

# LAMPIRAN

## Lampiran 1

### KUISIONER PENELITIAN

#### **PENGARUH KOMPENSASI, MOTIVASI KERJA DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN PADA DAELER HONDA ISTANA MOTOR BANDAR JAYA LAMPUNG TENGAH**

Responden Yth.

Bersama Kuisisioner ini, saya Apriyana Pasia adalah mahasiswi Fakultas Ekonomi dan Bisnis Jurusan Manajemen di Institut Informatika dan Bisnis Darmajaya, Bandar Lampung sedang menyusun sebuah Skripsi sebagai salah satu syarat untuk memperoleh gelar Sarjana Manajemen, maka sangat dibutuhkan pendapat beberapa kuisisioner dari Bapak/Ibu untuk melengkapi penelitian ini. Jawaban dari Bapak/Ibu selanjutnya akan diolah untuk menghasilkan hasil penelitian dengan judul **“Pengaruh Kompensasi, Motivasi Kerja Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada Daeler Honda Istana Motor, Bandar Jaya, Lampung Tengah”**. Isilah pernyataan-pernyataan di bawah ini dengan tepat mulai dari bagian identitas sampai bagian table terakhir (Tabel 4. Kinerja Karyawan). Dengan jumlah terdapat 61 pertanyaan. Dalam bagian identitas diisi dengan memberikan tanda checklist (√) pada kolom pilihan jawaban anda ( ). Dan setiap pertanyaan hanya membutuhkan satu jawaban saja.

Besar harapan saya, kiranya Bapak/Ibu bersedia mengisi kuisisioner ini dengan sejujur-jujurnya. Atas bantuan Bapak/Ibu saya ucapkan terima kasih dan selamat mengisi kuisisioner ini.

## A. IDENTITAS RESPONDEN

Petunjuk: Isilah Identitas Anda dengan benar

Nama : .....

TTL : .....

Usia : .....

Jenis Kelamin :  Laki-Laki  Perempuan

Pendidikan Terakhir :  SMA/Sederajat  Diploma  S1

Jabatan : .....

Lama Bekerja : .....

## B. PETUNJUK UMUM KUESIONER

Kuesioner ini disajikan dalam bentuk pernyataan, yang di dalamnya tidak ada jawaban yang benar atau salah, sehingga penulis sangat mengharapkan jawaban yang sebenarnya. Pilihan jawaban yang disediakan dengan tanda checklist (√) dengan keterangan penilaian sebagai berikut:

Keterangan	Skor
(SS) Sangat Setuju	5
(S) Setuju	4
(CS) Cukup Setuju	3
(KS) Kurang Setuju	2
(TS) Tidak Setuju	1

**Kompensasi (X<sub>1</sub>)**

No	Pernyataan	SS	S	CS	KS	TS
<b>Upah dan Gaji</b>						
1	Karyawan menerima imbalan atas pekerjaan yang telah dilakukan.					
2	Karyawan menerima bonus dari perusahaan sesuai dengan ketentuan yang berlaku.					
3	Karyawan berhak untuk mendapatkan fasilitas lebih dari perusahaan sesuai dengan pencapaian kerja yang optimal.					
<b>Cuti</b>						
4	Perusahaan memberikan hak cuti bagi setiap karyawan.					
5	Perusahaan memberikan Karyawan imbalan kerja atau upah pada waktu cuti.					
6	Perusahaan memberikan rekreasi kepada karyawan pada setiap periode tertentu agar timbul rasa kekeluargaan dan persahabatan.					
<b>Upah Insentif</b>						
7	Perusahaan memberikan peluang yang sama kepada setiap karyawan untuk promosi jabatan yang lebih tinggi.					
8	Perusahaan memberikan penghargaan dan pujian kepada karyawan yang berprestasi.					
9	Insentif yang diberikan berdasarkan kepada masa bekerja karyawan di dalam perusahaan.					
<b>Asuransi</b>						
10	Karyawan mendapatkan jaminan keamanan, kesehatan, dari perusahaan.					

11	Karyawan merasa nyaman dan aman atas Asuransi yang diberikan perusahaan.					
12	Perusahaan memberikan Asuransi kepada karyawan sebagai fasilitas agar menunjang kinerja karyawan.					
<b>Fasilitas Kantor</b>						
13	Perusahaan menyediakan fasilitas kerja yang mendukung dan lingkungan kerja yang kondusif.					
14	Perusahaan memberikan seragam yang nyaman kepada setiap karyawan.					
15	Karyawan diberikan pelatihan sesuai dengan bidang pekerjaan.					
16	Adanya toleransi waktu untuk beribadah merupakan kebijakan perusahaan terhadap karyawan yang ingin melakukan ibadah.					
<b>Tunjangan</b>						
17	Perusahaan memberikan tunjangan kepada karyawan pada saat hari-hari besar.					
18	Tunjangan yang diberikan perusahaan sesuai dengan pekerjaan yang dilakukan.					
19	Tunjangan yang diberikan perusahaan membuat karyawan lebih semangat bekerja.					

**Motivasi Kerja (X<sub>2</sub>)**

No	Pernyataan	SS	S	CS	KS	TS
<b>Gaji</b>						
1	Gaji yang diberikan perusahaan dapat memberikan dorongan kepada karyawan agar kinerja menjadi lebih baik.					
2	Terdapat kesesuaian antara gaji dengan pengorbanan (usaha tenaga dan pikiran) yang telah diberikan perusahaan kepada karyawan.					
3	Perlu adanya kenaikan gaji apabila karyawan berprestasi dalam bekerja.					
<b>Hubungan kerja</b>						
4	Hubungan kerja saya dengan seluruh karyawan di perusahaan terjalin harmonis.					
5	Atasan memberikan pengarahan kepada karyawan agar dapat melaksanakan kinerja dengan baik.					
6	Perusahaan memberikan kepercayaan kepada karyawan untuk bertanggung jawab atas tugas yang diberikan.					
7	Suasana dan Lingkungan kerja yang nyaman sehingga membuat karyawan bergairah dalam bekerja.					
8	Perusahaan senantiasa membentuk tim kerja untuk meningkatkan kerjasama antar karyawan.					
<b>Peluang untuk maju</b>						
9	Perusahaan memberikan kesempatan bagi karyawan untuk mengembangkan potensi yang ada pada karyawan agar lebih maju.					
10	Setiap karyawan berusaha untuk mencapai keunggulan dalam bekerja.					
11	Perusahaan memberikan kesempatan untuk kenaikan jabatan kepada karyawan atas pencapaian kerja dan dedikasi yang baik terhadap perusahaan.					
12	Atasan selalu bersikap ramah kepada setiap karyawan.					
<b>Pengakuan dan penghargaan</b>						
13	Atasan memberikan penghargaan kepada karyawan agar dapat termotivasi untuk melaksanakan tugas dengan baik.					
14	Perusahaan memberikan promosi jabatan kepada karyawan atas pencapaian kerja.					
15	Atasan memberikan pujian kepada karyawan atas pencapaian kerja.					

