

LAMPIRAN I

SURAT IZIN PENELITIAN



Bandar Lampung, 14 Oktober 2024

Nomor : Penelitian.010/DMJ/DFEB/Dit. Adm.Akd/Reg/X - 2024
Lampiran : -
Perihal : Permohonan Izin Penelitian

Kepada Yth, .
Kepala PT. Perkebunan Nusantara VII Bandar Lampung
Di -
Jl. Teuku Umar No.300, Kec. Kedaton, Bandar Lampung

Dengan hormat,

Berdasarkan dengan peraturan Akademik Institut Informatika dan Bisnis (IIB) Darmajaya bahwa mahasiswa/i Strata Satu (S1) yang akan menyelesaikan studinya diwajibkan untuk memiliki pengalaman kerja dengan melaksanakan Penelitian dan membuat laporan yang waktunya sesuai dengan kalender Institut Informatika dan Bisnis (IIB) Darmajaya.

Untuk itu kami mohon kerja sama Bapak/Ibu agar kiranya dapat menerima mahasiswa/i untuk melakukan Izin Penelitian, yang pelaksanaannya dimulai dari tanggal **15 Oktober 2024 s.d 15 Januari 2025** (selama tiga bulan)

Adapun mahasiswa/i tersebut adalah :

Nama : Ananda Sheva Ramadhan
NPM : 2112110153
Jurusan : S1 Manajemen
Jenjang : Strata Satu (S1)

Demikian permohonan ini dibuat, atas perhatian dan kerjasama yang baik kami ucapkan terimakasih.

Dekan Fakultas Ekonomi dan Bisnis



Tembusan:
1. Program Studi S1 Manajemen
2. Arsip

LAMPIRAN II

SURAT BALASAN IZIN PENELITIAN DARI PERUSAHAAN

REGIONAL 7 Alamat Jl. Teuku Umar No.300, Bandar Lampung Telp : 0721-702233 Email : skrh_reg7@ptpn1.co.id							
Nomor : RK7B/X/2024.11.25-6 Lamp. : - Perihal : Izin Penelitian	Bandar Lampung, 25 November 2024						
Kepada Yth. Dekan Fakultas Ekonomi dan Bisnis Institut Informatika Darmajaya Jl. Z.A. Pagar Alam No. 93 Labuhan Ratu Bandar Lampung - 35242							
Menindaklanjuti : 1. Surat nomor 010/DMJ/DFEB/Dit.Adm.Akd/Reg/X-2024 tanggal 14 Oktober 2024 perihal Permohonan izin Penelitian, 2. Surat nomor 024/DMJ/DFEB/Dit.Adm.Akd/Reg/X-2024 tanggal 17 Oktober 2024 perihal Permohonan Izin Penelitian,							
Disampaikan bahwa pada prinsipnya PTPN I Regional 7 dapat memberikan izin penelitian kepada Mahasiswa Fakultas Ekonomi dan Bisnis Institut Informatika dan Bisnis Darmajaya, dengan ketentuan sebagai berikut :							
1. Izin penelitian hanya untuk kepentingan akademis diberikan kepada nama mahasiswa sebagai berikut :							
<table border="1"><thead><tr><th>Nama</th><th>Judul Penelitian</th></tr></thead><tbody><tr><td>Ananda Sheva Ramadhan</td><td>"Pengaruh Motivasi, Kompensasi dan Kepuasan Kerja terhadap Kinerja Karyawan pada PT Perkebunan Nusantara I Regional 7 Bandar Lampung"</td></tr><tr><td>Yoga Saputra</td><td>"Pengaruh Beban Kerja, Stres Kerja dan Motivasi terhadap Kinerja Karyawan pada PT Perkebunan Nusantara I Regional 7 Bandar Lampung"</td></tr></tbody></table>	Nama	Judul Penelitian	Ananda Sheva Ramadhan	"Pengaruh Motivasi, Kompensasi dan Kepuasan Kerja terhadap Kinerja Karyawan pada PT Perkebunan Nusantara I Regional 7 Bandar Lampung"	Yoga Saputra	"Pengaruh Beban Kerja, Stres Kerja dan Motivasi terhadap Kinerja Karyawan pada PT Perkebunan Nusantara I Regional 7 Bandar Lampung"	
Nama	Judul Penelitian						
Ananda Sheva Ramadhan	"Pengaruh Motivasi, Kompensasi dan Kepuasan Kerja terhadap Kinerja Karyawan pada PT Perkebunan Nusantara I Regional 7 Bandar Lampung"						
Yoga Saputra	"Pengaruh Beban Kerja, Stres Kerja dan Motivasi terhadap Kinerja Karyawan pada PT Perkebunan Nusantara I Regional 7 Bandar Lampung"						
2. Izin penelitian diberikan dan dilaksanakan di Bagian SDM PTPN I Regional 7 dengan waktu pelaksanaan yang diberikan mulai Bulan November 2024 s.d. Januari 2025.							
3. Perusahaan tidak menanggung biaya transportasi dan akomodasi yang timbul selama Penelitian berlangsung.							
4. Sebelum hasil penelitian dituangkan dalam bentuk tulisan, agar dapat dikonsultasikan terlebih dahulu ke pembimbing di Bagian SDM PTPN I Regional 7.							
5. Hasil penelitian tidak untuk dipublikasikan dan apabila hasil penelitian akan dipublikasikan harus mendapatkan persetujuan dari Manajemen PTPN I Regional 7.							
Demikian disampaikan harap maklum.							
PT Perkebunan Nusantara I Bagian Sumber Daya Manusia  Ronald Sudrajat Kepala Bagian Sumber Daya Manusia							
 PT PERKEBUNAN NUSANTARA I Gedung Agro Plaza Lantai 11 Jl. H. R. Rasuna Said Kav X2 – 1, Jakarta 12950 Email: corcom@ptpn1.co.id							
AKHLAK - Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif							

