

### Lampiran 3

#### Hasil output uji frekuensi karakteristik responden

Statistics				
		UMUR	JENIS KELAMIN	PENDIDIKAN TERAAKHIR
N	Valid	34	34	34
	Missing	0	0	0

UMUR					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>20 TAHUN	4	11.8	11.8	11.8
	20 - 30 TAHUN	12	35.3	35.3	47.1
	31 - 40 TAHUN	15	44.1	44.1	91.2
	40 - 50 TAHUN	3	8.8	8.8	100.0
	Total	34	100.0	100.0	

JENIS KELAMIN					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PEREMPUAN	9	26.5	26.5	26.5
	LAKI - LAKI	25	73.5	73.5	100.0
	Total	34	100.0	100.0	

PENDIDIKAN TERAAKHIR					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	5	14.7	14.7	14.7
	SMA	24	70.6	70.6	85.3
	S1	5	14.7	14.7	100.0
	Total	34	100.0	100.0	

## Lampiran 4

### Output uji frekuensi jawaban responden

#### Kompensasi finansial

<b>X1.1</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	5.9	5.9	5.9
	KS	11	32.4	32.4	38.2
	S	16	47.1	47.1	85.3
	SS	5	14.7	14.7	100.0
	Total	34	100.0	100.0	

<b>X1.2</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	8.8	8.8	8.8
	KS	13	38.2	38.2	47.1
	S	18	52.9	52.9	100.0
	Total	34	100.0	100.0	

<b>X1.3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	11.8	11.8	11.8
	KS	22	64.7	64.7	76.5
	S	8	23.5	23.5	100.0
	Total	34	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	14.7	14.7	14.7
	KS	20	58.8	58.8	73.5
	S	8	23.5	23.5	97.1
	SS	1	2.9	2.9	100.0
	Total	34	100.0	100.0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	8.8	8.8	8.8
	KS	11	32.4	32.4	41.2
	S	17	50.0	50.0	91.2
	SS	3	8.8	8.8	100.0
	Total	34	100.0	100.0	

**X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	13	38.2	38.2	41.2
	S	20	58.8	58.8	100.0
	Total	34	100.0	100.0	

**X1.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	11.8	11.8	11.8
	KS	15	44.1	44.1	55.9
	S	15	44.1	44.1	100.0
	Total	34	100.0	100.0	

<b>X1.8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	11	32.4	32.4	35.3
	S	22	64.7	64.7	100.0
	Total	34	100.0	100.0	

<b>X1.9</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	7	20.6	20.6	20.6
	S	23	67.6	67.6	88.2
	SS	4	11.8	11.8	100.0
	Total	34	100.0	100.0	

<b>X1.10</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.9	2.9	2.9
	TS	1	2.9	2.9	5.9
	KS	15	44.1	44.1	50.0
	S	16	47.1	47.1	97.1
	SS	1	2.9	2.9	100.0
	Total	34	100.0	100.0	

## Beban kerja

<b>X2.1</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	3	8.8	8.8	11.8
	S	13	38.2	38.2	50.0
	SS	17	50.0	50.0	100.0
	Total	34	100.0	100.0	

<b>X2.2</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	11.8	11.8	11.8
	KS	15	44.1	44.1	55.9
	S	12	35.3	35.3	91.2
	SS	3	8.8	8.8	100.0
	Total	34	100.0	100.0	

<b>X2.3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	5.9	5.9	5.9
	KS	2	5.9	5.9	11.8
	S	20	58.8	58.8	70.6
	SS	10	29.4	29.4	100.0
	Total	34	100.0	100.0	

<b>X2.4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.9	2.9	2.9
	TS	3	8.8	8.8	11.8
	KS	16	47.1	47.1	58.8
	S	10	29.4	29.4	88.2
	SS	4	11.8	11.8	100.0
	Total	34	100.0	100.0	

<b>X2.5</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.9	2.9	2.9
	TS	1	2.9	2.9	5.9
	KS	12	35.3	35.3	41.2
	S	15	44.1	44.1	85.3
	SS	5	14.7	14.7	100.0
	Total	34	100.0	100.0	

<b>X2.6</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	11	32.4	32.4	35.3
	S	18	52.9	52.9	88.2
	SS	4	11.8	11.8	100.0
	Total	34	100.0	100.0	

<b>X2.7</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	15	44.1	44.1	47.1
	S	15	44.1	44.1	91.2
	SS	3	8.8	8.8	100.0
	Total	34	100.0	100.0	

<b>X2.8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	14	41.2	41.2	44.1
	S	15	44.1	44.1	88.2
	SS	4	11.8	11.8	100.0
	Total	34	100.0	100.0	

