

# LAMPIRAN

## Hasil Uji Validitas Variabel Kinerja Pegawai

### Correlations

		KP1	KP2	KP3	KP4	KP5	KP6	Kinerja Pegawai
KP1	Pearson Correlation	1	,794**	,530**	,552**	,400**	,272*	,738**
	Sig. (2-tailed)		,000	,000	,000	,001	,033	,000
	N	62	62	62	62	62	62	62
KP2	Pearson Correlation	,794**	1	,541**	,477**	,498**	,374**	,778**
	Sig. (2-tailed)	,000		,000	,000	,000	,003	,000
	N	62	62	62	62	62	62	62
KP3	Pearson Correlation	,530**	,541**	1	,678**	,667**	,400**	,816**
	Sig. (2-tailed)	,000	,000		,000	,000	,001	,000
	N	62	62	62	62	62	62	62
KP4	Pearson Correlation	,552**	,477**	,678**	1	,561**	,288*	,751**
	Sig. (2-tailed)	,000	,000	,000		,000	,023	,000
	N	62	62	62	62	62	62	62
KP5	Pearson Correlation	,400**	,498**	,667**	,561**	1	,650**	,834**
	Sig. (2-tailed)	,001	,000	,000	,000		,000	,000
	N	62	62	62	62	62	62	62
KP6	Pearson Correlation	,272*	,374**	,400**	,288*	,650**	1	,695**
	Sig. (2-tailed)	,033	,003	,001	,023	,000		,000
	N	62	62	62	62	62	62	62
Kinerja Pegawai	Pearson Correlation	,738**	,778**	,816**	,751**	,834**	,695**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	62	62	62	62	62	62	62

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

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

## Hasil Uji Validitas Variabel Tunjangan Kinerja

		Correlations														
		TK1	TK2	TK3	TK4	TK5	TK6	TK7	TK8	TK9	TK10	TK11	TK12	TK13	TK14	Tunjangan Kinerja
TK1	Pearson Correlation	1	,622	,678	,452	,348	,367	,690	,421	,369	,756	,703	,791	,587	,288	,758
	Sig. (2-tailed)		,000	,000	,000	,006	,003	,000	,001	,003	,000	,000	,000	,000	,023	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK2	Pearson Correlation	,622	1	,735	,726	,412	,625	,566	,581	,682	,665	,469	,734	,694	,288	,851
	Sig. (2-tailed)	,000		,000	,000	,001	,000	,000	,000	,000	,000	,000	,000	,000	,023	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK3	Pearson Correlation	,678	,735	1	,573	,467	,433	,753	,753	,682	,665	,469	,533	,470	,341	,829
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,007	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK4	Pearson Correlation	,452	,726	,573	1	,584	,471	,539	,545	,465	,556	,410	,712	,341	,067	,738
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000	,000	,000	,001	,000	,007	,603	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK5	Pearson Correlation	,348	,412	,467	,584	1	,662	,596	,555	,492	,175	,372	,416	,329	,022	,839
	Sig. (2-tailed)	,006	,001	,000	,000		,000	,000	,000	,000	,173	,003	,001	,009	,868	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK6	Pearson Correlation	,367	,625	,433	,471	,662	1	,467	,444	,547	,345	,361	,485	,528	,223	,676
	Sig. (2-tailed)	,003	,000	,000	,000	,000		,000	,000	,000	,006	,004	,000	,000	,081	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK7	Pearson Correlation	,690	,566	,753	,539	,596	,467	1	,628	,740	,553	,668	,627	,512	,320	,863
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,011	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK8	Pearson Correlation	,421	,581	,753	,545	,555	,444	,628	1	,784	,492	,477	,420	,456	,377	,800
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	,000		,000	,000	,000	,001	,000	,003	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK9	Pearson Correlation	,369	,682	,682	,465	,492	,547	,740	,784	1	,480	,388	,418	,562	,329	,791
	Sig. (2-tailed)	,003	,000	,000	,000	,000	,000	,000	,000		,000	,002	,001	,000	,009	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK10	Pearson Correlation	,756	,665	,665	,556	,175	,345	,553	,492	,480	1	,603	,711	,528	,280	,741
	Sig. (2-tailed)	,000	,000	,000	,000	,173	,006	,000	,000	,000		,000	,000	,000	,022	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK11	Pearson Correlation	,703	,469	,469	,410	,372	,361	,668	,477	,388	,603	1	,702	,566	,211	,699
	Sig. (2-tailed)	,000	,000	,000	,001	,003	,004	,000	,000	,002	,000		,000	,000	,100	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK12	Pearson Correlation	,791	,734	,533	,712	,416	,485	,627	,420	,418	,711	,702	1	,742	,182	,805
	Sig. (2-tailed)	,000	,000	,000	,000	,001	,000	,000	,001	,001	,000	,000		,000	,156	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK13	Pearson Correlation	,587	,694	,470	,341	,329	,528	,512	,456	,562	,528	,566	,742	1	,255	,713
	Sig. (2-tailed)	,000	,000	,000	,007	,009	,000	,000	,000	,000	,000	,000	,000		,045	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
TK14	Pearson Correlation	,288	,288	,341	,067	,022	,223	,320	,377	,329	,290	,211	,182	,255	1	,406
	Sig. (2-tailed)	,023	,023	,007	,603	,868	,081	,011	,003	,009	,022	,100	,156	,045		,001
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
Tunjangan Kinerja	Pearson Correlation	,758	,851	,829	,738	,639	,676	,863	,800	,791	,741	,699	,805	,713	,406	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,001	
	N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62