**Komitmen Organisasi (X<sub>3</sub>)**

No	Pernyataan	SS	S	CS	KS	TS
<b>Kemauan Karyawan</b>						
1	Saya merasa ada tanggung jawab atas perkembangan perusahaan.					
2	Tetap bekerja diperusahaan ini merupakan kebutuhan sekaligus keinginan saya.					
3	Saya selalu berusaha mencapai keunggulan dalam bekerja.					
4	Saya mematuhi peraturan-peraturan yang ada dalam melaksanakan pekerjaan.					
<b>Kesetiaan karyawan</b>						
5	Saya senang menghabiskan sisa karir saya diperusahaan ini.					
6	Akan terlalu merugikan untuk saya meninggalkan perusahaan ini karna takut tidak mendapatkan kesempatan kerja ditempat lain.					
7	Saya merasa masalah yang terjadi diperusahaan adalah masalah saya juga.					
8	Loyalitas karyawan terhadap perusahaan adalah faktor yang penting .					
9	Saya bersedia bekerja lembur demi menyelesaikan kewajiban kerja di perusahaan.					
<b>Kebanggaan dalam Organisasi</b>						
10	Saya merasa bangga menjadi bagian dari perusahaan.					
11	Sulit untuk mendapatkan pekerjaan dengan penghasilan yang sesuai seperti bekerja diperusahaan ini.					
12	Saya merasa perusahaan ini telah banyak berjasa bagi kehidupan sehari-hari saya.					
13	Saya senang membicarakan hal positif tentang perusahaan.					

### Kinerja Karyawan (Y)

No	Pernyataan	SS	S	CS	KS	TS
<b>Kualitas dan kuantitas</b>						
1	Saya selalu berusaha menghasilkan kualitas kerja yang baik dibandingkan rekan kerja lainnya.					
2	Kuantitas kerja saya sudah sesuai dengan standar kerja yang diharapkan oleh perusahaan.					
3	Tingkat pencapaian kerja yang saya hasilkan telah sesuai dengan harapan perusahaan.					
4	Saya selalu meminimalisir tingkat kesalahan dalam melakukan pekerjaan.					
5	Saya selalu berusaha mencapai target yang telah ditetapkan oleh perusahaan.					
<b>Ketepatan waktu</b>						
6	Saya menyelesaikan pekerjaan dengan cekatan dan tidak menunda-nunda.					
7	Saya selalu menyelesaikan pekerjaan tepat waktu untuk menghindari tertumpuknya pekerjaan yang akan menjadi beban pekerjaan.					
8	Saya selalu hadir lebih awal dari jam kerja yang sudah ditetapkan perusahaan.					
9	Saya sadar disiplin waktu adalah kewajiban para karyawan.					
<b>Efektivitas</b>						
10	Karyawan sebaiknya tetap bekerja dengan efektif walaupun pimpinan tidak berada ditempat kerja.					
11	Karyawan sebaiknya saling memberikan dorongan kerja agar bekerja lebih baik dari prestasi kerja yang telah diraih saat ini.					
12	Karyawan seharusnya mengerjakan tugas yang sudah menjadi tanggung jawab tanpa disuruh oleh pimpinan.					
13	Karyawan sebaiknya melapor pada pimpinan jika ada masalah dalam pekerjaan.					
14	Saya menguasai bidang pekerjaan yang sedang saya jalani saat ini.					



## Lampiran 2

### Hasil Jawaban Responden

#### 1. Jawaban Kuisisioner Kompensasi (X1)

No	V1K1	V1K2	V1K3	V1K4	V1K5	V1K6	V1K7	V1K8	V1K9	V1K10
1	3	4	4	3	4	4	4	4	4	3
2	4	5	5	4	5	5	4	5	5	5
3	4	5	5	5	5	5	5	5	5	5
4	5	4	3	3	5	5	5	5	5	5
5	5	4	5	4	5	4	5	5	4	4
6	5	5	4	5	5	5	5	4	5	5
7	5	5	5	5	5	5	5	5	5	5
8	5	5	5	5	4	5	5	5	5	5
9	5	5	4	4	4	5	5	5	3	5
10	5	5	5	5	5	3	5	5	4	4
11	5	4	5	5	5	5	5	5	4	5
12	5	5	5	5	5	5	5	5	5	5
13	5	5	5	5	5	5	4	5	5	5
14	5	5	4	3	5	4	5	5	5	5
15	5	5	4	5	5	5	5	5	5	5
16	5	5	5	5	5	5	5	5	5	5
17	3	5	5	4	5	4	5	5	3	5
18	4	5	5	5	5	4	5	5	5	5
19	5	5	5	5	5	5	5	5	5	4
20	5	5	5	5	5	5	5	5	5	5
21	5	5	5	5	5	5	5	5	5	5
22	5	5	5	4	5	5	5	4	5	5
23	5	4	5	5	5	5	5	5	5	5
24	5	5	4	5	5	5	5	5	5	5
25	5	4	5	5	4	5	5	5	4	4
26	5	3	5	5	5	5	5	5	5	5
27	5	5	5	4	5	5	5	5	5	5
28	5	5	5	5	5	4	5	5	5	5
29	5	4	5	4	5	5	4	5	5	5
30	5	4	5	4	5	5	5	5	4	4
31	5	5	5	5	5	5	5	5	5	4
32	5	5	4	5	4	4	5	5	5	4
33	5	4	4	4	4	3	4	5	4	3



## 2. Jawaban Kuisisioner Motivasi Kerja (X2)

No	V1M1	V1M2	V1M3	V1M4	V1M5	V1M6	V1M7	V1M8	V1M9	V1M10
1	4	4	4	4	3	4	4	4	4	3
2	5	5	5	5	5	5	5	5	5	4
3	5	5	5	5	5	5	5	5	5	4
4	5	5	5	5	5	4	4	5	5	5
5	5	5	5	5	5	5	4	5	5	5
6	5	4	4	5	5	5	5	5	5	5
7	5	4	5	5	5	5	5	4	4	5
8	5	5	5	5	4	5	5	4	4	5
9	5	5	5	4	4	5	5	5	5	5
10	5	5	5	5	4	5	5	5	5	5
11	4	5	5	5	5	5	5	5	5	5
12	5	5	5	5	5	5	5	5	5	5
13	5	5	5	4	5	5	5	5	5	5
14	5	5	5	5	5	5	5	5	5	4
15	5	5	4	5	5	5	5	5	5	4
16	5	4	4	5	5	5	5	5	3	4
17	5	5	4	5	5	5	5	5	5	5
18	5	5	5	5	5	5	5	5	5	5
19	5	5	5	5	5	5	5	5	5	5
20	5	5	5	5	4	5	5	5	5	5
21	5	5	5	5	5	5	5	5	5	5
22	5	5	5	5	5	5	5	5	5	4
23	5	3	5	5	5	5	4	5	5	5
24	4	5	5	4	5	5	5	5	5	5
25	4	5	5	4	5	5	5	5	5	5
26	5	3	5	5	3	5	5	4	5	5
27	5	5	5	5	5	4	5	5	5	5
28	5	5	5	5	5	5	5	5	5	5
29	5	5	5	5	5	5	5	5	4	5
30	5	4	5	5	5	5	5	5	5	4
31	5	5	5	5	5	5	5	5	5	5
32	5	5	5	5	5	5	5	4	5	5

