

## Lampiran 1

### KUESIONER PENELITIAN

Pertanyaan ini berguna dalam rangka penelitian skripsi yang berjudul :

#### PENGARUH KOMPENSASI FINANSIAL DAN MOTIVASI KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT. LAMBANG JAYA LAMPUNG SELATAN

Petunjuk pengisian daftar pertanyaan :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Pertanyaan/pernyataan harus dijawab semua jangan sampai ada yang terlewatkan agar data dapat sepenuhnya diolah oleh peneliti.
3. Berilah tanda (√) pada jawaban yang telah disediakan oleh peneliti.

Kriteria Penilaian :

SS	: Sangat Setuju	5
S	: Setuju	4
CS	: Cukup Setuju	3
TS	: Tidak Setuju	2
STS	: Sangat Tidak Setuju	1

Identitas Responden

1. Nama : ..... (Dapat dikosongkan)
2. Jenis Kelamin :  Laki-laki  
 Perempuan
3. Usia :  a. 7 Tahun - 30 Tahun  
 b. 31 Tahun - 40 Tahun  
 c. 41 Tahun – 50 Tahun
4. Lama Kerja :  a. 0 – 4 Tahun  
 b. 5 – 9 Tahun

### Kompensasi Finansial (X1)

No	Pernyataan	Jawaban				
		SS (5)	S (4)	CS (3)	TS (2)	STS (1)
1	PT. Lambang Jaya Lampung Selatan selalu memberikan gaji pokok tepat waktu.					
2	Gaji pokok yang diberikan sesuai dengan usaha yang dikeluarkan.					
3	Bonus yang diberikan PT. Lambang Jaya Lampung Selatan sesuai dengan yang diharapkan karyawan.					
4	PT. Lambang Jaya Lampung Selatan memberikan insentif sesuai dengan kebijakan yang telah ditetapkan.					
5	Tunjangan yang diberikan sesuai dengan peran/posisi karyawan.					
6	Pemberian tunjangan mendorong rasa kepuasan terhadap karyawan PT. Lambang Jaya Lampung Selatan.					
7	Adanya asuransi kesehatan bagi karyawan yang diberikan PT. Lambang Jaya Lampung Selatan dapat membantu kesejahteraan keluarga.					
8	Telah memberikan bonus secara adil kepada karyawan.					

**Motivasi Kerja (X2)**

No	Pernyataan	Jawaban				
		SS (5)	S (4)	CS (3)	TS (2)	STS (1)
1	Memiliki kenyamanan dalam bekerja di PT. Lambang Jaya Lampung Selatan.					
2	Senang dalam bekerja di PT. Lambang Jaya Lampung Selatan.					
3	Gaji yang diberikan PT. Lambang Jaya Lampung Selatan dapat memberikan dorongan untuk bekerja lebih baik.					
4	Tempat bekerja di PT. Lambang Jaya Lampung Selatan memiliki ruangan yang nyaman.					
5	Tempat bekerja di PT. Lambang Jaya Lampung Selatan dalam keadaan bersih.					
6	Penilaian kinerja karyawan di PT. Lambang Jaya Lampung Selatan dinilai secara adil oleh pemimpin.					
7	Pemberian penghargaan dari PT. Lambang Jaya Lampung Selatan bagi karyawan yang berprestasi.					
8	Pekerjaan yang diselesaikan mendapatkan apresiasi dari pihak PT. Lambang Jaya Lampung Selatan.					
9	Kebijakan dan aturan PT. Lambang Jaya Lampung Selatan diterapkan keseluruh karyawan.					
10	Karyawan mendapatkan perlakuan yang adil dari pihak perusahaan di PT. Lambang Jaya Lampung Selatan.					

