LAMPIRAN

Lampiran 1 Surat izin penelitian

PASCA SARJANA
UNIVERSITAS MUHAMMADIYAH GRESIK

Nomor : 005/II.3.UMG/MM/A/2020
Lampiran : -
Perihal : Surat Ijin Penelitian

Kepada Yth.
Pimpinan Bank BTN Cabang Gresik
Di tempat

Assalamu'alaikum Wr. Wb

Dengan hormat,

Berkenaan dengan tugas penulisan Tesis oleh mahasiswa Program Pascasarjana Program Studi Magister Manajemen Universitas Muhammadiyah Gresik

Nama : Achmad Qomaruz Zaman
Program Studi : Magister Manajemen
NIM : 161001010
Judul Tesis : Pengaruh Beban Kerja Dan Kompetensi Kerja Terhadap Kompensasi dan Motivasi Kerja Pada karyawan Bank BTN Gresik

Kami mengharap bantuan untuk memberikan kesempatan kepada mahasiswa kami dalam melakukan penelitian guna memperoleh bahan – bahan untuk menyusun tesis pada perusahaan/ instansi yang Bapak / Ibu pimpin.

Perlu kami sampaikan bahwa bahan – bahan yang diperoleh tidak akan dipergunakan untuk hal – hal yang merugikan perusahaan/ instansi yang Bapak / Ibu pimpin.

Demikian atas bantuan dan kerjasamanya kami sampaikan terima kasih.

Wassalamu'alaikum Wr. Wb.

Gresik, 9 Juli 2020
Ka. Prodi. Magister Manajemen

Dr. Eva Desembrianita, Dra., M.M

Tembusan :
1. Direktur Pascasarjana
2. Arsip

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Lampiran 2 Kuisioner Penelitian

Draft Kuisioner Penelitian Tesis Pengaruh Kompensasi Dan Kompetensi Terhadap KInerja Karyawan Melalui Motivasi pada Karyawan Bank BTN Cabang Gresik

A. DAFTAR PERTANYAAN VARIABLE KOMPENSASI KERJA KARYAWAN

NO	PERTANYAAN	ALTERNATIF JAWABAN				
		SS	*S*	*KS*	*TS*	*STS*
1	Besarnya gaji yang saya terima sesuai dengan hasil pekerjaan yang saya berikan pada perusahaan					
2	Perusahaan memberikan bonus kepada saya apabila hasil pekerjaan saya mencapai atau melebihi target yang telah ditetapkan					
3	Saya merasa terlindungi oleh dengan adanya jaminan kesehatan dalam bekerja di perusahaan					
4	Pimpinan akan memberi penghargaan kepada pegawai yang berprestasi tinggi					
5	Saya mendapatkan gaji atas pekerjaan saya setiap bulan secara tepat waktu					

B. DAFTAR PERTANYAAN VARIABLE KOMPETENSI KERJA KARYAWAN

NO	PERTANYAAN	ALTERNATIF JAWABAN				
		SS	*S*	*KS*	*TS*	*STS*
6	Kreativitas yang tinggi dapat membantu saya mencapai hasil kerja yang lebih baik					
7	Pelatihan kerja secara berkala sangat saya butuhkan					
8	Pengetahuan akan pekerjaan dapat membantu saya dalam mengatasi permasalah yang muncul					
9	Saya selalu bekerja sesuai dengan standart mutu					
10	Saya selalu berusaha menyelesaikan tugas dengan penuh rasa tanggung jawab					

C. DAFTAR PERTANYAAN VARIABLE MOTIVASI KERJA KARYAWAN

NO	PERTANYAAN	ALTERNATIF JAWABAN				
		SS	*S*	*KS*	*TS*	*STS*
11	Saya merasa tenang dalam bekerja karena jaminan kesehatan dari perusahaan ini					
12	Bekerja di perusahaan ini dapat menjamin kehidupan saya di hari tua					
13	Perusahaan memberikan kesempatan bagi karyawan untuk mengembangkan potensi					
14	Saya merasa tertantang menyelesaikan tugas					
15	Atasan saya selalu memberikan pujian apabila saya menjalankan tugas dengan memuaskan					

