

Lampiran 01. Kuesioner Penelitian



KUESIONER PENELITIAN
UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI
JURUSAN PENDIDIKAN EKONOMI

Kepada

Yth. Bapak/Ibu, Saudara/i

Hal : Pengisian Kuesioner

Dengan Hormat,

Dalam rangka penyelesaian tugas akhir skripsi terkait studi yang sedang saya lakukan di Program Studi Pendidikan Ekonomi, Fakultas Ekonomi, Universitas Pendidikan Ganesha, dengan ini saya mengadakan penelitian yang berjudul “Pengaruh Kompensasi dan Motivasi Kerja Terhadap Kinerja pekerja Pada Bunga Pertiwi Bakeri di Kabupaten Buleleng”.

Maka dengan ini, saya mohon kesediaan Bapak/Ibu, Saudara/i untuk berkenan mengisi kuesioner ini. Atas kesediaan dan bantuan Bapak/Ibu, Saudara/i yang turut berpartisipasi dalam mengisi kuesioner penelitian ini, saya ucapkan terimakasih.

Singaraja, 15 Februari 2021
Peneliti

Ni Made Dwi Astari
NIM. 1417011037

A. Identitas Responden

(Beri tanda \surd pada kotak jawaban)

1. Nama :
2. Jenis Kelamin : Laki-laki Perempuan
3. Usia : tahun
4. Pendidikan Terakhir :

B. Petunjuk Pengisian Kuesioner

Silakan anda pilih jawaban yang menurut anda paling sesuai dengan kondisi yang ada dengan memberikan tanda centang (\surd) pada pilihan jawaban yang tersedia.

Keterangan

- SS : Sangat Setuju
S : Setuju
KS : Kurang Setuju
TS : Tidak Setuju
STS : Sangat Tidak Setuju

C. Draf Pernyataan

1. Kinerja pekerja (Y)

No	Pernyataan	STS	TS	KS	S	SS
1	Saya bisa mencapai standar hasil kerja perusahaan					
2	Hasil kerja saya meningkat dari waktu ke waktu					
3	Saya bisa memenuhi standar mutu hasil kerja dari perusahaan					
4	Saya bisa meningkatkan mutu hasil kerja dari waktu ke waktu					
5	Saya bisa menyelesaikan pekerjaan yang diberikan perusahaan tepat waktu					
6	Saya bisa meningkatkan ketepatan waktu penyelesaian pada setiap pekerjaan					

(Sumber: Luthans, 2011)

2. Kompensasi (X₁)

No	Pernyataan	STS	TS	KS	S	SS
1	Insentif (bonus/komisi) yang diberikan mampu memenuhi sebagian kebutuhan pokok karyawan.					
2	Insentif (bonus/komisi) yang diterima telah sesuai dengan kualitas pekerjaan yang dihasilkan.					
3	Perusahaan selalu memperhatikan pemenuhan akan kebutuhan dan fasilitas untuk karyawan.					
4	Fasilitas yang diberikan perusahaan di tempat saya bekerja sudah mencukupi					
5	Pemberian tunjangan kesehatan membuat saya lebih loyal terhadap perusahaan.					
6	Tunjangan kesehatan yang diberikan membuat para karyawan merasa aman ketika bekerja, terutama bila diberikan tanggung jawab dengan resiko tinggi.					

(Sumber: Luthans, 2011)

3. Motivasi Kerja (X₂)

No	Pernyataan	STS	TS	KS	S	SS
1	Saya termotivasi untuk bekerja dengan baik					
2	Saya puas dengan gaji dan fasilitas yang diberikan perusahaan					
3	Saya berusaha menyelesaikan pekerjaan dengan baik					
4	Saya berhasil menyelesaikan pekerjaan sesuai standar yang ditetapkan sesuai dengan kualifikasi/jenis pekerjaan					
5	Saya selalu hadir dengan jam kerja yang ditentukan					
6	Saya dengan gigih menyelesaikan masalah yang ada					
7	Saya berhasil menyelesaikan tugasnya dengan baik sesuai target perusahaan.					

(Sumber: Luthans, 2011)

Lampiran 02. Data Seluruh Karyawan Bunga Pertiwi Bakery di Kabupaten Buleleng

**Data Nama Karyawan
Bunga Pertiwi Bakery**

Bunga pertiwi Jl. A. Yani 46 Singaraja			
No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Komang Suta Ardaya	SMK	32
2	Ayu Nida Sayuti	SMA	40
3	Made Ngurah Sastrawan	SMK	40
4	Margaretha Christiana	SMK	35
5	A.A.A. Mirah Hartaningrum	SMK	24
6	Slamet Cahyono	SMK	26
7	Dra.Ni Made Swandewi	SMK	30
8	I Gusti Ngurah Surya Wirawan	SMK	29
9	Ni Luh Mudrasah	SMK	29
10	Luh Tamawati	SMK	33
11	Made Alit Wiyastini	SMK	36
12	Ketut Sekarini	SMK	22
13	I Putu Darmawan	SMK	25
14	Komang Suadnyani	SMK	25
15	Luh Diyastutini	SMK	26
16	Ketut Arnawa	SMK	29
17	Kadek Astiti	SMK	38
18	Ni Nyoman Andayani	SMK	37
19	Ni Luh Sukertining	SMK	39
20	Eduard L.S.M.	SMK	24
21	Dewa Komang Suardana	SMK	31
22	Made Yuni Purnamawati	SMK	39
23	Made Pasek Budiassa	SMK	34
24	Ni Luh Yunik Ariani	SMK	25
25	Komang Wilasa	SMK	22
26	Kadek Ayuni	SMK	26
27	Dewi Awantari	SMK	27
28	Luh Budi Arnyani	SMK	28
29	I.A.P. Dayu Juliani	SMK	23
30	Kadek Harini	SMK	28
Bunga Pertiwi Bakery Komplek Pertokoan Singaraja Square			
No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Gede Apriangga	SMK	24
2	Kadek Redi	SMA	25
3	Kadek Nami	SMK	22

4	Komang Suci	SMK	27
5	Luh Warti	SMK	37
6	Gede Simon	SMK	33
7	Susmiati	SMK	36
8	Renata Putri	SMK	27
9	Putu Agus Hendra	SMK	24
10	Made Jaya Saputra	SMK	29
11	Ningrum Astuti Putri Ningrat	SMK	30
12	kadek toya adnyana	SMK	33
13	ketut juliantini	SMK	22
14	made martini	SMK	28
15	luh putu eka juliani	SMK	31