**Produktivitas Kerja (Y)**

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1	Mampu menyelesaikan tepat pada waktunya.					
2	Mampu berkomunikasi dengan rekan kerja sehingga dapat saling mendukung dalam bekerja.					
3	Hasil kerja semakin meningkat karena keterampilan yang dimiliki.					
4	Selalu berusaha meningkatkan kualitas kerja					
5	Sangat menjaga ketepatan waktu dan kesempurnaan hasil kerja.					
6	Menggunakan pengalaman kerja yang dimiliki untuk meningkatkan hasil kerja.					
7	Mampu memenuhi tuntutan kerja dengan maksimal.					
8	Hasil kerja selalu memenuhi standar yang telah ditetapkan.					
9	Paham dan mengerti mengenai pekerjaan yang dilakukan.					
10	Pekerjaan yang telah dilakukan sudah efisien.					

## Lampiran 2

### 1. Hasil Jawaban Kuesioner Kompensasi Finansial

No Responden	Kompensasi Finansial								Total
	KF1	KF2	KF3	KF4	KF5	KF6	KF7	KF8	
1	3	4	3	4	4	4	5	5	32
2	4	5	5	3	3	4	5	4	33
3	5	3	3	3	4	3	5	5	31
4	5	2	2	4	4	4	5	4	30
5	5	4	5	5	4	4	4	5	36
6	5	5	4	5	4	5	5	5	38
7	5	5	4	5	5	4	5	5	38
8	5	5	3	5	4	4	4	5	35
9	3	3	3	3	3	5	5	4	29
10	4	4	4	4	4	4	4	4	32
11	5	4	4	3	4	4	4	4	32
12	5	3	4	5	4	4	5	4	34
13	5	5	4	5	5	5	5	5	39
14	5	3	5	1	4	4	3	3	28
15	5	5	3	4	4	4	4	4	33
16	5	5	4	5	5	5	5	5	39
17	4	4	5	4	4	4	2	4	31
18	5	3	3	2	2	1	3	1	20
19	3	4	3	1	3	1	5	3	23
20	5	4	3	5	3	3	4	4	31
21	4	4	4	5	4	5	5	3	34
22	4	4	5	4	4	4	4	4	33
23	5	5	2	4	4	4	5	5	34
24	5	3	5	4	4	4	5	4	34
25	3	4	4	4	4	4	4	4	31
26	5	3	3	2	2	1	3	1	20
27	5	4	3	1	3	1	5	3	25
28	5	3	4	5	4	4	4	5	34
29	5	5	5	5	5	5	5	5	40
30	4	3	4	3	3	5	5	4	31
31	5	5	4	5	5	4	5	5	38
32	4	4	4	4	4	4	4	4	32
33	5	5	5	5	5	5	5	5	40
34	4	4	3	4	4	4	2	4	29
35	3	3	3	2	2	1	3	1	18
36	5	4	4	4	4	4	4	4	33
37	5	5	4	5	4	4	4	4	35
38	5	5	3	5	4	4	4	5	35
39	5	4	3	1	3	1	5	3	25
40	5	3	3	2	2	1	3	1	20
41	3	4	3	4	4	4	2	2	26
42	5	5	4	4	4	4	4	4	34
43	5	3	3	1	4	4	3	3	26
44	5	3	4	5	4	4	5	4	34
45	5	4	4	3	4	4	4	4	32
46	4	4	4	4	4	4	4	4	32
47	5	5	4	5	5	4	5	5	38
48	4	3	3	4	3	3	4	3	27
49	5	3	3	1	4	4	3	3	26

