

LAMPIRAN

Lampiran 1

KUESIONER PENELITIAN

Pernyataan dibawah ini dalam rangka penelitian yang berjudul:

**PENGARUH LINGKUNGAN KERJA, KOMPENSASI DAN PENGEMBANGAN KARIR
TERHADAP MOTIVASI KARYAWAN PT. TRIKARYA MEGA**

INTERNATIONAL BANDAR LAMPUNG

Data Responden:

Nama :

Jenis Kelamin : L/P (lingkari yang sesuai)

Usia/Masa Kerja :

Tingkat Pendidikan :

Posisi/Jabatan :

Mohon kiranya Bapak/Ibu/Sdr/i dapat berpartisipasi dalam penelitian ini

Petunjuk Pengisian:

Isilah Pernyataan-Pernyataan di bawah ini dengan menggunakan tanda (x) berdasarkan jawaban Saudara.

Keterangan:

Sangat Tidak Setuju (STS) : 1

Tidak Setuju (TS) : 2

Cukup Setuju (CS) : 3

Setuju (S) : 4

Sangat Setuju (SS) : 5

No	Pertanyaan	SS	S	CS	TS	STS
Lingkungan Kerja (X₁)						
1	Saya merasa penerangan di ruang kerja masih minim					
2	Saya merasa sirkulasi udara di tempat kerja kurang mendukung untuk bekerja					
3	Saya dapat berkonsentrasi dengan baik karena jauh dari kebisingan					
4	Saya tidak dapat bekerja dengan baik bila ada bau yang tidak sedap di ruang kerja maupun lingkungan sekitarnya					
5	Saya merasa nyaman bekerja dengan ruangan yang bersih dan harum					
6	Saya merasa nyaman bekerja di tempat yang aman					

No	Pertanyaan	SS	S	CS	TS	STS
Kompensasi (X₂)						
1	Gaji yang diberikan oleh perusahaan sesuai dengan hasil kerja yang dilakukan					
2	Upah yang diterima sesuai dengan peraturan pemerintah					
3	Insentif diberikan kepada karyawan yang mempunyai kinerja baik					
4	Semua pegawai diproteksi dengan asuransi yang baik					
5	Fasilitas kantor diberikan kepada karyawan sesuai dengan jabatannya					
6	Tunjangan diberikan perusahaan pada saat hari raya sesuai dengan kebutuhan karyawan					

No	Pertanyaan	SS	S	CS	TS	STS
Pengembangan Karier (X₃)						
1	Perusahaan memberikan kesempatan karyawan untuk meningkatkan karirnya					
2	Pengembangan karir individu karyawan dilakukan dengan memberikan pelatihan					
3	Pengembangan karir karyawan didukung oleh departemen SDM					
4	Karyawan yang mempunyai kinerja baik akan diberikan kenaikan jabatan yang sesuai					
5	Karyawan yang mempunyai prestasi baik akan dipromosikan naik jabatan					
6	Karyawan yang telah mengikuti pelatihan akan menunjang karirnya					

No	Pernyataan	5	4	3	2	1
Motivasi (Y)						
1	Karyawan bekerja untuk memenuhi kebutuhan sehari-hari					
2	Karyawan diberikan kompensasi sesuai dengan hasil kerjanya					
3	Perusahaan memberikan penghargaan atas prestasi karyawannya					
4	Perusahaan memberi informasi jika terjadi perubahan kebijakan di dalam perusahaan					
5	Komunikasi yang baik antara karyawan memberikan dorongan untuk bekerja lebih baik					

6	Perusahaan memberikan penghargaan pada karyawan yang mempunyai prestasi baik					
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Keterangan:

- 5 = Sangat Setuju
- 4 = Setuju
- 3 = Cukup Setuju
- 2 = Tidak Setuju
- 1 = Sangat Tidak Setuju

