

Tabulasi Jawaban Responden Variabel Kompensasi (X1)

RESP	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
1	4	4	3	3	3	4	5	4	4	4	38
2	5	5	4	3	4	5	4	5	5	3	43
3	5	5	4	4	4	5	5	4	4	4	44
4	5	5	5	3	5	5	5	4	5	4	46
5	5	5	5	4	5	5	5	5	4	5	48
6	5	5	4	5	4	4	4	5	5	5	46
7	5	5	5	5	5	4	5	4	5	5	48
8	5	5	4	5	4	5	5	5	4	5	47
9	4	3	4	5	5	4	4	4	5	4	42
10	4	5	5	5	5	4	4	4	5	4	45
11	4	3	4	5	4	5	4	4	4	4	41
12	4	5	5	5	4	4	4	4	4	4	43
13	4	5	5	4	5	4	5	4	4	4	44
14	5	5	4	5	4	3	4	5	5	5	45
15	3	4	4	5	3	4	3	3	3	3	35
16	4	4	4	5	3	4	4	4	4	4	40
17	5	4	5	5	4	4	5	5	5	5	47
18	3	4	4	5	4	4	3	3	3	3	36
19	2	3	5	2	3	3	2	2	2	2	26
20	5	5	4	5	5	4	5	5	5	5	48
21	5	5	4	4	4	5	5	5	5	5	47
22	5	5	4	5	4	4	5	5	5	5	47
23	5	5	5	4	5	5	5	5	4	5	48
24	5	4	4	5	4	4	5	5	5	5	46
25	4	3	1	3	3	3	4	4	5	4	34
26	3	2	2	3	2	3	3	3	3	3	27
27	3	2	2	4	3	2	3	3	4	3	29
28	2	3	3	2	3	3	2	2	3	2	25
29	3	3	2	5	3	1	3	3	3	3	29
30	2	3	1	5	3	5	2	2	2	2	27
31	4	4	4	5	4	5	4	4	4	4	42
32	4	4	4	5	4	4	4	4	4	4	41
33	5	5	4	5	5	4	5	5	5	5	48
34	5	5	5	5	5	3	5	5	5	5	48
35	2	3	4	1	3	4	2	2	2	2	25
36	3	4	4	3	4	4	3	3	3	3	34

37	4	5	5	5	5	4	4	4	4	4	44
38	1	2	2	4	4	5	4	4	4	3	33
39	5	5	4	5	5	4	5	5	5	5	48
40	4	5	4	5	5	4	4	4	4	4	43
41	5	4	4	5	4	5	5	5	5	5	47
42	4	4	4	4	4	4	4	4	4	4	40
43	4	4	5	4	4	5	4	4	4	4	42
44	5	5	5	4	5	5	5	5	5	5	49
45	4	3	4	4	3	2	4	4	4	4	36
46	5	4	4	5	4	5	5	5	5	5	47
47	4	4	4	4	4	4	4	4	4	4	40
48	4	4	5	4	4	5	4	4	4	4	42
49	4	4	4	4	5	5	5	5	5	4	45
50	4	3	4	4	3	2	4	4	4	4	36
51	4	4	3	3	3	4	5	4	4	4	38
52	5	5	4	3	4	5	4	5	5	5	45
53	5	5	4	4	4	5	5	4	5	5	46
54	5	5	5	3	5	5	5	4	5	5	47
55	5	5	5	4	5	5	5	5	5	5	49
56	5	5	4	5	4	4	4	5	5	5	46
57	5	5	5	5	5	4	5	4	5	5	48
58	5	5	4	5	4	5	5	5	5	5	48
59	4	3	4	5	5	4	4	4	4	3	40
60	4	5	5	5	5	4	4	4	4	5	45
61	4	3	4	5	4	5	4	4	4	3	40
62	4	5	5	5	4	4	4	4	4	5	44
63	4	5	5	4	5	4	5	4	4	5	45
64	5	5	4	5	4	3	4	5	5	5	45
65	3	4	4	5	3	4	3	3	3	4	36
66	4	4	4	5	3	4	4	4	4	4	40
67	5	4	5	5	4	4	5	5	5	4	46
68	3	4	4	5	4	4	3	3	3	4	37
69	2	3	5	2	3	3	2	2	2	3	27
70	5	5	4	5	5	4	5	5	5	5	48
71	5	5	4	4	4	5	5	5	5	5	47

