

Hasil Jawaban Kuisioner

Kompensasi Finansial (X1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	4	5.6	5.6	5.6
4.00	49	68.1	68.1	73.6
5.00	19	26.4	26.4	100.0
Total	72	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	5	6.9	6.9	6.9
3.00	2	2.8	2.8	9.7
4.00	23	31.9	31.9	41.7
5.00	42	58.3	58.3	100.0
Total	72	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	2	2.8	2.8	2.8
3.00	3	4.2	4.2	6.9
4.00	37	51.4	51.4	58.3
5.00	30	41.7	41.7	100.0
Total	72	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	3	4.2	4.2	4.2
3.00	4	5.6	5.6	9.7
4.00	34	47.2	47.2	56.9
5.00	31	43.1	43.1	100.0
Total	72	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	2	2.8	2.8	2.8
3.00	5	6.9	6.9	9.7
Valid 4.00	37	51.4	51.4	61.1
5.00	28	38.9	38.9	100.0
Total	72	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	2	2.8	2.8	2.8
3.00	3	4.2	4.2	6.9
Valid 4.00	39	54.2	54.2	61.1
5.00	28	38.9	38.9	100.0
Total	72	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	6.9	6.9	6.9
3.00	1	1.4	1.4	8.3
Valid 4.00	26	36.1	36.1	44.4
5.00	40	55.6	55.6	100.0
Total	72	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	6.9	6.9	6.9
3.00	4	5.6	5.6	12.5
Valid 4.00	22	30.6	30.6	43.1
5.00	41	56.9	56.9	100.0
Total	72	100.0	100.0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	2	2.8	2.8	2.8
3.00	5	6.9	6.9	9.7
Valid 4.00	28	38.9	38.9	48.6
5.00	37	51.4	51.4	100.0
Total	72	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	6.9	6.9	6.9
3.00	3	4.2	4.2	11.1
Valid 4.00	22	30.6	30.6	41.7
5.00	42	58.3	58.3	100.0
Total	72	100.0	100.0	

Motivasi Intrinsik (X2)**P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	1.4	1.4	1.4
3.00	5	6.9	6.9	8.3
Valid 4.00	42	58.3	58.3	66.7
5.00	24	33.3	33.3	100.0
Total	72	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	6	8.3	8.3	8.3
3.00	3	4.2	4.2	12.5
Valid 4.00	22	30.6	30.6	43.1
5.00	41	56.9	56.9	100.0
Total	72	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	4.2	4.2	4.2
3.00	6	8.3	8.3	12.5
Valid 4.00	36	50.0	50.0	62.5
5.00	27	37.5	37.5	100.0
Total	72	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	6.9	6.9	6.9
3.00	5	6.9	6.9	13.9
Valid 4.00	21	29.2	29.2	43.1
5.00	41	56.9	56.9	100.0
Total	72	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	5	6.9	6.9	6.9
Valid 4.00	48	66.7	66.7	73.6
5.00	19	26.4	26.4	100.0
Total	72	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	4.2	4.2	4.2
3.00	3	4.2	4.2	8.3
Valid 4.00	23	31.9	31.9	40.3
5.00	43	59.7	59.7	100.0
Total	72	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	4.2	4.2	4.2
3.00	1	1.4	1.4	5.6
Valid 4.00	28	38.9	38.9	44.4
5.00	40	55.6	55.6	100.0
Total	72	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	4	5.6	5.6	5.6
3.00	3	4.2	4.2	9.7
Valid 4.00	24	33.3	33.3	43.1
5.00	41	56.9	56.9	100.0
Total	72	100.0	100.0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	4.2	4.2	4.2
3.00	4	5.6	5.6	9.7
Valid 4.00	33	45.8	45.8	55.6
5.00	32	44.4	44.4	100.0
Total	72	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	6.9	6.9	6.9
3.00	2	2.8	2.8	9.7
Valid 4.00	25	34.7	34.7	44.4
5.00	40	55.6	55.6	100.0
Total	72	100.0	100.0	