D. DAFTAR PERTANYAAN VARIABLE KINERJA KARYAWAN

NO	PERTANYAAN	ALTERNATIF JAWABAN				
		SS	*S*	*KS*	*TS*	*STS*
16	Saya hanya menggunakan gadget ketika tidak sedang ada pekerjaan					
17	Saya dapat dengan cepat memahami pekerjaan yang diberikan atasan					
18	Saya mendapatkan dan menyelesaikan pekerjaan dengan tingkat kesulitan yang tinggi					
19	Sayan mengerjakan pekerjaan dengan segera tanpa menunda nunda					
20	Saya selalu focus mengerjakan pekerjaan meskipun tidak ada atasan					

Lampiran 3 Rekapitulasi Tanggapan Responden

RESP	KOMPENSASI - (X1)					
	X1.1	X1.2	X1.3	X1.4	X1.5	X1
1	4	5	4	5	4	22
2	4	5	4	4	4	21
3	4	4	4	4	4	20
4	4	4	4	4	4	20
5	3	3	4	3	4	17
6	3	3	4	4	4	18
7	4	4	5	4	4	21
8	4	4	4	4	4	20
9	3	3	4	4	4	18
10	4	4	3	3	4	18
11	3	5	5	5	4	22
12	5	4	4	5	4	22
13	4	4	4	5	4	21
14	4	5	5	4	4	22
15	3	4	4	4	4	19
16	4	5	5	5	5	24
17	4	5	5	5	4	23
18	3	4	4	4	4	19
19	4	4	4	3	4	19
20	4	5	4	4	4	21
21	4	4	5	5	4	22
22	4	5	4	3	4	20
23	4	5	4	4	5	22
24	4	4	4	4	4	20
25	4	3	4	4	5	20
26	5	4	4	4	5	22
27	4	5	5	5	4	23
28	4	4	5	5	4	22
29	3	2	2	2	3	12
30	4	5	4	4	4	21
31	4	5	5	5	4	23
32	4	5	5	5	4	23
33	5	4	5	4	4	22
34	3	4	4	4	4	19
35	4	5	4	4	4	21
36	4	5	5	4	4	22
37	4	4	4	4	4	20
38	4	4	4	4	4	20
39	3	4	4	4	4	19
40	5	5	5	4	4	23
41	3	3	3	2	4	15
42	4	5	5	5	4	23
43	5	5	5	4	4	23
44	3	3	3	4	4	17

45	4	5	4	5	4	22
46	3	3	3	3	2	14
47	4	4	4	5	5	22
48	3	3	4	4	4	18
49	4	3	4	4	4	19
50	3	3	3	3	3	15
51	4	4	4	4	4	20
52	3	3	3	3	4	16
53	4	3	4	4	4	19
54	4	5	4	5	4	22
55	5	4	4	4	4	21
56	3	3	3	4	4	17
57	3	4	4	4	4	19
58	4	4	4	3	4	19
59	3	4	4	4	4	19
60	5	3	4	4	4	20

	KOMPETENSI - (X2)					
RESP	X2.1	X2.2	X2.3	X2.4	X2.5	X2
1	4	4	5	5	4	22
2	4	4	4	4	4	20
3	4	5	4	4	4	21
4	4	4	4	3	4	19
5	5	4	5	5	5	24
6	3	4	3	4	4	18
7	4	5	5	4	5	23
8	4	5	4	4	4	21
9	4	5	4	5	4	22
10	5	4	4	3	4	20
11	4	5	5	5	5	24
12	4	4	4	4	4	20
13	4	5	5	5	5	24
14	4	5	5	4	5	23
15	4	5	5	5	5	24
16	4	5	4	4	3	20
17	4	4	5	5	5	23
18	4	3	3	3	3	16
19	4	4	3	3	3	17
20	5	4	4	4	4	21
21	4	4	4	5	4	21
22	4	5	3	5	5	22
23	5	4	4	4	4	21
24	3	4	4	3	4	18
25	4	4	4	4	4	20
26	4	4	4	4	4	20
27	4	5	5	5	5	24
28	3	4	4	3	4	18
29	3	3	2	3	2	13
30	4	5	4	4	5	22
31	4	4	4	5	5	22
32	3	3	3	3	3	15
33	3	4	4	4	4	19
34	4	5	4	5	4	22
35	4	4	4	5	4	21
36	3	3	4	5	4	19
37	4	4	4	5	5	22
38	4	4	5	4	4	21
39	3	4	4	3	4	18
40	5	5	4	5	5	24
41	3	3	3	3	2	14
42	4	4	5	5	5	23
43	4	5	4	5	4	22
44	3	4	4	4	3	18

