

LAMPIRAN

Lampiran 1 Kuesioner



No.

ONER PENELITIAN

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **“KOMPENSASI DAN KOMUNIKASI TERHADAP PRODUKTIVITAS KERJA KARYAWAN PT. LAUTAN BERLIAN MOTOR BANDAR LAMPUNG”**.

Bersama ini saya,

Nama : Mahesa Gusti Fadli

NPM : 2012110001

Fakultas/Program Studi : Ekonomi / Manajemen

Memohon bantuan kepada Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya saya ucapkan terimakasih.

Hormat Saya,

Mahesa Gusti Fadli

Format Pengisian Kuesioner

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.

2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan/ pernyataan harus dijawab semua.
4. Berilah tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

SS : Sangat Setuju
S : Setuju
CS : Cukup Setuju
TS : Tidak Setuju
STS : Sangat Tidak Setuju

Identitas Responden

1. Nama responden : (Boleh tidak diisi)
2. Jenis Kelamin : Laki-Laki Perempuan
3. Usia : 17th – 25th 31th – 35th
26th – 30th d. 36th – 40th
4. Pendidikan : SMA Sarjana (S1)
 Diploma (D3)
5. Masa Kerja : < 1 Tahun 3-6 Tahun
 1-3 Tahun > 6 Tahun
6. Status Karyawan : Karyawan Tetap
 Karyawan Kontrak

1. Kompensasi (X₁)

No.	Pernyataan	SS	S	CS	TS	STS
		5	4	3	2	1
Upah dan Gaji						
1	Upah dan atau gaji yang diterima sesuai dengan beban tugas					
2	Gaji dan atau upah yang diterima sesuai dengan lamanya bekerja					
Insentif						
3	Ada insentif diluar gaji yang diterima karyawan					
4	Insentif diberikan sesuai dengan prestasi kerja karyawan					
Tunjangan						
5	Perusahaan memberikan tunjangan (THR) yang membantu memenuhi kebutuhan					
6	Tunjangan yang diberikan sesuai dengan jabatan yang ditempati karyawan					
Fasilitas						
7	Perusahaan menyediakan fasilitas jaminan kesehatan untuk seluruh karyawan					
8	Fasilitas kantor (seragam kerja, tempat paker, kantin, tempat ibadah, peralatan kerja) lengkap dan memadai.					

2. Komunikasi (X₂)

No	Pernyataan	SS	S	CS	TS	STS
		5	4	3	2	1
Komunikasi Ke Atas						
1	Selalu diberikan perintah oleh atasan untuk mengerjakan setiap pekerjaan					
Komunikasi Ke Bawah						
2	Mengadukan kesulitan dalam melaksanakan pekerjaan kepada atasan					
Komunikasi Horizontal						
3	Berdiskusi dengan karyawan lain untuk memecahkan suatu masalah dalam pekerjaan					
Komunikasi Eksternal						
4	karyawan harus mampu menyampaikan berita/informasi dengan baik					
Komunikasi Formal						
5	Komunikasi antar bagian di dalam lingkup kantor terjalin dengan baik					
Komunikasi Informal						
6	Kesalahpahaman penggunaan media yang digunakan komunikasi mendatangkan konflik organisasi					
Komunikasi Verbal						
7	Dalam komunikasi pengaruh respon tindakan berdampak pada karyawan					
Komunikasi Non Verbal						
8	Dapat memahami pesan dan melakukan tindakan sesuai dengan isi pesan yang dikomunikasikan oleh Pemimpin/atasan					
9	Emosi					

	Karyawan harus memiliki kemampuan untuk merumuskan ide dalam komunikasi					
10	Bahasa					
	Komunikasi antar bagian di dalam lingkup kantor terjalin dengan baik					