<b>No</b>	<b>V1M11</b>	<b>V1M12</b>	<b>V1M13</b>	<b>V1M14</b>	<b>V1M15</b>	<b>TOTAL</b>
1	4	4	4	3	4	<b>57</b>
2	5	5	5	5	5	<b>74</b>
3	5	5	5	5	5	<b>74</b>
4	5	5	5	4	5	<b>72</b>
5	5	5	5	5	5	<b>74</b>
6	5	5	5	5	4	<b>72</b>
7	4	5	4	5	5	<b>70</b>
8	5	5	4	5	5	<b>71</b>
9	5	4	5	4	5	<b>71</b>
10	5	5	5	4	5	<b>73</b>
11	5	5	5	5	5	<b>74</b>
12	5	5	5	5	5	<b>75</b>
13	5	5	3	5	4	<b>71</b>
14	4	5	5	5	5	<b>73</b>
15	5	5	5	5	5	<b>73</b>
16	5	5	5	5	5	<b>70</b>
17	5	4	5	4	5	<b>72</b>
18	3	4	5	5	5	<b>72</b>
19	5	5	5	5	4	<b>74</b>
20	5	5	4	5	4	<b>72</b>
21	5	5	5	5	5	<b>75</b>
22	5	5	5	5	5	<b>74</b>
23	5	5	5	4	5	<b>71</b>
24	4	5	4	4	5	<b>70</b>
25	5	5	4	5	5	<b>72</b>
26	5	5	5	5	5	<b>70</b>
27	5	4	5	5	5	<b>73</b>
28	5	5	5	5	5	<b>75</b>
29	5	5	5	5	5	<b>74</b>
30	5	5	5	5	4	<b>72</b>
31	5	5	5	5	5	<b>75</b>
32	4	5	4	5	5	<b>72</b>
33	3	5	5	5	5	<b>63</b>

### 3. Jawaban Kuisisioner Komitmen Organisasi (X3)

No	V1M1	V1M2	V1M3	V1M4	V1M5	V1M6	V1M7	V1M8	V1M9	V1M10
1	4	4	3	4	4	4	3	4	4	4
2	4	5	5	5	5	5	4	5	5	5
3	5	5	5	5	5	5	4	5	5	5
4	5	5	5	5	5	5	5	5	5	5
5	5	5	5	4	5	5	5	5	5	4
6	5	5	4	5	5	5	5	5	5	5
7	5	5	4	5	5	5	5	5	5	5
8	5	5	5	5	5	5	5	4	5	5
9	5	5	5	5	5	5	5	5	5	5
10	5	5	5	5	5	5	5	5	5	5
11	4	5	5	5	4	5	5	5	4	5
12	5	5	5	5	4	5	5	5	5	5
13	5	5	5	5	5	5	4	5	5	4
14	5	4	5	5	5	5	4	5	5	4
15	5	4	5	5	5	5	4	4	5	5
16	5	5	5	5	5	5	5	4	5	5
17	5	5	5	5	5	5	5	5	5	5
18	5	5	5	4	5	5	5	5	5	5
19	5	5	5	5	5	5	5	5	4	5
20	5	5	5	5	5	4	5	5	5	5
21	4	5	5	5	4	5	5	5	5	5
22	4	5	5	5	4	5	5	5	5	4
23	4	4	5	5	5	5	5	5	5	5
24	5	5	4	5	5	5	5	5	5	5
25	5	5	4	5	5	5	5	5	5	4
26	5	5	4	5	5	4	5	5	5	5
27	5	5	5	5	5	3	5	5	4	5
28	5	5	5	5	5	5	5	4	5	5
29	5	5	5	4	5	5	4	4	5	5
30	5	5	5	5	5	5	5	5	5	5
31	4	5	5	5	5	5	5	5	5	5
32	4	5	5	5	4	5	5	5	5	5
33	4	5	5	5	4	4	4	3	3	3

<b>No</b>	<b>V1KO11</b>	<b>V1KO12</b>	<b>V1KO13</b>	<b>TOTAL</b>
1	4	3	4	<b>49</b>
2	5	5	5	<b>63</b>
3	5	5	5	<b>64</b>
4	5	5	5	<b>65</b>
5	5	5	5	<b>63</b>
6	5	5	5	<b>64</b>
7	5	4	5	<b>63</b>
8	5	5	5	<b>64</b>
9	5	5	4	<b>64</b>
10	5	5	5	<b>65</b>
11	4	5	5	<b>61</b>
12	5	4	5	<b>63</b>
13	4	4	5	<b>61</b>
14	5	5	5	<b>62</b>
15	4	5	4	<b>60</b>
16	5	5	4	<b>63</b>
17	5	5	5	<b>65</b>
18	5	5	5	<b>64</b>
19	5	5	5	<b>64</b>
20	5	5	5	<b>64</b>
21	5	5	4	<b>62</b>
22	5	5	4	<b>61</b>
23	4	5	4	<b>61</b>
24	5	5	5	<b>64</b>
25	5	5	5	<b>63</b>
26	5	3	5	<b>61</b>
27	5	5	5	<b>62</b>
28	5	5	5	<b>64</b>
29	5	5	5	<b>62</b>
30	5	5	5	<b>65</b>
31	5	5	5	<b>64</b>
32	4	5	4	<b>61</b>
33	3	4	4	<b>51</b>

#### 4. Jawaban Kuisisioner Kinerja Karyawan (Y)

No	V1K1	V1K2	V1K3	V1K4	V1K5	V1K6	V1K7	V1K8	V1K9	V1K10
1	4	4	4	3	4	4	4	4	3	3
2	4	5	3	5	5	3	5	4	5	4
3	5	5	5	5	5	5	5	5	5	5
4	5	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	5	5	5	5	5
6	5	5	5	4	5	5	5	5	5	5
7	5	5	5	5	5	5	5	5	4	5
8	5	5	3	5	5	5	5	4	5	5
9	5	5	5	5	5	5	5	5	5	5
10	5	5	5	5	4	4	5	5	5	4
11	5	5	5	5	4	5	5	5	5	5
12	5	5	5	5	5	5	5	5	5	5
13	5	5	5	5	5	5	5	5	5	5
14	5	5	5	5	5	5	5	5	5	5
15	5	5	4	5	5	5	5	5	5	5
16	5	5	4	5	5	5	4	5	5	5
17	4	5	5	5	5	5	4	5	4	5
18	4	4	5	5	5	4	4	4	4	5
19	5	4	5	4	5	4	5	5	5	4
20	5	5	5	4	4	5	5	5	5	4
21	5	5	5	4	5	5	5	4	5	5
22	5	5	5	5	5	5	5	4	5	4
23	5	5	5	5	5	5	5	5	5	5
24	5	5	5	5	5	3	5	5	5	5
25	4	5	5	5	5	5	5	5	5	5
26	5	5	5	5	5	5	5	5	5	5
27	5	5	5	5	5	5	5	5	5	5
28	5	3	5	5	5	5	5	5	5	5
29	5	4	5	5	5	5	5	5	5	5
30	5	5	5	5	5	5	5	5	5	5
31	5	5	4	5	5	5	5	5	4	5
32	4	5	5	5	5	5	5	5	4	5
33	4	4	4	3	3	4	5	5	4	3