<b>X2.9</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	8.8	8.8	8.8
	KS	8	23.5	23.5	32.4
	S	20	58.8	58.8	91.2
	SS	3	8.8	8.8	100.0
	Total	34	100.0	100.0	

<b>X2.10</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	17.6	17.6	17.6
	KS	12	35.3	35.3	52.9
	S	12	35.3	35.3	88.2
	SS	4	11.8	11.8	100.0
	Total	34	100.0	100.0	

## Kinerja karyawan

Y.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	4	11.8	11.8	14.7
	S	7	20.6	20.6	35.3
	SS	22	64.7	64.7	100.0
	Total	34	100.0	100.0	

Y.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	11.8	11.8	11.8
	S	11	32.4	32.4	44.1
	SS	19	55.9	55.9	100.0
	Total	34	100.0	100.0	

Y.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	14.7	14.7	14.7
	S	17	50.0	50.0	64.7
	SS	12	35.3	35.3	100.0
	Total	34	100.0	100.0	

Y.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	11.8	11.8	11.8
	S	20	58.8	58.8	70.6
	SS	10	29.4	29.4	100.0
	Total	34	100.0	100.0	



Y.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.8	8.8	8.8
	S	21	61.8	61.8	70.6
	SS	10	29.4	29.4	100.0
	Total	34	100.0	100.0	

Y.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	4	11.8	11.8	14.7
	S	21	61.8	61.8	76.5
	SS	8	23.5	23.5	100.0
	Total	34	100.0	100.0	

Y.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	5.9	5.9	5.9
	KS	4	11.8	11.8	17.6
	S	22	64.7	64.7	82.4
	SS	6	17.6	17.6	100.0
	Total	34	100.0	100.0	

Y.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	7	20.6	20.6	23.5
	S	18	52.9	52.9	76.5
	SS	8	23.5	23.5	100.0
	Total	34	100.0	100.0	

Y.9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	11.8	11.8	11.8
	KS	8	23.5	23.5	35.3
	S	16	47.1	47.1	82.4
	SS	6	17.6	17.6	100.0
	Total	34	100.0	100.0	

Y.10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	5.9	5.9	5.9
	KS	4	11.8	11.8	17.6
	S	22	64.7	64.7	82.4
	SS	6	17.6	17.6	100.0
	Total	34	100.0	100.0	

## Lampiran 5

### Hasil uji validitas

### Kompensasi kerja

#### Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
X1.1	Pearson Correlation	1	,656**	,140	,079	,624**	,040
	Sig. (2-tailed)		,000	,431	,655	,000	,823
	N	34	34	34	34	34	34
X1.2	Pearson Correlation	,656**	1	,096	,444**	,597**	,214
	Sig. (2-tailed)	,000		,589	,008	,000	,224
	N	34	34	34	34	34	34
X1.3	Pearson Correlation	,140	,096	1	,395*	,173	,253
	Sig. (2-tailed)	,431	,589		,021	,327	,149
	N	34	34	34	34	34	34
X1.4	Pearson Correlation	,079	,444**	,395*	1	,279	,324
	Sig. (2-tailed)	,655	,008	,021		,110	,062
	N	34	34	34	34	34	34
X1.5	Pearson Correlation	,624**	,597**	,173	,279	1	,264
	Sig. (2-tailed)	,000	,000	,327	,110		,132
	N	34	34	34	34	34	34
X1.6	Pearson Correlation	,040	,214	,253	,324	,264	1
	Sig. (2-tailed)	,823	,224	,149	,062	,132	
	N	34	34	34	34	34	34
X1.7	Pearson Correlation	,179	,077	,203	,087	,030	,383*
	Sig. (2-tailed)	,310	,665	,250	,624	,866	,025
	N	34	34	34	34	34	34
X1.8	Pearson Correlation	,287	,478**	,235	,541**	,396*	,222
	Sig. (2-tailed)	,099	,004	,181	,001	,020	,207
	N	34	34	34	34	34	34
X1.9	Pearson Correlation	,540**	,509**	,032	,336	,595**	,064
	Sig. (2-tailed)	,001	,002	,859	,052	,000	,719
	N	34	34	34	34	34	34
X1.10	Pearson Correlation	-,081	-,099	,222	,219	,217	,262
	Sig. (2-tailed)	,650	,576	,207	,212	,219	,135
	N	34	34	34	34	34	34
TOTAL_X1	Pearson Correlation	,636**	,705**	,468**	,635**	,755**	,510**
	Sig. (2-tailed)	,000	,000	,005	,000	,000	,002
	N	34	34	34	34	34	34