3. Produktivitas Kerja Karyawan (Y)

No	Pertanyaan	SS	S	CS	TS	STS
		5	4	3	2	1
Kuantitas kerja						
1	Pekerjaan yang dihasilkan sesuai dengan target yang telah ditetapkan Perusahaan					
2	Dalam melaksanakan pekerjaan selalu berusaha untuk mencapai target yang ditetapkan					
3	Mampu menyelesaikan pekerjaan yang lebih baik dari standar					
Kualitas Kerja						
4	Dapat menyelesaikan setiap pekerjaan dengan teliti dan rapi					
5	Cermat dan meminimalkan kesalahan dalam bekerja					
Ketepatan Waktu						
6	Selalu hadir tepat waktu sesuai ketentuan jam masuk kerja perusahaan					
7	Sangat menjaga jam kerja demi kesempurnaan hasil pekerjaan					
8	Selalu menyelesaikan pekerjaan dengan tepat waktu					

Lampiran 2 Data Jawaban Responden

Variabel Kompensasi (X1)

No	X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1
1	3	3	3	3	3	3	3	3	24
2	4	4	4	5	4	5	4	4	34
3	5	5	5	3	5	3	5	5	36
4	4	4	4	5	4	5	4	4	34
5	3	3	4	2	3	2	4	3	24
6	4	4	5	4	4	4	4	3	32
7	3	3	3	4	3	4	2	4	26
8	4	4	4	5	4	5	4	5	35
9	5	5	5	5	5	5	5	5	40
10	3	4	2	3	4	2	2	4	24
11	4	4	4	4	3	4	4	4	31
12	5	5	5	5	4	5	4	5	38
13	3	2	3	3	4	3	4	2	24
14	2	2	2	2	3	2	3	2	18
15	4	4	4	4	4	4	4	4	32
16	5	3	5	3	4	3	4	3	30
17	3	1	3	5	5	5	5	3	30
18	4	4	4	4	3	4	3	4	30
19	3	3	3	3	4	3	4	3	26
20	5	5	5	5	5	5	5	5	40
21	5	1	5	2	5	2	5	2	27
22	3	3	3	3	3	3	3	3	24
23	4	4	4	4	4	4	4	4	32
24	4	1	4	4	4	4	4	4	29
25	4	4	4	4	3	4	3	4	30
26	3	3	3	3	4	3	4	3	26
27	4	4	4	4	4	4	4	4	32
28	3	3	3	3	5	3	5	3	28
29	5	1	5	5	3	5	3	5	32
30	3	3	3	3	4	3	4	3	26
31	4	3	4	4	5	4	5	5	34
32	5	5	5	5	5	5	5	4	39
33	4	5	4	4	5	4	5	1	32
34	3	4	3	4	4	4	4	4	30

Variabel Komunikasi (X2)

No	X2P 1	X2P 2	X2P 3	X2P 4	X2P 5	X2P 6	X2P 7	X2P 8	X2P 9	X2P1 0	X2
1	3	3	3	4	3	3	4	3	5	4	35
2	4	4	4	4	4	4	4	4	4	4	40
3	5	5	5	5	5	5	5	5	5	5	50
4	4	4	4	5	4	4	5	4	4	4	42
5	3	3	4	4	3	3	4	3	3	4	34
6	4	4	5	4	4	4	4	4	4	5	42
7	3	3	3	2	3	3	2	3	3	3	28
8	4	4	4	4	4	4	4	4	4	4	40
9	5	5	5	5	5	5	5	5	5	5	50
10	3	4	2	2	4	4	2	4	2	2	29
11	4	4	4	2	4	4	3	3	3	3	34
12	5	5	5	5	5	5	4	4	5	5	48
13	3	3	2	3	2	3	4	2	3	3	28
14	2	2	2	2	2	2	3	4	4	4	27
15	4	4	4	5	4	4	4	4	4	3	40
16	5	3	3	2	3	3	4	3	4	4	34
17	3	5	4	5	3	5	5	3	5	2	40
18	4	4	4	5	4	4	3	4	3	5	40
19	3	3	3	4	3	3	4	3	4	5	35
20	5	5	5	4	5	5	5	5	5	5	49
21	5	2	2	3	2	2	5	5	5	5	36
22	3	3	3	5	3	3	3	4	4	4	35
23	4	4	4	4	4	4	4	4	5	5	42
24	4	4	4	4	4	4	4	2	3	3	36
25	4	4	4	5	4	4	3	4	4	4	40
26	3	3	3	5	3	3	4	4	4	3	35
27	4	4	4	5	4	4	4	3	4	4	40
28	3	3	3	4	3	3	5	3	5	2	34
29	5	5	5	4	5	5	3	4	3	5	44
30	3	3	4	5	3	3	4	3	4	5	37
31	4	4	4	4	4	4	5	5	5	5	44
32	5	5	4	4	4	5	5	5	5	5	47
33	4	4	4	5	5	4	5	5	5	4	45
34	3	4	3	5	5	4	4	4	4	3	39