Tabulasi Jawaban Responden Variabel Disiplin Kerja (X2)

RESP	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	TOTAL
1	3	5	5	4	4	4	4	4	4	4	5	4	50
2	3	4	4	4	5	3	4	4	5	5	5	5	51
3	3	3	5	5	4	4	5	4	4	5	5	5	52
4	3	3	4	3	4	4	5	5	4	5	4	5	49
5	3	3	4	4	4	5	5	4	5	3	4	4	48
6	3	4	4	4	4	4	4	4	4	3	4	4	46
7	3	3	4	4	3	4	5	4	4	2	4	4	44
8	3	3	4	5	5	4	5	5	3	4	4	5	50
9	3	3	4	3	3	3	3	3	2	2	4	3	36
10	2	2	2	3	3	3	4	3	3	3	2	3	33
11	2	2	3	3	3	3	3	3	3	3	3	3	34
12	1	2	3	3	3	3	3	3	3	3	3	3	33
13	3	3	4	5	5	4	4	5	5	4	4	5	51
14	3	3	4	4	4	4	5	4	4	4	4	4	47
15	2	3	4	3	4	3	4	4	4	5	4	3	43
16	2	2	3	4	4	3	4	4	4	5	3	4	42
17	3	3	3	3	3	4	4	4	4	4	3	3	41
18	3	3	5	4	5	5	4	4	5	3	5	4	50
19	2	3	5	4	5	4	5	4	4	4	5	4	49
20	2	2	4	4	4	4	3	3	4	4	4	4	42
21	3	3	4	4	3	3	3	4	3	3	4	4	41
22	2	2	4	3	3	3	2	2	2	2	4	3	32
23	3	3	3	3	3	3	3	3	2	3	3	3	35
24	3	3	4	3	4	5	2	2	3	3	4	3	39
25	2	4	3	4	5	5	3	3	2	3	3	4	41
26	5	5	4	4	5	4	5	4	4	4	4	4	52
27	3	3	3	3	4	4	4	3	3	4	3	3	40
28	3	3	4	4	4	5	4	4	5	5	4	4	49
29	2	2	4	5	5	4	5	5	5	5	4	5	51
30	2	3	3	3	4	4	4	5	5	5	3	3	44
31	1	2	2	2	3	3	3	3	3	3	2	2	29
32	3	4	5	5	4	5	4	4	5	5	5	5	54
33	2	2	3	3	2	3	3	3	3	3	3	3	33
34	2	2	2	3	3	3	3	3	3	3	2	3	32
35	2	2	4	3	4	3	3	3	3	3	4	3	37
36	2	2	2	2	2	3	2	2	3	3	2	2	27