No	V1K11	V1K12	V1K13	V1K14	Total
1	4	4	4	4	<b>53</b>
2	5	5	5	4	<b>62</b>
3	5	5	5	5	<b>70</b>
4	5	5	5	4	<b>69</b>
5	5	5	5	5	<b>70</b>
6	5	5	5	5	<b>69</b>
7	5	5	5	5	<b>69</b>
8	5	5	4	5	<b>66</b>
9	5	4	5	5	<b>69</b>
10	5	5	5	5	<b>67</b>
11	5	4	4	5	<b>67</b>
12	5	5	4	5	<b>69</b>
13	5	5	5	5	<b>70</b>
14	5	5	5	5	<b>70</b>
15	5	5	5	5	<b>69</b>
16	4	5	5	5	<b>67</b>
17	5	5	5	5	<b>67</b>
18	5	5	5	5	<b>64</b>
19	5	5	5	5	<b>66</b>
20	3	5	5	4	<b>64</b>
21	5	5	5	5	<b>68</b>
22	5	5	5	5	<b>68</b>
23	5	5	5	5	<b>70</b>
24	5	5	5	5	<b>68</b>
25	5	5	5	5	<b>69</b>
26	5	5	4	3	<b>67</b>
27	5	5	5	5	<b>70</b>
28	5	4	5	5	<b>67</b>
29	5	5	5	5	<b>69</b>
30	5	5	5	5	<b>70</b>
31	4	5	5	5	<b>67</b>
32	5	5	5	5	<b>68</b>
33	4	5	5	5	<b>58</b>



### Lampiran 3

#### Karakteristik Responden

##### 1. Responden Berdasarkan Jenis Kelamin

Jenis_Kelamin				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	26	78.8	78.8
	Perempuan	7	21.2	100.0
	Total	33	100.0	100.0

##### 2. Responden Berdasarkan Usia

Usia				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-29	29	87.9	87.9
	30-39	1	3.0	90.9
	40-49	3	9.1	100.0
	Total	33	100.0	100.0

##### 3. Responden Berdasarkan Lama Kerja

Lama_Bekerja				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-1 Tahun	6	18.2	18.2
	2-3 Tahun	14	42.4	60.6
	> 3 Tahun	13	39.4	100.0
	Total	33	100.0	100.0

## Lampiran 4

### Hasil Jawaban Responden

#### 1. Jawaban Responden Kompensasi (X1)

**V1K1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
4	3	9.1	9.1	15.2
5	28	84.8	84.8	100.0
Total	33	100.0	100.0	

**V1K2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
4	9	27.3	27.3	30.3
5	23	69.7	69.7	100.0
Total	33	100.0	100.0	

**V1K3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
4	8	24.2	24.2	27.3
5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1K4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	9.1	9.1	9.1
4	9	27.3	27.3	36.4
5	21	63.6	63.6	100.0
Total	33	100.0	100.0	

**V1K5**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	6	18.2	18.2	18.2
Valid 5	27	81.8	81.8	100.0
Total	33	100.0	100.0	

**V1K6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6.1	6.1	6.1
Valid 4	7	21.2	21.2	27.3
5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1K7**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	5	15.2	15.2	15.2
Valid 5	28	84.8	84.8	100.0
Total	33	100.0	100.0	

**V1K8**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	3	9.1	9.1	9.1
Valid 5	30	90.9	90.9	100.0
Total	33	100.0	100.0	

**V1K9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
Valid 4	7	21.2	21.2	27.3
Valid 5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1K10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
Valid 4	7	21.2	21.2	27.3
Valid 5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1K11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
Valid 4	3	9.1	9.1	12.1
Valid 5	29	87.9	87.9	100.0
Total	33	100.0	100.0	

**V1K12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
Valid 4	4	12.1	12.1	15.2
Valid 5	28	84.8	84.8	100.0
Total	33	100.0	100.0	

**V1K13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	9.1	9.1	9.1
Valid 4	5	15.2	15.2	24.2
Valid 5	25	75.8	75.8	100.0
Total	33	100.0	100.0	

**V1K14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
Valid 4	7	21.2	21.2	27.3
Valid 5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1K15**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
Valid 4	7	21.2	21.2	27.3
Valid 5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1K16**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
Valid 4	8	24.2	24.2	27.3
Valid 5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1K17**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
4	7	21.2	21.2	24.2
5	25	75.8	75.8	100.0
Total	33	100.0	100.0	

**V1K18**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
4	3	9.1	9.1	15.2
5	28	84.8	84.8	100.0
Total	33	100.0	100.0	

**V1K19**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	9.1	9.1	9.1
4	3	9.1	9.1	18.2
5	27	81.8	81.8	100.0
Total	33	100.0	100.0	

**2. Jawaban Responden Motivasi Kerja (X2)**

**V1M1**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	4	12.1	12.1	12.1
Valid 5	29	87.9	87.9	100.0
Total	33	100.0	100.0	

**V1M2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6.1	6.1	6.1
Valid 4	5	15.2	15.2	21.2
5	26	78.8	78.8	100.0
Total	33	100.0	100.0	

**V1M3**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	6	18.2	18.2	18.2
Valid 5	27	81.8	81.8	100.0
Total	33	100.0	100.0	

**V1M4**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	6	18.2	18.2	18.2
Valid 5	27	81.8	81.8	100.0
Total	33	100.0	100.0	

**V1M5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	9.1	9.1	9.1
4	4	12.1	12.1	21.2
5	26	78.8	78.8	100.0
Total	33	100.0	100.0	

**V1M6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	4	12.1	12.1	12.1
5	29	87.9	87.9	100.0
Total	33	100.0	100.0	

**V1M7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	4	12.1	12.1	12.1
5	29	87.9	87.9	100.0
Total	33	100.0	100.0	

**V1M8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	6	18.2	18.2	18.2
5	27	81.8	81.8	100.0
Total	33	100.0	100.0	

**V1M9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
4	4	12.1	12.1	18.2
5	27	81.8	81.8	100.0
Total	33	100.0	100.0	



**V1M10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
4	7	21.2	21.2	27.3
5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1M11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
4	5	15.2	15.2	21.2
5	26	78.8	78.8	100.0
Total	33	100.0	100.0	

**V1M12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	5	15.2	15.2	15.2
5	28	84.8	84.8	100.0
Total	33	100.0	100.0	

**V1M13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
4	7	21.2	21.2	24.2
5	25	75.8	75.8	100.0
Total	33	100.0	100.0	

**V1M14**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	3.0	3.0	3.0
4	6	18.2	18.2	21.2
5	26	78.8	78.8	100.0
Total	33	100.0	100.0	