### Correlations

		X1.7	X1.8	X1.9	X1.10	TOTAL_X1
X1.1	Pearson Correlation	,179	,287	,540**	-,081	,636**
	Sig. (2-tailed)	,310	,099	,001	,650	,000
	N	34	34	34	34	34
X1.2	Pearson Correlation	,077	,478**	,509**	-,099	,705**
	Sig. (2-tailed)	,665	,004	,002	,576	,000
	N	34	34	34	34	34
X1.3	Pearson Correlation	,203	,235	,032	,222	,468**
	Sig. (2-tailed)	,250	,181	,859	,207	,005
	N	34	34	34	34	34
X1.4	Pearson Correlation	,087	,541**	,336	,219	,635**
	Sig. (2-tailed)	,624	,001	,052	,212	,000
	N	34	34	34	34	34
X1.5	Pearson Correlation	,030	,396*	,595**	,217	,755**
	Sig. (2-tailed)	,866	,020	,000	,219	,000
	N	34	34	34	34	34
X1.6	Pearson Correlation	,383*	,222	,064	,262	,510**
	Sig. (2-tailed)	,025	,207	,719	,135	,002
	N	34	34	34	34	34
X1.7	Pearson Correlation	1	,177	-,002	,306	,428*
	Sig. (2-tailed)		,316	,990	,079	,012
	N	34	34	34	34	34
X1.8	Pearson Correlation	,177	1	,371*	-,093	,610**
	Sig. (2-tailed)	,316		,031	,600	,000
	N	34	34	34	34	34
X1.9	Pearson Correlation	-,002	,371*	1	-,119	,582**
	Sig. (2-tailed)	,990	,031		,501	,000
	N	34	34	34	34	34
X1.10	Pearson Correlation	,306	-,093	-,119	1	,345*
	Sig. (2-tailed)	,079	,600	,501		,046
	N	34	34	34	34	34
TOTAL_X1	Pearson Correlation	,428*	,610**	,582**	,345*	1
	Sig. (2-tailed)	,012	,000	,000	,046	
	N	34	34	34	34	34

## Beban kerja

### Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6
X2.1	Pearson Correlation	1	-,093	,437**	,400*	,188	,451**
	Sig. (2-tailed)		,602	,010	,019	,288	,007
	N	34	34	34	34	34	34
X2.2	Pearson Correlation	-,093	1	,353*	-,174	,332	,297
	Sig. (2-tailed)	,602		,041	,324	,055	,088
	N	34	34	34	34	34	34
X2.3	Pearson Correlation	,437**	,353*	1	,106	,241	,558**
	Sig. (2-tailed)	,010	,041		,552	,169	,001
	N	34	34	34	34	34	34
X2.4	Pearson Correlation	,400*	-,174	,106	1	,134	,252
	Sig. (2-tailed)	,019	,324	,552		,452	,150
	N	34	34	34	34	34	34
X2.5	Pearson Correlation	,188	,332	,241	,134	1	,378*
	Sig. (2-tailed)	,288	,055	,169	,452		,027
	N	34	34	34	34	34	34
X2.6	Pearson Correlation	,451**	,297	,558**	,252	,378*	1
	Sig. (2-tailed)	,007	,088	,001	,150	,027	
	N	34	34	34	34	34	34
X2.7	Pearson Correlation	-,059	,356*	,261	-,218	,198	,383*
	Sig. (2-tailed)	,740	,039	,136	,216	,261	,025
	N	34	34	34	34	34	34
X2.8	Pearson Correlation	,439**	-,104	,183	,475**	-,058	,106
	Sig. (2-tailed)	,009	,560	,300	,005	,746	,550
	N	34	34	34	34	34	34
X2.9	Pearson Correlation	,300	,458**	,528**	-,034	,318	,561**
	Sig. (2-tailed)	,085	,006	,001	,849	,067	,001
	N	34	34	34	34	34	34
X2.10	Pearson Correlation	,045	,488**	,398*	-,048	,443**	,310
	Sig. (2-tailed)	,801	,003	,020	,787	,009	,075
	N	34	34	34	34	34	34
TOTAL_X2	Pearson Correlation	,548**	,525**	,717**	,357*	,590**	,755**
	Sig. (2-tailed)	,001	,001	,000	,038	,000	,000
	N	34	34	34	34	34	34

