

KOMPENSASI (X₁)

No	Pertanyaan	STS	TS	KS	S	SS
1	Gaji yang diterima sudah memenuhi					
2	Gaji yang diterima meningkatkan kepuasan dalam bekerja					
3	Perusahaan selalu memberikan bonus sesuai beban kerja					
4	Perusahaan memberikan insentif untuk memberikan semangat bekerja					
5	Perusahaan memberikan insentif untuk menghargai prestasi					
6	Perusahaan memberikan reward untuk pencapaian prestasi					
7	Pemberian uang cuti sudah memuaskan					
8	Pemberian uang makan yang cukup					
9	Uang pengganti transport sudah sesuai dengan jumlah yang dikeluarkan oleh masing-masing karyawan					
10	Perusahaan memberikan uang lembur sesuai dengan beban kerja					

MOTIVASI (X₂)

No	Pertanyaan	STS	TS	KS	S	SS
1	Saya memiliki semangat kerja untuk pencapaian prestasi					
2	Saya selalu tepatu dalam hal pencapaian prestasi kerja					
3	Saya selalu semangat bekerja karena tambahan penghasilan yang memuaskan					
4	Saya bekerja dengan senang hati					
5	Lingkungan pekerjaan yang nyaman					
6	Jaminan kesehatan yang diterima memadai					
7	Perusahaan mengadakan training dan development secara berkala					
8	Saya merasa bangga akan prestasi yang saya capai					
9	Saya merasa bangga menjadi bagian dari divisi operation					
10	Saya diperlakukan secara adil oleh perusahaan					
11	Saya termotivasi untuk naik jabatan					
12	Saya mendapatkan rewards apabila mencapai prestasi kerja					

KEPUASAN KERJA (X₃)

No	Pertanyaan	STS	TS	KS	S	SS
1	Gaji yang diterima sesuai dengan beban kerja					
2	Gaji yang diterima dapat mencapai kepuasan karyawan					
3	Perusahaan memberikan jaminan hari tua					
4	Tunjangan di luar gaji yang saya terima membantu meningkatkan penghasilan					
5	Saya mendapatkan rewards apabila mencapai prestasi kerja					
6	Saya merasa puas dengan rekan kerja					
7	Saya bekerja dengan rasa aman dilingkungan kantor					
8	Saya selalu didukung oleh tim					
9	Saya diberikan kesempatan untuk mengembangkan diri					
10	Saya selalu terpacu untuk berkompetensi dengan rekan kerja					
11	Saya bangga dengan hasil kerja					

KINERJA (Y)

No	Pertanyaan	STS	TS	KS	S	SS
1	Saya selalu datang tepat waktu					
2	Saya menyelesaikan pekerjaan pekerjaan tepat waktu					
3	Saya bekerja sudah maksimal dan sesuai dengan harapan pemimpin					
4	Saya senang memberikan gagasan / ide dalam menyelesaikan masalah					
5	Saya bekerja sesuai dengan bidang kompetensi saya					

TABULASI JAWABAN RESPONDEN VARIABEL KOMPENSASI

Tabulasi Jawaban Responden Terhadap Variabel Kompensasi												
No	Jawaban										Total	Rata-rata
	1	2	3	4	5	6	7	8	9	10		
1	2	1	2	3	2	2	2	1	3	2	20	2.0
2	1	1	3	2	2	2	2	2	2	2	19	1.9
3	2	3	3	2	4	1	3	2	2	2	24	2.4
4	3	1	2	3	3	3	2	2	3	4	26	2.6
5	2	1	2	2	2	3	2	2	2	2	20	2.0
6	2	1	3	2	4	4	2	2	1	3	24	2.4
7	2	3	2	2	2	2	3	2	2	2	22	2.2
8	2	2	2	2	2	2	3	2	2	2	21	2.1
9	3	3	3	4	5	2	2	4	2	3	31	3.1
10	2	4	2	2	2	2	2	2	2	2	22	2.2
11	2	1	2	2	2	2	2	2	2	2	19	1.9
12	2	1	1	1	4	2	1	1	2	2	17	1.7
13	3	1	3	3	3	2	3	3	4	3	28	2.8
14	2	2	2	2	2	4	2	2	2	3	23	2.3
15	2	2	2	2	2	2	2	2	3	3	22	2.2
16	3	1	2	2	2	2	2	2	3	3	22	2.2
17	1	2	1	1	1	1	1	1	1	1	11	1.1
18	2	2	2	2	3	3	2	2	2	2	22	2.2
19	2	3	1	1	3	2	1	1	2	2	18	1.8
20	2	1	1	1	3	2	2	1	2	1	16	1.6
21	1	2	1	1	4	2	1	1	1	1	15	1.5
22	3	2	2	2	4	1	1	2	3	3	23	2.3
23	2	1	3	3	2	2	3	3	2	2	23	2.3
24	1	1	2	2	2	1	2	2	1	1	15	1.5
25	2	1	4	4	2	1	4	4	2	2	26	2.6
26	2	1	2	2	2	1	2	2	2	2	18	1.8
27	3	2	4	4	4	2	4	4	3	4	34	3.4
28	1	2	1	1	1	3	1	1	1	4	16	1.6
29	2	2	2	2	2	2	2	2	2	2	20	2.0

30	2	1	2	2	2	4	2	2	2	1	20	2.0
31	3	3	4	4	3	2	4	4	3	3	33	3.3
32	3	5	3	3	5	4	3	3	3	3	35	3.5
33	2	3	2	2	3	1	2	2	2	2	21	2.1
34	5	2	2	2	2	2	2	2	5	5	29	2.9
35	3	1	3	3	2	2	3	3	3	3	26	2.6
36	4	3	3	3	2	4	3	3	4	4	33	3.3
37	4	2	3	3	3	3	3	3	4	4	32	3.2
38	4	2	3	3	4	2	3	3	4	4	32	3.2
39	3	1	2	2	2	2	2	2	3	3	22	2.2
40	3	1	2	2	1	3	2	2	3	3	22	2.2
41	2	2	2	2	3	3	2	2	2	2	22	2.2
42	5	2	1	1	2	3	1	1	5	5	26	2.6
43	4	2	3	3	4	3	3	3	4	4	33	3.3
44	1	1	2	2	2	2	2	2	1	1	16	1.6
45	3	3	4	4	4	2	4	4	3	3	34	3.4
46	4	3	4	4	4	2	4	4	4	4	37	3.7
47	2	2	3	3	4	1	3	3	2	3	26	2.6
48	3	3	2	2	4	3	2	2	3	4	28	2.8
49	4	3	4	4	5	2	4	4	4	4	38	3.8
50	4	3	5	5	4	4	5	5	4	3	42	4.2
51	3	3	3	3	3	4	3	3	3	3	31	3.1
52	3	3	3	3	2	3	3	3	3	4	30	3.0
53	2	3	2	2	3	2	2	2	2	4	24	2.4
54	3	3	5	5	4	4	5	5	3	3	40	4.0
55	3	3	4	4	4	5	4	4	3	3	37	3.7
56	4	3	4	4	5	3	4	4	4	4	39	3.9
57	4	4	4	4	4	3	4	4	4	3	38	3.8
58	3	3	4	4	4	2	4	4	3	4	35	3.5
59	4	5	5	5	4	5	5	5	4	4	46	4.6
60	4	4	5	5	3	4	5	5	4	5	44	4.4
61	5	3	4	4	4	4	4	4	5	3	40	4.0
62	4	4	4	4	4	4	4	4	4	4	40	4.0
63	4	2	5	5	4	4	5	5	4	5	43	4.3