37	3	3	3	4	4	4	3	3	4	4	3	4	42
38	2	2	2	3	3	3	3	4	4	3	2	3	34
39	4	4	4	4	5	5	5	5	5	4	4	4	53
40	3	3	4	4	4	4	4	4	3	4	4	4	45
41	4	3	3	5	4	4	4	4	4	3	3	5	46
42	3	3	4	4	3	3	5	4	4	4	4	4	45
43	4	4	5	5	5	5	5	5	3	3	5	5	54
44	2	2	3	3	3	3	4	4	4	4	3	3	38
45	2	2	3	4	4	4	4	4	4	3	3	4	41
46	3	3	3	4	3	4	3	4	3	3	3	4	40
47	4	5	4	4	5	5	4	4	3	4	4	4	50
48	3	3	3	4	3	4	3	4	3	3	3	4	40
49	3	3	4	4	4	3	4	4	3	3	4	4	43
50	5	5	3	3	3	2	3	3	3	3	3	3	39
51	3	5	5	4	4	4	4	4	3	5	5	4	50
52	3	4	4	4	5	3	4	4	3	4	4	4	46
53	3	3	5	5	4	4	5	4	3	3	5	5	49
54	3	3	4	3	4	4	5	5	3	3	4	3	44
55	3	3	4	4	4	5	5	4	3	3	4	4	46
56	3	4	4	4	4	4	4	4	3	4	4	4	46
57	3	3	4	4	3	4	5	4	3	3	4	4	44
58	3	3	4	5	5	4	5	5	3	3	4	5	49
59	3	3	4	3	3	3	3	3	3	3	4	3	38
60	2	2	2	3	3	3	4	3	2	2	2	3	31
61	2	2	3	3	3	3	3	3	2	2	3	3	32
62	1	2	3	3	3	3	3	3	1	2	3	3	30
63	3	3	4	5	5	4	4	5	3	3	4	5	48
64	3	3	4	4	4	4	5	4	3	3	4	4	45
65	2	3	4	3	4	3	4	4	2	3	4	3	39
66	2	2	3	4	4	3	4	4	2	2	3	4	37
67	3	3	3	3	3	4	4	4	3	3	3	3	39
68	3	3	5	4	5	5	4	4	3	3	5	4	48
69	2	3	5	4	5	4	5	4	2	3	5	4	46
70	2	2	4	4	4	4	3	3	2	2	4	4	38
71	3	3	4	4	3	3	3	4	3	3	4	4	41

Tabulasi Jawaban Responden Variabel Kinerja (Y)

RESP	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	TOTAL
1	4	5	4	4	5	5	4	4	5	4	4	5	53
2	4	5	4	4	5	5	4	4	4	4	4	5	52
3	4	5	4	4	5	4	4	5	4	4	4	5	52
4	4	5	4	4	5	4	3	5	5	4	4	5	52
5	5	5	5	5	5	5	5	5	5	5	5	5	60
6	4	5	4	4	5	4	4	5	5	4	4	5	53
7	5	5	5	5	5	5	4	5	5	5	5	5	59
8	4	5	4	4	5	4	4	5	5	4	4	5	53
9	4	4	4	3	4	4	3	4	4	4	3	4	45
10	4	4	4	4	4	4	4	4	4	4	4	4	48
11	4	4	4	4	4	4	4	4	4	5	4	4	49
12	4	4	4	3	4	4	4	4	4	4	3	4	46
13	4	4	4	4	4	4	4	4	4	4	4	4	48
14	4	4	4	4	4	4	4	4	4	5	4	4	49
15	4	4	4	4	5	4	4	4	5	4	4	5	51
16	4	4	4	4	5	4	4	4	5	5	4	5	52
17	5	5	4	5	5	5	5	5	5	5	5	5	59
18	4	4	4	4	4	4	4	4	4	5	4	4	49
19	5	4	5	4	5	5	4	4	5	5	4	5	55
20	4	5	4	4	4	4	4	5	4	4	4	4	50
21	4	4	4	4	5	4	4	4	5	4	4	5	51
22	4	4	4	3	4	4	4	4	4	4	3	4	46
23	4	4	4	3	4	4	3	4	4	4	3	4	45
24	4	5	4	4	4	4	4	5	4	4	4	4	50
25	4	4	4	4	4	4	4	4	4	4	4	4	48
26	4	4	4	4	4	4	4	4	4	4	4	4	48
27	4	5	4	4	4	4	4	5	4	4	4	4	50
28	4	5	4	4	4	4	4	5	4	4	4	4	50
29	4	4	4	4	4	4	4	4	4	4	4	4	48
30	4	4	4	4	4	4	4	4	4	4	4	4	48
31	4	4	4	4	5	4	4	4	5	4	4	5	51
32	4	4	4	4	4	4	4	4	4	4	4	4	48
33	4	4	4	4	4	4	4	4	4	4	4	4	48
34	4	4	4	4	5	4	4	4	5	4	4	5	51
35	4	4	4	4	4	4	4	4	4	4	4	4	48
36	4	4	4	3	4	4	4	4	4	4	3	4	46