45	4	5	4	5	4	22
46	3	3	3	3	2	14
47	4	4	4	5	5	22
48	3	3	4	4	4	18
49	4	3	4	4	4	19
50	3	3	3	3	3	15
51	4	4	4	4	4	20
52	3	3	3	3	4	16
53	4	3	4	4	4	19
54	4	5	4	5	4	22
55	5	4	4	4	4	21
56	3	3	3	4	4	17
57	3	4	4	4	4	19
58	4	4	4	3	4	19
59	3	4	4	4	4	19
60	5	3	4	4	4	20

RESP	MOTIVASI - (Z)					
	Z1	Z2	Z3	Z4	Z5	Z
1	4	4	4	5	5	22
2	4	4	5	4	4	21
3	4	5	5	5	4	23
4	4	4	4	3	3	18
5	4	5	4	4	4	21
6	4	4	4	4	4	20
7	4	5	4	5	5	23
8	4	5	4	4	5	22
9	4	4	5	4	4	21
10	4	4	5	5	4	22
11	4	4	4	5	5	22
12	4	5	5	4	5	23
13	5	5	5	5	4	24
14	5	5	4	5	5	24
15	5	4	4	4	5	22
16	3	5	4	5	5	22
17	5	5	4	5	5	24
18	3	4	3	3	3	16
19	3	3	4	4	3	17
20	4	5	4	4	4	21
21	4	4	3	3	3	17
22	5	4	5	4	4	22
23	4	4	5	4	5	22
24	4	4	4	3	3	18
25	5	4	4	4	5	22
26	5	4	3	4	3	19
27	4	5	4	4	4	21
28	4	4	4	3	4	19
29	3	3	2	3	3	14
30	4	3	3	4	3	17
31	4	4	4	4	4	20
32	4	4	4	4	5	21
33	4	4	4	3	4	19
34	4	4	4	4	5	21
35	5	5	5	5	4	24
36	5	4	4	4	4	21
37	4	5	4	5	5	23
38	5	4	4	5	5	23
39	3	4	3	4	3	17
40	5	5	5	5	5	25
41	3	3	3	3	2	14
42	4	5	4	5	5	23
43	4	5	5	4	5	23
44	4	3	4	3	3	17

45	4	5	4	5	4	22
46	3	3	3	3	2	14
47	4	4	4	5	5	22
48	3	3	4	4	4	18
49	4	3	4	4	4	19
50	3	3	3	3	3	15
51	4	4	4	4	4	20
52	3	3	3	3	4	16
53	4	3	4	4	4	19
54	4	5	4	5	4	22
55	5	4	4	4	4	21
56	3	3	3	4	4	17
57	3	4	4	4	4	19
58	4	4	4	3	4	19
59	3	4	4	4	4	19
60	5	3	4	4	4	20

RESP	KINERJA KARYAWAN - Y					
	Y1	Y2	Y3	Y4	Y5	Y
1	5	5	4	5	5	24
2	5	4	4	4	4	21
3	5	4	4	4	4	21
4	4	4	4	5	5	22
5	4	5	3	4	4	20
6	4	3	3	4	4	18
7	4	5	5	5	5	24
8	4	4	4	4	5	21
9	5	4	4	5	4	22
10	4	3	4	5	4	20
11	5	5	5	4	5	24
12	4	4	4	5	5	22
13	5	5	5	5	4	24
14	4	4	5	4	5	22
15	4	5	5	4	5	23
16	5	4	3	4	5	21
17	5	5	5	4	5	24
18	4	3	3	3	3	16
19	3	3	4	4	3	17
20	4	5	4	4	4	21
21	4	5	4	3	4	20
22	4	5	5	5	5	24
23	4	4	4	5	4	21
24	4	4	4	4	4	20
25	4	4	4	4	4	20
26	4	4	4	3	4	19
27	5	5	5	4	5	24
28	4	4	4	4	4	20
29	3	3	2	2	2	12
30	3	3	4	3	5	18
31	4	4	4	4	5	21
32	3	4	4	4	3	18
33	4	4	3	4	4	19
34	4	4	4	4	5	21
35	4	5	5	5	4	23
36	4	4	4	4	4	20
37	5	5	5	4	5	24
38	4	4	5	4	5	22
39	4	4	4	3	4	19
40	5	5	5	5	4	24
41	2	3	2	3	2	12
42	5	5	4	4	5	23
43	4	5	5	5	5	24
44	3	3	4	4	3	17