64	4	3	4	4	4	5	4	4	4	2	38	3.8
65	4	4	4	4	4	5	4	4	4	4	41	4.1
66	3	3	3	3	4	4	3	3	3	3	32	3.2
67	3	3	4	4	4	4	4	4	3	4	37	3.7
68	4	2	4	4	4	5	4	4	4	3	38	3.8
69	4	4	4	4	2	4	4	4	4	2	36	3.6
70	3	4	4	4	4	4	4	4	3	3	37	3.7
71	2	4	4	4	4	3	4	4	2	4	35	3.5
72	3	3	3	3	3	4	3	3	3	3	31	3.1
73	2	2	3	3	3	4	3	3	2	3	28	2.8
74	2	3	4	4	4	4	4	4	2	4	35	3.5
75	3	3	4	4	3	4	4	4	3	3	35	3.5
76	3	3	4	4	3	4	4	4	3	3	35	3.5
77	2	3	4	4	4	3	4	4	2	3	33	3.3
78	3	3	3	3	4	3	3	3	3	4	32	3.2
79	4	3	4	4	4	4	4	4	4	3	38	3.8
80	3	3	4	4	4	3	4	4	3	3	35	3.5
81	3	3	3	3	4	3	3	3	3	3	31	3.1
82	5	3	3	3	5	4	3	3	5	4	38	3.8
83	3	3	4	4	4	3	4	4	3	4	36	3.6
84	4	4	4	4	4	4	4	4	4	4	40	4.0

TABULASI JAWABAN RESPONDEN VARIABEL MOTIVASI

No	1	2	3	4	5	6	7	8	9	10	11	12	Jumlah	Rata-Rata
1	2	3	1	3	2	1	2	3	1	2	2	3	25	2.08
2	2	2	2	3	2	2	3	3	2	2	3	1	27	2.25
3	1	2	2	3	2	3	1	3	2	3	3	3	28	2.33
4	3	4	2	2	4	2	1	3	2	4	3	3	33	2.75
5	3	3	2	4	2	2	2	2	2	3	4	2	31	2.58
6	4	4	2	4	3	2	3	2	3	5	3	3	38	3.17
7	2	2	2	3	2	2	1	2	2	2	3	2	25	2.08
8	2	2	2	2	2	2	3	2	2	2	1	2	24	2.00
9	3	5	4	5	3	5	3	5	1	5	5	3	47	3.92
10	1	2	2	2	2	2	2	3	2	2	2	2	24	2.00
11	1	2	2	2	2	1	2	2	2	2	2	2	22	1.83
12	3	3	1	2	2	2	1	3	2	2	3	2	26	2.17
13	2	3	3	3	3	3	3	4	3	3	3	3	36	3.00
14	2	3	2	4	3	2	2	4	2	4	3	3	34	2.83
15	2	3	2	3	3	2	2	4	2	3	3	3	32	2.67
16	2	2	2	3	3	2	2	3	2	3	2	3	29	2.42
17	1	1	1	1	1	1	1	1	2	2	1	1	14	1.17
18	4	3	2	2	2	3	2	3	2	2	3	2	30	2.50
19	1	1	1	1	2	1	1	3	1	1	1	2	16	1.33
20	4	4	1	5	1	2	1	5	2	5	4	1	35	2.92
21	1	2	1	1	1	1	1	1	2	1	1	2	15	1.25

45	4	4	4	5	4	4	4	4	5	5	4	4	51	4.25
46	2	2	3	2	2	2	3	2	2	2	2	2	26	2.17
47	4	3	3	5	3	4	3	4	5	5	3	3	45	3.75
48	3	3	2	4	2	4	2	2	4	4	3	2	35	2.92
49	5	5	5	5	4	3	5	4	5	5	5	4	55	4.58
50	3	3	3	4	3	4	3	3	3	4	3	3	39	3.25
51	2	2	3	4	1	2	3	4	4	4	2	1	32	2.67
52	2	2	3	2	2	2	3	2	2	2	2	2	26	2.17
53	4	5	4	4	4	4	4	3	3	4	5	4	48	4.00
54	4	4	4	5	4	4	4	4	4	5	4	4	50	4.17
55	4	4	2	5	4	4	2	4	3	5	4	4	45	3.75
56	4	4	4	5	4	4	4	4	5	5	4	4	51	4.25
57	5	4	3	4	4	4	3	4	4	4	4	4	47	3.92
58	4	4	4	4	4	4	4	4	3	4	4	4	47	3.92
59	4	4	2	4	4	4	2	3	4	4	4	4	43	3.58
60	2	4	4	3	2	4	4	3	2	3	4	2	37	3.08
61	2	4	4	5	2	2	4	3	4	5	4	2	41	3.42
62	2	2	3	4	2	2	3	3	2	4	2	2	31	2.58
63	2	2	4	4	2	2	4	3	4	4	2	2	35	2.92
64	4	3	4	3	2	3	4	3	3	3	3	2	37	3.08
65	4	4	4	3	3	3	4	4	3	3	4	3	42	3.50
66	4	5	4	4	2	2	4	3	3	4	5	2	42	3.50
67	4	5	4	5	4	4	4	4	5	5	5	4	53	4.42