**Lampiran 2. Hasil Pengumpulan Data Jawaban Responden
Tentang Variabel Lingkungan Kerja**

No. Responde n	Skor Jawaban Responden						Tota l
	1	2	3	4	5	6	
1	4	3	4	3	5	4	23
2	4	4	3	4	4	4	23
3	4	3	4	3	5	3	22
4	4	4	3	4	3	3	21
5	4	4	5	4	5	4	26
6	4	3	4	3	2	4	20
7	3	3	3	3	3	3	18
8	5	4	5	4	5	4	27
9	4	3	4	3	4	4	22
10	4	3	5	3	3	4	22
11	4	4	4	4	4	4	24
12	4	4	3	4	4	4	23
13	4	4	4	4	4	4	24
14	4	4	4	4	4	4	24
15	4	3	4	3	3	4	21
16	4	4	5	4	5	4	26
17	4	3	4	3	2	4	20
18	3	3	3	3	3	3	18
19	5	4	5	4	5	4	27
20	4	3	4	3	4	4	22
21	4	3	5	3	3	4	22
22	4	4	4	4	4	4	24
23	4	4	3	4	4	4	23
24	4	4	4	4	4	4	24
25	4	4	4	4	4	4	24
26	4	3	4	3	3	4	21
27	4	5	4	5	4	3	25
28	4	4	4	4	4	4	24
29	4	3	4	3	4	3	21
30	5	4	3	4	5	4	25

Lampiran 3. Hasil Pengumpulan Data Jawaban Responden

Tentang Variabel Kompensasi

No. Responden	Skor Jawaban Responden						Total
	1	2	3	4	5	6	
1	4	5	4	5	4	5	27
2	4	3	4	3	4	3	21
3	5	5	5	5	5	5	30
4	4	4	4	4	4	4	24
5	4	4	2	4	2	4	20
6	4	4	4	4	4	4	24
7	3	3	3	3	3	3	18
8	4	5	4	5	3	5	26
9	4	2	4	2	4	2	18
10	3	2	3	2	3	2	15
11	4	4	4	4	4	4	24
12	4	4	4	4	4	4	24
13	4	4	4	4	4	4	24
14	5	4	5	4	5	4	27
15	3	3	3	3	3	3	18
16	5	4	5	4	5	4	27
17	3	3	3	3	3	3	18
18	4	4	4	4	4	4	24
19	4	4	4	4	4	4	24
20	4	4	4	4	4	4	24
21	5	5	5	5	5	5	30
22	4	4	4	4	4	4	24
23	3	3	3	3	3	3	18
24	2	4	2	4	2	4	18
25	5	3	5	3	5	3	24
26	3	3	3	3	3	3	18
27	4	4	4	4	4	4	24
28	2	3	2	3	2	3	15
29	4	2	4	2	4	2	18
30	4	3	4	3	4	3	21

Lampiran 4. Hasil Pengumpulan Data Jawaban Responden**Tentang Pengembangan Karir**

No. Responden	Skor Jawaban Responden						Total
	1	2	3	4	5	6	
1	4	3	4	4	4	5	24
2	4	4	3	4	3	4	22
3	4	3	4	5	4	5	25
4	4	4	3	3	3	3	20
5	4	4	5	5	5	5	28
6	4	3	4	2	4	2	19
7	3	3	3	3	3	3	18
8	5	4	5	5	5	5	29
9	4	3	4	4	4	4	23
10	4	3	5	3	5	3	23
11	4	4	4	4	4	4	24
12	4	4	3	4	3	4	22
13	4	4	4	4	4	4	24
14	4	4	4	4	4	4	24
15	4	3	4	3	4	3	21
16	4	4	5	5	5	5	28
17	4	3	4	2	4	2	19
18	3	3	3	3	3	3	18
19	5	4	5	5	5	5	29
20	4	3	4	4	4	4	23
21	4	3	5	3	5	3	23
22	4	4	4	4	4	4	24
23	4	4	3	4	3	4	22
24	4	4	4	4	4	4	24
25	4	4	4	4	4	4	24
26	4	3	4	3	4	3	21
27	4	5	4	4	4	4	25
28	4	4	4	4	4	4	24
29	4	3	4	4	4	4	23
30	5	4	3	5	3	5	25