Variabel Produktivitas Kerja (Y)

No	YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	Y
1	3	3	3	3	4	1	3	3	23
2	5	4	4	5	4	4	4	4	34
3	3	5	5	3	5	4	5	5	35
4	5	4	4	5	5	4	4	4	35
5	2	3	5	2	4	2	4	3	25
6	4	4	4	4	4	4	5	4	33
7	3	3	3	4	2	3	3	3	24
8	4	4	4	5	4	2	4	4	31
9	5	5	5	5	5	4	5	5	39
10	3	3	2	2	2	2	2	4	20
11	3	3	3	5	3	3	3	3	26
12	5	5	5	5	5	5	5	5	40
13	2	3	2	3	2	2	2	3	19
14	3	3	3	4	3	3	3	3	25
15	4	4	4	5	4	4	4	4	33
16	5	3	3	3	2	3	1	4	24
17	4	4	4	5	4	4	4	5	34
18	3	3	3	5	3	3	3	3	26
19	4	4	4	5	4	4	5	4	34
20	3	3	3	4	3	3	4	2	25
21	5	5	5	5	5	5	5	4	39
22	3	3	4	2	3	3	3	4	25
23	3	3	3	5	3	5	4	2	28
24	4	4	4	3	4	3	3	4	29
25	3	3	3	4	3	4	4	3	27
26	5	5	5	5	5	5	3	3	36
27	2	3	2	4	2	4	4	4	25
28	3	3	3	3	3	3	5	3	26
29	4	4	4	5	4	5	3	4	33
30	4	4	4	4	4	4	2	3	29
31	4	4	4	3	4	3	4	4	30
32	3	3	4	2	3	2	3	3	23
33	4	5	2	5	4	4	5	5	34
34	1	3	3	4	3	4	4	4	26

Lampiran 3 Karakteristik Responden

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	18	52.9	52.9	52.9
Valid Perempuan	16	47.1	47.1	100.0
Total	34	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
17 Tahun – 25 Tahun	9	26.5	26.5	26.5
26 Tahun – 30 Tahun	15	44.1	44.1	70.6
Valid 31 Tahun – 35 Tahun	4	11.8	11.8	82.4
36 Tahun-40 Tahun	6	17.6	17.6	100.0
Total	34	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	4	11.8	11.8	11.8
Valid Diploma III	14	41.2	41.2	52.9
Sarjana	16	47.1	47.1	100.0
Total	34	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
< 1 Tahun	4	11.8	11.8	11.8
1-3 Tahun	18	52.9	52.9	64.7
Valid 4-6 Tahun	6	17.6	17.6	82.4
> 6 Tahun	6	17.6	17.6	100.0
Total	34	100.0	100.0	

Status Karyawan

	Frequency	Percent	Valid Percent	Cumulative Percent
Karyawan Tetap	11	32.4	32.4	32.4
Valid Karyawan Kontrak	23	67.6	67.6	100.0
Total	34	100.0	100.0	

Lampiran 4 Deskripsi Jawaban Responden

Variabel Kompensasi (X1)

X1P1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2.9	2.9	2.9
CS	12	35.3	35.3	38.2
Valid S	13	38.2	38.2	76.5
SS	8	23.5	23.5	100.0
Total	34	100.0	100.0	

X1P2

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	4	11.8	11.8	11.8
TS	2	5.9	5.9	17.6
Valid CS	10	29.4	29.4	47.1
S	12	35.3	35.3	82.4
SS	6	17.6	17.6	100.0
Total	34	100.0	100.0	

