**Lampiran 5**

## UJI VALIDITAS

## “KEPUASAN KERJA”

**Correlations**

| | | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK7 | KK8 | KK9 | KK10 | KK11 | KK12 | KK13 | KK14 | KK15 | KK16 | KK17 | KK18 | TOTAL_KK |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KK1 | Pearson Correlation | 1 | .960** | 1.000** | .960** | .372* | .434* | .421* | .417* | .179 | .020 | .198 | .421* | .187 | -.003 | .268 | .475** | .169 | .475** | .676** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .036 | .013 | .017 | .018 | .326 | .913 | .277 | .017 | .306 | .986 | .138 | .006 | .356 | .006 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK2 | Pearson Correlation | .960** | 1 | .960** | 1.000** | .436* | .473** | .533** | .485** | .148 | .083 | .251 | .533** | .195 | -.013 | .209 | .421* | .227 | .421* | .710** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .013 | .006 | .002 | .005 | .419 | .653 | .165 | .002 | .286 | .943 | .251 | .017 | .212 | .017 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK3 | Pearson Correlation | 1.000** | .960** | 1 | .960** | .372* | .434* | .421* | .417* | .179 | .020 | .198 | .421* | .187 | -.003 | .268 | .475** | .169 | .475** | .676** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .036 | .013 | .017 | .018 | .326 | .913 | .277 | .017 | .306 | .986 | .138 | .006 | .356 | .006 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK4 | Pearson Correlation | .960** | 1.000** | .960** | 1 | .436* | .473** | .533** | .485** | .148 | .083 | .251 | .533** | .195 | -.013 | .209 | .421* | .227 | .421* | .710** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .013 | .006 | .002 | .005 | .419 | .653 | .165 | .002 | .286 | .943 | .251 | .017 | .212 | .017 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KK5 | Pearson Correlation | .372* | .436* | .372* | .436* | 1 | .358* | .557** | .298 | .070 | .178 | .770** | .557** | .060 | .034 | .158 | .382* | .235 | .382* | .606** |
| | Sig. (2-tailed) | .036 | .013 | .036 | .013 | | .044 | .001 | .098 | .705 | .330 | .000 | .001 | .746 | .851 | .388 | .031 | .195 | .031 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK6 | Pearson Correlation | .434* | .473** | .434* | .473** | .358* | 1 | .380* | .413* | .275 | .289 | .208 | .380* | .428* | .495** | .289 | .317 | .329 | .317 | .662** |
| | Sig. (2-tailed) | .013 | .006 | .013 | .006 | .044 | | .032 | .019 | .128 | .109 | .253 | .032 | .015 | .004 | .109 | .077 | .066 | .077 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK7 | Pearson Correlation | .421* | .533** | .421* | .533** | .557** | .380* | 1 | .501** | .226 | .387* | .406* | 1.000** | .164 | .080 | .267 | .365* | .413* | .365* | .718** |
| | Sig. (2-tailed) | .017 | .002 | .017 | .002 | .001 | .032 | | .003 | .213 | .029 | .021 | .000 | .369 | .664 | .139 | .040 | .019 | .040 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK8 | Pearson Correlation | .417* | .485** | .417* | .485** | .298 | .413* | .501** | 1 | .558** | .030 | .064 | .501** | .287 | .159 | .168 | .710** | .249 | .710** | .661** |
| | Sig. (2-tailed) | .018 | .005 | .018 | .005 | .098 | .019 | .003 | | .001 | .870 | .729 | .003 | .112 | .385 | .358 | .000 | .169 | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK9 | Pearson Correlation | .179 | .148 | .179 | .148 | .070 | .275 | .226 | .558** | 1 | -.176 | -.043 | .226 | .213 | .250 | .089 | .485** | .037 | .485** | .387* |
| | Sig. (2-tailed) | .326 | .419 | .326 | .419 | .705 | .128 | .213 | .001 | | .334 | .816 | .213 | .242 | .168 | .626 | .005 | .840 | .005 | .029 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KK10 | Pearson Correlation | .020 | .083 | .020 | .083 | .178 | .289 | .387* | .030 | -.176 | 1 | .167 | .387* | .158 | .469** | .650** | .112 | .747** | .112 | .472** |