37	4	4	4	3	4	4	4	4	4	4	3	4	46
38	4	4	3	3	4	4	3	4	4	4	3	4	44
39	5	5	4	4	4	5	4	5	4	4	4	4	52
40	4	5	4	4	5	4	4	5	5	4	4	5	53
41	4	4	4	4	4	4	4	4	4	5	4	4	49
42	4	4	4	4	5	4	4	4	5	4	4	5	51
43	4	5	4	4	5	4	5	5	5	5	4	5	55
44	4	4	4	4	4	4	4	4	4	4	4	4	48
45	4	4	4	4	4	4	4	4	4	5	4	4	49
46	4	4	4	4	4	4	4	4	4	4	4	4	48
47	4	5	4	4	5	4	4	5	5	5	4	5	54
48	4	4	4	4	4	4	4	4	4	5	4	4	49
49	4	4	3	4	4	4	3	4	4	4	4	4	46
50	4	4	3	3	4	4	3	4	4	4	3	4	44
51	4	5	4	4	5	5	4	4	5	4	4	5	53
52	4	5	4	4	5	5	4	4	4	4	4	5	52
53	4	5	4	4	5	4	4	5	4	4	4	5	52
54	4	5	4	4	5	4	3	5	5	4	4	5	52
55	5	5	5	5	5	5	5	5	5	5	5	5	60
56	4	5	4	4	5	4	4	5	5	4	4	5	53
57	5	5	5	5	5	5	4	5	5	5	5	5	59
58	4	5	4	4	5	4	4	5	5	4	4	5	53
59	4	4	4	3	4	4	3	4	4	4	3	4	45
60	4	4	4	4	4	4	4	4	4	4	4	4	48
61	4	4	4	4	4	4	4	4	4	5	4	4	49
62	4	4	4	3	4	4	4	4	4	4	3	4	46
63	4	4	4	4	4	4	4	4	4	4	4	4	48
64	4	4	4	4	4	4	4	4	4	5	4	4	49
65	4	4	4	4	5	4	4	4	5	4	4	5	51
66	4	4	4	4	5	4	4	4	5	5	4	5	52
67	5	5	4	5	5	5	5	5	5	5	5	5	59
68	4	4	4	4	4	4	4	4	4	5	4	4	49
69	5	4	5	4	5	5	4	4	5	5	4	5	55
70	4	5	4	4	4	4	4	5	4	4	4	4	50
71	4	4	4	4	5	4	4	4	5	4	4	5	51

Hasil Uji Frekuensi Jawaban Responden

Uji Frekuensi Variabel Kompensasi (X1)

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1,4	1,4	1,4
2	5	7,0	7,0	8,5
3	8	11,3	11,3	19,7
4	26	36,6	36,6	56,3
5	31	43,7	43,7	100,0
Total	71	100,0	100,0	

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	4,2	4,2	4,2
3	13	18,3	18,3	22,5
4	21	29,6	29,6	52,1
5	34	47,9	47,9	100,0
Total	71	100,0	100,0	

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2,8	2,8	2,8
2	4	5,6	5,6	8,5
3	3	4,2	4,2	12,7
4	40	56,3	56,3	69,0
5	22	31,0	31,0	100,0
Total	71	100,0	100,0	

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,4	1,4	1,4
2	3	4,2	4,2	5,6
3	9	12,7	12,7	18,3
4	19	26,8	26,8	45,1
5	39	54,9	54,9	100,0
Total	71	100,0	100,0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1,4	1,4	1,4
3	16	22,5	22,5	23,9
4	32	45,1	45,1	69,0
5	22	31,0	31,0	100,0
Total	71	100,0	100,0	

