	.091	.067	.000	.068	.008	.020	.001	.043	.031	.000	.043	.149	.523	.011		.000	.001	.000	.094	.323	.037	.056	.493	.164	.069	.122	.185	.303	.785	.160	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Disiplin Kerja	Pearson Correlation	.110	.326**	.291*	.059	.248*	.236*	.284*	.204	.258*	.418**	.115	.091	.279*	.240*	.492**	1	.750**	.633**	-.008	.022	.478**	.011	.114	.285*	.179	-.012	.224	.018	.082	.368**	.531**
	Sig. (2-tailed)	.363	.006	.015	.628	.038	.049	.017	.090	.031	.000	.343	.452	.019	.045	.000		.000	.000	.946	.857	.000	.931	.348	.017	.139	.919	.063	.885	.499	.002	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Disiplin Kerja	Pearson Correlation	.261*	.425**	.322**	-.049	.292*	.285*	.293*	.230	.257*	.272*	.089	.073	.272*	.275*	.395**	.750**	1	.682**	.004	-.053	.484**	.004	.147	.297*	.102	.074	.373**	.185	.119	.338**	.551**
	Sig. (2-tailed)	.029	.000	.007	.685	.014	.017	.014	.055	.032	.024	.464	.550	.023	.021	.001	.000		.000	.971	.663	.000	.972	.224	.012	.401	.545	.001	.125	.328	.004	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Disiplin Kerja	Pearson Correlation	.220	.311**	.235	.124	.338**	.109	.283*	.233	.246*	.410**	.142	.100	.348**	.256*	.421**	.633**	.682**	1	.003	-.101	.391**	.042	.049	.233	.175	-.023	.015	.100	-.025	.225	.496**
	Sig. (2-tailed)	.067	.009	.050	.306	.004	.369	.018	.052	.040	.000	.240	.410	.003	.032	.000	.000	.000		.983	.404	.001	.730	.689	.052	.148	.851	.899	.408	.836	.062	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70

Disiplin Kerja	Pearson Correlation	.179	-.063	.139	.189	.347**	.226	.191	.325**	.274*	.235	.297*	.192	-.073	.366**	.202	-.008	.004	.003	1	.248*	.146	.251*	.179	.091	.071	.347**	.130	.186	.105	.117	.400**
	Sig. (2-tailed)	.139	.605	.250	.117	.003	.060	.114	.006	.022	.051	.013	.111	.551	.002	.094	.946	.971	.983		.038	.229	.036	.139	.454	.560	.003	.285	.123	.385	.333	.001
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Disiplin Kerja	Pearson Correlation	.245*	.232	.186	.315**	.250*	.060	.333**	.450**	.296*	.202	.353**	.361**	-.019	.235	.120	.022	-.053	-.101	.248*	1	.055	.361**	.399**	.239*	.200	.291*	.277*	.127	.316**	.311**	.505**
	Sig. (2-tailed)	.041	.054	.122	.008	.037	.623	.005	.000	.013	.096	.003	.002	.878	.050	.323	.857	.663	.404	.038		.652	.002	.001	.047	.097	.015	.020	.293	.008	.009	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Disiplin Kerja	Pearson Correlation	.125	.258*	.216	-.031	.221	.327**	.128	.127	.216	.197	.044	.103	.270*	.066	.250*	.478**	.484**	.391**	.146	.055	1	.162	.280*	.522**	.098	.118	.106	.271*	.155	.462**	.468**
	Sig. (2-tailed)	.303	.031	.073	.800	.067	.006	.289	.295	.072	.106	.719	.395	.024	.589	.037	.000	.000	.001	.229	.652		.181	.019	.000	.419	.332	.382	.023	.200	.000	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Disiplin Kerja	Pearson Correlation	.300*	.046	.010	.064	.289*	.097	.148	.346**	.368**	.336**	.290*	.281*	.004	.156	.229	.011	.004	.042	.251*	.361**	.162	1	.416**	.489**	.367**	.466**	-.155	.338**	-.007	.035	.440**
	Sig. (2-tailed)	.012	.703	.935	.601	.015	.427	.223	.003	.002	.005	.015	.019	.972	.197	.056	.931	.972	.730	.036	.002	.181		.000	.000	.002	.000	.199	.004	.951	.771	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Produktivitas	Pearson Correlation	.278*	.331**	.071	.062	.561**	.221	.149	.210	.124	.174	.332**	.429**	.186	.276*	.083	.114	.147	.049	.179	.399**	.280*	.416**	1	.256*	.239*	.327**	.159	.286*	.223	.293*	.513**
	Sig. (2-tailed)	.020	.005	.561	.612	.000	.066	.217	.081	.305	.153	.005	.000	.122	.021	.493	.348	.224	.689	.139	.001	.019	.000		.032	.046	.006	.188	.016	.064	.014	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70
Produktivitas	Pearson Correlation	.216	.099	.147	.145	.072	.189	.061	.175	.122	.135	.271*	.096	.206	-.019	.168	.285*	.297*	.233	.091	.239*	.522**	.489**	.256*	1	.202	.236*	.075	.264*	-.095	.244*	.412**
	Sig. (2-tailed)	.072	.413	.225	.231	.554	.118	.614	.147	.316	.267	.023	.427	.087	.878	.164	.017	.012	.052	.454	.047	.000	.000	.032		.094	.049	.539	.027	.434	.042	.000
	N	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70