## 2. Hasil Jawaban Kuesioner Motivasi Kerja

No Respond	Motivasi										Total
	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	
1	5	4	5	5	5	5	4	5	4	4	46
2	3	4	3	4	4	3	3	4	4	5	37
3	4	2	4	3	4	3	3	2	5	5	35
4	4	4	5	5	5	4	4	2	2	4	39
5	4	5	4	5	5	4	3	4	5	5	44
6	3	3	5	4	4	4	5	4	5	5	42
7	5	4	5	3	5	5	4	5	4	5	45
8	5	5	5	5	5	4	5	5	4	5	48
9	4	4	4	4	4	4	3	3	4	4	38
10	3	3	4	4	4	4	4	4	4	4	38
11	5	5	5	4	3	4	4	4	4	4	42
12	4	3	4	4	4	3	5	3	2	4	36
13	5	5	5	5	5	4	4	4	5	5	47
14	4	4	4	3	3	5	4	4	4	4	39
15	4	5	5	5	4	4	5	4	4	4	44
16	5	5	5	5	5	5	5	5	5	5	50
17	4	4	4	4	4	4	4	4	4	4	40
18	3	3	3	3	3	2	1	1	3	3	25
19	4	4	4	4	4	4	4	4	4	4	40
20	3	3	5	2	5	4	4	3	5	5	39
21	2	5	4	3	5	5	5	1	1	5	36
22	4	2	4	4	4	2	4	4	4	5	37
23	4	3	5	5	5	4	5	4	5	5	45
24	4	5	4	5	4	4	4	5	5	5	45
25	5	4	4	4	4	3	3	3	4	4	38
26	3	3	3	3	3	2	1	1	3	3	25
27	4	4	4	4	4	4	4	4	4	4	40
28	4	3	4	4	4	3	5	3	2	4	36
29	5	5	5	5	5	4	4	4	5	5	47
30	4	4	4	4	4	4	3	3	4	4	38
31	5	4	5	3	5	5	4	5	4	5	45
32	4	3	4	4	4	4	4	4	4	4	39
33	5	5	5	5	5	5	5	5	5	5	50
34	4	4	4	4	4	4	4	4	4	4	40
35	3	3	3	3	3	2	1	1	3	3	25
36	5	4	4	4	4	3	3	3	4	4	38
37	3	3	5	4	4	4	5	4	5	5	42
38	5	5	5	5	4	5	5	4	4	5	47
39	5	4	4	4	4	4	4	4	4	4	41
40	3	3	3	3	3	2	1	1	3	3	25
41	4	4	3	4	4	2	4	4	4	4	37
42	4	5	5	5	4	4	5	4	4	4	44
43	4	4	4	3	3	5	4	4	4	4	39
44	5	3	4	5	4	4	3	3	5	3	39
45	5	5	5	4	3	4	4	4	4	4	42
46	4	3	4	4	4	4	4	4	4	4	39
47	5	4	5	3	5	5	4	5	4	5	45
48	3	3	3	3	3	3	3	3	3	3	30
49	4	4	4	3	3	5	4	4	4	4	39



### Lampiran 3

#### Hasil Jawaban Kriteria Responden

1. Hasil Jawaban Krateristik Responden Berdasarkan Jenis Kelamin

Jenis_kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	42	85,7	85,7	85,7
	Perempuan	7	14,3	14,3	100,0
	Total	49	100,0	100,0	

2. Hasil Jawaban Krateristik Responden Berdasarkan Usia

Usia					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17-30 Tahun	13	26,5	26,5	26,5
	31-40 Tahun	19	38,8	38,8	65,3
	41-50 Tahun	17	34,7	34,7	100,0
	Total	49	100,0	100,0	

3. Hasil Jawaban Krateristik Reponden Berdasarkan Lama Kerja

Lama_kerja					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-4 Tahun	22	44,9	44,9	44,9
	5-9 Tahun	27	55,1	55,1	100,0
	Total	49	100,0	100,0	



## Lampiran 4

### Hasil Jawaban Persentase Responden

#### 1. Hasil Jawaban Responden Variabel Kompensasi Finansial

KF1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	1	2,0	2,0	2,0
	S	12	24,5	24,5	26,5
	SS	36	73,5	73,5	100,0
	Total	49	100,0	100,0	

KF2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,1	4,1	4,1
	CS	15	30,6	30,6	34,7
	S	17	34,7	34,7	69,4
	SS	15	30,6	30,6	100,0
	Total	49	100,0	100,0	

KF3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,1	4,1	4,1
	CS	19	38,8	38,8	42,9
	S	20	40,8	40,8	83,7
	SS	8	16,3	16,3	100,0
	Total	49	100,0	100,0	

KF4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	12,2	12,2	12,2
	TS	4	8,2	8,2	20,4
	CS	6	12,2	12,2	32,7
	S	16	32,7	32,7	65,3
	SS	17	34,7	34,7	100,0
	Total	49	100,0	100,0	

KF5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	8,2	8,2	8,2
	CS	8	16,3	16,3	24,5
	S	30	61,2	61,2	85,7
	SS	7	14,3	14,3	100,0
	Total	49	100,0	100,0	

