Lampiran 1 : Kuesioner

DATA RESPONDEN

1. Jenis Kelamin : L / P
2. Usia : .... Tahun
3. Pendidikan terakhir : ....
4. Lama bekerja : ....Tahun/Bulan

Petunjuk Pengisian :

a. Isilah semua nomor dalam angket ini dan sebaiknya jangan ada yang terlewatkan.

b. Pengisian jawaban cukup dengan memberi tanda (X atau √) pada pernyataan yang dianggap sesuai dengan pendapat responden (satu jawaban dalam setiap nomor pernyataan).

c. Pilihan jawaban :

  1. Sangat Tidak Setuju (STS)

  2. Tidak Setuju (TS)

  3. Netral (N)

  4. Setuju (S)

  5. Sangat Setuju (SS)

d. Kuisioner ini diisi oleh karyawan.

No.	Pernyataan	STS	TS	N	S	SS
1.	Gaji yang saya terima sesuai dengan pekerjaan yang saya terima					
2.	Sistem pengupahan yang diterapkan oleh perusahaan sudah cukup baik bagi saya					
3.	Tunjangan yang diberikan perusahaan cukup memuaskan saya					
4.	Tunjangan yang diberikan perusahaan tepat waktu					
5.	Pemberian insentif meningkatkan semangat kerja saya					
6.	Saya suka mengerjakan pekerjaan yang menantang					
7.	Saya memiliki hubungan baik dengan rekan kerja maupun dengan atasan					

8.	Saya bekerja umumnya disebabkan oleh tuntunan kebutuhan ekonomi					
9.	Kepercayaan atasan membuat saya bekerja dengan lebih baik, aman dan tanpa rasa takut					
10.	Saya mendapatkan perhatian dan penghargaan dari atasan atas kinerja saya					
11.	Hasil kerja saya sesuai dengan standar kualitas perusahaan					
12.	Saya dapat menyelesaikan pekerjaan sesuai dengan target dari perusahaan					
13.	Saya selalu hadir tepat waktu dalam bekerja					
14.	Saya mampu bekerja sama dengan orang lain dalam melaksanakan pekerjaan					
15.	Saya mampu menyelesaikan pekerjaan tanpa bantuan dari atasan					
16.	Peraturan yang diterapkan perusahaan selalu saya patuhi					
17.	Saya senantiasa menyelesaikan pekerjaan dengan teliti					
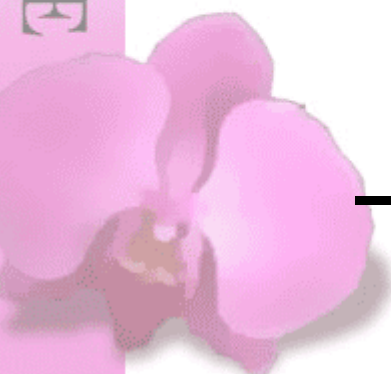
Lampiran 2 : Hasil Uji Validitas dan Reliabilitas

Correlations

		x1.1	x1.2	x1.3	x1.4	x1.5	Kompensasi (X1)
x1.1	Pearson Correlation	1	.531**	.474**	.344	.158	.629**
	Sig. (2-tailed)		.003	.008	.063	.405	.000
	N	30	30	30	30	30	30
x1.2	Pearson Correlation	.531**	1	.548**	.440*	.410*	.779**
	Sig. (2-tailed)	.003		.002	.015	.025	.000
	N	30	30	30	30	30	30
x1.3	Pearson Correlation	.474**	.548**	1	.500**	.511**	.800**
	Sig. (2-tailed)	.008	.002		.005	.004	.000
	N	30	30	30	30	30	30
x1.4	Pearson Correlation	.344	.440*	.500**	1	.644**	.799**
	Sig. (2-tailed)	.063	.015	.005		.000	.000
	N	30	30	30	30	30	30
x1.5	Pearson Correlation	.158	.410*	.511**	.644**	1	.746**
	Sig. (2-tailed)	.405	.025	.004	.000		.000
	N	30	30	30	30	30	30
Kompensasi (X1)	Pearson Correlation	.629**	.779**	.800**	.799**	.746**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

