

# LAMPIRAN



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### **KUESIONER PENELITIAN**

#### **PENGARUH KOMPENSASI DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PT. DUTAMEDIA INDONESIA**

Penelitian ini bertujuan untuk memenuhi salah satu syarat dalam rangka penyelesaian studi pada Jurusan Manajemen, Fakultas Ekonomi dan Bisnis, IBI Darmajaya. Kuesioner ini merupakan salah satu instrumen penelitian yang dilakukan oleh :

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Saya sangat menghargai kejujuran anda dalam mengisi kuesioner ini dan menjamin kerahasiaan anda. Semoga hasil penelitian ini dapat menjadi masukan bagi pihak-pihak yang membutuhkan dalam rangka pengelolaan sumber daya manusia. Atas kerjasama dan bantuan anda, saya ucapkan terima kasih.

#### **Daftar Pribadi Responden**

Nama : **(boleh tidak diisi)**  
Usia :  
Jenis Kelamin :  
Pendidikan :

**PETUNJUK PENGISIAN :**

Pengisian daftar pertanyaan. Pertanyaan ini dilakukan dengan jawaban yang paling sesuai dengan persepsi Bapak/Ibu terhadap survey **“Pengaruh Kompensasi dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Duta Media Indonesia”**

Berikan tanda ceklis (√) pada kolom penelitian yang sesuai dengan pilihan anda.

Keterangan :

SS = Sangat Setuju

S = Setuju

CS = Cukup Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No	Pernyataan	SS	S	CS	TS	STS
		5	4	3	2	1
	<b>Kompensasi</b>					
1	Gaji secara keseluruhan sesuai dengan usaha yang dikeluarkan					
2	Upah yang diberikan perusahaan sesuai dengan waktu kerja					
3	Bonus yang diberikan perusahaan sebanding dengan waktu kerja lembur					
4	Komisi yang saya terima sesuai dengan harapan					
5	Perusahaan tempat saya bekerja, memiliki rencana memberikan keuntungan kepada karyawan yang berprestasi					
6	Asuransi kesehatan membuat saya merasa terjamin bekerja di perusahaan ini					
7	Selama bekerja di perusahaan saya mendapatkan jaminan keamanan					
8	Perusahaan memperhatikan jaminan cuti kerja kepada karyawan					
9	Perusahaan selalu memberikan jaminan penjadwalan kerja					
10	Dengan adanya pelayanan karyawan dari perusahaan saya merasa lebih bersemangat dalam bekerja.					

	<b>Motivasi</b>					
11	Atasan saya selalu memberikan pujian apabila saya menjalankan tugas pekerjaan dengan hasil memuaskan					
12	Pengakuan dari perusahaan membuat saya lebih giat bekerja					
13	Kemajuan perusahaan memberikan semangat pada saya untuk lebih giat bekerja					
14	Semangat saya dalam bekerja dipengaruhi oleh cocok atau tidaknya pekerjaannya					
15	Saya memiliki ketrampilan yang memadai dalam melaksanakan tugas yang telah menjadi tanggung jawab saya.					
16	Saya mempunyai pengalaman dan wawasan yang luas tentang tugas yang menjadi tanggung jawab saya.					
17	Saya merasa nyaman dengan pekerjaan yang menjadi tanggung jawab saya.					
18	Dengan karyawan lainnya saya selalu memberikan dukungan dan semangat kepada mereka.					
19	Saya tidak pernah mengeluh dengan pekerjaan yang diberikan kepada saya.					
20	Bagi saya pekerjaan baru adalah tantangan baru yang sangat menyenangkan.					
	<b>Kinerja Karyawan</b>					
21	Selalu menyelesaikan tugas tepat waktu					
22	Selalu mengerjakan tugas sesuai dengan kualitas yang diinginkan oleh perusahaan					
23	Saya dapat menyelesaikan tugas sesuai dengan target yang telah ditentukan.					
24	Saya selalu menyelesaikan tugas yang telah menjadi tanggung jawab saya dalam kurun waktu tertentu dengan baik.					
25	Saya dapat menyelesaikan tugas yang telah menjadi tanggung jawab saya dengan hasil yang memuaskan.					
26	Hasil kerja saya tidak diragukan lagi karena sesuai dengan standar yang telah ada.					

27	Saya tidak pernah menunda-nunda pekerjaan yang telah menjadi tanggung jawab saya.					
28	Dalam bekerja saya selalu menggunakan waktu yang ada dengan sebaik-baiknya.					
29	Saya dapat membina kerja sama yang baik dengan rekan kerja yang lain.					
30	Saya dapat bekerja dengan baik saat bekerja dalam tim.					