68	2	3	4	4	3	4	4	2	3	4	3	3	39	3.25
69	4	5	4	5	4	4	4	2	4	5	5	4	50	4.17
70	1	3	3	3	5	5	3	3	3	3	3	5	40	3.33
71	4	4	4	4	4	4	4	3	4	4	4	4	47	3.92
72	4	5	4	5	4	4	4	4	5	5	5	4	53	4.42
73	4	4	4	4	4	4	4	3	4	4	4	4	47	3.92
74	4	4	4	4	4	4	4	4	4	4	4	4	48	4.00
75	4	4	4	4	4	3	4	4	4	4	4	4	47	3.92
76	4	4	5	4	3	4	5	4	4	4	4	3	48	4.00
77	3	4	3	4	4	4	3	4	4	4	4	4	45	3.75
78	4	4	4	3	4	4	4	3	3	3	4	4	44	3.67
79	4	2	4	5	4	4	4	4	4	5	2	4	46	3.83
80	3	3	3	3	3	3	3	2	3	3	3	3	35	2.92
81	4	4	5	5	3	5	5	3	4	5	4	3	50	4.17
82	4	4	4	5	4	4	4	4	5	5	4	4	51	4.25
83	5	4	5	5	5	5	5	3	5	5	4	5	56	4.67
84	4	4	4	4	2	2	4	2	2	4	4	2	38	3.17

TABULASI JAWABAN RESPONDEN VARIABEL KEPUASAN KERJA

No	Jawaban											Total	Rata-rata
	1	2	3	4	5	6	7	8	9	10	11		
1	2	3	1	3	2	1	2	2	1	2	2	21	1.9
2	2	2	2	3	2	2	3	3	2	2	3	26	2.4
3	1	2	2	3	2	3	1	4	2	3	3	26	2.4
4	3	4	2	2	4	2	1	2	2	4	3	29	2.6
5	3	3	2	4	2	2	2	2	2	2	3	29	2.6
6	4	4	2	4	3	2	3	3	3	5	3	36	3.3
7	2	2	2	3	2	2	1	3	2	2	3	24	2.2
8	2	2	2	2	2	2	3	2	2	2	1	22	2.0
9	3	5	4	5	3	5	3	4	1	5	5	43	3.9
10	1	2	2	2	2	2	2	3	2	2	2	22	2.0
11	1	2	2	2	2	1	2	1	2	2	2	19	1.7
12	3	3	1	2	2	2	1	2	2	2	3	23	2.1
13	2	3	3	3	3	3	3	4	3	3	3	33	3.0
14	2	3	2	4	3	2	2	3	2	4	3	30	2.7
15	2	3	2	3	3	2	2	3	2	3	3	28	2.5
16	2	2	2	3	3	2	2	2	2	3	2	25	2.3
17	1	1	1	1	1	1	1	1	1	2	1	12	1.1
18	4	3	2	2	2	3	2	2	2	2	3	27	2.5
19	1	1	1	1	2	1	1	2	1	1	1	13	1.2
20	4	4	1	5	1	2	1	4	2	5	4	33	3.0
21	1	2	1	1	1	1	1	2	1	1	2	14	1.3
22	5	5	2	4	3	3	3	2	4	4	4	41	3.7
23	2	4	3	3	2	3	3	5	3	3	4	35	3.2
24	2	4	3	3	2	3	3	5	3	3	4	35	3.2
25	2	4	3	3	2	3	3	5	3	3	4	35	3.2
26	1	1	2	1	1	2	2	1	2	1	1	15	1.4
27	1	1	2	1	1	2	2	1	2	1	1	15	1.4
28	1	1	2	1	1	2	2	1	2	1	1	15	1.4
29	1	1	2	1	1	2	2	1	2	1	1	15	1.4
30	2	4	3	3	2	3	3	5	3	3	4	35	3.2
31	2	4	3	3	2	3	3	5	3	3	4	35	3.2
32	2	4	3	3	2	3	3	5	3	3	4	35	3.2
33	2	4	3	3	2	3	3	5	3	3	4	35	3.2
34	1	1	2	1	1	2	2	1	2	1	1	15	1.4
35	1	1	2	1	1	2	2	1	2	1	1	15	1.4
36	1	1	2	1	1	2	2	1	2	1	1	15	1.4
37	1	1	2	1	1	2	2	1	2	1	1	15	1.4
38	1	1	2	1	1	2	2	1	2	1	1	15	1.4
39	1	1	2	1	1	2	2	1	2	1	1	15	1.4
40	1	1	2	1	1	2	2	1	2	1	1	15	1.4
41	1	1	2	1	1	2	2	1	2	1	1	15	1.4
42	1	1	2	1	1	2	2	1	2	1	1	15	1.4
43	1	1	2	1	1	2	2	1	2	1	1	15	1.4
44	1	1	2	1	1	2	2	1	2	1	1	15	1.4
45	1	1	2	1	1	2	2	1	2	1	1	15	1.4
46	1	1	2	1	1	2	2	1	2	1	1	15	1.4
47	1	1	2	1	1	2	2	1	2	1	1	15	1.4
48	1	1	2	1	1	2	2	1	2	1	1	15	1.4
49	1	1	2	1	1	2	2	1	2	1	1	15	1.4
50	1	1	2	1	1	2	2	1	2	1	1	15	1.4
51	1	1	2	1	1	2	2	1	2	1	1	15	1.4
52	1	1	2	1	1	2	2	1	2	1	1	15	1.4
53	1	1	2	1	1	2	2	1	2	1	1	15	1.4
54	1	1	2	1	1	2	2	1	2	1	1	15	1.4
55	1	1	2	1	1	2	2	1	2	1	1	15	1.4
56	1	1	2	1	1	2	2	1	2	1	1	15	1.4
57	1	1	2	1	1	2	2	1	2	1	1	15	1.4
58	1	1	2	1	1	2	2	1	2	1	1	15	1.4
59	1	1	2	1	1	2	2	1	2	1	1	15	1.4
60	1	1	2	1	1	2	2	1	2	1	1	15	1.4
61	1	1	2	1	1	2	2	1	2	1	1	15	1.4
62	1	1	2	1	1	2	2	1	2	1	1	15	1.4
63	1	1	2	1	1	2	2	1	2	1	1	15	1.4
64	1	1	2	1	1	2	2	1	2	1	1	15	1.4
65	1	1	2	1	1	2	2	1	2	1	1	15	1.4
66	1	1	2	1	1	2	2	1	2	1	1	15	1.4
67	1	1	2	1	1	2	2	1	2	1	1	15	1.4
68	1	1	2	1	1	2	2	1	2	1	1	15	1.4
69	1	1	2	1	1	2	2	1	2	1	1	15	1.4
70	1	1	2	1	1	2	2	1	2	1	1	15	1.4
71	1	1	2	1	1	2	2	1	2	1	1	15	1.4
72	1	1	2	1	1	2	2	1	2	1	1	15	1.4
73	1	1	2	1	1	2	2	1	2	1	1	15	1.4
74	1	1	2	1	1	2	2	1	2	1	1	15	1.4
75	1	1	2	1	1	2	2	1	2	1	1	15	1.4
76	1	1	2	1	1	2	2	1	2	1	1	15	1.4
77	1	1	2	1	1	2	2	1	2	1	1	15	1.4
78	1	1	2	1	1	2	2	1	2	1	1	15	1.4
79	1	1	2	1	1	2	2	1	2	1	1	15	1.4
80	1	1	2	1	1	2	2	1	2	1	1	15	1.4
81	1	1	2	1	1	2	2	1	2	1	1	15	1.4
82	1	1	2	1	1	2	2	1	2	1	1	15	1.4
83	1	1	2	1	1	2	2	1	2	1	1	15	1.4
84	1	1	2	1	1	2	2	1	2	1	1	15	1.4
85	1	1	2	1	1	2	2	1	2	1	1	15	1.4
86	1	1	2	1	1	2	2	1	2	1	1	15	1.4
87	1	1	2	1	1	2	2	1	2	1	1	15	1.4
88	1	1	2	1	1	2	2	1	2	1	1	15	1.4
89	1	1	2	1	1	2	2	1	2	1	1	15	1.4
90	1	1	2	1	1	2	2	1	2	1	1	15	1.4
91	1	1	2	1	1	2	2	1	2	1	1	15	1.4
92	1	1	2	1	1	2	2	1	2	1	1	15	1.4
93	1	1	2	1	1	2	2	1	2	1	1	15	1.4
94	1	1	2	1	1	2	2	1	2	1	1	15	1.4
95	1	1	2	1	1	2	2	1	2	1	1	15	1.4
96	1	1	2	1	1	2	2	1	2	1	1	15	1.4
97	1	1	2	1	1	2	2	1	2	1	1	15	1.4
98	1	1	2	1	1	2	2	1	2	1	1	15	1.4
99	1	1	2	1	1	2	2	1	2	1	1	15	1.4
100	1	1	2	1	1	2	2	1	2	1	1	15	1.4