**. 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	Motivasi (X2)
x2.1	Pearson Correlation	1	.667**	.357	.445*	.078	.702**
	Sig. (2-tailed)		.000	.053	.014	.683	.000
	N	30	30	30	30	30	30
x2.2	Pearson Correlation	.667**	1	.520**	.523**	.083	.775**
	Sig. (2-tailed)	.000		.003	.003	.662	.000
	N	30	30	30	30	30	30
x2.3	Pearson Correlation	.357	.520**	1	.577**	.337	.782**
	Sig. (2-tailed)	.053	.003		.001	.068	.000
	N	30	30	30	30	30	30
x2.4	Pearson Correlation	.445*	.523**	.577**	1	.506**	.823**
	Sig. (2-tailed)	.014	.003	.001		.004	.000
	N	30	30	30	30	30	30
x2.5	Pearson Correlation	.078	.083	.337	.506**	1	.539**
	Sig. (2-tailed)	.683	.662	.068	.004		.002
	N	30	30	30	30	30	30
Motivasi (X2)	Pearson Correlation	.702**	.775**	.782**	.823**	.539**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.002	
	N	30	30	30	30	30	30

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

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

Correlations

		y.1	y.2	y.3	y.4	y.5	y.6	y.7	Kinerja karyawan (Y)
y.1	Pearson Correlation	1	.567**	.338	.203	.305	.458*	.345	.643**
	Sig. (2-tailed)		.001	.068	.282	.101	.011	.062	.000
	N	30	30	30	30	30	30	30	30
y.2	Pearson Correlation	.567**	1	.671**	.341	.205	.856**	.533**	.804**
	Sig. (2-tailed)	.001		.000	.065	.277	.000	.002	.000
	N	30	30	30	30	30	30	30	30
y.3	Pearson Correlation	.338	.671**	1	.427*	.275	.714**	.858**	.822**
	Sig. (2-tailed)	.068	.000		.019	.141	.000	.000	.000
	N	30	30	30	30	30	30	30	30
y.4	Pearson Correlation	.203	.341	.427*	1	.330	.392*	.465**	.593**
	Sig. (2-tailed)	.282	.065	.019		.075	.032	.010	.001
	N	30	30	30	30	30	30	30	30
y.5	Pearson Correlation	.305	.205	.275	.330	1	.239	.371*	.566**
	Sig. (2-tailed)	.101	.277	.141	.075		.204	.043	.001
	N	30	30	30	30	30	30	30	30
y.6	Pearson Correlation	.458*	.856**	.714**	.392*	.239	1	.730**	.847**
	Sig. (2-tailed)	.011	.000	.000	.032	.204		.000	.000
	N	30	30	30	30	30	30	30	30
y.7	Pearson Correlation	.345	.533**	.858**	.465**	.371*	.730**	1	.833**
	Sig. (2-tailed)	.062	.002	.000	.010	.043	.000		.000
	N	30	30	30	30	30	30	30	30
Kinerja karyawan (Y)	Pearson Correlation	.643**	.804**	.822**	.593**	.566**	.847**	.833**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.001	.000	.000	
	N	30	30	30	30	30	30	30	30

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

Scale: ALL VARIABLES

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
.808	5

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	15.37	5.206	.472	.804
x1.2	15.30	4.286	.620	.762
x1.3	15.50	4.397	.672	.747
x1.4	15.13	4.120	.641	.756
x1.5	15.37	4.447	.577	.776

Scale: ALL VARIABLES

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
.778	5

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	15.67	3.540	.513	.749
x2.2	15.63	3.275	.608	.717
x2.3	15.67	3.195	.613	.715
x2.4	15.73	3.030	.722	.675
x2.5	15.70	3.872	.320	.809

Scale: ALL VARIABLES

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
.847	7

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	25.27	8.202	.490	.845
y.2	25.23	7.840	.724	.809
y.3	25.07	8.202	.758	.810
y.4	25.60	8.800	.472	.844
y.5	25.63	8.516	.372	.865
y.6	25.37	7.413	.778	.798
y.7	25.23	7.289	.748	.802

Lampiran 3: Deskripsi Variabel

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	26.7	26.7	26.7
	4	20	66.7	66.7	93.3
	5	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	33.3	33.3	33.3
	4	14	46.7	46.7	80.0
	5	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	43.3	43.3	43.3
	4	14	46.7	46.7	90.0
	5	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

x1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	26.7	26.7	26.7
	4	13	43.3	43.3	70.0
	5	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