### Correlations

		X2.7	X2.8	X2.9	X2.10	TOTAL_X2
X2.1	Pearson Correlation	-,059	,439**	,300	,045	,548**
	Sig. (2-tailed)	,740	,009	,085	,801	,001
	N	34	34	34	34	34
X2.2	Pearson Correlation	,356*	-,104	,458**	,488**	,525**
	Sig. (2-tailed)	,039	,560	,006	,003	,001
	N	34	34	34	34	34
X2.3	Pearson Correlation	,261	,183	,528**	,398*	,717**
	Sig. (2-tailed)	,136	,300	,001	,020	,000
	N	34	34	34	34	34
X2.4	Pearson Correlation	-,218	,475**	-,034	-,048	,357*
	Sig. (2-tailed)	,216	,005	,849	,787	,038
	N	34	34	34	34	34
X2.5	Pearson Correlation	,198	-,058	,318	,443**	,590**
	Sig. (2-tailed)	,261	,746	,067	,009	,000
	N	34	34	34	34	34
X2.6	Pearson Correlation	,383*	,106	,561**	,310	,755**
	Sig. (2-tailed)	,025	,550	,001	,075	,000
	N	34	34	34	34	34
X2.7	Pearson Correlation	1	-,232	,589**	,269	,432*
	Sig. (2-tailed)		,187	,000	,124	,011
	N	34	34	34	34	34
X2.8	Pearson Correlation	-,232	1	,060	,042	,340*
	Sig. (2-tailed)	,187		,735	,813	,049
	N	34	34	34	34	34
X2.9	Pearson Correlation	,589**	,060	1	,321	,715**
	Sig. (2-tailed)	,000	,735		,064	,000
	N	34	34	34	34	34
X2.10	Pearson Correlation	,269	,042	,321	1	,606**
	Sig. (2-tailed)	,124	,813	,064		,000
	N	34	34	34	34	34
TOTAL_X2	Pearson Correlation	,432*	,340*	,715**	,606**	1
	Sig. (2-tailed)	,011	,049	,000	,000	
	N	34	34	34	34	34

## Kinerja karyawan

### Correlations

		Y1	Y2	Y3	Y4	Y5	Y6
Y1	Pearson Correlation	1	,831**	,786**	,714**	,664**	,691**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	34	34	34	34	34	34
Y2	Pearson Correlation	,831**	1	,746**	,642**	,575**	,689**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	34	34	34	34	34	34
Y3	Pearson Correlation	,786**	,746**	1	,759**	,564**	,610**
	Sig. (2-tailed)	,000	,000		,000	,001	,000
	N	34	34	34	34	34	34
Y4	Pearson Correlation	,714**	,642**	,759**	1	,553**	,603**
	Sig. (2-tailed)	,000	,000	,000		,001	,000
	N	34	34	34	34	34	34
Y5	Pearson Correlation	,664**	,575**	,564**	,553**	1	,708**
	Sig. (2-tailed)	,000	,000	,001	,001		,000
	N	34	34	34	34	34	34
Y6	Pearson Correlation	,691**	,689**	,610**	,603**	,708**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	34	34	34	34	34	34
Y7	Pearson Correlation	,795**	,694**	,624**	,549**	,585**	,719**
	Sig. (2-tailed)	,000	,000	,000	,001	,000	,000
	N	34	34	34	34	34	34
Y8	Pearson Correlation	,604**	,536**	,419*	,522**	,419*	,464**
	Sig. (2-tailed)	,000	,001	,014	,002	,014	,006
	N	34	34	34	34	34	34
Y9	Pearson Correlation	,394*	,447**	,295	,201	,286	,270
	Sig. (2-tailed)	,021	,008	,090	,254	,101	,123
	N	34	34	34	34	34	34
Y10	Pearson Correlation	,346*	,168	,205	,286	,516**	,304
	Sig. (2-tailed)	,045	,341	,246	,101	,002	,081
	N	34	34	34	34	34	34
TOTAL_Y	Pearson Correlation	,899**	,834**	,783**	,754**	,759**	,788**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	34	34	34	34	34	34