31	1	2	2	2	2	2	2	2	2	2	2	2	21	1.9
32	1	2	2	2	2	1	2	2	2	2	2	2	20	1.8
33	3	3	1	2	2	2	1	3	2	2	3	3	24	2.2
34	2	3	3	3	3	3	3	3	3	3	3	3	32	2.9
35	2	3	2	4	3	2	2	3	2	4	3	3	30	2.7
36	2	3	2	3	3	2	2	3	2	3	3	3	28	2.5
37	5	5	2	4	3	3	2	5	4	4	5	4	42	3.8
38	2	4	3	3	2	3	3	4	3	3	4	4	34	3.1
39	1	1	2	1	1	2	2	1	2	1	1	1	15	1.4
40	3	3	4	3	2	3	4	3	3	3	3	3	34	3.1
41	1	4	2	2	2	2	2	4	3	2	4	4	28	2.5
42	4	3	4	5	4	4	4	3	3	5	3	3	42	3.8
43	5	2	1	3	4	1	1	2	2	3	2	2	26	2.4
44	1	1	2	1	1	2	2	1	2	1	1	1	15	1.4
45	4	4	4	5	4	4	4	3	5	5	4	4	46	4.2
46	2	2	3	2	2	2	3	3	2	2	2	2	25	2.3
47	4	3	3	5	3	4	3	2	5	5	3	3	40	3.6
48	3	3	2	4	2	4	2	3	4	4	3	3	34	3.1
49	5	5	5	5	4	3	5	5	5	5	5	5	52	4.7
50	3	3	3	4	3	4	3	3	3	4	3	3	36	3.3
51	2	2	3	4	1	2	3	2	4	4	2	2	29	2.6
52	2	2	3	2	2	2	3	2	2	2	2	2	24	2.2
53	4	5	4	4	4	4	4	5	3	4	5	4	46	4.2
54	4	4	4	5	4	4	4	4	4	5	4	4	46	4.2
55	4	4	2	5	4	4	2	4	3	5	4	4	41	3.7
56	4	4	4	5	4	4	4	4	5	5	4	4	47	4.3
57	5	4	3	4	4	4	3	3	4	4	4	4	42	3.8
58	4	4	4	4	4	4	4	5	3	4	4	4	44	4.0
59	4	4	2	4	4	4	2	4	4	4	4	4	40	3.6
60	2	4	4	3	2	4	4	3	2	3	4	4	35	3.2
61	2	4	4	5	2	2	4	5	4	5	4	4	41	3.7
62	2	2	3	4	2	2	3	2	2	4	2	2	28	2.5
63	2	2	3	4	2	2	4	2	4	4	4	2	32	2.9
64	4	3	4	3	2	3	4	3	3	3	3	3	35	3.2

65	4	4	4	3	3	3	4	4	3	3	4	39	3.5
66	4	5	4	4	2	2	4	5	3	4	5	42	3.8
67	4	5	4	5	4	4	4	5	5	5	5	50	4.5
68	2	3	4	4	3	4	4	3	3	4	3	37	3.4
69	4	5	4	5	4	4	4	5	4	5	5	49	4.5
70	1	3	3	3	5	5	3	3	3	3	3	35	3.2
71	4	4	4	4	4	4	4	4	4	4	4	44	4.0
72	4	5	4	5	4	4	4	5	5	5	5	50	4.5
73	4	4	4	4	4	4	4	4	4	4	4	44	4.0
74	4	4	4	4	4	4	4	4	4	4	4	44	4.0
75	4	4	4	4	4	3	4	4	4	4	4	43	3.9
76	4	4	5	4	3	4	5	4	4	4	4	45	4.1
77	3	4	3	4	4	4	3	4	4	4	4	41	3.7
78	4	4	4	3	4	4	4	4	3	3	4	41	3.7
79	4	2	4	5	4	4	4	2	4	5	2	40	3.6
80	3	3	3	3	3	3	3	3	3	3	3	33	3.0
81	4	4	5	5	3	5	5	4	4	5	4	48	4.4
82	4	4	4	5	4	4	4	4	5	5	4	47	4.3
83	5	4	5	5	5	5	5	4	5	5	4	52	4.7
84	4	4	4	4	2	2	4	3	2	4	4	37	3.4