Bunga Pertiwi Bakery Lovina Singaraja

No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Sista Apsari Dewi	SMK	26
2	Intan Cristin Sanjaya	SMK	37
3	Putu Mika Hermayani	SMK	36
4	Made Deni Setiadi	SMK	40
5	Kadek Agus Sastrawan	SMK	21
6	Kadek Mardika	SMK	22
7	Luh Ayu metri	SMK	29
8	Dewa Prima Wahyudi	SMK	36
9	Putu Dewi Febi	SMK	27
10	deny wahyudinata	SMK	24
11	alfredo yudarta kase	SMK	29
12	ketut sugi mananta	SMK	30
13	desak putu dewi ningrum	SMK	33
14	putu jayanti	SMK	22
15	putu laksmi	SMK	28
16	satria indra permana	SMK	24
17	ngurah krisna	SMK	25
18	made diyo peratama	SMK	23
19	kadek linda wati	SMK	28
20	nyoman sulistia putri	SMK	22
21	komang anggung sasnita dewi	SMK	30

Bunga Pertiwi Sulanyah Seririt

No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Kadek Okran Wijaksana	SMA	22
2	Dessy Komariah	SMK	25
3	Putu Juju Sri Erayanti	SMA	25
4	Gede Ari Indra	SMK	27

5	Kadek Mardika	SMA	29
6	Gede Mega Laksana	SMK	23
7	Putu Sedana	SMA	24
8	Luh Putu Novi Saraswati	SMK	26
9	Made Oktaviani	SMA	29
10	I Komang Sastra Dewantara	SMK	24
11	Ni Komang Ayu Sri Setiawati	SMA	21
12	Ketut Erik Nugraha	SMA	22
13	Putu Yogi Karmawan	SMK	29
14	Gede Joni Erlangga	SMA	36
15	Eka Lutfiah Sanusi	SMK	27
16	Kadek Anggi Apsari	SMA	24
17	Dewa Putu Kusuma Wijaya	SMK	29
18	Kadek Sri Adnyani	SMK	21
19	Made kartini	SMK	23
20	Made Peter Krisna	SMA	24
21	Desak Komang Suryani	SMA	23
22	Wayan Serining	SMK	23
23	Nyoman Sayuti Dewi	SMA	24
24	Dewa Komang Prima Wahyudi	SMK	26
25	Made Inggit Dewi Kencana	SMA	29
26	Putu Sri Kencana	SMK	24
27	Nonik Kumala Sari	SMA	26
28	Made Yunita Dewi	SMA	28
29	Ni Komang Dewi Apsari	SMK	28
30	Ketut Aprilia Dewi	SMA	28
31	Kadek Juniawan	SMK	24
32	Fitria Nur Dianti	SMA	27
33	Komang Witarini Wulan dewi	SMA	29
34	I Gusti Ayu	SMK	24
35	Luh Wuryani	SMA	23
36	Kadek Juli	SMK	23
37	Luh Sudar	SMA	24
38	Marjan	SMK	26
39	Putu Sri Wardani	SMA	29
40	Made Sriaryani	SMK	24
41	Luh Wuri	SMA	27
42	Putu Agus Parmadi	SMK	22
43	Putu Ninuk Lestari	SMA	24
Bunga Pertiwi Celukan Bawang			
No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Ni Ketut Rasmini	SMA	22

2	Luh Susi Yanti	SMK	25
3	Ni Nyoman Rusmini	SMA	25
4	Luh Yatik Swardani	SMK	27
5	Luh Putu Dewi Primayanti	SMA	29
6	Ni Ketut Heri Kusumaningsih	SMK	23
7	Putu Ariawan	SMA	24
8	Made Artawan	SMK	26
9	Komang Agus Sastrawan	SMA	29
10	Nyoman Nesa Ariawan	SMK	24
11	Ketut Sribakta	SMA	21
12	Agus Ukir Suwetha Putra	SMA	22
13	I Wayan Murdana,	SMK	29
14	Febri Natalia Mapaliey	SMA	36
15	Komang Sara Devi	SMK	27
16	Made Waca	SMA	24
17	Rhoma Arsana	SMK	29
18	Ni Komang Ayu Wiwin	SMA	21
19	Ketut Sumertasih	SMK	23
20	Kadek Wira Adnyana	SMA	24
21	Made Suradnyana	SMA	23
22	Komang Suheni	SMK	23
23	Luh Ida Damayathi	SMA	24
24	Putu Sudarma Ada	SMK	26
25	Ni Made Setianingsih	SMA	29
26	Ni Made Tini Tirasuny	SMK	24
27	Luh Sudarini	SMA	26
28	Ni Luh Sri Adnyani	SMA	28
29	Hamdani	SMK	28
30	Luh Artami	SMA	28
31	I Gusti Ayu Linawati	SMK	24
32	Kadek Parma Yasa	SMA	27
33	Kadek Ariani	SMA	29
34	I Putu Suka Karunia Arta	SMK	24
35	Ni Luh Putu Ayu Reonningrat	SMA	23

(Sumber: Bunga Pertiwi Bakery, 2020)

Lampiran 03. Data Sampel Karyawan Bunga Pertiwi Bakery di Kabupaten Buleleng

**Data Sampel Karyawan
Bunga Pertiwi Bakery**

Bunga pertiwi Jl. A. Yani 46 Singaraja			
No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Komang Wilasa	SMK	22
2	Kadek Ayuni	SMA	26
3	Made Ngurah Sastrawan	SMK	40
4	Margaretha Christiana	SMK	35
5	A.A.A. Mirah Hartaningrum	SMK	24
6	Slamet Cahyono	SMK	26
7	Dra.Ni Made Swandewi	SMK	30
8	I Gusti Ngurah Surya Wirawan	SMK	29
9	Ni Luh Mudrasah	SMK	29
10	Luh Tamawati	SMK	33
11	Made Alit Wiyastini	SMK	36
12	Ketut Sekarini	SMK	22
13	I Putu Darmawan	SMK	25
14	Komang Suadnyani	SMK	25
15	Luh Diyastutini	SMK	26
16	Ketut Arnawa	SMK	29
17	Kadek Astiti	SMK	38
18	Ni Nyoman Andayani	SMK	37
19	Ni Luh Sukertining	SMK	39
20	Eduard L.S.M.	SMK	24
21	Dewi Awantari	SMK	27
22	Kadek Harini	SMK	28
Bunga Pertiwi Bakery Komplek Pertokoan Singaraja Square			
No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Kadek Nami	SMK	22
2	Kadek Redi	SMA	25
3	Gede Apriangga	SMK	24
4	Gede Simon	SMK	33
5	Luh Warti	SMK	37
6	Komang Suci	SMK	27
7	Putu Agus Hendra	SMK	24
8	Renata Putri	SMK	27
9	Susmiati	SMK	36
10	Made Jaya Saputra	SMK	29