LAMPIRAN III

HASIL JAWABAN RESPONDEN X1

no	motivasi															TOTAL
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	
1	5	2	4	4	5	5	4	5	5	5	5	5	5	5	5	69
2	4	4	5	5	5	5	5	5	5	4	5	5	4	5	3	69
3	5	5	4	5	5	5	5	4	5	5	4	3	5	5	4	69
4	5	5	5	5	4	4	5	5	5	5	5	5	4	5	5	72
5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	74
6	4	4	5	5	4	4	5	5	5	5	5	5	5	5	3	69
7	5	5	5	4	5	5	5	5	5	5	5	5	5	4	5	73
8	5	3	4	5	5	4	5	5	5	5	4	4	4	5	4	67
9	4	4	5	4	5	5	5	5	5	5	5	5	5	4	4	70
10	4	4	5	5	5	5	5	4	5	5	4	3	5	5	4	68
11	3	3	2	4	5	4	5	5	4	5	4	4	4	5	5	62
12	4	4	4	4	4	5	4	4	5	5	3	4	3	5	4	62
13	4	4	3	3	4	4	4	4	4	5	5	5	5	4	5	63
14	5	4	5	5	5	4	5	4	5	5	4	5	5	4	5	70
15	5	5	5	5	5	5	5	5	4	4	4	4	4	4	5	69
16	4	4	5	5	5	5	4	5	4	5	5	4	5	5	5	70
17	5	4	4	4	4	4	4	4	4	4	4	4	4	5	4	62
18	4	4	3	4	4	5	5	4	5	5	4	5	3	4	5	64
19	5	3	5	5	5	5	5	4	5	5	5	4	5	4	5	70
20	5	4	4	5	4	4	4	5	5	4	5	5	3	5	4	66
21	5	4	5	4	5	5	5	5	4	5	5	3	5	3	5	68
22	4	5	5	5	5	5	5	5	5	4	5	4	5	4	2	68
23	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	74
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26	5	5	4	5	4	5	4	5	5	4	5	4	3	2	3	63
27	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
28	3	3	4	4	5	4	4	4	3	3	4	4	3	3	4	55
29	4	2	4	3	5	5	2	5	4	5	3	4	4	5	4	59
30	5	2	4	2	4	3	3	5	5	3	5	3	5	2	3	54
31	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	44
32	4	4	5	5	4	4	2	2	3	2	5	5	5	3	4	57
33	3	4	4	4	4	3	4	4	4	4	4	3	3	3	4	55
34	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	44
35	4	3	3	2	2	3	3	3	3	3	3	3	3	4	3	45
36	4	3	3	3	2	3	3	3	3	3	3	3	3	3	2	44

HASIL JAWABAN RESPONDEN X2

no	Kompetensi									TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
1	4	5	5	4	5	5	5	4	5	42
2	5	5	5	5	5	5	5	5	5	45
3	5	5	5	5	5	5	5	5	5	45
4	5	5	5	5	5	5	4	5	5	44
5	5	4	5	5	4	4	4	5	5	41
6	5	5	5	4	5	5	5	4	5	43
7	4	4	5	5	4	4	5	5	5	41
8	5	5	5	4	5	5	5	5	5	44
9	4	4	5	5	4	4	5	5	5	41
10	5	5	5	5	5	5	5	5	5	45
11	5	4	5	4	4	4	4	4	5	39
12	4	5	5	4	5	5	5	5	5	43
13	5	4	5	5	4	4	5	4	4	40
14	4	5	4	5	5	5	5	5	4	42
15	5	5	4	5	5	5	5	5	5	44
16	5	5	4	5	5	5	4	5	5	43
17	4	5	5	5	5	5	5	5	5	44
18	5	4	5	4	4	4	4	5	4	39
19	4	5	5	4	5	5	5	4	5	42
20	5	5	4	4	5	5	4	3	5	40
21	5	5	5	4	5	5	5	4	4	42
22	3	3	3	3	5	5	4	3	3	32
23	4	5	2	3	5	4	5	4	5	37
24	4	4	4	5	4	4	5	5	5	40
25	5	5	5	4	5	5	5	4	4	42
26	4	3	4	4	4	4	5	5	5	38
27	3	3	3	3	3	4	5	5	5	34
28	4	4	4	5	5	5	5	5	5	42
29	4	5	4	4	4	4	5	5	3	38
30	3	3	3	4	4	4	4	4	5	34
31	4	5	5	5	5	5	5	5	5	44
32	5	4	5	4	4	3	3	4	4	36
33	4	4	4	4	4	5	5	5	5	40
34	5	4	4	5	5	5	5	5	5	43
35	5	5	5	5	5	5	5	5	5	45
36	3	3	3	2	3	5	3	4	4	30