Lampiran 5. Hasil Pengumpulan Data Jawaban Responden

Tentang Variabel Motivasi

No. Responden	Skor Jawaban Responden						Total
	1	2	3	4	5	6	
1	4	3	5	5	3	3	23
2	4	4	4	4	2	4	22
3	3	3	2	5	3	3	19
4	4	4	3	3	4	2	20
5	4	4	5	5	4	2	24
6	3	3	2	2	3	3	16
7	3	3	3	3	3	3	18
8	4	4	5	5	4	4	26
9	3	3	4	4	3	3	20
10	3	3	3	3	3	3	18
11	4	4	4	4	4	4	24
12	4	4	4	4	4	4	24
13	4	4	4	4	2	4	22
14	4	4	2	4	4	3	21
15	3	3	3	3	3	3	18
16	4	4	5	5	4	4	26
17	3	3	2	2	3	3	16
18	3	3	3	3	3	3	18
19	4	4	5	5	4	4	26
20	3	3	4	4	3	3	20
21	3	3	3	3	3	3	18
22	4	4	4	4	4	4	24
23	4	4	4	4	4	4	24
24	4	4	4	4	4	4	24
25	4	4	4	4	4	4	24
26	3	3	3	3	3	3	18
27	5	5	4	4	5	5	28
28	4	4	4	4	4	4	24
29	3	3	4	4	3	3	20
30	4	4	5	5	4	4	26

**Lampiran 2. Hasil Pengumpulan Data Jawaban Responden
Tentang Variabel Lingkungan Kerja**

No. Responden	Skor Jawaban Responden						Jumlah
	1	2	3	4	5	6	
1	4	5	3	4	3	3	22
2	3	3	5	4	5	4	24
3	4	3	3	3	3	3	19
4	3	4	4	4	4	5	24
5	3	3	3	3	3	3	18
6	3	3	5	3	3	3	20
7	4	3	3	4	4	5	23
8	4	4	3	4	4	3	22
9	3	3	3	4	4	3	20
10	3	3	3	4	4	3	20
11	3	4	4	4	4	4	23
12	3	4	4	4	4	3	22
13	3	3	3	4	4	3	20
14	3	4	4	4	4	3	22
15	4	4	4	4	4	3	23
16	3	5	5	5	5	5	28
17	3	4	4	4	4	3	22
18	3	4	5	4	4	3	23
19	3	4	5	5	5	3	25
20	3	5	5	4	4	4	25
21	3	4	4	4	4	3	22
22	4	3	3	3	3	3	19
23	5	4	4	4	4	3	24
24	4	4	4	4	4	3	23
25	3	3	3	4	4	4	21
26	3	4	4	4	4	3	22
27	3	4	3	3	3	4	20
28	3	4	4	4	4	3	22
29	3	5	5	4	4	4	25
30	3	4	3	4	4	4	22
31	4	5	5	3	3	4	24
32	3	3	3	3	3	3	18
33	4	4	5	4	4	4	25
34	3	3	4	3	3	5	21
35	4	3	4	4	4	4	23
36	3	3	3	3	3	3	18
37	4	3	3	3	3	3	19
38	3	3	3	4	4	4	21

39	3	3	3	3	3	3	18
40	4	4	4	4	4	4	24
41	3	4	4	4	4	4	23
42	4	4	4	3	3	3	21
43	4	4	4	4	4	3	23
44	3	3	3	3	3	3	18
45	5	4	4	4	4	4	25
46	4	3	3	4	4	4	22
47	4	4	4	4	4	4	24
48	4	4	4	3	3	3	21
49	4	4	4	4	4	4	24
Riil	169	182	186	184	184	172	1,077
Max	245	245	245	245	245	245	1,470
%	69.0	74.3	75.9	75.1	75.1	70.2	440