X1P3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	5.9	5.9	5.9
CS	10	29.4	29.4	35.3
Valid S	13	38.2	38.2	73.5
SS	9	26.5	26.5	100.0
Total	34	100.0	100.0	

X1P4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	8.8	8.8	8.8
CS	10	29.4	29.4	38.2
Valid S	12	35.3	35.3	73.5
SS	9	26.5	26.5	100.0
Total	34	100.0	100.0	

X1P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	9	26.5	26.5	26.5
S	16	47.1	47.1	73.5
SS	9	26.5	26.5	100.0
Total	34	100.0	100.0	

X1P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	11.8	11.8	11.8
CS	9	26.5	26.5	38.2
S	12	35.3	35.3	73.5
SS	9	26.5	26.5	100.0
Total	34	100.0	100.0	

X1P7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	5.9	5.9	5.9
CS	6	17.6	17.6	23.5
S	17	50.0	50.0	73.5
SS	9	26.5	26.5	100.0
Total	34	100.0	100.0	

X1P8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.9	2.9	2.9
TS	3	8.8	8.8	11.8
CS	10	29.4	29.4	41.2
S	13	38.2	38.2	79.4
SS	7	20.6	20.6	100.0
Total	34	100.0	100.0	

Variabel Komunikasi (X2)

X2P1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2.9	2.9	2.9
CS	12	35.3	35.3	38.2
Valid S	13	38.2	38.2	76.5
SS	8	23.5	23.5	100.0
Total	34	100.0	100.0	

X2P2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	5.9	5.9	5.9
CS	10	29.4	29.4	35.3
Valid S	15	44.1	44.1	79.4
SS	7	20.6	20.6	100.0
Total	34	100.0	100.0	

X2P3

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

X2P4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	14.7	14.7	14.7
CS	2	5.9	5.9	20.6
Valid S	13	38.2	38.2	58.8
SS	14	41.2	41.2	100.0
Total	34	100.0	100.0	

X2P5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	8.8	8.8	8.8
CS	10	29.4	29.4	38.2
Valid S	14	41.2	41.2	79.4
SS	7	20.6	20.6	100.0
Total	34	100.0	100.0	

X2P6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	5.9	5.9	5.9
CS	10	29.4	29.4	35.3
Valid S	15	44.1	44.1	79.4
SS	7	20.6	20.6	100.0
Total	34	100.0	100.0	

X2P7

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	5.9	5.9	5.9
CS	6	17.6	17.6	23.5
Valid S	16	47.1	47.1	70.6
SS	10	29.4	29.4	100.0
Total	34	100.0	100.0	

X2P8

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	5.9	5.9	5.9
CS	10	29.4	29.4	35.3
Valid S	15	44.1	44.1	79.4
SS	7	20.6	20.6	100.0
Total	34	100.0	100.0	

X2P9

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2.9	2.9	2.9
CS	7	20.6	20.6	23.5
Valid S	14	41.2	41.2	64.7
SS	12	35.3	35.3	100.0
Total	34	100.0	100.0	

X2P10

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	8.8	8.8	8.8
CS	7	20.6	20.6	29.4
Valid S	11	32.4	32.4	61.8
SS	13	38.2	38.2	100.0
Total	34	100.0	100.0	

Variabel Produktivitas Kerja (Y)**YP1**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.9	2.9	2.9
TS	3	8.8	8.8	11.8
Valid CS	13	38.2	38.2	50.0
S	10	29.4	29.4	79.4
SS	7	20.6	20.6	100.0
Total	34	100.0	100.0	

YP2

	Frequency	Percent	Valid Percent	Cumulative Percent
CS	17	50.0	50.0	50.0
Valid S	11	32.4	32.4	82.4
SS	6	17.6	17.6	100.0
Total	34	100.0	100.0	

YP3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	11.8	11.8	11.8
CS	11	32.4	32.4	44.1
Valid S	13	38.2	38.2	82.4
SS	6	17.6	17.6	100.0
Total	34	100.0	100.0	