| | Sig. (2-tailed) | .913 | .653 | .913 | .653 | .330 | .109 | .029 | .870 | .334 | | .360 | .029 | .389 | .007 | .000 | .541 | .000 | .541 | .006 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK11 | Pearson Correlation | .198 | .251 | .198 | .251 | .770** | .208 | .406* | .064 | -.043 | .167 | 1 | .406* | .208 | .096 | -.034 | .220 | .034 | .220 | .431* |
| | Sig. (2-tailed) | .277 | .165 | .277 | .165 | .000 | .253 | .021 | .729 | .816 | .360 | | .021 | .253 | .602 | .855 | .226 | .854 | .226 | .014 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK12 | Pearson Correlation | .421* | .533** | .421* | .533** | .557** | .380* | 1.000** | .501** | .226 | .387* | .406* | 1 | .164 | .080 | .267 | .365* | .413* | .365* | .718** |
| | Sig. (2-tailed) | .017 | .002 | .017 | .002 | .001 | .032 | .000 | .003 | .213 | .029 | .021 | | .369 | .664 | .139 | .040 | .019 | .040 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK13 | Pearson Correlation | .187 | .195 | .187 | .195 | .060 | .428* | .164 | .287 | .213 | .158 | .208 | .164 | 1 | .380* | .149 | .333 | .154 | .333 | .448* |
| | Sig. (2-tailed) | .306 | .286 | .306 | .286 | .746 | .015 | .369 | .112 | .242 | .389 | .253 | .369 | | .032 | .416 | .063 | .401 | .063 | .010 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK14 | Pearson Correlation | -.003 | -.013 | -.003 | -.013 | .034 | .495** | .080 | .159 | .250 | .469** | .096 | .080 | .380* | 1 | .394* | .270 | .384* | .270 | .441* |
| | Sig. (2-tailed) | .986 | .943 | .986 | .943 | .851 | .004 | .664 | .385 | .168 | .007 | .602 | .664 | .032 | | .026 | .135 | .030 | .135 | .011 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KK15 | Pearson Correlation | .268 | .209 | .268 | .209 | .158 | .289 | .267 | .168 | .089 | .650** | -.034 | .267 | .149 | .394* | 1 | .412* | .914** | .412* | .586** |
| | Sig. (2-tailed) | .138 | .251 | .138 | .251 | .388 | .109 | .139 | .358 | .626 | .000 | .855 | .139 | .416 | .026 | | .019 | .000 | .019 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK16 | Pearson Correlation | .475** | .421* | .475** | .421* | .382* | .317 | .365* | .710** | .485** | .112 | .220 | .365* | .333 | .270 | .412* | 1 | .317 | 1.000** | .735** |
| | Sig. (2-tailed) | .006 | .017 | .006 | .017 | .031 | .077 | .040 | .000 | .005 | .541 | .226 | .040 | .063 | .135 | .019 | | .077 | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK17 | Pearson Correlation | .169 | .227 | .169 | .227 | .235 | .329 | .413* | .249 | .037 | .747** | .034 | .413* | .154 | .384* | .914** | .317 | 1 | .317 | .611** |
| | Sig. (2-tailed) | .356 | .212 | .356 | .212 | .195 | .066 | .019 | .169 | .840 | .000 | .854 | .019 | .401 | .030 | .000 | .077 | | .077 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KK18 | Pearson Correlation | .475** | .421* | .475** | .421* | .382* | .317 | .365* | .710** | .485** | .112 | .220 | .365* | .333 | .270 | .412* | 1.000** | .317 | 1 | .735** |
| | Sig. (2-tailed) | .006 | .017 | .006 | .017 | .031 | .077 | .040 | .000 | .005 | .541 | .226 | .040 | .063 | .135 | .019 | .000 | .077 | | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| TOTAL_KK | Pearson Correlation | .676** | .710** | .676** | .710** | .606** | .662** | .718** | .661** | .387* | .472** | .431* | .718** | .448* | .441* | .586** | .735** | .611** | .735** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .029 | .006 | .014 | .000 | .010 | .011 | .000 | .000 | .000 | .000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