TABULASI JAWABAN RESPONDEN VARIABEL KINERJA

No	Jawaban					Total	Rata-rata
	1	2	3	4	5		
1	2	1	3	3	2	11	2.2
2	2	1	2	2	2	9	1.8
3	3	4	3	2	3	15	3.0
4	2	3	2	3	4	14	2.8
5	2	3	2	2	2	11	2.2
6	3	1	3	2	2	11	2.2
7	2	2	2	2	3	11	2.2
8	3	4	2	2	3	14	2.8
9	3	3	3	4	3	16	3.2
10	2	3	2	2	3	12	2.4
11	1	3	2	2	3	11	2.2
12	2	2	1	1	2	8	1.6
13	2	4	3	3	4	16	3.2
14	3	3	2	2	3	13	2.6
15	1	2	2	2	2	9	1.8
16	3	2	2	2	2	11	2.2
17	1	1	1	1	1	5	1.0
18	2	2	2	2	2	10	2.0
19	1	1	1	1	1	5	1.0
20	1	2	1	1	2	7	1.4
21	1	1	1	1	1	5	1.0
22	2	1	2	2	1	8	1.6
23	3	3	3	3	3	15	3.0
24	2	1	2	2	3	10	2.0
25	3	4	3	4	2	16	3.2
26	2	3	2	3	2	12	2.4
27	3	4	3	5	4	19	3.8
28	1	1	1	1	1	5	1.0
29	3	2	2	2	2	11	2.2
30	2	2	2	2	2	10	2.0
31	4	4	4	4	4	20	4.0
32	3	3	3	3	3	15	3.0
33	3	2	2	2	2	11	2.2
34	2	2	2	3	3	11	2.2
35	3	3	3	3	3	15	3.0
36	2	4	3	3	2	14	2.8
37	3	3	4	3	3	16	3.2

38	3	3	3	3	3	15	3.0
39	2	2	2	2	2	10	2.0
40	2	3	2	2	2	11	2.2
41	2	2	2	2	2	10	2.0
42	1	1	1	1	1	5	1.0
43	3	3	3	3	3	15	3.0
44	2	2	2	2	2	10	2.0
45	4	4	3	4	4	19	3.8
46	4	4	4	3	4	19	3.8
47	3	3	3	3	3	15	3.0
48	2	2	2	2	2	10	2.0
49	4	4	4	4	4	20	4.0
50	5	5	5	5	5	25	5.0
51	4	3	3	3	3	16	3.2
52	3	2	3	3	3	14	2.8
53	2	2	2	2	2	10	2.0
54	5	5	5	5	5	25	5.0
55	4	4	4	4	4	20	4.0
56	5	4	5	4	4	22	4.4
57	4	4	4	4	4	20	4.0
58	5	4	4	4	4	21	4.2
59	5	5	5	5	5	25	5.0
60	5	4	5	5	5	24	4.8
61	4	4	4	4	4	20	4.0
62	4	4	4	4	4	20	4.0
63	5	5	5	5	5	25	5.0
64	4	4	4	4	4	20	4.0
65	4	4	4	4	4	20	4.0
66	3	3	3	3	3	15	3.0
67	4	4	4	4	4	20	4.0
68	3	4	4	3	4	18	3.6
69	4	4	3	4	4	19	3.8
70	4	4	4	4	4	20	4.0
71	4	3	4	4	4	19	3.8
72	3	3	3	3	3	15	3.0
73	3	3	3	3	3	15	3.0
74	4	4	4	3	4	19	3.8
75	4	3	4	4	4	19	3.8
76	3	4	4	4	4	20	4.0
77	4	4	4	4	4	20	4.0
78	3	3	3	3	3	15	3.0
79	4	4	4	4	4	20	4.0

80	5	4	4	4	4	21	4.2
81	3	2	3	3	3	14	2.8
82	3	3	3	4	3	16	3.2
83	3	4	4	4	4	19	3.8
84	4	4	4	4	4	20	4.0

Q5	Pearson Correlation	.431**	.524**	.556**	.551**	1	.323**	.502**	.564**	.356**	.370**	.661**
	Sig. (2-tailed)	.000	.000	.000	.000		.003	.000	.000	.001	.001	.000
	N	84	84	84	84	84	84	84	84	84	84	84
Q6	Pearson Correlation	.479**	.467**	.514**	.509**	.323**	1	.511**	.513**	.437**	.359**	.658**
	Sig. (2-tailed)	.000	.000	.000	.000	.003		.000	.000	.000	.001	.000
	N	84	84	84	84	84	84	84	84	84	84	84
Q7	Pearson Correlation	.520**	.562**	.965**	.945**	.502**	.511**	1	.952**	.508**	.417**	.888**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
Q8	Pearson Correlation	.555**	.576**	.977**	.977**	.564**	.513**	.952**	1	.512**	.470**	.915**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
Q9	Pearson Correlation	.965**	.376**	.501**	.528**	.356**	.437**	.508**	.512**	1	.645**	.738**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84

Q10 Pearson Correlation	.671**	.390**	.452**	.470**	.370**	.359**	.417**	.470**	.645**	1	.663**
Sig. (2-tailed)	.000	.000	.000	.000	.001	.001	.000	.000	.000		.000
N	84	84	84	84	84	84	84	84	84	84	84
Total Pearson Correlation	.775**	.692**	.904**	.909**	.661**	.658**	.888**	.915**	.738**	.663**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	84	84	84	84	84	84	84	84	84	84	84

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

CORRELATIONS /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Q11 Q12 Total
 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.

Correlations / Validitas Motivasi

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Total
Q1	Pearson Correlation	1	.631**	.447**	.686**	.648**	.516**	.451**	.348**	.586**	.700**	.605**	.630**	.771**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q2	Pearson Correlation	.631**	1	.514**	.643**	.549**	.591**	.490**	.425**	.573**	.674**	.961**	.539**	.801**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q3	Pearson Correlation	.447**	.514**	1	.623**	.479**	.714**	.963**	.346**	.655**	.624**	.523**	.469**	.778**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.001	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q4	Pearson Correlation	.686**	.643**	.623**	1	.623**	.665**	.608**	.584**	.693**	.964**	.661**	.633**	.887**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q5	Pearson Correlation	.648**	.549**	.479**	.623**	1	.669**	.454**	.435**	.587**	.662**	.518**	.978**	.796**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q6	Pearson Correlation	.516**	.591**	.714**	.665**	.669**	1	.661**	.473**	.668**	.665**	.610**	.669**	.830**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q7	Pearson Correlation	.451**	.490**	.963**	.608**	.454**	.661**	1	.308**	.659**	.593**	.472**	.444**	.752**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.004	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84

Q8	Pearson Correlation	.348**	.425**	.346**	.584**	.435**	.473**	.308**	1	.353**	.583**	.425**	.435**	.588**
	Sig. (2-tailed)	.001	.000	.001	.000	.000	.000	.004		.001	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q9	Pearson Correlation	.586**	.573**	.655**	.693**	.587**	.668**	.659**	.353**	1	.703**	.573**	.577**	.806**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001		.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q10	Pearson Correlation	.700**	.674**	.624**	.964**	.662**	.665**	.593**	.583**	.703**	1	.648**	.653**	.896**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q11	Pearson Correlation	.605**	.961**	.523**	.661**	.518**	.610**	.472**	.425**	.573**	.648**	1	.508**	.792**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Q12	Pearson Correlation	.630**	.539**	.469**	.633**	.978**	.669**	.444**	.435**	.577**	.653**	.508**	1	.789**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	84	84	84	84	84	84	84	84	84	84	84	84	84
Total	Pearson Correlation	.771**	.801**	.778**	.887**	.796**	.830**	.752**	.588**	.806**	.896**	.792**	.789**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	84	84	84	84	84	84	84	84	84	84	84	84	84

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

CORRELATIONS /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Q11 Total
 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.