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,4	1,4	1,4
2	3	4,2	4,2	5,6
3	8	11,3	11,3	16,9
4	35	49,3	49,3	66,2
5	24	33,8	33,8	100,0
Total	71	100,0	100,0	

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	7,0	7,0	7,0
3	8	11,3	11,3	18,3
Valid 4	28	39,4	39,4	57,7
5	30	42,3	42,3	100,0
Total	71	100,0	100,0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	7,0	7,0	7,0
3	8	11,3	11,3	18,3
Valid 4	32	45,1	45,1	63,4
5	26	36,6	36,6	100,0
Total	71	100,0	100,0	

Q9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	5,6	5,6	5,6
3	8	11,3	11,3	16,9
Valid 4	28	39,4	39,4	56,3
5	31	43,7	43,7	100,0
Total	71	100,0	100,0	

Q10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	5,6	5,6	5,6
3	11	15,5	15,5	21,1
Valid 4	26	36,6	36,6	57,7
5	30	42,3	42,3	100,0
Total	71	100,0	100,0	

Hasil Uji Frekuensi Jawaban Responden

Uji Frekuensi Variabel Disiplin Kerja (X2)

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	4,2	4,2	4,2
2	23	32,4	32,4	36,6
3	39	54,9	54,9	91,5
4	4	5,6	5,6	97,2
5	2	2,8	2,8	100,0
Total	71	100,0	100,0	

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	20	28,2	28,2	28,2
3	38	53,5	53,5	81,7
4	8	11,3	11,3	93,0
5	5	7,0	7,0	100,0
Total	71	100,0	100,0	

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	8,5	8,5	8,5
3	20	28,2	28,2	36,6
4	35	49,3	49,3	85,9
5	10	14,1	14,1	100,0
Total	71	100,0	100,0	

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2,8	2,8	2,8
3	25	35,2	35,2	38,0
Valid 4	34	47,9	47,9	85,9
5	10	14,1	14,1	100,0
Total	71	100,0	100,0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2,8	2,8	2,8
3	24	33,8	33,8	36,6
Valid 4	29	40,8	40,8	77,5
5	16	22,5	22,5	100,0
Total	71	100,0	100,0	

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1,4	1,4	1,4
3	27	38,0	38,0	39,4
Valid 4	32	45,1	45,1	84,5
5	11	15,5	15,5	100,0
Total	71	100,0	100,0	

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4,2	4,2	4,2
3	21	29,6	29,6	33,8
Valid 4	28	39,4	39,4	73,2
5	19	26,8	26,8	100,0
Total	71	100,0	100,0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4,2	4,2	4,2
3	19	26,8	26,8	31,0
Valid 4	39	54,9	54,9	85,9
5	10	14,1	14,1	100,0
Total	71	100,0	100,0	

Q9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,4	1,4	1,4
2	10	14,1	14,1	15,5
Valid 3	33	46,5	46,5	62,0
4	18	25,4	25,4	87,3
5	9	12,7	12,7	100,0
Total	71	100,0	100,0	

Q10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	11,3	11,3	11,3
3	36	50,7	50,7	62,0
Valid 4	17	23,9	23,9	85,9
5	10	14,1	14,1	100,0
Total	71	100,0	100,0	

Q11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	8,5	8,5	8,5
3	20	28,2	28,2	36,6
Valid 4	34	47,9	47,9	84,5
5	11	15,5	15,5	100,0
Total	71	100,0	100,0	

Q12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2,8	2,8	2,8
3	24	33,8	33,8	36,6
Valid 4	33	46,5	46,5	83,1
5	12	16,9	16,9	100,0
Total	71	100,0	100,0	

Hasil Uji Frekuensi Jawaban Responden

Uji Frekuensi Variabel Kinerja (Y)

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	62	87,3	87,3	87,3
5	9	12,7	12,7	100,0
Total	71	100,0	100,0	

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	44	62,0	62,0	62,0
5	27	38,0	38,0	100,0
Total	71	100,0	100,0	

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	4,2	4,2	4,2
4	62	87,3	87,3	91,5
5	6	8,5	8,5	100,0
Total	71	100,0	100,0	