Pernyataan_X1.9	Pearson Correlation	.524**	.429*	.563**	.347*	.378*	.379*	.534**	.215	1	.584**	.749*
	Sig. (1-tailed)	.004	.016	.002	.045	.031	.031	.003	.151		.001	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_X1.10	Pearson Correlation	.362*	.339*	.406*	.190	.296	.427*	.288	.338*	.584**	1	.651*
	Sig. (1-tailed)	.038	.049	.022	.181	.075	.017	.082	.049	.001		.000
	N	25	25	25	25	25	25	25	25	25	25	25
Total_X1	Pearson Correlation	.404*	.622**	.824**	.544**	.722**	.771**	.832**	.606**	.749**	.651**	1
	Sig. (1-tailed)	.023	.000	.000	.002	.000	.000	.000	.001	.000	.000	
	N	25	25	25	25	25	25	25	25	25	25	25

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).





	Sig. (1-tailed)	.072	.062	.275		.000	.000	.000	.062	.065	.000	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_X2.5	Pearson Correlation	.113	.213	.566**	.648**	1	.680**	.624**	.213	.677**	.483**	.804*
	Sig. (1-tailed)	.296	.154	.002	.000		.000	.000	.154	.000	.007	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_X2.6	Pearson Correlation	.337*	.348*	.431*	.671**	.680**	1	.570**	.348*	.700**	.686**	.848*
	Sig. (1-tailed)	.050	.044	.016	.000	.000		.001	.044	.000	.000	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_X2.7	Pearson Correlation	.237	.449*	.425*	.682**	.624**	.570**	1	.449*	.601**	.481**	.793*
	Sig. (1-tailed)	.127	.012	.017	.000	.000	.001		.012	.001	.007	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_X2.8	Pearson Correlation	.399*	1.000**	.207	.317	.213	.348*	.449*	1	.320	.302	.576*
	Sig. (1-tailed)	.024	.000	.160	.062	.154	.044	.012		.060	.071	.001
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_X2.9	Pearson Correlation	.139	.320	.683**	.311	.677**	.700**	.601**	.320	1	.543**	.784*

	Sig. (1-tailed)	.253	.060	.000	.065	.000	.000	.001	.060		.003	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_X2.10	Pearson Correlation	.538**	.302	.348*	.637**	.483**	.686**	.481**	.302	.543**	1	.738*
	Sig. (1-tailed)	.003	.071	.044	.000	.007	.000	.007	.071	.003		.000
	N	25	25	25	25	25	25	25	25	25	25	25
Total_X2	Pearson Correlation	.478**	.576**	.645**	.723**	.804**	.848**	.793**	.576**	.784**	.738**	1
	Sig. (1-tailed)	.008	.001	.000	.000	.000	.000	.000	.001	.000	.000	
	N	25	25	25	25	25	25	25	25	25	25	25

\*. Correlation is significant at the 0.05 level (1-tailed).

\*\* . Correlation is significant at the 0.01 level (1-tailed).

**Tabel 2.3**  
**Uji Validitas Kinerja (Y)**

<b>Correlations</b>												
	Pernyataan _Y1	Pernyataan _Y2	Pernyataan _Y3	Pernyataan _Y4	Pernyataan _Y5	Pernyataan _Y6	Pernyataan _Y7	Pernyataan _Y8	Pernyataan _Y9	Pernyataan _Y10	Total _Y	
Pernyataan _Y1	Pearson Correlation	1	.612**	.568**	.286	.271	.271	.471**	.974**	.592**	.568**	.757*
	Sig. (1- tailed)		.001	.002	.083	.095	.095	.009	.000	.001	.002	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan _Y2	Pearson Correlation	.612**	1	.550**	.096	.168	.073	.605**	.667**	.984**	.550**	.732*
	Sig. (1- tailed)	.001		.002	.324	.211	.364	.001	.000	.000	.002	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan _Y3	Pearson Correlation	.568**	.550**	1	.273	.332	.208	.661**	.641**	.593**	1.000**	.788*
	Sig. (1- tailed)	.002	.002		.094	.052	.159	.000	.000	.001	.000	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan _Y4	Pearson Correlation	.286	.096	.273	1	.734**	.655**	.435*	.378*	.183	.273	.583*

	Sig. (1-tailed)	.083	.324	.094		.000	.000	.015	.031	.191	.094	.001
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_Y5	Pearson Correlation	.271	.168	.332	.734**	1	.694**	.442*	.391*	.271	.332	.636*
	Sig. (1-tailed)	.095	.211	.052	.000		.000	.013	.027	.095	.052	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_Y6	Pearson Correlation	.271	.073	.208	.655**	.694**	1	.503**	.337*	.140	.208	.566*
	Sig. (1-tailed)	.095	.364	.159	.000	.000		.005	.050	.253	.159	.002
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_Y7	Pearson Correlation	.471**	.605**	.661**	.435*	.442*	.503**	1	.580**	.668**	.661**	.831*
	Sig. (1-tailed)	.009	.001	.000	.015	.013	.005		.001	.000	.000	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_Y8	Pearson Correlation	.974**	.667**	.641**	.378*	.391*	.337*	.580**	1	.684**	.641**	.852*
	Sig. (1-tailed)	.000	.000	.000	.031	.027	.050	.001		.000	.000	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_Y9	Pearson Correlation	.592**	.984**	.593**	.183	.271	.140	.668**	.684**	1	.593**	.787*

	Sig. (1-tailed)	.001	.000	.001	.191	.095	.253	.000	.000		.001	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Pernyataan_Y10	Pearson Correlation	.568**	.550**	1.000**	.273	.332	.208	.661**	.641**	.593**	1	.788*
	Sig. (1-tailed)	.002	.002	.000	.094	.052	.159	.000	.000	.001		.000
	N	25	25	25	25	25	25	25	25	25	25	25
Total_Y	Pearson Correlation	.757**	.732**	.788**	.583**	.636**	.566**	.831**	.852**	.787**	.788**	1
	Sig. (1-tailed)	.000	.000	.000	.001	.000	.002	.000	.000	.000	.000	
	N	25	25	25	25	25	25	25	25	25	25	25

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).