HASIL JAWABAN RESPONDEN X3

no	Kepuasan Kerja									TOTAL
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	
1	4	5	4	5	4	5	5	5	5	42
2	5	5	4	5	5	5	5	5	4	43
3	5	5	5	5	5	5	5	5	4	44
4	3	4	3	3	5	5	5	4	4	36
5	5	5	5	3	5	5	4	5	3	40
6	4	5	4	5	5	5	5	5	4	42
7	5	5	5	5	5	5	5	5	5	45
8	5	4	4	4	5	5	5	5	3	40
9	5	5	5	2	5	4	5	5	5	41
10	5	4	4	4	5	5	5	4	3	39
11	5	5	5	5	5	5	5	5	4	44
12	4	5	4	5	4	5	5	5	3	40
13	4	5	5	5	4	5	5	5	4	42
14	5	5	5	5	5	5	5	5	5	45
15	5	5	5	5	5	5	5	5	5	45
16	4	5	5	5	5	5	5	5	5	44
17	4	4	5	4	4	5	5	5	5	41
18	4	5	5	5	4	4	5	5	5	42
19	5	5	5	5	5	5	4	5	4	43
20	5	5	4	5	5	4	5	5	5	43
21	5	5	5	5	5	5	5	5	5	45
22	3	5	4	5	5	5	5	5	4	41
23	4	5	5	5	5	3	4	4	5	40
24	3	5	5	4	5	5	3	3	4	37
25	5	5	5	4	5	5	5	5	5	44
26	5	5	5	5	5	5	5	5	5	45
27	4	5	5	4	5	5	5	5	5	43
28	5	5	5	5	4	3	2	5	5	39
29	4	5	5	4	5	5	5	4	5	42
30	5	5	5	3	4	4	5	5	4	40
31	4	5	5	5	5	5	5	5	5	44
32	5	5	5	5	5	5	5	5	4	44
33	5	5	4	5	5	5	5	5	5	44
34	5	4	4	5	3	3	5	5	4	38
35	5	5	5	5	5	5	5	5	5	45
36	5	4	5	5	5	5	5	5	4	43

HASIL JAWABAN RESPONDEN Y

no	kinerja karyawan															TOTAL
	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14	Y1.15	
1	3	4	4	5	5	4	5	5	5	4	5	5	4	4	4	66
2	4	5	4	5	4	5	5	5	5	5	5	5	5	5	5	72
3	5	5	5	5	4	5	5	5	4	5	4	5	5	4	5	71
4	5	3	5	3	5	5	3	5	5	4	4	3	5	5	5	65
5	5	5	4	4	3	4	3	5	5	5	4	5	4	4	3	63
6	5	5	5	4	4	5	5	4	5	5	3	4	5	3	5	67
7	5	5	3	5	5	3	5	5	5	4	5	5	3	5	4	67
8	5	3	5	5	5	4	5	4	5	5	5	4	4	4	4	67
9	3	4	5	4	5	5	5	5	5	3	4	5	4	4	5	66
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16	4	5	5	3	5	5	5	5	5	4	5	5	5	4	4	69
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19	4	5	5	5	3	5	4	5	5	5	5	5	5	5	5	71
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21	4	5	5	3	4	5	3	5	3	5	5	5	5	4	4	65
22	4	3	4	3	3	4	5	5	5	5	4	5	5	4	4	63
23	5	5	5	5	5	5	5	5	5	3	5	4	5	3	5	70
24	3	3	4	5	5	5	3	4	3	5	4	4	4	5	5	62
25	5	3	5	5	5	5	4	4	5	5	5	5	5	5	5	71
26	4	4	5	3	5	5	5	4	4	5	4	5	5	4	3	65
27	5	5	4	5	3	5	5	5	4	5	5	5	5	4	5	70
28	4	4	5	5	4	5	5	4	5	5	4	5	5	3	5	68
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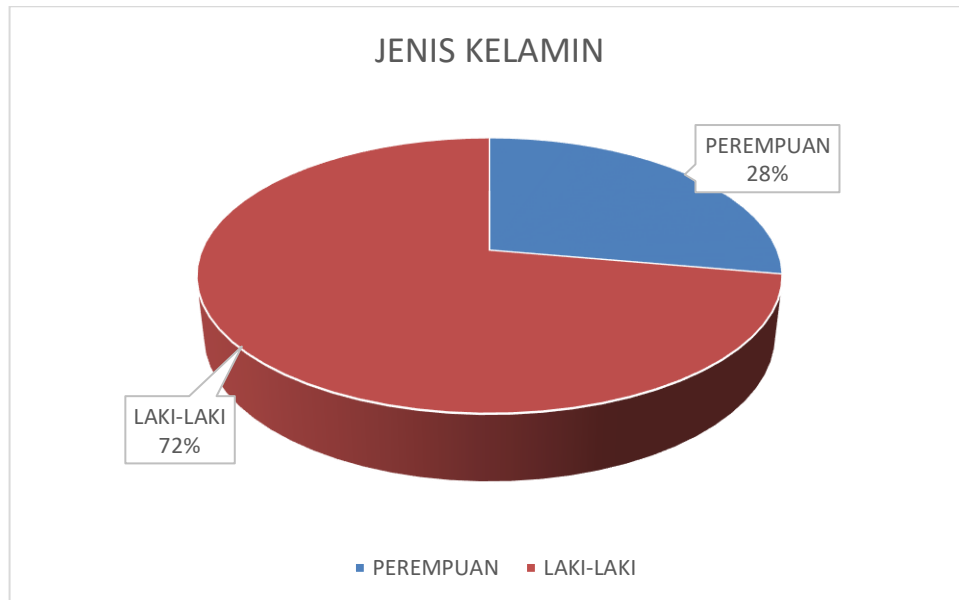
HASIL JAWABAN RESPONDEN Z