Lampiran 3 Hasil Pengumpulan Data Jawaban

Responden Tentang Variabel Kompensasi

No. Responden	Skor Jawaban Responden						Jumlah
	1	2	3	4	5	6	
1	4	3	4	2	4	4	21
2	4	5	4	4	4	4	25
3	3	3	3	2	3	3	17
4	3	2	5	3	4	4	21
5	4	3	3	4	3	3	20
6	3	3	3	3	3	3	18
7	4	4	4	4	4	4	24
8	4	4	3	3	4	4	22
9	3	3	3	3	3	3	18
10	4	4	4	4	4	4	24
11	3	3	3	5	3	3	20
12	4	4	4	3	5	5	25
13	4	5	3	5	3	3	23
14	5	4	4	3	5	5	26
15	4	4	4	3	5	5	25
16	3	5	3	5	3	3	22
17	4	4	4	3	4	4	23
18	4	4	4	3	5	5	25
19	5	4	4	3	4	4	24
20	3	3	5	4	4	4	23
21	4	4	3	3	3	3	20
22	3	3	3	3	4	4	20
23	3	3	3	3	4	4	20
24	3	3	4	3	5	5	23
25	4	3	5	4	5	5	26
26	3	4	3	3	5	5	23
27	3	3	3	3	3	3	18
28	4	5	3	5	3	3	23
29	3	3	3	3	4	4	20
30	3	4	4	3	3	3	20
31	4	4	4	4	5	5	26
32	3	4	3	4	3	3	20
33	3	3	3	3	3	3	18
34	3	3	4	3	4	4	21
35	4	4	4	4	4	4	24
36	3	3	3	3	3	3	18
37	3	3	3	3	3	3	18

38	3	3	3	3	3	3	18
39	4	4	3	3	3	3	20
40	3	3	3	3	4	4	20
41	3	4	4	4	4	4	23
42	3	3	3	3	3	3	18
43	3	3	3	3	4	4	20
44	3	3	3	3	3	3	18
45	3	3	3	4	4	4	21
46	3	3	4	3	3	3	19
47	4	4	3	4	4	4	23
48	4	3	3	3	3	3	19
49	3	3	3	3	3	3	18
Riil	170	172	170	165	182	182	1,041
Max	245	245	245	245	245	245	1,470
%	69.4	70.2	69.4	67.3	74.3	74.3	425

39	3	3	3	4	3	4	20
40	4	4	4	3	4	3	22
41	5	5	5	3	5	3	26
42	4	4	4	3	4	3	22
43	3	4	4	3	4	3	21
44	3	3	3	3	3	3	18
45	4	4	4	3	4	3	22
46	4	4	4	3	4	3	22
47	4	4	4	4	4	4	24
48	4	4	4	4	4	4	24
49	4	4	4	3	4	3	22
Riil	188	196	194	170	197	170	1,115
Max	245	245	245	245	245	245	1,470
%	76.7	80.0	79.2	69.4	80.4	69.4	455