### Lampiran 3

**Tabel 3.1**

#### **Hasil Uji Reliabilitas Kompensasi (X1)**

**Case Processing Summary**

		N	%
Cases	Valid	51	100.0
	Excluded <sup>a</sup>	0	.0
	Total	51	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.809	10

**Tabel 3.2**

#### **Hasil Uji Reliabilitas Variabel Motivasi (X2)**

**Case Processing Summary**

		N	%
Cases	Valid	51	100.0
	Excluded <sup>a</sup>	0	.0
	Total	51	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.831	10

**Tabel 3.3**  
**Hasil Uji Reliabilitas Variabel Kinerja (Y)**

**Case Processing Summary**

		N	%
Cases	Valid	51	100.0
	Excluded <sup>a</sup>	0	.0
	Total	51	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.872	10



## Lampiran 4

### Tabel 4.1

#### Tabulasi Data Responden Variabel Kompensasi (X1)

P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
4	4	4	3	5	4	4	5	4	4	41
5	5	5	5	5	5	5	5	5	4	49
4	4	4	4	4	4	4	5	4	5	42
3	5	4	5	4	4	4	4	5	4	42
3	4	4	4	4	4	4	3	1	2	33
4	5	5	5	3	4	3	3	4	4	40
4	5	5	5	5	5	5	4	5	3	46
4	4	5	5	5	4	5	5	4	3	44
3	5	4	5	5	5	5	5	3	3	43
5	3	4	5	3	3	3	4	4	4	38
5	3	3	3	4	3	4	2	4	3	34
5	3	3	5	4	4	4	5	3	3	39
5	4	3	5	4	4	4	2	5	4	40
5	5	5	4	5	5	5	4	5	5	48
5	5	5	5	4	5	5	5	5	5	49
4	5	3	3	4	5	3	3	3	4	37
5	4	4	3	3	3	4	3	4	2	35
5	5	4	3	3	5	4	4	4	5	42
4	5	4	4	3	5	4	4	4	2	39
5	5	4	4	4	4	4	3	4	3	40
5	5	4	3	3	4	4	4	4	3	39
4	5	4	4	4	5	4	4	4	3	41
4	5	5	4	5	5	5	5	5	5	48
5	5	4	3	3	4	4	4	4	4	40
4	4	3	3	3	4	3	4	3	3	34
5	5	4	4	4	4	4	4	4	3	41
3	4	4	4	4	3	4	3	3	4	36
3	3	2	2	3	3	3	4	3	3	29
4	3	4	4	5	4	3	2	3	3	35
4	3	3	3	3	4	3	4	3	3	33
3	2	3	3	3	2	3	3	3	4	29
3	2	3	3	3	2	3	3	3	3	28
4	3	4	4	3	4	4	4	4	5	39
1	2	1	1	4	2	1	5	5	3	25
2	4	2	2	3	2	2	4	4	4	29
5	4	4	3	3	4	4	3	4	5	39

5	5	5	5	2	2	5	5	4	4	42
5	5	5	5	2	2	5	5	4	4	42
4	3	3	3	3	3	3	3	3	4	32
5	4	5	5	4	5	5	5	3	2	43
5	3	4	5	5	4	4	5	4	4	43
5	3	4	5	5	4	4	5	4	3	42
3	3	4	3	3	4	4	3	4	3	34
3	3	5	5	4	2	5	5	5	4	41
4	5	4	5	4	4	4	3	4	4	41
4	5	4	5	4	4	4	3	4	3	40
4	4	5	4	5	4	5	4	5	3	43
5	5	5	5	4	5	5	3	2	5	44
3	3	5	4	4	3	4	3	4	3	36
5	4	5	5	5	4	5	4	4	4	45
5	4	5	4	4	4	4	4	5	4	43