no	budaya organisasi															TOTAL
	Z1.1	Z1.2	Z1.3	Z1.4	Z1.5	Z1.6	Z1.7	Z1.8	Z1.9	Z1.10	Z1.11	Z1.12	Z1.13	Z1.14	Z1.15	
1	4	5	4	4	5	5	4	5	4	4	5	5	5	3	4	66
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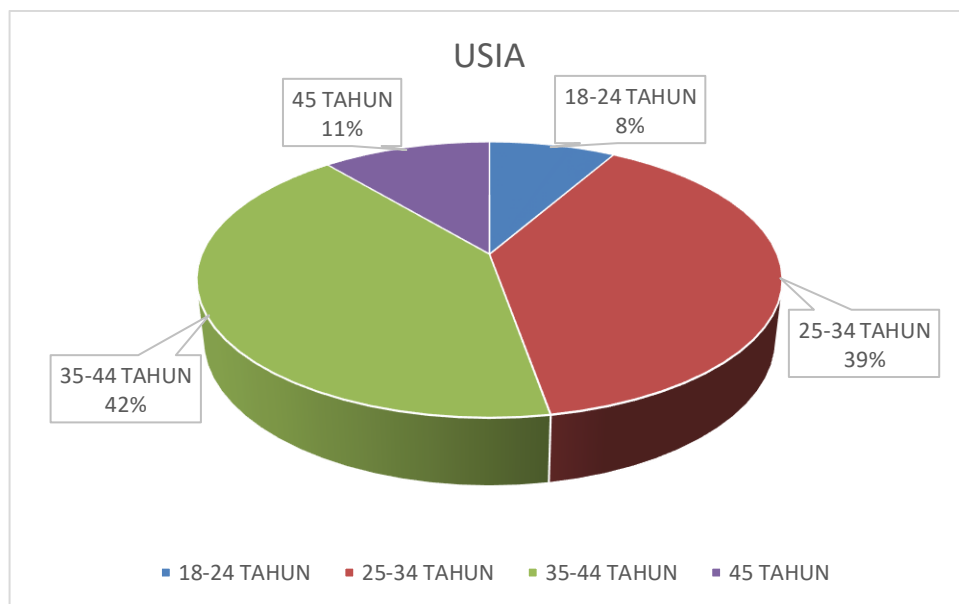
LAMPIRAN IV

Uji Karakteristik Responden

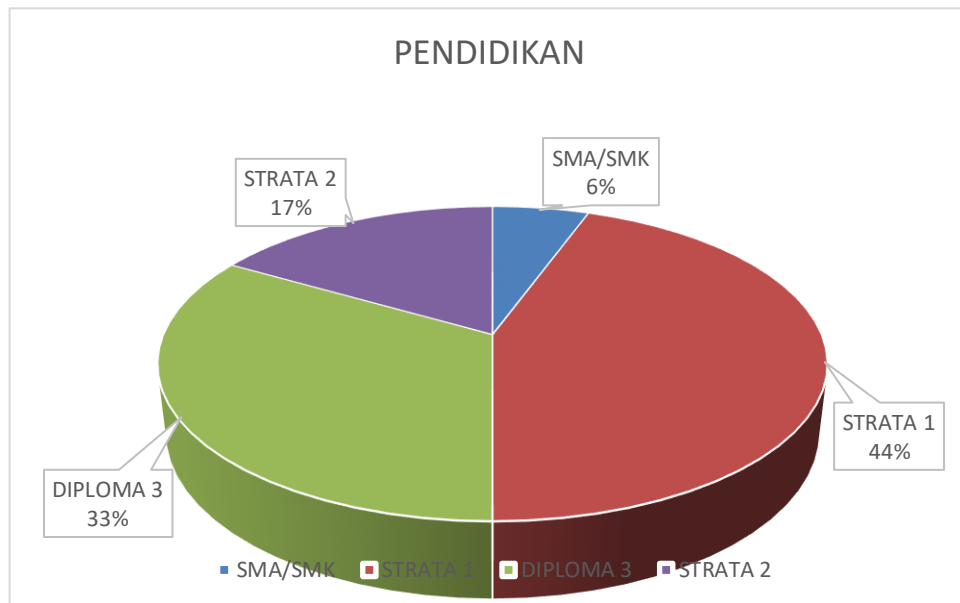
Jenis Kelamin



Usia



Pendidikan



LAMPIRAN V

Uji Reliabilitas

Hasil Uji Reliabilitas Motivasi (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.765	15

Hasil Uji Reliabilitas Kompetensi (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.621	9

Hasil Uji Reliabilitas Kepuasan Kerja (X3)

Reliability Statistics

Cronbach's Alpha	N of Items
.516	9

Hasil Uji Reliabilitas Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.705	15