Correlations / Validitas Kepuasan Kerja

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Total
Q1	Pearson Correlation	1	.631**	.447**	.686**	.648**	.516**	.451**	.480**	.586**	.700**	.605**	.765**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q2	Pearson Correlation	.631**	1	.514**	.643**	.549**	.591**	.490**	.847**	.573**	.674**	.961**	.838**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q3	Pearson Correlation	.447**	.514**	1	.623**	.479**	.714**	.963**	.496**	.655**	.624**	.523**	.790**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q4	Pearson Correlation	.686**	.643**	.623**	1	.623**	.665**	.608**	.573**	.693**	.964**	.661**	.875**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q5	Pearson Correlation	.648**	.549**	.479**	.623**	1	.669**	.454**	.486**	.587**	.662**	.518**	.748**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84

Q6	Pearson Correlation	.516**	.591**	.714**	.665**	.669**	1	.661**	.533**	.668**	.665**	.610**	.817**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q7	Pearson Correlation	.451**	.490**	.963**	.608**	.454**	.661**	1	.463**	.659**	.593**	.472**	.765**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q8	Pearson Correlation	.480**	.847**	.496**	.573**	.486**	.533**	.463**	1	.546**	.562**	.876**	.768**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q9	Pearson Correlation	.586**	.573**	.655**	.693**	.587**	.668**	.659**	.546**	1	.703**	.573**	.813**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q10	Pearson Correlation	.700**	.674**	.624**	.964**	.662**	.665**	.593**	.562**	.703**	1	.648**	.881**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84	84
Q11	Pearson Correlation	.605**	.961**	.523**	.661**	.518**	.610**	.472**	.876**	.573**	.648**	1	.835**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	84	84	84	84	84	84	84	84	84	84	84	84

Total Pearson Correlation	.765**	.838**	.790**	.875**	.748**	.817**	.765**	.768**	.813**	.881**	.835**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	84	84	84	84	84	84	84	84	84	84	84	84

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

CORRELATIONS /VARIABLES=Q1 Q2 Q3 Q4 Q5 Total /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.

Correlations / Validitas Kinerja

		Correlations					
		Q1	Q2	Q3	Q4	Q5	Total
Q1	Pearson Correlation	1	.779**	.903**	.849**	.847**	.933**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	84	84	84	84	84	84
Q2	Pearson Correlation	.779**	1	.813**	.818**	.864**	.910**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	84	84	84	84	84	84
Q3	Pearson Correlation	.903**	.813**	1	.905**	.884**	.959**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84
Q4	Pearson Correlation	.849**	.818**	.905**	1	.867**	.945**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84
Q5	Pearson Correlation	.847**	.864**	.884**	.867**	1	.949**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	84	84	84	84	84	84
Total	Pearson Correlation	.933**	.910**	.959**	.945**	.949**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	84	84	84	84	84	84

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

RELIABILITY /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 /SCALE('ALL
 VARIABLES') ALL /MODEL=ALPHA /STATISTICS=CORR /SUMMARY=TOTAL.

Reliability Kompensasi

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded ^a	0	.0
	Total	84	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.930	.929	10

Inter-Item Correlation Matrix

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
Q1	1.000	.423	.524	.551	.431	.479	.520	.555	.965	.671
Q2	.423	1.000	.549	.543	.524	.467	.562	.576	.376	.390
Q3	.524	.549	1.000	.970	.556	.514	.965	.977	.501	.452
Q4	.551	.543	.970	1.000	.551	.509	.945	.977	.528	.470
Q5	.431	.524	.556	.551	1.000	.323	.502	.564	.356	.370
Q6	.479	.467	.514	.509	.323	1.000	.511	.513	.437	.359
Q7	.520	.562	.965	.945	.502	.511	1.000	.952	.508	.417
Q8	.555	.576	.977	.977	.564	.513	.952	1.000	.512	.470
Q9	.965	.376	.501	.528	.356	.437	.508	.512	1.000	.645
Q10	.671	.390	.452	.470	.370	.359	.417	.470	.645	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q1	26.33	57.261	.719	.955	.923
Q2	26.73	58.394	.618	.463	.928
Q3	26.20	53.995	.876	.972	.914
Q4	26.20	53.778	.881	.963	.914
Q5	26.00	58.916	.582	.455	.930
Q6	26.31	58.289	.572	.374	.931
Q7	26.21	54.219	.855	.941	.915
Q8	26.24	53.316	.888	.976	.913
Q9	26.31	57.855	.674	.950	.925
Q10	26.18	59.209	.587	.486	.929

```

RELIABILITY  /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Q11 Q12
/SCALE('ALL VARIABLES') ALL  /MODEL=ALPHA  /STATISTICS=CORR
/SUMMARY=TOTAL.

```

Reliability Motivasi

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded ^a	0	.0
	Total	84	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.946	.946	12

Inter-Item Correlation Matrix

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
Q1	1.000	.631	.447	.686	.648	.516	.451	.348	.586	.700	.605	.630
Q2	.631	1.000	.514	.643	.549	.591	.490	.425	.573	.674	.961	.539
Q3	.447	.514	1.000	.623	.479	.714	.963	.346	.655	.624	.523	.469
Q4	.686	.643	.623	1.000	.623	.665	.608	.584	.693	.964	.661	.633
Q5	.648	.549	.479	.623	1.000	.669	.454	.435	.587	.662	.518	.978
Q6	.516	.591	.714	.665	.669	1.000	.661	.473	.668	.665	.610	.669
Q7	.451	.490	.963	.608	.454	.661	1.000	.308	.659	.593	.472	.444
Q8	.348	.425	.346	.584	.435	.473	.308	1.000	.353	.583	.425	.435
Q9	.586	.573	.655	.693	.587	.668	.659	.353	1.000	.703	.573	.577
Q10	.700	.674	.624	.964	.662	.665	.593	.583	.703	1.000	.648	.653
Q11	.605	.961	.523	.661	.518	.610	.472	.425	.573	.648	1.000	.508
Q12	.630	.539	.469	.633	.978	.669	.444	.435	.577	.653	.508	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q1	33.35	95.409	.716	.611	.943
Q2	33.05	96.962	.758	.978	.941
Q3	33.38	97.203	.730	.970	.942
Q4	32.86	93.305	.859	.980	.938
Q5	33.46	98.011	.756	.970	.941
Q6	33.42	96.077	.793	.704	.940
Q7	33.38	97.684	.699	.970	.943
Q8	33.14	104.437	.530	.403	.948
Q9	33.33	97.092	.765	.648	.941
Q10	32.87	92.597	.869	.981	.937
Q11	33.05	97.178	.748	.978	.942
Q12	33.46	98.179	.747	.970	.942

RELIABILITY /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Q11 /SCALE('ALL
 VARIABLES') ALL /MODEL=ALPHA /STATISTICS=CORR /SUMMARY=TOTAL.