KF6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	14,3	14,3	14,3
	CS	3	6,1	6,1	20,4
	S	31	63,3	63,3	83,7
	SS	8	16,3	16,3	100,0
	Total	49	100,0	100,0	

KF7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	6,1	6,1	6,1
	CS	7	14,3	14,3	20,4
	S	17	34,7	34,7	55,1
	SS	22	44,9	44,9	100,0
	Total	49	100,0	100,0	

KF8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	8,2	8,2	8,2
	TS	1	2,0	2,0	10,2
	CS	8	16,3	16,3	26,5
	S	21	42,9	42,9	69,4
	SS	15	30,6	30,6	100,0
	Total	49	100,0	100,0	

## 2. Hasil Jawaban Persentase Responden Variabel Motivasi Kerja

M1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	CS	10	20,4	20,4	22,4
	S	22	44,9	44,9	67,3
	SS	16	32,7	32,7	100,0
	Total	49	100,0	100,0	

<b>M2</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,1	4,1	4,1
	CS	15	30,6	30,6	34,7
	S	19	38,8	38,8	73,5
	SS	13	26,5	26,5	100,0
	Total	49	100,0	100,0	

<b>M3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	7	14,3	14,3	14,3
	S	23	46,9	46,9	61,2
	SS	19	38,8	38,8	100,0
	Total	49	100,0	100,0	

<b>M4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	CS	13	26,5	26,5	28,6
	S	21	42,9	42,9	71,4
	SS	14	28,6	28,6	100,0
	Total	49	100,0	100,0	

<b>M5</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	10	20,4	20,4	20,4
	S	25	51,0	51,0	71,4
	SS	14	28,6	28,6	100,0
	Total	49	100,0	100,0	

<b>M6</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	12,2	12,2	12,2
	CS	7	14,3	14,3	26,5
	S	25	51,0	51,0	77,6
	SS	11	22,4	22,4	100,0
	Total	49	100,0	100,0	

<b>M7</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	8,2	8,2	8,2
	CS	9	18,4	18,4	26,5
	S	24	49,0	49,0	75,5
	SS	12	24,5	24,5	100,0
	Total	49	100,0	100,0	

<b>M8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	10,2	10,2	10,2
	TS	2	4,1	4,1	14,3
	CS	9	18,4	18,4	32,7
	S	25	51,0	51,0	83,7
	SS	8	16,3	16,3	100,0
	Total	49	100,0	100,0	

<b>M9</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2,0	2,0	2,0
	TS	3	6,1	6,1	8,2
	CS	5	10,2	10,2	18,4
	S	28	57,1	57,1	75,5
	SS	12	24,5	24,5	100,0
	Total	49	100,0	100,0	

<b>M10</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	6	12,2	12,2	12,2
	S	24	49,0	49,0	61,2
	SS	19	38,8	38,8	100,0
	Total	49	100,0	100,0	

3. Hasil Jawaban Persentase Responden Variabel Produktivitas Kerja

PK1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	12	24,5	24,5	24,5
	S	24	49,0	49,0	73,5
	SS	13	26,5	26,5	100,0
	Total	49	100,0	100,0	

PK2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	7	14,3	14,3	14,3
	S	23	46,9	46,9	61,2
	SS	19	38,8	38,8	100,0
	Total	49	100,0	100,0	

PK3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,1	4,1	4,1
	CS	3	6,1	6,1	10,2
	S	33	67,3	67,3	77,6
	SS	11	22,4	22,4	100,0
	Total	49	100,0	100,0	

PK4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	2	4,1	4,1	4,1
	S	22	44,9	44,9	49,0
	SS	25	51,0	51,0	100,0
	Total	49	100,0	100,0	

PK5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,1	4,1	4,1
	CS	6	12,2	12,2	16,3
	S	18	36,7	36,7	53,1
	SS	23	46,9	46,9	100,0
	Total	49	100,0	100,0	

<b>PK6</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,1	4,1	4,1
	CS	2	4,1	4,1	8,2
	S	29	59,2	59,2	67,3
	SS	16	32,7	32,7	100,0
	Total	49	100,0	100,0	