11	Ketut Juliantini	SMK	22
Bunga Pertiwi Bakery Lovina Singaraja			
No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Dewi Putu Mika Hermayani	SMK	36
2	Sanjaya Luh Ayu metri	SMK	29
3	Sista Apsari Dewi	SMK	26
4	Made Deni Setiadi	SMK	40
5	Kadek Agus Sastrawan	SMK	21
6	Kadek Mardika	SMK	22
7	Intan Cristin Sanjaya	SMK	37
8	Dewa Prima Wahyudi	SMK	36
9	Putu Dewi Febi	SMK	27
10	Deny Wahyudinata	SMK	24
11	Alfredo Yudarta Kase	SMK	29
12	Ketut Sugi Mananta	SMK	30
13	Putu Laksmi	SMK	28
14	Putu Jayanti	SMK	22
15	Desak Putu Dewi Ningrum	SMK	33
Bunga Pertiwi Sulanyah Seririt			
No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Putu Juju Sri Erayanti	SMA	25
2	Dessy Komariah	SMK	25
3	Kadek Okran Wijaksana	SMA	22
4	Made Oktaviani	SMK	29
5	Kadek Mardika	SMA	29
6	Gede Mega Laksana	SMK	23
7	Putu Sedana	SMA	24
8	Luh Putu Novi Saraswati	SMK	26
9	Gede Ari Indra	SMA	27
10	I Komang Sastra Dewantara	SMK	24
11	Ni Komang Ayu Sri Setiawati	SMA	21
12	Ketut Erik Nugraha	SMA	22
13	Putu Yogi Karmawan	SMK	29
14	Gede Joni Erlangga	SMA	36
15	Eka Lutfiah Sanusi	SMK	27
16	Kadek Anggi Apsari	SMA	24
17	Dewa Putu Kusuma Wijaya	SMK	29
18	Kadek Sri Adnyani	SMK	21
19	Made kartini	SMK	23
20	Made Peter Krisna	SMA	24
21	Desak Komang Suryani	SMA	23

22	Wayan Serining	SMK	23
23	Nyoman Sayuti Dewi	SMA	24
24	Dewa Komang Prima Wahyudi	SMK	26
25	Made Inggit Dewi Kencana	SMA	29
26	Putu Sri Kencana	SMK	24
27	Nonik Kumala Sari	SMA	26
28	Made Yunita Dewi	SMA	28
29	Ni Komang Dewi Apsari	SMK	28
30	Ketut Aprilia Dewi	SMA	28
31	Putu Ninuk Lestari	SMA	24
32	Putu Sri Wardani	SMA	29
Bunga Pertiwi Celukan Bawang			
No	Nama Karyawan	Pendidikan Terakhir	Usia
1	Ni Ketut Heri Kusumaningsih	SMA	23
2	Made Artawan	SMK	26
3	Ni Nyoman Rusmini	SMA	25
4	Luh Yatik Swardani	SMK	27
5	Luh Putu Dewi Primayanti	SMA	29
6	Ni Ketut Rasmini	SMK	22
7	Putu Ariawan	SMA	24
8	Luh Susi Yanti	SMK	25
9	Komang Agus Sastrawan	SMA	29
10	Nyoman Nesa Ariawan	SMK	24
11	Ketut Sribakta	SMA	21
12	Agus Ukir Suwetha Putra	SMA	22
13	I Wayan Murdana,	SMK	29
14	Febri Natalia Mapaliey	SMA	36
15	Komang Sara Devi	SMK	27
16	Made Waca	SMA	24
17	Rhoma Arsana	SMK	29
18	Ni Komang Ayu Wiwin	SMA	21
19	Ketut Sumertasih	SMK	23
20	Kadek Wira Adnyana	SMA	24
21	Made Suradnyana	SMA	23
22	Komang Suheni	SMK	23
23	Luh Ida Damayathi	SMA	24
24	Putu Sudarma Ada	SMK	26
25	Kadek Parma Yasa	SMA	27
26	Kadek Ariani	SMA	29

(Sumber: Bunga Pertiwi Bakery, 2020)

Lampiran 4. Karakteristik Responden

Karakteristik Responden

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	47	44,3	44,3	44,3
	Perempuan	59	55,7	55,7	100,0
	Total	106	100,0	100,0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-25 Tahun	47	44,3	44,3	44,3
	26-30 Tahun	42	39,6	39,6	84,0
	31-35 Tahun	4	3,8	3,8	87,7
	36-40 Tahun	13	12,3	12,3	100,0
	Total	106	100,0	100,0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	35	33,0	33,0	33,0
	SMK	71	67,0	67,0	100,0
	Total	106	100,0	100,0	

UNDIKSHA

Lampiran 5. Rekapitulasi Data Hasil Penelitian Sampel Kecil

Rekapitulasi Data Hasil Penelitian Sampel Kecil

No	Kompensasi (X1)							Motivasi Kerja (X2)							Kinerja pekerja (Y)							
	1	2	3	4	5	6	Jml	1	2	3	4	5	6	7	Jml	1	2	3	4	5	6	Jml
1	3	3	3	3	3	3	18	4	4	4	4	4	5	4	29	3	4	3	4	3	4	21
2	3	3	3	4	3	3	19	4	4	4	4	4	4	4	28	4	4	4	4	4	3	23
3	3	4	3	3	4	3	20	3	3	3	3	3	3	3	21	3	4	3	3	3	5	21
4	3	3	3	3	4	3	19	4	4	4	4	4	4	3	27	4	5	4	4	4	3	24
5	4	4	4	4	4	5	25	4	4	4	4	4	4	5	29	5	5	4	5	4	5	28
6	3	4	4	4	4	3	22	4	4	4	3	3	4	3	25	4	3	3	4	4	4	22
7	3	3	4	4	4	4	22	4	4	3	4	3	3	4	25	3	4	4	4	4	3	22
8	4	3	3	3	3	4	20	4	4	4	4	4	4	4	28	4	4	4	5	4	3	24
9	3	4	3	4	4	4	22	5	5	4	5	5	4	5	33	4	5	5	4	4	4	26
10	3	4	3	3	4	3	20	4	5	5	5	5	5	4	33	4	4	5	4	4	5	26
11	3	3	3	3	3	3	18	3	4	4	3	4	3	3	24	3	4	3	5	3	3	21
12	4	4	4	4	5	4	25	4	4	4	4	4	4	4	28	5	4	4	4	4	5	26
13	4	3	4	3	4	4	22	4	5	5	4	4	4	5	31	5	4	4	4	5	4	26
14	4	4	4	4	4	4	24	4	4	4	4	4	4	4	28	4	4	4	4	3	4	23
15	3	4	4	4	4	4	23	5	5	5	5	4	5	5	34	5	5	4	5	5	4	28
16	4	3	4	4	3	3	21	3	3	4	3	3	3	3	22	4	3	4	3	4	4	22
17	4	4	3	4	4	3	22	4	4	4	4	4	4	4	28	4	5	4	5	4	4	26
18	4	4	4	4	3	3	22	4	4	4	4	4	4	4	28	5	5	4	4	4	5	27
19	4	5	5	4	4	5	27	4	4	4	4	4	5	4	29	4	4	4	5	5	5	27