x1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.7	6.7	6.7
	3	5	16.7	16.7	23.3
	4	20	66.7	66.7	90.0
	5	3	10.0	10.0	100.0
	Total	30	100.0	100.0	
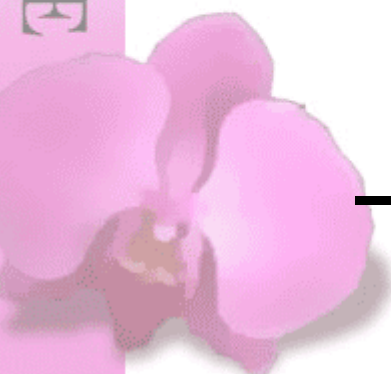
x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	20.0	20.0	20.0
	4	20	66.7	66.7	86.7
	5	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	20.0	20.0	20.0
	4	19	63.3	63.3	83.3
	5	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	23.3	23.3	23.3
	4	18	60.0	60.0	83.3
	5	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	26.7	26.7	26.7
	4	18	60.0	60.0	86.7
	5	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	23.3	23.3	23.3
	4	19	63.3	63.3	86.7
	5	4	13.3	13.3	100.0
	Total	30	100.0	100.0	
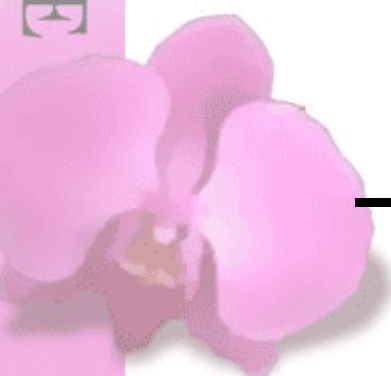
y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13.3	13.3	13.3
	4	13	43.3	43.3	56.7
	5	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.7	6.7	6.7
	4	16	53.3	53.3	60.0
	5	12	40.0	40.0	100.0
	Total	30	100.0	100.0	

y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	16.7	16.7	16.7
	4	21	70.0	70.0	86.7
	5	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	30.0	30.0	30.0
	4	14	46.7	46.7	76.7
	5	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13.3	13.3	13.3
	4	16	53.3	53.3	66.7
	5	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13.3	13.3	13.3
	4	12	40.0	40.0	53.3
	5	14	46.7	46.7	100.0
	Total	30	100.0	100.0	
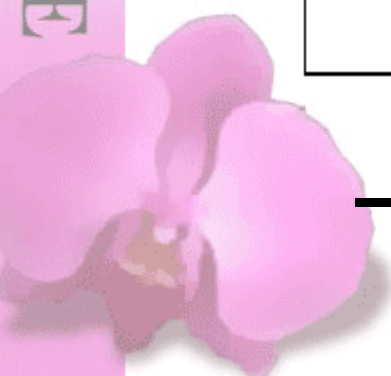
Lampiran 4 : Hasil Analisis Regresi Berganda

Model Summary[b]

Mode l	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.781[a]	.610	.581	2.135	.610	21.115	2	27	.000	2.132

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

b. Dependent Variable: Kinerja karyawan (Y)

ANOVA[b]

| Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	192.433	2	96.216	21.115	.000[a]
	Residual	123.034	27	4.557		
	Total	315.467	29			

a. Predictors: (Constant), Motivasi (X2), Kompensasi (X1)
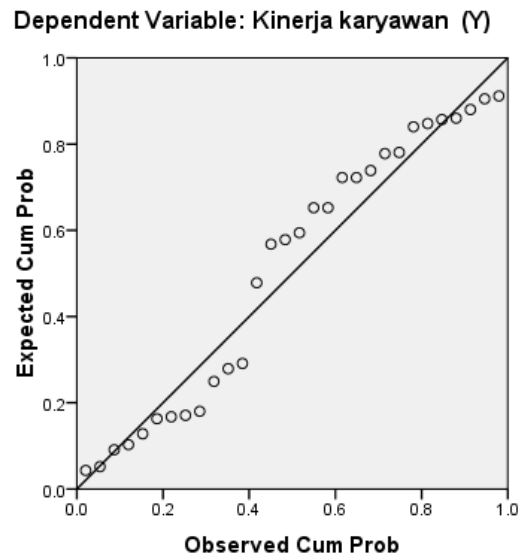
b. Dependent Variable: Kinerja karyawan (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.855	3.837		1.265	.217		
	Kompensasi (X1)	.394	.167	.309	2.368	.025	.847	1.181
	Motivasi (X2)	.875	.189	.606	4.640	.000	.847	1.181

a. Dependent Variable: Kinerja karyawan (Y)
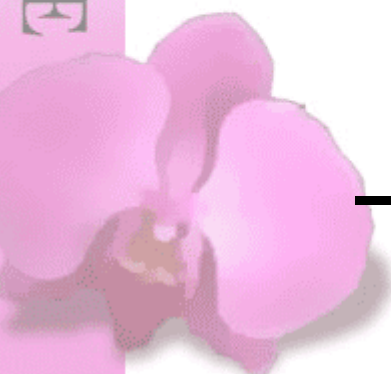
Normal P-P Plot of Regression Standardized Residual

Scatterplot