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

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

## Hasil Uji Validitas Variabel Lingkungan Kerja

Correlations

		LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	LK9	LK10	LK11	LK12	Lingkungan Kerja
LK1	Pearson Correlation	1	,881	,866	,618	,607	,493	,655	,635	,631	,756	,719	,412	,839
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,001	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK2	Pearson Correlation	,681	1	,723	,691	,638	,066	,553	,395	,361	,593	,562	,315	,673
	Sig. (2-tailed)	,000		,000	,000	,000	,610	,000	,001	,004	,000	,000	,013	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK3	Pearson Correlation	,866	,723	1	,668	,674	,355	,746	,608	,672	,679	,647	,492	,850
	Sig. (2-tailed)	,000	,000		,000	,000	,005	,000	,000	,000	,000	,000	,000	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK4	Pearson Correlation	,618	,691	,668	1	,640	,169	,713	,331	,365	,604	,572	,317	,677
	Sig. (2-tailed)	,000	,000	,000		,000	,188	,000	,009	,004	,000	,000	,012	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK5	Pearson Correlation	,607	,638	,674	,640	1	,266	,548	,606	,505	,696	,668	,557	,764
	Sig. (2-tailed)	,000	,000	,000	,000		,037	,000	,000	,000	,000	,000	,000	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK6	Pearson Correlation	,493	,066	,355	,169	,266	1	,534	,761	,723	,508	,476	,370	,626
	Sig. (2-tailed)	,000	,610	,005	,188	,037		,000	,000	,000	,000	,000	,003	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK7	Pearson Correlation	,655	,553	,746	,713	,548	,534	1	,682	,777	,774	,743	,570	,876
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK8	Pearson Correlation	,635	,395	,608	,331	,606	,761	,682	1	,846	,763	,732	,630	,861
	Sig. (2-tailed)	,000	,001	,000	,009	,000	,000	,000		,000	,000	,000	,000	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK9	Pearson Correlation	,631	,361	,672	,365	,505	,723	,777	,846	1	,667	,639	,657	,852
	Sig. (2-tailed)	,000	,004	,000	,004	,000	,000	,000	,000		,000	,000	,000	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK10	Pearson Correlation	,756	,593	,679	,604	,696	,508	,774	,763	,667	1	,967	,617	,898
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK11	Pearson Correlation	,719	,562	,647	,572	,668	,476	,743	,732	,639	,967	1	,589	,864
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
LK12	Pearson Correlation	,412	,315	,492	,317	,557	,370	,570	,630	,657	,617	,589	1	,703
	Sig. (2-tailed)	,001	,013	,000	,012	,000	,003	,000	,000	,000	,000	,000		,000
	N	62	62	62	62	62	62	62	62	62	62	62	62	62
Lingkungan Kerja	Pearson Correlation	,839	,673	,850	,677	,764	,626	,876	,861	,852	,898	,864	,703	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	62	62	62	62	62	62	62	62	62	62	62	62	62