No	Kompensasi (X1)							Motivasi Kerja (X2)							Kinerja pekerja (Y)							
	1	2	3	4	5	6	Jml	1	2	3	4	5	6	7	Jml	1	2	3	4	5	6	Jml
20	4	3	3	3	3	4	20	4	4	4	4	4	4	3	27	4	4	3	4	3	3	21
21	3	4	4	4	4	3	22	4	4	4	4	4	4	4	28	4	5	4	5	4	4	26
22	3	4	4	4	3	3	21	4	3	3	3	4	3	3	23	4	4	3	3	4	4	22
23	3	4	4	3	4	3	21	4	4	4	4	4	4	4	28	4	4	4	4	4	4	24
24	3	4	4	4	4	4	23	3	4	4	3	4	4	3	25	4	4	4	4	5	5	26
25	4	4	4	5	4	4	25	5	5	5	5	5	5	5	35	4	5	5	5	5	5	29
26	4	4	5	4	4	4	25	4	4	4	4	5	4	4	29	5	5	5	4	4	5	28
27	3	4	3	3	4	3	20	4	5	5	5	4	5	5	33	4	5	4	4	5	4	26
28	4	4	4	4	4	3	23	3	3	4	4	4	4	3	25	5	4	5	4	4	3	25
29	4	3	3	3	3	3	19	3	4	3	3	3	3	3	22	3	3	4	3	3	4	20
30	4	5	4	4	4	4	25	4	4	4	4	4	3	4	27	4	4	4	3	4	4	23



Lampiran 6. Hasil Uji Validitas Sampel Kecil

Hasil Uji Validitas Sampel Kecil

1. Hasil Uji Validitas Variabel Kompensasi (X1)

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	JML.X1
X1.1	Pearson Correlation	1	,116	,335	,248	,000	,431 [*]	,508 ^{**}
	Sig. (2-tailed)		,541	,070	,186	1,000	,017	,004
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,116	1	,520 ^{**}	,469 ^{**}	,552 ^{**}	,307	,726 ^{**}
	Sig. (2-tailed)	,541		,003	,009	,002	,099	,000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,335	,520 ^{**}	1	,589 ^{**}	,364 [*]	,482 ^{**}	,812 ^{**}
	Sig. (2-tailed)	,070	,003		,001	,048	,007	,000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,248	,469 ^{**}	,589 ^{**}	1	,283	,334	,711 ^{**}
	Sig. (2-tailed)	,186	,009	,001		,130	,071	,000
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,000	,552 ^{**}	,364 [*]	,283	1	,344	,614 ^{**}
	Sig. (2-tailed)	1,000	,002	,048	,130		,063	,000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,431 [*]	,307	,482 ^{**}	,334	,344	1	,720 ^{**}
	Sig. (2-tailed)	,017	,099	,007	,071	,063		,000
	N	30	30	30	30	30	30	30
JML.X1	Pearson Correlation	,508 ^{**}	,726 ^{**}	,812 ^{**}	,711 ^{**}	,614 ^{**}	,720 ^{**}	1
	Sig. (2-tailed)	,004	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30

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

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

2. Hasil Uji Validitas Variabel Motivasi Kerja (X2)

		Correlations							
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	JML.X2
X2.1	Pearson Correlation	1	,669**	,464**	,768**	,555**	,555**	,741**	,812**
	Sig. (2-tailed)		,000	,010	,000	,001	,001	,000	,000
	N	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,669**	1	,737**	,752**	,539**	,625**	,750**	,867**
	Sig. (2-tailed)	,000		,000	,000	,002	,000	,000	,000
	N	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,464**	,737**	1	,685**	,561**	,745**	,606**	,819**
	Sig. (2-tailed)	,010	,000		,000	,001	,000	,000	,000
	N	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,768**	,752**	,685**	1	,672**	,720**	,792**	,925**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000
	N	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,555**	,539**	,561**	,672**	1	,553**	,498**	,740**
	Sig. (2-tailed)	,001	,002	,001	,000		,002	,005	,000
	N	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,555**	,625**	,745**	,720**	,553**	1	,555**	,817**
	Sig. (2-tailed)	,001	,000	,000	,000	,002		,001	,000
	N	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,741**	,750**	,606**	,792**	,498**	,555**	1	,856**
	Sig. (2-tailed)	,000	,000	,000	,000	,005	,001		,000
	N	30	30	30	30	30	30	30	30
JML.X2	Pearson Correlation	,812**	,867**	,819**	,925**	,740**	,817**	,856**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30

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

3. Hasil Uji Validitas Variabel Kinerja pekerja (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	JML.Y
Y.1	Pearson Correlation	1	,390*	,444*	,228	,503**	,282	,720**
	Sig. (2-tailed)		,033	,014	,225	,005	,131	,000
	N	30	30	30	30	30	30	30
Y.2	Pearson Correlation	,390*	1	,379*	,524**	,342	,189	,711**
	Sig. (2-tailed)	,033		,039	,003	,064	,318	,000
	N	30	30	30	30	30	30	30
Y.3	Pearson Correlation	,444*	,379*	1	,178	,436*	,232	,668**
	Sig. (2-tailed)	,014	,039		,347	,016	,216	,000
	N	30	30	30	30	30	30	30
Y.4	Pearson Correlation	,228	,524**	,178	1	,324	-,014	,565**
	Sig. (2-tailed)	,225	,003	,347		,081	,941	,001
	N	30	30	30	30	30	30	30
Y.5	Pearson Correlation	,503**	,342	,436*	,324	1	,290	,734**
	Sig. (2-tailed)	,005	,064	,016	,081		,120	,000
	N	30	30	30	30	30	30	30
Y.6	Pearson Correlation	,282	,189	,232	-,014	,290	1	,531**
	Sig. (2-tailed)	,131	,318	,216	,941	,120		,003
	N	30	30	30	30	30	30	30
JML.Y	Pearson Correlation	,720**	,711**	,668**	,565**	,734**	,531**	1
	Sig. (2-tailed)	,000	,000	,000	,001	,000	,003	
	N	30	30	30	30	30	30	30

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

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



Lampiran 7. Hasil Uji Reliabilitas Sampel Kecil

Hasil Uji Reliabilitas Sampel Kecil

4. Hasil Uji Reliabilitas Variabel Kompensasi (X1)

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	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
,775	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	3,50	,509	30
X1.2	3,73	,583	30
X1.3	3,67	,606	30
X1.4	3,67	,547	30
X1.5	3,73	,521	30
X1.6	3,53	,629	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	18,33	4,506	,319	,786
X1.2	18,10	3,817	,569	,729
X1.3	18,17	3,523	,687	,695
X1.4	18,17	3,937	,562	,731
X1.5	18,10	4,231	,444	,759
X1.6	18,30	3,734	,545	,736

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21,83	5,454	2,335	6

5. Hasil Uji Reliabilitas Variabel Motivasi Kerja (X2)

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	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
,926	7

Item Statistics

	Mean	Std. Deviation	N
X2.1	3,90	,548	30
X2.2	4,07	,583	30
X2.3	4,03	,556	30
X2.4	3,93	,640	30
X2.5	3,97	,556	30
X2.6	3,97	,669	30
X2.7	3,87	,730	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	23,83	9,937	,749	,916
X2.2	23,67	9,540	,817	,910
X2.3	23,70	9,872	,756	,916
X2.4	23,80	8,993	,892	,901
X2.5	23,77	10,185	,656	,924
X2.6	23,77	9,357	,738	,918
X2.7	23,87	8,878	,784	,914