45	4	5	4	5	4	22
46	3	3	3	3	2	14
47	4	4	4	5	5	22
48	3	3	4	4	4	18
49	4	3	4	4	4	19
50	3	3	3	3	3	15
51	4	4	4	4	4	20
52	3	3	3	3	4	16
53	4	3	4	4	4	19
54	4	5	4	5	4	22
55	5	4	4	4	4	21
56	3	3	3	4	4	17
57	3	4	4	4	4	19
58	4	4	4	3	4	19
59	3	4	4	4	4	19
60	5	3	4	4	4	20

Lampiran 4 Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	KOPENSASI
X1.1	Pearson Correlation	1	.432(**)	.459(**)	.321(*)	.326(*)	.669(**)
	Sig. (2-tailed)		.001	.000	.012	.011	.000
	N	60	60	60	60	60	60
X1.2	Pearson Correlation	.432(**)	1	.665(**)	.551(**)	.291(*)	.826(**)
	Sig. (2-tailed)	.001		.000	.000	.024	.000
	N	60	60	60	60	60	60
X1.3	Pearson Correlation	.459(**)	.665(**)	1	.668(**)	.353(**)	.858(**)
	Sig. (2-tailed)	.000	.000		.000	.006	.000
	N	60	60	60	60	60	60
X1.4	Pearson Correlation	.321(*)	.551(**)	.668(**)	1	.378(**)	.799(**)
	Sig. (2-tailed)	.012	.000	.000		.003	.000
	N	60	60	60	60	60	60
X1.5	Pearson Correlation	.326(*)	.291(*)	.353(**)	.378(**)	1	.558(**)
	Sig. (2-tailed)	.011	.024	.006	.003		.000
	N	60	60	60	60	60	60
KOMPENSASI	Pearson Correlation	.669(**)	.826(**)	.858(**)	.799(**)	.558(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	KOPETENSI
X2.1	Pearson Correlation	1	.318(*)	.411(**)	.323(*)	.361(**)	.579(**)
	Sig. (2-tailed)		.013	.001	.012	.005	.000
	N	60	60	60	60	60	60
X2.2	Pearson Correlation	.318(*)	1	.533(**)	.623(**)	.663(**)	.809(**)
	Sig. (2-tailed)	.013		.000	.000	.000	.000
	N	60	60	60	60	60	60
X2.3	Pearson Correlation	.411(**)	.533(**)	1	.548(**)	.686(**)	.816(**)
	Sig. (2-tailed)	.001	.000		.000	.000	.000
	N	60	60	60	60	60	60
X2.4	Pearson Correlation	.323(*)	.623(**)	.548(**)	1	.644(**)	.822(**)
	Sig. (2-tailed)	.012	.000	.000		.000	.000
	N	60	60	60	60	60	60
X2.5	Pearson Correlation	.361(**)	.663(**)	.686(**)	.644(**)	1	.870(**)
	Sig. (2-tailed)	.005	.000	.000	.000		.000
	N	60	60	60	60	60	60
KOMPETENSI	Pearson Correlation	.579(**)	.809(**)	.816(**)	.822(**)	.870(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60

* Correlation is significant at the 0.05 level (2-tailed).
** Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Z1	Z2	Z3	Z4	Z5	MOTIVASI
Z1	Pearson Correlation	1	.373(**)	.483(**)	.408(**)	.488(**)	.686(**)
	Sig. (2-tailed)		.003	.000	.001	.000	.000
	N	60	60	60	60	60	60
Z2	Pearson Correlation	.373(**)	1	.471(**)	.600(**)	.647(**)	.802(**)
	Sig. (2-tailed)	.003		.000	.000	.000	.000
	N	60	60	60	60	60	60
Z3	Pearson Correlation	.483(**)	.471(**)	1	.399(**)	.549(**)	.742(**)
	Sig. (2-tailed)	.000	.000		.002	.000	.000
	N	60	60	60	60	60	60
Z4	Pearson Correlation	.408(**)	.600(**)	.399(**)	1	.632(**)	.783(**)
	Sig. (2-tailed)	.001	.000	.002		.000	.000
	N	60	60	60	60	60	60
Z5	Pearson Correlation	.488(**)	.647(**)	.549(**)	.632(**)	1	.870(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	60	60	60	60	60	60
MOTIVASI	Pearson Correlation	.686(**)	.802(**)	.742(**)	.783(**)	.870(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60