Reliability Kepuasan Kerja

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded ^a	0	.0
	Total	84	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.947	.947	11

Inter-Item Correlation Matrix

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11
Q1	1.000	.631	.447	.686	.648	.516	.451	.480	.586	.700	.605
Q2	.631	1.000	.514	.643	.549	.591	.490	.847	.573	.674	.961
Q3	.447	.514	1.000	.623	.479	.714	.963	.496	.655	.624	.523
Q4	.686	.643	.623	1.000	.623	.665	.608	.573	.693	.964	.661
Q5	.648	.549	.479	.623	1.000	.669	.454	.486	.587	.662	.518
Q6	.516	.591	.714	.665	.669	1.000	.661	.533	.668	.665	.610
Q7	.451	.490	.963	.608	.454	.661	1.000	.463	.659	.593	.472
Q8	.480	.847	.496	.573	.486	.533	.463	1.000	.546	.562	.876
Q9	.586	.573	.655	.693	.587	.668	.659	.546	1.000	.703	.573
Q10	.700	.674	.624	.964	.662	.665	.593	.562	.703	1.000	.648
Q11	.605	.961	.523	.661	.518	.610	.472	.876	.573	.648	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q1	30.61	86.603	.705	.621	.945
Q2	30.31	87.036	.801	.973	.941
Q3	30.64	87.847	.742	.967	.943
Q4	30.12	84.709	.842	.972	.939
Q5	30.73	89.936	.697	.617	.944
Q6	30.68	87.353	.775	.702	.941
Q7	30.64	88.281	.712	.965	.944
Q8	30.36	88.546	.716	.790	.944
Q9	30.60	87.858	.771	.645	.942
Q10	30.13	84.115	.849	.974	.938
Q11	30.31	87.108	.797	.976	.941

RELIABILITY /VARIABLES=Q1 Q2 Q3 Q4 Q5 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA /STATISTICS=CORR /SUMMARY=TOTAL.

Reliability Kinerja

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded ^a	0	.0
	Total	84	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.966	.967	5

Inter-Item Correlation Matrix

	Q1	Q2	Q3	Q4	Q5
Q1	1.000	.779	.903	.849	.847
Q2	.779	1.000	.813	.818	.864
Q3	.903	.813	1.000	.905	.884
Q4	.849	.818	.905	1.000	.867
Q5	.847	.864	.884	.867	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q1	12.02	17.036	.893	.828	.960
Q2	12.00	17.373	.859	.767	.966
Q3	12.05	16.986	.935	.894	.953
Q4	12.01	17.096	.913	.847	.957
Q5	11.96	17.312	.921	.854	.956

REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1.

Regression / Kompensasi Terhadap Kinerja

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kompensasi ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.911 ^a	.831	.829	2.135

a. Predictors: (Constant), Kompensasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1833.194	1	1833.194	402.152	.000 ^a
	Residual	373.794	82	4.558		
	Total	2206.988	83			

a. Predictors: (Constant), Kompansasi

b. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.475	.854		-1.726	.088
	Kompensasi	.565	.028	.911	20.054	.000

a. Dependant Variable: Kinerja

REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X2.

Regression / Motivasi Terhadap Kinerja

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Motivasi ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.569 ^a	.324	.316	4.266

a. Predictors: (Constant), Motivasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	714.785	1	714.785	39.279	.000 ^a
	Residual	1492.203	82	18.198		
	Total	2206.988	83			

a. Predictors: (Constant), Motivasi

b. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.087	1.651		3.082	.003
	Motivasi	.274	.044	.569	6.267	.000

a. Dependent Variable: Kinerja

REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X3.

Regression / Kepuasan Kerja Terhadap Kinerja

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	701.619	1	701.619	38.218	.000 ^a
	Residual	1505.369	82	18.358		
	Total	2206.988	83			

a. Predictors: (Constant), Kepuasan Kerja

b. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.502	1.608		3.422	.001
	Kepuasan Kerja	.284	.046	.564	6.182	.000

a. Dependent Variable: Kinerja

```

REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1
X2 X3 /SCATTERPLOT=(*ZRESID , *ZPRED) /RESIDUALS DURBIN NORM(ZRESID) .

```

Regression Linear Berganda

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Kompensasi, Motivasi ^a		Enter

a. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.912 ^a	.832	.825	2.156	1.893

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

b. Dependent Variable: Kinerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1835.185	3	611.728	131.624	.000 ^a
	Residual	371.804	80	4.648		
	Total	2206.988	83			

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

b. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.234	.940		-1.312	.193
	Kompensasi	.580	.037	.937	15.526	.000
	Motivasi	-.042	.174	-.087	-.242	.809
	Kepuasan Kerja	.025	.181	.049	.137	.891

a. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.234	.940		-1.312	.193
	Kompensasi	.580	.037	.937	15.526	.000
	Motivasi	-.042	.174	-.087	-.242	.809
	Kepuasan Kerja	.025	.181	.049	.137	.891