<b>PK7</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,1	4,1	4,1
	CS	13	26,5	26,5	30,6
	S	22	44,9	44,9	75,5
	SS	12	24,5	24,5	100,0
	Total	49	100,0	100,0	

<b>PK8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	8,2	8,2	8,2
	CS	14	28,6	28,6	36,7
	S	26	53,1	53,1	89,8
	SS	5	10,2	10,2	100,0
	Total	49	100,0	100,0	

<b>PK10</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2,0	2,0	2,0
	CS	6	12,2	12,2	14,3
	S	32	65,3	65,3	79,6
	SS	10	20,4	20,4	100,0
	Total	49	100,0	100,0	

## Lampiran 5

### Hasil Uji Valid

#### 1. Hasil Uji Valid Variabel Kompensasi Finansial

		Correlations								
		KF1	KF2	KF3	KF4	KF5	KF6	KF7	KF8	Total_KF
KF1	Pearson Correlation	1	.143	.084	.136	.262	.045	.164	.229	.322*
	Sig. (2-tailed)		.326	.568	.353	.069	.761	.261	.113	.024
	N	49	49	49	49	49	49	49	49	49
KF2	Pearson Correlation	.143	1	.261	.482**	.527**	.338*	.256	.539**	.639**
	Sig. (2-tailed)	.326		.070	.000	.000	.017	.075	.000	.000
	N	49	49	49	49	49	49	49	49	49
KF3	Pearson Correlation	.084	.261	1	.316*	.410**	.440**	.109	.319*	.518**
	Sig. (2-tailed)	.568	.070		.027	.003	.002	.458	.025	.000
	N	49	49	49	49	49	49	49	49	49
KF4	Pearson Correlation	.136	.482**	.316*	1	.613**	.643**	.301*	.673**	.811**
	Sig. (2-tailed)	.353	.000	.027		.000	.000	.036	.000	.000
	N	49	49	49	49	49	49	49	49	49
KF5	Pearson Correlation	.262	.527**	.410**	.613**	1	.758**	.314*	.790**	.859**
	Sig. (2-tailed)	.069	.000	.003	.000		.000	.028	.000	.000
	N	49	49	49	49	49	49	49	49	49
KF6	Pearson Correlation	.045	.338*	.440**	.643**	.758**	1	.249	.715**	.805**
	Sig. (2-tailed)	.761	.017	.002	.000	.000		.085	.000	.000
	N	49	49	49	49	49	49	49	49	49
KF7	Pearson Correlation	.164	.256	.109	.301*	.314*	.249	1	.552**	.535**
	Sig. (2-tailed)	.261	.075	.458	.036	.028	.085		.000	.000
	N	49	49	49	49	49	49	49	49	49
KF8	Pearson Correlation	.229	.539**	.319*	.673**	.790**	.715**	.552**	1	.902**
	Sig. (2-tailed)	.113	.000	.025	.000	.000	.000	.000		.000
	N	49	49	49	49	49	49	49	49	49
Total_KF	Pearson Correlation	.322*	.639**	.518**	.811**	.859**	.805**	.535**	.902**	1
	Sig. (2-tailed)	.024	.000	.000	.000	.000	.000	.000	.000	
	N	49	49	49	49	49	49	49	49	49