Kinerja Karyawan (Y)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	1.4	1.4	1.4
3.00	4	5.6	5.6	6.9
Valid 4.00	43	59.7	59.7	66.7
5.00	24	33.3	33.3	100.0
Total	72	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	1.4	1.4	1.4
3.00	3	4.2	4.2	5.6
Valid 4.00	34	47.2	47.2	52.8
5.00	34	47.2	47.2	100.0
Total	72	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	1.4	1.4	1.4
3.00	2	2.8	2.8	4.2
Valid 4.00	37	51.4	51.4	55.6
5.00	32	44.4	44.4	100.0
Total	72	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	6.9	6.9	6.9
3.00	4	5.6	5.6	12.5
Valid 4.00	21	29.2	29.2	41.7
5.00	42	58.3	58.3	100.0
Total	72	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	5	6.9	6.9	6.9
4.00	48	66.7	66.7	73.6
5.00	19	26.4	26.4	100.0
Total	72	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	4.2	4.2	4.2
3.00	2	2.8	2.8	6.9
4.00	21	29.2	29.2	36.1
5.00	46	63.9	63.9	100.0
Total	72	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	2	2.8	2.8	2.8
3.00	2	2.8	2.8	5.6
4.00	27	37.5	37.5	43.1
5.00	41	56.9	56.9	100.0
Total	72	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	1.4	1.4	1.4
3.00	3	4.2	4.2	5.6
4.00	34	47.2	47.2	52.8
5.00	34	47.2	47.2	100.0
Total	72	100.0	100.0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	1.4	1.4	1.4
3.00	3	4.2	4.2	5.6
Valid 4.00	33	45.8	45.8	51.4
5.00	35	48.6	48.6	100.0
Total	72	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	6.9	6.9	6.9
3.00	2	2.8	2.8	9.7
Valid 4.00	28	38.9	38.9	48.6
5.00	37	51.4	51.4	100.0
Total	72	100.0	100.0	

Karakteristik Responden

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki Laki	47	65.3	65.3	65.3
Valid Perempuan	25	34.7	34.7	100.0
Total	72	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
18 – 23 Tahun	37	51.4	51.4	51.4
Valid 24 – 30 Tahun	25	34.7	34.7	86.1
31 – 37 Tahun	10	13.9	13.9	100.0
Total	72	100.0	100.0	

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sma/smk	45	62.5	62.5
	d3	16	22.2	84.7
	s1	11	15.3	100.0
	Total	72	100.0	100.0

Kompensasi Finansial (X1)

[illegible]

P7	Pearson	.094	.197	.239*	.123	.222	-.011	1	.118	.221	.006	.431**
	Correlation											
	Sig. (2-tailed)	.430	.098	.043	.302	.061	.924		.325	.062	.959	.000
	N	72	72	72	72	72	72	72	72	72	72	72
P8	Pearson	.102	.353**	.172	-.040	.042	.285*	.118	1	.076	-.072	.407**
	Correlation											
	Sig. (2-tailed)	.393	.002	.149	.741	.725	.015	.325		.528	.550	.000
	N	72	72	72	72	72	72	72	72	72	72	72
P9	Pearson	.257*	.097	.801**	.146	.629**	.302**	.221	.076	1	.432**	.721**
	Correlation											
	Sig. (2-tailed)	.029	.420	.000	.221	.000	.010	.062	.528		.000	.000
	N	72	72	72	72	72	72	72	72	72	72	72
P10	Pearson	.183	.037	.348**	.547**	.670**	.085	.006	-.072	.432**	1	.608**
	Correlation											
	Sig. (2-tailed)	.124	.760	.003	.000	.000	.480	.959	.550	.000		.000
	N	72	72	72	72	72	72	72	72	72	72	72
JUMLAH	Pearson	.401**	.354**	.746**	.477**	.763**	.455**	.431**	.407**	.721**	.608**	1
	Correlation											
	Sig. (2-tailed)	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	
	N	72	72	72	72	72	72	72	72	72	72	72

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

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

Motivasi Intrinsik (X2)

		Correlations										
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	JUMLAH
P1	Pearson	1	.086	.163	.127	.151	.259*	.094	.102	.257*	.183	.401**
	Correlation											
	Sig. (2-tailed)	.473	.172	.287	.205	.028	.430	.393	.029	.124	.000	
	N	72	72	72	72	72	72	72	72	72	72	72
P2	Pearson	.086	1	.106	-.147	.002	-.018	.197	.353**	.097	.037	.354**
	Correlation											
	Sig. (2-tailed)	.473	.375	.217	.987	.879	.098	.002	.420	.760	.002	
	N	72	72	72	72	72	72	72	72	72	72	72
P3	Pearson	.163	.106	1	.143	.745**	.370**	.239*	.172	.801**	.348**	.746**
	Correlation											
	Sig. (2-tailed)	.172	.375	.232	.000	.001	.043	.149	.000	.003	.000	
	N	72	72	72	72	72	72	72	72	72	72	72
P4	Pearson	.127	-.147	.143	1	.507**	.160	.123	-.040	.146	.547**	.477**
	Correlation											
	Sig. (2-tailed)	.287	.217	.232	.000	.179	.302	.741	.221	.000	.000	