LAMPIRAN VI

Hasil Uji Validitas variabel X1

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	TOTAL	
X1.1	Pearson Correlation	1	.100	.469**	.049	.168	.027	.106	.247	.614**	.131	.283	.054	.401*	-.058	.084	.483**	
	Sig. (2-tailed)		.563	.004	.777	.329	.876	.538	.147	.000	.445	.094	.753	.015	.735	.625	.003	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.2	Pearson Correlation	.100	1	.282	.507**	-.068	.289	.460**	-.055	.119	.074	.268	.277	.116	.068	.118	.510**	
	Sig. (2-tailed)		.563		.096	.002	.695	.087	.005	.748	.491	.667	.114	.102	.500	.692	.492	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.3	Pearson Correlation	.469**	.282	1	.288	.172	.100	.039	.013	.218	-.017	.347*	.202	.459**	.027	-.016	.482**	
	Sig. (2-tailed)		.004	.096		.089	.316	.562	.819	.942	.202	.922	.038	.238	.005	.875	.928	.003
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.4	Pearson Correlation	.049	.507**	.288	1	.134	.244	.418*	-.135	-.076	.256	.223	.341*	-.006	.460**	-.031	.520**	
	Sig. (2-tailed)		.777	.002	.089		.436	.151	.011	.433	.658	.131	.191	.042	.971	.005	.856	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.5	Pearson Correlation	.168	-.068	.172	.134	1	.419*	.144	.218	.215	.292	-.020	.054	.460**	.347*	.114	.476**	
	Sig. (2-tailed)		.329	.695	.316	.436		.011	.402	.202	.208	.084	.906	.754	.005	.038	.507	.003
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.6	Pearson Correlation	.027	.289	.100	.244	.419*	1	.134	.331*	.020	.443**	-.019	-.010	-.030	.414*	.159	.466**	
	Sig. (2-tailed)		.876	.087	.562	.151	.011		.436	.049	.908	.007	.912	.953	.864	.012	.353	.004
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.7	Pearson Correlation	.106	.460**	.039	.418*	.144	.134	1	.248	.271	.452**	.248	.169	.196	.227	.262	.626**	
	Sig. (2-tailed)		.538	.005	.819	.011	.402	.436		.146	.110	.006	.144	.324	.251	.183	.122	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.8	Pearson Correlation	.247	-.055	.013	-.135	.218	.331*	.248	1	.270	.387*	.119	-.032	-.045	.290	-.017	.370*	
	Sig. (2-tailed)		.147	.748	.942	.433	.202	.049	.146		.111	.020	.488	.854	.793	.087	.923	.026
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.9	Pearson Correlation	.614**	.119	.218	-.076	.215	.020	.271	.270	1	.219	.106	.119	.394*	.054	-.078	.464**	
	Sig. (2-tailed)		.000	.491	.202	.658	.208	.908	.110	.111		.200	.537	.491	.017	.753	.650	.004
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.10	Pearson Correlation	.131	.074	-.017	.256	.292	.443**	.452**	.387*	.219	1	-.160	.042	.018	.621**	.314	.566**	
	Sig. (2-tailed)		.445	.667	.922	.131	.084	.007	.006	.020	.200		.351	.806	.918	.000	.062	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.11	Pearson Correlation	.283	.268	.347*	.223	-.020	-.019	.248	.119	.106	-.160	1	.243	.351*	-.129	.119	.412*	
	Sig. (2-tailed)		.094	.114	.038	.191	.906	.912	.144	.488	.537	.351		.154	.036	.454	.489	.012
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.12	Pearson Correlation	.054	.277	.202	.341*	.054	-.010	.169	-.032	.119	.042	.243	1	.088	.301	.300	.443**	
	Sig. (2-tailed)		.753	.102	.238	.042	.754	.953	.324	.854	.491	.806	.154		.610	.074	.075	.007
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.13	Pearson Correlation	.401*	.116	.459**	-.006	.460**	-.030	.196	-.045	.394*	.018	.351*	.088	1	-.011	.186	.493**	
	Sig. (2-tailed)		.015	.500	.005	.971	.005	.864	.251	.793	.017	.918	.036	.610		.947	.278	.002
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.14	Pearson Correlation	-.058	.068	.027	.460**	.347*	.414*	.227	.290	.054	.621**	-.129	.301	-.011	1	.217	.540**	
	Sig. (2-tailed)		.735	.692	.875	.005	.038	.012	.183	.087	.753	.000	.454	.074	.947		.205	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
X1.15	Pearson Correlation	.084	.118	-.016	-.031	.114	.159	.262	-.017	-.078	.314	.119	.300	.186	.217	1	.395*	
	Sig. (2-tailed)		.625	.492	.928	.856	.507	.353	.122	.923	.650	.062	.489	.075	.278	.205		.017
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	
TOTAL	Pearson Correlation	.483**	.510**	.482**	.520**	.476**	.466**	.626**	.370*	.464**	.566**	.412*	.443**	.493**	.540**	.395*	1	
	Sig. (2-tailed)		.003	.001	.003	.001	.003	.004	.000	.026	.004	.000	.012	.007	.002	.001	.017	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	

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

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

Hasil Uji Validitas variabel X2

		Correlations									
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	TOTAL
X2.1	Pearson Correlation	1	.101	.340 [*]	.168	.327	.314	-.332 [*]	-.038	.026	.390 [*]
	Sig. (2-tailed)		.558	.042	.329	.051	.062	.048	.827	.879	.019
	N	36	36	36	36	36	36	36	36	36	36
X2.2	Pearson Correlation	.101	1	.027	-.078	.689 ^{**}	.621 ^{**}	.072	-.227	-.157	.401 [*]
	Sig. (2-tailed)	.558		.874	.650	.000	.000	.678	.183	.361	.015
	N	36	36	36	36	36	36	36	36	36	36
X2.3	Pearson Correlation	.340 [*]	.027	1	.326	.000	.192	-.143	.000	-.022	.394 [*]
	Sig. (2-tailed)	.042	.874		.052	1.000	.262	.404	1.000	.898	.017
	N	36	36	36	36	36	36	36	36	36	36
X2.4	Pearson Correlation	.168	-.078	.326	1	.000	.203	.041	.377 [*]	.120	.491 ^{**}
	Sig. (2-tailed)	.329	.650	.052		1.000	.234	.813	.023	.487	.002
	N	36	36	36	36	36	36	36	36	36	36
X2.5	Pearson Correlation	.327	.689 ^{**}	.000	.000	1	.907 ^{**}	.266	.000	.233	.708 ^{**}
	Sig. (2-tailed)	.051	.000	1.000	1.000		.000	.117	1.000	.171	.000
	N	36	36	36	36	36	36	36	36	36	36
X2.6	Pearson Correlation	.314	.621 ^{**}	.192	.203	.907 ^{**}	1	.369 [*]	.093	.224	.827 ^{**}
	Sig. (2-tailed)	.062	.000	.262	.234	.000		.027	.588	.188	.000
	N	36	36	36	36	36	36	36	36	36	36
X2.7	Pearson Correlation	-.332 [*]	.072	-.143	.041	.266	.369 [*]	1	.370 [*]	.242	.417 [*]
	Sig. (2-tailed)	.048	.678	.404	.813	.117	.027		.026	.156	.011
	N	36	36	36	36	36	36	36	36	36	36
X2.8	Pearson Correlation	-.038	-.227	.000	.377 [*]	.000	.093	.370 [*]	1	.296	.454 ^{**}
	Sig. (2-tailed)	.827	.183	1.000	.023	1.000	.588	.026		.080	.005
	N	36	36	36	36	36	36	36	36	36	36
X2.9	Pearson Correlation	.026	-.157	-.022	.120	.233	.224	.242	.296	1	.474 ^{**}
	Sig. (2-tailed)	.879	.361	.898	.487	.171	.188	.156	.080		.003
	N	36	36	36	36	36	36	36	36	36	36
TOTAL	Pearson Correlation	.390 [*]	.401 [*]	.394 [*]	.491 ^{**}	.708 ^{**}	.827 ^{**}	.417 [*]	.454 ^{**}	.474 ^{**}	1
	Sig. (2-tailed)	.019	.015	.017	.002	.000	.000	.011	.005	.003	
	N	36	36	36	36	36	36	36	36	36	36