### Correlations

		Y7	Y8	Y9	Y10	TOTAL_Y
Y1	Pearson Correlation	,795**	,604**	,394*	,346*	,899**
	Sig. (2-tailed)	,000	,000	,021	,045	,000
	N	34	34	34	34	34
Y2	Pearson Correlation	,694**	,536**	,447**	,168	,834**
	Sig. (2-tailed)	,000	,001	,008	,341	,000
	N	34	34	34	34	34
Y3	Pearson Correlation	,624**	,419*	,295	,205	,783**
	Sig. (2-tailed)	,000	,014	,090	,246	,000
	N	34	34	34	34	34
Y4	Pearson Correlation	,549**	,522**	,201	,286	,754**
	Sig. (2-tailed)	,001	,002	,254	,101	,000
	N	34	34	34	34	34
Y5	Pearson Correlation	,585**	,419*	,286	,516**	,759**
	Sig. (2-tailed)	,000	,014	,101	,002	,000
	N	34	34	34	34	34
Y6	Pearson Correlation	,719**	,464**	,270	,304	,788**
	Sig. (2-tailed)	,000	,006	,123	,081	,000
	N	34	34	34	34	34
Y7	Pearson Correlation	1	,648**	,519**	,441**	,874**
	Sig. (2-tailed)		,000	,002	,009	,000
	N	34	34	34	34	34
Y8	Pearson Correlation	,648**	1	,605**	,323	,745**
	Sig. (2-tailed)	,000		,000	,063	,000
	N	34	34	34	34	34
Y9	Pearson Correlation	,519**	,605**	1	,337	,606**
	Sig. (2-tailed)	,002	,000		,051	,000
	N	34	34	34	34	34
Y10	Pearson Correlation	,441**	,323	,337	1	,520**
	Sig. (2-tailed)	,009	,063	,051		,002
	N	34	34	34	34	34
TOTAL_Y	Pearson Correlation	,874**	,745**	,606**	,520**	1
	Sig. (2-tailed)	,000	,000	,000	,002	
	N	34	34	34	34	34



## Lampiran 6

### Hasil output uji reliabilitas

#### Kompensasi finansial

Reliability Statistics	
Cronbach's Alpha	N of Items
,763	10

#### Beban kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
,749	10

#### Kinerja karyawan

Reliability Statistics	
Cronbach's Alpha	N of Items
,913	10

**Lampiran 7**

**Output persyaratan analisis data**

**Uji linieritas**

<b>ANOVA Table</b>				
			Sum of Squares	df
TOTAL_Y * TOTAL_X1	Between Groups	(Combined)	561,029	12
		Linearity	156,673	1
		Deviation from Linearity	404,357	11
	Within Groups		428,500	21
	Total		989,529	33

<b>ANOVA Table</b>				
			Mean Square	F
TOTAL_Y * TOTAL_X1	Between Groups	(Combined)	46,752	2,291
		Linearity	156,673	7,678
		Deviation from Linearity	36,760	1,802
	Within Groups		20,405	
	Total			

<b>ANOVA Table</b>			
			Sig.
TOTAL_Y * TOTAL_X1	Between Groups	(Combined)	,046
		Linearity	,011
		Deviation from Linearity	,119
	Within Groups		
	Total		

ANOVA Table				
			Sum of Squares	df
TOTAL_Y * TOTAL_X2	Between Groups	(Combined)	625,229	12
		Linearity	206,896	1
		Deviation from Linearity	418,334	11
	Within Groups		364,300	21
	Total		989,529	33

ANOVA Table				
			Mean Square	F
TOTAL_Y * TOTAL_X2	Between Groups	(Combined)	52,102	3,003
		Linearity	206,896	11,926
		Deviation from Linearity	38,030	2,192
	Within Groups		17,348	
	Total			

ANOVA Table				Sig.
TOTAL_Y * TOTAL_X2	Between Groups	(Combined)		,013
		Linearity		,002
		Deviation from Linearity		,059
	Within Groups			
	Total			

## Lampiran 8

### Hasil uji multikolinieritas

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13,770	8,725		1,578	,125
	TOTAL_X1	,334	,256	,231	1,302	,203
	TOTAL_X2	,425	,218	,346	1,947	,061

Coefficients <sup>a</sup>				
Model		Collinearity Statistics		
		Tolerance	VIF	
1	(Constant)			
	TOTAL_X1	,767	1,303	
	TOTAL_X2	,767	1,303	

## Lampiran 9

### Hasil analisis regresi linier berganda

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,500 <sup>a</sup>	,250	,202	4,893

a. Predictors: (Constant), BEBAN KERJA, KOMPENSASI FINANSIAL

## Lampiran 10

### Hasil uji t

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21,086	8,211		2,568	,015
	KOMPENSASI FINANSIAL	,575	,234	,398	2,454	,020

a. Dependent Variable: KINERJA KARYAWAN

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20,339	7,194		2,827	,008
	BEBAN KERJA	,562	,193	,457	2,909	,007

a. Dependent Variable: KINERJA KARYAWAN

## Lampiran 11

### Hasil uji f

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	247,450	2	123,725	5,169	,012 <sup>b</sup>
	Residual	742,079	31	23,938		
	Total	989,529	33			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), BEBAN KERJA, KOMPENSASI FINANSIAL