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	14,1	14,1	14,1
4	55	77,5	77,5	91,5
5	6	8,5	8,5	100,0
Total	71	100,0	100,0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
4	39	54,9	54,9	54,9
Valid 5	32	45,1	45,1	100,0
Total	71	100,0	100,0	

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
4	58	81,7	81,7	81,7
Valid 5	13	18,3	18,3	100,0
Total	71	100,0	100,0	

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	11,3	11,3	11,3
Valid 4	58	81,7	81,7	93,0
5	5	7,0	7,0	100,0
Total	71	100,0	100,0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
4	48	67,6	67,6	67,6
Valid 5	23	32,4	32,4	100,0
Total	71	100,0	100,0	

Q9

	Frequency	Percent	Valid Percent	Cumulative Percent
4	43	60,6	60,6	60,6
Valid 5	28	39,4	39,4	100,0
Total	71	100,0	100,0	

Q10

	Frequency	Percent	Valid Percent	Cumulative Percent
4	50	70,4	70,4	70,4
Valid 5	21	29,6	29,6	100,0
Total	71	100,0	100,0	

Q11

	Frequency	Percent	Valid Percent	Cumulative Percent
3	10	14,1	14,1	14,1
Valid 4	55	77,5	77,5	91,5
5	6	8,5	8,5	100,0
Total	71	100,0	100,0	

Q12

	Frequency	Percent	Valid Percent	Cumulative Percent
4	39	54,9	54,9	54,9
Valid 5	32	45,1	45,1	100,0
Total	71	100,0	100,0	

Hasil Uji Validitas Kompensasi (X1)

Correlations

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	TOTAL
Q1	1	.751 ^{**}	.498 ^{**}	.315	.647 ^{**}	.490 ^{**}	.918 ^{**}	.955 ^{**}	.844 ^{**}	.909 ^{**}	.938 ^{**}
Pearson Correlation											
Sig. (2-tailed)		.000	.005	.090	.000	.006	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
Q2	.751 ^{**}	1	.688 ^{**}	.277	.705 ^{**}	.572 ^{**}	.699 ^{**}	.696 ^{**}	.528 ^{**}	.655 ^{**}	.845 ^{**}
Pearson Correlation											
Sig. (2-tailed)	.000		.000	.139	.000	.001	.000	.000	.003	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
Q3	.498 ^{**}	.688 ^{**}	1	.159	.711 ^{**}	.451 ^{**}	.500 ^{**}	.447 ^{**}	.334 ^{**}	.464 ^{**}	.683 ^{**}
Pearson Correlation											
Sig. (2-tailed)	.005	.000		.400	.000	.012	.005	.013	.072	.010	.000
N	30	30	30	30	30	30	30	30	30	30	30
Q4	.315	.277	.159	1	.325	.119	.259	.358	.260	.467 ^{**}	.450 ^{**}
Pearson Correlation											
Sig. (2-tailed)	.090	.139	.400		.080	.531	.167	.052	.165	.009	.013
N	30	30	30	30	30	30	30	30	30	30	30
Q5	.647 ^{**}	.705 ^{**}	.711 ^{**}	.325	1	.504 ^{**}	.652 ^{**}	.582 ^{**}	.584 ^{**}	.608 ^{**}	.806 ^{**}
Pearson Correlation											
Sig. (2-tailed)	.000	.000	.000	.080		.005	.000	.001	.001	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
Q6	.490 ^{**}	.572 ^{**}	.451 ^{**}	.119	.504 ^{**}	1	.496 ^{**}	.437 ^{**}	.234 ^{**}	.357 ^{**}	.597 ^{**}
Pearson Correlation											
Sig. (2-tailed)	.006	.001	.012	.531	.005		.005	.016	.213	.053	.001
N	30	30	30	30	30	30	30	30	30	30	30