**Tabel 4.2**  
**Tabulasi Data Responden Variabel Motivasi (X2)**

P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
4	4	4	4	4	4	4	4	5	5	42
4	3	3	4	4	4	3	3	4	4	36
2	4	1	4	4	4	4	4	4	4	35
4	3	4	4	4	4	4	3	4	4	38
4	3	3	4	4	4	3	3	4	4	36
2	4	4	4	4	4	4	4	4	4	38
5	4	1	5	1	5	4	4	3	5	37
4	4	4	2	1	1	4	4	4	4	32
4	3	1	4	1	1	2	3	1	4	24
4	4	4	1	1	4	1	4	4	4	31
2	3	1	3	1	1	2	3	1	3	20
4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	40
5	5	5	5	5	5	5	5	5	5	50
4	4	4	4	3	4	4	4	4	4	39
2	2	2	2	2	2	2	2	4	4	24
4	4	4	5	5	5	4	4	5	5	45
3	3	3	3	3	3	3	3	4	4	32
4	4	1	4	2	4	4	4	4	4	35
4	4	1	1	1	1	2	4	2	3	23
5	3	3	4	4	4	3	3	3	5	37
3	2	4	3	3	4	4	2	4	4	33
3	3	3	2	2	2	3	3	3	3	27
4	3	3	2	2	2	3	3	3	4	29
4	4	3	4	4	3	4	4	4	4	38
5	1	4	2	2	2	5	1	5	5	32
3	2	3	2	3	4	4	2	4	4	31
2	2	1	2	2	4	2	2	2	4	23
5	5	2	2	1	5	5	5	4	5	39
3	3	3	3	3	3	3	4	3	3	31
5	4	3	3	3	5	3	5	3	5	39
3	5	3	5	4	4	3	3	4	3	37
3	3	3	5	5	5	5	3	5	5	42
3	5	3	5	5	5	4	3	4	5	42
5	4	5	4	5	4	3	3	5	3	41
3	5	5	5	3	5	3	4	4	5	42

3	4	4	4	3	4	5	5	4	4	40
5	5	5	4	5	5	3	4	3	3	42
3	4	4	5	5	3	3	5	3	4	39
4	5	4	5	3	5	3	5	5	4	43
4	3	4	4	4	4	5	5	4	3	40
3	3	5	5	5	4	5	5	4	3	42
3	4	4	5	5	4	4	5	5	5	44
3	5	5	3	3	5	3	4	4	5	40
4	3	5	3	4	4	4	5	5	4	41
3	3	5	5	3	4	3	4	4	5	39
4	4	5	5	5	4	3	5	5	5	45
5	5	5	4	5	5	4	5	5	5	48
3	5	3	5	5	5	3	5	5	5	44
5	4	3	3	3	5	5	5	5	5	43
3	4	3	5	5	5	3	3	4	3	38

**Tabel 4.3**  
**Tabulasi Data Responden Variabel Kinerja (Y)**

P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
3	5	5	3	3	3	4	3	5	5	39
5	5	5	5	5	5	5	5	5	5	50
4	4	5	3	3	2	4	4	4	5	38
3	4	3	4	3	5	5	3	4	3	37
3	2	2	2	1	2	1	2	1	2	18
4	3	5	4	3	4	4	4	3	5	39
5	5	5	4	3	3	5	5	5	5	45
4	5	4	3	3	3	4	4	5	4	39
3	3	3	3	3	2	2	3	3	3	28
5	4	4	4	4	5	4	5	4	4	43
4	4	4	4	4	3	4	4	4	4	39
5	5	4	4	4	4	3	5	5	4	43
5	5	5	4	4	4	5	5	5	5	47
4	5	4	3	4	4	5	4	5	4	42
5	4	5	5	5	5	5	5	4	5	48
3	4	3	4	4	3	3	3	4	3	34
3	3	3	5	5	4	4	3	3	3	36
3	3	4	4	4	5	4	3	3	4	37
4	3	4	4	5	5	4	4	3	4	40
4	4	3	4	3	4	4	4	4	3	37
3	3	4	3	4	4	4	3	3	4	35
4	4	4	3	4	4	4	4	4	4	39
4	5	5	4	4	4	5	4	5	5	45
3	3	4	4	3	3	4	3	3	4	34
3	3	4	5	5	5	3	3	3	4	38
4	4	4	4	4	4	4	4	4	4	40
3	4	4	3	3	4	3	3	4	4	35
3	3	2	2	2	3	3	3	3	2	26
5	5	4	3	3	3	3	5	5	4	40
3	3	4	3	3	4	4	3	3	4	34
3	3	3	4	5	2	2	3	3	3	31
3	3	3	5	3	3	4	3	3	3	33
3	4	4	5	3	4	4	3	4	4	38
5	4	4	5	3	4	5	5	4	4	43
4	4	5	5	4	4	4	4	4	5	43
3	3	3	5	3	4	4	3	3	3	34

4	4	5	5	5	3	4	4	4	5	43
4	5	3	4	4	4	5	4	5	3	41
3	3	4	5	5	5	3	3	3	4	38
3	3	4	3	4	3	4	3	3	4	34
5	5	5	5	4	5	4	5	5	5	48
5	5	5	5	5	5	4	5	5	5	49
3	3	3	5	4	5	4	3	3	3	36
5	4	5	5	5	5	5	5	4	5	48
5	4	3	5	5	3	4	5	4	3	41
5	4	3	4	5	3	4	5	4	3	40
4	5	4	4	3	4	5	4	5	4	42
5	4	5	5	5	4	4	4	3	3	42
5	5	4	4	5	3	4	4	4	3	41
5	4	3	2	5	4	4	4	3	4	38
3	5	4	4	3	4	4	2	3	4	36