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27,73	12,823	3,581	7

6. Hasil Uji Reliabilitas Variabel Kinerja pekerja (Y)

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	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
,726	6

Item Statistics

	Mean	Std. Deviation	N
Y.1	4,07	,640	30
Y.2	4,23	,626	30
Y.3	3,97	,615	30
Y.4	4,10	,662	30
Y.5	4,00	,643	30
Y.6	4,07	,740	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	20,37	4,585	,561	,659
Y.2	20,20	4,648	,552	,662
Y.3	20,47	4,809	,498	,678
Y.4	20,33	5,057	,348	,721
Y.5	20,43	4,530	,579	,653
Y.6	20,37	5,068	,275	,749

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24,43	6,530	2,555	6

Lampiran 8. Rekapitulasi Data Hasil Penelitian Sampel Besar

Rekapitulasi Data Hasil Penelitian Sampel Besar

No	Kompensasi (X1)							Motivasi Kerja (X2)							Kinerja pekerja (Y)							
	1	2	3	4	5	6	Jml	1	2	3	4	5	6	7	Jml	1	2	3	4	5	6	Jml
1	3	3	3	3	3	3	18	4	4	4	4	4	5	4	29	3	4	3	4	3	4	21
2	3	3	3	4	3	3	19	4	4	4	4	4	4	4	28	4	4	4	4	4	3	23
3	3	4	3	3	4	3	20	3	3	3	3	3	3	3	21	3	4	3	3	3	5	21
4	3	3	3	3	4	3	19	4	4	4	4	4	4	3	27	4	5	4	4	4	3	24
5	4	4	4	4	4	5	25	4	4	4	4	4	4	5	29	5	5	4	5	4	5	28
6	3	4	4	4	4	3	22	4	4	4	3	3	4	3	25	4	3	3	4	4	4	22
7	3	3	4	4	4	4	22	4	4	3	4	3	3	4	25	3	4	4	4	4	3	22
8	4	3	3	3	3	4	20	4	4	4	4	4	4	4	28	4	4	4	5	4	3	24
9	3	4	3	4	4	4	22	5	5	4	5	5	4	5	33	4	5	5	4	4	4	26
10	3	4	3	3	4	3	20	4	5	5	5	5	5	4	33	4	4	5	4	4	5	26
11	3	3	3	3	3	3	18	3	4	4	3	4	3	3	24	3	4	3	5	3	3	21
12	4	4	4	4	5	4	25	4	4	4	4	4	4	4	28	5	4	4	4	4	5	26
13	4	3	4	3	4	4	22	4	5	5	4	4	4	5	31	5	4	4	4	5	4	26
14	4	4	4	4	4	4	24	4	4	4	4	4	4	4	28	4	4	4	4	3	4	23
15	3	4	4	4	4	4	23	5	5	5	5	4	5	5	34	5	5	4	5	5	4	28
16	4	3	4	4	3	3	21	3	3	4	3	3	3	3	22	4	3	4	3	4	4	22
17	4	4	3	4	4	3	22	4	4	4	4	4	4	4	28	4	5	4	5	4	4	26
18	4	4	4	4	3	3	22	4	4	4	4	4	4	4	28	5	5	4	4	4	5	27
19	4	5	5	4	4	5	27	4	4	4	4	4	5	4	29	4	4	4	5	5	5	27

No	Kompensasi (X1)							Motivasi Kerja (X2)							Kinerja pekerja (Y)							
	1	2	3	4	5	6	Jml	1	2	3	4	5	6	7	Jml	1	2	3	4	5	6	Jml
20	4	3	3	3	3	4	20	4	4	4	4	4	4	3	27	4	4	3	4	3	3	21
21	3	4	4	4	4	3	22	4	4	4	4	4	4	4	28	4	5	4	5	4	4	26
22	3	4	4	4	3	3	21	4	3	3	3	4	3	3	23	4	4	3	3	4	4	22
23	3	4	4	3	4	3	21	4	4	4	4	4	4	4	28	4	4	4	4	4	4	24
24	3	4	4	4	4	4	23	3	4	4	3	4	4	3	25	4	4	4	4	5	5	26
25	4	4	4	5	4	4	25	5	5	5	5	5	5	5	35	4	5	5	5	5	5	29
26	4	4	5	4	4	4	25	4	4	4	4	5	4	4	29	5	5	5	4	4	5	28
27	3	4	3	3	4	3	20	4	5	5	5	4	5	5	33	4	5	4	4	5	4	26
28	4	4	4	4	4	3	23	3	3	4	4	4	4	3	25	5	4	5	4	4	3	25
29	4	3	3	3	3	3	19	3	4	3	3	3	3	3	22	3	3	4	3	3	4	20
30	4	5	4	4	4	4	25	4	4	4	4	4	3	4	27	4	4	4	3	4	4	23
31	4	3	3	4	3	4	21	3	3	3	4	4	4	4	25	4	4	4	5	4	4	25
32	3	4	4	3	4	4	22	4	4	4	4	4	4	4	28	5	4	5	4	4	4	26
33	4	4	4	3	4	4	23	5	4	4	5	4	5	4	31	4	5	5	5	5	4	28
34	3	4	3	3	3	3	19	4	5	4	5	5	4	4	31	4	4	4	5	4	4	25
35	4	3	3	4	4	4	22	4	4	4	4	4	4	4	28	4	5	4	4	4	5	26
36	3	3	4	4	3	3	20	5	5	5	4	4	5	4	32	4	4	4	4	4	3	23
37	3	4	3	3	4	4	21	4	3	3	4	4	3	3	24	3	3	4	4	3	4	21
38	4	4	4	4	4	3	23	3	3	4	3	4	4	4	25	4	4	5	4	5	4	26
39	4	4	5	5	5	4	27	4	4	4	4	4	4	3	27	4	5	5	4	5	5	28
40	4	4	4	4	4	4	24	3	4	3	4	4	4	3	25	3	4	4	4	4	4	23
41	4	4	5	5	5	4	27	4	4	4	4	4	3	4	27	5	5	4	5	4	4	27
42	4	5	5	4	4	5	27	5	5	4	5	4	4	5	32	4	5	5	5	5	5	29
43	4	4	4	4	4	4	24	3	4	3	3	3	4	3	23	3	3	4	4	4	4	22

