

LAMPIRAN 6

Tabel Frekuensi

Frequency Table

Kompensasi (X1)

Statistics

		X1.1	X1.2	X1.3	kompensasi
N	Valid	40	40	40	40
	Missing	0	0	0	0

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	2.00	10	25.0	25.0	25.0
	3.00	7	17.5	17.5	42.5
	4.00	20	50.0	50.0	92.5
	5.00	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	2.00	5	12.5	12.5	12.5
	3.00	17	42.5	42.5	55.0
	4.00	13	32.5	32.5	87.5
	5.00	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	10.0	10.0	10.0
	3.00	16	40.0	40.0	50.0
	4.00	15	37.5	37.5	87.5
	5.00	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

kompensasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7.00	1	2.5	2.5	2.5
	8.00	7	17.5	17.5	20.0
	9.00	9	22.5	22.5	42.5
	10.00	5	12.5	12.5	55.0
	11.00	8	20.0	20.0	75.0
	12.00	2	5.0	5.0	80.0
	13.00	4	10.0	10.0	90.0
	14.00	3	7.5	7.5	97.5
	15.00	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

Lingkungan Kerja (X2)**Statistics**

		X2.1	X2.2	lingkungan
N	Valid	40	40	40
	Missing	0	0	0

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	2.00	3	7.5	7.5	7.5
	3.00	3	7.5	7.5	15.0
	4.00	17	42.5	42.5	57.5
	5.00	17	42.5	42.5	100.0
	Total	40	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	2.00	1	2.5	2.5	2.5
	3.00	5	12.5	12.5	15.0
	4.00	18	45.0	45.0	60.0
	5.00	16	40.0	40.0	100.0
	Total	40	100.0	100.0	

lingkungan

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	5.00	2	5.0	5.0	5.0
	6.00	5	12.5	12.5	17.5
	8.00	10	25.0	25.0	42.5
	9.00	13	32.5	32.5	75.0
	10.00	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

Motivasi Kerja (X3)

Statistics

		X3.1	X3.2	X3.3	Motivasi
N	Valid	40	40	40	40
	Missing	0	0	0	0

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	9	22.5	22.5	22.5
	3.00	11	27.5	27.5	50.0
	4.00	17	42.5	42.5	92.5
	5.00	3	7.5	7.5	100.0
Total		40	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	12.5	12.5	12.5
	3.00	19	47.5	47.5	60.0
	4.00	11	27.5	27.5	87.5
	5.00	5	12.5	12.5	100.0
Total		40	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	10.0	10.0	10.0
	3.00	17	42.5	42.5	52.5
	4.00	16	40.0	40.0	92.5
	5.00	3	7.5	7.5	100.0
Total		40	100.0	100.0	

Motivasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7.00	3	7.5	7.5	7.5
	8.00	9	22.5	22.5	30.0
	9.00	5	12.5	12.5	42.5
	10.00	3	7.5	7.5	50.0
	11.00	9	22.5	22.5	72.5
	12.00	4	10.0	10.0	82.5
	13.00	5	12.5	12.5	95.0
	14.00	2	5.0	5.0	100.0
	Total	40	100.0	100.0	

Kinerja (Y)

Statistics

		Y1	Y2	Y3	kinerja
N	Valid	40	40	40	40
	Missing	0	0	0	0

Frequency Table

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.0	5.0	5.0
	3.00	12	30.0	30.0	35.0
	4.00	16	40.0	40.0	75.0
	5.00	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.5	7.5	7.5
	3.00	8	20.0	20.0	27.5
	4.00	20	50.0	50.0	77.5
	5.00	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.5	2.5	2.5
	3.00	13	32.5	32.5	35.0
	4.00	15	37.5	37.5	72.5
	5.00	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

kinerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8.00	4	10.0	10.0	10.0
	9.00	2	5.0	5.0	15.0
	10.00	8	20.0	20.0	35.0
	11.00	4	10.0	10.0	45.0
	12.00	6	15.0	15.0	60.0
	13.00	5	12.5	12.5	72.5
	14.00	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

LAMPIRAN 7

Hasil Uji Validitas Variabel

Kompensasi (X1)

Correlations

		X1.1	X1.2	X1.3	kompensasi
X1.1	Pearson Correlation	1	.588**	.158	.761**
	Sig. (2-tailed)		.000	.329	.000
	N	40	40	40	40
X1.2	Pearson Correlation	.588**	1	.535**	.901**
	Sig. (2-tailed)	.000		.000	.000
	N	40	40	40	40
X1.3	Pearson Correlation	.158	.535**	1	.696**
	Sig. (2-tailed)	.329	.000		.000
	N	40	40	40	40
kompensasi	Pearson Correlation	.761**	.901**	.696**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	40	40	40	40

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

Lingkungan Kerja (X2)