## Lampiran 5

Tabel 5.1

### Deskriptif Data Berdasarkan Jenis Kelamin

		Jenis Kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	16	31.4	31.4	31.4
	Perempuan	35	68.6	68.6	100.0
	Total	51	100.0	100.0	

Tabel 5.2

### Deskriptif Data Berdasarkan Pendidikan

		Pendidikan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	9	17.6	17.6	17.6
	D3	17	33.3	33.3	51.0
	SMA	25	49.0	49.0	100.0
	Total	51	100.0	100.0	

Tabel 5.3

### Deskriptif Data Berdasarkan Usia

		Usia			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	33	64.7	64.7	64.7
	31-40	15	29.4	29.4	94.1
	41-50	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

## Lampiran 6

### Tabel 6.1

#### Deskriptif Jawaban Responden Variabel Kompensasi (X1)

##### Pernyataan\_X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	1	2.0	2.0	3.9
3	10	19.6	19.6	23.5
4	17	33.3	33.3	56.9
5	22	43.1	43.1	100.0
Total	51	100.0	100.0	

##### Pernyataan\_X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	5.9	5.9	5.9
3	13	25.5	25.5	31.4
4	14	27.5	27.5	58.8
5	21	41.2	41.2	100.0
Total	51	100.0	100.0	

##### Pernyataan\_X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	2	3.9	3.9	5.9
3	9	17.6	17.6	23.5
4	23	45.1	45.1	68.6
5	16	31.4	31.4	100.0
Total	51	100.0	100.0	



**Pernyataan\_X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	2	3.9	3.9	5.9
	3	14	27.5	27.5	33.3
	4	14	27.5	27.5	60.8
	5	20	39.2	39.2	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.9	3.9	3.9
	3	17	33.3	33.3	37.3
	4	20	39.2	39.2	76.5
	5	12	23.5	23.5	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	13.7	13.7	13.7
	3	7	13.7	13.7	27.5
	4	25	49.0	49.0	76.5
	5	12	23.5	23.5	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X1.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	1	2.0	2.0	3.9
	3	10	19.6	19.6	23.5

	4	25	49.0	49.0	72.5
	5	14	27.5	27.5	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X1.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.9	5.9	5.9
	3	15	29.4	29.4	35.3
	4	18	35.3	35.3	70.6
	5	15	29.4	29.4	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X1.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	1	2.0	2.0	3.9
	3	12	23.5	23.5	27.5
	4	26	51.0	51.0	78.4
	5	11	21.6	21.6	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X1.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.8	7.8	7.8
	3	20	39.2	39.2	47.1
	4	19	37.3	37.3	84.3
	5	8	15.7	15.7	100.0
	Total	51	100.0	100.0	

**Tabel 6.2**  
**Deskriptif Jawaban Responden Variabel Motivasi (X2)**

**Pernyataan\_X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.8	9.8	9.8
	3	17	33.3	33.3	43.1
	4	19	37.3	37.3	80.4
	5	10	19.6	19.6	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	4	7.8	7.8	9.8
	3	15	29.4	29.4	39.2
	4	21	41.2	41.2	80.4
	5	10	19.6	19.6	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	13.7	13.7	13.7
	2	2	3.9	3.9	17.6
	3	16	31.4	31.4	49.0
	4	16	31.4	31.4	80.4
	5	10	19.6	19.6	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.9	3.9	3.9
	2	8	15.7	15.7	19.6
	3	8	15.7	15.7	35.3
	4	18	35.3	35.3	70.6
	5	15	29.4	29.4	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	13.7	13.7	13.7
	2	6	11.8	11.8	25.5
	3	12	23.5	23.5	49.0
	4	13	25.5	25.5	74.5
	5	13	25.5	25.5	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	7.8	7.8	7.8
	2	4	7.8	7.8	15.7
	3	4	7.8	7.8	23.5
	4	24	47.1	47.1	70.6
	5	15	29.4	29.4	100.0
	Total	51	100.0	100.0	

**Pernyataan\_X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	5	9.8	9.8	11.8
	3	19	37.3	37.3	49.0
	4	18	35.3	35.3	84.3
	5	8	15.7	15.7	100.0
	Total		51	100.0	100.0

**Pernyataan\_X2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	4	7.8	7.8	9.8
	3	14	27.5	27.5	37.3
	4	18	35.3	35.3	72.5
	5	14	27.5	27.5	100.0
	Total		51	100.0	100.0

**Pernyataan\_X2.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.9	3.9	3.9
	2	2	3.9	3.9	7.8
	3	8	15.7	15.7	23.5
	4	26	51.0	51.0	74.5
	5	13	25.5	25.5	100.0
	Total		51	100.0	100.0

**Pernyataan\_X2.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	19.6	19.6	19.6
	4	23	45.1	45.1	64.7
	5	18	35.3	35.3	100.0
	Total	51	100.0	100.0	