No	Kompensasi (X1)							Motivasi Kerja (X2)							Kinerja pekerja (Y)							
	1	2	3	4	5	6	Jml	1	2	3	4	5	6	7	Jml	1	2	3	4	5	6	Jml
44	5	4	4	4	4	4	25	4	4	4	5	4	4	4	29	5	5	4	5	4	4	27
45	5	5	5	4	5	4	28	5	5	5	5	5	5	5	35	5	5	5	5	5	5	30
46	3	3	4	4	3	3	20	4	4	3	4	4	4	4	27	3	3	4	4	3	4	21
47	3	3	4	4	4	3	21	5	4	5	4	4	4	4	30	4	5	4	4	4	4	25
48	3	3	3	3	3	3	18	4	4	4	4	4	3	3	26	3	3	5	4	3	4	22
49	4	4	4	4	4	4	24	4	5	5	4	4	4	4	30	4	4	4	5	5	5	27
50	4	5	4	4	4	4	25	3	4	4	4	4	4	4	27	5	4	4	4	4	5	26
51	4	4	4	4	4	4	24	5	4	4	5	4	4	4	30	4	4	4	5	5	5	27
52	5	5	4	5	5	4	28	4	5	4	4	5	4	4	30	4	4	5	5	5	5	28
53	4	4	3	4	4	4	23	4	5	5	4	5	5	4	32	4	5	4	4	4	4	25
54	4	4	4	4	4	4	24	4	4	5	4	4	5	4	30	4	4	5	4	5	4	26
55	5	5	5	4	4	5	28	4	4	5	5	5	5	4	32	5	5	5	4	5	5	29
56	3	4	4	4	4	4	23	3	4	4	3	3	4	3	24	4	4	3	3	4	4	22
57	5	4	5	4	4	4	26	4	4	4	4	4	3	3	26	4	4	4	5	4	4	25
58	4	4	5	5	5	4	27	4	4	4	4	3	4	3	26	4	5	4	4	4	5	26
59	4	5	4	5	4	4	26	4	4	4	5	4	4	5	30	5	4	4	5	5	5	28
60	4	4	4	4	4	4	24	5	4	4	4	4	4	4	29	5	5	4	5	4	4	27
61	4	4	5	4	5	4	26	3	3	4	3	3	3	4	23	4	4	4	4	4	5	25
62	4	5	5	5	5	4	28	4	5	4	4	4	4	4	29	4	5	5	4	5	5	28
63	4	4	4	4	4	4	24	4	4	5	4	4	4	4	29	4	5	5	4	5	4	27
64	4	4	4	5	4	5	26	4	4	4	5	5	5	5	32	4	5	5	5	5	4	28
65	4	4	4	4	4	3	23	4	5	5	5	5	5	5	34	4	5	5	4	5	5	28
66	4	4	4	4	4	4	24	4	4	4	5	4	4	4	29	4	5	4	5	4	5	27
67	4	4	4	4	5	5	26	5	5	4	5	5	5	5	34	4	5	5	5	5	5	29

No	Kompensasi (X1)							Motivasi Kerja (X2)							Kinerja pekerja (Y)							
	1	2	3	4	5	6	Jml	1	2	3	4	5	6	7	Jml	1	2	3	4	5	6	Jml
68	4	5	4	4	5	5	27	5	5	5	5	5	5	5	35	5	5	5	5	5	5	30
69	4	4	4	5	5	4	26	4	4	4	4	5	5	4	30	4	5	5	5	5	4	28
70	4	5	5	5	5	4	28	4	4	3	4	4	3	4	26	5	5	5	4	5	5	29
71	4	4	5	5	4	4	26	4	4	4	4	5	5	4	30	4	5	5	4	4	5	27
72	5	4	4	4	5	5	27	3	3	3	4	3	4	3	23	5	4	4	4	4	4	25
73	4	4	4	4	4	4	24	5	4	5	5	5	5	5	34	5	5	5	5	4	4	28
74	5	4	4	5	5	5	28	5	4	4	5	4	4	5	31	5	5	5	4	5	5	29
75	5	4	4	4	4	4	25	5	5	5	5	5	5	5	35	5	4	5	5	5	5	29
76	4	5	4	5	5	4	27	3	4	4	3	3	3	4	24	4	4	5	4	4	4	25
77	4	5	5	4	4	4	26	4	4	5	4	5	5	5	32	5	5	5	5	4	4	28
78	4	4	4	4	4	4	24	3	4	4	4	4	4	4	27	5	4	4	4	4	4	25
79	5	5	4	4	5	5	28	4	3	3	4	3	4	3	24	4	4	5	4	4	5	26
80	4	5	5	5	5	4	28	4	5	5	4	4	5	4	31	5	5	5	4	5	5	29
81	3	3	4	3	3	3	19	3	3	3	3	3	3	3	21	4	3	3	5	3	3	21
82	4	5	5	5	5	5	29	4	5	4	5	5	5	4	32	5	5	5	5	5	5	30
83	5	4	5	5	5	5	29	4	5	5	4	5	4	4	31	5	5	5	5	5	4	29
84	4	5	4	4	4	4	25	4	4	4	4	5	4	4	29	4	4	5	4	5	4	26
85	4	4	4	4	4	3	23	3	4	4	4	4	4	3	26	4	3	4	4	4	4	23
86	5	5	4	5	5	5	29	3	4	4	4	3	4	4	26	4	5	5	4	4	4	26
87	4	4	5	4	4	4	25	5	4	4	5	5	4	4	31	5	5	5	4	4	4	27
88	5	5	5	4	5	5	29	4	4	4	4	3	4	4	27	5	5	5	4	5	4	28
89	4	4	4	4	3	4	23	4	3	3	4	4	4	4	26	3	4	3	4	4	4	22
90	5	5	5	5	4	5	29	4	4	4	4	4	4	3	27	4	5	5	4	5	5	28
91	3	4	4	4	3	3	21	3	3	3	3	4	4	3	23	4	4	5	4	4	3	24

No	Kompensasi (X1)							Motivasi Kerja (X2)							Kinerja pekerja (Y)							
	1	2	3	4	5	6	Jml	1	2	3	4	5	6	7	Jml	1	2	3	4	5	6	Jml
92	5	5	4	4	4	4	26	4	3	3	3	3	3	3	22	3	4	4	4	4	4	23
93	4	4	4	5	4	4	25	3	3	3	4	3	3	3	22	4	4	4	4	3	5	24
94	4	4	4	4	4	4	24	5	5	5	5	5	4	4	33	5	5	5	5	4	4	28
95	5	5	5	5	5	4	29	5	5	5	4	5	5	5	34	5	5	5	5	5	5	30
96	4	4	4	3	4	4	23	5	5	5	5	5	4	4	33	5	5	5	4	5	5	29
97	5	5	5	5	5	5	30	5	5	5	5	4	5	4	33	5	5	5	5	5	5	30
98	4	4	3	3	4	3	21	3	4	3	4	4	3	3	24	3	4	4	3	4	4	22
99	4	4	3	3	3	4	21	4	4	4	4	4	4	4	28	4	4	4	4	4	4	24
100	5	5	4	4	4	4	26	3	3	3	4	3	3	4	23	3	4	4	4	5	4	24
101	5	5	5	5	5	5	30	3	4	3	4	4	4	4	26	5	4	4	5	4	4	26
102	4	4	4	4	4	4	24	4	5	5	4	4	5	4	31	5	5	4	4	4	4	26
103	5	5	5	5	5	5	30	4	3	4	3	3	4	3	24	4	4	4	5	4	5	26
104	5	5	5	5	5	5	30	4	4	4	4	4	4	4	28	4	4	5	5	5	4	27
105	4	4	4	3	4	3	22	3	3	4	4	4	4	4	26	4	4	4	4	3	4	23
106	4	4	4	4	5	4	25	4	4	4	4	3	4	4	27	4	4	4	4	4	4	24