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

Correlations

		Y1	Y2	Y3	Y4	Y5	KINERJA KARYAWAN
Y1	Pearson Correlation	1	.666(**)	.444(**)	.517(**)	.690(**)	.825(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	60	60	60	60	60	60
Y2	Pearson Correlation	.666(**)	1	.506(**)	.465(**)	.624(**)	.814(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	60	60	60	60	60	60
Y3	Pearson Correlation	.444(**)	.506(**)	1	.575(**)	.587(**)	.771(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	60	60	60	60	60	60
Y4	Pearson Correlation	.517(**)	.465(**)	.575(**)	1	.535(**)	.758(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	60	60	60	60	60	60
Y5	Pearson Correlation	.690(**)	.624(**)	.587(**)	.535(**)	1	.860(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	60	60	60	60	60	60
KINERJA KARYAWAN	Pearson Correlation	.825(**)	.814(**)	.771(**)	.758(**)	.860(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60

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

Lampiran 5 Uji Realiabilitas

UJI Reliability

Scale: ALL VARIABLES X1

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded(a)	0	.0
	Total	60	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.802	5

Scale: ALL VARIABLES X2

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded(a)	0	.0
	Total	60	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.844	5

Scale: ALL VARIABLES Z

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded(a)	0	.0
	Total	60	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.838	5

Scale: ALL VARIABLES Y

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded(a)	0	.0
	Total	60	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.865	5

UJI LINIERITAS
PERSAMAAN 1

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
MOTIVASI * KOPENSASI	Between Groups	(Combined)	252.883	11	22.989	4.776	.000
		Linearity	204.136	1	204.136	42.409	.000
		Deviation from Linearity	48.747	10	4.875	1.013	.447
	Within Groups		231.050	48	4.814		
	Total		483.933	59			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
MOTIVASI * KOPETENSI	Between Groups	(Combined)	332.465	12	27.705	8.597	.000
		Linearity	262.315	1	262.315	81.395	.000
		Deviation from Linearity	70.151	11	6.377	1.979	.053
	Within Groups		151.468	47	3.223		
	Total		483.933	59			

PERSAMAAN 2

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA KARYAWAN * KOPENSASI	Between Groups	(Combined)	322.288	11	29.299	6.211	.000
		Linearity	256.767	1	256.767	54.427	.000
		Deviation from Linearity	65.521	10	6.552	1.389	.214
	Within Groups		226.445	48	4.718		
	Total		548.733	59			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA KARYAWAN * KOPETENSI	Between Groups	(Combined)	377.936	12	31.495	8.667	.000
		Linearity	336.195	1	336.195	92.514	.000
		Deviation from Linearity	41.740	11	3.795	1.044	.425
	Within Groups		170.798	47	3.634		
	Total		548.733	59			

ANOVA Table

Lampiran 6 Uji Linieritas

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA KARYAWAN * MOTIVASI	Between Groups	(Combined)	444.185	11	40.380	18.539	.000
		Linearity	426.794	1	426.794	195.949	.000
		Deviation from Linearity	17.391	10	1.739	.798	.631
	Within Groups		104.548	48	2.178		
	Total		548.733	59			

Regression PERSAMAAN 1 (ASUMSI KELASIK DAN HIPOTESIS)

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	KOPETENSI, KOPENSASI(a)	.	Enter

a All requested variables entered.
b Dependent Variable: MOTIVASI

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.786(a)	.618	.605	1.80038	2.067

a Predictors: (Constant), KOPETENSI, KOPENSASI
b Dependent Variable: MOTIVASI

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	299.175	2	149.588	46.149	.000(a)
	Residual	184.758	57	3.241		
	Total	483.933	59			

a Predictors: (Constant), KOPETENSI, KOPENSASI
b Dependent Variable: MOTIVASI

Coefficients(a)

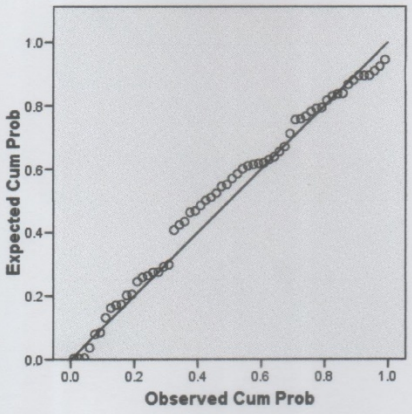
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF	B	Std. Error
1	(Constant)	1.749	2.028		.862	.392		
	KOPENSASI	.393	.117	.338	3.372	.001	.669	1.496
	KOPETENSI	.531	.098	.542	5.415	.000	.669	1.496