Lampiran 5. Hasil Pengumpulan Data Jawaban Responden Tentang Variabel Motivasi

No. Responden	Skor Jawaban Responden						Jumlah
	1	2	3	4	5	6	
1	3	3	5	3	3	4	21
2	4	4	4	5	3	3	23
3	3	3	3	3	4	4	20
4	3	4	3	4	3	3	20
5	3	4	4	3	3	3	20
6	4	3	4	3	5	3	22
7	3	4	3	4	3	4	21
8	3	4	4	3	3	4	21
9	4	3	4	3	5	3	22
10	4	4	4	3	3	3	21
11	5	5	5	4	4	3	26
12	4	4	5	4	4	3	24
13	5	5	5	3	5	3	26
14	4	4	4	3	3	3	21
15	4	4	4	4	4	4	24
16	5	5	5	3	3	3	24
17	4	4	4	3	3	3	21
18	4	4	4	3	3	3	21
19	4	4	4	3	3	3	21
20	5	5	5	3	3	3	24
21	4	3	4	3	4	3	21
22	5	4	3	4	3	4	23
23	3	3	3	4	5	5	23
24	4	3	4	4	5	4	24
25	4	3	4	3	5	3	22
26	3	4	5	4	4	3	23
27	4	4	5	3	4	3	23
28	5	4	5	3	4	3	24
29	4	5	5	3	4	3	24
30	4	5	5	3	4	3	24
31	4	4	5	3	4	4	24
32	3	3	3	3	4	3	19
33	4	4	4	4	4	4	24
34	3	4	4	3	4	3	21
35	3	4	4	4	4	4	23
36	4	3	3	3	3	3	19
37	4	4	4	4	4	4	24
38	3	3	3	3	3	3	18

39	3	3	3	3	3	3	18
40	4	4	4	4	4	4	24
41	5	5	5	4	4	3	26
42	4	4	4	3	4	4	23
43	3	4	4	4	4	4	23
44	3	3	3	3	3	3	18
45	4	4	4	4	4	5	25
46	4	4	4	4	4	4	24
47	4	4	4	4	4	4	24
48	4	4	4	4	4	4	24
49	4	4	4	4	4	4	24
Riil	188	190	199	169	184	169	1,099
Max	245	245	245	245	245	245	1,470
%	76.7	77.6	81.2	69.0	75.1	69.0	449

Uji Validitas Variabel Lingkungan Kerja

Correlations

		Correlations						
		VAR0000	VAR0000	VAR0000	VAR0000	VAR0000	VAR0000	Total
		1	2	3	4	5	6	
VAR0000	Pearson	1	.355	.378*	.355	.497**	.451*	.729**
1	Correlation							
	Sig. (2-Tailed)		.054	.039	.054	.005	.012	.000
	N	30	30	30	30	30	30	30
VAR0000	Pearson	.355	1	-.037	1.000**	.455*	.090	.729**
2	Correlation							
	Sig. (2-Tailed)	.054		.848	.000	.011	.635	.000
	N	30	30	30	30	30	30	30
VAR0000	Pearson	.378*	-.037	1	-.037	.232	.355	.490**
3	Correlation							
	Sig. (2-Tailed)	.039	.848		.848	.218	.054	.006
	N	30	30	30	30	30	30	30
VAR0000	Pearson	.355	1.000**	-.037	1	.455*	.090	.729**
4	Correlation							
	Sig. (2-Tailed)	.054	.000	.848		.011	.635	.000
	N	30	30	30	30	30	30	30
VAR0000	Pearson	.497**	.455*	.232	.455*	1	.118	.775**
5	Correlation							
	Sig. (2-Tailed)	.005	.011	.218	.011		.534	.000
	N	30	30	30	30	30	30	30
VAR0000	Pearson	.451*	.090	.355	.090	.118	1	.450*
6	Correlation							
	Sig. (2-Tailed)	.012	.635	.054	.635	.534		.013
	N	30	30	30	30	30	30	30
Total	Pearson	.729**	.729**	.490**	.729**	.775**	.450*	1
	Correlation							
	Sig. (2-Tailed)	.000	.000	.006	.000	.000	.013	

N	30	30	30	30	30	30	30
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*. Correlation Is Significant At The 0.05 Level (2-Tailed).