YP4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	11.8	11.8	11.8
Valid CS	7	20.6	20.6	32.4
S	8	23.5	23.5	55.9

SS	15	44.1	44.1	100.0
Total	34	100.0	100.0	

YP5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	14.7	14.7	14.7
CS	10	29.4	29.4	44.1
Valid S	13	38.2	38.2	82.4
SS	6	17.6	17.6	100.0
Total	34	100.0	100.0	

YP6

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.9	2.9	2.9
TS	5	14.7	14.7	17.6
Valid CS	10	29.4	29.4	47.1
S	13	38.2	38.2	85.3
SS	5	14.7	14.7	100.0
Total	34	100.0	100.0	

YP7

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.9	2.9	2.9
TS	3	8.8	8.8	11.8
Valid CS	10	29.4	29.4	41.2
S	12	35.3	35.3	76.5
SS	8	23.5	23.5	100.0
Total	34	100.0	100.0	

YP8

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	5.9	5.9	5.9
CS	12	35.3	35.3	41.2
Valid S	15	44.1	44.1	85.3
SS	5	14.7	14.7	100.0
Total	34	100.0	100.0	

Lampiran 5 Hasil Uji Validitas

		Correlations								
		X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	KOMPENSASI
X1P1	Pearson Correlation	1	.916**	.822**	.486	.916**	.527	.851**	.690*	.951**
	Sig. (2-tailed)		.000	.004	.154	.000	.117	.002	.027	.000
	N	10	10	10	10	10	10	10	10	10
X1P2	Pearson Correlation	.916**	1	.591	.397	1.000*	.343	.668*	.738*	.840**
	Sig. (2-tailed)	.000		.072	.256	.000	.332	.035	.015	.002
	N	10	10	10	10	10	10	10	10	10
X1P3	Pearson Correlation	.822**	.591	1	.294	.591	.436	.918**	.274	.775**
	Sig. (2-tailed)	.004	.072		.409	.072	.207	.000	.444	.008
	N	10	10	10	10	10	10	10	10	10
X1P4	Pearson Correlation	.486	.397	.294	1	.397	.969**	.257	.495	.717*
	Sig. (2-tailed)	.154	.256	.409		.256	.000	.473	.146	.019
	N	10	10	10	10	10	10	10	10	10
X1P5	Pearson Correlation	.916**	1.000*	.591	.397	1	.343	.668*	.738*	.840**
	Sig. (2-tailed)	.000	.000	.072	.256		.332	.035	.015	.002
	N	10	10	10	10	10	10	10	10	10
X1P6	Pearson Correlation	.527	.343	.436	.969**	.343	1	.375	.443	.748*
	Sig. (2-tailed)	.117	.332	.207	.000	.332		.285	.200	.013
	N	10	10	10	10	10	10	10	10	10
X1P7	Pearson Correlation	.851**	.668*	.918**	.257	.668*	.375	1	.385	.795**
	Sig. (2-tailed)	.002	.035	.000	.473	.035	.285		.271	.006
	N	10	10	10	10	10	10	10	10	10
X1P8	Pearson Correlation	.690*	.738*	.274	.495	.738*	.443	.385	1	.715*
	Sig. (2-tailed)	.027	.015	.444	.146	.015	.200	.271		.020
	N	10	10	10	10	10	10	10	10	10
KOMPENSASI	Pearson Correlation	.951**	.840**	.775**	.717*	.840**	.748*	.795**	.715*	1
	Sig. (2-tailed)	.000	.002	.008	.019	.002	.013	.006	.020	
	N	10	10	10	10	10	10	10	10	10