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

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

Hasil Uji Validitas variabel X3

Correlations											
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TOTAL
X3.1	Pearson Correlation	1	.019	.272	.082	.066	-.122	.084	.505**	.005	.459**
	Sig. (2-tailed)		.911	.108	.636	.704	.477	.627	.002	.976	.005
	N	36	36	36	36	36	36	36	36	36	36
X3.2	Pearson Correlation	.019	1	.424**	.228	.227	.041	-.158	.169	.382*	.484**
	Sig. (2-tailed)	.911		.010	.180	.183	.812	.357	.324	.021	.003
	N	36	36	36	36	36	36	36	36	36	36
X3.3	Pearson Correlation	.272	.424**	1	.046	.107	-.029	-.224	.120	.386*	.464**
	Sig. (2-tailed)	.108	.010		.789	.535	.867	.190	.487	.020	.004
	N	36	36	36	36	36	36	36	36	36	36
X3.4	Pearson Correlation	.082	.228	.046	1	-.074	.033	.026	.276	.196	.494**
	Sig. (2-tailed)	.636	.180	.789		.668	.847	.881	.104	.252	.002
	N	36	36	36	36	36	36	36	36	36	36
X3.5	Pearson Correlation	.066	.227	.107	-.074	1	.511**	.090	-.192	.062	.396*
	Sig. (2-tailed)	.704	.183	.535	.668		.001	.603	.263	.720	.017
	N	36	36	36	36	36	36	36	36	36	36
X3.6	Pearson Correlation	-.122	.041	-.029	.033	.511**	1	.421*	.035	-.190	.400*
	Sig. (2-tailed)	.477	.812	.867	.847	.001		.010	.841	.266	.016
	N	36	36	36	36	36	36	36	36	36	36
X3.7	Pearson Correlation	.084	-.158	-.224	.026	.090	.421*	1	.367*	.022	.420*
	Sig. (2-tailed)	.627	.357	.190	.881	.603	.010		.027	.901	.011
	N	36	36	36	36	36	36	36	36	36	36
X3.8	Pearson Correlation	.505**	.169	.120	.276	-.192	.035	.367*	1	.139	.568**
	Sig. (2-tailed)	.002	.324	.487	.104	.263	.841	.027		.420	.000
	N	36	36	36	36	36	36	36	36	36	36
X3.9	Pearson Correlation	.005	.382*	.386*	.196	.062	-.190	.022	.139	1	.491**
	Sig. (2-tailed)	.976	.021	.020	.252	.720	.266	.901	.420		.002
	N	36	36	36	36	36	36	36	36	36	36
TOTAL	Pearson Correlation	.459**	.484**	.464**	.494**	.396*	.400*	.420*	.568**	.491**	1
	Sig. (2-tailed)	.005	.003	.004	.002	.017	.016	.011	.000	.002	
	N	36	36	36	36	36	36	36	36	36	36