P5	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson											
	Correlation	.151	.002	.745**	.507**	1	.159	.222	.042	.629**	.670**	.763**
P6	Sig. (2-tailed)	.205	.987	.000	.000		.183	.061	.725	.000	.000	.000
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson											
P7	Correlation	.259*	-.018	.370**	.160	.159	1	-.011	.285*	.302**	.085	.455**
	Sig. (2-tailed)	.028	.879	.001	.179	.183		.924	.015	.010	.480	.000
	N	72	72	72	72	72	72	72	72	72	72	72
P8	Pearson											
	Correlation	.094	.197	.239*	.123	.222	-.011	1	.118	.221	.006	.431**
	Sig. (2-tailed)	.430	.098	.043	.302	.061	.924		.325	.062	.959	.000
P9	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson											
	Correlation	.102	.353**	.172	-.040	.042	.285*	.118	1	.076	-.072	.407**
P10	Sig. (2-tailed)	.393	.002	.149	.741	.725	.015	.325		.528	.550	.000
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson											
JUMLAH	Correlation	.257*	.097	.801**	.146	.629**	.302**	.221	.076	1	.432**	.721**
	Sig. (2-tailed)	.029	.420	.000	.221	.000	.010	.062	.528		.000	.000
	N	72	72	72	72	72	72	72	72	72	72	72
P1	Pearson											
	Correlation	.183	.037	.348**	.547**	.670**	.085	.006	-.072	.432**	1	.608**
	Sig. (2-tailed)	.124	.760	.003	.000	.000	.480	.959	.550	.000		.000
P2	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson											
	Correlation	.401**	.354**	.746**	.477**	.763**	.455**	.431**	.407**	.721**	.608**	1
P3	Sig. (2-tailed)	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	
	N	72	72	72	72	72	72	72	72	72	72	72

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

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

Kinerja Karyawan (Y)

		Correlations										
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	JUMLAH
P1	Pearson											
	Correlation	1	.238*	.000	.180	.062	.287*	.106	.132	.088	.101	.485**
	Sig. (2-tailed)		.044	1.000	.131	.605	.015	.374	.269	.463	.399	.000
P2	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson											
	Correlation	.238*	1	.167	-.032	-.186	-.009	.155	-.091	-.105	-.028	.234*

P3	Sig. (2-tailed)	.044		.160	.791	.118	.941	.193	.445	.381	.816	.048
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.000	.167	1	-.023	.106	.098	.309**	-.152	.083	-.182	.279*
P4	Sig. (2-tailed)	1.000	.160		.848	.374	.413	.008	.203	.491	.126	.018
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.180	-	-.023	1	.571**	.282*	.055	.366**	-	.518**	.708**
P5	Sig. (2-tailed)	.131	.791	.848		.000	.016	.645	.002	.730	.000	.000
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.062	-	.106	.571**	1	.124	.007	.255*	.086	.310**	.528**
P6	Sig. (2-tailed)	.605	.118	.374	.000		.300	.952	.031	.470	.008	.000
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.287*	-	.098	.282*	.124	1	.096	-.009	.267*	.063	.518**
P7	Sig. (2-tailed)	.015	.941	.413	.016	.300		.424	.941	.023	.602	.000
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.106	.155	.309**	.055	.007	.096	1	-.066	.108	-.052	.378**
P8	Sig. (2-tailed)	.374	.193	.008	.645	.952	.424		.579	.367	.664	.001
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.132	-	-.152	.366**	.255*	-.009	-.066	1	-	.467**	.413**
P9	Sig. (2-tailed)	.269	.445	.203	.002	.031	.941	.579		.147	.000	.000
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.088	-	.083	-.041	.086	.267*	.108	-.173	1	-.141	.242*
P10	Sig. (2-tailed)	.463	.381	.491	.730	.470	.023	.367	.147		.239	.041
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.101	-	-.182	.518**	.310**	.063	-.052	.467**	-	1	.530**
JUMLAH	Sig. (2-tailed)	.399	.816	.126	.000	.008	.602	.664	.000	.239		.000
	N	72	72	72	72	72	72	72	72	72	72	72
	Pearson Correlation	.485**	.234*	.279*	.708**	.528**	.518**	.378**	.413**	.242*	.530**	1
JUMLAH	Sig. (2-tailed)	.000	.048	.018	.000	.000	.000	.001	.000	.041	.000	
	N	72	72	72	72	72	72	72	72	72	72	72

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

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

Uji reliabilitas

a. Kompensasi Finansial (X1)

Case Processing Summary

		N	%
Cases	Valid	72	100.0
	Excluded ^a	0	.0
	Total	72	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.727	10

b. Motivasi Intrinsik (X2)

Case Processing Summary

		N	%
Cases	Valid	72	100.0
	Excluded ^a	0	.0
	Total	72	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.699	10

c. Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	72	100.0
	Excluded ^a	0	.0
	Total	72	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.683	10

Uji Regresi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	119.839	2	59.920	7.608	.001 ^b
	Residual	543.439	69	7.876		
	Total	663.278	71			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.979	4.841		5.160	.000
	X1	.196	.085	.258	2.298	.025
	X2	.238	.095	.282	2.509	.014

a. Dependent Variable: Y