**V1M15**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	6	18.2	18.2	18.2
5	27	81.8	81.8	100.0
Total	33	100.0	100.0	

### 3. Jawaban Responden Komitmen Organisasi (X3)

**V1K01**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	9	27.3	27.3	27.3
Valid 5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

**V1K02**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	4	12.1	12.1	12.1
Valid 5	29	87.9	87.9	100.0
Total	33	100.0	100.0	

**V1K03**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	3.0	3.0	3.0
Valid 4	5	15.2	15.2	18.2
5	27	81.8	81.8	100.0
Total	33	100.0	100.0	

**V1K04**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	4	12.1	12.1	12.1
Valid 5	29	87.9	87.9	100.0
Total	33	100.0	100.0	

**V1K05**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	7	21.2	21.2	21.2
Valid 5	26	78.8	78.8	100.0
Total	33	100.0	100.0	

**V1K06**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	3.0	3.0	3.0
Valid 4	4	12.1	12.1	15.2
5	28	84.8	84.8	100.0
Total	33	100.0	100.0	

**V1K07**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	3.0	3.0	3.0
Valid 4	7	21.2	21.2	24.2
5	25	75.8	75.8	100.0
Total	33	100.0	100.0	

**V1K08**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	3.0	3.0	3.0
Valid 4	6	18.2	18.2	21.2
5	26	78.8	78.8	100.0
Total	33	100.0	100.0	

**V1KO9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
4	4	12.1	12.1	15.2
5	28	84.8	84.8	100.0
Total	33	100.0	100.0	

**V1KO10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
4	6	18.2	18.2	21.2
5	26	78.8	78.8	100.0
Total	33	100.0	100.0	

**V1KO11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3.0	3.0	3.0
4	6	18.2	18.2	21.2
5	26	78.8	78.8	100.0
Total	33	100.0	100.0	

**V1KO12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
4	4	12.1	12.1	18.2
5	27	81.8	81.8	100.0
Total	33	100.0	100.0	

**V1KO13**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	9	27.3	27.3	27.3
Valid 5	24	72.7	72.7	100.0
Total	33	100.0	100.0	

#### 4. Jawaban Responden Kinerja Karyawan (Y)

**V1K1**

		Frequency	Percent	Valid Percent	Cumulative Percent
	4	7	20.6	21.2	21.2
Valid	5	26	76.5	78.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K2**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	1	2.9	3.0	3.0
Valid	4	5	14.7	15.2	18.2
	5	27	79.4	81.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K3**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	2	5.9	6.1	6.1
Valid	4	5	14.7	15.2	21.2
	5	26	76.5	78.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K4**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	2	5.9	6.1	6.1
Valid	4	4	11.8	12.1	18.2
	5	27	79.4	81.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K5**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	1	2.9	3.0	3.0
Valid	4	4	11.8	12.1	15.2
	5	28	82.4	84.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K6**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	2	5.9	6.1	6.1
Valid	4	5	14.7	15.2	21.2
	5	26	76.5	78.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		



**V1K7**

		Frequency	Percent	Valid Percent	Cumulative Percent
	4	4	11.8	12.1	12.1
Valid	5	29	85.3	87.9	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K8**

		Frequency	Percent	Valid Percent	Cumulative Percent
	4	6	17.6	18.2	18.2
Valid	5	27	79.4	81.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K9**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	1	2.9	3.0	3.0
Valid	4	6	17.6	18.2	21.2
	5	26	76.5	78.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K10**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	2	5.9	6.1	6.1
Valid	4	5	14.7	15.2	21.2
	5	26	76.5	78.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K11**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	1	2.9	3.0	3.0
Valid	4	4	11.8	12.1	15.2
	5	28	82.4	84.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K12**

		Frequency	Percent	Valid Percent	Cumulative Percent
	4	4	11.8	12.1	12.1
Valid	5	29	85.3	87.9	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K13**

		Frequency	Percent	Valid Percent	Cumulative Percent
	4	5	14.7	15.2	15.2
Valid	5	28	82.4	84.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

**V1K14**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	1	2.9	3.0	3.0
Valid	4	4	11.8	12.1	15.2
	5	28	82.4	84.8	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

## Lampiran 5

### Hasil Uji Validitas

#### 1. Hasil Uji Validitas Kompensasi (X1)

Correlations

	V1K1	V1K2	V1K3	V1K4	V1K5	V1K6	V1K7	V1K8	V1K9	V1K10	V1K11	V1K12	V1K13	V1K14	V1K15	V1K16	V1K17	V1K18	V1K19	TOTAL
Pearson Correlation	1	-.035	-.013	.329	.106	.257	.305	.268	.353 <sup>*</sup>	.160	.122	.336	.237	-.032	.160	.095	.010	.054	.008	.329
V1K1 Sig. (2-tailed)		.845	.942	.062	.556	.149	.084	.132	.044	.372	.499	.056	.185	.859	.372	.598	.956	.765	.963	.062
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	-.035	1	.073	.261	.148	.032	.212	.000	.227	.324	.306	.374 <sup>*</sup>	.388 <sup>*</sup>	.421 <sup>*</sup>	.324	.182	.336	.495 <sup>**</sup>	.277	.493 <sup>**</sup>
V1K2 Sig. (2-tailed)	.845		.687	.143	.412	.858	.236	1.000	.204	.066	.084	.032	.025	.015	.066	.310	.056	.003	.118	.004
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	-.013	.073	1	.484 <sup>**</sup>	.329	.165	.079	.221	.066	.165	.332	.277	.061	.364 <sup>*</sup>	.364 <sup>*</sup>	.108	.145	.203	.591 <sup>**</sup>	.454 <sup>**</sup>
V1K3 Sig. (2-tailed)	.942	.687		.004	.062	.358	.664	.217	.715	.358	.059	.118	.736	.037	.037	.549	.420	.256	.000	.008
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.329	.261	.484 <sup>**</sup>	1	.153	.237	.352 <sup>*</sup>	.263	.316	.237	.184	.331	.145	.316	.237	.306	.264	.070	.368 <sup>*</sup>	.538 <sup>**</sup>
V1K4 Sig. (2-tailed)	.062	.143	.004		.397	.185	.045	.139	.074	.185	.306	.060	.419	.074	.185	.083	.137	.697	.035	.001
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.106	.148	.329	.153	1	.268	.239	.124	.402 <sup>*</sup>	.536 <sup>**</sup>	.378 <sup>*</sup>	.500 <sup>**</sup>	.247	.134	.402 <sup>*</sup>	.329	.365 <sup>*</sup>	.692 <sup>**</sup>	.174	.566 <sup>**</sup>
V1K5 Sig. (2-tailed)	.556	.412	.062	.397		.131	.180	.491	.020	.001	.030	.003	.165	.457	.020	.062	.037	.000	.334	.001
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.257	.032	.165	.237	.268	1	.192	.000	.382 <sup>*</sup>	.559 <sup>**</sup>	.396 <sup>*</sup>	.452 <sup>**</sup>	.353 <sup>*</sup>	.382 <sup>*</sup>	.471 <sup>**</sup>	.364 <sup>*</sup>	.406 <sup>*</sup>	.353 <sup>*</sup>	.252	.605 <sup>**</sup>
V1K6 Sig. (2-tailed)	.149	.858	.358	.185	.131		.284	.028	.001	.022	.008	.044	.028	.006	.037	.019	.044	.158	.000	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.305	.212	.079	.352 <sup>*</sup>	.239	.192	1	.160	.048	.337	.436 <sup>*</sup>	.386 <sup>*</sup>	.443 <sup>**</sup>	.337	.481 <sup>**</sup>	.403 <sup>*</sup>	.272	.305	.224	.538 <sup>**</sup>