## “KOMPENSASI FINANSIAL”

**Correlations**

| | | KF1 | KF2 | KF3 | KF4 | KF5 | KF6 | TOTAL_KF |
|---|---|---|---|---|---|---|---|---|
| KF1 | Pearson Correlation | 1 | .374* | .010 | .031 | .176 | -.168 | .403* |
| | Sig. (2-tailed) | | .035 | .955 | .866 | .336 | .359 | .022 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KF2 | Pearson Correlation | .374* | 1 | .073 | .232 | .138 | -.020 | .472** |
| | Sig. (2-tailed) | .035 | | .693 | .200 | .450 | .913 | .006 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KF3 | Pearson Correlation | .010 | .073 | 1 | .488** | .551** | .220 | .722** |
| | Sig. (2-tailed) | .955 | .693 | | .005 | .001 | .226 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KF4 | Pearson Correlation | .031 | .232 | .488** | 1 | .435* | -.170 | .577** |
| | Sig. (2-tailed) | .866 | .200 | .005 | | .013 | .351 | .001 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KF5 | Pearson Correlation | .176 | .138 | .551** | .435* | 1 | .346 | .826** |
| | Sig. (2-tailed) | .336 | .450 | .001 | .013 | | .053 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| KF6 | Pearson Correlation | -.168 | -.020 | .220 | -.170 | .346 | 1 | .359* |
| | Sig. (2-tailed) | .359 | .913 | .226 | .351 | .053 | | .044 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| TOTAL_KF | Pearson Correlation | .403* | .472** | .722** | .577** | .826** | .359* | 1 |
| | Sig. (2-tailed) | .022 | .006 | .000 | .001 | .000 | .044 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