Q7	Pearson Correlation	.918**	.699**	.500**	.259	.652**	.496**	1	.865**	.752**	.886**	.900**
	Sig. (2-tailed)	.000	.000	.005	.167	.000	.005		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.955**	.696**	.447**	.358	.582**	.437**	.865**	1	.824**	.913**	.905**
	Sig. (2-tailed)	.000	.000	.013	.052	.001	.016	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.844**	.528**	.334	.260	.584**	.234	.752**	.824**	1	.778**	.781**
	Sig. (2-tailed)	.000	.003	.072	.165	.001	.213	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.909**	.655**	.464**	.467**	.608**	.357	.886**	.913**	.778**	1	.901**
	Sig. (2-tailed)	.000	.000	.010	.009	.000	.053	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.938**	.845**	.683**	.450**	.806**	.597**	.900**	.905**	.781**	.901**	1
	Sig. (2-tailed)	.000	.000	.000	.013	.000	.001	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Q7	Pearson Correlation	.339	.241	.298	.520	.444	.254	1	.769	.600	.483	.288	.594	.744
	Sig. (2-tailed)	.067	.199	.110	.003	.014	.176		.000	.000	.007	.122	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.218	.214	.272	.557	.484	.171	.769	1	.694	.608	.273	.669	.762
	Sig. (2-tailed)	.248	.256	.146	.001	.007	.366	.000		.000	.000	.144	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.165	.134	.364	.451	.494	.386	.600	.694	1	.605	.408	.503	.749
	Sig. (2-tailed)	.384	.480	.048	.012	.006	.035	.000	.000		.000	.025	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.016	.089	.118	.298	.494	.084	.483	.608	.605	1	.173	.455	.590
	Sig. (2-tailed)	.931	.639	.534	.109	.006	.659	.007	.000	.000		.361	.011	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q11	Pearson Correlation	.346	.410	.970	.512	.473	.275	.288	.273	.408	.173	1	.567	.685
	Sig. (2-tailed)	.061	.024	.000	.004	.008	.141	.122	.144	.025	.361		.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q12	Pearson Correlation	.281	.234	.517	.846	.654	.275	.594	.669	.503	.455	.567	1	.814
	Sig. (2-tailed)	.132	.212	.003	.000	.000	.141	.001	.000	.005	.011	.001		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.494	.512	.662	.743	.772	.509	.744	.762	.749	.590	.685	.814	1
	Sig. (2-tailed)	.006	.004	.000	.000	.000	.004	.000	.000	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Q7	Pearson Correlation	.514 ^{**}	.237	.300	.674 ^{**}	.237	.451	1	.232	.232	.420	.674 ^{**}	.237	.599 ^{**}
	Sig. (2-tailed)	.004	.207	.107	.000	.207	.012		.217	.217	.021	.000	.207	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.312	.870 ^{**}	.208	.483 ^{**}	.312	.138	.232	1	.282	.010	.483 ^{**}	.312	.568 ^{**}
	Sig. (2-tailed)	.093	.000	.271	.007	.094	.466	.217		.131	.956	.007	.094	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.515 ^{**}	.312	.438	.483 ^{**}	.870 ^{**}	.484 ^{**}	.232	.282	1	.323	.483 ^{**}	.870 ^{**}	.751 ^{**}
	Sig. (2-tailed)	.004	.094	.015	.007	.000	.007	.217	.131		.081	.007	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.650 ^{**}	-.071	.553 ^{**}	.511 ^{**}	.233	.452	.420	.010	.323	1	.511 ^{**}	.233	.537 ^{**}
	Sig. (2-tailed)	.000	.709	.002	.004	.215	.012	.021	.956	.081		.004	.215	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q11	Pearson Correlation	.638 ^{**}	.479 ^{**}	.484 ^{**}	1.000 ^{**}	.479 ^{**}	.553 ^{**}	.674 ^{**}	.483 ^{**}	.483 ^{**}	.511 ^{**}	1	.479 ^{**}	.853 ^{**}
	Sig. (2-tailed)	.000	.007	.007	.000	.007	.002	.000	.007	.007	.004		.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Q12	Pearson Correlation	.449	.457	.381	.479 ^{**}	1.000 ^{**}	.572 ^{**}	.237	.312	.870 ^{**}	.233	.479 ^{**}	1	.779 ^{**}
	Sig. (2-tailed)	.013	.011	.038	.007	.000	.001	.207	.094	.000	.215	.007		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.790 ^{**}	.618 ^{**}	.649	.853 ^{**}	.779 ^{**}	.754 ^{**}	.599 ^{**}	.568 ^{**}	.751 ^{**}	.537 ^{**}	.853 ^{**}	.779 ^{**}	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Hasil Uji Reliabilitas Kompensasi (X1)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.927	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	36.27	46.202	.918	.909
Q2	36.23	47.909	.801	.916
Q3	36.53	49.016	.589	.929
Q4	36.10	54.231	.340	.939
Q5	36.47	50.257	.762	.919
Q6	36.40	52.110	.507	.931
Q7	36.30	46.976	.870	.912
Q8	36.37	47.275	.878	.912
Q9	36.23	49.633	.726	.920
Q10	36.40	47.145	.871	.912