	Sig. (2-tailed)	.084	.236	.664	.045	.180	.284		.373	.791	.056	.011	.026	.010	.056	.005	.020	.126	.084	.210	.001
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.268	.000	.221	.263	.124	.000	.160	1	.000	.180	.132	.105	.000	.000	.180	.221	.038	.071	.031	.228
V1K8	Sig. (2-tailed)	.132	1.000	.217	.139	.491	1.000		.373	.791	.056	.011	.026	.010	.056	.005	.020	.126	.084	.210	.001
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.353 <sup>*</sup>	.227	.066	.316	.402 <sup>*</sup>	.382 <sup>*</sup>	.048	.000	1	.382 <sup>*</sup>	.159	.565 <sup>**</sup>	.271	.118	.118	.364 <sup>*</sup>	.406 <sup>*</sup>	.257	.084	.509 <sup>**</sup>
V1K9	Sig. (2-tailed)	.044	.204	.715	.074	.020	.028	.791		.028	.378	.001	.127	.514	.514	.037	.019	.149	.643	.002	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.160	.324	.165	.237	.536 <sup>**</sup>	.559 <sup>**</sup>	.337	.180	.382 <sup>*</sup>	1	.515 <sup>**</sup>	.452 <sup>**</sup>	.271	.559 <sup>**</sup>	.647 <sup>**</sup>	.463 <sup>**</sup>	.406 <sup>*</sup>	.642 <sup>**</sup>	.335	.737 <sup>**</sup>
V1K10	Sig. (2-tailed)	.372	.066	.358	.185	.001	.001	.056	.317	.028		.002	.008	.127	.001	.000	.007	.019	.000	.056	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.122	.306	.332	.184	.378 <sup>*</sup>	.396 <sup>*</sup>	.436 <sup>*</sup>	.132	.159	.515 <sup>**</sup>	1	.623 <sup>**</sup>	.365 <sup>*</sup>	.396 <sup>*</sup>	.515 <sup>**</sup>	.599 <sup>**</sup>	.635 <sup>**</sup>	.511 <sup>**</sup>	.637 <sup>**</sup>	.727 <sup>**</sup>
V1K11	Sig. (2-tailed)	.499	.084	.059	.306	.030	.022	.011	.463	.378	.002		.000	.037	.022	.002	.000	.000	.002	.000	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.336	.374 <sup>*</sup>	.277	.331	.500 <sup>**</sup>	.452 <sup>**</sup>	.386 <sup>*</sup>	.105	.565 <sup>**</sup>	.452 <sup>**</sup>	.623 <sup>**</sup>	1	.625 <sup>**</sup>	.452 <sup>**</sup>	.565 <sup>**</sup>	.531 <sup>**</sup>	.568 <sup>**</sup>	.583 <sup>**</sup>	.361 <sup>*</sup>	.814 <sup>**</sup>
V1K12	Sig. (2-tailed)	.056	.032	.118	.060	.003	.008	.026	.562	.001	.008	.000		.000	.008	.001	.001	.001	.000	.039	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.237	.388 <sup>*</sup>	.061	.145	.247	.353 <sup>*</sup>	.443 <sup>**</sup>	.000	.271	.271	.365 <sup>*</sup>	.625 <sup>**</sup>	1	.353 <sup>*</sup>	.434 <sup>*</sup>	.518 <sup>**</sup>	.375 <sup>*</sup>	.414 <sup>*</sup>	.155	.607 <sup>**</sup>
V1K13	Sig. (2-tailed)	.185	.025	.736	.419	.165	.044	.010		1.000	.127	.127	.037	.000	.044	.012	.002	.032	.017	.390	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	-.032	.421 <sup>*</sup>	.364 <sup>*</sup>	.316	.134	.382 <sup>*</sup>	.337	.000	.118	.559 <sup>**</sup>	.396 <sup>*</sup>	.452 <sup>**</sup>	.353 <sup>*</sup>	1	.735 <sup>**</sup>	.264	.305	.353 <sup>*</sup>	.587 <sup>**</sup>	.658 <sup>**</sup>
V1K14	Sig. (2-tailed)	.859	.015	.037	.074	.457	.028	.056		1.000	.514	.001	.022	.008	.044	.000	.137	.085	.044	.000	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K1	Pearson Correlation	.160	.324	.364 <sup>*</sup>	.237	.402 <sup>*</sup>	.471 <sup>**</sup>	.481 <sup>**</sup>	.180	.118	.647 <sup>**</sup>	.515 <sup>**</sup>	.565 <sup>**</sup>	.434 <sup>*</sup>	.735 <sup>**</sup>	1	.364 <sup>*</sup>	.305	.546 <sup>**</sup>	.419 <sup>*</sup>	.746 <sup>**</sup>

5	Sig. (2-tailed)	.372	.066	.037	.185	.020	.006	.005	.317	.514	.000	.002	.001	.012	.000		.037	.085	.001	.015	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K1	Pearson Correlation	.095	.182	.108	.306	.329	.364*	.403*	.221	.364*	.463**	.599**	.531**	.518**	.264	.364*	1	.488**	.312	.309	.642**
6	Sig. (2-tailed)	.598	.310	.549	.083	.062	.037	.020	.217	.037	.007	.000	.001	.002	.137	.037		.004	.078	.081	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K1	Pearson Correlation	.010	.336	.145	.264	.365*	.406*	.272	.038	.406*	.406*	.635**	.568**	.375*	.305	.305	.488**	1	.343	.342	.628**
7	Sig. (2-tailed)	.956	.056	.420	.137	.037	.019	.126	.835	.019	.019	.000	.001	.032	.085	.085	.004		.051	.051	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K1	Pearson Correlation	.054	.495**	.203	.070	.692**	.353*	.305	.071	.257	.642**	.511**	.583**	.414*	.353*	.546**	.312	.343	1	.283	.664**
8	Sig. (2-tailed)	.765	.003	.256	.697	.000	.044	.084	.693	.149	.000	.002	.000	.017	.044	.001	.078	.051		.111	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K1	Pearson Correlation	.008	.277	.591**	.368*	.174	.252	.224	.031	.084	.335	.637**	.361*	.155	.587**	.419*	.309	.342	.283	1	.593**
9	Sig. (2-tailed)	.963	.118	.000	.035	.334	.158	.210	.864	.643	.056	.000	.039	.390	.000	.015	.081	.051	.111		.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
TOT	Pearson Correlation	.329	.493**	.454**	.538**	.566**	.605**	.538**	.228	.509**	.737**	.727**	.814**	.607**	.658**	.746**	.642**	.628**	.664**	.593**	1
AL	Sig. (2-tailed)	.062	.004	.008	.001	.001	.000	.001	.203	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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