a. Dependent Variable: Kinerja

```
GET FILE='C:\Documents and Settings\Administrator\Desktop\Tesis  
Helen\Olah Data SPSS\Tabulasi Regresi.sav'. DESCRIPTIVES VARIABLES=X1 X2 X3  
Y /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

	N	Minimum	Maximum	Mean	Std. Deviation
Kompensasi	84	11	46	29.19	8.321
Motivasi	84	14	56	36.25	10.719
Kepuasan Kerja	84	12	52	33.51	10.246
Kinerja	84	5	25	15.01	5.157
Valid N (listwise)	84				

CORRELATIONS /VARIABLES=X11 X12 Y11 /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations / Kompensasi Terhadap Disiplin Kerja

		Kompensasi Intrinsik	Kompensasi Ekstrinsik	Disiplin
Kompensasi Intrinsik	Pearson Correlation	1	.910**	.839**
	Sig. (2-tailed)		.000	.000
	N	84	84	84
Kompensasi Ekstrinsik	Pearson Correlation	.910**	1	.807**
	Sig. (2-tailed)	.000		.000
	N	84	84	84
Disiplin	Pearson Correlation	.839**	.807**	1
	Sig. (2-tailed)	.000	.000	
	N	84	84	84

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

CORRELATIONS /VARIABLES=X11 X12 Y22 /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations / Kompensasi Terhadap Kualitas Kerja

		Kompensasi Intrinsik	Kompensasi Ekstrinsik	Kualitas Kerja
Kompensasi Intrinsik	Pearson Correlation	1	.910**	.884**
	Sig. (2-tailed)		.000	.000
	N	84	84	84
Kompensasi Ekstrinsik	Pearson Correlation	.910**	1	.895**
	Sig. (2-tailed)	.000		.000
	N	84	84	84
Kualitas Kerja	Pearson Correlation	.884**	.895**	1
	Sig. (2-tailed)	.000	.000	
	N	84	84	84

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

CORRELATIONS /VARIABLES=X21 X22 X23 X24 X25 Y11 /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations / Motivasi Terhadap Disiplin Kerja

		Correlations					
		kebutuhan fisiologis	Rasa Aman	Act. Diri	Keb. Sosial	Penghargaan	Disiplin
kebutuhan fisiologis	Pearson Correlation	1	.787**	.748**	.876**	.869**	.489**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	84	84	84	84	84	84
Rasa Aman	Pearson Correlation	.787**	1	.614**	.771**	.868**	.476**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	84	84	84	84	84	84
Act. Diri	Pearson Correlation	.748**	.614**	1	.636**	.528**	.540**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84
Keb. Sosial	Pearson Correlation	.876**	.771**	.636**	1	.769**	.473**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84
Penghargaan	Pearson Correlation	.869**	.868**	.528**	.769**	1	.415**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	84	84	84	84	84	84
Disiplin	Pearson Correlation	.489**	.476**	.540**	.473**	.415**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	84	84	84	84	84	84

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

CORRELATIONS /VARIABLES=X21 X22 X23 X24 X25 Y22 /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations / Motivasi Terhadap Kualitas Kerja

		Correlations					
		kebutuhan fisiologis	Rasa Aman	Act. Diri	Keb. Sosial	Penghargaan	Kualitas Kerja
kebutuhan fisiologis	Pearson Correlation	1	.787**	.748**	.876**	.869**	.522**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	84	84	84	84	84	84
Rasa Aman	Pearson Correlation	.787**	1	.614**	.771**	.868**	.539**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	84	84	84	84	84	84
Act. Diri	Pearson Correlation	.748**	.614**	1	.636**	.528**	.590**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84
Keb. Sosial	Pearson Correlation	.876**	.771**	.636**	1	.769**	.520**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84
Penghargaan	Pearson Correlation	.869**	.868**	.528**	.769**	1	.460**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	84	84	84	84	84	84
Kualitas Kerja	Pearson Correlation	.522**	.539**	.590**	.520**	.460**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	84	84	84	84	84	84

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

CORRELATIONS /VARIABLES=X31 X32 Y11 /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations / Kepuasan Kerja Terhadap Disiplin Kerja

		Correlations		
		Kompensasi	Hubungan Sosial	Disiplin
Kompensasi	Pearson Correlation	1	.940**	.492**
	Sig. (2-tailed)		.000	.000
	N	84	84	84
Hubungan Sosial	Pearson Correlation	.940**	1	.533**
	Sig. (2-tailed)	.000		.000
	N	84	84	84
Disiplin	Pearson Correlation	.492**	.533**	1
	Sig. (2-tailed)	.000	.000	
	N	84	84	84

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

CORRELATIONS /VARIABLES=X31 X32 Y22 /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations / Kepuasan Kerja Terhadap Kualitas Kerja

		Kompensasi	Hubungan Sosial	Kualitas Kerja
Kompensasi	Pearson Correlation	1	.940**	.534**
	Sig. (2-tailed)		.000	.000
	N	84	84	84
Hubungan Sosial	Pearson Correlation	.940**	1	.570**
	Sig. (2-tailed)	.000		.000
	N	84	84	84
Kualitas Kerja	Pearson Correlation	.534**	.570**	1
	Sig. (2-tailed)	.000	.000	
	N	84	84	84

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

CORRELATIONS /VARIABLES=X1 X2 X3 Y /PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations Berganda

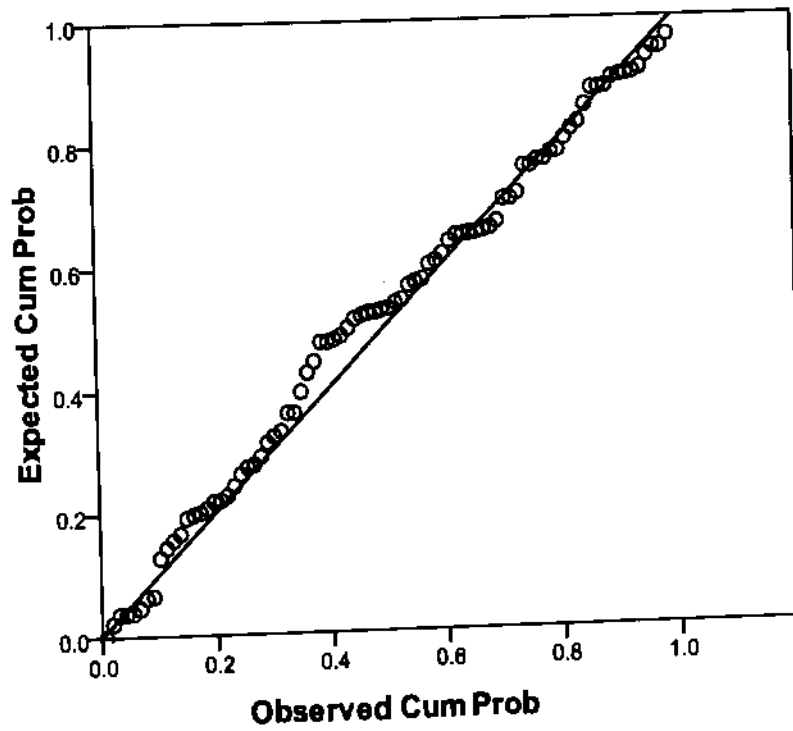
		Kompensasi	Motivasi	Kepuasan Kerja	Kinerja
Kompensasi	Pearson Correlation	1	.649**	.642**	.911**
	Sig. (2-tailed)		.000	.000	.000
	N	84	84	84	84
Motivasi	Pearson Correlation	.649**	1	.992**	.569**
	Sig. (2-tailed)	.000		.000	.000
	N	84	84	84	84
Kepuasan Kerja	Pearson Correlation	.642**	.992**	1	.564**
	Sig. (2-tailed)	.000	.000		.000
	N	84	84	84	84
Kinerja	Pearson Correlation	.911**	.569**	.564**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	84	84	84	84

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

Charts

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja



Scatterplot

Dependent Variable: Kinerja

