LAMPIRAN 5

Uji Validitas dan Reliabilitas Kompensasi 50 Responden

Correlations										
		Pernyataan 1	Pernyataan 2	Pernyataan 3	Pernyataan 4	Pernyataan 5	Pernyataan 6	Pernyataan 7	Pernyataan 8	total_skor
pernyataan1	Pearson Correlation	1	,738**	,434**	,211	,660**	,450**	,389**	,261	,818**
	Sig. (2-tailed)		,000	,002	,140	,000	,001	,005	,067	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan2	Pearson Correlation	,738**	1	,266	,219	,559**	,457**	,313*	,390**	,760**
	Sig. (2-tailed)	,000		,062	,126	,000	,001	,027	,005	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan3	Pearson Correlation	,434**	,266	1	,401**	,307*	,155	-,015	,044	,534**
	Sig. (2-tailed)	,002	,062		,004	,030	,284	,919	,760	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan4	Pearson Correlation	,211	,219	,401**	1	,219	-,002	,060	,127	,449**
	Sig. (2-tailed)	,140	,126	,004		,127	,987	,678	,381	,001
	N	50	50	50	50	50	50	50	50	50
pernyataan5	Pearson Correlation	,660**	,559**	,307*	,219	1	,531**	,366**	,423**	,778**
	Sig. (2-tailed)	,000	,000	,030	,127		,000	,009	,002	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan6	Pearson Correlation	,450**	,457**	,155	-,002	,531**	1	,536**	,502**	,665**
	Sig. (2-tailed)	,001	,001	,284	,987	,000		,000	,000	,000
	N	50	50	50	50	50	50	50	50	50

pernyataan7	Pearson Correlation	,389**	,313*	-,015	,060	,366**	,536**	1	,492**	,588**
	Sig. (2-tailed)	,005	,027	,919	,678	,009	,000		,000	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan8	Pearson Correlation	,261	,390**	,044	,127	,423**	,502**	,492**	1	,593**
	Sig. (2-tailed)	,067	,005	,760	,381	,002	,000	,000		,000
	N	50	50	50	50	50	50	50	50	50
total_skor	Pearson Correlation	,818**	,760**	,534**	,449**	,778**	,665**	,588**	,593**	1
	Sig. (2-tailed)	,000	,000	,000	,001	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50	50	50
**. Correlation is significant at the 0.01 level (2-tailed).										
*. Correlation is significant at the 0.05 level (2-tailed).										

Reliability Statistics	
Cronbach's Alpha	N of Items
,759	9

Uji Validitas dan Reliabilitas Motivasi 50 Responden

Correlations								
		Pernyataan 9	Pernyataan 10	Pernyataan 11	Pernyataan 12	Pernyataan 13	Pernyataan 14	Total_Skor
pernyataan9	Pearson Correlation	1	,407**	,348*	,331*	,208	,056	,531**
	Sig. (2-tailed)		,003	,013	,019	,148	,697	,000
	N	50	50	50	50	50	50	50
pernyataan10	Pearson Correlation	,407**	1	,398**	,451**	,410**	,433**	,787**
	Sig. (2-tailed)	,003		,004	,001	,003	,002	,000
	N	50	50	50	50	50	50	50
pernyataan11	Pearson Correlation	,348*	,398**	1	,450**	,360*	,124	,633**
	Sig. (2-tailed)	,013	,004		,001	,010	,390	,000
	N	50	50	50	50	50	50	50
pernyataan12	Pearson Correlation	,331*	,451**	,450**	1	,519**	,291*	,734**
	Sig. (2-tailed)	,019	,001	,001		,000	,041	,000
	N	50	50	50	50	50	50	50
pernyataan13	Pearson Correlation	,208	,410**	,360*	,519**	1	,563**	,758**
	Sig. (2-tailed)	,148	,003	,010	,000		,000	,000
	N	50	50	50	50	50	50	50
pernyataan14	Pearson Correlation	,056	,433**	,124	,291*	,563**	1	,634**
	Sig. (2-tailed)	,697	,002	,390	,041	,000		,000
	N	50	50	50	50	50	50	50
Total_Skor	Pearson Correlation	,531**	,787**	,633**	,734**	,758**	,634**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50