**Tabel 6.3**  
**Deskriptif Jawaban Responden Variabel Kinerja (Y)**

**Pernyataan\_Y1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	41.2	41.2	41.2
	4	14	27.5	27.5	68.6
	5	16	31.4	31.4	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	16	31.4	31.4	33.3
	4	19	37.3	37.3	70.6
	5	15	29.4	29.4	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.9	3.9	3.9
	3	13	25.5	25.5	29.4
	4	22	43.1	43.1	72.5
	5	14	27.5	27.5	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.9	5.9	5.9
	3	11	21.6	21.6	27.5
	4	20	39.2	39.2	66.7

	5	17	33.3	33.3	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	1	2.0	2.0	3.9
	3	18	35.3	35.3	39.2
	4	16	31.4	31.4	70.6
	5	15	29.4	29.4	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.8	7.8	7.8
	3	14	27.5	27.5	35.3
	4	21	41.2	41.2	76.5
	5	12	23.5	23.5	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	2	3.9	3.9	5.9
	3	7	13.7	13.7	19.6
	4	30	58.8	58.8	78.4
	5	11	21.6	21.6	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.9	3.9	3.9



	3	19	37.3	37.3	41.2
	4	17	33.3	33.3	74.5
	5	13	25.5	25.5	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	3	19	37.3	37.3	39.2
	4	18	35.3	35.3	74.5
	5	13	25.5	25.5	100.0
	Total	51	100.0	100.0	

**Pernyataan\_Y10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.9	3.9	3.9
	3	14	27.5	27.5	31.4
	4	22	43.1	43.1	74.5
	5	13	25.5	25.5	100.0
	Total	51	100.0	100.0	

**Lampiran 7**

**Tabel 7.1**

**Hasil Uji Linieritas Kompensasi (X1) dan Kinerja (Y)**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Y *	Between Groups	(Combined)	883.743	19	46.513	1.656	.103
		Linearity	366.238	1	366.238	13.038	.001
		Deviation from Linearity	517.505	18	28.750	1.024	.463
	Within Groups		870.767	31	28.089		
Total		1754.510	50				

**Tabel 7.2**

**Hasil Uji Linieritas Motivasi (X2) dan Kinerja (Y)**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Y *	Between Groups	(Combined)	677.176	20	33.859	.943	.546
		Linearity	187.112	1	187.112	5.210	.030
		Deviation from Linearity	490.065	19	25.793	.718	.773
	Within Groups		1077.333	30	35.911		
Total		1754.510	50				

## Lampiran 8

Tabel 8.1

### Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics		
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	11.848	6.224		1.904	.063	-.665	24.362						
	Kompensasi_X1	.457	.132	.426	3.468	.001	.192	.722	.457	.448	.423	.988	1.013	
	Motivasi_X2	.247	.109	.279	2.273	.028	.029	.466	.327	.312	.277	.988	1.013	

a. Dependent Variable: Kinerja\_Y

## Lampiran 9

Tabel 9.1

### Hasil Uji Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.534 <sup>a</sup>	.286	.256	5.110

a. Predictors: (Constant), Motivasi\_X2, Kompensasi\_X1

Tabel 9.2

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.848	6.224		1.904	.063
	Kompensasi_X1	.457	.132	.426	3.468	.001
	Motivasi_X2	.247	.109	.279	2.273	.028

a. Dependent Variable: Kinerja\_Y

## Lampiran 10

**Tabel 10.1**

**Hasil Uji Regresi Koefisien Regresi Kompensasi (X1) dan Kinerja (Y)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.699	5.393		3.653	.001
	Kompensasi_X1	.490	.136	.457	3.595	.001

a. Dependent Variable: Kinerja\_Y

**Tabel 10.2**

**Hasil Uji Regresi Motivasi (X2) dan kinerja (Y)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	28.181	4.503		6.258	.000
	Motivasi_X2	.290	.120	.327	2.419	.019

a. Dependent Variable: Kinerja\_Y

## Lampiran 11

**Tabel 11.1**

**Hasil Uji F**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	501.129	2	250.565	9.596	.000 <sup>b</sup>
	Residual	1253.380	48	26.112		
	Total	1754.510	50			

a. Dependent Variable: Kinerja\_Y

b. Predictors: (Constant), Motivasi\_X2, Kompensasi\_X1

## Lampiran 16

### Tabel t

<b>Pr df</b>	<b>0.25 0.50</b>	<b>0.10 0.20</b>	<b>0.05 0.10</b>	<b>0.025 0.050</b>	<b>0.01 0.02</b>	<b>0.005 0.010</b>	<b>0.001 0.002</b>
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127

54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598
111	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528
112	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460