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

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

## 2. Hasil Uji Valid Variabel Motivasi Kerja

### Correlations

		M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	Total_M
M1	Pearson Correlation	1	.448**	.536**	.464**	.327*	.393**	.290*	.598**	.392**	.235	.661**
	Sig. (2-tailed)		.001	.000	.001	.022	.005	.044	.000	.005	.104	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M2	Pearson Correlation	.448**	1	.437**	.480**	.294*	.528**	.360*	.419**	.130	.312*	.624**
	Sig. (2-tailed)	.001		.002	.000	.040	.000	.011	.003	.373	.029	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M3	Pearson Correlation	.536**	.437**	1	.421**	.600**	.684**	.705**	.580**	.389**	.620**	.834**
	Sig. (2-tailed)	.000	.002		.003	.000	.000	.000	.000	.006	.000	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M4	Pearson Correlation	.464**	.480**	.421**	1	.409**	.193	.430**	.425**	.320*	.242	.615**
	Sig. (2-tailed)	.001	.000	.003		.004	.185	.002	.002	.025	.093	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M5	Pearson Correlation	.327*	.294*	.600**	.409**	1	.440**	.490**	.409**	.239	.706**	.666**
	Sig. (2-tailed)	.022	.040	.000	.004		.002	.000	.004	.098	.000	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M6	Pearson Correlation	.393**	.528**	.684**	.193	.440**	1	.622**	.613**	.272	.477**	.750**
	Sig. (2-tailed)	.005	.000	.000	.185	.002		.000	.000	.059	.001	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M7	Pearson Correlation	.290*	.360*	.705**	.430**	.490**	.622**	1	.655**	.167	.619**	.771**
	Sig. (2-tailed)	.044	.011	.000	.002	.000	.000		.000	.253	.000	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M8	Pearson Correlation	.598**	.419**	.580**	.425**	.409**	.613**	.655**	1	.582**	.556**	.850**
	Sig. (2-tailed)	.000	.003	.000	.002	.004	.000	.000		.000	.000	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M9	Pearson Correlation	.392**	.130	.389**	.320*	.239	.272	.167	.582**	1	.438**	.559**
	Sig. (2-tailed)	.005	.373	.006	.025	.098	.059	.253	.000		.002	.000
	N	49	49	49	49	49	49	49	49	49	49	49
M10	Pearson Correlation	.235	.312*	.620**	.242	.706**	.477**	.619**	.556**	.438**	1	.721**
	Sig. (2-tailed)	.104	.029	.000	.093	.000	.001	.000	.000	.002		.000
	N	49	49	49	49	49	49	49	49	49	49	49
Total_M	Pearson Correlation	.661**	.624**	.834**	.615**	.666**	.750**	.771**	.850**	.559**	.721**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	49	49	49	49	49	49	49	49	49	49	49

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

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



### 3. Hasil Uji Valid Produktivitas Kerja

Correlations												
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total_P
P1	Pearson Correlation	1	.573**	.082	.275	.267	.319*	.390**	.458**	.167	-.001	.566**
	Sig. (2-tailed)		.000	.573	.056	.063	.026	.006	.001	.252	.996	.000
	N	49	49	49	49	49	49	49	49	49	49	49
P2	Pearson Correlation	.573**	1	.046	.226	.101	.151	.191	.238	.106	-.094	.398**
	Sig. (2-tailed)	.000		.755	.119	.489	.300	.189	.100	.469	.523	.005
	N	49	49	49	49	49	49	49	49	49	49	49
P3	Pearson Correlation	.082	.046	1	.433**	.480**	.403**	.392**	.374**	.100	.168	.551**
	Sig. (2-tailed)	.573	.755		.002	.000	.004	.005	.008	.496	.247	.000
	N	49	49	49	49	49	49	49	49	49	49	49
P4	Pearson Correlation	.275	.226	.433**	1	.810**	.726**	.451**	.275	.210	.026	.697**
	Sig. (2-tailed)	.056	.119	.002		.000	.000	.001	.055	.147	.857	.000
	N	49	49	49	49	49	49	49	49	49	49	49
P5	Pearson Correlation	.267	.101	.480**	.810**	1	.718**	.495**	.304*	.232	.164	.730**
	Sig. (2-tailed)	.063	.489	.000	.000		.000	.000	.033	.109	.261	.000
	N	49	49	49	49	49	49	49	49	49	49	49
P6	Pearson Correlation	.319*	.151	.403**	.726**	.718**	1	.503**	.434**	.169	-.090	.690**
	Sig. (2-tailed)	.026	.300	.004	.000	.000		.000	.002	.245	.538	.000
	N	49	49	49	49	49	49	49	49	49	49	49
P7	Pearson Correlation	.390**	.191	.392**	.451**	.495**	.503**	1	.692**	.547**	.425**	.823**
	Sig. (2-tailed)	.006	.189	.005	.001	.000	.000		.000	.000	.002	.000
	N	49	49	49	49	49	49	49	49	49	49	49
P8	Pearson Correlation	.458**	.238	.374**	.275	.304*	.434**	.692**	1	.483**	.384**	.751**
	Sig. (2-tailed)	.001	.100	.008	.055	.033	.002	.000		.000	.006	.000
	N	49	49	49	49	49	49	49	49	49	49	49
P9	Pearson Correlation	.167	.106	.100	.210	.232	.169	.547**	.483**	1	.785**	.605**
	Sig. (2-tailed)	.252	.469	.496	.147	.109	.245	.000	.000		.000	.000
	N	49	49	49	49	49	49	49	49	49	49	49
P10	Pearson Correlation	-.001	-.094	.168	.026	.164	-.090	.425**	.384**	.785**	1	.445**
	Sig. (2-tailed)	.996	.523	.247	.857	.261	.538	.002	.006	.000		.001
	N	49	49	49	49	49	49	49	49	49	49	49
Total_P	Pearson Correlation	.566**	.398**	.551**	.697**	.730**	.690**	.823**	.751**	.605**	.445**	1
	Sig. (2-tailed)	.000	.005	.000	.000	.000	.000	.000	.000	.000	.001	
	N	49	49	49	49	49	49	49	49	49	49	49