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

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

Correlations

		X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10	KOMUNIKASI
X2P1	Pearson Correlation	1	.916**	.822**	.742*	.916**	.916**	.742*	.916**	.680*	.747*	.960**
	Sig. (2-tailed)		.000	.004	.014	.000	.000	.014	.000	.031	.013	.000
	N	10	10	10	10	10	10	10	10	10	10	10
X2P2	Pearson Correlation	.916**	1	.591	.534	1.000**	1.000**	.534	1.000**	.439	.479	.829**
	Sig. (2-tailed)	.000		.072	.112	.000	.000	.112	.000	.204	.161	.003
	N	10	10	10	10	10	10	10	10	10	10	10
X2P3	Pearson Correlation	.822**	.591	1	.802**	.591	.591	.802**	.591	.663*	.948**	.879**
	Sig. (2-tailed)	.004	.072		.005	.072	.072	.005	.072	.037	.000	.001
	N	10	10	10	10	10	10	10	10	10	10	10
X2P4	Pearson Correlation	.742*	.534	.802**	1	.534	.534	1.000**	.534	.802**	.857**	.887**
	Sig. (2-tailed)	.014	.112	.005		.112	.112	.000	.112	.005	.002	.001
	N	10	10	10	10	10	10	10	10	10	10	10
X2P5	Pearson Correlation	.916**	1.000*	.591	.534	1	1.000**	.534	1.000**	.439	.479	.829**
	Sig. (2-tailed)	.000	.000	.072	.112		.000	.112	.000	.204	.161	.003
	N	10	10	10	10	10	10	10	10	10	10	10
X2P6	Pearson Correlation	.916**	1.000*	.591	.534	1.000**	1	.534	1.000**	.439	.479	.829**
	Sig. (2-tailed)	.000	.000	.072	.112	.000		.112	.000	.204	.161	.003
	N	10	10	10	10	10	10	10	10	10	10	10
X2P7	Pearson Correlation	.742*	.534	.802**	1.000**	.534	.534	1	.534	.802**	.857**	.887**
	Sig. (2-tailed)	.014	.112	.005	.000	.112	.112		.112	.005	.002	.001
	N	10	10	10	10	10	10	10	10	10	10	10
X2P8	Pearson Correlation	.916**	1.000*	.591	.534	1.000**	1.000**	.534	1	.439	.479	.829**
	Sig. (2-tailed)	.000	.000	.072	.112	.000	.000	.112		.204	.161	.003
	N	10	10	10	10	10	10	10	10	10	10	10
X2P9	Pearson Correlation	.680*	.439	.663*	.802**	.439	.439	.802**	.439	1	.830**	.791**
	Sig. (2-tailed)	.031	.204	.037	.005	.204	.204	.005	.204		.003	.006
	N	10	10	10	10	10	10	10	10	10	10	10
X2P10	Pearson Correlation	.747*	.479	.948**	.857**	.479	.479	.857**	.479	.830**	1	.865**
	Sig. (2-tailed)	.013	.161	.000	.002	.161	.161	.002	.161	.003		.001
	N	10	10	10	10	10	10	10	10	10	10	10
KOMUNIKASI	Pearson Correlation	.960**	.829**	.879**	.887**	.829**	.829**	.887**	.829**	.791**	.865**	1
	Sig. (2-tailed)	.000	.003	.001	.001	.003	.003	.001	.003	.006	.001	
	N	10	10	10	10	10	10	10	10	10	10	10