Hasil Uji Reliabilitas Disiplin Kerja (X2)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.886	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	41.17	37.178	.403	.887
Q2	40.83	36.626	.412	.887
Q3	40.03	35.620	.592	.877
Q4	40.10	35.059	.689	.873
Q5	39.87	34.189	.716	.871
Q6	40.00	37.103	.421	.886
Q7	39.90	33.334	.670	.873
Q8	40.07	33.857	.700	.871
Q9	40.10	32.714	.669	.873
Q10	40.10	34.714	.476	.886
Q11	40.00	35.172	.615	.876
Q12	40.00	33.931	.769	.868

Hasil Uji Reliabilitas Kinerja (Y)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Valid		30	100.0
Cases Excluded ^a		0	.0
Total		30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.908	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	46.50	12.810	.752	.898
Q2	46.20	12.648	.527	.907
Q3	46.53	13.361	.600	.904
Q4	46.67	11.816	.812	.892
Q5	46.20	12.028	.718	.897
Q6	46.43	12.599	.702	.898
Q7	46.67	13.057	.523	.906
Q8	46.27	12.892	.472	.909
Q9	46.27	12.202	.686	.899
Q10	46.37	13.137	.446	.910
Q11	46.67	11.816	.812	.892
Q12	46.20	12.028	.718	.897

Hasil Uji Linieritas

Kinerja * Kompensasi

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
KINERJA * KOMPENSASI					
Between Groups (Combined)	310,141	19	16,323	1,193	,300
Linearity	48,448	1	48,448	3,542	,066
Deviation from Linearity	261,693	18	14,538	1,063	,413
Within Groups	697,606	51	13,679		
Total	1007,746	70			

Kinerja * Disiplin Kerja

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
KINERJA * DISIPLIN_KERJA					
Between Groups (Combined)	412,313	26	15,858	1,172	,315
Linearity	165,171	1	165,171	12,205	,001
Deviation from Linearity	247,142	25	9,886	,731	,798
Within Groups	595,433	44	13,533		
Total	1007,746	70			

Hasil Uji Multikolinearitas

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	34,243	3,751		9,130	,000		
	X1	,146	,060	,258	2,418	,018	,992	1,008
	X2	,239	,060	,428	4,010	,000	,992	1,008

a. Dependent Variable: Y

Hasil Uji Analisis Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,480 ^a	,230	,207	3,378

a. Predictors: (Constant), DISIPLIN_KERJA, KOMPENSASI

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	231,880	2	115,940	10,161	,000 ^b
	Residual	775,866	68	11,410		
	Total	1007,746	70			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), DISIPLIN_KERJA, KOMPENSASI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	34,243	3,751		9,130	,000
	KOMPENSASI	,146	,060	,258	2,418	,018
	DISIPLIN_KERJA	,239	,060	,428	4,010	,000

a. Dependent Variable: KINERJA