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

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

Hasil Uji Validitas variabel Y

		Correlations															
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	TOTAL
Y1	Pearson Correlation	1	.358 [*]	.235	.157	.071	.074	-.013	.393 [*]	.364 [*]	.260	.261	.336 [*]	.287	.127	.157	.602 ^{**}
	Sig. (2-tailed)		.032	.168	.359	.682	.667	.939	.018	.029	.125	.124	.045	.089	.461	.361	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y2	Pearson Correlation	.358 [*]	1	.444 ^{**}	.120	-.193	-.149	-.156	.059	.095	.163	.515 ^{**}	.162	.278	.196	.101	.443 ^{**}
	Sig. (2-tailed)	.032		.007	.486	.259	.387	.364	.735	.580	.342	.001	.344	.101	.253	.557	.007
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y3	Pearson Correlation	.235	.444 ^{**}	1	.325	.148	.285	.111	.203	.331 [*]	.227	.406 [*]	-.188	-.020	.002	.033	.540 ^{**}
	Sig. (2-tailed)	.168	.007		.053	.389	.092	.520	.234	.048	.183	.014	.273	.908	.990	.850	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y4	Pearson Correlation	.157	.120	.325	1	.266	.375 [*]	.434 ^{**}	-.127	.114	.091	.119	.102	-.167	-.070	-.152	.403 [*]
	Sig. (2-tailed)	.359	.486	.053		.117	.024	.008	.460	.507	.597	.488	.552	.331	.687	.377	.015
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y5	Pearson Correlation	.071	-.193	.148	.266	1	.276	.356 [*]	.052	-.033	.093	.002	.066	.085	.210	.028	.370 [*]
	Sig. (2-tailed)	.682	.259	.389	.117		.103	.033	.762	.849	.590	.992	.703	.622	.219	.872	.026
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y6	Pearson Correlation	.074	-.149	.285	.375 [*]	.276	1	.329 [*]	.153	.045	-.005	.180	.040	.000	-.119	-.096	.381 [*]
	Sig. (2-tailed)	.667	.387	.092	.024	.103		.050	.375	.793	.976	.292	.815	1.000	.488	.578	.022
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y7	Pearson Correlation	-.013	-.156	.111	.434 ^{**}	.356 [*]	.329 [*]	1	-.045	-.023	.203	.201	.089	-.131	.102	-.024	.395 [*]
	Sig. (2-tailed)	.939	.364	.520	.008	.033	.050		.794	.896	.236	.239	.606	.445	.554	.890	.017
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y8	Pearson Correlation	.393 [*]	.059	.203	-.127	.052	.153	-.045	1	.178	.468 ^{**}	.238	.081	-.042	-.247	.068	.355 [*]
	Sig. (2-tailed)	.018	.735	.234	.460	.762	.375	.794		.300	.004	.163	.639	.809	.146	.691	.034
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y9	Pearson Correlation	.364 [*]	.095	.331 [*]	.114	-.033	.045	-.023	.178	1	.214	.151	-.038	.000	-.007	.335 [*]	.416 [*]
	Sig. (2-tailed)	.029	.580	.048	.507	.849	.793	.896	.300		.211	.380	.827	1.000	.966	.046	.012
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y10	Pearson Correlation	.260	.163	.227	.091	.093	-.005	.203	.468 ^{**}	.214	1	.236	-.114	-.142	-.175	.026	.403 [*]
	Sig. (2-tailed)	.125	.342	.183	.597	.590	.976	.236	.004	.211		.166	.509	.408	.308	.881	.015
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y11	Pearson Correlation	.261	.515 ^{**}	.406 [*]	.119	.002	.180	.201	.238	.151	.236	1	.188	.255	.316	.195	.641 ^{**}
	Sig. (2-tailed)	.124	.001	.014	.488	.992	.292	.239	.163	.380	.166		.272	.133	.061	.255	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y12	Pearson Correlation	.336 [*]	.162	-.188	.102	.066	.040	.089	.081	-.038	-.114	.188	1	.684 ^{**}	.525 ^{**}	.400 [*]	.454 ^{**}
	Sig. (2-tailed)	.045	.344	.273	.552	.703	.815	.606	.639	.827	.509	.272		.000	.001	.016	.005
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y13	Pearson Correlation	.287	.278	-.020	-.167	.085	.000	-.131	-.042	.000	-.142	.255	.684 ^{**}	1	.626 ^{**}	.482 ^{**}	.437 ^{**}
	Sig. (2-tailed)	.089	.101	.908	.331	.622	1.000	.445	.809	1.000	.408	.133	.000		.000	.003	.008
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y14	Pearson Correlation	.127	.196	.002	-.070	.210	-.119	.102	-.247	-.007	-.175	.316	.525 ^{**}	.626 ^{**}	1	.466 ^{**}	.413 [*]
	Sig. (2-tailed)	.461	.253	.990	.687	.219	.488	.554	.146	.966	.308	.061	.001	.000		.004	.012
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Y15	Pearson Correlation	.157	.101	.033	-.152	.028	-.096	-.024	.068	.335 [*]	.026	.195	.400 [*]	.482 ^{**}	.466 ^{**}	1	.435 ^{**}
	Sig. (2-tailed)	.361	.557	.850	.377	.872	.578	.890	.691	.046	.881	.255	.016	.003	.004		.008
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
TOTAL	Pearson Correlation	.602 ^{**}	.443 ^{**}	.540 ^{**}	.403 [*]	.370 [*]	.381 [*]	.395 [*]	.355 [*]	.416 [*]	.403 [*]	.641 ^{**}	.454 ^{**}	.437 ^{**}	.413 [*]	.435 ^{**}	1
	Sig. (2-tailed)	.000	.007	.001	.015	.026	.022	.017	.034	.012	.015	.000	.005	.008	.012	.008	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36