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

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

Correlations

		YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	PRODUKTIVITAS AS KERJA
YP1	Pearson Correlation	1	.585	.179	.887**	.448	.636*	.390	.526	.751*
	Sig. (2-tailed)		.076	.620	.001	.194	.048	.265	.118	.012
	N	10	10	10	10	10	10	10	10	10
YP2	Pearson Correlation	.585	1	.680*	.527	.742*	.732*	.822**	.916**	.922**
	Sig. (2-tailed)	.076		.031	.117	.014	.016	.004	.000	.000
	N	10	10	10	10	10	10	10	10	10
YP3	Pearson Correlation	.179	.680*	1	.255	.802**	.484	.888**	.439	.733*
	Sig. (2-tailed)	.620	.031		.478	.005	.157	.001	.204	.016
	N	10	10	10	10	10	10	10	10	10
YP4	Pearson Correlation	.887**	.527	.255	1	.394	.548	.436	.343	.719*
	Sig. (2-tailed)	.001	.117	.478		.260	.101	.207	.332	.019
	N	10	10	10	10	10	10	10	10	10
YP5	Pearson Correlation	.448	.742*	.802**	.394	1	.437	.802**	.534	.805**
	Sig. (2-tailed)	.194	.014	.005	.260		.206	.005	.112	.005
	N	10	10	10	10	10	10	10	10	10
YP6	Pearson Correlation	.636*	.732*	.484	.548	.437	1	.677*	.652*	.814**
	Sig. (2-tailed)	.048	.016	.157	.101	.206		.031	.041	.004
	N	10	10	10	10	10	10	10	10	10
YP7	Pearson Correlation	.390	.822**	.888**	.436	.802**	.677*	1	.591	.873**
	Sig. (2-tailed)	.265	.004	.001	.207	.005	.031		.072	.001
	N	10	10	10	10	10	10	10	10	10
YP8	Pearson Correlation	.526	.916**	.439	.343	.534	.652*	.591	1	.752*
	Sig. (2-tailed)	.118	.000	.204	.332	.112	.041	.072		.012
	N	10	10	10	10	10	10	10	10	10
PRODUKTIVITAS KERJA	Pearson Correlation	.751*	.922**	.733*	.719*	.805**	.814**	.873**	.752*	1
	Sig. (2-tailed)	.012	.000	.016	.019	.005	.004	.001	.012	
	N	10	10	10	10	10	10	10	10	10

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

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

Lampiran 6 Hasil Uji Reliabilitas

Cronbach's Alpha	N of Items
.906	8

Cronbach's Alpha	N of Items
.957	10

Cronbach's Alpha	N of Items
.910	8

Lampiran 7 Hasil Uji Normalitas

		KOMPENSASI	KOMUNIKASI	PRODUKTIVITAS KERJA
N		34	34	34
Normal Parameters ^{a,b}	Mean	30.26	38.79	29.26
	Std. Deviation	5.160	6.222	5.550
	Absolute	.104	.106	.163
Most Extreme Differences	Positive	.104	.100	.163
	Negative	-.097	-.106	-.132
Kolmogorov-Smirnov Z		.604	.620	.950
Asymp. Sig. (2-tailed)		.859	.837	.327

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 8 Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			661.468	14	47.248	2.528	.031
PRODUKTIVITAS KERJA * KOMPENSASI	Between Groups	Linearity	182.667	1	182.667	9.772	.006
		Deviation from Linearity	478.801	13	36.831	1.970	.087
	Within Groups		355.150	19	18.692		
	Total		1016.618	33			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			695.868	15	46.391	2.603	.028
PRODUKTIVITAS KERJA * KOMUNIKASI	Between Groups	Linearity	298.806	1	298.806	16.769	.001
		Deviation from Linearity	397.062	14	28.362	1.592	.175
	Within Groups		320.750	18	17.819		
	Total		1016.618	33			

Lampiran 9 Hasil Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	10.988	5.239			
KOMPENSASI	.341	.361	.317	.196	5.096
KOMUNIKASI	.737	.300	.826	.196	5.096

a. Dependent Variable: PRODUKTIVITAS KERJA

Lampiran 10 Hasil Uji Analisis Regresi Linier Berganda

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	10.988	5.239			
KOMPENSASI	.341	.361	.317	.196	5.096
KOMUNIKASI	.737	.300	.826	.196	5.096

a. Dependent Variable: PRODUKTIVITAS KERJA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.560 ^a	.314	.269	4.744

a. Predictors: (Constant), KOMUNIKASI, KOMPENSASI

Lampiran 11 Hasil Uji T**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	15.465	5.285		2.926	.006
KOMPENSASI	.456	.172	.424	2.647	.012

a. Dependent Variable: PRODUKTIVITAS KERJA

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	10.503	5.204		2.018	.052
KOMUNIKASI	.484	.133	.542	3.650	.001

a. Dependent Variable: PRODUKTIVITAS KERJA

Lampiran 12 Hasil Uji F**ANOVA^a**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	318.826	2	159.413	7.082	.003 ^b
	Residual	697.792	31	22.509		
	Total	1016.618	33			

a. Dependent Variable: PRODUKTIVITAS KERJA

b. Predictors: (Constant), KOMUNIKASI, KOMPENSASI