Correlations

		X2.1	X2.2	lingkungan
X2.1	Pearson Correlation	1	.551**	.906**
	Sig. (2-tailed)		.000	.000
	N	40	40	40
X2.2	Pearson Correlation	.551**	1	.852**
	Sig. (2-tailed)	.000		.000
	N	40	40	40
lingkungan	Pearson Correlation	.906**	.852**	1
	Sig. (2-tailed)	.000	.000	
	N	40	40	40

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

Motivasi Kerja (X3)

Correlations

		X3.1	X3.2	X3.3	Motivasi
X3.1	Pearson Correlation	1	.487**	.558**	.844**
	Sig. (2-tailed)		.001	.000	.000
	N	40	40	40	40
X3.2	Pearson Correlation	.487**	1	.406**	.763**
	Sig. (2-tailed)	.001		.009	.000
	N	40	40	40	40
X3.3	Pearson Correlation	.558**	.406**	1	.773**
	Sig. (2-tailed)	.000	.009		.000
	N	40	40	40	40
Motivasi	Pearson Correlation	.844**	.763**	.773**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	40	40	40	40

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

Kinerja Karyawan (Y)

Correlations

		Y1	Y2	Y3	kinerja
Y1	Pearson Correlation	1	.357*	.468**	.763**
	Sig. (2-tailed)		.024	.002	.000
	N	40	40	40	40
Y2	Pearson Correlation	.357*	1	.547**	.793**
	Sig. (2-tailed)	.024		.000	.000
	N	40	40	40	40
Y3	Pearson Correlation	.468**	.547**	1	.841**
	Sig. (2-tailed)	.002	.000		.000
	N	40	40	40	40
kinerja	Pearson Correlation	.763**	.793**	.841**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	40	40	40	40

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

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

LAMPIRAN 8

Hasil Uji Reabilitas Variabel

Reliability

Scale: ALL VARIABLES

Kompensasi (X1)

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.652	3

Lingkungan Kerja (X2)

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.726	2

Motivasi Kerja (X3)

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.729	3

Kinerja (Y)