Produktivitas	Pearson Correlation	.376**	.121	.000	.061	.258*	-.041	.159	.006	.085	.256*	-.007	.095	.440**	.096	.219	.179	.102	.175	.071	.200	.098	.367**	.239*	.202
	Sig. (2-tailed)	.001	.319	1.000	.615	.031	.737	.188	.959	.485	.034	.956	.435	.000	.429	.069	.139	.401	.148	.560	.097	.419	.002	.046	.094
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70
Produktivitas	Pearson Correlation	.262*	.177	.114	.052	.266*	.494**	.131	.167	.273*	.187	.261*	.195	-.188	.259*	.186	-.012	.074	-.023	.347**	.291*	.118	.466**	.327**	.236*
	Sig. (2-tailed)	.029	.142	.347	.667	.026	.000	.280	.168	.022	.124	.029	.106	.118	.030	.122	.919	.545	.851	.003	.015	.332	.000	.006	.049
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70
Produktivitas	Pearson Correlation	.244*	.233	-.008	-.161	.032	.351**	.118	.003	-.041	-.080	-.135	-.018	.334**	.016	.160	.224	.373**	.015	.130	.277*	.106	-.155	.159	.075
	Sig. (2-tailed)	.042	.053	.948	.183	.790	.003	.331	.983	.736	.516	.265	.879	.005	.895	.185	.063	.001	.899	.285	.020	.382	.199	.188	.539
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70
Produktivitas	Pearson Correlation	.374**	.146	-.129	-.146	.080	.248*	-.051	.040	-.026	.114	.040	-.032	.284*	-.167	.125	.018	.185	.100	.186	.127	.271*	.338**	.286*	.264*
	Sig. (2-tailed)	.001	.227	.286	.226	.512	.039	.674	.740	.832	.350	.744	.793	.017	.167	.303	.885	.125	.408	.123	.293	.023	.004	.016	.027
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70
Produktivitas	Pearson Correlation	.177	.214	.034	-.206	.101	.196	.257*	.096	.102	-.012	-.247*	.048	.204	.127	-.033	.082	.119	-.025	.105	.316**	.155	-.007	.223	-.095
	Sig. (2-tailed)	.143	.075	.777	.087	.404	.104	.032	.429	.402	.920	.039	.694	.090	.295	.785	.499	.328	.836	.385	.008	.200	.951	.064	.434
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70
Produktivitas	Pearson Correlation	.145	.392**	.207	.039	.205	.232	.224	.259*	.053	.186	.106	.170	.186	.086	.170	.368**	.338**	.225	.117	.311**	.462**	.035	.293*	.244*
	Sig. (2-tailed)	.231	.001	.086	.750	.089	.053	.062	.031	.663	.126	.383	.159	.123	.481	.160	.002	.004	.062	.333	.009	.000	.771	.014	.042
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70
Total	Pearson Correlation	.553**	.528**	.499**	.376**	.636**	.468**	.681**	.633**	.593**	.618**	.517**	.588**	.349**	.551**	.553**	.531**	.551**	.496**	.400**	.505**	.468**	.440**	.513**	.412**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.003	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000
	N	70	70	70	70	70	70	70	70	70	70	69	70	70	70	70	70	70	70	70	70	70	70	70	70

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	69	98.6
	Excluded ^a	1	1.4
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.890	30

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Kompensasi ^b	.	Enter

a. Dependent Variable: Produktivitas

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.587 ^a	.345	.325	.25067

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.215	2	1.107	17.624	.000 ^b
	Residual	4.210	67	.063		
	Total	6.425	69			

a. Dependent Variable: Produktivitas

b. Predictors: (Constant), Disiplin Kerja, Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.443	.277		5.216	.000
	Kompensasi	-.026	.094	-.037	-.280	.780
	Disiplin Kerja	.555	.121	.611	4.590	.000

a. Dependent Variable: Produktivitas