Lampiran 9. Hasil Uji Validitas Sampel Besar

Hasil Uji Validitas Sampel Besar

1. Hasil Uji Validitas Variabel Kompensasi (X1)

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	JML.X1
X1.1	Pearson Correlation	1	,557**	,497**	,494**	,526**	,650**	,779**
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000
	N	106	106	106	106	106	106	106
X1.2	Pearson Correlation	,557**	1	,581**	,517**	,622**	,557**	,800**
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000
	N	106	106	106	106	106	106	106
X1.3	Pearson Correlation	,497**	,581**	1	,644**	,575**	,515**	,797**
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000
	N	106	106	106	106	106	106	106
X1.4	Pearson Correlation	,494**	,517**	,644**	1	,600**	,510**	,787**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000
	N	106	106	106	106	106	106	106
X1.5	Pearson Correlation	,526**	,622**	,575**	,600**	1	,592**	,818**
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000
	N	106	106	106	106	106	106	106
X1.6	Pearson Correlation	,650**	,557**	,515**	,510**	,592**	1	,801**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
	N	106	106	106	106	106	106	106
JML.X1	Pearson Correlation	,779**	,800**	,797**	,787**	,818**	,801**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	106	106	106	106	106	106	106

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

2. Hasil Uji Validitas Variabel Motivasi Kerja (X2)

		Correlations							
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	JML.X2
X2.1	Pearson Correlation	1	,576**	,541**	,664**	,519**	,478**	,568**	,781**
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000	,000
	N	106	106	106	106	106	106	106	106
X2.2	Pearson Correlation	,576**	1	,695**	,574**	,581**	,557**	,560**	,816**
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000	,000
	N	106	106	106	106	106	106	106	106
X2.3	Pearson Correlation	,541**	,695**	1	,456**	,531**	,642**	,545**	,794**
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000	,000
	N	106	106	106	106	106	106	106	106
X2.4	Pearson Correlation	,664**	,574**	,456**	1	,619**	,546**	,650**	,808**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000
	N	106	106	106	106	106	106	106	106
X2.5	Pearson Correlation	,519**	,581**	,531**	,619**	1	,575**	,545**	,786**
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,000
	N	106	106	106	106	106	106	106	106
X2.6	Pearson Correlation	,478**	,557**	,642**	,546**	,575**	1	,550**	,782**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000	,000
	N	106	106	106	106	106	106	106	106
X2.7	Pearson Correlation	,568**	,560**	,545**	,650**	,545**	,550**	1	,795**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000		,000
	N	106	106	106	106	106	106	106	106
JML.X2	Pearson Correlation	,781**	,816**	,794**	,808**	,786**	,782**	,795**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	106	106	106	106	106	106	106	106

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

3. Hasil Uji Validitas Variabel Kinerja pekerja (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	JML.Y
Y.1	Pearson Correlation	1	,504**	,383**	,330**	,389**	,271**	,704**
	Sig. (2-tailed)		,000	,000	,001	,000	,005	,000
	N	106	106	106	106	106	106	106
Y.2	Pearson Correlation	,504**	1	,464**	,330**	,481**	,326**	,757**
	Sig. (2-tailed)	,000		,000	,001	,000	,001	,000
	N	106	106	106	106	106	106	106
Y.3	Pearson Correlation	,383**	,464**	1	,227*	,574**	,325**	,725**
	Sig. (2-tailed)	,000	,000		,019	,000	,001	,000
	N	106	106	106	106	106	106	106
Y.4	Pearson Correlation	,330**	,330**	,227*	1	,313**	,118	,551**
	Sig. (2-tailed)	,001	,001	,019		,001	,230	,000
	N	106	106	106	106	106	106	106
Y.5	Pearson Correlation	,389**	,481**	,574**	,313**	1	,423**	,776**
	Sig. (2-tailed)	,000	,000	,000	,001		,000	,000
	N	106	106	106	106	106	106	106
Y.6	Pearson Correlation	,271**	,326**	,325**	,118	,423**	1	,600**
	Sig. (2-tailed)	,005	,001	,001	,230	,000		,000
	N	106	106	106	106	106	106	106
JML.Y	Pearson Correlation	,704**	,757**	,725**	,551**	,776**	,600**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	106	106	106	106	106	106	106

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

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



Lampiran 10. Hasil Uji Reliabilitas Sampel Besar

Hasil Uji Reliabilitas Sampel Besar

1. Hasil Uji Reliabilitas Variabel Kompensasi (X1)

Case Processing Summary

		N	%
Cases	Valid	106	100,0
	Excluded ^a	0	,0
	Total	106	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,885	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	3,95	,653	106
X1.2	4,09	,640	106
X1.3	4,05	,653	106
X1.4	4,03	,654	106
X1.5	4,08	,649	106
X1.6	3,92	,664	106

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	20,17	6,980	,673	,869
X1.2	20,03	6,942	,704	,864
X1.3	20,08	6,909	,697	,865
X1.4	20,09	6,943	,684	,868
X1.5	20,04	6,837	,728	,860
X1.6	20,21	6,852	,701	,865

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24,12	9,728	3,119	6

2. Hasil Uji Reliabilitas Variabel Motivasi Kerja (X2)

Case Processing Summary

		N	%
Cases	Valid	106	100,0
	Excluded ^a	0	,0
	Total	106	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,903	7

Item Statistics

	Mean	Std. Deviation	N
X2.1	3,95	,653	106
X2.2	4,08	,643	106
X2.3	4,05	,653	106
X2.4	4,09	,625	106
X2.5	4,05	,653	106
X2.6	4,07	,651	106
X2.7	3,91	,655	106

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	24,24	9,725	,693	,890
X2.2	24,11	9,606	,741	,885
X2.3	24,14	9,665	,710	,888
X2.4	24,09	9,724	,733	,886
X2.5	24,14	9,704	,699	,890
X2.6	24,12	9,728	,695	,890
X2.7	24,28	9,652	,711	,888

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28,19	12,974	3,602	7

3. Hasil Uji Reliabilitas Variabel Kinerja pekerja (Y)

Case Processing Summary

		N	%
Cases	Valid	106	100,0
	Excluded ^a	0	,0
	Total	106	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,777	6

Item Statistics

	Mean	Std. Deviation	N
Y.1	4,19	,649	106
Y.2	4,36	,635	106
Y.3	4,33	,628	106
Y.4	4,29	,585	106
Y.5	4,25	,645	106
Y.6	4,27	,625	106

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	21,50	4,767	,538	,739
Y.2	21,33	4,623	,617	,719
Y.3	21,36	4,746	,574	,730
Y.4	21,40	5,384	,363	,780
Y.5	21,44	4,535	,642	,712
Y.6	21,42	5,159	,409	,771