**. Correlation Is Significant At The 0.01 Level (2-Tailed).

Reliability

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
.756	7

Item Statistics

	Mean	Std. Deviation	N
VAR00001	4.0333	.41384	30
VAR00002	3.6000	.56324	30
VAR00003	3.9667	.66868	30
VAR00004	3.6000	.56324	30
VAR00005	3.8667	.86037	30
VAR00006	3.8000	.40684	30
Total	22.8667	2.30042	30

Item-Total Statistics

	Scale Mean If Item Deleted	Scale Variance If Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha If Item Deleted
VAR00001	41.7000	18.562	.683	.729
VAR00002	42.1333	17.706	.663	.717
VAR00003	41.7667	18.599	.368	.748
VAR00004	42.1333	17.706	.663	.717
VAR00005	41.8667	15.775	.681	.690
VAR00006	41.9333	19.651	.375	.755
Total	22.8667	5.292	1.000	.711

Scale Statistics

Mean	Variance	Std. Deviation	N Of Items
45.7333	21.168	4.60085	7

Uji Validitas Variabel Kompensasi

Correlations

Correlations

		VAR0000 1	VAR0000 2	VAR0000 3	VAR0000 4	VAR0000 5	VAR0000 6	Total
VAR0000 1	Pearson Correlation	1	.418*	.905**	.418*	.886**	.418*	.826**
	Sig. (2-Tailed)		.021	.000	.021	.000	.021	.000
	N	30	30	30	30	30	30	30
VAR0000 2	Pearson Correlation	.418*	1	.351	1.000**	.283	1.000**	.831**
	Sig. (2-Tailed)	.021		.057	.000	.129	.000	.000
	N	30	30	30	30	30	30	30
VAR0000 3	Pearson Correlation	.905**	.351	1	.351	.978**	.351	.805**
	Sig. (2-Tailed)	.000	.057		.057	.000	.057	.000
	N	30	30	30	30	30	30	30
VAR0000 4	Pearson Correlation	.418*	1.000**	.351	1	.283	1.000**	.831**
	Sig. (2-Tailed)	.021	.000	.057		.129	.000	.000
	N	30	30	30	30	30	30	30
VAR0000 5	Pearson Correlation	.886**	.283	.978**	.283	1	.283	.759**
	Sig. (2-Tailed)	.000	.129	.000	.129		.129	.000
	N	30	30	30	30	30	30	30
VAR0000 6	Pearson Correlation	.418*	1.000**	.351	1.000**	.283	1	.831**
	Sig. (2-Tailed)	.021	.000	.057	.000	.129		.000
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	.826**	.831**	.805**	.831**	.759**	.831**	1
	Sig. (2-Tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

*. Correlation Is Significant At The 0.05 Level (2-Tailed).

**. Correlation Is Significant At The 0.01 Level (2-Tailed).

Reliability

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
.802	7

Item Statistics

	Mean	Std. Deviation	N
VAR00001	3.8333	.79148	30
VAR00002	3.6333	.85029	30
VAR00003	3.7667	.85836	30
VAR00004	3.6333	.85029	30
VAR00005	3.7333	.86834	30
VAR00006	3.6333	.85029	30
Total	22.2333	4.12464	30

Item-Total Statistics

	Scale Mean If Item Deleted	Scale Variance If Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha If Item Deleted
VAR00001	40.6333	57.895	.791	.772
VAR00002	40.8333	57.109	.795	.768
VAR00003	40.7000	57.390	.763	.770
VAR00004	40.8333	57.109	.795	.768
VAR00005	40.7333	57.926	.709	.774
VAR00006	40.8333	57.109	.795	.768
Total	22.2333	17.013	1.000	.898