**“PENGEMBANGAN KARIR”**

**Correlations**

| | | PK 1 | PK 2 | PK 3 | PK 4 | PK 5 | PK 6 | PK 7 | PK 8 | PK 9 | PK 10 | PK 11 | PK 12 | PK 13 | PK 14 | TOTAL_ PK |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PK1 | Pearson Correlation | 1 | .411* | .501** | .555** | .437* | .127 | .403* | .334 | .428* | .161 | .360* | .362* | .421* | .489** | .664** |
| | Sig. (2-tailed) | | .019 | .003 | .001 | .012 | .489 | .022 | .062 | .014 | .379 | .043 | .042 | .016 | .005 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK2 | Pearson Correlation | .411* | 1 | .619** | .525** | .281 | .265 | .297 | .338 | .282 | .160 | .306 | .299 | .252 | .393* | .608** |
| | Sig. (2-tailed) | .019 | | .000 | .002 | .119 | .142 | .099 | .058 | .118 | .383 | .089 | .096 | .164 | .026 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK3 | Pearson Correlation | .501** | .619** | 1 | .556** | .564** | .583** | .293 | .298 | .256 | .077 | .515** | .227 | .364* | .511** | .724** |
| | Sig. (2-tailed) | .003 | .000 | | .001 | .001 | .000 | .104 | .097 | .157 | .676 | .003 | .211 | .041 | .003 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK4 | Pearson Correlation | .555** | .525** | .556** | 1 | .468** | .309 | .482** | .207 | .231 | .347 | .348 | .241 | .223 | .267 | .650** |
| | Sig. (2-tailed) | .001 | .002 | .001 | | .007 | .086 | .005 | .256 | .204 | .052 | .051 | .184 | .220 | .139 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK5 | Pearson Correlation | .437* | .281 | .564** | .468** | 1 | .700** | .533** | .324 | .054 | .299 | .627** | .033 | .484** | .454** | .730** |
| | Sig. (2-tailed) | .012 | .119 | .001 | .007 | | .000 | .002 | .071 | .770 | .096 | .000 | .859 | .005 | .009 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PK6 | Pearson Correlation | .127 | .265 | .583** | .309 | .700** | 1 | .439* | .205 | -.024 | .340 | .555** | -.040 | .369* | .464** | .629** |
| | Sig. (2-tailed) | .489 | .142 | .000 | .086 | .000 | | .012 | .261 | .897 | .057 | .001 | .827 | .038 | .008 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK7 | Pearson Correlation | .403* | .297 | .293 | .482** | .533** | .439* | 1 | .195 | .224 | .530** | .479** | .273 | .331 | .324 | .671** |
| | Sig. (2-tailed) | .022 | .099 | .104 | .005 | .002 | .012 | | .285 | .218 | .002 | .006 | .131 | .064 | .071 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK8 | Pearson Correlation | .334 | .338 | .298 | .207 | .324 | .205 | .195 | 1 | .531** | .315 | .352* | .406* | .128 | .143 | .548** |
| | Sig. (2-tailed) | .062 | .058 | .097 | .256 | .071 | .261 | .285 | | .002 | .079 | .048 | .021 | .486 | .433 | .001 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK9 | Pearson Correlation | .428* | .282 | .256 | .231 | .054 | -.024 | .224 | .531** | 1 | .257 | .293 | .905** | .104 | .130 | .529** |
| | Sig. (2-tailed) | .014 | .118 | .157 | .204 | .770 | .897 | .218 | .002 | | .156 | .104 | .000 | .570 | .477 | .002 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK10 | Pearson Correlation | .161 | .160 | .077 | .347 | .299 | .340 | .530** | .315 | .257 | 1 | .163 | .207 | .190 | .104 | .495** |
| | Sig. (2-tailed) | .379 | .383 | .676 | .052 | .096 | .057 | .002 | .079 | .156 | | .374 | .256 | .299 | .569 | .004 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK11 | Pearson Correlation | .360* | .306 | .515** | .348 | .627** | .555** | .479** | .352* | .293 | .163 | 1 | .273 | .578** | .493** | .733** |
| | Sig. (2-tailed) | .043 | .089 | .003 | .051 | .000 | .001 | .006 | .048 | .104 | .374 | | .131 | .001 | .004 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

| | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PK12 | Pearson Correlation | .362* | .299 | .227 | .241 | .033 | -.040 | .273 | .406* | .905** | .207 | .273 | 1 | .069 | .112 | .494** |
| | Sig. (2-tailed) | .042 | .096 | .211 | .184 | .859 | .827 | .131 | .021 | .000 | .256 | .131 | | .709 | .543 | .004 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK13 | Pearson Correlation | .421* | .252 | .364* | .223 | .484** | .369* | .331 | .128 | .104 | .190 | .578** | .069 | 1 | .818** | .605** |
| | Sig. (2-tailed) | .016 | .164 | .041 | .220 | .005 | .038 | .064 | .486 | .570 | .299 | .001 | .709 | | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| PK14 | Pearson Correlation | .489** | .393* | .511** | .267 | .454** | .464** | .324 | .143 | .130 | .104 | .493** | .112 | .818** | 1 | .643** |
| | Sig. (2-tailed) | .005 | .026 | .003 | .139 | .009 | .008 | .071 | .433 | .477 | .569 | .004 | .543 | .000 | | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| TOTAL_PK | Pearson Correlation | .664** | .608** | .724** | .650** | .730** | .629** | .671** | .548** | .529** | .495** | .733** | .494** | .605** | .643** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .002 | .004 | .000 | .004 | .000 | .000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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