113	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392
114	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
115	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
116	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
117	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
118	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
119	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
120	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954
121	0.67652	1.28859	1.65754	1.97976	2.35756	2.61707	3.15895
122	0.67651	1.28853	1.65744	1.97960	2.35730	2.61673	3.15838
123	0.67649	1.28847	1.65734	1.97944	2.35705	2.61639	3.15781
124	0.67647	1.28842	1.65723	1.97928	2.35680	2.61606	3.15726
125	0.67646	1.28836	1.65714	1.97912	2.35655	2.61573	3.15671
126	0.67644	1.28831	1.65704	1.97897	2.35631	2.61541	3.15617
127	0.67643	1.28825	1.65694	1.97882	2.35607	2.61510	3.15565
128	0.67641	1.28820	1.65685	1.97867	2.35583	2.61478	3.15512
129	0.67640	1.28815	1.65675	1.97852	2.35560	2.61448	3.15461
130	0.67638	1.28810	1.65666	1.97838	2.35537	2.61418	3.15411
131	0.67637	1.28805	1.65657	1.97824	2.35515	2.61388	3.15361
132	0.67635	1.28800	1.65648	1.97810	2.35493	2.61359	3.15312
133	0.67634	1.28795	1.65639	1.97796	2.35471	2.61330	3.15264
134	0.67633	1.28790	1.65630	1.97783	2.35450	2.61302	3.15217
135	0.67631	1.28785	1.65622	1.97769	2.35429	2.61274	3.15170
136	0.67630	1.28781	1.65613	1.97756	2.35408	2.61246	3.15124
137	0.67628	1.28776	1.65605	1.97743	2.35387	2.61219	3.15079
138	0.67627	1.28772	1.65597	1.97730	2.35367	2.61193	3.15034
139	0.67626	1.28767	1.65589	1.97718	2.35347	2.61166	3.14990
140	0.67625	1.28763	1.65581	1.97705	2.35328	2.61140	3.14947
141	0.67623	1.28758	1.65573	1.97693	2.35309	2.61115	3.14904
142	0.67622	1.28754	1.65566	1.97681	2.35289	2.61090	3.14862
143	0.67621	1.28750	1.65558	1.97669	2.35271	2.61065	3.14820
144	0.67620	1.28746	1.65550	1.97658	2.35252	2.61040	3.14779
145	0.67619	1.28742	1.65543	1.97646	2.35234	2.61016	3.14739
146	0.67617	1.28738	1.65536	1.97635	2.35216	2.60992	3.14699
147	0.67616	1.28734	1.65529	1.97623	2.35198	2.60969	3.14660
148	0.67615	1.28730	1.65521	1.97612	2.35181	2.60946	3.14621
149	0.67614	1.28726	1.65514	1.97601	2.35163	2.60923	3.14583
150	0.67613	1.28722	1.65508	1.97591	2.35146	2.60900	3.14545
151	0.67612	1.28718	1.65501	1.97580	2.35130	2.60878	3.14508
152	0.67611	1.28715	1.65494	1.97569	2.35113	2.60856	3.14471
153	0.67610	1.28711	1.65487	1.97559	2.35097	2.60834	3.14435
154	0.67609	1.28707	1.65481	1.97549	2.35081	2.60813	3.14400
155	0.67608	1.28704	1.65474	1.97539	2.35065	2.60792	3.14364
156	0.67607	1.28700	1.65468	1.97529	2.35049	2.60771	3.14330
157	0.67606	1.28697	1.65462	1.97519	2.35033	2.60751	3.14295
158	0.67605	1.28693	1.65455	1.97509	2.35018	2.60730	3.14261
159	0.67604	1.28690	1.65449	1.97500	2.35003	2.60710	3.14228
160	0.67603	1.28687	1.65443	1.97490	2.34988	2.60691	3.14195
161	0.67602	1.28683	1.65437	1.97481	2.34973	2.60671	3.14162
162	0.67601	1.28680	1.65431	1.97472	2.34959	2.60652	3.14130
163	0.67600	1.28677	1.65426	1.97462	2.34944	2.60633	3.14098
164	0.67599	1.28673	1.65420	1.97453	2.34930	2.60614	3.14067
165	0.67598	1.28670	1.65414	1.97445	2.34916	2.60595	3.14036
166	0.67597	1.28667	1.65408	1.97436	2.34902	2.60577	3.14005
167	0.67596	1.28664	1.65403	1.97427	2.34888	2.60559	3.13975
168	0.67595	1.28661	1.65397	1.97419	2.34875	2.60541	3.13945
169	0.67594	1.28658	1.65392	1.97410	2.34862	2.60523	3.13915
170	0.67594	1.28655	1.65387	1.97402	2.34848	2.60506	3.13886
171	0.67593	1.28652	1.65381	1.97393	2.34835	2.60489	3.13857