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25,69	6,712	2,591	6

Lampiran 11. Hasil Uji Asumsi dan Hipotesis

Hasil Uji Asumsi dan Hipotesis

1. Hasil Statistik Deskriptif

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Kompensasi (X1)	106	18	30	24,12	3,119
Motivasi Kerja (X2)	106	21	35	28,19	3,602
Kinerja pekerja (Y)	106	20	30	25,69	2,591
Valid N (listwise)	106				

2. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

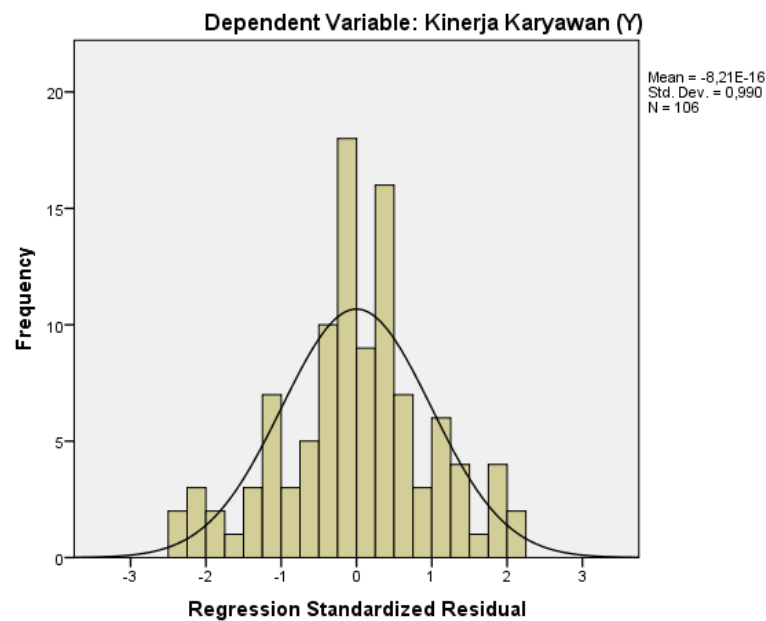
		Unstandardized Residual
N		106
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,11440385
Most Extreme Differences	Absolute	,079
	Positive	,072
	Negative	-,079
Test Statistic		,079
Asymp. Sig. (2-tailed)		,099 ^c

a. Test distribution is Normal.

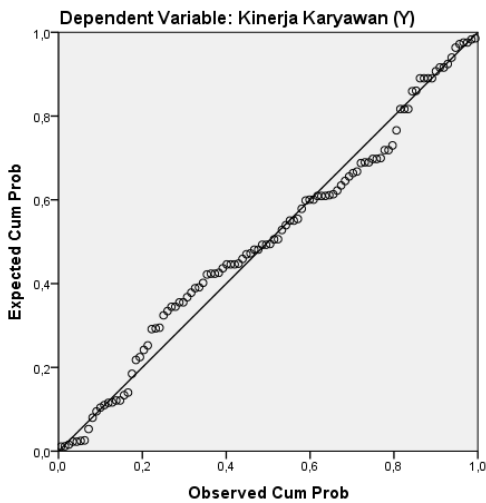
b. Calculated from data.

c. Lilliefors Significance Correction.

Histogram



Normal P-P Plot of Regression Standardized Residual



3. Hasil Uji Multikolinearitas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kompensasi (X1)	,959	1,043
	Motivasi Kerja (X2)	,959	1,043

a. Dependent Variable: Kinerja pekerja (Y)

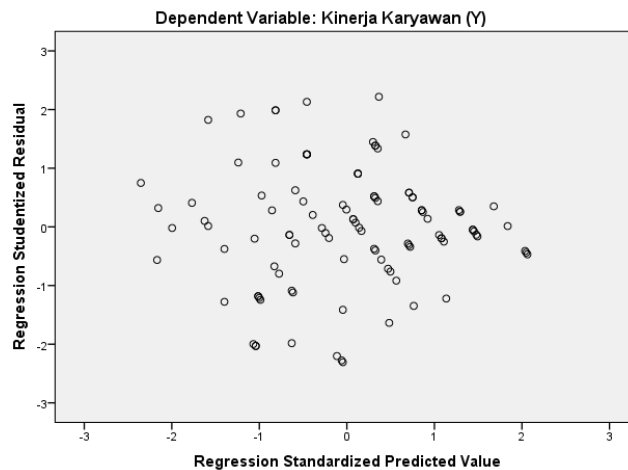
4. Hasil Uji Heteroskedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	2,956	,692		1,271	,143
	Kompensasi (X1)	-,037	,022	-,160	-1,660	,100
	Motivasi Kerja (X2)	-,043	,029	-,213	-1,218	,153

a. Dependent Variable: ABS_RES

Scatterplot



5. Hasil Regresi Linear Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,225	1,107		2,009	,047
	Kompensasi (X1)	,466	,036	,560	12,951	,000
	Motivasi Kerja (X2)	,434	,031	,603	13,941	,000

a. Dependent Variable: Kinerja pekerja (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	2,225	1,107		2,009	,047			
	Kompensasi (X1)	,466	,036	,560	12,951	,000	,683	,787	,549
	Motivasi Kerja (X2)	,434	,031	,603	13,941	,000	,717	,808	,591

a. Dependent Variable: Kinerja pekerja (Y)

6. Hasil Uji Anava (Uji F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	574,327	2	287,164	226,826	,000 ^b
	Residual	130,399	103	1,266		
	Total	704,726	105			

a. Dependent Variable: Kinerja pekerja (Y)

b. Predictors: (Constant), Motivasi Kerja (X2), Kompensasi (X1)

7. Hasil Uji T Parsial

a. Pengaruh X1 Terhadap Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,683 ^a	,466	,461	1,903

a. Predictors: (Constant), Kompensasi (X1)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	328,269	1	328,269	90,687	,000 ^b
	Residual	376,458	104	3,620		
	Total	704,726	105			

a. Dependent Variable: Kinerja pekerja (Y)

b. Predictors: (Constant), Kompensasi (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,013	1,448		8,297	,000
	Kompensasi (X1)	,567	,060	,683	9,523	,000

a. Dependent Variable: Kinerja pekerja (Y)

b. Pengaruh X2 Terhadap Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,717 ^a	,514	,509	1,815

a. Predictors: (Constant), Motivasi Kerja (X2)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	361,997	1	361,997	109,847	,000 ^b
	Residual	342,729	104	3,295		
	Total	704,726	105			

a. Dependent Variable: Kinerja pekerja (Y)

b. Predictors: (Constant), Motivasi Kerja (X2)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,157	1,398		7,983	,000
	Motivasi Kerja (X2)	,515	,049	,717	10,481	,000

a. Dependent Variable: Kinerja pekerja (Y)

8. Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,903 ^a	,815	,811	1,125

a. Predictors: (Constant), Motivasi Kerja (X2), Kompensasi (X1)

b. Dependent Variable: Kinerja pekerja (Y)