Scale Statistics

Mean	Variance	Std. Deviation	N Of Items
44.4667	68.051	8.24928	7

Uji Validitas Variabel Pengembangan Karir

Correlations

		Correlations						
		VAR0000	VAR0000	VAR0000	VAR0000	VAR0000	VAR0000	Total
		1	2	3	4	5	6	
VAR0000 1	Pearson	1	.355	.378*	.516**	.378*	.497**	.685**
	Correlation							
	Sig. (2-Tailed)		.054	.039	.003	.039	.005	.000
	N	30	30	30	30	30	30	30
VAR0000 2	Pearson	.355	1	-.037	.514**	-.037	.455*	.513**
	Correlation							
	Sig. (2-Tailed)	.054		.848	.004	.848	.011	.004
	N	30	30	30	30	30	30	30
VAR0000 3	Pearson	.378*	-.037	1	.237	1.000**	.232	.648**
	Correlation							
	Sig. (2-Tailed)	.039	.848		.207	.000	.218	.000
	N	30	30	30	30	30	30	30
VAR0000 4	Pearson	.516**	.514**	.237	1	.237	.977**	.864**
	Correlation							
	Sig. (2-Tailed)	.003	.004	.207		.207	.000	.000
	N	30	30	30	30	30	30	30
VAR0000 5	Pearson	.378*	-.037	1.000**	.237	1	.232	.648**
	Correlation							
	Sig. (2-Tailed)	.039	.848	.000	.207		.218	.000
	N	30	30	30	30	30	30	30
VAR0000 6	Pearson	.497**	.455*	.232	.977**	.232	1	.847**
	Correlation							

	Sig. (2-Tailed)	.005	.011	.218	.000	.218		.000
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	.685**	.513**	.648**	.864**	.648**	.847**	1
	Sig. (2-Tailed)	.000	.004	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

*. Correlation Is Significant At The 0.05 Level (2-Tailed).

** . Correlation Is Significant At The 0.01 Level (2-Tailed).

Reliability

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
.776	7

Item Statistics

	Mean	Std. Deviation	N
VAR00001	4.0333	.41384	30
VAR00002	3.6000	.56324	30
VAR00003	3.9667	.66868	30

VAR00004	3.8333	.83391	30
VAR00005	3.9667	.66868	30
VAR00006	3.8667	.86037	30
Total	23.2667	2.88795	30

Item-Total Statistics

	Scale Mean If Item Deleted	Scale Variance If Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha If Item Deleted
VAR00001	42.5000	30.259	.644	.764
VAR00002	42.9333	30.340	.436	.771
VAR00003	42.5667	28.806	.572	.754
VAR00004	42.7000	25.734	.819	.712
VAR00005	42.5667	28.806	.572	.754
VAR00006	42.6667	25.678	.796	.713
Total	23.2667	8.340	1.000	.794

Scale Statistics

Mean	Variance	Std. Deviation	N Of Items
46.5333	33.361	5.77589	7

Uji Validitas Variabel Motivasi

Correlations

Correlations

	VAR0000 1	VAR0000 2	VAR0000 3	VAR0000 4	VAR0000 5	VAR0000 6	Total
VAR0000 1 Pearson Correlation	1	.947**	.567**	.543**	.649**	.618**	.885**
Sig. (2-Tailed)		.000	.001	.002	.000	.000	.000
N	30	30	30	30	30	30	30
VAR0000 2 Pearson Correlation	.947**	1	.476**	.455*	.683**	.649**	.849**
Sig. (2-Tailed)	.000		.008	.011	.000	.000	.000
N	30	30	30	30	30	30	30
VAR0000 3 Pearson Correlation	.567**	.476**	1	.749**	.329	.421*	.805**
Sig. (2-Tailed)	.001	.008		.000	.075	.020	.000
N	30	30	30	30	30	30	30
VAR0000 4 Pearson Correlation	.543**	.455*	.749**	1	.345	.338	.777**
Sig. (2-Tailed)	.002	.011	.000		.062	.067	.000
N	30	30	30	30	30	30	30
VAR0000 5 Pearson Correlation	.649**	.683**	.329	.345	1	.368*	.684**
Sig. (2-Tailed)	.000	.000	.075	.062		.046	.000
N	30	30	30	30	30	30	30
VAR0000 6 Pearson Correlation	.618**	.649**	.421*	.338	.368*	1	.697**
Sig. (2-Tailed)	.000	.000	.020	.067	.046		.000
N	30	30	30	30	30	30	30

Total	Pearson Correlation	.885**	.849**	.805**	.777**	.684**	.697**	1
	Sig. (2-Tailed)	.000	.000	.000	.000	.000	.000	
	N	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).