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

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

## Lampiran 6

### Hasil Uji Reliabilitas

#### 1. Hasil Uji Reliabilitas Variabel Motivasi Kerja

##### Reliability Statistics

Cronbach's Alpha	N of Items
.838	8

#### 2. Hasil Uji Reliabilitas Variabel Motivasi Kerja

##### Reliability Statistics

Cronbach's Alpha	N of Items
.884	10

#### 3. Hasil Uji Reliabilitas Variabel Produktivitas Kerja

##### Reliability Statistics

Cronbach's Alpha	N of Items
.829	10

## Lampiran 7

### Hasil Uji Persyaratan Analisis Data

#### 1. Hasil Uji Linieritas

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja * Kompensasi Finansial	Between Groups	(Combined)	626.057	17	36.827	3.157	.003
		Linearity	175.842	1	175.842	15.074	.001
		Deviation from Linearity	450.215	16	28.138	2.412	.017
Within Groups		361.617	31	11.665			
Total		987.673	48				

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja * Motivasi Kerja	Between Groups	(Combined)	419.090	15	27.939	1.622	.121
		Linearity	193.652	1	193.652	11.239	.002
		Deviation from Linearity	225.438	14	16.103	.935	.534
Within Groups		568.583	33	17.230			
Total		987.673	48				

#### 2. Hasil Uji Multikolineritas

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
		1	(Constant)	29.660	5.715		5.190	.000
	Kompensasi Finansial	-.018	.118	-.023	-.156	.877	.999	1.001
	Motivasi Kerja	.298	.107	.404	2.792	.008	.999	1.001

a. Dependent Variable: Produktivitas Kerja

## Lampiran 8

### Hasil Uji Regresi Berganda

ANOVA <sup>a</sup>				
Sum of Squares	df	Mean Square	F	Sig.
206.375	2	103.188	6.075	.005 <sup>b</sup>
781.298	46	16.985		
987.673	48			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Motivasi Kerja , Kompensasi Finansial

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.431	3.984		6.885	.000
	Kompensasi Finansial	.158	.182	.189	.866	.391
	Motivasi Kerja	.219	.163	.292	1.341	.187

a. Dependent Variable: Produktivitas Kerja

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.457 <sup>a</sup>	.209	.175	4.121

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

## Lampiran

### Hasil Uji-t

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.431	3.984		6.885	.000
	Kompensasi Finansial	.158	.182	.189	.866	.391
	Motivasi Kerja	.219	.163	.292	1.341	.187

a. Dependent Variable: Produktivitas Kerja

### Hasil Uji F

#### ANOVA<sup>a</sup>

Sum of Squares	df	Mean Square	F	Sig.
206.375	2	103.188	6.075	.005 <sup>b</sup>
781.298	46	16.985		
987.673	48			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Motivasi Kerja , Kompensasi Finansial