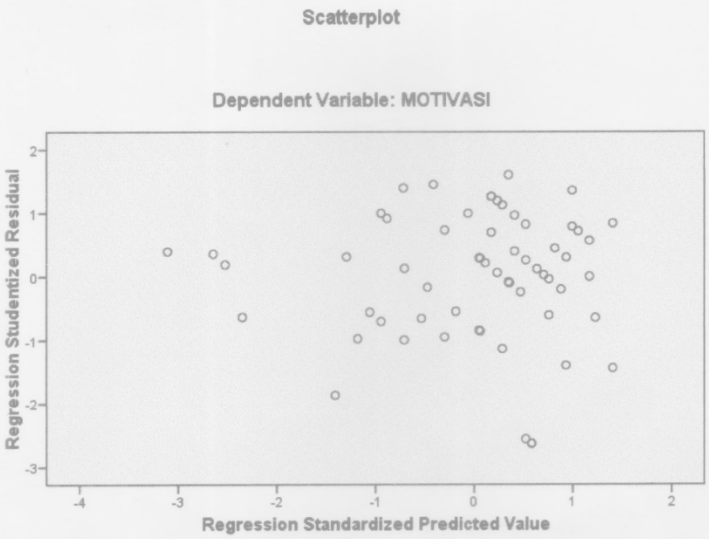
a Dependent Variable: MOTIVASI

Charts

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: MOTIVASI

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Dependent Variable: MOTIVASI
Regression Studentized Residual
Regression Standardized Predicted Value
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-1
-2
-3
-4
-3
-2
-1
0
1
2

Regression PERSAMAAN 2 (ASUMSI KELASIK DAN HIPOTESIS)

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	MOTIVASI, KOPENSASI, KOPETENSI(a)	.	Enter

a All requested variables entered.
b . Dependent Variable: KINERJA KARYAWAN

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.910(a)	.829	.820	1.29454	2.169

a Predictors: (Constant), MOTIVASI, KOPENSASI, KOPETENSI
b Dependent Variable: KINERJA KARYAWAN

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	454.887	3	151.629	90.480	.000(a)
	Residual	93.846	56	1.676		
	Total	548.733	59			

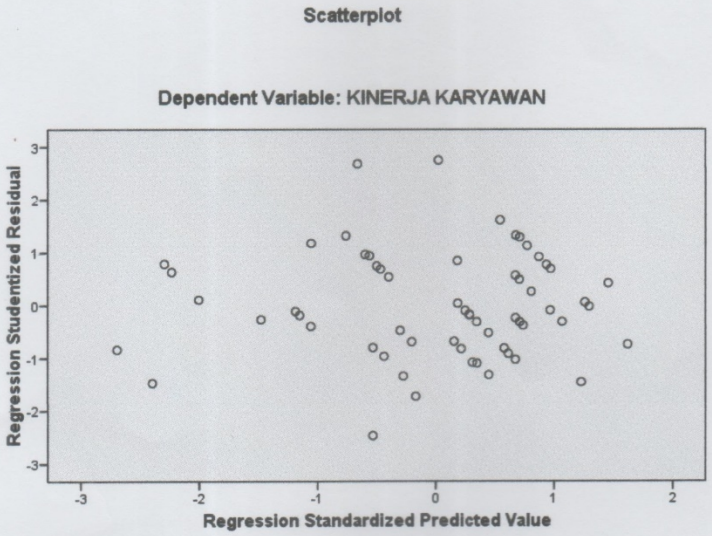
a Predictors: (Constant), MOTIVASI, KOPENSASI, KOPETENSI
b Dependent Variable: KINERJA KARYAWAN

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF	B	Std. Error
1	(Constant)	-1.628	1.468		-1.109	.272		
	KOPENSASI	.184	.092	.149	2.008	.049	.557	1.794
	KOPETENSI	.271	.087	.260	3.123	.003	.442	2.265
	MOTIVASI	.633	.095	.594	6.643	.000	.382	2.619