172	0.67592	1.28649	1.65376	1.97385	2.34822	2.60471	3.13829
173	0.67591	1.28646	1.65371	1.97377	2.34810	2.60455	3.13801
174	0.67590	1.28644	1.65366	1.97369	2.34797	2.60438	3.13773
175	0.67589	1.28641	1.65361	1.97361	2.34784	2.60421	3.13745
176	0.67589	1.28638	1.65356	1.97353	2.34772	2.60405	3.13718
177	0.67588	1.28635	1.65351	1.97346	2.34760	2.60389	3.13691
178	0.67587	1.28633	1.65346	1.97338	2.34748	2.60373	3.13665
179	0.67586	1.28630	1.65341	1.97331	2.34736	2.60357	3.13638
180	0.67586	1.28627	1.65336	1.97323	2.34724	2.60342	3.13612
181	0.67585	1.28625	1.65332	1.97316	2.34713	2.60326	3.13587
182	0.67584	1.28622	1.65327	1.97308	2.34701	2.60311	3.13561
183	0.67583	1.28619	1.65322	1.97301	2.34690	2.60296	3.13536
184	0.67583	1.28617	1.65318	1.97294	2.34678	2.60281	3.13511
185	0.67582	1.28614	1.65313	1.97287	2.34667	2.60267	3.13487
186	0.67581	1.28612	1.65309	1.97280	2.34656	2.60252	3.13463
187	0.67580	1.28610	1.65304	1.97273	2.34645	2.60238	3.13438
188	0.67580	1.28607	1.65300	1.97266	2.34635	2.60223	3.13415
189	0.67579	1.28605	1.65296	1.97260	2.34624	2.60209	3.13391
190	0.67578	1.28602	1.65291	1.97253	2.34613	2.60195	3.13368
191	0.67578	1.28600	1.65287	1.97246	2.34603	2.60181	3.13345
192	0.67577	1.28598	1.65283	1.97240	2.34593	2.60168	3.13322
193	0.67576	1.28595	1.65279	1.97233	2.34582	2.60154	3.13299
194	0.67576	1.28593	1.65275	1.97227	2.34572	2.60141	3.13277
195	0.67575	1.28591	1.65271	1.97220	2.34562	2.60128	3.13255
196	0.67574	1.28589	1.65267	1.97214	2.34552	2.60115	3.13233
197	0.67574	1.28586	1.65263	1.97208	2.34543	2.60102	3.13212
198	0.67573	1.28584	1.65259	1.97202	2.34533	2.60089	3.13190
199	0.67572	1.28582	1.65255	1.97196	2.34523	2.60076	3.13169
200	0.67572	1.28580	1.65251	1.97190	2.34514	2.60063	3.13148

## Lampiran 17

Tabel F

df untuk penyebut (N2)	df untuk pembilang (N1)									
	1	2	3	4	5	6	7	8	9	10
1	161	199	216	225	230	234	237	239	241	242
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45



18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97

<b>71</b>	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97
<b>72</b>	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96
<b>73</b>	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96
<b>74</b>	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96
<b>75</b>	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96
<b>76</b>	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96
<b>77</b>	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96
<b>78</b>	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95
<b>79</b>	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95
<b>80</b>	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95
<b>81</b>	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95
<b>82</b>	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95
<b>83</b>	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95
<b>84</b>	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95
<b>85</b>	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94
<b>86</b>	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94
<b>87</b>	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94
<b>88</b>	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94
<b>89</b>	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94
<b>90</b>	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94
<b>91</b>	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94
<b>92</b>	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94
<b>93</b>	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
<b>94</b>	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
<b>95</b>	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
<b>96</b>	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93
<b>97</b>	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93
<b>98</b>	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93
<b>99</b>	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93
<b>100</b>	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93
<b>101</b>	3.94	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.93
<b>102</b>	3.93	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92
<b>103</b>	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92
<b>104</b>	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92
<b>105</b>	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92
<b>106</b>	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92
<b>107</b>	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92
<b>108</b>	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92
<b>109</b>	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92
<b>110</b>	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92
<b>111</b>	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92
<b>112</b>	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.96	1.92
<b>113</b>	3.93	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.92
<b>114</b>	3.92	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91
<b>115</b>	3.92	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91
<b>116</b>	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91
<b>117</b>	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91
<b>118</b>	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91
<b>119</b>	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91
<b>120</b>	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91
<b>121</b>	3.92	3.07	2.68	2.45	2.29	2.17	2.09	2.02	1.96	1.91
<b>122</b>	3.92	3.07	2.68	2.45	2.29	2.17	2.09	2.02	1.96	1.91
<b>123</b>	3.92	3.07	2.68	2.45	2.29	2.17	2.08	2.01	1.96	1.91



<b>177</b>	3.89	3.05	2.66	2.42	2.27	2.15	2.06	1.99	1.93	1.88
<b>178</b>	3.89	3.05	2.66	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>179</b>	3.89	3.05	2.66	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>180</b>	3.89	3.05	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>181</b>	3.89	3.05	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>182</b>	3.89	3.05	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>183</b>	3.89	3.05	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>184</b>	3.89	3.05	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>185</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>186</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>187</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>188</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>189</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>190</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>191</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>192</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>193</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>194</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>195</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>196</b>	3.89	3.04	2.65	2.42	2.26	2.15	2.06	1.99	1.93	1.88
<b>197</b>	3.89	3.04	2.65	2.42	2.26	2.14	2.06	1.99	1.93	1.88
<b>198</b>	3.89	3.04	2.65	2.42	2.26	2.14	2.06	1.99	1.93	1.88
<b>199</b>	3.89	3.04	2.65	2.42	2.26	2.14	2.06	1.99	1.93	1.88
<b>200</b>	3.89	3.04	2.65	2.42	2.26	2.14	2.06	1.98	1.93	1.88