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

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

Hasil Uji Validitas variabel Z

		Correlations															
		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12	Z13	Z14	Z15	TOTAL
Z1	Pearson Correlation	1	.117	.078	.311	.271	.284	.239	.381 [*]	.226	.311	.398 [*]	.280	.008	.180	-.111	.559 ^{**}
	Sig. (2-tailed)		.495	.652	.065	.110	.093	.161	.022	.185	.065	.016	.099	.962	.294	.520	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z2	Pearson Correlation	.117	1	.229	.300	.379 [*]	.274	.031	.289	.169	.088	.115	.059	.155	.124	.281	.531 ^{**}
	Sig. (2-tailed)	.495		.179	.076	.023	.106	.856	.087	.326	.609	.505	.733	.367	.471	.097	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z3	Pearson Correlation	.078	.229	1	.314	-.109	.449 ^{**}	.457 ^{**}	.314	.107	.314	.320	.374 [*]	.245	.298	.488 ^{**}	.641 ^{**}
	Sig. (2-tailed)	.652	.179		.062	.526	.006	.005	.062	.535	.062	.057	.025	.150	.078	.003	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z4	Pearson Correlation	.311	.300	.314	1	.153	.278	.374 [*]	.063	.107	.429 ^{**}	.036	.022	.354 [*]	.114	.390 [*]	.575 ^{**}
	Sig. (2-tailed)	.065	.076	.062		.373	.101	.025	.716	.535	.009	.837	.899	.034	.506	.019	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z5	Pearson Correlation	.271	.379 [*]	-.109	.153	1	.183	-.166	.219	.249	-.109	-.142	.062	-.025	.196	.025	.347 [*]
	Sig. (2-tailed)	.110	.023	.526	.373		.284	.334	.199	.144	.526	.408	.721	.883	.251	.886	.038
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z6	Pearson Correlation	.284	.274	.449 ^{**}	.278	.183	1	.356 [*]	.465 ^{**}	.488 ^{**}	.107	-.015	.225	.152	.044	.170	.636 ^{**}
	Sig. (2-tailed)	.093	.106	.006	.101	.284		.033	.004	.003	.535	.932	.187	.377	.800	.321	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z7	Pearson Correlation	.239	.031	.457 ^{**}	.374 [*]	-.166	.356 [*]	1	.102	-.142	.457 ^{**}	.339 [*]	.075	.339 [*]	-.085	.236	.474 ^{**}
	Sig. (2-tailed)	.161	.856	.005	.025	.334	.033		.555	.410	.005	.043	.665	.043	.622	.165	.003
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z8	Pearson Correlation	.381 [*]	.289	.314	.063	.219	.465 ^{**}	.102	1	.183	.063	.636 ^{**}	.371 [*]	.127	.196	-.036	.575 ^{**}
	Sig. (2-tailed)	.022	.087	.062	.716	.199	.004	.555		.285	.716	.000	.026	.462	.252	.836	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z9	Pearson Correlation	.226	.169	.107	.107	.249	.488 ^{**}	-.142	.183	1	-.150	-.228	.093	-.093	.386 [*]	.170	.400 [*]
	Sig. (2-tailed)	.185	.326	.535	.535	.144	.003	.410	.285		.384	.182	.588	.591	.020	.321	.016
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z10	Pearson Correlation	.311	.088	.314	.429 ^{**}	-.109	.107	.457 ^{**}	.063	-.150	1	.178	.022	.245	.023	.195	.404 [*]
	Sig. (2-tailed)	.065	.609	.062	.009	.526	.535	.005	.716	.384		.299	.899	.150	.895	.254	.014
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z11	Pearson Correlation	.398 [*]	.115	.320	.036	-.142	-.015	.339 [*]	.636 ^{**}	-.228	.178	1	.338 [*]	.222	.098	-.041	.390 [*]
	Sig. (2-tailed)	.016	.505	.057	.837	.408	.932	.043	.000	.182	.299		.044	.193	.569	.814	.019
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z12	Pearson Correlation	.280	.059	.374 [*]	.022	.062	.225	.075	.371 [*]	.093	.022	.338 [*]	1	.091	.452 ^{**}	.000	.472 ^{**}
	Sig. (2-tailed)	.099	.733	.025	.899	.721	.187	.665	.026	.588	.899	.044		.598	.006	1.000	.004
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z13	Pearson Correlation	.008	.155	.245	.354 [*]	-.025	.152	.339 [*]	.127	-.093	.245	.222	.091	1	-.012	.341 [*]	.398 [*]
	Sig. (2-tailed)	.962	.367	.150	.034	.883	.377	.043	.462	.591	.150	.193	.598		.944	.042	.016
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z14	Pearson Correlation	.180	.124	.298	.114	.196	.044	-.085	.196	.386 [*]	.023	.098	.452 ^{**}	-.012	1	.026	.429 ^{**}
	Sig. (2-tailed)	.294	.471	.078	.506	.251	.800	.622	.252	.020	.895	.569	.006	.944		.880	.009
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
Z15	Pearson Correlation	-.111	.281	.488 ^{**}	.390 [*]	.025	.170	.236	-.036	.170	.195	-.041	.000	.341 [*]	.026	1	.423 [*]
	Sig. (2-tailed)	.520	.097	.003	.019	.886	.321	.165	.836	.321	.254	.814	1.000	.042	.880		.010
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
TOTAL	Pearson Correlation	.559 ^{**}	.531 ^{**}	.641 ^{**}	.575 ^{**}	.347 [*]	.636 ^{**}	.474 ^{**}	.575 ^{**}	.400 [*]	.404 [*]	.390 [*]	.472 ^{**}	.398 [*]	.429 ^{**}	.423 [*]	1
	Sig. (2-tailed)	.000	.001	.000	.000	.038	.000	.003	.000	.016	.014	.019	.004	.016	.009	.010	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36

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

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

LAMPIRAN VII

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		36
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.18994772
Most Extreme Differences	Absolute	.086
	Positive	.086
	Negative	-.049
Test Statistic		.086
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

LAMPIRAN VIII

Uji Linearitas

Variabel Motivasi (X1)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	595.222	16	37.201	3.132	.010
		Linearity	42.881	1	42.881	3.610	.073
		Deviation from Linearity	552.341	15	36.823	3.100	.011
	Within Groups		225.667	19	11.877		
	Total		820.889	35			

Variabel Kepuasan Kerja (X3)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X3	Between Groups	(Combined)	276.089	9	30.677	1.464	.213
		Linearity	151.861	1	151.861	7.247	.012
		Deviation from Linearity	124.228	8	15.529	.741	.655
	Within Groups		544.800	26	20.954		
	Total		820.889	35			

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Y * X2	Between Groups	144.089	9	16.010	.615	.773
	Linearity	.616	1	.616	.024	.879
	Deviation from Linearity	143.473	8	17.934	.689	.698
	Within Groups	676.800	26	26.031		
	Total	820.889	35			

Variabel Kompetensi (X2)

LAMPIRAN IX

Uji Multikolonieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	47.556	8.680		5.479	.000		
	X1	-.169	.046	-.507	-3.678	.001	.916	1.091
	X2	.322	.112	.394	2.869	.007	.925	1.081
	X3	.424	.168	.336	2.532	.016	.990	1.010

a. Dependent Variable: Y

LAMPIRAN X

UJI T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.225	20.844		.826	.415
	X1	.187	.136	.216	1.378	.178
	X2	.040	.303	.021	.133	.895
	X3	.861	.316	.430	2.721	.010

a. Dependent Variable: Y

LAMPIRAN XI

UJI F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	191.847	3	63.949	3.253	.034 ^b
	Residual	629.042	32	19.658		
	Total	820.889	35			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan Kerja, Motivasi, Kompetensi