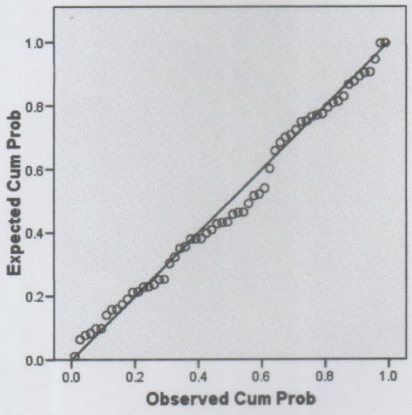
a Dependent Variable: KINERJA KARYAWAN

Charts


Scatterplot
Dependent Variable: KINERJA KARYAWAN
Regression Studentized Residual
Regression Standardized Predicted Value
3
2
1
0
-1
-2
-3
-3
-2
-1
0
1
2

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: KINERJA KARYAWAN

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Lampiran 7 Hasil Output SPSS

Frequencies

Notes

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[DataSet1] C:\Users\Root\Google Drive\zaman\SPPS ANLYS.sav

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	KOPENSASI
N	Valid	60	60	60	60	60	60
	Missing	0	0	0	0	0	0

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	18	30.0	30.0	30.0
	4.00	35	58.3	58.3	88.3
	5.00	7	11.7	11.7	100.0
	Total	60	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	14	23.3	23.3	25.0
	4.00	25	41.7	41.7	66.7
	5.00	20	33.3	33.3	100.0
	Total	60	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	7	11.7	11.7	13.3
	4.00	37	61.7	61.7	75.0
	5.00	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	8	13.3	13.3	16.7
	4.00	35	58.3	58.3	75.0
	5.00	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	2	3.3	3.3	5.0
	4.00	52	86.7	86.7	91.7
	5.00	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

KOMPENSASI

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12.00	1	1.7	1.7	1.7
	14.00	1	1.7	1.7	3.3
	15.00	2	3.3	3.3	6.7
	16.00	1	1.7	1.7	8.3
	17.00	3	5.0	5.0	13.3
	18.00	4	6.7	6.7	20.0
	19.00	10	16.7	16.7	36.7
	20.00	10	16.7	16.7	53.3
	21.00	7	11.7	11.7	65.0
	22.00	13	21.7	21.7	86.7
	23.00	7	11.7	11.7	98.3
	24.00	1	1.7	1.7	100.0
	Total	60	100.0	100.0	

Frequencies

Notes

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Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5	KOPETENSI
N	Valid	60	60	60	60	60	60
	Missing	0	0	0	0	0	0

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	17	28.3	28.3	28.3
	4.00	37	61.7	61.7	90.0
	5.00	6	10.0	10.0	100.0
	Total	60	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	8	13.3	13.3	15.0
	4.00	29	48.3	48.3	63.3
	5.00	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	11	18.3	18.3	21.7
	4.00	33	55.0	55.0	76.7
	5.00	14	23.3	23.3	100.0
	Total	60	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	11	18.3	18.3	21.7
	4.00	24	40.0	40.0	61.7
	5.00	23	38.3	38.3	100.0
	Total	60	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	10	16.7	16.7	20.0
	4.00	28	46.7	46.7	66.7
	5.00	20	33.3	33.3	100.0
	Total	60	100.0	100.0	

KOMPETENSI

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12.00	1	1.7	1.7	1.7
	13.00	1	1.7	1.7	3.3
	14.00	2	3.3	3.3	6.7
	15.00	1	1.7	1.7	8.3
	16.00	1	1.7	1.7	10.0
	17.00	3	5.0	5.0	15.0
	18.00	7	11.7	11.7	26.7
	19.00	5	8.3	8.3	35.0
	20.00	6	10.0	10.0	45.0
	21.00	8	13.3	13.3	58.3
	22.00	12	20.0	20.0	78.3
	23.00	6	10.0	10.0	88.3
	24.00	7	11.7	11.7	100.0
	Total	60	100.0	100.0	

Frequencies

Notes

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[DataSet1] C:\Users\Root\Google Drive\zaman\SPPS ANLYS.sav

Statistics

		Z1	Z2	Z3	Z4	Z5	MOTIVASI
N	Valid	60	60	60	60	60	60
	Missing	0	0	0	0	0	0

Frequency Table

Z1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	16.7	16.7	16.7
	4.00	36	60.0	60.0	76.7
	5.00	14	23.3	23.3	100.0
	Total	60	100.0	100.0	

Z2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	12	20.0	20.0	20.0
	4.00	26	43.3	43.3	63.3
	5.00	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