V1M9	Pearson Correlation	.005	.177	.504**	.220	.401*	.341	.005	.504**	1	.499**	.371*	-.032	.088	.007	-.065	.581**
	Sig. (2-tailed)	.978	.326	.003	.219	.021	.052	.978	.003		.003	.034	.858	.625	.970	.721	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1M10	Pearson Correlation	.106	.091	.536**	.268	.385*	.422*	.106	.268	.499**	1	.366*	.048	-.102	.140	.134	.599**
	Sig. (2-tailed)	.559	.613	.001	.131	.027	.014	.559	.131	.003		.036	.791	.574	.439	.457	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1M11	Pearson Correlation	.149	-.043	.190	.329	.280	.314	-.015	.467**	.371*	.366*	1	.245	.163	.089	-.088	.534**
	Sig. (2-tailed)	.407	.812	.291	.062	.115	.076	.934	.006	.034	.036		.170	.365	.623	.625	.001
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1M12	Pearson Correlation	.102	-.054	.239	.239	.200	.361*	.102	.020	-.032	.048	.245	1	-.060	.477**	.020	.345*
	Sig. (2-tailed)	.572	.764	.180	.180	.264	.039	.572	.912	.858	.791	.170		.738	.005	.912	.049
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1M13	Pearson Correlation	.348*	-.048	-.098	.519**	.121	-.017	-.017	.365*	.088	-.102	.163	-.060	1	.099	.365*	.351*
	Sig. (2-tailed)	.047	.791	.586	.002	.503	.927	.927	.037	.625	.574	.365	.738		.585	.037	.045
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1M14	Pearson Correlation	.381*	.197	.246	.405*	.350*	.381*	.569**	.087	.007	.140	.089	.477**	.099	1	.087	.525**
	Sig. (2-tailed)	.029	.271	.168	.020	.046	.029	.001	.631	.970	.439	.623	.005	.585		.631	.002
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1M15	Pearson Correlation	.066	.190	.185	.185	.148	.066	.066	-.019	-.065	.134	-.088	.020	.365*	.087	1	.294
	Sig. (2-tailed)	.717	.291	.302	.302	.411	.717	.717	.919	.721	.457	.625	.912	.037	.631		.097
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
TOTAL	Pearson Correlation	.384*	.363*	.544**	.613**	.717**	.545**	.357*	.635**	.581**	.599**	.534**	.345*	.351*	.525**	.294	1
	Sig. (2-tailed)	.027	.038	.001	.000	.000	.001	.041	.000	.000	.000	.001	.049	.045	.002	.097	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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



### 3. Hasil Uji Validitas Komitmen Organisasi (X3)

Correlations

	V1KO1	V1KO2	V1KO3	V1KO4	V1KO5	V1KO6	V1KO7	V1KO8	V1KO9	V1KO10	V1KO11	V1KO12	V1KO13	TOTAL
Pearson Correlation	1	.190	.013	-.019	.681**	.054	.207	.113	.351*	.250	.526**	.101	.542**	.533**
V1KO1 Sig. (2-tailed)		.291	.943	.917	.000	.765	.249	.533	.045	.160	.002	.577	.001	.001
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.190	1	.224	.147	.034	.055	.531**	.194	.055	.194	.381*	.173	.398*	.457**
V1KO2 Sig. (2-tailed)	.291		.210	.416	.849	.760	.001	.280	.760	.280	.029	.335	.022	.007
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.013	.224	1	.224	.080	.240	.261	.039	.101	.167	.039	.610**	.013	.416*
V1KO3 Sig. (2-tailed)	.943	.210		.210	.658	.179	.142	.830	.576	.352	.830	.000	.943	.016
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	-.019	.147	.224	1	.034	.055	.348*	.194	.055	.194	.006	.173	-.019	.293
V1KO4 Sig. (2-tailed)	.917	.416	.210		.849	.760	.047	.280	.760	.280	.975	.335	.917	.098
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.681**	.034	.080	.034	1	.118	.159	.195	.442*	.345*	.495**	.309	.514**	.595**
V1KO5 Sig. (2-tailed)	.000	.849	.658	.849		.514	.377	.276	.010	.049	.003	.080	.002	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.054	.055	.240	.055	.118	1	.177	.207	.566**	.207	.207	.425*	.054	.470**
V1KO6 Sig. (2-tailed)	.765	.760	.179	.760	.514		.323	.248	.001	.248	.248	.014	.765	.006
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.207	.531**	.261	.348*	.159	.177	1	.460**	.308	.460**	.460**	.412*	.207	.677**
V1KO7 Sig. (2-tailed)	.249	.001	.142	.047	.377	.323		.007	.082	.007	.007	.017	.249	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
Pearson Correlation	.113	.194	.039	.194	.195	.207	.460**	1	.475**	.380*	.504**	.229	.388*	.604**
V1KO8 Sig. (2-tailed)	.533	.280	.830	.280	.276	.248	.007		.005	.029	.003	.200	.026	.000

	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1KO9	Pearson Correlation	.351*	.055	.101	.055	.442*	.566**	.308	.475**	1	.475**	.609**	.305	.203	.684**
	Sig. (2-tailed)	.045	.760	.576	.760	.010	.001	.082	.005		.005	.000	.084	.258	.000
V1KO10	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.250	.194	.167	.194	.345*	.207	.460**	.380*	.475**	1	.504**	.340	.250	.658**
	Sig. (2-tailed)	.160	.280	.352	.280	.049	.248	.007	.029	.005		.003	.053	.160	.000
V1KO11	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.526**	.381*	.039	.006	.495**	.207	.460**	.504**	.609**	.504**	1	.340	.526**	.766**
	Sig. (2-tailed)	.002	.029	.830	.975	.003	.248	.007	.003	.000	.003		.053	.002	.000
V1KO12	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.101	.173	.610**	.173	.309	.425*	.412*	.229	.305	.340	.340	1	.101	.637**
	Sig. (2-tailed)	.577	.335	.000	.335	.080	.014	.017	.200	.084	.053	.053		.577	.000
V1KO13	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.542**	.398*	.013	-.019	.514**	.054	.207	.388*	.203	.250	.526**	.101	1	.553**
	Sig. (2-tailed)	.001	.022	.943	.917	.002	.765	.249	.026	.258	.160	.002	.577		.001
TOTAL	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.533**	.457**	.416*	.293	.595**	.470**	.677**	.604**	.684**	.658**	.766**	.637**	.553**	1
	Sig. (2-tailed)	.001	.007	.016	.098	.000	.006	.000	.000	.000	.000	.000	.000	.001	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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