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

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

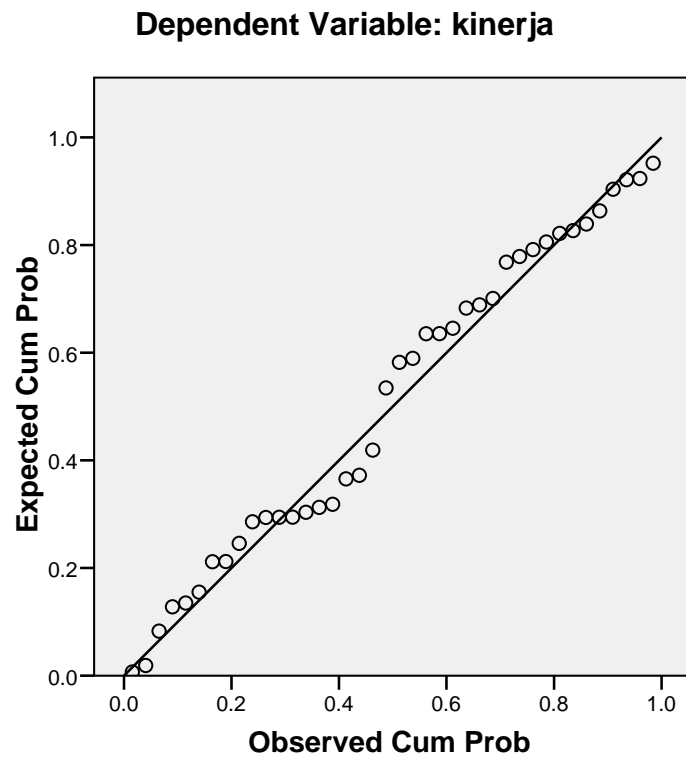
Reliability Statistics

Cronbach's Alpha	N of Items
.709	3

LAMPIRAN 9

Uji Normalitas

Normal P-P Plot of Regression Standardized Residual

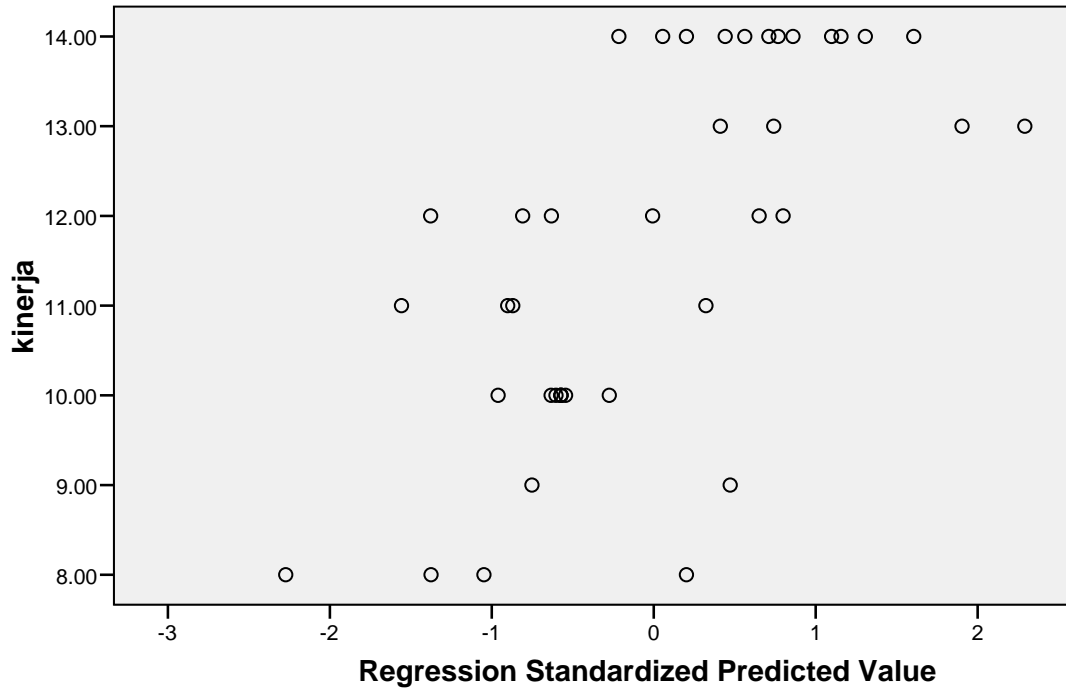


LAMPIRAN 10

Uji Heteroskedastisitas

Scatterplot

Dependent Variable: kinerja

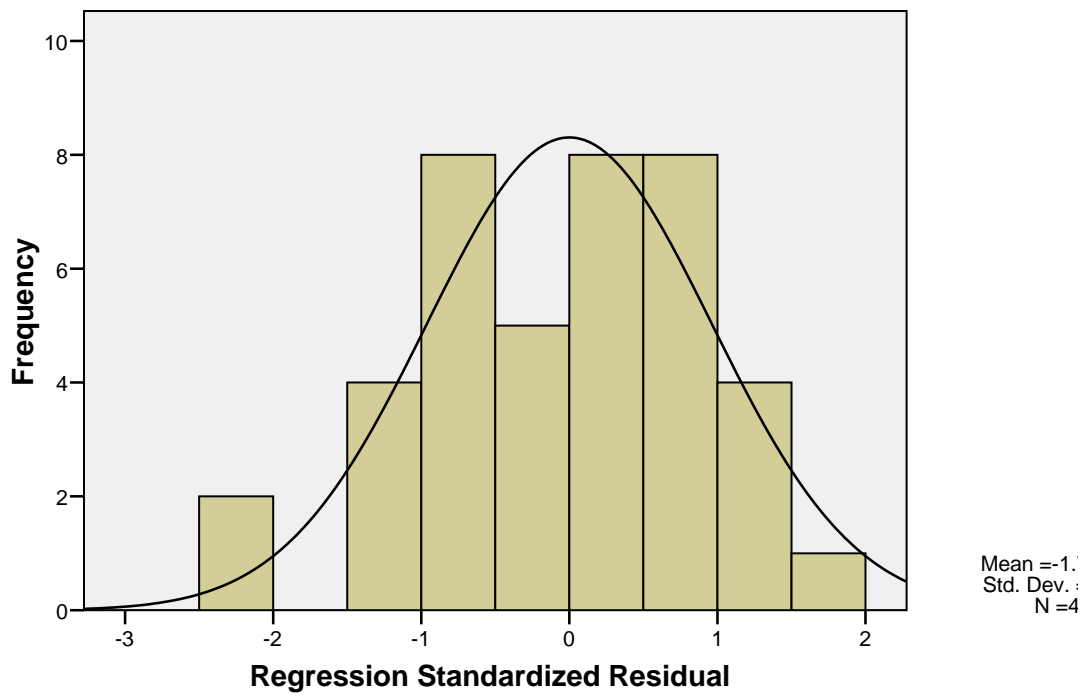


LAMPIRAN 11

Uji Histogram

Histogram

Dependent Variable: kinerja



LAMPIRAN 12

Uji Regresi Linier Berganda

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Motivasi, kompensasi, lingkungan ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: kinerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df 1	df 2	Sig. F Change	
1	.670 ^a	.449	.403	1.59020	.449	9.763	3	36	.000	1.813

a. Predictors: (Constant), Motivasi, kompensasi, lingkungan

b. Dependent Variable: kinerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	74.066	3	24.689	9.763	.000 ^a
	Residual	91.034	36	2.529		
	Total	165.100	39			

a. Predictors: (Constant), Motivasi, kompensasi, lingkungan

b. Dependent Variable: kinerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	.378	2.113		.179	.859					
	kompensasi	.288	.121	.299	2.388	.022	.350	.370	.296	.980	1.020
	lingkungan	.493	.170	.362	2.897	.006	.422	.435	.359	.978	1.022
	Motivasi	.411	.119	.430	3.469	.001	.445	.501	.429	.998	1.002

a. Dependent Variable: kinerja