Z3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	11	18.3	18.3	20.0
	4.00	33	55.0	55.0	75.0
	5.00	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

Z4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	14	23.3	23.3	23.3
	4.00	30	50.0	50.0	73.3
	5.00	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

Z5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	14	23.3	23.3	26.7
	4.00	22	36.7	36.7	63.3
	5.00	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

MOTIVASI

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	14.00	3	5.0	5.0	5.0
	15.00	2	3.3	3.3	8.3
	16.00	1	1.7	1.7	10.0
	17.00	6	10.0	10.0	20.0
	18.00	3	5.0	5.0	25.0
	19.00	6	10.0	10.0	35.0
	20.00	3	5.0	5.0	40.0
	21.00	11	18.3	18.3	58.3
	22.00	10	16.7	16.7	75.0
	23.00	9	15.0	15.0	90.0
	24.00	4	6.7	6.7	96.7
	25.00	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

Frequencies

Notes

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Statistics

		Y1	Y2	Y3	Y4	Y5	KINERJA KARYAWAN
N	Valid	60	60	60	60	60	60
	Missing	0	0	0	0	0	0

Frequency Table

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	9	15.0	15.0	18.3
	4.00	33	55.0	55.0	73.3
	5.00	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	15	25.0	25.0	25.0
	4.00	24	40.0	40.0	65.0
	5.00	21	35.0	35.0	100.0
	Total	60	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	8	13.3	13.3	16.7
	4.00	32	53.3	53.3	70.0
	5.00	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	11	18.3	18.3	20.0
	4.00	34	56.7	56.7	76.7
	5.00	14	23.3	23.3	100.0
	Total	60	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	9	15.0	15.0	18.3
	4.00	26	43.3	43.3	61.7
	5.00	23	38.3	38.3	100.0
	Total	60	100.0	100.0	

KINERJA KARYAWAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12.00	2	3.3	3.3	3.3
	15.00	3	5.0	5.0	8.3
	16.00	2	3.3	3.3	11.7
	17.00	3	5.0	5.0	16.7
	18.00	4	6.7	6.7	23.3
	19.00	3	5.0	5.0	28.3
	20.00	11	18.3	18.3	46.7
	21.00	9	15.0	15.0	61.7
	22.00	6	10.0	10.0	71.7
	23.00	5	8.3	8.3	80.0
	24.00	11	18.3	18.3	98.3
	25.00	1	1.7	1.7	100.0
	Total	60	100.0	100.0	

Lampiran Cek Plagiasi

PUSAT BISNIS DAN KERJASAMA
UNIVERSITAS MUHAMMADIYAH GRESIK

SURAT KETERANGAN BEBAS PLAGIAT

Saya yang bertanda tangan di bawah ini menyatakan nama yang di bawah ini:

Nama	: ACHMAD QOMARUZ ZAMAN
NIM	: 161001010
Fakultas / Prodi	: Pasca Sarjana / Manajemen
Perguruan Tinggi	: Universitas Muhammadiyah Gresik
Judul Tesis	: Pengaruh Kompensasi dan Kompetensi Terhadap Kinerja Karyawan Melalui Motivasi Sebagai Variabel Intervening Pada Karyawan Bank BTN Cabang Gresik

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Plagiarisme	: 7%

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Demikian surat keterangan ini dibuat untuk digunakan orang seharusnya.

Gresik, 11 Januari 2021
Kepala Pusat Bisnis & Kerjasama FEB UMG

Wenti Krisnawati,S.E., M.SM
NIP: 03111709201

PUSAT BISNIS DAN KERJASAMA
The Power of Islamic Entrepreneurship
Jl. Sumatera 101 Gresik Kota Baru (GKB) Gresik 61121 Telp. (031) 3951414, Fax. (031) 3952585 Website: http://www.umg.ac.id, Email: info@umg.ac.id

PUSAT BISNIS DAN KERJASAMA
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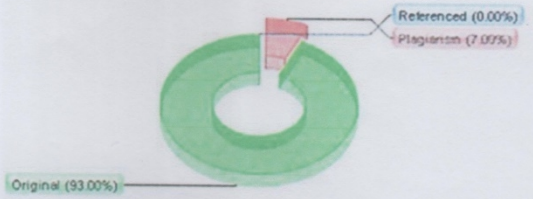

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1 BAB I PENDAHULUAN 1.1 Latar Belakang Masalah

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