	Pearson Correlation	.332	.120	.467**	.220	-.016	.329	.306	1	.246	.329	-.016	.066	.239	.156	.482**
V1K8	Sig. (2-tailed)	.059	.507	.006	.219	.931	.062	.083		.168	.062	.931	.717	.180	.386	.004
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.645**	.296	.197	.451**	.341	.197	.569**	.246	1	.414*	.341	.194	.135	.073	.657**
V1K9	Sig. (2-tailed)	.000	.095	.271	.008	.052	.271	.001	.168		.017	.052	.280	.455	.686	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K10	Pearson Correlation	.405*	.347*	.336	.759**	.746**	.526**	.149	.329	.414*	1	.511**	.149	.095	.277	.832**
	Sig. (2-tailed)	.019	.048	.056	.000	.000	.002	.407	.062	.017		.002	.407	.598	.119	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K11	Pearson Correlation	.118	.101	.277	.545**	.566**	.043	.258	-.016	.341	.511**	1	.055	.017	.276	.555**
	Sig. (2-tailed)	.514	.576	.119	.001	.001	.814	.147	.931	.052	.002		.760	.926	.120	.001
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K12	Pearson Correlation	.034	.419*	-.015	.173	.258	-.015	.147	.066	.194	.149	.055	1	.361*	.055	.328
	Sig. (2-tailed)	.849	.015	.934	.335	.147	.934	.416	.717	.280	.407	.760		.039	.760	.062
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K13	Pearson Correlation	-.013	-.011	.245	.121	.201	-.054	.102	.239	.135	.095	.017	.361*	1	.386*	.326
	Sig. (2-tailed)	.945	.953	.170	.504	.261	.764	.572	.180	.455	.598	.926	.039		.026	.064
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
V1K14	Pearson Correlation	.118	-.038	.160	.185	.132	.160	.055	.156	.073	.277	.276	.055	.386*	1	.388*
	Sig. (2-tailed)	.514	.834	.375	.302	.465	.375	.760	.386	.686	.119	.120	.760	.026		.026
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
TOTAL	Pearson Correlation	.604**	.464**	.516**	.741**	.666**	.546**	.458**	.482**	.657**	.832**	.555**	.328	.326	.388*	1
AL	Sig. (2-tailed)	.000	.007	.002	.000	.000	.001	.007	.004	.000	.000	.001	.062	.064	.026	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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

## Lampiran 6

### Uji Reliabilitas

#### 1. Kompensasi (X1)

		N	%
Cases	Valid	33	100.0
	Excluded <sup>a</sup>	0	.0
	Total	33	100.0

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

Cronbach's Alpha	N of Items
.747	20

#### 2. Motivasi Kerja (X2)

		N	%
Cases	Valid	33	100.0
	Excluded <sup>a</sup>	0	.0
	Total	33	100.0

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

Cronbach's Alpha	N of Items
.726	16

### 3. Komitmen Organisasi (X3)

		N	%
Cases	Valid	33	100.0
	Excluded <sup>a</sup>	0	.0
	Total	33	100.0

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

Cronbach's Alpha	N of Items
.744	14

### 4. Kinerja Karyawan (Y)

		N	%
Cases	Valid	33	97.1
	Excluded <sup>a</sup>	1	2.9
	Total	34	100.0

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

Cronbach's Alpha	N of Items
.740	15

## Lampiran 7

### Hasil Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		33
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	2.26492628
	Absolute	.114
Most Extreme Differences	Positive	.075
	Negative	-.114
Kolmogorov-Smirnov Z		.656
Asymp. Sig. (2-tailed)		.783

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran 8

### Uji Linearitas

#### 1. Kompensasi (X1) terhadap Kinerja (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			325.926	13	25.071	5.051	.001
Kinerja Karyawan * Kompensasi	Between Groups	Linearity	208.913	1	208.913	42.085	.000
		Deviation from Linearity	117.013	12	9.751	1.964	.091
Within Groups			94.317	19	4.964		
Total			420.242	32			

#### 2. Motivasi Kerja (X2) terhadap Kinerja (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			312.689	7	44.670	10.383	.000
Kinerja Karyawan * Motivasi Kerja	Between Groups	Linearity	228.922	1	228.922	53.211	.000
		Deviation from Linearity	83.767	6	13.961	3.245	.017
Within Groups			107.554	25	4.302		
Total			420.242	32			

#### 3. Komitmen Organisasi (X2) terhadap Kinerja (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			320.076	7	45.725	11.412	.000
Kinerja Karyawan * Komitmen Organisasi	Between Groups	Linearity	216.380	1	216.380	54.005	.000
		Deviation from Linearity	103.696	6	17.283	4.313	.004
Within Groups			100.167	25	4.007		
Total			420.242	32			



## Lampiran 9

### Uji Multikolinearitas

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	11.686	8.717		1.341	.190		
Kompensasi	.159	.118	.262	1.345	.189	.355	2.816
Motivasi Kerja	.372	.220	.360	1.693	.101	.298	3.353
Komitmen Organisasi	.233	.231	.222	1.007	.322	.278	3.603

a. Dependent Variable: Kinerja Karyawan

## Lampiran 10

### Hasil Regresi Linear Berganda

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.781 <sup>a</sup>	.609	.569	2.379

a. Predictors: (Constant), Komitmen Organisasi, Kompensasi, Motivasi Kerja

b. Dependent Variable: Kinerja Karyawan

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	11.686	8.717		1.341	.190		
	Kompensasi	.159	.118	.262	1.345	.189	.355	2.816
	Motivasi Kerja	.372	.220	.360	1.693	.101	.298	3.353
	Komitmen Organisasi	.233	.231	.222	1.007	.322	.278	3.603

a. Dependent Variable: Kinerja Karyawan

## Lampiran 11

### Hasil Uji t

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
	(Constant)	11.686	8.717				1.341	.190
1	Kompensasi	.159	.118	.262	1.345	.189	.355	2.816
	Motivasi Kerja	.372	.220	.360	1.693	.101	.298	3.353
	Komitmen Organisasi	.233	.231	.222	1.007	.322	.278	3.603

a. Dependent Variable: Kinerja Karyawan

## Lampiran 12

### Hasil Uji F

ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	256.086	3	85.362	15.080	.000 <sup>b</sup>
Residual	164.157	29	5.661		
Total	420.242	32			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Komitmen Organisasi, Kompensasi, Motivasi Kerja

## Lampiran 13

### F tabel

df untuk	df untuk pembilang														
	1	2	3	4	5	6	7	8	9	10	11	12	14	15	
1	161	199	216	225	230	234	237	239	241	242	243	244	245	246	
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.43	
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.72	8.70	
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.87	5.86	
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.64	4.62	
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.94	3.94	
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.51	3.51	
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.22	3.22	
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.01	3.01	
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.85	2.85	
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.72	2.72	
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.62	2.62	
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.53	2.53	
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.46	2.46	
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.40	2.40	
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.35	2.35	
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.31	2.31	
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.27	2.27	
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.23	2.23	
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.20	2.20	
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.18	2.18	
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.15	2.15	
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.13	2.13	
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.11	2.11	
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.09	2.09	
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.07	2.07	
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.06	2.06	
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.08	2.08	