Uji Validitas dan Reliabilitas Kepuasan Kerja 50 Responden

Correlations

		pernyataan15	pernyataan16	pernyataan17	pernyataan18	pernyataan19	pernyataan20
pernyataan 15	Pearson Correlation	1	,746**	,557**	,414**	,448**	,305*
	Sig. (2-tailed)		,000	,000	,003	,001	,031
	N	50	50	50	50	50	50
pernyataan 16	Pearson Correlation	,746**	1	,529**	,365**	,489**	,332*
	Sig. (2-tailed)	,000		,000	,009	,000	,019
	N	50	50	50	50	50	50
pernyataan 17	Pearson Correlation	,557**	,529**	1	,374**	,495**	,079
	Sig. (2-tailed)	,000	,000		,007	,000	,588
	N	50	50	50	50	50	50
pernyataan 18	Pearson Correlation	,414**	,365**	,374**	1	,346*	,354*
	Sig. (2-tailed)	,003	,009	,007		,014	,012
	N	50	50	50	50	50	50
pernyataan 19	Pearson Correlation	,448**	,489**	,495**	,346*	1	,233
	Sig. (2-tailed)	,001	,000	,000	,014		,103
	N	50	50	50	50	50	50
pernyataan 20	Pearson Correlation	,305*	,332*	,079	,354*	,233	1
	Sig. (2-tailed)	,031	,019	,588	,012	,103	
	N	50	50	50	50	50	50

pernyataan 21	Pearson Correlation	,416**	,495**	,642**	,247	,522**	,251
	Sig. (2-tailed)	,003	,000	,000	,084	,000	,079
	N	50	50	50	50	50	50
pernyataan 22	Pearson Correlation	,512**	,500**	,561**	,307*	,474**	,133
	Sig. (2-tailed)	,000	,000	,000	,030	,001	,357
	N	50	50	50	50	50	50
pernyataan 23	Pearson Correlation	,369**	,221	,151	,374**	,234	,457**
	Sig. (2-tailed)	,008	,124	,294	,007	,102	,001
	N	50	50	50	50	50	50
pernyataan 24	Pearson Correlation	,557**	,529**	1,000**	,374**	,495**	,079
	Sig. (2-tailed)	,000	,000	,000	,007	,000	,588
	N	50	50	50	50	50	50
pernyataan 25	Pearson Correlation	,494**	,341*	,660**	,391**	,429**	,184
	Sig. (2-tailed)	,000	,015	,000	,005	,002	,202
	N	50	50	50	50	50	50
Total_Skor	Pearson Correlation	,776**	,738**	,822**	,609**	,682**	,446**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,001
	N	50	50	50	50	50	50

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

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

		Pernyataan 21	Pernyataan 22	Pernyataan 23	Pernyataan 24	Pernyataan 25	Total_Skor
pernyataan15	Pearson Correlation	,416**	,512**	,369**	,557**	,494**	,776**
	Sig. (2-tailed)	,003	,000	,008	,000	,000	,000
	N	50	50	50	50	50	50
pernyataan16	Pearson Correlation	,495**	,500**	,221	,529**	,341*	,738**
	Sig. (2-tailed)	,000	,000	,124	,000	,015	,000
	N	50	50	50	50	50	50
pernyataan17	Pearson Correlation	,642**	,561**	,151	1,000**	,660**	,822**
	Sig. (2-tailed)	,000	,000	,294	,000	,000	,000
	N	50	50	50	50	50	50
pernyataan18	Pearson Correlation	,247	,307*	,374**	,374**	,391**	,609**
	Sig. (2-tailed)	,084	,030	,007	,007	,005	,000
	N	50	50	50	50	50	50
pernyataan19	Pearson Correlation	,522**	,474**	,234	,495**	,429**	,682**
	Sig. (2-tailed)	,000	,001	,102	,000	,002	,000
	N	50	50	50	50	50	50
pernyataan20	Pearson Correlation	,251	,133	,457**	,079	,184	,446**
	Sig. (2-tailed)	,079	,357	,001	,588	,202	,001
	N	50	50	50	50	50	50
pernyataan21	Pearson Correlation	1	,596**	,178	,642**	,478**	,733**

	Sig. (2-tailed)		,000	,216	,000	,000	,000
	N	50	50	50	50	50	50
pernyataan22	Pearson Correlation	,596**	1	,173	,561**	,412**	,685**
	Sig. (2-tailed)	,000		,228	,000	,003	,000
	N	50	50	50	50	50	50
pernyataan23	Pearson Correlation	,178	,173	1	,151	,187	,463**
	Sig. (2-tailed)	,216	,228		,294	,194	,001
	N	50	50	50	50	50	50
pernyataan24	Pearson Correlation	,642**	,561**	,151	1	,660**	,822**
	Sig. (2-tailed)	,000	,000	,294		,000	,000
	N	50	50	50	50	50	50
pernyataan25	Pearson Correlation	,478**	,412**	,187	,660**	1	,701**
	Sig. (2-tailed)	,000	,003	,194	,000		,000
	N	50	50	50	50	50	50
Total_Skor	Pearson Correlation	,733**	,685**	,463**	,822**	,701**	1
	Sig. (2-tailed)	,000	,000	,001	,000	,000	
	N	50	50	50	50	50	50