Reliability

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
.792	7

Item Statistics

	Mean	Std. Deviation	N
VAR00001	3.6333	.55605	30
VAR00002	3.6000	.56324	30
VAR00003	3.7000	.95231	30
VAR00004	3.8667	.86037	30
VAR00005	3.4667	.68145	30
VAR00006	3.4333	.67891	30

Item Statistics

	Mean	Std. Deviation	N
VAR00001	3.6333	.55605	30
VAR00002	3.6000	.56324	30
VAR00003	3.7000	.95231	30
VAR00004	3.8667	.86037	30
VAR00005	3.4667	.68145	30
VAR00006	3.4333	.67891	30
Total	21.7000	3.34406	30

Item-Total Statistics

	Scale Mean If Item Deleted	Scale Variance If Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha If Item Deleted
VAR00001	39.7667	38.461	.864	.761
VAR00002	39.8000	38.648	.823	.763
VAR00003	39.7000	35.390	.744	.743
VAR00004	39.5333	36.533	.717	.752
VAR00005	39.9333	38.961	.624	.771
VAR00006	39.9667	38.861	.639	.770
Total	21.7000	11.183	1.000	.857

Scale Statistics

Mean	Variance	Std. Deviation	N Of Items
43.4000	44.731	6.68813	7

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Lingkungan_kerja ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Motivasi_kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.525 ^a	.275	.260	1.79072

a. Predictors: (Constant), Lingkungan_kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	57.287	1	57.287	17.865	.000 ^a
	Residual	150.713	47	3.207		
	Total	208.000	48			

a. Predictors: (Constant), Lingkungan_kerja

b. Dependent Variable: Motivasi_kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.886	2.507		4.740	.000
	Lingkungan_kerja ^a	.480	.113	.525	4.227	.000

a. Dependent Variable: Motivasi_kerja

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kompensasi ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Motivasi_kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.186 ^a	.035	.014	2.06691

a. Predictors: (Constant), Kompensasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.210	1	7.210	1.688	.200 ^a
	Residual	200.790	47	4.272		
	Total	208.000	48			

a. Predictors: (Constant), Kompensasi

b. Dependent Variable: Motivasi_kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.293	2.431		7.935	.000
	Kompensasi	.148	.114	.186	1.299	.200

a. Dependent Variable: Motivasi_kerja

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Pengembangan_karir ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Motivasi_kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.584 ^a	.341	.327	1.70777

a. Predictors: (Constant), Pengembangan_karir

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	70.926	1	70.926	24.319	.000 ^a
	Residual	137.074	47	2.916		
	Total	208.000	48			

a. Predictors: (Constant), Pengembangan_karir

b. Dependent Variable: Motivasi_kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.746	2.382		4.512	.000
	Pengembangan_karir	.513	.104	.584	4.931	.000

a. Dependent Variable: Motivasi_kerja

Regression

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Pengembangan_karir, Lingkungan_kerja, Kompensasi ^a		Enter

a. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.665 ^a	.442	.405	1.60603

a. Predictors: (Constant), Pengembangan_karir, Lingkungan_kerja, Kompensasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	91.931	3	30.644	11.880	.000 ^a
	Residual	116.069	45	2.579		
	Total	208.000	48			

a. Predictors: (Constant), Pengembangan_karir, Lingkungan_kerja, Kompensasi

b. Dependent Variable: Motivasi_kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	9.298	2.617		3.553	.001
	Lingkungan_kerja	.284	.123	.310	2.309	.026
	Kompensasi	-.202	.109	-.255	-1.859	.070
	Pengembangan_karir	.492	.134	.559	3.663	.001

a. Dependent Variable: Motivasi_kerja