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

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

## Hasil Uji Validitas Variabel Motivasi Kerja

### Correlations

		MK1	MK2	MK3	MK4	MK5	Motivasi Kerja
MK1	Pearson Correlation	1	,165	,575**	,357**	,357**	,672**
	Sig. (2-tailed)		,199	,000	,004	,004	,000
	N	62	62	62	62	62	62
MK2	Pearson Correlation	,165	1	,247	,631**	,389**	,635**
	Sig. (2-tailed)	,199		,053	,000	,002	,000
	N	62	62	62	62	62	62
MK3	Pearson Correlation	,575**	,247	1	,473**	,343**	,776**
	Sig. (2-tailed)	,000	,053		,000	,006	,000
	N	62	62	62	62	62	62
MK4	Pearson Correlation	,357**	,631**	,473**	1	,653**	,842**
	Sig. (2-tailed)	,004	,000	,000		,000	,000
	N	62	62	62	62	62	62
MK5	Pearson Correlation	,357**	,389**	,343**	,653**	1	,719**
	Sig. (2-tailed)	,004	,002	,006	,000		,000
	N	62	62	62	62	62	62
Motivasi Kerja	Pearson Correlation	,672**	,635**	,776**	,842**	,719**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	62	62	62	62	62	62

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

## Hasil Uji Validitas Variabel Disiplin Kerja

### Correlations

		DK1	DK2	DK3	DK4	DK5	Disiplin Kerja
DK1	Pearson Correlation	1	,426**	,756**	,113	,325**	,730**
	Sig. (2-tailed)		,001	,000	,382	,010	,000
	N	62	62	62	62	62	62
DK2	Pearson Correlation	,426**	1	,451**	,659**	,273*	,766**
	Sig. (2-tailed)	,001		,000	,000	,032	,000
	N	62	62	62	62	62	62
DK3	Pearson Correlation	,756**	,451**	1	,354**	,294*	,793**
	Sig. (2-tailed)	,000	,000		,005	,020	,000
	N	62	62	62	62	62	62
DK4	Pearson Correlation	,113	,659**	,354**	1	,367**	,683**
	Sig. (2-tailed)	,382	,000	,005		,003	,000
	N	62	62	62	62	62	62
DK5	Pearson Correlation	,325**	,273*	,294*	,367**	1	,637**
	Sig. (2-tailed)	,010	,032	,020	,003		,000
	N	62	62	62	62	62	62
Disiplin Kerja	Pearson Correlation	,730**	,766**	,793**	,683**	,637**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	62	62	62	62	62	62

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

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

## HASIL UJI RELIABILITAS

### Kinerja Pegawai

#### Reliability Statistics

Cronbach's Alpha	N of Items
,852	6

### Tunjangan Kinerja

#### Reliability Statistics

Cronbach's Alpha	N of Items
,925	14

### Lingkungan Kerja

#### Reliability Statistics

Cronbach's Alpha	N of Items
,941	12

### Motivasi Kerja

#### Reliability Statistics

Cronbach's Alpha	N of Items
,773	5

### Disiplin Kerja

#### Reliability Statistics

Cronbach's Alpha	N of Items
,768	5

## Hasil Uji Statistik Deskriptif

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KP	62	3,00	5,00	4,6452	,60318
TK	62	2,00	5,00	4,6129	,58267
LK	62	2,00	5,00	4,5645	,59011
MK	62	2,00	5,00	4,7097	,55477
DK	62	4,00	5,00	4,7581	,43175
Valid N (listwise)	62				

## Hasil Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		62
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	1,76326626
	Absolute	,224
Most Extreme Differences	Positive	,108
	Negative	-,224
Kolmogorov-Smirnov Z		1,767
Asymp. Sig. (2-tailed)		,054

a. Test distribution is Normal.

b. Calculated from data.

## Hasil Uji Heteroskedastisitas

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-1,158	2,303		-,503	,617
1					
Tunjangan Kinerja	-,011	,054	-,053	-,205	,839
Lingkungan Kerja	-,063	,066	-,286	-,955	,344
Motivasi Kerja	,139	,143	,234	,967	,338
Disiplin Kerja	,147	,132	,202	1,112	,271

a. Dependent Variable: ARES



## Hasil Uji Autokorelasi

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,686 <sup>a</sup>	,471	,433	1,82409	2,414

a. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja, Motivasi Kerja, Tunjangan Kinerja

b. Dependent Variable: Kinerja Pegawai

## Hasil Uji F

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	168,538	4	42,134	12,663	,000 <sup>b</sup>
	Residual	189,656	57	3,327		
	Total	358,194	61			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja, Motivasi Kerja, Tunjangan Kinerja

## Hasil Uji T

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,709	3,337		3,509	,001
	Tunjangan Kinerja	,294	,079	,719	3,735	,000
	Lingkungan Kerja	,047	,096	,111	,495	,623
	Motivasi Kerja	-,146	,208	-,127	-,701	,486
	Disiplin Kerja	-,096	,192	-,068	-,499	,620

a. Dependent Variable: Kinerja Pegawai