Case Processing Summary			
		N	%
Cases	Valid	50	100,0
	Excluded[a]	0	,0
	Total	50	100,0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
,765	12

Uji Validitas dan Reliabilitas Kinerja Karyawan 50 Responden

Correlations										
		Pernyataan 26	Pernyataan 27	Pernyataan 28	Pernyataan 29	Pernyataan 30	Pernyataan 31	Pernyataan 32	Pernyataan 33	Skor_Total
pernyataan26	Pearson Correlation	1	,690**	1,000**	,455**	,709**	1,000**	,719**	,591**	,949**
	Sig. (2-tailed)		,000	,000	,001	,000	,000	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan27	Pearson Correlation	,690**	1	,690**	,407**	,642**	,690**	,482**	,561**	,805**
	Sig. (2-tailed)	,000		,000	,003	,000	,000	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan28	Pearson Correlation	1,000**	,690**	1	,455**	,709**	1,000**	,719**	,591**	,949**
	Sig. (2-tailed)	,000	,000		,001	,000	,000	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan29	Pearson Correlation	,455**	,407**	,455**	1	,355*	,455**	,366**	,391**	,579**
	Sig. (2-tailed)	,001	,003	,001		,012	,001	,009	,005	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan30	Pearson Correlation	,709**	,642**	,709**	,355*	1	,709**	,488**	,596**	,808**
	Sig. (2-tailed)	,000	,000	,000	,012		,000	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan31	Pearson Correlation	1,000**	,690**	1,000**	,455**	,709**	1	,719**	,591**	,949**
	Sig. (2-tailed)	,000	,000	,000	,001	,000		,000	,000	,000
	N	50	50	50	50	50	50	50	50	50
pernyataan32	Pearson Correlation	,719**	,482**	,719**	,366**	,488**	,719**	1	,440**	,755**
	Sig. (2-tailed)	,000	,000	,000	,009	,000	,000		,001	,000
	N	50	50	50	50	50	50	50	50	50

pernyataan33	Pearson Correlation	,591**	,561**	,591**	,391**	,596**	,591**	,440**	1	,716**
	Sig. (2-tailed)	,000	,000	,000	,005	,000	,000	,001		,000
	N	50	50	50	50	50	50	50	50	50
Skor_Total	Pearson Correlation	,949**	,805**	,949**	,579**	,808**	,949**	,755**	,716**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50	50	50
**. Correlation is significant at the 0.01 level (2-tailed).										
*. Correlation is significant at the 0.05 level (2-tailed).										

Case Processing Summary

		N	%
Cases	Valid	50	100,0
	Excluded[a]	0	,0
	Total	50	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,791	9

Analisis Jalur Tahap I

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,868[a]	,754	,743	2,620
a. Predictors: (Constant), Motivasi, Kompensasi				

ANOVA[a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	988,886	2	494,443	72,006	,000[b]
	Residual	322,734	47	6,867		
	Total	1311,620	49			
a. Dependent Variable: Kepuasan Kerja						
b. Predictors: (Constant), Motivasi, Kompensasi						

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,230	2,528		,487	,629
	Kompensasi	,634	,169	,417	3,752	,000
	Motivasi	,930	,203	,509	4,580	,000
a. Dependent Variable: Kepuasan Kerja						

Analisis Jalur Tahap II

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,995[a]	,991	,990	2,471
a. Predictors: (Constant), Kepuasan Kerja, Kompensasi, Motivasi				

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29994,613	3	9998,205	1638,078	,000[b]
	Residual	280,766	46	6,104		
	Total	30275,380	49			
a. Dependent Variable: Kinerja Karyawan						
b. Predictors: (Constant), Kepuasan Kerja, Kompensasi, Motivasi						

Coefficients[a]						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	-2,010	2,389		-,841	,405
	Kompensasi	2,296	,182	,314	12,644	,000
	Motivasi	1,573	,230	,179	6,828	,000
	Kepuasan Kerja	2,724	,138	,567	19,807	,000
a. Dependent Variable: Kinerja Karyawan						

Tabel Nilai Distribusi t

Pr / df	0.25 / 0.50	0.10 / 0.20	0.05 / 0.10	0.025 / 0.050	0.01 / 0.02	0.005 / 0.010	0.001 / 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

Tabel Nilai r *Product Moment*

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620